



No. 191/2025/TB-CPC1HN

Ha Noi, April 30, 2025

PERIODIC INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

Company name: Hanoi CPC1 Pharmaceutical Joint Stock Company

Stock Code: DTP

Head office : Ha Binh Phuong Industrial Cluster, Van Binh Commune,
Thuong Tin District, Hanoi City

Telephone : 0243.3765503

Types of disclosures: ☒ 24h ☐ 72h ☐ Request ☐ Abnormal ☐ Recurring

Content of information disclosure: Resolution and Minutes of the 2025
Annual General Meeting of Shareholders of Hanoi CPC1 Pharmaceutical Joint
Stock Company

This information has been published on the Company's website on
30/04/2025 as in the link: <https://cpc1hn.com.vn/>

We would like to commit that the information published above is true and
fully responsible before the law for the content of the published information.

Respect!

**HA NOI CPC1 PHARMACEUTICAL
JOINT STOCK COMPANY**
Authorized Information Disclose Representative



Tạ Thị Hải Huyền



No. 190/2025/NQ-ĐHĐCĐ

Hanoi, 29 April 2025

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

GENERAL MEETING OF SHAREHOLDERS
CPC1 HANOI PHARMACEUTICAL JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 of the National Assembly of the Socialist Republic of Vietnam; Law No. 56/2024/QH15 promulgated on November 29, 2024 amending and supplementing a number of articles of the Law on Securities and relevant guiding documents;

Pursuant to the Charter of organization and operation of CPC1 Hanoi Pharmaceutical Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of CPC1 Hanoi Pharmaceutical Joint Stock Company No. 189/2025/BB-ĐHĐCĐ dated 29/4/2025,

RESOLUTIONS:

Article 1. The General Meeting of Shareholders ("AGM") of the Company voted and approved the following Resolutions:

1. Approving the Company's production and business results report in 2024, the production and business plan in 2025 in Report No.99/2025/BC-BTGD dated 08/04/2025, with some main indicators as follows:

a. Production and business results in 2024:

Unit: dong

INDICATORS	Indicator code	Year 2024	Year 2023
1. Revenue from sales and provision of services	01	1.295.750.110.212	1.115.576.290.306
2. Turnover deductions	02	2.497.819.877	2.091.090.987
3. Net revenue from sales and service provision (10 = 01 - 02)	10	1.293.252.290.335	1.113.485.199.319
4. Cost of goods sold	11	612.508.303.148	501.640.316.408
5. Gross profit on sales and service provision (20=10-11)	20	680.743.987.187	611.844.882.911
6. Revenue from financial activities	21	3.167.719.961	1.197.769.146
7. Financial Costs	22	7.766.770.939	10.101.923.142
- In which: Interest expense	23	5.813.362.358	8.981.360.213
8. Profits and losses in joint ventures and associates	24	-	

INDICATORS	Indicator code	Year 2024	Year 2023
9. Cost of sales	25	374.447.862.401	331.105.212.763
10. Business management expenses	26	37.644.884.483	39.067.247.027
11. Net profit from business activities {30=20+(21-22) + 24 - (25+26)}	30	264.052.189.325	232.768.269.125
12. Other income	31	534.397.417	367.795.909
13. Other expenses	32	587.548.852	1.797.934.459
14. Other Profits (40=31-32)	40	(53.151.435)	(1.430.138.550)
15. Total accounting profit before tax (50=30+40)	50	263.999.037.890	231.338.130.575
16. Current CIT expenses	51	26.766.878.309	14.441.914.275
17. Deferred CIT expenses	52	-	-
18. Profit after corporate income tax (60=50-51-52)	60	237.232.159.581	216.896.216.300

b. Production and business plan in 2025:

Unit: dong

No	INDICATORS	Implement 2024 (VND)	Plan 2025 (VND)	Growth plan in 2025 compared to implementation in 2024
1	Total Revenue	1.293.252.290.335	1.550.000.000.000	19,85%
2	Profit before tax	263.999.037.890	290.000.000.000	9,85%

2. Approve the 2024 Operation Report of the Board of Directors and the 2025 operation plan in the report No. 97/2025/BC-HDQT dated 08/04/2025.

3. Approve the Supervisory Board's Operation Report in Report No. 98/2025/BC-BKS dated 08/04/2025.

4. Approved the Audited 2024 Financial Statement according to Report No. 100/2025/BC-BKS dated 08/04/2025.

5. Approving the 2024 profit distribution plan and the expected 2024 profit distribution plan according to the report No. 102/2025/TTr-HDQT dated 08/04/2025, with the following main indicators:

a. Profit distribution in 2024

No.	Content	Plan at the Annual General Meeting of Shareholders in 2024	Amount (VND)
1	The remaining unallocated after-tax profit in 2023		471.226.389.269
2	Profit before tax in 2024		263.999.037.890
3	Profit after tax in 2024		237.232.159.581
4	Total profit distributed in 2024		708.458.548.850
5	Profit Distribution		220.082.015.768
	In which:		

No.	Content	Plan at the Annual General Meeting of Shareholders in 2024	Amount (VND)
5.1	<i>Deduction of welfare reward fund</i>	<i>Deduct 5% of after-tax profit in 2024</i>	11.861.607.979
5.2	<i>Deduction of the bonus fund of the Board of Directors and the Supervisory Board</i>	<i>Chairman of the Board of Directors: 2 months remuneration</i>	72.000.000
		<i>Member of the Board of Directors: 2 months remuneration</i>	
		<i>Head of the Supervisory Board: 2 months' salary</i>	
		<i>Members of the Supervisory Board: 2 months remuneration</i>	
5.3	<i>Deduction of the Executive Board bonus fund</i>	<i>Deduction of the percentage of profit before tax in 2024</i>	13.399.903.789
5.4	<i>Dividend payment in 2024</i>	<i>The proposal for adjustment compared to the plan approved by the 2024 Annual General Meeting of Shareholders is as follows:</i>	
		<i>2024 dividend in shares: 100% of current charter capital (*)</i>	162.290.420.000
		<i>2024 cash dividend: 10% of the expected charter capital after paying the 2024 dividend in shares (**)</i>	32.458.084.000
6	The remaining accumulated undistributed profit after tax until 2024		488.376.533.082

(*) The plan to issue shares to pay dividends in 2024 is detailed by the Board of Directors in the Report to the General Meeting of Shareholders approving the plan to issue shares to pay dividends in 2024.

(**) The 2024 dividend in cash will be paid by the Board of Directors in 2025 after the Company completes the issuance of shares to pay dividends in 2024. The dividend in 2024 is in cash equivalent to 10% of the expected charter capital after the issuance of the Company.

b. Expected profit distribution plan in 2025

No.	Indicators	Year Plan 2025
1	Appropriation for the establishment of the welfare reward fund	Deduction of 5% of profit after tax
2	Dividend Payment	20% of Charter Capital
3	Board of Directors Bonus, Supervisory Board	Board of Directors, Supervisory Board Members: 2 months remuneration/person

		Head of Supervisory Board: 2 months' salary
4	Reward the Executive Board for completing and exceeding the pre-tax profit plan	5% of pre-tax profit if the plan is completed and an additional 10% bonus on the excess of pre-tax profit

c. The General Meeting of Shareholders authorizes the Board of Directors to: carry out the procedures for setting up funds according to the decision of the General Meeting of Shareholders; carry out dividend payment procedures in accordance with law; decide on the number of payments and the amount of dividend payments for each payment in accordance with the provisions of law and the actual operation of the Company; decide on the time of dividend payment in 2024 but must not exceed 06 months from the date of the 2025 Annual General Meeting of Shareholders.

6. Approving the plan to pay remuneration to the Board of Directors, the Supervisory Board, and the Head of the Supervisory Board in 2024 according to the report No. 107/2025/TTr-HDQT dated 08/04/2025, specifically as follows:

No.	Title	Amount	Maximum remuneration (VND/person/month)	Number of months/year	Cash (VND)
I	Board of Directors	4			
1	Chairman of the Board of Directors	1	8.000.000	12	96.000.000
2	Commissioner	3	5.000.000	12	180.000.000
II	Supervisory Board	3			
1	Head of the Supervisory Board	1	17.000.000	12	204.000.000
2	Members of the Supervisory Board	2	2.000.000	12	48.000.000
Total		7			
<i>(In words: Five hundred and twenty-eight million VND)</i>					

7. Approving the selection of the auditing unit for the 2025 Financial Statements according to Report No. 103/2025/TTr-BKS dated 08/04/2025.

8. Approving the plan to issue shares to pay dividends in 2024 according to Report No. 104/2025/TTr-HDQT dated 08/04/2025.

8.1. The General Meeting of Shareholders approved the plan to issue shares to pay dividends in 2024 as follows:

- Stock Name: Shares of CPC1 Hanoi Pharmaceutical Joint Stock Company
- Stock Type: Common stock.

- Par value of shares: 10,000 VND.
- Issue Price: 10,000 VND/share
- Number of shares outstanding: 16,229,042 shares.
- Number of shares expected to be issued to pay dividends in 2024: 16,229,042 shares (*Sixteen million, two hundred and twenty-nine thousand, zero hundred and forty-two shares*)
- Dividend payout rate in 2024 in shares: 100%/charter capital
- Right exercise rate: 1:1 (shareholders who own 01 share will be entitled to 01 new share)
- Total value of shares expected to be issued at par value: 162,290,420,000 VND (*One hundred and sixty-two billion, two hundred and ninety million, four hundred and twenty thousand VND*)
- Expected charter capital after the completion of the issuance: **324,580,840,000 VND** (*Three hundred and twenty-four billion, five hundred and eighty million, eight hundred and forty thousand VND*) corresponding to **32,458,084** shares (*Thirty-two million, four hundred and fifty-eight thousand, zero hundred and eighty-four shares*).
- Release source: Undistributed profit after tax as of December 31, 2024 according to the audited financial statements for 2024.
- Release form: Issuing shares to pay dividends in 2024
- Issuer: Existing shareholders named in the list of shareholders of the Company on the last date of registration exercise the right to receive dividends in shares as prescribed.
- Handling of odd shares: Due to the issuance ratio of 1:1, there are no odd shares.
- Transfer conditions: Shares issued due to dividend payment are not subject to transfer restrictions.
- Implementation time: It is expected that in 2025, after the written approval of the SSC.

8.2. The General Meeting of Shareholders assigns and authorizes the Board of Directors and the legal representative to decide on all matters related to the issuance of shares to pay dividends in 2024, specifically:

- Carry out the necessary procedures in accordance with the law to carry out the issuance of shares to increase charter capital: Prepare the issuance dossier to apply for permission from the



State Securities Commission (SSC); Implement the issuance plan according to the plan approved by the SSC and report on the issuance results in accordance with regulations;

- Decide on the appropriate time to implement the issuance of shares and the time to close the list of shareholders entitled to receive additional issued shares in accordance with the actual situation of the Company;

- Implement other relevant works to complete the issuance of shares to pay dividends in 2024.

- To decide on the amendment and supplementation of Article 6 of the Company's Charter according to the new charter capital;

- Carry out procedures for changing the Enterprise Registration Certificate with the competent State Agency according to the new charter capital level;

- Carry out the necessary procedures to register for depository and register additional transactions for the entire number of additionally issued shares as prescribed.

- Report on the results of the issuance at the nearest General Meeting of Shareholders.

Article 2. Assign the Board of Directors and the Board of Directors to organize the implementation of the contents approved in this Resolution and authorize the Board of Directors to decide and approve issues arising in the implementation of the contents approved in this Resolution.

Article 3. This Resolution takes effect from the date of signing.

Shareholders, the Board of Directors, the Board of General Directors, the Supervisory Board and relevant departments, departments, units and individuals are obliged to implement this Resolution./.

Recipient:

- As Article 3;
- General Meeting of Shareholders (b/c);
- Hanoi Stock Exchange;
- Save: Board of Directors, VT.

**TM. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**



Le Nam Thang



MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
HANOI CPC1 PHARMACEUTICAL JOINT STOCK COMPANY

Business name : **CPC1 HANOI PHARMACEUTICAL JOINT STOCK COMPANY**
(“Company”)

Stock Code : **DTP**

Digital Business : 0104089394 issued by the Department of Planning and
Registration Investment of Hanoi City for the first time on 05/8/2009,
Certificate granted the 16th change registration on 23/03/2023

Head Office Address : Ha Binh Phuong Industrial Cluster, Van Binh Commune,
Thuong Tin District, Hanoi City, Vietnam.

Telephone : 0243 3765 503

Meeting time : From 09:15 on April 29, 2025

Meeting Venue : At Head Office Address – Ha Binh Phuong Industrial
Cluster, Van Binh Commune, Thuong Tin District, Hanoi
City, Vietnam

A. PARTICIPANTS OF THE CONGRESS, VALIDITY OF THE CONGRESS

1. Participants of the Congress:

- **Shareholder:** Shareholders currently own shares of the Company as of the time of closing the list of shareholders **on 02/04/2025**

- **Members of the Board of Directors, the Supervisory Board and the incumbent Executive Board, including:**

- + Mr. Le Nam Thang - Chairman of the Board of Directors;
- + Mr. Nguyen Doan Liem – Member of the Board of Directors;
- + Mr. Tran Nghia Loi – Member of the Board of Directors;
- + Mr. Nguyen Thanh Binh – Member of the Board of Directors; General Director;
- + Mr. Tran Minh Thanh – Deputy General Director;
- + Ms. Tran Thuy Khanh – Head of the Supervisory Board;
- + Ms. Nguyen Thi Kim Oanh - Member of the Supervisory Board;
- + Ms. Ha Thi Mai – Member of the Supervisory Board.

- **Member of the Organizing Committee of the Congress.**

2. Validity of the General Assembly

At 9:15 a.m., the General Meeting heard Ms. Le Thuy Linh - Head of the Shareholder Qualification Inspection Committee report on the results of the shareholder qualification examination as follows:

- The total number of shareholders of the Company at the closing date of the list of shareholders entitled to attend the meeting on April 2, 2025 is **225 shareholders**, equivalent to the number of shares owning **16,229,042** voting shares, equivalent to 100% of the total voting shares of the Company.

- Number of shareholders attending the meeting: **20** shareholders/authorized persons representing **69** shareholders owning **15,927,839** **voting** shares of the Company, accounting for **98.144%** of the total voting shares of the Company.

- Number of shareholders not attending: **156** shareholders, equivalent to **301,203** voting shares, accounting for **1.856%** of the total voting shares of the Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020 and the Charter of organization and operation of the Company, the number of shareholders officially attending and authorized to attend the 2025 Annual General Meeting of Shareholders of the Company and the percentage of shares of shareholders/representatives of shareholders attending ensure that the General Meeting of Shareholders can proceed legally.

As of 10:05 on 29/04/2025:

- Number of shareholders attending the meeting: **22** shareholders/authorized persons representing **71** shareholders owning **15,932,539** **voting** shares of the Company, accounting for **98.173%** of the total voting shares of the Company.

- Number of shareholders not attending: **154** shareholders, equivalent to **296,503** voting shares, accounting for **1.827%** of the total voting shares of the Company.

1. CONTENTS OF THE CONGRESS

I. Opening of the Congress: The Congress listened to Ms. Ta Thi Hai Huyen - on behalf of the Organizing Committee to deliver the opening speech of the Congress.

II. The Congress approved the Presidium, the Secretariat, the Vote Counting Committee:

The Congress voted in the form of holding up voting cards to approve the composition of the Presidium, the Secretariat and the Vote Counting Committee as follows:

1. Presidium

- Mr. Le Nam Thang – Chairman of the Board of Directors – Chairman of the General Meeting

- Mr. Nguyen Thanh Binh - Member of the Board of Directors, General Director - Member of the Presidium
- Mr. Tran Nghia Loi – Member of the Board of Directors – Member of the Presidium

Voting results approved by the Presidium:

Total number of shares participating in voting: 15,927,839 shares, accounting for 100% of the shares with voting rights to attend the meeting.

In favor : 15,927,839 shares, accounting for 100% of the voting shares attending the meeting

Against : 0 shares, accounting for 0% of the voting shares attending the meeting

No opinion : 0 shares, accounting for 0% of the voting shares attending the meeting

The Congress approved 100% of the list of Presidiums.

2. Secretariat:

- + Ms. Ta Thi Hai Huyen - Head of the Department
- + Ms. Vu Thi Thuy Linh - Member

3. Vote Counting Board:

- + Ms. Le Thuy Linh - Head of the Department
- + Ms. Duong Thi Thanh Xuan - Member
- + Ms. Hoang Dieu Linh - Member

Voting results approved by the Secretariat and the Vote Counting Committee:

Total number of shares participating in voting: 15,927,839 shares, accounting for 100% of the shares with voting rights to attend the meeting.

Approve : 15,927,839 shares, accounting for 100% of the voting shares attending the meeting

Disapprove : 0 shares, accounting for 0% of the voting shares attending the meeting

No opinion : 0 shares, accounting for 0% of the voting shares attending the meeting

The Congress approved 100% through the Secretariat and the Vote Counting Committee in the form of holding up voting cards.

III. Approval of the Meeting Agenda, Working Regulations and Voting of the General Meeting of Shareholders

- ❖ The Congress listened to Mr. Le Nam Thang - Chairman of the Congress - present the content of the Congress Meeting Program.

The Board of Directors of CPC1 Hanoi has received recommendations on the 2025 General Meeting of Shareholders of 01 Major Shareholder owning shares at the

rate of 10.25% of the Company's capital. Shareholders propose the Board of Directors to suspend the submission to the 2025 General Meeting of Shareholders on the contents, including Report No. 107/2025/TTr-HDQT dated 08/04/2025 on the election of independent members of the Board of Directors for the remaining term of 2024-2029 and Report No. 105/2025/TTr-HDQT dated 08/04/2025 on the registration of listing of the Company's shares at the Ho Chi Minh City Stock Exchange.

The Chairman of the General Meeting asked shareholders to vote (in the form of holding up voting cards) on the suspension of 2 contents to be submitted to the Company's 2025 Annual General Meeting of Shareholders: Report No. 107/2025/TTr-HDQT dated 08/04/2025 on the election of independent members of the Board of Directors for the remaining term of 2024-2029 and Report No. 105/2025/TTr-HDQT dated 08/04/2025 on listing registration the Company's shares on the Ho Chi Minh City Stock Exchange at the recommendation of major shareholders.

Voting Results:

Total number of shares participating in voting: 15,927,839 shares, accounting for 100% of the shares with voting rights to attend the meeting.

Approve : 8,192,210 shares, accounting for 51.43% of the voting shares attending the meeting

Disapprove : 7,735,629 shares, accounting for 48.57% of the voting shares attending the meeting

No opinion : 0 shares, accounting for 0% of the voting shares attending the meeting

The General Meeting of Shareholders approved this content with an approval rate of 51.43%.

Thus, the program of the Annual General Meeting of Shareholders in 2025 will be adjusted and includes the following contents:

- Report on production and business results in 2024 and production and business plan in 2025
- 2024 Board of Directors performance report and 2025 operation plan
- Report on the operation of the Supervisory Board in 2024 and the operation plan in 2025
- The submission for approval of the 2024 Financial Statements has been audited.
- Proposal for approval of profit distribution in 2024 and expected profit distribution plan in 2025.
- Proposal to approve the plan to pay remuneration to the Board of Directors, the Supervisory Board, and the Head of the Supervisory Board in 2025.
- Submission for approval of the selection of the auditing unit of the 2025 financial statements.
- Proposal approving the plan to issue shares to pay dividends in 2024.

- Approve the Minutes of the meeting and the Resolution of the Congress.

- ❖ The General Assembly voted to approve the adjusted Meeting Program in the form of holding up voting cards.

Voting Results:

Total number of shares participating in voting: 15,932,539 shares, accounting for 100% of the shares with voting rights to attend the meeting.

Approve : 13,265,873 shares, accounting for 83.26% of voting shares attending the meeting

Disapprove : 0 shares, accounting for 0% of the voting shares attending the meeting

No opinion : 2,666,666 shares, accounting for 16.74% of the voting shares attending the meeting

The General Meeting of Shareholders approved this content with an approval rate of 83.26%

- ❖ The General Meeting voted to approve the Working Regulations and vote at the 2025 Annual General Meeting of Shareholders in the form of holding up voting cards.

Voting results:

Total number of shares participating in voting: 15,932,539 shares, accounting for 100% of the shares with voting rights to attend the meeting.

Approve : 15,932,539 shares, accounting for 100% of the shares with voting rights to attend the meeting

Disapprove : 0 shares, accounting for 0% of the voting shares attending the meeting

No opinion : 0 shares, accounting for 0% of the voting shares attending the meeting

The General Meeting of Shareholders approved this content with a 100% approval rate.

IV. Reports and Proposals presented at the Congress

1. Mr. Tran Minh Thanh – Deputy General Director of the Company presented the Report on production and business results in 2024, production and business plan in 2025;

2. Mr. Le Nam Thang - Chairman of the Board of Directors presented the 2024 BOD Activity Report and the 2025 operation plan.

3. Ms. Tran Thuy Khanh - Head of the Supervisory Board presented the 2024 Operating Report of the Supervisory Board and the Report on the selection of auditing units for the 2025 Financial Statements

4. Mr. Tran Nghia Loi – Member of the Board of Directors submitted to the General Meeting of Shareholders for approval:

- The report approves the audited 2024 Financial Statements.
- The report approves the profit distribution plan in 2024 and the expected profit distribution plan in 2025.
- The report approves the plan to pay remuneration for the Board of Directors, the Supervisory Board, and the salary of the Head of the Supervisory Board in 2025.
- The report approves the plan to issue shares to pay dividends in 2024.

VI. Discussion and voting of Reports and Submissions

1. Discuss:

- The Chairman moderates the discussion of shareholders
- Shareholders participating in the discussion.

2. Voting on reports and submissions

- The Chairman proposed that the Vote Counting Committee guide shareholders to vote on the ballot.
- Shareholders vote and vote in the Ballot Box.
- The vote counting committee voted to carry out the vote counting.

VII. Congress takes a 15-minute break

VIII. Report on voting results

Ms. Le Thuy Linh - Head of the Vote Counting Committee announced the Minutes of Vote Counting before the Congress.

Based on the Minutes of vote counting, the following contents have been approved by the Congress, specifically as follows:

- Total number of votes issued: **22** votes, representing **15,932,539** voting shares attending the meeting, equivalent to **15,932,539** votes.

*(Exactly matching **15,932,539** shares with voting rights to attend the General Meeting, accounting for **100%** of the total number of shares with voting rights to attend the General Meeting).*

- Total number of votes: **22** votes, representing **15,932,539** shares, equivalent to **15,932,539** voting votes, equivalent to **100%** of the voting shares attending the General Meeting.

- Total number of non-collected votes: **0** votes, representing **0** shares, corresponding to **0** voting votes, equivalent to **0%** of the voting shares attending the General Meeting.

- Total number of valid votes: **22** votes, representing **15,932,539** shares, equivalent to **15,932,539** voting votes, equivalent to **100%** of the voting shares attending the General Meeting.

1. Content 01: Approve the Report on the Company's production and business results in 2024, the production and business plan in 2025 in Report No. 99/2025/BC-BTGD dated 08/04/2025:

Voting Results:

<i>Approve</i>	<i>: 15,932,539 shares, accounting for 100% of the voting shares attending the meeting</i>
<i>Disapprove</i>	<i>: 0 shares, accounting for 0% of the voting shares attending the meeting</i>
<i>No opinion</i>	<i>: 0 shares, accounting for 0% of the voting shares attending the meeting</i>
<i>Invalid</i>	<i>: 0 shares, accounting for 0% of the voting shares attending the meeting</i>

The General Meeting of Shareholders approved this content with an approval rate of 100%

2. Content 02: Approval of the 2024 Operation Report of the Board of Directors and the 2025 Operation Plan in Report No. 97/2025/BC-HDQT dated 08/04/2025

Voting results:

<i>Approve</i>	<i>: 15,932,539 shares, accounting for 100% of the voting shares attending the meeting</i>
<i>Disapprove</i>	<i>: 0 shares, accounting for 0% of the voting shares attending the meeting</i>
<i>No opinion</i>	<i>: 0 shares, accounting for 0% of the voting shares attending the meeting</i>
<i>Invalid</i>	<i>: 0 shares, accounting for 0% of the voting shares attending the meeting</i>

The General Meeting of Shareholders approved this content with an approval rate of 100%

3. Content 03: Approving the Supervisory Board's Operation Report in Report No. 98/2025/BC-BKS dated 08/04/2025

Kết quả biểu quyết:

<i>Approve</i>	<i>: 15,932,539 shares, accounting for 100% of the voting shares attending the meeting</i>
<i>Disapprove</i>	<i>: 0 shares, accounting for 0% of the voting shares attending the meeting</i>

	<i>meeting</i>
No opinion	: 0 shares, accounting for 0% of the voting shares attending the meeting
Invalid	: 0 shares, accounting for 0% of the voting shares attending the meeting

The General Meeting of Shareholders approved this content with an approval rate of 100%.

4. Content 04: Approval of the audited financial statements for 2024 according to the report No. 100/2025/TTr-HDQT dated 08/04/2025

Voting results:

Approve	: 15,932,539 shares, accounting for 100% of the voting shares attending the meeting
Disapprove	: 0 shares, accounting for 0% of the voting shares attending the meeting
No opinion	: 0 shares, accounting for 0% of the voting shares attending the meeting
Invalid	: 0 shares, accounting for 0% of the voting shares attending the meeting

The General Meeting of Shareholders approved this content with an approval rate of 100%

5. Content 05: Approve the profit distribution plan in 2024 and the expected profit distribution plan in 2025 according to Report No. 102/2025/TTr-HDQT dated 08/04/2025

Voting results:

Approve	: 13,265,873 shares, accounting for 83.2628% of the voting shares attending the meeting
Disapprove	: 2,666,666 shares, accounting for 16.7372% of the voting shares attending the meeting
No opinion	: 0 shares, accounting for 0% of the voting shares attending the meeting
Invalid	: 0 shares, accounting for 0% of the voting shares attending the meeting

The General Meeting of Shareholders approved this content with an approval rate of 83.2628%

6. Content 06: Approving the plan to pay remuneration to the Board of Directors, the Supervisory Board, and the Head of the Supervisory Board in 2025 according to the report No. 101/2025/TTr-HDQT dated 08/04/2025

Voting results:

Approve : 15,932,539 shares, accounting for 100% of the voting shares attending the meeting

Disapprove : 0 shares, accounting for 0% of the voting shares attending the meeting

No opinion : 0 shares, accounting for 0% of the voting shares attending the meeting

Invalid : 0 shares, accounting for 0% of the voting shares attending the meeting

The General Meeting of Shareholders approved this content with an approval rate of 100%

7. Content 07: Approval of the selection of the Auditing Unit for the 2025 Financial Statements according to the report No. 103/2025/TTr-BKS dated 08/04/2025

Voting results:

Approve : 15,932,539 shares, accounting for 100% of the voting shares attending the meeting

Disapprove : 0 shares, accounting for 0% of the voting shares attending the meeting

No opinion : 0 shares, accounting for 0% of the voting shares attending the meeting

Invalid : 0 shares, accounting for 0% of the voting shares attending the meeting

The General Meeting of Shareholders approved this content with an approval rate of 100%

8. Content 08: Approve the plan to issue shares to pay dividends in 2024 according to Report No. 104/2025/TTr-HDQT dated 08/04/2025.

Voting results:

Approve : 15,932,539 shares, accounting for 100% of the voting shares attending the meeting

Disapprove : 0 shares, accounting for 0% of the voting shares attending the meeting

No opinion : 0 shares, accounting for 0% of the voting shares attending the meeting

Invalid : 0 shares, accounting for 0% of the voting shares attending the meeting

The General Meeting of Shareholders approved this content with an approval rate of 100%

IX. Approval of the Minutes and Resolution of the Congress

Ms. Ta Thi Hai Huyen - Head of the Secretariat read the full text of the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders to submit to the

General Meeting for voting in the form of holding up voting cards.

Voting results:

Approve : 15,932,539 shares, accounting for 100% of the voting shares attending the meeting

Disapprove : 0 shares, accounting for 0% of the voting shares attending the meeting

No opinion : 0 shares, accounting for 0% of the voting shares attending the meeting

Thus, the General Meeting of Shareholders approved the Minutes and Resolution of the General Meeting with a 100% approval rate.

C. CLOSING OF THE CONGRESS

Mr. Le Nam Thang - Chairman of the Congress delivered the closing speech of the Congress.

The 2025 General Meeting of Shareholders of CPC1 Hanoi Pharmaceutical Joint Stock Company ended at 12:30 on the same day.

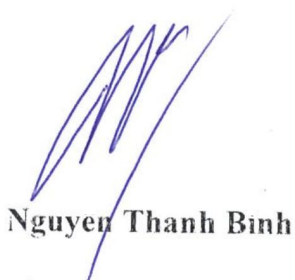
The contents of the meeting are made into Minutes and unanimously approved by the General Meeting of Shareholders.

The General Meeting of Shareholders authorizes the Board of Directors to direct and decide on all issues arising in the process of implementing the contents of the 2025 Business Plan approved by the General Meeting of Shareholders.

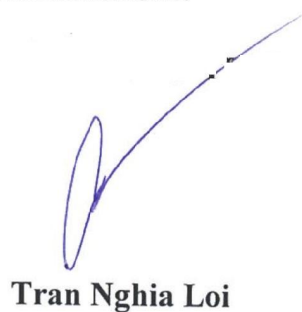
The minutes are made in 03 copies, kept in the Document Dossier of the General Meeting of Shareholders in 2025 at the Company in 01 copy, kept in the TCHC Office 01 copy, and kept in the Secretariat 01 copy.

The Resolution of the General Meeting of Shareholders in 2025 will be made into a full-text publication document on the website of CPC1 Hanoi Pharmaceutical Joint Stock Company (www.cpc1hn.com.vn) to notify all shareholders in accordance with the law.

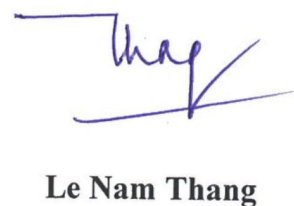
PRESIDIUM



Nguyen Thanh Binh



Tran Nghia Loi



Le Nam Thang

CONFERENCE SECRETARY



Ta Thi Hai Huyen



Vu Thi Thuy Linh





CPC1 HANOI PHARMACEUTICAL JOINT STOCK COMPANY

Address: Ha Binh Phuong Industrial Cluster, Van Binh Commune, Thuong Tin District, Hanoi

Phone: 0243 3765 503

Business registration number: 0104089394

Website: <https://cpc1hn.com.vn/>

ORGANIZATION AND VOTING REGULATIONS

AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS CPC1 HANOI PHARMACEUTICAL JOINT STOCK COMPANY

Article 1 : Scope and subjects of application

1. This regulation is applied for the organization and conduct of 2025 Extraordinary General Meeting of Shareholders ("GMS") of CPC1 Hanoi Pharmaceutical Joint Stock Company. ("Company").
2. This regulation details the rights and obligations of shareholders, authorized representatives of shareholders and parties attending the General Meeting, conditions and procedures for conducting the General Meeting.
3. Shareholders, authorized representatives of shareholders and parties participating in the General Meeting are responsible for implementing the provisions of this Regulation.

Article 2 : General principles

1. All shareholders attending the General Meeting of Shareholders (GMS) must wear neat and polite clothes, present full identification documents and documents related to shareholder status verification at the reception desk and the Shareholder's Eligibility Verification Committee.
2. When entering the General Meeting room, shareholders must sit in the correct position or area as specified by the General Meeting Organizing Committee, and comply with the seating arrangements of the Organizing Committee.
3. No smoking in the conference room.
4. Communicate politely, friendly, maintain order and serious attitude during the meeting. Do not talk privately or use the phone during the Meeting. All mobile phones must be turned off or set to silent mode. *(If you need to use a mobile phone, please discuss outside the meeting room).*
5. Delegates attending the meeting must follow the direction of the Chair, creating conditions for the meeting to take place smoothly, quickly and validly.

Article 3: Conditions for holding General Meeting of Shareholders

The annual General Meeting of Shareholders is held when the number of shareholders or authorized representatives attending the meeting represents more than 50 % of the total number of shares with voting rights.

Article 4: Conditions of participation and regulations on authorization

1. Shareholders are individuals or authorized representatives of organizational shareholders whose names are on the list of shareholders of CPC1 Hanoi Pharmaceutical Joint Stock Company on the record date of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders.



2. Shareholders who are entitled to attend the General Meeting of Shareholders may attend in person or authorize their representatives to attend. Authorized persons may not re-authorize another person to attend the General Meeting of Shareholders. In case more than one authorized representative is appointed, the number of shares and votes of each representative must be specifically determined.
3. The authorization document is made according to the company's form and the provisions of the civil law. In case the shareholder does not use the authorization document according to the Company's form, the authorization document must clearly state the name of the authorized individual or organization and the number of authorized shares.
Individuals and organizations authorized to attend the General Meeting of Shareholders must present a written authorization when registering to attend the meeting before entering the meeting room.
4. Before attending the meeting, Shareholders/Authorized Representatives of Shareholders must complete the registration procedure to attend the meeting.

Article 5: Rights and obligations of shareholders/validly authorized representatives attending the General Meeting of Shareholders

1. All shareholders and shareholder representatives attending the meeting have the right to participate and express opinions on the agenda approved by the General Meeting of Shareholders and vote at the General Meeting of Shareholders.
2. All shareholders eligible to attend the General Meeting have the rights and obligations prescribed by current laws, the Company's Charter and these regulations (after the regulations are approved by the General Meeting of Shareholders).
3. Each shareholder/shareholder representative must present the original personal legal documents (one of the following documents: ID card, Citizen ID card, Passport, other legal personal identification documents), Invitation letter, Authorization letter (if authorized by an individual or organization) to the Shareholder Qualification Examination Board to register and receive meeting documents according to the Company's regulations.
4. Shareholders and representatives of shareholders attending the General Meeting who wish to express their opinions must obtain the consent of the Chairman, and must speak briefly and focus on the key issues that need to be discussed, in accordance with the approved agenda of the General Meeting. Issues that have been raised by previous participants must not be raised again to avoid duplication. Shareholders and representatives of shareholders attending the General Meeting can also write down the content on the questionnaire to be sent to the Secretary/Secretariat of the General Meeting.
5. Shareholders and shareholder representatives have the right to vote on all matters within the authority of the General Meeting of Shareholders as prescribed in the Company's Charter.
6. Shareholders and shareholder representatives attending the General Meeting of Shareholders, after listening to the report on the contents to be approved, will discuss and approve by voting.
7. Shareholders and shareholders' representatives who arrive after the opening of the General Meeting, after completing the registration procedures, are allowed to attend and vote on the remaining voting contents according to the approved General Meeting agenda. In this case, the validity of the votes that have been conducted shall not be affected.

Article 6: Chairman of the Congress

1. The Chairman of the Board of Directors shall chair the General Meeting or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to chair the meeting according to the majority principle. In case no one can be elected as the chairperson, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect the meeting chairperson and the person with the highest number of votes shall chair the meeting.
2. The Chairman of the Congress nominates personnel for the Presidium, the Vote Counting Committee, and the General Meeting of Shareholders to approve.
3. The Chairman presides over, together with members of the Presidium, the General Meeting of Shareholders and resolves any issues arising (if any) during the General Meeting.
4. The Chairman has the right to take measures necessary and reasonable for the orderly conduct of the General Meeting, in accordance with the approved agenda and reflecting the wishes of the majority of attendees.
5. The Chairman has the right to request all meeting attendees to submit to inspection or other legal and reasonable security measures; request competent authorities to maintain order at the meeting; expel those who do not comply with the Chairman's authority, intentionally disrupt order, prevent the normal progress of the meeting or do not comply with security inspection requirements from the General Meeting of Shareholders.
6. The Chairman of the General Meeting has the rights and obligations as prescribed by law and by the Company.

Article 7 : Rights and obligations of the Congress Organizing Committee

1. The Congress Organizing Committee is established by the Company's Board of Directors or authorized to be established by the Chairman of the Board of Directors.
2. The Organizing Committee of the Congress assigns members of the Shareholder Qualification Examination Committee to carry out the Procedures for checking the qualifications of shareholders attending the meeting, distributing documents, and performing other organizational tasks.

Article 8 : Rights and obligations of the Shareholder Qualification Inspection Board

1. The Shareholder Qualification Examination Committee consists of 01 Head and members selected by the Congress Organizing Committee.
2. The Shareholders' Qualifications Inspection Committee has the right to establish a support unit to fulfill the Committee's tasks.
3. The Shareholder Qualification Examination Committee has the function of examining the qualifications of shareholders or authorized representatives attending the General Meeting of Shareholders and carrying out procedures for registering shareholders/shareholder representatives attending the meeting, issuing Voting Cards, Voting Forms, and Election Forms. (if any) to shareholders/shareholder representatives.
4. Report to the General Meeting of Shareholders on the results of the verification of shareholders' qualifications to attend the General Meeting.

Article 9 : Rights and obligations of the Secretary/Secretariat of the Congress

1. The Secretary/Secretariat of the General Meeting is nominated by the Chairman and approved by the General Meeting of Shareholders. be responsible to the Chairman and the General Meeting of Shareholders for his/her duties.
2. Duties of the Secretary/Congress Secretariat:
 - Record honestly and accurately the contents and issues approved by shareholders/shareholder representatives or noted at the General Meeting.
 - Minutes of the Meeting.
 - Assist the Chairman in announcing draft documents, conclusions, and notices to shareholders upon request.
 - Receive registration forms for speaking from shareholders/shareholder representatives (if any).
 - Perform other tasks assigned by the Chairman.

Article 10 : Rights and obligations of the Ballot Counting Committee

1. The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders with a number of 03 (three) members.
2. The Counting Committee has the right to establish a support unit to complete the Committee's tasks.
3. The Counting Committee has the following duties:
 - Instructions on how to use Voting Cards, Voting Forms, and Election Ballots (if any).
 - Election Guide;
 - The counting committee will determine the number of votes in favor, the number of votes against, the number of votes with no opinion and the number of invalid votes; determine the results of the vote counting.
 - Report to the Congress on the vote counting results.
4. Responsible for the honesty and accuracy of the work performed and the vote counting results.

Article 11 : Approval of decisions of the General Meeting of Shareholders

1. Voting form:
 - a. 2025 Annual General Meeting of Shareholders of CPC1 Hanoi Pharmaceutical Joint Stock Company by using Voting Cards and Voting Ballots.
 Voting cards and ballots are pre-printed according to the form of the Organizing Committee of the General Meeting, stamped by CPC1 Hanoi Pharmaceutical Joint Stock Company, and are issued to Shareholders when attending the General Meeting, with information about the shareholder code, the number of shares with voting rights of the Shareholder or Shareholder Representative attending the General Meeting.
 Shareholders/Shareholder Representatives use the Voting Card to vote on issues that require direct voting at the General Meeting by raising the Voting Card.
 In addition to issues asking for direct voting opinions by raising Voting Cards at the Congress, for the contents of Reports, Proposals and other contents Other (if any), Shareholders/Shareholder Representatives vote by selecting voting contents (Agree, disagree, no opinion) on the Voting Form, signing to confirm and putting it in the Ballot Box according to the instructions of the Vote Counting Committee.
 - b. The Congress shall vote on each issue in the agenda. For each issue to be voted on at the General Meeting of Shareholders, the Chairman of the Congress shall propose to vote 3 times in the following order:

- First time : Vote in favor.
 - Second time : Vote against.
 - Third time : No opinion.
2. *For direct voting by raising Voting Card:* Each Shareholder or Shareholder Representative (01 person) is only allowed to vote 01 time (approve or disapprove or have no opinion) for each time the Chairman asks for a vote on an issue to be voted on at the Shareholders' Meeting. In case a shareholder does not vote on any content, the shareholder is obliged to immediately notify the Vote Counting Committee at the time of voting on that content to summarize the results.
 3. *For voting on the contents of Reports, Submissions, and other contents Other (if any) by selecting voting content on the Voting Form:* Shareholders choose to mark “v” or “x” in the appropriate box on the Voting Form.
 - A ballot is considered valid in the following cases:
 - + Is a voting ballot issued by the Congress Organizing Committee, stamped by CPC1 Hanoi Pharmaceutical Joint Stock Company;
 - + Voting ballots are not torn;
 - + Voting content is not erased, scraped or edited;
 - + Valid voting content is the content that the Shareholder specifically selects 1 of 3 boxes: Agree or Disagree or No opinion.
 - + Voting ballot signed by shareholder or authorized representative of shareholder.
 - Voting ballots and voting content are considered invalid in one of the following cases:
 - + Voting ballots are not issued by the Congress Organizing Committee and do not have the seal of CPC1 Hanoi Pharmaceutical Joint Stock Company;
 - + The voting ballot is torn, erased, or has information on the ballot altered;
 - + Voting ballots do not have the signature of shareholders or authorized representatives of shareholders;
 - + Shareholders who do not mark any box or mark 2 or more boxes for the same voting content or erase the ballot resulting in unclear selection content will be considered invalid for that voting content.
 - + Voting ballots must be submitted to the Congress Organizing Committee after voting has ended and the Ballot Box has been sealed.
 4. Voting ratio and conditions for passing decisions of the General Meeting of Shareholders at the meeting shall be implemented according to the provisions of the Company Charter and relevant laws.

Article 12 : Speaking at the Congress

1. Shareholders/shareholder representatives attending the General Meeting who want to express their opinions must have the consent of the Chairman.
2. Shareholders/shareholder representatives make brief statements, focusing on the key issues to be discussed, in accordance with the approved agenda of the General Meeting. The maximum speaking time for each shareholder is 3 minutes.
3. The chairman arranges for shareholders to speak in the order of registration and answers shareholders' questions.

Article 13 : Minutes and Resolutions of the Congress

1. The content of the General Meeting of Shareholders is fully recorded by the Secretary/Secretariat of the General Meeting in the Minutes of the meeting and approved before the closing of the General Meeting.
2. Minutes of the meeting are the basis for drafting the Resolution of the General Meeting of Shareholders.
3. Minutes of the General Meeting of Shareholders and Resolutions passed by the General Meeting of Shareholders and related documents are kept at the Company's head office.
4. The Chairman and the Secretary/Secretariat of the General Meeting or other signatories to the minutes of the meeting shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.
5. In case the Chairman, Secretary/Secretariat of the General Meeting refuses to sign the meeting minutes, the minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and contain all the contents as prescribed in this clause. The meeting minutes shall clearly state that the Chairman, Secretary/Secretariat of the General Meeting refused to sign the meeting minutes.

Article 14: Entry into force

Working and voting regulations are publicly announced before the General Meeting of Shareholders, take effect immediately after being voted and approved by the General Meeting of Shareholders and applied at the 2025 Annual General Meeting of Shareholders of CPC1 Hanoi Pharmaceutical Joint Stock Company.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN OF THE CONGRESS**



Le Nam Thang





No. 97 /2025/BC-HĐQT

Hanoi, April 8, 2025

**REPORT
BOARD OF DIRECTORS ACTIVITIES IN 2024
AND THE 2025 OPERATION PLAN**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
Pursuant to the Charter of organization and operation of Hanoi CPC1
Pharmaceutical Joint Stock Company,*

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
Pursuant to the Charter of organization and operation of CPC1 Hanoi
Pharmaceutical Joint Stock Company,*

I/ GENERAL ASSESSMENT:

1.1/ Personnel of the Board of Directors in 2024

The Board of Directors of the Company for the term 2024-2029 was elected at the 2024 Annual General Meeting of Shareholders on April 5, 2024, consisting of 4 members:

No.	Full name	Duty
1	Mr. Le Nam Thang	Chairman of the Board of Directors
2	Mr. Nguyen Doan Liem	Member of the Board of Directors
3	Mr. Nguyen Thanh Binh	Member of the Board of Directors
4	Mr. Tran Nghia Loi	Member of the Board of Directors

2024 is the year of re-election of members of the Board of Directors for a new term because the term of the Board of Directors has expired.

1.2/ Assessment of the implementation of the Resolution of the Annual General Meeting of Shareholders in 2024:

The Board of Directors, with its roles and responsibilities, has seriously implemented the Resolution of the 2024 Annual General Meeting of Shareholders, specifically:

Dividend payment in 2023 in cash at the rate of 15%/par value of shares.

Direct the implementation of the production and business activity plan in 2024.

Selection of auditing unit for the 2024 financial statements.

Pay salaries and remuneration to the Board of Directors and the Control Board in accordance with regulations.

Closely follow the actual situation of the market and the Company to set out appropriate policies and orientations to promptly direct and create conditions for the

Board of Directors to complete the tasks of the production and business activity plan in 2024.

Disclose transparent information on financial situation, business results, etc., in a timely and accurate manner to shareholders and investors.

II/ REPORT ON IMPLEMENTATION RESULTS IN 2024:

2.1/ General Overview:

In 2024, the reform of administrative procedures in the field of Pharmaceuticals will be recorded such as shortening the time for licensing drugs, issuing registration numbers, bidding for drugs at public health facilities, etc.; at the same time, it opens up many opportunities for investment, cooperation, and export; However, competition in the industry is increasing, not only with domestic pharmaceutical businesses but also with multinational companies. Fluctuations in raw material costs of India and China are also the cause of the increase in prices, affecting the competitiveness of products to a greater or lesser extent.

Facing that fact, in 2024, the Board of Directors of the Company will always be consistent in planning and strategic orientation approved by the General Meeting of Shareholders, fully implementing its functions, tasks and powers in compliance with the provisions of Law and the Company's Charter. The meetings of the Board of Directors are organized and conducted in accordance with the Company's Charter, the minutes, resolutions and decisions of the Board of Directors are based on the agreement of the members and archived in accordance with regulations.

2.2/ Results of the implementation of the Resolutions of the 2024 Annual General Meeting:

No.	Indicator	Implementation 2024	Result
1	Net sales	1.293.252.290.335	Up 16.14% compared to 2023
2	Profit before tax	263.999.037.890	Reaching 101.54% of the plan
3	Dividend Payment	15%	Done: Advance in the 1st installment: 10%/face value, payment date: 20/06/2024; - 2nd payment: 5%/par value, payment date: 11/11/2024
4	Deduction for the establishment of the Fund for Rewards, Welfare and Remuneration of the Board of Directors/Supervisory Board		Appropriation and payment of remuneration of the Board of Directors/Supervisory Board according to the Resolution of the General Meeting of Shareholders

5	Selection of auditing unit of financial statements in 2024		AASC Auditing Firm Co., Ltd.
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2.3/ Summary of meetings and resolutions of the Board of Directors:

- In 2024, the Board of Directors held the 2024 Annual General Meeting of Shareholders on April 5, 2024 and held Board of Directors meetings to discuss and approve issues under the functions and competence of the Board of Directors, promulgate Resolutions and Decisions to comply with regulations.

All meetings are prepared with specific content and notified to each member before the meeting. The meetings of the Board of Directors have the full participation of members to discuss, exchange and gain high consensus on the strategy, business orientation and direction of the Board of Directors for the Executive Board.

Closely coordinate with the Supervisory Board, ensure the operational independence of the Supervisory Board, invite to attend meetings and send documents of the Board of Directors meetings to the Board of Directors in accordance with regulations as for members of the Board of Directors, respect and listen to the opinions of members of the Board of Directors when attending meetings of the Board of Directors.

1. Resolutions/Decisions of the Board of Directors in 2024:

No.	Number of Resolutions/Decisions	Time	Content
1	86/2024/NQ-HĐQT	05/02/2024	Resolution of the Board of Directors on approving the plan to organize the Annual General Meeting of Shareholders in 2024
2	148/2024/QĐ-HĐQT	05/04/2024	Decision of the Board of Directors on approving the results of the election of the Chairman of the Board of Directors for the term 2024-2029
3	152/2024/QĐ-HĐQT	10/04/2024	Decision of the Board of Directors on the selection of the auditor of the 2024 Financial Statements
4	159/2024/QĐ-HĐQT	18/04/2024	Decision of the Board of Directors on changing the operating address of 2 business locations in Hai Phong and Thanh Hoa
5	189/2024/NQ-HĐQT	15/05/2024	Resolution of the Board of Directors on the payment of the 1st dividend in 2023
6	250/2024/NQ-HĐQT	21/8/2024	Resolution of the Board of Directors

			on the change of address of the Company's Representative Office in Ho Chi Minh City
7	283/2024/NQ-HĐQT	01/10/2024	Resolution of the Board of Directors on the payment of the 2nd dividend in 2023
8	298/2024/QĐ-HĐQT	14/10/2024	Decision of the Board of Directors on the establishment of a business location in Hanoi
9	355/2024/QĐ-HĐQT	18/11/2024	Decision of the Board of Directors on the establishment of a business location in Da Nang

2.4/ Supervisory activities of the Board of Directors over the Board of Directors:

Develop the Company's business, management and operation plan in 2024.

The Board of Directors directs and closely follows the Board of Directors and other managers in running the Company's daily business, implementing the contents of the Resolution of the Board of Directors and the General Meeting of Shareholders.

Supervise and orient the Board of Directors to implement and regularly report on the situation of core business activities.

Regularly supervise the completion, submission and timely disclosure of material reports:

Report on the Company's operation, financial situation;

Annual Report;

Report on Shareholder Structure, changes in the number and percentage of shareholding of Major Shareholders/Internal Shareholders;

Other documents on information disclosure under their competence; supervise the compliance with the law on information disclosure.

Orient and supervise the Board of Directors to continue to implement business activities according to the goal of sustainable development.

Considering, appraising, evaluating and deciding on a number of contents related to Insiders or related parties of Insiders, ensuring compliance with the law and bringing financial efficiency to the Company;

Considering, appraising, evaluating and deciding on loans, and performing mortgages, guarantees, guarantees, ensuring compliance with the law and the Company's Charter, in accordance with the needs and financial status of the company;

Submit to the General Meeting of Shareholders for approval the audited financial statements, the report of the Board of Directors and issues under its jurisdiction at the 2024 General Meeting of Shareholders, sign and promulgate relevant documents

Promulgating Resolutions to sign and approve many documents including Minutes, Resolutions, Reports, Decisions, Submissions related to many important

issues of the Company, as a basis and orientation for the Board of Directors and units under CPC1 Hanoi to implement their tasks.

General evaluation: The Board of Directors highly appreciates the efforts of the Board of Directors in the management and administration of production and business activities to complete the directives approved at the 2024 Annual General Meeting of Shareholders in the increasingly fierce competition of enterprises in the same industry.

2.5/ Remuneration of the Board of Directors, Supervisory Board:

Remuneration of the Board of Directors and Supervisory Board: The payment of remuneration of the Board of Directors and the Supervisory Board has been implemented in accordance with the Resolution of the Annual General Meeting of Shareholders in 2024 approved:

+ Remuneration of the Board of Directors in 2024:

No	Full name	Duty	Remuneration in 2024 (VND)
1	Le Nam Thang	Chairman of the Board of Directors	84.000.000
2	Nguyen Thanh Binh	Member of the Board of	56.000.000
3	Nguyen Doan Liem	Member of the Board of	56.000.000
4	Tran Nghia Loi	Member of the Board of	24.000.000
5	Vu Van Ha	Former Member of the Board of Directors for the term 2020-2024	32.000.000
Total			252.000.000

+ Remuneration of the Head of the Supervisory Board and members of the Supervisory Board in 2024:

No.	Full name	Duty	Remuneration in 2024 (VND)
1	Tran Thuy Khanh	Head of the Supervisory Board	180.000.000
2	Nguyen Thi Kim Oanh	Members of the Supervisory Board	9.000.000
3	Ha Thi Mai	Members of the Supervisory Board	9.000.000
4	Trương Thị Huệ	Former Member of the Supervisory Board for the term 2020-2024	12.000.000
Total			210.000.000

III/ OPERATIONAL ORIENTATION OF 2025:

Continue to invest in modern machinery and technology lines, improve quality in all aspects towards the goal of the factory meeting GMP-EU standards in the period from 2026 to 2030.

Continue to exploit and expand export markets, focusing on Southeast Asia, the Middle East and Africa.

Maintain diversification of sales channels, choose appropriate and effective forms of marketing to promote the brand and brand of CPC1 Hanoi.

- Focus on the management of the Company's resources, manage risks in production and business activities, complete statutes and regulations in accordance with current laws.

Upgrading technology and digital transformation: Applying AI in management and administration to improve labor efficiency and productivity

Putting human resources as the focus, always focusing on training, developing human resources, improving material life and taking care of the spirit of all employees.

Supervise the activities of the Board of Directors and the Company's management officers to ensure that the Company's activities achieve its goals, complete assigned tasks, develop sustainably, and bring the highest benefits to Shareholders.

Implement the plan to issue shares to pay dividends in 2024 after being approved by the 2025 Annual General Meeting of Shareholders, increase the Company's charter capital to VND 324,580,840,000 and pay dividends in 2024 in cash.

Implement the necessary tasks and procedures to register for stock listing at the Ho Chi Minh City Stock Exchange after the 2025 Annual General Meeting of Shareholders approves.

The above is the report of the Board of Directors on the operating results and governance of the Board of Directors of the Company in 2024 and the operational orientation in 2025.

With the spirit of determination, the Board of Directors of the Company is committed to continuing to complete the tasks assigned by the General Meeting of Shareholders, bringing the best values and benefits to Shareholders, customers, partners and actively participating in the development of the pharmaceutical industry in particular, socio-economic development in general.

Respectfully submitted to the 2025 Annual General Meeting of Shareholders for approval.

Respect!

Recipient:

- General Meeting of Shareholders;
- Disclosure;
- Board of Directors, Board of Directors, Supervisory Board;
- Save VT .

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTOR**



Le Nam Thang



REPORT
ACTIVITIES OF THE SUPERVISORY BOARD IN 2024
AND THE 2025 OPERATION PLAN

To: shareholders of Hanoi CPC1 Pharmaceutical Joint Stock Company

- Pursuant to the functions, tasks and powers of the Supervisory Board specified in the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of operation of CPC1 Hanoi Pharmaceutical Joint Stock Company;
- Based on the operation situation and audited 2024 financial statements of CPC1 Hanoi Pharmaceutical Joint Stock Company;

The Supervisory Board would like to report to the Annual General Meeting of Shareholders in 2025 with the following specific contents:

I. Activities of the Supervisory Board:

- Term 2020-2024: The company's Supervisory Board consists of 3 members:

No	Full name	Duty	Election date of members of the Supervisory Board
1	Ms. Tran Thuy Khanh	Head of the Supervisory Board	12/6/2020
2	Ms. Tran Thi Phuong Thao	Members of the Supervisory Board	Term expires on 05/04/2024
3	Ms. Truong Thi Hue	Members of the Supervisory Board	Term expires on 05/04/2024

- On April 5, 2024, at the 2024 Annual General Meeting of Shareholders, 3 members were elected for the term 2024-2029 including::

No	Full name	Duty	Election date of members of the Supervisory Board
1	Ms. Tran Thuy Khanh	Head of the KS Department	05/04/2024
2	Ms. Nguyen Thi Kim Oanh	Members of the Supervisory Board	05/04/2024
3	Ms. Ha Thi Mai	Members of the Supervisory Board	05/04/2024

- During the year, the Supervisory Board held periodic meetings with participating members, evaluating the Company's activities according to their functions and tasks;

No	Full name	Term	Number of Meetings	Attendance Rate
1	Tran Thuy Khanh	Term 2024-2029	6/6	100%
2	Nguyen Thi Kim Oanh	Term 2024-2029	5/6	100%
3	Ha Thi Mai	Term 2024-2029	5/6	100%
4	Tran Thi Phuong Thao	Term 2020-2024	1/6	100%
5	Truong Thi Hue	Term 2020-2024	1/6	100%

- The Supervisory Board has attended meetings of the Board of Directors, participated in opinions according to the functions and tasks of the Supervisory Board;

- The Supervisory Board supervises the Board of Directors and the Board of Directors in the management and administration of the Company. Supervise the implementation of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors;

- Checking compliance with the Charter and the Company's Regulations;

- Propose the Board of Directors to select an auditing unit for the 2024 Financial Statements;

- Verification of Quarterly Financial Statements, 6-Month Review Report, Audited Financial Statements in 2024. The report of the Board of Directors and the Board of Directors shall be submitted to the General Meeting of Shareholders in order to assess the truthfulness of financial figures and conformity with accounting standards

- Supervising and commenting on management accounting: debts; inventory...

- Supervision and comments on settlement with tax authorities

- Members of the Supervisory Board always strive to closely follow their functions and tasks, propose ideas and solutions, contributing to ensuring the Company's operation safely, efficiently and in compliance with the law.

- Remuneration paid by the Supervisory Board in 2024

STT	Name	Duty	Remuneration in 2024
1	Tran Thuy Khanh	Head of the Supervisory Board	210,000,000
2	Nguyen Thi Kim Oanh	TV BKS (4-12/2024)	9,000,000
3	Ha Thi Mai	TV BKS (4-12/2024)	9,000,000
4	Tran Thi Phuong Thao	TV BKS(1-3/2024)	12,000,000
5	Truong Thi Hue	TV BKS(1-3/2024)	12,000,000
	Total		252,000,000

II. Results of monitoring the implementation of the resolution of the 2024 Annual General Meeting of Shareholders and the Company's financial situation

*Results of the implementation of the main targets in 2024:

Quota	Implement Year 2024	Plan Year 2024	Implement Year 2023	Comparison (%)	
				TH/KH	2024/2023
Net sales	1.293.252.290.335	1.350.000.000.000	1.113.485.199.319	95,80 reviews	116.14
Profit before tax	263.999.037.890 reviews	260.000.000.000	231.338.130.575 reviews	101.54 reviews	114.12
Profit after tax	237.232.159.581		216.896.216.300 reviews		109.38 reviews
Equity	162.290.420.000		162.290.420.000		100.00 USD
Dividends		20%	15%		-

***Observe:**

- Business results: Revenue: VND 1,293.25 billion, reaching 95.80% of the plan in 2024 and up 16.14% compared to 2023

- Profit before tax: VND 263.99 billion, reaching 101.54% compared to the plan in 2024 and up 14.12% compared to 2023

- Profit after tax: VND 237.23 billion, up 9.38% compared to 2023

- Total assets in 2024 increased by 18.49% compared to 2023 due to an increase in receivables of 32.28%; increased inventory by 22.12%; long-term assets increased by 19.37%...

- In 2024, the remuneration of the Board of Directors has been paid: 252 million VND; remuneration of the Board of Trustees: 252 million VND

III. Appraisal of the 2024 Financial Statements

- The 6-month reviewed financial statements and the 2024 financial statements are audited by AASC Auditing Firm Co., Ltd. The Company's financial statements are prepared in accordance with current accounting standards and regimes. Financial statements and explanatory documents shall be disclosed in a timely manner and in accordance with regulations.

- The Company has transactions with related parties, the Supervisory Board evaluates the transactions of related parties in compliance with the provisions of law and the Company's Charter, specifically transactions with related parties:

Quota	In 2024	Year 2023	In 2022
Revenue from sales and services	78,912,116,797	82,383,193,719	61,033,689,632
CPC1 Central Pharmaceutical Joint Stock Company	13,452,381	1,051,223,333	5,239,890,925
Tan Thinh Pharmaceutical Co., Ltd.	39,102,963,728	42,187,400,115	33,210,640,155
VNP Pharmaceutical Co., Ltd.	34,513,803,254	36,025,733,451	19,503,251,491
UPHARMA Joint Stock Company	5,272,596,814	3,118,836,820	3,079,907,061

Medzavy Pharmaceutical Joint Stock Company	9,300,620	-	-
Purchase of goods and services	18,744,253,841	16,247,219,611	16,195,913,218
CPC1 Central Pharmaceutical Joint Stock Company	2,523,614,370	2,172,345,320	2,118,153,120
Tan Thinh Pharmaceutical Co., Ltd.	15,984,677,172	13,464,083,920	13,178,973,830
VNP Pharmaceutical Co., Ltd.	-	190,713,571	357,248,858
UPHARMA Joint Stock Company	125,562,299	420,076,800	541,537,410
Medzavy Pharmaceutical Joint Stock Company	-	-	-
Ms. Phung Thanh Huong	110,400,000	-	-
Loan interest	-	1,008,594,318	1,907,883,033
Mr. Nguyen Thanh Binh	-	833,251,854	1,112,724,149
Mr. Nguyen Doan Liem	-	1,643,836	179,178,085
Mr. Le Nam Thang	-	173,698,628	319,110,672
Ms. Le Thi Kim Anh	-	-	118,153,631
Mr. Nguyen Tien Lung	-	-	108,813,642
Ms. Phung Thanh Huong	-	-	69,902,854

- Periodically, the Board of Directors evaluates the indicators of revenue, costs, etc. and have timely solutions to improve the Company's business efficiency.

- The Supervisory Board has considered, verified and agreed to the Company's audited financial statements for 2024

*Some financial indicators:

Quota	Unit	2024	2023	2024/2023
1. Solvency				
- Fast payment capabilities	times	1,35	1,36	0,99
- Current solvency	times	3,00	2,90	1,03
2. Operational capacity				
- Total Asset Turnover	ring	1,09	1,13	0,97
- Fixed Asset Turnover	ring	3,68	3,37	1,09
- Accounts receivable turnover	ring	4,50	4,48	1,01
- Inventory Turnover	ring	1,47	1.66 reviews	0.8 8
3. Profit rate				

- Profit before tax/Gross Revenue	%	20.3 7	20.7 4	0.98 reviews
- Profit before tax/BQ Total Assets	%	22,33 reviews	23.40 reviews	0.95
- Profit before tax/Charter capital	%	162.67 reviews	142.55 reviews	1.14 reviews

*Observe:

Financial targets in 2024:

- Solvency; operational capacity; billion stable profits
- Receivables turnover, inventory turnover decreases

IV. Results of supervision of the governance and operating activities of the Board of Directors and the Executive Board

1. Activities of the Board of Directors:

- Organize the General Meeting of Shareholders in accordance with the law and the Company's Charter. On April 5, 2024, the General Meeting of Shareholders elected members of the Board of Directors and members of the Supervisory Board for the term 2024-2029.

- The Board of Directors has held periodic meetings as prescribed. The Supervisory Board assesses that the operation of the Board of Directors is in accordance with the provisions of law and the Company's Charter, meeting the requirements of production and business activities.

- The Board of Directors has issued resolutions and decisions related to the Company's activities within the scope of responsibilities and authority of the Board of Directors. Resolutions and decisions of the Board of Directors are promulgated in accordance with the provisions of law and the Company's Charter

- The Board of Directors and the Board of Directors have a short-term and long-term business plan, a reasonable investment plan to optimize production and business efficiency

The management work is strictly implemented, periodically or irregularly disclosing information in accordance with the law.

2. Activities of the Executive Board:

- In 2024, in the context of socio-economic recovery, the health sector will also have many changes in state management such as the Law on Pharmacy, the law on bidding to create opportunities and challenges, besides there are unpredictable risks such as market fluctuations, technology, natural disasters, storms and floods, etc. has affected the Company's production and business activities, but the Supervisory Board highly appreciates the efforts of the Board of Directors, the Board of General Directors, Directors of Business centers, managers at all levels and all employees of the Company for uniting to overcome difficulties and challenges to complete the business plan in 2024

- The Board of Directors has directed and closely monitored production and business activities and implemented many solutions: Product research and development, production management, market expansion, product promotion, cost control, etc. (Major repair of factories, operators, investment in facilities for branches. Investment in production MMTB; GMP appraisal; application of e-commerce to business...)

- The Executive Board cares about employees with attractive and cohesive policies remuneration for employees to create a dynamic and effective working environment
- The Board of Directors and the Board of Directors have distributed profits, paid dividends and paid remuneration to the Board of Directors and the Supervisory Board in accordance with the resolution of the 2024 General Meeting of Shareholders.
- The Board of Directors has properly and fully implemented the policies and decisions of the Board of Directors; complying with laws, charters and governance regulations in the management and administration of the Company's production and business activities

3. Coordination of activities of the Supervisory Board with the Board of Directors and the Executive Board:

- In 2024, the Supervisory Board, the Board of Directors, the Executive Board and managers have maintained close coordination on the principle of the common interests of the Company, complying with the provisions of law, Charter and internal regulations of the Company;
- The Supervisory Board has properly performed its functions and tasks as prescribed in the Company's Charter; documents and information are provided fully and promptly to create conditions for the Supervisory Board to perform its tasks.

V. Operational orientation of the Supervisory Board in 2025:

In order to properly implement the control work in accordance with the provisions of the Law on Enterprises, the Company's Charter and the operation regulations of the Supervisory Board, the Supervisory Board sets out an operation plan in 2025 with the following main contents:

- Supervise the observance of legal regulations, the Company's Charter, the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors of the Company;
- Supervise management and administration activities according to functions and tasks;
- Appraisal of quarterly, 6-month and 2025 financial statements.

The above is the Activity Report of the Supervisory Board in 2024, respectfully submitted to the General Meeting of Shareholders for approval.

Thank you very much!

Recipient:

- Annual General Meeting of Shareholders 2025;
- Members of the Board of Directors, Board of Directors, Supervisory Board;
- Save: VT.

**On behalf of the Supervisory Board
Head of the Supervisory Board**



Trần Thuy Khanh



No. 99 /2025/BC-BTGD

Hanoi, April 8, 2025

REPORT
PRODUCTION AND BUSINESS RESULTS IN 2024
AND PRODUCTION AND BUSINESS PLAN IN 2025

To: General Meeting of Shareholders of Hanoi CPC1 Pharmaceutical JSC

The Board of Directors of the Company reported to the General Meeting of Shareholders the results of production and business activities in 2024 and the production and business plan in 2025 as follows:

I. Financial Results:

Unit: đồng

Quota	Indicator code	Year 2024	Year 2023
1. Revenue from sales and provision of services	01	1.295.750.110.212	1.115.576.290.306
2. Turnover deductions	02	2.497.819.877	2.091.090.987
3. Net revenue from sales and service provision (10 = 01 - 02)	10	1.293.252.290.335	1.113.485.199.319
4. Cost of goods sold	11	612.508.303.148	501.640.316.408
5. Gross profit on sales and service provision (20=10-11)	20	680.743.987.187	611.844.882.911
6. Revenue from financial activities	21	3.167.719.961	1.197.769.146
7. Revenue from financial activities	22	7.766.770.939	10.101.923.142
- In which: Interest expense	23	5.813.362.358	8.981.360.213
8. Profits and losses in joint ventures and associates	24	-	
9. Cost of sales	25	374.447.862.401	331.105.212.763
10. Business management expenses	26	37.644.884.483	39.067.247.027
11. Net profit from business activities {30=20+(21-22) + 24 - (25+26)}	30	264.052.189.325	232.768.269.125
12. Other income	31	534.397.417	367.795.909
13. Other expenses	32	587.548.852	1.797.934.459
14. Other Profits(40=31-32)	40	(53.151.435)	(1.430.138.550)
15. Total accounting profit before tax (50=30+40)	50	263.999.037.890	231.338.130.575
16. Current CIT expenses	51	26.766.878.309	14.441.914.275
17. Deferred CIT expenses	52	-	-
18. Profit after corporate income tax (60=50-51-52)	60	237.232.159.581	216.896.216.300

Comparison of business results realized in 2024 compared to the plan is as follows:

In 2024	Implementation (copper)	Plan (VND)	Ratio of implementation compared to plan
Turnover	1.293.252.290.335	1.350.000.000.000	95,80%
Profit before tax	263.999.037.890	260.000.000.000	101,54%

***Overall Rating:**

The amended Law on Pharmacy was passed on November 21, 2024 and officially takes effect from July 1, 2025, opening up many opportunities but also challenges in expanding and changing the Company's business methods in the next phase.

*** Highlights in 2024**

- **Market expansion:** The company has succeeded in expanding the market to new regions, especially the international market, contributing to the growth of export revenue.

- **Product diversification:** Launching many new pharmaceutical products, meeting the diverse needs of the market and improving competitiveness.

- **Digital transformation:** Applying information technology in management and operation, optimizing production and business processes.

- **Investment:** modern machinery and equipment system, investment in factory infrastructure towards meeting GMP-EU standards in order to create quality, modern and convenient products for consumers.

- **Diversification of business channels:** towards flexibility in the overall development strategy of the whole system.

II. DIRECTIONS AND PLANS FOR 2025

1. Financial Goals

No	Quota	Implementation 2024 (VND)	Plan 2025 (VND)	Growth plan in 2025 compared to implementation in 2024
1	Total Revenue	1.293.252.290.335	1.550.000.000.000	19,85%
2	Profit before tax	263.999.037.890	290.000.000.000	9,85%

1. Development Strategy

- Completing procedures and standards for building factories that meet GMP – EU standards

1. **Invest in research and development (R&D):** Invest in research and development (R&D), Strengthen research and development of new products, especially high-tech and biopharmaceutical products.

2. **Expand export markets:** Continue to exploit and expand international markets, especially potential markets in Asia and Africa.

- **Nâng cao chất lượng sản phẩm:** Đảm bảo sản phẩm đạt tiêu chuẩn quốc tế, đáp ứng nhu cầu ngày càng cao của khách hàng.

- **Tối ưu hóa chi phí:** Áp dụng các biện pháp quản lý hiệu quả để giảm chi phí sản xuất và vận hành.

III. CONCLUDE

In 2024, Hanoi CPC1 Pharmaceutical Joint Stock Company has achieved significant achievements, and at the same time faced many challenges. The Board of Directors is committed to continuing to make efforts and implement appropriate strategies to bring the Company sustainable development and bring benefits to shareholders.

Respect!

Recipient:

- General Meeting of Shareholders;
- Disclosure;
- Board of Directors, Board of Directors, Supervisory Board;
- Save VT to the Board of Directors.

**ON BEHALF OF THE EXECUTIVE BOARD
GENERAL DIRECTOR**



Nguyễn Thanh Bình





**HANOI CPC1 PHARMACEUTICAL
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 100 /2025/TTr-HĐQT

Hanoi, April 8, 2025

PROPOSAL

Re: Regarding the approval of the audited 2024 Financial Statements

To: General Meeting of Shareholders of Hanoi CPC1 Pharmaceutical JSC

Base:

- Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Charter of Hanoi CPC1 Pharmaceutical Joint Stock Company;
- The financial statements of CPC1 Hanoi Pharmaceutical Joint Stock Company in 2024 have been audited.

The Board of Directors of CPC1 Hanoi Pharmaceutical Joint Stock Company would like to submit to the General Meeting of Shareholders for approval the content of the 2024 Financial Statement of CPC1 Hanoi Pharmaceutical Joint Stock Company, which has been issued by AASC Auditing Firm Co., Ltd., on March 29, 2025. The 2024 financial report is posted on the Company's website.

Respectfully submitted to the General Assembly for consideration and approval!

Recipient:

- General Meeting of Shareholders;
- Disclosure;
- Board of Directors, Board of Directors, Supervisory Board;
- Save VT.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTOR**



Le Nam Thang



No. 101 /2025/TTr-HĐQT

Hanoi, April 8, 2025

PROPOSAL

Re: approving the plan to pay remuneration to the Board of Directors, the Supervisory Board, Head of the Supervisory Board in 2025

Sincerely: General Meeting of Shareholders of CPC1 Hanoi Pharmaceutical JSC

Pursuant to the Charter of operation of CPC1 Hanoi Pharmaceutical Joint Stock Company;

Based on the production and business plan in 2025;

The Board of Directors of the Company proposes a plan to pay remuneration for the Board of Directors, the Supervisory Board, and the salary of the Head of the Supervisory Board in 2025 as follows:

No.	Title	Amount	Maximum remuneration (VND/person/month)	Number of months/year	Cash (dong)
I	Board of Directors	5			
1	Chairman of the Board of Directors	1	8.000.000	12	96.000.000
2	Member of the Board of Directors	3	5.000.000	12	180.000.000
II	Supervisory Board	3			
1	Head of the Supervisory Board	1	17.000.000	12	204.000.000
2	Member of the Supervisory Board	2	2.000.000	12	48.000.000
	Total				528.000.000
(In words: Five hundred and twenty-eight million VND)					

Respectfully submitted to the Congress for consideration and approval./

Recipient:

- General Meeting of Shareholders;
- Information Disclosure;
- Board of Directors, Supervisory Board, Board of Directors;
- Save: Vt.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTOR**


Le Nam Thang



PROPOSAL

**Re: Approval of 2024 Profit Distribution
and Tentative Plan for 2025 Profit Distribution**

To: General Meeting of Shareholders of Hanoi CPC1 Pharmaceutical JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Pursuant to the Charter of Hanoi CPC1 Pharmaceutical Joint Stock Company (the "Company");

- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders of the Company;

- Based on the Company's audited financial statements for 2024;

The Board of Directors would like to submit to the General Meeting of Shareholders of Hanoi CPC1 Pharmaceutical Joint Stock Company on profit distribution in 2024 and the expected profit distribution plan in 2025 as follows:

1. Profit distribution in 2024

No	Content	According to the distribution plan at the Annual General Meeting of Shareholders in 2024	Amount (VND)
1	Undistributed profit after tax accumulated until the end of 2023		471.226.389.269
2	Profit before tax in 2024		263.999.037.890
3	Profit after tax in 2024		237.232.159.581
4	Total profit distributed in 2024		708.458.548.850
5	Profit Distribution		220.082.015.768
	<i>In which:</i>		
5.1	<i>Deduction of welfare reward fund</i>	<i>Deduct 5% of after-tax profit in 2024</i>	<i>11.861.607.979</i>
5.2	<i>Deduction of the bonus fund of the Board of Directors and the Supervisory Board</i>	<i>Chairman of the Board of Directors: 2 months remuneration</i>	72.000.000
		<i>Member of the Board of Directors: 2 months remuneration</i>	
		<i>Head of Supervisory Board: 2 months' salary</i>	
		<i>Supervisory Board member: 2 months remuneration</i>	
5.3	<i>Deduction of the Executive Board bonus fund</i>	<i>Deduction of the percentage of profit before tax in 2024</i>	<i>13.399.903.789</i>

No	Content	According to the distribution plan at the Annual General Meeting of Shareholders in 2024	Amount (VND)
5.4	Dividend payment in 2024	<i>The proposal for adjustment compared to the plan approved by the 2024 Annual General Meeting of Shareholders is as follows:</i>	
		<i>2024 dividend in shares: 100% of current charter capital (*)</i>	162.290.420.000
		<i>2024 cash dividend: 10% of the expected charter capital after paying the 2024 dividend in shares (**)</i>	32.458.084.000
6	The remaining accumulated undistributed profit after tax until 2024		488.376.533.082

(*) The plan to issue shares to pay dividends in 2024 is detailed by the Board of Directors in the Report to the General Meeting of Shareholders approving the plan to issue shares to pay dividends in 2024.

(**) The 2024 dividend in cash will be paid by the Board of Directors in 2025 after the Company completes the issuance of shares to pay dividends in 2024. The dividend in 2024 is in cash equivalent to 10% of the expected charter capital after the issuance of the Company.

2. Expected profit distribution plan in 2025

No	Quota	Plan for 2025
1	Appropriation for the establishment of the welfare reward fund	Deduction of 5% of profit after tax
2	Dividend Payment	10% of Charter Capital
3	Board of Directors Bonus, Supervisory Board	Board of Directors, Supervisory Board Members: 2 months remuneration/person
		Head of Supervisory Board: 2 months' salary
4	Reward the Executive Board for completing and exceeding the pre-tax profit plan	5% of pre-tax profit if the plan is completed and an additional 10% bonus on the excess of pre-tax profit

The General Meeting of Shareholders authorizes the Board of Directors to: carry out the procedures for setting up funds according to the decision of the General Meeting of Shareholders; carry out dividend payment procedures in accordance with the provisions of law and in accordance with the actual operation at the Company; decide on the dividend payment time in 2024 and carry out procedures as prescribed.

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

Recipient:

- General Meeting of Shareholders;
- Disclosure;
- Board of Directors, Board of Directors, Supervisory Board;
- Save VT to the Board of Directors.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTOR**



Le Nam Thang





**HANOI CPC1 PHARMACEUTICAL
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 103/2025/TTr-HĐQT

Hanoi, April 8, 2025

PROPOSAL

**Re: Approval of the Selection of the Auditing Firm for the 2025 Financial
Statements of CPC1 Hanoi Pharmaceutical Joint Stock Company**

Sincerely: General Meeting of Shareholders of Hanoi CPC1 Pharmaceutical
Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National
Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Pursuant to the Charter of organization and operation of Hanoi CPC1
Pharmaceutical Joint Stock Company.

The Supervisory Board of Hanoi CPC1 Pharmaceutical Joint Stock Company would
like to submit to the 2025 Annual General Meeting of Shareholders on the selection of the
Company to audit the Company's 2024 financial statements as follows:

I. Criteria for selecting an auditing firm

- As a reputable auditing firm, it is on the list approved by the State Securities
Commission for the audit of financial statements for units with public interests.
- Meet the Company's requirements on the scope and progress of the audit,
- There is a reasonable audit cost.

II. Proposal of the Supervisory Board

With the above criteria, the Supervisory Board proposes to select one of the auditing
companies to audit and review the Company's 2025 financial statements as follows:

1. VACO Auditing Co., Ltd.;
2. Vietnam Auditing and Valuation Co., Ltd. (AVA);
3. AASC Auditing Firm Co., Ltd.
4. UHY Auditing and Consulting Co., Ltd.
5. Grant Thornton (Vietnam) Co., Ltd.

Respectfully submit to the General Meeting to authorize the Board of Directors of the
Company to coordinate with the Supervisory Board to decide on the selection of a suitable
Audit Unit and assign the General Director of the Company to sign a contract to provide
audit services.



Respectfully submitted to the General Assembly for consideration and approval!

Recipient:

- General Meeting of Shareholders;
- Disclosure;
- Board of Directors, Board of Directors,
Supervisory Board;
- Save :VT

On behalf of the Supervisory Board

Head of the Supervisory Board



Trần Thụy Khanh





PROPOSAL
Re: Approval of the Stock Dividend Plan for 2024

**Sincerely: GENERAL MEETING OF SHAREHOLDERS HANOI CPC1
PHARMACEUTICAL JOINT STOCK COMPANY**

Base:

- Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; Law No. 56/2024/QH15 promulgated on November 29, 2024 amending and supplementing a number of articles of the Law on Securities and relevant guiding documents;
- Charter of Hanoi CPC1 Pharmaceutical Joint Stock Company;
- The actual situation of the Company,

The Board of Directors of Hanoi CPC1 Pharmaceutical Joint Stock Company would like to submit to the General Meeting of Shareholders for approval the plan to issue shares to pay dividends in 2024 as follows:

1. Plan to issue shares to pay dividends in 2024:

- **Stock Name:** Shares of CPC1 Hanoi Pharmaceutical Joint Stock Company
- **Stock Type:** Common stock.
- **Par value of shares:** 10,000 VND.
- **Number of shares outstanding:** 16,229,042 shares.
- **Number of shares expected to be issued to pay dividends in 2024:** 16,229,042 shares (*Sixteen million, two hundred and twenty-nine thousand, zero hundred and forty-two shares*)
- **Dividend payout rate in 2024 in shares:** 100%/charter capital
- **Right exercise rate:** 1:1 (shareholders who own 01 share will be entitled to 01 new share)
- **Total value of shares expected to be issued at par value:** 162,290,420,000 VND (*One hundred and sixty-two billion, two hundred and ninety million, four hundred and twenty thousand VND*)



- **Expected charter capital after the completion of the issuance:** **324,580,840,000 VND** (*Three hundred and twenty-four billion, five hundred and eighty million, eight hundred and forty thousand VND*) corresponding to **32,458,084** shares (*Thirty-two million, four hundred and fifty-eight thousand, zero hundred and eighty-four shares*).
- **Release source:** Undistributed profit after tax as of December 31, 2024 according to the audited financial statements for 2024.
- **Release form:** Issuing shares to pay dividends in 2024
- **Issuer:** Existing shareholders named in the list of shareholders of the Company on the last date of registration exercise the right to receive dividends in shares as prescribed.
- **Handling of odd shares:** Due to the issuance ratio of 1:1, there are no odd shares.
- **Transfer conditions:** Shares issued due to dividend payment are not subject to transfer restrictions.
- **Implementation time:** It is expected that in 2025, after the written approval of the SSC.

2. The General Meeting of Shareholders assigns and authorizes the Board of Directors and legal representatives to decide on all matters related to the issuance of shares to pay dividends in 2024, specifically:

- Carry out the necessary procedures in accordance with the law to carry out the issuance of shares to increase charter capital: Prepare the issuance dossier to apply for permission from the State Securities Commission (SSC); Implement the issuance plan according to the plan approved by the SSC and report on the issuance results in accordance with regulations;
- Decide on the appropriate time to implement the issuance of shares and the time to close the list of shareholders entitled to receive additional issued shares in accordance with the actual situation of the Company;
- Implement other relevant works to complete the issuance of shares to pay dividends in 2024.
- To decide on the amendment and supplementation of Article 6 of the Company's Charter according to the new charter capital;
- Carry out procedures for changing the enterprise registration certificate with the competent State agency according to the new charter capital level;
- Carry out the necessary procedures to register for depository and register additional transactions for the entire number of additionally issued shares as prescribed.
- Report on the results of the issuance at the nearest General Meeting of Shareholders.
- In addition to the above-mentioned authorization contents, in the process of implementing the plan to issue shares to pay dividends, the General Meeting of



Shareholders authorizes the Board of Directors to supplement, modify, complete or change the issuance plan at the request of the State management agency to complete the issuance of shares in accordance with regulations.

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

Recipient:

- General Meeting of Shareholders;
- Disclosure;
- Board of Directors, Board of Directors, Supervisory Board;
- Save VT .

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTOR**



Le Nam Thang

