



DRAFT

SUBMISSION**On 2025 profit distribution and 2026 profit distribution plan****To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL CPC1.JSC**

Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC;

Pursuant to the audited financial statements of Central Pharmaceutical CPC1.JSC for the fiscal year 2025.

The Board of Directors of Central Pharmaceutical CPC1.JSC hereby reports to and seeks approval from the General Meeting of Shareholders regarding the profit distribution for 2025 and the proposed profit distribution plan for 2026 as follows:

1. 2025 Profit Distribution*Unit: VND*

No.	Item	2025 Plan	Proposed Adjustment	Actual Amount
1	Undistributed after-tax profit carried forward from previous years			264,354,369,463
2	2025 After-tax profit	103,028,000,000		113,082,355,399
3	2025 Total distributable profit			377,436,724,862
	<i>Of which</i>			
3.1	Dividends	20%	25%	52.447.500.000
3.2	Welfare Fund allocation	4 billion	4% after-tax profit	4,523,294,216
3.3	Bonus Fund allocation for achieving and exceeding profit targets	Allocation of 5% of after-tax profit if the profit target is achieved, plus an additional 10% of the excess after-tax profit.	Allocation of 8% of after-tax profit if the profit target is achieved, plus an additional 10% of the excess after-tax profit.	10,052,023,972
3.4	Bonus Fund for the Board of Directors, Board of Management, Chief	Board of Directors: remuneration of 02 months per member,	Board of Directors: remuneration of 03	195,000,000

No.	Item	2025 Plan	Proposed Adjustment	Actual Amount
	Accountant, and the person in charge of corporate governance cum Company Secretary	Person in charge of corporate governance cum Company Secretary: remuneration of 02 months	months per member, Person in charge of corporate governance cum Company Secretary: remuneration of 03 months	
		- Board of Management and Chief Accountant: 1.5 months' actual salary in 2025		408.000.000
	Total			67.625.818.188
4	Remaining undistributed after-tax profit			309.810.906.674

2. 2026 Profit Distribution Plan

No.	Item	2026 Plan
1	Welfare Fund	4 % of after-tax profit
2	Dividend payout ratio	27%
3	Bonus Fund for achieving and exceeding profit targets	Allocation of 8% of after-tax profit if the profit target is achieved, plus an additional 10% of the excess after-tax profit
4	Bonus Fund for the Board of Directors, Board of Management, Chief Accountant, and the person in charge of corporate governance cum Company Secretary	- Board of Directors: remuneration of 03 months per member. - Person in charge of corporate governance cum Company Secretary: remuneration of 03 months. - Board of Management and Chief Accountant: bonus equivalent to 02 months' actual salary in 2026.

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

Sincerely./.

Recipients:

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

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

Han Thi Khanh Vinh

