

**JSC BANK FOR FOREIGN TRADE
OF VIET NAM**

Address: 198 Tran Quang Khai St, Ha Noi
Business Registration No. 0100112437
(13th revision dated 16th January, 2019)

**SOCIALIST REPUBLIC OF VIETNAM
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*Hanoi, April 26th, 2019***PROPOSAL TO THE GENERAL SHAREHOLDERS' MEETING**
(Re: Remuneration for the Board of Directors and the Supervisory Board in 2019)

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 2019 as follows:

1. Implementation in 2018:

As stipulated in the resolution of the 11th Annual General Shareholders Meeting of the Bank dated 27 April 2018, the General Shareholders Meeting approved the remuneration of the Board of Directors and the Supervisory Board in 2018 as 0.35% of profit after tax. Within the remuneration budget of VND 51,177 million (equivalent to profit after tax x 0.35%) for the Board of Directors and the Supervisory Board in 2018 according to the resolution of the 11th annual General Shareholders Meeting and pursuant to the official letter No. 9612/NHNN-TCCB dated 27th December 2018 of the State Bank of Vietnam, up to now, total remuneration given to the Board of Directors and the Supervisory Board has been VND 19,965 million

2. Basis for the remuneration package for 2019:

- In the situation the world economy in 2019 is forecast to grow with more challenges than that in 2018, 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 safety, effectiveness, sustainability and timely completion of the content of the bank's restructuring plan up to 2020 approved by SBV.

- The 2019's key business targets are presented at the General Shareholders Meeting;

- The number of members of Board of Directors and the Supervisory Board in 2019;

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

- The 2018's remuneration approved by the General Shareholders' Meeting.

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 2019 as at maximum 0.35% of profit after tax in case basic business targets are completed.

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

Nghiem Xuan Thanh