

2024

ANNUAL REPORT



CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY 3
ADDRESS: NO. 16 LE DAI HANH, MINH KHAI WARD, HONG BANG DISTRICT, HAI PHONG CITY
TEL: 02253.842.576 FAX: 02253.823.125

**CENTRAL PHARMACEUTICAL JOINT
STOCK COMPANY 3**

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No: 380/BC-DPTW3

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness


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Hai Phong, March 17, 2025

ANNUAL REPORT
To : - Hanoi Stock Exchange

I. General information

1. General information

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY 3	
English name:	Central Pharmaceutical Joint Stock Company N ^o 3
Trading name	FORIPHARM
Business Registration Certificate No.	0200572501 first issued by the Department of Planning and Investment of Hai Phong City on December 1, 2003
Charter capital	214,999,330,000 VND
Head office address	No. 16 Le Dai Hanh, Minh Khai Ward, Hong Bang District, Hai Phong
Nam Son Factory	No. 472, Street 351, Quynh Hoang Residential Group, Nam Son Ward, An Duong District, Hai Phong
Trang Due Factory	Lot N1-2, Trang Due Industrial Park, Hong Phong Ward, An Duong District, Hai Phong City, Vietnam.
Phone number	0225.3842576
Fax	0225.3823125
Website	www.duocphamtw3.com
Logo	
Legal representative	Mr. Nguyen Dinh Khai
Stock code	DP3 (Listed on Hanoi Stock Exchange)

Formation and development process

Central Pharmaceutical Enterprise 3 under the Ministry of Health was established in 1962 with the function of specializing in the production of Oriental medicine. Implementing the policy of equitization of State-owned enterprises, on December 1, 2003, Central Pharmaceutical Enterprise 3 was transformed into Foripharm Central Pharmaceutical Joint Stock Company. In September 2006, the Company was transformed into Central Pharmaceutical Joint Stock Company 3.

With 60 years of experience in pharmaceutical production, especially traditional medicine. Central Pharmaceutical Joint Stock Company 3 is one of the leading units in the country with pharmaceutical products prepared from natural ingredients, a combination of traditional medicine and modern science. With a team of experienced staff, a team of skilled pharmaceutical workers who are professionally trained, we are committed to the highest quality with each product.

Central Pharmaceutical Joint Stock Company 3 has been producing more than 100 types of drugs to meet domestic and export requirements: Manufacturing and processing all kinds of modern pharmaceutical drugs in the form of tablets, capsules, non-Betalactam antibiotics... Exporting Cao Sao Vang and some Oriental medicines to the markets of Russia, Kazakhstan, Ukraine...

All staff of the Company have committed to pursuing the goal of quality. Therefore, in recent years, many of the Company's products have been awarded Gold and Silver medals at many domestic and international fairs. For many years, it has been voted by consumers as "High-quality Vietnamese goods" by Saigon Marketing Newspaper. With its achievements, Central Pharmaceutical Joint Stock Company 3 has been awarded by the State: Third-class Labor Medal - 1992; Second-class Labor Medal - 2002 and many other noble titles and awards.

Central Pharmaceutical Joint Stock Company 3 has 02 pharmaceutical factories meeting GMP-WHO standards:

- Nam Son Factory: No. 472, Street 351, Quynh Hoang Residential Group, Nam Son Ward, An Duong District, Hai Phong. Nam Son Factory includes a factory producing Western medicine and herbal medicine.

- Central Pharmaceutical Factory 3 - Trang Due: Lot N1-2, Trang Due Industrial Park, Dinh Vu - Cat Hai Economic Zone, Hong Phong Ward, An Duong District, Hai Phong City. Phase 1 of the factory includes 03 production lines: eye drops and nasal drops production line; Health protection food line and Cosmetics line.

2. Business sector and location

- Production and business lines: The main production and business lines of the Company include: production of modern medicine, oriental medicine, functional foods, eye and nose drops, and cosmetics.

- Business area: Central Pharmaceutical 3 has built a widespread sales system in the North, Central and South with 04 branches located in Hanoi, Ho Chi Minh, Hai Phong and Da Nang. The company has deployed a sales system with pharmaceutical representatives present in 63 provinces and cities nationwide.

3. Information on governance model, business organization and management apparatus

a. Management model

The governance model of Central Pharmaceutical Joint Stock Company 3 includes: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.

- *The Board of Directors for the 2024 - 2029 term includes 5 members:*

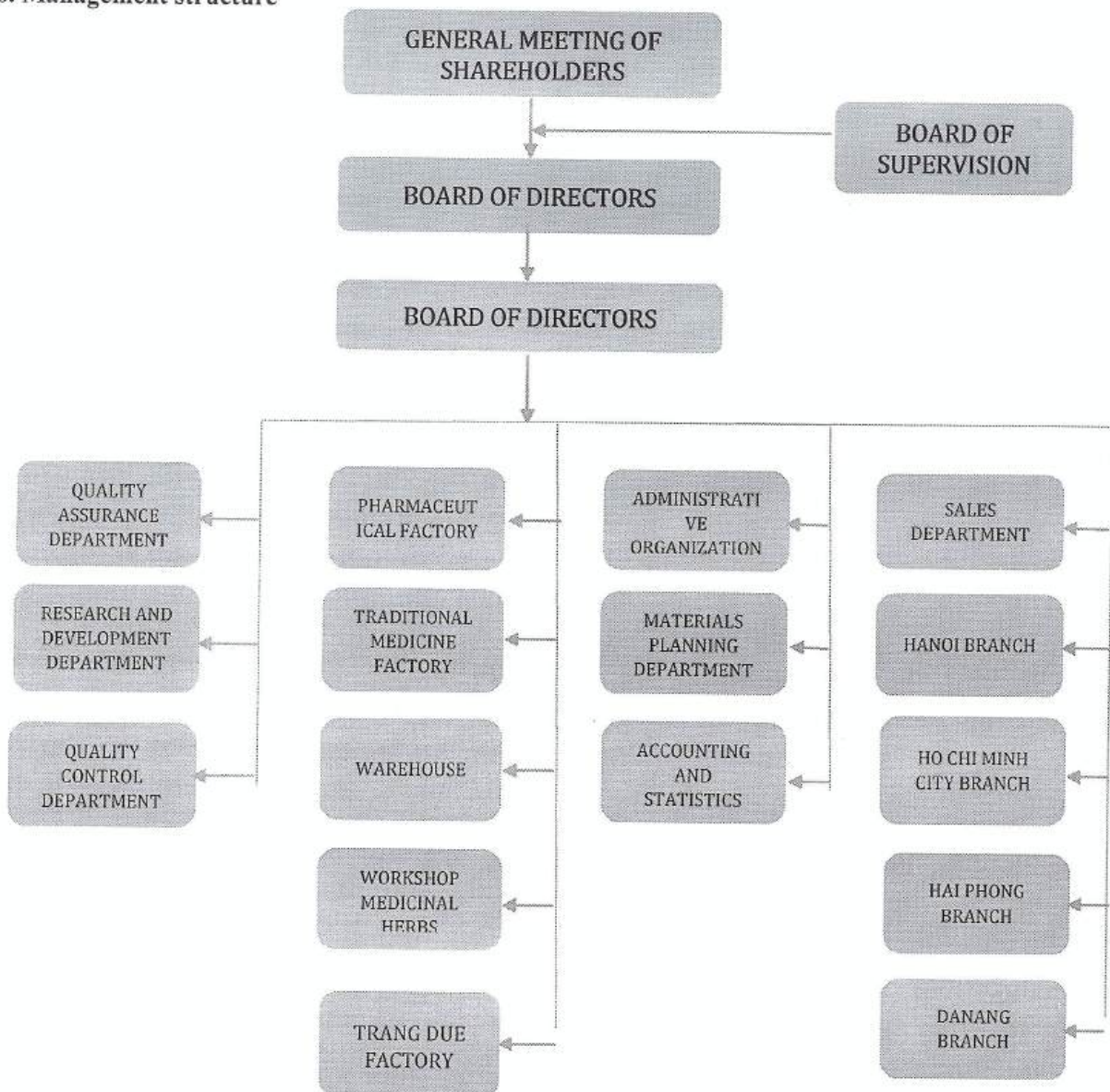
+ Mr. Bui Xuan Huong	: Chairman of the Board of Directors
+ Mr. Nguyen Dinh Khai	: Member of Board of Directors and General Director
+ Mr. Dinh Van Cuong	: Board Member
+ Mr. Le Van Hung	: Board Member
+ Mrs. Lu Thi Khanh Tran	: Board Member

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- The Board of Supervisors consists of 3 members:

- + Mrs. Bui Thi Hat : Head of Control Board
- + Mrs. Truong Thi Nguyet Hoa : Board of Supervisors
- + Mrs. Dinh Thi Tram Anh : Board of Supervisors

b. Management structure



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4. Development orientation

a. The main objectives of the Company

- Improve production capacity, optimize production efficiency of GMP-WHO factories: Nam Son Factory and Central Pharmaceutical Factory 3 - Trang Due.
- Expand and optimize sales network in provinces and cities.
- Improve and research to develop high quality products to meet market needs.
- Recruit and train highly qualified staff.

b. Medium and long-term development strategy

- + Effectively operate 3 GMP-WHO factories (Western medicine; oriental medicine; health protection foods, eye and nose drops and cosmetics).
- + Improve corporate governance according to modern standards, build a risk management system.
- + Continuously improve the quality management system and effectively exploit existing factories. In-depth investment in modern equipment as well as strong human resources.
- + Focus on researching and developing new herbal and modern pharmaceutical products that are unique, high quality, effective and reasonably priced. Research and develop quality eye and nose drops, soft capsules, and functional foods. The developed product groups must meet the following standards: high technical content, distinctiveness and superior value, and high competitiveness compared to similar products competing on the market.
- + Develop a strong, professional sales system to bring Pharmaceutical 3 brand products to consumers.
- + Training and developing human resources, especially the scientific and technical team and sales team. Taking human resources as the center to show the image, culture, and business philosophy with the strong characteristics of Central Pharmaceutical 3 to the community.
- + Always raise awareness of responsibility to the environment, community and society.

*** Sustainable Development Goals**

- Effective and sustainable growth

Strengthening management and business administration capacity. Providing incentives to attract high-quality human resources. Continuing to train and educate workers to improve their skills and production efficiency.

Sales policies are always flexible and suitable to market realities. Identify and grasp the inevitable market demand trends to have pioneering products to serve the community.

Continue to innovate production techniques. Invest in modern production lines to improve production efficiency. Diversify products to increase competitiveness.

Manage cash flow effectively, avoid loss.

- Contribute to the overall development of society

Training human resources with high expertise and qualifications, capable of accessing advanced science and technology in production activities. Expanding production scale creates more jobs for workers.

Fulfilling responsibility to the community and society through noble deeds such as charity and volunteer activities to build a more civilized and prosperous society.

- Environmental protection

Use energy sources efficiently such as turning off electrical equipment when not needed, and making reasonable production plans for operating machinery and equipment.

Minimize emissions to the environment, protect the landscape environment in the Company for the health of each person. Propaganda, call on the whole Company to save electricity and water.

5. Risks

a. Risks of natural disasters and climate change

Every year in Vietnam, the Central region becomes the “flood center” and is always heavily affected by storms. Therefore, the Company’s Central market is also heavily affected by supply chain disruptions.

b. Risks in raw material supply

In 2024, the Company encountered difficulties due to the increase in input material prices. To ensure the competitiveness of the product, keeping the selling price unchanged while the input material prices increased has reduced a part of the Company's profits.

In order for production to run stably, the Company must always have a plan to reserve raw materials and pay attention to preservation so as not to affect the quality of medicinal materials. At the same time, the Company must have a flexible strategy to choose the right time to import raw materials to minimize risks caused by exchange rates.

c. Legal risks

Pharmaceutical business activities are greatly affected by state management, legal documents on the fields of: Drug prices, drug business conditions, etc. are adjusted, each change has an impact on the Company's operations.

II. Operational situation during the year**1. Production and business situation**

Business performance results in 2024

Target	Unit	2024		
		Plan year 2024	Perform year 2024	Implement the plan
Total revenue	Billion VND	420	417.4	99.4%
Total profit	Billion VND	86	151.9	176.6%
Dividends	%	Minimum 20%	30%	150%

2. Organization and personnel**a. Executive Board**

STT	Full name	Title	Number of shares own	Proportion share ownership
1	Nguyen Dinh Khai	General Director	3,150,850	14.66%
2	Bui Thi Loan	Deputy General Manager	7,540	0.03%
3	Tran Thi Ha Thu	Chief Accountant	2,650	0.01%

b. Number of staff and employee policies

As of December 31, 2024, the total number of employees of the Company is 221, of which:

STT	Classification by level	Number of employees	Percentage (%)
1	Master	1	0.45%
2	University	80	36.2%

3	College	13	5.88%
4	Intermediate	94	42.53%
5	Primary, unskilled labor	33	14.93%
	Total	221	100%

Employee policy

Working mode

Working time: The company works 8 hours/day and 48 hours/week, with a 1-hour lunch break.

For direct production workers. If working 3 shifts per day, each shift must not exceed 8 hours and must rest for at least 12 hours before the next shift.

For drivers with unstable working schedule, depending on the work plan of the department, arrange for employees to work, maximum overtime not exceeding 4 hours/day.

In cases of laborers working in arduous and toxic conditions, working and resting time shall be implemented according to State regulations.

When there is an urgent request for production and business progress, the Company's employees are responsible for working overtime. The Company ensures the rights of employees according to state regulations and has a satisfactory treatment regime.

Sick leave, maternity leave, and vacation leave are guaranteed in accordance with the provisions of the Labor Code.

Working conditions: workers are fully equipped with working tools such as: labor protection, machinery, production equipment... Office and factory are spacious and clean.

Recruitment and training policy

The company focuses on recruitment and training; considering human factor as the core value that creates the development of the enterprise. Based on the requirements and demands in production and business activities, the company recruits suitable human resources and meets the requirements of the job.

For new employees: before starting work, employees are trained in occupational safety and hygiene, fire prevention and fighting. In particular, those directly involved in production are trained in GMP knowledge.

During the working process, workers are guided and trained in professional knowledge to improve their skills.

For pharmaceutical workers, the Company organizes training and testing before organizing salary promotion exams.

Salary, benefits and social insurance policy

The company implements salary payment and social insurance policies in accordance with the provisions of the current Labor Code. Depending on each employee's case, there is a separate salary payment policy to ensure the employee's rights.

Every year, the Company implements a bonus policy for employees based on the performance of the first 6 months of the year and the whole year according to the voting criteria of A+, A, B, C. The Company establishes a bonus council to ensure fairness and ensure maximum benefits for employees. On holidays throughout the year, employees are rewarded, the bonus level depends on the production and business situation at each time.

3. Financial situation

Target	2023	2024	Rate 2024/2023
Total asset value	570,626,472,946	607,776,710,589	107%
Net revenue	409,730,823,942	417,485,438,238	102%
Profit from business activities	156,640,811,621	151,849,335,627	97%
Other profits	362,446,648	65,684,802	18%
Profit before tax	157,003,258,269	151,915,020,429	97%
Profit after tax	125,263,370,840	121,171,578,583	97%
Dividend Payout Ratio	30%	30%	100%

4. Key financial indicators

STT	Target	Unit	2023	2024
1	Solvency ratio			
	- Current ratio: (Current assets/Current liabilities)	Time	3.79	4.87
	- Quick ratio: (Current assets – Inventory)/Current liabilities	Time	3.28	4.38
2	Capital structure indicators			
	- Debt/Total Assets Ratio	%	17.9	14.63
	- Debt/Equity Ratio	%	21.81	17.13
3	Performance indicators			
	- Inventory turnover: (Cost of goods sold/Average inventory)	Time	2.1	2.94
	- Total asset turnover: (Net revenue/Average total assets)	Time	0.76	0.71
4	Profitability ratio			
	- Profit after tax/Net revenue ratio	%	30.57	29.02
	- Profit after tax/Equity ratio	%	26.74	23.35
	- Profit after tax/Total assets ratio	%	23.23	20.57
	- Operating Profit/Net Revenue Ratio	%	38.23	36.37

5. Shareholder structure, changes in owner's capital

a. Shares

- Total shares: 21,499,933 shares
- Type of shares: common shares
- Number of freely transferable shares: 21,499,933 shares
- Number of restricted shares: 0 shares

b. Shareholder structure

Category	Number of shares	Rate (%)
Total shares	21,499,933	100%
1. By ownership ratio		
- <i>Major shareholder (Owning over 5%)</i>	5	58%
- <i>Minority shareholders (Owning less than 5%)</i>	1,088	42%
2. By type of ownership		
- <i>Institutional shareholders</i>	30	30%
- <i>Individual shareholders</i>	1,063	70%
3. According to domestic and foreign		
- <i>Domestic shareholders</i>	1,068	99.1%
- <i>Foreign shareholders</i>	25	0.9%
4. According to the state and other shareholders		
- <i>State shareholders</i>	0	0%
- <i>Other shareholders</i>	21,499,933	100%

6. Report on the Company's environmental and social impacts

6.1. Management of raw materials

All raw materials used are subject to usage quotas and are registered for loss reduction due to non-conformity. In addition, before entering the warehouse, all raw materials are strictly inspected to ensure the best quality of input materials.

6.2. Energy consumption

Energy costs directly affect the operating costs of the enterprise. Therefore, saving energy is the top goal of Tw3 Pharmaceuticals to bring higher profits. The company always reminds employees to save energy, use it appropriately, at the right time, in the right place; turn it off when not in use.

Using electricity for production and daily life

In 2024, the total electricity bill used for the Company's production and daily activities is 3,091 billion VND, an increase of 22% compared to 2023.

Electricity consumption table 2023, 2024

Target	2023	2024
	(Million VND)	(Million VND)
Electricity	2,524	3,091

Use coal to burn boiler

Total coal consumption in 2024 is 314 m³ equivalent to 1,572 million VND.

Coal usage table from 2022 – 2024

Target	Unit	2022		2023		2024	
		Usage amount	Total amount (million dong)	Usage amount	Total amount (million dong)	Usage amount	Total amount (million dong)
Charcoal	Ton	403	1,720	202	1,012	314	1,572

6.3. Water consumption

Water source

The water source that the factories are using is water from the water supply company provided by Hai Phong Clean Water Business Joint Stock Company No. 2.

Water consumption volume at Nam Son Factory

In 2024, the total amount of water consumed during the production process at Nam Son Factory is 19,458 m³, an increase of 22% compared to 2023.

Water consumption statistics table for 2023, 2024

Target	2023		2024	
	Consumption (m ³)	Total amount (million dong)	Consumption (m ³)	Total amount (million dong)
Water	15,891	335	19,458	408

6.4 Compliance with environmental protection laws

In 2024, the Company did not violate environmental laws.

6.5. Employee related policies

- The total number of employees of the Company as of December 31, 2024 is 221 people. In which, the average income per capita of employees working at the factory is 18.4 million VND/month.
- Labor policies to ensure the health, safety and welfare of workers

Labor relations

The relationship between the Company and employees is built on a voluntary basis in accordance with Vietnamese Law.

- All employees are signed labor contracts according to the law and participate in health insurance and social insurance.
- Every year, workers receive free medical check-ups to ensure their health while working.
- Central Pharmaceutical Joint Stock Company 3 commits not to use child labor.
- Collective labor agreements are applied to all employees in the company.

Occupational safety and health

Central Pharmaceutical Joint Stock Company 3 continues to maintain activities to ensure labor safety such as:

- 100% of workers are equipped with labor protection equipment and trained in occupational safety and hygiene before starting work at the Company. The issuance of labor protection equipment to workers is carried out in

accordance with the established procedures, progress, and standards. All labor protection equipment is carefully inspected to ensure quality before being stored in the warehouse or handed over to workers.

- The work safety inspection is carried out daily by the specialized department, the Safety Department (including ATLĐ, PCCC, MT). When dangerous factors arise, the Safety Department will immediately notify relevant units for timely remediation. In addition, every month, the Company conducts a safety inspection throughout the Company. Up to now, there have been no serious problems related to ATLĐ.

- In order to raise awareness of protecting the safety of people and property, the Company has organized specialized training courses to equip employees with skills to respond to emergency situations related to occupational safety - environment - fire prevention and fighting, including:

- + Fire prevention training
- + Chemical spill response training
- + Initial first aid training for grassroots first aid teams
- + Send safety officers to attend safety instructor training courses as prescribed.

Insurance for workers

The company continues to implement health insurance packages for employees in accordance with Vietnamese law to provide employees with the best conditions. In addition, 100% of employees in the company are covered by 24/7 accident insurance.

Health care activities

Support activities for health care and assurance for staff will continue in 2024:

- Organize and provide meals that ensure nutrition and food hygiene and safety. Food for food processing is provided from reputable units, ensuring that the food is always fresh and delicious. In addition, the food preparation process must comply with the one-way kitchen rule to prevent food from being contaminated.
- Periodic health check-up program for employees is carried out once a year.

Trade union organization

The Trade Union is an organization representing the rights and interests of employees, organized by the Company in all operating units. Employees are encouraged and given the best conditions to join the Trade Union.

Information recording mechanism

Employees can submit their complaints through the grassroots union at the unit. Then the grassroots union reports to the Company union.

Mechanism for resolving labor disputes

The Company has established a mechanism for resolving labor disputes as an official regulation and disseminated to all employees. The resolution always ensures the participation of the Trade Union to ensure fairness and transparency. The Company's Conciliation Council is established in accordance with the law and has the participation of both representatives of the employer and representatives of the employees.

Equal pay for men and women

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The company has a fair treatment and benefits policy for all employees. The salary and income policy for employees is always reviewed and updated to ensure that values are always maintained. Depending on each employee's case, there is a separate salary policy to ensure the rights of employees.

The Company's salary and income policy is built in accordance with the value created by each job position. At the Company, there is no difference in salary and income policy between men and women.

Every year, the Company implements a bonus policy for employees based on the performance of the first 6 months of the year and the whole year according to the A+ABC voting criteria. The Company establishes a bonus council to ensure fairness and ensure maximum benefits for employees. On holidays throughout the year, employees are rewarded, the bonus level depends on the production and business situation at each time.

c. Employee training activities

The company focuses on recruitment and training; considering human factor as the core value that creates the development of the enterprise. Based on the requirements and demands in production and business activities, the company recruits suitable human resources and meets the requirements of the job.

For new employees: before starting work, employees are trained in occupational safety and hygiene, fire prevention and fighting. In particular, those directly involved in production are trained in GMP knowledge.

During the working process, workers are guided and trained in professional knowledge to improve their skills. For pharmaceutical workers, the Company organizes training and testing before organizing salary promotion exams.

III. REPORT AND ASSESSMENT OF THE BOARD OF DIRECTORS

1. Evaluate production and business performance results compared to the plan and the same period

Target	Perform		Plan year 2024 (Unit: billion VND)	TH/KH ratio in 2024 (%)	Implementation of 2024/2023 (%)
	2023 (Unit: billion VND)	2024 (Unit: billion VND)			
Total revenue	409.7	417.4	420	99.4%	102%
Total accounting profit before tax	157	151.9	86	176.6%	97%

The total revenue target in 2024 increased by 2% and the total accounting profit target before tax decreased by 3% compared to the same period. The reason is that in 2024, the Company will promote advertising activities on all platforms to increase brand awareness and the Company's main products.

2. Financial situation

Tw3 Pharmaceuticals always strictly implements the State's regulations on accounting regime. In 2024, the Company effectively controlled cash flow, money sources, and assets to prevent loss; the Company's capital and assets were preserved.

3. Future development plan

- Continue to improve the sales system.

- Focus on research and development of new products.
- Maximize the operating capacity of factories.

4. Assessment report related to the Company's environmental and social responsibility

4.1. Wastewater monitoring results

Status	Test criteria	Unit	Result				QCVN 40:2011/ BTNMT Column A
			First time (March 16) 2024)	2nd time (05/06/ 2024)	3rd time (September 18, 2024)	4th time (November 27, 2024)	
1	Taste ^(b)		has a slight smell	has a slight smell	Has a slight odor	No strange smell	-
2	pH	-	7.6	7.2	7.0	7.1	6 ÷ 9
3	Temperature	°C	27.3	26.5	26.8	26.5	40
4	Color temperature ^(a)	Pt/Co	26	21	25	15	50
5	Total suspended solids (TSS) ^(a)	mg/L	25	22	26	16	50
6	Biochemical oxygen demand (BOD ₅) ^(a)	mg/L	17	21	20	14	30
7	Chemical oxygen demand COD	mg/L	28	37	38	45	75
8	Ammonium (NH ₄ ⁺ N) ^(a)	mg/L	4	5	1.52	1.75	5
9	Total Nitrogen ^(a)	mg/L	8	12	6	10	20
10	Total Phosphorus ^(a)	mg/L	1.03	1.42	0.86	0.55	4
11	Residual chlorine	mg/L	0.3	0.4	KPH	KPH	1
12	Cyanide (CN ⁻)	mg/L	KPH	KPH	KPH	KPH	0.07
13	Total Phenol	mg/L	KPH	0.020	KPH	KPH	0.1
14	Mercury (Hg)	mg/L	KPH	KPH	KPH	KPH	0.005
15	Cadmium (Cd)	mg/L	KPH	KPH	KPH	KPH	0.05
16	Lead (Pb)	mg/L	KPH	KPH	KPH	KPH	0.1
17	Arsenic (As)	mg/L	KPH	KPH	KPH	KPH	0.05
18	Total mineral oil and grease	mg/L	KPH	KPH	2.2	3	5
19	Coliform	MPN/ 100 mL	2.7x10 ³	1.7x10 ³	2x10 ³	2.4x10 ³	3,000

**Note:*

- **Sampling and analysis unit:** Environmental consulting and communication center (VIMCERTS 208 - VILAS 1330) samples and analyzes

- **Sampling location:**

- **NT :** Wastewater sample after the Company's wastewater treatment system. Coordinates: X= 2309767, Y= 588535 .

- **QCVN 40:2011/BTNMT :** National technical regulation on industrial wastewater

- **Column A :** C value of pollution parameters in industrial wastewater when discharged into water sources used for domestic water supply purposes

+ **KPH:** Not detected

+ **(-):** Not specified.

11/01/2024



4.2. Results of air and gas emission monitoring

- Monitoring frequency: 03 months/time.

a. Results of air environment monitoring

**Monitoring results of phase 1:*

the Company 's working air environment monitoring are presented specifically as follows:

first phase of working air environment monitoring

Status	Test criteria	Test method	Unit	Result				Comparison standards
				K1	K2	K3	K4	
1	Temperature	TCVN 5508 - 2009	°C	22.6	22.3	22.4	22.5	18 ÷ 32 ⁽¹⁾
2	Humidity	TCVN 5508 - 2009	%	62.6	63.7	60.1	60.2	40 ÷ 80 ⁽¹⁾
3	Wind speed	QCVN 46:2012/BTNMT	m/s	0.4	0.3	0.3	0.2	0.2 ÷ 1.5 ⁽¹⁾
4	Noise	TCVN 7878 -2:2018	dBA	63.7	64.8	60.2	70.1	85 ⁽²⁾
5	Total dust	CEC.DN.KLV.03	mg/m ³	0.9	0.91	0.87	0.95	8 ⁽³⁾

Results of working air environment monitoring phase 1 (continued)

Status	Test criteria	Test method	Unit	Result	QCVN 03:2019/BYT
				K5	Short contact
1	Temperature	TCVN 5508 - 2009	°C	23.1	18 ÷ 32 ⁽²⁾
2	Humidity	TCVN 5508 - 2009	%	70.3	40 ÷ 80 ⁽²⁾
3	Wind speed	QCVN 46:2012/BTNMT	m/s	0.2	0.2 ÷ 1.5 ⁽²⁾
4	Noise	TCVN 7878 -2:2018	dBA	71	85 ⁽³⁾
5	CO	CEC.DN.KLV.04	mg/m ³	3.88	40
6	SO ₂	CEC.DN.KLV.06	mg/m ³	1.00	10
7	NO ₂	CEC.DN.KLV.06	mg/m ³	0.79	10
8	Total dust	CEC.DN.KLV.03	mg/m ³	0.9	8 ⁽⁴⁾
9	Methanol	NIOSH 1400	mg/m ³	KPH (MDL=0.01)	-
10	Butanol	QCVN 03-2019/BYT	mg/m ³	KPH (MDL=0.01)	-
11	Ethyl acetate	CEC.PT.KLV.72	mg/m ³	KPH (MDL=0.02)	-
12	Toluene	CEC.DN.KLV.07	mg/m ³	KPH (MDL=1)	300
13	H ₂ SO ₄	NIOSH Method 7908	mg/m ³	KPH (MDL=0.009)	1
14	HCl	QCVN 03:2019/BYT	mg/m ³	KPH (MDL=0.008)	3
15	Acetic Acid	QCVN 03:2019/BYT	mg/m ³	KPH (MDL=0.01)	-
16	n-hexane	QCVN 03:2019/BYT	mg/m ³	KPH (MDL=0.01)	-
17	Acetonitrile	NIOSH Method 1606	mg/m ³	KPH (MDL=0.1)	-

18	Dichloromethane	NIOSH 1005	mg/m ³	0	-
19	Chloroform	QCVN 03-2019/BYT	mg/m ³	KPH (MDL=0.01)	-
20	Ethanol	NIOSH method 1400	mg/m ³	KPH (MDL=0.01)	3,000 ⁽¹⁾

Results of working air environment monitoring phase 1 (continued)

Status	Test criteria	Test method	Unit	Result				Comparison standards
				K6	K7	K8	K9	
1	Temperature	TCVN 5508 - 2009	°C	22.1	23.1	23.2	22.9	18 ÷ 32 ⁽¹⁾
2	Humidity	TCVN 5508 - 2009	%	67.2	66.5	67.2	66.2	40 ÷ 80 ⁽¹⁾
3	Wind speed	QCVN 46:2012/BTNMT	m/s	0.2	0.2	0.3	0.2	0.2 ÷ 1.5 ⁽¹⁾
4	Noise	TCVN 7878 -2:2018	dBA	72.1	71.9	70.8	73.2	85 ⁽²⁾
5	Total dust	CEC.DN.KLV.03	mg/m ³	1.11	1.02	1.01	0.99	8 ⁽³⁾
6	Ethanol	NIOSH method 1400	mg/m ³	-	-	-	KPH	3,000 ⁽⁴⁾

** Note:*

- **Sample collection date** : March 16, 2024

- **Sampling and analysis unit** : Environmental consulting and communication center (VILAS 1330 - VIMCERTS 208).

- **Sampling location:**

- **K1** : Air in the tablet pressing room (the granules of modern medicine are put into the tablet pressing machine to form tablets) - *Production area of the non-Betalactam modern medicine factory* . Coordinates: X = 2309627, Y = 588504

- **K2** : Air in the capsule packing room (the granules of the new medicine are packed into empty capsules to form capsules) - *Production area of the non-Betalactam new medicine factory* . Coordinates: X = 2309627, Y = 588504

- **K3** : Air in blister packing room (tablets, capsules, film-coated tablets are packed into empty blisters) - *Production area of non-Betalactam pharmaceutical factory* . Coordinates: X = 2309596, Y = 588504

- **K4** : Air in the area of the liquid medicine preparation room (preparing and mixing the medicine + water mixture uniformly) - *Production area of the non-Betalactam pharmaceutical factory* . Coordinates: X = 2309566, Y = 588533

- **K5** : Air quality control room area - *Production area of non-Betalactam pharmaceutical factory* . Coordinates: X = 2309594, Y = 588507

- **K6** : Air in the extraction room area (extracting medicinal herbs into liquid form) - *Oriental medicine factory production area* . Coordinates: X = 2309930, Y = 588469

- **K7** : Air in the Cao Xoa workshop area (mixing liquid extract into various liquid medicines) - *Production area of the Oriental medicine workshop* . Coordinates: X = 2309596, Y = 588475

- **K8** : Air in the soft pill preparation area (wet powder mixture from oriental medicine ingredients is fed into the soft pill making machine) - *Oriental medicine factory production area* . Coordinates: X = 2309873, Y = 588532

- **K9** : Air in the coating solution preparation area (mixing solution including fillers, film-forming agents, colorants, Ethanol, etc.) - *Oriental medicine factory production area* . Coordinates: X = 2309596, Y = 588475

Comparison criteria :

- **QCVN 03:2019/BYT** : National technical regulation on permissible exposure limit values of 50 chemical elements in the workplace .

- ⁽¹⁾ **QCVN 26:2016/BYT**: National technical regulation on microclimate - permissible microclimate values at workplaces

- ⁽²⁾ **QCVN 24:2016/BYT**: National technical regulation on noise - permissible noise exposure levels at the workplace

- ⁽³⁾ **QCVN 02:2019/BYT**: National technical regulation on dust - permissible exposure limit values for dust in the workplace

- ⁽⁴⁾ **Decision 3733/2002/QĐ-BYT** : Decision on promulgating 21 labor hygiene standards, 05 principles and 07 labor hygiene parameters.

***Monitoring results of the second phase:**

the Company's working air environment monitoring are presented specifically as follows:

Results of working air environment monitoring phase 2

Status	Test criteria	Test method	Unit	Result				Comparison standards
				K1	K2	K3	K4	
1	Temperature	TCVN 5508 - 2009	°C	26.3	25.6	27.5	25.6	18 ÷ 32 ⁽¹⁾
2	Humidity	TCVN 5508 - 2009	%	67.4	67.5	67.6	67.8	40 ÷ 80 ⁽¹⁾
3	Wind speed	QCVN 46:2012/BTNMT	m/s	0.2	0.2	0.2	0.2	0.2 ÷ 1.5 ⁽¹⁾
4	Noise	TCVN 7878 -2:2018	dB(A)	73.1	72.2	71.3	73.4	85 ⁽²⁾
5	Total dust	CEC.DN.KLV.03	mg/m ³	0.21	0.19	0.25	0.28	8 ⁽³⁾

Results of working air environment monitoring phase 2 (continued)

Status	Test criteria	Test method	Unit	Result	QCVN 03:2019/BYT
				K5	Short contact
1	Temperature	TCVN 5508 - 2009	°C	26.7	18 ÷ 32 ⁽¹⁾
2	Humidity	TCVN 5508 - 2009	%	68.2	40 ÷ 80 ⁽¹⁾
3	Wind speed	QCVN 46:2012/BTNMT	m/s	0.2	0.2 ÷ 1.5 ⁽¹⁾
4	Noise	TCVN 7878 -2:2018	dB(A)	71.5	85 ⁽²⁾
5	CO	CEC.DN.KLV.04	mg/m ³	3.99	40
6	SO ₂	CEC.DN.KLV.06	mg/m ³	0.84	10
7	NO ₂	CEC.DN.KLV.06	mg/m ³	0.55	10
8	Total dust	CEC.DN.KLV.03	mg/m ³	0.36	8 ⁽³⁾
9	Methanol	NIOSH 1400	mg/m ³	KPH (MDL=0.01)	-
10	Butanol	QCVN 03-2019/BYT	mg/m ³	KPH (MDL=0.01)	-

11	Ethyl acetate	CEC.PT.KLV.72	mg/m ³	KPH (MDL=0.02)	-
12	Toluene	CEC.DN.KLV.07	mg/m ³	KPH (MDL=1)	300
13	H ₂ SO ₄	NIOSH Method 7908	mg/m ³	KPH (MDL=0.009)	1
14	HCl	QCVN 03:2019/BYT	mg/m ³	KPH (MDL=0.008)	3
15	Acetic Acid	QCVN 03:2019/BYT	mg/m ³	KPH (MDL=0.01)	-
16	n-hexane	QCVN 03:2019/BYT	mg/m ³	KPH (MDL=0.01)	-
17	Acetonitrile	NIOSH Method 1606	mg/m ³	KPH (MDL=0.1)	-
18	Ethanol	NIOSH method 1400	mg/m ³	KPH (MDL=0.01)	3,000 ⁽⁴⁾
19	Dichloromethane	NIOSH 1005	mg/m ³	KPH (MDL=0.01)	-
20	Chloroform	QCVN 03-2019/BYT	mg/m ³	KPH (MDL=0.01)	-

Results of working air environment monitoring phase 2 (continued)

Status	Test criteria	Test method	Unit	Result				Comparison standards
				K6	K7	K8	K9	
1	Temperature	TCVN 5508 - 2009	°C	26.1	25.8	25.1	26.8	18 ÷ 32 ⁽¹⁾
2	Humidity	TCVN 5508 - 2009	%	68.1	67.2	67.2	67.3	40 ÷ 80 ⁽¹⁾
3	Wind speed	QCVN 46:2012/BTNMT	m/s	0.3	0.4	0.2	0.2	0.2 ÷ 1.5 ⁽¹⁾
4	Noise	TCVN 7878 -2:2018	dBA	70.8	71.7	72.4	73.7	85 ⁽²⁾
5	Total dust	CEC.DN.KLV.03	mg/m ³	0.33	0.38	0.27	0.3	8 ⁽³⁾
6	Ethanol	NIOSH method 1400	mg/m ³	-	-	-	KPH (MDL=0.01)	3,000 ⁽⁴⁾

*** Note:**

- **Sample collection date** : June 5, 2024

- **Sampling and analysis unit** : Environmental consulting and communication center (VILAS 1330 – VIMCERTS 208).

- Sampling location:

- **K1** : Air in the tablet pressing room (the granules of modern medicine are put into the tablet pressing machine to form tablets) - *Production area of the non-Betalactam modern medicine factory* .

- **K2** : Air in the capsule packing room (pharmaceutical granules are packed into empty capsules to form capsules) - *Production area of non-Betalactam pharmaceutical factory* .

- **K3** : Air in blister packing room (tablets, capsules, film-coated tablets are packed into empty blisters) - *Production area of non-Betalactam pharmaceutical factory* .

- **K4** : Air in the area of the liquid medicine preparation room (preparing and mixing the medicine + water mixture uniformly) - *Production area of the non-Betalactam pharmaceutical factory*
- **K5** : Air quality control room area - *Production area of non-Betalactam pharmaceutical factory .*
- **K6** : Air in the extraction room area (extracting medicinal herbs into liquid form) - *Production area of the Oriental medicine factory .*
- **K7** : Air in the herbal medicine workshop area (mixing liquid herbs into various liquid medicines) - *Production area of the Oriental medicine workshop .*
- **K8** : Air in the soft pill preparation area (wet powder mixture from oriental medicine ingredients is fed into the soft pill making machine) - *Oriental medicine factory production area .*
- **K9** : Air in the coating solution preparation area (mixing solution including fillers, film-forming agents, colorants, Ethanol, etc.) - *Production area of the Oriental medicine factory .*

Comparison criteria :

- **QCVN 03:2019/BYT** : National technical regulation on permissible exposure limit values of 50 chemical elements in the workplace .
- ⁽¹⁾ **QCVN 26:2016/BYT**: National technical regulation on microclimate - permissible microclimate values at workplaces
- ⁽²⁾ **QCVN 24:2016/BYT**: National technical regulation on noise - permissible noise exposure levels at the workplace
- ⁽³⁾ **QCVN 02:2019/BYT**: National technical regulation on dust - permissible exposure limit values for dust in the workplace
- ⁽⁴⁾ **Decision 3733/2002/QĐ-BYT** : Decision on promulgating 21 labor hygiene standards, 05 principles and 07 labor hygiene parameters.

***3rd monitoring results:**

the Company 's third phase of working air environment monitoring are presented specifically as follows:

Results of the third round of working air environment monitoring

Status	Test criteria	Test method	Unit	Result				Comparison standards
				KKLV1	KKLV2	KKLV3	KKLV4	
1	Temperature	TCVN 5508 - 2009	°C	30.1	28.5	31.3	29.5	18 ÷ 32 ⁽¹⁾
2	Humidity	TCVN 5508 - 2009	%	68	69	73	69	40 ÷ 80 ⁽¹⁾
3	Wind speed	QCVN 46:2012/BTNMT	m/s	0.2	0.2	0.2	0.2	0.2 ÷ 1.5 ⁽¹⁾
4	Noise	TCVN 7878 -2:2018	dBA	85	69	84	72	85 ⁽²⁾
5	Total dust	CEC.DN.KLV.03	mg/m ³	0.35	0.38	0.41	0.26	8 ⁽³⁾

Results of working air environment monitoring phase 3 (continued)

Status	Test criteria	Test method	Unit	Result	QCVN 03:2019/BYT
				KKLV5	Short contact
1	Temperature	TCVN 5508 - 2009	°C	27.2	18 ÷ 32 ⁽¹⁾

2	Humidity	TCVN 5508 - 2009	%	65	$40 \div 80^{(1)}$
3	Wind speed	QCVN 46:2012/BTNMT	<i>m/s</i>	0.2	$0.2 \div 1.5^{(1)}$
4	Noise	TCVN 7878 -2:2018	<i>dBA</i>	61	$85^{(2)}$
5	CO	CEC.DN.KLV.04	<i>mg/m³</i>	3.4	40
6	SO ₂	CEC.DN.KLV.06	<i>mg/m³</i>	0.47	10
7	NO ₂	CEC.DN.KLV.06	<i>mg/m³</i>	0.63	10
8	Total dust	CEC.DN.KLV.03	<i>mg/m³</i>	0.25	$8^{(3)}$
9	Methanol	NIOSH 1400	<i>mg/m³</i>	KPH (MDL=0.01)	-
10	Butanol	QCVN 03-2019/BYT	<i>mg/m³</i>	KPH (MDL=0.01)	-
11	Ethyl acetate	CEC.PT.KLV.72	<i>mg/m³</i>	KPH (MDL=0.02)	-
12	Toluene	QCVN 03:2019/BYT	<i>mg/m³</i>	KPH (MDL=0.01)	300
13	H ₂ SO ₄	NIOSH Method 7908	<i>mg/m³</i>	KPH (MDL=0.009)	1
14	HCl	QCVN 03:2019/BYT	<i>mg/m³</i>	KPH (MDL=0.008)	3
15	Acetic Acid	QCVN 03:2019/BYT	<i>mg/m³</i>	KPH (MDL=0.01)	-
16	n-hexane	QCVN 03:2019/BYT	<i>mg/m³</i>	KPH (MDL=0.01)	-
17	Acetonitrile	NIOSH Method 1606	<i>mg/m³</i>	KPH (MDL=0.1)	-
18	Ethanol	NIOSH method 1400	<i>mg/m³</i>	KPH (MDL=0.01)	$3,000^{(4)}$
19	Dichloromethane	NIOSH 1005	<i>mg/m³</i>	0	-
20	Chloroform	QCVN 03-2019/BYT	<i>mg/m³</i>	KPH (MDL=0.01)	-

Results of working air environment monitoring phase 3 (continued)

Status	Test criteria	Test method	Unit	Result				Comparison standards
				KKLV6	KKLV7	KKLV8	KKLV9	
1	Temperature	<i>TCVN 5508 - 2009</i>	<i>°C</i>	28.5	27.3	29.1	29.1	$18 \div 32^{(1)}$
2	Humidity	<i>TCVN 5508 - 2009</i>	%	80	71	73	80	$40 \div 80^{(1)}$
3	Wind speed	<i>QCVN 46:2012/BTNMT</i>	<i>m/s</i>	0.6	0.2	0.2	0.2	$0.2 \div 1.5^{(1)}$
4	Noise	<i>TCVN 7878 -2:2018</i>	<i>dBA</i>	71	73	71	73	$85^{(2)}$
5	Total dust	<i>CEC.DN.KLV.03</i>	<i>mg/m³</i>	1.12	0.35	0.23	0.45	$8^{(3)}$
6	Ethanol	NIOSH method 1400	<i>mg/m³</i>	-	-	-	KPH (MDL=0.01)	$3,000^{(4)}$

*** Note:**

- **Sample collection date** : September 18, 2024

- **Sampling and analysis unit** : Environmental consulting and communication center (VILAS 1330 – VIMCERTS 208).

- Sampling location:

- **K KLV 1** : Air in the tablet pressing room (the granules of the new pharmaceutical product are put into the tablet pressing machine to form tablets) - *Production area of the non-Betalactam new pharmaceutical factory* .

- **K KLV 2** : Air in the capsule packing room (the granules of the new medicine are packed into empty capsules to form capsules) - *Production area of the new medicine factory without Betalactam* .

- **K KLV 3** : Air in blister packing room (tablets, capsules, film-coated tablets are packed into empty blisters) - *Production area of non-Betalactam pharmaceutical factory* .

- **K KLV 4** : Air in the area of the liquid medicine preparation room (preparing and mixing the medicine + water mixture uniformly) - *Production area of the non-Betalactam pharmaceutical factory*

- **K KLV 5** : Air quality control room area - *Production area of non-Betalactam pharmaceutical factory* .

- **K KLV 6** : Air in the extraction room area (extracting medicinal herbs into liquid form) - *Production area of Oriental medicine factory* .

- **K KLV 7** : Air in the area of the Cao Xoa workshop (mixing liquid extracts into various liquid medicines) - *Production area of the Oriental medicine workshop* .

- **K KLV 8** : Air in the soft pill preparation area (wet powder mixture from oriental medicine ingredients is fed into the soft pill making machine) - *Oriental medicine factory production area* .

- **K KLV 9** : Air in the coating solution preparation area (mixing solution including fillers, film-forming agents, colorants, Ethanol, etc.) - *Production area of the Oriental medicine factory* .

Comparison criteria :

- **QCVN 03:2019/BYT** : National technical regulation on permissible exposure limit values of 50 chemical elements in the workplace .

- ⁽¹⁾ **QCVN 26:2016/BYT**: National technical regulation on microclimate - permissible microclimate values at workplaces

- ⁽²⁾ **QCVN 24:2016/BYT**: National technical regulation on noise - permissible noise exposure levels at the workplace

- ⁽³⁾ **QCVN 02:2019/BYT**: National technical regulation on dust - permissible exposure limit values for dust in the workplace

- ⁽⁴⁾ **Decision 3733/2002/QĐ-BYT** : Decision on promulgating 21 labor hygiene standards, 05 principles and 07 labor hygiene parameters.

***Monitoring results of the 4th phase:**

the Company 's 4th phase of working air environment monitoring are presented specifically as follows:

Results of working air environment monitoring phase 4

Status	Test criteria	Test method	Unit	Result				Comparison standards
				K1	K2	K3	K4	
1	Temperature	TCVN 5508 - 2009	°C	28.9	29.2	25.1	30.3	18 ÷ 32 ⁽¹⁾
2	Humidity	TCVN 5508 - 2009	%	56.8	55.6	52.4	64.6	40 ÷ 80 ⁽¹⁾

3	Wind speed	QCVN 46:2012/BTNMT	m/s	0.2	0.2	0.2	0.2	0.2 ÷ 1.5 ⁽¹⁾
4	Noise	TCVN 7878 -2:2018	dBA	68.5	82.1	77.5	79.2	85 ⁽²⁾
5	Total dust	CEC.DN.KLV.03	mg/m ³	0.15	0.18	0.17	0.14	8 ⁽³⁾

Results of working air environment monitoring phase 4 (continued)

Status	Test criteria	Test method	Unit	Result	QCVN 03:2019/BYT
				K5	Short contact
1	CO	CEC.DN.KLV.04	mg/m ³	1.74	40
2	SO ₂	CEC.DN.KLV.06	mg/m ³	0.47	10
3	NO ₂	CEC.DN.KLV.06	mg/m ³	0.43	10
4	Methanol	NIOSH 1400	mg/m ³	KPH	-
5	Butanol	QCVN 03-2019/BYT	mg/m ³	KPH	-
6	Toluene	CEC.DN.KLV.07	mg/m ³	KPH	300
7	H ₂ SO ₄	NIOSH Method 7908	mg/m ³	KPH	1
8	HCl	QCVN 03:2019/BYT	mg/m ³	KPH	3
9	Acetic Acid	QCVN 03:2019/BYT	mg/m ³	KPH	-
10	n-hexane	QCVN 03:2019/BYT	mg/m ³	KPH	-
11	Acetonitrile	NIOSH Method 1606	mg/m ³	KPH	-
12	Dichloromethane	NIOSH 1005	mg/m ³	KPH	-
13	Chloroform	QCVN 03-2019/BYT	mg/m ³	KPH	-
14	Ethanol	NIOSH method 1400	mg/m ³	KPH	3,000 ⁽¹⁾
15	Ethyl acetate	CEC.PT.KLV.72	mg/m ³	KPH	-

Results of working air environment monitoring phase 4 (continued)

Status	Test criteria	Test method	Unit	Result				Comparison standards
				K6	K7	K8	K9	
1	Temperature	TCVN 5508 - 2009	°C	27.8	27.6	24.5	25.3	18 ÷ 32 ⁽¹⁾
2	Humidity	TCVN 5508 - 2009	%	43.5	57.1	50.7	45.8	40 ÷ 80 ⁽¹⁾
3	Wind speed	QCVN 46:2012/BTNMT	m/s	0.4	0.2	0.3	0.2	0.2 ÷ 1.5 ⁽¹⁾
4	Noise	TCVN 7878 -2:2018	dBA	75.1	71.2	76.8	63.7	85 ⁽²⁾
5	Total dust	CEC.DN.KLV.03	mg/m ³	0.72	0.26	0.37	0.22	8 ⁽³⁾
6	Ethanol	NIOSH method 1400	mg/m ³	-	-	-	KPH	3,000 ⁽⁴⁾

* Note:

- Sample collection date : November 27, 2024

- Sampling and analysis unit : Environmental consulting and communication center (VILAS 1330 – VIMCERTS 208).

- Sampling location:

- **K1** : Air in the tablet pressing room (the granules of modern medicine are put into the tablet pressing machine to form tablets) - *Production area of the non-Betalactam modern medicine factory* . Coordinates: X = 2309627, Y = 588504

- **K2** : Air in the capsule packing room (the granules of the new medicine are packed into empty capsules to form capsules) - *Production area of the non-Betalactam new medicine factory* . Coordinates: X = 2309627, Y = 588504

- **K3** : Air in blister packing room (tablets, capsules, film-coated tablets are packed into empty blisters) - *Production area of non-Betalactam pharmaceutical factory* . Coordinates: X = 2309596, Y = 588504

- **K4** : Air in the area of the liquid medicine preparation room (preparing and mixing the medicine + water mixture uniformly) - *Production area of the non-Betalactam modern medicine factory* . Coordinates: X = 2309566, Y = 588533

- **K5** : Air quality control room area - *Production area of non-Betalactam pharmaceutical factory* . Coordinates: X = 2309594, Y = 588507

- **K6** : Air in the extraction room area (extracting medicinal herbs into liquid form) - *Oriental medicine factory production area* . Coordinates: X = 2309930, Y = 588469

- **K7** : Air in the Cao Xoa workshop area (mixing liquid extract into various liquid medicines) - *Production area of the Oriental medicine workshop* . Coordinates: X = 2309596, Y = 588475

- **K8** : Air in the soft pill preparation area (wet powder mixture from oriental medicine ingredients is fed into the soft pill making machine) - *Oriental medicine factory production area* . Coordinates: X = 2309873, Y = 588532

- **K9** : Air in the coating solution preparation area (mixing solution including fillers, film-forming agents, colorants, Ethanol, etc.) - *Oriental medicine factory production area* . Coordinates: X = 2309596, Y = 588475

Comparison criteria :

- **QCVN 03:2019/BYT** : National technical regulation on permissible exposure limit values of 50 chemical elements in the workplace .

- ⁽¹⁾ **QCVN 26:2016/BYT**: National technical regulation on microclimate - permissible microclimate values at workplaces

- ⁽²⁾ **QCVN 24:2016/BYT**: National technical regulation on noise - permissible noise exposure levels at the workplace

- ⁽³⁾ **QCVN 02:2019/BYT**: National technical regulation on dust - permissible exposure limit values for dust in the workplace

- ⁽⁴⁾ **Decision 3733/2002/QĐ-BYT** : Decision on promulgating 21 labor hygiene standards, 05 principles and 07 labor hygiene parameters.

b. Emission monitoring results

*** First phase monitoring results:**

The Company's first phase of emission monitoring results are presented specifically as follows:

Results of environmental monitoring of gas emissions phase 1



Status	Test criteria	Test method	Unit	Result		QCVN 19:2009/BTNMT
				KT1	KT3	Column B
1	Temperature	CEC.QTMT.KT-05	$^{\circ}C$	31.87	89.17	-
2	Traffic	US EPA Method 2	m^3/h	6,416	7,733	-
3	SO ₂	CEC.QTMT.KT-06	mg/Nm^3	14.47	9.61	500
4	CO	CEC.QTMT.KT-06	mg/Nm^3	33.82	192.28	1,000
5	NO _x (calculated as NO ₂)	CEC.QTMT.KT-06	mg/Nm^3	17.83	92.05	850
6	Total dust	US EPA Method 5	mg/Nm^3	33	43	200

Results of environmental monitoring of gas emissions phase 1 (continued)

Status	Test criteria	Test method	Unit	Result	QCVN 19:2009/BTNMT
				KT2	Column B
1	Temperature	CEC.QTMT.KT-05	$^{\circ}C$	30.6	-
2	Traffic	US EPA Method 2	m^3/h	3.444	-
3	SO ₂	CEC.QTMT.KT-06	mg/Nm^3	12.23	500
4	CO	CEC.QTMT.KT-06	mg/Nm^3	21.28	1,000
5	NO _x (calculated as NO ₂)	CEC.QTMT.KT-06	mg/Nm^3	17.08	850
6	Total dust	US EPA Method 5	mg/Nm^3	38	200
7	H ₂ SO ₄	EPA Method 8	mg/Nm^3	KPH	50
8	HCl	US EPA Method 26A	mg/Nm^3	KPH	50
9	Chloroform	PD CEN/ TS 13649:2014	mg/Nm^3	KPH	240 ⁽¹⁾
10	Ethanol		mg/Nm^3	KPH	-
11	Toluene		mg/Nm^3	KPH	750 ⁽¹⁾
12	Ethyl acetate		mg/Nm^3	KPH	-
13	Methanol		mg/Nm^3	KPH	260 ⁽¹⁾

*** Note:**

- **Sample collection date** : March 27, 2024
- **Sampling and analysis unit** : Environmental consulting and communication center (VILAS 1330 – VIMCERTS 208).
- **Sampling location:**
 - **KT1** : Exhaust gas at the exhaust pipe of the Cao Sao Vang production area. Coordinates: X = 2309599, Y = 588444
 - **KT2** : Exhaust gas at the exhaust pipe of the testing room area. Coordinates: X = 2309550, Y = 588415
 - **KT3** : Exhaust gas at the exhaust pipe of the boiler area. Coordinates: X = 2309640, Y = 588506
- **Comparison standards:**
 - + **QCVN 19 :2009/BTNMT**: National technical regulation on industrial emissions of dust and inorganic substances (column B);
 - + ⁽¹⁾ **QCVN 20:2009/BTNMT** : National technical regulation on industrial emissions for some organic substances;
 - + KPH: Not detected. Sample analysis results are lower than the MDL detection limit of the method .

** Results of the second monitoring period:*

The results of the Company's second phase of emission monitoring are presented specifically as follows:

Results of environmental monitoring of gas emissions phase 2

Status	Test criteria	Test method	Unit	Result	QCVN 19:2009/BTNMT
				KT1	Column B
1	Temperature	CEC.QTMT.KT-05	$^{\circ}C$	30	-
2	Traffic	US EPA Method 2	m^3/h	5,615	-
3	SO ₂	CEC.QTMT.KT-06	mg/Nm^3	18.34	500
4	CO	CEC.QTMT.KT-06	mg/Nm^3	43.32	1,000
5	NO _x (calculated as NO ₂)	CEC.QTMT.KT-06	mg/Nm^3	19.18	850
6	Total dust	US EPA Method 5	mg/Nm^3	31	200

Results of environmental monitoring of gas emissions, phase 2 (continued)

Status	Test criteria	Test method	Unit	Result	QCVN 19:2009/BTNMT
				KT2	Column B
1	Temperature	CEC.QTMT.KT-05	$^{\circ}C$	30	-
2	Traffic	US EPA Method 2	m^3/h	3,670	-
3	SO ₂	CEC.QTMT.KT-06	mg/Nm^3	10.48	500
4	CO	CEC.QTMT.KT-06	mg/Nm^3	12.54	1,000
5	NO _x (calculated as NO ₂)	CEC.QTMT.KT-06	mg/Nm^3	9.96	850
6	Total dust	US EPA Method 5	mg/Nm^3	35	200
7	H ₂ SO ₄	EPA Method 8	mg/Nm^3	KPH (MDL=2)	50
8	HCl	US EPA Method 26A	mg/Nm^3	KPH (MDL=0.1)	50
9	Ethyl acetate	PD CEN/ TS 13649:2014	mg/Nm^3	KPH (MDL=0.2)	1,400 ⁽¹⁾
10	Chloroform	PD CEN/ TS 13649:2014	mg/Nm^3	KPH (MDL=0.25)	240 ⁽¹⁾
11	Ethanol	PD CEN/TS 13649:2014	mg/Nm^3	KPH (MDL=1.5)	-
12	Methanol	PD CEN/TS 13649:2014	mg/Nm^3	KPH (MDL=1.5)	260 ⁽¹⁾
13	Toluene	PD CEN/ TS 13649:2014	mg/Nm^3	KPH (MDL=0.02)	750 ⁽¹⁾

- KT3: Exhaust gas at the exhaust pipe of the boiler area. - At the time of monitoring, the boiler was not operating so no sample was taken this time).

** Note:*

- *Sample collection date* : September 27, 2023
- *Sampling and analysis unit* : Environmental consulting and communication center (VILAS 1330 – VIMCERTS 208).
- *Sampling location:*
 - *KT1* : Exhaust gas at the exhaust pipe of the Cao Sao Vang production area. Coordinates: X = 2309599, Y = 588444
 - *KT2* : Exhaust gas at the exhaust pipe of the testing room area. Coordinates: X = 2309550, Y = 588415
- *Comparison standards:*
 - + *QCVN 19 :2009/BTNMT*: National technical regulation on industrial emissions of dust and inorganic substances (column B);
 - + ⁽¹⁾ *QCVN 20:2009/BTNMT* : National technical regulation on industrial emissions for some organic substances;
 - + KPH: Not detected. Sample analysis results are lower than the MDL detection limit of the method .

5. Assessment related to labor issues

- The Company's young and qualified workforce is a great driving force for the Company's long-term development.
- Before starting work, 100% of employees are retrained.
- In 2024, the Company had no cases of violation of the Company's working regulations and rules.
- Although 2024 is a difficult and volatile year, the Company still maintains and ensures social welfare regimes for employees.

6. Assessment related to corporate responsibility towards local communities

- The sustainable development strategy of Central Pharmaceutical 3 is built on the basis of ensuring the harmony of three factors: economic development, community support and environmental protection. Central Pharmaceutical 3 always considers the human factor as the key factor in the orientation of sustainable development. Central Pharmaceutical 3 always focuses on investing in human resource development, especially the next generation for the future.

IV. BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S PERFORMANCE**1. Board of Directors' assessment of the Company's operations****1.1. Production - materials - product consumption**

The company has been proactive in supplying materials, producing and consuming products. Continuing to advertise some products on the media. In 2024, good results were achieved in production and consumption of products.

All 4 branches (Hai Phong, Hanoi, Ho Chi Minh, Da Nang) have good sales systems.

1.2. Quality assurance - quality control - research and development

Consistently implementing the strategy of producing and consuming products with good quality and reasonable prices associated with the TW3 brand and the Company's strategy of stability and long-term development has continued to create trust for customers.

Strictly and fully implement the production process, regularly inspect and supervise the implementation of production standards, compliance with regulations in preservation, storage and circulation.

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Check 100% of raw materials, imported goods and finished products, regularly check and control the implementation of standard procedures to stabilize and improve product quality.

Research and development work is identified as a particularly important task in the Company's long-term, sustainable strategy.

1.3. Finance and investment work

Timely and accurate management accounting and accounting work is the basis for effective production and business operations.

Strictly comply with the State's regulations on accounting regime. In 2024, the Company audited its financial statements in accordance with the law and the resolution of the 2024 General Meeting of Shareholders. The results of the 2024 production and business accounting have preserved and supplemented the Company's capital.

1.4. Human resource organization

Recruiting, training, and managing human resources step by step to meet the requirements of the Company's production and business activities. Fully implementing policies and regimes for employees according to the provisions of the Labor Law. Political security, safety and order in the Company are guaranteed.

1.5. Responsibility to the environment and society

- Central Pharmaceutical Joint Stock Company 3 has done a good job of protecting the environment in its production and business activities. Every year and every quarter, the Company conducts environmental monitoring in accordance with the provisions of law.
- The Company's employees always uphold the spirit of "Helping each other", "Mutual love" to help people in difficulty when natural disasters and epidemics occur.

2. Board of Directors' assessment of the performance of the Company's General Director

The results of the Board of Directors' supervision of the General Director are as follows:

- The General Director has been proactive and made efforts to carry out the tasks and targets set by the General Meeting of Shareholders. During the management process, the General Director has always demonstrated a high sense of responsibility, overcoming difficulties to implement the 2024 production and business plan. Developing and expanding the market, finding jobs for employees, increasing revenue and profits.
- In 2024, the General Director fully performed his responsibilities of reporting, explaining, and disclosing information fully and transparently in accordance with the provisions of law.
- During the implementation process, when difficulties arose in the operation, the General Director reported to the Board of Directors. Based on the actual situation, the Board of Directors reviewed and evaluated to provide quick and timely solutions to ensure the Company's operations were in line with the direction.

3. Plans and directions of the Board of Directors

The Board of Directors continues to advocate the development of the Company in the direction of sustainable development based on the principles of prudence and efficiency with the following main goals:

- Strive to complete the targets and tasks set forth by the 2025 Annual General Meeting of Shareholders.

- Continue to build the Company in the direction of development, increasing autonomy, supplementing the facilities of the Company's branches to continue expanding the product consumption system.
- Invest in building factories to improve production capacity, research and develop products, apply modern tools and good practices to improve corporate governance.

V. CORPORATE GOVERNANCE

1. Board of Directors

a. Members and structure of the Board of Directors

Status	Board Member	Position	Number of shares held/ Ownership representative	Ownership ratio (%)
1	Mr. Bui Xuan Huong	Chairman of the Board	1,371,800	6.38%
2	Mr. Nguyen Dinh Khai	Member of Board of Directors and General Director	3,150,850	14.66%
3	Mr. Dinh Van Cuong	Board Member	1,199,170	5.58%
4	Mr. Le Van Hung	Board Member	962.062	4.47%
5	Ms. Lu Thi Khanh Tran Vietnam Pharmaceutical Corporation - JSC: Ms. Lu Thi Khanh Tran is the representative owner	Board Member	4,746,087	22%

b. Board of Directors Meetings

In 2024, the Board of Directors had a total of 07 meetings with full attendance of members.

Content and results of Board of Directors meetings:

Session	Resolution content
Quarter I February 26, 2024	<ul style="list-style-type: none"> - Preliminary report on production and business results in 2023. - Approve the 2024 business production plan to be submitted to the 2024 Annual General Meeting of Shareholders. - Approval of the General Director's report on the Company's business situation in January and February 2024. <p>Finalize the list of shareholders attending the 2024 Annual General Meeting of Shareholders and pay cash dividends in 2023.</p>
Quarter II 01/04/2024	Approval of documents submitted to the 2024 Annual General Meeting of Shareholders.
April 24,	Elect the Chairman of the Board of Directors, General Director, and assign



	2024	work to members of the Board of Directors.
	05/08/2024	Dismissed from the position of Deputy General Director in charge of business.
	June 19, 2024	- Estimated production and business results for the first 6 months of 2024; Issue "Salary Regulations", "Regulations on business activities and product consumption"; Appoint Deputy Director of Hanoi Branch. - Selecting an auditor for 2024.
Quarter III	07/31/2024	Dismissal and appointment of the position of Director of Da Nang Branch
Quarter IV	12/26/2024	- Preliminary report on production and business results in 2024. - Develop a 2025 production and business plan to submit to the Annual General Meeting of Shareholders. - Amend and supplement "Salary regulations", "Regulations on business activities and product consumption". - Termination of Hai Phong Branch operations.

2. Board of Control

In 2024, the Board of Supervisors held 02 meetings in accordance with the provisions of the Law with full participation of members.

Content and results of Board of Supervisors meetings:

Time	Content
April 24, 2024	Discuss and vote on the election of the Head of the Supervisory Board for the 2024-2029 term Assigning work to each member of the Board of Supervisors for the 2024-2029 term
12/25/2024	Part 1: Performance of the Board of Directors and the Board of Management in 2024 Part 2: Business performance results, sales volume and advertising costs up to November 2024; equipment and machinery costs of 2 factories Trang Due - Nam Son Part 3: Status of material planning, personnel and other activities arising as of November 2024 Part 4: Work done in 2024 and the Board of Supervisors' plan for 2025

3. Remuneration and benefits of the Board of Directors, Supervisory Board and Managers

- Board of Directors' remuneration in 2023:

+ Mr. Bui Xuan Huong – Chairman	: 545,454,544 VND
+ Mr. Dinh Van Cuong – Member	: 363,636,364 VND
+ Mr. Nguyen Dinh Khai – Member	: 363,636,364 VND
+ Ms. Nguyen Hong Nhung – Member (Resigned on April 24, 2024)	: 363,636,364 VND
+ Mr. Nguyen Thanh Tuan – Member (Resigned on April 24, 2024)	: 363,636,364 VND

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

- Remuneration of the Board of Supervisors in 2023:

+ Ms. Truong Thi Nguyet Hoa – Head of Supervisory Board : 150,000,000 VND

(Resigned on April 24, 2024)

+ Mr. Le Van Hung – Member : 100,000,000 VND

(Resigned on April 24, 2024)

+ Ms. Dinh Thi Tram Anh – Member : 100,000,000 VND

- Salary and bonus of the Manager (excluding Board of Directors' remuneration) in 2024:

+ Mr. Bui Xuan Huong - Chairman of the Board of Directors : 38,000,000 VND

+ Mr. Nguyen Dinh Khai - General Director : 1,460,372,440 VND

+ Ms. Bui Thi Loan – Deputy General Director : 835,219,451 VND

+ Mr. Nguyen Thanh Tuan - Deputy General Director : 455,572,795 VND

(Resigned on May 8, 2024)

VI. Financial reports

1. Auditor's opinion

The financial statements have fairly and fairly reflected in all material respects the financial situation of Central Pharmaceutical Joint Stock Company 3 as of December 31, 2024, as well as the business performance and cash flow situation for the fiscal year ended on the same day, in accordance with Vietnamese Accounting Standards, Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements.

2. Audited financial statements: attached to the annual report

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