

*REPORT ON CORPORATE GOVERNANCE*  
(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance guiding information disclosure on the stock market)

**CENTRAL  
PHARMACEUTICAL JOIN-  
STOCK COMPANY No 25**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**  
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SỐ: 189/BC-TW25

Ho Chi Minh City, July 20, 2026

**REPORT ON LISTED CORPORATE GOVERNANCE**  
**(Annual Semi 2026)**

Dear:

- State Securities Committee
- HNX Stock Exchange
  
- Listed/registered trading company name: No.25 PHARMACEUTICAL JOINT STOCK COMPANY
- Address of head office: 448B Nguyen Tat Thanh, Ward Xom Chieu, Ho Chi Minh City
- Phone: 083.9414.967 Fax: 083.9414.975                      Email: duocphamtw25@uphace.vn
- Charter capital: VND 132,946,410,000
- Stock code: UPH

**I. Activities of the General Meeting of Shareholders (AGM):**

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders approved in writing):

| No. | No. Resolution / Decision | Date      | Content                                                                                                                                                                                                                                                           |
|-----|---------------------------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1   | 01/NQ - ĐHCĐ              | 28/4/2026 | <b>Resolution of the 2026 Annual General Meeting of Shareholders.</b><br><b>Resolution content:</b> <ul style="list-style-type: none"><li>- Approval of the 2026 production and business plan.</li><li>- Approval of the audited 2025 financial report.</li></ul> |

|  |  |  |                                                                                                                                                                                                                                                                                                                                                                             |
|--|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  |  | <ul style="list-style-type: none"> <li>- Approval of the selection of an independent auditor for 2026.</li> <li>- Approval of the report on the finalization of remuneration for the Board of Directors and the Supervisory Board in 2025 and the plan for payment of remuneration for the Board of Directors, the Supervisory Board, and the Secretary in 2026.</li> </ul> |
|--|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## II. Board of Directors:

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

| No. | Member of the BOD       | Position    | Date Started as a Member | Number of Meetings Attended | Attendance Rate | Reason for Non-Attendance                                                 |
|-----|-------------------------|-------------|--------------------------|-----------------------------|-----------------|---------------------------------------------------------------------------|
| 1.  | Ms. Pham Thi Xuan Huong | Chairperson | September 28, 2021       | 2                           | 100%            |                                                                           |
| 2.  | Ms. Phuong Thanh Nhung  | Member      | May 28, 2022             | 1                           | 100%            | Dismissal pursuant to a resolution of the General Meeting of Shareholders |
| 3.  | Mr. Tran Tri Duc        | Member      | May 28, 2022             | 1                           | 100%            | Dismissal pursuant to a resolution of the General Meeting of              |

|    |                       |        |                |   |      |                                                                             |
|----|-----------------------|--------|----------------|---|------|-----------------------------------------------------------------------------|
|    |                       |        |                |   |      | Shareholders                                                                |
| 4. | Mr. Ha Duc Cuong      | Member | April 04, 2023 | 2 | 100% |                                                                             |
| 5. | Ms. Ha Lan Anh        | Member | April 20, 2024 | 1 | 100% | Dismissal pursuant to a resolution of the General Meeting of Shareholders   |
| 6. | Mr. Nguyen Manh Hai   | Member | April 28, 2026 | 1 | 100% | Appointment pursuant to a resolution of the General Meeting of Shareholders |
| 7. | Mr. Nguyen Chan Minh  | Member | April 28, 2026 | 1 | 100% | Appointment pursuant to a resolution of the General Meeting of Shareholders |
| 8. | Ms. Lu Thi Khanh Tran | Member | April 28, 2026 | 1 | 100% | Appointment pursuant to a resolution of the General Meeting of Shareholders |

Note: During the first six months of 2026, the Board of Directors held two in-person meetings and conducted three rounds of written consultation with members to address operational requirements in a timely manner.

2. Information on changes in the members of the Board of Directors (BOD):

| <b>Stt</b> | <b>Member of the Board</b> | <b>Position</b> | <b>Date of becoming a member of the Board</b> | <b>Date of ceasing to be a member of the Board</b> | <b>Reason</b>                                                                |
|------------|----------------------------|-----------------|-----------------------------------------------|----------------------------------------------------|------------------------------------------------------------------------------|
| 1.         | Ms. Phuong Thanh Nhung     | Member          | 28/5/2022                                     | 28/4/2026                                          | Dismissal pursuant to a resolution of the General Meeting of Shareholders.   |
| 2.         | Mr. Tran Tri Duc           | Member          | 28/5/2022                                     | 28/4/2026                                          | Dismissal pursuant to a resolution of the General Meeting of Shareholders.   |
| 3.         | Ms. Ha Lan Anh             | Member          | 20/4/2024                                     | 28/4/2026                                          | Dismissal pursuant to a resolution of the General Meeting of Shareholders.   |
| 4.         | Mr. Nguyen Manh Hai        | Member          | 28/4/2026                                     |                                                    | Appointment pursuant to a resolution of the General Meeting of Shareholders. |
| 5.         | Mr. Nguyen Chan Minh       | Member          | 28/4/2026                                     |                                                    | Appointment pursuant to a resolution of the                                  |

|    |                       |        |           |  |                                                                              |
|----|-----------------------|--------|-----------|--|------------------------------------------------------------------------------|
|    |                       |        |           |  | General Meeting of Shareholders.                                             |
| 6. | Ms. Lu Thi Khanh Tran | Member | 28/4/2026 |  | Appointment pursuant to a resolution of the General Meeting of Shareholders. |

3. Supervisory Activities of the BOD over the Executive Board:

- The supervisory activities of the BOD over the Executive Board are conducted in accordance with the Company's Charter, internal governance regulations, the division of powers and responsibilities of the BOD, Chairperson of the BOD, and the General Director; and the resolutions of the Board of Directors.

4. Activities of the Committees under the Board of Directors: None.

5. Resolutions/Decisions of the Board of Directors:

| No. | Resolution/Decision Number | Date      | Content                                                                             |
|-----|----------------------------|-----------|-------------------------------------------------------------------------------------|
| 1.  | 37 NQ-HĐQT-TW25            | 12/2/2026 | - Approve the business plan for 2026                                                |
| 2.  | 38/ NQ-HĐQT-TW25           | 12/2/2026 | - Approve the 2026 salary fund plan                                                 |
| 3.  | 39/NQ-HĐQT-TW25            | 11/3/2025 | - Approved the plan for organizing the 2026 Annual General Meeting of Shareholders. |
| 4.  | 40/NQ-HĐQT-TW25            | 03/4/2026 | - Approve contracts for transactions with related parties.                          |
| 5.  | 41/ NQ-HĐQT-TW25           | 03/4/2026 | - Approve documents to be                                                           |

|    |                 |           |                                                               |
|----|-----------------|-----------|---------------------------------------------------------------|
|    |                 |           | submitted to the 2026 Annual General Meeting of Shareholders. |
| 6. | 42/NQ-HĐQT-TW25 | 24/6/2026 | - Selection of the audit firm for the 2026 financial year.    |
| 7. | 43/NQ-HĐQT-TW25 | 30/6/2026 | - Terminate operations and close the tax code of the branch.  |

### III. Board of Supervisors (BOS):

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

| No. | Member of BOS         | Position      | Start date as a member of the Supervisory Board | Date no longer a member of the Supervisory Board | Professional qualifications |
|-----|-----------------------|---------------|-------------------------------------------------|--------------------------------------------------|-----------------------------|
| 1   | Ms. Huynh Thi Anh Thu | Head of Board | April 20, 2024                                  |                                                  | Bachelor                    |
| 2   | Ms. Le Thi Anh Nguyet | Member        | May 28, 2022                                    |                                                  | Bachelor                    |
| 3   | Ms. Nguyen Thu Thuy   | Member        | May 28, 2022                                    |                                                  | Bachelor                    |

#### 2. Meetings of the Board of Supervisors:

| No. | Member of BOS         | Number of BOS meetings attended | Meeting attendance rate | Reason for not attending the meeting |
|-----|-----------------------|---------------------------------|-------------------------|--------------------------------------|
| 1   | Ms. Huynh Thi Anh Thu | 1                               | 100%                    |                                      |

|   |                       |   |      |  |
|---|-----------------------|---|------|--|
| 2 | Ms. Le Thi Anh Nguyet | 1 | 100% |  |
| 3 | Ms. Nguyen Thu Thuy   | 1 | 100% |  |

Note: The meetings of the Board of Directors are conducted through written opinions to inform the members of the Board of Supervisors.

3. Supervisory Activities of the BOS over the Board of Directors and Executive Board and shareholders:

- *The Board of Supervisors conducts periodic financial inspections quarterly and ad-hoc inspections as required according to the company's charter and business law.*
- *The Board of Supervisors participates in all meetings of the Board of Directors and provides opinions on issues related to the company's interests.*
- *Supervises the implementation of resolutions from the annual General Shareholders' Meeting and the Board of Directors' resolutions.*

4. Coordination between the BOS and the Board of Directors, Executive Board, and other management staff: None

5. Other Activities of the BKS (if any): None.

#### **IV. Executive Board:**

| No. | Member of the Executive Board | Date of birth | Professional qualifications | Position               | Date of appointment | Dismissal date |
|-----|-------------------------------|---------------|-----------------------------|------------------------|---------------------|----------------|
| 1   | Mr. Nguyen Manh Hai           | 01/8/1988     | Master                      | General Director       | 01/6/2024           |                |
| 3   | Mr. Ngo Tan Long              | 10/09/1976    | Bachelor                    | Deputy General Manager | 01/4/2017           |                |

#### **V. Chief accountant:**

| Full name | Date of birth | Professional qualifications | Date of appointment | Dismissal date | Note |
|-----------|---------------|-----------------------------|---------------------|----------------|------|
|-----------|---------------|-----------------------------|---------------------|----------------|------|

|                  |            |                        |           |  |  |
|------------------|------------|------------------------|-----------|--|--|
| Mr. Ngo Tan Long | 10/09/1976 | Bachelor of Accounting | 08/7/2023 |  |  |
|------------------|------------|------------------------|-----------|--|--|

#### **VI. Training on corporate governance:**

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, Executive Director (General Director), other managers and the Company Secretary have participated in according to regulations on public governance company: Participate in training courses on corporate governance and professional training of the State Securities Commission and Vietnam Securities Depository and Clearing Corporation (VSDC).

#### **VII. List of Related Parties of the Company and transactions involving these related parties with the company:**

1. List of Related Parties of the Company: ***Attached as Appendix 1.***
2. Transactions between the Company and Related Parties or Major Shareholders, Internal Persons, and Related Parties of Internal Persons:

| No. | Related parties                                                    | Relationship   | Transaction                  | Amount (VND)   |
|-----|--------------------------------------------------------------------|----------------|------------------------------|----------------|
| 1   | OPC Pharmaceutical Joint Stock Company                             | Parent Company | Sale of Goods                | 35.724.162.915 |
|     |                                                                    |                | Other Services               | 273.000.000    |
|     |                                                                    |                | Purchase of Materials, Goods | 112.463.169    |
|     |                                                                    |                | Sales Returns                | 0              |
|     |                                                                    |                | Customer support expenses    | 0              |
| 2   | OPC Binh Duong Pharmaceutical One Member Limited Liability Company | Internal Party | Sale of Goods                | 160.250.000    |
| 3   | Viet A Commercial Joint Stock Bank                                 | Internal Party | Deposit/Interest rate        | 53.000.000.000 |



|   |                                  |                |                                                                                                                                                                                       |            |
|---|----------------------------------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| 4 | Hung Vuong Insurance Corporation | Internal Party | Appendix to the Fire and Explosion Insurance Service Contract for the Factory at 448B Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City (from April 7, 2026, to April 6, 2027). | 90.038.364 |
|---|----------------------------------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|

3. Other Transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers: *None*.
4. Transactions between the company and other entities:
  - 4.1 Transactions between the company and companies where members of the Board of Directors, Supervisory Board, Director (General Director), and other managers have been and are founding members or members of the Board of Directors, Director (General Director) in the past three (03) years (calculated at the time of reporting).
  - 4.2 Transactions between the company and companies where related parties of members of the Board of Directors, Supervisory Board, Director (General Director), and other managers are members of the Board of Directors or Director (General Director).
- TW25 Pharmaceutical Joint Stock Company has entered into a distribution agreement with OPC Pharmaceutical Joint Stock Company (which holds 58.14% of TW25 Pharmaceutical Joint Stock Company's total voting shares) for the distribution of products manufactured by TW25 Pharmaceutical Joint Stock Company. Additionally, TW25 Pharmaceutical Joint Stock Company and OPC Pharmaceutical Joint Stock Company have entered into contracts and transactions regarding asset leasing, the engagement of consultants, and the lending/borrowing of machinery and equipment to support production and product research and development activities. The details of these transactions were approved at the 2026

Annual General Meeting of Shareholders of TW25 Pharmaceutical Joint Stock Company held on April 28, 2026.

- No.25 Pharmaceutical Joint Stock Company signed a fire and explosion insurance service contract for the factory at 448B Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City with Hung Vuong Insurance Corporation. This contract was approved by the Board of Directors on April 3, 2026.
  - No.25 Pharmaceutical Joint Stock Company signed a contract to purchase finished Ethanol products manufactured by OPC Binh Duong One Member Limited Liability Company as raw materials for pharmaceutical production. This contract was approved by the Board of Directors on April 3, 2026
  - No.25 Pharmaceutical Joint Stock Company signed a deposit/payment contract with Viet A Commercial Joint Stock Bank. This contract was approved by the Board of Directors on April 3, 2026
- 4.3 Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, Supervisory Board, Director (General Director), and other managers.

#### **VIII. Share transactions of internal persons and related parties of internal persons (Annual Report).**

1. List of internal persons and related parties of internal persons: *Attached as Appendix 2.*
2. Transactions of insiders and related parties with company shares: *None.*
  - Other issues to note: *None.*

**Legal representative** *ML*  
**CHAIRMAN OF THE BOARD**



**PHAM THI XUAN HUONG**

# CENTRAL PHARMACEUTICAL JOIN- STOCK COMPANY No 25

## Appendix I LIST OF RELATED PERSONS OF THE COMPANY

*(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)*

| No.                             | Name of organization/individual                          | Securities trading account (if any) | Position at the company (if any)            | Type of NSH Paper (*) (ID card/ Passport/ Business Registration Certificate) | NSH Certificate Number (*) | Date of issue | Place of issue | Head office address/Contact address | The starting time is related person of the company/internal person | Time to no longer be a related person of the company/internal person | Reason (when changes related to section 13) | Relationship with the company/internal people                     |
|---------------------------------|----------------------------------------------------------|-------------------------------------|---------------------------------------------|------------------------------------------------------------------------------|----------------------------|---------------|----------------|-------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------|
| 1.                              | 2.                                                       | 3.                                  | 4.                                          | 5.                                                                           | 6.                         | 7.            | 8.             | 9.                                  | 10.                                                                | 11.                                                                  | 12.                                         | 13.                                                               |
| <b>I. RELATED ORGANIZATIONS</b> |                                                          |                                     |                                             |                                                                              |                            |               |                |                                     |                                                                    |                                                                      |                                             |                                                                   |
| 1                               | OPC Pharmaceutical Joint Stock Company                   |                                     |                                             | Business Registration Certificate                                            |                            |               |                |                                     | 30/8/2016                                                          |                                                                      |                                             | Parent company                                                    |
| 2                               | Vietnam Pharmaceutical Corporation - Joint Stock Company |                                     |                                             | Business Registration Certificate                                            |                            |               |                |                                     | 19/6/2007                                                          |                                                                      |                                             | Organizations that own more than 10% of shares have voting rights |
|                                 |                                                          |                                     |                                             |                                                                              |                            |               |                |                                     |                                                                    |                                                                      |                                             |                                                                   |
| 1.                              | Pham Thi Xuan Huong                                      |                                     | Chairman of the Board, Legal Representative |                                                                              |                            |               |                |                                     | 28/5/2022                                                          |                                                                      |                                             | Related person                                                    |
| 2.                              | Phuong Thanh Nhung                                       |                                     | Member of the Board                         |                                                                              |                            |               |                |                                     | 28/5/2022                                                          | 28/4/2026                                                            |                                             | Related person                                                    |
| 3.                              | Ha Lan Anh                                               |                                     | Member of the Board                         |                                                                              |                            |               |                |                                     | 20/4/2024                                                          | 28/4/2026                                                            |                                             | Related person                                                    |

|     |                   |  |                                                                              |  |  |  |  |  |           |           |  |                |
|-----|-------------------|--|------------------------------------------------------------------------------|--|--|--|--|--|-----------|-----------|--|----------------|
| 4.  | Tran Tri Duc      |  | Member of the Board                                                          |  |  |  |  |  | 28/5/2022 | 28/4/2026 |  | Related person |
| 5.  | Ha Duc Cuong      |  | Member of the Board                                                          |  |  |  |  |  | 24/4/2023 |           |  | Related person |
| 6.  | Nguyen Manh Hai   |  | Member of the Board<br>General Director,<br>Legal Representative             |  |  |  |  |  | 01/6/2024 |           |  | Related person |
| 7.  | Nguyen Chan Minh  |  | Member of the Board                                                          |  |  |  |  |  | 28/4/2026 |           |  | Related person |
| 8.  | Lu Thi Khanh Tran |  | Member of the Board                                                          |  |  |  |  |  | 28/4/2026 |           |  | Related person |
| 9.  | Huynh Thi Anh Thu |  | Head of Supervisory Board                                                    |  |  |  |  |  | 20/4/2024 |           |  | Related person |
| 10. | Le Thi Anh Nguyet |  | Member of Supervisory Board                                                  |  |  |  |  |  | 28/5/2022 |           |  | Related person |
| 11. | Nguyen Thu Thuy   |  | Member of Supervisory Board                                                  |  |  |  |  |  | 28/5/2022 |           |  | Related person |
| 12. | Ngo Tan Long      |  | Deputy General Director, Chief Accountant                                    |  |  |  |  |  | 01/4/2017 |           |  | Related person |
| 13. | Dang Hoai Nam     |  | Authorized person to disclose information, in charge of corporate governance |  |  |  |  |  | 23/6/2016 |           |  | Related person |

**CENTRAL PHARMACEUTICAL JOIN- STOCK COMPANY No 25 (UPHACE)**  
**Appendix II**  
**LIST OF INTERNAL PEOPLE AND RELATED PERSONS INTERNAL PERSONS**

*(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)*

| Stt                           | Name of organization/individual | Securities trading account (if any) | Position at the company (if any) | Type of NSH Paper (*) (ID card/ Passport/ Business Registration Certificate) | NSH Certificate Number (*) | Date of issue | Place of issue | Number of shares owned at the end of the period | Share ownership ratio at the end of the period | Relationship with the company/internal people | Notes (about not having NSH Certificate number and other notes)                                   |
|-------------------------------|---------------------------------|-------------------------------------|----------------------------------|------------------------------------------------------------------------------|----------------------------|---------------|----------------|-------------------------------------------------|------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|
| 1                             | 3                               | 4                                   | 5                                | 8                                                                            | 9                          | 10            | 11             | 12                                              | 13                                             | 6                                             | 17                                                                                                |
| <b>A. Board of Directors:</b> |                                 |                                     |                                  |                                                                              |                            |               |                |                                                 |                                                |                                               |                                                                                                   |
| <b>1.</b>                     | <b>Pham Thi Xuan Huong</b>      |                                     | <b>Chairwoman</b>                |                                                                              |                            |               |                | <b>0</b>                                        | <b>0%</b>                                      |                                               | <b>Representative of the capital of OPC Pharmaceutical Joint Stock Company at UPHACE (28.05%)</b> |
| 1.1.                          | Pham Van Tho                    |                                     |                                  |                                                                              |                            |               |                | 0                                               | 0%                                             | Father                                        | Passed away                                                                                       |
| 1.2.                          | Nguyen Thi Dam                  |                                     |                                  |                                                                              |                            |               |                | 0                                               | 0%                                             | Mother                                        | Passed away                                                                                       |
| 1.3.                          | Ngo Tri Duong                   |                                     |                                  |                                                                              |                            |               |                | 0                                               | 0%                                             | Father-in-law                                 | Passed away                                                                                       |
| 1.4.                          | Hoang Thi Tu                    |                                     |                                  |                                                                              |                            |               |                | 0                                               | 0%                                             | Mother-in-law                                 | Passed away                                                                                       |
| 1.5.                          | Ngo Tri Vuong                   |                                     |                                  |                                                                              |                            |               |                | 0                                               | 0%                                             | Husband                                       |                                                                                                   |

|       |                                               |  |                            |  |  |  |  |           |           |                                                                                                   |                                                                                                                                   |
|-------|-----------------------------------------------|--|----------------------------|--|--|--|--|-----------|-----------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| 1.6.  | Ngo Tri Hung                                  |  |                            |  |  |  |  | 0         | 0%        | Son                                                                                               |                                                                                                                                   |
| 1.7.  | Pham Xuan Son                                 |  |                            |  |  |  |  | 0         | 0%        | Younger brother                                                                                   |                                                                                                                                   |
| 1.8.  | Pham Xuan Hung                                |  |                            |  |  |  |  | 0         | 0%        | Younger brother                                                                                   |                                                                                                                                   |
| 1.9.  | Pham Thi Hong Nga                             |  |                            |  |  |  |  | 0         | 0%        | Younger sister                                                                                    |                                                                                                                                   |
| 1.10. | Tran Van Hien                                 |  |                            |  |  |  |  | 0         | 0%        | Brother-in-law                                                                                    | US residency                                                                                                                      |
| 1.11. | Nguyen Thi Thuy Hang                          |  |                            |  |  |  |  | 0         | 0%        | Sister-in-law                                                                                     |                                                                                                                                   |
| 1.12. | Huynh Thi Thao Quyen                          |  |                            |  |  |  |  | 0         | 0%        | Sister-in-law                                                                                     |                                                                                                                                   |
| 1.13. | OPC Pharmaceutical Joint Stock Company        |  |                            |  |  |  |  | 7.730.000 | 58,14%    | Ms. Pham Thi Xuan Huong is a member of the Board of Directors and General Director of the Company |                                                                                                                                   |
| 1.14. | OPC Binh Duong Pharmaceutical Company Limited |  | Member of the Board        |  |  |  |  | 0         | 0%        | Ms. Pham Thi Xuan Huong is a member of the Board                                                  |                                                                                                                                   |
| 2.    | <b>PHUONG THANH NHUNG</b>                     |  | <b>Member of the Board</b> |  |  |  |  | <b>0</b>  | <b>0%</b> |                                                                                                   | <b>Representative of the capital of OPC Pharmaceutical Joint Stock Company at UPHACE (30%) Dismissal effective April 28, 2026</b> |
| 2.1   | Ha Thi Lien                                   |  |                            |  |  |  |  | 0         | 0%        | Mother                                                                                            |                                                                                                                                   |

|      |                                                      |  |  |  |  |  |  |           |        |                                                                                                                                                                                                         |                                                  |
|------|------------------------------------------------------|--|--|--|--|--|--|-----------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| 2.2  | Tran Ba Chuc                                         |  |  |  |  |  |  | 0         | 0%     | Father-in-law                                                                                                                                                                                           |                                                  |
| 2.3  | Nguyen Thi Thu Ngoc                                  |  |  |  |  |  |  | 0         | 0%     | Mother-in-law                                                                                                                                                                                           |                                                  |
| 2.4  | Tran Viet Anh                                        |  |  |  |  |  |  | 0         | 0%     | Husband                                                                                                                                                                                                 |                                                  |
| 2.5  | Tran Phuong Thanh                                    |  |  |  |  |  |  | 0         | 0%     | Child                                                                                                                                                                                                   |                                                  |
| 2.6  | Tran Phuong Thao                                     |  |  |  |  |  |  | 0         | 0%     | Child                                                                                                                                                                                                   |                                                  |
| 2.7  | Tran Phuong Phuong                                   |  |  |  |  |  |  | 0         | 0%     | Child                                                                                                                                                                                                   |                                                  |
| 2.8  | Phuong Thi Ngoc                                      |  |  |  |  |  |  | 0         | 0%     | Younger sister                                                                                                                                                                                          |                                                  |
| 2.9  | Nguyen Dinh Tho                                      |  |  |  |  |  |  | 0         | 0%     | Brother-in-law                                                                                                                                                                                          |                                                  |
| 2.10 | Hung Vuong Insurance<br>Joint Stock Company          |  |  |  |  |  |  | 0         | 0%     | Ms. Phuong<br>Thanh Nhung is<br>Chairwoman of<br>the Board                                                                                                                                              |                                                  |
| 2.11 | OPC Pharmaceutical<br>Joint Stock Company            |  |  |  |  |  |  | 7.730.000 | 58,14% | Ms. Phuong<br>Thanh Nhung is<br>Vice Chairman<br>of the Board                                                                                                                                           | Relieved of duty<br>effective April 25,<br>2026. |
| 2.12 | Viet A Commercial<br>Joint Stock Bank<br>(VIETABANK) |  |  |  |  |  |  | 0         | 0%     | Ms. Phuong<br>Thanh Nhung is<br>Advisor to the<br>Board of Viet A<br>Commercial<br>Joint Stock<br>Bank; Vice<br>Chairman of the<br>Human<br>Resources<br>Committee, Vice<br>Chairman of the<br>Strategy |                                                  |

|      |                                                     |  |                        |  |  |  |  |   |    |                                                          |                                                                                                                                            |
|------|-----------------------------------------------------|--|------------------------|--|--|--|--|---|----|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
|      |                                                     |  |                        |  |  |  |  |   |    | Committee                                                |                                                                                                                                            |
| 2.13 | OPC Binh Duong<br>Pharmaceutical<br>Company Limited |  | Member of the<br>Board |  |  |  |  | 0 | 0% | Ms. Phuong<br>Thanh Nhung is<br>Chairman of the<br>Board |                                                                                                                                            |
| 3.   | Tran Tri Duc                                        |  | Member of the<br>Board |  |  |  |  | 0 | 0% |                                                          | Dismissal effective<br>April 28, 2026                                                                                                      |
| 3.1  | Nguyen Thi Minh<br>Phuong                           |  |                        |  |  |  |  | 0 | 0% | Mother                                                   |                                                                                                                                            |
| 3.2  | Tran Thi Thao Trang                                 |  |                        |  |  |  |  | 0 | 0% | Older sister                                             |                                                                                                                                            |
| 3.3  | Tran Thi Thao Mai                                   |  |                        |  |  |  |  | 0 | 0% | Older sister                                             |                                                                                                                                            |
| 3.4  | Trinh Khanh Duong                                   |  |                        |  |  |  |  | 0 | 0% | Brother-in-law                                           |                                                                                                                                            |
| 4.   | Ha Lan Anh                                          |  | Member of the<br>Board |  |  |  |  | 0 | 0% |                                                          | Representative of<br>capital of Vietnam<br>Pharmaceutical<br>Corporation at<br>UPHACE<br>(28,43%)<br>Dismissal effective<br>April 28, 2026 |
| 4.1  | Ha Duc Vuong                                        |  |                        |  |  |  |  | 0 | 0% | Father                                                   |                                                                                                                                            |
| 4.2  | Tran Thi Bich                                       |  |                        |  |  |  |  | 0 | 0% | Mother                                                   |                                                                                                                                            |
| 4.3  | Nguyen Van Hoi                                      |  |                        |  |  |  |  | 0 | 0% | Father-in-law                                            |                                                                                                                                            |
| 4.4  | Nguyen Thi Ly                                       |  |                        |  |  |  |  | 0 | 0% | Mother-in-law                                            |                                                                                                                                            |
| 4.5  | Ha Anh Tuan                                         |  |                        |  |  |  |  | 0 | 0% | Younger brother                                          |                                                                                                                                            |



|      |                                                                   |  |  |  |  |  |  |           |        |                                                                                                                                |  |
|------|-------------------------------------------------------------------|--|--|--|--|--|--|-----------|--------|--------------------------------------------------------------------------------------------------------------------------------|--|
| 4.6  | Chau Thu Ha                                                       |  |  |  |  |  |  | 0         | 0%     | Sister-in-law                                                                                                                  |  |
| 4.7  | Nguyen Phuc Dong                                                  |  |  |  |  |  |  | 0         | 0%     | Husband                                                                                                                        |  |
| 4.8  | Nguyen Ngoc Minh                                                  |  |  |  |  |  |  | 0         | 0%     | Child                                                                                                                          |  |
| 4.9  | Nguyen Tue Minh                                                   |  |  |  |  |  |  | 0         | 0%     | Child                                                                                                                          |  |
| 4.10 | Nguyen Phuc Minh                                                  |  |  |  |  |  |  | 0         | 0%     | Child                                                                                                                          |  |
| 4.11 | Codupha<br>Pharmaceutical Joint<br>Stock Company                  |  |  |  |  |  |  | 0         | 0%     | Ms. Ha Lan Anh<br>is a member of<br>the Board of<br>Codupha Central<br>Development<br>Joint Stock<br>Company                   |  |
| 4.12 | TW3 Pharmaceutical<br>Joint Stock Company                         |  |  |  |  |  |  | 0         | 0%     | Ms. Ha Lan Anh<br>is a member of<br>the Supervisory<br>Board of Central<br>Pharmaceutical<br>Joint Stock<br>Company 3          |  |
| 4.13 | Vietnam Medical<br>Import-Export Joint<br>Stock Company           |  |  |  |  |  |  | 0         | 0%     | Ms. Ha Lan Anh<br>is a member of<br>the Board of<br>Directors of<br>Vietnam Medical<br>Import-Export<br>Joint Stock<br>Company |  |
| 4.14 | Vietnam<br>Pharmaceutical<br>Corporation - Joint<br>Stock Company |  |  |  |  |  |  | 3.780.000 | 28,43% | Ms. Ha Lan Anh<br>is the person in<br>charge of<br>administration<br>and Company<br>Secretary                                  |  |

|      |                                        |  |                     |  |  |  |  |           |        |                                             |  |
|------|----------------------------------------|--|---------------------|--|--|--|--|-----------|--------|---------------------------------------------|--|
| 5.   | Ha Duc Cuong                           |  | Member of the Board |  |  |  |  | 2.000     | 0,015% |                                             |  |
| 5.1  | Nguyen Thi Tuyet                       |  |                     |  |  |  |  | 0         | 0%     | Mother                                      |  |
| 5.2  | Huynh Thi Kim Anh                      |  |                     |  |  |  |  | 0         | 0%     | Wife                                        |  |
| 5.3  | Ha Khanh An                            |  |                     |  |  |  |  | 0         | 0%     | Child                                       |  |
| 5.4  | Ha Khanh Linh                          |  |                     |  |  |  |  | 0         | 0%     | Child                                       |  |
| 5.5  | Ha Thi Thom                            |  |                     |  |  |  |  | 0         | 0%     | Older sister                                |  |
| 5.6  | Ha Thi Tam                             |  |                     |  |  |  |  | 0         | 0%     | Older sister                                |  |
| 5.7  | Ha Duc Hung                            |  |                     |  |  |  |  | 0         | 0%     | Brother                                     |  |
| 5.8  | Ha Duc Hai                             |  |                     |  |  |  |  | 0         | 0%     | Brother                                     |  |
| 5.9  | Ha Thi Van                             |  |                     |  |  |  |  | 0         | 0%     | Older sister                                |  |
| 5.10 | Ha Duc Minh                            |  |                     |  |  |  |  | 0         | 0%     | Brother                                     |  |
| 5.11 | Ha Duc Tuan                            |  |                     |  |  |  |  | 0         | 0%     | Younger brother                             |  |
| 5.12 | Ha Thi Hien                            |  |                     |  |  |  |  | 0         | 0%     | Younger brother                             |  |
| 5.13 | OPC Pharmaceutical Joint Stock Company |  |                     |  |  |  |  | 7.730.000 | 58,14% | Mr. Ha Duc Cuong is Deputy General Director |  |
| 6.   | Nguyen Manh Hai                        |  | Member of the Board |  |  |  |  | 0         | 0%     |                                             |  |

|      |                                       |  |                     |  |  |  |  |   |    |                                        |                             |
|------|---------------------------------------|--|---------------------|--|--|--|--|---|----|----------------------------------------|-----------------------------|
| 6.1  | Ha Thi Nguyet Anh                     |  |                     |  |  |  |  | 0 | 0% | Wife                                   |                             |
| 6.2  | Nguyen Ha Thien Di                    |  |                     |  |  |  |  | 0 | 0% | Child                                  |                             |
| 6.3  | Pham Viet Hanh                        |  |                     |  |  |  |  | 0 | 0% | Mother                                 |                             |
| 6.4  | Nguyen Van Ho                         |  |                     |  |  |  |  | 0 | 0% | Father                                 |                             |
| 7.   | NGUYEN CHAN MINH                      |  | Member of the Board |  |  |  |  | 0 | 0% |                                        | Appointed on April 28, 2026 |
| 7.1  | Nguyen Chan Hung                      |  |                     |  |  |  |  | 0 | 0% | Father                                 |                             |
| 7.2  | Pham Kim Phuong                       |  |                     |  |  |  |  | 0 | 0% | Mother                                 |                             |
| 7.3  | Van Ngoc Minh                         |  |                     |  |  |  |  | 0 | 0% | Father-in-law                          |                             |
| 7.4  | Huynh Le Tien                         |  |                     |  |  |  |  | 0 | 0% | Mother-in-law                          |                             |
| 7.5  | Van Thuy Quyen                        |  |                     |  |  |  |  | 0 | 0% | Wife                                   |                             |
| 7.6  | Nguyen Xuan Mai                       |  |                     |  |  |  |  | 0 | 0% | Child                                  |                             |
| 7.7  | Nguyen Chan Quang                     |  |                     |  |  |  |  | 0 | 0% | Child                                  |                             |
| 7.8  | Nguyen Quynh Trang                    |  |                     |  |  |  |  | 0 | 0% | Younger sister                         |                             |
| 7.9  | Nguyen Chan Dung                      |  |                     |  |  |  |  | 0 | 0% | Younger brother                        |                             |
| 7.10 | Tran Thi My Linh                      |  |                     |  |  |  |  | 0 | 0% | Sister-in-law (younger brother's wife) |                             |
| 7.11 | Sacom Real Estate Joint Stock Company |  |                     |  |  |  |  | 0 | 0% | Mr. Nguyen Chan Minh is                |                             |

|      |                                                                                 |  |                     |  |  |  |  |   |    |                                             |                                                                                                                                                                                |
|------|---------------------------------------------------------------------------------|--|---------------------|--|--|--|--|---|----|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      |                                                                                 |  |                     |  |  |  |  |   |    | Executive Deputy General Director           |                                                                                                                                                                                |
| 7.12 | My Thuy International Port Joint Venture Joint Stock Company                    |  |                     |  |  |  |  | 0 | 0% | Nguyen Chan Minh is Deputy General Director |                                                                                                                                                                                |
| 7.13 | Linh Phong - Conic Construction, Investment and Development Joint Stock Company |  |                     |  |  |  |  | 0 | 0% | Nguyen Chan Minh is General Director        |                                                                                                                                                                                |
| 8.   | LU THI KHANH TRAN                                                               |  | Member of the Board |  |  |  |  | 0 | 0% |                                             | <b>Representative of Vietnam National Pharmaceutical Corporation's capital stake in Central Pharmaceutical Joint Stock Company No. 25 (28.43%) Appointed on April 28, 2026</b> |
| 8.1  | Tran Anh Dong                                                                   |  |                     |  |  |  |  | 0 | 0% | Husband                                     |                                                                                                                                                                                |
| 8.2  | Tran Phuong Dinh                                                                |  |                     |  |  |  |  | 0 | 0% | Daughter                                    |                                                                                                                                                                                |
| 8.3  | Tran Lu Duc Huy                                                                 |  |                     |  |  |  |  | 0 | 0% | Child                                       |                                                                                                                                                                                |
| 8.4  | Trinh Thi Minh Phuong                                                           |  |                     |  |  |  |  | 0 | 0% | Mother                                      |                                                                                                                                                                                |
| 8.5  | Lu Trong Cuong                                                                  |  |                     |  |  |  |  | 0 | 0% | (Father)                                    |                                                                                                                                                                                |
| 8.6  | Lu Minh                                                                         |  |                     |  |  |  |  | 0 | 0% | Brother                                     |                                                                                                                                                                                |
| 8.7  | Nguyen Thi Cham                                                                 |  |                     |  |  |  |  | 0 | 0% | Sister in law                               |                                                                                                                                                                                |

|      |                                                                            |  |  |  |  |  |  |           |        |                                                |  |
|------|----------------------------------------------------------------------------|--|--|--|--|--|--|-----------|--------|------------------------------------------------|--|
| 8.8  | Tran Giang                                                                 |  |  |  |  |  |  | 0         | 0%     | Father in law                                  |  |
| 8.9  | Le Thi Tai                                                                 |  |  |  |  |  |  | 0         | 0%     | Motherin law                                   |  |
| 8.10 | Sanofi-Synthelabo<br>Vietnam<br>Pharmaceutical Joint<br>Stock Company      |  |  |  |  |  |  | 0         | 0%     | Ms. Lu Thi Khanh Tran is a member of the Board |  |
| 8.11 | Codupha Central<br>Pharmaceutical Joint<br>Stock Company                   |  |  |  |  |  |  | 0         | 0%     | Ms. Lu Thi Khanh Tran is a member of the Board |  |
| 8.12 | Vietnam National<br>Pharmaceutical<br>Corporation – Joint<br>Stock Company |  |  |  |  |  |  | 3.780.000 | 28,43% | Ms. Lu Thi Khanh Tran is a Chief Accountant    |  |

B. SUPERVISORY BOARD

|     |                   |  |                                   |  |  |  |  |        |      |                 |  |
|-----|-------------------|--|-----------------------------------|--|--|--|--|--------|------|-----------------|--|
| 9.  | Huynh Thi Anh Thu |  | Head of<br>Supervisory<br>Board   |  |  |  |  | 0      | 0%   |                 |  |
| 9.1 | Vu Thi Anh        |  |                                   |  |  |  |  | 0      | 0%   | Mother-in-law   |  |
| 9.2 | Le Tien Giang     |  |                                   |  |  |  |  | 0      | 0%   | Husband         |  |
| 9.3 | Le Quoc Khanh     |  |                                   |  |  |  |  | 0      | 0%   | Child           |  |
| 9.4 | Le Ngoc Que Chi   |  |                                   |  |  |  |  | 0      | 0%   | Child           |  |
| 9.5 | Huynh Cong Thao   |  |                                   |  |  |  |  | 0      | 0%   | Younger brother |  |
| 10. | Le Thi Anh Nguyet |  | Member of<br>Supervisory<br>Board |  |  |  |  | 13,436 | 0.1% |                 |  |
|     | Le Xuan Hoa       |  |                                   |  |  |  |  | 0      | 0%   | Father          |  |

|      |                      |  |                             |  |  |  |  |   |    |                 |  |
|------|----------------------|--|-----------------------------|--|--|--|--|---|----|-----------------|--|
| 10.1 | Nguyen Thi Coi       |  |                             |  |  |  |  | 0 | 0% | Mother          |  |
| 10.2 | Banh Thuc Hien       |  |                             |  |  |  |  | 0 | 0% | Mother-in-law   |  |
| 10.3 | Tran Du Thien        |  |                             |  |  |  |  | 0 | 0% | Husband         |  |
| 10.4 | Tran Trieu Nhan      |  |                             |  |  |  |  | 0 | 0% | Child           |  |
| 10.5 | Le Phuong Nam        |  |                             |  |  |  |  | 0 | 0% | Brother         |  |
| 10.6 | Tran Thi Chi Lan     |  |                             |  |  |  |  | 0 | 0% | Sister-in-law   |  |
| 10.7 | Le Thi Thu Huong     |  |                             |  |  |  |  | 0 | 0% | Older sister    |  |
| 10.8 | Pau Harold Cooley JR |  |                             |  |  |  |  | 0 | 0% | Brother-in-law  |  |
| 10.9 | Nguyen Thi Truc Ly   |  |                             |  |  |  |  | 0 | 0% | Sister-in-law   |  |
| 11.  | Nguyen Thu Thuy      |  | Member of Supervisory Board |  |  |  |  | 0 | 0% |                 |  |
| 11.1 | Nguyen Dang The      |  |                             |  |  |  |  | 0 | 0% | Father          |  |
| 11.2 | Do Thi Kim Yen       |  |                             |  |  |  |  | 0 | 0% | Mother          |  |
| 11.3 | Nguyen Dang Khoi     |  |                             |  |  |  |  | 0 | 0% | Younger brother |  |
| 11.4 | Nguyen Thanh Van     |  |                             |  |  |  |  | 0 | 0% | Sister-in-law   |  |
| 11.5 | Phuong Khanh An      |  |                             |  |  |  |  | 0 | 0% | Child           |  |
|      |                      |  |                             |  |  |  |  |   |    |                 |  |

|       |                      |  |                                           |  |  |  |  |       |         |                |                                |
|-------|----------------------|--|-------------------------------------------|--|--|--|--|-------|---------|----------------|--------------------------------|
| 12.   | Nguyen Manh Hai      |  | General Director,<br>Legal Representative |  |  |  |  | 0     | 0%      |                | Section 6 – Board of Directors |
| 13.   | Ngo Tan Long         |  | Deputy General Director                   |  |  |  |  | 1.000 | 0,0075% |                |                                |
| 13.1. |                      |  |                                           |  |  |  |  | 0     | 0%      | Father         | Passed away                    |
| 13.2. | Tran Thi Lien        |  |                                           |  |  |  |  | 0     | 0%      | Mother         |                                |
| 13.3. |                      |  |                                           |  |  |  |  | 0     | 0%      | Father-in-law  | Passed away                    |
| 13.4. | Nguyen Thi Bich Ngoc |  |                                           |  |  |  |  | 0     | 0%      | Mother-in-law  |                                |
| 13.5. | Pham Thi Ngoc Duyen  |  |                                           |  |  |  |  | 0     | 0%      | Wife           |                                |
| 13.6. | Ngo Thuy Lam         |  |                                           |  |  |  |  | 0     | 0%      | Child          |                                |
| 13.7. | Ngo Phuc Duy         |  |                                           |  |  |  |  | 0     | 0%      | Child          |                                |
| 13.8. | Ngo Thi Quang Thanh  |  |                                           |  |  |  |  | 0     | 0%      | younger sister |                                |
| 13.9. |                      |  |                                           |  |  |  |  | 0     | 0%      | Brother-in-law |                                |

### C. CHIEF ACCOUNTANT

|     |              |  |                  |  |  |  |  |  |  |  |                                           |
|-----|--------------|--|------------------|--|--|--|--|--|--|--|-------------------------------------------|
| 14. | Ngo Tan Long |  | Chief Accountant |  |  |  |  |  |  |  | Section 13 of the Executive Board section |
|-----|--------------|--|------------------|--|--|--|--|--|--|--|-------------------------------------------|

**D. AUTHORIZED PERSON FOR DISCLOSURE OF INFORMATION – IN CHARGE OF ADMINISTRATION**

|      |                  |  |                                                                              |  |  |  |  |   |    |                |  |
|------|------------------|--|------------------------------------------------------------------------------|--|--|--|--|---|----|----------------|--|
| 15.  | Dang Hoai Nam    |  | Authorized person to disclose information, in charge of corporate governance |  |  |  |  | 0 | 0  |                |  |
| 15.1 | Dang Van Phu     |  |                                                                              |  |  |  |  | 0 | 0% | Father         |  |
| 15.2 | Nguyen Thi Quy   |  |                                                                              |  |  |  |  | 0 | 0% | Mother         |  |
| 15.3 | Dang Thi Ngoc Ha |  |                                                                              |  |  |  |  | 0 | 0% | Younger sister |  |
| 15.4 | Tran Duc Anh     |  |                                                                              |  |  |  |  | 0 | 0% | Brother-in-law |  |
| 15.5 | Le Thi Ngoc Hien |  |                                                                              |  |  |  |  | 0 | 0% | Wife           |  |
| 15.6 | Dang Minh Phuc   |  |                                                                              |  |  |  |  | 0 | 0% | Child          |  |
| 15.7 | Dang Hoai An     |  |                                                                              |  |  |  |  | 0 | 0% | Child          |  |
| 15.8 | Le The Hoa       |  |                                                                              |  |  |  |  | 0 | 0% | Father-in-law  |  |
| 15.9 | Tran Ngoc Bich   |  |                                                                              |  |  |  |  | 0 | 0% | Mother-in-law  |  |



