

Hanoi, March 2018

STATEMENT OF COMPENSATION PAYMENT TO BOARD OF DIRECTORS, BOARD OF SUPERVISION FOR THE YEAR 2017 AND THE PAYMENT PLAN FOR THE YEAR 2018

I. Statement of Compensation payment to members of the BOD and Board of Supervision for the year 2017

Based on the Decision No 01/2017/NQ-ĐHĐCĐ dated 28/03/2017 by the General Meeting of Shareholders of BIC, in 2017, the approved budget of compensation is as follows:

No	Description	Amount (VND)
1	Profit before tax (separately)	213,168,770,334
2	Budget of compensation according to the Decision No 01/2017/NQ-ĐHĐCĐ $\{(2) = (1) \times 0,35\%$	746,090,696
3	Periodical/ unexpected meeting allowance per member	2,000,000

Based on the Decision No 067/NQ-HĐQT dated 25/8/2017 by the BOD, BIC has accrued for this item and paid during the year 2017 as follows:

Unit: VND

No	Description	Per month	Accrual in 2017	Paid in 2017
I	Compensation to:			
1	Independent member of BOD (01)	20,000,000	240,000,000	180,000,000
2	Member of Board of Supervision (01)	1,000,000	12,000,000	9,000,000
	Total	21,000,000	252,000,000	189,000,000
II	BOD Meeting Allowance (04 times)		16,000,000	16,000,000
III	Grand total (III=I+II)		268,000,000	205,000,000

(Note: the unpaid compensation is for independent members of BOD, Board of Supervision in Quarter 4 of year 2017, BIC has paid in Jan 2018).

II. Payment plan for the year 2018

1. Compensation for BOD members

From the year 2018, BIC plans to have an additional Independent member of the BOD; full-time Head of the Board of Supervisors. Hence, the planned budget for compensation is as follows:

- For part-time members: the proposal budget for compensation and allowance is equal to 0.35% of profit before tax (separate FSs) in 2018. The specific payment is approved by the Board of Directors.
- For full-time members (BOS): compensation is based on the salary scale of the Corporation and is approved by the BOD.

2. Allowance for Secretariat:

Fixed allowance for the member of Secretariat is VND 3 million for each meeting.

For the General Meeting of Shareholders of BIC to consider and approve./.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Tran Luc Lang