

**REPORT ON CORPORATE GOVERNANCE 2025**

To: - State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

- Company name: CENTRAL PHARMACEUTICAL CPC1.JSC
- Head office address: No. 87 Nguyen Van Troi Street, Phuong Liet Ward, Hanoi.
- Telephone: 024.38643306 Fax: 024.38641366
- Email: tochuchanhchinhhn@cpc1.com.vn
- Charter capital: 209,790,000,000 VND
- Stock code: DP1
- Corporate governance structure: The General Meeting of Shareholders, the Board of Directors, the General Director, and the Audit Committee under the Board of Directors.
- Regarding the implementation of the internal audit function: On 16 October 2024, the Board of Directors of Central Pharmaceutical CPC1.JSC (CPC1) issued Resolution No. 57/NQHDQT - CPC1 on the establishment of the Internal Audit Department. The Company has commenced the recruitment of personnel and is currently in the process of consolidating and completing the internal audit organizational structure. During the period in which the Internal Audit Department has not yet been fully consolidated, the internal audit function at Central Pharmaceutical CPC1.JSC (CPC1) is performed through coordination between the Internal Audit Division of Vietnam Pharmaceutical Corporation - JSC (the parent company) and the personnel of the Company's Internal Audit Department, ensuring the continuity of internal audit activities in accordance with applicable regulations.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

The 2025 Annual General Meeting of Shareholders was held on 17 April 2025 and approved a Resolution with the following contents:

No.	Resolution/Decision No.	Date	Content
1	23/NQĐHĐCĐ	17 April 2025	<p>The 2025 Annual General Meeting of Shareholders approved the following matters:</p> <ul style="list-style-type: none">- The report of the Board of Directors on business performance in 2024 and directions and key tasks for 2025- The 2024 performance review report and the business plan for 2025;- The activity report of the Independent Member of the Board of Directors in the Audit Committee for 2024;- The audited financial statements for 2024;- The proposal on profit distribution for 2024 and the profit distribution plan for 2025;

No.	Resolution/Decision No.	Date	Content
			<ul style="list-style-type: none"> - The proposal on the selection of the auditor for the 2025 financial statements; - The proposal on the remuneration report of the Board of Directors and the Supervisory Board, the salary of the Head of the Supervisory Board for 2024, and approval of the remuneration plan of the Board of Directors for 2025.

II. THE BOARD OF DIRECTORS

1. Information on members of the Board of Directors (BoD) for the 2021–2026 term

No.	Member of the BoD	Position (<i>Independent Board Member, Non-Executive Board Member</i>)	Start/End date as a Board Member/ Independent Board Member	
			Start date	End date
1	Ms. Han Thi Khanh Vinh	Chairwoman <i>Non-executive</i>	26 April 2021	
2	Ms. Tran Thi Kim Khanh	Independent Member	11 April 2024	
3	Mr. Nguyen Huy Thanh	Member	26 April 2021	
4	Ms. Bui Thi Thanh Hai	Member	11 April 2024	
5	Mr. Nguyen Doan Liem	Member <i>Non-executive</i>	26 April 2021	

2. Meetings of the BoD

No.	Member of the BoD	Number of BoD meetings attended	Attendance rate	Reason(s) for absence
1	Ms. Han Thi Khanh Vinh	04	100%	
2	Ms. Tran Thi Kim Khanh	04	100%	
3	Ms. Bui Thi Thanh Hai	03	75%	Authorized Ms. Han Thi Khanh Vinh - Chairwoman of the Board of Directors - to attend, provide opinions, and vote at meetings of the Board of Directors in accordance with the Authorization Letter dated 22 October 2025.
4	Mr. Nguyen Huy Thanh	04	100%	
5	Mr. Nguyen Doan Liem	04	100%	

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

- The Board of Directors directed and supervised the management activities of the Board of Management in the implementation of the resolutions of the General Meeting of Shareholders, as well as the minutes and resolutions of the Board of Directors.

- In 2025, the Board of Directors supervised the activities of the Board of Management in the following areas:

- Business operations of the Company: sourcing of products, market development, expansion of cooperation, implementation of the OTC channel (including products and recruitment of appropriate personnel), and business performance results.

- Supervision of business operations in 2025 in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders: Estimated revenue in 2025 reached 2,134 billion VND, representing an increase of 5.4% compared to 2024 and achieving 97.6% of the annual plan. Profit before tax reached 140.5 billion VND, a decrease of 2.6% compared to 2024 and exceeding the plan by 9.1%. Profit after tax reached 113 billion VND, a decrease of 0.6% compared to 2024 and exceeding the plan by 9.8%.

- Supervision of the implementation of dividend payments for 2024 in accordance with the Resolution of the General Meeting of Shareholders dated 17 April 2025, specifically the payment of the remaining cash dividend for 2024 pursuant to Resolution No. 70/NQ-HĐQT-CPC1 dated 20 August 2025 of the Board of Directors, which was paid on 3 October 2025.

- Implementation of Decision No. 58/QĐ-HĐQT dated 18 July 2025 on the extension of the position of Acting General Director, and Decision No. 59/QĐ-HĐQT on the appointment of Mr. Ta Van Dung as General Director of Central Pharmaceutical CPC1.JSC (CPC1) effective from 21 July 2025.

- Implementation of Decision No. 82/QĐ-HĐQT on the dismissal of the Deputy General Director in charge of Human Resources Management, effective from 11 November 2025.

- Finance and accounting activities: (1) Consolidation of personnel in the Finance - Accounting Department to ensure compliance with financial and accounting regulations. (2) Review and completion of corporate income tax obligations.

- Review and evaluation of human resources restructuring with the objective of building an efficient organizational structure: (1) Evaluation and selection of KPI consulting service providers. (2) Assessment, reorganization, development, and implementation of plans to adjust and restructure the human resources structure.

4. Activities of sub-committees under the Board of Directors

The Audit Committee under the Board of Directors was established pursuant to Resolution No. 32/NQ-HĐQT dated 12 June 2024 and operates in accordance with the Regulations promulgated together with Decision No. 33/QĐ-CPC1. In 2025, the Audit Committee effectively fulfilled its supervisory role over the Company's financial activities, legal compliance, internal control system, and related-party transactions.

5. Resolutions/Decisions of the Board of Directors in 2025

No.	Resolution/Decision No.	Date	Content	Approval rate
I	RESOLUTION			
1.	02/NQHĐQT - CPC1	20 January 2025	Re: Adjustment of sales-based bonus for Company products in 2024	100%
2.	05/NQHĐQT - CPC1	13 February 2025	Re: Convening the 2025 Annual General Meeting of Shareholders	100%
3.	07/NQHĐQT - CPC1	04 March 2025	Re: Approval of the execution of contracts and transactions between Central Pharmaceutical CPC1.JSC (CPC1) and a related party – OPC Pharmaceutical Joint Stock Company	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
4.	09/NQHĐQT - CPC1	13 March 2025	Re: Finalization of the payroll fund for 2024	100%
5.	11/NQHĐQT - CPC1	14 March 2025	Re: Non-exercise of CPC1's voting rights at companies with minor equity interests on matters within shareholders' authority (except CPC1 Hanoi Pharmaceutical Joint Stock Company and Sanofi Synthelabo Pharmaceutical Joint Stock Company)	100%
6.	12/NQHĐQT - CPC1	14 March 2025	Re: Amendment of Clause 3, Article 13 and adjustment of Appendix 2 of the Internal Expenditure Regulations promulgated under Decision No. 55/QĐ-CPC1 dated 28 July 2022	100%
7.	17/NQHĐQT - CPC1	08 April 2025	Re: Approval of reports and proposals to be submitted to the 2025 Annual General Meeting of Shareholders	100%
8.	19/NQHĐQT - CPC1	10 April 2025	Re: Approval of the Company's organizational structure under the OTC channel implementation plan; establishment of the Marketing Department and OTC Department	100%
9.	25/NQHĐQT - CPC1	25 April 2025	Re: Authorization of the Chairwoman of the Board of Directors, as the legal representative, to conduct banking transactions from 27 April 2025	100%
10.	27/NQHĐQT - CPC1	26 April 2025	Re: Matters subject to voting at the 2025 Annual General Meeting of Shareholders of CPC1 Hanoi Pharmaceutical Joint Stock Company	100%
11.	28/NQHĐQT - CPC1	26 April 2025	Re: Nomination of personnel to stand for election as an Independent Member of the Board of Directors of CPC1 Hanoi Pharmaceutical Joint Stock Company for the 2024–2029 term	100%
12.	31/NQHĐQT - CPC1	12 May 2025	Re: Dismissal of the Chief Accountant of Central Pharmaceutical CPC1.JSC (CPC1)	100%
13.	34/NQHĐQT - CPC1	12 May 2025	Re: Approval of the 2025 business plans of the Business Centers	100%
14.	35/NQHĐQT - CPC1	12 May 2025	Re: Approval of average salary and performance bonuses for employees; salaries and bonuses of the Board of Management, the Chief Financial Officer, and the Chief Accountant; and remuneration of the corporate governance officer concurrently serving as Company Secretary for 2025	100%
15.	37/NQHĐQT - CPC1	06 June 2025	Re: Approval of the execution of a transaction contract between CPC1 and	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			CPC1 Hanoi regarding cold storage services at 2–8°C	
16.	42/NQHĐQT - CPC1	30 June 2025	Re: Dismissal of the Director of Central Pharmaceutical CPC1.JSC (CPC1) – Quang Ninh Branch	100%
17.	45/NQHĐQT - CPC1	30 June 2025	Re: Assignment of Mr. Nguyen Huy Thanh, Deputy General Director, in charge of the Quang Ninh Branch	100%
18.	47/NQHĐQT - CPC1	30 June 2025	Re: Change of the Company's and its Branches' seals effective from 1 July 2025 due to changes in administrative boundaries	100%
19.	50/NQHĐQT - CPC1	15 July 2025	Re: Selection of the auditor for the 2025 financial statements	100%
20.	52/NQHĐQT - CPC1	15 July 2025	Re: Appointment of the Chief Accountant of Central Pharmaceutical CPC1.JSC (CPC1)	100%
21.	54/NQHĐQT - CPC1	15 July 2025	Re: Approval of salary and performance-based bonuses of the Chief Accountant for 2025	100%
22.	57/NQHĐQT - CPC1	18 July 2025	Re: Extension of the position of Acting General Director and appointment of Mr. Ta Van Dung as General Director of Central Pharmaceutical CPC1.JSC (CPC1)	100%
23.	62/NQHĐQT - CPC1	21 July 2025	Re: Waiver of storage fees for COVID-19 products	100%
24.	66/NQHĐQT - CPC1	05 August 2025	Re: Decision on the purchase of Herzuma products from Celltrion Group (Korea)	100%
25.	68/NQHĐQT - CPC1	15 August 2025	Re: Payment of sales-based bonuses for Company products in 2024	100%
26.	70/NQHĐQT - CPC1	20 August 2025	Re: Cash payment of the remaining dividend for 2024	100%
27.	72/NQHĐQT - CPC1	29 August 2025	Re: Termination of operations of Central Pharmaceutical CPC1.JSC – Quang Ninh Branch effective from 1 September 2025	100%
28.	76/NQHĐQT - CPC1	17 September 2025	Re: Approval of related-party transactions between Vietnam Pharmaceutical Corporation – JSC and Central Pharmaceutical CPC1.JSC (CPC1)	100%
29.	77/NQHĐQT - CPC1	17 September 2025	Re: Approval of the overall plan for restructuring and reorganization of the personnel structure	100%
30.	78/NQHĐQT - CPC1	22 October 2025	Re: Amendment, supplementation, and promulgation of the Internal Expenditure	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			Regulations effective from 1 October 2025	
31.	81/NQHĐQT - CPC1	11 November 2025	Re: Dismissal of Ms. Bui Thi Thanh Hai from the position of Deputy General Director in charge of Human Resources Management	100%
32.	84/NQHĐQT - CPC1	28 November 2025	Re: Early termination of the office lease contract between Central Pharmaceutical CPC1.JSC (CPC1) and CPC1 Hanoi Pharmaceutical Joint Stock Company	100%
33.	88/NQHĐQT - CPC1	29 December 2025	Re: Approval of the method for monthly payment of salaries, performance-based bonuses, and the Company's sales bonus fund for 2025	100%
II DECISION				
34.	15/QĐHĐQT - CPC1	14 March 2025	Re: Amendment of Clause 3, Article 13 and adjustment of Appendix 2 of the Internal Expenditure Regulations issued together with Decision No. 55/QĐ-CPC1 dated 28 July 2022	100%
35.	20/QĐHĐQT - CPC1	10 April 2025	Re: Approval of the Company's organizational structure in accordance with the OTC channel implementation plan; establishment of the Marketing Department and the OTC Department	100%
36.	29/QĐHĐQT - CPC1	26 April 2025	Re: Nomination of Mr. Tran Anh Tuan to stand for election as an Independent Member of the Board of Directors of CPC1 Hanoi Pharmaceutical Joint Stock Company for the 2024–2029 term	100%
37.	32/QĐHĐQT - CPC1	12 May 2025	Re: Dismissal of the Chief Accountant of Central Pharmaceutical CPC1.JSC (CPC1)	100%
38.	33/QĐHĐQT - CPC1	12 May 2025	Re: Assignment of Mr. Tran Anh Tuan – Chief Financial Officer – to be in charge of accounting affairs of Central Pharmaceutical CPC1.JSC (CPC1)	100%
39.	55/QĐHĐQT - CPC1	15 July 2025	Re: Appointment of Mr. Nguyen Hong Duc as Chief Accountant	100%
40.	58/QĐHĐQT - CPC1	18 July 2025	Re: Extension of the term of Acting General Director for Mr. Ta Van Dung from 13 June 2025 to 20 July 2025	100%
41.	59/QĐHĐQT - CPC1	21 July 2025	Re: Appointment of Mr. Ta Van Dung as General Director effective from 21 July 2025	100%
42.	60/QĐHĐQT - CPC1	21 July 2025	Re: Salary and bonuses of the General Director	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
43.	79/QĐHĐQT - CPC1	22 October 2025	Re: Amendment, supplementation, and promulgation of the Internal Expenditure Regulations effective from 1 October 2025	100%
44.	82/QĐHĐQT - CPC1	11 November 2025	Re: Dismissal of Ms. Bui Thi Thanh Hai from the position of Deputy General Director in charge of Human Resources Management	100%

III. AUDIT COMMITTEE

1. Information on members of the Audit Committee (AC) for the 2021–2026 term

No.	AC member	Position	Start/End date as an AC member		Qualification
			Start date	End date	
1	Ms. Tran Thi Kim Khanh	Chairwoman	12 June 2024		Master of Business Administration
2	Mr. Nguyen Doan Liem	Member	12 June 2024		Bachelor of Pharmacy

2. Meetings of the Audit Committee

No.	AC member	Number of meetings attended	Attendance rate	Voting rate	Reason(s) for non-attendance
1	Ms. Tran Thi Kim Khanh	03	100%	100%	
2	Mr. Nguyen Doan Liem	03	100%	100%	

3. Supervisory activities of the Audit Committee over the Board of Directors, the Board of Management, and shareholders

In 2025, the Audit Committee participated in meetings of the Board of Directors to promptly grasp the Company's operating situation and to make recommendations to the Board of Management in order to support improvements in management and administration, thereby contributing to enhancing the Company's operating efficiency. During the year, the Audit Committee carried out the following supervisory activities:

- Monitoring compliance with laws and regulations, adherence to the Company's Charter, and the implementation of resolutions of the General Meeting of Shareholders (GMS) and the Board of Directors (BoD).

- Supervising the Company's business operations and financial position during the reporting period.

- Supervising the activities of the Board of Directors and the management of the Board of Management in business operations.

- Reviewing the audited financial statements for 2024 and the quarterly financial statements for the first, second, third, and fourth quarters of 2025.

- Reviewing transactions with related parties.

- Assessing the effectiveness of the internal control and governance system through the review of audit reports conducted by the Internal Audit Department of the parent company for the Company.

Identifying and evaluating material risks that may arise in the Company's financial and business activities in order to provide direction for inspections, risk scoping, and mitigation measures.

4. Coordination between the Audit Committee and the Board of Management and other management personnel

In 2025, the Audit Committee received close cooperation and favorable conditions to perform its supervisory duties from the Board of Directors, the Board of Management, and other management personnel of the Company. This cooperation was facilitated through the timely and adequate provision of documents as requested, as well as information relating to the Company's corporate governance, business operations, and financial position.

5. Other activities of the Audit Committee

- Providing professional opinions, consultations, and recommendations on risk review through the amendment and supplementation of procedures related to financial and accounting operations.
- Providing consultations and advice on the review process and completion of corporate income tax obligations.

IV. BOARD OF MANAGEMENT

No.	Member	Date of birth	Qualification	Start/End date
1	Mr. Ta Van Dung <i>Acting General Director</i>	03 January 1970	Medical Doctor	Appointed on 13 December 2024
	Mr. Ta Van Dung <i>General Director</i>			Appointed on 21 July 2025
2	Ms. Nguyen Thi Hoa <i>Deputy General Director in charge of Quality</i>	03 June 1975	Bachelor of Pharmacy	Appointed on 1 July 2021
3	Ms. Bui Thi Thanh Hai <i>Deputy General Director in charge of Administration and Human Resources</i>	12 September 1974	Bachelor of Pharmacy	Appointed on 1 May 2024 Dismissed on 11 November 2025
4	Mr. Nguyen Huy Thanh <i>Permanent Deputy General Director</i>	14 January 1981	Bachelor of Pharmacy	Appointed on 1 June 2024
5	Mr. Tran Anh Tuan <i>Chief Financial Officer</i>	27 September 1980	Bachelor of Economics (major in Accounting)	Appointed on 14 April 2025 Dismissed on 26 November 2025

V. CHIEF ACCOUNTANT

Name	Date of birth	Qualification	Start/End date
Ms. Dang Thi Du	15 December 1976	Master of Economics	Appointed on 01 March 2018 Dismissed on 12 May 2025
Mr. Nguyen Hong Duc	11 November 1989	Master of Economics	Appointed on 15 July 2025

VI. CORPORATE GOVERNANCE TRAINING

The corporate governance training programs attended by members of the Board of Directors, the Board of Management, other management personnel, and the Company Secretary in accordance with corporate governance regulations include:

- Participation in the 2025 internal training program entitled “Enhancing management capacity and developing successor human resources”, organized by Vietnam Pharmaceutical Corporation – JSC, with the participation of its subsidiaries, on 6 June 2025.
- Participation in an online conference via Zoom entitled “Compliance with securities laws and common issues in the preparation of financial statements”, jointly organized by the State Securities Commission of Vietnam and the Vietnam Association of Certified Public Accountants (VACPA), on 20 June 2025.
- Participation in a training course on information disclosure and notes to the financial statements, organized by the Hanoi Stock Exchange, on 27 June 2025.
- Participated in the Directors Certification Program (DCP) organized by the Vietnam Institute of Directors (VIOD) from July 17 to July 19, 2025.
- Participated in the training program on the application of AI in the workplace, jointly organized by Vietnam Pharmaceutical Corporation – JSC and GEM Management Academy on August 8, 2025.
- Participation in a training course on corporate governance and information disclosure, organized by the Hanoi Stock Exchange, on 19 September 2025.
- Participated in the training workshop on updates to Corporate Income Tax Law No. 67/2025/Q15 effective from October 1, 2025; corporate income tax risk management; foreign contractor tax; and e-commerce tax policies, held from September 23 to September 24, 2025.
- Participated in the training and briefing session on new provisions and key notes for the implementation of Decree No. 163/2025/ND-CP dated June 29, 2025 of the Government, and Circulars issued in 2025 by the Ministry of Health related to pharmaceutical business management and drug quality management, organized by the Drug Administration of Vietnam - Ministry of Health, on September 26, 2025.
- Participation in the Corporate Governance Workshop and the 2025 Annual Business Conference, organized by the Hanoi Stock Exchange, on 7 November 2025.
- Participation in a training program to enhance awareness of the Corporate Governance Scorecard, jointly organized by the State Securities Commission of Vietnam and the International Finance Corporation (IFC), on 11 December 2025.
- Participation in a conference on the dissemination of Decree No. 306/2025/ND-CP, organized by the State Securities Commission of Vietnam, on 30 December 2025.

VII. LIST OF RELATED PERSONS OF THE PUBLIC COMPANY AND TRANSACTIONS BETWEEN RELATED PERSONS AND THE COMPANY.

1. List of related persons of the Company

No.	Name of organization /individual	Securities trading account (if any)	Position at the Company (if any)	Shareholder ID No.*, date of issue, place of issue	Registered head office address / Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company
1	Ms. Han Thi Khanh Vinh		Chairwoman of the BoD		Vietnam Pharmaceutical Corporation - JSC, No. 12 Ngo Tat To Street, Van Mieu – Quoc Tu Giam Ward, Hanoi	26 April 2021		Elected to be Chairwoman of the BoD from 26 April 2021	Internal person
2	Ms. Tran Thi Kim Khanh		Independent Member of the BoD/ Chairwoman of the AC			11 April 2024		Elected as Chairwoman of the AC on 12 June 2024	Internal person
3	Mr. Nguyen Huy Thanh		Member of the BoD / Permanent Deputy General Director			26 April 2021		Appointed as Permanent Deputy General Director on 1 June 2024	Internal person
4	Ms. Bui Thi Thanh Hai		Member of the BoD			11 April 2024		Dismissed from the position of Deputy General Director in charge of Administration and Human Resources	Internal person

No.	Name of organization /individual	Securities trading account (if any)	Position at the Company (if any)	Shareholder ID No.*, date of issue, place of issue	Registered head office address / Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company
								on 11 November 2025	
5	Mr. Nguyen Doan Liem		Member of the BoD/Member of the AC			26 April 2021		Elected as a Member of the AC on 12 June 2024	Internal person
6	Mr. Ta Van Dung		General Director			13 December 2024		Appointed to the position of General Director on 21 July 2025	Internal person
7	Ms. Nguyen Thi Hoa		Deputy General Director			01 July 2021		Appointed to the position of Deputy General Director	Internal person
8	Mr. Tran Anh Tuan		Chief Financial Officer			14 April 2025	26 November 2025	Dismissed from the position of Chief Financial Officer	Internal person
9	Ms. Dang Thi Du		Chief Accountant			01 March 2018	12 May 2025	Dismissed from the position of Chief Accountant	Internal person

No.	Name of organization /individual	Securities trading account (if any)	Position at the Company (if any)	Shareholder ID No.*, date of issue, place of issue	Registered head office address / Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company
10	Mr. Nguyen Hong Duc		Chief Accountant			15 July 2025		Appointed to the position of Chief Accountant	Internal person
11	Ms. Do Thi Thu Huyen		Corporate Governance Officer concurrently serving as Company Secretary			06 May 2022		Appointed as Corporate Governance Officer concurrently serving as Company Secretary	Internal person
12	Vietnam Pharmaceutical Corporation – JSC		Major Shareholder	ERC No.: 0100109385, as amended for the 7th time on 25 February 2025. Issued by: Hanoi Department of Planning and Investment.	No. 12 Ngo Tat To Street, Van Mieu – Quoc Tu Giam Ward, Hanoi, Vietnam	17 December 2015		Major shareholder	An organization holding 65.406% of the Company's shares

2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, and related persons of internal persons:

No.	Name of organization /individual	Relationship with the Company	Shareholder ID No.*, date of issue, place of issue	Registered head office address / Contact address	Transaction date with the Company	Resolution/Decision No. of the GMS/BoD approving the transaction (if any, specifying the date of issuance)	Description, quantity, and total transaction value	Notes
1	CPC1 Hanoi Pharmaceutical Joint Stock Company	Mr. Nguyen Doan Liem - Member of the Board of Directors of CPC1 Hanoi	Business Registration Certificate No.: 010408939, as amended for the 14th time on 10 November 2017	Ha Binh Phuong Industrial Cluster, Thuong Tin Commune, Hanoi, Vietnam	Since 2016	Resolution No. 08/2016/NQHDQT dated 30 September 2016	Approval for CPC1 Hanoi Pharmaceutical JSC to lease a forklift	Details of the Company's transactions with CPC1 Hanoi Pharmaceutical Joint Stock Company have been disclosed in the Company's quarterly financial statements for the year 2025.
					Since 2017	Resolution No. 09/2016/NQHDQT dated 06 December 2016	Approval for the execution of the office lease contract at 356A Giai Phong Street, Hanoi	
					From 31 December 2024	Resolution No. 23/NQHDQT - CPC1 dated 19 April 2024	Framework contract for the purchase and sale of goods	
					From 6 June 2025	Resolution No. 37/NQHDQT - CPC1 dated 06 June 2025	Execution of a contract for cold storage services at 2 - 8°C	
2	Imexpharm Corporation	Ms. Han Thi Khanh Vinh – Member of the Board of Directors of Imexpharm Corporation	ERC No.: 14003844331 issued by: Dong Thap Province Department of Planning and Investment	No. 4, 30/4 Street, Cao Lanh Ward, Dong Thap Province, Vietnam	31 December 2024	Resolution No. 23/NQHDQT - CPC1 dated 19 April 2024	Contract for the purchase and sale of goods	Details of the Company's transactions with Imexpharm Corporation have been disclosed in the Company's quarterly financial statements for the year 2025.
3	OPC Pharmaceutical Joint Stock Company	Ms. Han Thi Khanh Vinh – Member of the Board of Directors	ERC No.: 0302560110 Issued by: Ho Chi Minh City Department	1017 Hong Bang Street, Phu Lam Ward, Ho Chi Minh City, Vietnam	From 4 March 2025	Resolution No. 07/NQHDQT - CPC1 dated 04 March 2025	Framework contract	Details of the Company's transactions with OPC Pharmaceutical Joint Stock

No.	Name of organization /individual	Relationship with the Company	Shareholder ID No.*, date of issue, place of issue	Registered head office address / Contact address	Transaction date with the Company	Resolution/Decision No. of the GMS/BoD approving the transaction (if any, specifying the date of issuance)	Description, quantity, and total transaction value	Notes
		of OPC Pharmaceutical Joint Stock Company	of Planning and Investment					Company have been disclosed in the Company's quarterly financial statements for the year 2025.
4	Vietnam Pharmaceutical Corporation - JSC	Ms. Han Thi Khanh Vinh currently serves as Chairwoman of the Board of Directors of CPC1 and concurrently holds the positions of Member of the Board of Directors and General Director of Vinapharm.	ERC No.: 0100109385a amended for the 7th time on 25 February 2025. Issued by: Hanoi Department of Planning and Investment	No. 12 Ngo Tat To Street, Van Mieu - Quoc Tu Giam Ward, Hanoi, Vietnam		Resolution No. 76/NQHĐQT - CPC1 dated 17 September 2025	Execution of a guarantee agreement between Vietnam Pharmaceutical Corporation - JSC and Central Pharmaceutical CPC1.JSC (CPC1)	Details of the Company's transactions with Vietnam Pharmaceutical Corporation – JSC have been disclosed in the Company's 2025 financial statements.

3. Transactions between internal persons of the Company, related persons of internal persons, and subsidiaries or companies under the Company's control: None

4. Transactions between the Company and other entities:

4.1. Transactions between the Company and entities in which members of the Board of Directors, members of the Supervisory Board, the Director (General Director), or other managers have been or are founding shareholders, members of the Board of Directors, or executive Directors/General Directors within the past three (03) years (as of the reporting date): Disclosed in Section VII.2.

4.2. Transactions between the Company and entities in which related persons of members of the Board of Directors, members of the Audit Committee, the Director (General Director), or other managers serve as members of the Board of Directors or executive Directors/General Directors: None.

4.3. Other transactions of the Company (if any) that may give rise to material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, the Director (General Director), or other managers: None.

VIII. SHARE TRANSACTIONS OF INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS

1. List of internal persons and related persons of internal persons



No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
1	Ms. Han Thi Khanh Vinh		Chairwoman of the BoD		Vietnam Pharmaceutical Corporation - JSC, No. 12 Ngo Tat To Street, Van Mieu - Quoc Tu Giam Ward, Hanoi	Representative of Vietnam Pharmaceutical Corporation – JSC: 5,329,950	25.406%	
1.1	Han Ngoc Quyet					0	0%	Biological father
1.2	Luu Thi Thuan					0	0%	Biological mother
1.3	Nguyen Quoc Hung							Father-in-law (deceased)
1.4	Dinh Thi Nhi							Mother-in-law (deceased)
1.5	Nguyen Van Hao					0	0%	Husband
1.6	Nguyen Hoang Hai					0	0%	Biological child
1.7	Nguyen Hoang Phuong Linh					0	0%	Biological child
1.8	Han Thi Van Anh					0	0%	Elder sister
1.9	Vu Tien Quang					0	0%	Brother-in-law
1.10	Han Thi Ngoc My					0	0%	Younger sister

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
1.11	Pham Viet Anh					0	0%	Brother-in-law
1.12	Han Hong Nhung					0	0%	Younger sister
1.13	Vietnam Pharmaceutical Corporation - JSC			ERC No.: 0100109385, as amended for the 7th time on 25 February 2025 Issued by: Hanoi Department of Planning and Investment	No. 12 Ngo Tat To Street, Van Mieu - Quoc Tu Giam Ward, Hanoi	13,721,550	65.406%	Ms. Han Thi Khanh Vinh is a Member of the BoD and General Director of Vietnam Pharmaceutical Corporation - JSC.
1.14	Imexpharm Corporation			ERC No.: 1400384433 Issued by: Dong Thap Province Department of Planning and Investment	No. 4, 30/4 Street, Cao Lanh Ward, Dong Thap Province	0	0%	Ms. Han Thi Khanh Vinh is a Member of the BoD of Imexpharm Corporation.
1.15	Sanofi Vietnam Joint Stock Company			ERC No. 0312233458 Issued by: Ho Chi Minh City	The Nexus Building, 3A-3B Ton Duc Thang Street, Sai Gon Ward, Ho Chi Minh City	0	0%	Ms. Han Thi Khanh Vinh is a Member of the BoD of



No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
				Department of Planning and Investment				Sanofi Vietnam Joint Stock Company.
1.16	OPC Pharmaceutical Joint Stock Company			ERC No. 0302560110 Issued by: Ho Chi Minh City Department of Planning and Investment	1017 Hong Bang Street, Phu Lam Ward, Ho Chi Minh City	0	0%	Ms. Han Thi Khanh Vinh is a Member of the BoD of OPC Pharmaceutical Joint Stock Company.
2	Ms. Tran Thi Kim Khanh		Independent Member of the BoD/ Chairwoman of the AC			0	0%	
2.1	Tran Xuong							Biological father (deceased)
2.2	Dang Thi Ngoc					0	0%	Biological mother
2.3	Le Mien					0	0%	Father-in-law

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
2.4	Nguyen Thi Vinh					0	0%	Mother-in-law
2.5	Tran Thi Kim Khue					0	0%	Elder sister
2.6	Tran Thi Kim Ngan					0	0%	Elder sister
2.7	Ha Van Thai					0	0%	Brother-in-law
2.8	Tran Thi Kim Ha					0	0%	Elder sister
2.9	Nguyen Huu Long					0	0%	Brother-in-law
2.10	Tran Tan Hung					0	0%	Elder brother
2.11	Nguyen Thi Thuy Trang					0	0%	Sister-in-law
2.12	Le Nguyen Kinh Chau					0	0%	Husband

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
2.13	Le Thanh Nhan					0	0%	Biological child
2.14	Le Thanh Quan					0	0%	Biological child
2.15	Thinh Vuong Fintech Joint Stock Company			ERC No.: 0317114905 Issued by: Business Registration Office – Ho Chi Minh City Department of Planning and Investment	21st Floor, Vietcombank Tower, No. 5 Me Linh Square, Sai Gon Ward, Ho Chi Minh City	0	0%	General Director
2.16	Pacific Thai Binh Duong Petroleum Transportation Joint Stock Company			ERC No.: 0305475110 Issued by: Business Registration Office – Ho Chi Minh City Department of Planning and Investment	3rd Floor, PVFCCo Building, 43 Mac Dinh Chi Street, Sai Gon Ward, Ho Chi Minh City	0	0%	Dismissed from the position of Independent Member of the BoD effective 25 June 2025

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
2.17	M-Pay Trading & Technology Services Joint Stock Company			ERC No.: 0101505695 Issued by: Business Registration Office – Ho Chi Minh City Department of Planning and Investment	Room 1AB, 23rd Floor, Saigon Centre 2, No. 67 Le Loi Street, Sai Gon Ward, Ho Chi Minh City	0	0%	Independent Member of the BoD, Chairwoman of the AC
2.18	Tay Ninh Cassava Joint Stock Company			ERC No.: 3900244565 Issued by: Business Registration Office – Tay Ninh Province Department of Planning and Investment	Tan Hoa Quarter, Binh Minh Ward, Tay Ninh Province	0	0%	Member of the Supervisory Board
2.19	Vietnam Institute of Board Members				21st Floor, Vietcombank Tower, No. 5 Me Linh Square, Sai Gon Ward, Ho Chi Minh City, Vietnam	0	0%	Director of Member Network and Market Development

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
2.20	Dai Dung Mechanical Construction and Trading Joint Stock Company			ERC No.: 0301932246 Issued by: Ho Chi Minh City Department of Planning and Investment	Lot No. 38, Zone C, D1 Road, An Ha Industrial Park, Ho Chi Minh City, Vietnam	0	0%	Dismissed from the position of Member of the BoD and Chairwoman of the Audit Committee and in charge of Risk Management, effective 30 June 2025
3	Mr. Nguyen Huy Thanh		Member of the BoD/ Deputy General Director			Representative of Vietnam Pharmaceutical Corporation - JSC: 4,195,800 (from 27 April 2021)	20%	
3.1	Nguyen Duy Thanh					0	0%	Biological father
3.2	Nguyen Thi Do					0	0%	Biological mother
3.3	Nguyen Hong Thai Binh					0	0%	Elder brother

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
3.4	Nguyen Thi Hue					0	0%	Sister-in-law
3.5	Do Van Oa					0	0%	Father-in-law
3.6	Bui Thi Thu					0	0%	Mother-in-law
3.7	Do Thi Nguyet					0	0%	Wife
3.8	Nguyen Tue Lam					0	0%	Biological child
3.9	Nguyen Ngoc Han					0	0%	Biological child
3.10	Central Pharmaceutical Joint Stock Company No. 3			ERC No.: 0400102077, Issued by: Da Nang City Department of Planning and Investment	No. 115 Ngo Gia Tu Street, Hai Chau Ward, Da Nang City	0	0%	Mr. Nguyen Huy Thanh's term as a Member of the BoD of Central Pharmaceutical Joint Stock Company No. 3 ended on 12 April 2025.
3.11	Yen Bai Pharmaceutical Joint Stock Company			ERC No.: 5200209230, Issued by:	No. 725 Yen Ninh Street, Yen Bai Ward, Lao Cai Province	0	0%	Mr. Nguyen Huy



No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
				Yen Bai Province Department of Planning and Investment				Thanh's term as a Member of the BoD of Yen Bai Pharmaceutical Joint Stock Company ended on 17 April 2025.
4	Ms. Bui Thi Thanh Hai		Member of the BoD			4.200	0,02%	Dismissed from the position of Deputy General Director in charge of Administration and Human Resources from 11 November 2025.
4.1	Bui Xuan Nhi					0	0%	Biological father
4.2	Nguyen Thi Ngoan					0	0%	Biological mother
4.3	Bui Thi Hai Yen					0	0%	Elder sister

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
4.4	Nguyen Ba Hoan					0	0%	Brother-in-law
4.5	Bui Thi Hong Nham					0	0%	Younger sister
4.6	Dao Tien Dung					0	0%	Brother-in-law
4.7	Vu Viet Luu					0	0%	Father-in-law
4.8	Tran Thi Tu					0	0%	Mother-in-law
4.9	Vu Van Thang					0	0%	Husband
4.10	Vu Hai Long					0	0%	Biological child
4.11	Vu Hoang Lan					0	0%	Biological child
4.12	Sanofi – Synthelabo Vietnam Pharmaceutical Joint Stock Company			ERC No.: 0300815204 Issued by: Ho Chi Minh City Department of Planning and Investment	No. 10 Ham Nghi Street, Sai Gon Ward, Ho Chi Minh City, Vietnam	0	0%	Ms. Bui Thi Thanh Hai is a Member of the BoD of Sanofi – Synthelabo Vietnam Pharmaceutical Joint Stock Company.

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
5	Mr. Nguyen Doan Liem		Member of the BoD/ Member of the AC			1,210,940	5.772%	
5.1	Nguyen Doan Lac							Biological father (deceased)
5.2	Dang Thi Dau							Biological mother (deceased)
5.3	Le Ngoc Toan					0	0%	Father-in-law
5.4	Trinh Thi Ngoc Anh					0	0%	Mother-in-law
5.5	Le Thi Kim Anh					1,518,800	7.24%	Wife
5.6	Nguyen Thanh Lam					770,400	3.67%	Biological child
5.7	Nguyen Le Hanh Trang					0	0%	Biological child
5.8	Nguyen Thi Hong					0	0%	Elder sister
5.9	Nguyen Tien Lung					0	0%	Elder brother
5.10	Nguyen Thi Thu					0	0%	Sister-in-law
5.11	Nguyen Thi Mien					0	0%	Younger sister
5.12	Nguyen Ngoc Quang					0	0%	Brother-in-law
5.13	CPC1 Hanoi Pharmaceutical Joint Stock Company			ERC No.: 010408939,	Ha Binh Phuong Industrial Cluster,	0	0%	Mr. Nguyen

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
				as amended for the 14th time on 10 November 2017 Issued by: Hanoi Department of Planning and Investment	Thuong Tin Commune, Hanoi City			Doan Liem is a Member of the BoD of CPC1 Hanoi Pharmaceutical Joint Stock Company
6	Mr. Ta Van Dung		General Director			Representative of Vietnam Pharmaceutical Corporation – JSC: 4,195,800 (from 07 November 2025)	20%	
6.1	Ta Kim Long					0	0%	Biological father
6.2	Duong Kim Yen					0	0%	Biological mother
6.3	Nguyen Thanh Hoa					0	0%	Father-in-law
6.4	Tran Hoa Dang					0	0%	Mother-in-law
6.5	Ta Kim Oanh					0	0%	Elder sister
6.6	Nguyen Xuan Muu					0	0%	Brother-in-law
6.7	Ta Phi Hung					0	0%	Elder brother

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
6.8	Bui Thi Dung					0	0%	Sister-in-law
6.9	Nguyen Thuy Quynh					0	0%	Wife
6.10	Ta Quynh Chi					0	0%	Biological child
6.11	Ta Ngoc Hien					0	0%	Biological child
7	Ms. Nguyen Thi Hoa		Deputy General Director			6,700	0.032%	
7.1	Nguyen Van Truc					0	0%	Biological father
7.2	Nguyen Thi Bay					0	0%	Biological mother
7.3	Nguyen Thi Van					0	0%	Younger sister
7.4	Nguyen Thi Binh					0	0%	Younger sister
7.5	Nguyen Thi Nga					0	0%	Younger sister
7.6	Nghiem Hung					0	0%	Father-in-law
7.7	Nguyen Thi Thai Hoa					0	0%	Mother-in-law
7.8	Nghiem Minh Thang					0	0%	Husband
7.9	Nghiem Hoai An					0	0%	Child
7.10	Nghiem Bao Khang					0	0%	Child

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
7.11	Christophe Paul Claude Obry					0	0%	Brother-in-law
7.12	Tran Khac Hien					0	0%	Brother-in-law
8	Mr. Tran Anh Tuan		Chief Financial Officer			0	0%	Dismissed from the position of Chief Financial Officer from 26 November 2025
8.1	Tran Anh Son					0	0%	Biological father
8.2	Pham Thi Phung					0	0%	Biological mother (deceased)
8.3	Nguyen Van Co					0	0%	Father-in-law
8.4	Nguyen Thi Duyen					0	0%	Mother-in-law
8.5	Nguyen Thi Hong Van					0	0%	Wife
8.6	Tran Tuan Anh					0	0%	Biological child
8.7	Tran Tuan Minh					0	0%	Biological child

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
8.8	Tran Thi Bich Ngoc					0	0%	Elder sister
8.9	Nguyen Thanh Tung					0	0%	Brother-in-law
8.10	Mediplantex Central Pharmaceutical Joint Stock Company			ERC No.: 0100108430, as amended for the 19th time on 1 July 2024, Issued by: Hanoi Department of Planning and Investment	No. 358 Giai Phong Street, Phuong Liet Ward, Hanoi	0	0%	Mr. Tran Anh Tuan is the Chief Accountant of Mediplante x Central Pharmaceut ical Joint Stock Company
9	Ms. Dang Thi Du		Chief Accountant			6,400	0.03%	Dismissed from the position of Chief Accountant from 12 May 2025
9.1	Dang Xuan Huu							Biological father (deceased)
9.2	Bui Thi Suu							Biological mother (deceased)

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
9.3	Hoang Thi							Father-in-law (deceased)
9.4	Tran Thi Chut					0	0%	Mother-in-law
9.5	Hoang Hai					0	0%	Husband
9.6	Hoang Phong					0	0%	Biological child
9.7	Hoang Duy					0	0%	Biological child
9.8	Dang Thi Nga					0	0%	Elder sister
9.9	Nguyen Van Nhat					0	0%	Brother-in-law
9.10	Dang Thi Phuong					0	0%	Elder sister
9.11	Nguyen Van Chau					0	0%	Brother-in-law
9.12	Dang Quang Thach					0	0%	Elder brother
9.13	Nguyen Ngoc Doanh					0	0%	Sister-in-law
9.14	Dang Xuan Hieu					0	0%	Elder brother



No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
9.15	Nguyen Thi Hang					0	0%	Sister-in-law
9.16	Dang Thi Du					0	0%	Younger sister
9.17	Trinh Thanh Binh					0	0%	Brother-in-law
10	Mr. Nguyen Hong Duc		Chief Accountant			0	0%	Appointed to the position of Chief Accountant from 15 July 2025
10.1	Nguyen Hong Cham							Biological father
10.2	Manh Kim Hau					0	0%	Biological mother
10.3	Dang Van Hinh					0	0%	Father-in-law
10.4	Tran Thi Vinh					0	0%	Mother-in-law
10.5	Dang Hong Tuyen					0	0%	Wife
10.6	Nguyen Hong Nhan					0	0%	Biological child
10.7	Nguyen Hong Lam					0	0%	Biological child

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
10.8	Nguyen Hong Hanh					0	0%	Younger brother
10.9	La Thuy Hang					0	0%	Sister-in-law
10.10	Nguyen Lan Huong					0	0%	Elder sister
10.11	Nguyen Xuan Thai					0	0%	Brother-in-law
11	Ms. Do Thi Thu Huyen		Corporate Governance Officer and Company Secretary			0	0%	
11.1	Do Quang Dien					0	0%	Biological father
11.2	Bui Thi Xuan Thu					0	0%	Biological mother
11.3	Dao Tu							Father-in-law (deceased)
11.4	Tran Thi Dan							Mother-in-law (deceased)
11.5	Dao Manh Ha					0	0%	Husband
11.6	Dao Xuan Son					0	0%	Biological child



No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period	Notes
11.7	Dao Xuan Quang					0	0%	Biological child
11.8	Do Quang Chien					0	0%	Elder brother
11.9	Nguyen Thi Hang					0	0%	Sister-in-law

2. Transactions of internal persons and related persons in respect of the Company's shares: None.

IX. Other matters requiring attention: None.

Recipients:

- As above;
- BoD, AC, Board of Management;
- Archives: Clerical, Legal.

CHAIRWOMAN OF THE BOARD
OF DIRECTORS



Han Thi Khanh Vinh

