

VIETNAM EXPORT IMPORT COMMERCIAL JOINT STOCK BANK

**TO: GENERAL MEETING OF SHAREHOLDERS
PROPOSAL****RE: OPERATING BUDGET AND REMUNERATIONS OF THE BOARD OF
DIRECTORS IN 2022**

Pursuant to:

- Enterprise Law 2020;
- Law on Credit Institutions and relevant legitimate documents;
- Charter of Vietnam Export Import Commercial Joint Stock Bank (“Eximbank”);
- Regulations on the organization and operations of the Board of Directors;
- 2022 business plan as submitted to the General Meeting of shareholders of Eximbank,

The Board of Directors (“BoD”) would like to submit to the General Meeting of shareholders for ratification of (i) operating budget, and (ii) remunerations of the BoD in 2022 as below.

I. Operating budget

The operating budget of the BoD shall be used to cover the following expenses:

- Domestic and overseas business allowances (incl. travel expenses, accommodation allowances, room rentals at business destinations, and fees for additional baggage and work documents (if any));
- Business entertainment costs;
- Seminar and meeting costs;
- Training expenses;
- Fees for hiring consultants and other services for the BoD’s operations.

It is hereby submitted to the General meeting of shareholders for ratification of the operating budget amounting **VND 7,500,000,000** (seven billion and five million dong), which is equivalent to that of the previous years.

II. Remunerations

1. Basis for determination of the remunerations in 2022:

- The world and Vietnamese economy in 2022 will continue to be under negative impacts of the COVID-19 pandemic, so the BoD has to keep close track to give instructions on and direct Eximbank's business activities while strengthening supervision and audit to achieve the goals of safety, efficiency and sustainability;
- Fundamental business targets in 2022 as presented at the AGM;
- Number of Board members in 2022 to perform the functions and duties of the BoD;
- Cost planning and management in 2022;
- Existing conditions and capabilities of Eximbank with reference to the remunerations paid by other credit institutions.

2. Proposed amount:

According to clause 1 Article 45 of Eximbank Charter which states that "*Members of the Board of Directors are entitled to receive remunerations and bonuses based on the business results and performance of the Bank*", the BoD would like to propose the General meeting of shareholders for approval of its remunerations in 2022 as follows:

- Fixed remunerations: **VND 29,100,000,000 (twenty nine billion and one hundred million dong)** (*equivalent to 1.455% of the consolidated profit after tax as in the plan proposed for 2022*).
- In case Eximbank outperforms the profit target, the BoD shall receive additional remunerations of **VND 6,000,000,000 (six billion dong)**.

**F/O BOARD OF DIRECTORS
CHAIRMAN**

Luong Thi Cam Tu