



Hanoi, 16 May 2020

**PROPOSAL OF THE BOARD OF DIRECTORS
AND THE SUPERVISORY BOARD**

Re: Remuneration for the Board of Directors and the Supervisory Board

Respectfully submitted to: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to relevant laws and the Charter of Vingroup Joint Stock Company (“**Vingroup**”);
- Pursuant to the Resolution of the Annual General Meeting of Shareholders No. 03/2019/NQ-DHDCD-VINGROUP dated 23 May 2019 (“**2019 AGM Resolution**”).

The Board of Directors (“**BoD**”) and the Supervisory Board hereby request the Annual General Meeting of Shareholders (“**AGM**”) to approve the 2019 remuneration and the plan for 2020 remuneration for the members of the BoD and the Supervisory Board as follows:

1. Actual remuneration for 2019

- In 2019, the BoD consisted of 09 members and the Supervisory Board consisted of 03 members;
- Remuneration for the BoD was VND 19 billion – equivalent to 0.25% of the 2019 profit after tax;
- Remuneration for the Supervisory Board was VND 3.9 billion – equivalent to 0.05% of the 2019 profit after tax;

The total remuneration for the BoD and the Supervisory Board complies with the Resolution passed at the 2019 AGM.

2. Remuneration Plan for 2020

Based on the 2020 business plan, the BoD and the Supervisory Board request the AGM’s approval of the 2019 remuneration plan for the BoD and the Supervisory Board as follows (consistent with the proposed remuneration plan in 2019):

- Remuneration for the BoD is limited to a maximum of 0.4% of 2020 profit after tax;
- Remuneration for the Supervisory Board is limited to a maximum of 0.1% of 2020 profit after tax.

The BoD and the Supervisory Board request the AGM’s authorization for the Chairman of the BoD and the Head of the Supervisory Board to set specific remuneration for the members of the BoD and the Supervisory Board within the limits above.

Kindly submit for AGM consideration and endorsement.

**FOR AND ON BEHALF OF
THE SUPERVISORY BOARD**

**FOR AND ON BEHALF OF
THE BOARD OF DIRECTORS**

(signed)

(signed)

**NGUYEN THE ANH
HEAD OF THE SUPERVISORY BOARD**

**PHAM NHAT VUONG
CHAIRMAN**

