

No.: /TT-VBI1

Hanoi, ... .. 2021

**REPORT**  
**ON REMUNERATION AND SALARY PAYMENT FOR MEMBERS**  
**OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2020**  
**PROPOSED PAYMENT PLAN FOR THE YEAR 2021**

Pursuant to the Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly on June 17, 2020 and documents guiding the implementation;

Pursuant to the Charter on organization and operation of Vietinbank Insurance Joint Stock Corporation, the Board of Directors proposes the plan for payment of remuneration, salary and allowances for part-time members of the Board of Directors (BOD) and Supervisory Board (SB) in 2021 are as follows:

**I. Implementation results in 2020**

**1. Part-time members of the Board of Directors and Supervisory Board**

Pursuant to the Resolution No. 01/NQ-DHDCD2020 dated April 29, 2020, the General Meeting of Shareholders has approved the remuneration rate for part-time members of the Board of Directors, Supervisory Board not in excess of 1% of profit after tax of VBI (corresponding to not more than VND 1,140,000,000), specifically as follows:

No.	Beneficiary	Number of member	Remuneration paid (VND)	Source of payment
1	Part-time members of the Board of Directors	2	636,000,000	Profit after tax
2	Part-time members of the Supervisory Board	2	144,000,000	
	Total		780,000,000	

**2. Part-time members of the Supervisory Board**

Payment of salary is according to the position in accordance with the internal regulations of Vietinbank Insurance Joint Stock Corporation.

**II. Proposed plan for payment of remuneration, salary and allowances in 2021 for part-time members of the Board of Directors and Supervisory Board.**

**1. Grounds for proposal**

- Business performance targets in 2021.

- Number of part-time members of the Board of Directors, number of full-time and part-time members of the Supervisory Board.

## **2. Proposed spending level**

The Board of Directors proposes to approve the payment of remuneration, salaries and allowances for part-time members of the Board of Directors, the full-time and part-time Supervisory Board in 2021 equal to 1.25% of the profit after tax in 2021.

The General Meeting of Shareholders authorizes the Board of Directors to decide the principles, payment level for each member based on the performance results and operating results of VBI, regulations of VBI and relevant current regulations.

***Respectfully report to the General Meeting of Shareholders for approval.***

**ON BEHALF OF THE BOARD OF  
DIRECTORS**

**Nguyen Hong Van**