

**JSC BANK FOR FOREIGN
TRADE OF VIETNAM**

Address: 198 Tran Quang Khai St., Hanoi
Business Registration No. : 0100112437
12th revision dated December 16th 2016

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Hanoi, April 27th, 2018

**PROPOSAL
ON REMUNERATION FOR THE BOARD OF DIRECTORS AND THE
SUPERVISORY BOARD IN 2018**

Pursuant to the Charter on Organization and Operation of the Joint Stock Commercial Bank for Foreign Trade of Vietnam (the Bank), the Board of Directors would like to propose the General Shareholders Meeting to approve the remuneration to the Board of Directors and the Supervisory Board for the year 2018 as follows:

1. Implementation in 2017:

As stipulated in the resolution of the 10th Annual General Shareholders Meeting of the Bank dated 28 April 2017, the General Shareholders Meeting approved the remuneration of the Board of Directors and the Supervisory Board in 2017 as 0.35% of profit after tax. Within the remuneration budget of VND 31,874 million (equivalent to profit after tax x 0.35%) for the Board of Directors and the Supervisory Board in 2017 according to the resolution of the 10th annual General Shareholders Meeting, up to now, total remuneration given to the Board of Directors and the Supervisory Board has been VND 20.501 million¹.

2. Basis for the remuneration package for 2018:

- In the situation the world economy in 2018 is forecast to grow higher than that in 2017, the Board of Directors will always make appropriate directions and timely decisions, and the Supervisory Board continue to enhance the control to ensure the targets of transformation, effectiveness, sustainability and timely completion of the content of the bank's restructuring plan up to 2020 approved by SBV.

- The 2018's key business targets are presented at the General Shareholders Meeting;

- The number of members of Board of Directors and the Supervisory Board in 2018;

- With reference to the remuneration of the Board of Directors and the Supervisory Board of other joint stock commercial banks;

- The 2017's remuneration approved by the General Shareholders' Meeting.

¹ Updated to 31/03/2018

3. Proposal by the Board of Directors:

The Board of Directors would like to propose the General Shareholders Meeting to approve the remuneration to the Board of Directors and the Supervisory Board in 2018 as at 0.35% of profit after tax.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nghiem Xuan Thanh