

Dear: The general meeting of shareholders

According to Article 117 and Article 125 of Law on Enterprises attached to Decision No. 60/2005/QH11 on 29/11/2005 by the National Assembly of the Socialist Republic of Vietnam;

**CHAIRMAN SUBMITS TO THE FIRST GENERAL SHAREHOLDERS' MEETING OF
VIGLACERA CORPORATION – JSC**

1. Remuneration of the Board of Directors, Inspection Committee

Unit: Dong

No.	Job title	Number of people	Monthly salary/person	Monthly remuneration /person	Total remuneration /month	Number of months	Total remuneration
I	Board of Management	05	112.000.000		174.000.000		1.131.000.000
1	Chairman	01	58.000.000		58.000.000	6,5	377.000.000
2	Board members	02	48.000.000		96.000.000	6,5	624.000.000
3	Board members concurrently	02		10.000.000	20.000.000	6,5	130.000.000
4	Average remuneration for Board of Directors/month				34.800.000		
II	Inspection Committee	03	90.000.000		82.000.000		533.000.000
1	Head of Inspection Committee	01	38.000.000		38.000.000	6,5	247.000.000
2	Inspection Committee members	02	22.000.000		44.000.000	6,5	286.000.000
3	Average remuneration for Inspection Committee/month				27.300.000		

III	Average remuneration for Board of Directors and Inspection Committee/month				32.000.000		
IV	Total:						1.664.000.000

2. Bonus when exceeding the profit target:

Considering additional bonuses for the managers if the actual profit exceeds the expected target, and dividends are at least equal to the interest rate of Vietcombank's individual deposit with 12-month term + 3.5%.