



Hanoi, 09 April 2025

**PROPOSAL**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**Regarding the Approval of the Audited 2024 Financial Statements**

To: GENERAL MEETING OF SHAREHOLDERS  
CENTRAL PHARMACEUTICAL CPC1.JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly on January 11, 2022;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC;

Pursuant to the audited 2024 Financial Statements of Central Pharmaceutical CPC1.JSC.

The Board of Directors of Central Pharmaceutical CPC1.JSC respectfully submits to the General Meeting of Shareholders for approval the audited Financial Statements of Central Pharmaceutical CPC1.JSC, which were audited by Ernst & Young Vietnam Limited Liability Company and issued on 31 March 2025. The 2024 Financial Statements have been published on the Company's website.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully

**Recipients:**

- As above;
- Archives: VT, Secretary.

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



**Han Thi Khanh Vinh**



**PROPOSAL**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**Approval of the 2024 Profit Distribution Report and the 2025**  
**Profit Distribution Plan**

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly on January 11, 2022;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC;

Pursuant to the audited 2024 Financial Statements of Central Pharmaceutical CPC1.JSC.

The Board of Directors of Central Pharmaceutical CPC1.JSC respectfully reports to the General Meeting of Shareholders on the profit distribution for 2024 and the profit distribution plan for 2025 as follows:

**1. Profit Distribution for 2024**

*Unit: VND*

No	Category	Planned 2024	Proposal for adjustment	Actual Amount
1	Retained Earnings from Previous Years			93,138,292,343
2	Adjusted additional Profit after tax			92,398,247,706
3	Net Profit After Tax for 2024	96.454.000.000		113,758,603,232
4	Total Distributable Profit for 2024			299,295,143,281
	<b>Including:</b>			
4.1	Dividend Payment	18%	20%	41,958,000,000
4.2	Allocation to Welfare Fund	4 billion		4,000,000,000
4.3	Bonus Fund Allocation for Achieving and Exceeding Profit Targets	Achieving and Exceeding Profit Targets 5% of net profit after tax if targets are met and an additional 10%		7,418,390,485

No	Category	Planned 2024	Proposal for adjustment	Actual Amount
		for exceeding targets		
4.4	Bonus Allocation for the Board of Directors, Executive Board, Chief Accountant, and Corporate Secretary	BOD: 2 months of remuneration per member Corporate Secretary: 2 months of remuneration		101,333,333
		- Executive Board, Chief Accountant: 1.5 months of actual salary in 2024		246,250,000
5	<b>Remaining Undistributed Net Profit</b>			<b>245,571,169,463</b>

## 2. Profit Distribution Plan for 2025

No	Category	2025 Plan
1	Welfare Fund Allocation	4 billion VND
2	Dividend Payout Ratio	18%
3	Bonus Fund Allocation for Achieving and Exceeding Profit Targets	5% of net profit after tax if targets are met, plus an additional 10% for exceeding targets
4	Bonus Allocation for the Board of Directors, Executive Board, Chief Accountant, and Corporate Secretary	-BOD: 2 months of remuneration per member - Corporate Secretary: 2 months of remuneration - Executive Board, Chief Accountant: 1.5 months of actual salary in 2025

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

Respectfully

**Recipients:**

- As above;
- Archives: VT, Secretary.

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



**Han Thi Khanh Vinh**



Hanoi, 09 April 2025

**PROPOSAL**

**Proposal on the Selection of the Independent Auditor for Fiscal Year 2025**

To: GENERAL MEETING OF SHAREHOLDERS  
CENTRAL PHARMACEUTICAL CPC1, JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly on January 11, 2022;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders the proposal to select an independent auditing firm to conduct the review of the semi-annual financial statements and the audit of the Company's 2025 financial statements, as follows:

**1. Criteria for Selecting the Auditing Firm**

- The audit should be listed by the State Securities Commission as eligible to audit financial statements.
- The firm should have proven experience in auditing pharmaceutical and listed enterprises.
- It should have a qualified team of auditors capable of meeting the Company's audit timelines.
- The audit fee should be competitive and aligned with market standards.

**2. Proposal**

Based on the above criteria, the Board of Directors proposes selecting one of the Big Four auditing firms (Ernst & Young Vietnam Limited, Price Waterhouse Coopers Vietnam Limited, KPMG Vietnam Limited, Deloitte Vietnam Limited) to conduct the review of the semi-financial statements and the audit of the Company's 2025 financial statements.

We respectfully request the General Meeting of Shareholders to authorize the Board of Directors to decide on the selection of a suitable auditing firm.

In the event that negotiations with the big Four audit firms are unsuccessful, we respectfully request the General Meeting of Shareholders to approve authorizing the Board of Directors to select another audit firm from the list published by the Ministry of Finance/State Securities Commission.

We respectfully submit this proposal for the General Meeting's review and approval.

Respectfully.

**Recipients:**

- As above;
- Archives: VT,  
Secretary.

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



**Han Thi Khanh Vinh**



Hanoi, 09 April 2025

**PROPOSAL****2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Regarding the report on the remuneration of the Board of Directors (BOD), Supervisory Board (SB), and the Chief Supervisor's salary for 2024, and the approval of the 2025 BOD remuneration plan.**

To: GENERAL MEETING OF SHAREHOLDERS  
CENTRAL PHARMACEUTICAL CPC1.JSC

The Board of Directors of Central Pharmaceutical CPC1.JSC respectfully reports to the 2025 Annual General Meeting of Shareholders on the remuneration of the Board of Directors (BOD), the Supervisory Board (SB), and the Chief Supervisor's salary for 2024, as well as the 2025 BOD remuneration plan, as follows:

**A. Report on the Remuneration of the Board of Directors (BOD), the Supervisory Board (SB), and the Chief Supervisor's Salary for 2024**

Based on the Resolution of the 2024 Annual General Meeting of Shareholders of CPC1 Central Pharmaceutical CPC1.JSC approved on April 11, 2024;

Based on the business performance results of 2024;

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval the remuneration of the Board of Directors (BOD), the Supervisory Board (SB), and the Chief Supervisor's salary for 2024 as follows:

The remuneration fund for the Board of Directors (BOD), the Supervisory Board (SB), and the Chief Supervisor's salary for 2024: 748,363,636 VND

*(Seven hundred forty-eight million, three hundred sixty-three thousand, six hundred thirty-six VND).*

Details are as follows:

Unit: VND

No	Position	Amount 2024
<b>I</b>	<b>Board of Directors (BOD)</b>	
1	Chairwoman of the BOD	196,272,727
2	Independent Board Member	129,545,455
3	BOD Member	274,545,455
<b>II</b>	<b>Supervisory Board (SB) (as of April 10, 2024)</b>	
1	Chief of SB	134,545,455
2	Supervisory Board Member	13,454,545

**B. 2025 BOD Remuneration Plan**

Based on the Charter of Central Pharmaceutical CPC1.JSC;

Based on the 2025 business plan.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the 2025 BOD Remuneration Plan as follows:

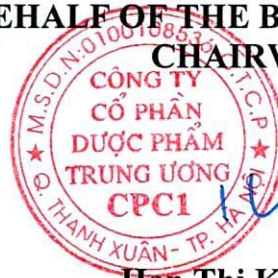
No	Position	Quantity	2025 Plan (VND/month)
1	Chairman of the BOD	1	25,000,000
2	Independent Board Member	1	20,000,000
3	BOD Member	3	8,000,000

We respectfully submit this proposal for the General Meeting's review and approval.  
Respectfully

**Recipients:**

- As above;
- Archives: VT, Secretary.

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



**Han Thi Khanh Vinh**

