



DRAFT

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 ... 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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

Recipients:

- As above;
- Archives: VT, Secretary.

Han Thi Khanh Vinh



DRAFT

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	Net Profit After Tax for 2024	96.454.000.000		132.975.841.659
3	Total Distributable Profit for 2024			226.114.134.002
	Including:			
3.1	Dividend Payment	18%	20%	41.958.000.000
3.2	Allocation to Welfare Fund	4 billion		4.000.000.000
3.3	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% for exceeding targets		10.300.976.249
3.4	Bonus Allocation for the Board of Directors,	BOD: 2 months of remuneration per		101.333.333

No	Category	Planned 2024	Proposal for adjustment	Actual Amount
	Executive Board, Chief Accountant, and Corporate Secretary	member Corporate Secretary: 2 months of remuneration		
		- Executive Board, Chief Accountant: 1.5 months of actual salary in 2024		246.250.000
4	Remaining Undistributed Net Profit			169.507.574.420

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

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

Recipients:

- As above;
- Archives: VT, Secretary.

Han Thi Khanh Vinh

**PROPOSAL**

DRAFT

Regarding the Selection of the Auditing Firm for 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 Audit Committee respectfully submits to the 2025 Annual General Meeting of Shareholders the selection of the auditing firm for the Company's 2025 financial statements as follows:

1. Criteria for Selecting the Auditing Firm

- A reputable auditing firm announced by the State Securities Commission as eligible to audit financial statements for issuers and listed companies.
- Capable of meeting the Company's requirements regarding the scope and timeline of the audit.
- Offers a reasonable audit fee.

2. Proposal

Based on the above criteria, the Audit Committee proposes selecting one of the Big Four auditing firms (Ernst & Young Vietnam Limited, PricewaterhouseCoopers Vietnam Limited, KPMG Vietnam Limited, Deloitte Vietnam Limited) to audit and review 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 aforementioned auditing firms are unsuccessful, we propose that the General Meeting of Shareholders authorize the Board of Directors to select an auditing firm from the list of auditors announced by the Ministry of Finance and the State Securities Commission to conduct the audit of the Company's 2025 financial statements.

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

Respectfully.

Recipients:

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

**ON BEHALF OF THE AUDIT COMMITTEE
CHAIRWOMAN OF THE AUDIT COMMITTEE**

Tran Thi Kim Khanh



DRAFT

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
I	Board of Directors (BOD)	
1	Chairwoman of the BOD	196.272.727
2	Independent Board Member	129.545.455
3	BOD Member	274.545.455
II	Supervisory Board (SB) (as of April 10, 2024)	
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

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

Recipients:

- *As above;*
- *Archives: VT, Secretary.*

Han Thi Khanh Vinh