

VINCOM JOINT STOCK COMPANY
(VINCOM JSC)



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



No: 05/2012/TTr-HDQT-VINCOM JSC

Hanoi, 06 April 2012

PROPOSAL OF THE BOARD OF MANAGEMENT

Re: Approval on remuneration for the members of the Board of Management and the Inspection Committee

To: GENERAL SHAREHOLDERS' MEETING OF VINCOM JOINT STOCK COMPANY

Pursuant to provisions of law and the Charter of Vincom Joint Stock Company, the Board of Management submits for the General Shareholders' Meeting (the "GSM")'s consideration and approval on remuneration for the members of the Board of Management ("BoM") and the Inspection Committee (the "IC") as below:

- Number of BoM's members: 9 persons
- Number of IC's members: 5 persons
- Based on the Business Plan for 2012, the BoM proposes the GSM to pass the remuneration for the BoM and IC as follows:
 - + Maximum remuneration for the BoM is 0.4% of profit after tax
 - + Maximum remuneration for the IC is 0.1% of profit after tax

The BoM proposes the GSM to assign the Chairman of the BoM to decide specific remuneration for the members of BoM and IC within the total foresaid remuneration.

We would like to submit the Proposal for the GSM's consideration and approval.
Thank you very much.

**ON BEHALF OF THE BOARD OF
MANAGEMENT**

CHAIRMAN

(signed)

Pham Nhat Vuong

To:

- As stated above;
- Office for record.

Note: This document is subject to amendments and supplements and shall be submitted to the General Shareholders for consideration and final decision at the Meeting.