

PHARMEDIC PHARMACEUTICAL MEDICINAL  
JOINT STOCK COMPANY



**PHARMEDIC**  
Health & Faith

**ANNUAL REPORT YEAR**

**2025**



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## **MESSAGE FROM THE LEADERSHIP**

### *"Health & Faith"*

*Dear Valued Shareholders, Customers and Partners,*

The year 2025 concluded amid continued global uncertainties, with prolonged geopolitical tensions and cautious monetary policies in major economies exerting pressure on costs, supply chains and consumer demand. Nevertheless, these factors have gradually stabilized, creating more favorable conditions for trade and production activities.

In Vietnam, the economy showed clearer signs of recovery, supported by expansionary fiscal policies, accelerated public investment and an improved business environment. Business activities gradually rebounded, enabling enterprises to strengthen internal capabilities and improve operational efficiency.

For the pharmaceutical industry, 2025 marked a transition toward a more stable and standardized operating environment. Regulatory requirements and quality standards continued to tighten, posing challenges while also laying the foundation for sustainable development. Healthcare demand maintained positive growth, particularly in the over-the-counter (OTC) segment, reflecting a shift toward preventive and self-care consumption behavior.

Against this backdrop, Pharmedic Pharmaceutical Medicinal Joint Stock Company (PMC) proactively adapted and maintained stable operations. In 2025, the Company recorded positive business results:

- Revenue: VND **552.1 billion**, up **2.43%** against plan and **8.66%** year-on-year;
- Profit before tax: VND **103.0 billion**, up **6.18%** against plan and **2.68%** year-on-year.

These results reflect the effectiveness of focusing on key products, cost control and leveraging strengths in the OTC segment.

Entering 2026, while economic prospects are expected to improve, challenges remain from external uncertainties and increasing industry competition. Accordingly, the Company sets the following targets:

- Revenue: VND **572 billion**;
- Profit before tax: VND **100 billion**.

Key strategic priorities include:

- Strengthening and developing the OTC product portfolio;
- Expanding and optimizing the distribution network;





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- Enhancing operational efficiency and governance through ERP SAP S/4HANA;
- Promoting R&D to diversify products and enhance competitiveness;
- Developing human resources and strengthening corporate governance.

With a solid foundation and clear strategic direction, Pharmedic is confident in sustaining stable growth and delivering long-term value to shareholders.

With the spirit of “**Unity – Determination – Breakthrough**”, we believe the Company will continue to overcome challenges and achieve greater success.

We sincerely thank our Shareholders, Customers, Partners and employees for your continued support.

**Wishing you good health, happiness and success.**

**Mr. Le Viet Hung**

General Director

**Mr. Le Van Thinh**

Chairman of the Board of Directors



## BASIC FINANCIAL INFORMATION

### Business Performance (VND Billion)

	2021	2022	2023	2024	2025
Net revenue from sales and services	414,232	472,274	485,186	498,185	547,608
Gross profit	147,492	186,356	170,053	187,213	223,200
Net operating profit	81,971	103,903	104,262	100,043	101,450
Profit after corporate income tax	64,760	83,416	83,564	80,133	82,305

### Balance Sheet (VND Billion)

Total assets	451,494	494,124	426,375	375,839	345,424
Liabilities	62,617	66,342	83,178	86,227	104,569
Charter capital	93,326	93,326	93,326	93,326	93,326
Owner's equity	388,877	427,782	343,197	289,612	240,855

### Key Financial Ratios

ROS	15,63%	17,66%	17,22%	16,09%	15,06%
ROA	14,71%	17,64%	18,16%	19,98%	22,82%
ROE	17,20%	20,43%	21,68%	25,33%	31,03%

### Shares

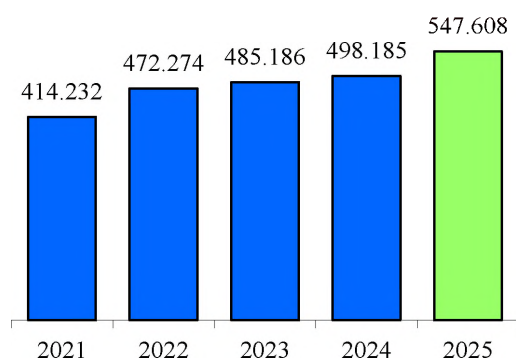
Outstanding shares	9.332.573	9.332.573	9.332.573	9.332.573	9.332.573
Basic earnings per share (VND/share)	5.066	6.525	6.536	6.268	6.438
Dividend Payout Ratio:	24%	30%	191%	171,68%	24%
- Dividend from after-tax profit	24%	30%	65%	62,68%	24%
- Dividend from reversal of the Investment and Development Fund			126%	109%	



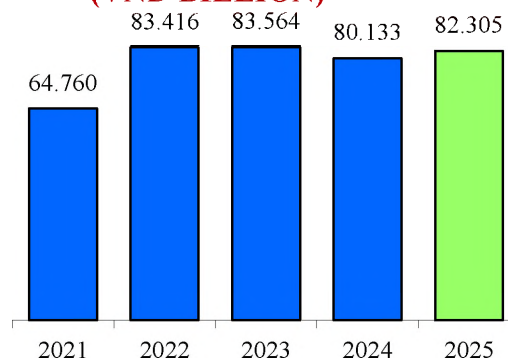
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# ANNUAL REPORT YEAR 2025

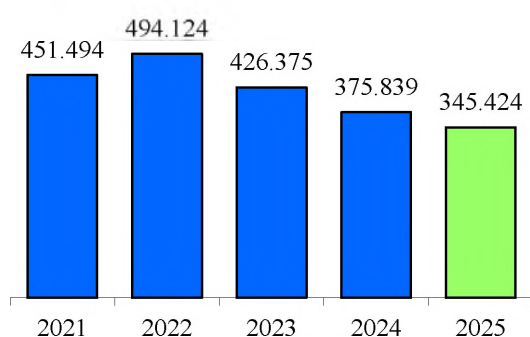
## NET REVENUE (VND BILLION)



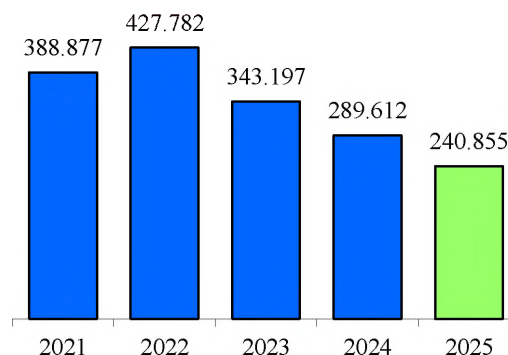
## NET PROFIT AFTER TAX (VND BILLION)



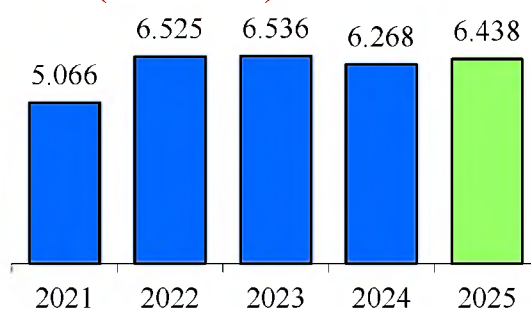
## TOTAL ASSETS (VND BILLION)



## EQUITY (VND BILLION)



## BASIC EARNINGS PER SHARE (VND/ share)





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## PART 1. COMPANY INTRODUCTION

### 1. General Information

- Company Name : Pharmedic Pharmaceutical Medicinal Joint Stock Company
- English Name : Pharmedic Pharmaceutical Medicinal Joint Stock Company
- Abbreviated Name : Pharmedic JSC
- Stock Code : PMC
- Business Registration Number: 0300483037 issued by the Department of Planning and Investment of Ho Chi Minh City, first issued on December 9, 1997, and the 14th amendment registered on September 15, 2025.
- Charter Capital : VND 93,325,730,000.
- Owner's Equity : VND 240,855,328,008 (as of December 31, 2025)
- Address : 367 Nguyen Trai, Cau Ong Lanh Ward, Ho Chi Minh City.
- Phone Number : (84-28) 38 375 300 – 39 200 300
- Fax : (84-28) 39 200 096
- Email : [pharmedic@vnn.vn](mailto:pharmedic@vnn.vn)
- Website : [www.pharmedic.com.vn](http://www.pharmedic.com.vn)



Office of Pharmedic Pharmaceutical Medicinal Joint Stock Company.





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Factory of Pharmedic Pharmaceutical Medicinal Joint Stock Company.

## 2. Vision – Mission

**Vision:** To become the symbol of trust and the leading choice in Vietnam for medicines and healthcare products serving the community.

**Mission:** PMC is committed to always providing the community with high-quality products that care for, protect, and enhance public health.

**Core Values:** Continuously improving and enhancing the quality throughout the entire production process and distribution services.

Complying with all regulations in production and distribution.

**Cultural Identity:** Building a transparent, fair working environment based on work efficiency, unity, professionalism, modernity, and compliance. A unified team dedicated to preserving and promoting Pharmedic's good traditional values.

**Slogan:** “Health & Trust”.

**Logo:**



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### Logo of the Letter “P” Abbreviation - PHARMEDIC

- Outer Square Shape: **Correct - Consistent - Solid.**
- Arrow Surrounding the Letter “P”: **Dynamic - Growth.**
- Three Triangular Shapes Inside: **Representing: Shareholders - Employees - Customers - Cán bộ công nhân viên - Khách hàng.**
- Orange Color Symbol: **Enthusiasm - Zeal.**



### **3. History and Development**

**1981**

The predecessor of Pharmedic was the PHARIMEX Medical Import-Export Company, established under Decision No. 126/QĐ-UB dated June 30, 1981, by the People's Committee of Ho Chi Minh City. It was the first public-private joint venture company in Ho Chi Minh City and the entire country, raising funds from the public (mainly from healthcare sector employees) and operating under a joint-stock company model with 50% state capital and 50% private capital. It is now known as Pharmedic Pharmaceutical Medicinal Joint Stock Company.

**1983**

After nearly two years of operation, due to the restructuring of the foreign trade sector in Ho Chi Minh City at that time, PHARIMEX had to be transformed into the Pharmaceutical and Medicinal Materials Public-Private Joint Venture Enterprise, according to Decision No. 151/QĐ-UB dated September 24, 1983, issued by the People's Committee of Ho Chi Minh City.

**1997**

Following the government's policy, the enterprise was transformed into Pharmedic Pharmaceutical Medicinal Joint Stock Company under Decision No. 4261/QĐ-UB dated August 13, 1997. The company was first registered under Business Registration No. 064075 on December 9, 1997, by the Department of Planning and Investment of Ho Chi Minh City, with an initial charter capital of VND 13,068,456,012. State capital accounted for 61%, with the remaining shares held by employees and external shareholders..

**1999**

On May 19, 1999, the People's Committee of Ho Chi Minh City issued Decision No. 2857/QĐ-UB-KT to reduce the state-owned shares in Pharmedic from 61% to 45%. The new charter capital of the company was VND 20,558,720,840, with 45% state-owned shares and 55% held by employees and external shareholders.

**2002**

On June 29, 2002, the company inaugurated its manufacturing facility, meeting standards such as GMP (WHO), GLP, and GSP, located at 1/67 Nguyen Van Qua, Dong Hung Thuan Ward, District 12, Ho Chi Minh City.

**2005**

The company increased its charter capital to VND 45,669,000,000 from retained earnings.

**2008**

The company increased its charter capital to VND 64,816,340,000 by issuing bonus shares to existing shareholders (from the development investment fund) and issuing preferential shares to key employees.



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**2013**

The company increased its charter capital to VND 93,325,730,000 by issuing bonus shares to existing shareholders (from the development investment fund). State shares accounted for 43.44%, with the remaining 56.56% held by employees and external shareholders.



## Honors and Awards

**1995**

Thanks to outstanding achievements in production and business, the Company was honored by the State with the prestigious Third-Class Labor Order on May 12, 1995.

**2003**

Awarded the Second-Class Labor Order on January 15, 2003.

**2013**

Awarded the First-Class Labor Order on August 30, 2013.

## Outstanding Achievements and Events

**2007**

Awarded the Trade and Service Award by the Ministry of Industry and Trade

**2009**

On October 9, 2009, the company officially listed and conducted its first securities transaction, according to Decision No. 606/QĐ-SGDHN on September 23, 2009, by the Hanoi Stock Exchange

**2016**

Ranked in the Top 50 Sustainable Brands and Top 10 Most Transparent Enterprises by the Hanoi Stock Exchange (HNX)





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- 2017** Received the title of "Innovative Enterprise, Environmentally Friendly Technology Application" and "Excellent Brand of the Three Regions and Outstanding Businessmen of the Three Regions". Ranked in the Top 30 Companies with the Best Corporate Governance in HNX for the 2016-2017 period
- 2020** Ranked in the Top 10 Reputable Pharmaceutical Companies in Vietnam in the pharmaceutical manufacturing sector by Vietnam Report. Received the “Golden Product for Community Health” Award from the Vietnam Functional Food Association, and a Gold Medal for the product Aussie Golden Care - Sheep Placenta 50000mg Capsule
- 2021** Ranked in the Top 20 Leading Brands in Vietnam. GYNOFAR product ranked in the Top 20 Trusted Vietnamese Goods for quality and consumer benefits
- 2022** Ranked in the Top 10 Developing Brands in Asia by the Research Institute for Small and Medium Enterprises (RISME) in collaboration with the International Small and Medium Enterprises Association (ISSME)
- 2023** Ranked in the Top 100 Leading Brands in Vietnam 2023 by the Vietnam Association for the Development of Science and Technology Enterprises.
- 2024** Awarded the “Vietnamese Pharmaceutical Star” for the second time for the products Povidine 10% and Rectiofar by the Ministry of Health; ranked in the Top 10 Famous Brands in Vietnam (Pharmaceutical Industry) by the Vietnam Intellectual Property Association
- 2025** The “Culture and Credibility Enterprise 2025” award, organized by the Vietnam Chamber of Commerce and Industry (VCCI), honors exemplary enterprises that pursue development associated with ethical values, social responsibility, and strong corporate culture.
- 2003 - 2025** The company has continuously achieved the “Vietnamese High-Quality Goods” title, as voted by consumers





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## Business Sectors and Areas of Operation

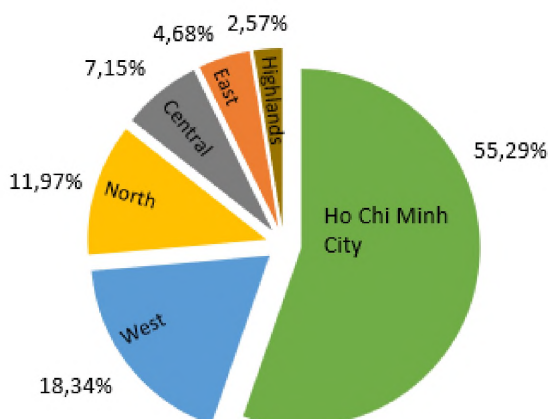
### - *Business Sectors:*

- Manufacture of cosmetics;
- Printing and laminating of packaging using plastic, aluminum, and paper;
- Manufacture of pharmaceuticals, medicinal herbs, and other products related to the healthcare industry. Processing and refining some raw materials (mainly from medicinal herbs for producing traditional items);
- Trading pharmaceuticals, medicinal herbs, cosmetics, medical supplies, and other healthcare products;
- Manufacture of medical supplies;
- Production of chemicals (excluding highly toxic chemicals), insecticides, and disinfectants used in household and healthcare applications (not produced at the company's headquarters);
- Trading chemicals (excluding highly toxic chemicals), insecticides, and disinfectants used in household and healthcare applications (not produced at the company's headquarters);
- Joint ventures and partnerships with organizations and individuals both domestically and internationally;
- Retail sales of medicines, medical equipment, medical supplies, and cosmetics;
- Production of functional foods;
- Retail sales of functional foods;
- Pharmaceutical storage services and pharmaceutical testing services;

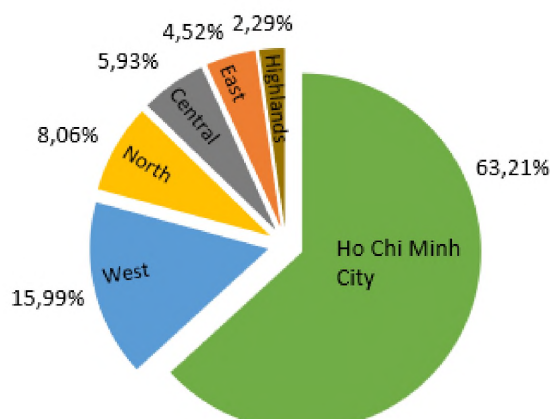
### - *Areas of Operation:*

#### Geographical areas of operation

**2024**



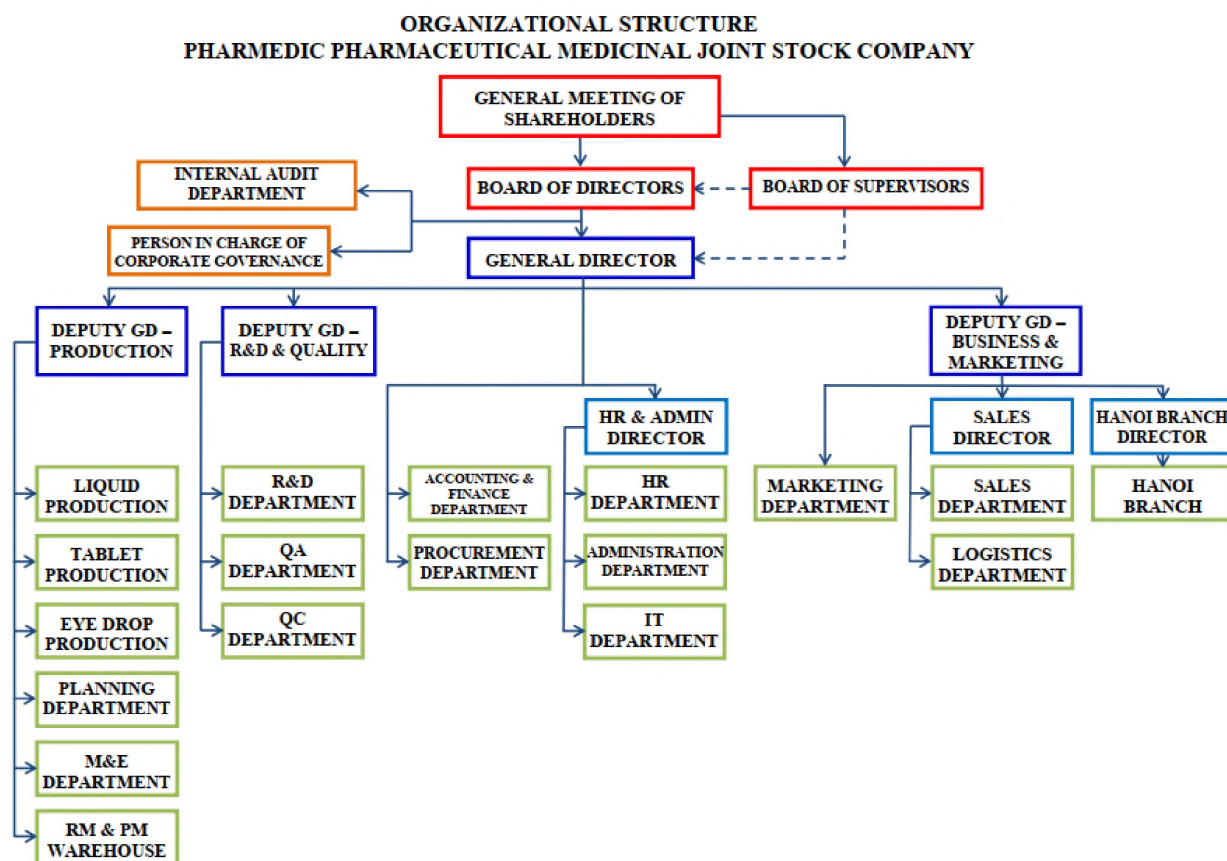
**2025**





The Company's revenue structure by region during the year continued to be primarily concentrated in Ho Chi Minh City, which accounted for 63.21% of total revenue and recorded a growth rate of 25.51% compared to the same period last year, reaffirming its role as the Company's key market. The Mekong Delta region maintained the second-largest contribution to the overall revenue structure, while the Eastern Region and the Central Highlands continued to contribute at relatively stable levels. Revenue from the Central Region showed a slight decline compared to the previous year. Meanwhile, the Northern Region recorded a year-on-year decrease, mainly due to the recent establishment of the Hanoi Branch, with business operations currently in the early stage of gradually expanding market presence.

#### 4. Company's Operational Model



- **Corporate Governance Model:** As a joint-stock company, Pharmedic Pharmaceutical Medicinal Joint Stock Company is organized and operates in accordance with the Enterprise Law, other relevant laws, and the company's charter. The roles and responsibilities of the various levels within the company are as follows:

**General Shareholders' Meeting (GSM)** The highest authority of the company, consisting of all shareholders with voting rights, convenes at least once a year. The GSM



decides on issues as prescribed by law and the company's charter. It approves the annual financial statements and budget for the following year, elects, dismisses, and removes members of the Board of Directors and the Supervisory Board.

**Board of Directors (BOD):** The BOD is fully authorized to make decisions on all matters concerning the company's operations (except for issues under the authority of the GSM). Currently, the BOD consists of 07 members with a term of 5 years.

**Board of Supervisory (BOS):** The BOS is a body directly accountable to the GSM, elected by the GSM. The role of the BOS is to protect the interests of the shareholders and oversee the company's activities. The BOS operates independently from the BOD and the Executive Board. Currently, the BOS consists of 03 members, with a 5-year term.

**Executive Board:** The Executive Board includes the CEO and Vice CEOs. The CEO manages the daily operations of the company and is responsible to the BOD for executing assigned tasks and duties. The CEO is not concurrently the Chairman of the BOD.

**Functional Departments:** These departments assist the BOD and the Executive Board in managing and running the company effectively.

- **Management Structure.**

**Head Office:** The head office is the workplace of the Board of Directors, CEO, Vice CEOs responsible for departments such as: Finance and Accounting, Import-Export, Information Technology, Human Resources, Administrative Management, Sales, Marketing, and Warehouse Management. The Internal Audit and Corporate Governance functions are directly under the BOD.

*Address: 367 Nguyen Trai, Nguyen Cu Trinh Ward, District 1, Ho Chi Minh City.*

*Phone: (84-28) 39 200 300 – 38 375 300. Fax: (84-28) 39 200 096*

**Factory:** The factory is the workplace of the Vice CEOs who oversee departments such as: Administrative Management (Factory), Quality Assurance, Quality Control, Research and Development, Planning and Scheduling, Mechanical-Electrical Engineering, Oil and Water Factory, Tablet Production, Eye Drops Production, and Raw Material and Packaging Warehouse.

*Address: 1/67 Nguyen Van Qua, Dong Hung Thuan Ward, District 12, Ho Chi Minh City.*

*Phone: (84-28) 37 190 075. Fax: (84-28) 37 190 072.*

**Hanoi Branch:**

*Address: 3rd Floor, 74B, Alley 116, Nhan Hoa Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi.*

*Phone: 0907.391.119.*



- Career history:

- 2003 – 2005 : Project Officer – Center for Cooperation of Experts and Technology with Foreign Countries
- 2007 – 2009 : Senior Officer, Corporate Finance Advisory Department – Viet Capital Securities JSC (Hanoi Branch)
- 2009 – 2011 : Assistant to General Director – Saigon – Hanoi Securities JSC.
- 2011 – 05/2014 : Head of Investment Banking Services – Ocean Securities Company
- 05/2014 – 11/2019 : Deputy General Director – Saigon – Hanoi Securities JSC.
- 11/2019 – 09/2020 : Deputy General Director, Branch Director of HCMC – Saigon – Hanoi Securities JSC.
- 09/2020 – 09/2022 : Deputy General Director, Branch Director of HCMC, Head of Hai Phong Representative Office – Saigon – Hanoi Securities JSC.
- 09/2022 – 03/2024 : Deputy General Director, Head of Hai Phong Representative Office – Saigon – Hanoi Securities JSC.
- 03/2024 – Present : General Director, Saigon – Hanoi Securities JSC; Head of SHS Representative Office in Hai Phong.
- 04/2024 – Present : Vice Chairman of the Board of Directors, Pharmedic JSC.

- Number of PMC shares held: 0 shares

**3. Mr. Le Viet Hung**

Member of the Board of Directors – General Director.

- Year of birth: 1963

- Academic qualifications: Master of Business Administration, Bachelor of Pharmacy

- Career history:

- 1988 – 2003 : Import-Export Staff, Business Department – Sapharco
- 2003 – 2004 : Branch Manager, Sapharco Hanoi.
- 2004 – 2007 : Head of Business Department – Roussel Vietnam.
- 2007 – 2008 : Deputy Director – Roussel Vietnam.





2008 – 2015 : Director – Roussel Vietnam.  
12/2014 – 06/2016 : Deputy General Director – Sapharco.  
06/2016 – 05/2024 : General Director – Member of the Members' Council – Sapharco.  
04/2014 – 04/2024 : Chairman of the Board of Directors – Pharmedic JSC.  
04/2024 – Present : Member of the Board of Directors – Pharmedic JSC.  
06/2024 – Present : General Director – Pharmedic JSC.

- Number of PMC shares held: 0 shares

#### **4. Mr. Phan Xuan Phong**

Member of the Board of Directors – Deputy General Director of Business & Marketing.

- Year of birth: 1962  
- Academic qualifications: Bachelor of Pharmacy, Bachelor of Economics  
- Career history:  
1985 – 1997 : Head of the Pharmacy Department at the 330th Division Medical Center; Foreman of the Injection Medicine Workshop at Factory 150 – Ministry of Defense.  
1997 – 1999 : Head of Sales Department, VIPHADI Program (imported pharmaceutical distribution).  
2000 – 2003 : Head of Sales Department – Pharmedic JSC.  
2004 – nay : Deputy General Director – Pharmedic JSC.  
04/2005 – 04/2014 : State Capital Representative – Member of the Board of Directors – Pharmedic JSC.  
04/2019 – Present : Member of the Board of Directors – Pharmedic JSC.

- Number of PMC shares held: 23,186 shares, representing 0.25%

#### **5. Mr. Nguyen Huy Cuong**

Member of the Board of Directors (Non-executive).

- Year of birth: 1983  
- Academic qualifications: Master's in Sociology, Bachelor's in Finance – Banking.  
- Position at other organizations: Deputy General Director – Sapharco.



- Career history:

- 2006 – 2007 : Staff member at the District 5 Youth Union Office – Ho Chi Minh City
- 2008 – 2015 : Specialist, Head of Organization Department, Head of Administrative Department – Chợ Lớn Pharmaceutical Import-Export JSC
- 2015 – 2016 : Head of HR – Administration – Legal Department – Ho Chi Minh City Medical Import-Export JSC.
- 03/2016 – 06/2023 : Specialist, Deputy Chief of Office, Chief of Office at the Party Committee Office – Sapharco.
- 06/2023 – 08/2024 : Full-time Member of the Board of Directors – Sapharco.
- 08/2024 – Present : Deputy General Director – Sapharco.
- 04/2019 – Present : Member of the Board of Directors – Pharmedic JSC.
- Number of PMC shares held: 2,001,143 shares, representing 21.44% (held as the representative of the state-owned capital of Sapharco).
- Personal shareholding: 0 shares

**6. Ms. Tran Dang Khoa**

Member of the Board of Directors (Non-executive).

- Year of birth: 1983
- Academic qualifications: Master's in Law.
- Position at other organizations: Deputy Head of Organization – Human Resources Department – Sapharco.
- Career history:
  - 2007 – 2009 : Specialist in the Inspection Department – Department of Information and Communications, Ben Tre Province.
  - 2010 – 2015 : Secretary to the Board of Directors – Mekong Development Commercial Bank.
  - 2016 : Legal Specialist – Phương Nam Securities JSC.
  - 2017 : Legal Specialist – Thuận Phát Agricultural Investment Company Limited.
  - 2018 – 2023 : Legal Specialist – Sapharco.
  - 2024 – 03/2025 : Deputy Head of Legal – Investment Department – Sapharco.



03/2025 – Present : Deputy Head of Organization – Human Resources Department – Sapharco.

04/2024 – Present : Member of the Board of Directors – Pharmedic JSC.

- Number of PMC shares held: 1,026,583 shares, representing 11% (held as the representative of the state-owned capital of Sapharco).
- Personal shareholding: 0 shares

## **7. Mr. Le Anh Minh**

Member of the Board of Directors (Non-executive).

- Year of birth: 1986
- Academic qualifications: Bachelor's in Business Administration, specializing in Finance.
- Position at other organizations: Deputy Head of Investment Department – Saigon – Hanoi Securities JSC.
- Career history:
  - 2010 – 2011 : VNDIRECT Securities JSC
  - 2011 – 2015 : Trí Tín International JSC.
  - 2015 – 2018 : VPS Securities JSC.
  - 2018 – Present : Saigon – Hanoi Securities JSC.
  - 04/2024 – Present : Member of the Board of Directors - Pharmedic JSC.
- Number of PMC shares held: 0 shares

## **• Supervisory Board (Term 2019 - 2024):**

### **1. Mr. Nguyen Tien Sy**

Head of the Supervisory Board

- Year of Birth: 1972
- Education: Master of Business Administration..
- Other Positions: Deputy Director of Vinacafe Trading Joint Stock Company. Member of the Supervisory Board of Ben Thanh Pharmaceutical Joint Stock Company.
- Career History:
  - 1997 – 1999 : ASM – HCM and Eastern Region, Dong Tam Ceramic Tiles Joint Venture Company - DOTALIA.
  - 2000 – 2006 : Sales Planning Supervisor, Vietnam Dairy Products Joint Stock Company (VINAMILK).



- 2007 – 2018 : Head of Sales Control and Support Department, In charge of Sales Division at Saigon Beer - Alcohol - Beverage Corporation.
- 2018 – 2020 : Business Director, Beer Products Division at Masan Consumer Corporation..
- 2021 – 2023 : Director at KGB Vietnam Manufacturing Co., Ltd..
- 2023 – 02/2024 : Head of Chain Link Department – Business Development Department at HDBank - Ho Chi Minh City.
- 04/2024 – Present : Deputy Director of Vinacafe Trading Joint Stock Company.
- 04/2024 – Present : Head of the Supervisory Board at Pharmedic JSC.
- Number of PMC shares held: 0 shares.

## **2. Ms. Tran Thi Van**

Supervisor

- Year of Birth: 1983
- Education: Bachelor's Degree in Economics.
- Other Positions: Deputy Head of Legal and Risk Management Department at Saigon – Hanoi Securities Joint Stock Company. Chief Accountant at Hanoi Machinery Import-Export Joint Stock Company.
- Career History:
- 2006 – 2007 : Accountant – Auditor at Tax Accounting Consulting Company Limited.
- 2007 – 2010 : Accountant – Financial Accountant at Asia Pacific Securities Joint Stock Company (APEC).
- 2010 – 2011 : Deputy Head of Internal Control Department at Truong Son Securities Joint Stock Company.
- 2012 – Present : Deputy Head of Legal and Risk Management Department at Saigon – Hanoi Securities Joint Stock Company.
- 04/2024 – Present : Member of the Supervisory Board at Pharmedic JSC.
- Number of PMC shares held: 0 shares





**3. Ms. Nguyen Thi Thuy My**

Supervisor

- Year of Birth: 1993
- Education: Bachelor's Degree in Law
- Other Positions: General Administration and Human Resources Officer at City Auto Joint Stock Company
- Career History:
  - 10/2017 – 3/2020 : Legal Officer at Thiên Luật Consulting Service Company Limited..
  - 6/2021 – 12/2022 : Head of Legal Affairs at Funa Trading and Construction Company Limited.
  - 04/2020 – Present : General Administration and Human Resources Officer at City Auto Joint Stock Company.
  - 04/2023 – Present : Member of the Supervisory Board at Pharmedic JSC.
- Number of PMC shares held: 0 shares

• **Executive Board**

**1. Mr. Le Viet Hung**

Member of the Board of Directors, CEO  
(See Board of Directors introduction section)

**2. Mr. Phan Xuan Phong**

Member of the Board of Directors, Deputy CEO for Business & Marketing  
(See Board of Directors introduction section)

**3. Mr. Tra Quang Trinh**

Deputy CEO for Research, Development, and Quality.

- Year of Birth: 1970
- Qualifications: Master's in Pharmacy, Bachelor's in Business Administration
- Career History:
  - 2006 – 2008 : Deputy Director of Production at OPC Pharmaceutical Joint Stock Company.
  - 2008 – 2011 : Deputy Director of Quality Assurance at OPC Pharmaceutical Joint Stock Company.
  - 2011 – 2012 : Executive Assistant at OPC Pharmaceutical Joint Stock Company.



2012 – 03/2014 : Director of Planning at OPC Pharmaceutical Joint Stock Company.

09/2014 – Present : Deputy CEO at Pharmedic JSC.

- Number of PMC shares held: 20,300 shares, representing 0.22%.

#### **4. Mr. Nguyen Chi Thanh**

Deputy CEO for Production

- Year of Birth: 1970

- Qualifications: Bachelor's in Pharmacy.

- Career History:

1995 – 1997 : Deputy Head of Production Unit at Trapharco Pharmaceutical Factory.

1998 – 2000 : Regional Manager for Ternamyd - Canada.

03/2000 – 09/2005 : Head of Pharmacy Department at Daklac Health Center.

09/2005 – 07/2007 : Head of Pharmacy Department at Komtum General Hospital.

09/2007 – 10/2009 : CEO and Factory Director at Boston Pharmaceutical JSC - Vietnam.

11/2009 – 03/2016 : Deputy Head, Head of Factory 2 at Stada Pharmaceutical - Vietnam

04/2016 – 04/2017 : Deputy Director, Factory Director at Boston Pharmaceutical JSC - Vietnam

05/2017 – 09/2020 : Factory Director at 2/9 Pharmaceutical JSC.

01/2021 – 03/2021 : Executive Assistant to the CEO for Production at Pharmedic JSC.

03/2021 – 06/2024 : Production Director at Pharmedic JSC.

06/2024 – Present : Deputy CEO for Production at Pharmedic JSC.

- Number of PMC shares held: 0 shares.

#### **5. Ms. Nguyen Thi Dieu Le**

Head of Finance & Accounting Department and Chief Accountant.

- Year of Birth: 1972

- Qualifications: Bachelor's in Economics.

- Career History:



- |                |   |
|----------------|---|
| 1995 – 2005    | : Accountant at Pharmaceutical Company of Ho Chi Minh City.                     |
| 2005 – 2008    | : Deputy Branch Manager of Region 4 - Sapharco.                                 |
| 2008 – 2010    | : Head of Finance Department and Deputy Chief Accountant - Sapharco.            |
| 2010 – 2013    | : Deputy Head of Finance & Accounting Department - Sapharco.                    |
| 2013 – 2013    | : Internal Auditor - Sapharco.  |
| 2014 – 2016    | : Finance & Accounting Staff - Pharmedic JSC.                                   |
| 2017 – 2017    | : Deputy Head of Finance & Accounting Department - Pharmedic JSC.               |
| 2018 – 2019    | : Deputy Head of Internal Control - Pharmedic JSC.                              |
| 2019 – 2021    | : Head of Internal Control - Pharmedic JSC.                                     |
| 2022 – Present | : Head of Accounting & Finance Department and Chief Accountant - Pharmedic JSC. |
- Number of PMC shares held: 0 shares



## **PART 2. DEVELOPMENT ORIENTATION**

### **1. Company's Key Objectives**

- Research and develop new products, improve product design and packaging.
- Expand and strengthen business partnerships across sectors related to the pharmaceutical industry.
- Develop the domestic market, enhance supply chain efficiency to meet production needs and reduce costs.
- Promote marketing efforts to increase product reach and customer engagement.
- Invest in upgrading the current factory to meet international standards.
- Develop and expand the product distribution system.
- Enhance the application of technology in corporate governance, improve internal control and risk management capabilities.
- Ensure stable development to secure income for employees, dividends for shareholders, and contribute to public health

### **2. Medium- and Long-Term Development Strategy of PMC**

Implementation of PHARMEDIC's Development Strategy Objectives for the 2024–2029 Term, Development Strategy in line with market conditions and its actual capabilities.

- Maintain and strengthen PMC's brand position; expand the market and distribution system in accordance with business conditions.
- Develop pharmaceutical and healthcare products under the motto "PHARMEDIC – Health and Trust"; increase the proportion of new products and further develop both ETC and OTC channels.
- Promote marketing activities; diversify distribution channels and expand business coverage.
- Focus on research and development, product registration, renewal of marketing authorizations, and product improvement to meet market and regulatory requirements.
- Maintain and enhance quality management systems and production standards in compliance with applicable regulations.
- Apply science and technology in R&D, manufacturing, and management to improve operational efficiency and optimize costs.
- Invest in upgrading factories, production lines, warehouses, and technological infrastructure in accordance with the approved development roadmap.



- Strengthen corporate governance foundations; improve the quality of human resources and management effectiveness.
- Reinforce risk management; efficiently utilize resources and proactively adapt to market fluctuations and industry policies to enhance competitiveness and operational efficiency.
- Ensure transparent and timely information disclosure, safeguarding the legitimate interests of shareholders, employees, and related stakeholders.

### **3. Company's Sustainable Development Goals (Environmental, Social, and Community Focus)**

The Company's operations are consistently aligned with environmental protection, emphasizing the conservation of raw materials and the use of clean technology machinery and equipment. It ensures occupational safety in production by strictly following labor safety regulations, conducting safety training as planned, and assessing both the effectiveness of the training and employee compliance. The Company rigorously adheres to regulations regarding waste treatment.

It focuses on expanding production, contributing to the growth of industrial output value, creating jobs, and supporting public health care efforts, thereby promoting the development of the Vietnamese pharmaceutical industry.

The Company maintains and improves the quality of programs and activities that care for the health and well-being of employees. It invests in professional development to meet evolving business demands and fosters innovation, effective cost-saving practices, and anti-waste initiatives.

PMC fulfills its social responsibility through meaningful actions such as charitable work and community-driven initiatives aimed at building a more prosperous and civilized society.

### **4. Risks**

In 2025, the global and domestic economic environment is expected to remain challenging and volatile, driven by factors such as geopolitical uncertainties, inflationary pressures, exchange rate fluctuations, as well as potential risks arising from supply chains and financial markets. These factors may affect business operations and require enterprises to enhance their adaptability and risk management capabilities. In this context, risk management plays a critical role in supporting the identification, assessment and control of risks, thereby improving operational efficiency and ensuring sustainable development.

In response to an increasingly complex and dynamic business environment, the Company has proactively implemented a comprehensive and systematic approach to risk management. Risk awareness has been strengthened across the organization, and risk





considerations are progressively integrated into decision-making and operational processes. The Company regularly reviews, updates and enhances its risk management practices to ensure stable operations and the ability to respond effectively to market changes.

**Raw material supply risks:** The Company is exposed to risks associated with the supply of raw materials due to its significant reliance on imported sources. In the context of ongoing volatility in global supply chains, factors such as foreign exchange fluctuations, rising transportation and energy costs, and potential supply chain disruptions may increase the cost of imported raw materials and affect the stability of supply. Meanwhile, the Company's ability to adjust selling prices remains limited, which may result in increased cost of goods sold and pressure on profit margins. In addition, maintaining an appropriate level of inventory to ensure production continuity may lead to higher holding costs and potential risks of material quality deterioration.

In response to these risks, the Company proactively seeks and selects reputable suppliers to ensure a stable supply of raw materials in terms of both quality and pricing, while fostering long-term partnerships to secure sustainable sourcing. The Company also enhances its demand forecasting, optimizes inventory management, and closely monitors market developments in order to implement timely and appropriate mitigation measures.

**Market Risk:** The Company faces market risks arising from intense competition in the domestic pharmaceutical market, particularly in terms of pricing, which may adversely affect its business performance. The Company competes with both domestic and foreign pharmaceutical manufacturers, covering both traditional and modern medicines, as well as smaller-scale producers offering lower-priced products. In addition, as the Company's revenue is primarily derived from the over-the-counter (OTC) channel, its performance is highly dependent on consumer demand, which may fluctuate in line with macroeconomic conditions, income levels, and consumption trends. These factors may exert pressure on selling prices, profit margins, and market share, while also potentially leading to increased inventory levels and impacting cash flow.

In response to these risks, the Company remains committed to its sustainable development strategy and proactively adapts to market challenges. The Company continues to strengthen its brand positioning, expand and enhance its distribution network, diversify its product portfolio, and intensify marketing activities to maintain competitiveness and foster customer trust and loyalty. At the same time, the Company gradually explores additional distribution channels to reduce its reliance on the OTC segment and support long-term stable growth.

**Exchange Rate and Interest Rate Risk:** Fluctuations in foreign exchange rates represent one of the key risks that may significantly affect the Company's business operations, as a substantial portion of raw materials used in production is imported. Changes in exchange rates, international raw material prices, and import tax policies may increase input costs, thereby impacting production costs and profit margins. To ensure a



stable supply of raw materials and mitigate adverse impacts, the Company maintains an appropriate level of inventory to support production continuity and cost stability.

In addition, the Company is exposed to interest rate and credit risks, primarily arising from working capital requirements and trade receivables. Changes in market interest rates may increase the cost of capital and adversely affect operating efficiency. Furthermore, credit risk associated with the collectability of receivables may impact cash flow and liquidity. The Company closely monitors financial market developments, strengthens receivables management, and optimizes its capital structure to mitigate these risks.

**Product Quality Risk:** Product quality is a critical priority and is strictly managed throughout the Company's operations. However, in the pharmaceutical industry—where strict compliance with quality standards such as GMP, GLP and GSP is required—any errors in manufacturing processes, quality control, or the implementation of new technologies may adversely affect product quality. Such risks may result in products failing to meet required standards, product recalls, regulatory penalties, and negative impacts on the Company's reputation and business performance. In addition, increasing competition in the industry, including unfair practices such as counterfeit and imitation products, may further affect the Company's brand image and revenue.

To mitigate these risks, the Company maintains and continuously improves its quality management system in accordance with applicable standards, while strengthening inspection, supervision and periodic evaluation across the entire production process. The Company conducts risk assessments prior to the adoption of new technologies or any changes that may affect product quality, and places strong emphasis on professional training to ensure strict compliance with quality regulations and standards.

**Legal and regulatory risks:** The Company's pharmaceutical manufacturing and business operations are subject to strict regulations under Vietnam's legal framework, including the Law on Pharmacy, Law on Bidding, as well as regulations on taxation, labor and other relevant guiding documents. In 2025, policies related to drug pricing management, bidding for pharmaceuticals in public healthcare facilities, drug registration and manufacturing standards continue to be reviewed and refined, which may alter the business environment and increase compliance requirements for enterprises. Such changes may affect the Company's market access, compliance costs, time-to-market for products, and overall operational efficiency.

In addition, procedures for drug registration, renewal of marketing authorizations and other licensing processes may remain time-consuming, potentially delaying business plans and impacting product life cycles. Regulations related to intellectual property, pharmaceutical advertising and distribution may also give rise to legal risks if not fully complied with. To mitigate these risks, the Company actively monitors and updates new legal requirements, strengthens its legal and compliance functions, and allocates appropriate resources to ensure stable and continuous operations.



**Environmental Risk:** The Company's pharmaceutical manufacturing activities may generate various types of waste, including wastewater, emissions and solid waste, which must be properly managed and treated in accordance with environmental regulations. In 2025, as environmental standards and regulatory requirements continue to become more stringent, any failure to fully comply may expose the Company to administrative penalties, operational suspension, and adverse impacts on its reputation and corporate image. At the same time, meeting increasingly stringent environmental standards requires significant investment in waste treatment systems, cleaner production technologies and operating costs, which may increase production costs and affect overall business efficiency.

In addition, environmental incidents arising during operations, if any, may disrupt production activities and impact the Company's business plans. To mitigate these risks, the Company continues to invest in and upgrade its waste treatment systems to meet required standards, strengthen monitoring and periodic inspections, and ensure strict compliance with environmental regulations. The Company also promotes environmental responsibility across its operations, aiming for sustainable and environmentally friendly development.

**Other Risks:** In addition to the risks described above, the Company may also be exposed to other risks such as natural disasters, pandemics, fire and explosion, occupational accidents and other force majeure events that may affect its business operations. These events may disrupt production activities, interrupt supply chains, impact human resources, and result in additional recovery costs, thereby adversely affecting the Company's business performance.

Furthermore, given the stringent storage requirements of pharmaceutical products, risks related to transportation and warehousing, if not properly controlled, may affect product quality. To mitigate these risks, the Company places strong emphasis on occupational safety, fire prevention and firefighting, and the development of contingency plans for emergency situations. The Company also maintains adequate insurance coverage for both personnel and assets, enhances operational controls, and regularly reviews and updates its contingency plans to ensure stable and continuous operations.

To proactively respond to the aforementioned risks, the Company continues to strengthen its overall governance framework and enhance cost control to optimize production costs and improve operational efficiency. The restructuring of the product portfolio is carried out on a regular basis to align with market demand and the Company's strategic direction in each period. In the context of increasingly stringent regulations on product registration and circulation in 2025, the Company focuses its resources on key products with competitive advantages and strong commercialization potential.

In addition, the Company continues to invest in brand development, expand its presence in key markets, and enhance customer segmentation while optimizing sales activities to improve distribution efficiency. These measures enable the Company to better capture market opportunities for products with existing marketing authorizations, thereby supporting stable and sustainable growth in the coming years.





## **PART 3. REPORT OF THE EXECUTIVE BOARD**

### **I. GENERAL COMMENTS AND EVALUATION**

In 2025, Vietnam's pharmaceutical industry continued its growth trajectory amid a gradually recovering domestic economy, although it remained affected by fluctuations in raw material prices and exchange rates. The country currently has approximately 250 manufacturing facilities meeting WHO-GMP standards and higher standards such as EU-GMP and PIC/S-GMP, contributing to enhanced domestic production capacity. The value of pharmaceutical and raw material imports was estimated at over USD 4.1 billion, reflecting the continued dependence on foreign sources, particularly active pharmaceutical ingredients (APIs). Meanwhile, pharmaceutical exports were estimated at approximately USD 320–350 million, representing a modest year-on-year increase but still accounting for a relatively small proportion compared to imports.

The Vietnamese pharmaceutical market was estimated to reach approximately USD 8.6–9.0 billion in 2025, with an average annual growth rate of 8–10%.

- The prescription drug (ETC) channel maintained strong growth, driven by: Health insurance coverage exceeding 93% of the population; Increasing demand for medical examination and treatment services; Expansion of centralized bidding at healthcare facilities.
- The OTC channel recorded stable growth; however, competition intensified due to the participation of numerous domestic and foreign enterprises.

In 2025, under the close direction of the Board of Directors and the proactive management of the General Director, the Company implemented comprehensive and flexible solutions to execute the approved business plan. Despite market volatility and economic challenges, the Company's leadership promptly adjusted strategies, optimized production and business operations, and enhanced management efficiency. As a result, the Company maintained operational stability, ensured sustainable growth, and further strengthened its position in the pharmaceutical market.

Given the prevailing economic conditions and the Company's development orientation, the leadership focused on implementing management and operational solutions in a synchronized, timely, and decisive manner to effectively execute the resolutions of the Board of Directors. All employees across departments and branches aligned with the Company's policies and strategic direction, working in close coordination with the leadership to successfully accomplish the assigned targets and plans.

The year 2025 was challenging; however, it also demonstrated the unity, determination, and steadfast commitment of the leadership team and all employees of Pharmedic in pursuing the Company's strategic objectives. During the year, the Company successfully implemented several key projects, notably the following two major



initiatives:

- **Implementation of a Data-Driven Enterprise Resource Planning (ERP) System:** The Company successfully implemented the SAP S/4HANA Public Cloud ERP system, which officially went live on January 5, 2026, following nearly eight months of deployment beginning in April 2025. The successful implementation of this ERP system has enabled Pharmedic to establish a standardized, transparent, and end-to-end management platform. Real-time data synchronization on a single integrated system enhances accuracy, strengthens internal control, optimizes operational efficiency, and supports timely decision-making by management, while ensuring compliance with pharmaceutical standards such as GMP and GDP.
- **Implementation of a Job Title-Based Salary System Linked to KPIs:** The new salary system, based on job titles and KPI performance, will officially take effect from January 2026, replacing the previous mechanism primarily based on tenure and seniority. This system is designed to align compensation with job value and performance outcomes, thereby enhancing fairness and transparency, motivating employees to improve productivity and efficiency, and strengthening the Company's human resource management framework.

Both of these flagship initiatives reflect the significant investment of time, effort, and intellectual resources by the Company's leadership, management team, and employees.

## **II. BUSINESS PERFORMANCE RESULTS IN 2025**

### **1. Business Performance Results for 2025**

To effectively implement the Resolution of the Board of Directors and related directives, the Company instructed its departments and divisions to focus on disciplined operational management, proactively address difficulties, and strive to achieve the assigned targets and tasks. With the determination of the leadership and the concerted efforts of all employees, the Company successfully exceeded its 2025 plan, as detailed below:





*Unit: Billion VND*

Item	Actual 2024	Plan 2025	Actual 2025	% Completion (vs. 2025 Plan)	% Growth (vs. 2024)
Total revenue and income	508.074	539.000	552.097	102.43%	108.66%
Total Expenses	407.761	442.000	449.098	101.61%	110.14%
Total Profit Before Tax	100.313	97.000	102.999	106.18%	102.68%
Profit After Tax	80.133	77.600	82.305	106.06%	102.71%
Current Corporate Income Tax Expense	20.180	19.400	20.694	106.67%	102.55%
Pre-tax profit margin	19.74%	18.00%	18.66%		
Dividend Payout Ratio	171.68%	24%	24%		
- Dividend from after-tax profit	62.68%				
- Dividend from reversal of the Investment and Development Fund	109%				

- Total revenue in 2025 exceeded the plan by 2.43% and increased by 8.66% compared to 2024.
- Total expenses in 2025 were 1.64% higher than the plan and rose by 10.14% year-on-year.
- Profit before tax in 2025 surpassed the plan by 6.18% and increased by 2.68% compared to 2024.
- The profit before tax margin on total revenue in 2025 reached 18.66%, up 0.66 percentage points compared to the plan but down 1.08 percentage points year-on-year.
- The dividend payout ratio for 2024 was 171.68%, of which 62.68% was distributed from after-tax profit and 109% from the reversal of the Investment and Development Fund.
- The planned dividend payout ratio for 2025 is 24%; the first interim dividend of 10% was paid on December 8, 2025.

## 2. Business and Marketing Activities

In 2025, the Company's business and marketing operations faced intense competition in the pharmaceutical market, pricing pressures in hospital tenders, and rising costs of



raw materials and packaging. In response, the business and marketing department proactively developed flexible business strategies tailored to regions and ETC/OTC channels, advised on appropriate pricing adjustments, refined discount policies, and intensified marketing and distribution development. These measures contributed to maintaining stable revenue and profitability.

The Company continued to strictly comply with GMP-WHO (GLP, GSP), GDP, and CGMP standards for cosmetics, while ensuring close coordination among business, production, quality, supply, and R&D functions to maintain product quality, production schedules, and effective participation in bidding activities. Simultaneously, the Company optimized transportation solutions, developed contingency-based production and business plans, and maintained close supervision by the Management Board, thereby establishing a solid foundation for achieving the annual targets.

### **3. Production Activities**

In 2025, Pharmedic maintained quality as its core foundation, continuously maintaining and upgrading its production system to meet GMP standards and successfully passing GMP and cosmetic inspections. Production value reached VND 645.78 billion out of VND 702.19 billion, representing a 9% increase compared to 2024 and ensuring sufficient supply to support business operations. Several product groups achieved or exceeded their targets, including oral medications (150%), inhalers (127%), other liquid formulations (116%), ointments and creams (110%), and antibiotic tablets (101%).

The Company strengthened SOP review and training programs, progressively standardized production data through SAP implementation, renovated production facilities, and invested in equipment to enhance production capacity and operational efficiency.

### **4. Research, Development, and Quality Activities**

During the year, the Company maintained its drug and raw material quality management system in full compliance with prevailing regulations, while reviewing and updating SOPs and standardizing data and processes on SAP S/4HANA. R&D and validation activities included the development of 40 new products, improvement of 10 existing products, and validation of 18 items. The Company registered 5 drugs and 3 cosmetics and processed numerous amendment and supplementary dossiers. Testing and validation activities ensured comprehensive quality control from raw materials to finished products. Specifically, the Company monitored the stability of 275 samples across 29 items, controlled 5,448 production batches shipped, and ensured calibration of measuring equipment. The Company also participated in 9 proficiency testing programs with satisfactory results.



The Company invested in and upgraded three workshops, completed the GMP eye drop production line, improved the oil-water and capsule production lines, and designed a dry cosmetics production line to enhance capacity and reduce costs. During the year, the Company successfully passed inspections conducted by GMP, GDP, and cosmetic regulatory authorities. Utility systems, including purified water and wastewater treatment systems, operated stably, ensuring environmental compliance and adherence to the Quality Policy: “Quality Assurance – Continuous Improvement – Compliance with the Law.”

## **5. Financial and Accounting Activities**

In 2025, the Company comprehensively implemented financial management practices to ensure strict legal compliance and effective support for production and business activities. Monthly, quarterly, and annual financial statements were prepared fully and on time, and all tax obligations were fulfilled in accordance with regulations. Tax finalization procedures were successfully completed. The Company was honored by the Ho Chi Minh City Tax Department as one of the enterprises that consistently fulfilled its tax obligations for three consecutive years (2022–2024). The Company’s financial statements also received positive opinions from independent auditors.

Financial analysis was strengthened based on revenue and profit margins by product group and workshop. The finance function provided advisory support on pricing adjustments, discount policies, and cost control, particularly in response to fluctuations in raw material prices and production cost standards within the SAP system. Accounts receivable and payable were tightly managed, and cash flow planning was implemented to support import activities and investment needs. Cash flow management was integrated with the SAP S/4HANA system and coordinated with credit institutions to ensure financial stability and liquidity. The implementation of the SAP S/4HANA ERP system standardized financial data, digitized payment and documentation processes, and synchronized accounting with production, inventory, and sales functions, thereby enhancing transparency and operational efficiency.

The Company continued to strengthen financial governance, including financial planning, receivables and payables management, debt monitoring, solvency assessment, cost control from raw material procurement to finished goods sales, and financial risk management. At the same time, the Company implemented measures to reduce costs, carefully monitor receivables, apply deferred payment policies where appropriate, control borrowings from credit institutions, and develop suitable capital restructuring solutions. In addition, invoice and documentation management was improved, internal regulations were refined, and cost-saving initiatives were promoted. The Company remained focused on improving profitability by striving to enhance profit margins.



## **6. Warehouse Management Activities**

The Company maintained effective inventory management to optimize stock levels, control incoming materials, and manage inventory flow from raw materials to finished goods. These measures supported operational stability and mitigated risks in the context of ongoing market challenges. The Company continued to address slow-moving and near-expiry inventory through appropriate measures, including price adjustments and negotiations with pharmaceutical manufacturers regarding raw materials and finished products.

## **7. Human Resource Development and Reward Activities**

### **Human Resource Development**

By the end of 2025, the Company had 516 employees, a decrease of 19 employees compared to 2024.

In 2025, the total income of employees increased by 12% compared to 2024, with an average of VND 23 million/person/month.

In 2025, human resource management was implemented with the orientation of organizational consolidation, system standardization, and improvement of labor utilization efficiency to meet production and business requirements. Key initiatives included assigning staffing quotas, reviewing the Company's personnel structure, and coordinating with consultants to refine functions and responsibilities, organizational charts, job descriptions, salary scales, and KPI systems. Labor regulations, wage policies, and internal regulations were reviewed and updated in a timely manner. Recruitment, appointment, transfer, contract signing and amendments, salary payments, and social insurance benefits were fully implemented in compliance with applicable regulations, thereby contributing to stable labor relations. The Company deployed the IHRP (FPT) software system to digitize human resource and payroll management, organized training programs in accordance with the annual plan, and prepared human resource planning for 2026.

### **Reward Activities**

Employees actively participate in cultural, arts, and health training activities to support productive labor. Contributions from the welfare fund and personal donations are made for social activities, gratitude for the people, and helping the poor...

The initiative to promote creative ideas and process improvements has been widely participated in and recognized in 2024: A total of 20 collectives and 449 individuals were recognized as Advanced Workers; 5 individuals were awarded the title of Grassroots Emulation Soldier; and 6 initiatives were recognized, including 3 proposed at the system level. The Company and its employees received various awards, notably the Certificate of Merit from the People's Committee of Ho Chi Minh City for the 2020–2025 period, the Emulation Flag and the title of Excellent Labor Collective, along with





commendations from Saigon Pharmaceutical Corporation and other competent authorities.

## **8. Limitations**

Despite its achievements, the Company continues to face challenges related to imported raw materials, fluctuations in raw material prices, and exchange rate volatility, which increase production costs and create pricing pressure.

The legal framework and specialized regulations are continuously revised and supplemented with increasingly stringent requirements, resulting in higher compliance costs and extended timelines for drug registration, renewal, and amendment procedures.

The Company's research and development (R&D) activities and product diversification continue to face many obstacles, mainly due to the lengthy process and procedures required to obtain drug registration numbers, as well as increasingly stringent requirements for research documentation. Meanwhile, investment in drug development requires significant financial resources and a strong technical infrastructure.

The pressure to undergo digital transformation, ensure product traceability, meet quality standards, and achieve sustainable development is increasing, while the Company's investment resources remain limited.

The domestic pharmaceutical distribution market remains highly competitive, while sales and marketing costs continue to rise.

Overall, in 2025, despite facing numerous challenges such as intense competition, policy changes, and cost pressures, the Company—under the close guidance of the Board of Directors and the flexible and decisive management of the General Director, together with the concerted efforts of all employees—effectively implemented appropriate management and business solutions. As a result, the Company not only maintained stable operations but also successfully achieved its planned targets, further strengthening its position and reputation in the domestic pharmaceutical market.

## **9. Business Development Plan for 2026**

Forecasts for 2026 indicate an improving and more positive economic outlook. Many new regulations have been issued, along with synchronized solutions introduced in the final months of 2025 to remove difficulties for production and business activities, thereby facilitating cash flow and promoting domestic production and consumption. The Company will continue to strive to maintain stable production and business operations while ensuring the stability of the material and spiritual well-being of its staff, workers, and employees.

**Objectives:** The objective is to develop Pharmedic Pharmaceutical Medicinal Joint Stock Company into a strong and leading pharmaceutical enterprise within the system. The Company will focus on its core business areas, including trading, manufacturing,



and distribution of functional foods and cosmetics; improving labor productivity; enhancing operational efficiency and competitiveness; and strengthening corporate governance capacity. The Company will also actively participate in the drug price stabilization program as directed by the City People's Committee, contributing to the city's socio-economic development.

### **Tasks for developing production and business activities in 2026**

Based on the production and business plan approved by the Board of Directors, and the forecast of the actual market situation, the plan for 2026 is as follows:

*Unit: Billion VND*

Content	Actual 2025	Plan 2026	% vs. 2025 Actual
Total Revenue & Other Income	552.097	572.000	103.60%
Total Profit Before Tax	102.999	100.000	97.09%
Profit After Tax (PAT)	82.305	80.000	97.20%
Average income per employee/month	0.021	0.021	100%
Dividend Payout Ratio	24%	24%	

In 2026, the Company will focus on building a strong and nationwide distribution network, with priority given to establishing and strengthening the official dealer system in key provinces, cities, and localities.

Furthermore, the local dealer network will contribute to improving receivables management efficiency, minimizing financial risks, and ensuring the safety of debt collection activities. Through standardized procedures, policies, and dealer selection criteria, the Company aims to develop a stable, sustainable, and long-term scalable nationwide distribution system.

The factory will continue to focus on increasing production capacity and optimizing the use of raw materials and supplies. At the same time, the Company will modernize and upgrade production machinery, streamline production processes to reduce product costs, enhance competitiveness, and improve labor productivity.

### **Financial Plan:**

The Company will focus on efficiently utilizing its existing financial resources to support production and business operations, while strengthening financial management in a safe, proactive, and sustainable manner. The Company will review and strictly control accounts payable and loans from credit institutions, while developing an appropriate capital structure to ensure balanced cash flow and sufficient capital for



production and business activities, thereby achieving the objectives of capital preservation and growth.

At the same time, the Company will continue to implement cost control and cost optimization measures. Administrative expenses such as conferences, review meetings, electricity, water, and office supplies will be regularly reviewed and adjusted to improve cost efficiency. Regulations on electricity management and usage will be strictly enforced. Inspection, maintenance, repair, and replacement of electrical equipment at departments and workshops will also be strengthened to reduce operating costs and improve resource efficiency.

### **Labor Management, Wages, and Income Distribution**

In 2026, the Company will continue implementing the job title-based salary scheme linked to Key Performance Indicators (KPIs) to enhance labor management, salary administration, and income distribution in a scientific and transparent manner. Based on the review and standardization of the organizational structure and job title system, the Company will develop salary scales and tables aligned with job positions, ensuring consistency and rational grouping of job titles while encouraging the improvement of professional qualifications, management capacity, and work efficiency.

At the same time, the KPI system for departments and individuals will be further refined, linking salaries and bonuses to task completion levels and business performance. Income distribution will be implemented in accordance with the principles of fairness, reasonableness, motivation, and competitiveness. The implementation process will be carried out synchronously through communication, training, and practical guidance on application, monitoring, evaluation, and necessary adjustments to ensure suitability with operational realities and consensus among employees.

Through the implementation of a job title- and KPI-based remuneration mechanism, employees will be encouraged to enhance productivity, quality, and responsibility; thereby strengthening human resource management, attracting and retaining qualified personnel, and meeting the Company's sustainable development requirements in the new phase.

### **Other Tasks**

Continue effectively implementing the State's social security policies already issued; regularly review and monitor the living conditions of employees and workers; and promptly propose appropriate support measures to the Trade Union and the Company to ensure the stability of employees' and workers' livelihoods.

Strengthen communication and dissemination of the State's policies, guidelines, and solutions aimed at stabilizing the macroeconomic environment, ensuring social security, and achieving the goals and tasks for 2026, so that employees clearly understand, support, and actively participate in their implementation. Promote thrift practices and combat waste, thereby contributing to the improvement of employees' living standards and ensuring the successful completion of the Company's objectives and tasks for 2026.



### III. EVALUATION OF BUSINESS PERFORMANCE

#### 1. Business Results

*Unit: Billion VND*

Item	2024	2025	Percentage Change% (+/-)
Total Assets	375.839	345.424	-8.09%
Equity Capital	289.612	240.855	-16.84%
Net Revenue	498.185	546.567	9.71%
Cost of Goods Sold	310.972	323.367	3.99%
Selling Expenses	47.140	63.037	33.72%
Administrative Expenses	49.590	62.263	25.56%
Operating Profit	100.043	101.450	1.41%
Other Income	0.269	1.549	575%
Profit Before Tax	100.313	102.999	2.68%
Profit After Tax	80.133	82.305	2.71%
Dividend Payout Ratio	171.68%	24%	-
- Dividend from after-tax profit	62.68%		
- Dividend from reversal of the Investment and Development Fund	109%		

In 2025, the Company recorded net revenue of VND 546.6 billion, representing an increase of approximately 9.7% compared to 2024. This growth is considered positive in the context of the pharmaceutical industry maintaining a stable growth rate. The increase was mainly driven by price adjustments for certain products as well as the expansion of business operations, including the commencement of operations of the Hanoi branch.

Gross profit reached VND 223.2 billion, corresponding to a gross profit margin of 40.8%, up from 37.6% in the previous year. This improvement indicates that the Company effectively controlled cost of goods sold while leveraging pricing strategies, thereby enhancing overall operating efficiency.

During the year, selling expenses and general and administrative expenses increased by 33.7% and 25.6%, respectively, compared to the prior year. The increases were primarily attributable to the expansion of operations and additional costs associated with the newly established branch.





Profit after tax for 2025 amounted to VND 82.3 billion, up 2.7% year-on-year. The higher growth rate of revenue relative to profit reflects the impact of increased operating expenses, which is consistent with the initial phase of business expansion.

Financial income totaled VND 3.85 billion during the year, a significant decrease from VND 9.56 billion in 2024. This decline was mainly due to a reduction in term deposits, as the Company reallocated funds from financial investments to support its core business operations. This shift is considered positive in the long term.

Earnings per share (EPS) for 2025 reached VND 6,438, representing a slight increase compared to the previous year, indicating stable profitability on a per-share basis.

## **2. Analysis of Financial Statements**

### **Assets and Capital Structure**

Total assets as of 31 December 2025 amounted to VND 345.4 billion, representing a decrease of approximately 8% compared to the beginning of the year. This decline was primarily attributable to a significant reduction in short-term financial investments.

The asset structure experienced a notable shift, with current assets decreasing significantly while non-current assets increased considerably. In particular, fixed assets nearly tripled, and long-term prepaid expenses also increased substantially, reflecting the Company's continued efforts to expand its production capacity. This indicates a clear long-term development orientation.

Inventories reached VND 103.9 billion, representing an increase of 46.13% compared to the beginning of the year. This increase was mainly driven by inventory buildup to support the expansion of business operations; however, it also poses potential risks in terms of cash flow pressure and possible inventory devaluation in the event of market fluctuations.

Total liabilities amounted to VND 104.5 billion as of year-end, up 21.27% compared to the beginning of the year, but remained at a safe level. The Company had no long-term debt, and short-term borrowings were insignificant, indicating a low level of financial leverage and a high degree of financial autonomy.

Total equity decreased from VND 289.6 billion to VND 240.8 billion, mainly due to substantial dividend payments made during the year, which also reduced retained earnings available for reinvestment.

According to the resolution of the 2025 Annual General Meeting of Shareholders, the cash dividend payout ratio was 24%. The Board of Directors proposes that the 2026 Annual General Meeting approve an adjustment to the profit distribution plan, including an additional dividend payout of 39.64% for the 2025 financial year, bringing the total dividend payout ratio for the year to 62.68%.



### Cash Flow Analysis

In addition to operating results, the Company's cash flows in 2025 experienced notable fluctuations, primarily associated with expansion investments and the implementation of its dividend payout policy.

Net cash flows from operating activities amounted to VND 20.7 billion, significantly lower than the previous year, mainly due to increases in inventories and prepaid expenses.

Cash flows from investing activities recorded a substantial outflow, primarily related to capital expenditures for fixed assets to expand production capacity. This is consistent with the Company's long-term development orientation; however, it also increased short-term pressure on cash flows.

Meanwhile, cash flows from financing activities were significantly negative, mainly due to dividend payments exceeding VND 108 billion. While maintaining a high dividend payout policy benefits shareholders, it also reduces retained cash available for business operations.

Cash and cash equivalents decreased from VND 60.0 billion to VND 40.5 billion at year-end. Despite this notable decline, the Company's liquidity position remained adequate.

### Key Financial Ratios

Indicators	Unit	2024	2025
1. Liquidity Ratios			
- Current ratio:	Times	3,89	2,10
- Quick ratio:	Times	3,07	1,11
- Cash ratio	Times	2,33	0,39
2. Capital Structure Ratios			
- Total liabilities / Total assets	%	22,94	30,27
- Total equity / Total assets	%	77,06	69,73
3. Activity Ratios			
- Inventory turnover:	Times	4,50	3,69
- Total asset turnover	Times	1,24	1,52
- Accounts receivable turnover	Times	12,06	14,20
4. Profitability Ratios			
- Gross profit margin	%	37,58	40,84
- Net profit margin	%	16,09	15,06
- Return on assets (ROA)	%	19,98	22,82
- Return on equity (ROE)	%	25,33	31,03

*"Ratios are calculated based on audited financial statements"*



**Liquidity:** The current ratio reached 2.10 times, indicating that the Company is well positioned to meet its short-term obligations using current assets. The quick ratio stood at 1.11 times, reflecting adequate liquidity without reliance on inventory liquidation. The cash ratio was 0.39 times, at a relatively low level, reflecting a significant decline in cash and cash equivalents during the year.

Despite this, overall liquidity remained at a safe level, with the Company maintaining a strong ability to meet its obligations and having no interest-bearing debt.

**Capital structure:** The ratio of total liabilities to total assets was 30.27%, indicating a low level of financial leverage. Compared to industry norms, this level is considered prudent and helps mitigate financial risk. The ratio of total equity to total assets was 69.73%, continuing to account for a significant proportion of the capital structure, reflecting a high degree of financial autonomy and a solid capital base.

**Operating efficiency:** Inventory turnover was 3.69 times, down from 4.50 times in the previous year, indicating a slower inventory turnover rate. This was mainly due to a significant increase in inventories during the year, which also affected operating cash flows. Total asset turnover reached 1.52 times, up from 1.24 times, reflecting improved efficiency in asset utilization, as the Company generated higher revenue from its asset base. Accounts receivable turnover was approximately 14.20 times, higher than the previous year, indicating improved receivables management, shorter collection periods, and reduced credit risk. The Company's efficient use of capital has been a key factor supporting its financial planning.

**Profitability:** Gross profit margin reached 40.84%, increasing compared to the previous year, reflecting effective cost control and pricing strategies. Net profit margin was 15.06%, slightly lower than the prior year. Return on assets (ROA) was 22.82%, at a high level, demonstrating the Company's strong ability to generate profits from its asset base. Return on equity (ROE) was 31.04%, remaining high and reflecting the effective utilization of shareholders' equity.

As one of the leading listed pharmaceutical companies, PMC is well-positioned to further strengthen its market standing, supported by strong operational efficiency, robust profitability, and a solid financial foundation.

### **3. Assessment of Business Performance**

In 2025, the Company recorded positive business performance, with revenue continuing to maintain a stable growth trajectory, while the gross profit margin improved compared to the previous year. Returns on equity and total assets remained at high levels, reflecting the Company's effective operations and cost control capabilities amid ongoing market volatility.

At the same time, the Company proactively implemented investment initiatives to expand its scale and enhance production capacity, demonstrating a clear long-term development orientation. Increased investments in fixed assets and long-term prepaid



expenses provide a solid foundation to support growth in the coming periods. However, this expansion also led to a significant increase in selling and administrative expenses, thereby moderating profit growth relative to revenue growth.

In addition, cash flows from operating activities showed a declining trend during the year, mainly due to increased inventories and higher working capital requirements to support expansion. Meanwhile, the Company continued to maintain a high dividend payout policy, resulting in significantly negative cash flows from financing activities. These factors placed certain pressure on short-term liquidity, although overall the Company maintained a sound financial position with low leverage and a high degree of financial autonomy.

In the short term, the Company continues to face pressure from rising costs and declining operating cash flows. However, in the medium to long term, the strategic shift from financial investments toward core production and business activities is considered appropriate in line with industry trends. If current investments deliver the expected results, the Company is well-positioned to improve profit margins, enhance operational efficiency, and strengthen its competitive position in the coming years.

Overall, 2025 marks an important transition phase in the Company's development strategy, with a focus on expanding scale and strengthening internal capabilities. Despite short-term pressures, a solid financial foundation and a well-defined investment strategy will support the Company in achieving sustainable growth over the long term.





## **PART 4. REPORT OF THE SUPERVISORY BOARD**

### **1. Activities of the Supervisory Board (BOS)**

No.	Supervisory Board Member	Position	Start/End Date of Membership	Meetings Attended	Attendance Rate	Reason for Absence
1	Mr. Nguyễn Tiến Sỹ	Head of Supervisory Board	Start: 20/04/2024	06/06	100%	
2	Ms. Trần Thị Vân	Member	Start: 20/04/2024	06/06	100%	
3	Ms. Phạm Thị Thùy Mỹ	Member	Start: 20/04/2024	06/06	100%	

In 2025, the SB organized 06 discussion meetings prior to attending Board of Directors (BOD) meetings and conducted 02 inspection phases regarding financial statements and accounting records (semi-annual and year-end).

Scope of work:

- Supervising the activities of the BOD and the Management Board in implementing AGM resolutions, the Company Charter, and relevant regulations.
- Monitoring and inspecting the implementation of Business Plans, profit distribution plans, and annual dividend distribution.
- Reviewing accounting vouchers and books on a semi-annual and annual basis.
- Appraising and approving the 2025 Financial Statements.
- Auditing the settlement of the Remuneration Fund for the BOD and SB periodically.
- Reviewing reports issued by independent auditing Department
- Reviewing reports issued by the Internal Audit Department.
- Attending regular and extraordinary meetings with the BOD.

### **2. Supervisory Activities of the BOS towards the Board of Directors (BOD), Management Board, and Shareholders:**

- **Supervision of Business and Financial Plans**
  - Business Performance in 2025



- + In 2025, The Company fundamentally met and exceeded key performance indicators, particularly in revenue and PAT. While expenses increased at a higher rate than revenue, profit efficiency remained stable.
- + In 2025, revenue reached VND 552.1 billion, representing 102.4% of the target and an 8.7% increase compared to 2024. Profit after tax (PAT) reached VND 82.3 billion, achieving 106.7% of the plan and reflecting a 2.7% growth over 2024. Consequently, profit after tax exceeded the set targets and demonstrated year-on-year growth.
- **2025 Accounts Receivable and Payable Position:**
  - + Total short-term receivables as of December 31, 2025, amounted to 66.2 billion VND, representing an increase of 5.46% compared to 2024. This figure primarily comprised Accounts Receivable from customers at 43.7 billion VND, a decrease of 17.8% over 2024 ; and short-term prepayments to suppliers at 31.7 billion VND, an increase of 71.4%. The latter increase was driven by the Company's investments in facility renovation, machinery replacement, and prepayments for raw material procurement.
  - + As of December 31, 2025, total short-term payables amounted to 104.5 billion VND, representing a 21.27% increase compared to 2024. This figure primarily comprised payables to employees at 38.3 billion VND and accounts payable to suppliers at 28.5 billion VND. The Company carries no long-term debt.
- **Inventory:** Increased from 71.1 billion VND in 2024 to 103.9 billion VND in 2025, representing a growth of 46.1%. This increase was driven by the Company's strategic decision to expand its stock levels to meet the demands of business expansion.
- **Monitoring Compliance with Legal Regulations and Internal Policies**

The Supervisory Board has performed oversight of compliance with legal regulations, the Company's Charter, and internal policies. In 2025, the Company recorded no material violations of the law or internal regulations.
- **Monitoring Accounting Practices and Financial Reporting**

The Supervisory Board has conducted an appraisal of the 2025 Financial Statements and confirms that these reports provide a true and fair view of the Company's financial position as of December 31, 2025.
- **Monitoring Information Disclosure and Related Party Transactions**

The Company's information disclosure and related-party transactions were carried out in accordance with applicable laws and regulations.



- **Recommendations of the Supervisory Board**

- Strengthening Risk Management: The Company should continue to closely monitor market developments and strictly manage accounts receivable and inventory to ensure financial safety.
- Given the challenging macroeconomic environment and market conditions, the Company needs to develop policies and plans that adapt to market volatility and the fierce competition within its business sector.
- The Company should invest in new technologies to enhance overall operational productivity.

➤ **Activities of the Board of Directors**

- The Company's Board of Directors consists of 07 members, elected by the General Meeting of Shareholders for the 2024–2029 tenure.
- In 2025, the BOD conducted quarterly regular meetings and extraordinary sessions. The meeting agendas focused on evaluating the implementation of previously issued BOD resolutions, reviewing monthly, quarterly, and annual business performance, and assessing the company's restructuring efforts. These efforts were directed by the BOD toward digital transformation, including the establishment of an e-office, the development of new salary and internal expenditure regulations, and investments in equipment to enhance production and business capacity.
- The BOD issued numerous resolutions and decisions concerning the Company's business operations within its scope of authority and responsibility. These Resolutions and Decisions were issued in accordance with proper procedures, within the BOD's mandate, and in alignment with the Resolutions of the General Meeting of Shareholders. Furthermore, they complied with the Company's Charter, the Law on Enterprises, and other relevant legal regulations.
- The Board of Directors performed oversight of the Management Board's activities regarding the implementation of General Meeting of Shareholders' resolutions and closely monitored the progress of the SAP S/4 HANA Enterprise Resource Planning (ERP) project. Through regular and close guidance, as well as timely encouragement provided to the Management Board, the BOD ensured that the Company exceeded its production and business targets for 2025.

➤ **Activities of the Executive Board**

- The Company's Management Board has strictly complied with the Resolutions of the General Meeting of Shareholders and the Board of Directors, ensuring the effective execution of business operations.



- The Management Board directed functional departments to implement proactive measures and restructure the company in alignment with the Board of Directors' strategic orientation toward digital transformation. This included the establishment of an e-office, the refinement of customer policies and internal expenditure regulations, and a focused investment in equipment to enhance production capacity. As a result, the Company achieved significant growth targets in Revenue and Profit for 2025, successfully fulfilled its obligations to the State, improved the living standards of employees, and enhanced overall work efficiency. Notably, the Management Board successfully completed and commissioned the SAP S/4 HANA Enterprise Resource Planning (ERP) system after more than 08 months of implementation.

### **3. Evaluation of the Coordination among the Supervisory Board, the Board of Directors, and the Management Board**

- The Supervisory Board has maintained close coordination with the Board of Directors (BOD) and the Management Board in performing its oversight duties. All opinions and recommendations issued by the Supervisory Board were promptly reviewed and addressed by the BOD and the Management Board. This effective coordination is reflected through the following specific activities:
- The SB was provided with all necessary documents and data required for its duties in accordance with regulations.
- The SB fully attended all regular meetings of the BOD.
- The SB maintained frequent exchange with members of the BOD and the Management Board regarding issues related to internal control and corporate governance.
- In 2025, the SB did not receive any written opinions or requests from shareholders regarding the inspection of accounting books, documents, or any audit requests related to the company's business operations and management.

#### **• Internal Audit:**

- The Internal Audit Department has effectively performed its functions and duties as defined in the regulations, conducting various inspections and controls that contributed to minimizing risks and ensuring legal compliance in documentation related to business operations.
- The Internal Audit Department also participated as a member in activities such as bidding, procurement of assets and packaging materials, and asset liquidation, in accordance with the regulations issued by the Board of Directors. The department actively contributed opinions on management regulations and procedures.





#### **4. Action Plan of the Supervisory Board in 2026:**

- Continue to supervise the exercise of powers and performance of duties by the Board of Directors and the Management Board in accordance with legal regulations and the Company's Charter.
- Monitor the implementation of resolutions issued by the General Meeting of Shareholders and the Board of Directors in 2026.
- Conduct semi-annual appraisals of the financial statements to ensure the truthfulness and fairness of the reports.
- Enhance the supervision of compliance with legal requirements and internal regulations.
- Propose measures to improve business operational efficiency and risk management.

#### **5. Plan for Selecting the Independent Auditor for the 2025 Financial Statements.**

After reviewing the capabilities and audit service fees proposed by audit firms corresponding to the scope of work and additional services offered to Pharmedic Pharmaceutical Medical Joint Stock Company, the Supervisory Board submits to the 2025 Annual General Meeting of Shareholders the proposal to select Chuan Viet Auditing and Consulting Co., Ltd. as the independent auditor for the 2025 financial statements of the Company.

Chuan Viet Auditing and Consulting Co., Ltd. conducted the 2025 financial statement audit and successfully fulfilled its duties, complying fully with the signed audit contract with PMC. The company met key criteria such as ensuring the reliability, accuracy, and quality of the audited financial report; adhering to the audit timeline as regulated; complying with professional standards; and maintaining independence and objectivity in issuing audit opinions.



## **PART 5. REPORT OF THE BOARD OF DIRECTORS**

### **1. Activities of the Board of Directors (BOD):**

- In 2025, the Company's Board of Directors (BOD) implemented the resolutions of the Annual General Meeting (AGM) and proactively proposed appropriate solutions to achieve the approved business plan.
- The BOD held eight (8) meetings and issued twenty-four (24) resolutions and five (5) decisions. The minutes, resolutions, and decisions of the Board were adopted on the basis of collective discussion and majority approval, prepared in compliance with applicable regulations, and duly circulated to all members of the BOD and the Supervisory Board. The Board maintained regular meetings and exchanges with the Supervisory Board and the Executive Board to discuss and align on business strategies, directions, and management policies.
- Members of the Board actively participated in meetings and contributed opinions within the scope of the Board's authority, demonstrating a high level of responsibility and leadership for the benefit of shareholders and the sustainable development of the Company. In addition to fulfilling their collective responsibilities, Board members successfully performed their assigned duties.
- The BOD implemented key targets approved by the AGM, while flexibly adjusting strategies to respond to market fluctuations and ensuring the legitimate rights and interests of shareholders and employees.
- The Board approved the appointment of several management-level personnel and implemented appropriate policies to streamline operations and enhance management efficiency.
- The BOD, in agreement with the Supervisory Board, selected Viet Values Auditing and Consulting Company Limited (VETVALUE) as the independent auditor for 2025. The audit engagement contract was signed on May 15, 2025.
- The Board directed the organization to strictly comply with the reporting regime applicable to the audited 2025 financial statements, the reviewed semi-annual financial statements, quarterly financial statements, management reports, and the 2025 annual report.
- The Company successfully held the 2025 Annual General Meeting of Shareholders on April 19, 2025, commemorating the 44th anniversary of its establishment (June 30, 1981 – June 30, 2025).
- Annual dividends were paid in full and in a timely manner as announced.
  - + The total cash dividend paid for 2024 amounted to 171.68%, of which 62.68% was distributed from after-tax profits and 109% from the reversal of the Investment and Development Fund.



- + In 2025, the Company completed the payment of the first cash dividend installment at the rate of 10% (payment date: December 8, 2025). The second cash dividend installment is expected to be paid at the rate of 14% (expected in April 2026).
- The Company's corporate governance was conducted in compliance with the Articles of Association, internal regulations, and applicable laws. Relevant departments actively contributed to the review, amendment, and supplementation of internal regulations to ensure consistency with current legal requirements.
- The Executive Board conducted regular supervision of business operations and promptly issued policies and directives to address difficulties and operational shortcomings, ensuring the achievement of the Company's objectives.
- The BOD approved the following projects:
  - + Establishment of a branch of Pharmedic Pharmaceutical Medicinal Joint Stock Company in Hanoi to expand market coverage and improve operational efficiency.
  - + Implementation of the SAP S/4HANA enterprise resource planning (ERP) system, currently in the testing and acceptance phase.
  - + The project on expanding the production line and finished goods warehouse at the existing factory, with legal procedures currently being implemented.
  - + Completion of the new salary system project, which will be implemented from January 1, 2026.
- The Internal Audit Committee reports to the BOD and assists the Board in overseeing compliance with the Company's internal regulations, policies, and procedures; reviewing and evaluating reports on the results and effectiveness of production and business operations; assessing the Company's financial position; monitoring compliance with prevailing accounting standards and financial policies; evaluating the accuracy and integrity of financial data; and overseeing risk management and internal control activities.
- Information disclosure was conducted in a timely and transparent manner in accordance with applicable laws, including periodic and ad hoc disclosures such as financial statements, annual reports, corporate governance reports, reports on related-party transactions, and other required disclosures.
- Recognizing that employee training and development are essential to the Company's sustainable growth, the Company consistently maintained its training policy throughout the year and will continue to implement it to meet human resource requirements at each stage of development, while enhancing employees' professional skills, competencies, and creativity.



- The Company has consistently received the “High-Quality Vietnamese Products” award, as voted by consumers, from 2003 to 2025. In 2025, the Company was also honored with the “Culturally Reputable Enterprise of 2025” award organized by the Vietnam Chamber of Commerce and Industry (VCCI), recognizing enterprises that operate in alignment with ethical standards, social responsibility, and sound corporate culture. Vietnamese Brands (pharmaceutical sector) by the Vietnam Intellectual Property Association.

**Information about the Board of Directors Members:**

No.	Board of Directors' member	Position	The date becoming/ceasing to be the member of the Board of Directors		Meetings Attended	Attendance Rate	Reason for Absence
			Date of appointment	Date of dismissal			
1.	Mr. Le Van Thinh	Chairman of the BOD (Non-executive members of the BOD)	20/04/2024		08/08	100%	
2.	Mr. Nguyen Chi Thanh	Vice Chairman (Non-executive members of the BOD)	20/04/2024		07/08	87,5%	Mission
3.	Mr. Le Viet Hung	Executive members of the BOD	20/04/2024		08/08	100%	
4.	Mr. Phan Xuan Phong	Executive members of the BOD	20/04/2024		08/08	100%	
5.	Mr. Nguyen Huy Cuong	Non-executive members of the BOD	20/04/2024		08/08	100%	
6.	Ms. Tran Dang Khoa	Non-executive members of the BOD	20/04/2024		08/08	100%	
7.	Mr. Le Anh Minh	Non-executive members of the BOD	20/04/2024		07/08	87,5%	Mission





## **2. Supervision Activities of the BOD over the Board of Management:**

- The BOD regularly supervises the activities and management of the Board of Management in implementing the targets set by the General Meeting of Shareholders and the BOD, carrying out business operations, and ensuring compliance with the Law on Enterprises, the Law on Securities, the Company's Charter, internal corporate governance regulations, the BOD's operating regulations, and corporate governance requirements as prescribed by the Ministry of Finance.
- Implement key business operation targets in accordance with the plan set by the 2025 Annual General Meeting of Shareholders while flexibly adjusting business strategies to respond to the current challenges faced by both the Company and the market economy. At the same time, ensure the interests of employees and safeguard the legitimate rights and benefits of all shareholders.
- Develop and refine the organizational structure, workflows, and communication systems in a systematic manner to enhance financial management capabilities and overall corporate governance quality, ensuring alignment with the Company's actual operations.

## **3. Activities of the Board of Directors' subcommittees:**

- Although subcommittees have not been established, members of the BOD perform specifically assigned duties in their respective areas, working directly with relevant specialized departments, gathering advisory opinions from operational levels, and providing recommendations to the Board of Management. This ensures timely solutions to challenges and obstacles, enabling effective guidance for business operations and other corporate activities.
- Invest in technology and enhance production processes in compliance with regulations.
- Develop and refine policies on human resources, salary structures, bonuses, and allowances to support the company's sustainable development strategy.
- Participate in supervising and reviewing financial reporting compliance.
- Revise the organizational structure and reorganize departments to strengthen management efficiency and improve overall company performance.
- Departments contribute to the revision and supplementation of the company's regulations and policies.
- Disclose information in accordance with regulations.

### **• Internal Audit Department:**

- Preparation of the Internal Audit Plan for 2025, and execution of audits in accordance with the plan approved by the Board of Directors.
- Evaluate risk control in the company's governance and management processes.



- Implement other audit tasks as necessary or as requested by the Board of Directors.
- Audit compliance with the company's internal regulations, policies, and procedures; verify and assess reports on business performance, financial status, and compliance with current financial and accounting policies to evaluate the accuracy and integrity of financial data, compliance with accounting standards, and current financial policies; manage risks and conduct internal evaluations of the company.

#### **4. Resolutions/Decisions of the GMS and the BOD:**

- **Resolutions of the GMS:**

No.	Resolution/Decision No.	Date	Content
1	37/NQ-ĐHĐCĐ	19/04/2025	<p>Resolution of the 2025 Annual General Meeting of Shareholders:</p> <ol style="list-style-type: none"><li>1. Approval of the Report on the activities of the Board of Directors, the Summary Report on business operations in 2024, and the business plan for 2025.</li><li>2. Approval of the Supervisory Board's Report on activities in 2024 and Proposal No. 04/PMC-BKS of the Supervisory Board regarding the selection of Vietvalues Audit and Consulting Company Limited as the auditor for the financial year 2025.</li><li>3. Approval of the audited financial statements for the year 2024.</li><li>4. Approval of Proposal No. 05/PMC-HĐQT of the Board of Directors regarding the profit distribution for 2024 and the profit distribution plan for 2025.</li><li>5. Approval of Proposal No. 06/PMC-HĐQT of the Board of Directors regarding the adjustment of the profit distribution plan and the amendment of the 2024 dividend payment ratio,</li></ol>



			<p>increasing it from 24% to 62.68% of charter capital.</p> <p>6. Approval of Proposal No. 07/PMC-HDQT of the Board of Directors regarding rewards for the Executive Board for exceeding the annual business plan targets.</p> <p>7. Approval of Proposal No. 08/PMC-HDQT of the Board of Directors regarding the policy on entering into and executing contracts, agreements, and transactions with related parties.</p>
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• **Resolutions/Decisions of the BOD:**

No.	Resolution/Decision No.	Date	Content	Approval rate
1	07/NQ-HDQT	24/01/2025	- Resolution of the Board of Directors approving the service contract for corporate governance consulting with Saigon – Hanoi Securities Joint Stock Company (SHS).	100%
2	08/NQ-HDQT	24/01/2025	Resolution of the Board of Directors approving: <ul style="list-style-type: none"><li>- The interim cash dividend payment ratio for the second period of 2024.</li><li>- The dividend payment ratio for 2025 at 24%, to be submitted to the 2025 Annual General Meeting of Shareholders.</li></ul>	100%
3	09/NQ-HDQT	24/01/2025	Resolution of the Board of Directors approving:	100%



No.	Resolution/Decision No.	Date	Content	Approval rate
			<ul style="list-style-type: none"><li>- Reports on the implementation of the production, business, and financial plans for December 2024, the full year of 2024, and the plan for 2025.</li><li>- The profit distribution report and the report on the remuneration fund for the Board of Directors and the Supervisory Board for 2024.</li><li>- Supplementation and adjustment of the Internal Spending Regulations and the Investment and Procurement Regulations.</li><li>- Early salary increase in accordance with company regulations for Mr. Tra Quang Trinh – Deputy General Director.</li></ul>	
4	10/NQ-HDQT	24/01/2025	- Resolution of the Board of Directors approving the progress report on the implementation of the “Enterprise Resource Planning (ERP) System Project SAP S/4HANA”.	100%
5	11/NQ-HDQT	24/01/2025	- Resolution of the Board of Directors approving the additional procurement of assets, machinery, equipment, and repair works for 2024, as well as the	100%





No.	Resolution/Decision No.	Date	Content	Approval rate
			supplementary procurement and repair plan for 2025.	
6	12/NQ-HDQT	24/01/2025	Resolution of the Board of Directors approving the additional procurement plan for raw materials and packaging for 2025.	100%
7	17/ND-HĐQT	06/02/2025	Resolution of the Board of Directors approving the Organizational and Operational Regulations of Pharmedic Pharmaceutical Joint Stock Company's Branch in Hanoi.	100%
8	19/QĐ-HĐQT	18/02/2025	Decision on the establishment of the Steering Committee for organizing the 2025 Annual General Meeting of Shareholders.	100%
9	21/NQ-HDQT	21/02/2025	Resolution of the Board of Directors approving the method of contractor selection for the procurement of distilled water equipment.	100%
10	25/NQ-HDQT	13/03/2025	Resolution of the Board of Directors approving: <ul style="list-style-type: none"><li>- Adjustment of the 2025 business plan.</li><li>- Amendment of the 2024 profit distribution plan and fund appropriation according to Article 4 of Resolution No. 24/NQ-ĐHĐCĐ-PMC dated April 20, 2024, to be submitted to the 2025 Annual</li></ul>	100%



No.	Resolution/Decision No.	Date	Content	Approval rate
			<p>General Meeting of Shareholders as follows:</p> <ul style="list-style-type: none"><li>+ For the item "Remaining profit allocated to the Development Investment Fund": cancel the allocation to the Development Investment Fund and transfer this remaining profit to the item "Dividends paid to shareholders".</li><li>- For the item "Dividend payment ratio": adjust the ratio from 24% to 62.68% of charter capital.</li></ul>	
11	29/NQ-HDQT	28/03/2025	<p>Resolution of the Board of Directors approving:</p> <ul style="list-style-type: none"><li>- Reports on the implementation of the production, business, and financial plans for February 2025 and the first two months of 2025.</li><li>- The audited financial statements for 2024, the Profit Distribution Report, the Board of Directors' and Supervisory Board's Remuneration Fund Report, and the post-audit allocation of the 2024 Remuneration Fund.</li><li>- The plan for organizing the 2025 Annual General Meeting of Shareholders and the documents to be submitted to the General Meeting.</li></ul>	100%



No.	Resolution/Decision No.	Date	Content	Approval rate
			The appointment of the Deputy Head of the Research and Development Department.	
12	30/NQ-HDQT	28/03/2025	Decision on the Establishment of the Shareholder Eligibility Verification Committee for the 2025 Annual General Meeting of Shareholders (AGM) of the Company.	100%
13	34/NQ-HDQT	14/04/2025	Resolution of the Board of Directors approving:  - Preparations for the 2025 AGM.  The proposal from the General Director regarding rewards for the Executive Board for exceeding the annual profit target, and the submission of this matter to the 2025 AGM for approval of establishing the reward fund.	100%
14	41/NQ-HDQT	13/06/2025	Resolution of the Board of Directors on approving the signing of a framework agreement for raw material supply with Saigon Pharmaceutical One Member Limited Liability Company (Sapharco).	100%
15	42/NQ-HDQT	13/06/2025	The Board of Directors' Resolution approving bank loan arrangements to make advance payments to suppliers.	100%



No.	Resolution/Decision No.	Date	Content	Approval rate
16	45/NQ-HĐQT	25/07/2025	<p>Resolution of the Board of Directors approving:</p> <ul style="list-style-type: none"><li>- Reports on the implementation of the production, business and financial plan for June 2025 and the first six months of 2025.</li><li>- Report on the remuneration fund and the remuneration expenses for the Board of Directors and the Supervisory Board for the first six months of 2025.</li><li>- Progress report on the implementation of the "SAP S/4HANA Enterprise Resource Planning System" project.</li><li>- The report on the implementation of the project "Expansion of the production line and finished goods warehouse at the Factory".</li><li>- The Company's new salary system.</li><li>- Appointment of positions: Human Resources &amp; Admin Director, Planning Manager, and Purchasing Manager.</li></ul> <p>Amendments and adjustments to the Procurement and Investment Regulations.</p>	100%
17	46/NQ-HĐQT	25/07/2025	<p>Resolution of the Board of Directors approving:</p>	100%





No.	Resolution/Decision No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> <li>- The plan to pay the remaining dividends for 2024 in cash, which was approved by the 2025 Annual General Meeting of Shareholders at a rate of 38.68% per share.</li> <li>- The interim cash dividend for the first period of 2025 at a rate of 10% per share.</li> </ul>	
18	57/NQ-HĐQT	29/10/2025	<p>Resolution of the Board of Directors approving:</p> <ul style="list-style-type: none"> <li>- Extension of the term of office for Ms. Nguyen Thi Phuong Lan – Head of the Internal Audit Department.</li> <li>- Credit limits at banks: Vietnam Maritime Commercial Joint Stock Bank, Vietnam Industrial and Commercial Joint Stock Bank – Ho Chi Minh City Branch, and Vietnam Foreign Trade Joint Stock Bank – Saigon Branch.</li> </ul>	100%
19	58/QĐ-HĐQT	29/10/2025	Decision of the Board of Directors on the extension of the term of office for Ms. Nguyen Thi Phuong Lan – Head of the Internal Audit Department until December 31, 2025.	100%
20	65/NQ-HĐQT	11/11/2025	Resolution of the Board of Directors on approving the	57,14%



No.	Resolution/Decision No.	Date	Content	Approval rate
			production, business, and financial plan for 2026.	
21	66/NQ-HĐQT	11/11/2025	Resolution of the Board of Directors on the approval of an interim cash dividend for the first period of 2025 at a rate of 10% per share.	100%
22	67/NQ-HĐQT	11/11/2025	Resolution of the Board of Directors on approving the policy to sign transaction contracts with related parties in 2026.	100%
23	68/NQ-HĐQT	11/11/2025	Resolution of the Board of Directors approving: <ul style="list-style-type: none"><li>- Reports on the implementation of the production, business and financial plan or September 2025 and the first nine months of 2025.</li><li>- Progress report on the implementation of the "SAP S/4HANA Enterprise Resource Planning System" project.</li><li>- The report on the implementation of the project "Expansion of the production line and finished goods warehouse at the Factory".</li><li>- The 2026 labour utilisation plan.</li></ul>	100%



No.	Resolution/Decision No.	Date	Content	Approval rate
			Salary adjustment for the Board of Directors and Chief Accountant in accordance with the new salary regulations.	
24	69/NQ-HĐQT	11/11/2025	Resolution of the Board of Directors on approving the purchase of additional raw materials and packaging for 2025 and the plan for 2026.	100%
25	70/NQ-HĐQT	11/11/2025	Resolution of the Board of Directors on approving the additional asset investment for 2025 and the plan for 2026.	100%
26	76/QĐ-HĐQT	17/12/2025	Decision of the Board of Directors on amending and supplementing the Regulations on the expenditure of the remuneration fund for members of the Board of Directors and the Supervisory Board for the 2024–2029 period	100%
27	77/NQ-HĐQT	17/12/2025	Resolution of the Board of Directors on approving amendments and supplements to the Company's Regulations.	100%
28	78/NQ-HĐQT	30/12/2025	Resolution of the Board of Directors on approving personnel changes in the Internal Audit Department.	100%
29	79/QĐ-HĐQT	30/12/2025	Decision of the Board of Directors on the appointment of the Person in charge of Internal Audit.	100%



## **5. Corporate Governance Training:**

- Members of the BOD, the BOS, the CEO, other key executives, and the Corporate Secretary have participated in corporate governance training courses in accordance with corporate governance regulations.
- The BOD members, BOS members, and executive management regularly update their knowledge on laws and regulations related to corporate governance and will continue to attend training programs recognized by the State Securities Commission and the Hanoi Stock Exchange.

## **6. Transactions, Remuneration and Benefits of the Board of Directors, Board of Supervisors, and Executive Management.**

In accordance with the resolution approved by the 2025 Annual General Meeting of Shareholders, the total Remuneration Fund for the Board of Directors (BOD) and the Supervisory Board (SB) for 2025 was VND 5.09 billion. The actual disbursed amount was VND 4.28 billion. The Company has strictly complied with the remuneration levels authorized by the 2025 Annual General Meeting of Shareholders.

*(According to the audited financial statements for the year 2025).*

## **7. Share Transactions by Internal Shareholders and Related Parties:**

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
01	Saigon-Hanoi Securities JSC., (SHS)	Mr. Nguyen Chi Thanh – General Director of SHS	1.362.248	14,6%	0	0%	Portfolio restructuring

## **8. Transactions with Related Parties:**

Regarding transactions with related parties, the following occurred during the 2025 fiscal year:

- Sales to Related Parties: Sales to Saigon Pharma One Member Limited Liability Company and its branches totaled VND 54.6 billion. The outstanding accounts receivable at the end of the period amounted to VND 11 billion.
- Prepayments to Suppliers: Prepayments made to Saigon Pharma One Member Limited Liability Company during the period totaled VND 20 billion.





- Consultancy Services: A consultancy contract with Saigon - Hanoi Securities Joint Stock Company (SHS) incurred a total value of VND 73 million during the period.

## 9. Shareholder Structure and Changes in Owners' Equity Capital:

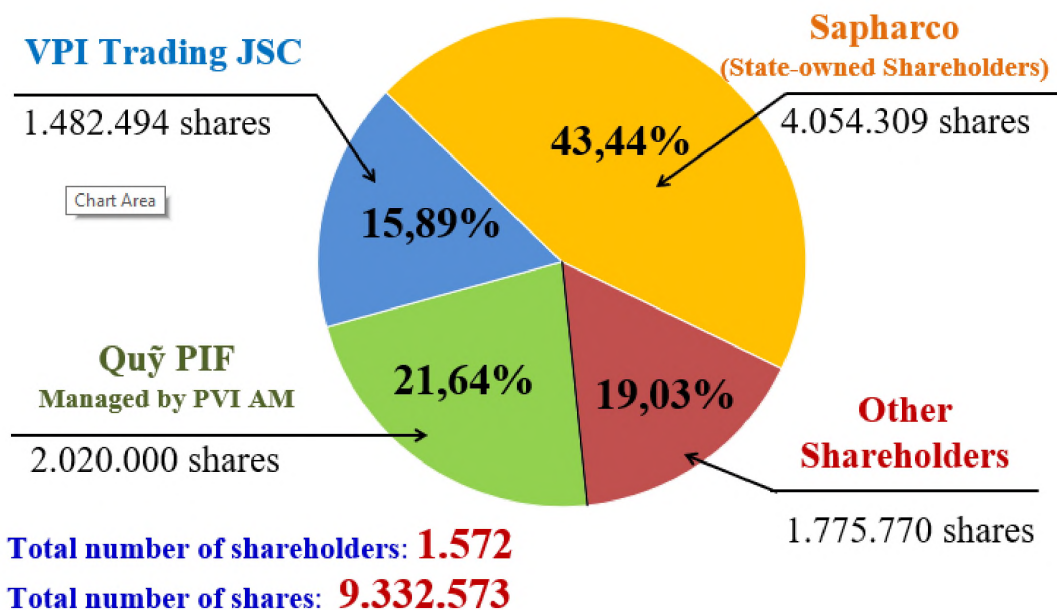
- a. Shares: Total number of outstanding common shares: 9.332.573 share, Number of freely transferable shares 9.332.573 shares.
- b. Shareholder structure according to the shareholder list on 24/02/2026:

No	Shareholder Category	Number of Shareholders	Shares Held	Ownership (%)
<b>1</b>	<b>Major shareholders:</b>	<b>3</b>	<b>7,556,803</b>	<b>80.97%</b>
	- Saigon Pharmaceutical Company Limited – Sapharco (State shareholder)	1	4,054,309	43.44%
	- PVI Infrastructure Investment Fund, managed by PVI Asset Management	1	2,020,000	21.64%
	- Vietnam Pharmaceutical Investment and Trading JSC	1	1,482,494	15.89%
<b>2</b>	<b>Other shareholders:</b>	<b>1.569</b>	<b>1.775.770</b>	<b>19.03%</b>
	<b>Domestic shareholders:</b>	<b>1.520</b>	<b>1.481.822</b>	<b>15,88%</b>
	- Organizations	16	53.262	0,57%
	- Individuals	1.504	1.428.560	15,31%
	<b>Foreign shareholders:</b>	<b>49</b>	<b>293.948</b>	<b>3,15%</b>
	- Organizations	13	177.644	1,90%
	- Individuals	36	116.304	1,25%
	<b>Total</b>	<b>1.572</b>	<b>9.332.573</b>	<b>100%</b>

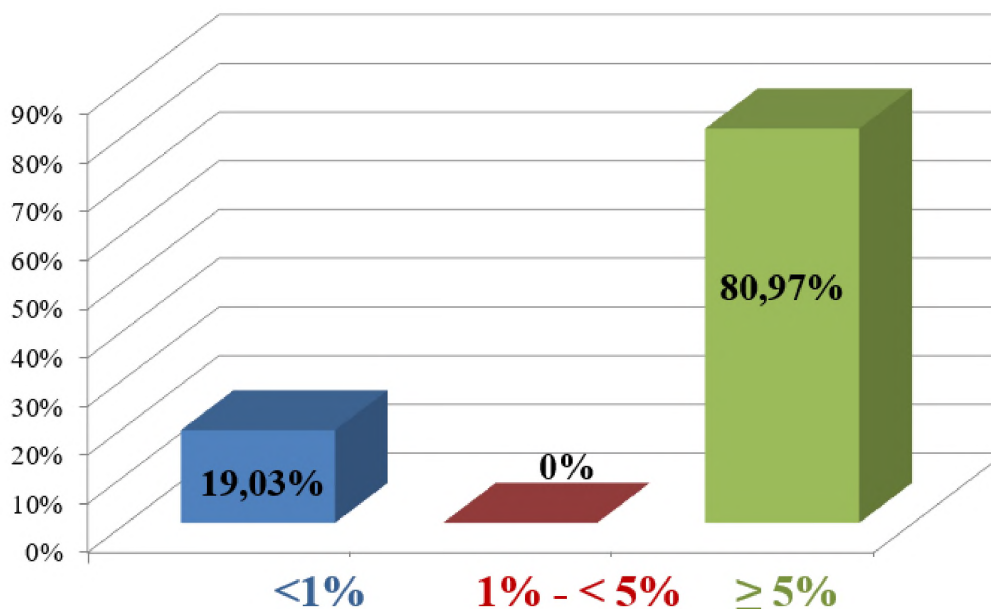


**PHARMEDIC**  
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### Shareholding Structure by Major Shareholders



### Shareholding Structure by Ownership Ratio



- Shareholding structure by ownership percentage: Shareholders holding 5% or more of voting shares: 80,97%. Shareholders holding from under 5% to 1% of voting shares: 0%. Shareholders holding less than 1% of voting shares: 19,03%.
- c. Changes in owners' equity capital:
  - In 2025, the Company did not increase its charter capital.
- d. Transactions of treasury shares and other securities: None



## **10. Board of Directors' Assessment of the Company's Overall Performance**

### **a) Board of Directors' Assessment of the Company's Operations:**

The company has complied with the government's policies and legal regulations, actively protecting the environment, and fulfilling its social responsibilities towards the local community. The leadership team and employees have made considerable efforts to overcome challenges and effectively implement the solutions directed by the Board of Directors, along with the operational measures from the Executive Board. These efforts have played a significant role in the successful production and distribution of products to the market, contributing to positive business outcomes.

Over the past year, the company has also been actively involved in community activities, including volunteer work, environmental cleanup initiatives, and raising awareness in the community about health-related issues

### **b) Board of Directors' Assessment of the Executive Management:**

The Company has complied with the State's policies and laws, actively engaged in environmental protection, and effectively fulfilled its social responsibilities toward the local community. The management team and employees have made significant efforts to overcome challenges and effectively implement solutions as directed by the Board of Directors, as well as measures introduced by the Executive Management in organizing production and distributing products to the market, thereby contributing to improved business performance.

The Company has actively participated in community activities, volunteer programs, environmental clean-up initiatives, and efforts to raise public awareness on healthcare-related issues.

The Executive Management successfully fulfilled the 2025 business plan targets, with total revenue reaching VND 552.097 billion, exceeding the plan by 2.43% and increasing by 8.66% compared to 2024. Total profit before tax reached VND 102.999 billion, exceeding the plan by 6.19% and increasing by 2.68% compared to 2024.

The Board of Directors closely monitored the activities of the Executive Management and acknowledged its efforts in leading and managing the Company's production and business operations. The Executive Management has implemented business activities in alignment with the strategic direction of the Board of Directors, while ensuring the interests of the Company, its shareholders, employees, and investors. In addition, the Executive Management has demonstrated a clear understanding of the Company's resources and has flexibly adjusted plans to respond to market fluctuations.

Members of the Executive Management have maintained close coordination among themselves and with other departments in managing and executing business operations. The Executive Management has also provided timely support to employees, paid



attention to their material and spiritual well-being, and maintained a stable, healthy, and friendly working environment.

The Board of Directors recognizes that the Executive Management has made considerable efforts to strengthen internal governance, particularly in organizational structure, human resources, and production activities at the factories. In 2026, the Board of Directors will continue to emphasize the proactive role of the Executive Management, especially in handling responsibilities assigned to each Deputy General Director. The Executive Management is expected to further improve and finalize internal regulations and operational procedures across all departments.

### **c) Board of Directors' Assessment of Environmental and Social Responsibilities**

The Company consistently identifies environmental protection and social contribution as core pillars of its sustainable development strategy. During the year, the Company implemented comprehensive measures for the control, management, and treatment of waste, ensuring that all types of waste generated were properly collected, classified, and treated in accordance with applicable regulations prior to discharge into the environment.

In addition, the Company has fully completed all legal procedures related to environmental protection and water resources. It has been granted the necessary permits by competent authorities for groundwater extraction and wastewater discharge in compliance with regulations, and has obtained approval for its Environmental Protection Plan for production and business activities at the local level. Alongside regulatory compliance, the Company has proactively invested in and upgraded technologies to improve resource efficiency and emission control.

Looking ahead, the Company is committed to further promoting research and the application of science and technology, optimizing production processes, and strengthening environmental governance. Energy-saving solutions, resource reuse, and green development initiatives will continue to be implemented, contributing to enhanced operational efficiency while supporting the broader goal of sustainable development for the community and society.





## **PART 6. SUSTAINABILITY REPORT**

### **I. OVERVIEW OF SUSTAINABILITY**

In 2025, Pharmedic Pharmaceutical Joint Stock Company continued to uphold its sustainable development orientation, integrating sustainability into its production and business operations, with a focus on controlling key environmental factors and ensuring compliance with applicable legal regulations.

The Company's production output reached 3,720 tonnes, slightly increasing from 3,710 tonnes in 2024, reflecting the stability of its production and business activities. Correspondingly, energy and resource consumption recorded an upward trend, consistent with the scale of production.

Specifically, total electricity consumption amounted to 3,900,781 kWh, while total water usage reached 28,417 m<sup>3</sup>. However, through operational optimization and effective management of environmental systems, the Company maintained reasonable resource efficiency, with energy intensity of approximately 1,048 kWh per tonne of product and water intensity of approximately 7.64 m<sup>3</sup> per tonne of product.

The Company continued to operate its wastewater treatment system with a capacity of 150 m<sup>3</sup> per day, ensuring that all generated wastewater (19,797 m<sup>3</sup> per year) was treated in compliance with national technical regulations on industrial wastewater prior to discharge into the environment.

Waste management was effectively implemented, with total domestic waste amounting to 85.8 tonnes, of which 20,412 kg was recycled or reused, contributing to the reduction of environmental impacts.

Environmental monitoring activities were conducted periodically, with four monitoring rounds during the year. The results indicated that all parameters were within permissible limits. No environmental violations were recorded during the reporting period.

In parallel, the Company placed strong emphasis on ensuring safe working conditions for employees through workplace environmental monitoring, with 12 samples measured during the year, contributing to a stable working environment and regulatory compliance.

Looking ahead, the Company aims to further enhance resource management efficiency and gradually develop and refine its ESG (Environmental – Social – Governance) metrics system, thereby improving operational performance and meeting sustainable development requirements.



## **II. ENVIRONMENTAL AND SOCIAL IMPACTS**

### **1. Identification of Environmental Impacts and Risks**

The Company's production activities generate several environmental impacts typical of the pharmaceutical industry, including:

- Wastewater generated from production processes and equipment cleaning;
- Emissions arising from production activities and operational vehicles;
- Solid waste generation, including domestic waste, non-hazardous industrial waste, and hazardous waste;
- Significant energy consumption, particularly from HVAC systems;
- Water usage for production and facility cleaning.

If not properly controlled, these impacts may affect water quality, air quality, and the surrounding ecosystem.

### **2. Energy Management and Emissions**

In 2025, total electricity consumption of Pharmedic Pharmaceutical Joint Stock Company reached **3,900,781 kWh**, increasing from **3,632,070 kWh** in 2024, in line with the growth in production output (3,720 tonnes compared to 3,710 tonnes in 2024).

Given the nature of the pharmaceutical industry, HVAC systems account for a significant proportion of total electricity consumption to ensure compliance with GMP standards, thereby contributing to indirect greenhouse gas (GHG) emissions from electricity usage.

To control energy consumption and reduce emissions, the Company has implemented measures such as optimizing HVAC system operations based on actual load, conducting periodic equipment maintenance, improving energy efficiency, and promoting energy-saving awareness among employees.

Based on actual output, energy intensity was maintained at approximately **1,048 kWh per tonne of product**, reflecting relatively stable energy management efficiency despite increased production.

### **3. Water and Wastewater Management**

Total water consumption in 2025 reached **28,417 m<sup>3</sup>**, increasing from **25,337 m<sup>3</sup>** in 2024, primarily used for production, equipment cleaning, and facility sanitation in accordance with GMP standards.

Production activities generated wastewater totaling **19,797 m<sup>3</sup> per year**. The Company has invested in a wastewater treatment system with a capacity of **150 m<sup>3</sup> per day**, operating at approximately **68.3 m<sup>3</sup> per day**, ensuring that all generated wastewater is treated.



Monitoring results indicate that treated wastewater meets the requirements of **QCVN 40:2011/BTNMT** (*Column B – applicable to receiving water bodies not used for domestic water supply*) prior to discharge into the Tham Luong Canal.

Control measures include continuous system operation, periodic inspection, and environmental monitoring to ensure treatment efficiency, maintaining a 100% compliance rate.

#### **4. Emissions and Air Quality Management**

Air emissions generated from production activities and auxiliary sources are controlled through ventilation systems and appropriate technical measures.

Monitoring results of emissions and ambient air quality indicate that parameters such as dust and hazardous gases remain within permissible limits under applicable regulations.

The Company conducts periodic air quality monitoring on a quarterly basis, tracking parameters such as dust and hazardous gases. All monitored indicators were within regulatory limits.

#### **5. Waste Management**

In 2025, total domestic waste generated amounted to **85.8 tonnes** and was collected and treated in accordance with regulations. Recyclable and reusable non-hazardous industrial waste reached **20,412 kg**, contributing to the reduction of final waste disposal volumes.

For hazardous waste, the Company implements proper classification, storage, and transfer to licensed treatment providers in compliance with legal requirements.

Waste management measures are implemented to minimize waste generation at source, enhance recycling efficiency, and ensure full compliance with applicable regulations.

#### **6. Environmental Incident Prevention and Response**

Since commencing operations, Pharmedic Pharmaceutical Joint Stock Company has consistently ensured the proper and continuous operation of environmental treatment facilities in accordance with approved technical solutions, effectively controlling pollution sources as outlined in its detailed Environmental Protection Plan.

**Environmental incident prevention measures at the facility include:**

- **Wastewater:**

- + **Rainwater:** Collected rainwater is discharged into the Tham Luong Canal.
- + **Wastewater:** The wastewater treatment system (capacity: 150 m<sup>3</sup>/day) is regularly monitored and maintained. Periodic sampling is conducted to ensure treated wastewater complies with QCVN 40:2011/BTNMT.



- + In the event of an incident, the discharge valve is immediately shut off to prevent wastewater release into the environment. The system is only resumed after the issue is resolved and water quality is verified.

- **Waste:**

- + Domestic waste bins are regularly inspected to ensure they are properly covered, preventing odor dispersion and rainwater intrusion. Waste is collected and transferred on a regular basis.
- + Hazardous waste storage areas are constructed with enclosed flooring and walls, using impermeable, non-combustible, corrosion-resistant materials that do not react with hazardous waste.
- + Hazardous waste is stored in dedicated containers with clear, legible, and durable labeling. Storage areas are clearly demarcated with appropriate signage and warning notices.
- + Absorbent materials (e.g., dry sand) and shovels are prepared for emergency response to spills or leaks of liquid hazardous waste.
- + Safety procedures for hazardous waste handling, collection, transportation, and storage are communicated to employees.
- + Contracts are signed with licensed service providers for hazardous waste treatment to prevent excessive accumulation within the facility.

- **Air Emissions:**

- + Transport vehicles are periodically inspected to ensure emissions comply with environmental requirements during operation.
- + Vehicles operate within permitted load limits and are kept clean to prevent odor impacts during transportation.
- + Adequate ventilation is maintained in working areas.
- + Internal regulations on production area management and workplace hygiene are strictly enforced to maintain a clean and orderly environment.
- + Wastewater drainage systems are regularly maintained to prevent stagnation and odor generation.

- **Fire and Explosion Prevention:**

- + Fuel storage areas are properly isolated.
- + Fuel handling (import/export) is conducted in strict compliance with fire prevention and firefighting (PCCC) regulations; storage tanks meet required standards.
- + Electrical systems are regularly inspected.
- + On-site firefighting equipment is adequately installed and maintained.
- + Smoking is strictly prohibited within the factory premises.





- + Fire prevention measures are applied to electrical equipment.
- + A dedicated on-site fire prevention and firefighting team is established and remains on standby to respond promptly to any incidents.

## **7. Legal Compliance and Environmental Protection**

The Company operates its environmental protection facilities in accordance with Environmental License No. 222/GPMT-STNMT-CCBVM and fully complies with all relevant legal obligations.

Environmental monitoring is conducted on a quarterly basis for wastewater, air emissions, and workplace environment. In 2025, the Company carried out four monitoring rounds, with all parameters meeting applicable regulatory standards.

During the reporting period, no environmental violations were recorded.

### **Compliance KPIs:**

- Number of monitoring activities: 4 times/year
- Number of violations: 0

In its production operations, the Company has effectively implemented environmental protection measures and complied with legal requirements through periodic reporting, including:

- + Environmental monitoring reports;
- + Hazardous waste management reports;
- + Ensuring that air emissions and solid waste are treated in compliance with applicable standards, in coordination with licensed service providers for collection and treatment;
- + Continuous operation of wastewater treatment systems and waste minimization measures in accordance with current environmental regulations.

The Company also:

- Complies with regulations of the Ministry of Health regarding pharmaceutical manufacturing;
- Strictly implements fire prevention and firefighting measures, maintains safety and order across all operations, and promotes a positive corporate culture;
- Promotes cost efficiency and resource savings through regular review of operational activities and expenses;
- Commits to implementing all other environmental protection measures in accordance with applicable laws;
- Undertakes full legal responsibility under Vietnamese law for any violations of international conventions, Vietnamese standards, or environmental incidents arising during its operations.



## **8. Employee-Related Policies**

The Company places strong emphasis on ensuring safe working conditions through effective control of workplace environmental factors across production and office areas.

In 2025, the Company conducted 12 workplace environmental monitoring samples, covering parameters such as dust, noise, and microclimate. All results were within permissible limits, ensuring employee health and safety.

As of December 31, 2025, the total number of employees was 516, a decrease of 19 employees compared to 2024.

Total employee income increased by 12% compared to 2024, with an average of VND 21 million per person per month.

Pharmedic has implemented various employee welfare policies, including periodic health check-ups, full compliance with social insurance, health insurance, and unemployment insurance obligations, and benefits for female employees on International Women's Day (March 8) and Vietnamese Women's Day (October 20). Bonuses are also provided on the Company's anniversary and Vietnam Doctors' Day (February 27), among others. The Company complies with the collective labor agreement, provides benefits for employees working away from home, and supports trade union members facing difficulties.

Human resources are a top priority in Pharmedic's sustainable development strategy. To meet development requirements—particularly for management, sales, and highly skilled pharmaceutical personnel—the Company invests significantly in training and development. In addition to attracting talent, retaining employees and minimizing retraining costs are also key priorities. Recognizing the importance of human capital, the Company's leadership is committed to improving employees' quality of life and ensuring their rights and benefits in accordance with Party guidelines and State laws. Competitive compensation, comprehensive welfare policies, and a positive corporate culture are key factors in attracting and retaining talent.

## **9. Community Responsibility**

Throughout its development journey, Pharmedic has consistently promoted a strong commitment to community development through meaningful and practical activities.

In recent years, the Company has supported communities in the Northern mountainous regions, provided assistance to those affected by Typhoon No. 10, and supported disadvantaged households in Quarter 1 and the Vietnam Fatherland Front Committee of Dong Hung Thuan Ward. The Company has participated in the "Dong Hung Thuan Solidarity Program," supported Mid-Autumn Festival gifts for underprivileged children in Dong Hung Thuan Ward, and sponsored charitable programs for hospitals and centers through financial contributions and pharmaceutical products.

In addition, Pharmedic has sponsored conferences and contributed to programs aimed at improving community health, environmental protection, and public health education. The Company has also provided scholarships to students of the Faculty of Pharmacy at the University of Medicine and Pharmacy.



The Company has launched emulation campaigns to boost production capacity and ensure adequate pharmaceutical supply to the market, particularly in response to respiratory disease outbreaks.

In practice, community support activities not only strengthen the emotional connection between the Company and its customers but also bring economic benefits by enhancing trust in the Company's products and reputation. This trust, in turn, helps expand the Company's network and business relationships.

### **III. SUSTAINABLE DEVELOPMENT ORIENTATION**

In the coming period, Pharmedic Pharmaceutical Joint Stock Company aims to continue its sustainable development journey by maintaining a balanced approach between business growth, environmental protection, and social responsibility. The Company will focus on enhancing environmental management efficiency, optimizing resource utilization, and progressively strengthening its governance system in line with ESG principles.

From an environmental perspective, the Company aims to strictly control waste generation sources, improve the operational efficiency of existing treatment facilities, and gradually enhance key indicators related to energy consumption, water usage, and waste generation toward greater efficiency and conservation. Key initiatives include optimizing HVAC system operations, applying technologies to reduce energy consumption, increasing water reuse, and improving waste recycling rates.

In parallel, the Company plans to establish a more robust system for monitoring and evaluating environmental indicators using quantitative and time-comparable metrics, serving as a foundation for setting specific medium- and long-term improvement targets.

From a governance perspective, the Company will continue to refine its ESG metrics framework, strengthen the integration of environmental and social factors into decision-making and risk management processes, and enhance internal governance capacity. Efforts will also be made to standardize data collection, consolidation, and disclosure processes to ensure transparency and consistency.

Regarding disclosure, the Company intends to align with international reporting standards such as GRI, while improving the quality and scope of its sustainability disclosures to meet the increasing expectations of investors, regulators, and other stakeholders.

In addition, the Company will continue to prioritize human resource development, foster a safe, stable, and sustainable working environment, and maintain community-oriented initiatives, thereby enhancing its social responsibility and corporate reputation.

With this orientation, the Company expects not only to improve its operational performance but also to create long-term sustainable value for shareholders, employees, and society.



## **PART 7. FINANCIAL STATEMENTS**

### **Auditor's Opinion**

#### *Chuan Viet Audit and Consulting Co., Ltd.*

In our opinion, the aggregated financial statements referred to above give a true and fair view, in all material respects, of the financial position of Pharmedic Pharmaceutical Medicinal Joint Stock Company as at 31st December 2025, the business results and the cash flows for the fiscal year then ended in conformity with the accounting standards, the prevailing Vietnamese enterprises' accounting regime as well as legal regulations related to the preparation and presentation of the aggregated financial statements.

The audited financial statements for 2025 were issued on March 02, 2026, and are available on the Pharmedic Pharmaceutical Medicinal Joint Stock Company's website at the following link:

<http://www.pharmedic.com.vn/> under the "Investor Relations" section.

# **INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED 31<sup>ST</sup> DECEMBER 2025**

**PHARMEDIC PHARMACEUTICAL MEDICINAL JSC**



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## REPORT OF THE BOARD OF MANAGEMENT

The Board of Management of Pharmedic Pharmaceutical Medicinal Joint Stock Company (hereafter, referred to as “the Company”) presents this report together with the audited Aggregated financial statements of the Company for the fiscal year ended 31<sup>st</sup> December 2025.

### 1. General information of the Company

Pharmedic Pharmaceutical Medicinal Joint Stock Company, hereafter, referred to as “the Company” (the abbreviated name is PHARMEDIC JSC).

The Company operates in accordance with the initial Business Registration Certificate No. 064075 dated 09<sup>th</sup> December 1997 granted by the Department of Planning and Investment of Ho Chi Minh city and subsequent certificate changes with the 14<sup>th</sup> latest change dated 15<sup>th</sup> September 2025.

The Company is listed on the Hanoi Stock Exchange (HNX).

Stock code : PMC

Charter capital : VND 93,325,730,000.

Capital structure	Capital contribution (VND)	Proportion (%)
State-owned equity	40,543,090,000	43.44
Other shareholders' equity	52,782,640,000	56.56
<b>Total</b>	<b>93,325,730,000</b>	<b>100.00</b>

### 2. Registered office

#### ▪ Head office

Address : 367 Nguyen Trai street, Cau Ong Lanh ward, Ho Chi Minh city.

Tel. : +84 (28) 3920 0502

Fax : +84 (28) 3920 0096

Tax code : 0 3 0 0 4 8 3 0 3 7

#### ▪ Branch information (dependent-accounting branch)

Address : 3<sup>rd</sup> Floor, No. 74B, Alley 116, Nhan Hoa street, Thanh Xuan ward, Hanoi city.

Tel. : +84 (0) 907 391 119

Tax code : 0 3 0 0 4 8 3 0 3 7 – 0 0 1

#### ▪ Manufacturing factory

Address : 1/67 Nguyen Van Qua street, Dong Hung Thuan ward, Ho Chi Minh city.

### 3. Business activities

- Production of cosmetics, soaps, detergents, polishes and sanitary preparations, details: Production of cosmetics;
- Printing, details: Printing and pressing plastic, aluminum and paper packaging;
- Production of drugs, pharmaceutical chemicals and medicinal materials, details: Production of pharmaceuticals, medicinal materials and other products in the medical industry. Processing a number of raw materials (mainly from medicinal herbs to produce some traditional products);

- Wholesale of other household goods, details: Trading of pharmaceuticals, medicinal materials, cosmetics, medical supplies and other products in the medical industry;
- Production of medical, dental, orthopaedic, and rehabilitation equipment and instruments, details: Production of medical supplies;
- Production of base chemicals, details: Production of chemicals (except highly toxic chemicals), insecticidal and antibacterial products used in the household and medical fields (not produced at head office);
- Other specialized wholesale n.e.c, details: Trading of chemicals (except highly toxic chemicals), insecticidal and antibacterial products used in the household and medical fields (not produced at head office);
- Other business support service activities n.e.c, details: Joint ventures and associations with domestic and foreign individuals;
- Retail sale of medicines, medical equipment, cosmetics and hygiene supplies in specialized stores, details: Retail sale of medicines, medical equipment, medical supplies and cosmetics;
- Manufacture of other food products n.e.c, details: Production of functional foods;
- Other forms of retail n.e.c, details: Retail of functional foods;
- Technical testing and analysis, details: Storage services and medicine testing services.

#### **4. The Board of Management, the Supervisory Board, the Board of Directors and Chief Accountant**

Members of the Board of Management, the Supervisory Board, the Board of Directors and Chief Accountant of the Company during year and as of the date of this report include:

##### **4.1 The Board of Management**

<i>Full name</i>	<i>Position</i>	<i>Appointed / re-appointed date</i>	<i>Dismissed date</i>
Mr. Le Van Thinh	Chairperson	20 <sup>th</sup> April 2024	-
Mr. Le Viet Hung	Member	20 <sup>th</sup> April 2024	-
Mr. Phan Xuan Phong	Member	20 <sup>th</sup> April 2024	-
Mr. Nguyen Huy Cuong	Member	20 <sup>th</sup> April 2024	-
Mr. Nguyen Chi Thanh	Member	20 <sup>th</sup> April 2024	-
Ms Tran Dang Khoa	Member	20 <sup>th</sup> April 2024	-
Mr. Le Anh Minh	Member	20 <sup>th</sup> April 2024	-

##### **4.2 The Supervisory Board**

<i>Full name</i>	<i>Position</i>	<i>Appointed / Re-appointed date</i>	<i>Dismissed date</i>
Mr. Nguyen Tien Sy	Head of board	20 <sup>th</sup> April 2024	-
Ms Pham Thi Thuy My	Member	20 <sup>th</sup> April 2024	-
Ms Tran Thi Van	Member	20 <sup>th</sup> April 2024	-

#### **4.3 The Board of Directors and Chief Accountant**

<i>Full name</i>	<i>Position</i>	<i>Appointed / Re-appointed date</i>	<i>Dismissed date</i>
Mr. Le Viet Hung	General Director	01 <sup>st</sup> June 2024	-
Mr. Tra Quang Trinh	Deputy General Director	14 <sup>th</sup> June 2024	-
Ms Nguyen Thi Kim Tuyen	Deputy General Director	14 <sup>th</sup> June 2024	01 <sup>st</sup> January 2025
Mr. Phan Xuan Phong	Deputy General Director	14 <sup>th</sup> June 2024	-
Mr. Nguyen Chi Thanh	Deputy General Director	14 <sup>th</sup> June 2024	-
Ms Nguyen Dieu Le	Chief Accountant	14 <sup>th</sup> June 2024	-

#### **5. Legal representative**

Legal representative of the Company during year and as of the date of this report is Mr. Le Viet Hung – General Director.

#### **6. Business results**

The financial position and the business results for the fiscal year ended 31<sup>st</sup> December 2025 of the Company are expressed in the aggregated financial statements attached to this report from page 08 to page 38.

#### **7. Subsequent events**

In the opinion of the Board of Management, the Company's aggregated financial statements for the fiscal year ended 31<sup>st</sup> December 2025 would not be seriously affected by any important items, transactions, or any extraordinary events happened to the date of this report, which need any adjustments to the figures or disclosures in the aggregated financial statements.

#### **8. Auditors**

**VIETVALUES** Audit and Consulting Co., Ltd. has been assigned to perform the audit on the Company's Aggregated financial statements for the fiscal year ended 31<sup>st</sup> December 2025.

#### **9. Responsibilities of the Board of Directors**

The Board of Directors of the Company is responsible for the preparation of the aggregated financial statements to give a true and fair view on the financial position, the business results and the cash flows of the Company for the fiscal year. In order to prepare these aggregated financial statements, the Board of Directors must:

- Select appropriate accounting policies and apply them consistently;
- Make judgments and estimates reasonably and prudently;
- Announce the accounting standards to be followed for the material issues to be disclosed and explained in the aggregated financial statements;
- Prepare the aggregated financial statements of the Company on the basis of the going-concern assumption except for the cases that the going-concern assumption is considered inappropriate;
- Design and implementation of internal control systems effectively for the purpose of preparing and presenting the aggregated financial statements reasonably in order to minimize risk and fraud.

The Board of Directors ensures that all the relevant accounting books have been fully recorded and can fairly reflect the financial position of the Company at any time, and that all accounting books have been prepared in compliance with the adopted accounting regime. The Board of Directors of the Company is also responsible for protecting the Company's assets and consequently has taken appropriate measures to prevent and detect frauds and legal regulations related to the preparation and fair presentation of the aggregated financial statements.

The Board of Directors hereby ensures to comply with all the requirements above in the preparation of the aggregated financial statements.

#### **10. Approving the aggregated financial statements**

The Board of Management confirms that all the accompanying aggregated financial statements. The aggregated financial statements have been properly prepared and have given a true and fair view on the financial position as at 31<sup>st</sup> December 2025, the business results and the cash flows for the fiscal year then ended of the Company, in compliance with the accounting standards, Vietnamese enterprises' accounting regime as well as legal regulations related to the preparation and fair presentation of the aggregated financial statements.

*Ho Chi Minh city, 02<sup>nd</sup> March 2026*

**For and on behalf of the Board of Management**



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**Mr. LE VAN THINH**  
Chairperson







No.: 020301/26/BCKT/AUD-VVALUES

## INDEPENDENT AUDITOR'S REPORT

**To: SHAREHOLDERS, THE BOARD OF MANAGEMENT  
AND THE BOARD OF DIRECTORS  
PHARMEDIC PHARMACEUTICAL MEDICINAL JSC**

We have audited the accompanying aggregated financial statements of Pharmedic Pharmaceutical Medicinal Joint Stock Company (hereafter referred to as "the Company") prepared on 02<sup>nd</sup> March 2026, from page 08 to page 38, which comprise the aggregated Balance Sheet as at 31<sup>st</sup> December 2025, the aggregated Income Statement, the aggregated Statement of Cash Flows and the Notes to the aggregated Financial Statements for the fiscal year then ended.

### *The Board of Directors' responsibility*

The Board of Directors of the Company is responsible for the preparation and fair presentation of these aggregated financial statements in accordance with the accounting standards, Vietnamese enterprises' accounting regime as well as other related regulations and for such internal control as the Board of Directors determines is necessary to enable the preparation and presentation of aggregated financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditor's responsibility*

Our responsibility is to express an opinion on these aggregated financial statements based on our audit. We conducted our audit in accordance with the Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the aggregated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the aggregated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation and fair presentation of the aggregated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Directors, as well as evaluating the overall presentation of the aggregated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Auditor's opinion**

In our opinion, the aggregated financial statements referred to above give a true and fair view, in all material respects, of the financial position of Pharmedic Pharmaceutical Medicinal Joint Stock Company as at 31<sup>st</sup> December 2025, the business results and the cash flows for the fiscal year then ended in conformity with the accounting standards, the prevailing Vietnamese enterprises' accounting regime as well as legal regulations related to the preparation and presentation of the aggregated financial statements.

Ho Chi Minh city, 02<sup>nd</sup> March 2026.

**VIETVALUES** Audit and Consulting Co., Ltd.



**Nguyen Thanh Hong – Deputy General Director**  
Certificate of registration for  
practicing audit No. 1512-2023-071-1  
Authorized signature

**Le Thi Dieu Hien - Auditor**  
Certificate of registration for  
practicing audit No. 6307-2023-071-1

**File:**

- As above.
- **VIETVALUES**.



## AGGREGATED BALANCE SHEET

As at 31st December 2025

Currency: VND

Code	ASSETS	Notes	Ending balance	Beginning balance
1	2	3	4	5
<b>100</b>	<b>A- CURRENT ASSETS AND SHORT-TERM INVESTMENTS</b>		<b>219,575,579,955</b>	<b>335,435,862,125</b>
<b>110</b>	<b>I. Cash and cash equivalents</b>	V.1	<b>40,564,104,864</b>	<b>60,084,311,574</b>
111	1. Cash		40,564,104,864	14,084,311,574
112	2. Cash equivalents		-	46,000,000,000
<b>120</b>	<b>II. Short-term financial investments</b>		<b>500,000,000</b>	<b>141,000,000,000</b>
123	1. Held-to-maturity investments	V.2	500,000,000	141,000,000,000
<b>130</b>	<b>III. Accounts receivable</b>		<b>66,222,733,916</b>	<b>62,795,373,353</b>
131	1. Short-term trade receivables	V.3	34,720,871,572	42,266,982,055
132	2. Short-term advance payments to suppliers	V.4	31,775,158,531	18,531,049,059
136	3. Other short-term receivables	V.5	781,298,114	3,042,130,164
137	4. Provision for doubtful debts	V.6	(1,054,594,301)	(1,044,787,925)
<b>140</b>	<b>IV. Inventories</b>	V.7	<b>103,930,108,712</b>	<b>71,119,358,870</b>
141	1. Inventories		103,930,108,712	71,119,358,870
<b>150</b>	<b>V. Other current assets</b>		<b>8,358,632,463</b>	<b>436,818,328</b>
151	1. Short-term prepaid expenses	V.8.1	3,563,540,430	435,058,327
152	2. VAT deductible		4,795,092,033	1,760,001
153	3. Tax receivables		-	-
<b>200</b>	<b>B- FIXED ASSETS AND LONG-TERM INVESTMENTS</b>		<b>125,848,483,770</b>	<b>40,403,365,490</b>
<b>210</b>	<b>I. Long-term receivables</b>		<b>-</b>	<b>-</b>
<b>220</b>	<b>II. Fixed assets</b>		<b>93,214,840,011</b>	<b>34,272,818,764</b>
221	1. Tangible fixed assets	V.9	91,217,110,307	32,058,363,300
222	- Historical cost		289,180,699,098	223,840,742,602
223	- Accumulated depreciation		(197,963,588,791)	(191,782,379,302)
227	2. Intangible fixed assets	V.10	1,997,729,704	2,214,455,464
228	- Historical cost		8,057,764,909	8,057,764,909
229	- Accumulated amortization		(6,060,035,205)	(5,843,309,445)
<b>230</b>	<b>III. Investment properties</b>		<b>-</b>	<b>-</b>
<b>240</b>	<b>IV. Non-current unfinished assets</b>		<b>2,418,130,548</b>	<b>68,689,000</b>
242	1. Construction-in-progress		2,418,130,548	68,689,000
<b>250</b>	<b>V. Long-term financial investments</b>		<b>-</b>	<b>-</b>
<b>260</b>	<b>VI. Other non-current assets</b>		<b>30,215,513,211</b>	<b>6,061,857,726</b>
261	1. Long-term prepaid expenses	V.8.2	30,215,513,211	6,061,857,726
<b>270</b>	<b>TOTAL ASSETS (270 = 100 + 200)</b>		<b>345,424,063,725</b>	<b>375,839,227,615</b>

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TP. HỒ

**PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY**

Address: 367 Nguyen Trai street, Cau Ong Lanh ward, Ho Chi Minh city.

Aggregated Balance Sheet (cont.)

As at 31st December 2025

Code	RESOURCES	Notes	Ending balance	Beginning balance
1	2	3	4	5
<b>300</b>	<b>C- LIABILITIES</b>		<b>104,568,735,717</b>	<b>86,227,405,346</b>
<b>310</b>	<b>I. Current liabilities</b>		<b>104,568,735,717</b>	<b>86,227,405,346</b>
311	1. Short-term trade payables	V.11	28,534,924,569	16,250,307,183
312	2. Short-term advance payments from customers	V.12	1,940,919,537	1,457,135,059
313	3. Tax and statutory obligations	V.13	8,065,664,348	8,228,625,615
314	4. Payables to employees	V.14	38,343,369,723	34,953,678,236
315	5. Short-term accruals	V.15	4,318,000,000	-
319	6. Other short-term payables	V.16	15,802,422,919	16,177,248,797
320	7. Short-term finance lease loans and liabilities	V.17	181,005,840	-
322	8. Bonus and welfare funds	V.18	7,382,428,781	9,160,410,456
<b>330</b>	<b>II. Non-current liabilities</b>		<b>-</b>	<b>-</b>
<b>400</b>	<b>D- OWNERS' EQUITY</b>		<b>240,855,328,008</b>	<b>289,611,822,269</b>
<b>410</b>	<b>I. Capital of the owners</b>	V.19	<b>240,855,328,008</b>	<b>289,611,822,269</b>
411	1. Owners' invested equity		93,325,730,000	93,325,730,000
411a	- Common stocks with voting rights		93,325,730,000	93,325,730,000
411b	- Preferred stocks		-	-
412	2. Surplus of share capital		972,972,000	972,972,000
418	3. Development and investment funds		93,250,277,906	93,250,277,906
421	4. Undistributed earnings after tax		53,306,348,102	102,062,842,363
421a	- Accumulated undistributed earnings after tax to the end of previous year		340,988,541	50,736,211,444
421b	- Accumulated undistributed earnings after tax in current year		52,965,359,561	51,326,630,919
<b>430</b>	<b>II. Other capital, funds</b>		<b>-</b>	<b>-</b>
<b>440</b>	<b>TOTAL RESOURCES (440 = 300 + 400)</b>		<b>345,424,063,725</b>	<b>375,839,227,615</b>

Ho Chi Minh city, 02nd March 2026.

Prepared by

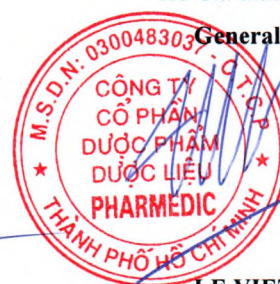
Chief Accountant

General Director

TRAN MANH HUNG

NGUYEN DIEU LE

LE VIET HUNG





## AGGREGATED INCOME STATEMENT

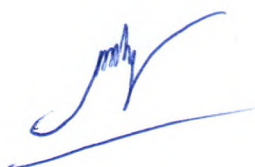
For the fiscal year ended 31st December 2025

Currency: VND

Code	ITEMS	Notes	Current year	Previous year
1	2	3	4	5
01	1. Revenues from sale of goods and rendering of services	VI.1	547,608,342,011	498,360,089,687
02	2. Deductions	VI.2	1,041,820,508	175,096,924
10	3. Net revenues from sale of goods and rendering of services		546,566,521,503	498,184,992,763
11	4. Cost of goods sold	VI.3	323,366,798,246	310,971,555,188
20	5. Gross profit from sale of goods and rendering of services		223,199,723,257	187,213,437,575
21	6. Income from financial activities	VI.4	3,852,978,858	9,559,413,774
22	7. Expenses from financial activities	VI.5	302,465,753	-
23	- In which: Interest expenses		302,465,753	-
25	8. Selling expenses	VI.6	63,036,911,482	47,139,746,700
26	9. General & administration expenses	VI.7	62,262,932,715	49,589,737,702
30	10. Net profit/(loss) from operating activities		101,450,392,165	100,043,366,947
31	11. Other income	VI.8	1,677,088,115	329,425,028
32	12. Other expenses	VI.9	127,993,893	60,019,608
40	13. Other profit		1,549,094,222	269,405,420
50	14. Total pre-tax accounting profit		102,999,486,387	100,312,772,367
51	15. Current Corporate Income tax expenses	V.13	20,694,553,826	20,179,568,448
52	16. Deferred Corporate Income tax expenses		-	-
60	17. Profit/(loss) after corporate income tax		82,304,932,561	80,133,203,919
70	18. Gains on stock (vnd/stock)	VI.10	6,438	6,268
71	19. Diluted gains on stock (vnd/stock)	VI.11	6,438	6,268

Ho Chi Minh city, 02nd March 2026.

Prepared by



TRAN MANH HUNG

Chief Accountant



NGUYEN DIEU LE

General Director



LE VIET HUNG



## AGGREGATED STATEMENT OF CASH FLOWS

(As per Indirect Method)

For the fiscal year ended 31st December 2025

Currency: VND

Code	Items	Notes	Current year	Previous year
1	2	3	4	5
	<b>I. CASH FLOWS FROM OPERATING ACTIVITIES</b>			
01	1. Net profit/(loss) before tax		102,999,486,387	100,312,772,367
	2. Adjustments for:		7,672,012,755	1,965,898,367
02	- Depreciation and amortisation	V.9 & V.10	12,008,431,048	11,432,305,934
03	- Provisions	V.6	9,806,376	31,823,733
04	- (Gains)/Losses of unrealized exchange rate differences		(1,279,127)	(2,365,780)
05	- (Profit)/ loss from investing activity		(4,647,411,295)	(9,495,865,520)
06	- Interest expense		302,465,753	-
08	3. Operating income/(loss) before changes in working capital		110,671,499,142	102,278,670,734
09	- (Increase)/decrease in receivables		(10,769,733,214)	(14,355,954,750)
10	- (Increase)/decrease in inventory		(32,810,749,842)	(3,875,434,489)
11	- Increase/(decrease) in payables (excluding interest payable, CIT payables)		24,972,178,647	16,444,989,260
12	- Increase/(decrease) in prepaid expenses		(27,390,156,107)	(955,600,363)
14	- Interest paid		(302,465,753)	-
15	- Corporate income tax (CIT) paid	V.13	(19,714,450,555)	(21,420,968,142)
16	- Other cash inflows from operating activities		-	-
17	- Other cash outflows from operating activities	V.16	(23,946,946,733)	(24,134,568,895)
20	Net cash inflows/(outflows) from operating activities		20,709,175,585	53,981,133,355
	<b>II. CASH FLOWS FROM INVESTING ACTIVITIES</b>			
21	1. Purchase of fixed assets and other long-term assets		(79,640,835,336)	(14,754,228,919)
22	2. Proceeds from disposals of fixed assets and other long-term assets		1,201,846,128	-
23	3. Loans to other entities and payments for purchase of debt instruments of other entities	VII.1	(111,500,000,000)	(365,500,000,000)
24	4. Repayments from borrowers and proceeds from sales of debt instruments of other entities	VII.2	252,000,000,000	473,500,000,000
25	5. Payments for investments in other entities		-	-
26	6. Proceeds from sales of investments in other entities		-	-
27	7. Interest and dividends received		5,984,799,410	10,144,342,234
30	Net cash inflows/(outflows) from investing activities		68,045,810,202	103,390,113,315
	<b>III. CASH FLOW FROM FINANCING ACTIVITIES</b>			
31	1. Proceeds from issue of stocks, capital contribution of the owner		-	-
32	2. Capital redemption of the owners, the acquisition of issued stocks		-	-
33	3. Proceeds from borrowings	V.17	20,181,005,840	-
34	4. Repayments of borrowing principal	V.17	(20,000,000,000)	-
35	5. Repayments of finance lease principal		-	-
36	6. Dividends, gains paid to the owner	V.19	(108,457,477,464)	(110,541,570,326)
40	Net cash inflows/(outflows) from financing activities		(108,276,471,624)	(110,541,570,326)
50	Net cash inflows/(outflows) in year (20+30+40)		(19,521,485,837)	46,829,676,344
60	Cash and cash equivalents at the beginning of the year		60,084,311,574	13,252,269,450
61	Impact of exchange rate fluctuation		1,279,127	2,365,780
70	Cash and cash equivalents at the end of the year	V.1	40,564,104,864	60,084,311,574

Prepared by

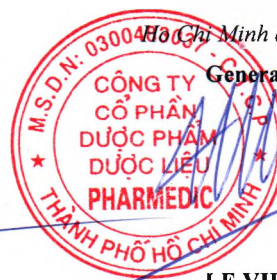
TRAN MANH HUNG

Chief Accountant

NGUYEN DIEU LE

General Director

LE VIET HUNG



## NOTES TO THE AGGREGATED FINANCIAL STATEMENTS

### For the fiscal year ended 31<sup>st</sup> December 2025

These notes form an integral part of and should be read in conjunction with the aggregated Financial Statements for the fiscal year ended 31<sup>st</sup> December 2025 of Pharmedic Pharmaceutical Medicinal Joint Stock Company (hereafter referred as to “the Company”).

#### I. OPERATION FEATURES

##### 1. Forms of ownership

Pharmedic Pharmaceutical Medicinal Joint Stock Company is joint stock company.

Pharmedic Pharmaceutical Medicinal Joint Stock Company (the abbreviated name is PHARMEDIC JSC).

##### 2. Lines of business

Production, trade.

##### 3. Business activities

- Production and trading of pharmaceuticals, medicinal materials, cosmetics, medical supplies and other products in the medical industry;
- Joint ventures and associations with domestic and foreign organizations and individuals to process a number of raw materials (mainly from medicinal herbs to produce some traditional products);
- Printing and pressing plastic, aluminum and paper packaging;
- Production and trading of chemicals (except highly toxic chemicals), insecticidal and antibacterial products used in the household and medical fields (not produced at the head office).

##### 4. Normal business and production cycle

The Company's normal business and production cycle is within 12 months.

##### 5. The Company's operations in year affect the Aggregated financial statements

Revenue in current year increased by 9.88% compared to previous year due to higher selling prices. However, during the year, the Company has settled term deposit contracts, so income from financial activities in current year decreased significantly compared to previous year. In addition, the Company expanded its business scale (opened a branch in Hanoi), so costs from initial operating activities increased compared to previous year. From the above factors have led to pre-tax accounting profit increased by 2.68% compared to previous year.

##### 6. Employees

As at 31<sup>st</sup> December 2025, there are 516 employees who are working at the Company (there were 535 employees at the beginning of year).

#### II. ACCOUNTING PERIOD, AND REPORTING CURRENCY

##### 1. The Company's fiscal year

The fiscal year starts on 01<sup>st</sup> January and ends on 31<sup>st</sup> December of each calendar year.

These financial statements are prepared for the fiscal year from 01<sup>st</sup> January to 31<sup>st</sup> December 2025.

##### 2. Reporting currency and methods of foreign currency translation

The standard currency unit used is Vietnam Dong (VND) because the Company uses the main accounting currency unit which is Vietnam Dong (VND) for receipts and payments.

### **III. ADOPTED ACCOUNTING REGIME AND STANDARDS**

#### **1. Applicable accounting regime**

The Company has applied the Accounting Standards and the Vietnamese Corporate Accounting System in accordance with the Circular No. 200/2014/TT-BTC dated 22<sup>nd</sup> December 2014 and the Circular No. 53/2016/TT-BTC dated 21<sup>st</sup> March 2016 of the Ministry of Finance on amending and supplementing a number articles of the Circular No. 200/2014/TT-BTC as well as circulars guidance on implementing the accounting standards of the Ministry of Finance in the preparation of the aggregated Financial statements.

Whereby, the accompanying aggregated Balance Sheet, aggregated Income Statement, aggregated Statement of Cash Flows and Notes to the aggregated Financial Statements and the use of this report is not intended for subjects who are not provided information on the procedures and principles and accounting practices in Vietnam, as well as not intentionally presented the financial position, the business results and the cash flows under the procedures and principles and accounting practices widely accepted in other countries and territories outside Vietnam.

#### **2. Statement on the compliance with the Vietnamese accounting regime and standards**

The Board of Directors ensures to follow all the requirements of the accounting standards and the Vietnamese Corporate accounting system promulgating together with the Circular No. 200/2014/TT-BTC dated 22<sup>nd</sup> December 2014 and the Circular No. 53/2016/TT-BTC dated 21<sup>st</sup> March 2016 on amending and supplementing a number articles of the Circular No. 200/2014/TT-BTC as well as circulars guidance on implementing the accounting standards of the Ministry of Finance in the preparation of the aggregated Financial statements.

### **IV. ADOPTED ACCOUNTING POLICIES**

#### **1. Basic for preparing the aggregated Financial statements**

The aggregated Financial statements are prepared based on accrual accounting (excluding information related to the cash flows).

#### **2. Cash and cash equivalents**

Cash includes cash on hand, call deposits and cash in transit, monetary gold.

Cash equivalents is the short-term securities of which the due dates can not exceed 3 (three) months from the dates of the investments and the convertibility into cash is easy, and which do not have a lot of risks in the conversion into cash.

#### **3. Financial investments**

##### ***Held-to-maturity investments***

The investments are classified as held-to-maturity if the Company has both the ability and the intention to hold to maturity. Held-to-maturity investments include: term deposits (including treasury bills, promissory note) bonds, preferred stocks which the issuance party is obligated to repurchase at a specific time in the future and held-to-maturity loans for the purpose of collecting interest periodically and other held-to-maturity investments.

Principles for determining held-to-maturity investments are initially recognized at the historical costs include purchase price and expenses related to investments transactions. After initial recognition, these investments are recognized at recoverable amount. Interest income on held-to-maturity investments after the date of acquisition are recognized in Income Statement on the basis of accrual. Interest enjoyed before the Company held is deducted against the historical cost as at the date of acquisition.

When there is certainly evidence shows part of or the entire investment may not be recoverable and the loss can be determined reliably, the loss is recognized in Expenses from financial activities in year and direct reduction of investment value.



#### **4. Receivables**

Doubtful receivables are presented by book value subtracting the provisions for doubtful receivables.

Receivables are classified as trade receivables and other receivables comply with the following principles:

- Trade receivables reflect the commercial elements arising from selling - purchasing transactions between the Company and the buyer is an independent entity, include receivables from export sales under entrusted others.
- Other receivables reflect the non-commercial elements, unrelated to selling - purchasing transactions.

Provision for doubtful receivables: are prepared for each doubtful debt based on the overdue debts or the estimated losses which may arise.

Increase/Decrease in the balance of provisions for doubtful receivables must be make as at the accounting period ended and are recognized in the general & administration expenses.

#### **5. Inventories**

Inventories are recognized at the lower of their historical costs or their net realizable values.

Historical costs of inventories are determined as follows:

- Raw materials, goods: including the acquisition cost and other direct related expenses arising to obtain inventory in current status and place.
- Finished goods: including the cost of direct materials, direct labor and related factory overhead cost are allocated based on normal capacity.
- Work-in-process: including only the costs of main raw materials, direct labor and general production costs.

Net realizable values is the estimated selling price of inventory in normal operating cycle except for the estimated costs to complete and necessary to consume them.

The value of inventories are recognized at the weighted average method and recorded at the perpetual method.

Provision for devaluation of inventory is made for each item based on their costs is higher than their net realizable values. Increase/Decrease in the balance of provision for devaluation of inventory must be made as at 31<sup>st</sup> December 2025 and are recognized in the cost of goods sold.

#### **6. Prepaid expenses**

Prepaid expenses include the actual arising costs but related to the operating results of numerous accounting periods. The Company's prepaid expenses include:

##### ***Tools***

Expenses on tools being put into use are allocated into expenses in accordance with the straight line method for the maximum period of 3 years.

##### ***Repair costs of fixed assets***

Repair costs of assets arising once have great value are allocated into expenses in accordance with the straight line method within 3 years.

#### **7. Tangible fixed assets**

Tangible fixed assets are determined by the historical costs less (-) accumulated depreciation. Historical costs of tangible fixed assets include all the expenses of the company to have these fixed assets as of the dates they are ready to be put into use. Other expenses incurred subsequent to the initial recognition are included in historical costs of fixed assets only if they certainly bring more economic benefits in the future thanks to the use of these assets. Those which do not meet the above conditions will be recorded into expenses during the period.

When tangible fixed assets are disposed or liquidated, their historical costs and accumulated depreciation are written off, then any profit (or loss) generated from the liquidation is included in the income or the expenses during the period.

Tangible fixed assets are depreciated in line with straight-line method to gradually write off the historical costs of fixed assets over their estimated useful lives. The depreciation years of tangible fixed assets applied are as follows:

<b>Kinds of fixed assets</b>	<b>Years</b>
+ Buildings and structures	05 – 30
+ Machineries and equipments	06 – 10
+ Vehicles, transmissions	06 – 10
+ Management equipments, tools	03 – 08

## **8. Intangible fixed assets**

Intangible fixed assets are determined by the historical costs less (-) accumulated amortization.

Historical costs of intangible fixed assets include all the expenses of the company to have these fixed assets as of the dates they are ready to be put into use. Other expenses incurred subsequent to the initial recognition are included in expenses during the period only if they attached to the specific intangible fixed asset and bring more economic benefits thanks to the use of these assets.

When intangible fixed assets are disposed or liquidated, their historical costs and accumulated amortization are written off, then any profit (or loss) generated from the liquidation is included in the income or the expenses during the period.

The Company's intangible fixed assets include:

### ***Land-use right***

Land-use right is all actual expenses related directly to the used land, included: the payment for getting land-use right, costs of compensation, site clearance, ground leveling, registration fee ... which the Company paid. Land-use right is amortized in line with straight-line method over the period of 50 years.

### ***Software program***

Costs related to computer software programs is not an integral part of the related hardware is capitalized. Historical costs of computer software include all the expenses of the Company to pay until the date the software is put into use. Computer software is amortized in line with straight-line method from 03 to 05 years.

### ***Other intangible fixed assets***

Other intangible fixed assets is amortized in line with straight-line method to gradually write off the historical costs of fixed assets over their estimated useful lives.

## **9. Liabilities and accruals**

Liabilities and accruals are recognized for payable amounts in the future related to the received goods and services. Accruals are recognized based on the reasonable estimates of the payable amounts.

Payables are classified as trade payables, accruals, payables to employees and other payables comply with the following principles:

- Trade payables reflect the commercial elements arising from purchasing transactions of goods, services, assets and the seller is an independent entity.



- Accruals reflect the payables to the received goods and services from seller or provided to buyer but not yet paid due to do not have invoice or insufficient accounting records and vouchers and payable to employees on sabbatical salary, operating costs must be accrued.
- Payables to employees reflect payables and the payment status to employees for wages, bonus and others belonging to employees' income. The Company makes appropriation of the salary fund according to the Resolution of the Board of Management No. 38/PMC-HĐQT dated 01<sup>st</sup> August 2014 on salary coefficient rate of 56% on Total revenue minus (-) total expenses without salary.
- Other payables reflect the non-commercial elements, unrelated to selling - purchasing transactions, rendering of services.

## **10. Owners' equity**

### ***Owner's invested equity***

Owner's invested equity is recognized according to the shareholders' actual capital.

### ***Surplus of share capital***

Surplus of share capital is recognized at differences between issued actual value and the nominal value of stocks when they first issued, supplement issue, differences between re-issued value and the book value of treasury stocks and capital structure of the convertible bonds at maturity. Direct costs related to the issuance of additional stocks and the re-issuance of treasury stocks is reversed on Surplus of share capital.

### ***Other capital of the owner***

Other capital is formed by supplementing from business results, revaluation of assets and the remaining value between the fair value of donated, presented, and sponsored assets after deducting taxes payable (if any) related to these assets.

### ***Treasury stocks***

When repurchasing of stocks by the Company that issued them, the payments including transaction costs are recorded as treasury stocks and reflected as a deduction from owners' equity. When reissuing, differences between the reissue price and the book value of treasury stocks will be recorded into "Surplus of share capital".

## **11. Profit distribution**

Profit after corporate income tax is distributed to shareholders after appropriating for funds in accordance with the Charter of Parent company and subsidiaries as well as regulations and being approved by General Meeting of Shareholders.

Distribution of profits to shareholders is considered non-monetary items in undistributed earnings after tax which can affect the cash flows and ability to pay dividends such as profit from revaluation of the contributed assets, revaluation of monetary items, financial instruments and other non-monetary items.

Dividends are recorded as liabilities when being approved by General Meeting of Shareholders.

## **12. Recognition of revenues and income**

Revenues are recognized when the Company may get economic benefits that can be determined reliably. Revenues are measured at the fair value of received or receivable accounts after deducting trade discounts, sales discounts and sales returns.

### ***Revenues from sale of merchandises (functional foods, cosmetics, ...) and sales of finished pharmaceutical products of all kinds***

- Revenues from sale of merchandise, finished goods are recognized when satisfying the following conditions at the same time:

- Most of risk and benefits associated with the goods ownership are transferred to customers;
- There are no rights to manage or to control the goods;
- Revenues can be determined reliably;
- Getting or will get reliable economic benefits from providing service;
- Expenses related to providing and completing service can be determined.

***Interest***

Interest is recognized on an accrual basis, and determined on balance of savings accounts and the actual interest rates for each period.

**13. Revenue deductions**

Revenue deductions are adjusted reductions of total revenue in year which include sales discounts and sales returns.

**14. Cost of goods sold**

Cost of goods sold is total cost of goods, production costs of finished goods sold, other expenses are included or recorded reducing in the cost of goods.

**15. Expenses from financial activities**

Expenses from financial activities are the costs related to financial activities include loss on foreign exchange.

**16. Selling expenses and General & administration expenses**

Selling expenses and General & administration expenses are all costs related to the process of selling products, goods, rendering of services and general administration expenses of the Company.

**17. Transactions in foreign currencies**

The transactions in foreign currencies are converted at the actual exchange rates ruling as of the transaction dates. The balances of monetary items in foreign currencies as at 31<sup>st</sup> December 2025 are converted at the actual exchange rates ruling on this date.

Foreign exchange differences arising during year from transactions in foreign currencies are recognized in income from financial activities or expenses from financial activities. Exchange rate differences due to the revaluation of monetary items in foreign currencies as at 31<sup>st</sup> December 2025 after offsetting differences of increasing and decreasing are recognized in income from financial activities or expenses from financial activities.

Exchange rate used to convert the foreign currency transactions is the actual exchange rate as at the time when transactions are incurred. The actual exchange rate of the foreign currency transactions is determined as follows:

- For receivables: buying exchange rate of the commercial bank where the Company indicated for the customer's payment at the time when transactions are incurred.
- For liabilities: selling exchange rate of the commercial bank where the Company is expected to deal at the time when transactions are incurred.
- For the purchase transactions of assets or expenses are paid immediately in foreign currencies (not via the payable accounts): buying exchange rate of the bank where the Company implements the payment.

Exchange rate used to revalue balances of the monetary items in foreign currencies as at 31<sup>st</sup> December 2025 is determined comply with the following principles:

- For the monetary items in foreign currencies is classified as cash in banks, other assets: foreign currency buying exchange rate as at 31<sup>st</sup> December 2025 of Joint Stock Commercial Bank for Foreign Trade of Viet Nam (Vietcombank) is 26,007 VND/USD (the exchange rate at the beginning of the year was 25,251 VND/USD).
- For the monetary items in foreign currencies is classified as liabilities: foreign currency selling exchange rate as at 31<sup>st</sup> December 2025 of Joint Stock Commercial Bank for Foreign Trade of Viet Nam (Vietcombank) is 26,377 VND/USD (the exchange rate at the beginning of the year was 25,551 VND/USD).

## **18. Corporate income tax**

Corporate income tax expenses include current corporate income tax and deferred corporate income tax.

### **▪ Current Corporate income tax**

Current corporate income tax expense is recognized based on taxable income. Taxable income is different from accounting profit due to the adjustments of temporary differences between tax and accounting figures as well as those of non-taxable or non-deductible income and expenses.

### **▪ Deferred Corporate income tax**

Deferred income tax is the amount of corporate income tax payable or refundable due to temporary differences between book values of assets and liabilities serving the preparation of the financial statements and the values for tax purposes. Deferred income tax liabilities are recognized for all the temporary taxable differences. Deferred income tax assets are recorded only when there is an assurance on the availability of taxable income in the future against which the temporarily deductible differences can be used.

Book values of deferred corporate income tax assets are considered at the balance sheet dates and will be reduced to the rates that ensure enough taxable income against which the benefits from a part of or all of the deferred income tax can be used. Deferred corporate income tax assets are not yet recorded in before that will be reconsidered as at the accounting period ended and recorded when being reliably taxable profit to be able to use deferred income tax assets.

Deferred income tax assets and deferred income tax liabilities are determined at the estimated rates to be applied in the year when the assets are recovered or the liabilities are settled based on the effective tax rates as of the balance sheet date. Deferred income tax is recognized in the income statement. In the case that deferred income tax is related to the items of the owner's equity, corporate income tax will be included in the owner's equity of the company.

Deferred income tax assets and deferred income tax liabilities should be offset when:

- The Company has a legal right to implement the offset of current income tax assets and current income tax payable; and
- Those deferred income tax assets and deferred income tax payable related to corporate income tax is administered by the same tax authority:
  - For the same taxable entity; or
  - The Company intends to pay current income tax payable and current income tax assets on the basis of net or recover assets at the same time with the payment of liabilities in each future period when the significant deferred income tax payable or deferred income tax assets to be paid or recovered.

## 19. Related parties

A party is considered as a related party of the company in case that party is able to control the company or to cause material effects on the financial decisions as well as the operations of the company. A party is also considered a related party of the company in case that party is under common control or significant influence.

In considering each possible related party relationship, attention is directed to the substance of the relationship, and not merely the legal form.

## 20. Segment Reporting

A business segment is a distinguishable component of an enterprise that is engaged in providing an individual product or service or a group of related products or services and that is subject to risks and returns that are different from those of other business segments.

A geographical segment is a distinguishable component of an enterprise that is engaged in providing products or services within a particular economic environment and that is subject to risks and returns that are different from those of components operating in other economic environments.

## V. ADDITIONAL INFORMATION FOR ITEMS SHOWN IN THE AGGREGATED BALANCE SHEET (Currency: VND)

### 1. Cash and cash equivalents

Code	Items	Ending balance	Beginning balance
1.1	Cash on hand	562,362,624	461,275,850
1.2	Cash in banks (*)	40,001,742,240	13,623,035,724
1.3	Cash and cash equivalents	-	46,000,000,000
<b>Total</b>		<b>40,564,104,864</b>	<b>60,084,311,574</b>

(\*) In which, the current account at Vietnam Joint Stock Commercial Bank For Industry And Trade (VietinBank) with amount of VND 60,000,000 is being used as collateral for the Company's loan at the bank (refer to the Notes No. V.17).

### 2. Held-to-maturity investments

Details are as follows (\*):

	Ending balance	Beginning balance
- Term deposits at Joint Stock Commercial Bank for Foreign Trade of Viet Nam (Vietcombank)	500,000,000	12,500,000,000
- Term deposits at Vietnam Joint Stock Commercial Bank For Industry And Trade (VietinBank)	-	70,000,000,000
- Term deposits at Southeast Asia Commercial Joint Stock Bank (SeABank)	-	47,000,000,000
- Term deposits at Vietnam Bank for Agriculture and Rural Development (Agribank)	-	11,500,000,000
<b>Total</b>	<b>500,000,000</b>	<b>141,000,000,000</b>

(\*) These are 12-month term deposits at banks.



### 3. Short-term trade receivables

These are mainly short-term receivables for the consumption of finished pharmaceutical products.

Details are as follows:

	Ending balance	Beginning balance
<b>Short-term receivables from related parties</b>	<b>11,096,100,378</b>	<b>19,876,415,247</b>
- Saigon Pharmaceutical Co., Ltd. and branches	11,096,100,378	19,876,415,247
<b>Short-term receivables from other customers</b>	<b>23,624,771,194</b>	<b>22,390,566,808</b>
- FPT Long Chau Pharma JSC	3,278,225,700	2,691,150,948
- Others	20,346,545,494	19,699,415,860
<b>Total (*)</b>	<b>34,720,871,572</b>	<b>42,266,982,055</b>

(\*) In which, doubtful debts with amount of VND 1,032,617,646 and overdue debts, late payment with amount of VND 36,861,648.

### 4. Short-term advance payments to suppliers

These are mainly short-term advance payments to suppliers for purchase of raw materials and equipment for production.

Details are as follows:

	Ending balance	Beginning balance
<b>Short-term advance payments to related parties</b>	<b>-</b>	<b>-</b>
<b>Short-term advance payments to other suppliers</b>	<b>31,775,158,531</b>	<b>18,531,049,059</b>
- Hoa Phat Technical Trading Service Co., Ltd.	7,202,744,607	1,816,702,815
- FPT IS Co., Ltd.	6,528,000,000	-
- Mika Technology Co., Ltd.	4,305,230,784	-
- Others	13,739,183,140	16,714,346,244
<b>Total</b>	<b>31,775,158,531</b>	<b>18,531,049,059</b>

(\*) The Company had no doubtful receivables during year.

### 5. Other short-term receivables

	Ending balance		Beginning balance	
Details are as follows:	Amount	Provision	Amount	Provision
<b>Receivables from related parties</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Receivables from other organizations and individuals</b>	<b>781,298,114</b>	<b>-</b>	<b>3,042,130,164</b>	<b>-</b>
- Accrued interest on term deposits	1,684,932	-	2,540,919,175	-
- Advances	328,399,862	-	280,886,696	-
- Others	451,213,320	-	220,324,293	-
<b>Total</b>	<b>781,298,114</b>	<b>-</b>	<b>3,042,130,164</b>	<b>-</b>



## 6. Bad debts

	Ending balance		Beginning balance	
	Historical cost	Recoverable value	Historical cost	Recoverable value
<b>Other organizations and individuals</b>				
- DOQ Pharma Company	673,833,638	-	673,833,638	-
- Van Phuc Pharma Co., Ltd.	40,083,100	-	55,084,401	-
- Kien Giang Pharmaceutical and Medical Supplies JSC	234,872,958	-	234,872,958	25,560,874
- Others	120,689,598	14,884,993	185,187,634	78,629,832
<b>Total</b>	<b>1,069,479,294</b>	<b>14,884,993</b>	<b>1,148,978,631</b>	<b>104,190,706</b>

*The movement on provision for doubtful debts is as follows:*

	Current year	Previous year
Beginning balance	(1,044,787,925)	(1,012,964,192)
Make provision	(50,663,804)	(31,823,733)
Reversal of provision	40,857,428	-
<b>Ending balance</b>	<b>(1,054,594,301)</b>	<b>(1,044,787,925)</b>

## 7. Inventories

	Ending balance		Beginning balance	
	Historical cost	Provision	Historical cost	Provision
7.1 Raw materials	44,716,722,244	-	23,403,160,904	-
7.2 Tools	687,319,418	-	806,516,468	-
7.3 Work-in-process	26,835,397,670	-	10,191,552,710	-
7.4 Finished goods	30,627,748,911	-	34,228,423,181	-
7.5 Merchandises	1,062,920,469	-	2,489,705,607	-
<b>Total</b>	<b>103,930,108,712</b>	<b>-</b>	<b>71,119,358,870</b>	<b>-</b>

### **Raw materials**

These are mainly raw materials used for pharmaceutical production.

### **Work-in-process**

These are raw materials for the production of unfinished products and packaging processing.

### **Finished goods**

These are mainly finished pharmaceutical products.

## Merchandises

These are mainly functional foods, medicines of all kinds.

## 8. Prepaid expenses

### 8.1 Short-term prepaid expenses

Details are as follows:

	Ending balance	Beginning balance
- Insurance costs of all kinds	-	323,138,275
- Others	3,563,540,430	111,920,052
<b>Total</b>	<b>3,563,540,430</b>	<b>435,058,327</b>

#### The movement on short-term prepaid expenses:

	Curent year	Previous year
Beginning balance	435,058,327	453,285,915
Increase during year	6,346,115,673	3,812,536,635
Allocation during year	(3,217,633,570)	(3,830,764,223)
<b>Ending balance</b>	<b>3,563,540,430</b>	<b>435,058,327</b>

### 8.2 Long-term prepaid expenses

Details are as follows:

	Ending balance	Beginning balance
- Repair costs	24,941,153,194	3,489,595,679
- Others	5,274,360,017	2,572,262,047
<b>Total</b>	<b>30,215,513,211</b>	<b>6,061,857,726</b>

#### The movement on long-term prepaid expenses:

	Curent year	Previous year
Beginning balance	6,061,857,726	5,156,718,775
Increase during year	38,256,396,131	4,912,182,709
Allocation during year	(14,102,740,646)	(4,007,043,758)
<b>Ending balance</b>	<b>30,215,513,211</b>	<b>6,061,857,726</b>

**PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY**

Address: 367 Nguyen Trai street, Cau Ong Lanh ward, Ho Chi Minh city.

Notes to the aggregated Financial Statements (cont.)

For the fiscal year ended 31<sup>st</sup> December 2025**9. Tangible fixed assets**

Details of the movement on tangible fixed assets are as follows:

Items	Buildings, structures	Machineries & equipments	Vehicles	Management equipments & other fixed assets	Total
<b>I. Historical cost</b>					
<b>1. Beginning balance</b>	<b>32,966,082,017</b>	<b>160,971,788,350</b>	<b>24,581,109,782</b>	<b>5,321,762,453</b>	<b>223,840,742,602</b>
2. Increase during year	355,642,358	61,677,115,253	1,019,800,000	7,897,894,684	70,950,452,295
- Increase due to new procurement	355,642,358	61,677,115,253	1,019,800,000	7,897,894,684	70,950,452,295
3. Decrease during year	-	1,322,395,070	4,288,100,729	-	5,610,495,799
- Liquidation, disposals	-	1,322,395,070	4,288,100,729	-	5,610,495,799
<b>4. Ending balance</b>	<b>33,321,724,375</b>	<b>221,326,508,533</b>	<b>21,312,809,053</b>	<b>13,219,657,137</b>	<b>289,180,699,098</b>
<i>In which:</i>					
<i>fully-depreciated but still be used</i>	<i>19,844,630,412</i>	<i>94,624,019,295</i>	<i>17,369,187,152</i>	<i>2,441,334,271</i>	<i>134,279,171,130</i>
<b>II. Depreciation</b>					
<b>1. Beginning balance</b>	<b>29,292,507,154</b>	<b>136,928,209,178</b>	<b>21,509,066,372</b>	<b>4,052,596,598</b>	<b>191,782,379,302</b>
2. Increase during year	670,241,189	9,358,657,244	1,002,007,061	760,799,794	11,791,705,288
- Depreciation during year	670,241,189	9,358,657,244	1,002,007,061	760,799,794	11,791,705,288
3. Decrease during year	-	1,322,395,070	4,288,100,729	-	5,610,495,799
- Liquidation, disposals	-	1,322,395,070	4,288,100,729	-	5,610,495,799
<b>4. Ending balance</b>	<b>29,962,748,343</b>	<b>144,964,471,352</b>	<b>18,222,972,704</b>	<b>4,813,396,392</b>	<b>197,963,588,791</b>
<b>III. Net book value</b>					
<b>1. Beginning balance</b>	<b>3,673,574,863</b>	<b>24,043,579,172</b>	<b>3,072,043,410</b>	<b>1,269,165,855</b>	<b>32,058,363,300</b>
<b>2. Ending balance</b>	<b>3,358,976,032</b>	<b>76,362,037,181</b>	<b>3,089,836,349</b>	<b>8,406,260,745</b>	<b>91,217,110,307</b>

## 10. Intangible fixed assets

Details of the movement on intangible fixed assets are as follows:

Items	Land-use right (*)	Accounting software	Other intangible fixed assets	Total
<b>I. Historical cost</b>				
<b>1. Beginning balance</b>	<b>2,916,105,767</b>	<b>3,849,899,609</b>	<b>1,291,759,533</b>	<b>8,057,764,909</b>
2. Increase during year	-	-	-	-
3. Decrease during year	-	-	-	-
<b>4. Ending balance</b>	<b>2,916,105,767</b>	<b>3,849,899,609</b>	<b>1,291,759,533</b>	<b>8,057,764,909</b>
<i>In which: fully-amortized assets but still be used</i>	-	2,629,649,609	1,258,426,200	3,888,075,809
<b>II. Amortization</b>				
<b>1. Beginning balance</b>	<b>874,831,725</b>	<b>3,687,829,297</b>	<b>1,280,648,423</b>	<b>5,843,309,445</b>
2. Increase during year	58,322,115	150,070,312	8,333,333	216,725,760
- Amortization during year	58,322,115	150,070,312	8,333,333	216,725,760
3. Decrease during year	-	-	-	-
<b>4. Ending balance</b>	<b>933,153,840</b>	<b>3,837,899,609</b>	<b>1,288,981,756</b>	<b>6,060,035,205</b>
<b>III. Net book value</b>				
<b>1. Beginning balance</b>	<b>2,041,274,042</b>	<b>162,070,312</b>	<b>11,111,110</b>	<b>2,214,455,464</b>
<b>2. Ending balance</b>	<b>1,982,951,927</b>	<b>12,000,000</b>	<b>2,777,777</b>	<b>1,997,729,704</b>

(\*) This is the value of land-use rights of a land plot with an area of 591.5 m<sup>2</sup>, 50-year use term, located in Dong Hung Thuan ward, Ho Chi Minh city, according to the Certificate of land-use right No. A0 830648 dated 07<sup>th</sup> December 2009 issued by the Ho Chi Minh city Department of Natural Resources and Environment.

## 11. Short-term trade payables

Details are as follows:

	Ending balance	Beginning balance
<b>Short-term trade payables to related parties</b>	-	-
<b>Short-term trade payables to others</b>	<b>28,534,924,569</b>	<b>16,250,307,183</b>
- Tan Phu Sai Gon JSC	3,968,523,007	-
- ATP Packaging JSC	3,425,621,760	397,977,840
- Saigon Pharmaceutical Co., Ltd.	2,271,961,944	1,478,866,032
- Toan Thinh Plastic Production Trading Service Co., Ltd.	2,058,589,620	1,156,053,600
- Others	16,810,228,238	15,094,253,583
<b>Total</b>	<b>28,534,924,569</b>	<b>16,250,307,183</b>

The Company has no unpaid overdue debts in year.

**PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY**

Address: 367 Nguyen Trai street, Cau Ong Lanh ward, Ho Chi Minh city.

Notes to the aggregated Financial Statements (cont.)

For the fiscal year ended 31<sup>st</sup> December 2025**12. Short-term advance payments from customers**

This is the advance payment from customers to purchase finished pharmaceutical products.

**13. Tax and statutory obligations**

	Beginning balance		Arising during year		Ending balance	
	Payable	Receivable	Payable	Already paid	Payable	Receivable
- Value added tax (VAT) on local sales	457,094,831	-	6,000,932,838	(6,458,027,669)	-	-
- Value added tax (VAT) on imports	-	-	1,921,141,736	(1,921,141,736)	-	-
- Corporate income tax (CIT)	6,579,568,447	-	20,694,553,826	(19,714,450,555)	7,559,671,718	-
- Personal income tax (PIT)	1,191,637,617	-	5,360,649,259	(6,046,616,806)	505,670,070	-
- Resource tax	324,720	-	3,579,840	(3,582,000)	322,560	-
- Housing land tax, land rent	-	-	4,173,312,803	(4,173,312,803)	-	-
- Others	-	-	100,743,783	(100,743,783)	-	-
<b>Total</b>	<b>8,228,625,615</b>	<b>-</b>	<b>38,254,914,085</b>	<b>(38,417,875,352)</b>	<b>8,065,664,348</b>	<b>-</b>

**Value added tax (VAT)**

The Company pay value added tax in accordance with deduction method. Value added tax rates are as follows:

- Value added tax rate on consumption of finished products, goods, and raw materials that are pharmaceuticals 5%
- Value added tax rate on consumption of scrap, liquidation of fixed assets and other products that are not pharmaceuticals 10%

**Import - Export duties**

The Company has declared and paid under the Notification of Customs.

**Corporate income tax ("CIT")**

The Company must pay corporate income tax on taxed income at the rate of 20%.

Estimated corporate income tax (CIT) payable during the year is as follows:

	Current year	Previous year
Total pre-tax accounting profit	102,999,486,387	100,312,772,367
Increase/ Decrease adjustments of accounting profit to determine profit subject to corporate income tax:		
- Increase adjustments	298,872,200	585,069,868
- Decrease adjustments		-
Taxable income	103,298,358,587	100,897,842,235
Corporate income tax (CIT) rate	20%	20%



**PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY**

Address: 367 Nguyen Trai street, Cau Ong Lanh ward, Ho Chi Minh city.

Notes to the aggregated Financial Statements (cont.)

For the fiscal year ended 31<sup>st</sup> December 2025

	Current year	Previous year
<b>Corporate income tax payable</b>	<b>20,659,671,718</b>	<b>20,179,568,448</b>
<b>Adjusted CIT payable of previous year <sup>(*)</sup></b>	<b>34,882,108</b>	<b>-</b>
<b>Total corporate income tax (CIT) payable</b>	<b>20,694,553,826</b>	<b>20,179,568,448</b>

<sup>(\*)</sup> According to the Decision No. 4412/QĐ-XPĐC dated 27<sup>th</sup> November 2025, of the Ho Chi Minh City Tax Department.

**Housing land tax**

Land rent is paid under the notice of the Tax department.

**Other taxes**

The Company has declared and paid under regulations.

**14. Payables to employees**

	Ending balance	Beginning balance
Wages payable	35,720,697,971	32,499,477,255
Mid-shift meal allowance	2,224,997,252	2,056,453,481
Other payments to employees	397,674,500	397,747,500
<b>Total</b>	<b>38,343,369,723</b>	<b>34,953,678,236</b>

The Company makes appropriation of the salary fund according to the Resolution of the Board of Management No. 38/PMC-HĐQT dated 01<sup>st</sup> August 2014 on salary coefficient rate of 56% on Total revenue minus (-) total expenses without salary.

**15. Short-term accruals**

This is a sales bonus to customers who achieve sales targets according to the company's business policy.

**16. Other short-term payables**

Details are as follows:

	Ending balance	Beginning balance
<b>Payables to related parties</b>	<b>-</b>	<b>-</b>
<b>Payables to other organizations and individuals</b>	<b>15,802,422,919</b>	<b>16,177,248,797</b>
- Social insurance, health insurance, unemployment insurance, trade union's expenditures	-	-
- Deposits, mortgages	351,000,000	928,100,000
- Dividends payable	15,240,981,474	14,805,997,174
- Others	210,441,445	443,151,623
<b>Total</b>	<b>15,802,422,919</b>	<b>16,177,248,797</b>

**PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY**

Address: 367 Nguyen Trai street, Cau Ong Lanh ward, Ho Chi Minh city.

Notes to the aggregated Financial Statements (cont.)

For the fiscal year ended 31<sup>st</sup> December 2025**17. Short-term finance lease loans and liabilities**

This is a loan from Vietnam Joint Stock Commercial Bank For Industry And Trade (VietinBank) - Branch in Ho Chi Minh city according to the Credit Limit Contract No. 25.300017195/2025-HĐCVHM/NHCT900-PMC dated 25<sup>th</sup> November 2025. Loan purpose: payment for goods and services used in production and business activities. Loan term is 6 months from the date of signing the contract, interest rate on each debt receipt. The collateral is the checking account at Vietnam Joint Stock Commercial Bank For Industry And Trade (VietinBank) with amount of VND 60,000,000 (refer to the Notes No. V.1).

*The movement on short-term finance lease loans and liabilities during year as follows:*

	Beginning balance	Loan amount arising	Loan amount already paid during year	Ending balance
Short-term loans from banks	-	20,181,005,840	(20,000,000,000)	181,005,840
<b>Total</b>	<b>-</b>	<b>20,181,005,840</b>	<b>(20,000,000,000)</b>	<b>181,005,840</b>

**18. Bonus and welfare funds**

	Beginning balance	Increase due to make appropriate from profit <sup>(*)</sup>	Spending during year	Ending balance
Bonus fund	5,505,848,319	12,316,980,588	(10,850,466,251)	6,972,362,656
Welfare fund	3,080,752,372	5,748,324,274	(9,376,704,132)	(547,627,486)
Bonus fund for the Executive Management Board	573,809,765	4,103,660,196	(3,719,776,350)	957,693,611
<b>Total</b>	<b>9,160,410,456</b>	<b>22,168,965,058</b>	<b>(23,946,946,733)</b>	<b>7,382,428,781</b>

<sup>(\*)</sup> In which, the Company temporarily makes appropriation of Bonus and welfare funds and Bonus fund for the Executive Management Board at rate of 90% compared to the planned rate in 2025.

## 19. Owners' equity

### 19a. The movement on the owners' equity

Items	Owners' invested equity	Surplus of share capital	Development and investment funds	Undistributed earnings after tax	Total
A	1	2	3	4	5
<b>For the fiscal year ended 31<sup>st</sup> December 2024</b>					
<b>As at 01<sup>st</sup> January 2024</b>	<b>93,325,730,000</b>	<b>972,972,000</b>	<b>194,975,323,606</b>	<b>53,922,867,745</b>	<b>343,196,893,351</b>
- Increase during year	-	-	-	181,858,249,619	181,858,249,619
+ Increase from business results	-	-	-	80,133,203,919	80,133,203,919
+ Increase from reversal of Development investment funds	-	-	-	101,725,045,700	101,725,045,700
- Decrease during year	-	-	(101,725,045,700)	(133,718,275,001)	(235,443,320,701)
+ Make appropriation of funds	-	-	-	(21,727,399,001)	(21,727,399,001)
+ Reversal of Development investment funds	-	-	(101,725,045,700)	-	(101,725,045,700)
+ Dividend distribution	-	-	-	(111,990,876,000)	(111,990,876,000)
<b>As at 31<sup>st</sup> December 2024</b>	<b>93,325,730,000</b>	<b>972,972,000</b>	<b>93,250,277,906</b>	<b>102,062,842,363</b>	<b>289,611,822,269</b>
<b>For the fiscal year ended 31<sup>st</sup> December 2025</b>					
<b>As at 01<sup>st</sup> January 2025</b>	<b>93,325,730,000</b>	<b>972,972,000</b>	<b>93,250,277,906</b>	<b>102,062,842,363</b>	<b>289,611,822,269</b>
- Increase during year	-	-	-	82,304,932,561	82,304,932,561
+ Increase from business results	-	-	-	82,304,932,561	82,304,932,561
- Decrease during year	-	-	-	(131,061,426,822)	(131,061,426,822)
+ Make appropriation of funds	-	-	-	(22,168,965,058)	(22,168,965,058)
+ Dividend distribution	-	-	-	(108,892,461,764)	(108,892,461,764)
<b>As at 31<sup>st</sup> December 2025</b>	<b>93,325,730,000</b>	<b>972,972,000</b>	<b>93,250,277,906</b>	<b>53,306,348,102</b>	<b>240,855,328,008</b>

**PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY**

Address: 367 Nguyen Trai street, Cau Ong Lanh ward, Ho Chi Minh city..

Notes to the aggregated Financial Statements

For the fiscal year ended 31<sup>st</sup> December 2025**19b. Details of the owners' invested equity**

	<b>Proportion (%)</b>	<b>Ending balance</b>	<b>Beginning balance</b>
- State-owned equity (Saigon Pharmaceutical Co., Ltd.)	43.44	40,543,090,000	40,543,090,000
- PVI Infrastructure Investment Fund (PIF Fund)	21.64	20,195,687,972	-
- Other shareholders' equity	34.92	32,586,952,028	52,782,640,000
<b>Total</b>	<b>100,00</b>	<b>93,325,730,000</b>	<b>93,325,730,000</b>

**19c. Transactions on capital with owners and distribution of dividends and profit**

	<b>Current year</b>	<b>Previous year</b>
- Owners' invested equity		
+ Beginning balance	93,325,730,000	93,325,730,000
+ Increase in year	-	-
+ Decrease in year	-	-
+ Ending balance	93,325,730,000	93,325,730,000
- Dividends and profit already distributed in 2024	99,559,888,764	60,661,724,500
- Dividends and profit already distributed in 2025	9,332,573,000	51,329,151,500
- Dividends and profit already paid	(108,457,477,464)	(110,541,570,326)

**19d. Stocks**

	<b>Ending balance</b>	<b>Beginning balance</b>
- Number of stocks being registered to issue	9,332,573	9,332,573
- Number of stocks already issued / public offering	9,332,573	9,332,573
+ Common stocks	9,332,573	9,332,573
+ Preferred stocks	-	-
- Number of buy-back stocks	-	-
- Number of treasury shares already issued	-	-
- Number of outstanding stocks	9,332,573	9,332,573
+ Common stocks	9,332,573	9,332,573
+ Preferred stocks	-	-
- Nominal value of outstanding stocks (VND/stock)	10,000	10,000



**19e. Details of profit distribution**

- The Company has distributed the remaining profit in 2024 according to the Resolution of the 2025 Annual General Meeting of Shareholders No. 37/NQ-DHĐCĐ-PMC dated 19<sup>th</sup> April 2025 and distributed profit from the reversal of Development investment funds according to the Resolution No. 98/NQ-DHĐCĐ-PMC dated 11<sup>th</sup> November 2024 as follows:

- Dividends paid to shareholders	:	99,559,888,764
- Make appropriation of Bonus and welfare funds	:	2,161,965,058
<b>Total</b>		<b>101,721,853,822</b>

- The Company temporarily distributes the profit in 2025: temporarily distributes dividends according to the Resolution of the 2025 Annual General Meeting of Shareholders No. 37/NQ-DHĐCĐ-PMC dated 19<sup>th</sup> April 2025 and temporarily makes appropriation of Bonus and welfare funds and Remuneration fund of the Board of Management at rate of 90% compared to the planned rate in 2025. (the planned rate of making appropriation of Bonus and welfare funds and Remuneration fund of the Board of Management in 2025 is 24.31%)

- Dividends paid to shareholders	:	9,332,573,000
- Make appropriation of Bonus and welfare funds and Remuneration of the Board of Management	:	20,007,000,000
<b>Total</b>		<b>29,339,573,000</b>

**20. Off-balance sheet items**

**20a. Foreign currencies**

	<u>Ending balance</u>	<u>Beginning balance</u>
United States Dollar (USD)	1,548.58	1,608.28

**20b. Bad debts written off**

	<u>Ending balance</u>	<u>Beginning balance</u>
Khang Nhan Pharmaceutical Co., Ltd.	175,838,789	175,838,789
Bac Lieu Pharmaceutical JSC	173,755,550	173,755,550
ADMK Pharmaceutical JSC	153,157,961	153,157,961
Công ty TNHH MTV Apharco	138,344,268	138,344,268
ADMK Bac Lieu Pharmaceutical JSC - Tay Ninh branch	124,771,171	124,771,171
Anh Minh General Hospital Co., Ltd.	18,777,668	18,777,668
Da Khoa Phuoc Son Co., Ltd.	4,574,010	4,574,010
Quang Ngai Pharmaceutical - Medical Supplies State-owned Co., Ltd.	27,489,442	27,489,442
Quang Trung Pharmaceutical Co., Ltd.	16,869,797	16,869,797
Net Van Phuc Medical Center Corporation	14,274,887	14,274,887
<b>Total</b>	<b>847,853,543</b>	<b>847,853,543</b>

**20c. Assets under lease**

Total minimum land rent payable in the future under irrevocable operating lease for each term (\*) are as follows:

	<b>Ending balance</b>	<b>Beginning balance</b>
From 1 year or less	4,629,778,156	4,629,778,156
Over 1 year to 5 years	23,148,890,778	23,148,890,778
Over 5 years	124,195,564,063	128,825,342,219
<b>Total</b>	<b>151,974,232,997</b>	<b>156,604,011,153</b>

(\*) This is the land rent of the State at No. 367 Nguyen Trai street, Nguyen Cu Trinh ward, district 1, Ho Chi Minh city, the rental period until 26<sup>th</sup> October 2058 according to the Land Lease Agreement No. 547/HĐ-TNMT-ĐKKTD dated 20<sup>th</sup> January 2009 and at No. 167 Dong Hung Thuan B, district 12, the rental period until 30<sup>th</sup> September 2058 according to the Contract No. 9837/HĐ-TNMT-ĐKKTD dated 01<sup>st</sup> December 2008.

**VI. ADDITIONAL INFORMATION FOR ITEMS SHOWN IN THE AGGREGATED INCOME STATEMENTS (Currency: VND)**

**1. Revenues from sale of goods and rendering of services**

**1.1 Total revenues from sale of goods and rendering of services**

Details are as follows:

	<b>Current year</b>	<b>Previous year</b>
- Sale of finished goods	539,452,265,166	490,425,795,167
- Sale of merchansises	8,156,076,845	7,934,294,520
<b>Total</b>	<b>547,608,342,011</b>	<b>498,360,089,687</b>

**1.2 Revenues from sale of goods and rendering of services to related parties**

Details are as follows:

	<b>Current year</b>	<b>Previous year</b>
- Sale of merchansises	54,671,628,142	65,951,014,383
<b>Total</b>	<b>54,671,628,142</b>	<b>65,951,014,383</b>

**2. Revenue deductions**

Details are as follows:

	<b>Current year</b>	<b>Previous year</b>
- Finished goods returned, trade discounts	1,041,820,508	175,096,924
<b>Total</b>	<b>1,041,820,508</b>	<b>175,096,924</b>

**3. Cost of goods sold**

Details are as follows:

	<b>Current year</b>	<b>Previous year</b>
- Finished goods	317,884,130,946	304,993,181,044
- Merchansises	5,482,667,300	5,978,374,144
<b>Total</b>	<b>323,366,798,246</b>	<b>310,971,555,188</b>

**PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY**

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Notes to the aggregated Financial Statements (cont.)

For the fiscal year ended 31<sup>st</sup> December 2025**4. Income from financial activities**

Details are as follows:

	<b>Current year</b>	<b>Previous year</b>
- Interest on term deposits	3,802,561,359	9,528,742,232
- Interest on call deposits	49,138,372	28,305,762
- Interest on exchange rate difference	1,279,127	2,365,780
<b>Total</b>	<b>3,852,978,858</b>	<b>9,559,413,774</b>

**5. Expenses from financial activities**

This is mainly interest expenses.

**6. Selling expenses**

Details are as follows:

	<b>Current year</b>	<b>Previous year</b>
- Wage and salary	31,475,299,608	29,642,771,465
- Management materials, tools	1,319,854,305	928,698,377
- Depreciation/Amortization of fixed assets	1,064,778,971	1,028,715,413
- Outsourcing expenses	5,675,749,739	1,506,251,584
- Others	23,501,228,859	14,033,309,861
<b>Total</b>	<b>63,036,911,482</b>	<b>47,139,746,700</b>

**7. General & administration expenses**

Details are as follows:

	<b>Current year</b>	<b>Previous year</b>
- Wage and salary	32,284,318,841	30,858,412,767
- Management materials, tools	772,698,840	712,385,971
- Depreciation/Amortization of fixed assets	314,655,621	432,599,088
- Taxes and duties	4,179,812,803	3,156,221,134
- Make (+)/Reversal (-) of provision	9,806,376	31,823,733
- Outsourcing expenses	10,869,027,559	6,099,343,356
- Others	13,832,612,675	8,298,951,653
<b>Total</b>	<b>62,262,932,715</b>	<b>49,589,737,702</b>

**8. Other income**

Details are as follows:

	<b>Current year</b>	<b>Previous year</b>
- Sale of raw materials	23,662,514	31,855,500
- Liquidation of fixed assets	1,201,846,128	-
- Others	451,579,473	297,569,528
<b>Total</b>	<b>1,677,088,115</b>	<b>329,425,028</b>

**PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY**

Address: 367 Nguyen Trai street, Cau Ong Lanh ward, Ho Chi Minh city.

Notes to the aggregated Financial Statements (cont.)

For the fiscal year ended 31<sup>st</sup> December 2025**9. Other expenses**

Details are as follows:	Current year	Previous year
- Cost of selling raw materials	22,820,802	24,652,340
- Others	105,173,091	35,367,268
<b>Total</b>	<b>127,993,893</b>	<b>60,019,608</b>

**10. Gains on stock**

Gains on stock	Current year	Previous year
- Accounting profit after corporate income tax	82,304,932,561	80,133,203,919
- Increase and decrease adjustments of accounting profit to determine profit or loss is allocated for shareholders holding common stock:	(22,222,331,791)	(21,635,965,058)
+ Increase adjustments	-	-
+ Decrease adjustments <sup>(*)</sup>	(22,222,331,791)	(21,635,965,058)
- Profit or loss is allocated for shareholders holding common stock	60,082,600,770	58,497,238,861
- Average outstanding common stock during year	9,332,573	9,332,573
<b>- Gains on stock (VND/stock)</b>	<b>6,438</b>	<b>6,268</b>

<sup>(\*)</sup> Bonus and welfare funds are temporarily made appropriation at a rate of 27% of after-tax profit corresponding to the appropriation rate of Bonus and welfare funds and Remuneration fund of the Board of Management in 2024. This amount will be subject to change and adjust when there is the Decision of the Company's General Meeting of Shareholders.

**11. Diluted gains on stock**

Diluted gains on stock	Current year	Previous year
Profit is allocated for shareholders holding common stock to calculate gains on stock	82,304,932,561	80,133,203,919
Increase and decrease adjustments of profit:	(22,222,331,791)	(21,635,965,058)
- After-tax effect of convertible bond interest	-	-
- Dividends on convertible preferred stock	-	-
- Decrease adjustments <sup>(*)</sup>	(22,222,331,791)	(21,635,965,058)
Profit to calculate diluted gains on stock	60,082,600,770	58,497,238,861
Number of common stocks is used to calculate diluted gains on stock (stock)	9,332,573	9,332,573
<b>- Diluted gains on stock (VND/stock)</b>	<b>6,438</b>	<b>6,268</b>

<sup>(\*)</sup> Bonus and welfare funds are temporarily made appropriation at a rate of 27% of after-tax profit corresponding to the appropriation rate of Bonus and welfare funds and Remuneration fund of the Board of Management in 2024. This amount will be subject to change and adjust when there is the Decision of the Company's General Meeting of Shareholders.



**12. Expenses from operating activities by nature**

Details are as follows:

	<b>Current year</b>	<b>Previous year</b>
- Raw materials	222,328,438,075	221,894,264,210
- Wage and salary	144,857,277,927	134,666,962,541
- Tools	3,029,779,821	1,744,982,439
- Depreciation/Amortization of fixed assets	12,008,431,048	11,432,305,934
- Outsourcing expenses	32,907,445,738	19,630,628,991
- Others	44,802,252,636	27,404,317,404
<b>Total</b>	<b>459,933,625,245</b>	<b>416,773,461,519</b>

**VII. ADDITIONAL INFORMATION FOR ITEMS SHOWN IN THE AGGREGATED STATEMENT OF CASH FLOW (Currency: VND)**

**1. Loans to other entities and payments for purchase of debt instruments of other entities**

	<b>Current year</b>	<b>Previous year</b>
Term deposits at banks	(111,500,000,000)	(365,500,000,000)
<b>Total</b>	<b>(111,500,000,000)</b>	<b>(365,500,000,000)</b>

**2. Repayments from borrowers and proceeds from sales of debt instruments of other entities**

	<b>Current year</b>	<b>Previous year</b>
Term deposits at banks	252,000,000,000	473,500,000,000
<b>Total</b>	<b>252,000,000,000</b>	<b>473,500,000,000</b>

**VIII. OTHER INFORMATION (Currency: VND)**

**1. Contingent assets**

The Company has not incurred contingent assets would affect the financial statements, which need any adjustments to the figures or disclosures in the aggregated financial statements.

**2. Contingent liabilities**

As at the date of the aggregated financial statements, there is not any factor which may occur the contingent liabilities in order to the Company is obligated to pay.

**3. Transactions with related parties**

**3a. Transactions with members of key management, individuals related to members of key management**

Members of key management include: members of the Board of Management and members of the Executive Board (the Board of Directors and Chief Accountant). Individuals related to members of key management are close members of the family of members of key management.

**PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY**

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Notes to the aggregated Financial Statements (cont.)

For the fiscal year ended 31<sup>st</sup> December 2025**Income of members of key management:**

Details	Position	Current year	Previous year
Mr. Le Van Thinh	Chairperson	740,800,000	383,200,000
Mr. Le Viet Hung	Member of the Board of Management / General Director	1,855,322,000	955,669,073
Mr. Phan Xuan Phong	Member of the Board of Management / Deputy General Director	1,499,142,000	1,157,431,324
Mr. Nguyen Huy Cuong	Member of the Board of Management	367,800,000	483,422,222
Ms Tran Dang Khoa	Member of the Board of Management	365,800,000	174,200,000
Mr. Nguyen Chi Thanh	Member of the Board of Management	411,800,000	200,200,000
Mr. Le Anh Minh	Member of the Board of Management	346,800,000	172,200,000
Mr. Tra Quang Trinh	Deputy General Director	1,137,929,000	896,935,408
Mr. Nguyen Chi Thanh	Deputy General Director	1,026,529,000	761,729,638
Ms Nguyen Dieu Le	Chief Accountant	603,692,000	623,312,132
Mr. Nguyen Tien Sy	Head of the Supervisory Board (appointed dated 20 <sup>th</sup> April 2024)	275,800,000	132,200,000
Ms Tran Thi Van	Member of the Supervisory Board (appointed dated 20 <sup>th</sup> April 2024)	247,300,000	120,200,000
Ms Nguyen Thi Thuy My	Member of the Supervisory Board (appointed dated 20 <sup>th</sup> April 2024)	247,300,000	366,288,888
Mr. Tran Viet Trung	Member of the Board of Management / General Director (dismissed on 01 <sup>st</sup> June 2024)	-	954,456,000
Mr. Nguyen Quy Thinh	Member of the Board of Management (dismissed on 20 <sup>th</sup> April 2024)	-	214,722,222
Mr. Tran Duc Thang	Member of the Board of Management (dismissed on dated 20 <sup>th</sup> April 2024)	-	338,444,444
Ms Nguyen Thi Kim Tuyen	Deputy General Director (dismissed on 01 <sup>st</sup> January 2025)	-	980,127,570
Mr. Le Huu Hung	Head of the Supervisory Board (dismissed on 20 <sup>th</sup> April 2024)	-	327,611,111
Mr. Nguyen The Phong	Member of the Supervisory Board (dismissed on 20 <sup>th</sup> April 2024)	-	286,088,889
<b>Total</b>		<b>9,126,014,000</b>	<b>9,528,438,921</b>

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Notes to the aggregated Financial Statements (cont.)

For the fiscal year ended 31<sup>st</sup> December 2025**Dividends received during year by members of key management**

Details	Position	Current year	Previous year
Mr. Phan Xuan Phong	Member of the Board of Management / Deputy General Director	270,534,248	245,771,600
Mr. Tra Quang Trinh	Deputy General Director	236,860,400	215,180,000
Mr. Tran Viet Trung	Member of the Board of Management / General Director (dismissed on 01 <sup>st</sup> June 2024)	-	39,071,600
Ms Nguyen Thi Kim Tuyen	Deputy General Director (dismissed on 01 <sup>st</sup> January 2025)	-	42,400,000
<b>Total</b>		<b>507,394,648</b>	<b>542,423,200</b>

**3b. Transactions with other related parties**

The Company's other related parties include:

Related parties	Relationship with the Company
Saigon Pharmaceutical Co., Ltd.	Largest shareholder with capital contribution ratio to the Company is 43.44%
PVI Infrastructure Investment Fund (PIF Fund)	Major shareholder owns 21.64% from 15 <sup>th</sup> August 2025
Mr. Vu Hoang Viet	Major shareholder owns 5.03%
Saigon – Hanoi Securities JSC	No longer a major shareholder from 15 <sup>th</sup> August 2025

**Transactions with the Company's other related parties**

Details are as follows:

	Current year	Previous year
<b>Saigon Pharmaceutical Co., Ltd. and branches</b>		
- Advance payment for purchase of raw materials	20,000,000,000	20,000,000,000
- Refund of advance payment for purchase of raw materials	20,000,000,000	20,000,000,000
- Revenue from sales of finished products (*)	54,256,336,786	65,951,014,383
- Proceeds from sales of finished products	63,036,651,655	63,419,875,000
- Dividend payment	47,305,677,412	48,651,708,000
<b>PVI Infrastructure Investment Fund (PIF Fund)</b>		
- Dividend payment	9,833,360,000	-
<b>Saigon – Hanoi Securities JSC</b>		
- Corporate governance consulting fees	73,040,000	-
- Dividend payment	9,263,286,400	14,439,828,800

(\*) Prices of selling products and purchasing raw materials included value added tax

Details are as follows:

**Mr. Vu Hoang Viet**

- Dividend payment

**Current year**

2,283,092,000

**Previous year**

-

**3c. Balances with related parties**

Refer to the Notes No. V.3 – *Short-term trade receivables*.

**4. Segment Reporting**

Segment information is presented according to the business field and geography.

**Business field**

The Company has the following main business areas:

- Trading in merchandises.
- Trading in finished products.

	Trading in merchandises	Trading in finished products	Total
<b>Current year</b>			
Net revenues	8,156,076,845	538,410,444,658	546,566,521,503
Cost of goods sold	5,482,667,300	317,884,130,946	323,366,798,246
<b>Gross profit</b>	<b>2,673,409,545</b>	<b>220,526,313,712</b>	<b>223,199,723,257</b>
<b>Previous year</b>			
Net revenues	7,934,294,520	490,250,698,243	498,184,992,763
Cost of goods sold	5,978,374,144	304,993,181,044	310,971,555,188
<b>Gross profit</b>	<b>1,955,920,376</b>	<b>185,257,517,199</b>	<b>187,213,437,575</b>

**Geography**

The majority of revenue are made in Vietnam.

**5. Collateral**

The Company did not hold the collateral of the other entities as at 31<sup>st</sup> December 2025.

**6. Going-concern assumption**

As at the date of the aggregated financial statements, there is not any factor which affect the going-concern assumption of the Company. Therefore, the aggregated financial statements for the fiscal year ended 31<sup>st</sup> December 2025 are prepared on the basis of the going-concern assumption.



**7. Subsequent events**

The Company has not arisen other events after the accounting period ended that have or may significantly affect the Company's operations and business results in periods after the accounting period ended.

*Ho Chi Minh city, 02nd March 2026.*

<b>Prepared by</b>  <b>TRAN MANH HUNG</b>	<b>Chief Accountant</b>  <b>NGUYEN DIEU LE</b>	<b>General Director</b>  <b>LE VIET HUNG</b>
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