



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>

INVITATION LETTER OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Charter of Organization and Operation of Codupha Central Pharmaceutical Joint Stock Company, the Board of Directors of the Company respectfully invites shareholders to attend the Annual General Meeting of Shareholders in 2025 as follows:

1. Time: 09:00 A.M., Friday, April 18th, 2025

2. Venue: 6th Floor, 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

3. Participants:

The Shareholders, whose name appears in the List of Shareholders as of the record date of March 18th, 2025 issued by the Vietnam Securities Depository and Clearing Corporation, shall be entitled to attend Annual General Meeting.

4. Contents of the Meeting:

The documents of the 2025 Annual General Meeting of Shareholders are posted and updated (if any) by the Company at the website: <https://codupha.com.vn/> from **March 28th 2025** and sent in print to shareholders when attending the General Meeting.

5. Register for the meeting:

In order to prepare facilities to welcome shareholders, Shareholders are kindly requested to register to attend the general meeting at Codupha Central Pharmaceutical Joint Stock Company or send the registration form to the Company before **April 11th, 2025**.

6. Authorization to attend the Meeting:

If you authorize someone else to attend the General Meeting on your behalf, please fill in the Power of Attorney form and send the signed Power of Attorney to the Company before **April 11th, 2025** or present it when the Authorized Person attends the General Meeting.

7. Address to send the text and contact support:

Codupha Central Pharmaceutical Joint Stock Company

- Address: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City
- Telephone: (028) 3865 1909 – Email: phapche@codupha.com.vn
- Contact: Mr. Ho Ngoc Liem – Legal Department – Phone: +84 358261149

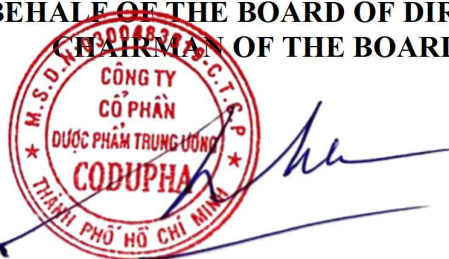
8. Shareholders or authorized persons to attend the General Meeting please bring the following documents:

- Invitation letter and Power of Attorney (*if any*)
- ID card/Passport for shareholders who are individuals, representatives of organizations, or authorized representatives of organizations/authorized representatives and a valid copy of the business registration certificate/business registration certificate for the organization.

We are honored to welcome you to the 2025 Annual General Meeting of Shareholders.

Respect !

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD



LE VAN SON

**MEETING REGISTRATION FORM/ POWER OF ATTORNEY
TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

To: CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Shareholder Name:

ID Card/Passport/ Business Registration Certificate/ Business Operation Certificate No.:.....

place of issue dated issue/...../.....

Address:

Phone:

Legal Representative (for organizations):

Total number of shares owned: shares.

(Shareholders select one of the two items below, tick the appropriate box)

1. REGISTRATION FOR THE MEETING ☐

2. AUTHORIZATION ☐

Authorized person:

ID Card/Passport/ Business Registration Certificate/ Business Operation Certificate No.:.....

place of issue dated issue/...../.....

Address:

Phone:

Legal representative (for organizations):

Number of Authorized shares:shares.

Authorization contents:

The Authorized Party is authorized to represent the Authorizing Party to attend, vote on all matters, and exercise other shareholder rights at the 2025 Annual General Meeting of Shareholders of Shareholders of Codupha Central Pharmaceutical Joint Stock Company held on April 18th, 2025.

The Authorized Party is fully responsible for this authorization and commits to strictly comply with the current provisions of the law and the Company's Charter.

This Power of Attorney shall be effective from the date of signing until April 18th, 2025.

Note:

- The implementation of authorization must comply with relevant provisions of law and the Company's Charter.
- The authorized person must bring their ID card/Passport and this power of attorney when attending the General Meeting.
- This power of attorney is only valid if it bears the live signatures of both parties. For organizations, the seal of the organization is also required.

....., dated 2025

AUTHORIZED PARTY
(Sign, print full name, and affix seal)

SHAREHOLDER/AUTHORIZING PARTY
(Sign, print full name, and affix seal)



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>

PROGRAM OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

I. TIME AND VENUE:

- **Time:** 09:00 A.M., Friday, April 18th, 2025.
- **Venue:** 6th Floor, 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City.

II. PROGRAM CONTENT:

Time	Content
09h00 – 09h30 (30 Minutes)	Welcoming guests and checking shareholder status: <ul style="list-style-type: none">• Welcoming delegates and shareholders;• Check the status of shareholders, distribute voting cards, voting papers and documents of the General Meeting.
09h30 – 10h00 (30 Minutes)	Opening of the Meeting: <ul style="list-style-type: none">• Report on inspection of the eligibility of shareholders to attend the General Meeting.• Statement of reasons, introduction of the Chairperson.• Approval of the Regulation on Organization, Voting• The Chairperson introduced and approved the list of the Presiding Board, the Secretariat, the Board of Voting• Approved the Meeting program.
10h00 – 10h20 (20 Minutes)	The Board of Directors, the Board Of General Directors and the Supervisory Board shall present the following contents: <ul style="list-style-type: none">• Report on the operation of the Board of Directors in 2024 and plans and directions for 2025• Report on business results in 2024 and task orientation in 2025• Supervisory Board Report 2024
10h20 – 10h50 (30 Minutes)	Contents of the report to the Meeting: <ol style="list-style-type: none">1. Proposal 1: Approval of the audited 2024 financial statements2. Proposal 2: Profit distribution in 20243. Proposal 3: Production and business plan in 20254. Proposal 4: Salary and remuneration of the Board of Directors and the Supervisory Board in 20255. Proposal 5: Selection of auditing company for financial statements in 20256. Proposal 6: Changing business lines and amendments and supplements the Charter of Codupha Central Pharmaceutical Joint Stock Company

**CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY**

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>

Time	Content
	7. Other contents (if any).
10h50 – 11h10 (20 Minutes)	Discussion Meeting
11h10 – 11h20 (10 Minutes)	Guidance on voting Approval of Reports and Proposal
11h20 – 11h40 (20 Minutes)	Vote counting - Break
11h40 – 11h50 (10 Minutes)	Announcement of vote counting results
11h50 – 12h00 (10 Minutes)	The Secretariat read the draft Minutes of the Meeting and the Resolution of the General Meeting of Shareholders The General Meeting voted to approve the contents of the Minutes of the Meeting and the Resolution of the General Meeting of Shareholders
12h00	Closing Declaration of the Meeting



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

VOTING PAPER

Shareholder Name:.....

Address:.....

Number of shares owned: shares

Number of authorized shares: shares

Total number of votes: votes

(Shareholders tick the box of voting opinions according to each voting content)

CONTENT	Agree	Disagree	No Comment
Content 01: Report on the activities of the Board of Directors No. 01/BC-ĐHĐCĐ.2025 dated .../.../2025			
Content 02: Report on business results in 2024 and plans for 2025 No. 02/BC-ĐHĐCĐ.2024 ngày .../.../2025			
Nội dung 03: Report of the Supervisory Board in 2024 No. 03/BC-ĐHĐCĐ.2025 dated .../.../2025			
Content 04: Proposal No. 01/TTr-ĐHĐCĐ.2025 dated .../.../2025 on the Approval of the 2024 Financial Statements of the Audited Company			
Content 05: Proposal No. 02/TTr-ĐHĐCĐ.2024 dated .../.../2025 about Profit Distribution in 2024			
Content 06: Proposal No. 03/TTr-ĐHĐCĐ.2025 dated .../.../2025 about the production and business plan in 2025			
Content 07: Proposal No. 04/TTr-ĐHĐCĐ.2025 dated .../.../2025 on salaries and remuneration of the Board of Directors and the Supervisory Board			
Content 08: Proposal No. 05/TTr-ĐHĐCĐ.2025 dated .../.../2025 on the Selection of Auditing Firms in 2025			
Content 09: Proposal No. 06/TTr-ĐHĐCĐ.2025 dated .../.../2025 on the change of business lines and amendments and supplements to the Company's Charter			

Guide:

Shareholders tick X or ✓ in 1 of 3 boxes:

Agree/Disagree/No Comment on each
voting content.

....., dated.....2025

SHAREHOLDERS/REPRESENTATIVES

(Sign and write your full name)



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>

**CODUPHA CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY**

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

DRAFF

REGULATION ON ORGANIZATION, VOTING AT THE 2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Pursuant:

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly on January 11th, 2022;*
- *The Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26th, 2019;*
- *Decree 155/2020/ND-CP dated December 31st, 2020 detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company;*
- *Internal regulations on governance of Codupha Central Pharmaceutical Joint Stock Company.*

CHAPTER I. GENERAL PROVISIONS

Article 1. Purpose of application

Ensure that the order, principles of conduct and voting at the 2025 Annual General Meeting of Shareholders of Codupha Central Pharmaceutical Joint Stock Company take place in accordance with regulations and are a great success.

Article 2. Entities of application and scope of application

- 2.1. Entities of application: All shareholders and authorized representatives of shareholders who own shares of Codupha Central Pharmaceutical Joint Stock Company according to the list of shareholders made by the Viet Nam Securities Depository and Clearing Corporation on 18/03/2025 and guests to attend the Annual General Meeting of Shareholders of Codupha Central Pharmaceutical Joint Stock Company.
- 2.2. Scope of application: This Regulation is used to organize and vote at the 2025 Annual General Meeting of Shareholders of Codupha Central Pharmaceutical Joint Stock Company.

Article 3. Explanation of terms/acronyms

- The Company : Codupha Central Pharmaceutical Joint Stock Company
- BOD : Board of Directors

- GMS : General Meeting of Shareholders
- Shareholders : Shareholders, authorized representatives of shareholders
- Meeting : A General Meeting of Shareholders

CHAPTER II. SHAREHOLDERS AND PARTIES TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

Article 4. Conditions for shareholders to attend the Meeting

- 4.1. Shareholders have voting rights of the Company according to the closing list as of March 18, 2025.
- 4.2. Shareholders who attend directly or authorize one or more persons to attend. In case there is more than one authorized representative, the power of attorney must specify the number of shares and the number of votes of each representative.
- 4.3. Shareholders attending the Meeting must comply with the following regulations:
 - a. Be punctual, dress politely, formally, comply with security checks (if any), identification, etc. at the request of the Organizing Committee of the Meeting.
 - b. Receive documents and papers for the Congress at the reception department in front of the Meeting hall.
 - c. Shareholders who arrive late have the right to register immediately and then have the right to participate and vote right at the Meeting. The Chairperson is not responsible for stopping the Meeting so that shareholders who arrive late register to attend; voting results on issues that have been voted on before such shareholders come to attend will not be affected.
 - d. Set your phone to vibrate or turn it off, and step outside to take calls when necessary.
 - e. Do not smoke, keep order in the Meeting room.
 - f. Comply with the regulations of the Organizing Committee and the Chairperson of the Meeting.
 - g. In case there are shareholders who fail to comply with the regulations on inspection or the above-mentioned measures and regulations, the Chairperson, after careful consideration, may refuse or expel the above-mentioned shareholders from the place where the Meeting takes place in order to ensure that the Meeting takes place normally according to the program and plan.
- 4.4. Guests at the Meeting
 - a. As managers of the Company, guests and members of the Organizing Committee of the General Meeting are not shareholders of the Company but are invited to attend the General Meeting.
 - b. Guests do not participate in speaking at the Meeting (unless invited by the Chairperson of the Meeting, or have registered in advance with the Organizing Committee of the Meeting and agreed by the Chairperson of the Meeting).

Article 5. Chairperson and the Presiding Board

- 5.1. The Presiding Board consists of the Chairperson and members appointed by the Chairperson.

- 5.2. The Chairman of the Board of Directors shall act as the Chairperson or authorize other members of the Board of Directors to chair the meeting of the GMS convened by the Board of Directors;
- 5.3. 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 on the principle of majority. In case of failure to elect the Chairperson, the Head of the Supervisory Board shall allow the GMS to elect the Chairperson of the meeting among the participants and the person with the highest votes to be the Chairperson of the meeting;
- 5.4. In other cases, the signatory to the convening of the GMS shall preside over the election of the Chairperson of the meeting by the GMS and the person with the highest number of votes shall be appointed as the Chairperson of the meeting.
- 5.5. The Chairperson has the right to take necessary measures to control the meeting in a reasonable, orderly manner, in accordance with the approved program and reflect the will of the majority of participants.
- 5.6. The Chairperson has the right to postpone the meeting of the GMS for which the number of people has fully registered to attend the meeting shall not exceed 03 working days from the date the meeting is scheduled to open and may only postpone the meeting or change the meeting venue as prescribed in Clause 8, Article 146 of the Law on Enterprises
- 5.7. Tasks of the Presiding Board:
 - a. To administer the activities of the GMS according to the expected program of the Board of Directors approved by the GMS;
 - b. Guide the shareholders and the Meeting to discuss the contents of the program;
 - c. Submit drafts and conclude necessary issues for the Meeting to vote on;
 - d. Responding to issues requested by the Meeting;
 - e. Solving problems arising during the Meeting.
- 5.8. Working principles of the the Presiding Board: the Presiding Board works according to the principle of collectivity, democratic centralization, and majority decision-making.

Article 6. The Shareholder's Eligibility Verification Committee

- 6.1. The Shareholder's Eligibility Verification Committee of the Meeting consists of two members, including 01 Head and 01 member, appointed by the Chairperson.
- 6.2. Duties of the **Shareholder's Eligibility Verification Committee**:
 - a. Check the status and situation of shareholders and representatives of shareholders attending the meeting
 - b. Distribution of voting cards and voting papers to shareholders or persons authorized to attend the meeting;
 - c. Report to the GMS and be responsible for the results of checking the eligibility of Shareholders to attend the GMS before the GMS is officially conducted.
 - d. Participate in counting votes and other contents before the establishment of the Board of voting.

Article 7. Secretariat of the Meeting

- 7.1. The Chairperson appoints one or more persons to be the Secretariat of the meeting.
- 7.2. Duties and powers:
- a. Fully and honestly record the content of the Meeting;
 - b. Receipt of the shareholder's speech registration form;
 - c. Make minutes of meetings and draft resolutions of the GMS;
 - d. Assisting the Chairperson in disclosing information related to the GMS and notifying shareholders in accordance with the law and the Company's Charter
 - e. Other tasks at the request of the Chairperson.

Article 8. The Board of voting

- 8.1. The GMS shall elect one or several persons to the Board of voting at the request of the Chairperson of the meeting
- 8.2. Duties of the Board of voting
- a. Disseminate the principles, rules and guidelines on how to vote.
 - b. Counting and recording of the voting papers, making minutes of vote counting and announcing results; transfer the minutes to the Chairperson for approval of voting results.
 - c. Quickly notify the voting results to the secretary
 - d. To consider and report to the Meeting cases of violation of voting rules or letters of complaint about voting results.

CHAPTER III: CONDUCT OF THE GENERAL MEETING OF SHAREHOLDERS

Article 9. Conditions for conducting the General Meeting of Shareholders

- 9.1. The GMS is conducted when the number of shareholders attending the meeting represents more than 50% of the total number of votes according to the List of Shareholders made at the time of closing the List of Shareholders attending the GMS.
- 9.2. In case more than thirty (30) minutes from the time of opening of the GMS stated in the content of the meeting agenda sent to the Shareholders but the number of Shareholders registered to attend the GMS is not fully represented according to Article 9.1 of this Regulation, the meeting shall be considered ineligible.
- 9.3. In case the first meeting does not meet the conditions specified in Clause 1, Article 19 of the Company's Charter, the notice of invitation to the second meeting shall be sent within 30 days from the date of the planned first meeting. The second meeting of the GMS shall be conducted when the number of shareholders attending the meeting represents 33% or more of the total number of votes.
- 9.4. In case the second meeting does not meet the conditions for conducting as prescribed in Clause 2, Article 19 of the Company's Charter, the notice of invitation to the third meeting shall be sent within 30 days from the date of the planned second meeting. The Third GMS is conducted regardless of the total number of votes of shareholders attending the meeting.

Article 10. Proceeding with the General Meeting of Shareholders

- 10.1. The Chairperson presided over the GMS taking place in accordance with the order and content of the program approved by the GMS.
- 10.2. The GMS discusses and approves the contents of the GMS program in the form of voting in this Regulation. The Chairperson will arrange a reasonable time to discuss and vote on each issue in the GMS.
- 10.3. Speaking at the General Meeting
 - a. Shareholders attending the Meeting must obtain the consent of the Chairperson of the Meeting when they wish to express their opinions. Shareholders make brief speeches and focus on the key contents to be discussed, in accordance with the content of the program approved by the Meeting or send written comments to the Secretary of the Meeting to summarize and report to the Chairperson.
 - b. The Chairperson of the General Meeting will arrange for shareholders to speak in the order of registration, and at the same time answer questions of shareholders at the General Meeting or record the following answers in writing.
- 10.4. The GMS will close after the Minutes of the GMS are approved

Article 11. The Voting Papers

- 11.1. When registering for Shareholders, Shareholders or Persons Authorized to attend the meeting will be issued one (01) or more Voting Papers depending on the voting content to be approved at the GMS.
- 11.2. The voting value of the Voting papers corresponds to the number of voting shares owned and authorized by such Shareholder (if any) out of the total number of voting shares of the Shareholder or Authorized Persons attending the meeting present at the GMS
- 11.3. A valid voting papers is a pre-printed form issued by the Organizing Committee of the General Meeting, stamped with the Company's red seal, not erased, scraped, torn, crushed, etc. no additional contents other than the provisions for this slip must be written and must be signed, under the signature must be the full handwritten name of the attending shareholder.

On the voting papers, the voting content (Report, Proposal) is valid when the shareholder marks to choose one (01) of the three (03) voting squares.
- 11.4. Invalid the voting papers:
 - a. Write other contents in the voting papers;
 - b. The voting papers is not according to the pre-printed form issued by the Organizing Committee of the General Meeting, the voting papers does not have the red mark of the Company or has been erased, scraped, or written with additional contents other than the provisions for the voting papers paper, the voting papers does not have a signature, does not fully write the full name of the shareholder, at that time, all voting contents on the voting paper are invalid.
- 11.5. In case there is any content in the voting papers that does not select any voting result or selects from two - three (02 - 03) voting results in the same issue or changes the voting result two (02) times or more, such voting contents shall be considered as No Comment; the remaining contents that are duly voted on are still legally valid.
- 11.6. The voting papers that are not sent to the Board of voting during the process of collecting

votes at the Meeting are considered not to vote.

Article 12. Voting

12.1. Voting principles

- a. All issues in the agenda and meeting contents of the General Meeting must be discussed and voted on publicly by the GMS.
- b. Voting cards and voting papers are printed, stamped and sent directly to shareholders at the general meeting (enclosed with a set of documents to attend the GMS). On the Voting cards and voting papers clearly states the full name, number of shares owned and authorized to vote of such shareholder.
- c. The Chairperson proposed voting forms for each issue in the program content for the Meeting to approve.
- d. The voting form is as follows:
 - Voting in the form of holding up a Voting Card: this form is used to approve the following issues: Meeting Program; Regulations on Organization and voting at the Meeting; Personnel of the Board of Voting; Approve the Minutes of the Meeting, Resolution of the Meeting and other contents at the Meeting (if any).
 - Voting in the form of filling out the Voting Papers: this form is used to approve the Reports and Proposals at the Meeting.

12.2. Voting method:

- a. Shareholders shall vote in Agree, Disagree or No Comment on an issue to be voted on at the General Meeting by holding up their ballot cards or filling in the options on the ballot corresponding to the contents to be voted on as prescribed in Article 12.1.d.
- b. When voting in the form of holding up the Voting Card, the front of the Voting Card must be held high towards the Presiding Board. In case a shareholder raises his or her voting card more than one (01) time when voting in Agree, Disagree, No Comment of an issue, it shall be considered as an invalid vote. In the form of voting by holding up a voting card, members of the The Shareholder's Eligibility Verification Committee/ the Board of Voting shall mark the shareholder code and the corresponding number of votes of each shareholder: Agree, Disagree, No Comment and Invalid.
- c. When voting in the form of filling out the Voting papers, for each content, shareholders shall choose one of the three options " Agree", " Disagree", " No Comment" pre-printed in the Voting Papers by marking "X" or "✓" in the box of their choice. After completing all the contents to be voted on of the Meeting, shareholders send the Vote Papers to the sealed ballot box at the Meeting according to the instructions of the the Board of Voting. The voting papers must be signed and clearly state the full names of the shareholders.

12.3. Voting Rules:

- a. Every 01 (one) ordinary share is equivalent to one voting vote. Each shareholder representing one or more ballots will be issued a Voting Card and Voting paper.
- b. On the closing date of the list of shareholders (March 18, 2025), the total number of outstanding shares of the Company is: 18,208,800 shares, equivalent to 18,208,800 voting

votes.

12.4. Recording voting results:

- a. At the General Meeting, the determination of the voting results of shareholders at the General Meeting is carried out through the Board of Voting.
- b. The Board of Voting is tasked with collecting votes.
- c. The Board of Voting will check the number of votes in approval, disapproval, and no opinions of each content and be responsible for recording, statistics and reporting the results of vote counting at the GMS.

Article 13. Notification of Vote Counting Results

13.1. Pursuant to the Minutes of Vote Counting announced right at the Meeting.

13.2. The election results shall be recorded in the Minutes and Resolutions of the GMS.

Article 14. Approval of the decision of the General Meeting of Shareholders

14.1. The issues specified in Clause 1, Article 21 of the Company's Charter shall be approved when there is an agreement of 65% or more of the total votes of all shareholders/shareholders' representatives attending the meeting and voting at the meeting approves.

14.2. Other issues at the General Meeting are only approved when the number of shareholders owning more than 50% of the total votes of all shareholders/shareholders' representatives attending the meeting and voting at the meeting approves.

14.3. Shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions valued at 35% or more (the total value of the Company's assets recorded in the latest financial statements; these contracts or transactions are only approved when the number of shareholders/authorized representatives accounts for 65% of the remaining votes (according to Clause 4, Article 167, Law on Enterprises 2020).

14.4. Shareholders/authorized representatives of shareholders owning 51% or more of the total number of voting shares or related persons of such shareholders do not have voting rights for contracts and transactions with a value greater than 10% (the total value of the Company's assets recorded in the latest financial statements) between the Company and such shareholders (according to Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).

Article 15. Recording and making the Minutes of the General Meeting of Shareholders

15.1. The Secretary of the GMS is responsible for recording the progress of the GMS, the Resolution of the GMS, and making the minutes of the GMS.

15.2. The minutes of the GMS must be approved by the GMS before closing. The minutes of the GMS must be published on the Company's website within twenty-four (24) hours from the date on which the GMS ends.

CHAPTER IV. IMPLEMENTATION PROVISIONS

Article 16. Effective

16.1. This Regulation is read before the GMS and voted by the Shareholders. If this Regulation is approved by the GMS at the rate of more than fifty percent (50%) of the total number of votes

of all Shareholders attending the meeting, this Regulation will take effect for compulsory implementation of all Shareholders.

- 16.2. Shareholders and Members who organize the GMS of the Company are responsible for the implementation of this Regulation
- 16.3. All shareholders, representatives and guests attending the General Meeting are responsible for fully complying with the contents specified in this Regulation, current regulations, internal rules, management regulations of the Company and relevant legal provisions.
- 16.4. The contents not specified in detail in this Regulation shall be uniformly applied in accordance with the provisions of the Company's Charter, the Law on Enterprises 2020 and current legal documents of the State.
- 16.5. This Regulation takes effect immediately after being voted and approved by the GMS of the Company./.

**ON BEHAFL OF THE GMS
CHAIRMAN OF THE BOARD**

LE VAN SON



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>

CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

No.: 01/BC-ĐHĐCĐ.2025

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Ho Chi Minh City,, 2025

DRAFT

REPORT OF THE BOARD OF DIRECTORS

Regarding operational results in 2024 and task orientation in 2025

Presented at the 2025 Annual General Meeting of Shareholders

**To: - Delegates
- Shareholders**

Pursuant:

- *Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 approved by the National Assembly on January 11th, 2022;*
- *Law on Securities No. 54/2019/QH14 dated November 26th, 2019 and accompanying documents;*
- *Decree 155/2020/ND-CP dated December 31st, 2020 detailing the implementation of a number of articles of the Law on Securities adopted;*
- *Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company;*
- *The Regulation on operation of the Board of Directors of Codupha Central Pharmaceutical Joint Stock Company,*

The Board of Directors of Codupha Central Pharmaceutical Joint Stock Company would like to submit to the 2025 Annual General Meeting of Shareholders the results of the Board of Directors in 2024 and plans and directions for 2025, specifically as follows:

I. EVALUATION OF THE OPERATION OF THE BOARD OF DIRECTORS IN 2024:

1. Members of the Board of Directors:

The Board of Directors of Codupha Central Pharmaceutical Joint Stock Company, consisting of 05 members:

- | | |
|-------------------------|--|
| - Mr. Le Van Son | - Chairman of the Board of Directors |
| - Mr. Bui Huu Hien | - Member of the Board of Directors, General Director |
| - Mr. Pham Thu Trieu | - Non-executive Member of the Board of Directors |
| - Ms. Lu Thi Khanh Tran | - Non-executive Member of the Board of Directors |
| - Ms. Ha Lan Anh | - Non-executive Member of the Board of Directors |

2. Activities of the Board of Directors in 2024:

- In 2024, the Board of Directors of Codupha Central Pharmaceutical Joint Stock Company operates in accordance with the Operating Regulations of the Board of Directors and the company's Charter, meeting the State's regulations on public company governance.
- In 2024, the Board of Directors has complied with its functions, tasks and powers, complying with the Law on Enterprises, the Company's Charter and current laws. Meetings of the Board of Directors are organized and conducted in accordance with the provisions of law, the company's Charter and the company's Regulations.
- The Board of Directors conducts 03 direct and 09 times to collect opinions of members of the Board of Directors in writing to discuss and approve many issues under the functions and competence of the Board of Directors; Promulgated 12 Resolutions.
- The meetings of the Board of Directors are attended by the Supervisory Board and the Executive Board. Members of the Board of Directors have fully and seriously participated in the meetings and agreed to give timely directions, contributing to the good implementation of the targets set out in the Resolution of the General Meeting of Shareholders.

3. The main contents approved by the Board of Directors during the year, including:

- 3.1. Dismissal and appointment of the position of Chief Accountant of Codupha Central Pharmaceutical Joint Stock Company
- 3.2. Pay salaries in 13 months to employees and the Executive Board, the Board of Directors, and the Supervisory Board according to the level of contribution, planned targets and operating results in 2024.
- 3.3. Agree to organize the Annual General Meeting of Shareholders in 2024.
- 3.4. Agree on the extension of credit at the Vietnam Joint Stock Commercial Bank For Industry And Trade.
- 3.5. Agree on the policy of relocating and renovating the head office from 509-515 To Hien Thanh, Ward 14, District 10, Ho Chi Minh City to 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City.
- 3.6. Agree on the policy of transferring the entire 93.7% of contributed capital in the Codupha Laos joint venture to individuals/organizations wishing to receive the transfer in the form of open auction.
- 3.7. Agree on documents issued at the General Meeting of Shareholders on 25/04/2024.
- 3.8. Agree on the direction of operation of Codupha Laos until June 2024.
- 3.9. Agree on the Economic and Technical Report on "Renovation of the working office of Codupha Central Pharmaceutical Joint Stock Company" at 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City.
- 3.10. Agree on the reserve price for the transfer of Codupha's contributed capital in Codupha – Laos Joint Venture Company.

- 3.11. Agree to pay dividends in 2023 of Codupha Central Pharmaceutical Joint Stock Company in cash.
- 3.12. Agree to approve the proposal on Codupha's credit limit at Military Joint Stock Commercial Bank – MBB; Agreed to approve the proposal on Codupha's credit limit at Vietnam Maritime Joint Stock Commercial Bank – MSB; Agreed to approve the proposal on Codupha's credit limit at Vietnam International Commercial Joint Stock Bank – VIB.
- 3.13. Other contents falling under the competence of the Board of Directors.

II. SUPERVISION OF THE EXECUTIVE BOARD:

1. Supervision of the Board of Directors over the General Director and other managers:

The Board of Directors has directed and supervised the activities of the Executive Board, promptly resolving arising issues under its jurisdiction. Through monitoring, evaluating and requesting the Executive Board to make periodic and irregular reports, the Board of Directors evaluates that the Executive Board has performed the assigned tasks in accordance with the current law, the Company's Charter, the Resolution of the General Meeting of Shareholders and the Resolutions, decisions of the Board of Directors, specifically:

- Successfully organized the 2024 Annual General Meeting of Shareholders on April 25, 2024.
- The executive board has made periodic reports at meetings of the Board of Directors or irregular reports as required when problems arise under the jurisdiction of the Board of Directors and the Chairman of the Board of Directors, promptly proposing solutions and recommendations for support in order to create favorable conditions for the activities of the Executive Board.
- Implement more drastically in risk management, consolidate and complete the regulation on management of inventories and debts, step by step handle shortcomings and limitations and focus on improving corporate governance capacity.
- Information disclosure is basically fully carried out in accordance with the regulations of the Stock Exchange and the State Securities Commission on information disclosure. However, in the past year, there was 01 case of delay in disclosing information on the Resolution of the Board of Directors on capital transfer of CDP in Laos.

Periodically disclose information on the organization of the annual general meeting of shareholders in 2024, quarterly and annual financial statements and corporate governance reports.

- Although there are still many difficulties and challenges, with the determination, efforts and close direction of the Board of Directors, the Board of General Directors and managers have managed the Company to achieve the results of completing the revenue and profit target plan according to the Resolution of the Annual General Meeting of Shareholders in 2024 approved.

However, some solutions proposed by the General Meeting of Shareholders have not been thoroughly implemented, such as restructuring solutions and innovating operating methods. Although Codupha has implemented management solutions and has made drastic changes, the results have not been obvious and ineffective, especially in the following issues: The exploitation and development of new sources of goods with good profit margins, inventory management, etc special debts for private enterprise customers, personnel restructuring.

2. Payment of remuneration of the Board of Directors, salaries and remuneration of the Executive Board and the Supervisory Board:

Pay remuneration of the Board of Directors, salaries and remuneration of the Executive Board and the Supervisory Board in accordance with the Resolution of the Annual General Meeting of Shareholders in 2024.

3. Results of implementation of the Resolution of the Annual General Meeting of Shareholders in 2024:

3.1. Figures according to separate financial statements:

Unit: Million VND

No.	Quota	Plan 2024	Implementation 2024	Rate
1.	Revenue from sales of goods and services	3.100.000	3.208.680	103,51%
2.	Profit before tax	31.000	32.750	105,65%
3.	Profit after tax	24.800	24.630	99,31%
4.	Welfare Fund	5.000	5.000	100%

- **Profit before tax according to the plan of the General Meeting of Shareholders:**
The company's profit before tax in 2024 will reach VND 32,750 million, reaching 105.86% compared to the year plan.
- **Profit after tax according to the plan of the General Meeting of Shareholders:** The Company's profit after tax in 2024 will reach VND 24,630 million, reaching 99.31% compared to the year plan.

3.2. Data according to the consolidated financial statements (including Codupha Laos):

Unit: Million VND

No.	Quota	Plan 2024	Implementation 2024	Rate
1.	Revenue from sales of goods and services	3.100.000	3.208.680	103,51%
2.	Profit before tax	25.700	27.207	105,86 %
3.	Profit after tax	19.500	19.070	97,79 %

- **Profit before tax according to the plan of the General Meeting of Shareholders:** Consolidated profit before tax of the Company in 2024 will reach VND 27,207 million, reaching a rate of 105.86% compared to the year plan.
- **Profit after tax according to the plan of the General Meeting of Shareholders:** The Company's consolidated profit after tax in 2024 will reach VND 19,070 million, reaching 97.79% compared to the year plan.

4. Results of implementation according to the Resolution of the General Meeting of Shareholders in 2024:

No.	Quota	Plan for 2024	Implementation in 2024
1.	Salary and remuneration of the Board of Directors and the Company Secretary	<ul style="list-style-type: none"> - Salary of the full-time Chairman of the Board of Directors: 80,000,000 VND/month - Remuneration for part-time members of the Board of Directors: 5,000,000 VND/person/month - Company Secretary remuneration: 3,000,000 VND/month 	Implemented in accordance with the Resolution of the General Meeting of Shareholders.
2.	Salaries and remuneration of the Supervisory Board	<ul style="list-style-type: none"> - Remuneration of the Part-time Head of the Supervisory Board: 5,000,000 VND/month - Remuneration for part-time members of the Supervisory Board: 2,000,000 VND/person/month 	Implemented in accordance with the Resolution of the General Meeting of Shareholders.
3.	Dismissal, election of additional members of the Supervisory Board	<p>Mr. Nguyen Van Khai – Dismissal on 25/04/2024</p> <p>Ms. Nguyen Thanh Thanh Binh was elected by the General Meeting of Shareholders as member of the Supervisory Board from 25/04/2024</p>	
4.	Change of address of the company's head office	The Company has completed the change of the address of the Company's head office to 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City and was granted the 14th Change Registration Certificate on 03/05/2024	
5.	Selection of audit unit in 2024	The Company has signed an Audit Contract with Ernst & Young Vietnam Auditing Co., Ltd. to audit the Company's 2024 Financial Statements	
6.	Amending and supplementing the Charter of organization and	Implemented in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders	

No.	Quota	Plan for 2024	Implementation in 2024
	operation of the Company due to the change of the company's head office address		
7.	Dividends	To pay 5% dividend in 2023 in cash on 09/08/2024	

5. The company's transactions with related parties in the years 2023-2024

No.	Side relate	Termite Relationship	Professional content	Year 2023	Year 2024
1.	Viet Nam Pharmaceutical Corporation	Parent Company	Cost of renting a warehouse for the prevention and control of the Covid-19 epidemic		370.058.293
2.	Ben Tre Pharmaceutical Joint Stock Company	Major shareholders	Purchase	376.769.637	207.966.171
			Sales	-	-
3.	Central Pharmaceutical Joint Stock Company No3	Companies in the same group	Purchase	389.683.517	305.174.992
Total				766.453.154	883.199.456

6. General Assessment:

In 2024, the Board of Directors has been active, complying with general regulations, promptly directing and closely supervising the activities of the Executive Board in organizing and administering the implementation of the set goals and plans. The members of the Board of Directors have fulfilled the duties of the company's manager in the sense of responsibility for the work and development of the Company, effectively coordinating with the Supervisory Board to ensure that the Company's activities are transparent and reasonable for business activities in order to ensure the interests of shareholders and related parties official. Regimes and policies for employees are well implemented to create employees trust in the company.

III. DIRECTIONS AND PLANS OF THE BOARD OF DIRECTORS IN 2025

1. Some targets of the separate business plan in 2025

No.	Target	Unit	Plan for 2025
1.	Net sales	Million VND	3.300.000
2.	Profit before tax	Million VND	36.000

No.	Target	Unit	Plan for 2025
3.	Dividend Ratio	%	9%
4.	Welfare Fund	Million VND	5.000
5.	Deduction of reward fund for all employees due to completing and exceeding the target of the profit plan	%	Deduct 5% of after-tax profit if the plan is completed and add 10% of the excess after-tax profit. The source is extracted from profit after tax.
6.	Reward the Board of Directors, Supervisory Board, Board of Directors, Chief Accountant In charge of administration, company secretary.	VND	•In case of meeting and exceeding the plan: - Member of the Board of Directors, Supervisory Board: at least 03 months remuneration/person. - Chairman of the Board of Directors, Board of General Directors, Chief Accountant: at least 1.5 months of salary implemented in 2025 - In charge of administration, company secretary: at least 03 months of remuneration/person. •In case of failure to meet the plan: Full-time members shall not exceed 50% of their monthly salary. •Source of deduction from salary fund expenses
7.	Profit after tax remaining after allocation	VND	According to the amount of profit left after allocation
8.	Average income of employees (person/month)	Million VND	13

2. Some indicators of the Consolidated Business Plan for 2025:

No.	Target	Unit	Plan for 2025
1.	Net sales	Million VND	3.300.000
2.	Profit before tax	Million VND	34.370
3.	Profit after tax	Million VND	26.660
4.	Dividend Ratio	%	9%
5.	Average income of employees (person/month)	Million VND	13

3. Some key tasks in business activities in 2025

- 3.1. Implement the contents according to the Resolution of the Annual General Meeting of Shareholders in 2025, focusing on successfully completing the business plan in 2025.
- 3.2. Focus on developing goods sources in a breakthrough way, have solutions and evaluate implementation according to specific roadmaps month by month and quarter according to specific plan targets in developing goods sources. In particular, in the issue of supplementing personnel with capacity, vision and experience in the market, meeting the needs of developing goods.
- 3.3. Directing and supervising the Executive Board in implementing the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors as well as in the process of implementing and implementing tasks and solutions to implement the 2025 plan, focusing on the following contents: continuing to review and restructure personnel in the direction of effectiveness, efficiency, digital transformation, application of technology and AI in business activities, corporate governance, promoting the exploitation and development of new sources of goods with good profit margins, inventory management, and special debts for private enterprise customers..
- 3.4. It is necessary to radically innovate the method of operating all activities of the Company.
- 3.5. Develop and complete management regulations to suit the Company's current operations.
- 3.6. Carry out recruitment to supplement and replace high-level, important and necessary positions when there is a need.
- 3.7. For the operation of Codupha Laos:

Up to now, the Company has completed the auction to transfer all 93.7% of the contributed capital in the Codupha – Laos Joint Venture to individuals/organizations wishing to receive the transfer in the form of an open auction with a total value of: 6,740,000,000 VND (Six billion seven hundred and forty million VND) and is continuing the next steps to complete the transfer.

The above is the report of the Board of Directors to evaluate the activities of the Board of Directors in 2024 and the direction of operation in 2025.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Wishing the Congress a great success.

Thank you very much!

**ON BE HALF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

Recipient:

- Ditto;
- BOD, SB, BGD of the Company;
- Save: Clerical, Secretary of BOD.

LE VAN SON

**CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY**

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>**CODUPHA CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY****SOCIALIST REPUBLIC OF VIETNAM****Independence - Freedom - Happiness**

No.: 02/BC- ĐHĐCĐ.2025

Ho Chi Minh City,, 2025

DRAFF**REPORT*****Ragarding the business results in 2024 and the direction and tasks for 2025******Presented at the Annual General Meeting of Shareholders in 2025***

To: - Delegates
 - Shareholders

Căn cứ:

- Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 approved by the National Assembly on January 11th, 2022;
- Law on Securities No. 54/2019/QH14 dated November 26th, 2019 and accompanying documents;
- Decree 155/2020/ND-CP dated December 31st, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company;

On behalf of the Board Of General Directors, General Director would like to report to you on the business performance in 2024 and the business plan for 2025 as follows:

I. BUSINESS PERFORMANCE IN 2024:

2024 was assessed as a year with many difficulties; however, with the close direction of the Board of Directors, the Board Of General Directors, and the efforts of the entire workforce, the Company maintained stable operations and basically achieved the revenue and profit targets. Specific figures are as follows:

1.1. Business results according to the audited separate financial statements for 2024:*Unit: Million VND*

No.	Quota	Plan 2024	Implementation 2024	Rate
1.	Revenue from sales of goods and services	3.100.000	3.208.680	103,51%
2.	Profit before tax	31.000	32.750	105,65%

No.	Quota	Plan 2024	Implementation 2024	Rate
3.	Profit after tax	24.800	24.630	99,31%
4.	Welfare Fund	5.000	5.000	100%
5.	Reward fund (due to completing and exceeding the profit plan target (profit before tax))	5%* profit before tax +10% Profit over plan Source: from profit after tax	5%* profit before tax in the amount: VND 1,231 million	
6.	<p>Reward the Board of Directors, Supervisory Board, Board of General Directors, Chief Accountant In charge of management, secretary of the Board of Directors of the Company</p> <p>* In case of meeting and exceeding the pre-tax profit plan</p> <p>- Member of the Board of Directors, Supervisory Board</p> <p>+ Board of Directors, Head of the Board of Supervisors</p> <p>+ Member of the Supervisors Board</p> <p>- In charge of administration, secretary of the Board of Directors of the company</p>	At least 03 months of remuneration/ person	<p>08 months remuneration/ Person</p> <p>06 months remuneration/ Person</p> <p>06 months remuneration/ person</p>	<p>267%</p> <p>200%</p> <p>200%</p>

No.	Quota	Plan 2024	Implementation 2024	Rate
	Chairman of the Board of Directors, Board of General Directors, Chief Accountant.	At least 1.5 months of salary per person	1.8 months of earned salary/person	120%
7.	Cash dividend distribution rate in 2024	9%	9%	100%
8.	Employee's income per month	12	12	100%

- **Profit before tax according to the plan of the General Meeting of Shareholders:** Profit before tax separately reported by the Company in 2024 will reach VND 32,750 million, reaching 105.65% compared to the year plan.
- **Profit after tax according to the plan of the General Meeting of Shareholders:** Profit after tax separately reported by the Company in 2024 will reach VND 24,630 million, equaling 99.31% of the year plan.

1.2. Business results according to the audited 2024 consolidated financial statements:

Unit: Million VND

No.	Quota	Plan 2024	Implementation 2024	Rate
1.	Revenue from sales of goods and services	3.100.000	3.208.680	103,51%
2.	Profit before tax	25.700	27.207	105,86 %
3.	Profit after tax	19.500	19.070	97,79 %

- **Profit before tax according to the plan of the General Meeting of Shareholders:** The Company's consolidated profit before tax in 2024 will reach VND 27,207 million, reaching 105.86% of the year plan.
- **Profit after tax according to the plan of the General Meeting of Shareholders:** The Company's consolidated profit after tax in 2024 will reach VND 19,070 million, reaching 97.79% of the year plan.

II. EVALUATION OF THE IMPLEMENTATION OF THE PLAN OF THE BOARD OF GENERAL DIRECTORS IN 2024:

2.1. The implementation of business targets:

Regarding the targets of consolidated sales revenue and profit before tax that have completed the plan assigned by the General Meeting of Shareholders in 2024 (reaching 103.51% and 105.86%), it is the efforts of the Board of Directors as well as the company's employees due to the following main factors:

- Business administration has been improved. The Board of General Directors regularly inspects and takes positive measures to deal with inventory, slow turnover, bad debts, and Uncollectible accounts.
- In 2024, the company has actively implemented debt recovery measures, strictly controlled debt buyers, limited debt sales and determined the responsibilities of employees of the Sales Department, Finance and Accounting Department when proposing debts to customers and has reduced the late and difficult debts of the treatment department.
- In 2024, financial expenses on bank loan interest decreased compared to the same period because the Company regularly compared and evaluated lending interest rates among different banks, prioritizing disbursement from those offering lower borrowing rates.
- Some sales expenses and management costs at the company and its branches are closely inspected and supervised in business activities to reduce costs.

2.2. The exploitation of new goods:

The exploitation of goods sources is focused, especially group 1 imported goods, domestically produced goods invited by hospitals to bid. Diversifying health food products, consumables, testing chemicals and medical equipment.

2.3. The direction of the implementation of sales policies throughout the country:

- In sales activities to treatment facilities: There is a high consensus between the company and its branches in providing and exchanging information on bidding for drugs, medical equipment, consumables, testing chemicals, etc. in regions across the country.
- OTC sales activities: Implementing sales programs, promotions, after-sales programs to regular branches, recruiting new personnel to meet requirements and training sales skills, product knowledge, etc.

2.4. Regarding construction investment to complete the distribution system:

- Regularly equip more equipment and means of transport to meet the preservation and transportation of goods at the head office and affiliated branches.
- The company's office has been relocated from 509-515 To Hien Thanh Street, Ward 14, District 10, Ho Chi Minh City to 262L Le Van Sy Street, Ward 14, District 3, Ho Chi Minh City and invested in basic equipment for the operation of the new office.

- Lease a new headquarters for the operation of Codupha Hai Phong branch due to the old office lease to regain the premises in the planning area.
- Some minor repairs of offices and warehouses at the head office and branches of Codupha Tay Nguyen, Codupha Vinh...

2.5. Regarding human resources:

- In 2024, the number of employees will decrease by more than 50 people due to the rearrangement of more reasonable departments for effective business operations. At the same time, recruit a few replacement staff as required and prioritize recruitment for the direct sales force.
- The Board Of General Directors is still lacking for administration because it has not been recruited.

III. DIRECTIONS AND PLANS FOR PRODUCTION AND BUSINESS IN 2025:

3.1. General situation in 2025:

- In 2025, there will still be many difficulties and challenges in the business of pharmaceuticals, medical supplies, medical equipment... although the operations of treatment facilities have become stronger again, due to the impact of policies on bidding for drugs and medical supplies, there are still difficulties, not daring to buy much, waiting for instructions according to the new Bidding Law. Currently, businesses have not submitted new price declarations or re-declared while the CIF prices of manufacturers have all increased..
- Expenses that cannot be reduced such as: Office rental costs, warehouses Hanoi branch, Hai Phong branch, salary costs, etc. equipment, supplementation, replacement and minor repairs at Ho Chi Minh warehouses and branches, such as the Can Tho Branch warehouse built for over 20 years, has deteriorated a lot, the warehouse floor is low and often flooded due to high tides combined with heavy rain, which needs to be invested in construction repair.
- It is also extremely difficult to develop and find competitive sources of goods in 2025, and the exploitation of new sources of goods from domestic and foreign suppliers and manufacturers is still limited. However, the Board of Directors also strives to find and enrich the company's business sources as much as possible.

3.2. The plan to formulate targets in 2025:

With the goal of Codupha company to be maintained to develop into a "Leading Professional Distributor", the Company's Board of General Directors has analyzed and evaluated the market and the current situation of the unit to develop business targets in 2025 to submit to the General Meeting of Shareholders as follows:

• **Separate business plan in 2025:**

No.	Plan Targets	Unit	Plan 2024	Implementation 2024	Plan 2025
1.	Net sales	Million VND	3.100.000	3.208.680	3.300.000
2.	Profit before tax	Million VND	31.000	32.750	36.000
3.	Profit after tax	Million VND	24.800	24.630	28.640
4.	Dividend payout ratio (*)	%	9%	9%	9%
5.	Welfare Fund	Million VND	5.000	5.000	5.000
6.	Average income of employees (person/month)	Million VND	12	12	13

• **Consolidated Business Plan in 2025:**

No.	Plan Targets	Unit	Plan 2024	Implementation 2024	Plan 2025
1.	Net sales	Million VND	3.100.000	3.208.680	3.300.000
2.	Profit before corporate income tax	Million VND	25.700	27.207	34.370
3.	Profit after corporate income tax	Million VND	19.500	19.070	26.660
4.	Dividend payout ratio (*)	%	9%	9%	9%
5.	Welfare Fund	Million VND	12	12	13

To complete the above plan, the Board Of General Directors has developed solutions to implement:

a. Continue to improve the company's distribution system:

- Implementing the renovation and upgrading of warehouse system of the Ho Chi Minh and branches to ensure the standard of preservation of goods as well as the need to develop and complete the Company's distribution network nationwide.
- Procurement of additional equipment and means of transportation for the company-wide distribution system.

b. To formulate and complete regulations and management processes:

- Continue to review, rebuild, supplement and complete the system of statutes and regulations that are no longer suitable at present: Regulation on organization and operation, Regulation on debt norms, regulations on inventory levels. Internal expenditure regulations, procurement regulations, KPI evaluation regulations, salary and bonus payment regulations; Information Security Regulation... submitted for the opinion of the Board of Directors.
- Supplementing, updating and perfecting the Company's quality process system according to GSP, GDP, ISO....

c. Personnel:

- Continue to rearrange personnel at each department and branch to be lean and effective to minimize the indirect workforce, increase the efficiency of using human resources, especially OTC and ETC direct sales personnel.
- Train and retrain employees; continuously recruit to supplement and replace sales staff when required.

d. Implement solutions to increase sales and distribution for each item in order to enhance the Codupha brand to attract more domestic and foreign partners.

- Promote the exploitation of commodity sources, diversify products: Medicines, functional foods, health supplements, nutritional products, consumables, testing chemicals, medical equipment, etc. make the most of the potential of the Company's nationwide distribution system to deploy sales..
- Develop flexible sales policies according to product groups, items and regular customer care programs, focusing on OTC sales channels to collect money quickly.
- Optimize costs to improve business efficiency: Regularly control costs and control risks in business.
- Strictly control the debt recovery, manage each debtor, debt age, etc. increase capital turnover, reduce interest costs. Review current costs, minimize unreasonable costs.
- To develop the search and exploitation of highly competitive sources, especially group 1 products and domestically produced goods.
- Improve service quality in all stages of goods distribution.

e. For investment in Codupha Laos:

Up to now, the Company has completed the auction to transfer all 93.7% of the contributed capital in the Codupha – Laos Joint Venture to individuals/organizations wishing to receive the transfer in the form of an open auction with a total value of: 6,740,000,000 VND (Six billion seven hundred and forty million VND) and is continuing the next steps to complete the transfer.

The above is the report of the Board of General Directors of the Company on the business situation in 2024 and the business plan in 2025, submitted to shareholders for consideration and comments.

Wishing the Congress a great success.

Thank you very much!

Recipient:

- Ditto;
- BOD, SB, EB of the Company;
- Save: Clerical, Secretary of BOD.

GENERAL DIRECTOR

BUI HUU HIEN

**CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY**

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>**CODUPHA CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY**

No.: 03/BC-ĐHĐCĐ.2025

SOCIALIST REPUBLIC OF VIETNAM**Independence - Freedom – Happiness***Ho Chi Minh City,, 2025***DRAFT****REPORT OF THE SUPERVISORY BOARD IN 2024*****Presented at the Annual General Meeting of Shareholders in 2025*****To: Annual General Meeting of Shareholders in 2025**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company;
- Pursuant to the Regulation on Operation of the Supervisory Board of Codupha Central Pharmaceutical Joint Stock Company,

The Supervisory Board respectfully reports to the General Meeting of Shareholders the results of inspection and supervision of the operation of Codupha Central Pharmaceutical Joint Stock Company for the fiscal year ending on December 31st, 2024 as follow:

1. Activities of the Supervisory Board in 2024**1.1. Number of members of the Supervisory Board:**

The list of members of the Supervisory Board in 2024 is as follows:

No.	Full name	Position	Start/no longer a member of the Supervisory Board	
			The day is start a member of the Supervisory Board	The day is no longer a member of the Supervisory Board
1	Ms. Nguyen Thi Hang	Head	26/10/2023	
2	Mr. Truong Chi Thien	Member	17/05/2021	
3	Mr. Nguyen Van Khai	Member		25/4/2024
4	Ms Nguyen Thanh Thanh Binh	Member	25/4/2024	

In 2024, there will be changes in the personnel of the Supervisory Board, on April 25th, 2024, the General Meeting of Shareholders (AGM) approved the dismissal of the title of member of the Supervisory Board according to the resignation letter of Mr. Nguyen Van

Khai and the additional election of Ms. Nguyen Thanh Thanh Binh to the Supervisory Board.

1.2. Supervisory Board Meetings:

In 2024, the Supervisory Board has had 03 meetings, members have fully participated in the meetings with the following contents:

No.	Meeting Date	Details	Attendance Rate
1	27/3/2024	- Review the 2023 Financial Statements; - Prepare the contents of the Supervisory Board's 2023 Operating Report and 2024 operation plan to report at the 2024 Annual General Meeting of Shareholders.	100%
2	10/5/2024	Assignment of tasks of members of the Supervisory Board after election to replace members of the Supervisory Board.	100%
3	24/9/2024	- Summarize the Supervisory Board activities implemented in the first 6 months of 2024. - Evaluate the Company's business results in the first 6 months of 2024. - Review the 2024 semi-annual financial statements, assess existing issues and potential risks on the 2024 semi-annual reviewed financial statements. - Agree on a number of proposals of the Supervisory Board to the Board of Directors and the Company's Executive Board.	100%

1.3. Activities of the Supervisory Board:

In 2024, the Supervisory Board has actively carried out its tasks, inspected and supervised the Company's business, governance and administration activities. Concentrated activities mainly carry out the following work contents:

- The Supervisory Board has conducted activities to inspect and supervise the compliance with the provisions of law and the Charter of the Company's organization and operation in the management and administration of business activities.
- Participate in meetings of the Board of Directors to promptly grasp the orientations and directions of the Board of Directors and the Company's business activities; Participate in contributing opinions on issues under the functions and tasks of the Supervisory Board.
- Regularly communicate with the Board of Directors on issues related to the management and administration of the Company in order to serve the control. The Supervisory Board held 03 meetings to organize the implementation of tasks

according to the prescribed functions and agreed to evaluate the business and financial and accounting activities of the Company.

- Inspect and supervise the implementation of the resolutions of the General Meeting of Shareholders in 2024; The promulgation and implementation of Resolutions and Decisions of the Board of Directors and the Executive Board. Supervise compliance with the Company's charter and internal management regulations.
- Supervise business activities, finance and accounting in order to detect and promptly rectify inadequacies and errors in the management and administration of the Company.
- In 2024, the Supervisory Board has sent a document to the Board of Directors and the company's Executive Board on a number of recommendations and proposals of the Supervisory Board on receivables, inventory management, cash flow management and financial investment.
- Control quarterly and semi-annual financial statements in order to assess the truthfulness and reasonableness of financial data, in accordance with current accounting standards, regimes and financial policies. Examining the reasonableness, legality, honesty and prudence in the organization of accounting work of the Company.
- Regarding the settlement of complaints and proposals of shareholders: In 2024, the Supervisory Board will not receive any written complaints from shareholders about the Company's business activities.

2. Implementation of the Resolution of the Annual General Meeting of Shareholders in 2024

The Board of Directors and the Board of General Directors have fully implemented the Resolution of the 2024 General Meeting of Shareholders, and at the same time complied with the provisions of law and the Company's charter in the management and administration of the Company's operations.

2.1. About the implementation of the business plan:

With the targets of the business result plan approved at the General Meeting of Shareholders in 2024: The Company has exceeded the plan for net revenue and profit before tax, has not completed the plan for the target of profit after tax. Specifically, as follows:

Unit: Billion VND

No.	Quota	Plan		Implement		Rate	
		Separate	Consolidated	Separate	Consolidated	Separate	Consolidated
1	Net sales	3.100,0	3.100,0	3.208,7	3.208,7	104%	104%
2	Profit before tax	31,0	25,7	32,8	27,2	106%	106%

No.	Quota	Plan		Implement		Rate	
		Separate	Consolidated	Separate	Consolidated	Separate	Consolidated
3	Profit after tax	24,8	19,5	24,6	19,1	99%	98%

In 2024, Codupha Pharmaceutical Co., Ltd. - Laos (Codupha - Laos) has stopped production and business activities. However, because the transfer plan has not yet been implemented, although there is no revenue, there are still some costs such as: Land rental costs, salary costs for managers,... leading to a loss in 2024 business results of Codupha Company - Laos and affecting the consolidated results of the Company.

2.2. About profit distribution:

The company has paid dividends and set up a reward and welfare fund in accordance with the profit distribution plan approved by the General Meeting of Shareholders in 2024, specifically:

- Dividend payment in 2023: Cash dividend of 5%/share has been paid to shareholders with an ex-dividend date of 17/07/2024 and payment made on 09/08/2024.
- Appropriation of funds: The Company has set up the Welfare Fund, Reward Fund according to the data approved at the General Meeting of Shareholders in 2024.

2.3. Regarding the selection of auditing units:

The Board of Directors of the Company has selected Ernst & Young Vietnam Co., Ltd. to conduct a review of the Mid-Year Financial Statements and audit the 2024 Financial Statements.

2.4. Regarding the payment of remuneration to the Board of Directors, the Supervisory Board, and the salary of the Executive Board:

The company has paid the remuneration of the Board of Directors, the Supervisory Board, and the salary of the Executive Board in accordance with the Resolution of the General Meeting of Shareholders in 2024.

3. Operating and financial situation of the Company

3.1. The implementation of the accounting and financial reporting regime:

- The financial statements for 2024 have been prepared in accordance with regulations, complying with Vietnamese accounting standards and current accounting regulations.
- The financial statements reflect honestly and reasonably on key aspects of the Company's financial situation.
- The information on the financial situation is clearly disclosed and explained in accordance with the requirements of regulators and investors.
- The Supervisory Board agrees with the opinion of the independent auditor on the figures on the Semi-Annual Reviewed Financial Statements and the 2024 Financial Statements.

3.2. Assessment of the Company's financial situation:

Some figures on the company's financial situation: (According to the data of the Separate Financial Statements)

Unit: Billion VND

Quota	31/12/2024	31/12/2023	Uneven	
			Amount	Rate
(1)	(2)	(3)	(4)=(2)-(3)	(5)=(4)/(3)
TOTAL ASSETS	2.138,9	2.165,5	-26,6	-1,2%
1. Short-term assets	1.932,1	1.944,3	-12,2	-0,6%
2. Long-term assets	206,8	221,2	-14,4	-6,5%
TOTAL LIABILITIES AND OWNERS' EQUITY	2.138,9	2.165,5	-26,6	-1,2%
1. Liabilities	1.917,5	1.954,6	-37,1	-1,9%
2. Equity	221,4	210,9	10,5	5,0%

With the above data, the Supervisory Board commented as follows:

Total assets and total liabilities and owners' equity of the Company as of December 31, 2024 are VND 2,138.9 billion, down VND 26.6 billion, equivalent to a decrease of 1.2% compared to December 31, 2023.

The reason is that:

- Short-term assets decreased by VND 12.2 billion (equivalent to -0.6%) mainly due to:
 - + Bank deposits decreased by VND 29.4 billion;
 - + Short-term receivables decreased by VND 8.4 billion, of which: Short-term receivables from customers increased by VND 28.9 billion; Seller prepayment decreased by VND 3.6 billion; Other short-term receivables decreased by VND 22.9 billion and Short-term receivables provision increased by VND 10.8 billion.
 - + Inventory increased by VND 25.1 billion, of which: Inventory value increased by VND 26.2 billion and Inventory provision increased by VND 1.1 billion.
- Long-term assets decreased by VND 14.4 billion (equivalent to -6.5%) mainly due to:
 - + Fixed assets decreased by VND 10.4 billion due to the historical cost of tangible fixed assets increasing by VND 2.2 billion and due to the Company's depreciation of fixed assets as prescribed.
 - + Financial investment provision increased by VND 4.1 billion due to the Company's provision for investment in Codupha Lao Company.
- Liabilities decreased by VND 37.1 billion (equivalent to -1.9%), mainly due to:
 - + Short-term debt decreased by VND 7.1 billion, of which: Liabilities to sellers decreased by VND 79.2 billion; Prepaid buyers decreased by VND 13.1 billion;

Other short-term liabilities decreased by VND 10.1 billion and Short-term loans increased by VND 89.2 billion.

+ Long-term debt decreased by VND 30 billion due to a decrease in long-term seller payments.

+ Equity increased by VND 10.1 billion (equivalent to +5%) mainly due to higher profit after tax in 2024 than in 2023.

Some basic financial indicators: (According to data from separate financial statements)

Quota	Unit	2024	2023
Asset Structure			
Short-Term Assets / Total Assets	%	90,3%	89,8%
Long-term assets/Total assets	%	9,7%	10,2%
Structure of Liabilities And Owners' Equity			
Liabilities/Total Liabilities And Owners' Equity	%	89,6%	90,3%
Equity/Total Liabilities And Owners' Equity	%	10,4%	9,7%
Solvency Indicator			
Fast Payment Capabilities	Times	0,6	0,6
Current Solvency	Times	1,0	1,0
Profitability indicators			
Profit After Tax/Net Revenue Ratio	%	0,8%	0,4%
Profit After Tax/ Equity Ratio	%	11,1%	5,2%
Profit After Tax/Total Assets Ratio	%	1,2%	0,5%

3.3. Regarding the Company's investment and procurement activities:

- In 2024, the Company will invest in more equipment and management tools of VND 1.7 billion; Buying more cars for transportation business is 2.8 billion VND; Liquidation of cars reduced fixed assets by VND 2.3 billion.
- For the investment in Codupha – Laos Company: In 2024, there will be no production and business activities, so there will be no revenue. The Company conducted a public auction of the Company's contributed capital at the rate of 93.7% of the Company at Codupha Company - Laos and at the auction on January 22, 2025, there was an investor who won the auction.

Up to now, having signed the transfer contract, the Company is carrying out procedures to complete the transfer process.

4. Evaluate the coordination of activities of the Supervisory Board, Board of Directors and Executive Board

- The coordination of activities between the Supervisory Board and the Board of Directors and the Executive Board is based on the principle of transparency, clarity,

compliance with laws and regulations of the Company to ensure the interests of the Company and shareholders.

- The Board of Directors and the Executive Board have closely coordinated and created favorable conditions for the Supervisory Board to update the Company's operation, collect information and documents for inspection and supervision.
- The company's Supervisory Board is invited to attend and give opinions at meetings of the Board of Directors. Reports, documents and information about meetings as well as Resolutions of the Board of Directors are provided to the Supervisory Board in a full and timely manner, creating conditions for the Supervisory Board to perform its functions and tasks well.
- The Supervisory Board has closely coordinated with the Board of Directors and the Executive Board in inspecting and supervising activities at the Company to take measures to promptly handle existing problems in order to improve operational efficiency, ensure proper and full compliance with current regulations of State management agencies.

5. Assessment of the role, responsibilities and independence of the independent audit unit

The Board of Directors and the Supervisory Board have selected Ernst & Young Vietnam Co., Ltd. to conduct the review of the Mid-Year Financial Statements and the audit of the 2024 Financial Statements. The auditing unit has complied with standards and professional ethics regulations during the audit. The results of the audit of the financial statements have fully and honestly reflected the financial data and business results of the Company.

6. Conclusions and recommendations

In general, the Company's activities in 2024 strictly comply with the provisions of law, the Company's Charter, relevant regulations and strictly implement the Resolution of the General Meeting of Shareholders. Separate and consolidated business results in 2024 meet and exceed the target of revenue and profit before tax, have not reached the target of profit after tax, and preserve the capital of shareholders. However, business performance in 2024 has not been highly effective and there are still many potential risks due to large inventory, large balance of receivables payable, backlog of many overdue debts, bad debts, low capital efficiency, and large bank short-term loan balances.

In order to ensure that the Company's business results in 2025 meet the plan according to the Resolution of the General Meeting of Shareholders, the Supervisory Board recommends a number of contents as follows:

6.1. For business activities:

- Actively seek to build a stable and effective list of key commodity sources.
- Enhance professionalism in sales and distribution services to attract distribution partners through the Company.

- Restructuring personnel at the Company's office and branches, especially sales staff to reduce costs and increase business efficiency.

6.2. For finance and accounting work:

- Review and analyze costs, develop monthly and quarterly cash flow plans in order to minimize and rationally balance costs, use capital effectively, and improve capital efficiency. Search and select borrowing banks to have the most suitable loan interest rate for the size and reputation of the Company, balance bank loans to reduce bank loan balances, thereby reducing interest costs, increasing business efficiency.
- Strictly manage the monitoring and recovery of debts, minimize the occurrence of overdue and bad debts in 2025. Soon take measures to recover and handle overdue and uncollectible debts by 2024.
- Strengthen inventory management, regularly balance inventory and demand for goods to have a reasonable plan in importing goods. Avoid large inventories causing risks of near-term, expired, and slow turnover of goods, causing stagnation of the Company's capital. Regularly update goods that are slow to circulate and near-expire goods to have a consumption plan, reduce the risk of increasing the cost of setting up provisions and canceling goods due to poor quality and expired goods.

6.3. For financial investment:

- The Company's Executive Board quickly completed the procedures for transferring the investment in Codupha Company - Laos to ensure the implementation of the Company's regulations and current laws, ensuring the maximum benefits of the Company.
- Consider and re-evaluate the investment efficiency of the investment in the associated company and other companies.

7. Operational orientation of the Supervisory Board in 2025

In 2025, the Supervisory Board will continue to fully perform the functions and tasks of the Supervisory Board specified in the Law on Enterprises, the Company's Charter and the Operating Regulation of the Supervisory Board with the following contents:

- Supervise the compliance with the provisions of law and the company's charter in the administration and administration of business activities.
- Supervise the implementation of the Resolutions of the Annual General Meeting of Shareholders and the Board of Directors of the Company.
- To consider and appraise the Company's semi-annual reviewed financial statements and annual audited financial statements, to ensure that the Company's financial and accounting work complies with current regulations and accounting standards, and the financial statements reflect the Company's financial situation honestly and reasonably.
- Supervise the coordination of activities between the Board of Directors, the Executive Board and the Supervisory Board.

Above is the entire Report on the Supervisory Board's activities in 2024 and the direction of operations in 2025.

Submission and report to the General Meeting of Shareholders.

We look forward to the sincere comments of delegates and shareholders to help the Supervisory Board perform its duties well.

Wishing the Congress a great success.

Thank you very much!

**ON BEHALF OF THE
SUPERVISORY BOARD
HEAD OF THE BOARD**

NGUYEN THI HANG



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>

CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

No.: 01/TTr-DHĐCĐ.2025

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ho Chi Minh City,, 2025

DRAFF

PROPOSAL

Regarding approval of the audited 2024 Financial Statements

**To: General Meeting of Shareholders of Codupha Central Pharmaceutical
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly on January 11th, 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26th, 2019;
- Pursuant to the Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company;
- Pursuant to the 2024 Consolidated Financial Statements and the Audited 2024 Separate Financial Statements.

Pursuant to Point f, Clause 1, Article 15 of the Charter of Codupha Central Pharmaceutical Joint Stock Company, the rights and obligations of the General Meeting of Shareholders on approving the Company's annual financial statements.

The Board of Directors of Codupha Central Pharmaceutical Joint Stock Company would like to submit to the General Meeting of Shareholders to vote to approve the Consolidated Financial Statements and Separate Financial Statements for 2024 audited by: Ernst & Young Vietnam Co., Ltd. (the reports have been posted on the company's website)

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

Thank you very much!

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

LE VAN SON

**CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY**

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>**CODUPHA CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY****SOCIALIST REPUBLIC OF VIETNAM****Independence - Freedom - Happiness**

No.: 02/TTr-ĐHĐCĐ.2025

Ho Chi Minh City,, 2025

DRAFF**PROPOSAL*****Regarding the profit distribution in 2024*****To: General Meeting of Shareholders of Codupha Central Pharmaceutical Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly on January 11th, 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26th, 2019;
- Pursuant to the Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company;
- Pursuant to the audited 2024 financial statements of Codupha Central Pharmaceutical Joint Stock Company,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the profit distribution plan in 2024 as follows:

Unit: Million VND

No.	Quota	Value	Note
1	Undistributed profits in previous years	10.633	No. 42a Balance sheet
2	Profit after tax Corporate income according to separate financial statements in 2024	24.630	No. 60 – Income Statement
3	Accumulated Distributable Profit After Tax	35.263	(1) + (2)
4	Profit distribution in 2024 is as follows:	22.619	
4.1	Deduction from the Welfare Fund 2024	5.000	
4.2	Deduction of the Reward Fund 2024	1.231	5%LNST
4.3	Dividend 9%	16.388	According to the number of outstanding shares

No.	Quota	Value	Note
5	Undistributed profit is carried forward to the next year	12.644	

Respectfully submit to the General Meeting of Shareholders for consideration and approval the dividend distribution rate of 2024 is 9% according to the number of outstanding shares at the time of closing the list of shareholders to pay dividends.

Thank you very much!

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

LE VAN SON

**CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY**

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>**CODUPHA CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY**

No.: 03/TTr-ĐHĐCĐ.2025

SOCIALIST REPUBLIC OF VIETNAM**Independence - Freedom - Happiness***Ho Chi Minh City,, 2025***DRAFF****PROPOSAL*****Ragarding the production and business plan in 2025*****To: General Meeting of Shareholders of Codupha Central
Pharmaceutical Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly on January 11th, 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26th, 2019;
- Pursuant to the Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company.

Based on the production and business situation in 2024, the Company's development orientation in 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the Separate Business Plan for 2025 and the Consolidated Business Plan for 2025 as follows:

I./ The separate business plan for 2025 is as follows:

(The data for implementation in 2024 is taken according to the audited financial statements for 2024)

No.	Target	Unit	Implementation 2024	Plan 2025	
				Value	Proportion 2025/2024
1	Revenue	Million VND	3.208.680	3.300.000	102,8%
2	Profit before tax	Million VND	32.750	36.000	109,9%
3	Profit after tax	Million VND	24.630	28.640	116,3%

No.	Target	Unit	Implementation 2024	Plan 2025	
				Value	Proportion 2025/2024
4	Deduction from the Welfare Fund	Million VND	5.000	5.000	100,0%
5	Deduction from the reward fund due to the completion and exceeding of the profit plan target (Profit before tax)	Million VND	-	(5%* Profit after tax +10% Profits exceeded the plan) Source: from profit after tax.	
6	Deduction of awards from the Board of Directors, Supervisory Board, Board of General Directors, Chief Accountant In charge of administration, company secretary.	Million VND	<u>*Meet and exceed profit plans (Profit before tax):</u> <ul style="list-style-type: none"> - Members of the Board of Directors, the Supervisory Board: 06 months of remuneration/person - In charge of administration, company secretary: 06 months of remuneration/person - Chairman of the Board of Directors, General Director, Chief Accountant: 1,8 months of salary implemented in 2024 from the salary fund. 	<u>*In case of meeting and exceeding the profit plan (Profit before tax):</u> <ul style="list-style-type: none"> - Members of the Board of Directors, the Supervisory Board: at least 03 months of remuneration/person. - In charge of administration, company secretary: at least 03 months of remuneration/person. - Chairman of the Board of Directors, General Director, Chief Accountant: at least 1.5 months of salary implemented in 2025 <u>* In case of failure to meet the profit plan (Profit before tax):</u> Full-time members do not exceed 50% of their monthly salary in 2025 <u>* Source: both cases are from the salary fund expense source</u>	

No.	Target	Unit	Implementation 2024	Plan 2025	
				Value	Proportion 2025/2024
7	Cash dividend payout rate	%	9%	9%	100,0%
8	The remaining unallocated after-tax profit	Million VND		According to the amount of profit left after allocation	
9	Average income of employees	Million VND	12	13	108,3%

II./ The consolidated business plan for 2025 is as follows::

(The data for 2024 is taken according to the audited consolidated financial statements for 2024)

No.	Target	Unit	Implementation 2024	Plan 2025	
				Value	Proportion 2025/2024
1	Revenue	Million VND	3.208.680	3.300.000	102,8%
2	Profit before tax	Million VND	27.207	34.370	126,3%
3	Profit after tax	Million VND	19.070	26.660	139,8%
4	Dividend payout ratio	%	9%	9%	100,0%
5	Average income of employees	Million VND	12	13	108,3%

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

Thank you very much!

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

LE VAN SON



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>

CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

No.: 04/TTr-ĐHĐCĐ.2025

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ho Chi Minh City,, 2025

DRAFT

PROPOSAL

Regarding salaries and remuneration of the Board of Directors and the Supervisory Board

**To: General Meeting of Shareholders of Codupha Central Pharmaceutical
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly on January 11th, 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26th, 2019;
- Pursuant to the Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration of the Board of Directors and the Supervisory Board, as follows:

- **The salary and remuneration of the Board of Directors, the Supervisory Board and the Secretary of the Board of Directors in 2024 are as follows:**
 - Chairman of the Board of Directors (full-time): 80,000,000 VND/month
 - Member of the Board of Directors (part-time): 5,000,000 VND/person/month
 - Head of the Supervisory Board (part-time): 5,000,000 VND/person/month
 - Member of the Supervisory Board (part-time): 2,000,000 VND/person/month
 - Secretary of the Board of Directors: 3,000,000 VND/month
- **Salary and remuneration of the Board of Directors, the Supervisory Board and the Secretary of the Board of Directors in 2025 are proposed as follows:**
 - Chairman of the Board of Directors (full-time): 80,000,000 VND/month
 - Chairman of the Board of Directors (part-time): 10,000,000 VND/month
 - Vice Chairman of the Board of Directors (full-time): 65,000,000 VND/month
 - Member of the Board of Directors (part-time): 5,000,000 VND/person/month
 - Head of the Supervisor Board (part-time): 5,000,000 VND/person/month
 - Member of the Supervisory Board (part-time): 2,000,000 VND/person/month
 - Secretary of the Board of Directors: 3,000,000 VND/month

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

Thank you very much!

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

LE VAN SON



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>

CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

No.: 05/TTr-DHĐCĐ.2025

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ho Chi Minh City,, 2025

DRAFT

PROPOSAL

Regarding the selection of audit firms in 2025

To: General Meeting of Shareholders of Codupha Central 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 17th, 2020; amended and supplemented by Law No. 03/2022/QH15 approved by the National Assembly of the Socialist Republic of Vietnam on January 1th1, 2022;*
- *Pursuant to the Government's Decree No. 84/2016/ND-CP dated July 01st, 2016 on criteria and conditions for practicing auditors, auditing organizations are approved to audit units with public interests;*
- *Pursuant the list of auditing firms and auditors approved to audit units with public interests in the field of securities in 2025 of the State Securities Commission;*
- *Pursuant to the Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company;*
- *To perform the functions, tasks and powers of the Control Board,*

The Supervisory Board of Codupha Central Pharmaceutical Joint Stock Company would like to submit to the 2025 Annual General Meeting of Shareholders for approval of the criteria and proposal to select an independent auditor to review the Semi-annual Financial Statements and audit the Company's 2025 Financial Statements as follows:

1. Criteria for selecting an independent auditor

- As a reputable auditing unit, approved by the State Securities Commission for audit in 2025 for issuers and listed companies;
- Experience in auditing at companies in the pharmaceutical industry;
- Meet the Company's requirements on the scope and progress of the audit;
- Can better support the Company in updating new policies on finance, accounting, and taxation;
- There is a reasonable audit cost.

2. Propose

Based on the above criteria, the Supervisory Board of Codupha Central Pharmaceutical Joint Stock Company would like to submit to the General Meeting of Shareholders for consideration and approval to assign the Board of Directors of the Company to decide on the selection of 01 (one) out of 04 (four) auditing companies to review the Semi-annual Financial Statements and audit the Company's 2025 Financial Statements according to regulations the current regulations are as follows:

- Ernst & Young Vietnam Co., Ltd.;
- Deloitte Vietnam Co., Ltd.;
- KPMG Vietnam Co., Ltd.;
- PwC (Vietnam) Co., Ltd.

In case the negotiations with the above auditing companies are unsuccessful, the Board of Directors shall submit to the General Meeting of Shareholders for approval the authorization of the Board of Directors to select an auditing firm in the list of auditing units approved by the Ministry of Finance or the State Securities Commission for review. audit the Company's financial statements as prescribed.

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

Thank you very much!

**ON BEHALF OF THE
SUPERVISORY BOARD
HEAD OF THE BOARD**

NGUYEN THI HANG

**CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY**

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>**CODUPHA CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY**

No.: 06/TTTr-DHĐCĐ.2025

SOCIALIST REPUBLIC OF VIETNAM**Independence - Freedom - Happiness***Ho Chi Minh City,, 2025***DRAFT****PROPOSAL****Regarding the change of business lines and
amendment and supplementation of the company's charter book****To: General Meeting of Shareholders of Codupha Central Pharmaceutical
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly on January 11th, 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26th, 2019;
- Pursuant to the Prime Minister's Decision No. 27/2018/QĐ-TTg dated 06/07/2018 on the promulgation of Vietnam's economic sector system;
- Based on the actual situation at the Company.

In order to ensure that the Company's business lines are in accordance with the provisions of the law on Vietnam's economic system as well as meet the requirements of the Company's business activities, the Board of Directors of Codupha Central Pharmaceutical Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the change of business lines and amending and supplementing the Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company, specifically as follows:

1. Changes in the Company's business lines are as follows:

1.1. The following business lines are abolish: because it is no longer in accordance with the regulations on Vietnam's economic sector system according to Decision No. 27/2018/QĐ-TTg dated July 06th, 2018.

No.	NAMES OF BUSINESS LINES AND BUSINESS LINES ARE REMOVED FROM THE REGISTERED LIST	INDUSTRY CODE
1.	Agents, brokers, auctions (except for property auctions)	4610
2.	Rental of machinery, equipment and other tangible items Details: Rental of medical machinery and equipment.	7730
3.	Installation of water supply, drainage, heater and air conditioning system Details: Installation of mechanical-electrical refrigeration system (except for installation of refrigeration equipment (refrigeration	4322

No.	NAMES OF BUSINESS LINES AND BUSINESS LINES ARE REMOVED FROM THE REGISTERED LIST	INDUSTRY CODE
	equipment, cold storage, ice machine, air conditioning, water chiller) using R22 refrigeration gas in the field of seafood processing and except for mechanical processing, waste recycling and electroplating at the head office)	
4.	Production of bicycles and vehicles for the disabled Details: Production of specialized vehicles and tools for the disabled	3092
5.	Research and development of natural science and technical experiments Details: Development of medicinal herbs and production of medicines from medicinal herbs, research projects, proving the scientific basis of oriental medicine remedies and developing standards for testing oriental medicines; statistical survey of medicinal herbs; collecting, inheriting and applying traditional medicine remedies, searching, exploiting and using new medicinal materials.	7210

1.2. To supplement the following business lines:

No.	NAMES OF BUSINESS LINES AND BUSINESS LINES ARE REMOVED FROM THE REGISTERED LIST	INDUSTRY CODE
1.	Agents, brokers, goods auctions (except property auctions)	4610
2.	Rental of machinery, equipment and other tangible items without operator Details: Rental of medical machinery and equipment.	7730
3.	Installation of water supply, drainage, heating and air conditioning systems (except for installation of refrigeration equipment (freezing equipment, cold storage, ice machines, air conditioning, water chillers) using R22 refrigeration gas in the field of seafood processing and except for mechanical processing, waste recycling and electroplating at the head office)	4322
4.	Production of bicycles and vehicles for people with disabilities Details: Production of vehicles and specialized tools for people with disabilities.	3092
5.	Scientific research and technological development in the field of medical and pharmaceutical sciences	7213
6.	Wholesale General Details: Import and export of goods that the company trades, entrusts and receives the export and import entrustment of goods	4690
7.	Warehousing and storage Details: Warehouse leasing, storage and preservation of medicines, medicinal materials, medical equipment, medical supplies, health	5210

No.	NAMES OF BUSINESS LINES AND BUSINESS LINES ARE REMOVED FROM THE REGISTERED LIST	INDUSTRY CODE
	care products, processed foods, functional foods, nutritious foods, supplementary foods	
8.	Management consultancy activities (except for financial, accounting, legal consultancy)	7020
9.	The remaining other business support service activities have not been classified Details: Import and export, entrustment, entrustment of import and export and trading of drugs, medicinal ingredients, medical equipment, medical supplies, health care products, processed foods, etc functional foods, nutritious foods, supplements; Preservation services of medicines, medicinal ingredients, medical equipment, medical supplies, health care products, processed foods, functional foods, nutritious foods, supplementary foods	8299

The General Meeting of Shareholders authorizes the Company's legal representative to carry out the necessary procedures in accordance with the law to complete the contents stated in Issue 1 above. Within the scope of business lines approved by the General Meeting of Shareholders, the Legal Representative of the Company has the full right to decide all matters related to the amendment and supplementation of detailed business lines at the request of competent state agencies and/or as required by law without the approval of the General Meeting of Shareholders.

2. To amend and supplement Clause 1, Article 4 of the Company's Charter as follows:

Article 4. The Company's operational objectives

1. The Company's business lines are:

No.	NAME OF BUSINESS LINE	INDUSTRY CODE
1.	Real estate business, land use rights belonging to owners, users or leases Details: Real estate business	6810
2.	Other specialized wholesalers have not been classified Detail: Rubber wholesale. Trading in pharmaceutical raw materials. Trading in items: raw materials, auxiliary materials for the production of preventive and curative drugs, packaging and other medical products, essential oils, flavorings; chemicals of all kinds, testing and testing chemicals for the health sector (no chemical storage)	4669
3.	Production of wooden packaging (not operating at the head office)	1623
4.	Food Wholesale	4632

No.	NAME OF BUSINESS LINE	INDUSTRY CODE
	Details: Trading in medical nutrition products. Trading in functional foods, animal and plant oils	
5.	Wholesale of other household appliances Details: Trading in items: pharmaceuticals (modern medicines, traditional medicines), common medical instruments, cosmetics, hygiene products; bandages, gauze, sunglasses, medicine glasses; wholesale of other household appliances: medical instruments. Buying and selling vaccines and medical biologicals. Wholesale of bactericidal preparations used in the household and medical fields. Wholesale of machinery, equipment, power tools such as: refrigerators, freezers, washing machines, dryers, air conditioners, ventilation and refrigeration equipment, deodorizing ionizers, air purification equipment	4649 (Main)
6.	Wholesale machinery, equipment and other machine parts details: Trading in medical and pharmaceutical machinery, equipment. Wholesale of measuring machinery, equipment and instruments; machinery, equipment and spare parts for electrical, mechanical and refrigeration	4659
7.	Other support services related to transport Details: Freight forwarding.	5229
8.	Production of wrinkled paper, wrinkled paperboard, packaging from paper and paperboard (except for pulp production)	1702
9.	Production of plastic products (except for the production of insulation foam using R141b gas, using HCFC-141b pre-mixed polyol)	2220
10.	Production of medical, dental, orthopedic and rehabilitation equipment and instruments Details: Production of medical, dental, orthopedic and rehabilitation equipment and instruments (except for mechanical processing, waste recycling, electroplating at the head office). Manufacturing of medical equipment and orthopedic instruments	3250
11.	Wholesale of raw agricultural and forest products (except wood, bamboo, bamboo) and live animals Details: Wholesale of feed and feed materials for livestock, poultry and aquatic products	4620
12.	Retail of medicines, medical devices, cosmetics and hygiene items in specialized stores Details: Retail of disinfectant preparations used in the household and medical fields. Retail of medical and orthopedic instruments, equipment	4772
13.	Transportation of goods by road (except liquefied gas for transportation)	4933

No.	NAME OF BUSINESS LINE	INDUSTRY CODE
14.	Financial service support activities have not been classified anywhere Details: Investment consultancy (except legal advice)	6619
15.	Advertise	7310
16.	Market research and public opinion polls	7320
17.	Organize trade introduction and promotion (do not implement fire and explosion effects; do not use explosives, inflammable substances and chemicals as props and tools for performing cultural programs, events and films)	8230
18.	Packaging services (except for pesticide packaging)	8292
19.	Repair of electronic and optical equipment Details: Repair and maintenance of equipment: radiation inspection and detection equipment; radiography, electrotherapy, electromedical instruments and equipment; magnetic resonance imaging equipment, medical ultrasound equipment; pacemakers, hearing aids; electric heart rate monitor; endoscopic equipment, imaging equipment; optical instruments and equipment such as magnifying glasses, microscopes (except for mechanical processing, waste recycling, electroplating at the head office)	3313
20.	Repair of machinery and equipment Details: Repair and maintenance of medical machinery and equipment; machinery and equipment in the mechanical and refrigeration industry, measuring instruments (except for mechanical processing, waste recycling, electroplating at the head office)	3312
21.	Rental of machinery, equipment and other tangible items Details: Rental of medical machinery and equipment	7730
22.	Retail of household electrical appliances, beds, cabinets, tables, chairs and similar furniture, lamps and electric luminaires, and other household appliances that have not been classified anywhere in specialized stores Details: Retail of household electrical appliances and household electrical appliances	4759
23.	Production of drugs, pharmaceutical chemicals and medicinal materials Details: Production of vaccines, medical biologicals, medicines from medicinal herbs, medicines from traditional medicine	2100
24.	Agents, brokers, goods auctions (except property auctions)	4610
25.	Rental of machinery, equipment and other tangible items without operator Details: Rental of medical machinery and equipment.	7730

No.	NAME OF BUSINESS LINE	INDUSTRY CODE
26.	Installation of water supply, drainage, heating and air conditioning systems (except for installation of refrigeration equipment (freezing equipment, cold storage, ice machines, air conditioning, water chillers) using R22 refrigeration gas in the field of seafood processing and except for mechanical processing, waste recycling and electroplating at the head office)	4322
27.	Production of bicycles and vehicles for people with disabilities Details: Production of vehicles and specialized tools for people with disabilities.	3092
28.	Scientific research and technological development in the field of medical and pharmaceutical sciences	7213
29.	Wholesale General Details: Import and export of goods that the company trades, entrusts and receives the export and import entrustment of goods	4690
30.	Warehousing and storage Details: Warehouse leasing, storage and preservation of medicines, medicinal materials, medical equipment, medical supplies, health care products, processed foods, functional foods, nutritious foods, supplementary foods	5210
31.	Management consultancy activities (except for financial, accounting, legal consultancy)	7020
32.	The remaining other business support service activities have not been classified Details: Import and export, entrustment, entrustment of import and export and trading of drugs, medicinal ingredients, medical equipment, medical supplies, health care products, processed foods, etc functional foods, nutritious foods, supplements; Preservation services of medicines, medicinal ingredients, medical equipment, medical supplies, health care products, processed foods, functional foods, nutritious foods, supplementary foods	8299

Respectfully submit to the General Meeting of Shareholders for consideration and approval.
Thank you very much!

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

LE VAN SON



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Head Office: 262L Le Van Sy, Ward 14, District 3, Ho Chi Minh City

Business Registration Certificate No.: 0300483319

Telephone: (028) 3865 1909 Email: tchc@codupha.com.vn Website: <https://codupha.com.vn/>

**CODUPHA CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY**

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

No.:/2025/NQ-ĐHĐCĐ

Ho Chi Minh City, April 18th, 2025

DRAFT

RESOLUTION

**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17th, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26th, 2019;
- Pursuant to the Charter of organization and operation of Codupha Central Pharmaceutical Joint Stock Company ("Company");
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. /2025/BB-ĐHĐCĐ dated April 18th, 2025.

RESOLVE:

- Artical 1.** Approving the Report on the operation of the Board of Directors No. 01/BC-ĐHĐCĐ.2025 dated, 2025 of Codupha Central Pharmaceutical Joint Stock Company.
- Artical 2.** Approving the Report the Business Activity Summary in 2024 and Plan in 2025 No. 02/BC-ĐHĐCĐ.2025 dated, 2025 of Codupha Central Pharmaceutical Joint Stock Company
- Artical 3.** Approving the Report of the Supervisory Board's Operation in 2024 No. 03/BC-ĐHĐCĐ.2025 dated, 2025 of Codupha Central Pharmaceutical Joint Stock Company.
- Artical 4.** Approving the Proposal No. 01/TTr-ĐHĐCĐ.2025 dated, 2025 on the Company's audited financial statements for 2024
- Artical 5.** Approving the Proposal No. 02/TTr-ĐHĐCĐ.2025 dated, 2025 on the profit distribution in 2024.
- Artical 6.** Approving the Proposal No. 03/TTr-ĐHĐCĐ.2025 dated, 2025 on the production and business plan in 2025.

Artical 7. Approving the Proposal No. 04/TTr-DHĐCĐ.2025 dated, 2025 on salaries and remuneration of the Board of Directors and the Supervisory Board.

Artical 8. Approving the Proposal No. 05/TTr-DHĐCĐ.2025 dated, 2025 on the selection of auditing firm for financial statements in 2025.

Artical 9. Approved the Proposal No. 06/TTr-DHĐCĐ.2025 dated, 2025 on the change of business lines and amendments and supplements to the Company's Charter.

Artical 10. Effective Terms

1. This Resolution takes effect from the date of signing.
2. Members of the Board of Directors, the Board of General Directors and shareholders of Codupha Central Pharmaceutical Joint Stock Company are responsible for implementing this Resolution./.

Recipient:

- As in Article 10
- Save: Clerical, Secretary of BOD.

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

LE VAN SON