

REPORT ON CORPORATE GOVERNANCE

First 6 months of 2026

To: - State Securities Commission
- Hanoi Stock Exchange

- Name of Company: **PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY**
- Head office address: Lot No. 12, Road 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City
- Tel: (028) 3754 7999; Fax: (028) 3754 7996; Email: info@duocphongphu.vn
- Charter capital: 87.999.910.000 VND (Eighty-seven billion nine hundred and ninety-nine million nine hundred and ten thousand dong).
- Security code: PPP
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- Regarding the implementation of internal audit function: The Company has established the Internal Audit Department under the Supervisory Board.

I. Activities of the General Meeting of Shareholders:

No.	Resolution No.	Date	Content
1	01/2026/NQ-DHDCD.PP	24/04/2026	- Approve the report of the Board of Directors, 02 Reports of the independent member of the Board of Directors and the report of the Board of Supervisors. - Approve consolidated financial statements 2025. - Approve the list of Auditing Companies for 2026. - Approve 2025 profit distribution and 2026 fund allocation plan. - Approve authorizing the Board of Directors to approve contracts, transactions valued at 35% or more of the total asset value stated in the Parent Company's Separate Financial Statements. - Approve the amendment and supplementation of the Company's Charter.

			- Approve the amendment and supplementation of the Operation Regulation of the Board of Supervisors. - Approve the amendment and supplementation of the Internal Regulations on Corporate Governance. - Approve the amendment and supplementation of the Operation Regulation of the Board of Directors. - Approve remuneration levels for members of the Board of Directors and Board of Supervisors in 2026.
2	02/2026/NQ-DHDCD.PP	24/04/2026	Approve the amendment and supplementation of Phong Phu Pharmaceutical Joint Stock Company of business lines.
3	03/2026/NQ-DHDCD.PP	16/06/2026	Approve the amendment of Phong Phu Pharmaceutical Joint Stock Company of business lines (Resolution approved by means of collecting written opinions).

II. Board of Directors:

1. Information about Board of Directors (BOD) members:

No.	Member of the BOD	Position	Date of appointment as a BOD member	Date of cessation as a BOD member
1	Pho Nghia Van	Chairman, Independent member	18/04/2020	
2	Thai Nha Ngon	Deputy Chairman	2008	
3	Nguyen Thi Mai Nguyet	Independent, non-executive member	18/04/2020	

2. Meetings of Board of Directors

No.	Member of the Board	No. of BOD meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Pho Nghia Van	08	100%	
2	Thai Nha Ngon	08	100%	
3	Nguyen Thi Mai Nguyet	08	100%	

3. Supervisory activities of the Board of Directors over the Board of Management:

- The Board of Directors monitored, directed, evaluated, and inspected the production and business operations, investment projects, and other activities of the Board of Management; collaborated with the Supervisory Board to inspect the implementation of the 2025 Annual General Meeting Resolutions, 2026 Annual General Meeting Resolutions, and the Board of Directors Resolutions.

- Implemented the plan for organizing the 2026 Annual General Meeting of Shareholders; executed the collection of shareholders' written ballots to amend business lines in compliance with current laws.
- Supervised the leadership and management of production and business operations according to the plan for the first 6 months of 2026, ensuring alignment with the economic situation.
- Directed the preparation and submission of the 2026 quarterly financial statements and the 2025 audited financial report.

4. Activities of subcommittees under the Board of Directors:

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities, the Company's Charter, and the Company's Internal Regulations on Corporate Governance, the establishment of subcommittees under the BOD is not mandatory. Therefore, as of the current date, the BOD has not established any sub-committees under the BOD.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/ Decision No.	Date	Description	Approval percentage
1	0126/NQ-HDQT.PP	10/02/2026	Approval of the business plan for 2026	100%
2	0226/NQ-HDQT.PP	26/02/2026	Regarding the advance payment of dividends for 2025 and the plan to organize the Annual General Meeting of Shareholders in 2026	100%
3	0326/NQ-HDQT.PP	28/03/2026	On the approval of the organization program and documents for the 2026 Annual General Meeting of Shareholders	100%
4	0426/NQ-HDQT.PP	15/04/2026	On the approval supplements documents for the 2026 Annual General Meeting of Shareholders including – Statement on the approval of amendments and supplements to business lines.	100%
5	0526/NQ-HDQT.PP	18/05/2026	Borrowing, and using assets as collateral at the Vietnam Investment and Development Bank (BIDV) – Ben Nghe Branch	100%
6	0626/NQ-HDQT.PP	18/05/2026	Borrowing and using assets as collateral at Vietnam Commercial and Industrial Bank - Tay Saigon Branch	100%
7	0726/NQ-HDQT.PP	18/05/2026	Approval of the 2026 asset investment plan	100%

8	0826/NQ-HĐQT.PP	18/05/2026	On approving the selection of the unit to review and audit the 2026 financial statements	100%
9	0126/QĐ-HĐQT.PP	20/05/2026	Regarding the issuance of the 17th amended and supplemented Company Charter	100%
10	0926/NQ-HĐQT.PP	20/05/2026	On the approval of the process of obtaining shareholders' opinions in writing	100%
11	1026/NQ-HĐQT.PP	05/06/2026	Regarding obtaining shareholders' opinions in writing	100%

III. Board of Supervisors:

1. Information about the members of the Board of Supervisors (BOS):

No.	Board Member	Position	Date of appointment as a BOS member	Date of cessation as a BOS member
1	Nguyen Van Chac	Head	18/04/2020	
2	Ho Thuy Quynh Nhu	Member	25/04/2025	
3	Vo Hong Hanh	Member	25/04/2025	

2. Board of Supervisors meeting

No.	Member of BOS	Number of meetings attended	Meeting attendance rate	Voting rate	Reason for not attending the meeting
1	Nguyen Van Chac	01	100%	100%	
2	Ho Thuy Quynh Nhu	01	100%	100%	
3	Vo Hong Hanh	01	100%	100%	

3. Supervisory activities of the Board of Supervisors towards the Board of Directors, Executive Board and shareholders:

- The Board of Directors issued Resolutions and Decisions regarding business and production activities, as well as contracts with related parties of the Company and related parties of internal persons, in strict compliance with the Company's Charter and applicable laws. The Board of Directors conducted the collection of shareholders' opinions via written ballots and proceeded with the vote counting process under the supervision and witness of the Board of Supervisors, ensuring the correct order and procedures.
- Monitored the Company's operational and production performance through documents and reports submitted to the Board of Supervisors by the Board of Directors, the Board of General Directors, and various departments, as well as through direct discussions.
- The supervisory activities of the Board of Supervisors consistently adhered to regulations, ensuring accuracy, objectivity, and timeliness.

4. Coordination of activities between the Board of Supervisors and the Board of Directors, the Executive Board and other executives:

- Maintained close, regular, and continuous coordination with the Board of Directors, the Board of General Directors, and management executives in executing assigned duties, including the vote counting process for collecting shareholders' opinions via written ballots to approve General Meeting of Shareholders Resolutions.
5. Other activities of the Board of Supervisors:
- Participated and provided feedback in the Board of Directors' meetings regarding documents and activities related to business, production, investment, and contracts with related parties of the Company, related parties of internal persons,... in alignment with practical conditions and ensuring compliance with applicable laws.
 - Cooperated closely with the Internal Audit Department in inspecting and reviewing files and documents related to production, business, investment, and other operations of the Company.

IV. Executive Board:

No.	Member of Executive Board	Date of birth	Qualification	Date of commencement/cease being a member of the Executive Board
1	Thai Nha Ngon		Bachelor of Business Administration	01/4/2014

V. Chief Accountant:

Full name	Date of birth	Qualification	Date of commencement/cease being a member of the Executive Board
Nguyễn Thị Anh Chi		Bachelor of Accounting and Auditing	01/8/2019

VI. Training on Corporate governance: None

VII. List of related persons of public companies and transactions of related persons of the company with the Company itself:

1. List of related persons of the company: according to the attached Appendix 1.
2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons of insiders: according to the attached Appendix 2.
3. Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company: none.
4. Transactions between the company and other entities:
 - 4.1 Transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other executives have been founding members or members of the Board of Directors, Directors (General Directors) within the last three (03) years (calculated at the time of preparing the report).

No.	Company's name	Business code	Relationship with insiders	Content, quantity, total transaction value
1	AN MEDICOL PHARMA CO., LTD		General Director of An Medicol Pharma Co., Ltd is a member of the Board of Directors.	Contract for the sale and purchase with a total transaction value of 6,334,386,609 VND, approved by the Board of Directors via Resolution No. 1125/NQ-HĐQT.PP dated December 30, 2025
2	UNITE PHARMACEUTICAL JOINT STOCK COMPANY		General Director of Unite Pharmaceutical Joint Stock Company is a member of the Board of Directors.	Contract for the sale and purchase with a total transaction value of 6,701,768,116 VND, approved by the Board of Directors via Resolution No. 1125/NQ-HĐQT.PP dated December 30, 2025

4.2 Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other managers are members of the Board of Directors, Directors (General Directors) and executives:

No.	Company's name	Business code	Relationship with insiders	Content, quantity, total transaction value
1	TUYEN HIEP COMPANY LIMITED		The Director of Tuyen Hiep Company Limited is a related person with the Board of Directors.	Principal contract with a with a total transaction value of 00 VND, approved by the Board of Directors via Resolution No. 0925/NQ-HĐQT.PP dated December 16, 2025

4.3 Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Board of Supervisors, Director (General Director) and other executives: none.

VIII. Stock transactions of insiders and related parties of insiders:

1. List of insiders and related persons of insiders: according to attached Appendix 3.
2. Transactions of insiders and related persons on company shares: None.

IX. Other issues to note: None. 

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Pho Nghia Van

C.T.C.P

APPENDIX 1: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Pho Nghia Van		Chairman of the Board			18/04/2020			Insider
1.01	Dinh Hoang Yen								Wife
1.02	Pho Vinh Sang								Son
1.03	Pho Khanh Binh								Father
1.04	Thai Thuc Tuyen								Mother
1.05	Pho Kha Tuan								Brother
1.06	Nguyen Thi Thanh Dao								Mother-in-law
2	Thai Nha Ngon		Deputy Chairman, General Director Legal representative			2008			Insider
2.01	Le Thanh Truc								Wife
2.02	Thai Tu Minh Phuong								Daughter
2.03	Thai Tu Thien Phuong								Daughter
2.04	Thai Hoan								Father
2.05	Thai Thi Thuc Hue								Sister
2.06	To Xec								Brother-in-law
2.07	Thai Thuc Dung								Sister
2.08	Dang Trung								Brother-in-law
2.09	Thai Thuc Ngan								Sister
2.10	Thach Thanh Hung								Brother-in-law
2.11	Thai Thuc Tuyen								Sister
2.12	Pho Khanh Binh								Brother-in-law
2.13	Nguyen Thi Thanh Nhu								Mother-in-law
3	Nguyen Thi Mai Nguyet		Member of the Board			18/04/2020			Insider
3.01	Hoang Xuan An								Husband
3.02	Hoang Thi Thanh Huong								Daughter
3.03	Hoang Chau Anh								Daughter
3.04	Hoang Xuan Minh								Daughter
3.05	Nguyen Van Ky								Father
3.06	Mai Thi Thanh Ngo								Mother
3.07	Nguyen Nguyet Hang								Sister
3.08	Pham Thi Ranh								Mother-in-law
3.09	An Medicol Pharma Co., Ltd		-						Nguyen Thi Mai Nguyet is General Director of An Medicol
3.10	Unite Pharmaceutical Joint Stock Company								Nguyen Thi Mai Nguyet is General Director of Unite
4	Nguyen Thi Anh Chi		Chief Accountant			01/08/2019			Insider
4.01	Mai Xuan Thanh								Husband
4.02	Mai Xuan Minh								Son



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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
7.03	Ngo Thi Vinh								Mother
7.04	Ho Thi Kim Phuong								Sister
7.05	Dinh Hung Cu								Brother-in-law
7.06	Ho Thi Thanh Truyen								Sister
7.07	Phan Huu Giau								Brother-in-law
7.08	Ho Ngoc Diep								Brother
7.09	Nguyen Thuy Linh								Sister-in-law
7.10	Ho Thuy Vi								Sister
7.11	Nguyen Minh Huy								Brother-in-law
7.12	Ho Thi Thanh Thuy								Sister
7.13	Phan Thanh Truong								Brother-in-law
7.14	Huynh Thi Tam								Brother-in-law
7.15	Usar Vietnam Co., Ltd.								Ho Thuy Quy Nhu is Chief Accountant of Usar Vietnam
8	Pham Thi Thach Thao		Company Secretary Person in charge of corporate governance			18/04/2020			Insider
8.01	Nguyen Duy Lam								Husband
8.02	Nguyen Duy Loi								Son
8.03	Pham Van Khanh								Father
8.04	Huynh Thi Ha								Mother
8.05	Pham Hoang Viet								Brother
8.06	Ho Thi Mai Tram								Sister-in-law
8.07	Pham Thi Dieu Hien								Sister
8.08	Nguyen Duy An								Brother-in-law
8.09	Nguyen Tau								Father-in-law
8.10	Tran Thi Sam								Mother-in-law
9	Party cell of Phong Phu Pharmaceutical Joint stock Company								Socio-political organizations
10	Company union of Phong Phu Pharmaceutical Joint stock Company								Socio-political organizations
11	Youth union of Phong Phu Pharmaceutical Joint stock Company								Socio-political organizations
12	Usar Vietnam Co., Ltd.								Subsidiary
12.01	Nguyen Van Chac								Director, Legal representative



Appendix 2: Transactions between a company and its related persons; or between a company and major shareholders, insiders, or related persons of insiders

Security code: PPP

Nam of Company: **PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY**

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
01	Usar Vietnam Co., Ltd.	Subsidiary			01-06/2026	1125/NQ-HĐQT.PP 30/12/2025	32.559.761.971VND	

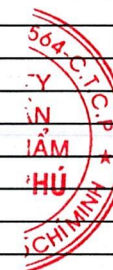
APPENDIX 3: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Pho Nghia Van		Chairman of the Board			28,500	0.324%	
1.01	Dinh Hoang Yen					0		
1.02	Pho Vinh Sam					0		
1.03	Pho Khanh Binh					0		
1.04	Thai Thuc Tuyen					0		
1.05	Pho Kha Tuan					0		
1.06	Nguyen Thi Thanh Dao					0		
2	Thai Nha Ngon		Deputy Chairman, General Director Legal representative			4,044,580	45.961%	
2.01	Le Thanh Truc					1,194,276	13.571%	
2.02	Thai Tu Minh Phuong					220,000	2.500%	
2.03	Thai Tu Thien Phuong					0		
2.04	Thai Hoan					0		
2.05	Thai Thi Thuc Hue					0		
2.06	To Xec					0		
2.07	Thai Thuc Dung					24,200	0.275%	
2.08	Dang Trung					0		
2.09	Thai Thuc Ngan					0		
2.10	Thach Thanh Hung					0		
2.11	Thai Thuc Tuyen					0		
2.12	Pho Khanh Binh					0		
2.13	Nguyen Thi Thanh Nhu					0		
3	Nguyen Thi Mai Nguyet		Member of the Board			55,000	0.625%	
3.01	Hoang Xuan An					27,500	0.313%	
3.02	Hoang Thi Thanh Huong					0		
3.03	Hoang Chau Anh					0		
3.04	Hoang Xuan Minh					0		
3.05	Nguyen Van Ky					0		
3.06	Mai Thi Thanh Ngo					0		
3.07	Nguyen Nguyet Hang					0		



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.08	Pham Thi Ranh					0		
3.09	An Medicol Pharma Co., Ltd					0		
3.10	Unite Pharmaceutical Joint Stock Company					0		
4	Nguyen Thi Anh Chi		Chief Accountant			0		
4.01	Mai Xuan Thanh					0		
4.02	Mai Xuan Minh					0		
4.03	Mai Anh Minh					0		
4.04	Pham Thi To Lang					0		
4.05	Tran Thi To Uyen					0		
4.06	Tran Thi To Trinh					0		
4.07	Nguyen Thi To Nhu					0		
4.08	Sunrise Farm Co., Ltd					0		
5	Nguyen Van Chac		Head of the Board of Supervisors			440	0.005%	
5.01	Dang Thuc Doan					0		
5.02	Nguyen Ngoc Minh Khue					0		
5.03	Nguyen Gia Bach					0		
5.04	Nguyen Van Thong					0		
5.05	Ngo Thi Tien					0		Died
5.06	Nguyen Hong Du					0		
5.07	Nguyen Van Tam					0		
5.08	Nguyen Hong Dam					0		
5.09	Bui Chi Kien					0		
5.10	Nguyen Hong Dang					0		
5.11	Ho Van Bay					0		
5.12	Nguyen Hong Nhan					0		
5.13	Tran Thi Nhu					0		
5.14	Dang Trung					0		
5.15	Thai Thuc Dung					24,200	0.275%	
6	Vo Hong Hanh		Members of the Board of Supervisors Head of Internal Audit Department			0		
6.01	Nguyen Duy Phuong					0		
6.02	Nguyen Nha Cat Tien					0		

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6.03	Vo Van Dau					0		Died
6.04	Nguyen Thi Suong					0		
6.05	Vo Hong Thai					0		
6.06	Tran Thi Thu Thao					0		
6.07	Nguyen Huu Vien					0		
6.08	Tran Thi Thu					0		
7	Ho Thuy Quynh Nhu		Members of the Board of Supervisors Member of Internal Audit Department			0		
7.01	Pham Phu Duy					0		
7.02	Pham Phu Thien An					0		
7.03	Ngo Thi Vinh					0		
7.04	Ho Thi Kim Phuong					0		
7.05	Dinh Hung Cu					0		
7.06	Ho Thi Thanh Truyen					0		
7.07	Phan Huu Giau					0		
7.08	Ho Ngoc Diep					0		
7.09	Nguyen Thuy Linh					0		
7.10	Ho Thuy Vi					0		
7.11	Nguyen Minh Huy					0		
7.12	Ho Thi Thanh Thuy					0		
7.13	Phan Thanh Truong					0		
7.14	Huynh Thi Tam					0		
7.15	Usar Vietnam Co., Ltd.					0		
8	Pham Thi Thach Thao		Company Secretary Person in charge of corporate governance			0		
8.01	Nguyen Duy Lam					0		
8.02	Nguyen Duy Loi					0		
8.03	Pham Van Khanh					0		
8.04	Huynh Thi Ha					0		
8.05	Pham Hoang Viet					0		
8.06	Ho Thi Mai Tram					0		
8.07	Pham Thi Dieu Hien					0		



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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8.08	Nguyen Duy An					0		
8.09	Nguyen Tau					0		
8.10	Tran Thi Sam					0		
9	Party cell of Phong Phu Pharmaceutical Joint stock Company					0		
10	Company union of Phong Phu Pharmaceutical Joint stock Company					0		
11	Youth union of Phong Phu Pharmaceutical Joint stock Company					0		
12	Usar Vietnam Co., Ltd.					0		
12.01	Nguyen Van Chac					440	0.005%	