



VIETNAM JOINT STOCK COMMERCIAL  
BANK FOR INDUSTRY AND TRADE

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

108 Tran Hung Dao, Cua Nam, Hanoi  
Tel: 024.39421030

Hanoi, April 2026

Business Registration Certificate No. 0100111948  
13<sup>th</sup> revision dated January 8, 2024

DRAFT

## PROPOSAL

Re: Approval of the 2026 Remuneration for the Board of Directors and the Supervisory Board

To: The General Meeting of Shareholders of  
Vietnam Joint Stock Commercial Bank for Industry and Trade

Pursuant to the Charter on the Organization and Operation of VietinBank;

Pursuant to Resolution No. 29/NQ-DHDCD dated April 18, 2025 of the General Meeting of Shareholders of VietinBank;

Pursuant to Official Letter No. 10576/NHNN-TCCB dated December 01, 2025 of the State Bank of Vietnam regarding the 2025 salary budget of VietinBank; and Resolution of the Board of Directors No. 20/NQ-HDQT-NHCT-VPHDQT1 dated January 23, 2026 on the approval of the 2025 actual salary fund of VietinBank (for the bank only);

The Board of Directors (BoD) of VietinBank respectfully submits to the General Meeting of Shareholders (GMS) for approval of the remuneration for the BoD and the Supervisory Board (SB) for 2026 as follows:

### 1. Implementation of the 2025 Remuneration for the BoD and SB

- According to Resolution No. 29/NQ-DHDCD dated April 18, 2025, the GMS approved the approved the remuneration rate for the BoD and SB in 2025 of up to 0.25% of profit after tax.

- The actual remuneration rate for the BoD and SB in 2025 was 0.11% of profit after tax, which is lower than the rate approved by the GMS, for the following reasons:

+ In 2025, VietinBank continued to implement a series of measures to share, support, and resolve difficulties for customers, as well as to cut the Bank's operating expenses.

+ In 2025, VietinBank's profit increased by 36.8%; however, pursuant to Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government and Official Letter No. 10576/NHNN-TCCB dated December 01, 2025 of the State Bank of Vietnam, the average salary for the BoD and SB was capped at a maximum level.

### 2. Proposal of the BoD of VietinBank on the 2026 Remuneration for the BoD and SB

Based on the GMS-approved remuneration rate for the BoD and SB in 2025, and the key business targets for 2026 as presented to the GMS, as well as the expected number of members of the BOD and SB in 2026, the Board of Directors of VietinBank respectfully submits to the GMS for approval of the **2026 remuneration rate for the BoD and SB of up to 0.25% of profit after tax for 2026** (equivalent to the GMS-approved remuneration rate for the BoD and SB in 2025).

Respectfully submitted for approval by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN

Tran Minh Binh