

RESOLUTION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF DANANG PHARMACEUTICAL MEDICAL EQUIPMENT JOINT
STOCK COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Pursuant to the Charter on Organization and Operation of Danang Pharmaceutical Medical Equipment Joint Stock Company;*
- *Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Danang Pharmaceutical Medical Equipment Joint Stock Company dated April 05, 2026;*

RESOLVES

Article 1. To unanimously approve the Report of the Board of Directors on the 2025 business performance and the 2026 operational plan:

Key contents are as follows:

1.1. Implementation of business targets in 2025:

- Total revenue: VND 1,069.5 billion / Planned target: VND 1,200 billion, achieving 89%.
- State budget contribution: VND 98.3 billion.
- Employee welfare and statutory contribution: VND 3.7 billion.
- Profit before tax: VND 5.3 billion / Planned target: VND 10.5 billion, achieving 50%.
- Average monthly income per employee: VND 13,400,000, up 12% compared to 2024.
- Basic earnings per share: VND 254, down 49% compared to 2024.
- Owners' equity as of December 31, 2025: VND 207.14 billion, up 1.7% compared to December 31, 2024.

1.2. Production and business plan for 2026:

- Total revenue: VND 950 billion
- Profit before tax: VND 12 billion

Article 2. To unanimously approve the Report evaluating the activities of the Board of Directors by the Independent Member of the Board of Directors for 2025.

Article 3. To unanimously approve the Report on the activities of the Supervisory Board in 2025 and its operational direction for 2026.

Article 4. To unanimously approve the 2025 financial statements audited by AASC Auditing Firm Company Limited.

Article 5. To unanimously approve the profit distribution plan and fund appropriation for 2025:

(Unit: VND)

No.	Description	2025
1	Charter capital	161,163,830,000
2	Profit after tax	4,085,916,083
3	Undistributed profit after tax	8,779,097,832
4	Dividend payout ratio (%)	-
	Estimated value based on par value	-
	Payment method	-
5	Remaining undistributed profit after tax	8,779,097,832

To ensure sufficient cash flow for business operations amid current market fluctuations, the General Meeting of Shareholders agreed not to pay dividends for 2025.

Article 6. To unanimously approve the Company's production and business plan and profit targets for 2026, with the following key indicators:

No.	Description	Unit	2025 Actual	2026 Plan	Increase (+) / Decrease (-)
1	Revenue	VND billion	1,069.5	950.0	-11.2%
2	Profit before tax	VND billion	5.3	12.0	+126.4%
3	Profit after tax	VND billion	4.1	9.6	+134.1%
4	Basic earnings per share	VND	254	596	+134.5%

The General Meeting of Shareholders authorizes the Board of Directors to develop and implement specific strategies to carry out the 2026 production and business plan.

Article 7. To unanimously approve the Employee Stock Ownership Plan (ESOP) for the period 2026–2028, specifically as follows:

7.1. General principles

- The issuance of shares under the ESOP shall comply with the Law on Enterprises, the Law on Securities and relevant guiding documents.
- The number of shares to be issued, eligible participants and allocation criteria shall be determined based on:
- Results of implementation of the Company's production and business plan, especially revenue, profit and operational efficiency targets during 2026–2028;
- Level of task completion and KPI evaluation results of each individual/department;

- Length of service, contribution level and long-term commitment to the Company.
- The issuance shall only be implemented if the Company achieves or exceeds its planned growth targets over the three-year period, with a minimum compound annual profit growth rate of 20%, together with other specific conditions prescribed by the Board of Directors.

7.2. Issuance ratio and quantity

- The number of shares to be issued under the ESOP in each tranche shall be decided by the Board of Directors based on business performance results and in compliance with applicable laws.
- The issuance may be conducted once or in multiple tranches depending on the Board of Directors' decision and the Company's actual situation.

7.3. Timing of issuance

- The issuance is expected to be implemented in 2029 after completion of the performance evaluation period for 2026–2028.
- The specific issuance plan must be approved by the General Meeting of Shareholders in accordance with applicable laws before implementation.

7.4. Conditions and allocation criteria

- The basis for ESOP share allocation includes:
- Achievement of the Company's profit and growth targets;
- KPI performance evaluation results of each individual/department;
- Length of service and level of contribution to the Company's development.
- The General Meeting of Shareholders authorizes the Board of Directors to:
- Develop and promulgate detailed ESOP Regulations;
- Determine eligible participants and the specific number of shares allocated to each participant;
- Prescribe the issuance price (if any), lock-up period, recovery or adjustment conditions in accordance with the law and the Company Charter.

7.5. Implementation principles

- The issuance of shares under the ESOP must comply with laws on enterprises and securities, ensure transparency, proper authority of the General Meeting of Shareholders, and fulfill all disclosure and issuance registration obligations in accordance with current regulations.
- In case the Company fails to achieve its planned growth targets or market conditions are unfavorable, the Board of Directors shall have the right to adjust, postpone or cancel the program and report to the General Meeting of Shareholders at the nearest meeting.

Article 8. To unanimously approve the remuneration plan for the Board of Directors and the Supervisory Board in 2026, specifically as follows:

Position	Monthly remuneration
Board of Directors	
- Chairman of the Board of Directors	VND 4,000,000

Position	Monthly remuneration
- Member of the Board of Directors	VND 3,000,000
- Secretary of the Board of Directors / Person in charge of Corporate Governance	VND 1,000,000
Supervisory Board	
- Head of the Supervisory Board	VND 2,500,000
- Member of the Supervisory Board	VND 2,000,000

Article 9. To unanimously authorize the Board of Directors of Danang Pharmaceutical Medical Equipment Joint Stock Company to select one auditing firm from the following firms to review the semi-annual financial statements and audit the 2026 annual financial statements:

- AAC Auditing and Accounting Company Limited
- AASC Auditing Firm Company Limited
- A&C Auditing and Consulting Company Limited
- International Auditing and Valuation Company Limited (IAV) - Hanoi Branch

In the event that none of the above auditing firms can be selected, the Board of Directors shall select another auditing firm included in the list announced by the State Securities Commission of Vietnam to review the semi-annual financial statements and audit the Company's financial statements.

Article 10. To unanimously approve the amendment and supplementation of the Company Charter as presented and authorize the Board of Directors to promulgate the amended and supplemented Charter in accordance with the above contents, specifically as follows:

Notes:

- Provisions not specifically mentioned in this appendix remain unchanged;
- Proposed changes in the "Current Provision" section are shown in italic and underlined text;
- Proposed amendments and supplements in the "Proposed Amendment and Supplement" section are shown in bold and underlined text.

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
1	Article 1. Interpretation of Terms \n\n1. In this Charter, the following terms shall be construed as follows: \n\n[...] \n\n[No provision]	Article 1. Interpretation of Terms \n\n1. In this Charter, the following terms shall be construed as follows: \n\n[...] \n\nnd. "Decree No. 155/2020/ND-CP" means Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities, issued by the Government on December 31, 2020.	Added because the contents below refer to Decree No. 155/2020/ND-CP.
2	2. In this Charter,	2. In this Charter, references to	Updated to reflect

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	references to one or more provisions or other legal documents include amendments or replacement documents.	one or more provisions or other legal documents include amendments, supplements or replacement documents.	actual practice.
3	Article 2. Name, legal form, head office, branches, representative offices and term of operation of the Company \n\n[...] \n\n3. The registered office of the Company is: \n- Head office address: 02 Phan Dinh Phung Street, Hai Chau 1 Ward, Hai Chau District, Da Nang City, Vietnam.	Article 2. Name, legal form, head office, branches, representative offices and term of operation of the Company \n\n[...] \n\n3. The registered office of the Company is: \n- Head office address: 02 Phan Dinh Phung Street, Hai Chau Ward, Da Nang City, Vietnam.	Updated in accordance with the new administrative boundaries.
4	Article 15. Rights and duties of the General Meeting of Shareholders \n\n1. The annual General Meeting of Shareholders has the right to discuss and approve the following matters: \n[...] \n2. The annual and extraordinary General Meeting of Shareholders shall approve decisions on the following matters: \n[...] \nc. Number of members of the Board of Directors; \n[...] \ne. Election, dismissal, removal and replacement of members of the Board of Directors; \n[...] \nm. Decision on repurchase of more than 10% of the total issued shares of each class; \nn. The Company enters into contracts or transactions with the persons specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total assets of the Company recorded in the most recent financial	Article 15. Rights and duties of the General Meeting of Shareholders \n\n1. The General Meeting of Shareholders has the right to discuss and approve the following matters: \n[...] \n2. The General Meeting of Shareholders shall approve decisions on the following matters: \n[...] \nc. Number of members of the Board of Directors and the Supervisory Board. \n[...] \ne. Election, dismissal, removal and replacement of members of the Board of Directors and the Supervisory Board. \n[...] \nm. Decision on repurchase of more than 10% of the total sold shares of each class; \nn. Approval of the Company entering into contracts or transactions with persons specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total assets of the Company recorded in the Company's most recent audited or reviewed financial statements; \no. Approval of entering into and performing each loan, lending or asset sale transaction with an individual value exceeding 10% of	Revised wording to align with actual practice and legal regulations. \nExpanded approval thresholds and related-party transaction provisions in accordance with the Law on Enterprises. Added authority in accordance with Clause 2, Article 167 of the Law on Enterprises and Clause 4, Article 293 of Decree No. 155/2020/ND-CP.

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	statements; \no, p, q. [Not provided]	the Company's total assets according to the most recent audited or reviewed financial statements, arising between the Company and a shareholder owning 51% or more of the total voting shares or a related person of such shareholder; \np. Approval of loans or guarantees for members of the Board of Directors, the General Director and other managers who are not shareholders, and related individuals or organizations of such persons, except for cases under the authority of the Board of Directors as stipulated in Clause 6, Article 43 of the Charter; \nq. Approval of transactions with a value of 35% or more, or transactions leading to the aggregate value of transactions arising within 12 months from the date of the first transaction reaching 35% or more of the total assets recorded in the Company's most recent audited or reviewed financial statements, between the Company and one of the following persons: \n- Members of the Board of Directors, the General Director, other managers and their related persons; \n- Shareholders and authorized representatives of shareholders owning more than 10% of the Company's ordinary shares, and their related persons; \n- Enterprises related to the persons specified in Clause 2, Article 164 of the Law on Enterprises.	
5	Article 18. Convening meetings, meeting agenda and notice of General Meeting of Shareholders \n\n[...] \n3. Notice of the General Meeting of Shareholders shall be sent to all shareholders by guaranteed delivery	Article 18. Convening meetings, meeting agenda and notice of General Meeting of Shareholders \n\n[...] \n3. Invitation notices for the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring delivery to the shareholder's contact address, or electronically	Updated to align with actual practice and the model charter.

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	method, and simultaneously published on the Company's website and the State Securities Commission and Stock Exchange websites (for listed or registered public companies). [...]	from the Company's email addresses (infor@dapharco.com.vn or dpc@dapharco.com.vn) to the shareholder's email address registered with the Vietnam Securities Depository and Clearing Corporation, and simultaneously published on the Company's website, the State Securities Commission website and the Stock Exchange where the Company's shares are listed or registered for trading. [...]	
6	Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders \n\n[...] \n10. Where the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company shall ensure that shareholders can attend and vote electronically or by other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.	Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders \n\n[...] \n10. The Company may apply modern technology to organize General Meetings of Shareholders (annual or extraordinary) in the form of online meetings or hybrid meetings combining in-person and online attendance, subject to the decision of the Board of Directors. Where the Company applies modern technology to organize General Meetings of Shareholders (annual or extraordinary), the Company shall ensure that shareholders can attend and vote electronically or by other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.	Added provisions to clarify the meeting organization method.
7	Article 22. Authority and procedures for collecting shareholders' written opinions to adopt resolutions of the General Meeting of Shareholders \n\n[...] \n3. Opinion	Article 22. Authority and procedures for collecting shareholders' written opinions to adopt resolutions of the General Meeting of Shareholders \n\n[...] \n3. Opinion collection forms must contain the following	In accordance with Point g, Clause 3 and Point e, Clause 5, Article 149 of the Law on Enterprises (the legal representative's signature is not required).

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	collection forms must contain the following principal contents: \n[...] \ng. Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company. \n[...] \n6. The Board of Directors shall count votes and prepare vote-counting minutes under the supervision of the person in charge of corporate governance or a shareholder who is not an executive. The vote-counting minutes must contain the following principal contents: \n[...] \nf. Full name and signature of the Chairman of the Board of Directors, the legal representative of the Company, the vote counter and the vote supervisor.	principal contents: \n[...] \ng. Full name and signature of the Chairman of the Board of Directors. \n[...] \n6. The Board of Directors shall count votes and prepare vote-counting minutes under the supervision of the person in charge of corporate governance or a shareholder who is not an executive. The vote-counting minutes must contain the following principal contents: \n[...] \nf. Full name and signature of the Chairman of the Board of Directors, the vote counter and the vote supervisor.	
8	Article 43. Duty of honesty and avoidance of conflicts of interest \n\n[...] \n6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives and organizations or individuals related to such persons shall not be invalid in the following cases: \na. For contracts with a value less than or equal to twenty	Article 43. Duty of honesty and avoidance of conflicts of interest \n\n[...] \n6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives and organizations or individuals related to such persons shall not be invalid in the following cases: \na. For contracts with a value less than 35% of the total assets recorded in the most recent financial statements [...] \nb. For contracts with a value greater than	Expanded approval thresholds and related-party transaction provisions in accordance with the Law on Enterprises. Added authority in accordance with Clause 2, Article 167 of the Law on Enterprises and Clause 4, Article 293 of Decree No. 155/2020/ND-CP.

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	<p>percent (20%) of the total assets recorded in the most recent financial statements, important contents of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, the General Director and other executives, have been reported to the Board of Directors. At the same time, the Board of Directors has approved such contract or transaction honestly by a majority vote of members without related interests; \nb. For contracts with a value greater than twenty percent (20%) of the total assets recorded in the most recent financial statements, important contents of such contract or transaction, as well as the relationships and interests of the members of the Board of Directors, the General Director and other executives, have been disclosed to shareholders without related interests who are entitled to vote on the matter, and such shareholders have approved such contract or transaction.</p>	<p>35% of the total assets recorded in the most recent financial statements [...]</p>	
9	<p>Article 60. Effective date \n\n1. This Charter, consisting of 20 chapters and 60 articles, was unanimously authorized by</p>	<p>Article 60. Effective date \n\n1. This Charter, consisting of 20 chapters and 60 articles, was unanimously amended and approved by the General Meeting</p>	<p>Revised to reflect actual circumstances.</p>

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	the General Meeting of Shareholders of Danang Pharmaceutical Medical Equipment Joint Stock Company for promulgation by the Board of Directors on December 9, 2025 in Da Nang. \n2. This Charter is made in 10 copies of equal validity and shall be kept at the Company's head office. \n[...]	of Shareholders of Danang Pharmaceutical Medical Equipment Joint Stock Company in accordance with Resolution No. dated / / approving the full validity of this Charter. \n2. This Charter is made in copies of equal validity and shall be kept at the Company's head office. \n[...]	

Article 11. The General Meeting of Shareholders authorizes the Board of Directors of Danang Pharmaceutical Medical Equipment Joint Stock Company to organize, implement and supervise the execution of this Resolution.

The General Meeting of Shareholders approved the entire Resolution of the 2026 Annual General Meeting of Shareholders of Danang Pharmaceutical Medical Equipment Joint Stock Company with 100% approval, and this Resolution shall take effect from April 05, 2026.

Recipients:

- *Company shareholders;*
- *State Securities Commission;*
- *Hanoi Stock Exchange;*
- *Board of Directors;*
- *General Director;*
- *Archived.*

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING**



ĐO THANH TRUNG



Da Nang, April 5, 2026

**MINUTES
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF DANANG PHARMACEUTICAL – MEDICAL EQUIPMENT JOINT STOCK
COMPANY**

Company name: Danang Pharmaceutical – Medical Equipment Joint Stock Company.

Tax code: 0400101404.

Address: 02 Phan Dinh Phung Street, Hai Chau Ward, Da Nang City.

Today, at 7:30 a.m. on April 5, 2026, at the 3rd Floor, Nalod Da Nang Hotel, 192 Vo Nguyen Giap Street, An Hai Ward, Da Nang City, Danang Pharmaceutical – Medical Equipment Joint Stock Company held the 2026 Annual General Meeting of Shareholders
A/ ATTENDEES AND VALIDITY OF THE GENERAL MEETING

Section I: Attendees:

Shareholders and shareholder representatives of Danang Pharmaceutical – Medical Equipment Joint Stock Company.

Section II: Legality and validity of the meeting:

Mr. Nguyen Van Tung – Head of the Eligibility Verification Committee, announced the report on the eligibility verification of shareholders and shareholder representatives attending the meeting.

- Total number of shareholders of Danang Pharmaceutical – Medical Equipment Joint Stock Company: 1,126 shareholders (holding 16,116,383 shares).
- Total number of shareholders and shareholder representatives attending the meeting: 163 persons, representing 13,705,804 shares, accounting for 85.0% of the total voting shares at the Meeting.

All shareholders and shareholder representatives fully met the conditions for attending the Meeting.

Pursuant to the Law on Enterprises and the Company Charter, the 2026 Annual General Meeting of Shareholders of Danang Pharmaceutical – Medical Equipment Joint Stock Company held on April 5, 2026 is lawful, valid and eligible to proceed.

B/ CONTENTS OF THE GENERAL MEETING

Section I: Introduction and approval of the list of the Presidium, Secretariat and Vote Counting Committee:

1. Mr. Nguyen Van Tung, on behalf of the Organizing Committee, carried out the procedures to approve the number and list of members of the Presidium:

Pursuant to the Charter of Danang Pharmaceutical – Medical Equipment Joint Stock Company, the Presidium of the General Meeting consists of:

1. Mr. Do Thanh Trung – Chairman of the Board of Directors: Chairman of the Meeting.
2. Mr. Nguyen Luong Tam – Member of the Board of Directors, General Director: Member.
3. Ms. Dinh Thi Mong Van – Member of the Board of Directors: Member.
4. Mr. Vu Thien Tiep – Member of the Board of Directors: Member.

Mr. Nguyen Van Tung, on behalf of the Organizing Committee, carried out the procedures to approve the number and list of members of the Secretariat and Vote Counting Committee.

The General Meeting of Shareholders voted with 100% approval for the following Secretariat and Vote Counting Committee:

2.1 Secretariat:

1. Mr. Nguyen Trung – Head of the Secretariat.
2. Ms. Tran Thi Anh Minh – Member.

2.2 Vote Counting Committee:

1. Mr. Nguyen Van Tung – Head of the Committee.
2. Mr. Pham Ngoc Ha – Member.
3. Mr. Le Minh Hoa – Member.
4. Mr. Nguyen Trung, on behalf of the Presidium, presented the agenda and working regulations of the Meeting:

The General Meeting of Shareholders voted with 100% approval to adopt the agenda and working regulations of the 2026 Annual General Meeting of Shareholders (attached documents).

Section II: Main contents

I. Mr. Nguyen Luong Tam – Member of the Board of Directors presented the Report of the Board of Directors on business activities in 2025 and the Board's plan for 2026:

(Details were presented in the Board of Directors' Report)

Key contents include:

1. Implementation of business targets in 2025:

- Total revenue: VND 1,069.5 billion / Planned target: VND 1,200 billion, achieving 89%.
- State budget contribution: VND 98.3 billion.
- Employee welfare and statutory contribution: VND 3.7 billion.

- Profit before tax: VND 5.3 billion / Planned target: VND 10.5 billion, achieving 50%.
- Average monthly income per employee: VND 13,400,000, up 12% compared to 2024.
- Basic earnings per share: VND 254, down 49% compared to 2024.
- Owners' equity as of December 31, 2025: VND 207.14 billion, up 1.7% compared to December 31, 2024.
- Business sectors, operating costs and financial expenses were strictly controlled.

2. Profit distribution for 2024

Pursuant to Resolution No. 10/2025/NQ-DHD CD dated April 18, 2025 of the General Meeting of Shareholders, the Company paid dividends in shares at a rate of 5%. The total par value of shares used for dividend payment for 2024 was VND 7,670,550,000.

3. Regarding the auditing firm for the review of the semi-annual financial statements and audit of the 2025 annual financial statements:

Pursuant to the authorization granted by the 2025 General Meeting of Shareholders to the Board of Directors to select the auditing firm, the Board selected AASC Auditing Firm Company Limited as the firm to review the 2025 semi-annual financial statements and audit the 2025 annual financial statements; the audit of the 2025 financial statements was completed on March 26, 2026.

4. Payment of remuneration to the Board of Directors, Supervisory Board and income of the Executive Board in 2025:

- Remuneration for the Board of Directors and Supervisory Board:

Implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, with a total payment amount of VND 186,000,000, specifically as follows:

No.	Full Name	Position	Term of Office	Remuneration
A	BOARD OF DIRECTORS			144.000.000
1	Do Thanh Trung	Chairman of the Board of Directors	From 18/04-31/12/2025	33.000.000
2	Nguyen Luong Tam	Member of the Board of Directors	From 01/01-31/12/2025	27.000.000
3	Dinh Thi Mong Van	Member of the Board of Directors	From 01/01-31/12/2025	24.000.000
4	Nguyen Trung	Member of the Board of Directors	From 01/01-01/12/2025	22.000.000
5	Hoang Trung Dung	Independent Member of the Board of Directors	From 01/01-31/12/2025	24.000.000
5	Vu Thien Tiep	Independent	From 01/12-	2.000.000

No.	Full Name	Position	Term of Office	Remuneration
		Member of the Board of Directors	31/12/2025	
6	Pham Thi Minh Ngoc	Secretary of the Board of Directors / Person in charge of Corporate Governance	From 01/12-31/12/2025	12.000.000
B	SUPERVISORY BOARD			42.000.000
1	Nguyen Thi Yen	Head of the Supervisory Board	From 01/01-31/12/2025	18.000.000
2	Pham Thi Minh Ngoc	Member	From 01/01-31/12/2025	12.000.000
3	Nguyen Thi Thanh Thuy	Member	From 01/01-31/12/2025	12.000.000
	TOTAL			186.000.000

* Income of the Board of General Directors (*):

No.	Full Name	Position	Term of Office	Remuneration
A	BOARD OF GENERAL DIRECTORS			4.199.391.268
1	Nguyen Luong Tam	General Director – Member of the Board of Directors	From 01/01-31/12/2025	2.072.817.453
2	Nguyen Trung	Deputy General Director	From 01/01-31/12/2025	913.305.063
3	Nguyen Ba Hai	Deputy General Director	From 01/01-31/12/2025	1.213.268.752

(*) Including the bonus for 2024 business performance paid in 2025.

5. 2026 Production and Business Plan:

- Total revenue: VND 950 billion
- Profit before tax: VND 12 billion

II. Mr. Nguyen Luong Tam – Member of the Board of Directors (authorized by Mr. Hoang Trung Dung – Independent Member of the Board of Directors) presented the Report of the Independent Member of the Board of Directors:

(Details were presented in the report)

III. Ms. Nguyen Thi Thanh Thuy – Member of the Supervisory Board presented the report on the activities of the Supervisory Board in 2025 and the operational direction of the Supervisory Board in 2026:

(Details were presented in the report)

IV. Mr. Nguyen Luong Tam – Member of the Board of Directors presented to the General Meeting the proposals of the Board of Directors regarding the following matters:

(Details were presented in the proposals)

Some key matters are as follows:

Issue 1: Audited Financial Statements and 2025 Business Results of the Company

The Company's audited financial statements for 2025 were disclosed on the Company's website: dapharco.com.vn

Some basic financial indicators for 2025 are as follows:

- Assets

(Unit: VND)

No.	ASSETS	31/12/2025	01/01/2025
I	SHORT-TERM ASSETS	932,212,268,849	1,080,165,522,864
1	Cash and cash equivalents	31,329,191,997	29,127,572,681
2	Short-term financial investments	117,659,600,000	123,544,270,909S
3	Short-term receivables	656,827,723,867	751,533,989,814
4	Inventory	121,626,455,140	167,152,337,595
5	Other Short-Term Assets	4,769,297,845	8,807,351,865
II	LONG-TERM ASSETS	88,425,358,135	92,596,742,193
1	Fixed assets	77,166,871,831	80,678,083,819
	- <i>Tangible fixed assets</i>	54,793,328,447	58,999,338,441
	- <i>Intangible fixed assets</i>	22,373,543,384	21,678,745,378
2	Long-term unfinished assets	1,325,960,059	1,939,045,712
3	Other long-term assets	9,932,526,245	9,979,612,662
	TOTAL ASSETS	1,020,637,626,984	1,172,762,265,057

- Capital source (Unit: VND)

No.	FUNDING	31/12/2025	01/01/2025
I	LIABILITIES	813,500,332,073	969,000,078,856
1	Short-term debt	810,771,632,073	966,518,478,856
2	Long-term debt	2,728,700,000	2,481,600,000
II	EQUITY	207,137,294,911	203,762,186,201
1	Equity	207,137,294,911	203,762,186,201
	- <i>Owner's contributed capital</i>	161,163,830,000	153,493,280,000
	- <i>Equity surplus</i>	9,215,548,634	9,215,548,634
	- <i>Other owner's capital</i>	2,334,190,178	2,334,190,178

	- Development Investment Fund	25,644,628,267	25,644,628,267
	- Undistributed profit after tax	8,779,097,832	13,074,539,122
	TOTAL CAPITAL	1,020,637,626,984	1,172,762,265,057

- Production and business results in 2025

No.	CRITERIA	UNIT	IMPLEM ENTATIO N 2024	YEAR 2025		TH 2025/TH 2024	TH 2025/ KH 2025
				PLAN	IMPLE MENTA TION	(% increase or decrease)	(%)
1	Total Revenue	Billion VND	1,392.7	1,200.0	1,069.5	-23%	89%
2	Total accounting profit before tax	Billion VND	9.7	10.5	5.3	-45%	50%
3	Profit after corporate income tax	Billion VND	7.6	8.4	4.1	-46%	49%
4	Basic earnings per share	VND	497.0	521.0	254.0	-49%	49%

Note: 2025 shares: 16,116,383 shares

II. Plan for profit distribution and appropriation of funds in 2025

No.	CONTENTS	YEAR 2025
1	Charter capital	161,163,830,000
2	Profit after tax	4,085,916,083
3	Undistributed profit after tax	8,779,097,832
4	Dividend Payout Ratio (%)	-
	Expected value at par value of shares	-
	Payment Methods	-
5	Remaining undistributed after-tax profit	8,779,097,832

In order to ensure cash flow for business activities in the face of current fluctuations, the Board of Directors of the Company would like to propose the General Meeting of Shareholders not to pay dividends in 2025 and 2026.

III. Production and business plan in 2026

The Board of Directors respectfully submits to the General Meeting of Shareholders the production and business plan for 2026 as follows:

No.	Contents	Unit	Implementation 2025	Plan 2026	% increase (+) decrease (-)
1	Revenue	Billion VND	1,069.5	950.0	-11,2%
2	Profit before tax	Billion VND	5.3	12.0	126,4%
3	Profit after tax	Billion VND	4.1	9.6	134,1%
4	Basic earnings per share	VND	254	596	134,5%

The General Meeting of Shareholders authorizes the Board of Directors to develop and implement specific strategies to implement the production and business plan in 2026.

IV. Remuneration of the Board of Directors and the Supervisory Board in 2026

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the 2026 remuneration of members of the Board of Directors and the Supervisory Board as follows:

Position	Remuneration/month
Board of Directors:	
- Chairman of the Board of Directors	4,000,000 VND
- Member of the Board of Directors	3,000,000 VND
- Secretary of the Board of Directors/Person in charge of corporate governance	1,000,000 VND
Supervisory Board	
- Head of the Supervisory Board	2,500,000 VND
- Member of the Supervisory Board	2,000,000 VND

V. Share Issuance Plan under the Employee Stock Ownership Plan (ESOP) for the period 2026–2028

In order to foster long-term commitment, encourage the Board of Management and employees to enhance operational efficiency, and contribute to the Company's sustainable growth during the period 2026–2028, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the policy to implement the Employee Stock Ownership Plan (ESOP) with the following key contents:

1. General principles

- The issuance of shares under the ESOP program is carried out in accordance with the provisions of the Law on Enterprises, the Law on Securities and relevant guiding documents.
- The number of issued shares, the issuer and the allocation criteria are determined on the basis of:
 - The results of the implementation of the production and business plan, especially the targets of revenue, profit and operational efficiency of the Company in the period of 2026-2028;
 - The level of task completion, KPI evaluation results of each individual/department;
 - Working time, level of contribution and long-term commitment to the Company.
- The issuance shall only be carried out when the Company reaches or exceeds the growth targets according to the 3-year plan with a compound profit growth rate of at least 20%/year, and other specific conditions prescribed by the Board of Directors.

2. Rate and quantity of issuance

- The number of shares issued under the ESOP program in each tranche will be decided by the Board of Directors on the basis of the results of the implementation of the business plan and ensuring compliance with the provisions of current law.
- The issuance may be made once or several times depending on the decision of the Board of Directors and the actual situation of the Company.

3. Time of issuance

- It is expected to be issued in 2029 after the end of the performance evaluation period for the period of 2026-2028.
- The specific issuance plan must be approved by the General Meeting of Shareholders in accordance with the law before implementation.

4. Conditions and criteria for allocation

- Bases for allocation of ESOP shares include:
 - The level of completion of the Company's profit and growth plans;
 - Results of performance evaluation (KPI) of each individual/department;
 - Working time and the level of contribution to the development of the Company.
- The General Meeting of Shareholders authorizes the Board of Directors to:
 - Develop and promulgate detailed ESOP regulations;
 - Determine the participants of the program, the number of shares specifically allocated to each subject;
 - Stipulating the issuance price (if any), the lock-up period, the conditions for withdrawal or adjustment in accordance with the law and the Company's Charter.

5. Implementation principles

- The issuance of shares under the ESOP program must comply with the provisions of the law on enterprises and securities, ensure the principles of publicity, transparency, compliance with the decision-making competence of the General Meeting of Shareholders and fully fulfill the obligation to disclose information and register for issuance in accordance with current regulations.

- In case the Company fails to achieve the planned growth targets or unfavorable market conditions, the Board of Directors has the right to adjust, postpone or not implement the program, and at the same time report to the General Meeting of Shareholders at the nearest meeting.

VI. Selection of auditors for Financial Statements in 2026

In order to review the semi-annual financial statements and audit the financial statements for the year 2026, it is proposed that the General Meeting of Shareholders authorize the Board of Directors to select 01 of the auditing firms that are the units on the list of the State Securities Commission announced:

- + AAC Auditing and Accounting Co., Ltd.;
- + AASC Auditing Firm Co., Ltd.;
- + A&C Auditing and Consulting Co., Ltd.;
- + International Auditing and Valuation Company Limited (IAV) – Hanoi Branch.

In case it is not possible to select 01 of the above-mentioned auditing firms, the Board of Directors will select 01 other auditing firm on the list announced by the State Securities Commission to audit the Company's financial statements.

VII. Amendments and supplements to the Company's Charter

In order to ensure compliance with the provisions of law and the actual operation of the Company, the Board of Directors submitted to the Annual General Meeting of Shareholders in 2026 a number of amendments and supplements to the Company's Charter.

Notes:

- Provisions not specifically mentioned in this appendix remain unchanged;
- Proposed changes in the “Current Provision” section are shown in italic and underlined text;
- Proposed amendments and supplements in the “Proposed Amendment and Supplement” section are shown in bold and underlined text.

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
1	Article 1. Interpretation of Terms \n\n1. In this Charter, the following terms shall be construed as follows: \n\n[...] \n\n[No provision]	Article 1. Interpretation of Terms \n\n1. In this Charter, the following terms shall be construed as follows: \n\n[...] \n\nnd. “Decree No. 155/2020/ND-CP” means Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities, issued by the Government on December 31, 2020.	Added because the contents below refer to Decree No. 155/2020/ND-CP.
2	2. In this Charter, references to one or more provisions or other legal	2. In this Charter, references to one or more provisions or other legal documents include	Updated to reflect actual practice.

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	documents include amendments or replacement documents.	amendments, supplements or replacement documents.	
3	Article 2. Name, legal form, head office, branches, representative offices and term of operation of the Company \n\n[...] \n\n3. The registered office of the Company is: \n- Head office address: 02 Phan Dinh Phung Street, Hai Chau 1 Ward, Hai Chau District, Da Nang City, Vietnam.	Article 2. Name, legal form, head office, branches, representative offices and term of operation of the Company \n\n[...] \n\n3. The registered office of the Company is: \n- Head office address: 02 Phan Dinh Phung Street, Hai Chau Ward, Da Nang City, Vietnam.	Updated in accordance with the new administrative boundaries.
4	Article 15. Rights and duties of the General Meeting of Shareholders \n\n1. The annual General Meeting of Shareholders has the right to discuss and approve the following matters: \n[...] \n2. The annual and extraordinary General Meeting of Shareholders shall approve decisions on the following matters: \n[...] \nc. Number of members of the Board of Directors; \n[...] \ne. Election, dismissal, removal and replacement of members of the Board of Directors; \n[...] \nm. Decision on repurchase of more than 10% of the total issued shares of each class; \nn. The Company enters into contracts or transactions with the persons specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total assets of the Company recorded in	Article 15. Rights and duties of the General Meeting of Shareholders \n\n1. The General Meeting of Shareholders has the right to discuss and approve the following matters: \n[...] \n2. The General Meeting of Shareholders shall approve decisions on the following matters: \n[...] \nc. Number of members of the Board of Directors and the Supervisory Board. \n[...] \ne. Election, dismissal, removal and replacement of members of the Board of Directors and the Supervisory Board. \n[...] \nm. Decision on repurchase of more than 10% of the total sold shares of each class; \nn. Approval of the Company entering into contracts or transactions with persons specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total assets of the Company recorded in the Company's most recent audited or reviewed financial statements; \no. Approval of entering into and performing each loan, lending or asset sale	Revised wording to align with actual practice and legal regulations. \nExpanded approval thresholds and related-party transaction provisions in accordance with the Law on Enterprises. Added authority in accordance with Clause 2, Article 167 of the Law on Enterprises and Clause 4, Article 293 of Decree No. 155/2020/ND-CP.

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	the most recent financial statements; \no, p, q. [Not provided]	transaction with an individual value exceeding 10% of the Company's total assets according to the most recent audited or reviewed financial statements, arising between the Company and a shareholder owning 51% or more of the total voting shares or a related person of such shareholder; \np. Approval of loans or guarantees for members of the Board of Directors, the General Director and other managers who are not shareholders, and related individuals or organizations of such persons, except for cases under the authority of the Board of Directors as stipulated in Clause 6, Article 43 of the Charter; \nq. Approval of transactions with a value of 35% or more, or transactions leading to the aggregate value of transactions arising within 12 months from the date of the first transaction reaching 35% or more of the total assets recorded in the Company's most recent audited or reviewed financial statements, between the Company and one of the following persons: \n- Members of the Board of Directors, the General Director, other managers and their related persons; \n- Shareholders and authorized representatives of shareholders owning more than 10% of the Company's ordinary shares, and their related persons; \n- Enterprises related to the persons specified in Clause 2, Article 164 of the Law on Enterprises.	
5	Article 18. Convening meetings, meeting agenda and notice of General	Article 18. Convening meetings, meeting agenda and notice of General Meeting of Shareholders	Updated to align with actual practice and the model

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	Meeting of Shareholders \ \n [...] \n 3. Notice of the General Meeting of Shareholders shall be sent to all shareholders by guaranteed delivery method, and simultaneously published on the Company's website and the State Securities Commission and Stock Exchange websites (for listed or registered public companies). [...]	\ \n [...] \n 3. Invitation notices for the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring delivery to the shareholder's contact address, or electronically from the Company's email addresses (infor@dapharco.com.vn or dpc@dapharco.com.vn) to the shareholder's email address registered with the Vietnam Securities Depository and Clearing Corporation, and simultaneously published on the Company's website, the State Securities Commission website and the Stock Exchange where the Company's shares are listed or registered for trading. [...]	charter.
6	Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders \ \n [...] \n 10. Where the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company shall ensure that shareholders can attend and vote electronically or by other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.	Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders \ \n [...] \n 10. The Company may apply modern technology to organize General Meetings of Shareholders (annual or extraordinary) in the form of online meetings or hybrid meetings combining in-person and online attendance, subject to the decision of the Board of Directors. Where the Company applies modern technology to organize General Meetings of Shareholders (annual or extraordinary), the Company shall ensure that shareholders can attend and vote electronically or by other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on	Added provisions to clarify the meeting organization method.

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
		Securities.	
7	<p>Article 22. Authority and procedures for collecting shareholders' written opinions to adopt resolutions of the General Meeting of Shareholders \n\n[...] \n3. Opinion collection forms must contain the following principal contents: \n[...] \ng. Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company. \n[...] \n6. The Board of Directors shall count votes and prepare vote-counting minutes under the supervision of the person in charge of corporate governance or a shareholder who is not an executive. The vote-counting minutes must contain the following principal contents: \n[...] \nf. Full name and signature of the Chairman of the Board of Directors, the legal representative of the Company, the vote counter and the vote supervisor.</p>	<p>Article 22. Authority and procedures for collecting shareholders' written opinions to adopt resolutions of the General Meeting of Shareholders \n\n[...] \n3. Opinion collection forms must contain the following principal contents: \n[...] \ng. Full name and signature of the Chairman of the Board of Directors. \n[...] \n6. The Board of Directors shall count votes and prepare vote-counting minutes under the supervision of the person in charge of corporate governance or a shareholder who is not an executive. The vote-counting minutes must contain the following principal contents: \n[...] \nf. Full name and signature of the Chairman of the Board of Directors, the vote counter and the vote supervisor.</p>	<p>In accordance with Point g, Clause 3 and Point e, Clause 5, Article 149 of the Law on Enterprises (the legal representative's signature is not required).</p>
8	<p>Article 43. Duty of honesty and avoidance of conflicts of interest \n\n[...] \n6. Transactions between the Company and</p>	<p>Article 43. Duty of honesty and avoidance of conflicts of interest \n\n[...] \n6. Transactions between the Company and one or more members of the Board of</p>	<p>Expanded approval thresholds and related-party transaction provisions in accordance with the</p>

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	<p>one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives and organizations or individuals related to such persons shall not be invalid in the following cases: \na. For contracts with a value less than or equal to twenty percent (20%) of the total assets recorded in the most recent financial statements, important contents of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, the General Director and other executives, have been reported to the Board of Directors. At the same time, the Board of Directors has approved such contract or transaction honestly by a majority vote of members without related interests; \nb. For contracts with a value greater than twenty percent (20%) of the total assets recorded in the most recent financial statements, important contents of such contract or transaction, as well as the relationships and interests of the</p>	<p>Directors, members of the Supervisory Board, the General Director, other executives and organizations or individuals related to such persons shall not be invalid in the following cases: \na. For contracts with a value less than 35% of the total assets recorded in the most recent financial statements [...] \nb. For contracts with a value greater than 35% of the total assets recorded in the most recent financial statements [...]</p>	<p>Law on Enterprises. Added authority in accordance with Clause 2, Article 167 of the Law on Enterprises and Clause 4, Article 293 of Decree No. 155/2020/ND-CP.</p>

No.	Current Provision	Proposed Amendment / Supplement	Reason for Amendment
	members of the Board of Directors, the General Director and other executives, have been disclosed to shareholders without related interests who are entitled to vote on the matter, and such shareholders have approved such contract or transaction.		
9	Article 60. Effective date \n\n1. This Charter, consisting of 20 chapters and 60 articles, was unanimously authorized by the General Meeting of Shareholders of Danang Pharmaceutical Medical Equipment Joint Stock Company for promulgation by the Board of Directors on December 9, 2025 in Da Nang. \n2. This Charter is made in 10 copies of equal validity and shall be kept at the Company's head office. \n[...]	Article 60. Effective date \n\n1. This Charter, consisting of 20 chapters and 60 articles, was unanimously amended and approved by the General Meeting of Shareholders of Danang Pharmaceutical Medical Equipment Joint Stock Company in accordance with Resolution No. dated/..../..... approving the full validity of this Charter. \n2. This Charter is made in copies of equal validity and shall be kept at the Company's head office. \n[...]	Revised to reflect actual circumstances.

V. Discussion and Voting:

1. Shareholder Lu Le Trung Hieu:

- The termination of the NeoVita system in Ho Chi Minh City due to its inefficiency is a very good decision.
- How effective is the relocation of NeoVita Le Duan to the new location? Will it be as effective as before?
- The Company has frequently recorded foreign exchange losses in recent years. What measures has the Board of General Directors taken to limit this issue?

- The Company's 2026 plan sets a pre-tax profit target of VND 12 billion, equivalent to an after-tax profit of VND 9.6 billion. This is a very low figure compared to the Company's equity, and profits have declined significantly in recent years. What are the reasons for this decline, and what are the Company's competitive advantages compared to its competitors?

*** Mr. Do Thanh Trung – Chairman of the Board of Directors designated Mr. Nguyen Luong Tam – Member of the Board of Directors and General Director to respond on behalf of the Presidium:**

- First: Regarding the relocation of NeoVita Le Duan to the Company's headquarters at 02 Phan Dinh Phung Street:
- Challenges: the Company must fully recognize as expenses all assets at Le Duan that are no longer in use and have not yet been fully depreciated.
- Advantages: when relocating to the Company's headquarters, NeoVita can optimize many categories of expenses, such as eliminating office rental costs entirely. Initial investment will only involve rearranging the functional rooms and vaccine warehouse system, thereby improving efficiency.
- Second: Regarding foreign exchange losses, due to the nature of the Company's entrusted import business, foreign exchange differences arise when making payments to overseas suppliers. However, the Company will recover the entire amount of such losses from entrusted import customers and record them as revenue in the financial statements in accordance with accounting regulations. Therefore, overall, these losses do not affect the Company's profit before tax.
- Third: Regarding the reasons for the decline in profit in recent years: Previously, in pharmaceutical distribution and logistics services, Dapharco dominated almost the entire Central Vietnam market. However, due to changes from foreign partners and changes in the market, the Company lost distribution rights for several major products, while some partners established their own branches for direct distribution, leading to a decline in profits. The Company has had to redirect investment into new business sectors and expand existing services into new markets, but this requires time to generate effective results.
- Fourth: Regarding the Company's strengths compared to competitors:
- As a reputable company in entrusted pharmaceutical import services, the Company is actively expanding its entrusted import network while leveraging this advantage to develop ETC operations in Southern Vietnam and Hanoi.
- In the medical supplies segment, the Company is leveraging its position as a major contractor in the medical supplies sector and is shifting toward working directly with manufacturers in order to secure supply sources and improve profit margins.
- The Company is currently working with European partners to register imported pharmaceutical products in the Vietnamese market; however, obtaining pharmaceutical circulation registration numbers in Vietnam requires time.

VI. Mr. Nguyen Van Tung – on behalf of the Organizing Committee, conducted the voting on the matters presented.

The voting results are as follows:

1. Approval of the Report of the Board of Directors on 2025 business performance and the 2026 operating plan:

- Number of shares in favor: 13,566,651 shares, representing 98.98% of the total voting shares of attending shareholders.
- Number of shares against: 0 shares, representing 0% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 80,843 shares, representing 0.59% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.43% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

2. Approval of the Report of the Independent Member of the Board of Directors on the activities of the Board of Directors in 2025:

- Number of shares in favor: 13,556,144 shares, representing 98.91% of the total voting shares of attending shareholders.
- Number of shares against: 0 shares, representing 0% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 91,350 shares, representing 0.67% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.43% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

3. Approval of the Report of the Supervisory Board for 2025 and the operational orientation for 2026:

- Number of shares in favor: 13,568,580 shares, representing 98.999% of the total voting shares of attending shareholders.
- Number of shares against: 0 shares, representing 0% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 78,914 shares, representing 0.576% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.425% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

4. Approval of the audited financial statements and business performance results for 2025:

- Number of shares in favor: 13,549,213 shares, representing 98.86% of the total voting shares of attending shareholders.

- Number of shares against: 5 shares, representing 0.00004% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 98,276 shares, representing 0.72% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.43% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

5. Approval of the profit distribution plan and appropriation of funds for 2025:

- Number of shares in favor: 13,561,649 shares, representing 98.95% of the total voting shares of attending shareholders.
- Number of shares against: 5 shares, representing 0.00004% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 85,840 shares, representing 0.63% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.43% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

6. Approval of the 2026 business and production plan:

- Number of shares in favor: 13,558,672 shares, representing 98.93% of the total voting shares of attending shareholders.
- Number of shares against: 0 shares, representing 0% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 88,822 shares, representing 0.65% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.43% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

7. Approval of the remuneration plan for the Board of Directors and Supervisory Board in 2026:

- Number of shares in favor: 13,541,275 shares, representing 98.80% of the total voting shares of attending shareholders.
- Number of shares against: 0 shares, representing 0% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 106,219 shares, representing 0.77% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.43% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

8. Approval of the share issuance plan under the Employee Stock Ownership Plan (ESOP) for the 2026–2028 period:

- Number of shares in favor: 13,552,653 shares, representing 98.88% of the total voting shares of attending shareholders.
- Number of shares against: 13 shares, representing 0.0001% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 94,828 shares, representing 0.69% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.43% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

9. Approval of the selection of the auditing firm for the 2026 financial statements:

- Number of shares in favor: 13,556,144 shares, representing 98.91% of the total voting shares of attending shareholders.
- Number of shares against: 0 shares, representing 0% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 91,350 shares, representing 0.67% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.43% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

10. Approval of the amendment and supplementation of the Company Charter:

- Number of shares in favor: 13,547,802 shares, representing 98.85% of the total voting shares of attending shareholders.
- Number of shares against: 0 shares, representing 0% of the total voting shares of attending shareholders.
- Number of shares with no opinion: 99,692 shares, representing 0.73% of the total voting shares of attending shareholders.
- Number of attending shares without voting ballots: 58,310 shares, representing 0.43% of the total voting shares of attending shareholders.
- Number of invalid voting shares: 0 shares, representing 0% of the total voting shares of attending shareholders.

VI. Approval of the Resolution of the 2026 Annual General Meeting of Shareholders:

Mr. Nguyen Trung, on behalf of the Secretariat, presented the draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.

Mr. Do Thanh Trung, on behalf of the Presidium, conducted the voting for the approval of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders. The General Meeting unanimously approved the full text of the Minutes and Resolution of the

2026 Annual General Meeting of Shareholders with 100% of the attending voting shares in favor.

Mr. Do Thanh Trung, on behalf of the Presidium, delivered the closing remarks of the Meeting.

The Minutes were approved at the Meeting at 1:00 p.m. on the same day.

SECRETARY



Nguyen Trung

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING**



Do Thanh Trung

**DANANG PHARMACEUTICAL –
MEDICAL EQUIPMENT JOINT
STOCK COMPANY**

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

Da Nang, April 5, 2026

No: 01/2026/BCTT - ĐHCĐ



**REPORT ON VERIFICATION OF SHAREHOLDERS' ELIGIBILITY TO
ATTEND
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the current Enterprise Law;
- Pursuant to the Charter of Da Nang Pharmaceutical - Medical Equipment Joint Stock Company;

Today, Friday, April 05, 2026, at the 3rd Floor, Nalod Da Nang Hotel, 192 Vo Nguyen Giap Street, Phuoc My Ward, Son Tra District, Da Nang City, Da Nang Pharmaceutical - Medical Equipment Joint Stock Company convened the 2026 Annual General Meeting of Shareholders.

The Shareholder Eligibility Verification Committee consists of:

- Mr. Nguyen Van Tung – Head of Committee
- Mr. Pham Ngoc Ha – Member
- Mr. Le Minh Hoa – Member

The Committee conducted verification of the eligibility of shareholders attending the 2026 Annual General Meeting of Shareholders of Da Nang Pharmaceutical - Medical Equipment Joint Stock Company.

The verification results are as follows:

- Total number of shareholders of Da Nang Pharmaceutical - Medical Equipment Joint Stock Company: 1,126 shareholders, owning 16,116,383 shares.
- As of 08:00 a.m. on April 05, 2026, the total number of shareholders and authorized representatives attending the Meeting was 163 persons, representing 13,705,804 shares, equivalent to 85.0% of the total voting shares at the Meeting.
- We will continue to update the figures as additional shareholders register to attend the Meeting.
- All shareholders and authorized representatives attending the General Meeting of Shareholders have no complaints, disputes, or denunciations regarding the share ownership rights they hold.
- All shareholders and representatives are fully eligible to attend the 2026 Annual General Meeting of Shareholders of Da Nang Pharmaceutical - Medical Equipment Joint Stock Company.

Pursuant to Article 145 of the 2020 Enterprise Law regarding the conditions for convening a General Meeting of Shareholders, the shareholders attending today's



Meeting represent more than 50% of the voting shares. Therefore, the Meeting satisfies the conditions required to proceed.

This report on shareholder eligibility verification was prepared at 08:00 a.m. on April 05, 2026 and signed by all members of the Shareholder Eligibility Verification Committee.

Respectfully submitted.

HEAD OF COMMITTEE



Nguyen Van Tung

MEMBER



Pham Ngoc Ha



Le Minh Hoa





CÔNG TY CỔ PHẦN DƯỢC - THIẾT BỊ Y TẾ ĐÀ NẴNG

DANANG PHARMACEUTICAL - MEDICAL EQUIPMENT JOINT STOCK COMPANY

Head Office:
02 Phan Dinh Phung St.,
Hai Chau Dist., Da Nang City - Vietnam
Tel: (84 236) 3 810 735
Fax: (84 236) 3 891 752
Email: info@dapharco.com.vn
Website: dapharco.com.vn

No. 05/2026/TB-HDQT

Da Nang, March 13, 2026

NOTICE

Organizing the Annual General Meeting of Shareholders in 2026

To: Shareholders of Da Nang Pharmaceutical – Medical Equipment Joint Stock Company

Name of issuer: **Da Nang Pharmaceutical – Medical Equipment Joint Stock Company**

Trading name: **Dapharco**

Stock code: **DDN**

Tax code: 0400101404

Head Office: 02 Phan Dinh Phung Street, Hai Chau Ward, Da Nang City

Phone: (0236) 3822247 - 3810735

Website: <https://dapharco.com.vn/>

The Board of Directors of Da Nang Pharmaceutical – Medical Equipment Joint Stock Company would like to invite shareholders to attend the 2026 Annual General Meeting of Shareholders of the Company. Details are as follows:

1. Time of the congress (01 session): at 7:30 a.m., Sunday, 05/04/2026.

Location: 3rd Floor, Nalod Da Nang Hotel, 192 Vo Nguyen Giap, An Hai Ward, Da Nang City

2. Main contents of the Congress

- Report of the Board of Directors on the Company's operation in 2025 and development plan in 2026;
- Evaluation report of independent members of the Board of Directors on the activities of the Board of Directors in 2025;
- Report of the Supervisory Board in 2025 and plan for 2026;
- The proposal for comments at the General Meeting includes:
 - + Audited financial statements for 2025;
 - + Profit distribution plan in 2025;
 - + Remuneration of the Board of Directors and Supervisory Board in 2026;
 - + Production and business plan in 2026;
 - + Selection of independent auditors in 2026;
 - + Amendments and supplements to the Company's Charter;





CÔNG TY CỔ PHẦN DƯỢC - THIẾT BỊ Y TẾ ĐÀ NẴNG

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Website: dapharco.com.vn

+ Other contents fall under the authority to approve the General Meeting of Shareholders.

3. Documents for attending the Congress

Documents reported during the meeting are posted on the Company's website: <https://dapharco.com.vn/>

Shareholders, please download documents and forms at the above address.

4. Conditions for attending the Congress

All shareholders who own valid shares of Da Nang Pharmaceutical – Medical Equipment Joint Stock Company are named in the list of shareholders closed on 04/03/2026.

Shareholders who are unable to attend the General Meeting of Shareholders may authorize others to attend. The authorized recipient may not authorize a third party.

5. Register to attend the Congress

In order for the organization of the General Meeting of Shareholders to be thoughtful, the Board of Directors of the Company would like to request that shareholders please confirm their attendance/authorization to attend the General Meeting **before 16:00 on 31/03/2026** via the following forms: phone, email, etc. at the following address:

Da Nang Pharmaceutical – Medical Equipment Joint Stock Company

Address: No. 02 Phan Dinh Phung Street, Hai Chau Ward, Da Nang City

Phone: (0236) 3810735 or mobile: 0935141780 (meet Ms. Nguyen Phan Thuy Duong)

Fax: (0236) 3891752

Email: duongnpt@dapharco.com.vn

6. Shareholders or authorized representatives attending the General Meeting must bring the following documents:

- Citizen identity card or passport;
- Certificate of attendance/authorization (in case of receiving authorization to attend the Congress).

This notice is in lieu of an invitation.

Sincerely./.

Recipients:

- Shareholders;
- website;
- SSC, HNX;
- Archived.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Đo Thanh Trung





CÔNG TY CỔ PHẦN DƯỢC - THIẾT BỊ Y TẾ ĐÀ NẴNG

DANANG PHARMACEUTICAL - MEDICAL EQUIPMENT JOINT STOCK COMPANY

Head Office:
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AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

Time: 07:30 A.M, April 5, 2026

Venue: 3rd Floor, Nalod Da Nang Hotel, 192 Vo Nguyen Giap, An Hai Ward, Da Nang City

Time	Contents
7:30 – 8:00	Registration procedures - Welcoming delegates <ul style="list-style-type: none">- Shareholders/representatives present ID/passport and authorization letter (if applicable)- Receive voting ballots and cards
08h00 – 08h30	I. Opening <ul style="list-style-type: none">- Statement of Reasons – Delegate Introduction- Report on verification of the eligibility of shareholders/representatives to attend the General Meeting- Introduction of the Presiding Officer, Secretariat and election of the Vote Counting Committee
8:30 – 10:00	II. Contents <ol style="list-style-type: none">1. Approval of the Agenda and Working Regulations at the Congress2. Report of the Board of Directors:<ul style="list-style-type: none">* Business results of 2025* Business plan for 20263. Report on the evaluation of the activities of the Board of Directors of independent members of the Board of Directors in 20254. Report on the activities of the Supervisory Board in 2025 and the plan for 20265. Report to the General Meeting of Shareholders:<ul style="list-style-type: none">* Audited financial statements for 2025;* Profit distribution plan in 2025;* Production and business plan in 2026;* Remuneration of the Board of Directors and the Board of Directors in 2026;* Share Issuance Plan under the Employee Stock Ownership Plan (ESOP) for the period 2026–2028;





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	<ul style="list-style-type: none">* Selection of independent auditors in 2026;* Amending and supplementing the Company's Charter; 6. Other related issues (if any)
10:00-10:20	7. The General Meeting discusses and votes to approve the contents of the meeting
10h20-10h40	Break (Halftime Snack) – Vote Counting
10:40-11:00	8. Vote counting results
	9. Approval of the Resolution of the General Meeting
	III. Closing
	10. Closing speech

ORGANIZING COMMITTEE OF THE CONGRESS



Da Nang, April 05, 2026

**WORKING REGULATIONS
AT THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2026
DA NANG PHARMACEUTICAL – MEDICAL JOINT STOCK
COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17/06/2020;

- Pursuant to the Charter of organization and operation of Da Nang Pharmaceutical - Medical Equipment Joint Stock Company.

In order to ensure that the 2026 Annual General Meeting of Shareholders of Da Nang Pharmaceutical - Medical Equipment Joint Stock Company to be conducted quickly and conveniently, ensuring the interests of shareholders and complying with the provisions of the Law on Enterprises and the Company's Charter. We would like to request the General Meeting of Shareholders to approve the Working Regulations at the 2026 Annual General Meeting of Shareholders, specifically as follows:

I. Shareholders attending the meeting

- Shareholders attending the General Meeting are shareholders and legally authorized representatives of shareholders named in the list of shareholders entitled to attend the meeting on the closing date of the list of shareholders (04/03/2026).

- At the general meeting of shareholders, each shareholder or authorized representative of the shareholder is entitled to receive a voting card/vote to attend the general meeting from the Shareholder Eligibility Verification Board.

- Shareholders and authorized representatives of shareholders must comply with the management of the Chairman of the General Meeting, create conditions for the meeting to take place smoothly and successfully, and comply with the regulations and working regulations of the General Meeting.

- Shareholders or authorized representatives of shareholders who arrive late (after the opening and the general meeting has worked) have the right to attend the meeting, have the right to participate in voting on all matters that take place afterwards. The results voted at the general meeting before the shareholders arrive are still legally valid (no re-voting).





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II. Tasks of the Congress

- Voting to approve the Reports of the Board of Directors and the Company's Board of Directors;
- Voting to approve the Reports of the Board of Directors;
- Voting on other contents under the jurisdiction of the General Meeting of Shareholders.

III. Voting to approve the contents and decisions of the General Meeting of Shareholders

1. Voting

a. Voting Principles

- All decisions of the General Meeting of Shareholders must be voted on publicly and directly under the management of the Chairman.
- The decision of the General Meeting of Shareholders shall be approved when the minimum ratio is reached as prescribed by law and the Company's Charter.
- + Decisions of the General Meeting of Shareholders related to the following issues shall be adopted when 65% or more of the total votes of voting shareholders are present in person or through authorized representatives present at the General Meeting of Shareholders:
 - ✓ Type of shares and total number of shares of each type;;
 - ✓ Change of business lines, professions and fields;
 - ✓ Changes in the organizational structure of the Company's management;
 - ✓ Reorganization and dissolution of the Company
 - ✓ Projects on investment or sale of assets valued at 35% or more of the total value of assets recorded in the company's latest financial statements, unless the company's charter stipulates other ratios or values.
- + Other contents are approved when 50% or more of the total votes attending the meeting are approved, except for the cases specified in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.
- Each shareholder has the number of votes calculated by the total number of shares that he or she owns and is owned or authorized by his or her representative

b. How to vote

- Shareholders/representatives are entitled to receive a Voting Card/Voting Slip

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according to the Company's form, in which the full name and number of voting votes are inscribed.

- Shareholders/representatives vote in favor, disapproval, and no opinion on matters that must be approved by the General Meeting of Shareholders.

- The vote counting committee will count the votes according to each type of opinion of the shareholder/representative. The number of Approval cards is counted first, the number of Disapproval cards is counted later, and the number of No Comments cards is counted last.

- Shareholders are only allowed to vote once (01) time for one of the items of Approval, Disapproval, and No opinion when the Chairman of the Delegation requests a vote.

- Voting

- + How to record the voting slip: Shareholders mark "X" or "V" in one of the boxes: Agree, Disapprove or No opinion corresponding to each issue stated in the voting slip.

In case of voting issues arising in addition to the contents of the Voting Form, provided that these issues are approved by the General Meeting to be included in the contents of the Voting Form, the shareholders shall write these new contents in the blank line of the Voting Form under the guidance of the Presiding Delegation or the Organizing Committee. Similarly, shareholders mark "X" or "V" in one of the boxes: Approve, Disapprove or No opinion corresponding to each added content.

- + Invalid Votes: Votes are considered invalid in the following cases:

- ✓ The voucher is not according to the prescribed form, is not issued by the Company, does not bear the Company's seal;

- ✓ The vote is crossed out, modified, added or incorrectly named, not on the list of contents that have been unanimously voted on by the General Meeting of Shareholders;

- ✓ The slip is torn and no longer intact;

- ✓ If 2 or more boxes are selected or crossed out or erased on each issue to be consulted, the voting on that issue is invalid; Other contents marked in accordance with regulations are still recorded as valid.

- ✓ There is no signature of the shareholder or the authorized representative of the shareholder.

- + In case the shareholder leaves a blank and does not tick any box, it is considered that there is no opinion.

- + The Vote Counting Committee must collect voting votes after the General Meeting of Shareholders votes.



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IV. Comments at the General Meeting of Shareholders

Shareholders/representatives have the right to express their opinions on all matters to be discussed and voted on at the General Meeting of Shareholders, but must comply with the following regulations:

- When registering to speak, the voting card must be raised, stating the full name of the shareholder/representative and the number of shares with voting rights;
- With the consent of the presiding delegation;
- The content of the speech is concise, to the point and suitable to the contents being discussed for approval, the duration of the speech must not exceed 05 minutes.

V. Presiding Delegation

- The Chairman of the Board of Directors is the chairman of the General Meeting. In case the Chairman of the Board of Directors is absent, the remaining members of the Board of Directors shall elect one of the members of the Board of Directors to preside over the General Meeting.

- The presiding delegation consists of a number of members of the Board of Directors and managers of the Company appointed by the Chairman of the General Meeting.

- Tasks of the presiding delegation:

+ Controlling the General Meeting of Shareholders according to the Program and Regulations approved by the General Meeting of Shareholders;

+ Guide, discuss and vote on issues on the agenda;

+ Settle all related issues and arise during the General Meeting of Shareholders in accordance with the approved Regulations, the Law on Enterprises and the Company's Charter.

+ The Chairman has the right not to reply or only record the comments of shareholders if the contents of the contributions and proposals are outside the contents of the consultation of the General Meeting.

+ Have the right to request competent agencies to maintain the order of the meeting or expel those who show signs of causing trouble, failing to comply with the executive power of the presiding delegation, preventing the normal development of the congress from the congress.

VI. Union secretary

- List of University Secretaries appointed by the chairman of the delegation.

- Duties of the Secretary:



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+ Fully and accurately record the developments of the meeting, opinions discussed in the General Meeting of Shareholders;

- + Make the minutes of the General Meeting of Shareholders;
- + Prepare and read the Draft Resolution of the General Meeting of Shareholders
- + Perform support jobs as assigned by the Presidium.

VII. Vote Counting Committee

- The list of the University Vote Counting Committee consists of 01 head and members approved by the General Meeting of Shareholders.

- Tasks of the Vote Counting Committee:

- + Instruct shareholders on how to use voting cards/voting papers, voting methods.
- + Inspect and supervise the voting of shareholders.
- + Organize the vote counting, ensure that the vote counting must ensure accuracy, transparency, objectivity, timeliness and strictly comply with the provisions of law and this Regulation. In case the Vote Counting Committee cannot accurately identify the relevant shareholders who do not have the right to vote on each issue due to lack of information or due to incomplete or unclear legal provisions, the votes of such shareholders shall still be counted.

- + Make a record of vote counting.
- + Announce the results of vote counting and hand over all documents to the chairman of the delegation for safekeeping.

VIII. Minutes and Resolutions of the General Meeting of Shareholders

The contents of the General Meeting of Shareholders shall be made into a Minutes.

The minutes of the General Meeting of Shareholders shall be read and approved before the closing of the General Meeting of Shareholders. The minutes of the General Meeting, the minutes of the examination of shareholder status, the minutes of vote counting and other documents related to the developments and results of the General Meeting shall be kept at the Company's headquarters.

Based on the results of the meeting, the Chairman issues a Resolution of the General Meeting of Shareholders on the issues approved by the General Meeting of Shareholders.

IX. Other matters:

In order for the General Meeting of Shareholders to take place in an orderly and quality manner and ensure the time to request shareholders/representatives:

- Do not speak privately during the meeting;



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- Turn off or leave the mobile phone's silence mode during the meeting;
- If it is necessary to make telephone contact, they must leave the meeting room;
- If the shareholder/representative is absent from the meeting room (for any reason) during the voting period, the number of voting shares of such shareholder/representative shall be counted as Approval when the General Meeting of Shareholders votes;
- The General Meeting of Shareholders may work through the hours (beyond the morning break or early afternoon) to complete the agenda and ensure the voting rate to approve the contents that need to be voted on at the 2026 Annual General Meeting of Shareholders.
- Shareholders attending the General Meeting are responsible for complying with this Regulation.

This Regulation was approved at the 2026 Annual General Meeting of Shareholders of the Company./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Do Thanh Trung



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**PROXY REGISTRATION FORM FOR ATTENDING THE 2026 ANNUAL
GENERAL MEETING OF SHAREHOLDERS**

**DANANG PHARMACEUTICAL - MEDICAL EQUIPMENT JOINT
STOCK COMPANY**

To: **Board of Directors of Danang Pharmaceutical - Medical Equipment Joint
Stock Company**

1. Information of the Shareholder Granting the Proxy

Shareholder's Name	ID/Passport/Business Registration Certificate No.	Number of Shares Owned

I hereby agree to authorize the individual mentioned in Section 2 to attend the 2026 Annual General Meeting of Shareholders on my behalf.

2. Information of the Authorized Representative

Full Name	ID/Passport/Business Registration Certificate No.	Number of Shares Authorized

I take full legal responsibility for all actions undertaken by the authorized representative at the General Meeting on behalf of the shares I have authorized.

This authorization is valid until the conclusion of the 2026 Annual General Meeting of Shareholders of Danang Pharmaceutical - Medical Equipment Joint Stock Company. The authorized representative is not permitted to delegate this authority to another person.

3. Confirmation of Authorization

Signature of the Shareholder (Grantor)	Signature of the Authorized Representative:

Notes on Authorization:

- The authorized representative is only allowed to vote on behalf of the shareholder within the authorized number of shares.
- The original proxy registration form must be submitted to the event reception team before the official start of the General Meeting.
- The registration deadline is as specified in the Invitation to the 2026 Annual General Meeting of Shareholders.
- For further details, shareholders are advised to refer to the guidance provided by the event organizers.

Confirmation by the Shareholder Qualification Verification Committee

Verification Details:	Verifier's Signature & Full Name:
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- ☐ Confirmation of the validity of the shareholder's signature and the number of shares authorized for the meeting
- ☐ Confirmation that the authorized representative is eligible to attend and vote at the General Meeting.
- ☐ Confirmation of the validity of the Proxy Registration Form

No.: 06/2026/BC-HĐQT

Da Nang, April 05, 2026

**REPORT OF THE BOARD OF DIRECTORS
DA NANG PHARMACEUTICAL – MEDICAL EQUIPMENT JOINT
STOCK COMPANY
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Respectfully to:

- *The Presidium;*
- *Esteemed Shareholders.*

Pursuant to the Charter on organization and operation of Da Nang Pharmaceutical – Medical Equipment Joint Stock Company (Dapharco) and current legal regulations, the Board of Directors respectfully reports to the General Meeting of Shareholders on the Company's performance in 2025 and the plan for 2026 as follows:

Part I:

- Report of the Board of Directors on operational activities in 2025.

Part II:

- Plan of the Board of Directors for 2026.

PART I

Report of the Board of Directors on operational activities in 2025

In 2025, business operations continued to face many difficulties and challenges due to increasing geopolitical instability, food security concerns, natural disasters, and climate change. However, throughout the year, with strong efforts and determination to stay aligned with the set objectives, the Board of Directors and the Executive Board implemented various solutions to effectively realize the Resolution of the 2025 General Meeting of Shareholders, thereby achieving the following results:

1. Implementation of 2025 business targets

- **Total revenue:**
1,069.5 billion VND / Plan: 1,200 billion VND, achieving 89%.
- **State budget contribution:**
98.3 billion VND.
- **Employee benefits contribution:**
3.7 billion VND.
- **Profit before tax:**
4.1 billion VND / Plan: 8.4 billion VND, achieving 49%.
- **Average monthly income per employee:**
13,400,000 VND, up 12% compared to 2024.
- **Basic earnings per share:**
254 VND, down 49% compared to 2024.

- **Equity as at December 31, 2025:**
207.14 billion VND; up 1.7% compared to December 31, 2024.
- Sales from entrusted import contracts reached VND 2,287 billion, equivalent to 128% of the planned sales target. However, revenue only reached VND 1,069.5 billion, or 89% of the plan, because sales from entrusted import contracts are not recognized as revenue in the financial statements in accordance with accounting regulations. Operating expenses and financial costs were tightly controlled. Profit before tax in 2025 achieved only 50% of the plan, mainly due to the investment project of the Neovita Vaccination Center in Ho Chi Minh City not meeting expected targets, as well as the relocation of the Neovita Vaccination Center at No. 11 Le Duan, which negatively impacted the company's profit in 2025.

2. Profit distribution for 2024

In accordance with Resolution No. 10/2025/NQ-ĐHĐCĐ dated April 18, 2025 of the General Meeting of Shareholders, the Company paid dividends in shares at a rate of 5%. The total value of dividend shares (at par value) for 2024 was 7,670,550,000 VND.

3. Independent auditor for semi-annual review and 2025 financial audit

Based on the authorization from the 2025 General Meeting of Shareholders to appoint the auditing firm, the Board of Directors selected AASC Auditing Firm Company Limited (Hanoi) to conduct the review of the 2025 semi-annual financial statements and audit the 2025 annual financial statements; the audit of the 2024 financial statements was completed on March 29, 2025.

4. Activities of the Board of Directors in 2025

4.1. Structure of the Board of Directors

The Board of Directors consists of 05 members:

- Mr. Do Thanh Trung – Chairman of the Board
- Mr. Nguyen Luong Tam – Member of the Board
- Ms. Dinh Thi Mong Van – Member of the Board
- Mr. Hoang Trung Dung – Member of the Board
- Mr. Vu Thien Tiep – Member of the Board

4.2. Meetings and issuance of resolutions

In accordance with legal regulations and the Company's Charter, the Board of Directors properly fulfilled its functions, duties, and authority in corporate governance, supervision, direction, and issuance of resolutions and decisions as a basis for the Executive Board to implement.

4.2.1. Regular governance activities

The Board approved key matters including:

- Approval of AGM meeting agenda and successful organization of the 2025 Annual General Meeting of Shareholders.
- Approval of management personnel.
- Agreement on policies and adjustment of delegation framework to enhance operational efficiency.

The Board also directed:

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- Corporate governance and business operations to ensure safe, efficient operations in compliance with laws, AGM resolutions, and Board resolutions.
- Continued supervision of organizational restructuring, business restructuring, implementation of revised delegation framework and key processes; assessment and adjustment of the Company's system in line with socio-economic conditions.
- Review and standardization of working procedures and regulations to strengthen supervision of their implementation across all operations.

4.2.2. Supervisory activities over the Executive Board

Based on the Company Charter and Corporate Governance Regulations, the Board supervised the Executive Board's management of business operations and implementation of AGM and Board resolutions in 2025, including:

- Monitoring compliance with the Charter and AGM resolutions by the Executive Board and management.
- Regular exchanges via online meetings, email, and telephone regarding strategy implementation, business plans, and execution of Board resolutions.

The Board worked with the Executive Board, functional departments, and independent auditors to inspect, supervise, and evaluate financial conditions, compliance, and risk management.

The Board also regularly received reports and feedback from the Executive Board to timely adjust regulations, governance mechanisms, and approval authority delegation to enhance operational flexibility.

At Board meetings, resolutions were adopted after discussions on business performance, changes, forecasts, plans for the next quarter, and other related matters to support the Executive Board's implementation.

5. Activities of Board committees

Board committees operated in accordance with the Company's Charter and regulations. Committees worked with the Executive Board and relevant departments to gather information and assess implementation of Board and AGM resolutions, as well as compliance and risk management.

- The Finance Committee reviewed and monitored budget and financial plans.
- The HR & Legal Committee evaluated HR governance and administrative objectives.
- The Internal Audit Committee worked with independent auditors, the Executive Board, and departments to supervise implementation plans and address arising issues.

6. Information disclosure

The Company ensured full compliance with information disclosure requirements and promptly handled investor inquiries.

7. Assessment of the Executive Board

The Board assessed that the Executive Board made significant efforts in fulfilling assigned duties in 2025, strictly complying with laws and Company regulations. Organizational structure, control, and management systems were maintained and

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improved. Reports and information were provided to the Board timely and in accordance with regulations.

Despite difficulties and failure to meet revenue and profit targets, the Company achieved several positive results:

- Positive performance of the ETC channel with revenue growth and improved efficiency.
- Continued growth of entrusted import services and strengthened reputation as a pharmaceutical import-export partner in Vietnam.
- Ecotherapy project revenue increased 2.7 times compared to 2024, creating momentum for higher future targets.
- Effective capital utilization optimization.
- Continued compliance with ISO 9001-2015 and ISO 13485 standards across the Company.
- The Company continued to be ranked among the Top 10 reputable medical equipment & healthcare companies in Vietnam in 2025 and has remained in the Top 10 reputable pharmaceutical & medical equipment companies for 10 consecutive years from 2016 to 2025.
- Brand recognition improved among domestic and international partners and consumers; strengthened partnerships in trading and agency distribution; timely supply of pharmaceuticals and medical supplies for healthcare demand in Da Nang and the Central – Central Highlands region; ensured product quality and effective distribution of proprietary and exclusive products.
- Actively participated in community activities such as free medical examinations for the poor and support for flood victims in Northern and Central provinces.

8. Remuneration of the Board, Supervisory Board, and Executive income in 2025

· Board of Directors & Supervisory Board remuneration:

In accordance with the 2025 AGM Resolution, total remuneration amounted to 186,000,000 VND, detailed as follows:

No.	Full Name	Position	Tenure	Remuneration
A	BOARD OF DIRECTORS			144,000,000
1	Do Thanh Trung	Chairman	18/04–31/12/2025	33,000,000
2	Nguyen Luong Tam	Member	01/01–31/12/2025	27,000,000
3	Dinh Thi Mong Van	Member	01/01–31/12/2025	24,000,000
4	Nguyen Trung	Member	01/01–01/12/2025	22,000,000
5	Hoang Trung Dung	Independent Member	01/01–31/12/2025	24,000,000
5	Vu Thien Tiep	Independent Member	01/12–31/12/2025	2,000,000
6	Pham Thi Minh Ngoc	Board Secretary / Corporate	01/12–31/12/2025	12,000,000

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No.	Full Name	Position	Tenure	Remuneration
		Governance Officer		
B	SUPERVISORY BOARD			42,000,000
1	Nguyen Thi Yen	Head	01/01-31/12/2025	18,000,000
2	Pham Thi Minh Ngoc	Member	01/01-31/12/2025	12,000,000
3	Nguyen Thi Thanh Thuy	Member	01/01-31/12/2025	12,000,000
	TOTAL			186.000.000

*** Executive Board income (*):**

No.	Full Name	Position	Tenure	Income
A	EXECUTIVE BOARD			4,199,391,268
1	Nguyen Luong Tam	CEO/Member of BOD	01/01–31/12/2025	2,072,817,453
2	Nguyen Trung	Deputy CEO	01/01–31/12/2025	913,305,063
3	Nguyen Ba Hai	Deputy CEO	01/01–31/12/2025	1,213,268,752

(*) Including 2024 performance bonus paid in 2025.

PART II

Operational plan for 2026

In 2026, Dapharco will continue to set challenging targets aimed at improving the quality of the Company's growth:

1. Business plan

- Total revenue: 950 billion VND
- Profit before tax: 12 billion VND

2. Key solutions

- Continue maintaining and enhancing the value and contribution ratio of the ETC channel and entrusted import services.
- Expand ETC tender services in the Southern market and develop ETC partners in the Central region.
- Promote international cooperation to register high-quality pharmaceuticals and medical supplies for circulation in Vietnam.
- Develop the Ecotherapy project by expanding market share, distribution points, and brand recognition.
- Strong restructuring of the NeoVita project:
- NeoVita Ho Chi Minh City will officially cease operations.
- NeoVita Da Nang will focus on operational optimization and efficiency improvement.
- Consider investment in a cosmetics factory meeting ISO 22716 and CGMP standards at an appropriate time based on prudent assessment of market conditions and current regulations.

This concludes the Board of Directors' report on activities in 2025 and directions for 2026.

Respectfully submitted!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Do Thanh Trung





Number 07/2026/BC-HDQT

Da Nang, April 05, 2026

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

The Board of Directors of Da Nang Pharmaceutical - Medical Equipment Joint Stock Company ("BOD") for the term **2025 – 2030** consists of 05 members, including 01 independent member in accordance with the provisions of the Law on Enterprises, the Law on Securities and the Company's Charter.

Performing the functions and duties of an independent member of the Board of Directors, I would like to report to the General Meeting of Shareholders on the supervision and evaluation activities for the Board of Directors and the Executive Board ("BOD") in the fiscal year 2025 as follows:

I. Activities of independent members of the Board of Directors in 2025

In 2025, independent members of the Board of Directors have fully exercised their rights and obligations in accordance with the provisions of law, the Company's Charter and the Regulation on Operation of the Board of Directors, specifically:

- Attendance and voting: Independent members of the Board of Directors have fully attended the meetings of the Board of Directors in the year (the attendance rate reaches 100%), studied documents, participated in discussions and voted on issues under the jurisdiction of the Board of Directors on the basis of prudence, objectivity and in the best interests of the Company and shareholders.
- Performing the supervisory function: Independent members of the Board of Directors have supervised the activities of the Board of Directors through reviewing the process of preparing, promulgating and organizing the implementation of the Resolutions of the Board of Directors; at the same time, supervise the management activities of the Board of Directors through monitoring the level of compliance with the Resolutions of the Board of Directors and the mechanism of decentralization and decentralization in governance.
- Specific activities:
 - + Supervise the compliance with legal regulations, the Company's Charter and Resolutions of the General Meeting of Shareholders, the Board of Directors and the Board of Directors.
 - + Attend regular and irregular meetings of the Board of Directors; proactively give independent and critical opinions on the contents submitted to the Board of Directors.
 - + Fulfill the obligation to report to the Annual General Meeting of Shareholders on the results of operation and supervision in 2025.
 - + Closely coordinate with members of the Board of Directors, the Board of Directors and the management team in the process of performing tasks.

In general, the Board of Directors meetings in the year are held in accordance with regulations, documents are fully prepared, ensuring conditions for independent members to effectively perform the supervisory function.

II. Evaluation of independent members of the Board of Directors on the activities of the Board of Directors and the Executive Board

On the basis of monitoring and supervision in 2025, independent members of the Board of Directors have a number of evaluations as follows:

- Regarding the governance of the Board of Directors:

The Board of Directors has implemented activities in accordance with the Resolution of the General Meeting of Shareholders, complying with the Company's Charter and relevant legal regulations. The organization of meetings, promulgation of resolutions and supervision of implementation are carried out in a timely manner and in accordance with competence.

- Regarding the capacity and responsibilities of members of the Board of Directors:

Members of the Board of Directors demonstrate a sense of responsibility, professionalism and prudence in the decision-making process; the assignment of tasks is clear, ensuring the principles of corporate governance and protecting the legitimate interests of the Company and shareholders.

- Regarding the activities of the Executive Board:

The Board of Directors has operated production and business activities in accordance with the guidelines of the Board of Directors. Important executive decisions are reported, consulted or supervised by the Board of Directors in accordance with the issued governance regime.

- Regarding the coordination between the Board of Directors and the Board of Directors:

The coordination relationship between the Board of Directors and the Board of Directors is maintained effectively; The Board of Directors has well performed the role of planning, supervising and supporting the Board of Directors in the process of operation.

Overall Rating :

In the context of the challenging business environment, the Company has made efforts to maintain stable operations and towards sustainable development. The results achieved reflect the close direction of the Board of Directors and the drastic management of the Board of Directors on the basis of compliance with the law and good governance practices.

Overall, in 2025, the Board of Directors of the Company has operated transparently, prudently and in accordance with the regulations applicable to public companies.

**Independent Member of the Board of
Directors**



Hoang Trung Dung





Da Nang, April 05, 2026

Respectfully addressed to:

- Pursuant to:**

- The Supervisory Board respectfully submits to the General Meeting of Shareholders the report on the results of supervisory activities in 2025 and the operational direction for 2026 as follows:

1. Organizational structure

In 2025, the Supervisory Board consisted of 03 members:

- Ms. Nguyen Thi Yen – Head of the Supervisory Board
- Ms. Pham Thi Minh Ngoc – Member
- Ms. Nguyen Thi Thanh Thuy – Member

The Supervisory Board maintained the full number of members as required by the Company's Charter and applicable laws.

2. Activities of the Supervisory Board

In 2025, the Supervisory Board proactively implemented its working plan and performed supervisory functions within its authority, focusing on the following key areas:

- (i) Financial supervision and reporting
 - Reviewing quarterly, semi-annual, and annual financial statements for 2025 before submission to the Board of Directors (BOD) and the General Meeting of Shareholders (GMS).
 - Analyzing the financial situation, operational efficiency, and the preservation and development of capital.
 - Monitoring compliance with Vietnamese Accounting Standards and current financial regulations.
- (ii) Compliance and governance supervision
 - Reviewing the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders.
 - Supervising compliance with laws, the Company's Charter, and internal governance regulations.

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- Monitoring the Company's periodic and extraordinary information disclosure.
- (iii) Supervision of management activities
- Evaluating the governance activities of the Board of Directors and the management of the Board of Management/General Director.
- Reviewing the legality, appropriateness, and prudence of management decisions.
- Recommending measures to strengthen risk control and improve governance efficiency.

Meetings and supervisory activities of the Supervisory Board were conducted in accordance with regulations, with full minutes recorded and recommendations submitted to the BOD/Executive Board when necessary.

II. RESULTS OF SUPERVISION OF FINANCIAL STATUS AND BUSINESS OPERATIONS

After reviewing the audited financial statements for 2025, the Supervisory Board provides the following opinions:

1. Preparation and presentation of financial statements

- Financial statements were prepared in accordance with Vietnamese Accounting Standards and relevant legal regulations.
- Accounting policies were consistently applied throughout the fiscal year.
- No material misstatements affecting the fairness and accuracy of the financial statements were identified.

2. Independent audit

The Company appointed AASC Auditing Firm Company Limited as the independent auditor for fiscal year 2025.

The Supervisory Board acknowledges that:

- The auditor conducted the audit in accordance with the agreed timeline under the contract.
- Independence, objectivity, and compliance with auditing standards were ensured.
- The audit opinion provides a reliable basis for the General Meeting of Shareholders to consider the financial statements.

III. SUPERVISION OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT, AND MANAGERS

Through supervisory activities in 2025, the Supervisory Board observed that:

- The Board of Directors and the Board of Management/General Director performed their functions and duties within their authority.
- Governance and management activities generally complied with legal regulations and the Company's Charter.
- The Company fully complied with information disclosure obligations in accordance with Circular 96/2020/TT-BTC.
- No shareholder complaints falling under the jurisdiction of the Supervisory Board arose during the year.



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IV. EVALUATION OF COORDINATION AMONG CORPORATE GOVERNANCE BODIES

The Supervisory Board assesses that:

- The Board of Directors promptly provided resolutions, decisions, and related documents.
- The Board of Management/Executive Board cooperated and facilitated supervisory activities.
- The coordination mechanism among the BOD – Executive Board – Supervisory Board was maintained smoothly.

Overall, the Company's internal control and governance environment in 2025 was appropriate and effective.

V. REMUNERATION AND OPERATING EXPENSES OF THE SUPERVISORY BOARD

Full Name	Position	Remuneration (VND)
Nguyen Thi Yen	Head	35.000.000
Pham Thi Minh Ngoc	Member	33.000.000
Nguyen Thi Thanh Thuy	Member	33.000.000
Total		101.000.000

The Supervisory Board notes that remuneration payments were made in accordance with the Resolution of the General Meeting of Shareholders and current regulations.

VI. RELATED PARTY TRANSACTIONS

Based on the audited financial statements and the 2025 corporate governance report:

- Transactions with related parties were disclosed in accordance with regulations.
- No unusual transactions adversely affecting the Company and its shareholders were identified.

VII. OPERATIONAL DIRECTION FOR 2026

In 2026, the Supervisory Board will focus on the following orientations:

1. Strengthening supervision of legal compliance and the Company's Charter.
2. Improving the quality of financial statement appraisal and risk governance.
3. Closely monitoring the implementation of the 2026 business and production plan.
4. Enhancing the early warning role for risks in governance activities.
5. Continuing to improve the coordination mechanism with the Board of Directors and the Executive Board.

VIII. CONCLUSION

The Supervisory Board respectfully submits this report to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**



Nguyen Thi Yen



No. 09/2026/TTr-HDQT

Da Nang, 05 April, 2026

SUBMISSION

Re: Approval of matters at the 2026 Annual General Meeting of Shareholders

To: The General Meeting of Shareholders of Da Nang Pharmaceutical – Medical Equipment Joint Stock Company

Pursuant to the Charter of organization and operation of Da Nang Pharmaceutical - Medical Equipment Joint Stock Company (Dapharco) and current provisions of law, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and voting to approve the contents under the competence of the General Meeting of Shareholders which are presented in detail as follows:

I. Audited financial statements and production and business results in 2025 of the Company

The Company's audited financial statements for 2025 have been disclosed on the Company's website: <https://dapharco.com.vn>

Some basic financial targets in 2025 are as follows:

- Assets

(Unit: VND)

No.	ASSETS	31/12/2025	01/01/2025
I	SHORT-TERM ASSETS	932,212,268,849	1,080,165,522,864
1	Cash and cash equivalents	31,329,191,997	29,127,572,681
2	Short-term financial investments	117,659,600,000	123,544,270,909S
3	Short-term receivables	656,827,723,867	751,533,989,814
4	Inventory	121,626,455,140	167,152,337,595
5	Other Short-Term Assets	4,769,297,845	8,807,351,865
II	LONG-TERM ASSETS	88,425,358,135	92,596,742,193
1	Fixed assets	77,166,871,831	80,678,083,819
	- <i>Tangible fixed assets</i>	54,793,328,447	58,999,338,441
	- <i>Intangible fixed assets</i>	22,373,543,384	21,678,745,378
2	Long-term unfinished assets	1,325,960,059	1,939,045,712
3	Other long-term assets	9,932,526,245	9.979.612.662
	TOTAL ASSETS	1,020,637,626,984	1,172,762,265,057

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- Capital source (Unit: VND)

No.	FUNDING	31/12/2025	01/01/2025
I	LIABILITIES	813,500,332,073	969,000,078,856
1	Short-term debt	810,771,632,073	966,518,478,856
2	Long-term debt	2,728,700,000	2,481,600,000
II	EQUITY	207,137,294,911	203,762,186,201
1	Equity	207,137,294,911	203,762,186,201
	- Owner's contributed capital	161,163,830,000	153,493,280,000
	- Equity surplus	9,215,548,634	9,215,548,634
	- Other owner's capital	2,334,190,178	2,334,190,178
	- Development Investment Fund	25,644,628,267	25,644,628,267
	- Undistributed profit after tax	8,779,097,832	13,074,539,122
	TOTAL CAPITAL	1,020,637,626,984	1,172,762,265,057

- Production and business results in 2025

No.	CRITERIA	UNIT	IMPLE MENTATIO N 2024	YEAR 2025		TH 2025/TH 2024	TH 2025/ KH 2025
				PLAN	IMPLE MENTA TION	(% increase or decrease)	(%)
1	Total Revenue	Billion VND	1,392.7	1,200.0	1,069.5	-23%	89%
2	Total accounting profit before tax	Billion VND	9.7	10.5	5.3	-45%	50%
3	Profit after corporate income tax	Billion VND	7.6	8.4	4.1	-46%	49%
4	Basic earnings per share	VND	497.0	521.0	254.0	-49%	49%

Note: 2025 shares: 16,116,383 shares

**II. Plan for profit distribution and appropriation of funds in 2025**

No.	CONTENTS	YEAR 2025
1	Charter capital	161,163,830,000
2	Profit after tax	4,085,916,083
3	Undistributed profit after tax	8,779,097,832
4	Dividend Payout Ratio (%)	-
	Expected value at par value of shares	-
	Payment Methods	-
5	Remaining undistributed after-tax profit	8,779,097,832

In order to ensure cash flow for business activities in the face of current fluctuations, the Board of Directors of the Company would like to propose the General Meeting of Shareholders not to pay dividends in 2025 and 2026.

III. Production and business plan in 2026

The Board of Directors respectfully submits to the General Meeting of Shareholders the production and business plan for 2026 as follows:

No.	Contents	Unit	Implementation 2025	Plan 2026	% increase (+) decrease (-)
1	Revenue	Billion VND	1,069.5	950.0	-11,2%
2	Profit before tax	Billion VND	5.3	12.0	126,4%
3	Profit after tax	Billion VND	4.1	9.6	134,1%
4	Basic earnings per share	VND	254	596	134,5%

The General Meeting of Shareholders authorizes the Board of Directors to develop and implement specific strategies to implement the production and business plan in 2026.

IV. Remuneration of the Board of Directors and the Supervisory Board in 2026

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the 2026 remuneration of members of the Board of Directors and the Supervisory Board as follows:

Position	Remuneration/month
Board of Directors:	
- Chairman of the Board of Directors	4,000,000 VND

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Position	Remuneration/month
- Member of the Board of Directors	3,000,000 VND
- Secretary of the Board of Directors/Person in charge of corporate governance	1,000,000 VND
Supervisory Board	
- Head of the Supervisory Board	2,500,000 VND
- Member of the Supervisory Board	2,000,000 VND

V. Share Issuance Plan under the Employee Stock Ownership Plan (ESOP) for the period 2026–2028

In order to foster long-term commitment, encourage the Board of Management and employees to enhance operational efficiency, and contribute to the Company's sustainable growth during the period 2026–2028, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the policy to implement the Employee Stock Ownership Plan (ESOP) with the following key contents:

1. General principles

- The issuance of shares under the ESOP program is carried out in accordance with the provisions of the Law on Enterprises, the Law on Securities and relevant guiding documents.
- The number of issued shares, the issuer and the allocation criteria are determined on the basis of:
 - The results of the implementation of the production and business plan, especially the targets of revenue, profit and operational efficiency of the Company in the period of 2026-2028;
 - The level of task completion, KPI evaluation results of each individual/department;
 - Working time, level of contribution and long-term commitment to the Company.
- The issuance shall only be carried out when the Company reaches or exceeds the growth targets according to the 3-year plan with a compound profit growth rate of at least 20%/year, and other specific conditions prescribed by the Board of Directors.

2. Rate and quantity of issuance

- The number of shares issued under the ESOP program in each tranche will be decided by the Board of Directors on the basis of the results of the implementation of the business plan and ensuring compliance with the provisions of current law.
- The issuance may be made once or several times depending on the decision of the Board of Directors and the actual situation of the Company.

3. Time of issuance

- It is expected to be issued in 2029 after the end of the performance evaluation period for the period of 2026-2028.
- The specific issuance plan must be approved by the General Meeting of Shareholders in accordance with the law before implementation.

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4. Conditions and criteria for allocation

- Bases for allocation of ESOP shares include:
 - The level of completion of the Company's profit and growth plans;
 - Results of performance evaluation (KPI) of each individual/department;
 - Working time and the level of contribution to the development of the Company.
- The General Meeting of Shareholders authorizes the Board of Directors to:
 - Develop and promulgate detailed ESOP regulations;
 - Determine the participants of the program, the number of shares specifically allocated to each subject;
 - Stipulating the issuance price (if any), the lock-up period, the conditions for withdrawal or adjustment in accordance with the law and the Company's Charter.

5. Implementation principles

- The issuance of shares under the ESOP program must comply with the provisions of the law on enterprises and securities, ensure the principles of publicity, transparency, compliance with the decision-making competence of the General Meeting of Shareholders and fully fulfill the obligation to disclose information and register for issuance in accordance with current regulations.
- In case the Company fails to achieve the planned growth targets or unfavorable market conditions, the Board of Directors has the right to adjust, postpone or not implement the program, and at the same time report to the General Meeting of Shareholders at the nearest meeting.

VI. Selection of auditors for Financial Statements in 2026

In order to review the semi-annual financial statements and audit the financial statements for the year 2026, it is proposed that the General Meeting of Shareholders authorize the Board of Directors to select 01 of the auditing firms that are the units on the list of the State Securities Commission announced:

- + AAC Auditing and Accounting Co., Ltd.;
- + AASC Auditing Firm Co., Ltd.;
- + A&C Auditing and Consulting Co., Ltd.;
- + International Auditing and Valuation Company Limited (IAV) – Hanoi Branch.

In case it is not possible to select 01 of the above-mentioned auditing firms, the Board of Directors will select 01 other auditing firm on the list announced by the State Securities Commission to audit the Company's financial statements.

VII. Amendments and supplements to the Company's Charter

In order to ensure compliance with the provisions of law and the actual operation of the Company, the Board of Directors submitted to the Annual General Meeting of Shareholders in 2026 a number of amendments and supplements to the Company's Charter.

(For details, please see some amendments and supplements to the Charter in the attached Appendix).



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Respectfully submit to the General Meeting of Shareholders to authorize the Board of Directors to adjust and promulgate a new Charter after the General Meeting of Shareholders approves the amendments and supplements in the Appendix.

Sincerely./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Đỗ Thanh Trung

