**LDP: Board Resolution**

On February 5, 2024, Lam Dong Pharmaceutical JSC announced Resolution No. 02/NQ-HDQT/2024 on approving the Labor Contract of the General Manager as follows:

Article 1: Approve the Labor Contract of Mr. Le Tien Thinh - General Manager of Lam Dong Pharmaceutical JSC (Ladophar) as follows:

1. Salary, income and benefits:

Salary = Fixed salary + Salary according to KPI coefficient

1. Fixed salary after personal income tax deduction (Net Salary): VND/month, of which:
2. Monthly performance-based salary (salary according to KPI coefficient) is calculated according to the following principles and formulas:
* Salary according to KPI coefficient is temporarily calculated monthly based on results of profit before tax and settled every 6 months on the database of the Audited Financial Statements.
* In case of difference in salary according to KPI coefficient at the time of settlement of 6 months and 12 months compared to the temporary salary calculated for each month, this difference will be adjusted at the time of issuing the Audited Financial Statements.
* The salary according to the KPI coefficient is the salary excluding personal income tax (Net salary).
* In case the salary is calculated based on the monthly KPI coefficient < 0 (negative), it will not be deducted from the fixed salary in section a, clause 1 above.
* The formula to calculate Salary according to KPI coefficient is as follows:

Salary according to KPI coefficient = Fixed salary X (1 + KPI coefficient)

In which: KPI coefficient is calculated according to the corresponding rate (calculated according to the rule of three rates) of profit before, with profit before tax of VND/month with a coefficient of 0.01.

1. Detailed content of the Labor contract: according to the Labor Contract attached to this Resolution.
2. Valid time:
* This salary is applicable from December 20, 2023 (Date of Resolution to appoint the General Manager).
* Type of the Labor Contract: Indefinite term from December 20, 2023 and ends when there is a Resolution on dismissing Mr. Le Tien Thinh from the position of General Manager.

Article 2: This Resolution takes effect from the date of its signing. The Executive Board, functional departments of Lam Dong Pharmaceutical JSC (Ladophar), and related individuals are responsible for implementing the contents of this Resolution accordingly.