

Hanoi, May 14, 2026

PROPOSAL

Re: Report on Remuneration for Members of the Board of Directors and Supervisory Board for Fiscal Year 2024 and Proposed Remuneration Plan for 2026

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of Central Pharmaceutical Joint Stock Company No.1 – Pharbaco;
- Pursuant to the Proposal approved by the 2025 Annual General Meeting of Shareholders on May 15, 2025, regarding remuneration for members of the Board of Directors and Supervisory Board (for part-time members);

1. **The Board of Directors hereby reports to the General Meeting on remuneration for the Board of Directors and Supervisory Board for the 2025 fiscal year** (operating period from January 1, 2025 to December 31, 2025), as follows:

- Remuneration for the Board of Directors in 2025: VND 600,000,000
- Remuneration for the Supervisory Board in 2025: VND 144,000,000

2. **The Board of Directors submits the following proposed remuneration plan for members of the Board of Directors and Supervisory Board for 2026:**

- Board of Directors: VND 10,000,000 per person per month
- Supervisory Board: VND 4,000,000 per person per month

We respectfully submit to the General Meeting for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



To Thanh Hung