

**PROPOSAL ON REMUNERATION FEES OF MEMBERS
OF THE BOARD AND CONTROL BOARD
TENURE 2013 - 2015**

At the Resolution No.RBM130220 dated 20/02/2013, the Board has approved and proposed the Annual General Assembly of Shareholders in 2013 to adopt remuneration fees for members of the Board and Control Board, tenure 2013 - 2015 (“member fees”), as below:

1. Net member fees of the Board and Control Board:
 - The Board: 5,000,000 VND /member/ month
 - The Control Board:
 - + Chief of the Control Board: 5,000,000 VND /member/ month
 - + Member of the Control Board: 3,000,000 VND /member/ month
 - Member fees of the Board and Control Board shall be paid twice per year.
2. To authorize the Board to fix at its discretion the salary, compensation and benefit (as remuneration) for its executive members for the yearly financial year ending 31st December.
3. The Board shall at each AGM report the remuneration of the Board’s members paid for the Financial year ending 31st December.

Remark: Provisions of remuneration fees for members of the Board and Control Board, tenure 2013 - 2015 was proposed similar with the provisions that approved by the Annual General Assembly of Shareholders in 2009.

FOR INTERFOOD SHAREHOLDING COMPANY
GENERAL DIRECTOR
(Signed and sealed)

MICHIO NAGABAYASHI