

**INVITATION TO THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS AND ANNOUNCEMENT REGARDING THE RECEIPT
OF AN ADVANCE DIVIDEND IN CASH FOR 2025**

Dear: Shareholders of Central Pharmaceutical Joint Stock Company No. 3!

The Board of Directors of Central Pharmaceutical Joint Stock Company No. 3 would like to respectfully inform shareholders whose names are on the shareholder list as of **March 23, 2026** that they are entitled to receive an interim dividend in cash for 2025, and we respectfully invite you to attend the Annual General Meeting of Shareholders in 2026.

*** Interim cash dividend for 2025:**

- Implementation rate: **40% (4,000 VND per share)**
- Payment date: **June 29, 2026**
- Location of implementation:

+ For securities held in custody: Shareholders receive dividends at the Custodian Members where their custody accounts are opened.

+ For unlisted securities: Shareholders can collect dividends at the Company's Accounting and Statistics Department, located at 472, 351st Street, Quynh Hoang residential area, An Duong ward, Hai Phong City, on weekdays starting from **June 29, 2026**, and must present their Citizen Identity Card.

*** Attend the Annual General Meeting of Shareholders in 2025:**

- Time and location:

Time: **8:00 AM, Friday, April 24, 2026**

+ Location: Central Pharmaceutical Joint Stock Company No. 3

No. 472, 351st Street, Quynh Hoang residential area, An Duong ward, Hai Phong.

- Agenda of the General Meeting: Discussion and approval of matters within the authority of the General Meeting of Shareholders as mentioned in the Meeting Documents.

- Congress documents:

Dear shareholders, please view and study the General Meeting documents on the website <http://duocphamtw3.com> in the "Shareholder Relations" section from **April 1, 2026**.

Shareholders are requested to bring their invitation letter, original Citizen Identity Card/Passport, or a power of attorney form (attached) to the General Meeting. To ensure the successful organization of the General Meeting, shareholders are requested to send their power of attorney or confirmation of attendance (using the provided form) by mail or fax to the following address:

Administrative and Human Resources Department – Central Pharmaceutical Joint Stock Company No. 3

No. 472, 351st Street, Quynh Hoang residential area, An Duong ward, Hai Phong City

Phone number: 0225.3842576 Fax: 0225.3823125

Registration deadline: **Before April 21, 2026.**

We look forward to the presence of our esteemed shareholders to ensure the success of the General Meeting./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRPERSON



Pharmacist Bui Xuan Huong



CÔNG TY CỔ PHẦN DƯỢC PHẨM TRUNG ƯƠNG 3

Trụ sở: Số 16 Lê Đại Hành, P. Minh Khai, Q. Hồng Bàng, TP. Hải Phòng.
Nhà máy SX: Số 28, Đường 351, Nam Sơn, H. An Dương, TP. Hải Phòng.
Điện thoại: (0225) 3 842 576; www.duocphamtw3.com.

AGENDA FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Time : 8:00 AM , Friday , April 24, 2026.

Venue : Central Pharmaceutical Joint Stock Company No. 3 .

Nam Son Factory - No. 472 , 351st Street, Quynh Hoang residential area , An Duong ward , Hai Phong.

No	Time	Content	Perform
1	8:00 AM – 8:30 AM	<ul style="list-style-type: none">- Welcoming delegates, guests , and shareholders .- Register to participate , verify shareholder eligibility .- Distribute the General Meeting documents to shareholders .- Guide shareholders and delegates to their seats .	Organizing Committee Congress
2	8:30 AM – 8:40 AM	<ul style="list-style-type: none">- Statement of purpose and introduction of delegates .	Organizing Committee Congress
3	8:40 AM – 8:45 AM	<ul style="list-style-type: none">- Report on the results of the shareholder eligibility check .	Shareholder eligibility review board
4	8:45 AM – 9:00 AM	<ul style="list-style-type: none">- Introduction of the Presidium , Secretariat, and Voting Committee+ List of members of the Presidium+ List of Secretariat Members+ List of Election and Vote Counting Committees- We request shareholders' votes on the list of the Presidium , the Secretariat , and the list of Election and Vote Counting Committees	Organizing Committee Congress
5	9:00 AM – 9:10 AM	<ul style="list-style-type: none">- Through the Congress Program and the Rules of Procedure for the Congress .	Presidium
6	9:10 AM – 9:40 AM	<ul style="list-style-type: none">- Report on the business performance results for 2025 by the Board of Directors and the Executive Board; Activities of the Board of Directors in 2025 and business plan for 2026.- The audited summary financial report for 2025 has been submitted.- Proposal for the profit distribution plan for 2025.- Proposal for remuneration of the Board of Directors and Supervisory Board for 2026.- Proposal for amending and supplementing the company's business lines.- Proposal for adding content to Article 45, Chapter XIV of the Company's Charter regarding profit distribution.	
7	09:40 AM - 10:00 AM	<ul style="list-style-type: none">- Report of the Company's Supervisory Board for 2025.- Proposal to authorize the Board of Directors to select the auditing firm for 2026.	Supervisory Board

No	Time	Content	Perform
8	10:00 AM - 10:20 AM	<ul style="list-style-type: none"> - Approved the proposal to dismiss a member of the Board of Directors. - Approved the Regulations for the election of additional members to the Board of Directors for the 2024-2029 term. - Proposal to approve the number of additional Board of Directors members to be elected for the 2024-2029 term and the list of candidates. - Shareholders voted to approve. 	Presidium
9	10:20 AM - 10:30 AM	<ul style="list-style-type: none"> - Hold the election. 	
10	10:30 AM - 10:45 AM	<ul style="list-style-type: none"> - The vote counting committee announces the election results. 	Vote counting committee
11	10:45 AM - 10:50 AM	<ul style="list-style-type: none"> - Through the minutes and resolutions of the Congress . 	Secretariat
12	10:50 AM - 11:00 AM	<ul style="list-style-type: none"> - Closing remarks at the Congress . 	Presidium

FORIPHARM

Trao sức khỏe - Gửi niềm tin





CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

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SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hai Phong, April ..., 2026

POWER OF ATTORNEY

ATTEND THE 2026 ANNUAL SHAREHOLDER MEETING

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

To : The Organizing Committee of the General Shareholders' Meeting of

Central Pharmaceutical Joint Stock Company No. 3!

Name of organization/individual:.....Serial number in the list of attendees (if any):.....

Citizen Identification Number/Business Registration Number:.....

Date of Issue:...../...../..... Place of Issue:.....

Address:.....Phone:.....

Number of shares owned:..... Shares, corresponding to a total par value of:..... VND

I hereby authorize the following person:

Full name:..... Attendance number in the university attendance list (if any):.....

Citizen Identification Number/Business Registration Number:.....

Date of Issue:...../...../..... Place of Issue:.....

Or give :

1. Mr. Bui Xuan Huong – Chairman of the Board of Directors

☐

2. Mr. Nguyen Dinh Khai – Member of the Board of Directors and General Director

☐

3. Mr. Dinh Van Cuong – Member of the Board of Directors

☐

4. Mr. Le Van Hung – Member of the Board of Directors

☐

5. Ms. Lu Thi Khanh Tran – Member of the Board of Directors

☐

6. Ms. Bui Thi Hat - Head of the Supervisory Board

☐

To attend the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical Company No. 3 and vote on matters included in the meeting agenda.

I hereby declare that I will not appeal the results of the vote by the person I have authorized above.

Authorized person

(Sign and write your full name – otherwise)

(as a member of the Board of Directors and

Supervisory Board)

Authorized person

(Sign and print your full name)

Note: If a shareholder authorizes a member of the Board of Directors or Supervisory Board to attend the meeting on their behalf, please mark the corresponding box; otherwise, the shareholder must clearly fill in the information of the person authorized to attend the meeting according to the form.



CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

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Hai Phong, April ..., 2026

ADMISSION CERTIFICATE

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

1. Shareholder's name :

Serial number in the list of shareholders attending the General Meeting:

Citizen Identification Card/Business Registration Number:

Date of Issue:...../...../..... Place of Issue:.....

Address:.....

2. Confirmation content :

I register to attend the 2026 Annual General Meeting of Shareholders organized by Central Pharmaceutical Joint Stock Company No.3, held at 8:00 AM on Friday, April 24, 2026, with the number of shares being..... shares, including:

- Number of shares owned:shares
- Number of shares authorized:..... shares authorized by the following shareholder:

No.	Shareholder Name authority	Address	ID number Passport	Phone	Number of shares authority

I am attaching a copy of my authorization letter and I pledge to abide by all the regulations of the General Assembly.

Date ... April 2026

Registered

(Sign and print your full name)

Note : Shareholders are requested to submit their attendance confirmation to the Company before April 21, 2026.

RULES OF PROCEDURE AT THE SHAREHOLDER'S GENERAL MEETING
CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

DRAFT

General regulations

- This regulation applies to the 2026 Annual General Meeting of Shareholders at Central Pharmaceutical Joint Stock Company No. 3.

Shareholders and participating parties are responsible for complying with the provisions of this Regulation.

I. CONDITIONS FOR HOLDING THE CONGRESS

A general meeting of shareholders is held when the number of shareholders and their authorized representatives present exceeds 50% of the voting shares.

II. ORDER OF THE CONFERENCE

1. Shareholders/shareholder representatives entering the meeting room must comply with the seating arrangement as instructed by the Organizing Committee.
2. To maintain order, mobile phones must be set to silent mode.
3. Shareholders/shareholder representatives are responsible for attending the General Meeting of Shareholders from the beginning to the end of the meeting.
4. In the event that a shareholder/shareholder representative has to leave the meeting before the General Meeting concludes, they are responsible for contacting the Organizing Committee to provide written notification of their opinion on any issues that will be voted on at the General Meeting (if any).
5. If a shareholder/shareholder representative leaves the meeting before the end of the General Meeting without notifying the Organizing Committee, that shareholder will be deemed to have agreed to all matters to be voted on at the General Meeting.

III. VOTING ON ISSUES AT THE CONFERENCE

1. Principle

All matters requiring a vote on the General Meeting's agenda must be approved by direct voting at the meeting. Each shareholder is issued a Voting Card bearing the shareholder's name, shareholder code, number of shares entitled to vote, and the company's seal.

2. Rules and procedures for voting

- a . Each share owned or represented corresponds to one voting right.
- b . Shareholders vote in favor, against, or abstain from voting on each issue put to a vote at the General Meeting by raising their voting cards.
- c . After each vote, the members of the Vote Counting Committee will tally the number of votes in favor, against, and abstentions.
- d . The Chairman of the Congress announces the voting results after the Congress has voted on each issue.

3. Conditions for the resolution to be adopted

3.1 A resolution on the following matters shall be adopted if it is approved by shareholders representing at least 65% of the total voting rights of all shareholders present at the meeting:

- a. Amend and supplement the contents of the Company's Charter;
- b. Types of shares and the total number of shares offered or transferred for each type;
- c. Changes in industry, occupation, and business sector;
- d. Changes to the company's organizational and management structure;



e. Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;

f. Reorganize or dissolve the company.

3.2 Other resolutions are adopted when approved by shareholders representing 50% or more of the total voting rights of all shareholders present at the meeting.

IV. SPEECH AT THE CONFERENCE

1. Principle

Shareholders attending the General Meeting who wish to speak raise their voting cards to request permission to speak and receive approval from the Chairperson.

2. The manner of speaking

Shareholders should speak concisely and focus on the key issues to be discussed, in line with the approved agenda of the General Meeting. The Chairperson and members of the Presidium will answer shareholders' questions. The Chairperson has the right to remind or request shareholders to focus on the key issues to ensure the time and quality of the discussion.

V. RIGHTS AND RESPONSIBILITIES OF THE CHAIRMAN

1. Conduct the Congress in accordance with the agenda, rules, and regulations approved by the Congress. The presiding officer operates on the principle of democratic centralism and makes decisions by majority vote.

2. Guide the Congress in discussing and voting on issues included in the agenda and related matters during the Congress proceedings.

3. The chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.

4. The chairperson has the right to:

a . Require all meeting attendees to undergo security checks or other security measures.

b . Request the competent authority to maintain order at the meeting; request shareholders who do not comply with the Chairman's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security checks to leave the General Meeting of Shareholders.

5. The chairperson has the right to postpone the General Meeting of Shareholders, when the required number of registered attendees has been reached, to another time or to change the meeting location in the following cases:

a . The meeting venue does not have enough seating convenient for all attendees.

b . Some attendees engage in disruptive behavior, causing disorder and potentially preventing the meeting from being conducted fairly and lawfully.

The maximum postponement period shall not exceed 3 days from the date the meeting was scheduled to begin.

6. Addressing other issues throughout the Congress.

VI. RESPONSIBILITIES OF THE SECRETARIAT

1. Record fully and truthfully all proceedings at the General Meeting and all issues approved by shareholders or remaining on record at the meeting.

2. Draft the minutes of the Congress meeting and the resolutions on the issues adopted at the Congress.

VII. RESPONSIBILITIES OF THE VOTING COMMITTEE

1. Determine the results of the shareholders' vote on the issues approved at the General Meeting.

2. Organize the vote counting and prepare a vote counting report.

3. Promptly inform the Secretariat of the voting results so that they can be included in the Minutes and Resolutions of the Congress.

4. Promptly report to the Chairman of the Congress any issues arising that are beyond the scope of authority to resolve.

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VIII. MINUTES AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

All agenda items at the Shareholders' General Meeting must be recorded by the Meeting Secretary in the Minutes of the Shareholders' General Meeting, which must be read and approved before the meeting adjourns.

The above is the complete Rules of Procedure for the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical Company No. 3.

We respectfully submit this to the Congress for consideration and approval.

Recipient:

- As above;
- Board of Directors;
- Supervisory Board;
- General Director;
- Save VT.

On behalf of the Board of Directors

CHAIRPERSON



Pharmacist Bui Xuan Huong





CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

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No.: 401/2026/BC-HĐQT

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Hai Phong, April 1, 2026

**REPORT OF THE BOARD OF DIRECTORS AND THE COMPANY'S
EXECUTIVE COMMITTEE AT THE 2026
ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders!

The Board of Directors and the Executive Board of Central Pharmaceutical Joint Stock Company No. 3 respectfully report to the General Meeting of Shareholders on the business performance results of the Board of Directors and the Executive Board in 2025; the activities of the Board of Directors in 2025 and the business plan for 2026 as follows:

PART I

REPORT ON BUSINESS PERFORMANCE RESULTS FOR 2025

I. Business Performance Results for 2025

2025 will be a year of significant change for the Vietnamese pharmaceutical market as it continues to face numerous pressures: fluctuating raw material prices and exchange rates, rising production costs, and increasingly stringent legal requirements.

The Vietnamese functional food market is expanding to billions of USD, driven by the trend of proactive healthcare and the aging population. However, behind this strong growth lie significant gaps in quality standards, information management, and distribution control. One of the prominent issues is the information overload caused by exaggerated advertising claims about product effectiveness, turning health supplements into "cure-alls." The explosion of livestreaming, KOLs/KOCs, and social media has not only made this situation harder to control but also distorted the market and affected consumer experience. In 2025, authorities discovered and ordered the recall of a large number of violating health supplements. The recalled products were mainly counterfeit, substandard, or had improperly submitted documentation.

In 2025, the Management Board led business operations in line with the Board's strategy, focusing on improving financial efficiency, expanding markets, optimizing management, and promoting sustainable development. Despite facing numerous challenges, the Company still achieved the following growth rates:

Target	Unit	To be implemented in 2025	Compared to the 2025 plan		Compared to 2024	
			Plan for 2025	% of plan completed	To be implemented in 2024	% increase/decrease
Total revenue	Billion VND	437.9	420	104%	417.5	+ 5%
Total accounting profit before tax	Billion VND	192.6	86	224%	151.9	+ 27%

Target	Unit	To be implemented in 2025	Compared to the 2025 plan		Compared to 2024	
			Plan for 2025	% of plan completed	To be implemented in 2024	% increase/decrease
Cash dividends	%	40%	At least 20%	200%	30%	+ 33%

II . Performance results of the departments in 2025

1. For sales activities

1.1 ETC sales channel:

- Revenue from tendered goods is expected to continue growing in 2025: Total revenue is projected to increase by 10% compared to 2024 and account for 7.35% of the company's total revenue.

- Several products experienced high growth compared to 2024, contributing to the company's brand expansion and creating a large number of jobs for the factories.

1.2 OTC Sales Channels:

- The company continues to implement a streamlined and efficient sales system.
- Sales programs are designed and implemented flexibly, adapting to each month and period.
- The sales team receives regular and ongoing training.

1.3 Sales channel through distribution partners in the form of bulk sales and contract sales:

In 2025, revenue from processing and distributing products through customer partners in the form of bulk orders and contract sales will be maintained and grow compared to 2024, accounting for 23.4% of the Company's total revenue.

2. For production activities

Production activities at the factories have shown positive and stable growth: output and revenue have increased. Employment for workers is secured.

2.1 Quality Assurance Work

- The company continues to meet domestic standards: Maintaining GMP for health supplements, GMP – WHO for herbal medicines, chemical drugs, and eye drops.
- The company was granted a certificate of eligibility to manufacture cosmetics by the Hai Phong Department of Health on May 21, 2025.
- The company was awarded a quality management system certificate for medical devices ISO 13485:2016, issued on April 14, 2025.
- Continuously review and assess the quality of suppliers and products of pharmaceuticals and health supplements to ensure product stability in the market.
- Regarding process management:
 - ✓ Strengthen the establishment and timely updating of laws and regulations in the health sector.
 - ✓ Strengthen control over production process systems (GMP and ISO), ensuring compliance and consistency.

2.2 Quality Control

The production process is subject to strict quality control from raw materials and packaging input, through the production stages, and to the final product output. All pharmaceutical and dietary supplement products manufactured and distributed by the company meet the quality requirements registered/declared with the Ministry of Health.

In 2025, the staff of the Quality Control Department participated in 6 training courses and proficiency testing programs organized by the Central Institute for Drug Testing.

2.3 Research and development

In 2025, research and development efforts were undertaken with the goal of developing a portfolio of high-quality, safe, and effective products, and increasing the number of new products. The company has been granted 17 drug registration numbers by the Ministry of Health, acknowledging positive results in R&D activities. In addition, the factory continues to invest in improving equipment and training human resources to strengthen research capabilities in the long term, aiming to develop high-value product lines to meet market demands. Simultaneously, in the coming period, the company will strengthen cooperation with research centers and invest in modern pharmaceutical technology to enhance competitiveness and expand its market.

3. Financial and accounting work

- Effectively controlling production costs, sales, and business management helps maintain stable profit growth.

- Increase the company's financial income by effectively utilizing cash flow, strengthening cash flow management, and applying financial leverage strategies to optimize capital resources and enhance profitability.

- Financial management always strictly adheres to Vietnamese accounting standards and relevant legal regulations, ensuring the transparency, integrity, and accuracy of financial reports.

4. Salary, bonuses, and benefits for employees.

- Central Pharmaceutical Joint Stock Company No. 3 always prioritizes the full implementation of policies and regulations for its employees. The company pays salaries according to the established salary regulations and salary scales, linked to labor productivity and work efficiency. Salary payments are made in full and on time, ensuring the rights of employees.

- The average income of workers in 2025 will reach VND 19.90 million/person/month. Workers will be fully covered by social insurance, health insurance, and unemployment insurance schemes as regulated by the State.

- In addition, the company implements welfare policies such as bonuses for holidays and based on business performance; visits and support for employees when they are sick, bereaved, or facing difficulties; and organizes annual health check-ups. At the same time, the company organizes tours, vacations, and cultural and sports activities to improve the morale and strengthen the bond between employees and the company.

PART II

ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Board of Directors' Activities in 2025

2025 continued to be a year of active and effective operation for the Board of Directors. During the year, the Board held five meetings with full participation from all members to discuss and decide on important issues, aiming to guide the strategic direction and provide timely direction for all of the Company's activities.

During the year, the Board of Directors issued six important resolutions, approving core issues within its authority to support the Company in achieving its strategic objectives for the year as set forth in the Shareholders' General Meeting Resolution. The main issues approved by the Board of Directors during the year are as follows:

- Through the audited business performance report for 2024.
- Develop a business plan for 2025 to be presented at the Annual General Meeting of Shareholders.
- Finalizing the list of shareholders attending the 2025 Annual General Meeting and the interim cash dividend payment for 2024.
- Through the documents submitted to the Annual General Meeting of Shareholders in 2025.
- Through the selection of an auditing firm to review and audit the 2025 financial statements.
- Through the policy of amending the "Business Registration Certificate" and "Business Location Registration Certificate" due to changes in the Company's and Factory's addresses according to the new administrative units of the State, the General Director is given the authority to choose an appropriate time to implement this.
- Through the General Director's report on the estimated business performance for 2025.
- Approval of the projected business production plan for 2026.
- Amend and supplement the "Regulations on Business Operations and Product Sales" and the "Salary Regulations".

2. Regarding the performance of duties by each Member of the Board of Directors

- The members of the Board of Directors have actively and diligently fulfilled their assigned tasks, contributing to the success of the business performance results for 2025 as approved by the 2025 Annual General Meeting of Shareholders.

- All members of the Board of Directors fully attended the meetings, actively discussed and voted on each issue at the meeting. In addition, the members contributed many valuable pieces of advice, supporting the management and operation of the General Director's Office, ensuring the sustainability and maintenance of the Company's position in the pharmaceutical industry.

3. Regarding the implementation of the Resolution of the Annual General Meeting of Shareholders in 2025

In 2025, the Board of Directors proactively and promptly issued Resolutions and Decisions to effectively implement the Resolution of the Annual General Meeting of Shareholders, with the following results:

- The company exceeded its targets for 2025;
- Completed the payment of cash dividends for 2024 to shareholders at a rate of 30% (3,000 VND per share);
- Complete the allocation of funds in accordance with the Congress Resolution;
- Complete the payment of remuneration to the Board of Directors and the Supervisory Board;
- Select AASC Auditing Firm Co., Ltd. as the auditor for the 2025 financial statements.

4. Regarding the results of monitoring the General Director and the Company's Executive Board.

Based on the Company Charter and Internal Governance Regulations, the Board of Directors has inspected and supervised the Executive Board's activities in managing production and business operations and implementing the resolutions of the 2025 Annual General Meeting of Shareholders. Through the monitoring mechanism and the requirement for periodic and ad hoc reports, the Board of Directors assessed that the Executive Board has performed its assigned tasks in accordance with the law, the Company Charter, the resolutions of the Annual General Meeting of Shareholders, and the resolutions and decisions of the Board of Directors.

The Board of Directors highly appreciates the effective management of the Executive Board in 2025, having seriously implemented the resolutions of the Board of Directors and the General Meeting of Shareholders, ensuring compliance with internal procedures. The General Director has effectively played his leadership role, providing strategic direction and coordinating operations closely, helping the Company maintain stable growth in a challenging market environment.

The General Director, with extensive experience in the pharmaceutical industry, has effectively and efficiently fulfilled his role and responsibilities as the head of operations and legal representative. The Deputy General Director has proactively implemented and introduced many innovative solutions to improve operational efficiency and effectively achieve the operational goals within his/her area of responsibility.

The company has made full and timely disclosures in accordance with regulations.

5. Salaries of the General Management Board (excluding remuneration of the Board of Directors)

- Mr. Nguyen Dinh Khai	General Director	1,318,444,520 VND
- Ms. Bui Thi Loan	Deputy General Manager	749,685,616 VND

6. Remuneration and operating expenses of the Board of Directors

In accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, the Company will pay the Board of Directors a remuneration of VND 2,000,000,000 for the year 2025.

Board members	Job title	Remuneration
- Mr. Bui Xuan Huong	Chairman of the Board	545,454,544 VND
- Mr. Dinh Van Cuong	Board Member	363,636,364 VND
- Mr. Nguyen Dinh Khai	Board Member	363,636,364 VND
- Ms. Lu Thi Khanh Tran	Board Member	363,636,364 VND
- Mr. Le Van Hung	Board Member	363,636,364 VND

Other operating expenses of the Board of Directors are subject to the Company's bylaws and applicable regulations.

PART II I

BUSINESS PRODUCTION PLAN FOR 2026

1. The targets set

In 2026, the economic landscape is projected to remain volatile, with the economy continuing to face significant challenges from fluctuating raw material prices, logistics costs, exchange rates, etc. This necessitates the Company's urgent need to adapt flexibly and implement appropriate strategies to maintain sustainable growth. The Board of Directors has identified the focus as enhancing competitiveness, optimizing operational efficiency, and strengthening corporate governance to create a solid foundation for the Company's continuous development and affirmation of its position in the pharmaceutical industry.

Building upon the achievements of 2025, the Board of Directors presents to the General Shareholders' Meeting the following business plan for 2026:

No.	Target	Unit	Plan for 2026
1	Total revenue	Billion VND	450
2	Total accounting profit before tax	Billion VND	90
3	Cash dividends	%	At least 20%

2. Development orientation for 2026

In 2026, the Board of Directors set growth targets with indicators reflecting a sustainable development perspective linked to gradual expansion and optimization of operational efficiency with a number of specific solutions such as:

- Consolidate the market and expand the distribution channels:

- ✓ Leverage the advantages of a nationwide distribution system to maintain stable growth.
- ✓ Growth and development of the ETC channel: Resolution No. 72-NQ/TW dated September 9, 2025, of the Politburo *"On some breakthrough solutions to strengthen the protection, care, and improvement of people's health"* with the policy of free annual periodic health check-ups for the people will open up good opportunities for the ETC channel.
- ✓ Expand the OTC channel and strengthen cooperation with pharmacies and retail distribution chains to reach consumers more effectively.
- ✓ Enhancing the application of digital technology in distribution system management aims to meet modern shopping trends and improve customer experience.
- ✓ Maintain and selectively expand the system of exclusive distributors for certain of the Company's products.

- Optimizing factory operations: continuing to invest in and upgrade factories with modern equipment and machinery, optimizing operations, and increasing production capacity to meet customer requirements.

- Continue investing in research and development activities, with a focus on applying technology to research.

- Investing in human resources and building a professional work environment ensures the company has a high-quality workforce to realize its long-term growth strategy.

The above is the full text of the report submitted by the Board of Directors and the Executive Board of the Company to the General Meeting of Shareholders.

Thank you very much!

Recipient:

- As above;
- Board of Directors;
- Supervisory Board;
- General Director;
- Save VT.



Pharmacist Bui Xuan Huong



**CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY N0.3**

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No.: 402/2026/BC-HDQT

SOCIALIST REPUBLIC OF VIETNAMNAM

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Hai Phong, April 1, 2026

SUMMARY FINANCIAL REPORT FOR 2025

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020)

(Ministry of Finance provides guidance on information disclosure in the securities market)

I. BALANCE SHEET

Unit: VND

No.	CONTENT	BEGINNING BALANCE	ENDING BALANCE
I	Current assets	433,326,056,406	587,548,676,541
	Cash and cash equivalents	13,706,392,977	4,475,621,682
	Short-term financial investments	327,986,523,288	470,988,313,348
	Accounts receivable	47,209,658,306	54,835,762,833
	Inventory	43,925,451,811	56,666,928,574
	Other current assets	498,030,024	582,050,104
II	Long-term assets	174,450,654,183	168,537,413,350
	Long-term receivables		
	Fixed assets	139,826,921,768	130,545,792,995
	- Tangible fixed assets	119,625,437,011	110,424,308,242
	- Intangible fixed assets	20,201,484,757	20,121,484,753
	Construction in progress costs	120,000,000	3,863,608,727
	Other long-term assets	34,503,732,415	34,128,011,628
III	TOTAL ASSETS	607,776,710,589	756,086,089,891
IV	Liabilities	88,896,015,179	145,631,822,574
	Short-term debt	88,896,015,179	145,631,822,574
	Long-term debt		
V	Equity	518,880,695,410	610,454,267,317
	Equity	518,880,695,410	610,454,267,317
	- Owner's capital contribution	214,999,330,000	214,999,330,000
	- Funds	62,666,037,719	74,783,195,577
	- Undistributed after-tax profit	241,215,327,691	320,671,741,740
VI	TOTAL FUNDING	607,776,710,589	756,086,089,891



II. BUSINESS PERFORMANCE RESULTS**Unit: VND**

No.	Target	2024	2025
1	Revenue from sales and services	422,590,077,558	444,709,988,348
2	Revenue deductions	5,104,639,320	6,783,065,888
3	Net revenue from sales and services	417,485,438,238	437,926,922,460
4	Cost of goods sold	141,431,610,499	150,344,724,273
5	Gross profit from sales and services	276,053,827,739	287,582,198,187
6	Financial operating revenue	15,485,974,574	22,835,387,697
7	Financial costs	318,376,522	760,557,349
8	Cost of goods sold	94,074,644,645	77,935,439,404
9	Business management costs	45,297,445,519	39,395,194,447
10	Net profit from business operations	151,849,335,627	192,326,394,684
11	Other income	1,053,628,841	816.319.102
12	Other expenses	987,944,039	523,462,857
13	Other profits	65,684,802	292,856,245
14	Total accounting profit before tax	151,915,020,429	192,619,250,929
15	Current corporate income tax expense	30,743,441,846	36,545,880,022
16	Profit after corporate income tax	121,171,578,583	156,073,370,907
17	Earnings per share	5,636	7,259

III. KEY FINANCIAL INDICATORS

	TARGETS	2024	2025
1	Solvency ratio		
	+ Short-term liquidity ratio (<i>Current assets/Current liabilities</i>)	4.87	4.03
	+Quick payment ratio (<i>Current assets - Inventory/Current liabilities</i>)	4.38	3.65
2	Capital structure indicators		
	+Debt/Total Assets Ratio	14.63%	19.26%
	+Debt/Equity Ratio	17.13%	23.86%
3	Performance indicators		
	+Inventory turnover (<i>Cost of Goods Sold/Inventory</i>)	2.94	2.99
	Asset turnover (<i>Net revenue / Average total assets</i>)	0.71	0.64
4	Profitability indicators		

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	TARGETS	2024	2025
	+ Profit margin after tax/Net revenue ratio	29.02%	35.64%
	+Return on equity ratio	23.35%	25.57%
	+ Net profit margin / Average total assets	20.57%	22.89%
	+ Profit margin from business operations/Net revenue	36.37%	43.92%

Recipient:

- As above;
- Board of Directors;
- Supervisory Board;
- General Director;
- Save VT.



Pharmacist Bui Xuan Huong



No: 403/2026/TTr - HĐQT

Hai Phong, April 1, 2026

REPORT

Subject: Profit distribution for 2025

**Respectfully submitted to: The General Meeting of Shareholders of
Central Pharmaceutical Joint Stock Company No. 3**

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;

- Based on the Charter of Organization and Operation of Central Pharmaceutical Joint Stock Company No. 3;

- Based on the 2025 business results of Central Pharmaceutical Joint Stock Company No. 3.

The Board of Directors respectfully submits to the General Meeting of Shareholders of Central Pharmaceutical Company No. 3 the following profit distribution plan for 2025:

Unit of measurement: Vietnamese Dong

TT	Target	Value	Note
1	Net profit after tax in 2025	156,073,370,907	
2	Undistributed profits from previous years	164,598,370,833	
3	Cumulative net profit after tax is distributed.	320,671,741,739	
4	The profit distribution for 2025 is as follows:		
4.1	From the Reward and Welfare Fund	0	
4.2	Extracted from the Development Investment Fund	15,607,337,091	(= [1] *10%)
4.3	Dividend distribution	85,999,732,000	40%
5	Profits are carried over to the following year.	219,064,672,649	

- The General Meeting of Shareholders authorizes the Board of Directors to decide on the specific list of bonus payments for the Board of Directors.

- The Board of Directors decides on the specific list of bonus distributions for the Executive Board and staff.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Best regards!

Recipient:

- As above;
- Board of Directors;
- Supervisory Board
- General Director;
- Save VT.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

**DUỘC PHẠM
TRUNG ƯƠNG 3
(FORIPHARM)**

HÔNG BÀNG - TP. HẢI PHÒNG

Pharmacist Bui Xuan Huong



CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

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No.: 404/2026/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hai Phong, April 1, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING

Subject: Approval of Remuneration for the Board of Directors and Supervisory Board in 2026

**To : The General Meeting of Shareholders
CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3**

- *Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;*
- *Based on the Company's Articles of Organization and Operation.*

The Board of Directors of Central Pharmaceutical Joint Stock Company No. 3 respectfully submits to the General Meeting of Shareholders for approval the remuneration levels for the Board of Directors and Supervisory Board for the year 2026 as follows:

- The remuneration for the Board of Directors in 2026 is: 2,000,000,000 VND (Two billion Vietnamese Dong).
- The remuneration for the Supervisory Board in 2026 is: 350,000,000 VND (Three hundred and fifty million Vietnamese Dong).

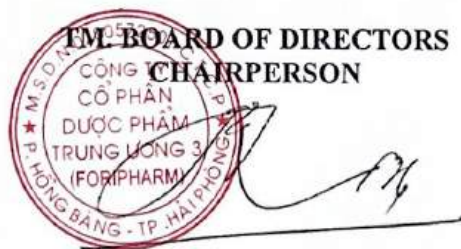
The remuneration costs for the Board of Directors and Supervisory Board in 2026 will be included in the company's administrative expenses.

We respectfully submit this to the General Meeting of Shareholders for approval.

Thank you very much!

Recipient:

- As above;
- Board of Directors;
- Supervisory Board
- General Director;
- Save VT.



Pharmacist Bui Xuan Huong



CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

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No.: 405/2026/TTr-HĐQT

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Hai Phong, April 1, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING

Subject: Approval of additions and amendments to industry codes, business lines, and the Company Charter.

To : The General Meeting of Shareholders

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Based on the Company's Articles of Organization and Operation.

The Board of Directors respectfully submits the following to the Annual General Meeting of Shareholders in 2026 for consideration and approval:

After reviewing the company's business activities, in order to comply with current legal regulations and align with the company's actual operations, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of the company's business codes and activities, specifically as follows:

I. CHANGES IN THE COMPANY'S BUSINESS ACTIVITIES AND ACTIVITIES

1. Business Registration Certificate No.: 0200572501

Address: 16 Le Dai Hanh Street, Hong Bang Ward, Hai Phong City

- Add the following business lines/activities:

No.	Name of industry/business added	Industry code	Main business sector/activities
1.	Production of malt for brewing beer.	1105	
2.	Manufacture of cosmetics, perfumes, soaps, detergents, polishes and sanitary preparations.	2023	
3.	Other specialized wholesale trade not classified elsewhere Details: Wholesale of general chemicals (excluding those used in agriculture)	4679	
4.	Retail sale of medicines, medical devices, cosmetics and hygiene products.	4772	
5.	Retail sale of other new goods (excluding automobiles, motorcycles, and their accessories)	4773	

No.	Name of industry/business added	Industry code	Main business sector/activities
	Details: Retail sale of common chemicals (excluding chemicals prohibited by the state); Retail sale of essential oils, medical machinery and equipment.		
6.	Food retail Details: Retail sale of dietary supplements	4722	

- Abandon the business sector/profession. after:

No.	Name of industry/business removed from the registered list	Industry code	Note
1.	Production of non-alcoholic beverages and mineral water.	1104	
2.	Manufacture of cosmetics, soaps, detergents, polishes and sanitary preparations	2023	
3.	Other specialized wholesale trade not classified elsewhere Details: Wholesale of general chemicals (excluding those used in agriculture)	4669	
4.	Retail sale of medicines, medical devices, cosmetics and hygiene products in specialized stores.	4772	
5.	Retail sale of other new goods in specialized stores Details: Retail sale of general chemicals (excluding those used in agriculture); Retail sale of essential oils, medical machinery and equipment.	4773	
6.	Retail sale of food in specialized stores Details: Retail sale of dietary supplements	4722	

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2. Business registration certificate number: 0200572501 – 00004

Address: Lot N1-2, Trang Due Industrial Park, An Phong Ward, Hai Phong City

- Add the following business lines/activities:

No.	Name of industry/business added	Industry code	Main business sector/activities
1.	Manufacture of cosmetics, perfumes , soaps, detergents, polishes and sanitary preparations.	2023	

- Abandon the business sector/profession. after:

No.	Name of industry/business removed from the registered list	Industry code	Note
1.	Manufacture of cosmetics , soaps, detergents, polishes and sanitary preparations.	2023	

II. AMENDMENTS AND SUPPLEMENTS TO THE COMPANY'S ARTICLES OF ASSOCIATION

Amendments and additions to Article 3, Chapter III of the Company Charter: Business lines and activities.

III. IMPLEMENTATION ORGANIZATION

The General Meeting of Shareholders authorizes the General Director, who is also the Legal Representative, to carry out tasks related to amending and supplementing the Company's business codes and lines, including but not limited to the following tasks:

- Carry out procedures related to amending and supplementing industry codes and business lines at competent State agencies, including adjusting detailed content within the scope of industry codes and business lines approved by the Annual General Meeting of Shareholders in this submission.

- Perform other tasks related to amending and supplementing the company's business codes and lines of business in accordance with legal regulations.



We respectfully submit this to the General Meeting of Shareholders for approval.

Thank you very much!

Recipient:

- As above;
- Board of Directors;
- Supervisory Board;
- General Director;
- Save VT.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



Pharmacist Bui Xuan Huong



CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

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No.: 406/2026/TTr-HĐQT

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Hai Phong, April 1, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING

Subject: Supplementing Article 45, Chapter XIV of the Company Charter regarding profit distribution

To : The General Meeting of Shareholders

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Based on the Company's Articles of Organization and Operation.

The Board of Directors of Central Pharmaceutical Joint Stock Company No. 3 respectfully submits to the General Meeting of Shareholders for approval the addition of the following content to Article 45, Chapter XIV of the Company's Charter regarding profit distribution:

“7 . The company's independently accounting branch has its own accounting department, is solely responsible for its business results, and fulfills all local tax obligations in accordance with the law.

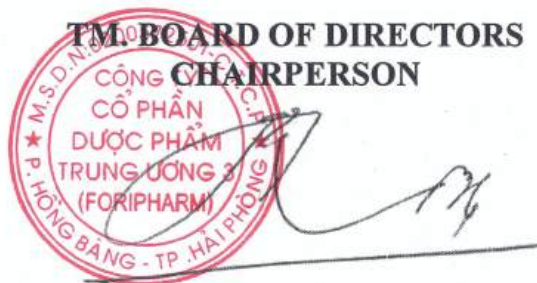
After fulfilling its tax obligations to the State Budget, the branch is entitled to **100% (one hundred percent) of the after-tax profit** generated from its own business operations.”

We respectfully submit this to the General Meeting of Shareholders for approval.

Thank you very much!

Recipient:

- As above;
- Board of Directors;
- Supervisory Board
- General Director;
- Save VT.



Pharmacist Bui Xuan Huong

Hai Phong, April 1, 2026

**REPORT OF THE SUPERVISORY BOARD
PRESENTED TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026**

Dear: Presidium - Dear Shareholders!

- Pursuant to the Law on Enterprises and the Securities Law of the Socialist Republic of Vietnam.
- Pursuant to the functions and tasks of the Supervisory Board as stipulated in the Articles of Association of the Central Pharmaceutical Joint Stock Company No. 3.
- Pursuant to the operational regulations of the Supervisory Board.

On behalf of the Supervisory Board, I would like to report to the General Meeting on the activities of the Supervisory Board for the year 2025 as follows:

I. Operational results and remuneration of the Supervisory Board

1. Activities carried in 2025:

Based on the authority and responsibilities of the Supervisory Board as stipulated in the Law on Enterprises, the Company's Charter, and relevant legal regulations, in 2025 the Supervisory Board carried out the following supervision and inspection activities:

- Conducted supervision of the activities of the Board of Directors and the executive management of the Board of Management, to ensure that management and operations comply with legal regulations, the Company's Charter, and resolutions of the General Meeting of Shareholders.
- Monitored the implementation and execution of the resolutions of the 2025 General Meeting of Shareholders, as well as the decisions of the Board of Directors and the Board of Management.
- Reviewed and examined the quarterly and 2025 annual financial statements; assessed the accuracy and reasonableness of the financial figures based on compliance with Vietnamese accounting standards and regulations.
- Inspected and monitored compliance with legal regulations on information disclosure, ensuring that the Company carried out full and proper disclosure in accordance with applicable requirements.

2. Remuneration and operating expenses of the Supervisory Board:

Pursuant to the resolution of the 2024 Annual General Meeting of Shareholders, the Company paid remuneration to the Supervisory Board in 2024 with a total amount of VND 350,000,000, of which:

- Ms. Bùi Thị Hật – Head of the Supervisory Board: VND 150,000,000
- Ms. Trương Thị Nguyệt Hoa – Member: VND 100,000,000
- Ms. Đinh Thị Trâm Anh – Member: VND 100,000,000

The operating expenses of the Supervisory Board are based on the Company's current regulations.

II. Results of the Supervisory Board's oversight of the Company's operations in 2025

During the supervision of the business and production activities and the examination of the 2025 financial statements of Central Pharmaceutical Joint Stock Company No. 3, the Supervisory Board made the following assessments:

1. Business and Production Activities

Based on the business and production plan approved by the General Meeting of Shareholders, the Company has exceeded the set targets, as detailed below:

Unit: VND

No.	Indicator	2025 Plan	2025 Actual	Actual vs. Plan (%)	Actual vs. 2024(%)
1	Net revenue from sales of goods and services	420.000.000.000	437.926.922.460	104,27	104.9
2	Total Accounting Profit Before Tax	86.000.000.000	192.619.250.929	223,98	126.8
3	Basic earnings per share		7.259		128.8
4	Dividend payout ratio	Minimum 20%	40%		

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2. Activities of the Board of Directors

2.1 Implement some of the contents of the 2025 Shareholders' General Meeting resolution:

The company has fully paid dividends to shareholders and, at the same time, allocated funds according to the profit distribution plan approved by the 2025 Shareholders' General Meeting, ensuring full compliance with regulations and the resolutions of the General Meeting.

2.2 The resolutions of the Board of Directors were approved and implemented in 2025:

- Terminate the operations of the Central Pharmaceutical Joint Stock Company No. 3 branch in Hai Phong effective from January 1, 2025.
- Select the auditing firm to conduct the review and audit of the 2025 financial statements: AASC Auditing Company Limited
Address: No. 1 Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi City.

2.3 Objectives for implementation in 2026:

The Board of Directors has approved the proposed 2026 business and production plan to submit to the Annual General Meeting of Shareholders for consideration, with the following targets:

- Total revenue: VND 450 billion
- Total pre-tax profit: VND 90 billion
- Dividend: Minimum 20%

2.4 Other activities in 2025:

- On April 14, 2025, the Quality Management System Certificate for medical devices was granted according to ISO 13485:2016 for products including eye drops, nasal drops, nasal sprays, throat sprays, ...

- On May 21, 2025, the Hai Phong City Department of Health issued a certificate of eligibility for cosmetic production.

3. Results of the 2025 financial statement audit:

- The 2025 financial statements prepared by the General Director were audited by AASC Auditing Company Limited, ensuring objectivity, rigor, and compliance with current regulations. After review, the Supervisory Board unanimously confirmed the following contents:

- + The recording, storage of documents, and bookkeeping of the Company are carried out in accordance with legal regulations and current accounting standards.

- + The financial statements for the fiscal year ended December 31, 2025, fairly and accurately present the Company's financial position, in accordance with Vietnamese Accounting Standards and relevant regulations.

- The Supervisory Board of the Company agrees with the figures and indicators presented in the financial statements, as well as the assessments of the Company and the Auditing Firm. The following are key indicators achieved by the Company, as shown in the balance sheet as of December 31, 2025:

Unit: Billion VND

Indicator	Beginning Balance (01/01/2025)	Ending Balance (31/12/2025)	Increase (+) / Decrease (-)	
			Amount	Percentage (%)
Total Assets	607,777	756,086	+148,309	+24.41
Current Assets	433,326	587,549	+154,223	+35.59
Non-Current Assets	174,451	168,537	-5,914	-3.39
Total Equity & Liabilities	607,777	756,086	+148,309	+24.41
Liabilities	88,896	145,632	+56,736	+63.82
Equity	518,881	610,454	+91,573	+17.65

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Overall, in 2025, the Company's financial situation demonstrated positive and stable development, reflected in the increase of both total assets and total capital compared to the beginning of the year. The Company proactively expanded its business operations, as evidenced by the growth in current assets, while shareholders' equity continued to be strengthened and increased. In addition, the use of additional liabilities has helped the Company gain greater flexibility in mobilizing financial resources to support business and production activities. This indicates that the Company is gradually enhancing its financial capacity and expanding its operational scale, providing a favorable foundation for development in the coming years

III. Comments on the management performance of the Board of Directors and the General Director in 2025:

1. Activities of the Board of Directors:

- The Board of Directors has implemented the resolutions of the 2025 Shareholders' General Meeting.

- The Board of Directors consistently monitors the Company's actual business situation to make timely decisions on business strategy.
- The Board of Directors has issued sales policies that contributed to the successful achievement of revenue and profit targets in 2025.
- The resolutions issued by the Board of Directors were made in accordance with its functions and authority, consistent with the resolutions of the Shareholders' General Meeting, and fully comply with the Company's Charter, the Enterprise Law, and other relevant legal regulations.

2. Activities of the General Director Board:

- In 2025, the pharmaceutical industry operated amid numerous difficulties and challenges, such as rising input material costs, competition from imported products, and pricing control pressures. At the same time, increasingly strict regulatory requirements affected the operational efficiency of the pharmaceutical sector in general and the Company in particular. Facing this situation, the Board of General Directors implemented flexible management measures to adapt to market fluctuations, ensuring the Company's business and production activities remained effective.
- The Board of General Directors focused on directing improvements in product quality, ensuring compliance with pharmaceutical management regulations.
- The Board of General Directors has consistently complied with legal regulations, the Company Charter, and the resolutions of the Board of Directors. With a high sense of responsibility and close coordination among departments, the Board of General Directors has made a significant contribution to achieving the set objectives, thereby providing a solid foundation for the Company's stable and sustainable development.

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3. Coordination among the Supervisory Board, the Board of Directors, and the Board of General Directors:

- In 2025, the Supervisory Board maintained close coordination with the Board of Directors and the Board of General Directors in performing its oversight and corporate governance functions in accordance with legal regulations and the Company's Charter.
- The Board of Directors has promptly provided resolutions, decisions, and information related to the Company's governance and management activities; the Board of General Directors has coordinated to provide complete reports and documents on business and production operations.
- The recommendations of the Supervisory Board have been seriously considered and fully responded to by the Company's management, enabling the Supervisory Board to carry out its assigned duties in accordance with the Company's Charter.

IV. Conclusion

- The Supervisory Board acknowledges and highly appreciates the sense of responsibility, efforts, and effective collaboration of the Board of Directors, the Board of General Directors, and all employees in implementing the Company's development objectives.
- Alongside the Company's development, the Board of General Directors has consistently focused on improving the material and spiritual well-being of employees. In 2025, the average income

of staff reached VND 19.9 million per person per month, contributing to workforce stability and providing motivation for the Company's long-term growth.

- The Supervisory Board respectfully proposes that the Shareholders' General Meeting review and approve the financial statements and business performance of the Company for 2025, while acknowledging and highly appreciating the efforts of the Board of Directors and relevant departments in accomplishing their assigned tasks.

- Throughout the supervisory activities from the beginning of 2025 until the preparation of this report, the Supervisory Board did not detect any irregularities in the management and operations of the Board of Directors, the Board of General Directors, or other management units of the Company. At the same time, the Supervisory Board did not receive any complaints or denunciations from shareholders concerning the Company's governance and operational activities.

- The Supervisory Board concurs with the 2025 business performance summary report, the 2025 financial statements, the 2025 profit distribution and dividend plan, as well as the 2026 business and production plan submitted by the Board of Directors and the Executive Board for consideration and approval by the Shareholders' General Meeting.

Honorable Chairperson of the General Meeting – Distinguished Shareholders

The above constitutes the full content of the Supervisory Board's 2025 report, respectfully submitted to the Shareholders' General Meeting for review.

On behalf of the Supervisory Board, I would like to sincerely thank the Shareholders, the Board of Directors, the Board of General Directors, and the Company's management staff for their consistent cooperation, support, and facilitation, which have enabled the Supervisory Board to successfully fulfill its assigned functions and responsibilities.

Wishing Central Pharmaceutical Joint Stock Company No. 3 continued stable and sustainable development, and ever greater recognition of its position in the market.

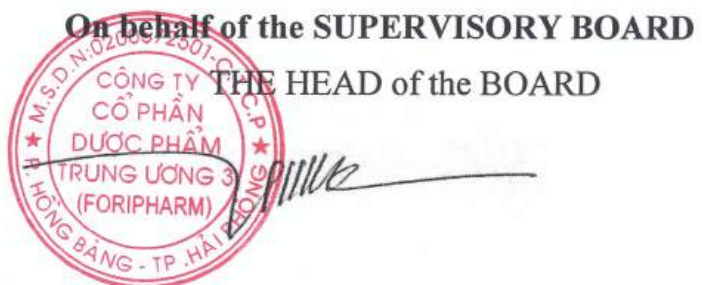
Wishing the Shareholders good health, happiness, and success.

Wishing the Annual General Meeting of Shareholders a successful and fruitful session.

Thank you very much!

Recipients:

- Board of Directors, Board of General Directors of the Company
- Shareholders
- Supervisory Board Archive, Office.



CN. Bui Thi Hat



CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

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No.: 408/2026/TTr-BKS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hai Phong, April 1, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING

Subject: Selection of an auditing firm for the 2026 fiscal year

To : The General Meeting of Shareholders

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Based on the Charter of Organization and Operation of Central Pharmaceutical Company No. 3.

The Supervisory Board respectfully submits to the General Meeting of Shareholders the following proposal regarding the selection of an auditing firm to conduct the audit / review of the Company's financial statements for the year 2026 :

1. Criteria for selecting an independent audit firm

- As one of the reputable and well-established auditing firms, trusted by many public companies in Vietnam.
- It is a legally operating company in Vietnam and is approved by the State Securities Commission as an auditing and valuation firm for public companies.
- The audit must comply with Vietnamese accounting and auditing standards.
- Audit fees are commensurate with the quality and scope of the audit.

2. Proposal of the Supervisory Board

Based on the above criteria, the Supervisory Board respectfully submits to the Annual General Meeting of Shareholders 2026:

- Approve the policy of selecting and signing an audit contract with one of the following audit firms:

+ Vietnam Auditing and Valuation Company Limited

Address: 11th Floor, Song Da Building, 165 Cau Giay Street, Hanoi

+ Deloitte Vietnam Auditing Company Limited

Address: 15th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ha Ward, Dong Da District, Hanoi

+ AASC Auditing Firm Co., Ltd.

Address: 1 Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi

- Authorize the Board of Directors to decide on the selection of an auditing firm, based on the Supervisory Board's proposal, to conduct the audit/review of the Company's 2025 financial statements in accordance with the law, and authorize the General Director to sign the audit service contract with the selected auditing firm in accordance with the law.



- In the event that the Board of Directors fails to negotiate with the aforementioned entities, the General Meeting of Shareholders authorizes the Board of Directors to select another auditing firm from the list approved by the State Securities Commission.

Respectfully submitted!

Recipient:

- As above;
- Board of Directors;
- Supervisory Board;
- General Director;
- Save VT.



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CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

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No: 409/2026/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

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Hai Phong, April 1, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING

Subject: Dismissal of a Board member due to resignation

To : The General Meeting of Shareholders

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Based on the Company's Articles of Organization and Operation.

The Board of Directors of Central Pharmaceutical Joint Stock Company No. 3 respectfully submits to the General Meeting of Shareholders for approval:

- **Ms. Lu Thi Khanh Tran** has been dismissed from her position as a member of the Board of Directors following her resignation.
- This dismissal takes effect from the date it is approved by the General Meeting of Shareholders.

We respectfully submit this to the General Meeting of Shareholders for approval.

Thank you very much!

Recipient:

- As above;
- Board of Directors;
- Supervisory Board;
- General Director;
- Save VT.



Pharmacist Bui Xuan Huong

SOCIALIST REPUBLIC OF VIETNAM
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**APPLICATION FOR RESIGNATION FROM A MEMBER OF
THE BOARD OF DIRECTORS**

Dear:

- General Shareholders' Meeting
- Board of Directors
- Central Pharmaceutical Joint Stock Company No. 3

My name is: LŨ THỊ KHÁNH TRÂN

Year of birth: 1979

I was elected as a Member of the Board of Directors for the term 2024-2029 by the 2024 Annual General Meeting of Shareholders of Central Pharmaceutical Company No. 3, effective from April 24, 2024.

During my tenure, I have always received the trust, support, and facilitation from the General Shareholders' Meeting and the Board of Directors of the Company to fulfill my duties as prescribed. I have strived to complete all assigned tasks.

Today, for personal reasons, I hereby respectfully request that the General Meeting of Shareholders and the Board of Directors of Central Pharmaceutical Company No. 3 consider and approve my resignation from the position of Member of the Board of Directors effective from the 2026 Annual General Meeting of Shareholders.

We wish Central Pharmaceutical Company No. 3 continued sustainable development and many successes in the future.

I would like to express my sincere gratitude.

Hanoi, April 1, 2026

APPLICANT



Lu Thi Khanh Tran



CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY N0.3

---o0o---

No.: 410/2026/TB-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hai Phong, April 1, 2026

NOTIFICATION

Regarding the election of additional members to the Board of Directors for the 2024-2029 term.

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Based on the Company's Articles of Organization and Operation.

The Board of Directors of Central Pharmaceutical Joint Stock Company No. 3 would like to respectfully inform shareholders about the election of additional members to the Board of Directors for the term 2024 – 2029, specifically as follows:

I. Number, standards and conditions for nominating and running for membership of the Board of Directors

1. Number of members

- Number of additional members to be elected to the Board of Directors: **1 member.**
- Maximum number of candidates: unlimited and subject to the provisions of the law and the Company's Articles of Association.

2. Standards and conditions for membership of the Board of Directors

- Possess full legal capacity and not be subject to the restrictions on managing businesses as stipulated in Clause 2, Article 17 of the Enterprise Law;
- Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not necessarily shareholders of the Company;
- A member of the company's board of directors may also be a member of the board of directors of another company.

3. Nomination and candidacy for members of the Board of Directors

Shareholders holding voting shares have the right to combine their individual voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates.



II. Nomination and Application Documents

1. The application/nomination dossier includes:

- Application/Nomination form for Board of Directors membership (using the template provided by the Organizing Committee).
- Candidate's resume (using the template provided by the Organizing Committee).
- Valid copies of the Citizen Identity Card/passport and certificates of educational and professional qualifications.

2. Nomination and application documents must be submitted to Central Pharmaceutical Joint Stock Company No. 3 no later than April 13, 2026, at the following address:

- Shareholders' General Meeting Organizing Committee: Central Pharmaceutical Joint Stock Company No. 3 (*Ms. Do Thi Diu - Administrative and Organizational Department*)

- Address: Nam Son Factory – No. 472, 351st Street, Quynh Hoang residential area, An Duong ward, Hai Phong.

- Phone: 02253.842576 Fax: 02253.823125



- Email: *diudp3@gmail.com*

* Please note, shareholders:

- Individuals nominated or running for election as members of the Board of Directors for the 2024-2029 term are legally responsible to the General Meeting of Shareholders for the accuracy and truthfulness of the content of their nomination or candidacy documents.

Thank you very much!

**On behalf of the Board of
Directors
CHAIRPERSON**



Pharmacist Bui Xuan Huong



DRAFT

QUY CHẾ BẦU CỬ

CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

---o0o---

No.: 411/2026/QC-DPTW3

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

---o0o---

Hai Phong, April 1, 2026

REGULATIONS FOR ELECTING ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS TERM 2024 – 2029

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; Amended and supplemented in some articles by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its implementing guidelines;
- Based on the Charter of Organization and Operation of Central Pharmaceutical Company No. 3.

The 2026 Annual General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company No. 3 will proceed with the election of additional members to the Board of Directors for the 2024-2029 term as follows:

Article 1 : Principles of Election

The election of members of the Board of Directors is conducted according to the following principles:

- Comply with current laws and regulations regarding businesses in Vietnam;
- Ensuring transparency, democracy, and the legitimate rights of all shareholders;
- Elections will be held publicly through secret ballot.
- Voting method: cumulative voting
- Each shareholder is issued one ballot. The ballot will show the total number of votes corresponding to the total number of shares owned and authorized multiplied by the number of members to be elected to the Board of Directors.

Article 2 : Subjects of Election

Shareholders holding voting shares and their authorized representatives are present at the General Meeting. (According to the shareholder list as of March 23, 2026, from the Vietnam Securities Depository Center).

Article 3 : Number, qualifications and conditions of members of the Board of Directors

3.1. The number of additional members elected to the Board of Directors is 01 member.

3.2. Standards and conditions for members of the Board of Directors:

- Possess full legal capacity and not be subject to the restrictions on managing businesses as stipulated in Clause 2, Article 17 of the Enterprise Law;
- Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not necessarily shareholders of the Company;
- A member of the Company's Board of Directors may also be a member of the Board of Directors of another Company.

Article 4 : Nomination and candidacy of Board of Directors members

4.1. Shareholders holding voting shares have the right to combine their individual voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates.

4.2. Self-nominated and nominated candidates (hereinafter collectively referred to as candidates) must submit valid application documents on time as prescribed.

4.3. If the number of candidates nominated by the Board of Directors is still insufficient, the incumbent Board of Directors may nominate additional candidates. The nomination of additional candidates must comply with all applicable laws and regulations.

Article 5: Candidate Selection

Based on the nominations and candidacies submitted by shareholders, groups of shareholders, and the accompanying documents of the candidates, the General Meeting Organizing Committee will compile a list of candidates who meet the required qualifications to elect members of the Board of Directors.

Article 6 : Documents for nominating and applying for election to the Board of Directors.

6.1 . The application and nomination documents for candidates to be elected to the Board of Directors include:

- Application/Nomination Form for Board of Directors Member (using the form provided by the Organizing Committee)
- Candidate's resume (using the template provided by the Organizing Committee)
- Valid copies of the Citizen Identity Card/passport and certificates of educational and professional qualifications.

6.2. Nomination and application documents must be submitted to Central Pharmaceutical Joint Stock Company No. 3 no later than April 13, 2026, at the following address:

- Organizing Committee of the Shareholders' General Meeting – Central Pharmaceutical Joint Stock Company No. 3 (*Ms. Do Thi Diu – Administrative and Organizational Department*)
- Address: Nam Son Factory – No. 472, 351st Street, Quynh Hoang residential area, An Duong ward, Hai Phong.
- Phone: 02253.842576 Fax: 02253.823125
- Email: diudp3@gmail.com

If the submitted documents are faxed or scanned, the original copies must be returned when registering for the Congress before the Congress begins.

Article 7 : Forms and methods of election

7.1. The election of Board members will be conducted in person, by secret ballot at the General Meeting using cumulative voting.

7.2. After the Congress approves the list of candidates and the election procedures, each delegate attending the Congress will be given one ballot by the Organizing Committee. Delegates are responsible for checking the information on the ballot; if there are any errors, they must immediately report them to the Organizing Committee.

7.3 . The ballot clearly lists the candidates in alphabetical order; shareholder code, number of voting rights, total number of votes cast, and bears the company's seal.

7.4. Each shareholder has a total number of votes corresponding to the total number of voting rights (including ownership, and/or proxy) multiplied by the number of additional members to be elected (01).

$$\text{Total ballot} = \text{Total number of votes} \times \text{Number of additional members elected (01)}$$

(See the Appendix attached to these Regulations for a detailed example of cumulative voting.)

Article 8 : Organization and supervision of elections

8.1 . Election and Vote Counting Committee

- a. The organization and supervision of the election shall be carried out by the Election and Vote Counting Committee on behalf of the General Meeting of Shareholders in accordance with the provisions of this Regulation;
- b. The Election and Vote Counting Committee consists of one Chairman and other members approved by the General Assembly upon the recommendation of the Chairman;
- c. Members of the Election and Vote Counting Committee must not be individuals whose names are on the list of nominees or candidates.

8.2 . The election and vote counting committee has the following duties:

- a. Review and publish the list of candidates for the Board of Directors;
- b. Disseminate the election regulations and provide guidance on how to vote to shareholders;
- c. Distributing and collecting ballots;
- d. Inspect and supervise the voting process of shareholders and shareholder representatives;
- e. Conduct the vote count, prepare the vote count report, and announce the vote count results to the General Meeting of Shareholders;
- f. Hand over the vote counting minutes and all ballot papers to the Congress Secretary;
- g. Together with the Presiding Committee of the General Meeting, review and resolve complaints and denunciations regarding candidates and election results (if any) and report to the General Meeting of Shareholders for decision.
- h. And other related tasks;
- i. The Election and Vote Counting Committee is fully responsible before the law and the General Meeting of Shareholders for compliance with these Regulations and for the accuracy of the vote counting results.

Article 9 : Ballots

9.1. Ballot

- a. The ballot papers are issued by Central Pharmaceutical Company No. 3, are uniformly printed, bear the company's seal, include shareholder codes, the total number of voting rights, and the total number of votes cast;
- b. Shareholders/authorized representatives are issued one ballot (yellow) according to their shareholder code (ownership and authorization).
- c. Shareholders or their representatives, upon receiving a ballot, must check the information on the ballot. If there are any errors, the shareholder must immediately notify the Election and Vote Counting Committee to obtain a replacement ballot.

9.2 . A form is valid if it meets all of the following conditions:

- a. Votes for candidates whose names are on the list and within the number of members to be elected as approved by the General Meeting of Shareholders;
- b. The total number of votes cast is less than or equal to the total number of votes allowed for that shareholder;

c. Not falling under the cases specified in Clause 9.3 of this Article.

9.3. A ballot is invalid if it falls under any of the following cases:

- a. The receipt was not issued by Central Pharmaceutical Joint Stock Company No. 3 and/or does not bear the company's seal;
- b. Forms with crossed-out, erased, corrected, or supplemented content that does not comply with regulations (in case of errors, a new form must be issued);
- c. Ballots containing additional or incorrect names, or names not included in the list of candidates unanimously approved by the General Meeting of Shareholders before the voting takes place;
- d. The ballot contains a total number of votes for the candidates exceeding the total number of votes allowed;
- e. The form is not signed and does not clearly state the name of the shareholder/authorized representative of the shareholder;
- f. Ballots for more candidates than the number to be elected (01) ;
- g. The ballot does not indicate the number of votes cast for any particular candidate.

Article 10 : Voting and Counting of Vote

10.1. Voting begins when the distribution of ballots is complete and ends when the last shareholder casts their vote into the ballot box;

10.2. The election and vote counting committee conducts an inspection of the ballot box in the presence of the shareholders;

10.3. Shareholders shall only cast their votes into ballot boxes that have been sealed and supervised by the Election and Vote Counting Committee;

10.4. The vote counting must be conducted by the Election and Vote Counting Committee in the polling station immediately after the voting ends; Before opening the ballot box, the Election and Vote Counting Committee must count, record, and seal the unused ballots. The Election and Vote Counting Committee is not allowed to cross out or make corrections on the ballots.

Article 11 : Principles for determining election results

11.1. The winning candidate is the one with the highest number of votes.

11.2. In the event that two or more candidates receive the same number of votes, the candidate who owns or represents shareholders owning more shares will be selected. If the number of shares owned or represented by shareholders is still equal, a re-election will be held.

Article 12 : Preparation and publication of the vote counting record

12.1. After counting the votes, the Election and Vote Counting Committee must prepare a Vote Counting Report.

12.2 . The vote counting record must contain the following main contents:

- a. Time and place for preparing the vote counting minutes;
- b. Composition of the Election and Vote Counting Committee;
- c. Purpose and content of the vote;
- d. The total number of shareholders present and authorized representatives to vote at the General Meeting; the total number of votes cast, distinguishing between valid and invalid votes, along with an appendix listing the shareholders who participated in the election;
- e. Election results;
- f. Signatures of members of the Election and Vote Counting Committee.

12.3. The full text of the vote counting minutes must be published by the Election and Vote Counting Committee before the Congress and recorded in the Congress's Resolution.

Article 13 : Right to question

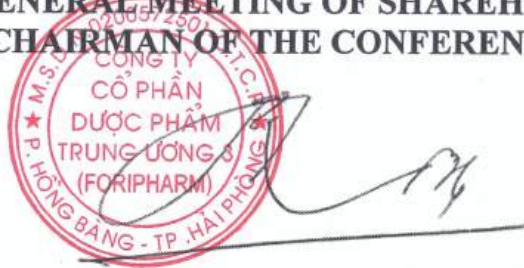
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Shareholders/shareholder representatives have the right to question and complain about the election and vote counting process. The Presiding Board of the General Meeting and the Election and Vote Counting Committee are responsible for explaining and clarifying the questions of shareholders/shareholder representatives, and these questions shall be recorded in the minutes of the General Meeting of Shareholders.

Article 14 : Validity of the Regulations

These regulations shall take effect immediately upon approval by the General Meeting of Shareholders and shall only apply to the nomination, election, and supplementary election of members of the Board of Directors for the 2024-2029 term at the 2026 Annual General Meeting of Shareholders.

**TM. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE CONFERENCE**



The stamp is a red circular seal. The outer ring contains the text 'CÔNG TY CỔ PHẦN DƯỢC PHẨM TRUNG ƯƠNG 3' and 'P. HỒNG BANG - TP. HẢI PHÒNG'. The center contains the text 'CÔ PHÂN DƯỢC PHẨM TRUNG ƯƠNG 3 (FORIPHARM)'. A handwritten signature is written over the stamp.

Pharmacist Bui Xuan Huong

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- **Note:** This document may be amended, supplemented, and submitted to the General Meeting of Shareholders for consideration and decision.

DETAIL

GUIDELINES FOR ELECTING ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS FOR THE TERM 2024 – 2029, ELECTED BY CLUSTERED VOTING

1. Ballot type: Yellow ballot

2. Voting

Shareholders/Representatives of shareholders cast their votes into the ballot box.

3. How to fill out the ballot

Each shareholder has a total number of votes corresponding to the total number of voting rights (including ownership and proxy) multiplied by the number of additional members elected (01).

For example: Shareholder A holds (including ownership and proxy) 1,000 voting shares. The maximum total number of votes shareholder A can have is...

$$1,000 \text{ shares} \times 1 = 1,000 \text{ votes}$$

• Valid ballot:

Case 1: Shareholder A uses 1,000 votes to vote for 1 candidate out of a total of n candidates (Example: n = 3)

No.	Candidate's full name	Number of votes
1	Candidate 1	1,000
2	Candidate 2	0
3	Candidate 3	0
	Total number of votes	1,000

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Case 2: Shareholder A uses fewer than 1,000 votes to vote for 1 candidate out of a total of n candidates (n=3).

No.	Candidate's full name	Number of votes
1	Candidate 1	0
2	Candidate 2	900
3	Candidate 3	0
	Total number of votes	900

• **Invalid ballot:**

Case 1: The ballot shows that the total number of votes cast for one candidate exceeds the maximum number of votes printed on the ballot.

No.	Candidate's full name	Number of votes
1	Candidate 1	1,200
2	Candidate 2	0
3	Candidate 3	0
	Total number of votes	5,000

Case 2: Ballots for two or more candidates

No.	Candidate's full name	Number of votes
1	Candidate 1	500
2	Candidate 2	0
3	Candidate 3	500
	Total number of votes	1,000





CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY NO.3

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Hai Phong, April ..., 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING

DRAFT

*Subject: Approval of the list of candidates for the by-election.
Board member for the term 2024 - 2029*

To : The General Meeting of Shareholders

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Based on the Company's Articles of Organization and Operation.

Based on the legal regulations regarding the criteria for nominating and electing members of the Board of Directors, along with the compiled dossiers of the candidates, the Board of Directors respectfully submits to the General Meeting for approval the number of additional members to be elected to the Board of Directors and the list of candidates for the Board of Directors for the 2024-2029 term as follows:

1. Number of additional members to be elected to the Board of Directors: **1 member**
2. The list of candidates for the Board of Directors includes the following individuals:
 - Grandparents
 - Grandparents
 - Grandparents

Attached to this document are the resumes of the candidates.

Respectfully submitted!

Recipient:

- As above;
- Board of Directors;
- Supervisory Board;
- General Director;
- Save VT.

TM. BOARD OF DIRECTORS

CHAIRPERSON

Pharmacist Bui Xuan Huong

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NOMINATION/APPLICATION FORM

JOIN THE BOARD OF DIRECTORS

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3
TERM 2024 - 2029

To : The Board of Directors of Central Pharmaceutical Joint Stock Company No. 3!

Based on Notice No. 410 /2026/TB -HDQT dated April 1, 2026, of the Board of Directors of Central Pharmaceutical Joint Stock Company No. 3 regarding the nomination and candidacy of members of the Board of Directors for the term 2024-2029 .

I/We are shareholders/group of shareholders of the Company owning% of the total voting shares, including:

No.	FULL NAME SHAREHOLDERS	OWNERSHIP REGISTRATION NUMBER	QUANTITY SHAREHOLDING	PROPORTION
1.				
2.				
	TOTAL			

After reviewing the Charter of Central Pharmaceutical Joint Stock Company No. 3 , I/We propose to nominate/candidate the following candidate to serve as a member of the Board of Directors for the term 2024-2029 of Central Pharmaceutical Joint Stock Company No. 3 :

List of candidates nominated and running for the position of Board of Directors member :

No.	FULL NAME	CITIZEN ID/PASSPORT NUMBER	DATE ISSUED	ISSUING LOCATION
1.				
2.				

I/We hereby enclose with this Nomination / Application Form the Resume, diplomas/certificates, notarized Citizen Identity Card /Passport of the nominated person, and a commitment that the candidates fully meet the conditions to become members of the Board of Directors of Central Pharmaceutical Joint Stock Company No. 3. I/We are fully responsible for the accuracy, truthfulness, and legality of this nomination/application. Best regards.

..., April ... 2026

SHAREHOLDERS/SHAREHOLDER GROUP

Sign, write your full name, and affix your seal (if applicable)

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**CURRICULUM VITAE
CANDIDATES FOR THE BOARD OF DIRECTORS
CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY**



1. Personal information:

Full name:

- Sex:

- Date of birth:

- Place of birth:

- Nationality:

Nation:

- Citizen ID/ Passport Number :

Date issued:

- Permanent address:

- Contact phone number:

2. Qualifications:

Time	School/Training Institution	Degree



3. Work history and professional experience:

Time	Position	Workplace

4. Current job title:

5. Current position held at another organization:

6. Benefits associated with the company:

- Number of shares held in Central Pharmaceutical Joint Stock Company No. 3 :
- Holding commitments:

- The individuals involved hold shares in Central Pharmaceutical Joint Stock Company No. 3 :

No.	Personal name	Relationship	Citizen ID Card / Passport	Date issued	Issuing authority	Number of shares owned
1.						
2.						
3.						

- Debts owed to the Company:
- Related benefits for the Company:
- Conflict of interest with the Company:

I hereby certify the completeness and accuracy of the information declared above and pledge to perform my duties honestly, faithfully, diligently, and in the best interests of the Company if elected as a member of the Board of Directors .

... , April ... , 2026

DECLARANT

(*Signature and full name*)



DRAFT

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;

- Based on the Charter of Organization and Operation of Central Pharmaceutical Company No. 3;
- Based on Minutes No. .../2026/BB-ĐHĐCĐ of the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical Company No. 3, with the presence of ... shareholders, representing the shares owned and authorized by ...% of the total voting shares (list attached).

RESOLUTION

Article 1 : Through Report No. 401/2026/BC-HDQT dated April 1, 2026 , from the Board of Directors and the Executive Board on the business results for 2025 ; the activities of the Board of Directors in 2025 and the business plan for 2026. *(Report attached)*

Business performance results for 2025:

Total revenue: 437,926,922,460 VND

Total accounting profit before tax: VND 192,619,250,929

Cash dividend payment for 2025: 40% per share (4,000 VND per share)

Business plan for 2026 :

Total revenue: 450 billion VND

Total accounting profit before tax: 90 billion VND

Cash dividends: minimum 20%

Article 2 : The summary financial report No. 402/2026/BC-HDQT dated April 1, 2026, for the year 2025 has been approved. Audited . *(Report attached)*

Article 3 : Approval of the Board of Directors' proposal No. 403/2026/Ttr-HDQT dated April 1, 2026, regarding the profit distribution plan for 2025. *(Proposal attached)*

Article 4 : Approval of Proposal No. 404/2026/Ttr-HDQT dated April 1, 2026, from the Board of Directors regarding remuneration for the Board of Directors and the Supervisory Board in 2026. *(Proposal attached)*

Article 5 : Approval of Proposal No. 406/2026/Ttr-HDQT dated April 1, 2026, from the Board of Directors regarding the addition of content to Article 45, Chapter XIV of the Company Charter concerning profit distribution. *(Proposal attached)*

Article 6 : Approval of Report No. 407/BC-BKS dated April 1, 2026, of the Company's Supervisory Board for the year 2025. *(Report attached)*

Article 7 : Approval of Report No. 408/2026/Ttr-BKS dated April 1, 2026, from the Supervisory Board regarding the selection of an auditing firm for the 2026 financial statements. *(Report attached)*

The General Meeting authorizes the Board of Directors to select one of the following companies to audit/review the 2025 financial statements :

Vietnam Auditing and Valuation Company Limited – VAE

Address : 11th Floor, Song Da Building , 165 Cau Giay Street, Cau Giay District, Hanoi.

+ Deloitte Vietnam Auditing Company Limited

Address : 15th Floor , Vinaconex Building, 34 Lang Ha Street, Lang Ha Ward , Dong Da District , Hanoi.

AASC Auditing Firm Co., Ltd.

Address : No. 1 Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi

Article 8: Approval of Proposal No. 409/2026/Ttr-HDQT dated April 1, 2026, from the Board of Directors regarding the dismissal of **Ms. Lu Thi Khanh Tran from the Board of Directors** . *(Proposal attached)*

Article 9: The Board of Directors hereby approves the “Regulations on the supplementary election of members of the Board of Directors for the term 2024-2029” No. 411/2026/QC-HDQT dated April 1, 2026. *(Regulations attached)*

Article 10: Approval of Proposal No. .../2026/Ttr-HDQT dated April ..., 2026, from the Board of Directors regarding the list of candidates for the election of additional members to the Board of Directors for the term 2024-2029. *(Proposal attached)*

Article 11 : Approval of the vote count minutes No. .../2026/BBKPBC- DHDCCD dated April 24, 2026 of the General Meeting of Shareholders on the results of the election of additional members of the Board of Directors for the term 2024 – 2029.

The results are as follows:

Mr./Ms. ... - Number of votes: ... Percentage: ...%

He has been elected as a member of the Board of Directors for the term 2024 – 2029.

Article 12 : Enforcement Provisions

1. This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Central Pharmaceutical Joint Stock Company No. 3 with ... votes, representing ...% of the total voting shares of all shareholders attending, authorizing attendance and voting at the meeting; It takes effect from the date of signing.

2. Members of the Board of Directors, members of the Supervisory Board, the General Director, and shareholders of Central Pharmaceutical Joint Stock Company No. 3 are responsible for implementing this Resolution.

Recipient :

- As per Article 12;
- Hanoi Stock Exchange;
- Save VT.

On behalf of the General Meeting of Shareholders

PRESIDE

Pharmacist Bui Xuan Huong

DRAFT

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Based on the Charter of Organization and Operation of Central Pharmaceutical Company No. 3;
- Based on Minutes No. .../2026/BB-ĐHĐCĐ of the Annual General Meeting of Shareholders 2026.

RESOLUTION

Article 1. Changes to business registration details

Change of business sector/profession:

- Add the following business lines/activities:

No.	Name of industry/business added	Industry code	Main business sector/activities
1.	Production of non-alcoholic beverages and mineral water.	1105	
2.	Manufacture of cosmetics, perfumes, soaps, detergents, polishes and sanitary preparations.	2023	
3.	Other specialized wholesale trade not classified elsewhere Details: Wholesale of general chemicals (excluding those used in agriculture)	4679	
4.	Retail sale of medicines, medical devices, cosmetics and hygiene products.	4772	
5.	Retail sale of other new goods (excluding automobiles, motorcycles, and their accessories) Details: Retail sale of common chemicals (excluding chemicals prohibited by the state); Retail sale of essential oils, medical machinery and equipment.	4773	
6.	Food retail Details: Retail sale of dietary supplements	4722	

- Abandon the business sector/profession. after:

No.	Name of industry/business removed from the registered list	Industry code	Note
1.	Production of non-alcoholic beverages and mineral water.	1104	
2.	Manufacture of cosmetics, soaps, detergents, polishes and sanitary preparations	2023	
3.	Other specialized wholesale trade not classified elsewhere Details: Wholesale of general chemicals (excluding those used in agriculture)	4669	
4.	Retail sale of medicines, medical devices, cosmetics and hygiene products in specialized stores.	4772	
5.	Retail sale of other new goods in specialized stores Details: Retail sale of general chemicals (excluding those used in agriculture); Retail sale of essential oils, medical machinery and equipment.	4773	
6.	Retail sale of food in specialized stores Details: Retail sale of dietary supplements	4722	



Article 2. Amendments and Additions to the Company Charter

Amend and supplement Article 3, Chapter II of the Company Charter in accordance with the provisions of Article 1 of this Resolution.

Article 3. Implementation

Shareholders, legal representatives, departments, and all relevant individuals of the Company are responsible for implementing this Resolution.

The resolution takes effect from the date of signing./.

Recipient:

On behalf of the General Meeting of Shareholders

- As per Article 3;

CHAIRMAN OF THE BOARD OF DIRECTORS

- Save VP.

BUI XUAN HUONG

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 3**



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Vote for additional members of the Board of Directors

TERM 2024-2029

Shareholder ID:

Shareholder/Organization Name:

.....

Number of votes <i>(Including ownership and authorization)</i>	Total number of votes = Number of eligible votes x 01

Election section

Shareholders cast their votes for the chosen candidate.

No.	Candidate's full name	Number of votes
1	Grandparents	
2	Grandparents	
3	Grandparents	

Shareholder's signature

(Or an authorized representative)

(Sign and print your full name)



FORIPHARM

Trào ắc khỏe - Gửi niềm tin

CÔNG TY CỔ PHẦN DƯỢC PHẨM TRUNG ƯƠNG 3

Trụ sở: Số 16 Lê Đại Hành, Minh Khai, Hồng Bàng, Hải Phòng

Nhà máy Nam Sơn: Số 472, đường 351, Nam Sơn, An Dương, Hải Phòng

Nhà máy Tràng Duệ: Lô N1-2 KCN Tràng Duệ, Hồng Phong, An Dương, Hải Phòng

Điện thoại: 0225. 3842 576 - **Website:** www.duocphamtw3.com



VOTING CARD

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

FULL NAME OF SHAREHOLDER/SHAREHOLDER REPRESENTATIVE:

.....

NUMBER OF SHARES OWNED: **SHARES**

NUMBER OF SHARES AUTHORIZED: **SHARES**

TOTAL NUMBER OF VOTING SHARES: **SHARES**

HAIPHONG, APRIL 24, 2026

SHAREHOLDERS/SHAREHOLDER REPRESENTATIVES

(Signature and full name)