



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)
I	Board of Directors	5			
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
II	Supervisory Board	3			
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
Total					528.000.000
<i>(In words: Five hundred and twenty-eight million VND)</i>					

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

