

*Appendix I*

**CHANGE IN PERSONNEL**

*(Issued with the Decision No. .../QĐ-SGDVN on ... of the CEO of Vietnam Exchange on the Information Disclosure Regulation of Vietnam Exchange)*

**CENTRAL PHARMACEUTICAL  
JSC No.25**  
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**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**  
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Số: *28*/CBTT-TW25

*HCMC, April 28, 2026*

**PERSONNEL CHANGE ANNOUNCEMENT**

**(Form used for Appointment and/or Dismissal/Resignation)**

***To: Vietnam Exchange/ Hanoi Stock Exchange/ Hochiminh Stock Exchange***

Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders No. ....NQ-TW25 of Central Pharmaceutical CPC25 Joint Stock Company, we would like to announce the personnel changes of Central Pharmaceutical CPC25 Joint Stock Company as follows:

***1. In case of appointment:***

- Ms. Lu Thi Khanh Tran
- Position appointed: Member of the Board of Directors
- Effective date: April 28, 2026

***2. In case of appointment:***

- Mr Nguyen Manh Hai
- Position appointed: Member of the Board of Directors
- Effective date: April 28, 2026

***3. In case of appointment:***

- Mr Nguyen Chan Minh
- Position appointed: Member of the Board of Directors
- Effective date: April 28, 2026

***4. In case of dismissal/resignation:***

- Ms. Ha Lan Anh
- No longer holding the position of: Member of the Board of Directors
- Reason for dismissal: Resignation letter submitted
- Effective date: April 28, 2026

***5. In case of dismissal/resignation:***

- Ms. Phuong Thanh Nhung
- No longer holding the position of: Member of the Board of Directors
- Reason for dismissal: Resignation letter submitted
- Effective date: April 28, 2026

**6. In case of dismissal/resignation:**

- Mr Tran Tri Duc
- No longer holding the position of: Member of the Board of Directors
- Reason for dismissal: Resignation letter submitted
- Effective date: April 28, 2026

*This information was published on the company's website on April 29, 2026, as in the link [www.uphace.vn](http://www.uphace.vn).*

**Attached documents:**

*Board Resolution and/or General Mandate on the change in personnel.*

*List of related persons (Appendix III - List of insiders and their related persons).*

**Organization representative**

Legal representative/Person authorized to

disclose information



**DANG HOAI NAM**



CENTRAL PHARMACEUTICAL JSC No.25

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No: 01/NQ – ĐHĐCĐ – TW25

Ho Chi Minh City, April 28, 2026

**RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

**TW25 PHARMACEUTICAL JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26, 2019;
- Pursuant to the Charter of TW25 Pharmaceutical Joint Stock Company;
- Pursuant to the voting results at the 2026 Annual General Meeting of Shareholders (AGM) held on April 28, 2026.

**RESOLVED**

The 2026 AGM of TW25 Pharmaceutical Joint Stock Company unanimously approved the Resolution with the following key contents:

**ARTICLE 1: REPORT ON THE BOARD OF DIRECTORS' ACTIVITIES IN 2025 AND ORIENTATION FOR 2026.** The AGM approved the Report on the Board of Directors' (BOD) activities in 2025 and the operational orientation for 2026.

**ARTICLE 2: REPORT ON BUSINESS PERFORMANCE IN 2025 AND BUSINESS PLAN FOR 2026.** The AGM approved the Management Board's Report on the 2025 business performance and the 2026 business plan.

**ARTICLE 3: REPORT ON THE SUPERVISORY BOARD'S ACTIVITIES IN 2025 AND ORIENTATION FOR 2026.** The AGM approved the Supervisory Board's report on its 2025 activities and the orientation for 2026.

**ARTICLE 4: AUDITED FINANCIAL STATEMENTS FOR 2025.** The AGM approved the 2025 Financial Statements audited by Ernst & Young Vietnam Co., Ltd.

**ARTICLE 5: 2025 PROFIT DISTRIBUTION PLAN AND 2026 PROFIT DISTRIBUTION TARGETS.** The AGM approved the 2025 profit distribution and the 2026 plan as follows:

1. Profit distribution plan for 2025:

Stt	Content	Value (VNĐ)	%
1	Charter capital	132,946,410,000	
2	Total profit in 2025	2,924,509,681	2,2% / Registered capital



3	Corporate income tax	659,538,571	
3.1	Corporate income tax payable in 2025	194,205,752	
3.2	Deferred corporate income tax	465,332,819	
4	Net profit after tax in 2025	2,264,971,110	1,7% / Registered capital
5	Losses carried forward from previous years	-7,873,926,329	-5,92% / Registered capital
6	Accumulated losses as of December 31, 2025	-5,608,955,219	-4,22% / Registered capital
7	Dividends	0	
7.1	Rate	0	0
7.2	Value	0	0
8	Allocation to funds	0	0
9	Retained earnings carried forward to the next year	0	0

2. Profit distribution plan for 2026:

STT	Content	Amount (VND)
1	Charter capital	132,946,410,000
2	Total profit in 2026	2,500,000,000
3	Profit distribution	
3.1	Dividend payment (expected)	0% / Registered capital

## ARTICLE 6: SETTLEMENT OF REMUNERATION FOR THE BOD, SUPERVISORY BOARD, AND SECRETARY.

- 2025 Remuneration:** Approved: VND 430 million/year. Actual paid: VND 426,000,000. The AGM noted that the BOD complied with the previous Resolution.
- 2026 Remuneration Plan:** Total amount of **VND 780 million/year**. The BOD is authorized to distribute this among members ensuring fairness and appropriateness.

## ARTICLE 7: SELECTION OF AUDITING FIRM FOR 2026.

The AGM authorized the BOD to select one of the following firms to audit/review the 2026 Financial Statements:

- Ernst & Young Vietnam Co., Ltd.
- AASC Auditing Firm Co., Ltd.
- KPMG Vietnam Co., Ltd.
- Deloitte Vietnam Co., Ltd.
- In case of failed negotiations, the BOD is authorized to select another firm from the SSC-approved list.*



## ARTICLE 8: APPROVAL OF CONTRACTS AND TRANSACTIONS WITH RELATED PARTIES.

The AGM approved transactions with **OPC Pharmaceutical Joint Stock Company** (Parent company holding 58.14%):

- **Content:** Sale of TW25 products; consultancy for R&D; leasing/borrowing machinery, equipment, and transport for GMP/GLP/GSP compliance.
- **Pricing & Terms:** General Director is authorized to decide based on market conditions.
- **Expected Value:** Cumulative value >35% of total assets but not exceeding **VND 200 billion/year**.

## ARTICLE 9: DISMISSAL OF BOARD MEMBERS (TERM IV: 2022-2027).

Approved the dismissal of the following members based on personal requests:

1. Ms. Phuong Thanh Nhung – Board Member.
2. Ms. Ha Lan Anh – Board Member.
3. Mr. Tran Tri Duc - Board Member.

## ARTICLE 10: RESULTS OF SUPPLEMENTARY ELECTION FOR BOARD MEMBERS.

Stt	Full name	Number of votes	Rate
1	Lu Thi Khanh Tran	11.383.847	98,4%
2	Nguyen Manh Hai	11.682.455	101%
3	Nguyen Chan Minh	11.638.847	100,6%



**Result:** Ms. **Lu Thi Khanh Tran**, Mr. **Nguyen Manh Hai**, and Mr. **Nguyen Chan Minh** have been elected as Members of the Board of Directors for the Company's IV Term (2022-2027), having been additionally elected at the 2026 Annual General Meeting of Shareholders.

## ARTICLE 11: IMPLEMENTATION.

1. This Resolution takes effect from **April 28, 2026**.
2. The BOD is responsible for leading the Company to implement this Resolution.
3. The 2026 AGM adjourned at 11:30 AM on the same day.

### Receiving place:

- UBCK NN, HNX;
- All shareholders;
- [www.uphace.vn](http://www.uphace.vn);

On behalf of the Board  
Chairman   
  
**Dr. Pham Thi Xuan Huong**

# APPENDIX III

## INFORMATION DISCLOSURE FORM / CURRICULUM VITAE

(Promulgated with Circular No. 96/2020/TT-BTC dated November 16, 2020 by the Minister of Finance)

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

*Ho Chi Minh City, April 28, 2026*

### CURRICULUM VITAE

**To:**

– **State Securities Commission of Vietnam**

– **Stock Exchange**

1. Full name: LU THI KHANH TRAN
2. Sex: Female
3. Date of birth: August 31, 1979
4. Place of birth: Thanh Hoa Province
5. ID card No. (or Passport No.):
  - Date of issue: April 25, 2021
  - Place of issue: Police Department for Administrative Management of Social Order
6. Nationality: Vietnamese
7. Ethnic: Kinh
8. Permanent residence:
9. Telephone number:
10. Email: tran.luthikhanh@vinapharm.com.vn
11. Organisation's name subject to information disclosure rules: Central Pharmaceutical Joint Stock Company No. 25 (TW25)
12. Current position in the organization: Member of the Board of Directors
13. Positions in other companies:
  - Chief Accountant – Head of Finance and Accounting Department, Vietnam Pharmaceutical Corporation – JSC
  - Member of the Board of Directors, Codupha Central Pharmaceutical JSC
  - Member of the Board of Directors, Sanofi – Synthelabo Vietnam Pharmaceutical JSC
14. Number of owning shares: 3,780,000 shares, accounting for 28.43% of charter capital, of which:
  - Owning on behalf of (Vietnam Pharmaceutical Corporation - JSC): 3,780,000 shares
  - Owning by Individual: None
15. Other owning commitments (if any): None
16. List of affiliated persons of declarant:

No.	Name	Relationship	ID/Business Registration No.	Address	Number of shares owned	Ownership (%)	Date became affiliate	Note

1	Lu Thi Khanh Tran	Member of BOD			0	0%	April 28, 2026	Appointed
1.01	Tran Anh Dong	Husband			0	0%	April 28, 2026	
1.02	Tran Phuong Dinh	Daughter			0	0%	April 28, 2026	
1.03	Tran Lu Duc Huy	Child			0	0%	April 28, 2026	
1.04	Trinh Thi Minh Phuong	Mother			0	0%	April 28, 2026	
1.05	Lu Trong Cuong	Father					N/A	Deceased
1.06	Lu Minh	Brother			0	0%	April 28, 2026	
1.07	Nguyen Thi Cham	Sister-in-law			0	0%	April 28, 2026	
1.08	Tran Giang	Father-in-law			0	0%	April 28, 2026	
1.09	Le Thi Tai	Mother-in-law					N/A	Deceased
1.10	Sanofi-Synthelabo VN JSC	Member of BOD			0	0%	April 28, 2026	Appointed
1.11	Codupha Central Pharma JSC	Member of BOD			0	0%	April 28, 2026	Appointed
1.12	Vietnam Pharma Corp	Capital representative at UPH			3,780,000	28,43%	April 28, 2026	Appointed

17. Related interest with public company, public fund (if any): None

18. Interest in conflict with public company, public fund (if any): None

I hereby certify that the information provided in this CV is true and correct, and I will bear full responsibility before the law.

NGƯỜI KHAI/ DECLARANT  
(Ký, ghi rõ họ tên)  
(Signature, full name)



Lữ Thị Khánh Trân



**APPENDIX III**  
**INFORMATION DISCLOSURE FORM / CURRICULUM VITAE**

*(Promulgated with Circular No. 96/2020/TT-BTC dated November 16, 2020 by the Minister of Finance)*

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

*Ho Chi Minh City, April 28, 2026*

**CURRICULUM VITAE**

**To:**

- **State Securities Commission of Vietnam**
- **Stock Exchange**

1. Full name: Nguyễn Mạnh Hải
2. Sex: Male
3. Date of birth: August 01, 1988
4. Place of birth: Ho Chi Minh City
5. ID card No. / Passport No.:
  - Date of issue: November 20, 2024
  - Place of issue: Police Department for Administrative Management of Social Order
6. Nationality: Vietnamese
7. Ethnic: Tay
8. Permanent residence:
9. Telephone number:
10. Email: [Left Blank]
11. Organisation's name subject to information disclosure rules: Central Pharmaceutical Joint Stock Company No. 25 (TW25)
12. Current position at the organization: Member of the Board of Directors , General Director
13. Positions in other companies: [Left Blank]
14. Number of owning shares: 0, accounting for 0.00% of charter capital, of which:
  - Owning on behalf of (the State/strategic investor/other organisation): 0 shares
  - Owning by individual: 0 shares
15. Other owning commitments (if any): None
16. List of affiliated persons of declarant:

N o.	Securiti es Symbol	Name	Relationshi p with the company/in ternal person	Type of ID docume nt	ID No.	Date of issue	Plac e of issu e	Addre ss	Numb er of shares owned	% owner ship	Time became an affiliate
1	UPH	Ha Thi Nguyet Anh	Wife	ID Card					0	0%	01/06/2024



2	UPH	Nguyen Ha Thien Di	Child	Birth Certificate					0	0%	01/06/2024
3	UPH	Pham Viet Hanh	Biological Mother	ID Card (CCCD)					0	0%	01/06/2024
4	UPH	Nguyen Van Ho	Biological Father	ID Card (CCCD)					0	0%	01/06/2024

17. Relevant interests with public companies/public funds (if any): None

18. Conflicts of interest with public companies/public funds (if any): None

I hereby declare that the information provided above is true and accurate, and I shall take full responsibility before the law for any inaccuracies.

#### DECLARANT

**NGƯỜI KHAI**  
(Ký, ghi rõ họ tên)

  
ThS. Nguyễn Mạnh Hải

# APPENDIX III

## INFORMATION DISCLOSURE FORM / CURRICULUM VITAE

(Promulgated with Circular No. 96/2020/TT-BTC dated November 16, 2020 by the Minister of Finance)

### SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ho Chi Minh City, April 28, 2026

### CURRICULUM VITAE

To:

- State Securities Commission of Vietnam
- Stock Exchange

1. Full name: NGUYEN CHAN MINH
2. Sex: Male
3. Date of birth:
4. Place of birth: Long An
5. ID card No. (or Passport No.):
  - o Date of issue: April 13, 2022
  - o Place of issue: Police Department
6. Nationality: Vietnamese
7. Ethnic: Kinh
8. Permanent residence: No. 779 Hong Bang, Binh Tay Ward, Ho Chi Minh City
9. Telephone number:
10. Email:
11. Organisation's name subject to information disclosure rules: Central Pharmaceutical Joint Stock Company No. 25 (TW25)
12. Current position in the organization: Member of the Board of Directors
13. Positions in other companies:
  - o Standing Deputy General Director - Sacom Real Estate JSC
  - o Deputy General Director - My Thuy International Port Joint Venture JSC
  - o General Director - Linh Phong Investment Construction & Development JSC - Conic
14. Number of owning shares: 0 shares, accounting for 0.0% of registered capital, of which:
  - o Owning on behalf of (State/strategic investor/other organisation): 0 shares
  - o Owning by Individual: 0 shares
15. Other owning commitments (if any): [Left blank]
16. List of affiliated persons of declarant:

No.	Name	Relationship	ID/NSH No.	Address	Number of shares owned	Ownership (%)	Date became affiliate

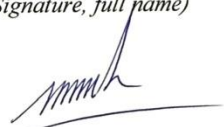
1	Nguyen Chan Hung	Father			0	0%	April 28, 2026
2	Pham Kim Phuong	Mother			0	0%	April 28, 2026
3	Van Ngoc Minh	Father-in-law			0	0%	April 28, 2026
4	Huynh Le Tien	Mother-in-law			0	0%	April 28, 2026
5	Van Thuy Quyen	Wife			0	0%	April 28, 2026
6	Nguyen Xuan Mai	Child			0	0%	April 28, 2026
7	Nguyen Chan Quang	Child			0	0%	April 28, 2026
8	Nguyen Quynh Trang	Sister			0	0%	April 28, 2026
9	Nguyen Chan Dung	Brother			0	0%	April 28, 2026
10	Tran Thi My Linh	Sister-in-law			0	0%	April 28, 2026
11	Sacom Real Estate JSC	Standing Deputy GD			0	0%	April 28, 2026
12	My Thuy Port JSC	Deputy GD			0	0%	April 28, 2026
13	Conic JSC	General Director			0	0%	April 28, 2026

17. Related interest with public company, public fund (if any): None

18. Interest in conflict with public company, public fund (if any): None

I hereby certify that the information provided in this CV is true and correct, and I will bear full responsibility before the law.

**NGƯỜI KHAI /  
DECLARANT**  
(Ký, ghi rõ họ tên)  
(Signature, full name)



**Nguyễn Chấn Minh**