

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,*

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**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
<b>Total</b>			<b>252.000.000</b>

+ 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	Truong Thi Huê	Former Member of the Supervisory Board for the term 2020-2024	12.000.000
<b>Total</b>			<b>210.000.000</b>

### **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