



MINUTES
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL CPC1.JSC

Today, at 08:30 a.m. on Tuesday, 21 April 2026, at the 6th Floor Hall of the head office of Central Pharmaceutical CPC1.JSC, No. 87 Nguyen Van Troi Street, Phuong Liet Ward, Hanoi, the 2026 Annual General Meeting of Shareholders was convened.

The proceedings of the Meeting are as follows:

A. OPENING OF THE MEETING

On behalf of the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC, a representative conducted the opening ceremony, stating the reasons for the meeting and introducing the delegates and attendees, including:

1. Invited Guests: The Meeting is honored to welcome the following distinguished guests:

1.1. Representative of Vietnam Pharmaceutical Corporation – JSC

- Mr. Dinh Xuan Han – Chairman of the Board of Directors, Vietnam Pharmaceutical Corporation – JSC

1.2. Representative of Ernst & Young Vietnam Co., Ltd.

- Mr. Bui Anh Tuan – Deputy General Director, Ernst & Young Vietnam Co., Ltd.

1.3. Members of the Board of Directors and the Board of Management of Central Pharmaceutical CPC1.JSC.

1.4. Shareholders of Central Pharmaceutical CPC1.JSC.

2. Introduction of the Shareholder Eligibility Verification Committee:

1. Mr. Nguyen Huy Thanh – Deputy General Director : Head

2. Ms. Nguyen Thi Bich Thao – IT Department Head : Member

3. Mr. Vu Ngoc Quang Minh – Admin & HR Department : Member
Deputy Head

3. Report on Verification of Shareholder Eligibility:

Mr. Vu Ngoc Quang Minh, member of the Shareholder Eligibility Verification Committee, presented the report on the results of verifying the eligibility of shareholders attending the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC. At the time of the opening of the Meeting (08:30 a.m., 21 April 2026), the Meeting satisfied all conditions to proceed in accordance with applicable laws and the Company's Charter, as detailed below:

➤ *Total number of shares of Central Pharmaceutical CPC1.JSC: 20,979,000 ordinary shares.*

➤ *Total number of voting shares: 20,979,000 voting rights.*

➤ *Number of ordinary shares owned and represented at the time of the Meeting's opening: 19,163,790 shares (equivalent to 91.35% of the total voting shares of the Company).*

➤ *Corresponding number of voting rights: 19,163,790 votes (equivalent to 91.35% of the total voting rights of the Company).*

4. Presidium, Secretariat, and Vote Counting Committee:

4.1. Presidium:

1. Ms. Han Thi Khanh Vinh – Chairwoman of the Board of Directors of Central Pharmaceutical CPC1.JSC – Chair of the Meeting.

2. Mr. Ta Van Dung – General Director of Central Pharmaceutical CPC1.JSC.

3. Ms. Tran Thi Kim Khanh – Independent Member of the Board of Directors of Central Pharmaceutical CPC1.JSC.

4.2. Secretariat of the Meeting:

1. Ms. Do Thi Thu Huyen, Corporate Governance Officer and Company Secretary - Head

2. Ms. Nguyen Phuong Anh, Officer of Admin & HR Department - Member

4.3. Vote Counting Committee:

1. Ms. Luong Thi Kim Thanh, Deputy Head of Finance & Accounting Department - Head

2. Ms. Phi Thi Thanh Huyen – Officer of Admin & HR Department - Member

3. Ms. Nguyen Khanh Linh – Officer of Internal Audit Department - Member

The Presidium, the Secretariat, and the Vote Counting Committee were approved by the General Meeting of Shareholders with 100% of the total voting rights of all attending and represented shareholders present at the Meeting, specifically as follows:

➤ *Total votes in favor: 19,089,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders.*

➤ *Total votes against: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders.*

➤ *Total abstentions: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders.*

➤ *Uncast votes: 68,600 votes.*

B. PROCEEDINGS OF THE MEETING

1. Approval of the Agenda and the Meeting Regulations

Ms. Tran Thi Kim Khanh – Independent Member of the Board of Directors, on behalf of the Presidium, presented the Agenda and the Meeting Regulations for approval.

Voting results:

➤ *Total votes in favor: 19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders present at the Meeting.*

➤ *Total votes against: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders present at the Meeting.*

➤ *Total abstentions: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders present at the Meeting.*

➤ *Uncast votes: 1,500 votes.*

2. Report of the Board of Directors for the 2021–2026 term and orientation for the 2026–2031 term

Ms. Han Thi Khanh Vinh – Chairwoman of the Board of Directors, on behalf of the Presidium, presented Report No. 800/BC-ĐHĐCĐ.2026 dated 17 April 2026 on the performance of the Board of Directors for the 2021–2026 term and the operational orientation for the 2026–2031 term (*attached hereto*).

3. Report on business performance in 2025 and business plan for 2026

Mr. Ta Van Dung – General Director, presented Report No. 801/BC-ĐHĐCĐ.2026 dated 17 April 2026 on the business performance in 2025 and the business plan for 2026 (*attached hereto*).

4. Report of the Independent Member of the Board of Directors in the Audit Committee and Submission on the selection of the auditor for the 2026 Financial Statements.

Ms. Tran Thi Kim Khanh – Independent Member of the Board of Directors and Chairwoman of the Audit Committee, presented:

- Report No. 802/BC-ĐHĐCĐ.2026 dated 17 April 2026 of the Independent Member of the Board of Directors in the Audit Committee (*attached hereto*).
- Submission No. 805/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of the selection of the auditor for the 2026 financial statements (*attached hereto*).

5. Submissions: (i) Submission No. 803/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of the 2025 financial statements audited by Ernst & Young Vietnam Co., Ltd.; (ii) Submission No. 806/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of the remuneration report of the Board of Directors for 2025 and the remuneration plan for 2026; (iii) Submission No. 804/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of profit distribution for 2025 and the profit distribution plan for 2026; (iv) Submission No. 807/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of amendments and supplements to the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors; (v) Submission No. 808/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of amendments and supplements to the Company's business lines; (vi) Submission No. 809/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the election of members of the Board of Directors and an Independent Member of the Board of Directors of Central Pharmaceutical CPC1.JSC for the 2026–2031 term

5.1. Mr. Nguyen Hong Duc – Chief Accountant of Central Pharmaceutical CPC1.JSC, presented the following submissions: (i) Submission No. 803/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of the 2025 audited financial statements by Ernst & Young Vietnam Co., Ltd.; (ii) Submission No. 806/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of the remuneration report of the Board of Directors for 2025 and the remuneration plan for 2026; (iii) Submission No. 804/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of profit distribution for 2025 and the profit distribution plan for 2026 (*attached hereto*).

5.2. Ms. Nguyen Thi Hoa – Deputy General Director of Central Pharmaceutical CPC1.JSC, presented the following submissions: (i) Submission No. 807/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of amendments and supplements to the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors; (ii) Submission No. 808/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of amendments and supplements to the Company's business lines (*attached hereto*).

5.3. Mr. Nguyen Huy Thanh – Member of the Board of Directors and Deputy General Director of Central Pharmaceutical CPC1.JSC, presented Submission No. 809/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the election of members of the Board of Directors and an Independent Member of the Board of Directors of Central Pharmaceutical CPC1.JSC for the 2026–2031 term (*attached hereto*).

6. Discussion

- At 10:00 a.m., the Meeting continued with the Q&A and discussion session with shareholders.

- Ms. Han Thi Khanh Vinh, on behalf of the Presidium, chaired the discussion. The Presidium acknowledged the opinions raised and addressed shareholders' questions accordingly.

No.	Shareholders' questions	Responses from the Presidium
1	Shareholder: Ngo Thanh Tung Shareholder Code: 190 Question: The current structure of the Company's Board of Directors does not include the General Director. Compared to common practice in many enterprises today, this may affect the connection between governance and executive management. The shareholder requests the Presidium to clarify: (i) The specific reasons for the absence of the General Director from the Board of Directors? (ii) The assessment of its impact on corporate governance effectiveness, and whether the Company has any plans to adjust this structure in the near future?	<p>- International practice shows that two common governance models coexist:</p> <p>(i) The General Director concurrently serves as a member of the Board of Directors;</p> <p>(ii) A complete separation between the Board of Directors and the Board of Management to enhance independence in oversight.</p> <p>- Therefore, even in developed markets, there is no single model universally applied to all enterprises. Governance effectiveness is not assessed solely based on organizational structure, but rather on business performance, risk control, and the ability to create sustainable value for shareholders.</p> <p>- On this basis, the Company adopts a performance-based governance approach, in which financial and growth indicators are key metrics for evaluating management and oversight quality. Actual results during the term have clearly demonstrated the effectiveness of the current model, with the Company consistently meeting and exceeding targets approved by the General Meeting of Shareholders. Specifically:</p> <ul style="list-style-type: none"> • In 2023, profit before tax (PBT) exceeded 100 billion VND for the first time, surpassing the annual plan by 97.4%. • By 2025, PBT increased by 83.6 billion VND, equivalent to 147% compared to the beginning of the term, with a compound annual growth rate (CAGR) of 25.4%. <p>- These results reflect effective coordination between the Board of Directors and the Board of Management through clear reporting,</p>

No.	Shareholders' questions	Responses from the Presidium
		<p>supervision, and implementation mechanisms.</p> <ul style="list-style-type: none"> - CPC1 has chosen a governance model that separates governance and executive functions to enhance independence in oversight, in line with advanced corporate governance practices and international standards. - Since April 2022, the General Director has not concurrently served as a member of the Board of Directors, in order to focus fully on executive management, while the Board of Directors performs its roles in strategic direction and supervision. After four years, the Company currently has no plan to change this model in the short term. The Board of Directors will continue to review and improve coordination mechanisms between the Board of Directors and the Board of Management based on: <ul style="list-style-type: none"> • Compliance with applicable laws and the Company's Charter; • Alignment with good corporate governance practices; • Ensuring transparency, risk control, and operational efficiency. - The Board of Directors facilitates the Board of Management in fully exercising its authority and responsibilities, thereby enhancing the operational efficiency of Central Pharmaceutical CPC1.JSC and delivering sustainable value to shareholders.
2	Shareholder: Tran Thi Thanh Van Shareholder Code: 388	
	Question: How does the Board of Directors assess the results after nearly one year of cooperation with Celltrion Group?	<ul style="list-style-type: none"> - In 2025, Vietnam Pharmaceutical Corporation – JSC negotiated and signed an exclusive distribution agreement with Celltrion Group, one of the world's leading biopharmaceutical corporations, and assigned Central Pharmaceutical CPC1.JSC as the entity directly responsible for distributing these products in the Vietnamese market. - The introduction of Celltrion's products into Vietnam provides patients with additional options for high-quality biologics manufactured in accordance with international standards at more competitive prices. This contributes to reducing treatment costs, expanding access to biologic therapies, and improving treatment outcomes as well as patients' quality of life.

No.	Shareholders' questions	Responses from the Presidium
		<p>- Celltrion's products only began to access healthcare facilities in Vietnam from late 2025; therefore, additional time is required to expand their presence across hospitals and medical institutions. However, with positive market signals and upcoming tender plans, the Executive Management expects revenue from this product group in 2026 to grow positively and contribute meaningfully to the Company's overall business performance.</p>
3	<p>Shareholder: Dao Hai Nam Authorized representative of DSC Securities Joint Stock Company</p>	
	<p>Question 1: What are the revenue proportions and profit margins across the ETC and OTC channels? Additionally, how do profit margins vary across different bidding groups within the ETC channel?</p>	<p>The ETC channel continues to play a dominant role, accounting for nearly the entire revenue structure of the Company, while the OTC channel is still at an early stage of development. The OTC channel is gradually building its product portfolio, personnel, and market coverage; therefore, its revenue contribution remains minimal and has not yet made a significant impact. In terms of operational efficiency, the Company's overall profit margin is primarily generated from the ETC channel. Shareholders may refer to and assess these figures through the revenue and profit indicators presented in the audited financial statements.</p>
	<p>Question 2: What is the plan for provisioning for inventory impairment given the sharp increase in inventory in Q4?</p>	<p>-The increase in inventory as at 31 December 2025 was due to the Company's proactive stockpiling for signed contracts and adjustments to opening inventory. This is a necessary measure to ensure supply availability for sales activities and to mitigate the risk of input price increases. Inventory is mainly concentrated in key pharmaceutical products and high-value tender packages in line with the business plan.</p> <p>- As at 20 April 2026, inventory has decreased to 860.5 billion VND. The Executive Management confirms that inventory levels remain under control, with no material risks affecting profit or shareholders' interests, and this has been fully reflected in the audited financial statements.</p> <p>- The Company is implementing measures to optimize inventory management, improve inventory turnover, and restructure the product portfolio to enhance capital efficiency.</p>

No.	Shareholders' questions	Responses from the Presidium
	Question 3: What is the plan for developing the OTC channel, and does the Company intend to distribute products through pharmacy chains such as Long Chau?	<ul style="list-style-type: none"> - In the short term, the Company does not have plans to enter pharmacy chain systems such as Long Chau. - In 2025, Central Pharmaceutical CPC1.JSC launched the OTC channel alongside the ETC channel to diversify its distribution network. The product portfolio includes pharmaceuticals, health supplements, and medical supplies suitable for the retail market. During 2025, the focus was on building the foundation: completing operational processes, developing products, expanding the customer base, and stabilizing the workforce. By year-end, the Company had signed a distribution agreement for one product from Japan. - In 2026, the Company will accelerate the development of the OTC channel by expanding market coverage, increasing the customer base, and improving sales efficiency through portfolio optimization and enhanced commercial policies. In Q1/2026, OTC revenue reached approximately 60% of the planned target. While this is below expectations, the Company has successfully established its sales team and customer network.

7. Voting on the Approval of Reports and Submissions

- Ms. Han Thi Khanh Vinh, on behalf of the Presidium, sought the Meeting's approval of the Reports and Submissions.
- Ms. Luong Thi Kim Thanh – Head of the Vote Counting Committee, presented the Minutes of Vote Counting on the voting results for the approval of the Reports and Submissions at the Meeting.
 - At the time of voting:
 - Total number of ordinary shares of attending and represented shareholders: 19,163,790 shares, equivalent to 91.35% of the total ordinary shares of the Company.
 - Corresponding number of voting rights: 19,163,790 votes (equivalent to 91.35% of the total voting rights of the Company).
 - Total votes cast: 19,162,290 votes, equivalent to 99.99% of the total voting rights of all attending and represented shareholders).
 - Uncast votes: 1,500 votes.
 - The detailed voting results are as follows:

No.	Voting Item	Total Votes in Favor	Total Votes Against	Total Abstentions
1	Report No. 800/BC-ĐHĐCĐ.2026 dated 17 April 2026 on the performance of the Board of Directors for the 2021–2026 term and the operational orientation for the	19,162,290 votes, representing 100.00% of	0 votes, representing 0.00% of the total voting	0 votes, representing 0.00% of the total voting

No.	Voting Item	Total Votes in Favor	Total Votes Against	Total Abstentions
	2026–2031 term.	<i>the total voting rights of all attending and represented shareholders</i>	<i>rights of all attending and represented shareholders</i>	<i>rights of all attending and represented shareholders</i>
2	Report No. 801/BC-ĐHĐCĐ.2026 dated 17 April 2026 on the business performance in 2025 and the business plan for 2026	19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders
3	Report No. 802/BC-ĐHĐCĐ.2026 dated 17 April 2026 of the Independent Member of the Board of Directors in the Audit Committee	19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders
4	Submission No. 803/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of the 2025 financial statements audited by Ernst & Young Vietnam Co., Ltd.	19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders
5	Submission No. 804/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of profit distribution for 2025 and the profit distribution plan for 2026	19,110,190 votes, representing 99.73% of the total voting rights of all attending and represented shareholders	52,100 votes, representing 0.27% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders
6	Submission No. 805/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of the selection of the auditor for the 2026	19,162,290 votes, representing 100.00% of	0 votes, representing 0.00% of the total voting	0 votes, representing 0.00% of the total voting

No.	Voting Item	Total Votes in Favor	Total Votes Against	Total Abstentions
	financial statements	<i>the total voting rights of all attending and represented shareholders</i>	<i>rights of all attending and represented shareholders</i>	<i>rights of all attending and represented shareholders</i>
7	Submission No. 806/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of the remuneration report of the Board of Directors for 2025 and the remuneration plan for 2026	19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders
8	Submission No. 807/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of amendments and supplements to the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors	19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders
9	Submission No. 808/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the approval of amendments and supplements to the Company's business lines	19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders
10	Submission No. 809/TTr-ĐHĐCĐ.2026 dated 17 April 2026 on the election of members of the Board of Directors and an Independent Member of the Board of Directors of Central Pharmaceutical CPC1.JSC for the 2026-2031 term.	19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders	0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders

8. Election of Members of the Board of Directors and Independent Member(s) of the Board of Directors for the 2026-2031 term

8.1. Ms. Luong Thi Kim Thanh – Head of the Vote Counting Committee, presented the Regulations on nomination, self-nomination, and election of members of the Board of Directors and Independent Member(s) of the Board of Directors of Central Pharmaceutical CPC1.JSC (for the 2026–2031 term).

8.2. Mr. Nguyen Huy Thanh – Member of the Board of Directors, Deputy General Director, and Head of the Shareholder Eligibility Verification Committee, updated the status of attending shareholders/authorized representatives as at the time of voting, at 10:53 a.m. on 21 April 2026, as follows:

➤ *Total number of ordinary shares of attending and represented shareholders: 19,163,790 shares.*

➤ *Total number of voting rights at the Meeting: 19,163,790 votes.*

➤ *Accordingly, the total number of shares held by attending and represented shareholders is 19,163,790 shares, equivalent to 91.35% of the total voting rights of Central Pharmaceutical CPC1.JSC.*

8.2 Mr. Nguyen Huy Thanh – Member of the Board of Directors and Deputy General Director, requested the Meeting to vote on the following matters:

(i) Regulations on nomination, candidacy and election of Members of the Board of Directors and Independent Member(s) of the Board of Directors

➤ *Total votes in favor: 19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders.*

➤ *Total votes against: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders.*

➤ *Total abstentions: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders.*

➤ *Uncast votes: 1,500 votes.*

(ii) List of candidates for election of Members of the Board of Directors and Independent Member (s) for the 2026–2031 term:

LIST OF CANDIDATES FOR ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND INDEPENDENT MEMBER(S)

(TERM 2026 - 2031)

No.	Name of candidate	Nominating shareholder(s)/shareholder group/organization
1	Ms. Han Thi Khanh Vinh	Vietnam Pharmaceutical Corporation – JSC, holding 13,721,550 shares, equivalent to 65.406% of the total voting shares of the Company
2	Ms. Ha Lan Anh	
3	Mr. Nguyen Huy Thanh	
4	Mr. Nguyen Doan Liem	A group of shareholders holding 5,189,140 shares, equivalent to 24.7% of the total voting shares of the Company
5	Ms. Tran Thi Kim Khanh (Independent Member)	Vietnam Pharmaceutical Corporation – JSC, holding 13,721,550 shares, equivalent to 65.406% of the total voting shares of the Company
		Mr. Nguyen Doan Liem, holding 1,210,940 shares, equivalent to 5.772% of the total voting shares of the Company

➤ *Total votes in favor: 19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders.*

➤ *Total votes against: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders.*

➤ *Total abstentions: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders.*

➤ ☐ *Uncast votes: 1,500 votes.*

9. Announcement of election results of Members of the Board of Directors and Independent Member(s) for the 2026-2031 term

Ms. Luong Thi Kim Thanh - Head of the Vote Counting Committee, presented the Minutes of Vote Counting on the election results of members and independent member(s) of the Board of Directors of Central Pharmaceutical CPC1.JSC for the 2026-2031 term, with the following details:

➤ *Total number of votes cast: 95,514,450 votes*

➤ *Total number of valid votes: 95,514,450 votes*

➤ *Invalid votes: 0 votes*

➤ *Uncast votes: 304,500 votes*

No.	Name	Number of votes received	Percentage of total voting shares represented at the Meeting
1	Han Thi Khanh Vinh	22,180,600	116.11%
2	Nguyen Doan Liem	19,198,700	100.50%
3	Nguyen Huy Thanh	18,185,300	95.20%
4	Ha Lan Anh	18,179,100	95.16%
5	Tran Thi Kim Khanh	17,770,750	93.03%

Based on the vote counting results, the Regulations on nomination, candidacy, and election of members of the Board of Directors and Independent Director(s) of Central Pharmaceutical CPC1.JSC for the 2026–2031 term, and the Charter of Central Pharmaceutical CPC1.JSC, the list of elected members and independent member(s) of the Board of Directors of Central Pharmaceutical CPC1.JSC for the 2026-2031 term is as follows:

No.	Name	Number of votes received	Percentage of total voting shares represented at the Meeting
1	Han Thi Khanh Vinh	22,180,600	116.11%
2	Nguyen Doan Liem	19,198,700	100.50%
3	Nguyen Huy Thanh	18,185,300	95.20%
4	Ha Lan Anh	18,179,100	95.16%
5	Tran Thi Kim Khanh	17,770,750	93.03%

10. Approval of the Minutes and the Resolution of the Meeting

10.1. Ms. Do Thi Thu Huyen, on behalf of the Secretariat, presented in full the draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC

10.2. The Meeting unanimously adopted the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC with the following voting results:

Voting results:

➤ *Total votes in favor: 19,162,290 votes, representing 100.00% of the total voting rights of all attending and represented shareholders.*

➤ *Total votes against: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders.*

➤ *Total abstentions: 0 votes, representing 0.00% of the total voting rights of all attending and represented shareholders.*

➤ *Uncast votes: 1,500 votes.*

The General Meeting of Shareholders authorizes the Board of Directors to direct and decide on all matters arising during the implementation of the 2026 business plan approved by the General Meeting of Shareholders.

These Minutes consist of 11 pages and are made in 03 originals: one kept in the records of the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC, one kept at the Company's administrative office, and one kept by the Secretariat.

The Resolution of the 2026 Annual General Meeting of Shareholders is prepared in writing and fully disclosed on the website of Central Pharmaceutical CPC1.JSC (www.cpc1.com.vn) and on the information portals of the State Securities Commission of Vietnam and the Hanoi Stock Exchange in accordance with applicable regulations.

C. CLOSING OF THE MEETING

Ms. Han Thi Khanh Vinh, on behalf of the Presidium, declared the closing of the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC.

The Meeting was adjourned at 11:55 a.m. on the same day.

SECRETARY



Do Thi Thu Huyen

**CHAIRPERSON OF
THE MEETING**



Han Thi Khanh Vinh



Hanoi, 17 April 2026

REPORT OF THE BOARD OF DIRECTORS
On performance of the 2021-2026 term
and the orientation and tasks for the 2026-2031 term

To: The General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC (5th amendment) dated 11 April 2024.

The Board of Directors of Central Pharmaceutical CPC1.JSC respectfully reports to the General Meeting of Shareholders on the performance of the Board of Directors during the 2021-2026 term and the orientation and tasks for the 2026-2031 term as follows:

During the 2021-2026 term, the Board of Directors of Central Pharmaceutical CPC1.JSC has fully performed its functions, duties, and powers in accordance with the Law on Enterprises, the Company's Charter, internal corporate governance regulations, and relevant laws. The Board of Directors has been proactive in corporate governance, strategic direction, and supervision of executive management, ensuring the implementation of resolutions of the General Meeting of Shareholders in compliance with legal regulations, thereby contributing to the Company's stable operations and its goal of sustainable development.

I. THE BOARD OF DIRECTORS AND AUDIT COMMITTEE FOR THE 2021-2026 TERM

1. Board of Directors (BOD)

During the 2021-2026 term, the Company's Board of Directors has been strengthened in terms of organizational structure and personnel in compliance with applicable laws and the Company's Charter. The structure of the Board of Directors has been appropriately organized, ensuring a balance among executive directors, non-executive directors, and independent directors, thereby enhancing transparency, objectivity, and the effectiveness of corporate governance.

Members of the Board of Directors have fully exercised their rights and fulfilled their obligations in accordance with regulations, proactively participating in strategic planning, deciding on important matters within their authority, and strengthening supervision of executive management, thereby ensuring that the management and operation of the Company are aligned with its development orientation and compliant with legal regulations.

No.	Members of the Board of Directors	Position	Appointment date/ Dismissal date	
			Appointment date	Dismissal date
1	Ms. Han Thi Khanh Vinh	Chairwoman	26 April 2021	
2	Ms. Tran Thi Kim Khanh	Independent Member	11 April 2024	
3	Mr. Nguyen Huy Thanh	Member	26 April 2021	
4	Ms. Bui Thi Thanh Hai	Member	11 April 2024	
5	Mr. Nguyen Doan Liem	Member	26 April 2021	
6	Ms. Nguyen Hong Nhung	Member	26 April 2021	11 April 2024
7	Ms. Nguyen Thuy Dung	Member	26 April 2021	11 April 2024

2. Audit Committee

On 11 April 2024, the 2024 Annual General Meeting of Shareholders approved the change in the organizational and management model in accordance with Point b, Clause 1, Article 137 of the Law on Enterprises. Accordingly, the Company adopted a governance model comprising the General Meeting of Shareholders, the Board of Directors, and the General Director, and established an Audit Committee under the Board of Directors. This transition is in compliance with legal regulations and contributes to improving the corporate governance framework in a more modern and transparent manner, thereby enhancing the Company's operational efficiency.

On 12 June 2024, the Board of Directors issued resolutions and decisions on the establishment of the Audit Committee and approved the Charter of the Audit Committee, providing a basis for its operations in accordance with applicable regulations.

The Audit Committee has the function of advising and assisting the Board of Directors in overseeing the internal control system, risk management, the preparation and presentation of financial statements, as well as compliance with laws and the Company's internal regulations

No.	Members of the Audit Committee	Position	Appointment Date/ Dismissal Date		Qualification
			Appointment Date	Dismissal Date	
1	Ms. Tran Thi Kim Khanh	Chairwoman	12 June 2024		Master of Business Administration
2	Mr. Nguyen Doan Liem	Member	12 June 2024		Bachelor of Pharmacy

II. ACTIVITIES OF THE BOARD OF DIRECTORS FOR THE 2021–2026 TERM

1. General assessment

The 2021-2026 term has taken place in the context of complex and unpredictable fluctuations in both domestic and global economies. In the early stage of the term, the COVID-19 pandemic had a significant impact, disrupting global pharmaceutical supply chains, causing volatility in raw material prices, and increasing logistics costs. In addition, the global trend of monetary tightening has raised the cost of capital, while geopolitical risks, exchange rate fluctuations, and other market factors have continued to put pressure on input costs and business performance.

For the pharmaceutical industry, the 2021-2026 period has been marked by numerous challenges, but also new development opportunities. Fundamental drivers such as population aging, continued improvement in per capita income, and the Government's policy of expanding universal health insurance coverage have provided important momentum, contributing to the stable growth of Vietnam's pharmaceutical market.

However, in the context of persistently high interest rates, strong exchange rate volatility, and an incompletely stabilized global supply chain, domestic pharmaceutical enterprises have faced increasing input costs, directly affecting production costs, profit margins, and operational efficiency. In addition, prior to the effective date of the amended Law on Pharmacy (01 July 2025), certain regulatory and policy bottlenecks remained, including delays in the issuance and renewal of drug registration numbers, as well as shortcomings in procurement and payment mechanisms in the hospital (ETC) channel, thereby affecting the business operations of enterprises in the industry to a certain extent.

In this context, the Board of Directors has identified key strategic directions to ensure stable operations and enhance the Company's competitiveness during the term, including:

- Stabilizing production and business operations following the pandemic;
- Pursuing sustainable profit growth associated with improved operational efficiency;
- Strengthening corporate governance capacity and improving the internal control and risk management systems;
- Consolidating the financial foundation to ensure capital safety and liquidity;
- Enhancing cooperation and partnerships with domestic and international partners to expand markets and improve competitiveness.

During the term, the Board of Directors has held periodic meetings and conducted written consultations in accordance with applicable laws and the Company's Charter to timely consider and decide on matters within its authority. Meetings were conducted in compliance with regulations, with the participation of the Board of Management and relevant departments when necessary; matters were thoroughly prepared and objectively discussed, thereby improving the quality of decisions and the effectiveness of corporate governance and management..

2. Key matters reviewed and resolved by the Board of Directors

During the 2021-2026 term, the Board of Directors has focused on directing and resolving key matters across governance, management, strategy, and finance, as follows:

✦ Organizational and governance matters

- Conducted the election of the Chairman of the Board of Directors for the 2021-2026 term in accordance with regulations;
- Decided on the appointment and dismissal of the General Director and strengthened the Board of General Directors.
- Assigned duties to members of the Board of Directors, ensuring clear responsibilities and scopes of authority.
- Established and strengthened specialized departments to improve governance efficiency, including Information Technology, Legal, Internal Audit, and Marketing.
- Established the Audit Committee under the Board of Directors and issued its Charter.

✦ Improvement of the Governance System

- Issued, reviewed, and amended key regulations such as the Financial Management Regulation, Internal Spending Regulation, and Regulation on Management of Capital Representatives.
- Clearly defined the powers and responsibilities among the Board of Directors, the Chairman of the Board of Directors, and the General Director in accordance with regulations.
- Strengthened the internal control system and risk management in a more standardized and effective manner.

✦ Strategy and business development

- Approved annual production and business plans, including targets on revenue, profit, cash flow, and performance indicators.
- Directed the enhancement of cooperation with domestic and international partners, expansion of markets, and development of product portfolios and supply sources.
- Reviewed and decided on matters related to the management of the Company's contributed capital in other enterprises.

✦ Financial management

- Approved financial plans and cash flow plans.
- Approved transactions with banks.
- Reviewed related-party transactions and dividend policies.

3. Overall assessment:

During the 2021–2026 term, the Board of Directors has effectively fulfilled its role in setting strategic direction, issuing key decisions, and strengthening supervision of executive management, thereby contributing to enhanced governance capacity, operational efficiency, and the Company's market position.

III. SUPERVISION BY THE BOARD OF DIRECTORS OVER THE BOARD OF MANAGEMENT

During the 2021-2026 term, the Board of Directors exercised its supervisory function over the Board of Management and managerial staff through:

- Periodic meetings of the Board of Directors.
- Periodic and ad hoc reports submitted by the Board of Management.

- The system of financial statements and management reports.
- The activities of the Supervisory Board/Audit Committee and the Internal Audit function.

Through these mechanisms, the Board of Directors closely monitored the Company's operations and promptly issued directions and solutions to address challenges and enhance management and operational efficiency.

The Board of Directors assesses that the Board of Management and the managerial team have generally fulfilled their assigned duties, complied with legal regulations, the Company's Charter, resolutions of the General Meeting of Shareholders, and resolutions of the Board of Directors. Throughout each year of the term, the Board of Management proactively implemented various measures to maintain stable business operations amid fluctuations in the pharmaceutical market.

Key highlights in management and operations include:

- Maintaining stable business operations.
- Expanding cooperation with domestic and international partners to develop supply sources and new products.
- Strengthening cost management, cash flow management, and receivables collection.
- Implementing information technology projects and enterprise management systems (ERP).
- Enhancing internal control systems and risk management.

In the course of performing its supervisory function, the Board of Directors has promptly identified and pointed out certain shortcomings and limitations in management and operations, as follows:

- The development and issuance of certain internal regulations have been slower than required for effective governance;
- The development of business supply sources has not been sufficiently proactive and has not fully met growth requirements;
- The collection of receivables and inventory management require further improvement;
- The allocation and arrangement of personnel in certain units have not been fully optimized, affecting operational efficiency.

On that basis, the Board of Directors has required the Board of Management to promptly develop and implement specific remedial measures in order to enhance governance effectiveness, improve operational efficiency, and ensure the Company's sustainable development objectives.

IV. PERFORMANCE RESULTS IN 2025 AND THE 2021 - 2026 TERM

1. Performance results in 2025

1.1. Results of key business targets

Unit: Million VND

No.	Item	Actual 2024	Plan 2025	Actual 2025	Actual 2025/Actual 2024	Actual 2025/Plan 2025
1	Revenue	2,025,737	2,187,551	2,134,450	105.4%	97.6%
2	Profit before tax	144,219	128,785	140,540	97.5%	109.1%
3	Profit after tax	113,759	103,028	113,082	99.4%	109.8%

The business performance in 2025 indicates that the Company has continued to maintain stability despite ongoing market challenges. Specifically, revenue reached 2,134.45 billion VND, an increase of 5.4% compared to 2024; however, it fell short of the annual plan (achieving 97.6% of the target).

In terms of business efficiency, profit before tax reached 140.54 billion VND, slightly decreasing by 2.5% compared to 2024 but exceeding the plan by 9.1%. Profit after tax amounted to 113.08 billion VND, equivalent to 99.4% of the previous year and exceeding the 2025 plan by 9.8%.

These results demonstrate that the Company has proactively controlled costs and improved operational efficiency, thereby offsetting the shortfall in revenue and ensuring that profit targets were exceeded. At the same time, they reflect the management's flexibility and effectiveness in adapting to market fluctuations.

1.2. Performance results of other key tasks

✚ Organizational and Human Resources

In 2025, the Company conducted a review and restructuring of its workforce toward a leaner and more efficient model. The reorganization was carried out based on actual needs, ensuring appropriate allocation in line with the functions and responsibilities of each unit, while fully complying with legal regulations and internal policies. As a result, the number of employees was reduced, contributing to cost savings and improved efficiency in the use of human resources.

Alongside this restructuring process, the Company implemented the BSC-KPI project and a salary and bonus system linked to work performance. Evaluation criteria were clearly defined and gradually applied according to a roadmap, thereby enhancing labor productivity and strengthening the proactiveness and accountability of employees. At the same time, remuneration policies were adjusted to align with performance outcomes, creating motivation and supporting the attraction and retention of qualified personnel.

✚ ERP System implementation

From 1 January 2025, the Company has officially put the Oracle NetSuite software system into operation, replacing the BFO ERP system. The implementation of Oracle NetSuite has contributed to standardizing and integrating management activities, including finance and accounting, procurement, inventory management, and sales; thereby enhancing transparency, strengthening control capabilities, and improving overall operational efficiency. At the same time, the new system enables real-time data provision, supporting the executive management and the Board of Directors in making timely and accurate decisions, as well as enhancing risk management capacity and compliance with corporate governance standards.

The deployment of the new ERP system represents an important milestone in the Company's digital transformation roadmap, establishing a technological and data

foundation to improve governance capacity and support sustainable development in the next phase

✦ Upgrade of GSP warehouse capacity

In 2025, the Company completed the renovation and upgrade of Warehouse A of its Ho Chi Minh City Branch located in Tan Tao Industrial Park. The renovation and upgrade were carried out in full compliance with Good Storage Practice (GSP) standards, thereby enhancing storage, preservation, and distribution capacity, while strengthening compliance with pharmaceutical regulations.

Following the upgrade, the facility has contributed to improving the utilization efficiency of existing infrastructure, enhancing supply chain operations, and better meeting the Company's business development requirements in the next phase.

2. Performance results for the 2021–2026 term

2.1. Implementation results of key business targets

During the 2021–2026 term, the Company operated in the context of significant macroeconomic and market fluctuations, facing various difficulties and challenges. Under the direction of the Board of Directors and its Chairman, and the management of the Board of Management, the Company has maintained stable business operations and gradually adapted to market changes.

The Company not only sustained reasonable growth but also largely fulfilled the targets set by the General Meeting of Shareholders, with profit targets being achieved and exceeded. This affirms the Company's governance capability, operational efficiency, and foundation for sustainable development.

2.2. Summary of Key Performance Indicators

Unit: Billion VND

Item/ Year	Revenue			Profit before tax			Dividend
	Plan	Actual	Actual/Plan	Plan	Actual	Actual/Plan	
2021	2,100.0	2,182.4	103.9%	52	56.9	109.4%	18%
2022	2,200.0	2,159.4	98.2%	57	65.5	114.9%	15%
2023	2,250.0	2,158.3	95.9%	66.5	131.3	197.4%	15%
2024	2,250.0	2,025.7	90.0%	120.6	144.2	119.6%	20%
2025	2,187.5	2,134.5	97.6%	128.8	140.5	109.1%	25% ^(*)

(*) The dividend rate is submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

2.3. Key financial indicators

No.	Item	Unit	2021	2022	2023	2024	2025
I	Liquidity Ratios						
1	Current ratio	Times	1.12	1.13	1.37	1.41	1.32
2	Quick ratio	Times	0.79	0.71	0.78	0.60	0.55
II	Capital Structure Ratios						
1	Debt-to-total assets ratio	Times	0.77	0.77	0.64	0.63	0.69
2	Debt-to-equity ratio	Times	3.28	3.27	1.81	1.72	2.27
III	Operating Efficiency Ratios						
1	Inventory turnover	Turnover	4.79	5.69	4.24	2.85	2.11
2	Receivables turnover	Turnover	3.64	3.49	3.62	3.68	3.88
3	Working capital turnover	Turnover	21.65	19.45	10.35	6.10	5.41

No.	Item	Unit	2021	2022	2023	2024	2025
4	Total asset turnover	Turnover	1.81	1.88	1.77	1.51	1.29
IV	Profitability Ratios						
1	Net profit / Net revenue	%	2.06%	2.34%	4.77%	5.62%	5.30%
2	Return on average equity (ROE)	%	17.24%	18.86%	28.24%	23.47%	20.54%
3	Return on average assets (ROA)	%	3.74%	4.41%	8.42%	8.49%	6.81%
V	Financial Capacity Indicators						
1	Revenue CAGR	%	6%	-1.10%	-0.04%	-6.10%	5.30%
2	Profit before tax CAGR	%	9.60%	15.10%	100.40%	9.80%	-2.60%

Liquidity Ratios

The Company's liquidity remained at a safe level during the 2021-2025 period; the current ratio was consistently above 1, indicating that the Company was able to meet its short-term financial obligations.

Capital Structure Ratios

The capital structure improved compared to the early years of the period, as reflected in the decrease of the debt-to-total-assets ratio from relatively high levels in 2021-2022 to lower levels in subsequent years.

Operating Efficiency Ratios

Operational efficiency indicators were generally maintained at stable levels, ensuring effective operations and asset utilization.

Profitability Ratios

The Company's profitability indicators showed significant improvement during 2023-2024, with increases in profit margins, ROE, and ROA, reflecting enhanced business performance.

Financial Capacity Indicators

- The compound annual growth rate (CAGR) of revenue fluctuated over the years, with negative growth recorded during 2023-2024 due to market conditions and restructuring efforts. In 2025, revenue recovered positively, reflecting the Company's adaptability and effective management in response to external changes.

- The CAGR of profit before tax remained positive throughout the period, with a notably strong increase in 2023, demonstrating effective cost management, resource optimization, and improved operational efficiency.

2.4. Assessment of the implementation of GMS Resolutions during the term

During the 2021-2026 term, the implementation of resolutions of the General Meeting of Shareholders took place amid significant domestic and international economic fluctuations, including geopolitical instability, inflationary pressures, and changes in pharmaceutical sector policies.

In this context, the Board of Directors strengthened governance, direction, and supervision of the Board of General Directors, ensuring stable operations and sustainable development of the Company. Specifically.

✦ Revenue remained stable despite market volatility

Throughout the term, the Company's revenue remained above 2,000 billion VND per year, reflecting a stable scale of operations in the pharmaceutical industry. However, from 2022 onwards, revenue was affected by several external factors, including disruptions in global pharmaceutical supply chains, exchange rate fluctuations and import costs, challenges in drug procurement mechanisms at healthcare institutions, and localized declines in market demand.

Despite these challenges, annual revenue consistently achieved 90% or more of the plan, maintaining the Company's operational scale and market share.

✦ Strong profit growth, exceeding targets in multiple years

A key highlight of the term was the significant improvement in business performance, particularly in profitability.

Profit before tax increased substantially over the years, from 56.9 billion VND in 2021 to exceeding 100 billion VND from 2023 onwards and remaining stable thereafter. Notably, in 2023, profit before tax exceeded 218% of the target set by the General Meeting of Shareholders.

These results reflect effective management through synchronized cost control measures, margin improvement, and enhanced financial governance, thereby strengthening the foundation for sustainable medium- and long-term growth.

✦ Improved financial efficiency

The Company's financial indicators showed positive improvement during the term:

- Profit margins before and after tax increased over the years, reflecting enhanced business efficiency.
- The ratio of financial expenses to revenue decreased, indicating improved capital management and utilization.
- Returns on assets (ROA) and equity (ROE) were maintained at levels consistent with industry benchmarks.

These results demonstrate improved financial management, reinforcing the Company's stable and sustainable development foundation.

✦ Stable dividend policy, ensuring shareholders' interests

During the term, the Company maintained a reasonable dividend policy, balancing shareholders' interests with the need to retain earnings for business operations and development investment.

The dividend policy was implemented consistently and steadily over the years, safeguarding shareholders' interests while enhancing the Company's reputation and market position, thereby strengthening investor confidence in its long-term sustainable development strategy.

V. CORPORATE GOVERNANCE

During the 2021-2026 term, the Board of Directors implemented comprehensive measures to improve the governance model, enhance management efficiency, and increase corporate value in line with good corporate governance practices.

1. Improvement of the governance model

- The Company continued to refine its governance model toward a streamlined, transparent, and efficient structure, comprising the General Meeting of Shareholders, the Board of Directors, and the Board of Management. At the same time, the Board of Directors maintained at least 20% independent members and ensured the operation of the Audit Committee under the Board of Directors in accordance with current regulations.

2. Strengthening supervision and risk control

The Board of Directors closely supervised the implementation of resolutions of the General Meeting of Shareholders; reviewed and approved investment policies and business cooperation initiatives; and enhanced control over financial activities, receivables, and cash flow. In addition, modern management tools and systems were gradually adopted to improve governance and risk management effectiveness.

3. Acting in the interests of shareholders

The Board of Directors focused on achieving and exceeding profit targets over multiple consecutive years while maintaining a stable financial foundation, thereby enhancing corporate value, safeguarding shareholders' legitimate interests, and strengthening the Company's reputation in the market.

VI. OVERALL ASSESSMENT FOR THE 2021-2026 TERM

1. Key achievements

During the 2021- 2026 term, the Board of Directors guided the Company to achieve positive results across multiple areas:

- Revenue scale was maintained at over 2,000 billion VND annually, ensuring operational continuity.

- Profit reached the highest level since the Company's establishment, reflecting effective management and capital utilization.

- The corporate governance model was improved toward greater transparency, professionalism, and alignment with best practices.

- The financial foundation was significantly strengthened, enhancing financial autonomy and creating capacity for long-term investment and development.

2. Limitations and challenges

Despite these achievements, the Company continues to face certain limitations and challenges. The pharmaceutical market and regulatory environment remain volatile, posing potential risks to business operations. Industry competition is intensifying, particularly in high-value segments.

In addition, the Company needs to further enhance its market forecasting capabilities, proactively adapt to changes in the business environment, and strengthen research and development of new products to maintain and reinforce its competitive advantages in the medium and long term.

VII. ORIENTATION FOR THE 2026-2031 TERM

1. Forecast for 2026 and pharmaceutical industry trends for 2026-2031

In 2026, Vietnam aims to achieve GDP growth of over 10%, targeting a per capita income of approximately 5,400-5,500 USD. However, this growth outlook is accompanied by rising living costs, particularly in the healthcare sector.

Although household purchasing power and out-of-pocket spending capacity are under pressure, Vietnam's pharmaceutical market continues to be considered one of the key growth markets in Southeast Asia. Many international research organizations forecast that the market size could reach approximately 15-16 billion USD in the coming period, corresponding to a compound annual growth rate of around 7%-9%. This outlook is mainly driven by factors such as population aging, the rise of non-communicable diseases, and the impact of environmental pollution.

However, the overall market growth trend is becoming increasingly differentiated across distribution channels, with a growing concentration in the hospital channel (ETC), which currently accounts for approximately 70%-76% of the total market share and maintains a higher growth rate than the OTC channel. This trend is supported by the health insurance coverage rate reaching 95% of the population by the end of 2025, and is expected to be further reinforced by policy directions aimed at expanding access to basic healthcare services in the coming period.

In line with the double-digit growth target for the 2026-2031 period and the development trends of the pharmaceutical industry, the Board of Directors identifies this as a critical phase to shape a sustainable development strategy, strengthen competitiveness, and enhance long-term shareholder value. Accordingly, the Board of Directors aims to position the Company as a leading enterprise in pharmaceutical distribution, while improving its adaptability to market fluctuations, operational efficiency, and governance quality. Key strategic directions include:

2. Sustainable revenue and profit growth

The Board of Directors aims to maintain and expand the scale of operations while optimizing the cost structure and improving operational efficiency to ensure stable and sustainable growth in revenue and profit. The Company will focus on developing key markets, expanding its distribution network, and enhancing competitiveness, thereby proactively adapting to changes in both domestic and international pharmaceutical markets.

Business plan targets for 2026:

No.	Item	Unit	Actual 2025	Plan 2026	Plan 2026/ Actual 2025 (%)
1	Revenue	Million VND	2,134,450	2,363,642	110.74%
2	Profit before tax	Million VND	140,540	154,587	110.00%
3	Profit after tax	Million VND	113,082	123,669	109.36%
4	Dividend	%	Expected 25%	27%	108.00%

✦ Key business targets for the 2026–2030 period:

Unit: Million VND

No.	Item	Plan 2026	Plan 2030	CAGR (%)
1	Revenue	2,363,642	3,100,000	7%-10%
2	Profit before tax	154,587	210,000	8%-10%

The production and business plan for the 2026-2030 period is developed based on a strategic orientation toward stable, sustainable growth and enhanced operational efficiency. The plan is aligned with the Company's financial capacity, market expansion potential, and product portfolio development strategy, while closely following the growth trends of the pharmaceutical industry in the coming years.

During the 2026-2030 period, the Company targets an average annual revenue growth rate of approximately 8%-10% and an average annual growth rate in profit before tax of approximately 7%-10%. Key priorities include improving governance efficiency, optimizing costs, developing core products, and expanding the distribution network. At the same time, the Company will continue to strengthen financial risk control, inventory management, and capital utilization efficiency to ensure that growth is accompanied by operational effectiveness and financial safety.

The planned targets through 2030 are based on the assumption that the business environment and state management policies in the pharmaceutical sector will remain relatively stable. In the event of significant market fluctuations beyond the Company's control (such as geopolitical tensions, changes in procurement policies, exchange rate volatility, financial costs, or regulatory changes), the Board of Directors will direct the Board of Management to review and assess the impacts and submit proposed adjustments to the General Meeting of Shareholders for consideration in line with actual conditions.

3. Promoting new product development and expanding international cooperation

The Company aims to strengthen research and development of high-quality pharmaceutical products to meet the increasingly diverse demands of the market. At the same time, it will enhance international cooperation in a substantive and effective manner, focusing on technology transfer for high-tech pharmaceutical manufacturing and expanding product distribution activities. Cooperation with strategic partners will not only help improve research capacity, the application of new technologies, and product quality, but also create a foundation for the Company to gradually master technologies and develop high value-added product lines. This, in turn, will enhance the Company's brand position in the pharmaceutical market and support its sustainable development objectives.

4. Enhancing governance capacity in line with modern standards

The Board of Directors identifies enhancing corporate governance capacity in line with modern standards as a key priority, contributing to improved capital efficiency, effective risk management, and the protection of shareholders' lawful rights and interests, while also strengthening the Company's reputation and position in the capital market.

On that basis, the Board of Directors directs the Board of Management to proactively shift from passive compliance to proactive compliance, moving toward a governance model that is effective, transparent, and aligned with international best practices.

At the same time, the Company is strengthening the implementation of a comprehensive and systematic risk management framework to proactively identify, control, and mitigate risks arising in the course of operations.

In line with this direction, the Board of Directors further instructs the Board of Management to enhance enterprise-wide risk management as a core component of modern corporate governance, ensuring proactive identification, control, and mitigation of potential risks throughout business operations.

5. Training and development of successor personnel

To ensure adequate resources for the Company's medium- and long-term development strategy, the Board of Directors directs the Board of Management to develop a concrete action plan for training and developing a succession workforce, focusing on the following key areas:

- Enhancing the competency framework and job standards for each position, particularly key management roles. On that basis, conducting periodic assessments and establishing individual development roadmaps.

- Implementing focused and targeted training programs, combining internal training with external expert support, with emphasis on core competencies such as executive management, financial management, sales management, leadership skills, and strategic thinking. At the same time, promoting work-based training to ensure practical applicability and effectiveness.

- Strengthening succession planning and development through the identification, assessment, and cultivation of high-potential personnel. These individuals will be assigned challenging tasks, participate in key projects, and undergo job rotation to accumulate experience, enhance capabilities, and support comprehensive development.

- Closely linking the performance evaluation system (KPI/BSC) with remuneration and talent development policies, thereby creating motivation, encouraging continuous learning, improving capabilities, and fostering long-term commitment to the Company.

- Gradually building a culture of continuous learning and sustainable development across the Company, promoting innovation, creativity, and knowledge sharing, thereby establishing a strong foundation for a high-quality succession workforce.

6. Comprehensive digital transformation

The Board of Directors aims to implement a comprehensive digital transformation to enhance the Company's governance efficiency and competitiveness. Key priorities include developing an overall digital transformation roadmap; applying management systems to optimize operations; accelerating the digitalization of business, distribution, and customer care activities; and strengthening data governance to enhance analytical capabilities and decision-making. In addition, the Company focuses on developing a digital workforce and fostering a digital culture, creating a foundation for sustainable growth in the coming period.

7. Enhancing long-term shareholder value

During the term, the Board of Directors has identified the core objective of enhancing sustainable shareholder value through maintaining stable business performance, developing high value-added product portfolios, and strengthening the Company's reputation and market position.



The Board of Directors aims to implement long-term strategies associated with improving the quality of growth, ensuring a balance between financial efficiency and sustainable development, thereby maximizing the legitimate, long-term interests of shareholders.

Based on the above orientations, the Board of Directors believes that the Company will continue to maintain stable growth momentum, enhance its competitiveness, and sustain its position within the industry, while building a solid foundation for long-term development objectives, contributing to increased corporate value and sustainable benefits for shareholders and other stakeholders.

VIII. ENVIRONMENTAL AND SOCIAL RESPONSIBILITIES

The Board of Directors acknowledges and highly appreciates the proactive efforts of the Board of Management in gradually integrating environmental, social, and governance (ESG) factors into the Company's sustainable development orientation, in line with modern governance trends and best practices.

Regarding environmental responsibilities, the Company fully complies with legal regulations; implements waste control measures, uses resources efficiently, and fulfills recycling responsibilities in accordance with applicable regulations.

Regarding social responsibilities, the Company actively participates in community and healthcare activities, while building a safe and transparent working environment that safeguards employees' rights and benefits, thereby strengthening the human resource foundation for long-term development.

The Board of Directors affirms that sustainable development in line with ESG principles will continue to be a key orientation in the Company's development strategy. The implementation of environmental, social, and governance commitments not only enhances the Company's reputation and competitiveness but also creates a foundation for sustainable value creation for shareholders and stakeholders.

IX. CONCLUSION

The 2021-2026 term has taken place in a context where the economy and the pharmaceutical market faced significant fluctuations, particularly due to the far-reaching impacts of the COVID-19 pandemic, disruptions in global supply chains, and increasing competitive pressures. Under these conditions, the Board of Directors has demonstrated proactiveness and flexibility in direction and management, effectively fulfilling its role in strategic orientation, supervising executive activities, and ensuring a balance of interests among shareholders and stakeholders.

Throughout the term, the Board of Directors has focused on directing the implementation of key solutions, including maintaining stable business operations; strictly controlling costs; strengthening risk management; reinforcing financial capacity; and progressively improving the governance system toward greater transparency and professionalism in compliance with legal regulations and advanced governance practices.

As a result, the Company has largely achieved its key business objectives, maintained stability, and gradually improved operational efficiency, thereby establishing a solid foundation for the next stage of development.

These achievements provide an important basis for the Company to continue implementing its strategic orientations for the 2026-2031 term, aiming at sustainable growth, enhanced competitiveness, and increased shareholder value.

The Board of Directors is committed to continuing to uphold its role and responsibilities in governance and supervision, improving the quality of management, ensuring transparency, efficiency, and compliance, and contributing to the Company's long-term sustainable development.

The Board of Directors would like to sincerely acknowledge and thank the Board of Management and all employees for their efforts and dedication; and extend its sincere appreciation to shareholders, investors, customers, and partners for their trust, cooperation, and continued support toward a sustainable and prosperous CPC1.

Sincerely,

Recipients:

- As above;
- Board of Directors;
- Archives: Admin, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Han Thi Khanh Vinh

C.P.



REPORT ON THE 2025 PERFORMANCE RESULTS AND THE 2026 BUSINESS PLAN

To: The General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC

PART I. BUSINESS PERFORMANCE RESULTS IN 2025

1. Overview

1.1. General economic and social situation

The year 2025 is regarded as a successful “pivotal” year for Vietnam’s economy, creating momentum for a new phase of development with impressive figures: (1) Economic growth (GDP) in 2025 reached 8.02%, with the size of the economy exceeding 514 billion USD, ranking 32nd globally. (2) The average CPI was well controlled (increasing by 3.31%), while the financial and stock markets were upgraded, strengthening investor confidence. (3) The restructuring and streamlining of the administrative apparatus was implemented comprehensively from the central to local levels, and is considered a thorough reform of national governance methods.

However, risks remain regarding costs, international supply chains, and imported raw materials. Prices of raw materials, logistics, and operating expenses all fluctuated upward, leading suppliers to increase prices or reduce distribution margins, thereby affecting overall business performance.

1.2. Overview of the pharmaceutical industry

In 2025, Vietnam’s pharmaceutical industry continued to develop steadily and remained among the countries with the highest pharmaceutical market growth rates in Asia. The total market size reached approximately 8 billion USD, with a compound annual growth rate of around 8%. Domestic pharmaceutical production maintained a growth rate of 12-15% per year, meeting 70% of demand in volume and nearly 50% in value.

Alongside this growth, 2025 marked many positive achievements in state management of pharmaceuticals and cosmetics, particularly in administrative reform and digital transformation.

Accordingly, the total number of administrative procedures in the pharmaceutical and cosmetics sectors was reduced from 124 to 75, equivalent to a nearly 40% reduction, contributing to lower compliance costs and creating more favorable conditions for citizens and businesses. In 2025, the Ministry of Health submitted to the Government for the issuance of Decree No. 163/2025/ND-CP, and also issued 08 Circulars guiding the implementation of the Law on Pharmacy and 03

Circulars on decentralization and delegation of authority, thereby establishing an important legal framework for industry management.

1.3. Key factors affecting CPC1's business operations

As a company primarily engaged in the import and distribution of pharmaceuticals, Central Pharmaceutical CPC1.JSC (CPC1) faced significant pressure related to exchange rate fluctuations. Movements in EUR and USD exchange rates in 2025 impacted import costs and financial expenses, placing pressure on overall operational efficiency.

Competition in sourcing and sales policies among enterprises has become increasingly intense. Non-public or unlisted companies, as well as small and medium-sized enterprises, are gaining advantages over CPC1 due to their flexible policies and competitive distribution costs. In addition, revenue from several of CPC1's key products continued to decline due to price competition from similar products in Group 5.

In early March 2025, the administration of U.S. President Donald Trump announced the cancellation of most foreign aid contracts of the United States Agency for International Development and decided to dissolve USAID. This decision affected humanitarian programs worldwide, including the contract between CPC1 and PEPFAR related to supporting Vietnam's HIV/AIDS response.

Changes in policies and procedures related to payment for centralized ARV drug procurement packages prior to 2025, although guided by certain documents issued by the Ministry of Health, have in practice still encountered difficulties among healthcare facilities and insurance agencies. This has caused challenges in data reconciliation, payment execution, as well as receivables collection for implemented tender packages.

2. Business performance results in 2025

Unit: Million VND

ITEM	Actual 2024	Plan 2025	Actual 2025	Actual 2025/ Actual 2024	Actual 2025/ Plan 2025
Revenue from sales and services	2,025,737	2,187,551	2,134,450	105.4%	97.6%
Revenue deductions					
Net revenue	2,025,737	2,187,551	2,134,450	105.4%	97.6%
Cost of goods sold	1,714,611	1,864,000	1,845,612	107.6%	99%
Gross profit	311,126	323,551	288,838	92.8%	89.3%
Financial income	22,834	16,000	32,645	143%	204%
Financial expenses	41,445	43,500	42,380	102.3%	97.4%
- Of which: Interest expenses	12,426	14,500	19,463	156.4%	134.2%
Selling expenses	131,079	149,161	140,235	107%	94%
General and administrative expenses	42,377	48,606	36,820	86.9%	75.8%

ITEM	Actual 2024	Plan 2025	Actual 2025	Actual 2025/ Actual 2024	Actual 2025/ Plan 2025
Operating profit	119,059	98,285	102,048	85.7%	103.8%
Other profit	25,160	30,500	38,492	153%	126.2%
Profit before tax	144,219	128,785	140,540	97.5%	109.1%
Current CIT expense	26,581	25,757	25,371	95.5%	98.5%
Deferred CIT expense	3,879.17		2,087.09		
Profit after tax	113,759	103,028	113,082	99.4%	109.8%

Assessment:

- Net revenue in 2025 reached 2,134.45 billion VND, equivalent to 97.6% of the 2025 plan, representing an increase of 5.4% compared to the 2024 actual results.

- Profit before tax in 2025 reached 140.54 billion VND, equivalent to 109.1% of the 2025 plan, decreasing by 2.5% compared to the 2024 actual results.

- Profit after tax reached 113.08 billion VND, equivalent to 109.8% of the 2025 plan, decreasing by 0.6% compared to the 2024 actual results.

In addition to the aforementioned external factors, in 2025 the Company also faced certain challenges, including delays in imported goods arriving on schedule, resulting in temporary supply shortages at certain times during the year. At the same time, the concentration of imported goods arriving in large volumes in the fourth quarter led to higher ending inventory levels. As a result, although full-year revenue increased compared to 2024, it only achieved 97.6% of the planned target.

However, thanks to the proactive implementation of cost control measures, operational optimization, and enhanced cash flow management efficiency, the Company still exceeded the profit targets assigned by the General Meeting of Shareholders, thereby reaffirming its flexible and effective management capability in the context of ongoing market volatility.

3. Key Results in Implementing Core Tasks

- Expanding partnerships and developing supply sources

With the support and guarantee of Vietnam Pharmaceutical Corporation - JSC (Vinapharm), in 2025 CPC1 successfully negotiated and signed an exclusive distribution agreement with Celltrion – the leading pharmaceutical group in South Korea - for biosimilar products. Celltrion's monoclonal antibody products were imported into Vietnam by CPC1 at the end of 2025 and successfully won bids for supply to numerous hospitals nationwide. This is expected to create strong growth opportunities in 2026 and the following years.

In 2025, CPC1 also engaged in discussions and explored cooperation opportunities with several foreign pharmaceutical companies, including Tomita (Japan), Promomed (Russia), and Herb-Pharma (Slovakia).

At the same time, CPC1 continued to maintain and expand cooperation with existing international partners such as PanPharma, Hyphens, Angeion, Aguetant, as well as domestic manufacturers including Imexpharm, OPC, Tenamyd, and Vidipha.

- Reorganization and restructuring of the workforce

To enhance corporate governance efficiency and streamline the organizational structure, in 2025 the Board of Management completed a comprehensive review and restructuring of the workforce across the Company. This initiative ensured appropriate personnel allocation aligned with the functions and responsibilities of each unit, standardized job positions, and established a foundation for job descriptions and competency frameworks, thereby improving human resource utilization.

During the implementation process, the Company conducted a comprehensive review of workforce utilization, assessed actual staffing needs, and carried out contract terminations, transfers, and reassignments at certain units in line with business requirements. At the same time, CPC1 promptly addressed employees' feedback and complaints related to the restructuring, ensuring compliance with internal regulations and applicable laws.

As a result, the workforce was reduced by 28 employees, contributing to an estimated reduction of approximately 7.5% in labor costs in 2026. This restructuring not only improved operational efficiency but also enhanced motivation, productivity, and opportunities for higher income among existing employees.

- Implementation of the BSC-KPI Project and remuneration system

The BSC-KPI project and remuneration system were launched by CPC1 in October 2025, completed, and scheduled for phased implementation starting from Quarter II of 2026.

KPIs were specifically developed for each unit, department, and individual, ensuring measurable performance outcomes and close alignment with the Company's business plan. The application of BSC-KPI not only improves labor productivity but also enhances accountability and proactiveness among employees.

The salary, bonus, and benefits policies are designed based on KPI evaluation results, thereby creating incentive mechanisms to improve performance and attract as well as retain high-quality personnel.

Through these initiatives-from workforce restructuring to the implementation of the BSC-KPI project and remuneration system-the Company expects to enhance human resource management efficiency, optimize costs, strengthen employee motivation and accountability, attract talent, and ultimately improve productivity and competitiveness in the coming period.

- Development of the OTC sales channel

To diversify CPC1's distribution channels in line with resolutions approved by the General Meeting of Shareholders and the Board of Directors, in 2025 the Company initiated the development of its OTC marketing and sales team.

The OTC product portfolio includes domestically manufactured pharmaceuticals; health supplements, medical devices, and cosmetics from reputable international manufacturers such as Morinaga (Japan) and Herb-Pharma (Slovakia).

In parallel with the OTC channel development, CPC1 recruited personnel responsible for product registration to source products for both ETC and OTC channels.

- **Financial management:** (1) Effective management of receivables, with strict adherence to monthly debt reporting, reconciliation, and collection of confirmation minutes; (2) Regarding payables, especially to foreign suppliers, to mitigate exchange rate risks, the Company continuously monitors the market and consults financial experts to forecast exchange rate movements and select favorable rates at the time of payment.

- **Exchange rate risk control:**

As a pharmaceutical distribution company with a high proportion of imports, exchange rate fluctuations and borrowing costs are identified as key financial factors that may directly impact cost of goods sold, profit margins, and overall financial performance. In the context of volatile financial and monetary markets, the Board of Management prioritizes strengthening exchange rate risk management through a combination of natural hedging strategies and selective use of financial instruments such as forward contracts. These measures aim to stabilize import costs, enhance cash flow predictability, and ensure proactive financial planning.

At the same time, to mitigate the impact of rising interest rates and capital costs, the Board of Management continues to optimize the capital structure and strengthen working capital management, including reviewing and restructuring credit limits, diversifying funding sources, tightening inventory control, shortening receivables collection cycles, and optimizing the cash conversion cycle. Relevant management indicators have been integrated into the Company's BSC/KPI system and assigned to responsible units for implementation and periodic monitoring.

- **Ensuring compliance:** (1) Reviewing and controlling transactions with related parties in accordance with legal regulations to ensure efficiency, avoid conflicts of interest, and prevent adverse impacts on the Company; (2) Organizing training sessions and participating in regulatory updates from authorities to stay informed of new legal developments, thereby issuing and revising internal policies, regulations, and procedures in alignment with the Company's operations.

- Ensuring full and timely disclosure of information in compliance with applicable regulations.

- In 2025, the Company was once again honored among the Top 10 Reputable Pharmaceutical Companies in Vietnam in the distribution, trading of pharmaceuticals, medical equipment, and supplies category, as ranked by Vietnam Report.

PART II. BUSINESS PLAN FOR 2026

1. Business targets for 2026

1.1. Forecast of the socio-economic situation and Vietnam's pharmaceutical industry in 2026

The year 2026 is expected to remain highly volatile as the global economy continues to face prolonged uncertainties. Unpredictable economic policies of U.S. President Donald Trump, together with escalating geopolitical tensions in the Middle

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East-particularly conflicts involving the United States and Israel with Iran-are adding pressure to commodity markets and global growth prospects.

Vietnam's economy is forecast to maintain positive growth momentum, driven by increased public investment, foreign direct investment (FDI), and exports. However, it still faces risks from global geopolitical fluctuations, tariff pressures from the United States, and exchange rate volatility.

For Vietnam's pharmaceutical industry, the continued improvement of the legal framework-such as the amended Law on Pharmacy, the amended Law on Health Insurance, Decree No. 24/2024/ND-CP on contractor selection, Resolution No. 72-NQ/TW, and Circular No. 40/2025/TT-BYT-along with the reduction of administrative procedures in the pharmaceutical sector, is creating favorable conditions for industry development.

Nevertheless, the Vietnamese pharmaceutical industry still lacks strong and sustainable competitiveness. Most enterprises focus on simple formulations, while investment in research and development (R&D) and high technology remains limited. Nearly 90% of pharmaceutical raw materials are still imported, making the industry vulnerable to international market fluctuations, epidemics, exchange rate volatility, and risks related to origin fraud.

1.2. Key factors affecting CPC1's business operations

In 2026, CPC1 is expected to continue facing several challenges, including: (1) Increasing competitive pressure from distribution companies, along with exchange rate fluctuations affecting sales activities, profitability, and a downward trend in distribution fees; (2) Certain products may experience declining or lost volumes due to suppliers discontinuing production, as well as impacts from price increases or market price competition; (3) Rising foreign exchange rates and borrowing costs compared to 2025, putting pressure on the Company's financial expenses.

With continued expansion of partnerships with both domestic and international partners, along with the rollout of new products for distribution in 2026, CPC1 aims to enhance overall operational efficiency. At the same time, cost optimization through workforce restructuring implemented in 2025 and the completion of the BSC-KPI system in 2026 will serve as key foundations. On this basis, CPC1 is confident in maintaining its growth momentum in 2026 and building a solid foundation for sustainable development in the years ahead.

1.3. Key Business Targets for 2026

No.	Item	Unit	Actual 2025	Plan 2026	Plan 2026 vs. Actual 2025 (%)
1	Revenue	Million VND	2,134,450	2,363,642	110.74%
2	Profit before tax	Million VND	140,540	154,587	110.00%
3	Profit after tax	Million VND	113,082	123,669	109.36%
4	Dividend	%	Expected 25%	27%	108.00%

2. Key Objectives:

- Continue expanding cooperation with both domestic and international partners; develop new products across both ETC and OTC channels.
- Complete and implement the BSC–KPI system and the new remuneration system, establishing a governance framework to enhance employee performance and efficiency.
- Develop the sales network and expand the OTC product portfolio.
- Research and develop plans to seek and receive technology transfer from international pharmaceutical corporations in order to develop high value-added product lines, thereby improving product portfolio quality, enhancing competitiveness, and strengthening the Company's market position.
- Continue reviewing professional regulations, processes, and procedures to ensure full compliance with GSP, GDP, and corporate governance requirements.
- Organize training programs to enhance professional expertise for employees across all units; conduct updates and training on new legal regulations to support business operations.
- Seek partners to optimize the utilization and efficiency of the Company's assets, warehouse system, and facilities.

The above is the report of the Board of Management on the business results for 2025 and the business plan for 2026 of Central Pharmaceutical CPC1.JSC.

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

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Archives: Admin, Company Secretary.



GENERAL DIRECTOR

Ta Van Dung





Hanoi, 17 April 2026

**REPORT ON THE ACTIVITIES
OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
IN THE AUDIT COMMITTEE IN 2025**

To: The General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025;

- Pursuant to the Charter of Central Pharmaceutical CPC1.JSC (5th amendment) dated 11 April 2024;

- Pursuant to the Regulation on Operation of the Audit Committee.

I, Tran Thi Kim Khanh-Independent Member of the Board of Directors and Chairwoman of the Audit Committee of Central Pharmaceutical CPC1.JSC, respectfully present to the General Meeting of Shareholders the report on the supervisory activities of the Audit Committee for the year 2025 as follows:

I. Organization and activities of the Audit Committee

The Audit Committee, under the Board of Directors, was established pursuant to Resolution No. 32/NQ-HĐQT dated 12 June 2024. Its members include:

- ✚ Ms. Tran Thi Kim Khanh: Independent Member of the Board of Directors, Chairwoman of the Committee.
- ✚ Mr. Nguyen Doan Liem: Non-executive Member of the Board of Directors, Committee Member.

The Audit Committee operates in accordance with the Regulation issued by the Board of Directors, ensuring compliance with legal regulations and the Company's Charter.

In 2025, the Audit Committee held three regular meetings to review, discuss, and provide opinions on matters within its assigned functions and responsibilities; it also participated in Board of Directors meetings to promptly monitor the Company's operational activities.

II. Coordination between the Audit Committee, the Board of Directors, and the Board of Management

In carrying out its supervisory functions, the Audit Committee has maintained coordination with the Board of Directors, the Board of Management, and the Company's functional departments.

The Board of Management and relevant units have cooperated by providing the necessary information and documents to support the Audit Committee's supervisory work. Based on this, the Audit Committee has conducted analyses and evaluations and provided

opinions and recommendations at the Board of Directors' meetings, thereby contributing to improving the Company's governance and operational effectiveness.

III. Supervisory results in 2025

1. Supervision of the Board of Directors and the Board of Management

In 2025, the Audit Committee attended the Board of Directors' meetings to promptly grasp the Company's operational situation and provide recommendations to the Board of Management to support improvements in management and administration, thereby contributing to the Company's operational effectiveness. The Audit Committee conducted the following supervisory activities:

- Supervised compliance with legal regulations, the Company's Charter, and the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors;
- Monitored the Company's production, business activities, and financial situation;
- Supervised the management and administration by the Board of Management in implementing the Board of Directors' resolutions;
- Reviewed and provided opinions on related-party transactions in accordance with regulations.

2. Supervision of financial statements and audit activities

The Audit Committee reviewed and verified the Company's quarterly financial statements and the 2025 annual financial statements before submitting them to the Board of Directors.

Based on its collaboration with the independent audit firm Ernst & Young, the Audit Committee noted that the auditor had fully performed its contractual responsibilities, ensuring independence and objectivity during the audit process.

The Audit Committee also monitored communications between the Board of Management and the independent auditor regarding accounting and financial issues arising during the audit process.

3. Internal control system and risk management

- In 2025, the Audit Committee coordinated with the Internal Audit Department of Vietnam Pharmaceutical Corporation – JSC in developing plans and conducting specialized audits at the Company.

- Recommendations from the internal audit were adopted and implemented by the Board of Management. The Audit Committee also monitored the implementation of these recommendations to contribute to improving the internal control system and enhancing the Company's risk management effectiveness.

- Additionally, the Company has gradually reviewed and improved internal governance processes, strengthened control and compliance efforts in coordination with functional departments, particularly the Legal and Finance & Accounting departments.

IV. Evaluation by the Independent Member of the Board of Directors

In my capacity as an Independent Member of the Board of Directors and Chairwoman of the Audit Committee, based on monitoring the Company's activities in 2025, I offer the following overall evaluation:

- **Firstly, regarding governance and management:** The Board of Directors and the Board of Management have carried out governance and management activities in line

with the strategic direction and resolutions of the General Meeting of Shareholders. Corporate governance continues to be improved toward greater transparency, compliance with legal regulations, and enhanced operational efficiency.

- **Secondly, regarding financial management and auditing:** The Company's financial statements have been prepared and presented in accordance with accounting standards and applicable legal regulations. The audit conducted by the independent auditor ensured objectivity and independence. The provision of information to support the supervisory activities of the Board of Directors and the Audit Committee was carried out fully and in a timely manner.

- **Thirdly, regarding internal control and risk management:** The Company's internal control system has been essentially established and operates in accordance with the Company's scale and operational characteristics. Internal audit activities have actively contributed to identifying, assessing, and providing recommendations to improve the control system and risk management.

However, in the context of the Company's ongoing expansion and the requirement to raise governance standards, the internal control system and the internal audit function need to be strengthened to ensure greater proactivity, independence, and effectiveness in supervisory work.

Based on the above, I evaluate that the Company's governance and control activities in 2025 were generally carried out in compliance with legal regulations, the Company's Charter, and corporate governance practices, while there remains room for further enhancement of governance quality and the control system in the next phase of development.

V. Direction of the Audit Committee's activities in 2026

In 2026, the Audit Committee will continue to perform its supervisory duties according to its assigned functions, with a focus on the following areas:

- Supervising the preparation and presentation of the Company's periodic financial statements, ensuring accuracy, fairness, and compliance with accounting standards and legal regulations;
- Monitoring and evaluating the operation of the internal control and risk management system, including the implementation of recommendations from internal and independent audits;
- Reviewing and providing opinions on related-party transactions within the approval authority of the Board of Directors or the General Meeting of Shareholders;
- Coordinating with the Board of Directors in selecting and proposing an independent audit firm for the 2026 fiscal year to be submitted to the General Meeting of Shareholders for approval;
- Continuing to monitor and recommend improvements to the internal control system and gradually strengthen the internal audit function within the Company.

In addition, to enhance the effectiveness of supervision and internal control in the next phase of development, I recommend that the Board of Directors and the Board of Management consider prioritizing the implementation of the following key areas:

- Strengthening and developing the internal audit function toward a specialized and independent model, including appropriate personnel allocation and the improvement of organizational structure, functions, and reporting mechanisms, with increased connection and reporting to the Audit Committee to ensure objectivity in the supervisory process.



○ Developing an annual internal audit plan based on risk assessment, focusing on the Company's key areas such as revenue and sales policies, accounts receivable, inventory, compliance with pharmaceutical regulations, and working capital management.

VI. Conclusion

In 2025, the Audit Committee fully performed its functions and duties as prescribed, contributing to enhancing transparency, efficiency, and compliance in the Company's governance activities.

The year 2026 marks the election of the Board of Directors for the 2026-2031 term, in accordance with the Company's Charter and current legal regulations. During the transition between terms, the current Audit Committee will continue to fully perform its supervisory functions as required until the new Board of Directors is established and the Audit Committee for the new term is formed in accordance with regulations.

The Audit Committee is confident that the new Board of Directors and Audit Committee will continue to inherit and build upon the achieved results, while continuously improving the corporate governance system, strengthening internal control, risk management, and information transparency, thereby contributing to the enhancement of the Company's value and sustainable development.

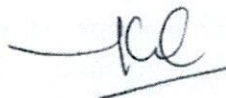
In my capacity as an Independent Member of the Board of Directors, I will continue to exercise objective supervisory functions, contributing to improved corporate governance and safeguarding the legal rights and interests of shareholders.

I sincerely thank the General Meeting of Shareholders for their trust and support.

Recipients

- As above;
- Board of Directors;
- Archives: Admin,
Company Secretary.

**INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
CHAIRWOMAN OF THE AUDIT COMMITTEE**



Tran Thi Kim Khanh



CENTRAL PHARMACEUTICAL CPC1.JSC

No: 803/TTr-DHDCD.2026

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, 17 April 2026

SUBMISSION

For approval of the 2025 Audited Financial Statements

**To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL CPC1.JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC;

Pursuant to the audited financial statements of Central Pharmaceutical CPC1.JSC for the fiscal year 2025.

The Board of Directors of Central Pharmaceutical CPC1.JSC respectfully submits to the General Meeting of Shareholders for approval the Company's 2025 audited financial statements, which were audited by Ernst & Young Vietnam Limited and issued on 20 March 2026. These financial statements have been published on the Company's website.

The Board of Directors respectfully submits this matter to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Archives: Admin, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Han Thi Khanh Vinh



Hanoi, 17 April 2026

SUBMISSION**On 2025 profit distribution and 2026 profit distribution plan****To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL CPC1.JSC**

Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC;

Pursuant to the audited financial statements of Central Pharmaceutical CPC1.JSC for the fiscal year 2025.

The Board of Directors of Central Pharmaceutical CPC1.JSC hereby reports to and seeks approval from the General Meeting of Shareholders regarding the profit distribution for 2025 and the proposed profit distribution plan for 2026 as follows:

1. 2025 Profit Distribution*Unit: VND*

No.	Item	2025 Plan	Proposed Adjustment	Actual Amount
1	Undistributed after-tax profit carried forward from previous years			264,354,369,463
2	2025 After-tax profit	103,028,000,000		113,082,355,399
3	2025 Total distributable profit			377,436,724,862
	<i>Of which</i>			
3.1	Dividends	20%	25%	52.447.500.000
3.2	Welfare Fund allocation	4 billion	4% after-tax profit	4,523,294,216
3.3	Bonus Fund allocation for achieving and exceeding profit targets	Allocation of 5% of after-tax profit if the profit target is achieved, plus an additional 10% of the excess after-tax profit.	Allocation of 8% of after-tax profit if the profit target is achieved, plus an additional 10% of the excess after-tax profit.	10,052,023,972
3.4	Bonus Fund for the Board of Directors, Board of Management, Chief Accountant, and the person in charge of corporate	Board of Directors: remuneration of 02 months per member, Person in charge of corporate	Board of Directors: remuneration of 03 months per member,	195,000,000

No.	Item	2025 Plan	Proposed Adjustment	Actual Amount
	governance cum Company Secretary	governance cum Company Secretary: remuneration of 02 months	Person in charge of corporate governance cum Company Secretary: remuneration of 03 months	
		- Board of Management and Chief Accountant: 1.5 months' actual salary in 2025		408.000.000
	Total			67.625.818.188
4	Remaining undistributed after-tax profit			309.810.906.674

2. 2026 Profit Distribution Plan

No.	Item	2026 Plan
1	Welfare Fund	4 % of after-tax profit
2	Dividend payout ratio	27%
3	Bonus Fund for achieving and exceeding profit targets	Allocation of 8% of after-tax profit if the profit target is achieved, plus an additional 10% of the excess after-tax profit
4	Bonus Fund for the Board of Directors, Board of Management, Chief Accountant, and the person in charge of corporate governance cum Company Secretary	<ul style="list-style-type: none"> - Board of Directors: remuneration of 03 months per member. - Person in charge of corporate governance cum Company Secretary: remuneration of 03 months. - Board of Management and Chief Accountant: bonus equivalent to 02 months' actual salary in 2026.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Archives: Admin, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



Han Thi Khanh Vinh



Hanoi, 17 April 2026

SUBMISSION

On the selection of the auditing firm for the 2026 Financial Statements

**To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL CPC1.JSC**

Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025.

The Board of Directors respectfully seeks approval from the 2026 Annual General Meeting of Shareholders regarding the selection of an auditing firm to conduct the semi-annual financial statement review and the audit of the Company's 2026 annual financial statements, as follows:

1. Criteria for selecting the auditing firm

- An audit firm included in the list of eligible firms announced by the State Securities Commission of Vietnam and approved to audit public-interest entities in the securities sector for 2026.

- Having experience in auditing pharmaceutical and listed companies.
- Possessing a team of highly qualified auditors capable of meeting audit deadlines.
- Offering reasonable audit fees.

2. Proposal

Based on the above criteria, the Board of Directors proposes selecting one of the auditing firms from the Big Four group (Ernst & Young Vietnam Co., Ltd.; Pricewaterhouse Coopers Vietnam Co., Ltd.; KPMG Vietnam Co., Ltd.; Deloitte Vietnam Co., Ltd.) to conduct the semi-annual financial statement review and the audit of the Company's 2026 financial statements.

We respectfully submit to the General Meeting of Shareholders for approval to authorize the Board of Directors to select one of the above-mentioned audit firms to conduct the semi-annual financial statement review and the audit of the Company's 2026 annual financial statements.

In the event that no agreement can be reached with the Big Four firms, it is proposed that the General Meeting of Shareholders approve the authorization for the Board of Directors to select another auditing firm from the list announced by the Ministry of Finance/State Securities Commission.

Respectfully submitted for the General Meeting's consideration and approval.
Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Filed: Admin, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Han Thi Khanh Vinh



CENTRAL PHARMACEUTICAL CPC1.JSC

No: 806/TTr-DHĐCĐ.2026

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 17 April 2026

SUBMISSION
On 2025 remuneration and 2026 remuneration plan
of the Board of Directors

To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL CPC1.JSC

The Board of Directors of Central Pharmaceutical CPC1.JSC respectfully submits to the 2026 Annual General Meeting of Shareholders the report on the Board of Directors' remuneration for 2025 and the remuneration plan for 2026 as follows:

A. Report on the Board of Directors' Remuneration for 2025

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC dated 17 April 2025;

Based on the Company's business performance in 2025.

The Board of Directors respectfully submits for the General Meeting's consideration and approval the remuneration of the Board of Directors for 2025 as follows:

Total remuneration fund for 2025: 816,000,000 VND (Eight hundred and sixteen million Vietnamese dong)

Specifically:

Unit: VND

No.	Position	2025 Remuneration
1	Chairperson of the BOD	300,000,000
2	Independent Member of the BOD	240,000,000
3	Member of the BOD	276,000,000

B. Remuneration Plan for the Board of Directors for 2026

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC;

Based on the business plan for 2026;

Based on the Regulations on the Operation of the Board of Directors and the principles of collective and individual responsibility of Board members in accordance with internal regulations and the Law on Enterprises, under which the Board of Directors is accountable to the General Meeting of Shareholders for the Company's strategic direction and operational efficiency.

Based on corporate governance practices in line with G20/OECD standards, which emphasize enhanced accountability, transparency, and alignment of the Board of Directors' interests with the long-term performance of the Company and its shareholders, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the remuneration plan for the Board of Directors for 2026 as follows:

No.	Position	Quantity	2026 Plan (VND per month)
1	Chairperson of the BOD	1	30,000,000
2	Independent Member of the BOD	1	20,000,000
3	Member of the BOD	3	10,000,000

The Board respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Archives: Admin, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN



Han Thi Khanh Vinh



Hanoi, 17 April 2026

SUBMISSION

**For approval of the 6th amendment to the Company Charter,
Internal regulations on corporate governance, Regulation on operation
of the Board of Directors Central Pharmaceutical CPC1.JSC**

**To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL CPC1.JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025;

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

Pursuant to Resolution 1656/NQ – UBTVQH15 dated 16 June 2025, of the Standing Committee of the National Assembly regarding the arrangement of administrative units at the commune level in Hanoi in 2025;

Pursuant to Decree 155/2020/ND-CP dated 31 December 2020, of the Government detailing the implementation of certain provisions of the Law on Securities, as amended and supplemented by Decree 245/2025/ND-CP dated 11 September 2025;

Pursuant to Circular 116/2020/TT-BTC providing guidance on certain provisions regarding corporate governance applicable to public companies;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC, amended for the 5th time on 11 April 2024;

Pursuant to the organizational structure and operations of the Company.

In order to ensure compliance with legal regulations and the operational needs of the Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the plan to amend and supplement certain provisions of the Charter, the Internal regulations on corporate governance regulations, and the Regulation on operation of the Board of Directors of Central Pharmaceutical CPC1.JSC.

Kindly review the detailed amendments to the Charter and internal corporate governance regulations of the Company as summarized in the attached tables.

Attached documents:

1. Summary of the 6th amendments and supplements to the Charter.

2. Summary of amendments and supplements to the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors.
3. Draft Charter.
4. Draft Internal Regulations on Corporate Governance.
5. Draft Regulations on Operation of the Board of Directors.

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

Recipients:

- As above;
- Board of Directors;
- Archives: Admin, Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN



Han Thi Khanh Vinh



Hanoi, 17 April 2026

SUBMISSION
For approval of business line supplementation
of Central Pharmaceutical CPC1.JSC

To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CPC1 CENTRAL PHARMACEUTICAL CPC1.JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025;

Pursuant to Decision No. 36/2025/QĐ-TTg dated 29 September 2025, of the Prime Minister on the issuance of the Vietnam Standard Industrial Classification;

In order to align with the Company's Charter amended for the 6th time, the Board of Directors of the Central Pharmaceutical CPC1.JSC respectfully submits for the Annual General Meeting of Shareholders' consideration the amendment and supplementation of the Company's registered business lines, as follows:

No.	Business line	Code
1.	Production of non-alcoholic beverages, and mineral water	1105
2.	Production of cosmetics, perfumes, soaps, detergents, polishes, and hygiene products (approved by the State)	2023
3.	Production of medicines, pharmaceutical materials, and medicinal materials	2100
4.	Production of products from plastic In detail: Production and trade in all kinds of packaging;	2220
5.	Production of medical, dental, orthopedic, and rehabilitation equipment and instruments	3250
6.	Wholesale of food	4632
7.	Wholesale of other household appliances In detail: Wholesale of pharmaceutical and medical instruments; Wholesale of perfume, cosmetics and natural products;	4649
8.	Wholesale of other machinery, equipment, and spare parts In detail: Wholesale of medical machinery and equipment; Buying and selling machinery, equipment, and packaging for modern medicine, traditional medicine, cosmetics, and nutritious foods.	4659
9.	General wholesale	4690
10.	General retail, including food, beverages, and tobacco products, accounts for a large proportion.	4711
11.	Food retail	4722
12.	Retail of medicines, medical instruments, cosmetics, and hygiene items In detail: Retail of pharmaceutical and medical instruments, perfumes, cosmetics, and hygiene items (only when allowed by State authorities)	4772
13.	Retail in other goods (excluding cars, motorcycles, motorbikes, and their parts) In detail: Retail of sunglasses, prescription glasses.	4773

No.	Business line	Code
14.	Retail intermediary services	4790
15.	Other passenger transport by road	4932
16.	Goods transport by road	4933
17.	Warehousing and storage of goods	5210
18.	Real estate business, land use rights belonging to owner, user or tenant In detail: Real estate; Office, warehouse, workshop for rent	6810
19.	Business management consulting and other management advisory activities In detail: Consulting, investment, brokerage, trade promotion (excluding legal consulting services, real estate brokerage, securities, insurance, marriage with foreign elements);	7020
20.	Market research and public opinion polls. In detail: Research, survey, analysis, and provision of market information (except information banned by the State and investigation services);	7320
21.	Rental of machinery, equipment, and other tangible items	7730
22.	Organization of trade introduction and promotion In detail: Fairs, exhibitions, advertising information;	8230
23.	Packaging services In detail: Loading, unloading, packaging, and delivery services	8292
24.	Other remaining business support service activities not yet classified: - Trade in raw materials and additives: food, animal feed; - Production, import, and export business of veterinary drugs and raw materials for veterinary drugs; - Business management and management consulting services (excluding legal, accounting, tax, auditing, and financial consulting services); - Trade in antibacterial products used in household and medical fields; - Medicine storage service; - Trade in vaccines and medical-biological products; - Production and trade: medicines, medicinal materials, health care products, nutritious foods, dietary supplements, processed foods, and functional foods; - Entrusted import and export services; - Import of medical equipment; - Trade in pharmaceuticals and raw materials; - Import and export of products traded by the Company (except for items banned by the State).	8299

Delegate and authorize the Board of Directors to assign personnel and carry out all related procedures to update the business lines on the Enterprise Registration Certificate with the competent authorities, in order to complete the supplementation of the Company's registered business lines.

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

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As above;
- Board of Directors;
- Archives: Admin, Secretary.



CHAIRWOMAN

Hàn Thi Khanh Vinh



CENTRAL PHARMACEUTICAL CPC1.JSC

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No: 809/TTr-DHĐCĐ.2026

Hanoi, 17 April 2026

SUBMISSION

Election of Members and Independent Members of the Board of Directors Central Pharmaceutical CPC1.JSC for the 2026 - 2031 term

To: The General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025;

Pursuant to the Law on Securities No. 54/2019/QH14, approved by the National Assembly on 26 November 2019, including amendments, supplements, and guiding documents, as amended and supplemented by Law No. 56/2024/QH15 on 29 November 2024;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC;

Pursuant to the Internal Regulations on Corporate Governance of Central Pharmaceutical CPC1.JSC;

The current Board of Directors (2021 - 2026) will complete its term upon the election of the Board of Directors for the 2026 - 2031 term by the 2026 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the election of members of the Board of Directors and independent members of the Board of Directors for the 2026 - 2031 term with the following details:

1. The Board of Directors of Central Pharmaceutical CPC1.JSC for the 2026 - 2031 term shall consist of five (05) members, including one (01) independent member.

2. The qualifications and conditions for members and independent members of the Board of Directors shall comply with Clause 3, Article 25 of the Charter and the Regulations on the election of members and independent members of the Board of Directors for the 2026 - 2031 term as approved by the 2026 Annual General Meeting.

Respectfully submitted to the General Meeting for consideration and approval.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Archives: Admin, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



Hàn Thi Khanh Vinh