



STRENGTH WITHIN GROWTH BEYOND

ANNUAL
REPORT
2025



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Message from CHAIRWOMAN OF THE BOARD OF DIRECTORS

Dear Shareholders, Valued Customers, Partners, and All Employees,

The year 2025 concluded amid continued volatility in the global business environment, marked by profound shifts in geopolitics, supply chains, and trade flows. In such a context, adaptability, disciplined governance, and strategic consistency have become decisive factors for sustainable business development.

Vietnam's pharmaceutical industry has maintained positive growth momentum, with the market size estimated at approximately 8 billion USD and a compound annual growth rate of around 8%. Domestic manufacturing capacity has gradually improved, meeting about 70% of demand in volume and nearly 50% in value. At the same time, the legal framework has continued to be refined in a more transparent and modern direction, creating increasingly favorable conditions for business operations.

Against this backdrop, Central Pharmaceutical CPC1.JSC has made significant efforts to overcome challenges and sustain growth while maintaining stable business operations. In 2025, revenue reached 2,134.45 billion VND, fulfilling 97.6% of the annual plan and increasing by 5.4% compared to 2024. Profit before tax amounted to 140.54 billion VND, equivalent to 109.1% of the plan, while profit after tax reached 113.08 billion VND, achieving 109.8% of the annual target. These results reflect effective management, strong adaptability, and the unity of the entire organization.

Notably, 2025 marked the fourth consecutive year that CPC1 was honored among the Top 10 Most Reputable Pharmaceutical Distribution Companies in the Pharmaceuticals, Medical Equipment, and Healthcare sector, as ranked by Vietnam Report. This recognition not only acknowledges our sustained efforts but also serves as a strong motivation for the Company to further strengthen its position and reputation in the market.

Entering 2026—marking the 55th anniversary of CPC1's establishment and development—the Company is positioning itself for a new phase of growth with a clear strategic direction: strengthening its foundation, enhancing the quality of growth, and expanding development space. CPC1 will continue to focus on its core business areas while accelerating the development of high-quality product portfolios, strengthening international partnerships in a substantive manner, prioritizing technology transfer, and expanding distribution capabilities.



In parallel with strengthening its business operations, CPC1 identifies corporate culture and human resources as the cornerstone of its long-term development, striving to build a professional, agile, and innovative organization with people at its core.

On behalf of the Board of Directors, I would like to sincerely acknowledge and express our gratitude to the Board of Management, all employees, our valued shareholders, partners, and customers for your continued support and trust in CPC1 over the years. Your cooperation and commitment are a vital foundation for the Company's ongoing development.

With strong confidence in our chosen direction, CPC1 is committed to continuously enhancing its competitiveness, creating sustainable value, and making meaningful contributions to community health.



Sincerely,

[Signature]
Chairwoman
Han Thi Khanh Vinh

INTRODUCTION TO CPC1

- » OVERVIEW
- » ESTABLISHMENT AND DEVELOPMENT
- » INDUSTRY AND SCOPE OF BUSINESS
- » BRANCHES
- » ORGANIZATION STRUCTURE
- » MANAGEMENT
- » ASSOCIATED RISKS



OVERVIEW

» CENTRAL PHARMACEUTICAL CPC1.JSC

Central Pharmaceutical CPC1. JSC (CPC1) is a subsidiary of Vietnam Pharmaceutical Corporation – JSC. With nearly 55 years of establishment and development, CPC1 has firmly established its brand as one of the leading distributors of pharmaceuticals and pharmaceutical raw materials in Vietnam. CPC1's quality management system and infrastructure fully comply with regulatory standards for the distribution of pharmaceuticals and pharmaceutical ingredients, as well as for both standard and cold-chain storage services, including controlled drugs. As a result, CPC1 provides products and services to a wide range of customers, of which more than 50% are public healthcare institutions. In addition, with a nationwide distribution network, modern infrastructure and equipment, and a highly experienced workforce, CPC1 is a trusted and effective partner of many major pharmaceutical companies, both globally and in Vietnam.

» GENERAL INFORMATION

CENTRAL PHARMACEUTICAL CPC1. JSC

Head office: 87 Nguyen Van Troi Street, Phuong Liet Ward, Hanoi

Telephone: (84 – 24) 3864 3306

Fax: (84 – 24) 3864 1366

Website: cpc1.com.vn

Charter capital: 209.79 billion VND

VISION – MISSION CORE VALUES



VISION

A PROFESSIONAL PHARMACEUTICAL DISTRIBUTOR

MISSION

FOR THE COMMUNITY’S HEALTH AND HAPPINESS

CORE VALUES

01

Top priority on
product quality



02

Compliance with laws
and regulations in
business operations



03

Continuously
enhancing customer
satisfaction



04

Efficient operations
for sustainable
development

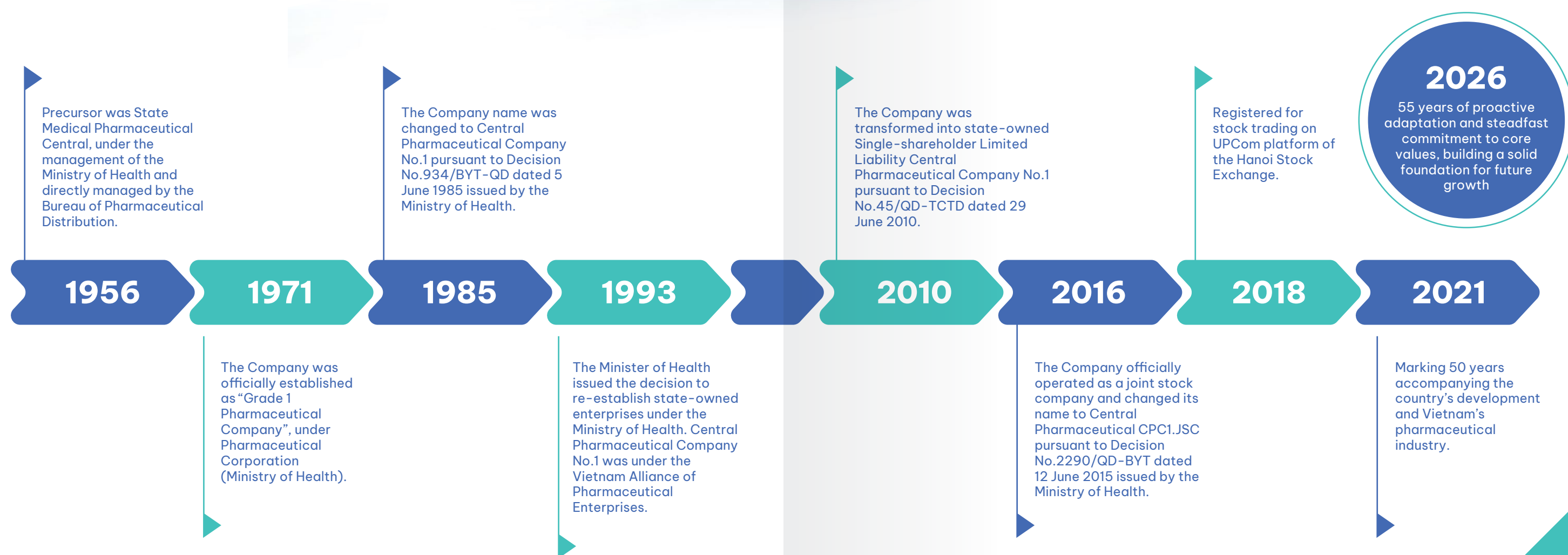


05

Maintaining and
continuously improving
the quality
management system



ESTABLISHMENT AND DEVELOPMENT



INDUSTRY AND SCOPE OF BUSINESS



BUSINESS:

Medicines, medicinal materials; Vaccines, biology products; Healthcare products, nutritious foods, food supplements, processed foods, and functional foods; Disinfectant preparations for household uses and medical purposes.



IMPORT:

Medicines, medicinal materials (normal and cold storage) including special controlled drugs; Medical equipment; Disinfectant chemicals; Functional foods; Disinfectant preparations for household uses and medical purposes.



STORAGE SERVICES:

Medicines, medicinal materials (normal and cold storage) including special controlled drugs; Medical equipment; Disinfectant chemicals.



ENTRUSTED IMPORT SERVICE

BRANCHES



1. HO CHI MINH BRANCH

Address: 297/24A Ly Thuong Kiet, Phu Tho Ward, Ho Chi Minh City

- Warehouse No. 1: Lot 20 Street 7, Tan Tao Industrial Zone, Tan Tap Ward, Ho Chi Minh City

Storage area: 2,100 m²

Normal storage capacity: 2,708 pallets

Cold storage capacity at 2 – 8°C : 27 m² equivalent to 87 m³

- Warehouse No. 2: Lot 3 Street 4, Tan Tao Extended Industrial Zone, Tan Tao Ward, Ho Chi Minh City

Storage area: 3,234 m²

Normal storage capacity: 4,860 pallets

Cold storage capacity at 2 – 8°C : 67.06 m² equivalent to 234.72m³





2. DA NANG BRANCH

Address: Lot 75-76-77 Residential Area No.2, An Khe Ward, Da Nang City.

Storage area: 204 m²



3. NGHE AN BRANCH

Address: No. 11, Le Nin Street, Block 19, Vinh Phu Ward, Nghe An Province.

Storage area: 70 m²

4. QUANG NINH BRANCH

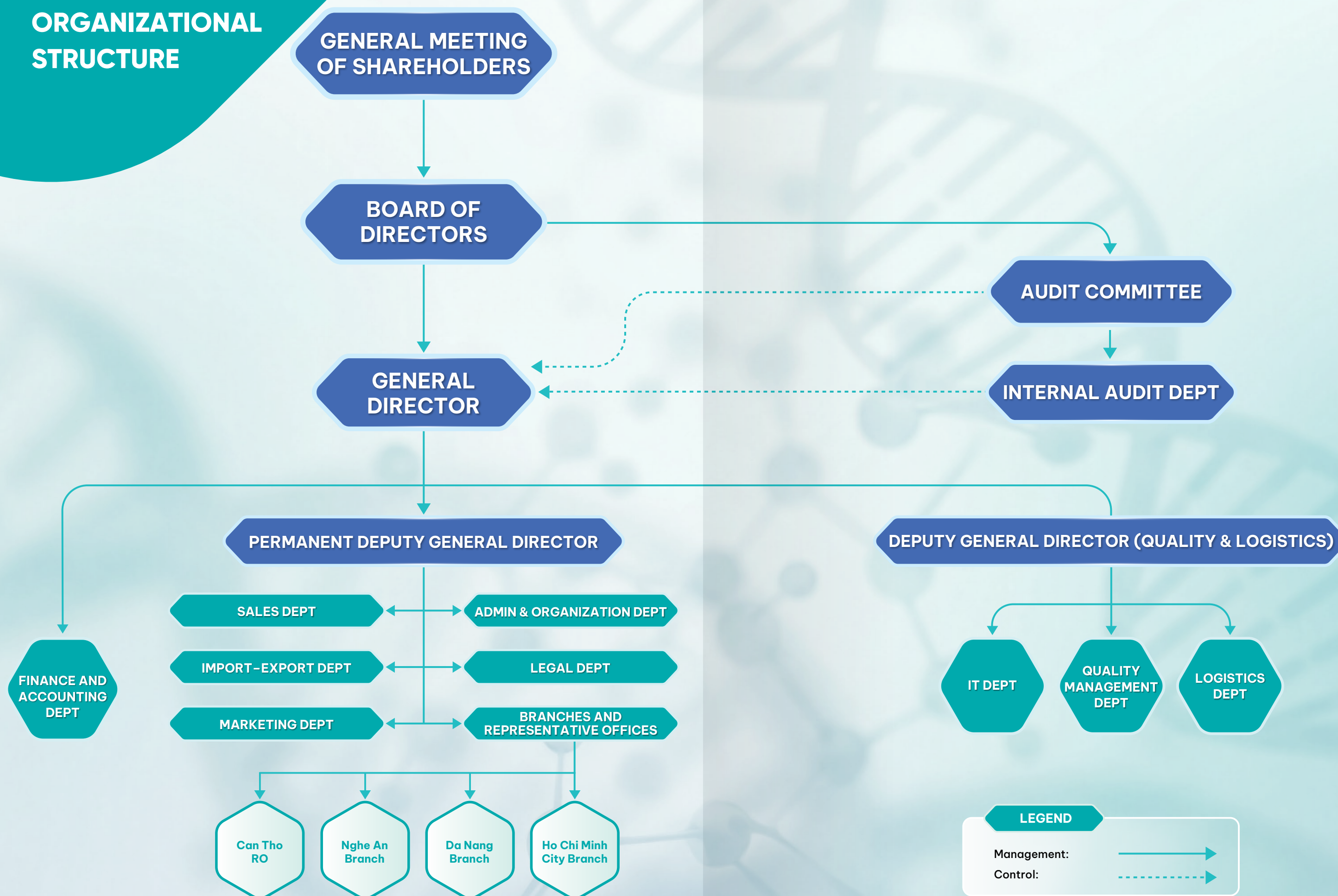
Ceased operations as of 1 September 2025

Address: No.146, Alley 3, Cao Thang Street, Ha Long City, Quang Ninh Province.

Storage area: 80 m²



ORGANIZATIONAL STRUCTURE



LEGEND

Management: —————→

Control: - - - - -→

MANAGEMENT

BOARD OF DIRECTORS



Ms. Han Thi Khanh Vinh

Chairwoman of the Board of Directors
Non-executive Board Member
Year of birth: 1975
Qualification: Master's degree
Number of shares held: 0 shares
Number of shares represented: 5,329,950 shares
Positions held in other organizations:
– Board Member and General Director, Vietnam Pharmaceutical Corporation – JSC
– Board Member, Sanofi Vietnam Joint Stock Company
– Board Member, Imexpharm Corporation
– Board Member, OPC Pharmaceutical Joint Stock Company



Ms. Tran Thi Kim Khanh

Independent Board Member
Chairwoman of the Audit Committee
Year of birth: 1975
Qualification: Master's degree
Number of shares held and represented: 0 shares
Positions held in other organizations:
– General Director, Thinh Vuong Fintech Joint Stock Company
– Independent Board Member, Pacific Petroleum Transportation Joint Stock Company (resigned from this position effective 25 June 2025).
– Independent Board Member and Chairwoman of the Audit Committee, M-Pay Service Trading & Technology Joint Stock Company
– Board Member, concurrently Chairwoman of the Audit Committee and Risk Management, Dai Dung Construction Mechanical Trading Joint Stock Company (resigned from this position effective 30 June 2025).
– Director of Membership and Market Development, Vietnam Institute of Board Members
– Member of the Supervisory Board, Tay Ninh Cassava Joint Stock Company



Mr. Nguyen Huy Thanh

Executive Board Member
Deputy General Director
Year of birth: 1981
Qualification: Pharmacist
Number of shares held: 0 shares
Number of shares represented: 4,195,800 shares
Positions held in other organizations:
– Board Member, Central Pharmaceutical Joint Stock Company No. 3 (term ended on 12 April 2025).
– Board Member, Yen Bai Pharmaceutical Joint Stock Company (term ended on 17 April 2025).



Ms. Bui Thi Thanh Hai

Executive Board Member
Deputy General Director (Dismissed from the position of Deputy General Director on 11 November 2025)
Year of birth: 1974
Qualification: Pharmacist
Number of shares held: 4,200 shares
Number of shares represented: 4,195,800 shares (as of 6 November 2025). From 7 November 2025, the number of shares represented is 0 shares.
Positions held in other organizations:
– Board Member, Sanofi Synthelabo Vietnam Pharmaceutical Joint Stock Company.



Mr. Nguyen Doan Liem

Non-executive Board Member
Member of Audit Committee
Year of birth: 1960
Qualification: Pharmacist
Number of shares held: 1,210,940 shares
Positions held in other organizations:
– Board Member, CPC1 Hanoi Pharmaceutical Joint Stock Company

MANAGEMENT

BOARD OF MANAGEMENT



Ms. Nguyen Thi Hoa

Deputy General Director (Quality & Logistics)
Year of birth: 1975
Qualification: Pharmacist
Number of shares held: 6,700 shares



Mr. Ta Van Dung

General Director
Year of birth: 1970
Qualification: Medical Doctor
Number of shares held: 0 shares
Number of shares represented: 4,195,800 shares from 7 November 2025



Mr. Nguyen Huy Thanh

Standing Deputy General Director
Year of birth: 1981
Qualification: Pharmacist
Number of shares held: 0 shares
Number of shares represented: 4,195,800 shares



Mr. Nguyen Hong Duc

Chief Accountant
(Appointed on 15 July 2025)
Year of birth: 1989
Qualification: Master's degree
Number of shares held: 0 shares



Ms. Bui Thi Thanh Hai

Deputy General Director (Admin & HR) (Dismissed on 11 November 2025)
Year of birth: 1974
Qualification: Pharmacist
Number of shares held: 4,200 shares
Number of shares represented: 4,195,800 shares (as of 6 November 2025). From 7 November 2025, the number of shares represented is 0 shares.



Ms. Dang Thi Du

Chief Accountant
(Dismissed on 12 May 2025)
Year of birth: 1976
Qualification: Master's degree
Number of shares held: 6,400 shares

ASSOCIATED RISKS

1. SUPPLY RISK

The Company's business operations are primarily based on participating in tenders and supplying to healthcare facilities; therefore, the input supply plays a critically important role. Certain key products may face supply disruptions due to suppliers ceasing production or discontinuing supply. In addition, delayed deliveries and shortages may directly affect the Company's ability to fulfill and execute tender contracts.

Solutions: Proactively develop and manage procurement plans; ensure sufficient financial resources for timely payments; and establish inventory reserves for items at risk of disruption or discontinuation. At the same time, strengthen the search, evaluation, and development of alternative products to ensure business continuity.

2. LEGAL RISK

The Company's operations are governed by the Law on Enterprises, the Law on Securities, the Law on Pharmacy, and other relevant legal regulations. Legal risks may arise from delays in updating regulatory changes, incomplete or inaccurate compliance with current regulations, legal disputes, or dependencies on detailed guidance from legal documents and/or partners during implementation.

Solutions: To protect the Company's legitimate rights and interests while minimizing risks and ensuring compliance, business units proactively coordinate with the Legal Department to regularly update new regulations and assess their impact on operations. Based on this, timely recommendations and advice are provided to the Board of Directors and the Board of Management to enhance adaptability to changes in the legal environment.

3. FINANCIAL RISK

- **Exchange rate fluctuations:** The Company's goods are primarily imported (accounting for approximately 70%), with frequent transactions in foreign currencies such as USD, EUR, and SGD. Therefore, increases in exchange rates may significantly impact input costs, financial resources, and business performance.

Solutions: Enhance exchange rate risk management through a combination of natural hedging strategies and the selective use of financial instruments such as forward contracts, thereby stabilizing import costs, improving cash flow forecasting, and ensuring proactive financial planning.

- **Interest rate fluctuations:** Working capital for the Company's operations mainly comes from bank borrowings, with a relatively high debt-to-equity ratio. Therefore, fluctuations in interest rates may directly affect financial expenses, particularly short-term loans from credit institutions.

Solutions: Prioritize access to stable, preferential-interest funding sources; diversify credit partners; negotiate appropriate loan terms; and strengthen cash flow management to mitigate the impact of interest rate fluctuations.

4. INTERNAL COMPLIANCE RISK

During operations, certain units may not fully comply with the Company's Charter, as well as issued internal regulations and procedures. This may affect governance efficiency, risk control, and consistency across the system.

Solutions: Strengthen the review, update, and improvement of internal policies and regulations to ensure alignment with operational practices and applicable laws. Management requires that all documents submitted to regulatory authorities be reviewed by the Legal Department prior to issuance. In addition, standardized contract templates are developed and applied across units to ensure compliance and protect the Company's interests.

Furthermore, the Company conducts annual internal assessments across units to evaluate compliance levels, provide recommendations, and ensure timely corrective actions.

5. COMPETITIVE RISK

The pharmaceutical distribution market is becoming increasingly competitive, particularly in terms of pricing, flexible sales policies, and cost advantages from small and medium-sized enterprises. These factors exert significant pressure and may erode CPC's competitive advantage.

Solutions: Restructure the organization toward a leaner model to enhance operational efficiency and control management costs. At the same time, diversify supply sources, expand the product portfolio, and develop OTC distribution channels to increase revenue, improve profit margins, and reduce dependence on tender-based operations.

6. TENDER-RELATED RISK

The Company's business performance largely depends on supplying products through tenders to healthcare facilities. Therefore, delays in tender organization, early termination or extension of contracts, prolonged payment periods, or actual consumption volumes being significantly lower than awarded contract values may pose risks. These factors may put pressure on revenue and cash flow, while increasing inventory risks, potentially leading to expired goods requiring disposal.

Solutions: Proactively strengthen receivables collection from healthcare facilities; continuously monitor and update changes in tender mechanisms and policies to adjust business plans accordingly. At the same time, improve demand forecasting capabilities to align supply plans with actual needs and expand distribution channels to minimize inventory and optimize business efficiency.

HIGHLIGHTS OF 2025



PROJECT KICK-OFF: PERFORMANCE EVALUATION AND COMPENSATION, BONUS & BENEFITS POLICY

On 4 October 2025, the Company successfully held the kick-off ceremony for the project on implementing a performance evaluation system and compensation, bonus, and benefits policies.

The development of a management system based on BSC-KPI and a compensation framework aligned with job value enables CPC1 to: (1) Establish a clear, transparent performance measurement

and evaluation system aligned with overall objectives; (2) Develop compensation, bonus, and benefits policies linked to individual capability and performance; (3) Foster employee motivation, strengthen internal cohesion, and contribute to building a strong organization, thereby enhancing competitiveness and elevating CPC1's brand value.



TOP 10 MOST REPUTABLE PHARMACEUTICAL COMPANIES IN VIETNAM 2025

On 8 January 2026, at the Announcement Ceremony of the Top 10 & Top 5 Most Reputable Companies in the sectors of Pharmaceuticals, Medical Equipment & Healthcare, Logistics, Tourism, and Animal Feed in 2025—organized by Vietnam Report Joint Stock Company in collaboration with VietNamNet—Central Pharmaceutical CPC1 JSC (“CPC1”) was honored to be recognized among the Top 10 Most Reputable Pharmaceutical Companies in 2025 in the distribution and trading of pharmaceuticals, medical equipment, and medical supplies.

2025 PERFORMANCE

- » BUSINESS PERFORMANCE IN 2025
- » FINANCIAL SITUATION
- » OPERATIONS AND HUMAN RESOURCES
- » SHARES AND SHAREHOLDER STRUCTURE

BUSINESS PERFORMANCE IN 2025

Implementation of the 2025 plan

Unit: Million VND

Item	Plan 2025	Actual 2025	Actual 2025/ Plan 2025
Revenue from sales of goods and provision of services	2,187,551	2,134,450	97.6%
Net revenue	2,187,551	2,134,450	97.6%
Profit before tax	128,785	140,540	109.1%
Profit after tax	103,028	113,082	109.8%

Business performance in 2024 and 2025

Unit: Million VND

Item	2024	2025	2025/2024
Revenue from sales of goods and provision of services	2,025,737	2,134,450	105.37%
Revenue deductions			
Net revenue	2,025,737	2,134,450	105.37%
Cost of goods sold	1,714,611	1,845,612	107.64%
Gross profit	311,126	288,838	92.84%
Financial income	22,834	32,645	142.96%
Financial expenses	41,445	42,380	102.26%
- In which: Interest expenses	12,426	19,463	156.63%
Selling expenses	131,079	140,235	106.98%
General & administration expenses	42,377	36,820	86.89%
Net operating income	119,059	102,048	85.71%
Other income	29,660	39,273	132.41%
Other expenses	4,500	781	17.36%
Profit before tax	144,219	140,540	97.45%
Profit after tax	113,759	113,082	99.41%

FINANCIAL SITUATION

Unit: Million VND

Item	2024	2025	2025/2024
Total assets	1,393,197	1,927,998	138.39%
Net revenue	2,025,737	2,134,450	105.37%
Net operating income	119,059	102,048	85.71%
Profit before tax	144,219	140,540	97.45%
Profit after tax	113,759	113,082	99.41%

Key financial indicators

Item	Unit	2024	2025	2025/2024
1. Liquidity Ratios				
Current ratio	times	1.33	1.32	99.18%
Quick ratio	times	0.63	0.55	86.85%
2. Capital Structure Ratios				
Debt-to-total assets ratio	%	66.3	69.4	104.68%
Debt-to-equity ratio	%	196.9	227	115.29%
3. Efficiency Ratios				
Inventory turnover	turns	2.9	2.11	72.76%
Total asset turnover	turns	1.51	1.29	85.43%
4. Profitability Ratios				
Net profit margin	times	0.63	0.05	83.33%
Return on equity	times	0.63	0.21	95.45%
Return on assets	times	0.63	0.07	87.50%
Operating profit margin	times	0.63	0.05	83.33%



ASSESSMENT BY BOARD OF MANAGEMENT

I. Business performance

- Net revenue in 2025 reached 2,134.45 billion VND, achieving 97.6% of the 2025 plan and increasing by 5.4% compared to 2024.
- Profit before tax in 2025 reached 140.54 billion VND, achieving 109.1% of the 2025 plan, decreasing by 2.5% compared to 2024.
- Profit after tax reached 113.08 billion VND, achieving 109.8% of the 2025 plan, decreasing by 0.6% compared to 2024.

In addition to objective factors, the Company faced certain challenges in 2025, including delays in imported goods, which led to temporary supply shortages at certain times during the year. At the same time, a large volume of imports concentrated in the fourth quarter increased ending inventory levels. As a result, although revenue grew compared to 2024, it only achieved 97.6% of the annual plan.

However, by proactively implementing cost control measures, optimizing operations, and improving cash flow management efficiency, the Company successfully exceeded the profit targets assigned by the General Meeting of Shareholders. This result continues to affirm the Company's flexible and effective management capability in a volatile market environment.

II. Key operational highlights

Expansion of partnerships and supply development

- + Successfully negotiated and signed an exclusive distribution agreement with Celltrion Group—the leading pharmaceutical group in South Korea—for biosimilar products.
- + Explored and discussed potential cooperation with international pharmaceutical companies such as Tomita (Japan), Promomed (Russia), and Herb-Pharma (Slovakia).
- + Continued to maintain and expand cooperation with existing international partners including PanPharma, Hyphens, Angeion, Aguettant, as well as domestic manufacturers such as Imexpharm, OPC, Tenamyd, Vidipha, etc.

Organizational restructuring and workforce optimization

To enhance corporate governance efficiency and streamline the organizational structure, in 2025 the Board of Management completed the review and restructuring of the workforce across the Company. This initiative aimed to ensure appropriate personnel allocation aligned with the functions and responsibilities of each unit; standardize job positions as a foundation for developing job descriptions and competency frameworks; and improve the overall efficiency of human resource utilization.

During the implementation process, the Company conducted a comprehensive review of workforce utilization and assessed actual staffing needs. Accordingly, it carried out labor contract terminations, personnel transfers, and workforce reallocation at certain units to align with business requirements. At the same time, the Company promptly received and resolved employee feedback and complaints arising from the restructuring process, ensuring compliance with internal regulations and applicable laws.

As a result, the workforce was reduced by 28 employees, contributing to an estimated 7.5% reduction in labor costs in 2026. The restructuring not only improved operational efficiency but also enhanced employee motivation, productivity, and created opportunities for increased income for the existing workforce.

Implementation of BSC-KPI project and compensation system

The BSC-KPI project and compensation system were initiated by CPC1 in October 2025, completed, and are being implemented in phases starting from the second quarter of 2026.

KPIs have been specifically developed for each unit, department, and individual, ensuring measurable performance outcomes and close alignment with business plans. The application of the BSC-KPI framework not only improves labor productivity but also enhances accountability and proactiveness among employees in performing their duties.

The compensation, bonus, and benefits policy is designed based on KPI evaluation results, thereby creating incentive mechanisms to enhance performance and attract as well as retain high-quality talent.

With the implementation of solutions ranging from workforce restructuring to the deployment and execution of the BSC-KPI project and compensation system, the Company expects to enhance human resource management efficiency, optimize costs, and foster employee motivation. These initiatives aim to strengthen the linkage between accountability and performance outcomes, attract high-quality talent, and thereby improve labor productivity and enhance the Company's competitiveness in the coming period.

Development of the OTC distribution channel

To diversify CPC1's distribution channels, and in line with the direction approved by the General Meeting of Shareholders and the Board of Directors, in 2025 the Company initiated the development of a dedicated Marketing and Sales team for the OTC channel.

The OTC product portfolio includes domestically manufactured pharmaceuticals, dietary supplements, medical devices, and cosmetics from reputable international manufacturers such as Morinaga (Japan) and Herb-Pharma (Slovakia).

In parallel with the development of the OTC channel, CPC1 has recruited personnel responsible for regulatory affairs to identify and source products

supporting the Company's business activities across both ETC and OTC channels.

Financial management: (1) Effectively managed accounts receivable by strictly implementing monthly receivables reporting requirements, conducting reconciliations, and collecting reconciliation confirmations; (2) For accounts payable to suppliers, particularly foreign partners, to mitigate exchange rate risks, the Company continuously monitors the market and consults with financial experts to obtain insights and forecasts on exchange rate movements, thereby selecting favorable rates at the time of payment.

Exchange rate risk management:

As a pharmaceutical distribution company with a high proportion of imports, CPC1 identifies foreign exchange rate fluctuations and borrowing costs as key financial factors that may directly impact cost of goods sold, profit margins, and overall financial performance. In the context of volatile financial and monetary markets, the Board of Management has oriented toward strengthening exchange rate risk management through a combination of natural hedging strategies and the selective use of financial instruments such as forward contracts. These measures aim to stabilize import costs, enhance cash flow forecasting, and ensure proactive financial planning.

To mitigate the impact of rising interest rates and capital costs, the Board of Management continues to implement solutions to optimize the capital structure and strengthen working capital management. These include reviewing and restructuring credit limits, diversifying funding sources, strictly controlling inventory, shortening receivables collection periods, and optimizing the cash conversion cycle. Relevant management indicators have been integrated into the Company's performance evaluation system (BSC/KPI) and assigned to responsible units for implementation and periodic monitoring.

Compliance assurance: (1) Reviewing and controlling transactions between the Company and related parties in accordance with applicable laws, ensuring efficiency, avoiding conflicts of interest, and safeguarding the Company's interests; (2) Organizing internal dissemination, training, and participation in regulatory briefings to stay updated on changes in legal frameworks, thereby enabling timely issuance and revision of internal policies, regulations, and procedures aligned with the Company's operations.

+ Ensuring full and timely information disclosure in compliance with applicable regulations.

+ In 2025, the Company continued to be recognized among the Top 10 Most Reputable Pharmaceutical Companies in Vietnam in the distribution and trading of pharmaceuticals, medical equipment, and medical supplies, as ranked by Vietnam Report.



OPERATIONS AND HUMAN RESOURCES

Changes in the Board of Management in 2025

1. Extension of Acting General Director and appointment of General Director:

- Extension of the Acting General Director position and appointment as General Director for Mr. Ta Van Dung, effective 21 July 2025.

2. Recruitment and appointment of Chief Financial Officer and Chief Accountant:

- Mr. Tran Anh Tuan was appointed as Chief Financial Officer, effective 14 April 2025.
- Mr. Nguyen Hong Duc was appointed as Chief Accountant, effective 15 July 2025.

3. Dismissal and termination of employment contracts for Deputy General Director, Chief Financial Officer, and Chief Accountant:

- Dismissal from the position of Deputy General Director in charge of Administration and Human Resources and termination of the employment contract of Ms. Bui Thi Thanh Hai, effective 11 November 2025.
- Dismissal from the position of Chief Financial Officer and termination of the employment contract of Mr. Tran Anh Tuan, effective 26 November 2025.
- Dismissal from the position of Chief Accountant of Ms. Dang Thi Du, effective 12 May 2025, and termination of the employment contract effective 1 December 2025.

Employee policies

Working conditions:

- Working hours: 8 hours per day, 5 days per week.
- Leave entitlements (annual leave, public holidays, sick leave, maternity leave): In compliance with the Labor Code.
- Employees are fully equipped with necessary tools, safety equipment, and personal protective gear appropriate to their job requirements.

Recruitment and Training:

- Recruitment activities are carried out in a timely manner to ensure adequate human resources for business operations in both quantity and quality, supported by competitive compensation policies to attract qualified and capable candidates.
- Training programs are conducted annually with the objective of continuously strengthening and enhancing employee capabilities. Training formats are diversified, including on-the-job coaching, instructor-led training by external experts, conferences/seminars, and online training. The Company regularly organizes

internal training programs, collaborates with training institutions, or sponsors employees to attend professional development courses. Online training is increasingly emphasized due to its flexibility in time and location, as well as cost efficiency.

Compensation, Social Insurance, and benefits:

- Employees are fully entitled to and covered by statutory social insurance, health insurance, and unemployment insurance in accordance with regulations. Compensation policies, including salaries, bonuses, overtime payments, and other allowances, are implemented in compliance with applicable laws.
- Employee welfare policies are implemented annually, including periodic health check-ups, 24/24 insurance coverage, and rewards for employees' children with outstanding academic achievements. In addition, the Company regularly organizes company trips and vacations, and encourages employees to participate in cultural and sports activities organized by the Healthcare Trade Union, Vietnam Pharmaceutical Corporation, and other affiliated organizations.

ENVIRONMENTAL AND SOCIAL IMPACT REPORT

1. Electricity and water consumption

- Electricity consumption: 844,400 kWh per year
- Efficient and economical use of electricity is implemented and strictly controlled
- Water consumption: 4,258 m³ per year

2. Compliance with environmental regulations

- Number of violations due to non-compliance with environmental laws and regulations: None
- Total fines for non-compliance with environmental laws and regulations: None

3. Employee-related Policies

a. Number of employees and average income

- Total number of employees as of 31 December 2025: 286 employees.
- Including 25 managers
- Average monthly income:
Employees: 15,500,000 VND/person/month
Board of Management: 57,500,000 VND/person/month (as of 31 December 2025)

b. Labor policies to ensure employee health, safety, and welfare

- Welfare benefits are ensured: Employees receive timely care and support in cases of illness, bereavement, or special family occasions.
- Annual health check-ups are provided.
- Regular training programs on occupational safety and fire prevention are organized for employees, along with updates on legal regulations and periodic professional training to meet the requirements of the pharmaceutical industry.

- Compensation and bonus policies are aligned with qualifications, productivity, and business performance.
- Employees are fully equipped with personal protective equipment and occupational safety tools.
- The working environment ensures adequate lighting, hygiene, and occupational safety standards.
- Employees are fully covered by social insurance, health insurance, and unemployment insurance in accordance with regulations.
- Employees are provided with opportunities to participate in professional training programs and updates on changes in relevant legal regulations.

4. Community Responsibility Report

The Company is committed to supporting the community, particularly employees' families facing difficult circumstances. Each year, the Company contributes to charitable activities at district, ward, and city levels, such as supporting funds organized by the Red Cross, Associations for Persons with Disabilities, and Associations for Victims of Agent Orange/Dioxin, demonstrating its ongoing commitment to social responsibility.

In 2025, the Company carried out several community support activities, including:

- Contributing 48.3 million VND to support people in the Central and Central Highlands regions affected by floods, in accordance with Plan No. 493/CV-QHLĐ dated 24 November 2025 issued by the Vietnam Health Trade Union.
- Donating 90 million VND worth of medical equipment and office equipment to support healthcare services in Truong Sa island district.

SHARES AND SHAREHOLDERS STRUCTURE

Total number of shares

Total number of shares as of 31 December 2025: 20,979,000 shares, of which:

- Number of ordinary shares: 20,979,000 shares
- Number of preferred shares: 0 shares
- Number of outstanding shares: 20,979,000 shares
- Number of freely transferable shares: 20,281,000 shares
- Number of shares restricted from transfer: 698,000 shares
- Number of treasury shares: 0

Shareholder structure

No.	Shareholder	Quantity	Number of shares	Ownership proportion
By types of shareholders				
1	Institutional shareholder	1	13,721,550	65.406%
2	Individual shareholder	509	7,257,450	34.594%
By ownership proportion				
1	Large shareholder (holding more than 5%)	4	18,140,290	86.469%
2	Other shareholders	509	2,838,710	13.531%
Domestic and international shareholders				
1	Domestic shareholders	509	20,978,000	99.995%
2	International shareholders	1	1,000	0.005%
Total			20,979,000	

Transaction of treasury stocks

In 2025, the Company does not execute any transaction of treasury stocks.

Current number of treasury shares: 0 shares

Changes in owner's contributed capital

Since the Company equitized in 2016, the owner's contributed capital has remained unchanged.

Trading of DP1 shares by internal personnel: None

Performance of DP1 shares in 2025:

No.	Item	Unit	Date	2025
1	Total number of trading sessions	Session		249
2	Highest closing price	VND	11 Feb 2025	41,100
3	Lowest closing price	VND	08 Apr 2025	34,000
4	Year-end closing price	VND	31 Dec 2025	34,500
5	Total trading volume	share		570,626
6	Total trading value	Million VND		21,583

COMPANY GOVERNANCE



REPORT OF THE BOARD OF DIRECTORS ON PERFORMANCE OF THE 2021–2026 TERM AND THE ORIENTATION AND TASKS FOR THE 2026–2031 TERM

**I. THE BOARD OF DIRECTORS AND AUDIT COMMITTEE
FOR THE 2021–2026 TERM**

**II. ACTIVITIES OF THE BOARD OF DIRECTORS FOR THE
2021–2026 TERM**

III. ORIENTATION FOR THE 2026–2031 TERM



I. THE BOARD OF DIRECTORS AND AUDIT COMMITTEE FOR THE 2021–2026 TERM

1. BOARD OF DIRECTORS

1.1 Structure

No.	Members of the Board of Directors	Position	Appointment date/ Dismissal date	
			Appointment date	Dismissal date
1	Ms. Han Thi Khanh Vinh	Chairwoman	26 April 2021	
2	Ms. Tran Thi Kim Khanh	Independent Member	11 April 2024	
3	Mr. Nguyen Huy Thanh	Member	26 April 2021	
4	Ms. Bui Thi Thanh Hai	Member	11 April 2024	
5	Mr. Nguyen Doan Liem	Member	26 April 2021	
6	Ms. Nguyen Hong Nhung	Member	26 April 2021	11 April 2024
7	Ms. Nguyen Thuy Dung	Member	26 April 2021	11 April 2024

During the 2021–2026 term, the Company’s Board of Directors has been strengthened in terms of organizational structure and personnel in compliance with applicable laws and the Company’s Charter. The structure of the Board of Directors has been appropriately organized, ensuring a balance among executive directors, non-executive directors, and independent directors, thereby enhancing transparency, objectivity, and the effectiveness of corporate governance.

1.2 Meetings of the Board of Directors in 2025:

In 2025, the Board of Directors held 04 in-person meetings and conducted twenty-three (23) rounds of written consultations with Board members to discuss and approve various matters within its functions and authority. The Board issued 33 Resolutions and 11 Decisions during the year.

All members of the Board of Directors fully attended all Board meetings, with the participation of the Audit Committee and the Board of Management.



No.	Member of BOD	Meetings attended	Rate	Reason for absence
1	Ms. Han Thi Khanh Vinh	04/04	100%	
2	Ms. Tran Thi Kim Khanh	04/04	100%	
3	Ms. Bui Thi Thanh Hai	03/04	75%	Authorized Ms. Han Thi Khanh Vinh – Chairwoman of the Board of Directors to attend, provide opinions, and vote at Board meetings in accordance with the POA dated 22 October 2025
4	Mr. Nguyen Huy Thanh	04/04	100%	
5	Mr. Nguyen Doan Liem	04/04	100%	

2. AUDIT COMMITTEE

On 11 April 2024, the Annual General Meeting of Shareholders of Central Pharmaceutical CPC1.JSC approved changes to the governance model, including the addition of an independent member of the Board of Directors and the establishment of the Audit Committee under the Board of Directors, in accordance with international practices and applicable laws; On 12 June 2024, the Board of Directors of CPC1 issued Resolution No. 32/NQ-HĐQT-CPC1 on the establishment of the Audit Committee and Decision No. 33/QĐ-CPC1 on the issuance of the Audit Committee’s Charter. Accordingly, the Audit Committee consists of two (02) members:

- Ms. Tran Thi Kim Khanh, Independent Board Member – Chairwoman of Audit Committee;
- Mr. Nguyen Doan Liem, Board Member (Non-executive) – Member of Audit Committee.

No.	Member	Meetings attended	Rate	Voting ratio	Reason for absence
1	Ms. Tran Thi Kim Khanh	03	100%	100%	
2	Mr. Nguyen Doan Liem	03	100%	100%	



II. ACTIVITIES OF THE BOARD OF DIRECTORS FOR THE 2021–2026 TERM

1. GENERAL ASSESSMENT

The 2021–2026 term has taken place in the context of complex and unpredictable fluctuations in both domestic and global economies. In the early stage of the term, the COVID-19 pandemic had a significant impact, disrupting global pharmaceutical supply chains, causing volatility in raw material prices, and increasing logistics costs. In addition, the global trend of monetary tightening has raised the cost of capital, while geopolitical risks, exchange rate fluctuations, and other market factors have continued to put pressure on input costs and business performance.

For the pharmaceutical industry, the 2021–2026 period has been marked by numerous challenges, but also new development opportunities. Fundamental drivers such as population aging, continued improvement in per capita income, and the Government's policy of expanding universal health insurance coverage have provided important momentum, contributing to the stable growth of Vietnam's pharmaceutical market.

However, in the context of persistently high interest rates, strong exchange rate volatility, and an incompletely stabilized global supply chain, domestic pharmaceutical enterprises have faced increasing input costs, directly affecting production costs, profit margins, and operational efficiency. In addition, prior to the effective date of the amended Law on Pharmacy (01 July 2025), certain regulatory and policy bottlenecks remained, including delays in the issuance and renewal of drug registration numbers, as well as shortcomings in procurement and payment mechanisms in the hospital (ETC) channel, thereby affecting the business operations of enterprises in the industry to a certain extent.

In this context, the Board of Directors has identified key strategic directions to ensure stable operations and enhance the Company's competitiveness during the term, including:

- Stabilizing production and business operations following the pandemic;
- Pursuing sustainable profit growth associated with improved operational efficiency;
- Strengthening corporate governance capacity and improving the internal control and risk management systems;
- Consolidating the financial foundation to ensure capital safety and liquidity;

- Enhancing cooperation and partnerships with domestic and international partners to expand markets and improve competitiveness.

During the term, the Board of Directors has held periodic meetings and conducted written consultations in accordance with applicable laws and the Company's Charter to timely consider and decide on matters within its authority. Meetings were conducted in compliance with regulations, with the participation of the Board of Management and relevant departments when necessary; matters were thoroughly prepared and objectively discussed, thereby improving the quality of decisions and the effectiveness of corporate governance and management.

2. ACTIVITIES OF THE BOARD OF DIRECTOR IN 2025

In 2025, the Board of Directors operated in accordance with its functions, duties, and authority, fully complying with the Law on Enterprises, the Company's Charter, and applicable laws and regulations. Board meetings were convened and conducted in accordance with legal requirements, the Company's Charter, and internal regulations.

- Members of the Board of Directors fully attended all Board meetings, providing timely and unified directions, thereby contributing to the successful implementation of the targets set out in the resolutions of the General Meeting of Shareholders.

- Key matters approved by the Board of Directors include:

- + Convening the 2025 Annual General Meeting of Shareholders, including reports and proposals submitted to the General Meeting; dividend distribution for the year 2024.

- + Approval of the Company's organizational structure in line with the OTC channel development plan; establishment of the Marketing Department and OTC Department; termination of Quang Ninh Branch operations.

- + Extension of Acting General Director position and appointment of Mr. Ta Van Dung as General Director; appointment of Mr. Nguyen Hong Duc as Chief Accountant, including determination of 2025 performance-based salary and bonus; dismissal of several positions, including Chief Accountant (Ms. Dang

Thi Du), Director of Quang Ninh Branch (Mr. Nguyen Hai Thoi), and Deputy General Director in charge of Administration and Human Resources (Ms. Bui Thi Thanh Hai); assignment of the Permanent Deputy General Director to oversee Quang Ninh Branch.

- + Approval of 2025 business plans of business centers.

- + Adjustment of sales-based bonus for 2024; finalization of 2024 salary fund; approval of sales bonus payments for 2024; approval of monthly salary and performance bonus payment and 2025 sales bonus fund; determination of average salary and performance bonus for employees; salary, bonus, and remuneration for the Board of Management, Chief Financial Officer, and Chief Accountant; remuneration of the person in charge of corporate governance cum company secretary in 2025.

- + Approval of overall restructuring of human resource organization.

- + Amendment and issuance of internal expenditure regulation.

- + Waiver of storage fees for COVID-19 products.

- + Approval of purchase of Herzuma products from Celltrion Group (Korea).

- + Approval of transactions between the Company and related parties, including Vietnam Pharmaceutical Corporation - JSC, OPC Pharmaceutical JSC, and CPC1 Hanoi Pharmaceutical JSC.

- + Non-exercise of CPC1's voting rights in subsidiaries with minor ownership stakes for matters within shareholders' authority (except CPC1 Hanoi Pharmaceutical JSC and Sanofi Synthelabo Pharmaceutical JSC).

- + Nomination of personnel for independent Board member election at CPC1 Hanoi Pharmaceutical JSC for the 2024–2029 term.

- + Selection of audit firm for the 2025 financial statements.

- + Change of Company and branch seal templates effective from 1 July 2025 due to administrative boundary changes.

- + Authorization for the Chairwoman of the Board of Directors and legal representative to conduct transactions with banks.

- + Other matters within the authority of the Board of Directors.

3. ACTIVITIES OF THE BOARD OF DIRECTOR IN THE 2021 - 2026 TERM

During the 2021–2026 term, the Board of Directors has focused on directing and resolving key matters across governance, management, strategy, and finance, as follows:

Organizational and governance matters

- Conducted the election of the Chairperson of the Board of Directors for the 2021–2026 term in accordance with regulations;

- Decided on the appointment and dismissal of the General Director and strengthened the Board of General Directors;

- Assigned duties to members of the Board of Directors, ensuring clear responsibilities and scopes of authority;

- Established and strengthened specialized departments to improve governance efficiency, including Information Technology, Legal, Internal Audit, and Marketing;

- Established the Audit Committee under the Board of Directors and issued its Charter.

Improvement of the Governance System

- Issued, reviewed, and amended key regulations such as the Financial Management Regulation, Internal Spending Regulation, and Regulation on Management of Capital Representatives;

- Clearly defined the powers and responsibilities among the Board of Directors, the Chairwoman of the Board of Directors, and the General Director in accordance with regulations;

- Strengthened the internal control system and risk management in a more standardized and effective manner.

Strategy and business development

- Approved annual production and business plans, including targets on revenue, profit, cash flow, and performance indicators.

- Directed the enhancement of cooperation with domestic and international partners, expansion of markets, and development of product portfolios and supply sources;

- Reviewed and decided on matters related to the management of the Company's contributed capital in other enterprises.

Financial management

- Approved financial plans and cash flow plans.

- Approved transactions with banks.

- Reviewed related-party transactions and dividend policies.

4. OVERALL ASSESSMENT

During the 2021–2026 term, the Board of Directors has effectively fulfilled its role in setting strategic direction, issuing key decisions, and strengthening supervision of executive management, thereby contributing to enhanced governance capacity, operational efficiency, and the Company's market position.

5. SUPERVISION BY THE BOARD OF DIRECTORS OVER THE BOARD OF MANAGEMENT AND MANAGERIAL STAFF

During the 2021–2026 term, the Board of Directors exercised its supervisory function over the Board of Management and managerial staff through:

- Periodic meetings of the Board of Directors.

- Periodic and ad hoc reports submitted by the Board of Management.

- The system of financial statements and management reports.

- The activities of the Supervisory Board/Audit Committee and the Internal Audit function.

Through these mechanisms, the Board of Directors closely monitored the Company's operations and promptly issued directions and solutions to address challenges and enhance management and operational efficiency.

The Board of Directors assesses that the Board of Management and the managerial team have generally fulfilled their assigned duties, complied with legal regulations, the Company's Charter, resolutions of the General Meeting of Shareholders, and resolutions of the Board of Directors. Throughout each year of the term, the Board of Management proactively implemented various measures to maintain stable business operations amid fluctuations in the pharmaceutical market.

Key highlights in management and operations include:

- Maintaining stable business operations.
- Expanding cooperation with domestic and international partners to develop supply sources and new products.
- Strengthening cost management, cash flow management, and receivables collection.
- Implementing information technology projects and enterprise management systems (ERP).
- Enhancing internal control systems and risk management.

In the course of performing its supervisory function, the

Board of Directors has promptly identified and pointed out certain shortcomings and limitations in management and operations, as follows:

- The development and issuance of certain internal regulations have been slower than required for effective governance;
- The development of business supply sources has not been sufficiently proactive and has not fully met growth requirements;
- The collection of receivables and inventory management require further improvement;
- The allocation and arrangement of personnel in certain units have not been fully optimized, affecting operational efficiency.

On that basis, the Board of Directors has required the Board of Management to promptly develop and implement specific remedial measures in order to enhance governance effectiveness, improve operational efficiency, and ensure the Company's sustainable development objectives.

6. PAYMENT OF REMUNERATION FOR THE BOARD OF DIRECTORS, AND SALARY AND REMUNERATION FOR THE BOARD OF MANAGEMENT AND AUDIT COMMITTEE

The Company has implemented the payment of remuneration for the Board of Directors, and salary and remuneration for the Board of Management and the Audit Committee in accordance with the Resolution of the 2025 Annual General Meeting of Shareholder.

7. TRANSACTIONS WITH RELATED PARTIES

In 2025, the Company continued to execute and enter into new contracts with the following related parties:

No.	Name of organization	Relationship	Tax code	Head office	Transaction period
1	Vietnam Pharmaceutical Corporation - JSC	Parent company of CPC1; Ms. Han Thi Khanh Vinh - Chairwoman of CPC1 is also a Board member and General Director of Vinapharm	0100109385	12 Ngo Tat To Street, Van Mieu - Quoc Tu Giam Ward, Hanoi	Since 2020
2	CPC1 Hanoi Pharmaceutical JSC	Mr. Nguyen Doan Liem - member of the Board of Directors of CPC1 Hanoi	010408939	Ha Binh Phuong Industrial Cluster, Thuong Tin Commune, Hanoi	Since 2016, 2017, 31 Dec 2024, 06 Jun 2025
3	Imexpharm Corporation	Ms. Han Thi Khanh Vinh is a Board member of Imexpharm	1400384433	No. 4, 30/4 Street, Cao Lanh Ward, Dong Thap Province, Vietnam	31 Dec 2024
4	OPC Pharmaceutical Joint Stock Company	Ms. Han Thi Khanh Vinh is a Board member of OPC	0302560110	1017 Hong Bang Street, Phu Lam Ward, Ho Chi Minh City, Vietnam	Since 04 Mar 2025

All transactions are conducted in compliance with applicable laws and the Company's Charter, ensuring fairness and balance. No conflicts of interest among the parties have been identified.

8. ASSESSMENT OF THE IMPLEMENTATION OF GMS RESOLUTIONS DURING 2025 AND THE 2021 - 2026 TERM

8.1 Implementation results of key business targets in 2025

Unit: Million VND

Item	Actual 2024	Plan 2025	Actual 2025	Actual 2025 vs	
				Actual 2024	Plan 2025
Net revenue	2,025,737	2,187,551	2,134,450	105.4%	97.6%
Profit before tax	144,219	128,785	140,540	97.5%	109.1%
Profit after tax	113,759	103,028	113,082	99.4%	109.8%

The business performance in 2025 indicates that the Company has continued to maintain stability despite ongoing market challenges. Specifically, revenue reached 2,134.45 billion VND, an increase of 5.4% compared to 2024; however, it fell short of the annual plan (achieving 97.6% of the target).

In terms of business efficiency, profit before tax reached 140.54 billion VND, slightly decreasing by 2.5% compared to 2024 but exceeding the plan by 9.1%. Profit after tax amounted to 113.08 billion VND, equivalent to 99.4% of the previous year and exceeding the 2025 plan by 9.8%.

These results demonstrate that the Company has proactively controlled costs and improved, operational efficiency, thereby offsetting the shortfall in revenue and ensuring that profit targets were exceeded. At the same time, they reflect the management's flexibility and effectiveness in adapting to market fluctuations.

8.2 Implementation results in the 2021 - 2026 term

8.2.1. Results of key business targets

During the 2021-2026 term, the Company operated in a macroeconomic and market environment characterized by significant volatility, presenting numerous challenges and difficulties. Under the direction of the Board of Directors and the Chairwoman of the Board, and the management of Board of Management, the Company has maintained stable business operations and gradually adapted to market fluctuations.

The Company has not only sustained reasonable growth but has also fundamentally fulfilled the targets set by the General Meeting of Shareholders. In particular, profit-related indicators met and exceeded the planned targets. These results affirm the Company's governance capability, operational efficiency, and sustainable development foundation.

8.2.2. Summary of key performance indicators

Unit: Billion VND

Item/ Year	Revenue			Profit before tax			Dividend
	Plan	Actual	Actual/ Plan	Plan	Actual	Actual/ Plan	
2021	2,100.0	2,182.4	103.9%	52	56.9	109.4%	18%
2022	2,200.0	2,159.4	98.2%	57	66.5	114.9%	15%
2023	2,250.0	2,158.3	95.9%	66.5	145.1	218.1%	15%
2024	2,250.0	2,025.7	90.0%	120.6	144.2	119.6%	20%
2025	2,187.5	2,134.5	97.6%	128.8	140.5	109.1%	25%(*)

(*) The dividend rate is submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

8.2.3. Key financial indicators for the 2021 – 2025 period

No.	Item	Unit	2021	2022	2023	2024	2025
I Liquidity Ratios							
1	Liquidity ratios	Times	1.12	1.13	1.37	1.41	1.32
2	Quick ratio	Times	0.79	0.71	0.78	0.60	0.55
II Capital Structure Ratios							
1	Debt-to-total assets ratio	Times	0.77	0.77	0.64	0.63	0.69
2	Debt-to-equity ratio	Times	3.28	3.27	1.81	1.72	2.27
III Operating Efficiency Ratios							
1	Inventory turnover	Times	4.79	5.69	4.24	2.85	2.11
2	Accounts receivable turnover	Times	3.64	3.49	3.62	3.68	3.88
3	Working capital turnover	Times	21.65	19.45	10.35	6.10	5.41
4	Total asset turnover	Times	1.81	1.88	1.77	1.51	1.29
IV Profitability Ratios							
1	Net profit / Net revenue	%	2.06%	2.34%	4.77%	5.62%	5.30%
2	Return on average equity (ROE)	%	17.24%	18.86%	28.24%	23.47%	20.54%
3	Return on average assets (ROA)	%	3.74%	4.41%	8.42%	8.49%	6.81%
V Financial Capacity Indicators							
1	Revenue CAGR	%	6%	-1.10%	-0.04%	-6.10%	5.30%
2	Profit before tax CAGR	%	9.60%	15.10%	100.40%	9.80%	-2.60%

Assessment of the implementation of GMS Resolutions during the term

During the 2021–2026 term, the implementation of resolutions of the General Meeting of Shareholders took place amid significant domestic and international economic fluctuations, including geopolitical instability, inflationary pressures, and changes in pharmaceutical sector policies.

In this context, the Board of Directors strengthened governance, direction, and supervision of the Board of Management, ensuring stable operations and sustainable development of the Company. Specifically:

Revenue remained stable despite market volatility

Throughout the term, the Company's revenue remained above 2,000 billion VND per year, reflecting a stable scale of operations in the pharmaceutical industry. However, from 2022 onwards, revenue was affected by several external factors, including disruptions in global pharmaceutical supply chains, exchange rate fluctuations and import costs, challenges in drug procurement mechanisms at healthcare institutions, and localized declines in market demand.

Despite these challenges, annual revenue consistently achieved 90% or more of the plan, maintaining the Company's operational scale and market share.

Strong profit growth, exceeding targets in multiple years

A key highlight of the term was the significant improvement in business performance, particularly in profitability.

Profit before tax increased substantially over the years, from 56.9 billion VND in 2021 to exceeding 100 billion VND from 2023 onwards and remaining stable thereafter. Notably, in 2023, profit before tax exceeded 218% of the target set by the General Meeting of Shareholders.

These results reflect effective management through synchronized cost control measures, margin improvement, and enhanced financial governance, thereby strengthening the foundation for sustainable medium- and long-term growth.

Improved financial efficiency

The Company's financial indicators showed positive improvement during the term:

- Profit margins before and after tax increased over the years, reflecting enhanced business efficiency.
- The ratio of financial expenses to revenue decreased, indicating improved capital management and utilization;
- Returns on assets (ROA) and equity (ROE) were maintained at levels consistent with industry benchmarks.

These results demonstrate improved financial management, reinforcing the Company's stable and sustainable development foundation.

Stable dividend policy, ensuring shareholders' interests

During the term, the Company maintained a reasonable dividend policy, balancing shareholders' interests with the need to retain earnings for business operations and development investment.

The dividend policy was implemented consistently and steadily over the years, safeguarding shareholders' interests while enhancing the Company's reputation and market position, thereby strengthening investor confidence in its long-term sustainable development strategy.

9. CORPORATE GOVERNANCE

During the 2021–2026 term, the Board of Directors implemented comprehensive measures to improve the governance model, enhance management efficiency, and increase corporate value in line with good corporate governance practices.

9.1. Improvement of the governance model

The Company continued to refine its governance model toward a streamlined, transparent, and efficient structure, comprising the General Meeting of Shareholders, the Board of Directors, and the Board of

Management. At the same time, the Board of Directors maintained at least 20% independent members and ensured the operation of the Audit Committee under the Board of Directors in accordance with current regulations.

9.2. Strengthening supervision and risk control

The Board of Directors closely supervised the implementation of resolutions of the General Meeting of Shareholders; reviewed and approved investment policies and business cooperation initiatives; and enhanced control over financial activities, receivables, and cash flow. In addition, modern management tools and systems were gradually adopted to improve governance and risk management effectiveness.

9.3. Acting in the interests of shareholders

The Board of Directors focused on achieving and exceeding profit targets over multiple consecutive years while maintaining a stable financial foundation, thereby enhancing corporate value, safeguarding shareholders' legitimate interests, and strengthening the Company's reputation in the market.

10. OVERALL ASSESSMENT FOR THE 2021–2026 TERM

1. Key achievements

During the 2021–2026 term, the Board of Directors guided the Company to achieve positive results across multiple areas:

- Revenue scale was maintained at over 2,000 billion VND annually, ensuring operational continuity.
- Profit reached the highest level since the Company's establishment, reflecting effective management and capital utilization.
- The corporate governance model was improved toward greater transparency, professionalism, and alignment with best practices.
- The financial foundation was significantly strengthened, enhancing financial autonomy and creating capacity for long-term investment and development.

10.2. Limitations and challenges

Despite these achievements, the Company continues to face certain limitations and challenges. The pharmaceutical market and regulatory environment remain volatile, posing potential risks to business operations. Industry competition is intensifying, particularly in high-value segments.

In addition, the Company needs to further enhance its market forecasting capabilities, proactively adapt to changes in the business environment, and strengthen research and development of new products to maintain and reinforce its competitive advantages in the medium and long term.

III. ORIENTATION OF THE BOARD OF DIRECTORS FOR THE 2026–2031 TERM

1. FORECAST FOR 2026 AND PHARMACEUTICAL INDUSTRY TRENDS FOR 2026–2031

In 2026, Vietnam aims to achieve GDP growth of over 10%, targeting a per capita income of approximately 5,400–5,500 USD. However, this growth outlook is accompanied by rising living costs, particularly in the healthcare sector.

Although household purchasing power and out-of-pocket spending capacity are under pressure, Vietnam's pharmaceutical market continues to be considered one of the key growth markets in Southeast Asia. Many international research organizations forecast that the market size could reach approximately 15–16 billion USD in the coming period, corresponding to a compound annual growth rate of around 7%–9%. This outlook is mainly driven by factors such as population aging, the rise of non-communicable diseases, and the impact of environmental pollution.

However, the overall market growth trend is becoming increasingly differentiated across distribution channels, with a growing concentration in the hospital channel (ETC), which currently accounts for approximately 70%–76% of the total market share and maintains a higher growth rate than the OTC channel. This trend is supported by the health insurance coverage rate reaching 95% of the population by the end of 2025, and is expected to be further reinforced by policy directions aimed at expanding access to basic healthcare services in the coming period.

2. ORIENTATION OF THE BOARD OF DIRECTORS FOR THE 2026–2031 TERM

The Board of Directors is oriented toward developing the Company into a leading enterprise in the pharmaceutical distribution sector, while enhancing its adaptability to market fluctuations, improving operational efficiency, and strengthening governance quality. The key strategic directions include:

2.1. Sustainable revenue and profit growth

The Board of Directors aims to maintain and expand the scale of operations while optimizing the cost structure and improving operational efficiency to ensure stable and sustainable growth in revenue and profit. The Company will focus on developing key markets, expanding its distribution network, and enhancing competitiveness, thereby proactively adapting to changes in both domestic and international pharmaceutical markets.

Business plan targets for 2026:

Item	Unit	Actual 2025	Plan 2026	Plan 2026/Actual 2025
Revenue	Million VND	2,134,450	2,363,642	110.74%
Profit before tax	Million VND	140,540	154,587	110.00%
Profit after tax	Million VND	113,082	123,669	109.36%
Dividend	%	Expected 25%	27%	100.00%

Key business targets for the 2026–2030 period

Unit: Million VND

No.	Item	Plan 2026	Plan 2030	CAGR (%)
1	Revenue	2,363,642	3,100,000	7%–10%
2	Profit before tax	154,587	210,000	8%–10%

2.2. Promoting new product development and expanding international cooperation

The Company aims to strengthen research and development of high-quality pharmaceutical products to meet the increasingly diverse demands of the market. At the same time, it will enhance international cooperation in a substantive and effective manner, focusing on technology transfer for high-tech pharmaceutical manufacturing and expanding product distribution activities. Cooperation with strategic partners will not only help improve research capacity, the application of new technologies, and product quality, but also create a foundation for the Company to gradually master technologies and develop high value-added product lines. This, in turn, will enhance the Company's brand position in the pharmaceutical market and support its sustainable development objectives.

2.3. Enhancing governance capacity in line with modern standards

The Board of Directors identifies enhancing corporate governance capacity in line with modern standards as a key priority, contributing to improved capital efficiency, effective risk management, and the protection of shareholders' lawful rights and interests, while also strengthening the Company's reputation and position in the capital market.

On that basis, the Board of Directors directs the Board of Management to proactively shift from passive compliance to proactive compliance, moving toward a governance model that is effective, transparent, and aligned with international best practices.

At the same time, the Company is strengthening the implementation of a comprehensive and systematic risk management framework to proactively identify, control, and mitigate risks arising in the course of operations.

In line with this direction, the Board of Directors further instructs the Board of Management to enhance enterprise-wide risk management as a core component of modern corporate governance, ensuring proactive identification, control, and mitigation of potential risks throughout business operations.

2.4. Training and development of successor personnel

To ensure adequate resources for the Company's medium-term and long-term development strategy, the Board of Directors directs the Board of Management to develop a concrete action plan for training and developing a succession workforce, focusing on the following key areas:

– Enhancing the competency framework and job standards for each position, particularly key management roles. On that basis, conducting periodic assessments and establishing individual development roadmaps.

- Implementing focused and targeted training programs, combining internal training with external expert support, with emphasis on core competencies such as executive management, financial management, sales management, leadership skills, and strategic thinking. At the same time, promoting work-based training to ensure practical applicability and effectiveness.

- Strengthening succession planning and development through the identification, assessment, and cultivation of high-potential personnel. These individuals will be assigned challenging tasks, participate in key projects, and undergo job rotation to accumulate experience, enhance capabilities, and support comprehensive development.

- Closely linking the performance evaluation system (KPI/BSC) with remuneration and talent development policies, thereby creating motivation, encouraging continuous learning, improving capabilities, and fostering long-term commitment to the Company.

- Gradually building a culture of continuous learning and sustainable development across the Company, promoting innovation, creativity, and knowledge sharing, thereby establishing a strong foundation for a high-quality succession workforce.

2.5. Comprehensive digital transformation

The Board of Directors aims to implement a comprehensive digital transformation to enhance the Company's governance efficiency and competitiveness. Key priorities include developing an overall digital transformation roadmap; applying management systems to optimize operations; accelerating the digitalization of business, distribution, and customer care activities; and strengthening data governance to enhance analytical capabilities and decision-making. In addition, the Company focuses on developing a digital workforce and fostering a digital culture, creating a foundation for sustainable growth in the coming period.

2.6. Enhancing long-term shareholder value

During the term, the Board of Directors has identified the core objective of enhancing sustainable shareholder value through maintaining stable business performance, developing high value-added product portfolios, and strengthening the Company's reputation and market position.

The Board of Directors aims to implement long-term strategies associated with improving the quality of growth, ensuring a balance between financial efficiency and sustainable development, thereby maximizing the legitimate, long-term interests of shareholders.

Based on the above orientations, the Board of Directors believes that the Company will continue to maintain stable growth momentum, enhance its competitiveness, and sustain its position within the industry, while building a solid foundation for long-term development objectives, contributing to increased corporate value and sustainable benefits for shareholders and other stakeholders.

IV. ENVIRONMENTAL AND SOCIAL RESPONSIBILITIES

The Board of Directors acknowledges and highly appreciates the proactive efforts of the Board of Management in gradually integrating environmental, social, and governance (ESG) factors into the Company's sustainable development orientation, in line with modern governance trends and best practices.

Regarding environmental responsibilities, the Company fully complies with legal regulations; implements waste control measures, uses resources efficiently, and fulfills recycling responsibilities in accordance with applicable regulations.

Regarding social responsibilities, the Company actively participates in community and healthcare activities, while building a safe and transparent working environment that safeguards employees' rights and benefits, thereby strengthening the human resource foundation for long-term development.

The Board of Directors affirms that sustainable development in line with ESG principles will continue to be a key orientation in the Company's development strategy. The implementation of environmental, social, and governance commitments not only enhances the Company's reputation and competitiveness but also creates a foundation for sustainable value creation for shareholders and stakeholders.

V. CONCLUSION

The 2021-2026 term has taken place in a context where the economy and the pharmaceutical market faced significant fluctuations, particularly due to the far-reaching impacts of the COVID-19 pandemic, disruptions in global supply chains, and increasing competitive pressures. Under these conditions, the Board of Directors has demonstrated proactiveness and flexibility in direction and management, effectively fulfilling its role in strategic orientation, supervising executive activities, and ensuring a balance of interests among shareholders and stakeholders.

Throughout the term, the Board of Directors has focused on directing the implementation of key solutions, including maintaining stable business operations; strictly controlling costs; strengthening risk management; reinforcing financial capacity; and progressively improving the governance system toward greater transparency and professionalism in compliance with legal regulations and advanced governance practices.

As a result, the Company has largely achieved its key business objectives, maintained stability, and gradually improved operational efficiency, thereby establishing a solid foundation for the next stage of development.

These achievements provide an important basis for the Company to continue implementing its strategic orientations for the 2026-2031 term, aiming at sustainable growth, enhanced competitiveness, and increased shareholder value.

The Board of Directors is committed to continuing to uphold its role and responsibilities in governance and supervision, improving the quality of management, ensuring transparency, efficiency, and compliance, and contributing to the Company's long-term sustainable development.

The Board of Directors would like to sincerely acknowledge and thank the Board of Management and all employees for their efforts and dedication; and extend its sincere appreciation to shareholders, investors, customers, and partners for their trust, cooperation, and continued support toward a sustainable and prosperous CPC1.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



Han Thi Khanh Vinh

REPORT ON THE ACTIVITIES OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS IN THE AUDIT COMMITTEE IN 2025

I. ORGANIZATION AND ACTIVITIES OF THE AUDIT COMMITTEE

The Audit Committee, under the Board of Directors, was established pursuant to Resolution No. 32/NQ-HĐQT dated 12 June 2024. Its members include:

- Ms. Tran Thi Kim Khanh: Independent Member of the Board of Directors, Chairwoman of the Committee.
- Mr. Nguyen Doan Liem: Non-executive Member of the Board of Directors, Committee Member.

The Audit Committee operates in accordance with the Regulation issued by the Board of Directors, ensuring compliance with legal regulations and the Company's Charter.

In 2025, the Audit Committee held three regular meetings to review, discuss, and provide opinions on matters within its assigned functions and responsibilities; it also participated in Board of Directors meetings to promptly monitor the Company's operational activities.

II. COORDINATION BETWEEN THE AUDIT COMMITTEE, THE BOARD OF DIRECTORS, AND THE BOARD OF MANAGEMENT

In carrying out its supervisory functions, the Audit Committee has maintained coordination with the Board of Directors, the Board of Management, and the Company's functional departments.

The Board of Management and relevant units have cooperated by providing the necessary information and documents to support the Audit Committee's supervisory work. Based on this, the Audit Committee has conducted analyses and evaluations and provided opinions and recommendations at the Board of Directors' meetings, thereby contributing to improving the Company's governance and operational effectiveness.

III. SUPERVISORY RESULTS IN 2025

1. SUPERVISION OF THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT

In 2025, the Audit Committee attended the Board of Directors' meetings to promptly grasp the Company's operational situation and provide recommendations to the Board of Management to support improvements in management and administration, thereby contributing to the Company's operational effectiveness. The Audit Committee conducted the following supervisory activities:

- Supervised compliance with legal regulations, the Company's Charter, and the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors;
- Monitored the Company's production, business activities, and financial situation;
- Supervised the management and administration by the Board of Management in implementing the Board of Directors' resolutions;
- Reviewed and provided opinions on related-party transactions in accordance with regulations.

2. SUPERVISION OF FINANCIAL STATEMENTS AND AUDIT ACTIVITIES

The Audit Committee reviewed and verified the Company's quarterly financial statements and the 2025 annual financial statements before submitting them to the Board of Directors.

Based on its collaboration with the independent audit firm Ernst & Young, the Audit Committee noted that the auditor had fully performed its contractual responsibilities, ensuring independence and objectivity during the audit process.

The Audit Committee also monitored communications between the Board of Management and the independent auditor regarding accounting and financial issues arising during the audit process.

3. INTERNAL CONTROL SYSTEM AND RISK MANAGEMENT

- In 2025, the Audit Committee coordinated with the Internal Audit Department of Vietnam Pharmaceutical Corporation - JSC in developing plans and conducting specialized audits at the Company.
- Recommendations from the internal audit were adopted and implemented by the Board of Management. The Audit Committee also monitored the implementation of these recommendations to contribute to improving the internal control system and enhancing the Company's risk management effectiveness.
- Additionally, the Company has gradually reviewed and improved internal governance processes, strengthened control and compliance efforts in coordination with functional departments, particularly the Legal and Finance & Accounting departments.

IV. EVALUATION BY THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

In my capacity as an Independent Member of the Board of Directors and Chairwoman of the Audit Committee, based on monitoring the Company's activities in 2025, I offer the following overall evaluation:

- Firstly, regarding governance and management: The Board of Directors and the Board of Management have carried out governance and management activities in line with the strategic direction and resolutions of the General Meeting of Shareholders. Corporate governance continues to be improved toward greater transparency, compliance with legal regulations, and enhanced operational efficiency.
- Secondly, regarding financial management and auditing: The Company's financial statements have been prepared and presented in accordance with accounting standards and applicable legal regulations. The audit conducted by the independent auditor ensured objectivity and independence. The provision of information to support the supervisory activities of the Board of Directors and the Audit Committee was carried out fully and in a timely manner.
- Thirdly, regarding internal control and risk management: The Company's internal control system has been essentially established and operates in accordance with the Company's scale and operational characteristics. Internal audit activities have actively contributed to identifying, assessing, and providing recommendations to improve the control system and risk management.

However, in the context of the Company's ongoing expansion and the requirement to raise governance standards, the internal control system and the internal audit function need to be strengthened to ensure greater proactivity, independence, and effectiveness in supervisory work.

Based on the above, I evaluate that the Company's governance and control activities in 2025 were generally carried out in compliance with legal regulations, the Company's Charter, and corporate governance practices, while there remains room for further enhancement of governance quality and the control system in the next phase of development.

V. ORIENTATION OF THE AUDIT COMMITTEE'S ACTIVITIES IN 2026

In 2026, the Audit Committee will continue to perform its supervisory duties according to its assigned functions, with a focus on the following areas:

- Supervising the preparation and presentation of the Company's periodic financial statements, ensuring accuracy, fairness, and compliance with accounting standards and legal regulations;
- Monitoring and evaluating the operation of the internal control and risk management system, including the implementation of recommendations from internal and independent audits;
- Reviewing and providing opinions on related-party transactions within the approval authority of the Board of Directors or the General Meeting of Shareholders;
- Coordinating with the Board of Directors in selecting and proposing an independent audit firm for the 2026 fiscal year to be submitted to the General Meeting of Shareholders for approval;
- Continuing to monitor and recommend improvements to the internal control system and gradually strengthen the internal audit function within the Company.

In addition, to enhance the effectiveness of supervision and internal control in the next phase of development, I recommend that the Board of Directors and the Board of Management consider prioritizing the implementation of the following key areas:

- » Strengthening and developing the internal audit function toward a specialized and independent model, including appropriate personnel allocation and the improvement of organizational structure, functions, and reporting mechanisms, with increased connection and reporting to the Audit Committee to ensure objectivity in the supervisory process.
- » Developing an annual internal audit plan based on risk assessment, focusing on the Company's key areas such as revenue and sales policies, accounts receivable, inventory, compliance with pharmaceutical regulations, and working capital management.

VI. CONCLUSION

In 2025, the Audit Committee fully performed its functions and duties as prescribed, contributing to enhancing transparency, efficiency, and compliance in the Company's governance activities.

The year 2026 marks the election of the Board of Directors for the 2026-2031 term, in accordance with the Company's Charter and current legal regulations. During the transition between terms, the current Audit Committee will continue to fully perform its supervisory functions as required until the new Board of Directors is established and the Audit Committee for the new term is formed in accordance with regulations.

The Audit Committee is confident that the new Board of Directors and Audit Committee will continue to inherit and build upon the achieved results, while continuously improving the corporate governance system, strengthening internal control, risk management, and information transparency, thereby contributing to the enhancement of the Company's value and sustainable development.

In my capacity as an Independent Member of the Board of Directors, I will continue to exercise objective supervisory functions, contributing to improved corporate governance and safeguarding the legal rights and interests of shareholders.

I sincerely thank the General Meeting of Shareholders for their trust and support.

**INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
CHAIRWOMAN OF AUDIT COMMITTEE**



Tran Thi Kim Khanh



2025 FINANCIAL STATEMENTS

THE COMPANY

Central Pharmaceutical CPC1.JSC ("the Company"), formerly known as Grade I Pharmaceutical Company, a State-owned enterprise under Vietnam Pharmaceutical Enterprises Union, and is now a subsidiary of Vietnam Pharmaceutical Corporation. On 29 June 2010, the Company has been officially transformed into Central Pharmaceutical One Member Limited Liability Company 1 in accordance with Decision No. 045/QĐ-TCTD of the Chairman of the Board of Directors of Vietnam Pharmaceutical Corporation. Pursuant to Decision No. 2290/QĐ-BYT dated 12 June 2015 of the Minister of Health approving the equitization plan, the Company was transformed to a joint stock company under the name Central Pharmaceutical CPC1.JSC.

The Company was approved to become a public company under Official Dispatch No. 3339/UBCK-GSĐC dated 29 May 2017 of the State Securities Commission. The Company's shares have been officially listed on the UPCoM since from 12 June 2018 under the stock code DP.

The Company operates under the Business Registration Certificate No. 0100108536 issued by Hanoi Department of Planning and Investment on 4 January 2016. The Company also received subsequent amended Business Registration Certificates with the latest is the 16th amendment being granted on 6 May 2022.

The principal activities during the year of the Company are wholesale and retail of medicines, medical equipment, cosmetics and hygiene products.

The Company's head office is located at No. 87 Nguyen Van Troi street, Phuong Liet ward, Hanoi, Vietnam.

BOARD OF DIRECTORS

Members of the Board of Directors during the year and at the date of this report are:

Ms. Han Thi Khanh Vinh	Chairwoman
Mr. Nguyen Doan Liem	Member
Ms. Tran Thi Kim Khanh	Independent Member
Mr. Nguyen Huy Thanh	Member
Ms. Bui Thi Thanh Hai	Member

AUDIT COMMITTEE

The members of the Audit Committee during the year and at the date of this report are as follows:

Ms. Tran Thi Kim Khanh	Chairwoman
Mr. Nguyen Doan Liem	Member

BOARD OF MANAGEMENT

Members of the Board of Management during the year and at the date of this report are:

Mr. Ta Van Dung	General Director	appointed on 21 July 2025
	Acting General Director	until 21 July 2025
Ms. Nguyen Thi Hoa	Deputy General Director	
Ms. Bui Thi Thanh Hai	Deputy General Director	resigned on 11 November 2025
Ms. Nguyen Huy Thanh	Deputy General Director	

LEGAL REPRESENTATIVE

The legal representative of the Company during the year and at the date of this report is Ms. Han Thi Khanh Vinh - Chairwoman of the Board of Directors. Mr. Ta Van Dung - General Director is authorized by Ms. Han Thi Khanh Vinh to sign the accompanying financial statements for the year ended 31 December 2025 in accordance with the Authorization Letter No. 1281/GUQ-CPC1 dated 21 July 2025.

AUDITOR

The auditor of the Company is Ernst & Young Vietnam Limited.

REPORT OF BOARD OF MANAGEMENT

Management of Central Pharmaceutical CPC1.JSC ("the Company") is pleased to present this report and the financial statements of the Company for the year ended 31 December 2025.

MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE FINANCIAL STATEMENTS

Management is responsible for the financial statements of each financial year which give a true and fair view of the financial position of the Company, and of the results of its operations and its cash flows for the year. In preparing those financial statements, management is required to:

- » Select suitable accounting policies and then apply them consistently;
- » Make judgements and estimates that are reasonable and prudent;
- » State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- » Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

Management is responsible for ensuring that proper accounting records are kept which disclose, with reasonable accuracy at any time, the financial position of the Company and to ensure that the accounting records comply with the applied accounting system. It is also responsible for safeguarding the assets of

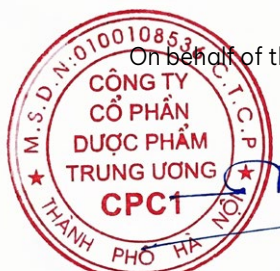
the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Management confirmed that it has complied with the above requirements in preparing the accompanying financial statements.

STATEMENT BY MANAGEMENT

Management does hereby state that, in its opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2025, and of the results of its operations and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the financial statements.

On behalf of the management



Ta Van Dung
General Director

Hanoi, Vietnam
20 March 2026

INDEPENDENT AUDITORS' REPORT

To: The Shareholders of Central Pharmaceutical CPC1.JSC

We have audited the accompanying financial statements of Central Pharmaceutical CPC1.JSC ("the Company") as prepared on 20 March 2026 and set out on pages 6 to 41, which comprise the balance sheet as at 31 December 2025, the income statement and the cash flow statement for the year then ended and the notes thereto.

Management's responsibility

Management is responsible for the preparation and true and fair presentation of these financial statements in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the financial statements, and for such internal control as management determines is necessary to enable the preparation and presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply

with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

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

Opinion

In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of the Company as at 31 December 2025, and of the results of its operations and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the financial statements.

Ernst & Young Vietnam Limited



Bui Anh Tuan
Deputy General Director
Audit Practising Registration:
1067-2023-004-1

Le Minh Tung
Auditor
Audit Practising Registration:
4656-2023-004-1

Hanoi, Vietnam
20 March 2026

BALANCE SHEET

as at 31 December 2025

Unit: VND

Code	ASSETS	Notes	Ending balance VND	Beginning balance VND
100	A. CURRENT ASSETS		1,764,638,981,089	1,243,266,255,585
110	I. Cash and cash equivalents	4	51,699,887,827	9,507,536,737
111	1. Cash		5,299,887,827	9,507,536,737
112	2. Cash equivalents		46,400,000,000	-
120	II. Short-term investments	5	39,000,000,000	-
123	1. Held- to-maturity investments		39,000,000,000	-
130	III. Current accounts receivables		604,516,102,491	496,951,385,423
131	1. Short-term trade receivables	6.1	589,597,777,546	486,370,464,967
132	2. Short-term advances to suppliers	6.2	8,532,303,299	11,374,582,149
136	3. Other short-term receivables	7	13,404,970,672	2,376,495,796
137	4. Provision for doubtful short-term receivables	6.1	(7,018,949,026)	(3,170,157,489)
140	IV. Inventories	9	1,032,706,953,636	715,839,688,988
141	1. Inventories		1,042,976,885,126	739,845,564,562
149	2. Provision for obsolete inventories		(10,269,931,490)	(24,005,875,574)
150	V. Other current assets		36,716,037,135	20,967,644,437
151	1. Short-term prepaid expenses		1,660,009,737	1,840,213,756
152	2. Value-added tax deductible		32,385,808,227	18,898,395,710
153	3. Tax and other receivables from the State	15	2,670,219,171	229,034,971

BALANCE SHEET

as at 31 December 2025

Unit: VND


Code	ASSETS	Notes	Ending balance VND	Beginning balance VND
200	B. NON-CURRENT ASSETS		163,359,214,397	149,931,233,466
210	I. Long-term receivables		739,550,400	-
216	1. Other long-term receivables		739,550,400	-
220	II. Fixed assets		89,262,008,050	88,386,399,387
221	1. Tangible fixed assets	10	61,396,775,250	60,521,166,587
222	Cost		220,352,168,457	214,315,145,753
223	Accumulated depreciation		(158,955,393,207)	(153,793,979,166)
227	2. Intangible fixed assets	11	27,865,232,800	27,865,232,800
228	Cost		30,571,666,000	30,571,666,000
229	Accumulated amortisation		(2,706,433,200)	(2,706,433,200)
240	III. Long-term assets in progress		2,539,680,000	362,866,667
242	1. Construction in progress		2,539,680,000	362,866,667
250	IV. Long-term investments	11	43,404,088,939	31,632,167,739
253	1. Investment in other entities	12	32,511,198,461	32,511,198,461
254	2. Provision for diminution in value of long-term investments	12	(1,107,109,522)	(879,030,722)
255	3. Held- to-maturity investments	5	12,000,000,000	-
260	V. Other long-term assets		27,413,887,008	29,549,799,673
261	1. Long-term prepaid expenses	13	24,885,162,036	24,933,986,855
262	2. Deferred tax assets	28.3	2,528,724,972	4,615,812,818
270	TOTAL ASSETS		1,927,998,195,486	1,393,197,489,051

BALANCE SHEET

as at 31 December 2025

Unit: VND

Code	ASSETS	Notes	Ending balance VND	Beginning balance VND
300	C. LIABILITIES		1,338,326,478,844	881,667,353,990
310	I. Current liabilities		1,337,713,478,844	881,667,353,990
311	1. Short-term trade payables	14.1	656,786,156,909	448,902,657,067
312	2. Short-term advances from customers	14.2	7,863,793,553	5,027,396,968
313	3. Statutory obligations	15	20,440,860,144	47,529,365,909
314	4. Payables to employees		15,384,959,312	11,025,618,927
315	5. Short-term accrued expenses	16	5,786,618,583	5,446,809,923
318	6. Short-term unearned revenues		548,600,000	1,539,221,331
319	7. Other short-term payables	17	4,754,356,102	18,872,364,887
320	8. Short-term loans	18	610,875,667,651	336,243,879,456
321	9. Short-term provisions		1,092,549,250	
322	10. Bonus and welfare fund	19	14,179,917,340	7,080,039,522
330	II. Non-current liabilities		613,000,000	-
337	1. Other long-term payables		613,000,000	
400	D. OWNERS' EQUITY		589,671,716,642	511,530,135,061
410	I. Capital	20	589,671,716,642	511,530,135,061
411	1. Issued share capital		209,790,000,000	209,790,000,000
411a	- Shares with voting rights		209,790,000,000	209,790,000,000
418	2. Investment and development fund		2,444,991,780	2,444,991,780
421	3. Undistributed earnings		377,436,724,862	299,295,143,281
421a	- Undistributed earnings by the end of prior year		264,354,369,463	204,319,740,049
421b	- Undistributed earnings of current year		113,082,355,399	94,975,403,232
440	TOTAL LIABILITIES AND OWNERS' EQUITY		1,927,998,195,486	1,393,197,489,051


Preparer
Truong Thi Hue


Chief Accountant
Nguyen Hong Duc



Hanoi, Vietnam
20 March 2026
General Director
Ta Van Dung

INCOME STATEMENT

for the year ended 31 December 2025

Unit: VND

Code	ITEMS	Notes	Current year VND	Previous year VND
01	1. Revenue from sale of goods and rendering of services	22.1	2,134,449,600,673	2,025,737,354,729
02	2. Deductions	22.1	-	-
10	3. Net revenue from sale of goods and rendering of services	22.1	2,134,449,600,673	2,025,737,354,729
11	4. Cost of goods sold and services rendered	23	(1,845,611,812,039)	(1,714,611,438,935)
20	5. Gross profit from sale of goods and rendering of services		288,837,788,634	311,125,915,794
21	6. Finance income	22.2	32,644,526,744	22,834,257,480
22	7. Finance expenses	24	(42,379,705,023)	(41,445,372,703)
23	In which: Interest expenses		(19,463,313,460)	(12,425,558,101)
25	8. Selling expenses	25	(140,234,771,464)	(131,078,736,088)
26	9. General and administrative expenses	25	(36,819,882,050)	(42,377,163,804)
30	10. Operating profit		102,047,956,841	119,058,900,679
31	11. Other income	26	39,273,238,502	29,660,127,959
32	12. Other expenses	26	(780,975,400)	(4,500,036,505)
40	13. Other profit (loss)	26	38,492,263,102	25,160,091,454
50	14. Accounting profit before tax		140,540,219,943	144,218,992,133
51	15. Current corporate income tax expenses	28.1	(25,370,776,698)	(26,581,222,948)
52	16. Deferred tax profit/(expense)	28.3	(2,087,087,846)	(3,879,165,953)
60	17. Net profit after tax		113,082,355,399	113,758,603,232
70	18. Basic earnings per share	30	4,866	4,862
71	19. Diluted earnings per share	30	4,866	4,862


Preparer
Truong Thi Hue


Chief Accountant
Nguyen Hong Duc


Hanoi, Vietnam
20 March 2026
General Director
Ta Van Dung

CASH FLOW STATEMENT

for the year ended 31 December 2025

Unit: VND


Code	ITEMS	Notes	Current year VND	Previous year VND
I. CASH FLOWS FROM OPERATING ACTIVITIES				
01	Accounting profit before tax		140,540,219,943	144,218,992,133
Adjustments for:				
02	Depreciation of fixed assets, amortisation of intangible fixed assets and prepaid land rental fee allocation costs	27	8,121,359,895	8,429,960,681
03	Provision/(Reversal of provisions)		15,439,351,077	(25,432,647,840)
04	Foreign exchange losses arisen from revaluation of monetary accounts denominated in foreign currency		2,036,138,426	2,583,048,202
05	Profits from investing activities		(6,547,232,995)	(4,219,666,260)
06	Interest expenses	24	19,463,313,460	12,425,558,101
08	Operating profit before changes in working capital		179,053,149,806	138,005,245,017
09	(Increase)/decrease in receivables		(128,081,655,722)	96,258,607,948
10	(Increase)/decrease in inventories		(327,137,196,138)	(204,054,300,014)
11	Increase/(decrease) in payables (other than interest, corporate income tax)		209,213,728,032	41,959,523,957
12	(Increase)/decrease in prepaid expenses		(792,217,434)	334,567,956
14	Interest paid		(19,200,690,564)	(12,386,699,845)
15	Corporate income tax paid	14	(52,765,644,523)	(35,794,314,211)
17	Other cash outflows for operating activities	18	(2,666,096,000)	(10,244,828,583)
20	Net cash flows (used in)/from operating activities		(142,376,622,543)	14,077,802,225

CASH FLOW STATEMENT

for the year ended 31 December 2025

Unit: VND

Code	ITEMS	Notes	Current year VND	Previous year VND
II. CASH FLOWS FROM INVESTING ACTIVITIES				
21	Purchase and construction of fixed assets		(9,893,683,619)	(736,352,741)
22	Proceeds from disposals of fixed assets and other long-term assets		372,075,000	-
23	Loans to other entities and payments for purchase of debt instruments of other entities		(51,000,000,000)	-
27	Interest and dividends received		6,175,157,995	4,219,666,260
30	Net cash flows (used in)/from investing activities		(54,346,450,624)	3,483,313,519
III. CASH FLOWS FROM FINANCING ACTIVITIES				
33	Drawdown of borrowings		1,060,392,007,553	764,862,949,330
34	Repayment of borrowings		(785,760,219,358)	(763,606,013,344)
36	Dividends paid		(35,712,852,660)	(37,218,956,200)
40	Net cash flows from/(used in) financing activities		238,918,935,535	(35,962,020,214)
50	Net increase/(decrease) in cash for the year		42,195,862,368	(18,400,904,470)
60	Cash at beginning of year		9,507,536,737	27,898,593,898
61	Impact of exchange rate fluctuation		(3,511,278)	9,847,309
70	Cash and cash equivalents at end of year	4	51,699,887,827	9,507,536,737


Preparer
Truong Thi Hue


Chief Accountant
Nguyen Hong Duc



Hanoi, Vietnam
20 March 2026

General Director
Ta Van Dung





CENTRAL PHARMACEUTICAL CPC1.JSC

Head office: 87 Nguyen Van Troi Street, Phuong Liet Ward, Hanoi

Telephone: (84 - 24) 3864 3306

Fax: (84 - 24) 3864 1366

Website: cpc1.com.vn

CPC1 FOR THE COMMUNITY'S HEALTH AND HAPPINESS