

Hanoi, 2019

**STATEMENT OF COMPENSATION PAYMENT TO MEMBERS OF  
BOARD OF DIRECTORS, BOARD OF SUPERVISION FOR 2018 AND  
THE PAYMENT PLAN FOR 2019****I. Statement of Compensation payment to members of the Board of Directors  
and Board of Supervision for the year 2018**

Based on Decision No.01/2018/NQ-DHDCD dated 10/04/2018 by the General Meeting of Shareholders of BIC, the approved 2018 compensation budget is as follows:

No	Description	Amount (VND)
1	Profit before tax (BIC on a separate basis)	202,577,094,667
2	Compensation according to Decision 01/2017/NQ-DHDCD $\{(2) = (1) \times 0.35\%$	709,019,831
3	Periodic/ unexpected meeting allowance for the Secretariat (per member per meeting)	3,000,000

Based on Decision No.067/QĐ-HĐQT dated 25/08/2017 and Decision No.072/QĐ-HĐQT dated 20/09/2018 by the BOD of BIC, BIC has accrued for this item and paid during the year 2018 as follows:

**1. Part-time members:**

Unit: VND

No	Description	Per month	Accrual in 2018	Paid in 2018
1	Independent member of the BOD (01 person)	20,000,000	240,000,000	180,000,000
2	BOS Member (01 person )	1,000,000	12,000,000	9,000,000
3	Allowance for BOD meeting (4 times)		28,000,000	28,000,000
	<b>Total</b>		<b>280,000,000</b>	<b>217,000,000</b>

(Note: the remaining compensation of 4th Quarter 2018 will be paid in January 2019)

**2. Full-time members:**

In 2018, BIC employed a full time Head of the BOS. BIC has paid salary to the Head of BOS in accordance to BIC's salary policies and based on Decision No.106/HDQT of BOD dated 31/12/2018.

## **II. 2019 compensation payment plan to members of the BOD, BOS, the Secretariat and Actuary**

### **1. 2019 Compensation**

Estimated compensation payment for 2019 is as follows:

- For part-time members: the compensation is estimated to be 0.35% of 2019 separate profit before tax. The exact amount will be decided by the BOD.
- For full-time members: the salary will follow BIC's salary policies and will be decided by the BOD.

### **2. Meeting allowance:**

Members of the Secretariat are entitled to a fix allowance for each periodical/unexpected meeting as follows:

- Member of the Secretariat: VND 3 million per meeting.

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

**On behalf of Board of Director**

**VICE CHAIRMAN IN CHARGE**



**RAMASWAMY ATHAPPAN**

