



## CÔNG TY CỔ PHẦN DƯỢC PHẨM TRUNG ƯƠNG 3

Trụ sở: Số 16 Lê Đại Hành, P. Minh Khai, Q. Hồng Bàng, TP. Hải Phòng.

Nhà máy SX: Số 28, Đường 351, Nam Sơn, H. An Dương, TP. Hải Phòng.

Điện thoại: (0225) 3 842 576; www.duocphamtw3.com.

### INVITATION TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS AND NOTICE OF RECEIVING ADVANCE CASH DIVIDENDS IN 2024

***Dear* : SHAREHOLDERS OF CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY 3!**

The Board of Directors of Central Pharmaceutical Joint Stock Company 3 would like to respectfully inform shareholders whose names are on the shareholder list as of **March 24, 2025** to receive interim cash dividends for 2024, and at the same time respectfully invite shareholders to attend the 2025 Annual General Meeting of Shareholders.

**\* Cash dividend advance 2024:**

- Implementation rate: **30% (1 share receives 3,000 VND)**

- Payment date: **07/08/2025**

- Implementation location:

+ For deposited securities: Owners complete procedures to receive dividends at the depository members where the depository account is opened.

+ For unregistered securities: Owners complete procedures to receive dividends at the Company's Accounting and Statistics Department, address: No. 472, Street 351, Quynh Hoang Residential Group, Nam Son Ward, An Duong District, Hai Phong City on weekdays starting from **July 8, 2025** and present ID card/CCCD.

**\* Attend the 2025 Annual General Meeting of Shareholders:**

- Time and location:

+ Time: **8am Friday, April 25, 2025**

+ Location: Central Pharmaceutical Joint Stock Company 3

No. 472, Street 351, Quynh Hoang residential group, Nam Son Ward, An Duong District, Hai Phong.

- Congress content: Specific content is included in the meeting agenda.

- Congress documents:

Dear shareholders, please view and study the General Meeting documents on the Website <http://duocphamtw3.com> in the "Shareholder Relations" folder from **April 1, 2025**.

Shareholders are requested to bring the invitation letter, original ID card/Passport or authorization letter according to the attached form when attending the Meeting. In order to successfully organize the Meeting, shareholders are requested to send authorization letter or confirmation of attendance at the Meeting (according to the form) via letter or fax to the following address:

Administrative Organization Department - Central Pharmaceutical Joint Stock Company 3

No. 472, Street 351, Quynh Hoang residential group, Nam Son Ward, An Duong District, Hai Phong City

Phone number: 0225.3842576 Fax: 0225.3823125

Registration deadline: **Before April 21, 2025.**

We look forward to your presence for the success of the Congress./.



**Pharmacist. Bui Xuan Huong**





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## PROGRAM OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**Time :** 8am Friday , April 25, 2025 .

**Venue :** Central Pharmaceutical Joint Stock Company 3 .

Nam Son Factory - No. 472 , Street 351, Quynh Hoang Residential Group , Nam Son Ward,  
An Duong District , Hai Phong.

No.	Time	Content	Perform
1	8:00 – 8:30'	<ul style="list-style-type: none"> <li>- Welcome delegates, guests , shareholders .</li> <li>- Register to attend , check shareholder status .</li> <li>- Distribute meeting documents to shareholders .</li> <li>- Guide shareholders and delegates to their seats .</li> </ul>	Organizing Committee Congress
2	8:30' – 8:40'	<ul style="list-style-type: none"> <li>- Declare the reason and introduce the delegates .</li> </ul>	Organizing Committee Congress
3	8:40' – 8:45'	<ul style="list-style-type: none"> <li>- Report on shareholder qualification test results .</li> </ul>	Shareholder Qualification Examination Board
4	8:45' – 9:00'	<ul style="list-style-type: none"> <li>- Introduce the Chairman , Secretariat, and Counting Committee .</li> <li>+ List of Presidium</li> <li>+ List of Secretariat</li> <li>+ List of the Counting Committee</li> <li>- Seek shareholders' opinions on the list of the Presidium , the Secretariat and the list of the Vote Counting Committee .</li> </ul>	Organizing Committee Congress
5	9:00' – 9:10'	<ul style="list-style-type: none"> <li>- Approve the Congress Program and Working Regulations at the Congress .</li> </ul>	Presidium
6	9:10' – 9:40'	<ul style="list-style-type: none"> <li>- Report on 2024 business results of the Board of Directors and Executive Board; Activities of the Board of Directors in 2024 and business plan for 2025.</li> <li>- Audited summary financial statements for 2024.</li> <li>- Proposal for profit distribution plan for 2024.</li> <li>- Remuneration proposal for the Board of Directors and Supervisory Board in 2025.</li> </ul>	
7	09:40' – 10:00'	<ul style="list-style-type: none"> <li>- Report of the Company's Board of Supervisors in 2024.</li> <li>- Proposal to authorize the Board of Directors to select an auditing unit for 2025.</li> </ul>	Board of Control
8	10:00' – 10:10'	<ul style="list-style-type: none"> <li>- Approve the minutes and resolutions of the Congress .</li> </ul>	Secretariat
9	10:10' – 10:15'	<ul style="list-style-type: none"> <li>- Closing speech of the Congress .</li> </ul>	Presidium





*Hai Phong, date 01 month 4 year 2025*

**WORKING REGULATIONS AT THE GENERAL MEETING OF SHAREHOLDERS  
CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY 3**

**General provisions**

- These regulations apply to the 2025 Annual General Meeting of Shareholders at Central Pharmaceutical Joint Stock Company 3.
- Shareholders and participants are responsible for implementing the provisions of this Charter.

**I. CONDITIONS FOR CONDUCTING THE CONGRESS**

The General Meeting of Shareholders is held when the number of shareholders and authorized representatives attending the meeting represents more than 50% of the voting shares.

**II. ORDER OF THE CONGRESS**

1. Shareholders/shareholder representatives entering the General Meeting room must comply with the seating arrangements as instructed by the Organizing Committee.
2. Maintain order, cell phones must be in silent mode.
3. Shareholders/shareholder representatives are responsible for attending the General Meeting of Shareholders from the beginning of the Meeting until the end of the Meeting.
4. In case of having to leave the meeting before the end of the General Meeting, the shareholder/shareholder representative is responsible for contacting the Organizing Committee to notify in writing his/her opinion on the issues to be voted on at the General Meeting (if any).
5. In case a shareholder/shareholder representative leaves the meeting before the end of the General Meeting without notifying the Organizing Committee, that shareholder shall be deemed to have approved all issues to be voted on at the General Meeting.



**III. VOTING ON ISSUES AT THE CONGRESS**

**1. Principle**

All matters to be voted on in the agenda of the Congress must be approved by direct voting at the Congress. Each shareholder is issued a Voting Card containing the shareholder's name, shareholder code, number of shares entitled to vote and the Company's seal.

**2. Rules and voting methods**

- a. Each share owned or represented by ownership corresponds to one vote.
- b. Shareholders vote for, against, or have no opinion on each issue put to vote at the General Meeting by raising their voting cards.
- c. For each vote, the members of the Ballot Counting Committee will summarize the number of votes in favor, against, and no opinion.
- d. The Chairman of the Congress announces the voting results after the Congress has finished voting on each issue.

**3. Conditions for resolution to be passed**

**3.1** Resolutions on the following content shall be passed if approved by shareholders representing at least 65% of the total votes of all shareholders attending the meeting:

- a. Amend and supplement the contents of the Company Charter;
- b. Types of shares and total number of shares offered and transferred of each type;
- c. Change of industry, profession and business field;
- d. Change the Company's management structure;
- e. Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements;
- f. Reorganization and dissolution of the Company.

**3.2** Other resolutions are passed when approved by shareholders representing 50% of the total votes of all shareholders attending the meeting.



#### IV. SPEECH AT THE CONGRESS

##### 1. Principle

Shareholders attending the Meeting expressed their opinions by raising their voting cards and requesting to speak, and received the Chairman's approval.

##### 2. How to speak

Shareholders shall speak briefly and focus on the key issues to be discussed, in accordance with the approved agenda of the General Meeting. The Chairman and members of the Presidium will answer shareholders' questions. The Chairman has the right to remind or request shareholders to focus on the key issues to ensure the time and quality of the discussion.

#### V. RIGHTS AND RESPONSIBILITIES OF THE CHAIRMAN

1. Conduct the Congress in accordance with the agenda, rules and regulations approved by the Congress. The Chairman works according to the principle of democratic centralism and makes decisions by majority vote.

2. Guide the Congress to discuss and vote on issues on the agenda and related issues during the Congress.

3. The chairperson has the right to take necessary measures to control the meeting in a reasonable, orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of the meeting attendees.

4. The Chairman has the right to:

a. *Require all meeting attendees to submit to screening or other security measures .*

b. Request competent authorities to maintain order at the meeting; request shareholders 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 check requirements to leave the General Meeting of Shareholders.

5. The Chairman has the right to postpone a General Meeting of Shareholders with a sufficient number of registered attendees as prescribed to another time or change the meeting location in the following cases:

a. The meeting location does not have enough convenient seating for all attendees.

b. There are people attending the meeting who obstruct or disrupt the order, causing the meeting to not be conducted fairly and legally.

The maximum postponement period shall not exceed 03 days from the date the meeting is scheduled to open.

6. Resolve other issues during the Congress

#### VI. RESPONSIBILITIES OF THE SECRETARIAT

1. Fully and honestly record all the content of the proceedings at the General Meeting and the issues that have been approved by the shareholders or are still retained at the General Meeting.

2. Drafting minutes of the Congress and resolutions on issues passed at the Congress.

#### VII. RESPONSIBILITIES OF THE VOTING COUNTING COMMITTEE

1. Determine the results of shareholders' voting on issues approved at the General Meeting

2. Organize vote counting, make vote counting minutes

3. Promptly notify the Secretariat of the voting results to include in the Minutes and Resolution of the Congress.

4. Promptly report to the Chairman of the Congress any issues arising beyond the authority to resolve.

#### VIII. MINUTES AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

All contents at the General Meeting of Shareholders must be recorded by the Secretary of the General Meeting in the Minutes of the General Meeting of Shareholders which must be read and approved before the closing of the General Meeting.

Above are the entire Working Regulations at the 2025 Annual General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company 3.

*Respectfully submit to the Congress for consideration and approval*



Pharmacist. Bui Xuan Huong



## REPORT OF THE BOARD OF DIRECTORS, EXECUTIVE BOARD OF COMPANY AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**Dear: shareholders!**

The Board of Directors and Executive Board of Central Pharmaceutical Joint Stock Company 3 respectfully report to the General Meeting of Shareholders on the 2024 production and business results of the Board of Directors and the Company's Executive Board; the activities of the Board of Directors in 2024 and the 2025 production and business plan as follows:

### PART I 2024 BUSINESS RESULTS REPORT

#### 1. Production and business results in 2024

Under the direction of the Board of Directors and the drastic and close direction of the Executive Board and the consensus of all officers and employees, the production and business results in 2024 were achieved as follows:

Target	Unit	Implementation in 2024	Compared to 2024 plan		Compared to 2023	
			Plan 2024	% plan completion	Implementation in 2023	% increase/decrease
Total revenue	Billion VND	417.4	420	99.4%	409.7	1.9%
Total accounting profit before tax	Billion VND	151.9	86	176.6%	157	-3.2%
Cash dividend	%	30%	Minimum 20%	150%	30%	0%

#### 2. Performance of departments in 2024

##### \* For sales department

##### - ETC bidding channel :

+ The Company's revenue from bidding goods in 2024 increased 4 times compared to the same period. This proves that the Company has made appropriate and timely changes when focusing on developing this large-scale and high-growth customer segment.

+ In addition, changes in the Law on Bidding and related legal documents have created more favorable conditions for bidding in 2024.

##### - OTC sales channel:

+ Sales programs are built and implemented synchronously and flexibly to suit the conditions at each time, bringing positive results.

+ Sales team is trained regularly and continuously.



+ Advertising activities are strongly deployed on all platforms to increase brand and product recognition of the Company.

+ The company continues to focus on researching new product lines. In the fourth quarter, the company launched 9 new products in the health food group with improved formulas and received positive reception from customers.

+ Continue to consolidate and streamline the sales apparatus. At the end of 2024, the Company decided to stop the operation of the Hai Phong Branch. This change does not affect the interests of customers and the Company's sales activities.

+ The Company's sales control, monitoring and reporting system is standardized to help management and operation become effective.

*- About product distribution products through partners:*

In 2024, revenue from processing and distributing products through partners decreased by 13% compared to 2023.

*\* For production, engineering, quality departments.*

- The factory plans production centrally each month and prioritizes necessary goods first. Arrange appropriate production plans for each stage so that the products meet the needs of the sales department as quickly as possible.

- Arrange production plans synchronously according to the chain to optimize productivity and equipment capacity to save electricity, water, and increase labor productivity.

- Promote the role and responsibility of each employee, strengthen quality control at all stages. Review SOP, records, documents and update promptly.

- Strictly control raw material and packaging standards.

- Strengthen equipment maintenance and repair plans to minimize machine downtime and sudden stoppages and increase machine life.

- Conduct annual product quality reviews as a basis for improving product quality and establishing standard parameters for each product.

- Implement and maintain the GLP quality system and the Company's general systems well.

*\* Financial accounting work*

- Save costs, optimize benefits in the Company's operations.

- Accounting is clear, transparent, timely, and in accordance with legal regulations. Auditing is in accordance with the resolution of the General Meeting of Shareholders.

**3. Salary, bonus and benefits for employees**

- Implement salary and bonus policies for employees in a timely and accurate manner, thereby creating good working motivation for employees, contributing to increasing productivity and work efficiency.

- Fully and promptly implement mandatory insurance regimes for employees according to the provisions of law such as: Social insurance, Health insurance, Unemployment insurance, 24/7 accident insurance.

- Organize and provide meals that ensure nutrition and food hygiene and safety.

- Periodic health check-up program for employees is carried out once a year.

The average income of employees working at the Company in 2024 will reach 18.4 million VND/month .



## PART II

### ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

#### 1. Board of Directors' performance results in 2024

- In 2024, the Board of Directors of the Company for the 2024-2029 term with 5 members implemented the Resolution of the General Meeting of Shareholders, proactively proposing solutions to adapt to the market:

+ Develop and implement the 2024 production and business plan.

+ Pay dividends in 2023 to shareholders at a dividend rate of 30% (1 share receives 3,000 VND).

+ The Board of Directors has made provisions for the Funds according to the Resolution of the 2024 General Meeting of Shareholders.

+ The Board of Directors has selected AASC Auditing Company Limited as the auditor for the 2024 financial statements.

- The Board of Directors regularly checks the situation and urges the Executive Board to implement the Resolutions of the Board of Directors and the Resolutions of the Shareholders' Meeting. Coordinate with the Executive Board to promptly issue policies and directions to remove difficulties and shortcomings in production and business activities.

- Closely coordinate with the Board of Supervisors to monitor production and business activities. Strictly manage assets and capital sources, use capital effectively and transparently; At the same time, ensure strict compliance with legal regulations and the Company's Charter.

- Create favorable conditions for the Board of Supervisors to effectively perform control work at the Company; actively support the Board of Directors in management and operation work, and strive to achieve the Company's common goals.

- The Board of Directors supervises and directs information disclosure with the aim of ensuring transparency, accuracy and timeliness. The Company has implemented and conducted information disclosure in accordance with current legal regulations.

- Implementing the provisions of the Enterprise Law, the Company Charter, the Internal Regulations on Corporate Governance and the Regulations on the Board of Directors' operations, the Board of Directors held 07 Board of Directors meetings and issued 10 Resolutions to focus on resolving issues under the authority of the Board of Directors. The Resolutions and Decisions were issued in accordance with regulations and promptly based on the actual situation of the Company, ensuring that the Company develops in the right direction and strives to complete the planned targets approved by the General Meeting of Shareholders. The Resolutions and Decisions all achieved high consensus in the Board of Directors.

#### 3. Board of Directors' assessment of the Executive Board's performance in 2024

- The Company has properly implemented the policies and laws of the State. The leadership and employees have made great efforts to overcome difficulties and effectively implement solutions under the direction of the Board of Directors. The measures of the Executive Board in organizing and implementing have contributed to the effectiveness of production and business.

- The Board of Directors has closely followed the activities of the Executive Board and acknowledged the efforts of the Executive Board in leading and operating the Company's production and business activities. The Executive Board has implemented production and business activities in accordance with the orientation of the Board of Directors, on the basis of ensuring the interests of the Company, shareholders and employees. In addition, the Executive



Board has a clear understanding of the Company's resources and flexibly adjusted plans to adapt to market fluctuations.

- The members of the Executive Board have closely coordinated with each other and with other departments in the operation and implementation of production and business activities.

- The Board of Directors finds that the Executive Board has tried to implement many flexible measures to strengthen internal management related to the organizational structure, human resources, production and business activities...

#### 4. Manager's salary in 2024 (excluding Board of Directors' remuneration)

Manager	Title	Salary
Mr. Bui Xuan Huong	Chairman of the Board of Directors	: 38,000,000 VND
Mr. Nguyen Dinh Khai	General Director	: 1,460,372,440 VND
Mrs. Bui Thi Loan	Deputy General Manager	: 835,219,451 VND
Mr. Nguyen Thanh Tuan (Resigned on May 8, 2024)	Deputy General Manager	: 455,572,795 VND

#### 5. Remuneration and operating expenses of the Board of Directors

Pursuant to the Resolution of the 2023 Annual General Meeting of Shareholders, the Company has paid 2023 remuneration to the Board of Directors of VND 2,000,000,000.

Board members	Title	remuneration
Mr. Bui Xuan Huong	Chairperson	: 545,454,545 VND
Mr. Dinh Van Cuong	Member	: 363,636,364 VND
Mr. Nguyen Dinh Khai	Member	: 363,636,364 VND
Ms. Nguyen Hong Nhung (Resigned on April 24, 2024)	Member	: 363,636,364 VND
Mr. Nguyen Thanh Tuan (Resigned on April 24, 2024)	Member	: 363,636,364 VND

Other operating expenses of the Board of Directors comply with the Company's charter and current regulations.

### PART III

#### BUSINESS PRODUCTION PLAN 2025

##### 1. The proposed targets

Based on the actual market situation as well as factors related to the production and business activities of the enterprise, the Company focuses on striving to complete the 2025 tasks according to the following plan targets:

STT	Target	Unit	Plan 2025
1	Total revenue	Billion VND	420
2	Total accounting profit before tax	Billion VND	86
3	Cash dividend	%	Minimum 20%

##### 2. Development orientation in 2025

The Board of Directors and the Executive Board set out the following tasks to be performed:



- Continue to maintain and develop the Company's position in the pharmaceutical market, steadily develop revenue and profit, and ensure the rights of shareholders.
- Maintain and promote product consumption.
- Be consistent and flexible in product marketing.
- Continue to expand business into new product groups, health protection foods...
- Focus on research and development of new products and Potential products to meet market needs.
- Develop and improve the quality of human resources.
- Sustainable development goes hand in hand with environmental protection and responsibility to the community, ensuring the lives of workers, making stable contributions to the city budget, and performing well in social security work.

Above is the full report of the Board of Directors and the Executive Board of the Company respectfully submitted to the General Meeting of Shareholders.

Thanks a lot!

**Board of Directors  
CHAIRPERSON**



**Pharmacist. Bui Xuan Huong**

C.P. S.M.





CENTRAL PHARMACEUTICAL  
JOINT STOCK COMPANY 3

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No.: 434/2025/BC-HĐQT

SOCIALIST REPUBLIC OF VIETNAMNAM  
Independence – Freedom – Happiness

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Hai Phong, date 01 month 4 year 2025

## SUMMARY FINANCIAL REPORT 2024

(Issued with Circular No. 96/2020/TT-BTC dated November 16, 2020 of  
Ministry of Finance guidelines on information disclosure on the stock market)

### I. BALANCE SHEET

Unit: VND

STT	CONTENT	OPENING BALANCE	ENDING BALANCE
<b>I</b>	<b>Current assets</b>	<b>383,751,633,053</b>	<b>433.326.056.406</b>
	Cash and cash equivalents	5,374,911,891	13,706,392,977
	Short-term financial investments	301,000,000,000	327,986,523,288
	Accounts Receivable	24,463,423,795	47.209.658.306
	Inventory	52,331,525,699	43,925,451,811
	Other current assets	581,771,668	498.030.024
<b>II</b>	<b>Long-term assets</b>	<b>186.874.839.893</b>	<b>174.450.654.183</b>
	Fixed assets	<b>151.127.633.070</b>	<b>139,826,921,768</b>
	-Tangible fixed assets	130.846.148.309	119.625.437.011
	-Intangible fixed assets	20,281,484,761	20,201,484,757
	Cost of unfinished construction	401.111.111	120,000,000
	Other long-term assets	35,346,095,712	34,503,732,415
<b>III</b>	<b>TOTAL ASSETS</b>	<b>570,626,472,946</b>	<b>607.776.710.589</b>
<b>IV</b>	<b>Liabilities</b>	<b>102.154.388.577</b>	<b>88.896.015.179</b>
	Short-term debt	101.179.388.577	88.896.015.179
	Long-term debt	975,000,000	
<b>V</b>	<b>Equity</b>	<b>468.472.084.369</b>	<b>518.880.695.410</b>
	Equity	<b>468.472.084.369</b>	<b>518.880.695.410</b>
	-Owner's equity	214,999,330,000	214,999,330,000
	-Funds	50,139,700,635	62,666,037,719
	-Undistributed profit after tax	203,333,053,734	241.215.327.691
<b>VI</b>	<b>TOTAL CAPITAL</b>	<b>570,626,472,946</b>	<b>607.776.710.589</b>





**II/ BUSINESS RESULTS**

Unit: VND

<b>STT</b>	<b>Target</b>	<b>2023</b>	<b>2024</b>
1	Sales and service revenue	418.230.694.826	422.590.077.558
2	Revenue deductions	8,499,870,884	5,104,639,320
3	Net revenue from sales and services	409.730.823.942	417.485.438.238
4	Cost of goods sold	128.228.010.323	141,431,610,499
<b>5</b>	<b>Gross profit from sales and service provision</b>	<b>281,502,813,619</b>	<b>276,053,827,739</b>
6	Financial revenue	21,665,604,670	15,485,974,574
7	Financial costs	1,909,352,696	318,376,522
8	Cost of sales	74.224.304.561	94,074,644,645
9	Business management costs	70,393,949,411	45,297,445,519
<b>10</b>	<b>Net operating profit</b>	<b>156,640,811,621</b>	<b>151,849,335,627</b>
11	Other income	1,098,369,393	1,053,628,841
12	Other costs	735,922,745	987,944,039
<b>13</b>	<b>Other profits</b>	<b>362,446,648</b>	<b>65,684,802</b>
<b>14</b>	<b>Total accounting profit before tax</b>	<b>157.003.258.269</b>	<b>151.915.020.429</b>
15	Current corporate income tax expense	31,739,887,429	30,743,441,846
<b>16</b>	<b>Profit after corporate income tax</b>	<b>125.263.370.840</b>	<b>121.171.578.583</b>
17	Basic earnings per share	5,826	5,636

**III/ FINANCIAL SITUATION**

Unit: VND

	<b>INDICATORS</b>	<b>2023</b>	<b>2024</b>
1	Total asset value	570,626,472,946	607.776.710.589
2	Net revenue	409.730.823.942	417.485.438.238
3	Profit from operations	156,640,811,621	151,849,335,627
4	Other profits	362,446,648	65,684,802
5	Profit before tax	157.003.258.269	151.915.020.429
6	Profit after tax	125.263.370.840	121.171.578.583



### III/ KEY FINANCIAL INDICATORS

	INDICATORS	2023	2024
1	Solvency ratio		
	+Current payment ratio ( <i>Current assets/Current liabilities</i> )	3.79	4.87
	+Quick ratio ( <i>Current assets-Inventory/Current liabilities</i> )	3.28	4.38
2	Capital structure indicators		
	+Debt ratio / Total assets	17.90%	14.63%
	+Debt / Equity Ratio	21.81%	17.13%
3	Performance indicators		
	+Inventory turnover ( <i>Cost of goods sold/Inventory</i> )	2.10	2.94
	+ Asset turnover (Net revenue/Average total assets)	0.76	0.71
4	Profitability ratio		
	+Profit after tax/Net revenue	30.57%	29.02%
	+Profit after tax/Equity ratio	26.74%	23.35%
	+Profit after tax coefficient / Total assets average	23.23%	20.57%
	+Operating profit ratio/Net revenue	38.23%	36.37%

**BOARD OF DIRECTORS**

**CHAIRPERSON**



**Pharmacist. Bui Xuan Huong**



CENTRAL PHARMACEUTICAL  
JOINT STOCK COMPANY 3

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No:435/2025/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAMNAM  
Independence – Freedom – Happiness

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Hai Phong, date 01 month 4 year 2025

## PROFIT DISTRIBUTION PROPOSAL FOR 2024

Unit: VND

TT	INTERPRETATION	REMAINING PROFIT FROM PREVIOUS YEAR	PROFIT THIS YEAR	TOTAL UNDISTRIBUTE D PROFITS	EXPECTED DISTRIBUTION	REMAINING
1	Total accounting profit before tax		151.915.020.429			
2	20% Tax Payable		30,383,004,086			
	<i>Non-deductible expenses when calculating corporate income tax</i>		1.802.188.801			
3	Corporate income tax payable on non-deductible expenses when calculating corporate income tax		360,437,760			
4	Corporate income tax expense calculated on taxable income of the current year		30,743,441,846			
5	Profit after corporate income tax (5=1-4)		121.171.578.583			
6	<b>PPLN forecast for 2024</b>		121.171.578.583			
	10% deduction to establish investment fund		12,117,157,858	12,117,157,858	12,117,157,858	0
	Dividends payable and retained earnings	120.043.749.108	109,054,420,725	229.098.169.833	64,499,799,000	164,598,370,833
	<b>ADD</b>	<b>120.043.749.108</b>	<b>121.171.578.583</b>	<b>241.215.327.691</b>	<b>76,616,956,858</b>	<b>164,598,370,833</b>

**BOARD OF DIRECTORS**

**CHAIRPERSON**



**Pharmacist. Bui Xuan Huong**



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**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY 3**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Central Pharmaceutical Joint Stock Company 3;
- Pursuant to Minutes of Meeting No. .../2025/BB-ĐHĐCĐ of the 2025 Annual General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company 3 with the presence of ... shareholders, representing shares owned and authorized by ...% of the total number of shares with voting rights (list attached).

**RESOLUTION**

**Article 1 :** The Congress unanimously approved the report of the Board of Directors and the Executive Board on the business results in 2024 ; the activities of the Board of Directors in 2024 and the business plan for 2025.

**Business performance results in 2024:**

Total revenue: 417,485,438,238 VND

Total accounting profit before tax: 151,915,020,429 VND

Cash dividend payment in 2024: 30%/share (1 share receives 3,000 VND )

**Production and business activities orientation in 2025 :**

Total revenue: 420 billion VND

Total profit: 86 billion VND

Cash dividend: minimum 20%

(According to report No. 437/2025/BC-HĐQT of the Board of Directors dated April 1, 2025)  
The meeting passed with the number of votes in favor: ... shares, accounting for 100% of the shares present.

**Article 2 :** The Congress unanimously approved the 2024 summary financial report .  
**audited**

(According to summary financial report No. 434/2025/BC-HĐQT dated April 1, 2025)

The meeting passed with the number of votes in favor: ... shares, accounting for 100% of the shares present.

**Article 3 :** The Congress unanimously approved the 2024 profit distribution plan, specifically as follows:

STT	Interpretation	Remaining profit from previous year	Profit this year	Total retained earnings	Expected distribution	Remaining
1	Total accounting profit before tax		151.915.020.429			
2	20% Tax Payable		30,383,004,086			
	Non-deductible expenses when calculating corporate income tax		1.802.188.801			



3	Corporate income tax payable on non-deductible expenses when calculating corporate income tax		360,437,760			
4	Corporate income tax expense calculated on taxable income of the current year		30,743,441,846			
5	Profit after corporate income tax (5=1-4)		121.171.578.583			
6	PPLN forecast for 2024		121.171.578.583			
	10% deduction to establish investment fund		12,117,157,858	12,117,157,858	12,117,157,858	0
	Dividends payable and retained earnings	120.043.749.108	109,054,420,725	229.098.169.833	64,499,799,000	164,598,370,833
	<b>ADD</b>	<b>120.043.749.108</b>	<b>121.171.578.583</b>	<b>241.215.327.691</b>	<b>76,616,956,858</b>	<b>164,598,370,833</b>

(According to the report No. 435/2025/Ttr-HĐQT of the Board of Directors dated April 1, 2025)

*The meeting passed with the number of votes in favor: ... shares, accounting for 100% of the shares present.*

**Article 4 : The Congress unanimously approved the remuneration of the Board of Directors and the Board of Supervisors in 2025. as follows:**

- Board of Directors' remuneration in 2025 is: VND 2,000,000,000 (Two billion dong)
- Board of Supervisors' remuneration in 2025 is: 350,000,000 VND (Three hundred and fifty million dong)

The remuneration expenses of the Board of Directors and the Board of Supervisors in 2025 are included in the business management expenses.

(According to the report No. 436/2025/Ttr-HĐQT of the Board of Directors dated .../4/2025)

*The meeting passed with the number of votes in favor: ... shares, accounting for 100% of the shares present.*

**Article 5 : The Congress unanimously approved the report of the Company's Board of Supervisors for 2024 .**

(According to report No. 438/2025/BC-BKS of the Board of Supervisors dated April 1, 2025)

*The meeting passed with the number of votes in favor: ... shares, accounting for 100% of the shares present.*

**Article 6 : The Congress unanimously approved the Board of Supervisors' proposal on the selection of an auditing unit. The Congress authorized the Board of Directors to select one of the following companies to audit/review the 2025 financial statements:**

*Vietnam Auditing and Valuation Company Limited – VAE*

Address : 11th Floor, Song Da Building , No. 165 Cau Giay Street, Cau Giay District, Hanoi.

+ *Deloitte Vietnam Auditing Limited Company*

Address : 15th floor, Vinaconex building, 34 Lang Ha, Lang Ha ward, Dong Da district , Hanoi.

*AASC Auditing Firm Limited Liability Company*

Address : No. 1 Le Phung Hieu , Trang Tien Ward , Hoan Kiem District , Hanoi

(According to report No. 439/2024/Ttr-BKS of the Board of Supervisors dated April 1, 2025)

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*The meeting passed with the number of votes in favor: ... shares, accounting for 100% of the shares present.*

**Article 7 :** The Congress voted 100% in favor of approving the full text of the Resolution of the 2025 Annual General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company 3.

**Article 8 :** This Resolution takes effect from April 25, 2025. The Board of Directors, Board of Supervisors, Board of General Directors of the Company, shareholders and relevant departments are responsible for implementation.

**GENERAL MEETING OF SHAREHOLDERS  
PRESIDE  
CHAIRMAN OF THE BOARD OF DIRECTORS**

**Pharmacist. Bui Xuan Huong**





CENTRAL PHARMACEUTICAL  
JOINT STOCK COMPANY 3

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SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

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Hai Phong, date ... month .... year 2025

## POWER OF ATTORNEY

### ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

### CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY 3

**Dear : Organizing Committee of the General Meeting of Shareholders of**

**Central Pharmaceutical Joint Stock Company 3!**

Name of organization/individual : ..... No. in the list of attendees to the University  
(If any): .....

ID card/Business registration number : ..... Date of issue: ..... / ..... / .....

Place of issue : .....

Address : ..... Phone: .....

Number of shares owned : ..... Shares, corresponding to total par value : ..... VND

Now authorized to Mr/Ms named below:

Full name : ..... STT in the list of university attendees (If any): .....

ID card/Business registration number : ..... Date of issue : ..... / ..... / .....

Place of issue : .....

Or for :

- |   |                          |
|---|--------------------------|
| 1. Mr. Bui Xuan Huong - Chairman of the Board of Directors                  | <input type="checkbox"/> |
| 2. Mr. Nguyen Dinh Khai - Member of Board of Directors and General Director | <input type="checkbox"/> |
| 3. Mr. Dinh Van Cuong - Member of Board of Directors                        | <input type="checkbox"/> |
| 4. Mr. Le Van Hung - Member of Board of Directors                           | <input type="checkbox"/> |
| 5. Ms. Lu Thi Khanh Tran - Member of Board of Directors                     | <input type="checkbox"/> |
| 6. Ms. Bui Thi Hat - Head of Supervisory Board                              | <input type="checkbox"/> |

To attend the 2025 Annual General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company 3 and vote on issues included in the agenda of the General Meeting.

I hereby undertake not to complain about the voting results of the person authorized by me above.

**Authorized person**

(Sign and print full name – otherwise

is a member of the Board of Directors and Supervisory Board)

**Authorized person**

(Sign and print full name)

**Note:** In case the shareholder authorizes a member of the Board of Directors or the Supervisory Board, the shareholder must check the corresponding box next to it; otherwise, the shareholder must clearly fill in the information of the person authorized by the shareholder to attend the meeting according to the form.





**CENTRAL PHARMACEUTICAL  
JOINT STOCK COMPANY 3**

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**SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness**

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*Hai Phong, date ... month .... year 2025*



**CONFIRMATION OF ATTENDANCE  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY 3**

**1. Shareholder name :** .....

Number in the list of shareholders attending the meeting: .....

CCCD/GDKKD No.: .....Date of issue :..... /...../.....

Place of issue : .....

Address: .....

**2. Confirmation content :**

I register to attend the 2025 Annual General Meeting of Shareholders organized by Central Pharmaceutical Joint Stock Company 3 at ... o'clock, ... on ... April 2025 with the number of shares being..... shares, of which:

- Number of shares owned: .....shares
- Number of authorized shares:.....shares authorized by the following shareholder:

STT	Shareholder name authority	Address	ID number/ Passport	Phone	Number of shares authority

I enclose herewith a copy of the authorization letter and hereby pledge to comply with the regulations of the Congress.

Hai Phong, date ... month .... year 2025

**Subscriber**

(Sign and print full name)

**Note :** Shareholders please send confirmation of attendance to the Company before April 21, 2025.



**FORIPHARM**

Trụ sở: Số 16 Lê Đại Hành, Minh Khai, Hồng Bàng, Hải Phòng

## CÔNG TY CỔ PHẦN DƯỢC PHẨM TRUNG ƯƠNG 3

Trụ sở: Số 16 Lê Đại Hành, Minh Khai, Hồng Bàng, Hải Phòng

Nhà máy Nam Sơn: Số 472, đường 351, Nam Sơn, An Dương, Hải Phòng

Nhà máy Tràng Duệ: Lô N1-2 KCN Tràng Duệ, Hồng Phong, An Dương, Hải Phòng

Điện thoại: 0225. 3842 576 - Website: www.duocphamtw3.com



### VOTING CARDS

#### AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

NAME OF SHAREHOLDER/SHAREHOLDER REPRESENTATIVE: .....

NUMBER OF SHARES OWNED: ..... SHARES

NUMBER OF AUTHORIZED SHARES: ..... SHARES

TOTAL NUMBER OF SHARES WITH VOTING RIGHTS: ..... SHARES

HAI PHONG, DATE ... MONTH ... YEAR 2025

SHAREHOLDER/SHAREHOLDER REPRESENTATIVE

*(Sign, full name)*



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Hai Phong, April 1, 2025

**REPORT OF THE SUPERVISORY BOARD  
PRESENTED TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

**Dear: Presidium - Dear Shareholders!**

- Pursuant to the Law on Enterprises and the Securities Law of the Socialist Republic of Vietnam.
- Pursuant to the functions and tasks of the Supervisory Board as stipulated in the Articles of Association of the Central Pharmaceutical Joint Stock Company No. 3.
- Pursuant to the operational regulations of the Supervisory Board.

On behalf of the Supervisory Board, I would like to report to the General Meeting on the activities of the Supervisory Board for the year 2024 as follows

**I. Results of the Activities and Remuneration of the Supervisory Board:**

**1. Activities Performed in 2024:**

The Supervisory Board of Central Pharmaceutical Joint Stock Company No. 3 for the term 2024 – 2029 was elected by the Annual General Meeting of Shareholders in 2024 with 3 members. The Supervisory Board has held a meeting and elected the Head of the Supervisory Board along with the specific members:

1. Mrs. Bui Thi Hat - Head of the Board
2. Mrs. Truong Thi Nguyet Hoa - Member
3. Mrs. Dinh Thi Tram Anh - Member

Based on the powers and responsibilities of the Supervisory Board as stipulated by the Law on Enterprises and the Company's Articles of Association, the Supervisory Board has carried out its activities in 2024 as follows:

- Monitor the activities of the Board of Directors (BOD) and the General Director (CEO) in accordance with legal regulations and the resolutions of the General Shareholders' Meeting.
- Monitor the implementation of the resolutions of the 2024 General Shareholders' Meeting and the decisions of the BOD and CEO.
- Review and verify the financial statements, evaluating the accuracy and reasonableness of the financial data in accordance with Vietnamese accounting standards.
- Control compliance with the company's information disclosure regulations.

**2. Remuneration and Operating Expenses of the Supervisory Board:**

In accordance with the resolution of the 2023 Annual General Shareholders' Meeting, the company has paid the Supervisory Board's remuneration for 2023, which is 350,000,000 VND, of which:

- Mrs. Truong Thi Nguyet Hoa – Head of the Board: VND 150,000,000
- Mr. Le Van Hung – Member: VND 100,000,000
- Mrs. Dinh Thi Tram Anh – Member: VND 100,000,000

The operating expenses of the Supervisory Board are based on the current regulations of the Company

**II. Results of Monitoring the Company's Activities in 2024**



In the process of monitoring the business operations and auditing the financial statements for the year 2024 of Central Pharmaceutical Joint Stock Company No. 3, the Supervisory Board has made the following assessment:

## 1. Business operations

Based on the business plan approved by the General Shareholders' Meeting, the company has largely completed the set targets, specifically:

Unit of Measurement: VND

No.	Indicator	Plan 2024	Actual 2024	Actual vs. Plan 2024 (%)	Actual vs. 2023 (%)
1	Net revenue from goods sales and service provision	420.000.000.000	417.485.438.238	99,40	101,89
2	Total profit before tax	86.000.000.000	151.915.020.429	176,64	96,76
3	Basic earnings per share		5.636		97,00
4	Dividend payout ratio	Minimum 20%	30%		

## 2. The results of the activities of the Board of Directors

### 2.1 Resolutions of the Board of Directors Approved and Implemented in 2024

The company has fully paid dividends to shareholders and allocated funds according to the profit distribution plan in accordance with the resolution of the 2024 General Meeting of Shareholders.

### 2.2 Resolutions of the Board of Directors Approved and Implemented in 2024:

- After the General Meeting of Shareholders, the Board of Directors unanimously elected the following:

Mr. Bui Xuan Huong was elected as the Chairman of the Board of Directors for the term 2024-2029. Mr. Nguyen Dinh Khai was appointed as the General Director of the Company and the legal representative of the Company. Additionally, Mr. Nguyễn Đình Khải assumed the position of Director of the Hanoi Branch of Central Pharmaceutical Joint Stock Company No. 3, effective from May 1, 2024

- Selected the auditing firm to review and audit the financial statements for the year 2024:

AASC Auditing Company Limited

Address: 1 Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi City.

- Amended and supplemented the "Salary Regulation" and the "Business Operations and Product Distribution Regulation," effective from July 1, 2024.

- Decided to dismiss and appoint key personnel to align with the Company's business situation

### 2.3 The goals to be achieved in 2025:

The Board of Directors has approved the proposal to present the 2025 business plan to the Annual General Shareholders' Meeting, specifically::

- Total Revenue: 420 billion VND
- Total Profit Before Tax: 86 billion VND



- Dividend: Minimum 20%

## 2.4 The investment activities and the implementation of payments for investment items and advertising

The company has made payments for all items, including machinery and equipment, fixed assets, and advertising expenses incurred during the year, up to December 31, 2024, with a total payment value of 74,524,748,633 VND

## 2.5 Other activities in 2024:

- Starting from July 1, 2024, the location of the Hanoi Branch will be changed as follows:
  - Old address: 26 Bùi Quốc Khải Street, Hoàng Liệt Ward, Hoàng Mai District, Hanoi City
  - New address: Plot No. 6, Block B, TT5B Building, Tây Nam Hồ Linh Đàm Project, Hoàng Liệt Ward, Hoàng Mai District, Hanoi City.
- On January 4, 2024, the Food Safety Department issued a GMP (Good Manufacturing Practice) certificate, confirming that the facility meets the food safety requirements.
- On January 15, 2024, a certificate was issued for the expansion of the quality management system for medical devices in accordance with ISO 13485:2016 standards, specifically for the eye and nose drops category.

## 3. The results of the audit of the financial statements for 2024:

- The financial statements for 2024, prepared by the General Director, have been audited by AASC Auditing Company Limited. The audit was conducted in an objective, rigorous, scientific, and effective manner. The Supervisory Board has reviewed and verified the results, confirming its agreement with the financial statements:

+ The recording, storing of documents, and preparation of accounting books are carried out in accordance with the regulations

+ The financial statements for the fiscal year ending December 31, 2024, present a true and fair view of the company's financial position, in accordance with Vietnamese accounting standards and current regulations

- The Supervisory Board of the company agrees with the figures and indicators on the financial statements, as well as the assessments from the company and the auditing organization. Below are some key indicators the company has achieved, as shown in the balance sheet as of December 31, 2024:

Unit of Measurement: billion VND

Indicator	Beginning Balance (01/01/2024)	Ending Balance (31/12/2024)	Increase (+) / Decrease (-)	
			Amount	Change %
Total Assets	570,626	607,777	+37,151	+6.51
Current Assets	383,751	433,326	+49,575	+12.92
Non-Current Assets	186,875	174,451	-12,424	-6.65
Total Liabilities	570,626	607,777	+37,151	+6.51
Liabilities Payable	102,154	88,896	-13,258	-12.98
Owner's Equity	468,472	518,881	+50,409	+10.76



Based on the above indicators, it is evident that the company's financial situation in 2024 has shown significant growth, with increases in total assets, shareholders' equity, and a reduction in liabilities. Overall, the company is maintaining a solid financial foundation and continues to improve financial performance in 2024, creating opportunities for development in the coming years.

### **III. Comment on the management work of the Board of Directors and the General Director in 2024:**

#### **1. Activities of the Board of Directors:**

- In 2024, the new term of the Board of Directors saw personnel changes, but these did not affect the operations of the Board or the interests of the Company from the perspective of the Board members.
- The Board of Directors has seriously fulfilled its role in directing, supervising, and supporting the General Director in managing the business operations to ensure the Company's business activities are safe and effective.
- The Board of Directors has issued Resolutions and Decisions related to the Company's operations within the scope of its responsibilities and authority.
- The Resolutions issued by the Board of Directors are in accordance with its functions, powers, and aligned with the Resolutions of the General Shareholders' Meeting, fully complying with the Company's Charter, the Enterprise Law, and other relevant legal regulations.

#### **2. Activities of the General Director:**

- In 2024, the company underwent many changes in its management personnel, but under the efforts and close direction of the General Director, timely solutions were proposed and implemented to promote business in a spirit of unity and consensus, aiming to overcome challenges and improve the spiritual and material well-being of employees..
- The General Director's Board worked with a high sense of responsibility, assessing both the advantages and challenges, while focusing on decisively and flexibly managing all of the company's operations.
- The results show that the General Director's Board has successfully achieved the targets approved by the Annual General Shareholders' Meeting. External relations, business partnerships, and investment markets have been increasingly expanded. The company's position, reputation, and brand have been progressively elevated and developed.

#### **3. The cooperation between the Supervisory Board, the Board of Directors, and the General Director's Board:**

- In 2024, the Board of Directors provided full information regarding resolutions and decisions to the Supervisory Board; the General Director's Board facilitated the Supervisory Board in collecting information and documents related to the company's business operations.
- At the same time, the recommendations of the Supervisory Board were seriously considered by the company's leadership and fully responded to, creating conditions for the Supervisory Board to perform its assigned tasks in accordance with the Company's Charter.

#### **IV. Conclusion**

- The Supervisory Board acknowledges the efforts of the leadership and all employees of the company in achieving the production and business results in 2024. The company has successfully met its financial and economic targets, particularly in terms of profit and the dividend payout ratio for shareholders..



- Along with the company's sustainable development, the Executive Board has been creating favorable conditions to improve both the material and spiritual well-being of employees. The average income of workers in 2024 reached 18.4 million VND per person per month.

- The Supervisory Board recommends that the Shareholders' General Meeting approve the financial statements and business results of the company for 2024, while also recognizing and highly appreciating the efforts of the management and relevant departments for achieving excellent results in the past year

- During the control process in 2024, up until the time of preparing the report, the Supervisory Board did not detect any irregularities from the Board of Directors, the General Director's Board, nor did it receive any complaints or accusations from shareholders regarding the management and operation of the Board of Directors, the General Director's Board, or other management departments within the company.

- The Supervisory Board agrees with the report on the production and business activities in 2024, the financial statements, the profit distribution plan, the dividend payout for 2024, and the production and business plan for 2025 presented by the Board of Directors and the company's Executive Board to the General Meeting.

**Dear General Meeting – Dear Shareholders**

Above are the contents of the Supervisory Board's report for 2024, respectfully presented to the General Meeting. On behalf of the Supervisory Board, I would like to sincerely thank the shareholders, the Board of Directors, the General Director's Board, and the company's management staff for their cooperation and support, which enabled the Supervisory Board to fulfill its duties effectively.

Wishing the company continued development, stability, and sustainability. Wishing the shareholders of Central Pharmaceutical Joint Stock Company No. 3 good health, happiness, and success. Wishing the General Meeting great success.

**Thank you very much!**

**Recipients:**

- Board of Directors, Board of General Directors of the Company
- Shareholders
- Supervisory Board Archive, Office.

**On behalf of the SUPERVISORY BOARD**



**CN. Bui Thi Hat**





Central Pharmaceutical Joint Stock  
Company No. 3

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No: 439/2025/TT-BKS

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

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Hai Phong, April 1, 2025

## Shareholders' General Meeting Proposal

"Regarding: Selection of the Auditing Firm for the Fiscal Year 2025"

**Dear: General Shareholders' Meeting**

**Central Pharmaceutical Joint Stock Company No. 3**

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- In accordance with the Charter on the Organization and Operation of Central Pharmaceutical Joint Stock Company No. 3.

The Supervisory Board respectfully submits to the General Shareholders' Meeting regarding the selection of an auditing firm to conduct the audit/review of the financial statements for the year 2025 of the Company as follows:

### 1. Criteria for selecting an independent auditing firm

- It is one of the reputable auditing firms with a strong brand, trusted by many public companies in Vietnam.
- It is a legally operating company in Vietnam and has been approved by the State Securities Commission as the auditing and valuation firm for public companies.
- The audit must comply with Vietnamese accounting and auditing standards.
- The audit fee is appropriate to the quality of the audit and the scope of the audit.

### 2. Proposal of the Supervisory Board

Based on the above criteria, the Supervisory Board respectfully submits to the 2025 Annual General Shareholders' Meeting:

- Approve the policy of selecting and signing an audit contract with one of the following auditing firms:

+ Vietnam Audit and Valuation LLC

Address: 11th Floor, Song Da Building, No. 165, Cau Giay Street, Hanoi

+ Deloitte Vietnam LLC

Address: 15th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi + AASC

+ Audit Firm LLC

Address: No. 1 Le Phung Hieu, Trang Tien Ward, Hoan Kiem District, Hanoi

- Authorize the Board of Directors to decide on the selection of the auditing firm as proposed by the Supervisory Board to conduct the audit/review of the Company's financial statements for the year 2025 in accordance with legal regulations, and assign the CEO to sign the audit service contract with the selected auditing firm in compliance with legal provisions.

- In the event that the Board of Directors is unable to negotiate with the aforementioned firms, the General Shareholders' Meeting authorizes the Board of Directors to select another auditing firm from the list approved by the State Securities Commission.

Respectfully submitted!



BUI THI HAT





CENTRAL PHARMACEUTICAL  
JOINT STOCK COMPANY

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No: 436 /2025/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

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Hai Phong, date 01 month 4 year 2025

## SHAREHOLDERS MEETING PROPOSAL

*“Re: Approval of Remuneration of the Board of Directors and Board of Supervisors in 2025”*

**To : GENERAL MEETING OF SHAREHOLDERS  
CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY 3**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Company's Charter of Organization and Operation.

The Board of Directors of Central Pharmaceutical Joint Stock Company 3 respectfully submits to the General Meeting of Shareholders for approval of the remuneration level for the Board of Directors and the Board of Supervisors in 2025 as follows:

- Board of Directors' remuneration in 2025 is: VND 2,000,000,000 (Two billion dong)
- Board of Supervisors' remuneration in 2025 is: 350,000,000 VND (Three hundred and fifty million dong)

remuneration expenses of the Board of Directors and the Board of Supervisors in 2025 are included in the business management expenses.

Respectfully submit to the General Meeting of Shareholders for approval.

*Thank you very much!*

**BOARD OF DIRECTORS  
CHAIRPERSON**



**Pharmacist. Bui Xuan Huong**