

PROPOSAL

On Operating Budget and Remunerations of the Board of Directors in 2023

TO: GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *Enterprise Law 2020;*
- *Law on Credit Institutions and relevant legislative documents;*
- *Charter of Vietnam Export Import Commercial Joint Stock Bank (“Eximbank”);*
- *Regulations on the organization and operations of the Board of Directors;*
- *2023 business plan as laid down to the General meeting of shareholders of Eximbank,*

The Board of Directors (“BoD”) would like to submit to the General meeting of shareholders its proposed operating budget and remunerations in 2023 for consideration and ratification.

I. Operating budget

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

- Domestic and overseas business allowances (incl. travelling expenses, out-of-pocket expenses, accommodations, and fees for additional baggage and work documents, etc.);
- Reception costs;
- Seminar and meeting costs;
- Training expenses;
- Fees for hiring consultants and other services for the BoD’s operations

Operating budget of the BoD proposed to the General meeting of shareholders for ratification is: **VND 10,000,000,000** (in words: ten billion Vietnam Dong).

II. Remunerations

1. Basis for determination of the remunerations in 2023:

- The 2023 business plan including the plan of scaling up and network expansion;

- Following, guiding, and directing Eximbank's business activities, and strengthening more supervision and audit to ensure the objectives of safety, efficiency and sustainability;
- Fundamental business targets in 2023 as presented at the AGM;
- Number of Board members in 2023 to perform its functions and duties;
- Cost planning and management in 2023;
- 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 to the General meeting of shareholders its remunerations in 2023 as follow:

The fixed remuneration for the Board of Directors in 2023 is equal to the remuneration received in 2022, equivalent to 0.7 % of the consolidated profit before tax in 2023, but not less than 35.1 billion VND.

We look forward to your kind approval.

Yours sincerely,

**F/O BOARD OF DIRECTORS
CHAIRMAN**

Luong Thi Cam Tu