

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC DISCLOSURE OF INFORMATION

Kính gửi : - Sở giao dịch chứng khoán Hà Nội
 To - Hanoi Stock Exchange

1. Tên công ty: CÔNG TY CỔ PHẦN DƯỢC PHẨM TRUNG ƯƠNG I - PHARBACO.

Company name: CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO.1 – PHARBACO

- Mã chứng khoán: PBC
- Stock code: PBC
- Địa chỉ trụ sở chính: Số 160 phố Tôn Đức Thắng, phường Hàng Bột, quận Đống Đa, TP. Hà Nội.
- Head office address: 160 Ton Duc Thang Street, Hang Bot Ward, Dong Da District, Hanoi City
- Điện thoại: 024 3845 4561 Fax: 024 3823 7460.
- **Phone:** 024 3845 4561 **Fax:** 024 3823 7460

2. Nội dung của thông tin công bố: Báo cáo tình hình quản trị Công ty 6 tháng năm 2025 số 03/BC-HĐQT ngày 22/07/2025 (chi tiết theo file đính kèm).

Report on the Company's Governance for the First Six Months of 2025, No. 03/BC-HĐQT dated July 22, 2025 (details as per the attached file).

Thông tin nội dung của Báo cáo tình hình quản trị Công ty 6 tháng năm 2024 được công bố trên trang thông tin điện tử của Công ty tại đường dẫn: <http://pharbaco.com.vn/>

The contents of the Report on the Company's Governance for the First Six Months of 2024 have been disclosed on the Company's website at the following link: <http://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

Tài liệu gửi kèm:

Attached document:

- Báo cáo tình hình quản trị Công ty 6 tháng năm 2025.
- Report on the Company's Governance for the First Six Months of 2025.

NGƯỜI ĐƯỢC ỦY QUYỀN CBTT
TP. HÀNH CHÍNH NHÂN SỰ
HORIZED INFORMATION DISCLOSURE PERSON
HEAD OF ADMINISTRATION AND HUMAN
RESOURCES DEPARTMENT



Nguyễn Thị Mai

Appendix V

REPORT ON CORPORATE GOVERNANCE

*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020
of the Minister of Finance)*

**PHARBACO CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO1**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

No: 03/BC-HĐQT - PBC

Ha Noi, month 22 day 7 year 2025

REPORT ON CORPORATE GOVERNANCE

6 months 2025

To: - The State Securities Commission;
- The Stock Exchange.

- Name of company: **PHARBACO CENTRAL PHARMACEUTICAL JOINT STOCK
COMPANY NO. 1**

- Address of head office: No. 160 Ton Duc Thang Street, Hang Bot Ward, Dong Da District,
Hanoi City, Vietnam

- Telephone: 0243 8454561 Fax: 024 3823 7460 Email: Pharbaco@pharbaco.com.vn

- Charter capital: 1.132.999.020.000 (One thousand one hundred and thirty-two billion, nine
hundred and ninety-nine million, twenty thousand dong).

- Stock symbol: PBC

- Governance model: General Meeting of Shareholders, Board of Directors, Board of
Supervisors, General Director

- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders
(including the resolutions of the General Meeting of Shareholders approved in the form of written
comments):

No.	Resolution/Decision No.	Date	Content
1	01/NQ-ĐHĐCĐ/2025	15/05/2025	1. Approval of the Board of Directors' report at the 2025 Annual General Meeting of Shareholders 2. Approval of Executive Board's report at the 2025 Annual General Meeting of Shareholders 3. Approval of the 2025 financial statements at the 2025 annual general meeting of shareholders; 4. Approval of the Supervisory board's report on the board's inspection and supervision activities in 2024;

No.	Resolution/Decision No.	Date	Content
			5. Proposal on the 2024 profit distribution plan; 6. Approval of the proposal for the 2024 dividend payment plan in the form of stock issuance 7. Proposal for the selection of an auditing firm for the 2025 financial statements; 8. Proposal for the Report Remuneration for the Board of Directors and the Supervisory Board for 2024 and the Remuneration Plan for the Board of Directors and the Supervisory Board for 2025; 9. Proposal for the approval of changes to the business activities and amendments to the Company's Charter.

II. Board of Directors (6 months Year 2025).

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Vu Hong Khoa	Chairman of the Board of Directors	18/04/2023	
2	Mr. To Thanh Hung	Member of the Board of Directors	27/06/2020	
3	Ms. Nguyen Thi Thu Ha	Member of the Board of Directors	06/05/2022	
4	Mr. Nguyen Dinh Tuan	Member of the Board of Directors	29/12/2023	
5	Ms. Luu Quynh Mai	Member of the Board of Directors	29/05/2024	

2. Meetings of the Board of Directors: 6 months Year 2025

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Vu Hong Khoa	07	100%	
2	Mr. To Thanh Hung	07	100%	
3	Ms. Nguyen Thi Thu Ha	07	100%	
4	Mr. Nguyen Dinh Tuan	07	100%	
5	Ms. Luu Quynh Mai	07	100%	

3. Supervising the Board of Management by the Board of Directors:

Pursuant to the Charter and Operating Regulations of the Board of Directors, the Board of Directors has supervised the activities of the General Director and the Executive Board in implementing the Resolutions of the General Meeting of Shareholders and the Resolutions/Decisions of the Board of Directors in the first 6 months of 2025 as following:

- Supervised the production and business planning process for the first 6 months of 2025 and implement the targets approved by the General Meeting of Shareholders.

- Based on the evaluation and analysis of macroeconomic conditions, pharmaceutical industry economy and the practical conditions of the Company, further regularly organize, host, co-host and participate in meetings of the Board of Directors and the Executive Board to direct, evaluate the implementation situation, consider solutions, inspect, supervise and urge production and business activities, construction investment, finance, human resource organization, restructuring, and optimization of production and business activities of the Company.

- Closely coordinate with the Executive Board in inspecting and grasping the practical production and business situation of the Company.

- Comply with legal regulations of Company operation

- The Board of Directors has directed the Executive Board to:

- + Implement solutions to maintain market sustainability to ensure Company's stability in the first 6 months of 2025.

- + Improve and enhance management capacity, closely manage, flexibly and decisively, thereby systematically deploying and effectively applying management support tools.

- + Equip additional machinery, equipment and repair to increase capacity for manufacturing plants.

- + The Company's production and business activities are inspected and supervised by the Company's Inspection Board

4. Activities of the Board of Directors' subcommittees (If any):

There are currently no subcommittees under the Board of Directors. Board members implement resolutions and carry out the Board of Directors' instructions.

5. Resolutions/Decisions of the Board of Directors (annual report): 6 months 2025

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2025/NQ-HĐQT	10/04/2025	- Dismissal from the position of Chairman of the Board of Directors is hereby approved.	100%
2	02/2025/NQ-HĐQT	10/04/2025	- The appointment to the position of Chairman of the Board of Directors is hereby approved.	100%
3	03/2025/NQ-HĐQT	11/04/2025	- To approve the time for holding the 2025 Annual General Meeting of Shareholders; - To approve the contents to be reported and submitted for approval at the 2025 Annual General Meeting of Shareholders	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
4	04/2025/NQ-HĐQT	16/04/2025	To approve the extension and adjustment of the time for holding the 2025 Annual General Meeting of Shareholders.	100%
5	05/2025/NQ-HĐQT	30/05/2025	- To approve the engagement of a consulting firm to support the issuance of shares for dividend payment in 2024.	100%
6	06/2025/NQ-HĐQT	06/06/2025	- To approve the restructuring of the Company's organizational structure	100%
7	07/2025/NQ-HĐQT	20/06/2025	- To implement the issuance of shares for the 2024 dividend payment	100%

III. Board of Supervisors/Audit Committee (Semi-annual report/annual report): 6 months 2025.

1. Information about members of Board of Supervisors/Audit Committee:

No.	Members of Board of Supervisors/ Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Supervisors/ Audit Committee	Qualification
1	Ms. Khong Thi Huong Lan	Head of Board of Supervisors	15/05/2018	Accountant
2	Ms. Phung Thi Nga	Member of Board of Supervisors	12/04/2017	Pharmacist
3	Ms. Tang Thi Dieu Linh	Member of Board of Supervisors	12/04/2017	Pharmacist

2. Meetings of Board of Supervisors or Audit Committee

No.	Members of Board of Supervisors/ Audit Committee	Number of meetings attended	Attendance rate	Approval rate	Reasons for absence
1	Ms. Khong Thi Huong Lan	1/1	100%	100%	
2	Ms. Phung Thi Nga	1/1	100%	100%	
3	Ms. Tang Thi Dieu Linh	1/1	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee:

- The Board of Supervisors has implemented inspection and supervision activities in accordance with regulations.

- The Board of Supervisors agrees with the assessments in the report on production and business results in 2024 and the direction plan for 2025 of the Company's Executive Board.

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:

- The coordination of the activities among Board of Supervisors with the Board of Directors, the Executive Board and other management staff needs to be more active in the coming time.

5. Other activities of the Board of Supervisors and Audit Committee (if any): **Non applicable**

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
1	Ms. To Thanh Hung	06/10/1992	Business administration	Appointed on July 9, 2020
2	Mr. Nguyen Van Quang	28/02/1982	Bachelor	Appointed on July 9, 2020
3	Ms. Ha Thi Thanh Hoa	25/12/1976	Bachelor	Appointed on July 9, 2020
4	Ms. Nguyen Thi Thu Ha	15/5/1965	Bachelor	Appointed on July 9, 2020

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Nguyen Duc Canh	04/8/1980	Bachelor of Economics	Appointed on March 18, 2020

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance:

- The Executive Board participates in training programs to improve management capacity and participates in training courses organized by the of Drug Administration, Ministry of Health.

VII. The list of affiliated persons of the public company (6 months 2025) and transactions of affiliated persons of the Company)

1. *The list of affiliated persons of the Company: Details are as attached on Appendix 01.*
2. *Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: Non applicable*
3. *Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: Non applicable*
4. *Transactions between the Company and other objects*
 - 4.1. *Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting):*

STT	Transaction Type	Transaction Content	The organization entering into and	Relationship with insiders
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			executing the transaction	
1	Service Contract	Consulting and supporting the issuance of shares for dividend payment in 2024	EVS Securities Joint Stock Company	Mr. Nguyễn Đình Tuấn represents his company as a member of the Board of Directors.

4.2. *Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO):* **Non applicable**

4.3. *Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers:* **Non applicable**

VIII. Share transactions of internal persons and their affiliated persons (6 months 2025)

1. *The list of internal persons and their affiliated persons công ty / Transactions of internal persons and affiliated persons with shares of the Company:* **Details are as attached on Appendix 02.**
2. *Transactions of internal persons and affiliated persons with shares of the company:* **Non applicable**

IX. Other significant issues: None

Recipients:

- As respectfully;
- Member of the Board of Directors;
- Save HCNS

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)



NGUYEN DINH TUAN



Appendix
CÔNG TY
CƠ PHÂN
DƯỢC PHẨM
TRUNG ƯƠNG
PHARBAO
P. Q. CH. D. A. - T. P. H. A. N. O. I.
M.S.D.N.: 0100109032 - C. M. P.

(Attach report number: 03/BC-BOD July 22, 2025)

Insider

5	Ms. Luu Quynh Mai		Member of the Board of Directors			29/5/2024		New appointment	Insider
6	Mr. Nguyen Van Quang		Deputy General Manager			27/06/2020			Insider
7	Ms. Ha Thi Thanh Hoa		Deputy General Manager			09/07/2020			Insider
8	Mr. Nguyen Duc Canh		Chief accountant			18/03/2020			Insider
9	Ms. Khong Thi Huong Lan		Head of the Supervisory Board			15/05/2018			Insider
10	Ms. Phung Thi Nga		Member of the Supervisory Board			12/04/2017			Insider
11	Ms. Tang Thi Dieu Linh		Member of the Supervisory Board			12/04/2017			Insider
12	Ms. Nguyen Thi Mai		Company Secretary			14/03/2024		New appointment	Insider

13	HAI HA WATERFLOW TRANSPORT COMPANY LIMITED						07/10/2020			Organizations that own more than 10% of the Company's voting shares
14	PHAP VAN AGRICULTURAL MATERIALS JOINT STOCK COMPANY						10/12/2021			Organizations that own more than 10% of the Company's voting shares
15	HAI MINH HUNG TRANSPORT CONSTRUCTION INVESTMENT COMPANY LIMITED						10/12/2021			Organizations that own more than 10% of the Company's voting shares
16	DAI HAI HA PETRO COMPANY LIMITED						10/12/2021			Organizations that own more than 10% of the Company's voting shares

Appendix 02: List of related persons of the Company.
(Attach report number: 03/BC-BOD date 22/07/2025)

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 owner at the end of the period	Note
1	Nguyen Dinh Tuan		Member of the Board of Directors			0		Insider
1.1	Nguyen Dinh Tuong					0		People related to Mr. Nguyen Dinh Tuan - Father
1.2	Nguyen Thi Hong					0		People related to Mr. Nguyen Dinh Tuan - Mother
1.3	Le Thi Thanh Tam					0		People related to Mr. Nguyen Dinh Tuan - Wife

1.4	Nguyen Thi Quynh Nga							0	People related to Mr. Nguyen Dinh Tuan - Younger sister
1.5	Nguyen Minh							0	People related to Mr. Nguyen Dinh Tuan - Biological child
1.6	Nguyen Huyen Linh							0	People related to Mr. Nguyen Dinh Tuan - Biological child
1.7	Nguyen Thi Thanh Mai							0	People related to Mr. Nguyen Dinh Tuan - Biological child
1.8	Ngo Thanh Trung							0	People related to Mr. Nguyen Dinh Tuan - Brother-in-law
1.9	Vietnam Industrial Infrastructure Investment Joint Stock Company							0	The person related to Mr. Nguyen Dinh Tuan - Mr. Tuan's company is the Chairman of the Board of Directors

1.10	EVS Securities Joint Stock Company						People related to Mr. Nguyen Dinh Tuan - Mr. Tuan's company is a member of the Board of Directors
2	To Thanh Hung			Member of the Board of Directors - General Director		0	Insider
2.1	Tran Tuyet Mai					0	People related to Mr. To Thanh Hung – Mother
2.2	To Van Tho					0	People related to Mr. To Thanh Hung – Father
2.3	To Ngoc Tung					0	People related to Mr. To Thanh Hung – Brother
2.4	Truong Thi Thanh Tam					0	People related to Mr. To Thanh Hung – Wife
2.5	To Dai Hai						People related to Mr. To Thanh Hung - Biological children

2.6	To Minh Nghia								People related to Mr. To Thanh Hung - Biological children
3	Vu Hong Khoa			Chairman of the Board of Directors			0	0	Insider
3.1	Pham Ngoc Bien						0		People related to Mr. Vu Hong Khoa - Father- in-law
3.2	Nguyen Thi Luu						0		People related to Mr. Vu Hong Khoa – Mother- in-law
3.3	Pham Thi Tuoi						0		People related to Mr. Vu Hong Khoa - Wife
3.4	Vu Hong Anh						0		People related to Mr. Vu Hong Khoa - Biological child
3.5	Vu Hong Anh						0		People related to Mr. Vu Hong Khoa - Biological child

3.6	Vũ Hồng Lý						0	People related to Mr. Vu Hong Khoa - Biological child
3.7	Pham Thi Mai Hoa						0	People related to Mr. Vu Hong Khoa - Sister-in-law
3.8	Le Vu Production, Business, Trade and Services Company Limited						0	Organization related to Mr. Vu Hong Khoa - Director
3.9	Pacific Ocean Shipping Company Limited						0	Organization related to Mr. Vu Hong Khoa - Director
4	Nguyen Thi Thu Ha			Member of the Board of Directors - Deputy General Director			0	Insider
4.1	Tran Thi Kim Xuyen						0	People related to Ms. Nguyen Thi Thu Ha -Mother
4.2	Pham Van Huynh						0	People related to Ms. Nguyen Thi Thu Ha - Husband

4.3	Pham Thu Trang					0	People related to Ms. Nguyen Thi Thu Ha - Biological child
4.4	Phạm Gia Bách					0	People related to Ms. Nguyen Thi Thu Ha - Biological child
5	Luu Quynh Mai		Member of the Board of Directors			0	Insider
5.1	Vietnam Pharmaceutical Corporation-JSC					5.870.783	Capital management representative
5.2	Luu Ngoc Quynh					0	People related to Ms. Luu Quynh Mai – Father
5.3	Nguyen Thi Bich Ha					0	People related to Ms. Luu Quynh Mai – Mother
5.4	Luong The Hung					0	People related to Ms. Luu Quynh Mai - Husband
5.5	Luong Van Huong					0	People related to Ms. Luu Quynh Mai - Father-in-law

5.6	Pham Thi Dinh						0	People related to Ms. Luu Quynh Mai – Mother- in-law
5.7	Luong Truc Quynh						0	People related to Ms. Luu Quynh Mai – Sister-in- law
5.8	Luong Minh Anh						0	People related to Ms. Luu Quynh Mai - Biological child
5.9	Luong Minh Chau						0	People related to Ms. Luu Quynh Mai - Biological child
5.10	Luong Minh Tri						0	People related to Ms. Luu Quynh Mai - Biological child
6	Nguyen Van Quang			Deputy General Manager			0	Insider
6.1	Ngo Thi Cham						0	People related to Mr. Nguyen Van Quang- Mother

6.2	Nguyen Thi My Trang					0		People related to Mr. Nguyen Van Quang - Wife
6.3	Nguyen Trang Bao Nhi					0		People related to Mr. Nguyen Van Quang – Biological child
6.4	Nguyen Gia Hung					0		People related to Mr. Nguyen Van Quang – Biological child
7	Ha Thi Thanh Hoa		Deputy General Manager			1.158	0,001 %	Insider
7.1	Pham Thi Danh					0		People related to Ms. Ha Thi Thanh Hoa - Mother
7.2	Doan Anh Tu					0		People related to Ms. Ha Thi Thanh Hoa - Husband
7.3	Doan Tuan Kiet					0		People related to Ms. Ha Thi Thanh Hoa - Biological child

7.4	Doan Tuan Phong					0		People related to Ms. Ha Thi Thanh Hoa - Biological child
8	Nguyen Duc Canh		Chief accountant			0		Insider
8.1	Pham Thi Nga					0		People related to Mr. Nguyen Duc Canh - Wife
8.2	Nguyen Khanh Lam					0		People related to Mr. Nguyen Duc Canh - Biological child
8.3	Nguyen Thao Nguyen					0		People related to Mr. Nguyen Duc Canh - Biological child
8.4	Nguyen Lan Truc					0		People related to Mr. Nguyen Duc Canh - Biological child
9	Khong Thi Huong Lan		Head of the Supervisory Board			463	0,000 4%	Insider
9.1	Khong Trong Thuan					0		People related to Mrs. Khong Thi

									Lan Huong- Father
9.2	Nguyen Thi Gai						0		People related to Mrs. Khong Thi Lan Huong- Mother
9.3	Le Thang Loi						0		People related to Mrs. Khong Thi Lan Huong- Husband
9.4	Le Thu Uyen						0		People related to Ms. Khong Thi Lan Huong - Biological child
9.5	Le Quang Minh						0		People related to Ms. Khong Thi Lan Huong - Biological child
10	Phung Thi Nga				Member of the Supervisory Board		772	0,000 68%	Insider
10.1	Phan Tri Dung						0		People related to Ms. Phung Thi Nga-Husband
10.2	Lê Thùy Linh						0		People related to Ms. Phung Thi

									Nga - Biological child
10.3	Phan Kim Ngan						0		People related to Ms. Phung Thi Nga - Biological child
10.4	Phan Huy Viet						0		People related to Ms. Phung Thi Nga - Biological child
11	Tang Thi Dieu Linh			Member of the Supervisory Board			695	0,000 6%	Insider
11.1	Tang Thanh Cong						0		People related to Mrs. Tang Thi Dieu Linh – Father
11.2	Nguyen Thi Chieu						0		People related to Mrs. Tang Thi Dieu Linh – Mother
11.3	Tran Ngoc Toan						0		People related to Mrs. Tang Thi Dieu Linh – Husband
11.4	Tran Thu Ha						0		People related to Ms. Tang Thi

							Dieu Linh - Biological child
11.5	Tran Binh Minh					0	People related to Ms. Tang Thi Dieu Linh - Biological child
12	Nguyen Thi Mai		Company secretary			824	Insider
12.1	Nguyen Van Ngo					0	People related to Mrs. Nguyen Thi Mai - Father
12.2	Nguyen Thi Son					0	People related to Mrs. Nguyen Thi Mai - Mother
12.3	Nguyen Tien Hung					0	People related to Mrs. Nguyen Thi Mai + / * Husband
12.4	Nguyen Mai Phuong					0	People related to Ms. Nguyen Thi Mai - Biological child
12.5	Nguyen Mai Thy					0	People related to Ms. Nguyen Thi Mai - Biological child