

Số/No: 210/2026/CBTT-PHARBACO

Hà nội, ngày 11 tháng 6 năm 2026
Ha Noi, June 11, 2026

**CÔNG BỐ THÔNG TIN
INFORMATION DISCLOSURE**

Kính gửi/To: - Ủy ban chứng khoán Nhà nước/*The State Securities Commission*
- Sở giao dịch chứng khoán Hà Nội/*The Stock Exchange*.

1. Tên tổ chức/Name of organization: CÔNG TY CỔ PHẦN DƯỢC PHẨM TRUNG ƯƠNG I – PHARBACO/CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO.1 – PHARBACO

- Mã chứng khoán/Stock code: PBC
- Địa chỉ trụ sở chính/Head office address: Số 160 phố Tôn Đức Thắng, phường Ô Chợ Dừa, TP. Hà Nội/160 Ton Duc Thang Street, O Cho Dua Ward, Hanoi City
- Điện thoại/Phone: 024 3845 4561

2. Nội dung của thông tin công bố/*Content of the published information*:

Công ty cổ phần dược phẩm Trung ương I-Pharbaco công bố Biên bản họp và Nghị quyết ĐHĐCĐ thường niên năm 2026 theo file đính kèm/Central Pharmaceutical Joint Stock Company I - Pharbaco announces the Minutes and Resolutions of the Annual General Meeting of Shareholders 2026 as attached file.

Thông tin này được công bố trên trang thông tin điện tử của Công ty tại đường dẫn: <http://pharbaco.com.vn>//*This information is disclosed on the Company's website at the following link:ttp://pharbaco.com.vn*

Công ty cam kết thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung thông tin công bố/*The Company commits that the disclosed information above is true and takes full legal responsibility for the content of the disclosed information.*

**NGƯỜI ĐƯỢC ỦY QUYỀN CBTT
HORIZED INFORMATION
DISCLOSURE PERSON**

CÔNG TY CỔ
PHẦN DƯỢC
PHẨM TRUNG
ƯƠNG I -
PHARBACO

Digitally signed by CÔNG TY CỔ PHẦN
DƯỢC PHẨM TRUNG ƯƠNG I - PHARBACO
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Nguyễn Thị Mai

**PHARBACO CENTRAL
PHARMACEUTICAL JOINT
STOCK COMPANY NO. 1
(PHARBACO., JSC)**

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No: 01/NQ-ĐHĐCĐ/2026

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hanoi, June 10, 2026

RESOLUTION

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS PHARBACO CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 1 (PHARBACO., JSC)

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Viet Nam;*
- *Pursuant to the Charter on Organization and Operation of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco., JSC);*
- *Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders, including the matters presented, the opinions raised, and the voting results at the Meeting held on 10 June 2026.*

The 2026 Annual General Meeting of Shareholders of Pharbaco Central Pharmaceutical Joint Stock Company No.1 (Pharbaco., JSC) was held on 10 June 2026 at the Meeting Hall of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco., JSC), Noi Bai Commune, Hanoi City, with the attendance of 62 shareholders in person and by proxy, representing 97.489.710 shares, accounting for 83,54% of the total outstanding shares.

RESOLUTIONS

I. APPROVAL OF THE “REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS”

- The members of the Board of Directors demonstrated a high sense of responsibility, fully attended all meetings, and duly performed their functions of direction, management, and supervision in accordance with applicable regulations. In 2025, the Board of Directors successfully organized the Annual General Meeting of

Shareholders and held 16 meetings with the participation of its members, thereby issuing timely strategies and resolutions closely aligned with practical conditions and the Company's development situation.

- All meetings were properly prepared with detailed agendas and duly notified to each member. The members attended fully, actively discussed, and contributed to the formulation of business strategies and orientations of the Board of Directors for implementation by the Executive Management.

- The Board of Directors approved and directed the implementation of the 2025 business plan in alignment with the Company's overall development strategy.

- The Board of Directors reached a high level of consensus in adopting resolutions and meeting minutes, thereby promptly addressing emerging issues and difficulties arising during production and business operations, and providing appropriate strategic directions in line with actual conditions. The Board also supervised and directed the Executive Management in implementing production and business tasks to ensure the achievement of business plans and job stability for employees.

(For detailed information, please refer to Proposal No. 04/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

II. APPROVAL OF THE EXECUTIVE BOARD'S REPORT AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The General Meeting voted to approve the report of the Executive Board at the Annual General Meeting of Shareholders 2026, with the following key targets

Unit: VND

No.	Target	Year 2025	Year 2024	% Increase/ Decrease (2025/2024)
1	Total asset value	3.127.733.516.541	3.167.616.373.235	98,74
2	Net revenue	1.077.703.554.827	1.065.095.345.564	101,18
3	Profit from business operations	34.589.142.094	30.211.254.668	114,49

No.	Target	Year 2025	Year 2024	% Increase/ Decrease (2025/2024)
4	Other income/profit	5.275.604.737	-2.061.860.047	
5	Profit before tax	39.864.746.831	28.149.394.621	141,62
6	Profit after tax	31.505.675.841	21.675.459.762	145,35

Target orientation for 2026:

(Unit: Billion VND)

Target	Actual performance in 2025	Plan for 2026	Comparison of the 2026 Plan/ 2025 Actual Performance
1. Sales revenue	1.077,70	1.380,00	128%
2. Accounting profit after tax	31,50	69,00	219%
3. Dividend payout (%)	0%	5%	

(For detailed information, please refer to Proposal No. 05/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

III. APPROVAL OF THE PROPOSAL AUDITED FINANCIAL STATEMENTS FOR THE YEAR 2025

1. Balance Sheet (As of December 31, 2025)

Unit: Million VND

No.	Content	End-of-year figures for 2025 (31/12/2025)	Beginning-of-year figures for 2025 (01/01/2025)
<i>I</i>	Current assets	606.774	774.562
<i>II</i>	Non-current assets	2.520.959	2.385.132
	Total assets	3.127.733	3.159.694

No.	Content	End-of-year figures for 2025 (31/12/2025)	Beginning-of- year figures for 2025 (01/01/2025)
<i>III</i>	Liabilities	1.834.131	1.897.597
<i>1</i>	Current liabilities	1.215.816	976.318
<i>2</i>	Non-current liabilities	618.315	921.279
<i>IV</i>	Owner's equity	1.293.602	1.262.097
<i>1</i>	- Owner's contributions	1.166.984	1.132.999
<i>2</i>	- Capital surplus	25.731	25.731
	- Reserves	38.505	38.505
	- Unappropriated profit after tax	62.381	64.861
	+ <i>Unappropriated accumulated profit after tax as of the end of the previous year</i>	30.876	43.171
	+ <i>Unappropriated profit after tax for the current year</i>	31.505	21.690
	Total equity and liabilities	3.127.733	3.159.694

2. Results of production and business activities

Unit: Million VND

No.	Target	Year 2025	Year 2024
1	Net revenue from sales of goods and provision of services	1.077.704	1.065.095
2	Cost of goods sold (COGS)	892.108	855.335
3	Gross profit from sales of goods and provision of services	185.596	209.760
4	Financial income	2.467	2.971
5	Financial expenses	43.930	43.286
7	Selling expenses	4.535	4.890
8	General and administrative expenses	105.009	134.334
9	Net operating profit	34.589	30.221
10	Other profits	5.276	(2.062)
11	Profit before tax	39.865	28.159

No.	Target	Year 2025	Year 2024
12	Current corporate income tax expense	8.359	6.468
14	Profit after tax	31.506	21.690
15	Basic earnings per share	275	191

(For detailed information, please refer to Proposal No. 06/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

IV. APPROVAL OF SUPERVISORY BOARD'S REPORT SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(For detailed information, please refer to Report No. 01/2026/BC/BKS-PBC dated 14/05/2026 attached.)

V. APPROVAL OF PROPOSAL ON THE PROFIT DISTRIBUTION PLAN (AS AMENDED IN ACCORDANCE WITH THE DISCUSSIONS AND AGREEMENTS REACHED AT THE GENERAL MEETING)

No	INTERPRETATION	AMOUNT (VND)
1	Retained earnings after tax as reported in the Parent Company's 2025 Financial Statements	31.505.675.841
2	Retained earnings carried forward from previous years	30.875.760.141
3	Cumulative distributed profits as of December 31, 2025	62.381.435.982
4	Profit Distribution Plan	0%
5	Accumulated retained earnings after tax	62.381.435.982

(Source: Audited Financial Statements for 2025)

(For detailed information, please refer to Proposal No. 07/2026/Ttr/HĐQT-Pharbaco dated 06/06/2026 attached.)

VI. APPROVAL OF PROPOSAL FOR THE REPORT ON REMUNERATION FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR 2025, AND THE REMUNERATION PLAN FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR 2026.

* Remuneration for the Board of Directors and the Supervisory Board in the 2025 financial year (for the period from January 1, 2025 to December 31, 2025):

- Remuneration for the Board of Directors in 2025: VND 600,000,000.
- Remuneration for the Supervisory Board in 2025: VND 144,000,000.

* Remuneration Plan for the Board of Directors and the Supervisory Board for 2026.:

- Board of Directors: VND 10,000,000 per month per person.
- Supervisory Board: VND 4,000,000 per month per person.

(For detailed information, please refer to Proposal No. 09/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

VII. APPROVAL OF PROPOSAL FOR THE SELECTION OF AN AUDITING FIRM FOR THE 2026 FINANCIAL STATEMENTS.

The General Meeting of Shareholders has voted to approve and authorize the Board of Directors to select one of the three auditing firms to audit the Company's 2026 financial statements, namely:

1. International Auditing Co., Ltd

Address: 15th Floor, Center Building – Hapulico Complex, No. 1 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi
Tax Identification Number: 0101177123

2. Auditing Company Limited (AASC Auditing Company)

Address : No. 1, Le Phung Hieu Street, Hoan Kiem Ward, Hanoi
Tax Identification Number: 0100111105

3. BDO Company Limited (BDO Vietnam)

Address: 20th Floor, ICON 4 Building, No. 243A De La Thanh, Lang Ward, Hanoi
Tax Identification Number : 0101333767

(For detailed information, please refer to Proposal No. 10/2026/Ttr/HĐQT-Pharbaco dated 19/05/2026 attached.)

VIII. APPROVAL OF THE PROPOSAL ON THE DISMISSAL OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE 2022–2027 TERM.

(For detailed information, please refer to Proposal No. 11/2026/Ttr/HĐQT-Pharbaco dated May 14, 2026)

IX. APPROVAL OF THE PROPOSAL ON THE ELECTION OF ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS FOR THE

2022–2027 TERM.

(For detailed information, please refer to Proposal No. 12/2026/Ttr/HĐQT-Pharbaco dated May 14, 2026)

X. APPROVAL OF THE PROPOSAL ON THE DISMISSAL OF MEMBERS OF THE SUPERVISORY BOARD FOR THE 2022–2027 TERM.

(For detailed information, please refer to Proposal No.14/2026/Ttr/HĐQT-Pharbaco dated May 14, 2026)

XI. APPROVAL OF THE PROPOSAL ON THE ELECTION OF ADDITIONAL MEMBERS TO THE SUPERVISORY BOARD FOR THE 2022–2027 TERM.

(For detailed information, please refer to Proposal No.15/2026/Ttr/HĐQT-Pharbaco dated May 14, 2026)

XII. APPROVAL OF THE REGULATIONS ON NOMINATION, SELF-NOMINATION AND ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS.”

(For detailed information, please refer to Proposal No.13/2026/QC/HĐQT-Pharbaco dated May 14, 2026)

XII. APPROVAL OF THE CONSOLIDATED LIST OF NOMINEES FOR ELECTION TO THE BOARD OF DIRECTORS.

No	Full Name	Educational qualification	Field of study	Shareholding
1	Le Duc Hoang	PhD	PhD in Economics – National Economics University	0

XIV. APPROVAL OF THE CONSOLIDATED LIST OF NOMINEES FOR ELECTION TO THE BOARD OF SUPERVISORS.

No	Full Name	Educational qualification	Field of study	Shareholding
1	Nguyen Duc Tien	Bachelor's degree	Bachelor of Economics – Academy of Finance	0

XV. ELECTION RESULTS FOR MEMBERS OF THE BOARD OF DIRECTORS

Total ballots issued: 62 ballots, representing 97,489,710 shares, equivalent to 83.54% of the voting shares represented at the General Meeting.

Total ballots collected: 54 ballots.

Of which:

- Valid ballots: 54 ballots.
- Invalid ballots: 0 ballots.

Election Results for the Board of Directors

No.	Full Name	Votes Received	Percentage (%)
1	Le Duc Hoang	96,015,871	98.49%

Based on the vote-counting results, the Election Regulations adopted by the General Meeting, and the Company's Charter on Organization and Operations, Mr. Le Duc Hoang has been duly elected as a member of the Board of Directors of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 for the 2022–2027 term of office.

XVI. ELECTION RESULTS FOR MEMBERS OF THE SUPERVISORY BOARD

Total ballots issued: 62 ballots, representing 97,489,710 shares, equivalent to 83.54% of the voting shares represented at the General Meeting.

Total ballots collected: 51 ballots.

Of which:

- Valid ballots: 51 ballots.
- Invalid ballots: 0 ballots.

Election Results for the Supervisory Board

No.	Full Name	Votes Received	Percentage (%)
1	Nguyen Duc Tien	96.011.988	98.49%

Based on the vote-counting results, the Election Regulations adopted by the General Meeting, and the Company's Charter on Organization and Operations, Mr. Nguyen Duc Tien has been duly elected as a member of the Supervisory Board of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco) for the 2022–2027 term of office.

XVII. APPROVAL OF THE MINUTES AND RESOLUTIONS OF THE GENERAL MEETING

The representative of the Secretariat reads aloud the full text of the Minutes and Resolutions before the General Meeting.

This resolution shall take effect from June 10, 2026.

All relevant departments, units, and individuals are responsible for implementing and executing the contents of this Resolution in accordance with their functions, duties, and applicable laws.



Nguyen Dinh Tuan



Hanoi, June 10, 2026

**MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PHARBACO CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 1
(PHARRBACO., JSC)**

I. COMPANY INFORMATION:

1. Company name: PHARBACO CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO.1 (PHARBACO., JSC)
2. Head office address: No 160 Ton Duc Thang Street, O Cho Dua Ward, Hanoi City, Vietnam.
3. Business Registration Certificate No. 0100109032 issued by the Hanoi Department of Planning and Investment on 25 July 2007, amended for the twenty-third time by the Department of Finance of Hanoi City on 02 May 2026.

II. TIME AND VENUE OF THE GENERAL MEETING:

1. Time: 08:00 AM on 10 June 2026
2. Venue: Conference Hall of Pharbaco Central Pharmaceutical JSC No.1 (Pharbaco., Jsc) (2nd Facility) - Thach Loi Hamlet, Noi Bai Commune, Hanoi City, Vietnam.

III. ATTENDEES OF THE GENERAL MEETING:

The Members of Board of Directors, the Supervisory Board, and Executive Management of the Company, including the following:

1. Members of the Board of Directors (BOD):
 - + Mr. Nguyen Dinh Tuan - Member of the BOD
 - + Ms. Nguyen Thi Thu Ha - Member of the BOD
 - + Ms. Luu Quynh Mai - Member of the BOD
2. Members of the Supervisory Board:
 - + Ms. Khong Thi Huong Lan - Head of the Supervisory Board
 - + Ms. Tang Thi Dieu Linh - Member of the the Supervisory Board
 - + Ms. Phung Thi Nga - Member of the Supervisory Board
3. Executive Management:
 - + Mr. Nguyen Dinh Tuan - General Director
 - + Ms. Nguyen Thi Thu Ha - Deputy General Director
 - + Ms. Ha Thi Thanh Hoa - Deputy General Director

At 8:30 a.m., the total number of shareholders attending in person or by proxy was 62 shareholders, representing 97.489.710 shares (including both owned and duly authorized

shares), equivalent to 83,54% of the Pharbaco Central Pharmaceutical Joint Stock Company No. 1's total voting shares.

AGENDA AND CONTENT OF THE GENERAL MEETING

1. Reception delegates and shareholders

2. Shareholder registration for attendance

3. Meeting Procedures

- Opening statement and declaration of the General Meeting
- Report on shareholder eligibility verification and confirmation that the Meeting is duly convened in accordance with applicable law and the Company's Charter
- Nomination and approval of the Presidium, the Secretariat, and the Vote Counting Committee
- Approval of the agenda and meeting regulations
- Voting of the General Meeting

4. Contents of the General Meeting

- Presentation of the proposal on the removal of members of the Board of Directors ("BOD") for the 2022–2027 term.
- Presentation of the proposal on the election of additional members of the Board of Directors for the 2022–2027 term.
- Presentation of the proposal on the removal of members of the Supervisory Board ("SB") for the 2022–2027 term.
- Presentation of the proposal on the election of additional members of the Supervisory Board for the 2022–2027 term
- Presentation of the regulations on nomination, self-nomination, and election of additional members of the Board of Directors and the Supervisory Board for the 2022–2027 term
- Consolidation of the list of candidates for the Board of Directors and the Supervisory Board
- Discussion and approval of the proposals, election regulations, and list of candidates for the Board of Directors and the Supervisory Board
- Verification of ballot boxes and casting of votes
- Report on the Board of Directors' activities in 2025 and the operational plan for 2026
- Report of the Executive Management on the 2025 business performance and the 2026 business plan
- Summary audited financial statements on the financial position and business results for 2025
- Report of the Supervisory Board on its inspection and supervision activities in 2025
- Proposal on the 2025 profit distribution plan

- Report on remuneration of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for 2026
- Proposal on the selection of the independent auditing firm for the 2026 financial statements
- Discussion and voting on the above matters

5. Conclusion of the General Meeting

- Approval of the Meeting Minutes
- Approval of the Resolution of the General Meeting

PROCEEDINGS OF THE GENERAL MEETING

A. OPENING OF THE GENERAL MEETING

1. Mrs. Tang Thi Dieu Linh - Head of the Shareholder Eligibility Verification Committee, presented the report on the verification of shareholder attend the meeting as of 8:30 AM, as follows:

- The total number of voting shares of the Company is: 116.398.448 shares.
- The total number of shareholders invited to attend the meeting is: All shareholders of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco., JSC) whose names appear on the list of shareholder as the record date: 06/05/2026
- The total number of shareholders attending the Meeting in person or through authorized representatives is 62 shareholders, representing and/or being authorized to represent 97.489.710 shares, accounting for 83,54% % of the total voting shares of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco., JSC).

Based on the Enterprise Law, the Charter of Organization and Operation of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco., JSC), the 2026 Annual General Meeting of Shareholders is eligible to proceed.

The detailed list is recorded in the Appendix of the shareholder registration and attendee representatives list

2. Mr. Nguyen Dinh Tuan introduced the list of the Presidium, the Secretariat, and the Vote Counting Committee of the General Meeting of Shareholders:

2.1. Presidium

- Mr. Nguyen Dinh Tuan: Member of the Board of Directors – Chairman of the Meeting.

- Ms. Nguyen Thi Thu Ha: Member of the Board of Directors

The General Meeting voted by a show of voting cards :

The results are as follows:

- *Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.*
- *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

- *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the General Meeting approved the list of members of the Presidium with 100% of the total votes cast by the shareholders present and voting at the Meeting.

2.2. Secretariat:

- Ms Phung Thi Nga - Head of the Secretariat
- Mr Pham Huy Hoang - Member

The General Meeting voted by a show of voting cards :

The results are as follows:

- *Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.*
- *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*
- *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the General Meeting approved the list of members of the Secretariat with 100% of the total votes cast by the shareholders present and voting at the Meeting.

2.3. Vote Counting Committee:

1. Ms Tang Thi Dieu Linh : Head of the Vote Counting Committee
2. Ms Khong Thi Huong Lan : Member
3. Ms Nguyen Thi Mai : Member

The General Meeting voted by a show of voting cards:

The results are as follows:

- *Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.*
- *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*
- *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the General Meeting approved the list of members of the Vote Counting Committee with 100% of the total votes cast by the shareholders present and voting at the Meeting.

3. Ms. Nguyen Thi Thu Ha, on behalf of the Presidium, presented the Meeting agenda and the Regulations on the organization and conduct of the General Meeting of Shareholders.

The General Meeting voted by a show of voting cards:

The results are as follows:

- *Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.*

- *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*
- *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the General Meeting approved the Agenda and the Rules of Organization of the General Meeting of Shareholders with 100% of the total votes cast by the shareholders present and voting at the Meeting.

B. REPORTS AND PROPOSALS PRESENTED AT THE GENERAL MEETING:

1. The General Meeting heard Ms. Nguyen Thi Thu Ha present the “Proposal on the Dismissal of Members of the Board of Directors for the 2022–2027 term”.

Pursuant to Article 160 of the Law on Enterprises 2020, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the dismissal of one (01) member of the Board of Directors, namely: Mr. Vu Hong Khoa

(For detailed information, please refer to Proposal No. 11/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

The General Meeting voted by a show of voting cards:

The voting results were as follows:

- *Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.*
- *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*
- *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the General Meeting approved the Proposal on the Dismissal of a Member of the Board of Directors for the 2022–2027 term with 100% of the total votes cast by the shareholders present and voting at the Meeting.

2. The General Meeting heard Ms. Nguyen Thi Thu Ha present the “Proposal on the Election of Additional Members to the Board of Directors for the 2022–2027 term”.

In order to ensure compliance with applicable laws and the Company’s Charter, the Board of Directors of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbco., JSC) respectfully submits to the General Meeting of Shareholders for approval the election of one (01) additional member to the Board of Directors for the remaining term of 2022–2027.

(For detailed information, please refer to Proposal No. 12/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

The General Meeting voted by a show of voting cards:

The voting results were as follows:

- Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.
- Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.
- Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting

Accordingly, the General Meeting approved the Proposal on the Election of an Additional Member of the Board of Directors for the 2022–2027 term with 100% of the total votes cast by the shareholders present and voting at the Meeting.

3. The General Meeting heard Ms. Nguyen Thi Thu Ha present the “Proposal on the Dismissal of Members of the Supervisory Board for the 2022–2027 term”.

Pursuant to Article 174 of the Law on Enterprises 2020, the Board of Directors of the Company respectfully submitted to the 2026 Annual General Meeting of Shareholders for approval the dismissal of one (01) member of the Supervisory Board, as follows:

Ms. Khong Thi Huong Lan

(For detailed information, please refer to Proposal No. 14/2026/Ttr/HĐQT-Pharbaco dated 19/05/2026 attached.)

The General Meeting voted by a show of voting cards:

The voting results were as follows:

- Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.
- Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.
- Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.

Accordingly, the General Meeting approved the Proposal on the Dismissal of a Member of the Board of Supervisors for the 2022–2027 term with 100% of the total votes cast by the shareholders present and voting at the Meeting.

4. The General Meeting heard Ms. Nguyen Thi Thu Ha present the “Proposal on the Election of Additional Members to the Supervisory Board for the 2022–2027 term”.

In order to ensure compliance with applicable laws and the Company’s Charter, the Board of Directors of Pharbaco Central Pharmaceutical Joint Stock Company No.1 (Pharbaco., JSC) respectfully submitted to the General Meeting of Shareholders for approval the election of one (01) additional member to the Supervisory Board for the remaining term of 2022–2027.

(For detailed information, please refer to Proposal No. 15/2026/Ttr/HĐQT-Pharbaco dated 19/05/2026 attached.)

The General Meeting voted by a show of voting cards:

The voting results were as follows:

- Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.
- Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.
- Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.

Accordingly, the General Meeting approved the Proposal on the Election of an Additional Member of the Board of Supervisors for the 2022–2027 term with 100% of the total votes cast by the shareholders present and voting at the Meeting.

5. The General Meeting heard Ms. Tang Thi Dieu Linh present the Regulations on Nomination, Self-nomination and Election of Members of the Board of Directors and the Board of Supervisors.

(For details information, please refer to the attached document No. 13/2026/QC/HĐQT-Pharbaco dated 14 May 2026.)

The General Meeting voted by a show of voting cards:

The voting results were as follows:

- Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.
- Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.
- Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting

Accordingly, the General Meeting unanimously approved the Regulations on Nomination, Self-nomination and Election of Members of the Board of Directors and the Board of Supervisors, representing 100% of the total voting rights of shareholders attending and voting at the Meeting.

6. The General Meeting heard Ms. Tang Thi Dieu Linh present the consolidated list of nominees for election to the Board of Directors.

No.	Full Name	Educational qualification	Field of study	Shareholding
1	Le Duc Hoang	PhD	PhD in Economics – National Economics University	0

The General Meeting voted by a show of voting cards:

The voting results were as follows:

- Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.

- Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.
- Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting

Accordingly, the General Meeting approved the list of nominees for election to the Board of Directors for the 2022–2027 term with 100% of the total votes cast by the shareholders present and voting at the Meeting.

7. The General Meeting heard Ms. Tang Thi Dieu Linh present the consolidated list of nominees for election to the Board of Supervisors.

No.	Full Name	Educational qualification	Field of study	Shareholding
1	Nguyen Duc Tien	Bachelor's degree	Bachelor of Economics – Academy of Finance	0

The General Meeting voted by a show of voting cards:

The voting results were as follows:

- Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.
- Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.
- Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting

Accordingly, the General Meeting approved the list of nominees for election to the Board of Supervisors for the 2022–2027 term with 100% of the total votes cast by the shareholders present and voting at the Meeting.

8. The General Meeting proceeded with the election of additional members to the Board of Directors and the Board of Supervisors.
Ballot box inspection and casting of votes were conducted.
9. The General Meeting heard Mr. Nguyen Dinh Tuan present the “Report on the Activities of the Board of Directors at the Annual General Meeting of Shareholders 2026.”
10. The General Meeting heard Ms. Nguyen Thi Thu Ha present the “Report of the Executive Management at the Annual General Meeting of Shareholders 2026.”
11. The General Meeting heard Ms. Nguyen Thi Thu Ha present the “Proposal on the Summary Financial Statements for the year 2025” (audited).

12. The General Meeting heard Ms. Khong Thi Huong Lan present the “Report of the Board of Supervisors submitted to the Annual General Meeting of Shareholders 2026.”

13. Approval of the adjustment to the 2025 profit distribution plan

Mr. Nguyen Dinh Tuan, the Chairperson of the Meeting, presented and sought the General Meeting’s approval regarding the adjustment of the 2025 profit distribution plan.

Specifically, pursuant to Proposal No. 07/2026/TTr/HĐQT-PBC dated 14 May 2026, enclosed in the Meeting materials, the Board of Directors submitted a proposal on the 2025 profit distribution plan, under which a dividend payment (in the form of shares) at the rate of 3% of the Investor’s contributed capital was initially proposed.

However, based on the Company’s actual business and production performance, capital utilization requirements, and financial strategy orientation, Mr. Nguyen Dinh Tuan proposed that the General Meeting consider and vote on revising the 2025 profit distribution plan, under which no dividend payment would be made.

At the Meeting, shareholders discussed and agreed to approve the adjustment to the 2025 profit distribution plan, whereby no dividend shall be paid in the form of shares for 2025 (dividend rate of 0% instead of the proposed 3%).

With the retention of undistributed after-tax profit for 2025, the Company plans to pay cash dividends within the next 2–3 years.

The General Meeting voted by a show of voting cards:

The voting results were as follows:

- Total votes in favor: 97.489.710 votes, representing 100 % of the total votes held by shareholders attending the Meeting.
- Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.
- Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting

Based on the above voting results, the General Meeting approved the adjustment to the 2025 profit distribution plan as stated in Proposal No. 07/2026/TTr/HĐQT-PBC, under which the dividend payout ratio to the Investor’s contributed capital is 0%. Accordingly, the General Meeting did not proceed to consider or vote on the Proposal regarding the issuance of shares for dividend payment for the year 2025.

14. The General Meeting heard Ms. Nguyen Thi Thu Ha present the “Proposal on the Remuneration Report of the Members of the Board of Directors and the Supervisory Board for the 2025 fiscal year, and the Remuneration Plan for the Members of the Board of Directors and the Supervisory Board for 2026”.

15. The General Meeting heard Ms. Khong Thi Huong Lan present the “Proposal on the Selection of the Independent Auditor for the 2026 Financial Statements”.

The General Meeting discussed and voted to approve the above matters.

C. DISCUSSION AT THE GENERAL MEETING

- Shareholder Code BPC: 1677 – Comments and Recommendations

1. Under Section C “Discussions at the Meeting” of the Minutes of the 2025 Annual General Meeting of Shareholders, the representative of the Chairing Committee responded to the shareholder as follows: “The Company will make dividend payments in cash in the coming years.”

Based on the information disclosed at the General Meeting of Shareholders, the shareholder recommends that Pharbaco formulate an appropriate plan and proactively allocate financial resources to implement cash dividend payments starting from 2026 (expected to be paid in 2027) and in subsequent years, subject to the Company’s financial position, business performance, and applicable laws and regulations. Such implementation would help ensure a balance between the interests of the Company and its shareholders, while also enhancing investors’ confidence in the Company.

2. At the 2025 Annual General Meeting of Shareholders, the Corporation stated as follows: “According to the audited separate financial statements for the year 2024, the Company’s non-performing loans as of January 1, 2024 and December 31, 2024 amounted to VND 44,2 billion (with VND 20.4 billion in provisions made) and VND 76 billion (with VND 6,6 billion in provisions made), respectively, representing an increase of 72% in non-performing loans. This is a significant increase, indicating risks in the Company’s current receivables management.

It is hereby requested that the Executive Management and the Board of Directors assess the actual recoverability of the aforementioned receivables, clarify the specific reasons for this increase, and propose solutions for controlling and recovering receivables, particularly overdue receivables and non-performing loans in the coming year, in order to avoid adverse impacts on the Company’s business performance and cash flow.”

According to the audited consolidated financial statements for the year 2025, as of December 31, 2025, the value of receivables classified as non-performing loans of Pharbaco amounted to VND 76.6 billion, showing almost no significant improvement compared to December 31, 2024. For these non-performing loans, the Company has made full provisions in accordance with applicable regulations, with the provision amounting to 100% of the value of the identified non-performing loans. It is hereby recommended that the Board of Directors and the Executive Management continue to strengthen receivables management, develop specific plans and solutions to monitor and recover non-performing

loans, and report the implementation results to the General Meeting of Shareholders, in order to minimize financial risks and preserve shareholders' capital.

- Shareholder Code BPC: 1672 – Comments:

The shareholder proposed that the Company consider implementing a plan to distribute profits in cash instead of issuing bonus shares, noting that the Company's revenue has not shown significant improvement, remaining at approximately VND 1,000 billion in recent years.

Response from the Chairing Committee representative, Mr. Nguyen Dinh Tuan:

In order to increase revenue, the Company should:

- Research and develop new products to meet market demand, and optimize existing products;
- Complete and upgrade EU-GMP standards;
- Improve profit margins by optimizing input costs and selling prices (which has been implemented in the first five months of 2026 and has shown clear effectiveness);

Seek additional angel investors with strong financial resources.

D. VOTING RESULTS AND MATTERS APPROVED AT THE GENERAL MEETING:

The Head of the Vote Counting Committee instructed the shareholders on the voting procedures for matters included in the agenda of the General Meeting. The Reports and Proposals presented at the General Meeting were approved through voting by ballot as follows:

I. Voting by the General Meeting

The General Meeting proceeded with voting on the matters presented.

II. Voting Results

The Head of the Vote Counting Committee, on behalf of the Vote Counting Committee, announced the voting results of the Meeting.

The total number of shares of the Company is 116,398,448 shares, of which:

Total number of ordinary shares (with voting rights): 116,398,448 shares.

(01 ordinary share = 01 voting right).

Total number of voting rights: 116,398,448 votes.

As of 11:30 a.m., being the time designated by the Chairperson of the General Meeting for the completion of voting:

The total number of shareholders attending the General Meeting (in person and by proxy) was 54 shareholders, holding and representing 97,484,104 shares, corresponding to 97,484,104 voting rights.

Accordingly:

The total number of votes cast by shareholders attending and voting at the General Meeting was 97,484,104 votes.

The voting results for each matter are as follows:

Item 1: Report on the Performance of the Board of Directors at the 2026 Annual General Meeting of Shareholders

- The members of the Board of Directors upheld a strong sense of responsibility, fully attended all meetings, and properly fulfilled their duties of direction, management, and supervision in accordance with applicable regulations. In 2025, the Board of Directors successfully organized the Annual General Meeting of Shareholders and held 16 meetings with the participation of its members, thereby issuing timely policies and resolutions closely aligned with practical conditions and the Company's development situation.

- All meetings were properly prepared with detailed agendas and duly notified to each member. The members attended fully, actively discussed, and contributed to the formulation of business strategies and orientations of the Board of Directors for implementation by the Executive Management.

- The Board of Directors approved and directed the implementation of the 2025 business plan in alignment with the Company's overall development strategy.

- The Board of Directors reached a high level of consensus in adopting resolutions and meeting minutes, thereby promptly addressing issues and difficulties arising during production and business operations, and providing appropriate strategic orientations in line with actual conditions. The Board also monitored, supervised, and directed the Executive Management in implementing production and business activities to ensure the achievement of business targets and employment stability for employees.

(For detailed information, please refer to Proposal No. 04/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

The voting results were as follows:

- Total number of votes: 97.484.104 votes. Of which:

+ *Total valid votes: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.*

+ *Total invalid votes: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

- Result:

+ *Total votes in favor: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.*

+ *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

+ *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the matter was approved with 100% of the total votes of the shareholders attending and voting at the meeting in favor

Item 2: Report of the Executive Board at the Annual General Meeting of Shareholders 2026.

The General Meeting voted to approve the report of the Executive Board at the Annual General Meeting of Shareholders 2026, with the following key targets

Unit: VND

No.	Target	Year 2025	Year 2024	% Increase/Decrease (2025/2024)
1	Total asset value	3.127.733.516.541	3.167.616.373.235	98,74
2	Net revenue	1.077.703.554.827	1.065.095.345.564	101,18
3	Profit from business operations	34.589.142.094	30.211.254.668	114,49
4	Other income/profit	5.275.604.737	-2.061.860.047	
5	Profit before tax	39.864.746.831	28.149.394.621	141,62
6	Profit after tax	31.505.675.841	21.675.459.762	145,35

Target orientation for 2026:

Unit: Billion VND

Target	Actual performance in 2025	Plan for 2026	Comparison of the 2026 Plan/2025 Actual Performance
1. Sales revenue	1.077,70	1.380,00	128%
2. Accounting profit after tax	31,50	69,00	219%
3. Dividend payout (%)	0%	5%	

The voting results were as follows:

- Total number of votes: 97.484.104 votes. Of which:
 - + Total valid votes: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.

+ *Total invalid votes: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

- **Result:**

+ *Total votes in favor: 97,484,104 votes, representing 100% of the total votes held by shareholders attending the Meeting.*

+ *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

+ *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the matter was approved with 100% of the total votes of the shareholders attending and voting at the meeting in favor

(For detailed information, please refer to Proposal No. 05/2026/Ttr/HĐQT-Pharbacov dated 14/05/2026 attached.)

Item 3: Proposal Audited financial statements for the year 2025.

I. Balance Sheet as of December 31, 2025

Unit: Million VND

No.	Content	End-of-year figures for 2025 (31/12/2025)	Beginning-of-year figures for 2025 (01/01/2025)
I	Current assets	606.774	774.562
II	Non-current assets	2.520.959	2.385.132
	Total assets	3.127.733	3.159.694
III	Liabilities	1.834.131	1.897.597
1	Current liabilities	1.215.816	976.318
2	Non-current liabilities	618.315	921.279
IV	Owner's equity	1.293.602	1.262.097
1	- Owner's contributions	1.166.984	1.132.999
2	- Capital surplus	25.731	25.731
	- Reserves	38.505	38.505
	- Unappropriated profit after tax	62.381	64.861
	+ <i>Unappropriated accumulated profit after tax as of the end of the previous year</i>	30.876	43.171
	+ <i>Unappropriated profit after tax for the current year</i>	31.505	21.690
	Total equity and liabilities	3.127.733	3.159.694

II. Results Of Production And Business Activities

Unit: Million VND

No.	Target	Year 2025	Year 2024
1	Net revenue from sales of goods and provision of services	1.077.704	1.065.095
2	Cost of goods sold (COGS)	892.108	855.335
3	Gross profit from sales of goods and provision of services	185.596	209.760
4	Financial income	2.467	2.971
5	Financial expenses	43.930	43.286
7	Selling expenses	4.535	4.890
8	General and administrative expenses	105.009	134.334
9	Net operating profit	34.589	30.221
10	Other profits	5.276	(2.062)
11	Profit before tax	39.865	28.159
12	Current corporate income tax expense	8.359	6.468
13	Deferred corporate income tax expense	31.506	21.690
14	Profit after tax	275	191
15	Basic earnings per share	39.865	28.159

The voting results were as follows:

- Total number of votes: 97.484.104 votes. Of which:

+ Total valid votes: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.

+ Total invalid votes: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.

- Result:

+ Total votes in favor: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.

+ Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.

+ Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.

Accordingly, the matter was approved with 100% of the total votes of the shareholders attending and voting at the meeting in favor

(For detailed information, please refer to Proposal No. 06/2026/Ttr/HĐQT-Pharbaco

dated 14/05/2026 attached.)

Item 4: Supervisory Board's Report Submitted to the 2026 Annual General Meeting of Shareholders

The voting results were as follows:

- Total number of votes: 97.484.104 votes. Of which:
 - + Total valid votes: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.
 - + Total invalid votes: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.
- Result:
 - + Total votes in favor: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.
 - + Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.
 - + Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.

Accordingly, the matter was approved with 100% of the total votes of the shareholders attending and voting at the meeting in favor

(For detailed information, please refer to Report No. 01/2026/BC/BKS-PBC dated 14/05/2026 attached.)

Item 5: Proposal on the Approval of the 2025 Profit Distribution Plan" (as amended in accordance with the discussions and agreements reached at the General Meeting)

No.	INTERPRETATION	AMOUNT (VND)
1	Retained earnings after tax as reported in the Parent Company's 2025 Financial Statements	31.505.675.841
2	Retained earnings carried forward from previous years	30.875.760.141
3	Cumulative distributed profits as of December 31, 2025	62.381.435.982
4	Profit Distribution Plan	0%
5	Accumulated retained earnings after tax	62.381.435.982

(Source: Audited Financial Statements for 2025)

The voting results were as follows:

- Total number of votes: 97.484.104 votes. Of which:
 - + Total valid votes: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.

+ *Total invalid votes: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

- **Result:**

+ *Total votes in favor: 91.437.198 votes, representing 93,80% of the total votes held by shareholders attending the Meeting.*

+ *Total votes against: 6.046.906 votes, representing 6,20% of the total votes held by shareholders attending the Meeting.*

+ *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the matter was approved with 100% of the total votes of the shareholders attending and voting at the meeting in favor

(For detailed information, please refer to Proposal No. 07/2026/Ttr/HĐQT-Pharbacó dated 06/06/2026 attached.)

Item 6: Proposal for the Report on Remuneration for the Board of Directors and the Supervisory Board for 2025, and the Remuneration Plan for the Board of Directors and the Supervisory Board for 2026.

* Remuneration for the Board of Directors and the Supervisory Board in the 2025 financial year (for the period from January 1, 2025 to December 31, 2025):

- Remuneration for the Board of Directors in 2025: VND 600,000,000.

- Remuneration for the Supervisory Board in 2025: VND 144,000,000.

* Remuneration Plan for the Board of Directors and the Supervisory Board for 2026.:

- Board of Directors: VND 10,000,000 per month per person.

- Supervisory Board: VND 4,000,000 per month per person.

The voting results were as follows:

- Total number of votes: 97.484.104 votes. Of which:

+ *Total valid votes: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.*

+ *Total invalid votes: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

- **Result:**

+ *Total votes in favor: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.*

+ *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

+ *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the matter was approved with 100% of the total votes of the shareholders attending and voting at the meeting in favor

(For detailed information, please refer to Proposal No. 09/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

Item 7: Proposal for the selection of an auditing firm for the 2026 financial statements.

The General Meeting of Shareholders has voted to approve and authorize the Board of Directors to select one of the three auditing firms to audit the Company's 2025 financial statements, namely:

1. International Auditing Co., Ltd

Address: 15th Floor, Center Building – Hapulico Complex, No. 1 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi.

Tax Identification Number: 0101177123

2. Auditing Company Limited (AASC Auditing Company)

Address : No. 1, Le Phung Hieu Street, Hoan Kiem Ward, Hanoi

Tax Identification Number: 0100111105

3. BDO Company Limited (BDO Vietnam)

Address: 20th Floor, ICON 4 Building, No. 243A De La Thanh, Lang Ward, Hanoi

Tax Identification Number : 0101333767

The voting results were as follows:

- Total number of votes: 97.484.104 votes. Of which:

+ *Total valid votes: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.*

+ *Total invalid votes: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

- Result:

+ *Total votes in favor: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.*

+ *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

+ *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

Accordingly, the matter was approved with 100% of the total votes of the shareholders attending and voting at the meeting in favor

(For detailed information, please refer to Proposal No. 10/2026/Ttr/HĐQT-Pharbaco dated 19/05/2026 attached.)

Item 8: Election Results for Members of the Board of Directors

Total ballots issued: 62 ballots, representing 97,489,710 shares, equivalent to 83.54% of the voting shares represented at the General Meeting.

Total ballots collected: 54 ballots.

Of which:

- Valid ballots: 54 ballots.
- Invalid ballots: 0 ballots.

Election Results for the Board of Directors

No.	Full Name	Votes Received	Percentage (%)
1	Mr. Le Duc Hoang	96,015,871	98.49%

Based on the vote-counting results, the Election Regulations adopted by the General Meeting, and the Company's Charter on Organization and Operations, Mr. Le Duc Hoang has been duly elected as a member of the Board of Directors of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 for the 2022–2027 term of office.

Item 9: Election Results for Members of the Supervisory Board

Total ballots issued: 62 ballots, representing 97,489,710 shares, equivalent to 83.54% of the voting shares represented at the General Meeting.

Total ballots collected: 51 ballots.

Of which:

- Valid ballots: 51 ballots.
- Invalid ballots: 0 ballots.
- *Election Results for the Board of Directors*

No.	Full Name	Votes Received	Percentage (%)
1	Mr. Nguyen Duc Tien	96.011.988	98.49%

Based on the vote-counting results, the Election Regulations adopted by the General Meeting, and the Company's Charter on Organization and Operations, Mr. Nguyen Duc Tien has been duly elected as a member of the Supervisory Board of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco) for the 2022–2027 term of office.

E. APPROVAL OF THE MINUTES AND RESOLUTIONS OF THE GENERAL MEETING .

The representative of the Secretariat reads aloud the full text of the Minutes and Resolutions before the General Meeting. The General Meeting has voted and approved with the following results:

The voting results are as follows:

- *Total votes in favor: 97.484.104 votes, representing 100% of the total votes held by shareholders attending the Meeting.*
- *Total votes against: 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*
- *Total abstentions (no opinion): 0 votes, representing 0% of the total votes held by shareholders attending the Meeting.*

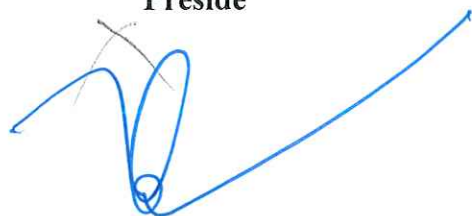
Accordingly, the matter was approved with 100% of the total votes of the shareholders attending and voting at the meeting in favor

The minutes were prepared and approved at 13:00 PM on June 10, 2026

The Chairman declared the 2026 Annual General Meeting of Shareholders adjourned.

PRESIDENTIAL BOARD

Preside



Nguyen Dinh Tuan

Member



Nguyen Thi Thu Ha

SECRETARIAT OF THE CONGRESS

Prefect



Phung Thi Nga

Member



Pham Huy Hoang



PROGRAMME

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY I – PHARBACO

Time: From 8:00 to 11:30 on June 10, 2026

Location: Company Hall – Thach Loi Village – Noi Bai Commune – Hanoi city

Congress Program:

Time	Content
8h00' – 8h30'	Welcome delegates and shareholders. Check shareholder qualifications, make a list of shareholders present.
8h30' – 8h45'	Stabilize the organization to prepare for the Congress. Statement of reasons and opening - introduction of participants.
8h45' – 8h50'	Report the results of the shareholder qualification check to attend the General Meeting, declare the eligibility to hold the General Meeting according to the provisions of law and the Company's Charter.
8h50' – 8h55'	Introduce and approve the composition of the Presidium, Secretariat, and Counting Committee. Get the Congress's vote.
8h55' – 9h00'	Approval of the agenda and working regulations of the General Meeting. Get the Congress's vote."
9h00' - 9h15'	Announcement of the Proposal on Dismissal of a Member of the Board of Directors
	Announcement of the Proposal on Additional Election of a Member of the Board of Directors
	Announcement of the Proposal for the Dismissal of a Member of the Supervisory Board
	Announcement of the Proposal for the Election of Additional Members to the Supervisory Board
	Announcement of the Regulations on Nomination, Candidacy, and By-election of Members of the Board of Directors and Supervisory Board for the term 2022 – 2027
	Compilation of the list of candidates for the Board of Directors and Supervisory Board.
9h15'–9h20''	The General Meeting discusses and votes to approve the contents of the proposals, the regulations on the election of members of the Board of Directors, and the list of candidates
9h20' - 9h30'	Ballot box inspection and voting.
9h30'–10h30'	Report on the Board of Directors' activities in 2025 and direction of activities in 2026.
	Report of the Executive Board on Business Performance Results in 2025 and Plan for 2026.
	Financial report 2025 (audited)
	Report of the Board of Supervisors on the Board's inspection and supervision activities in 2025, and direction of activities in 2026
	Approval of 2025 profit distribution plan
	Report on remuneration for members of the Board of Directors and members of the Supervisory Board in 2025. Remuneration plan for members of the Board of Directors and members of the Supervisory Board in 2026.
	Proposal for selecting an auditor for financial statements in 2026.
	Proposal to approve change of business lines and amendment of charter.
10h30' – 10h45'	The Congress discussed and voted to approve the above contents.
	Break between sessions
10h45' - 11h15'	Through the minutes of the vote counting Through the election results of the Board of Directors and Supervisory Board members. New Board Member Introduced
11h15'–11h30'	Through the Minutes of the Meeting. Through the Congress Resolution. Closing.

Congress Organizing Committee

Hanoi, May 14, 2025

**REGULATIONS ON THE ORGANIZATION
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 1 –
PHARBACO**

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the Amended Law No. 03/2022/QH15 dated January 11, 2022, and related guiding documents;
- The Law on Securities No. 54/2019/QH14 dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024, which amends and supplements certain articles of the Law on Securities No. 54/2019/QH14, and related guiding documents;
- The Charter on Organization and Operation of Central Pharmaceutical Joint Stock Company No. 1 – Pharbaco;
- Other relevant legal documents.

The Company hereby promulgates the Regulations on the Organization of the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company No. 1 – Pharbaco as follows:

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope and subjects of application

These Regulations apply to:

1. Applicable to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "AGM") of Central Pharmaceutical Joint Stock Company No. 1 – Pharbaco
2. Specify the rights and obligations of shareholders, authorized representatives of shareholders and parties attending the General Meeting, conditions and procedures for conducting the General Meeting and voting to approve issues within the authority of the General Meeting

3. Shareholders, shareholder representatives and parties participating in the General Meeting are responsible for complying with the provisions of this charter

Article 2. Purpose:

1. Ensure the principles of publicity and transparency.
2. Create favorable conditions for the organization of the Congress to be carried out successfully and in compliance with legal regulations.

CHAPTER II

RIGHTS AND OBLIGATIONS OF SHAREHOLDERS ATTENDING THE GENERAL MEETING

Article 3. Conditions for Convening the AGM:

Shareholders (or authorized representatives) whose names are on the list of shareholders on the record date of the right to attend the General Meeting of Shareholders on May 06, 2026 are entitled to attend the 2026 General Meeting of Shareholders

Article 4. Rights of shareholders attending the AGM:

1. Shareholders may attend the General Meeting of Shareholders in one of the following forms:
 - a. Directly attend the General Meeting of Shareholders .
 - b. Authorize another person to attend the General Meeting of Shareholders. In case the shareholder is an organization without an authorized representative as prescribed in Clause 2, Clause 4, Article 14 of the Enterprise Law 2020, it shall authorize another person to attend the General Meeting of Shareholders. Shareholders that are organizations owning at least 10% of the total number of common shares have the right to authorize up to three people to attend the General Meeting of Shareholders. In case the shareholder is an organization appointing multiple authorized representatives, the number of shares for each representative must be specifically determined. In case the shareholder does not determine the corresponding number of shares for each authorized representative, the number of shares will be divided equally among the number of authorized representatives
2. The Organizing Committee shall publicly announce the contents of the Congress program
3. Speak, discuss and vote on all contents in the Congress program within the authority of the Congress according to the provisions of the Enterprise Law 2020 and relevant legal documents

4. Shareholders or authorized representatives (hereinafter referred to as Shareholders) who arrive late to the General Meeting have the right to register immediately, and then have the right to participate and vote immediately at the General Meeting, but the Chairman is not responsible for stopping the meeting and the validity of previous voting sessions will not be affected. In case the Vote Counting Committee is counting the votes, the shareholders do not have the right to vote. The Vote Counting Committee is responsible for adding up the number of shares with voting rights at the General Meeting to calculate the approval rate of the voting contents in the following section

Article 5. Obligations of shareholders attending the AGM

Shareholders attending the AGM are obligated to:

1. Shareholders attending the Meeting must bring the following documents:
 - a. Individuals
 - Attend in person: Meeting invitation letter; and Original ID card or citizen identification card or passport or other ownership registration number registered with Vietnam Securities Depository and Clearing Corporation (VSDC);
 - Attending by proxy: Meeting invitation letter; Power of attorney form (original); and Original valid ID card/passport of the authorized person.
 - b. Organization
 - Attend in person: Meeting invitation letter; Certified copy of the latest Business Registration Certificate; and Original valid ID card/passport of the legal representative;
 - Attending by proxy: Meeting invitation letter; Certified copy of the latest Business Registration Certificate; Power of attorney in the form (original); and Original valid ID card/passport of the authorized person

Shareholders are only allowed to officially attend and vote at the General Meeting after completing the registration procedures and proving their valid shareholder status to the Shareholder Qualification Verification Committee

2. In case a Shareholder has authorized another person without a written notice of authorization, that Shareholder shall not receive a Voting Card or voting ballot at the Meeting when attending the Meeting if their authorized person has completed the procedures to continue receiving the Voting Card or voting ballot.
3. The authorized representative attending the General Meeting shall not delegate their authority to a third party.
4. During the General Meeting, shareholders or their representatives must comply with the instructions and direction of the Chairperson, respect the proceedings and

outcomes of the Meeting, behave in a civil and courteous manner, and refrain from causing disorder.

5. Shareholders and authorized representatives attending the General Meeting must strictly comply with these Regulations. In case of violation, depending on the severity, the Chairperson shall consider and take appropriate actions in accordance with Article 146 of the prevailing Law on Enterprises.
6. In case a Shareholder has to leave the Meeting for personal reasons before the voting takes place, they must inform the Vote Counting Committee. If they fail to notify the Committee or do not return the voting ballot for the matters to be voted on, the Shareholder shall be deemed to have not participated in the vote on such matters.

Article 6. Rights and Obligations of the Chairperson and the Presidium

The Presidium consists of 02 members who are members of the Board of Directors, in which the Chairman of the Board of Directors serves as the Chairperson of the General Meeting and is responsible for presiding over the Meeting, subject to approval by the General Meeting.

1. Duties of the Presidium:

- To carry out the necessary tasks to conduct the General Meeting in a lawful, orderly manner and to ensure that the Meeting reflects the will of the majority of attending shareholders;
- To conduct the General Meeting in accordance with the approved agenda, rules, and regulations; the Presidium shall operate based on the principles of centralization, democracy, and make decisions by majority vote.
- To present draft resolutions, guide the Meeting in discussions, collect votes on matters within the agenda, respond to issues raised by the Meeting, and address other relevant matters throughout the course of the Meeting.
- To handle any issues arising during the General Meeting.

2. Rights of the Presidium

- To make final and binding decisions on matters related to procedures, order, or unforeseen events arising outside the approved agenda of the General Meeting.
- To request competent authorities to maintain order at the Meeting and to expel individuals who do not comply with the Chairperson's authority, intentionally disrupt order, obstruct the Meeting, or refuse to comply with security screening requirements.

Article 7. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee for the General Meeting (hereinafter referred to as the "Verification Committee") shall consist of 3 members, including 01 Head and 02 members, with the following functions and duties:
 - a. To verify the eligibility of shareholders or their authorized representatives to attend the General Meeting based on the documents they present, including: Citizen ID/Passport/Certified copy of the Enterprise Registration Certificate, Invitation Letter, Power of Attorney, and any accompanying documents (if any);
 - b. To distribute Voting Cards, Ballots, Election Slips, and Meeting materials to shareholders;
 - c. To consolidate the verification results and report to the General Meeting on the eligibility status of attending shareholders.
2. In case an attendee does not fully meet the eligibility requirements to participate in the General Meeting, the Verification Committee has the right to deny that person's participation, including the issuance of Voting Cards, Ballots, Election Slips, and meeting materials.

Article 8. The Secretariat

The Secretariat of the General Meeting shall be nominated by the Chairperson and consist of 02 members, subject to approval by the General Meeting. The Secretariat is responsible to the Presidium and the General Meeting for its duties, which include:

- Accurately and comprehensively recording all the proceedings of the General Meeting and the issues that have been approved by the shareholders or any matters that remain under consideration by the Meeting.
- Drafting the Minutes of the General Meeting and the Resolutions on matters approved during the Meeting.
- Presenting the Minutes and Resolutions of the General Meeting to the shareholders at the Meeting.

Article 9. The Vote Counting Committee

1. The Vote Counting Committee shall be nominated by the Chairperson and consist of 03 members, including 01 Head and 02 members, subject to approval by the General Meeting.
2. The duties of the Vote Counting Committee include:
 - a. To guide shareholders attending the General Meeting on how to cast votes using the Voting Cards and Ballots.
 - b. To supervise the voting and election process of shareholders during the Meeting.
 - c. To compile the number of shares voted on for each agenda item.

- d. To record the voting results of shareholders on matters presented for approval at the General Meeting.
- e. To compile and report the voting results to the Chairperson on matters presented for approval at the Meeting.
- f. To report the results of the vote count (Vote Counting Minutes) to the General Meeting.
- g. To hand over the Vote Counting Minutes and all Voting Cards and Ballots to the Secretariat of the Meeting.
- h. To perform other assigned tasks.

CHAPTER III

ORGANIZATION OF THE GENERAL MEETING

Article 10. Conditions for holding of the AGM

1. The Annual General Meeting of Shareholders is conducted when the number of attending is over 50% of the total voting shares. The percentage of attending shareholders is determined based on shareholder registration at the request of the Company.
2. The Congress will discuss and approve the contents stated in the 2025 Annual General Meeting of Shareholders Agenda

Article 11. Agenda and contents of the AGM

1. The agenda and contents of the AGM are determined by the convening party in accordance with the provisions of the Law on Enterprises and the Company Charter.
2. The AGM shall only discuss and approve matters included in the approved agenda unless all attending shareholders unanimously agree to add other matters.

Article 12. Discussion and Questioning at the AGM

1. Shareholders who wish to speak must register their speaking content in a registration form and submit it to the Presidium. The Chairperson shall invite each registered shareholder to speak in turn.
2. Shareholders shall keep their remarks brief and focused on key matters relevant to the approved agenda of the Meeting. Shareholders' proposals must not violate the law, relate to personal matters, or exceed the authority of the Company. The Chairperson has the right to remind or request the shareholder to stay on topic to save time and ensure the quality of the discussion.
3. The Meeting agrees that the total speaking time for each shareholder shall not exceed 5 minutes. If this time limit is exceeded, the Chairperson may request the shareholder to submit questions or proposals in writing. The Secretariat shall

record such proposals, and the Board of Directors shall, within its authority, respond in writing to the shareholder within 5 working days from the date of receiving the proposal.

Article 13. Voting on Resolutions at the AGM

1. Voting Principles:

- a. All matters included in the agenda of the General Meeting shall be openly discussed and voted upon by raising Voting Cards or casting Ballots.
- b. Voting Cards and Ballots issued by the Company shall clearly indicate the shareholder code, full name, and number of votes.
- c. Each shareholder shall receive one voting set, including a Voting Card and Ballot, upon completion of shareholder eligibility verification procedures.
- d. The voting value of a Voting Card or Ballot corresponds to the proportion of voting shares that the individual holds or is authorized to represent, in relation to the total number of voting shares of shareholders or authorized representatives present at the Meeting.
- e. Shareholders vote directly at the Meeting by either raising the Voting Card or placing the Ballot into the ballot box.
- f. In case a shareholder arrives after a voting session has concluded, they may still register to attend and vote on matters arising after their registration but shall not be allowed to vote on matters that have already been voted on. In this case, the validity of the votes already cast shall remain unaffected.

2. Voting Methods:

a. Voting by Raising the Voting Card:

- For each matter to be voted on by raising the Voting Card, the Chairperson shall ask for shareholders' opinions in the following order: Approve, Disapprove, No opinion.

Shareholders vote using their Voting Card for the contents of the General Meeting (except for the approval of reports, proposals, and election of the Board of Directors), on a per-issue basis.

- When voting on a matter raised by the General Meeting, shareholders shall raise their Voting Cards high. The result shall be determined by counting the number of cards raised for approval, disapproval, and no opinion. Shareholders are allowed to raise their Voting Cards only once per voting item.

In case a shareholder does not raise their Voting Card at all for a particular issue, it shall be considered as an approval of that issue.

b. Voting by Ballot:

- Ballots are used to vote on Reports and Proposals at the General Meeting. Each item on the Ballot shall contain three options for voting:
 - o “Approve” box
 - o “Disapprove” box
 - o “No opinion” box
- Shareholders shall indicate their voting choice by marking an “x” or “√” in the appropriate box, signing, and clearly writing their full name, then submitting the Ballot to the Vote Counting Committee. In case of an incorrect mark, the shareholder must cross out the incorrect mark with a line and re-sign next to the corrected choice (erasing or overwriting is not permitted).
- If a shareholder leaves the voting section blank for one or more items, the corresponding vote(s) will be considered invalid. If a shareholder marks more than one box for the same item, that vote will also be deemed invalid.
- A Ballot is only considered valid if:
 - + It is issued by the Company;
 - + It contains the full signature and clearly written full name of the shareholder or authorized representative;
 - + The Ballot is intact and not erased, altered, or torn;
 - + For each voting item, the shareholder must mark one of the three options: “Approve”, “Disapprove”, or “No opinion.” A vote will be invalid if no box is selected or if more than one box is marked for the same item. If a valid Ballot contains one or more invalid votes for specific items, only the valid votes will be counted in the results.
- **Invalid Ballots include:**
 - + Ballots not issued by the Company;
 - + Ballots without complete signatures or full names of the shareholder or authorized representative;
 - + Ballots that are altered, erased, or torn;
 - + Ballots with all voting items deemed invalid;
 - + Ballots submitted after the ballot box has been unsealed by the Vote Counting Committee.
- After completing all voting items, shareholders shall place their Ballots and Election Ballots into the sealed ballot box prepared by the Organizing Committee under the guidance of the Vote Counting Committee.

3. Resolutions shall be passed when approved by shareholders representing at least 50% of the total voting shares of all shareholders attending and voting at the meeting, except for the matters specified in Clause 4 of this Article
4. For the approval of matters stipulated in **Clause 1, Article 148 of the 2020 Law on Enterprises**, at least **65% of the voting shares** all shareholders attending and voting at the meeting must be in favor

Article 14. Minutes and Resolution of the AGM

1. Minutes of the AGM: All proceedings of the General Meeting must be recorded in the Minutes by the Secretariat. The Minutes must be read and approved before the closing of the General Meeting.
2. Based on the Minutes, the results of the Voting Cards and Ballots, the Secretariat shall compile the data and prepare a draft Resolution of the General Meeting. The draft Resolution shall be read and approved before the closing of the AGM.
3. The Minutes, the appendix listing registered attending shareholders, the full text of the adopted Resolution, and related documents attached to the meeting invitation notice shall be kept at the Company's headquarters and disclosed in accordance with regulations.

CHAPTER IV MISCELLANEOUS PROVISIONS

Article 15. Order at the AGM

1. Shareholders must sit in the correct position or area as instructed by the Organizing Committee of the General Meeting. Shareholders shall comply with the seating arrangements arranged by the Organizing Committee.
2. Shareholders who wish to copy documents or make audio recordings must register with the Chairperson and shall bear full responsibility in the event of any misinformation inconsistent with the content of the General Meeting.
3. Maintain order of the Congress, do not use mobile phones during the presentation. All phones when accessing the screen must be turned off or in the mode level.
4. Accept the Congress working regulations and control the meeting of the Chairman

Article 16. In case the Congress fails to hold

1. In the event that the AGM of Shareholders of Central Pharmaceutical Joint Stock Company No. 1 - Pharbaco cannot be conducted due to not meeting the conditions specified in Article 10 of these Regulations, a second meeting must be convened within 30 days from the intended opening date of the first meeting. The second meeting shall be conducted when shareholders attending the meeting represent at least 33% of the total voting shares.

2. If the second meeting cannot be conducted due to not meeting the conditions specified in Clause 1 of this Article, a third meeting shall be convened within 20 days from the intended opening date of the second meeting. In this case, the third meeting shall proceed regardless of the number of attending shareholders and shall be deemed valid.

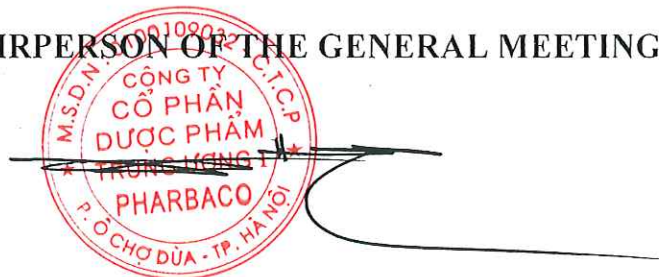
CHAPTER V

IMPLEMENTATION PROVISIONS

Article 17. Effectiveness

1. These Regulations consist of 5 chapters and 17 articles, issued and applied by the Presidium of Central Pharmaceutical Joint Stock Company No. 1 – Pharbaco, which were publicly read, approved, and shall take effect immediately after being adopted by vote at the Annual General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company No. 1 – Pharbaco.
2. The Chairperson of the Meeting is responsible for conducting the General Meeting in accordance with these Regulations.
3. Shareholders and participants in the Meeting are responsible for complying with the provisions of these Regulations.

ON BEHALF OF THE PRESIDIUM
CHAIRPERSON OF THE GENERAL MEETING ✓



To Thanh Hung

Hanoi, May 14, 2026

PROPOSAL
Re: Dismissal of a Member of the Board of Directors for the 2022 – 2027 Term
To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements;
- Pursuant to the Charter of Central Pharmaceutical Joint Stock Company I – Pharbaco;
- Pursuant to the Resignation Letter from the position of Member of the Board of Directors of Central Pharmaceutical Joint Stock Company I – Pharbaco submitted by Mr. Vu Hong Khoa;
- Pursuant to the Resolution of the Board of Directors approving the resignation of Mr. Vu Hong Khoa.

In accordance with Article 160 of the Law on Enterprises 2020, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for approval the dismissal of the following member of the Board of Directors:

- **Mr. Vu Hong Khoa**
- The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the above proposal.

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

To Thanh Hung



Hanoi, May 14, 2026

PROPOSAL

Re: Election of an Additional Member of the Board of Directors for the 2022 – 2027 Term

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements;
- Pursuant to the Charter of Central Pharmaceutical Joint Stock Company I – Pharbaco, which stipulates that the Board of Directors shall consist of five (05) members.
- In order to ensure compliance with the applicable laws and the Company's Charter, the Board of Directors of Central Pharmaceutical Joint Stock Company I – Pharbaco respectfully submits to the General Meeting of Shareholders for approval the election of one (01) additional member of the Board of Directors for the remaining period of the 2022 – 2027 term.
- The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the above proposal.

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

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



To Thanh Hung

Hanoi, May 14, 2026

PROPOSAL

Re: Dismissal of a Member of the Supervisory Board for the 2022 – 2027 Term

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements;
- Pursuant to the Charter of Central Pharmaceutical Joint Stock Company I – Pharbaco;
- Pursuant to the Resignation Letter from the position of Member of the Supervisory Board of Central Pharmaceutical Joint Stock Company I – Pharbaco submitted by Ms. Khong Thi Huong Lan;

Pursuant to Article 174 of the Law on Enterprises 2020, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for approval the dismissal of the following member of the Supervisory Board:

1. Ms. Khong Thi Huong Lan

The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the above proposal.

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

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



To Thanh Hung

Hanoi, May 14, 2026

PROPOSAL

Re: Election of an Additional Member of the Supervisory Board

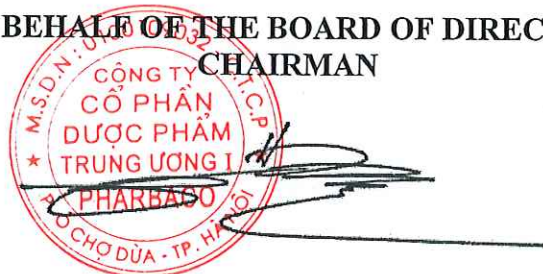
for the 2022 – 2027 Term

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements;
- Pursuant to the Charter of Central Pharmaceutical Joint Stock Company I – Pharbaco, which stipulates that the Supervisory Board shall consist of three (03) members.
- In order to ensure compliance with the applicable laws and the Company's Charter, the Board of Directors of Central Pharmaceutical Joint Stock Company I – Pharbaco respectfully submits to the General Meeting of Shareholders for approval the election of one (01) additional member of the Supervisory Board for the remaining period of the 2022 – 2027 term.
- The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the above proposal.

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

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



To Thanh Hung

No:13/2026/TTr-HĐQT

Ha Noi, May 14, 2026

**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION OF
MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY
BOARD AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments and supplements;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments and supplements;
- Pursuant to the Charter of Organization and Operation of Central Pharmaceutical JSC No.1 - Pharbaco.

To ensure the principles of democracy, transparency and openness, and to facilitate the organization and conduct of the election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders, Central Pharmaceutical Joint Stock Company No. I – Pharbaco hereby adopts the Regulations on Nomination, Self-Nomination and Election of Members of the Board of Directors and the Supervisory Board for the remaining term of office 2022–2027, as follows:

I. CANDIDACY AND NOMINATION OF MEMBERS OF THE BOARD OF DIRECTORS:

1. The number of members to be elected to the Board of Directors for the remainder of the 2022 – 2027 term is: 01 person/member.

2. Qualifications and Eligibility Criteria for Members of the Board of Directors:

2.1. Not falling within the categories of persons prohibited from establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 2020;

2.2. Possessing professional qualifications and experience in business administration or in the company's specific lines of business; and not necessarily being a shareholder of the company, unless otherwise provided for in the Company's Charter."

2.3. A member of the Company's Board of Directors may simultaneously serve as a member of the Board of Directors of another company.

3. Nomination and Self-Nomination of Candidates for the Board of Directors:

Shareholders or groups of shareholders holding voting shares for a continuous period of at least six (06) months have the right to aggregate their voting rights to nominate candidates for the Board of Directors for the remainder of the 2022 – 2027 term. Specifically:

- A shareholder or group of shareholders holding from ten percent (10%) up to, but not including, twenty percent (20%) of the total voting shares shall have the right to nominate one (01) candidate for election to the Board of Directors



- Shareholders or groups of shareholders holding from twenty percent (20%) to less than thirty percent (30%) are entitled to nominate a maximum of two (02) candidates;
- Shareholders or groups of shareholders holding from thirty percent (30%) to less than forty percent (40%) are entitled to nominate a maximum of three (03) candidates;
- Shareholders or groups of shareholders holding from forty percent (40%) to less than fifty percent (50%) are entitled to nominate a maximum of four (04) candidates;
- Shareholders or groups of shareholders holding fifty percent (50%) or more of the total voting shares shall be entitled to nominate a sufficient number of candidates to fill all positions to be elected.

In the event that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the Board of Directors may nominate additional candidates for the remaining positions.

Nominations must be made in writing and submitted to the Company no later than three (03) days prior to the opening date of the General Meeting. The nomination document must clearly state the name of the shareholder, the number of each class of shares held by the shareholder, the name of the nominated candidate, and the signatures of the nominating shareholder.

II. Nomination and Self-Nomination of Candidates for the Supervisory Board:

1. The number of members to be elected to the Supervisory Board for the remainder of the 2022 – 2027 term is: **01 person/member**.

2. Qualifications and Eligibility Criteria for Members of the Supervisory Board:

2.1. Not falling within the categories of persons prohibited from establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 2020;

2.2. Must be trained in one of the following majors: Economics, Finance, Accounting, Auditing, Law, Business Administration, Pharmacy, or other majors suitable for the Company's business activities;

2.3. Must not be a family member of any member of the Board of Directors, the Director or General Director, or any other manager of the Company;

2.4. Must not be a manager of the Company and is not required to be a shareholder or an employee of the Company.

3. Nomination and Self-Nomination of Supervisory Board Members:

Shareholders or groups of shareholders holding voting shares for a continuous period of at least six (06) months have the right to aggregate their voting rights to nominate candidates for the Supervisory Board for the remainder of the 2022 - 2027 term as follows:

- Shareholders or groups of shareholders holding from ten percent (10%) to less than twenty percent (20%) of the total voting shares shall be entitled to nominate one (01) candidate
- Shareholders or groups of shareholders holding from twenty percent (20%) to less than thirty percent (30%) of the total voting shares shall be entitled to nominate up to two (02) candidates;

- Shareholders or groups of shareholders holding from thirty percent (30%) to less than forty percent (40%) of the total voting shares shall be entitled to nominate up to three (03) candidates;
- Shareholders or groups of shareholders holding from forty percent (40%) to less than fifty percent (50%) of the total voting shares shall be entitled to nominate up to four (04) candidates;
- Shareholders or groups of shareholders holding fifty percent (50%) or more of the total voting shares shall be entitled to nominate a sufficient number of candidates to fill all positions to be elected.

In the event that the number of candidates for the Supervisory Board nominated or self-nominated remains insufficient to meet the required number, the Supervisory Board may nominate additional candidates for the remaining positions.

Nominations must be made in writing and submitted to the Company no later than three (03) days prior to the opening date of the General Meeting. The nomination document must clearly state the name of the shareholder, the number of each class of shares held by such shareholder, the name of the nominated candidate, and the signatures of the nominating shareholder group.

III. DOSSIER FOR THE NOMINATION AND SELF-NOMINATION OF BOARD OF DIRECTORS AND SUPERVISORY BOARD MEMBERS.

The nomination and self-nomination dossier submitted by shareholders or groups of shareholders shall include the following documents:

- Nomination/Self-Nomination Application Form (standard form);
- Curriculum Vitae of the candidate, self-declared in accordance with the standard form and affixed with a photograph;
- Notarized copies of the following documents: Identity Card/Citizen Identity Card, Passport or other lawful personal identification documents; diplomas, certificates and other documents evidencing the candidate's educational qualifications and professional expertise.

IV. VOTING PRINCIPLES:

The election of members of the Board of Directors and the Supervisory Board shall be conducted by cumulative voting through secret ballot at the General Meeting of Shareholders. Members of the Board of Directors and the Supervisory Board shall be elected using the official ballots issued by the Organizing Committee.

Cumulative Voting Method: Each shareholder or authorized representative shall have a total number of votes equal to the total number of shares owned or represented multiplied (x) by the number of members of the Board of Directors to be elected.

Shareholders or their authorized representatives may allocate all or part of their total votes to one or more candidates at their discretion

The election shall be conducted in accordance with applicable laws, the Company's Charter, and these Regulations, ensuring democratic principles and the lawful rights and interests of all shareholders.

V. ELECTION BALLOTS AND VOTING INSTRUCTIONS.

1. Ballot Format:

Each shareholder or authorized representative attending the General Meeting shall be provided with one Ballot for the Election of Members of the Board of Directors and one Ballot for the Election of Members of the Supervisory Board.

Each ballot shall specify the names of the candidates for election to the Board of Directors or the Supervisory Board, as applicable, and the total number of voting shares owned or represented by the shareholder. Upon receipt of the ballot, the shareholder or authorized representative shall verify the information stated therein. Any discrepancy, including any discrepancy in the number of voting shares indicated on the ballot, must be reported immediately upon receipt of the ballot

2. How to Fill in the Ballot:

To facilitate the voting process, shareholders may cast their votes as follows:

Shareholders shall directly indicate the number of voting shares for each candidate according to their preference. The number of votes allocated to each candidate may vary; however, the total number of votes for all candidates must not exceed the total voting rights held by the shareholder. Shareholders may allocate all of their voting rights to one or several candidates using the cumulative voting method.

In case a shareholder does not vote for a candidate, they must mark a cross (X) in the corresponding vote count column.



Example: *The number of Board members to be elected is one (01). Shareholder A owns 1,000 shares. Thus, when electing the Board of Directors (BOD), Shareholder A's total voting rights are 1,000 shares $\times$ 1 = 1,000 votes.*

For candidates you do not wish to vote for, please mark an 'X' in the corresponding 'number of votes' column. Shareholder A may cast all 1,000 votes for one candidate or distribute them among several candidates. However, the total number of votes cast for Board members must not exceed the total voting rights held by the shareholder.

3. Valid Ballots:

- Ballots shall be issued by the Meeting Organizing Committee using a standardized template bearing the corporate seal of Central Pharmaceutical Joint Stock Company No. 1 – Pharbaco. The ballot must not be erased, amended, or marked over, and must indicate the total voting rights corresponding to the attendee ID.

- Ballots shall be cast only for candidates included in the list of nominees officially approved by the General Meeting.

- Votes must only be for candidates in the approved list.

- The total number of votes cast by a shareholder for all candidates must not exceed the total voting rights held by that shareholder.

- The number of votes cast for candidates shall be rounded to the nearest whole number.

- The ballot must be signed and clearly state the shareholder's full name.

4. Invalid Ballots:

- Ballots not issued by the Organizing Committee.

- Ballots that vote for more candidates than the number of Board of Directors or Supervisory Board members approved by the General Meeting.
- The total number of votes cast by a shareholder for candidates exceeds the total voting rights held by that shareholder;
- The shareholder crosses out the names of existing candidates and adds other names to the list.
- The number of votes cast for candidates includes decimal fractions.

VI. PRINCIPLES FOR THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD:

• Elected members of the Board of Directors and the Supervisory Board shall be determined based on the number of votes received in descending order, starting from the candidate with the highest number of votes until the number of members approved by the General Meeting of Shareholders is reached.

• In the event that two or more candidates receive an equal number of votes, a re-election shall be conducted among the candidates with the same number of votes.”.

• In the event that the members of the Board of Directors or the Supervisory Board cannot be determined after a re-election among candidates with equal votes, the candidate holding a higher number of shares shall be declared the winner.

• In the event that a candidate for the Board of Directors or the Supervisory Board receives zero votes, that candidate shall be removed from the list of nominees. Shareholders or groups of shareholders holding at least 10% of the total voting shares shall have the right to pool their voting rights to nominate additional candidates for the Board of Directors and the Supervisory Board for the remainder of the 2022–2027 term at the General Meeting. The General Meeting shall proceed with a re-election using the cumulative voting method for all candidates (including both existing and newly nominated candidates) to elect members for the remaining term of 2022–2027

VII. PRINCIPLES FOR VOTE COUNTING:

1. Vote Counting Committee:

The Vote Counting Committee shall be nominated by the Presidium and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee are not required to be shareholders; however, they must not be individuals listed as candidates and/or nominees for the Board of Directors. The Vote Counting Committee shall have the following key responsibilities

- To provide a summary of voting regulations;
- To inspect and supervise the voting process of shareholders and their authorized representatives
- To organize vote counting;
- To prepare the vote counting minutes and announce the results to the General Meeting of Shareholders;
- To hand over the vote counting minutes and all ballots to the Presidium.

• The Vote Counting Committee must ensure the integrity of the election and maintain the confidentiality of the vote counting process; any violations shall be subject to accountability. Upon completion, the Committee shall prepare the vote counting minutes and announce the results to the General Meeting of Shareholders.

2. Principles for Voting and Vote Counting:

Voting shall commence once the distribution of ballots is completed and shall conclude when the last shareholder has cast their ballot into the ballot box.

Vote counting must be conducted immediately after the voting process concludes.

3. Preparation and Announcement of Vote Counting Minutes:

After the vote counting process, the Vote Counting Committee shall prepare the Vote Counting Minutes. The content of the minutes includes: The total number of shareholders attending the meeting; the total number of shareholders participating in the voting; the ratio of shares of voting shareholders to the total shares of attending shareholders (under the cumulative voting method); the number and percentage of valid ballots, invalid ballots, and blank ballots; and the number and percentage of voting rights for each candidate for the Board of Directors.

The vote counting results must be announced before the General Meeting of Shareholders concludes

VIII. GRIEVANCE HANDLING:

Any complaints regarding the election results shall only be considered during the General Meeting of Shareholders; shareholders may not challenge their validity at any other time. In the event of any disagreement concerning the election procedures or results, the Vote Counting Committee shall re-examine the matter and submit it to the General Meeting of Shareholders for a final decision.

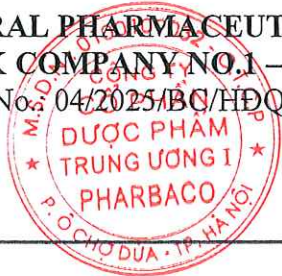
IX. EFFECTIVENESS OF REGULATION:

These Regulations shall be applied by the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company No. 1 – Pharbaco for the 2026 Annual General Meeting of Shareholders held on June 10, 2026, and shall take effect immediately upon approval by the General Meeting of Shareholders./.

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



To Thanh Hung



HaNoi, May 14, 2026

REPORT OF THE BOARD OF DIRECTORS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The Board of Directors of Central Pharmaceutical Joint Stock Company No. I – Pharbaco respectfully presents to the General Meeting of Shareholders the results of the Board’s activities in 2025 and the orientation and tasks for 2026 as follows:

PART I

PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025

1. Structure of the Board of Directors in 2025

The Board of Directors for the 2022–2027 term consists of 5 members:

- | | |
|--------------------------|-------------------------|
| 1. Mr. Nguyen Dinh Tuan | – Chairman of the Board |
| 2. Ms. Nguyen Thi Thu Ha | – Member of the Board |
| 3. Mr. Vu Hong Khoa | – Member of the Board |
| 4. Ms. Luu Quynh Mai | – Member of the Board |
| 5. Mr. To Thanh Hung | – Member of the Board |

The members of the Board possess strong professional qualifications and extensive experience in managing and operating the Company’s business activities.

2. Evaluation of the Board’s activities in 2025

- The Board members upheld a high sense of responsibility, attended meetings fully, and effectively performed their functions of direction, management, and supervision in accordance with regulations. In 2025, the Board successfully organized the Annual General Meeting of Shareholders and held 16 meetings to promptly issue resolutions and strategies aligned with the Company’s development situation.
- All meetings were well-prepared with detailed agendas and properly notified to all members. Participants actively discussed and provided strategic directions to the Executive Board.
- The Board approved and directed the implementation of the 2025 business plan in line with the Company’s development strategy.
- The Board reached high consensus in adopting resolutions and meeting minutes, promptly addressing difficulties arising in business operations and providing



appropriate strategic direction. It also supervised and directed the Executive Board to ensure fulfillment of business plans and stable employment for employees.

3. Direction of the Executive Board in implementing the 2025 business plan

- The Board regularly monitored the implementation of key operational targets committed by the Executive Board at the Annual General Meeting of Shareholders.
- Directed the Board of Management to continuously improve organizational structure and strengthen risk management to enhance governance capacity.
- Ensured the implementation of AGM resolutions with strong internal unity across the Company, achieving the following results:

2025 Business Results:

Indicator	2024 Result	2025 Plan	2025 Actual	% vs 2024	% vs Plan
1. Revenue (billion VND)	1,065.09	1,380.00	1,077.70	101.2%	78.1%
2. Net Profit After Tax (billion VND)	21.67	50.00	31.50	145.4%	63%
3. Dividend (%)	3%	3%	0%		

- Organizational and human resources
 - Continued to improve organizational structure to match new development stages.
 - Implemented salary mechanisms based on productivity and job position.
 - Paid attention to technical staff and skilled workers, ensuring competitive remuneration in line with market conditions.
 - Fully implemented employee benefits including social insurance, health insurance, unemployment insurance; conducted annual health check-ups; organized training on occupational safety and fire prevention.
- Training
 - Regularly organized internal and external training programs to improve employee capacity and work efficiency.
 - Facilitated access to modern technologies to meet development requirements.
- Product research and registration
 - Product R&D and registration remained a top priority.
 - In 2025, the Company registered 56 new products and renewed 37 drug registrations.

4. Evaluation of individual Board members

- Board members fulfilled their assigned rights and responsibilities.

- Responsibilities were clearly allocated by expertise to support the Chairman in decision-making.
- Members actively participated, supervised implementation, and ensured resolutions were effectively executed.
- All decisions were made with high consensus, focusing on shareholder interests and sustainable development.

II. SUPERVISION OF THE EXECUTIVE BOARD

The Board conducted supervision through:

- Monitoring the implementation of AGM and Board resolutions.
- Reviewing monthly/quarterly reports from the CEO to ensure timely decision-making.
- Providing direction and resolving arising issues within its authority.
- Closely monitoring business and financial performance.
- Coordinating with the Supervisory Board to strengthen risk management.

The Board highly appreciates the efforts of the Executive Board, particularly the decisive leadership of the CEO in fulfilling the 2025 business plan.

III. REMUNERATION AND OPERATING EXPENSES

- Remuneration: VND 10 million/person/month
- Total: VND 600 million/year
- Expenses were implemented in accordance with Company regulations.

PART II ORIENTATION AND TASKS FOR 2026

In 2026, the BOD will closely follow market developments and work with the Executive Board to issue appropriate decisions to help Pharbaco achieve its business targets, as follows:

1. Business targets for 2026

Indicator	2025 Actual	2026 Plan	% vs 2025
1. Revenue (billion VND)	1,077.70	1,380.00	128%
2. Net Profit After Tax (billion VND)	31.50	69.00	219%
3. Dividend (%)	0%	5%	

- ### 2. Strengthen governance and coordination with the Board of Management
- in organizing business operations in line with the Company's strategic direction and the resolutions of the General Meeting of Shareholders; implement solutions to improve

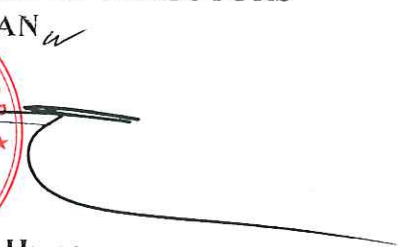
product quality, reduce costs, and enhance competitiveness against peers in the same industry within the operating areas.

3. **Build and promote the Company's brand and key product brands;** develop marketing strategies and enhance product promotion to consumers.
4. **Expand markets** by increasing major customers and extending market presence to large cities.
5. **Enhance management and control of production and business operations** through a centralized executive structure and effective application of management software across all Company activities.
6. **Continue improving the organizational model and governance system** to ensure scientific, transparent, and efficient operations.
7. **Develop and implement corporate restructuring plans** in line with future development trends.
8. **Prepare and implement a plan for share issuance to pay dividends for 2025,** subject to approval by the 2026 Annual General Meeting of Shareholders.

The Board respectfully submits this report on 2025 performance and 2026 orientation for the General Meeting of Shareholders' consideration and approval..

Sincerely yours.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN 

To Thanh Hung

**PHARBACO CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY I**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 05/2026/BC/BDH – PBC

HaNoi, May 14, 2026

**REPORT OF THE BOARD OF MANAGEMENT
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: The 2026 Annual General Meeting of Shareholders

Based on the business results in 2025 and the actual operating situation of the Company, the General Director would like to report to the Annual General Meeting of Shareholders in 2026 on the business performance in 2025 and the operational direction for 2026, with the specific contents as follows:

SECTION I

SUMMARY OF BUSINESS PERFORMANCE IN 2025

1. Overview of the economic situation in 2025

The global economy maintained a stable trend as inflation continued to ease and monetary policies in many major economies gradually shifted toward a neutral stance. For Central Pharmaceutical Joint Stock Company No.1 – Pharbaco, 2025 was a year full of difficulties and challenges; however, it also brought about new opportunities.

The year 2025 also marked an important step forward in the reform of State management in the pharmaceutical sector. The implementation of the Law amending and supplementing a number of articles of the Law on Pharmacy, together with the issuance of Decree No. 163/2025/ND-CP and guiding circulars, standardized the procedures for drug registration, circulation, importation, testing, and quality supervision, thereby contributing to the reduction of administrative procedures in the pharmaceutical sector.

1.1. Challenges

- Dependence on imported raw materials: Approximately 90% of pharmaceutical production materials are imported, mainly from India and China, making the industry vulnerable to exchange rate fluctuations and supply disruptions.
- The increase in raw material and auxiliary material prices led to higher production costs; however, in order to maintain market share, the Company had to keep selling prices unchanged, resulting in reduced profit.
- In order to meet higher product quality requirements, the Company invested trillions of VND in machinery, equipment, facilities, and research and development activities. These substantial investments directly impacted the Company's working capital, thereby affecting its business performance.
- People's access to medicines has been affected by the implementation of certain policies related to procurement, bidding, and health insurance reimbursement, thereby impacting the Company's pharmaceutical supply activities.
- Intensified competition: Developing and securing competitive sources of supply has become extremely challenging due to changes in industry policies, the expansion of centralized national bidding and local bidding programs, and the increasing number of

product categories prioritizing low prices. Meanwhile, as most raw materials are imported and subject to high exchange rates, production costs remain high and difficult to compete on price, requiring enterprises to continuously innovate in order to maintain market share.

1.2. Opportunities

- Government support policies: The National Strategy for the Development of Vietnam's Pharmaceutical Industry to 2030, with a vision to 2045, aims to enhance self-reliance, master advanced technologies, and position Vietnam as a regional hub for high-value pharmaceutical manufacturing.

- Free Trade Agreements (FTAs): New-generation FTAs such as the EVFTA enable pharmaceutical enterprises to expand export markets, access advanced technologies and high-quality human resources, and move toward products that meet international standards such as EU-GMP.

- Population growth and increasing healthcare demand: With a population of over 100 million people and a rapidly aging population, the demand for pharmaceutical products continues to rise, creating favorable conditions for the development of the industry.

2. Business operations in 2025

During the early months of 2025, the Company faced financial challenges, particularly with working capital shortages at certain times, which affected production activities. However, with the strong determination of the Board of Management, the Company achieved the following business results in 2025:

Unit: VND

No.	Financial Indicators	2025	2024	% Change (2025 vs. 2024)
1	Total Assets	3.127.733.516.541	3.167.616.373.235	98,74
2	Net Revenue	1.077.703.554.827	1.065.095.345.564	101,18
3	Operating Profit	34.589.142.094	30.211.254.668	114,49
4	Other Profit	5.275.604.737	-2.061.860.047	
5	Profit Before Tax	39.864.746.831	28.149.394.621	141,62
6	Profit After Tax	31.505.675.841	21.675.459.762	145,35

3. Management and Administration

3.1 Corporate Governance

The Company's Board of Management has implemented the following measures in management and administration:

- Developing diversified distribution channels. Previously, the Company mainly focused on exclusive distribution; it has now expanded into bidding and OTC sales channels to improve profit margins.

- Strengthening maintenance and servicing activities by establishing and implementing maintenance plans to promptly meet production demands, thereby avoiding

equipment failures that could disrupt production and affect delivery schedules to customers.

- Ensuring stable employment and income for employees, thereby contributing to improved living standards for staff members.

3.2 Research and Product Development

- In 2025, the Company successfully registered and supplied 56 products, while 37 products were granted renewals, providing a diverse product portfolio for market supply.

3.3 Human Resources

- The Company has continued to ensure stable employment for employees, maintaining its organizational structure while recruiting additional personnel to meet supply demands and ensure employees' income.

- The Company organizes periodic health check-ups and other welfare activities for employees, such as annual vacations, to improve health and boost morale, thereby supporting ongoing production and business operations.

- In 2025, despite various challenges, the Company fully complied with policies and regulations regarding salaries, bonuses, holidays, and insurance in accordance with applicable laws, and organized company-wide trips and vacations for all employees.

SECTION II

BUSINESS ORIENTATION AND PLAN FOR 2026

1. Outlook for 2026

Global Economy

- The global economy in 2026 is forecast to face significant challenges, particularly due to geopolitical tensions involving the United States and other countries, which may lead to a global economic slowdown.

- Ongoing conflicts around the world have not yet subsided and show signs of further escalation.

Vietnam's Economy

- Exchange rates and bank interest rates are expected to remain high, significantly impacting financial costs and business performance of enterprises.

- Input material prices are rising due to geopolitical instability, while selling prices remain subject to state regulation.

Given the above context, the Company has established the following objectives for 2026:

2. Business Objectives and Orientation for 2026

Indicators	2025 Actual	2026 Plan	Comparison (2026 Plan vs. 2025 Actual)
Revenue (VND billion)	1,077.70	1,380.00	128%
Accounting Profit After Tax (VND billion)	31.50	50.00	219%
Dividend Payout (%)	0%	5%	

- The Company's objective is to continuously develop its manufacturing, trading, import-export activities related to pharmaceuticals, medical equipment, healthcare, and real estate, with the aims of maximizing profits, creating stable employment for employees, enhancing shareholder value, contributing to the State budget, fostering the Company's growth, and contributing to public healthcare.

- To promote the development of product sources, diversify the product portfolio, and optimize costs in order to improve business efficiency.

- To focus on research and production of high-efficacy products with advanced technological and technical content, capable of competing in the market.

- To select and cooperate with distribution partners, leveraging mutual strengths to bring products to market at optimal cost, thereby reducing financial pressure on the Company.

- To continuously enhance the knowledge and working capabilities of employees to meet the Company's requirements in the new phase.

- To maintain long-term customer relationships while developing and expanding distribution channels, particularly in the OTC segment.

3. Investment Activities

- To continue identifying high-quality products for technology transfer and registration for production on new manufacturing lines.

- To continue implementing the project for the construction of pharmaceutical production lines that meet EU-GMP standards.

4. Finance and Accounting

- To strengthen financial management, closely monitor capital balancing, ensure financial stability, and implement capital restructuring where necessary.

- To conduct regular inspection and control of investments and expenses in order to enhance capital efficiency and optimize costs.

The above is the report on the Company's business performance in 2025 and its business orientation for 2026. The Board of Management will make its utmost efforts, with strong determination and a high sense of responsibility, to achieve the targets approved by the Annual General Meeting of Shareholders 2026.

We sincerely thank you!

**ON BEHALF OF THE BOARD OF MANAGEMENT
GENERAL DIRECTOR**



Nguyen Dinh Tuan



No: 06 /2026/TTr/HĐQT- PBC

Ha Noi, June 03, 2026

SUBMISSION ON THE 2025 SUMMARY FINANCIAL STATEMENTS

(Submission on the 2025 Audited Summary Financial Statements - For the
operating period from January 01, 2025 to December 31, 2025)

To: The 2026 Annual General Meeting of Shareholders of Central
Pharmaceutical JSC No.1 – Pharbaco

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on Organization and Operation of Central
Pharmaceutical Joint Stock Company No. 1 – Pharbaco;

The 2025 Financial Statements of Central Pharmaceutical Joint Stock Company No. 1 – Pharbaco were audited by BDO Auditing Company Limited and issued on March 30, 2026. The Financial Statements have been published on the Company's website at www.pharbaco.com.vn and on the website of the Hanoi Stock Exchange (HNX) at www.hnx.vn. At the 2026 Annual General Meeting of Shareholders, the Board of Directors would like to present to the General Meeting only a summary of the Company's 2025 Financial Statements as follows:

I. STATEMENT OF FINANCIAL POSITION (As at December 31, 2025)

Unit: VND million

STT	Description	As at December 31, 2025	As at January 1, 2025
I	Current Assets	606.774	774.562
II	Non-current Assets	2.520.959	2.385.132
	TOTAL ASSETS	3.127.733	3.159.694
III	Liabilities	1.834.131	1.897.597
I	Current Liabilities	1.215.816	976.318
2	Non-current Liabilities	618.315	921.279
IV	Equity	1.293.602	1.262.097
I	- Owners' Invested Capital	1.166.984	1.132.999
2	- Share Premium	25.731	25.731
	- Funds	38.505	38.505
	- Retained Earnings	62.381	64.861
	+ Accumulated retained earnings as of the end of the previous year	30.876	43.171
	+ Current year's retained earnings	31.505	21.690
	TOTAL LIABILITIES AND EQUITY	3.127.733	3.159.694

II. STATEMENT OF PROFIT OR LOSS

Unit: VND million

No	Items	Year 2025	Year 2024
1	Net revenue from sales and services	1.077.704	1.065.095
2	Cost of sales	892.108	855.335
3	Gross profit from sales and services	185.596	209.760
4	Finance income	2.467	2.971
5	Finance costs	43.930	43.286
7	Selling expenses	4.535	4.890
8	General and administrative expenses	105.009	134.334
9	Profit from operating activities	34.589	30.221
10	Other profits	5.276	(2.062)
11	Total accounting profit before tax	39.865	28.159
12	Current corporate income tax expense	8.359	6.468
14	Profit after corporate income tax	31.506	21.690
17	Earnings per share	275	191

GENERAL DIRECTOR



Nguyen Dinh Tuan



Ha noi, 14 May 2026

REPORT OF THE BOARD OF SUPERVISORS

Presented to the 2026 Annual General Meeting of Shareholders

Pursuant to the Charter on the Organization and Operation of Central Pharmaceutical Joint Stock Company I – Pharbaco;

Pursuant to the Resolution of the General Meeting of Shareholders for the fiscal year 2025 of Central Pharmaceutical Joint Stock Company I – Pharbaco;

Pursuant to the Consolidated Financial Statements for 2025 of Central Pharmaceutical Joint Stock Company I – Pharbaco, audited by BDO Auditing Company Limited.

The Board of Supervisors respectfully reports to the General Meeting of Shareholders on the activities of the Board of Supervisors and the Company's business performance as follows:

A. OPERATIONAL STATUS OF THE BOARD OF SUPERVISORS IN 2025

Ms. Khổng Thị Hương Lan	Head of the Board of Supervisors
Ms. Phùng Thị Ngà	Member
Ms. Tăng Thị Diệu Linh	Member

In 2025, the Board of Supervisors consistently maintained its supervisory duties over the Company's business and production activities through the review of records, documents, and supporting materials, as well as by attending meetings of the Board of Directors and the Company's Executive Management Board.

The Board of Supervisors regularly reviewed operational matters in accordance with its assigned duties, and the key results achieved during the year are summarized as follows:

I/ SUPERVISION OF THE RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS, THE RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS, AND THE OPERATIONS OF THE EXECUTIVE MANAGEMENT BOARD

1. Implementation of the Resolution of the General Meeting of Shareholders

The Company implemented the strategic directions approved at the 2025 Annual General Meeting of Shareholders. In 2025, the Company recorded growth in both revenue and profit compared to 2024; however, it did not achieve the revenue and profit

targets set forth in the 2025 plan due to insufficient growth in sales performance. Specifically:

Unit: VND

Indicators	Actual 2024	2025		Achievement	
		Plan	Actual	Vs. 2024	Vs.2025 plan
1. Sales Revenue (VND billion)	1,065.10	1,380.00	1,077.70	101.18%	78.09%
2. Profit After Tax (VND billion)	21.69	50.00	31,51	145.27%	63.02%
3. Dividend Payment (%)	3%	3%	0%		

1. Activities of the Board of Directors

The Board of Directors properly performed its functions, duties, and authority in supervising, directing, and issuing Resolutions and Decisions for the Company's production and business operations.

The Board of Directors held regular meetings, and the meeting procedures, contents, minutes, as well as its Resolutions, Decisions, and official documents were in compliance with the Law on Enterprises and the Company's Charter.

The Board provided strategic direction and support to the Executive Management Board in implementing the 2025 production and business plan targets in a practical manner, overcoming challenges, and maintaining stable operations. Despite ongoing difficulties, the livelihoods and income of employees were generally secured, the Company preserved shareholders' capital, and preparations were made for the Company's development in 2026.

2. Activities of the Executive Management Board

In 2025, the Executive Management Board actively implemented the production and business plan in accordance with the Resolution of the General Meeting of Shareholders and the Resolutions of the Board of Directors.

The Board of Supervisors agrees with the assessments presented in the Company's Board of General Directors' report on business performance in 2025 and the strategic directions and tasks for 2026.

The Executive Management Board fully fulfilled its obligations to the State, ensured employee welfare, and effectively implemented policies for employees. During the year, there were no salary arrears or labor-related complaints.

II/ SUPERVISION OF THE 2025 FINANCIAL STATEMENTS

1. Supervision of Compliance with Financial and Accounting Regulations:

The Company maintained detailed and consolidated accounting records in compliance with current regulations.

The Consolidated Financial Statements for 2025 fairly and accurately reflected, in all material respects, the financial position of Central Pharmaceutical Joint Stock Company I – Pharbaco as of December 31, 2025, as well as its business performance and cash flows for the fiscal year ended on the same date, in accordance with Vietnamese accounting standards, the Vietnamese corporate accounting system, and relevant legal regulations governing the preparation and presentation of financial statements.

2. Business Performance Report for 2025:

The Board of Supervisors concurs with the figures presented and the opinions expressed by the auditors in the Company's Financial Statements.

The appraisal results of the 2025 Consolidated Financial Statements are as follows:

I Capital and Asset Position

		<i>Unit: VND</i>	
ASSETS	12/31/2025	12/31/2024	
A - CURRENT ASSETS	606.773.811.839	774.562.266.777	
I. Cash and cash equivalents	73.645.964.732	225.963.280.635	
1. Cash	73.645.964.732	225.963.280.635	
II. Current financial investments	-	-	
III. Current receivables	199.415.962.725	206.421.208.484	
1. Current trade receivables	148.472.973.519	211.124.937.554	
2. Current advances to suppliers	31.286.270.298	50.699.678.408	
3. Other current receivables	96.254.546.001	5.184.498.356	
4. Provision for current doubtful debts	(76.597.827.093)	(60.587.905.834)	
IV. Inventories	177.770.546.628	181.198.323.077	
1. Inventories	177.998.196.539	181.307.079.046	

2.	Provision for devaluation of inventories	(227.649.911)	(108.755.969)
V.	Other current assets	155.941.337.754	160.979.454.581
1.	Current prepaid expenses	2.497.116.762	3.635.354.640
2.	Value-added tax deductible	153.415.491.765	157.344.099.941
3.	Tax and other receivables from the State	28.729.227	-
B -	NON-CURRENT ASSETS	2.520.959.704.702	2.385.131.662.017
I.	Non-current receivables	219.411.409.918	156.854.697.592
1.	Other non-current receivables	219.411.409.918	156.854.697.592
II.	Fixed assets	129.335.326.101	135.410.988.399
1.	Tangible fixed assets	81.353.884.829	87.482.750.362
	<i>Historical cost</i>	<i>565.173.247.071</i>	<i>559.317.096.007</i>
	<i>Accumulated depreciation</i>	<i>(483.819.362.242)</i>	<i>(471.834.345.645)</i>
2.	Intangible fixed assets	47.981.441.272	47.928.238.037
	<i>Historical cost</i>	<i>65.287.979.082</i>	<i>57.227.979.082</i>
	<i>Accumulated depreciation</i>	<i>(17.306.537.810)</i>	<i>(9.299.741.045)</i>
III.	Non-current asset-in-progress	2.166.694.996.621	2.062.672.315.160
1.	Construction-in-progress	2.166.694.996.621	2.062.672.315.160
IV.	Non-current financial investments	-	22.382.363.369
1.	Investment in subsidiaries	-	22.500.000.000
2.	Investment in associate companies and joint - ventures	1.176.000.000	1.176.000.000
3.	Provision for devaluation of non-current financial investments	(1.176.000.000)	(1.293.636.631)
V.	Other non-current assets	5.517.972.062	7.811.297.497
1.	Non-current prepaid expenses	5.517.972.062	7.811.297.497
	TOTAL ASSETS	3.127.733.516.541	3.159.693.928.794
C -	LIABILITIES	1.834.130.997.262	1.897.597.085.356

I. Current liabilities	1.215.815.980.366	976.318.468.468
1. Current trade payables	167.920.000.881	174.563.722.890
2. Current advances from customers	167.807.450.609	149.576.264.685
3. Tax and other payables to the State	7.939.386.611	4.890.201.326
4. Payables to employees	10.889.898.013	14.713.709.889
5. Current accrued expenses	45.702.993.439	5.099.275.741
6. Other current payables	5.307.071.719	6.026.920.376
7. Short-term loans and finance lease liabilities	809.694.620.865	620.893.815.332
8. Bonus and welfare funds	554.558.229	554.558.229
II. Non-current liabilities	618.315.016.896	921.278.616.888
1. Other non-current payables	1.924.000.000	1.720.600.000
2. Long-term loans and finance lease liabilities	616.391.016.896	919.558.016.888
D - OWNERS' EQUITY	1.293.602.519.279	1.262.096.843.438
I. Owners' equity	1.293.602.519.279	1.262.096.843.438
1. Contributions of owners	1.166.984.480.000	1.132.999.020.000
- <i>Common shares with voting rights</i>	<i>1.166.984.480.000</i>	<i>1.132.999.020.000</i>
2. Share premium	25.731.363.636	25.731.363.636
3. Development and Investment fund	38.505.239.661	38.505.239.661
4. Retained earnings	62.381.435.982	64.861.220.141
- <i>Accumulated retained earnings to the end of previous year</i>	<i>30.875.760.141</i>	<i>43.170.811.129</i>
- <i>Current year retained earnings</i>	<i>31.505.675.841</i>	<i>21.690.409.012</i>
TOTAL RESOURCES	3.127.733.516.541	3.159.693.928.794

II Business Performance Results

Unit: VND

ITEMS	Current year	Previous year
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1.	Revenue from sale of goods and services	1.079.086.125.565	1.066.796.488.421
2.	Revenue deductions	1.382.570.738	1.701.142.857
3.	Net revenue from sale of goods and services	1.077.703.554.827	1.065.095.345.564
4.	Cost of goods sold	892.107.850.860	855.335.074.533
5.	Gross profit from sale of goods and services	185.595.703.967	209.760.271.031
6.	Financial income	2.467.393.893	2.971.385.535
7.	Financial expenses	43.930.084.344	43.286.219.148
	<i>In which: interest expenses</i>	<i>38.356.959.161</i>	<i>36.548.872.295</i>
8.	Selling expenses	4.534.869.518	4.890.899.552
9.	General and administrative expenses	105.009.001.904	134.333.939.917
10.	Net profit from operating activities	34.589.142.094	30.220.597.949
11.	Other income	5.964.723.204	88.007.744
12.	Other expenses	689.118.467	2.149.867.791
13.	Other profit	5.275.604.737	(2.061.860.047)
14.	Profit before tax	39.864.746.831	28.158.737.902
15.	Current corporate income tax	8.359.070.990	6.468.328.890
17.	Net profit after corporate income tax	31.505.675.841	21.690.409.012

III/ SUPERVISION OF PRODUCTION OPERATIONS AND PRODUCT QUALITY CONTROL

In 2025, the Company newly registered 56 products and successfully renewed registrations for 37 products.

The Company monitored and evaluated the quality of raw material suppliers in strict compliance with ISO procedures, ensuring effective support for production activities with the highest quality standards.

All inspection, calibration, and verification of measuring equipment, as well as equipment subject to stringent occupational safety requirements, were fully carried out in accordance with applicable regulations.

The Company consistently ensured that all equipment was adequately maintained and ready to meet operational requirements, thereby supporting effective and highly

accurate quality control while also ensuring safe, efficient, and cost-effective use of equipment.

IV/ COORDINATION BETWEEN THE BOARD OF SUPERVISORS, THE BOARD OF DIRECTORS, AND THE EXECUTIVE MANAGEMENT BOARD

1. Coordination Between the Board of Supervisors, the Board of Directors, and the Executive Management Board:

With a strong sense of responsibility, constructive spirit, and cooperation in fulfilling the duties assigned by the Shareholders, the Board of Supervisors consistently coordinated with, exchanged views with, and provided candid and objective opinions to the Board of Directors in the development of regulations, meeting agendas, Resolutions, and Decisions of the Board of Directors.

The Board of Supervisors also regularly reviewed and contributed opinions to the Executive Management Board regarding production and business activities to ensure alignment with the Company's objectives, the Board of Directors' directives, and applicable policies and regulations.

2. Shareholders' Opinions:

In 2025, the Supervisory Board received comments from the shareholder, Vietnam Pharmaceutical Corporation, requesting explanations regarding the progress of the EU-GMP factory and the outstanding bad debts.

B. OPERATIONAL PLAN OF THE BOARD OF SUPERVISORS FOR 2025

1. Plan for 2026:

In 2026, the Board of Supervisors will continue to perform the following key duties:

- Supervising the activities of the Board of Directors and the Executive Management Board in managing and operating business and production activities in accordance with the Resolution of the General Meeting of Shareholders, the Law on Enterprises, and other relevant legal regulations.
- Reviewing and appraising the Company's quarterly, semi-annual, and annual operational reports in accordance with the functions and responsibilities of the Board of Supervisors.
- Conducting periodic or ad hoc inspections at the request of Shareholders or the Board of Directors during operations in order to prevent risks and ensure that the Company operates in full compliance with applicable laws and the Company's Charter.
- Receiving and resolving Shareholders' concerns and opinions in accordance with applicable regulations.

2. The Board of Supervisors Has the Following Recommendations:

The Board of Directors and the Executive Management Board are requested to continue directing and further improving the following key areas:

- Strengthen timely control between actual performance and established norms and production plans, while minimizing unreasonable costs to optimally reduce production costs.
- Further complete and synchronize the factory documentation system to accelerate the preparation of plant dossiers for drug manufacturing registration.
- Enhance and expand research and development activities in order to introduce more new products and strengthen market competitiveness.
- Expand and develop customers in wholesale distribution, OTC channels, and contract manufacturing/licensing cooperation with selected foreign partners.
- Maximize the effectiveness of the restructuring process to accelerate Pharbaco's growth and development.

Above is the Report of the Board of Supervisors for 2025, respectfully submitted to the General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company I – Pharbaco.

Respectfully submitted with sincere thanks!

**HEAD OF THE BOARD OF
SUPERVISORS**



Không Thị Hương Lan



Hanoi, May 10, 2026

PROPOSAL

Re: Approval of Profit Distribution Plan

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the amended and supplemented Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024, which amends and supplements certain provisions of Law No. 54/2019/QH14;
- Pursuant to the Charter of Organization and Operation of Central Pharmaceutical Joint Stock Company No.1 – Pharbaco;
- Pursuant to the audited consolidated financial statements for the fiscal year 2025, prepared by iCPA International Auditing Co., Ltd. on March 30, 2026;

The Board of Directors of Central Pharmaceutical Joint Stock Company No.1 – Pharbaco hereby submits to the General Meeting of Shareholders for approval the following **profit distribution plan for 2025**:

No.	Description	Amount (VND)
1	Undistributed after-tax profit per the parent company's 2025 financial statements	31.505.675.841
2	Retained earnings carried forward from previous years	30.875.760.141
3	Accumulated distributable profit as of December 31, 2024	62.381.435.982
4	Proposed distribution of profit:	35.009.534.400
	- Dividend distribution (in shares) / Owner's equity	0%
5	Retained earnings after distribution	27.371.901.582

(Source: Audited Financial Statements for 2025)

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

ON BEHALF OF THE BOARD OF DIRECTORS



Nguyen Dinh Tuan

Hanoi, May 14, 2026

PROPOSAL

**Re: Report on Remuneration for Members of the Board of Directors and
Supervisory Board for Fiscal Year 2024 and Proposed Remuneration Plan for 2026**

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of Central Pharmaceutical Joint Stock Company No.1 – Pharbaco;
- Pursuant to the Proposal approved by the 2025 Annual General Meeting of Shareholders on May 15, 2025, regarding remuneration for members of the Board of Directors and Supervisory Board (for part-time members);

1. The Board of Directors hereby reports to the General Meeting on remuneration for the Board of Directors and Supervisory Board for the 2025 fiscal year (operating period from January 1, 2025 to December 31, 2025), as follows:

- Remuneration for the Board of Directors in 2025: VND 600,000,000
- Remuneration for the Supervisory Board in 2025: VND 144,000,000

2. The Board of Directors submits the following proposed remuneration plan for members of the Board of Directors and Supervisory Board for 2026:

- Board of Directors: VND 10,000,000 per person per month
- Supervisory Board: VND 4,000,000 per person per month

We respectfully submit to the General Meeting for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



To Thanh Hung

**SUBMISSION TO THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

(Re: Selection of an Auditing Firm for the 2026 Financial Statements)

*Respectfully submitted to: The 2026 Annual General Meeting of Shareholders of
Central Pharmaceutical Joint Stock Company I – Pharbaco*

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the
National Assembly of the Socialist Republic of Vietnam,
Pursuant to the Charter on Organization and Operation of Central Pharmaceutical Joint
Stock Company I – Pharbaco;*

*The Supervisory Board of Central Pharmaceutical Joint Stock Company I –
Pharbaco respectfully submits to the 2026 Annual General Meeting of Shareholders as
follows:*

1. Selection Criteria

Be a company legally operating in Vietnam and approved by the State Securities
Commission of Vietnam to audit listed companies in 2026;

Possess a strong reputation for audit quality and have experience auditing public
companies, listed companies, and major banking and financial institutions in Vietnam;

Have a team of highly qualified and experienced auditors;

Be able to meet the Company's requirements in terms of audit scope and timeline;

Offer reasonable audit fees commensurate with the quality of services provided.

2. List of Auditing Firms

Based on the above selection criteria, the Supervisory Board respectfully submits
to the Annual General Meeting of Shareholders for approval the list of audit firms to
conduct the audit of the Company's 2026 financial statements as follows:

+ International Auditing Company Limited

Address: 15th Floor, Center Building – Hapulico Complex, No. 1 Nguyen Huy
Tuong Street, Thanh Xuan Ward, Hanoi, Vietnam
Tax Code: 0101177123

+ AASC Auditing Company Limited (AASC Auditing Firm)

Address: No. 1 Le Phung Hieu Street, Hoan Kiem Ward, Hanoi, Vietnam
Tax Code: 0100111105

+ BDO Company Limited (BDO Vietnam)

Address: 20th Floor, ICON 4 Building, No. 243A De La Thanh Street, Lang Ward, Hanoi, Vietnam
Tax Code: 01013337673.

3. Implementation

Approve the authorization for the Board of Directors of Central Pharmaceutical Joint Stock Company I – Pharbaco to select one of the three above-mentioned audit firms to audit the Company’s 2026 financial statements, and assign the General Director to sign the contract for audit and financial statement review services for 2026.

In the event that all audit firms listed in Section (2) above fail to meet the criteria set out in Section (1), the Board of Directors shall have the authority to select one audit firm from the list of audit firms approved by the State Securities Commission of Vietnam for 2026 to conduct the audit of the Company’s 2026 financial statements. The Board of Directors is authorized to delegate this selection to the Chairman of the Board of Directors, provided that the selected audit firm satisfies the criteria approved in Section (1) of this Submission and is appropriate to the Company’s operational requirements.

**ON BEHALF OF THE
SUPERVISORY BOARD**

Recipients:

- As above
- For filing: Board of Directors,
Supervisory Board.



Khổng Thị Hương Lan



**TỔNG HỢP DANH SÁCH ĐỀ CỬ ỨNG VIÊN BẦU VÀO BAN KIỂM SOÁT
NHIỆM KỲ 2022 -2027**



Tại Đại hội đồng cổ đông thường niên năm 2026

Đơn vị đề cử: CÔNG TY CỔ PHẦN VẬT TƯ NÔNG NGHIỆP PHÁP VÂN

ĐKKD số: 0101499875 Ngày cấp: 27/12/2021 tại: Phòng đăng ký kinh doanh – Sở kế hoạch đầu tư Hà Nội

Số lượng cổ phần hiện đang nắm giữ : 21.218.000 cổ phần (18,2 % cổ phần có quyền biểu quyết)

Đề cử ứng viên tham gia Ban Kiểm soát

Ông: Nguyễn Đức Tiến

Sinh ngày 03/11/1974

Số CCCD: 001074009480 cấp ngày 08/5/2024 Tại Cục cảnh sát quản lý Hành chính về trật tự Xã hội

Địa chỉ thường trú: 146 Phố Huế – Phường Hai Bà Trưng – Thành phố Hà Nội

Trình độ chuyên môn, nghiệp vụ: Cử nhân kinh tế - Học viện Tài chính

Số cổ phần hiện đang sở hữu: **0 cổ phần**

Quá trình công tác

Từ tháng năm đến tháng năm	Chức danh, chức vụ, đơn vị công tác
2026 ÷ đến nay	Cố vấn chiến lược HĐQT Công ty cổ phần Thương Mại và đầu tư Quốc tế GS Global
T5/2018 ÷ T12/2025	Công ty TNHH SR & T Deloitte Việt Nam - Giám đốc tư vấn chiến lược, Rủi ro và Giao dịch
T4/2017÷ T5/2018	Công ty cổ phần Viễn thông Vietnamobile - Phó giám đốc tài chính
T8/2013 ÷T4/2015 và T8/2016 ÷ T3/2017	Ngân hàng Thế giới (tại Việt Nam) – Tư vấn, Chuyên gia quản lý tài chính
T5/2015 ÷ T7/2016	Công ty cổ phần tập đoàn Golden Gate – Giám đốc Tài chính
T3/2012 ÷ T7/2013	Công ty cổ phần tập đoàn Đầu tư và Phát triển Việt Nam – Giám đốc Tài chính
T11/1997÷ T12/2011	Công ty TNHH PwC Việt Nam
T8/2005 ÷ T7/2007	Công ty PwC Vương Quốc Anh
T1/1997 ÷ 10/1997	Công ty chế tạo biến thế ABB Việt Nam – Trưởng nhóm báo cáo tài chính , Trợ lý giám đốc Tài chính
T9/1994 ÷ 12/1996	Công ty liên doanh sản xuất Ô tô Hoà Bình – Kế toán quản trị



**TỔNG HỢP DANH SÁCH ĐỀ CỬ ỨNG VIÊN BẦU VÀO
HỘI ĐỒNG QUẢN TRỊ NHIỆM KỲ 2022 -2027**

Tại Đại hội đồng cổ đông thường niên năm 2026

Đơn vị đề cử CÔNG TY CỔ PHẦN VẬT TƯ NÔNG NGHIỆP PHÁP VÂN

ĐKKD số: 0101499875 Ngày cấp: 27/12/2021 tại: Phòng đăng ký kinh doanh – Sở
kế hoạch đầu tư Hà Nội

Số lượng cổ phần hiện đang nắm giữ : 21.218.000 cổ phần (18,2 % cổ phần có quyền
biểu quyết)

Đề cử ứng viên tham gia Hội đồng quản trị

Ông: Lê Đức Hoàng

Sinh ngày 08/08/1979

Số CCCD: 038079000121 cấp ngày 29/4/2021 Tại Cục cảnh sát quản lý Hành chính về trật
tự Xã hội

Địa chỉ thường trú: Nhà N3- Minori Village, Số 67A Phố Trương Định- Phường Tương
Mai – TP Hà Nội

Trình độ chuyên môn, nghiệp vụ: Tiến sỹ ngành kinh tế học - Đại học kinh tế Quốc dân

Số cổ phần hiện đang sở hữu: **0 cổ phần**

Quá trình công tác

Từ tháng năm đến tháng năm	Chức danh, chức vụ, đơn vị công tác
6/2003 ÷ đến nay	Giảng viên khoa Toán kinh tế