

TRANSLATION**PROPOSAL
NO.004**

(Re: 2016's Board of Directors' & Inspection Committee's Remuneration and Proposal for 2017)

To: SEAREFICO ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Based on Law on Enterprises;
- Based on Searefico's Charter;
- Based on Resolution No. 01/ĐHĐCĐ/16 issued on 25/03/2016 by Searefico's AGM for fiscal year of 2015;
- Based on Searefico's 2016 Separate and Consolidated Financial Statements audited by PricewaterhouseCooper Vietnam (PwC).

Searefico's Board of Directors would like to report the payment of Board of Directors' and Inspection Committee's remuneration in 2016 as follows:

1. Board of Directors' and Inspection Committee's remuneration in 2016:

The AGM's resolution on 25/03/2016 approved that 2016's total remuneration of the Board of Directors and Inspection Committee would not exceed 01 billion VND.

The actual Board of Directors' and Inspection Committee's remuneration in 2016 is as follows:

- Board of Directors: 750 million VND
- Inspection Committee: 216 million VND

Total : 966 million VND

2. Proposed remuneration of Board of Directors and Inspection Committee in 2017:

Total 2017 remuneration of the Board of Directors and Inspection Committee will not exceed 02 (two) billion VND.

The Company kindly requests for AGM's approval.

**On Behalf of the Board of Directors
CHAIRMAN**

Receivers:

- Above
- BOD's filling system

(Signed & Stamped)

NGUYEN HUU THINH