

**DRAFT**

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL CPC1.JSC

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

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC;

Pursuant to the minutes of the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC held on 21 April 2026.

RESOLVES:

Article 1. Approval of the Report of the Board of Directors on performance of the 2021–2026 term and the orientation and tasks for the 2026 – 2031 term.

The General Meeting of Shareholders approved the Report of the Board of Directors on performance of the 2021–2026 term and the orientation and tasks for the 2026 – 2031 term with ...% of votes in favor (equivalent to voting shares).

Article 2. Approval of the Report on 2025 performance results and 2026 business plan.

The General Meeting of Shareholders approved the Report on 2025 performance results and 2026 business plan with ...% of votes in favor (equivalent to voting shares).

Key indicators for 2025 are as follows:

1. Revenue: million VND
2. Profit before tax: million VND
3. Profit after tax: million VND

Plan for 2026:

1. Revenue: million VND
2. Profit before tax: million VND
3. Profit after tax: million VND

Article 3. Approval of the Report on the Activities of the Independent Member of the Board of Directors in the Audit Committee for 2025.

The General Meeting of Shareholders approved the Report on the Activities of the Independent Member of the Board of Directors in the Audit Committee for 2025 with ...% of votes in favor (equivalent to voting shares)

Article 4. Approval of the audited financial statements for 2025.

The General Meeting of Shareholders approved the financial statements for 2025, audited by Ernst & Young Vietnam Co., Ltd., with% of votes in favor (equivalent to voting shares).

Article 5. Approval of the Submission on 2025 profit distribution and 2026 profit distribution plan.

The General Meeting of Shareholders approved the Submission on 2025 profit distribution and 2026 profit distribution plan with% of votes in favor (equivalent to voting shares). Specifically:

1. 2025 Profit Distribution

Unit: VND

No.	Item	Actual 2025	Amount
1	Undistributed after-tax profit carried forward from previous years		
2	Adjusted Post-Tax Profit		
3	2025 After-tax profit		
4	Total Profit to be Distributed for 2024		
	Of which:		
4.1	Dividend	25%	
4.2	Welfare Fund allocation	4% of after-tax profit	
4.3	Bonus fund allocation 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	
4.4	Bonus fund for the Board of Directors, Board of Management, Chief Accountant	Board of Directors: 03 months per member. Person in charge of corporate governance cum Company Secretary: remuneration of 03 months - Board of Management and Chief Accountant: 2 months' actual salary in 2025	
5	Remaining undistributed after-tax profit		

2. 2026 Profit Distribution Plan

No.	Item	2026 Plan
1	Welfare fund billion VND
2	Dividend payout ratio%

No.	Item	2026 Plan
3	Bonus fund for achieving and exceeding profit targets	Allocation of ...% of after-tax profit if the profit target is achieved, plus an additional ...% 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 ... months per member. - Person in charge of corporate governance cum Company Secretary: remuneration of ...months. - Board of Management and Chief Accountant: bonus equivalent to ... months' actual salary in 2026

Article 6. Approval of the Submission on the selection of the auditing firm for 2026.

The General Meeting of Shareholders approved the Submission on the selection of the auditing firm for 2026 with% of votes in favor (equivalent to voting shares).

Article 7. Approval of the Submission on 2025 remuneration of the Board of Directors and approval of the 2026 remuneration plan.

The General Meeting of Shareholders approved the Submission on 2025 remuneration of the Board of Directors and approval of the 2026 remuneration plan with% of votes in favor (equivalent to voting shares).

a. Remuneration of the Board of Directors for 2025

Board of Directors' remuneration fund for 2025: VND.

(.....)

Specifically:

Unit: VND

No.	Position	Remuneration for 2025
1	Chairperson	
2	Independent Member	
3	Member	

b. Remuneration Plan for the Board of Directors in 2026

No.	Position	Number of people	2026 Plan (VND/month)
1	Chairperson	1000,000
2	Independent Member	1000,000
3	Member	3000,000

Article 8. Approval of the Proposal on amendments and supplements to the Company Charter, the Internal Corporate Governance Regulations, and the Regulations on the Operation of the Board of Director

The General Meeting of Shareholders approved Approval of the Proposal on amendments and supplements to the Company Charter, the Internal Corporate Governance

Regulations, and the Regulations on the Operation of the Board of Director Charter with% of votes in favor (equivalent to voting shares).

Article 9. Approval of the Submission on business line supplementation.

The General Meeting of Shareholders approved the Submission on business line supplementation with% of votes in favor (equivalent to voting shares).

Article 10. Approval of the Proposal on the election of members of the Board of Directors and independent members of the Board of Directors of CPC1 Central Pharmaceutical Joint Stock Company for the 2026 - 2031 term

The General Meeting of Shareholders approved the the election of members of the Board of Directors and independent members of the Board of Directors of CPC1 Central Pharmaceutical Joint Stock Company for the 2026 - 2031 term with% of votes in favor (equivalent to voting shares).

Article 11. Election of Members of the Board of Directors for the 2026 - 2031 term

The General Meeting of Shareholders conducted the election of members of the Board of Directors for the 2026–2031 term using the cumulative voting method in accordance with the Law on Enterprises. The elected members of the Company’s Board of Directors for the 2026 - 2031 term are as follows:

.....

Article 12. Implementation Clause

This Resolution takes effect from 21 April 2026.

The Board of Directors, Audit Committee, Board of Management, units, and all shareholders of the Company shall implement this resolution within their respective authority, functions, and responsibilities.

Recipients:

- As per Article 12;
- Company website (shareholders);
- State Securities Commission of Vietnam; Hanoi Stock Exchange;
- Archives: Admin, Legal Department.

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

Han Thi Khanh Vinh