

No.: 01/2025/NQ-ĐHĐCĐ.PP

Ho Chi Minh City, April 25, 2025

RESOLUTION THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company

Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law No. 03/2022/QH15 dated January 11, 2022;

Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company;

Pursuant to the Reports and Statements presented by the Board of Directors and the Board of Supervisors at the 2025 Annual General Meeting of Shareholders on April 25, 2025;

Pursuant to the Minutes of Meeting No. 01/2025/BB.ĐHĐCĐ.PP dated April 25, 2025 of the 2025 Annual General Meeting of Shareholders,

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

RESOLVES:

Article 1. To approve:

- Report of the Board of Directors on the performance results in 2024 and the operational direction and action plan in 2025.
- Report of the independent member of the Board of Directors on the activities of the Board of Directors in 2024.

Including some planning targets for 2025 are as follows:

Unit: VND

NO.	Item	Implementing 2024	Plan 2025
1	Net revenue	137.547.862.537	150.000.000.000
2	Profit after tax	17.359.146.633	15.000.000.000
3	Setting aside welfare and reward fund	1.811.601.041	1.500.000.000
4	Setting aside Development investment fund	905.800.520	750.000.000
5	Remaining profit after provision	14.641.745.072	12.750.000.000
6	Dividend payment ratio	15%	15%

Article 2. To approve the Report on Control Activities by Board of Supervisors in 2024.

Article 3. To approve the 2024 consolidated financial statements audited by AFC Vietnam Auditing Company Limited.

Article 4.

- To approve the list of 02 Auditing Companies below and the auditors whose names are included in the list of auditing companies approved for auditing by the State Securities Commission of Vietnam, which will be the independent auditors for the Company's fiscal year 2025.
 - FAC Auditing Company Limited
 - AFC Vietnam Auditing Company Ltd
- To approval on authorization to the Board of Directors to select one of the two above-mentioned units as the independent auditor for the Company's fiscal year 2025 and assign the General Director to negotiate and sign an audit contracts with the unit selected by the Board of Directors

Article 5. To approve the Company's 2024 profit distribution and 2025 fund allocation plan, specifically as follows:

No.	Target	Rate	Amount (VND)
1	Undistributed profit after tax (PAT) of previous years consolidated until 2024		20.250.207.928
2	Profit after tax from consolidated business results in 2024		17.359.146.633
3	Setting aside Reward and Welfare Fund (%/Parent company's profit after tax)	10%	1.811.601.041
4	Setting aside for Development Investment Fund (%/Parent company's profit after tax)	05%	905.800.521
5	Cash dividend payment 2024 (%/par value)	15%	13.199.986.500
6	Profit after tax carried forward to 2025		21.691.966.499

Profit distribution plan for 2025 is as follows:

- Development investment fund: 05%
- Welfare and reward fund: 10%.
- Dividend payment in 2025: 15% of par value.

Article 6. To approved the 2025 remuneration for members of the Board of Directors and Board of Supervisors as follows:

No.	Position	Remuneration (VND/person/month)
1	Chairman of the Board of Directors	8.000.000

2	Vice Chairman of the Board of Directors	7.000.000
3	Member of the Board of Directors	6.000.000
4	Head of Board of Supervisors	6.000.000
5	Member of Board of Supervisors	4.000.000

Article 7. To approve the number of members and list of candidates nominated for the Board of Directors and Board of Supervisors for the term of 2025-2030.

Article 8. To approve the election results of the Board of Directors and the election results of the positions of Chairman and Vice Chairman of the Board of Directors for the term of 2025-2030, specifically as follows:

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|---------------------------------|------------------------------|
| 1. Pho Nghia Van | - Chairman of the Board |
| 2. Thai Nha Ngon | - Vice Chairman of Board |
| 3. Nguyen Thi Mai Nguyet | - Board of Directors' member |

Article 9. To approve the election results of the Board of Supervisors and the election results of the position of Head of the Board of Supervisors for the term of 2025-2030, specifically as follows:

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|-----------------------------|---------------------------------|
| 1. Nguyen Van Chac | - Head of Board of Supervisors. |
| 2. Ho Thuy Quynh Nhu | - Board of Supervisors' Member |
| 3. Vo Hong Hanh | - Board of Supervisors' Member |

Article 10. Enforcement

This Resolution was adopted by the General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company at the 2025 annual meeting and takes effect from April 25, 2025.

All shareholders of Phong Phu Pharmaceutical Joint Stock Company, members of the Board of Directors, Board of Supervisors, Board of Management, executives and employees of departments, branches and units under the Company are responsible for implementing this Resolution./.

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN

To:

- Shareholders (via the Company website);
- SSC, HNX, VSDC;
- BOD, Board of Supervisors, Management;
- Archives.



Le Thanh Truc