



**RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL CPC1.JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 dated 10 January 2022;

Pursuant to the Law on Securities No. 54/2019/QH14 issued on 26 November 2019, and its guiding documents;

Pursuant to the Fifth Amendment of the Charter of Central Pharmaceutical CPC1.JSC dated 11 April 2024;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC held on 17 April 2025.

RESOLVES:

Article 1. Approval of the Board of Directors' Report on 2024 Performance results and 2025 Strategic directions.

The General Meeting of Shareholders has voted to approve the Board of Directors' Report on 2024 Performance results and 2025 Strategic directions with 100% of votes in favor of all attending shareholders, authorized representatives of shareholders at the General Meeting (equivalent to 19,447,090 voting shares).

Article 2. Approval of the 2024 Summary Report and 2025 Plan.

The General Meeting of Shareholders has voted to approve the 2024 Summary Report and the 2025 Plan with 100% of votes in favor of all attending shareholders, authorized representatives of shareholders at the General Meeting (equivalent to 19,447,090 voting shares).

Key performance indicators for 2024:

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|-----------------------|-----------------------|
| 1. Revenue: | 2,025,737 million VND |
| 2. Profit before tax: | 144,219 million VND |
| 3. Profit after tax: | 113,759 million VND |

Plan for 2025:

- | | |
|-----------------------|-----------------------|
| 1. Revenue: | 2,187,551 million VND |
| 2. Profit before tax: | 128,785 million VND |
| 3. Profit after tax : | 103,028 million VND |

Article 3. Approval of the Report on the Activities of the Independent Board Member in the Audit Committee for 2024.

The General Meeting of Shareholders has voted to approve the Report on the Activities of the Independent Board Member in the Audit Committee for 2024 with 100%

of votes in favor of all attending shareholders, authorized representatives of shareholders at the General Meeting (equivalent to 19,447,090 voting shares).

Article 4. Approval of the Audited 2024 Financial Statements.

The General Meeting of Shareholders has voted to approve the audited 2024 Financial Statements, audited by Ernst & Young Vietnam Limited, with 100% of votes in favor of all attending shareholders, authorized representatives of shareholders at the General Meeting (equivalent to 19,447,090 voting shares).

Article 5. Approval of the 2024 Profit Distribution Proposal and the 2025 Profit Distribution Plan.

The General Meeting of Shareholders has voted to approve the Proposal on 2024 Profit Distribution and the 2025 Profit Distribution Plan with 100% of votes in favor of all attending shareholders, authorized representatives of shareholders at the General Meeting (equivalent to 19,447,090 voting shares). Details are as follows:

1. Profit Distribution for 2024

Unit: VND

No.	Item	Planned 2024	Proposed Adjustment	Actual Amount
1	Undistributed Profit after tax from Previous Years			93,138,292,343
2	Adjusted Profit after tax			92,398,247,706
3	Profit after tax for 2024	96,454,000,000		113,758,603,232
4	Total Profit Allocated for 2024			299,295,143,281
	In which:			
4.1	Dividend Payment	20%		41,958,000,000
4.2	Allocation to the Welfare Fund	4 billion		4,000,000,000
4.3	Allocation to the Bonus Fund for Meeting and Exceeding Profit Targets	Allocation of 5% of Profit after tax if the Plan is Achieved and an Additional 10% on the Exceeded Profit after tax		7,418,390,485
3.4	Allocation to the Bonus Fund for the Board of Directors, Board of Management, and Chief Accountant, Corporate Governance Officer cum Company Secretary	Board of Directors: 02 months' remuneration per person		101,333,333
		Corporate Governance Officer cum Company Secretary: 02 months' remuneration		
		Board of Management and Chief Accountant: 1.5 months of actual salary in 2024		246,250,000

No.	Item	Planned 2024	Proposed Adjustment	Actual Amount
4	Undistributed Remaining Profit after tax			245,571,169,463

2. Profit Distribution Plan for 2025

No.	Item	Plan for 2025
1	Welfare Fund	4 billion VND
2	Dividend Payout Ratio	20%
3	Allocation to the Bonus Fund for Meeting and Exceeding Profit Targets	Allocation of 5% of Profit after tax if the Plan is Achieved and an Additional 10% on the Exceeded Profit after tax.
4	Allocation to the Bonus Fund for the Board of Directors, Board of Management, Chief Accountant, and Corporate Governance Officer cum Company Secretary	<ul style="list-style-type: none"> - Board of Directors: 02 months' remuneration per person. - Corporate Governance Officer cum Company Secretary: 02 months' remuneration. - Board of Management and Chief Accountant: 1.5 months of actual salary in 2024.

Article 6. Approval of the Proposal on Selecting the Auditing firm for the 2025 Financial Statements.

The General Meeting of Shareholders has voted to approve the Proposal on selecting the auditing firm for the 2025 Financial Statements with 100% of votes in favor of all attending shareholders, authorized representatives of shareholders at the General Meeting (equivalent to 19,447,090 voting shares).

Article 7. Approval of the Proposal on the Remuneration Report for the Board of Directors, the Supervisory Board, Head of Supervisory Board in 2024 and the Remuneration Plan for the Board of Directors in 2025.

The General Meeting of Shareholders has voted to approve the Proposal on the Remuneration Report for the Board of Directors, the Supervisory Board, Head of Supervisory Board in 2024 and the Remuneration Plan for the Board of Directors in 2025 with 100% of votes in favor of all attending shareholders, authorized representatives of shareholders at the General Meeting (equivalent to 19,447,090 voting shares).

a. Remuneration Report for the Board of Directors, the Supervisory Board, Head of Supervisory Board in 2024

Allocation for the remuneration for the Board of Directors, the Supervisory Board, Head of Supervisory Board in 2024: 748,363,636 VND.

(Seven hundred forty eight million, three hundred sixty three thousand, six hundred and thirty six VND)

Specifically:

No.	Position	Amount in 2024
I	Board of Directors	
1	Chairwoman of the BOD	196,272,727
2	Independent member of the BOD	129,545,455
3	Member of the BOD	274,545,455
II	Supervisory Board (as of 10 April 2024)	
1	Head of the Supervisory Board	134,545,455
2	Member of the Supervisory Board	13,454,545

b. Remuneration Plan for the Board of Directors in 2025

No.	Position	Quantity	2025 Plan (VND/month)
1	Chairwoman of the BOD	1	25,000,000
2	Independent member of the BOD	1	20,000,000
3	Member of the BOD	3	8,000,000

Article 8. Enforcement Provisions

This Resolution takes effect from 17 April 2025.

This Resolution has been approved by the 2025 General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC with 100% of votes in favor of all attending shareholders, authorized representatives of shareholders at the General Meeting (equivalent to 19,447,090 voting shares)

The Board of Directors, the Audit Committee, the Board of Management, relevant units, and all shareholders of the Company shall implement this Resolution in accordance with their authority, functions, and duties.

Recipients:

- As stated in Article 8;
- Company website (for shareholders);
- State Securities Commission of Vietnam (SSC); Hanoi Stock Exchange (HNX);
- Archives: Clerical, Legal Dept.

ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON OF THE MEETING



Han Thi Khanh Vinh