



Hanoi, 15 May 2018

**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.
- Pursuant to the Resolution of the Annual General Meeting of Shareholders No. 02/2017/NQ-DHDCD-VINGROUP dated 26 April 2017.

The Board of Directors (the “**BoD**”) and the Supervisory Board hereby request the Annual General Meeting of Shareholders (“**AGM**”) to approve the 2017 remuneration and the plan for 2018 remuneration for the members of the BoD and the Supervisory Board as follows:

1. Actual remuneration for 2017:

- In 2017, the Board consisted of nine (09) members and the Supervisory Board consisted of three (03) members;
- Remuneration for the BoD was VND 12.5 billion – equivalent to 0.23% of the 2017 profit after tax;
- Remuneration for the Supervisory Board was VND 2.0 billion – equivalent to 0.04% of the 2017 profit after tax;

The total remuneration for the BoD and the Supervisory Board complies with the Resolution passed at the 2017 AGM.

2. Remuneration Plan for 2018:

Based on the 2018 business plan, the BoD and the Supervisory Board request the AGM’s approval of the 2018 remuneration plan for the BoD and the Supervisory Board as follows (consistent with the proposed remuneration plan in 2017):

- Remuneration for the BoD is limited to a maximum of 0.4% of 2018 profit after tax;
- Remuneration for the Supervisory Board is limited to a maximum of 0.1% of 2018 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.

The BoD and the Supervisory Board respectfully submit these proposals to the AGM for consideration and approval.

**ON BEHALF OF
THE SUPERVISORY BOARD**

(signed)

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

**ON BEHALF OF
THE BOARD OF DIRECTORS**

(signed)

**PHAM NHAT VUONG
CHAIRMAN**

Note: Further amendments and supplements to this document may be proposed for approval at the GMS.