



**DRAFT**

**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 Plans.

The General Meeting of Shareholders has voted to approve the Board of Directors' Report on the 2024 performance results and the 2025 plans with ...% of votes in favor (equivalent to ... 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 ...% of votes in favor (equivalent to ... voting shares).

Key performance indicators for 2024:

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

Plan for 2025:

1. Revenue: ... billion VND
2. Profit before tax: ... billion VND
3. Profit after tax : ... billion 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 ...% of votes in favor (equivalent to ... 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 ...% of votes in favor (equivalent to ... 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 ...% of votes in favor (equivalent to ... voting shares). Details are as follows:

**1. Profit Distribution for 2024**

Unit: VND

No.	Item	Actual 2024	Amount
1	<b>Undistributed Profit after tax from Previous Years</b>		<b>93.138.292.343</b>
2	<b>Profit after tax for 2024</b>	96.454.000.000	<b>132.975.841.659</b>
3	Total Profit Allocated for 2024		<b>226.114.134.002</b>
	In which:		
3.1	Dividend Payment	20%	41.958.000.000
3.2	Allocation to the Welfare Fund	4 billion	4.000.000.000
3.3	Allocation to the Bonus Fund for Meeting and Exceeding Profit Targets	Deduction of 5% of Profit after tax if the Plan is Achieved and an Additional 10% on the Exceeded Profit after tax	10.300.976.248
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
4	<b>Undistributed Remaining Profit after tax</b>		<b>169.507.574.420</b>

**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	Deduction of 5% of Profit after tax if the Plan is Achieved and an Additional 10% on the Exceeded

No.	Item	Plan for 2025
	Targets	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"> <li>- Board of Directors and Supervisors: 02 months' remuneration per person.</li> <li>- Corporate Governance Officer cum Company Secretary: 02 months' remuneration.</li> <li>- Board of Management and Chief Accountant: 1.5 months of actual salary in 2024.</li> </ul>

**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 ...% of votes in favor (equivalent to ... voting shares).

**Article 7.** Approval of the Proposal on 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.

The General Meeting of Shareholders has voted to approve the Proposal on 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 with ...% of votes in favor (equivalent to ... voting shares).

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

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**

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

**Article 8. Enforcement Provisions**

This Resolution takes effect from 17 April 2025.

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 shareholder announcement);
- State Securities Commission of Vietnam (SSC); Hanoi Stock Exchange (HNX);
- Archives: Office, Administration & Human Resources Department.

ON BEHALF OF THE GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRWOMAN OF THE MEETING

**Han Thi Khanh Vinh**