



VIỆT NAM JOINT STOCK COMMERCIAL
BANK FOR INDUSTRY AND TRADE

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Business Registration Certificate No. 0100111948
13th revision dated January 8th 2024

Hanoi, 2024

DRAFT

PROPOSAL

Ref approval of the remuneration in 2025 for the Board of Directors and the Supervisory Board

**For the attention of: The General Meeting of Shareholders of
Vietnam Joint Stock Commercial Bank for Industry and Trade**

Pursuant the Charter on Organization and Operation of Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank);

Pursuant to Resolution No. 27/NQ-DHDCD dated April 27, 2024 of the General Meeting of Shareholders of VietinBank;

Pursuant to Official Dispatch No. 7456/NHNN-TCCB dated September 10, 2024 of the State Bank of Vietnam (SBV) on VietinBank's 2024 Salary budget; the Board of Directors' Resolution No. 16/NQ-HDQT-NHCT-VPHDQT1 dated January 21, 2025 on approving the 2024 realized salary fund of VietinBank (of the Bank only);

The Board of Directors (BoD) of VietinBank would like to seek the General Meeting of Shareholders (GMS)' approval of the remuneration for the BoD and Supervisory Board in 2025 as below:

1. Realized remuneration for the BoD and Supervisory Board in 2024

- According to Resolution No.27/NQ-DHDCD dated April 27, 2024, the GMS approved the remuneration rate for the BoD and Supervisory Board in 2024 of up to 0.25% of profit after tax.

- The actual remuneration rate in 2024 for the BoD and Supervisory Board is 0.12% of profit after tax, lower than the rate approved by the GMS, for the following reasons:

+ In 2024, VietinBank continued to take multiple measures to share and remove difficulties for the customers and cut the Bank's operating costs.

- The average realized salary of VietinBank's Managers in 2024 could only be raised by 1.6% from 2023, although VietinBank's profit increased by 25.5% compared to that in 2023;

2. BoD' s proposal on remuneration rate for the BoD and the Supervisory Board in 2025

In light of the key business targets for 2025 presented at the GMS and the expected number of members of the BoD and Supervisory Board in 2025 of VietinBank as well as the 2024 remuneration rate that was approved by the GMS, the BoD would like to seek the GMS's approval of **the remuneration rate for the BoD and the Supervisory Board in 2025 of up to 0.25% of profit after tax in 2025 (Same with the approved rate in 2024 by the GMS).**

Looking forward to the approval of the General Meeting of Shareholders.

**PP. THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Minh Binh