



No. 101 /2025/TTr-HĐQT

Hanoi, April 8, 2025

## PROPOSAL

**Re: approving the plan to pay remuneration to the Board of Directors, the Supervisory Board, Head of the Supervisory Board in 2025**

Sincerely: General Meeting of Shareholders of CPC1 Hanoi Pharmaceutical JSC

Pursuant to the Charter of operation of CPC1 Hanoi Pharmaceutical Joint Stock Company;

Based on the production and business plan in 2025;

The Board of Directors of the Company proposes a plan to pay remuneration for the Board of Directors, the Supervisory Board, and the salary of the Head of the Supervisory Board in 2025 as follows:

No.	Title	Amount	Maximum remuneration (VND/person/month)	Number of months/year	Cash (dong)
<b>I</b>	<b>Board of Directors</b>	<b>5</b>			
1	Chairman of the Board of Directors	1	8.000.000	12	96.000.000
2	Member of the Board of Directors	3	5.000.000	12	180.000.000
<b>II</b>	<b>Supervisory Board</b>	<b>3</b>			
1	Head of the Supervisory Board	1	17.000.000	12	204.000.000
2	Member of the Supervisory Board	2	2.000.000	12	48.000.000
	<b>Total</b>				<b>528.000.000</b>
<b>(In words: Five hundred and twenty-eight million VND)</b>					

Respectfully submitted to the Congress for consideration and approval./

**Recipient:**

- General Meeting of Shareholders;
- Information Disclosure;
- Board of Directors, Supervisory Board, Board of Directors;
- Save: Vt.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD OF DIRECTOR**

  
Le Nam Thang