



No. 102/2025/TTr-HĐQT

Hanoi, April 8, 2025

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> <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>	<i>72.000.000</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

