



DRAFT

**SUBMISSION**  
**On 2025 remuneration and 2026 remuneration plan**  
**of the Board of Directors**

**To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**CENTRAL PHARMACEUTICAL CPC1.JSC**

The Board of Directors of Central Pharmaceutical CPC1.JSC respectfully submits to the 2026 Annual General Meeting of Shareholders the report on the Board of Directors' remuneration for 2025 and the remuneration plan for 2026 as follows:

**A. Report on the Board of Directors' Remuneration for 2025**

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC dated 17 April 2025;

Based on the Company's business performance in 2025.

The Board of Directors respectfully submits for the General Meeting's consideration and approval the remuneration of the Board of Directors for 2025 as follows:

Total remuneration fund for 2025: 816,000,000 VND (Eight hundred and sixteen million Vietnamese dong)

*Specifically:*

*Unit: VND*

No.	Position	2025 Remuneration
1	Chairperson of the BOD	300,000,000
2	Independent Member of the BOD	240,000,000
3	Member of the BOD	276,000,000

**B. Remuneration Plan for the Board of Directors for 2026**

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC;

Based on the business plan for 2026;

Based on the Regulations on the Operation of the Board of Directors and the principles of collective and individual responsibility of Board members in accordance with internal regulations and the Law on Enterprises, under which the Board of Directors is accountable to the General Meeting of Shareholders for the Company's strategic direction and operational efficiency.

Based on corporate governance practices in line with G20/OECD standards, which emphasize enhanced accountability, transparency, and alignment of the Board of Directors' interests with the long-term performance of the Company and its shareholders, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the remuneration plan for the Board of Directors for 2026 as follows:

<b>No.</b>	<b>Position</b>	<b>Quantity</b>	<b>2026 Plan (VND per month)</b>
1	Chairperson of the BOD	1	30,000,000
2	Independent Member of the BOD	1	20,000,000
3	Member of the BOD	3	10,000,000

The Board respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN**

**Recipients:**

- As above;
- Board of Directors;
- Archives: Admin, Company Secretary.

**Han Thi Khanh Vinh**