

Số/No:211/2026/TB-PHARBACO

Hà Nội, ngày 11 tháng 06 năm 2026
Ha Noi, day 11 month 06 year 2026

**THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL**

Kính gửi: - Ủy ban chứng khoán Nhà nước/The State Securities Commission
- Sở Giao dịch Chứng khoán Hà Nội/ Hanoi Stock Exchange

*Căn cứ Nghị quyết số 01/NQ-ĐHĐCĐ/2026 ngày 10/6/2026 của Đại hội đồng cổ đông
/Pursuant to Resolution No. 01/NQ-ĐHĐCĐ/2026 dated June 10, 2026, adopted by the
General Meeting of Shareholders;*

*Căn cứ Biên bản họp Ban kiểm soát ngày 10/06/2026/Based on the Minutes of the
Supervisory Board Meeting dated June 10, 2026;*

Công ty cổ phần dược phẩm Trung ương I – Pharbaco trân trọng thông báo việc thay đổi nhân sự của Công ty như sau/*Central Pharmaceutical Joint Stock Company I – Pharbaco respectfully announces the following personnel changes:*

Trường hợp bổ nhiệm/In case of appointment (*):

1. Ông/Mr: Lê Đức Hoàng/Le Duc Hoang

- Chức vụ trước khi bổ nhiệm/*Former position in the organization:* Không/None
- Chức vụ được bổ nhiệm/*Newly appointed position:* Thành viên HĐQT/ *Member of the Board of Directors.*
- Thời hạn bổ nhiệm/*Tenure:* Theo nhiệm kỳ của HĐQT (2022-2027)/*For the Board of Directors' 2022–2027 term of office.*
- Ngày bắt đầu có hiệu lực/*Effective date:* 10/06/2026/*June 10, 2026*

2. Ông/Mr: Nguyễn Đức Tiến/ Nguyen Duc Tien

- Chức vụ trước khi bổ nhiệm/*Former position in the organization:* Không/None
- Chức vụ được bổ nhiệm/*Newly appointed position:* Thành viên Ban kiểm soát kiêm Trưởng Ban kiểm soát/*Member of the Supervisory Board and Head of the Supervisory Board.*
- Thời hạn bổ nhiệm/*Tenure:* Theo nhiệm kỳ của Ban kiểm soát (2022-2027)/*For the 2022–2027 term of the Supervisory Board*
- Ngày bắt đầu có hiệu lực/*Effective date:* 10/06/2026/*June 10, 2026*

Trường hợp miễn nhiệm/từ nhiệm/In case of dismissal/resignation:

1. Ông/Mr: Vũ Hồng Khoa/ Vu Hong Khoa

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position:* Thành viên Hội đồng quản trị/*Member of the Board of Directors.*

- Lý do miễn nhiệm (nếu có)/Reason (if any): Theo nguyện vọng cá nhân/*Based on personal preference*

- Ngày bắt đầu có hiệu lực/Effective date: 10/06/2026/June 10, 2026

2. Ông/Mr: Khổng Thị Hương Lan/ Khong Thi Huong Lan

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position*: Thành viên Ban kiểm soát kiêm Trưởng Ban kiểm soát/*Member of the Supervisory Board and Head of the Supervisory Board*.

- Lý do miễn nhiệm (nếu có)/Reason (if any): Theo nguyện vọng cá nhân/*Based on personal preference*

- Ngày bắt đầu có hiệu lực/Effective date: 10/06/2026/June 10, 2026

2. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 11/06/2026 tại đường dẫn <http://pharbaco.com.vn>/*The above information was disclosed on the Company's website on June 11, 2026, and is available at: <http://pharbaco.com.vn>*

**NGƯỜI ĐƯỢC ỦY QUYỀN CBTT
HORIZED INFORMATION
DISCLOSURE PERSON**



Nguyễn Thị Mai

**PHARBACO CENTRAL
PHARMACEUTICAL JOINT
STOCK COMPANY NO. 1
(PHARBACO., JSC)**

-----o0o-----

No: 01/NQ-DHĐCĐ/2026

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

-----o0o-----

Hanoi, June 10, 2026

RESOLUTION

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS PHARBACO CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. 1 (PHARBACO., JSC)

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Viet Nam;*
- *Pursuant to the Charter on Organization and Operation of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco., JSC);*
- *Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders, including the matters presented, the opinions raised, and the voting results at the Meeting held on 10 June 2026.*

The 2026 Annual General Meeting of Shareholders of Pharbaco Central Pharmaceutical Joint Stock Company No.1 (Pharbaco., JSC) was held on 10 June 2026 at the Meeting Hall of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco., JSC), Noi Bai Commune, Hanoi City, with the attendance of 62 shareholders in person and by proxy, representing 97.489.710 shares, accounting for 83,54% of the total outstanding shares.

RESOLUTIONS

I. APPROVAL OF THE “REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS”

- The members of the Board of Directors demonstrated a high sense of responsibility, fully attended all meetings, and duly performed their functions of direction, management, and supervision in accordance with applicable regulations. In 2025, the Board of Directors successfully organized the Annual General Meeting of

Shareholders and held 16 meetings with the participation of its members, thereby issuing timely strategies and resolutions closely aligned with practical conditions and the Company's development situation.

- All meetings were properly prepared with detailed agendas and duly notified to each member. The members attended fully, actively discussed, and contributed to the formulation of business strategies and orientations of the Board of Directors for implementation by the Executive Management.

- The Board of Directors approved and directed the implementation of the 2025 business plan in alignment with the Company's overall development strategy.

- The Board of Directors reached a high level of consensus in adopting resolutions and meeting minutes, thereby promptly addressing emerging issues and difficulties arising during production and business operations, and providing appropriate strategic directions in line with actual conditions. The Board also supervised and directed the Executive Management in implementing production and business tasks to ensure the achievement of business plans and job stability for employees.

(For detailed information, please refer to Proposal No. 04/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

II. APPROVAL OF THE EXECUTIVE BOARD'S REPORT AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The General Meeting voted to approve the report of the Executive Board at the Annual General Meeting of Shareholders 2026, with the following key targets

Unit: VND

No.	Target	Year 2025	Year 2024	% Increase/ Decrease (2025/2024)
1	Total asset value	3.127.733.516.541	3.167.616.373.235	98,74
2	Net revenue	1.077.703.554.827	1.065.095.345.564	101,18
3	Profit from business operations	34.589.142.094	30.211.254.668	114,49

No.	Target	Year 2025	Year 2024	% Increase/ Decrease (2025/2024)
4	Other income/profit	5.275.604.737	-2.061.860.047	
5	Profit before tax	39.864.746.831	28.149.394.621	141,62
6	Profit after tax	31.505.675.841	21.675.459.762	145,35

Target orientation for 2026:

(Unit: Billion VND)

Target	Actual performance in 2025	Plan for 2026	Comparison of the 2026 Plan/ 2025 Actual Performance
1. Sales revenue	1.077,70	1.380,00	128%
2. Accounting profit after tax	31,50	69,00	219%
3. Dividend payout (%)	0%	5%	

(For detailed information, please refer to Proposal No. 05/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

III. APPROVAL OF THE PROPOSAL AUDITED FINANCIAL STATEMENTS FOR THE YEAR 2025

1. Balance Sheet (As of December 31, 2025)

Unit: Million VND

No.	Content	End-of-year figures for 2025 (31/12/2025)	Beginning-of-year figures for 2025 (01/01/2025)
<i>I</i>	Current assets	606.774	774.562
<i>II</i>	Non-current assets	2.520.959	2.385.132
	Total assets	3.127.733	3.159.694

No.	Content	End-of-year figures for 2025 (31/12/2025)	Beginning-of- year figures for 2025 (01/01/2025)
<i>III</i>	Liabilities	1.834.131	1.897.597
<i>1</i>	Current liabilities	1.215.816	976.318
<i>2</i>	Non-current liabilities	618.315	921.279
<i>IV</i>	Owner's equity	1.293.602	1.262.097
<i>1</i>	- Owner's contributions	1.166.984	1.132.999
<i>2</i>	- Capital surplus	25.731	25.731
	- Reserves	38.505	38.505
	- Unappropriated profit after tax	62.381	64.861
	+ <i>Unappropriated accumulated profit after tax as of the end of the previous year</i>	30.876	43.171
	+ <i>Unappropriated profit after tax for the current year</i>	31.505	21.690
	Total equity and liabilities	3.127.733	3.159.694

2. Results of production and business activities

Unit: Million VND

No.	Target	Year 2025	Year 2024
1	Net revenue from sales of goods and provision of services	1.077.704	1.065.095
2	Cost of goods sold (COGS)	892.108	855.335
3	Gross profit from sales of goods and provision of services	185.596	209.760
4	Financial income	2.467	2.971
5	Financial expenses	43.930	43.286
7	Selling expenses	4.535	4.890
8	General and administrative expenses	105.009	134.334
9	Net operating profit	34.589	30.221
10	Other profits	5.276	(2.062)
11	Profit before tax	39.865	28.159

No.	Target	Year 2025	Year 2024
12	Current corporate income tax expense	8.359	6.468
14	Profit after tax	31.506	21.690
15	Basic earnings per share	275	191

(For detailed information, please refer to Proposal No. 06/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

IV. APPROVAL OF SUPERVISORY BOARD'S REPORT SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(For detailed information, please refer to Report No. 01/2026/BC/BKS-PBC dated 14/05/2026 attached.)

V. APPROVAL OF PROPOSAL ON THE PROFIT DISTRIBUTION PLAN (AS AMENDED IN ACCORDANCE WITH THE DISCUSSIONS AND AGREEMENTS REACHED AT THE GENERAL MEETING)

No	INTERPRETATION	AMOUNT (VND)
1	Retained earnings after tax as reported in the Parent Company's 2025 Financial Statements	31.505.675.841
2	Retained earnings carried forward from previous years	30.875.760.141
3	Cumulative distributed profits as of December 31, 2025	62.381.435.982
4	Profit Distribution Plan	0%
5	Accumulated retained earnings after tax	62.381.435.982

(Source: Audited Financial Statements for 2025)

(For detailed information, please refer to Proposal No. 07/2026/Ttr/HĐQT-Pharbaco dated 06/06/2026 attached.)

VI. APPROVAL OF PROPOSAL FOR THE REPORT ON REMUNERATION FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR 2025, AND THE REMUNERATION PLAN FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR 2026.

* Remuneration for the Board of Directors and the Supervisory Board in the 2025 financial year (for the period from January 1, 2025 to December 31, 2025):

- Remuneration for the Board of Directors in 2025: VND 600,000,000.
- Remuneration for the Supervisory Board in 2025: VND 144,000,000.

* Remuneration Plan for the Board of Directors and the Supervisory Board for 2026.:

- Board of Directors: VND 10,000,000 per month per person.
- Supervisory Board: VND 4,000,000 per month per person.

(For detailed information, please refer to Proposal No. 09/2026/Ttr/HĐQT-Pharbaco dated 14/05/2026 attached.)

VII. APPROVAL OF PROPOSAL FOR THE SELECTION OF AN AUDITING FIRM FOR THE 2026 FINANCIAL STATEMENTS.

The General Meeting of Shareholders has voted to approve and authorize the Board of Directors to select one of the three auditing firms to audit the Company's 2026 financial statements, namely:

1. International Auditing Co., Ltd

Address: 15th Floor, Center Building – Hapulico Complex, No. 1 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi
Tax Identification Number: 0101177123

2. Auditing Company Limited (AASC Auditing Company)

Address : No. 1, Le Phung Hieu Street, Hoan Kiem Ward, Hanoi
Tax Identification Number: 0100111105

3. BDO Company Limited (BDO Vietnam)

Address: 20th Floor, ICON 4 Building, No. 243A De La Thanh, Lang Ward, Hanoi
Tax Identification Number : 0101333767

(For detailed information, please refer to Proposal No. 10/2026/Ttr/HĐQT-Pharbaco dated 19/05/2026 attached.)

VIII. APPROVAL OF THE PROPOSAL ON THE DISMISSAL OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE 2022–2027 TERM.

(For detailed information, please refer to Proposal No. 11/2026/Ttr/HĐQT-Pharbaco dated May 14, 2026)

IX. APPROVAL OF THE PROPOSAL ON THE ELECTION OF ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS FOR THE

2022–2027 TERM.

(For detailed information, please refer to Proposal No. 12/2026/Ttr/HĐQT-Pharbaco dated May 14, 2026)

X. APPROVAL OF THE PROPOSAL ON THE DISMISSAL OF MEMBERS OF THE SUPERVISORY BOARD FOR THE 2022–2027 TERM.

(For detailed information, please refer to Proposal No.14/2026/Ttr/HĐQT-Pharbaco dated May 14, 2026)

XI. APPROVAL OF THE PROPOSAL ON THE ELECTION OF ADDITIONAL MEMBERS TO THE SUPERVISORY BOARD FOR THE 2022–2027 TERM.

(For detailed information, please refer to Proposal No.15/2026/Ttr/HĐQT-Pharbaco dated May 14, 2026)

XII. APPROVAL OF THE REGULATIONS ON NOMINATION, SELF-NOMINATION AND ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS.”

(For detailed information, please refer to Proposal No.13/2026/QC/HĐQT-Pharbaco dated May 14, 2026)

XII. APPROVAL OF THE CONSOLIDATED LIST OF NOMINEES FOR ELECTION TO THE BOARD OF DIRECTORS.

No	Full Name	Educational qualification	Field of study	Shareholding
1	Le Duc Hoang	PhD	PhD in Economics – National Economics University	0

XIV. APPROVAL OF THE CONSOLIDATED LIST OF NOMINEES FOR ELECTION TO THE BOARD OF SUPERVISORS.

No	Full Name	Educational qualification	Field of study	Shareholding
1	Nguyen Duc Tien	Bachelor’s degree	Bachelor of Economics – Academy of Finance	0

XV. ELECTION RESULTS FOR MEMBERS OF THE BOARD OF DIRECTORS

Total ballots issued: 62 ballots, representing 97,489,710 shares, equivalent to 83.54% of the voting shares represented at the General Meeting.

Total ballots collected: 54 ballots.

Of which:

- Valid ballots: 54 ballots.
- Invalid ballots: 0 ballots.

Election Results for the Board of Directors

No.	Full Name	Votes Received	Percentage (%)
1	Le Duc Hoang	96,015,871	98.49%

Based on the vote-counting results, the Election Regulations adopted by the General Meeting, and the Company's Charter on Organization and Operations, Mr. Le Duc Hoang has been duly elected as a member of the Board of Directors of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 for the 2022–2027 term of office.

XVI. ELECTION RESULTS FOR MEMBERS OF THE SUPERVISORY BOARD

Total ballots issued: 62 ballots, representing 97,489,710 shares, equivalent to 83.54% of the voting shares represented at the General Meeting.

Total ballots collected: 51 ballots.

Of which:

- Valid ballots: 51 ballots.
- Invalid ballots: 0 ballots.

Election Results for the Supervisory Board

No.	Full Name	Votes Received	Percentage (%)
1	Nguyen Duc Tien	96.011.988	98.49%

Based on the vote-counting results, the Election Regulations adopted by the General Meeting, and the Company's Charter on Organization and Operations, Mr. Nguyen Duc Tien has been duly elected as a member of the Supervisory Board of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 (Pharbaco) for the 2022–2027 term of office.

XVII. APPROVAL OF THE MINUTES AND RESOLUTIONS OF THE GENERAL MEETING

The representative of the Secretariat reads aloud the full text of the Minutes and Resolutions before the General Meeting.

This resolution shall take effect from June 10, 2026.

All relevant departments, units, and individuals are responsible for implementing and executing the contents of this Resolution in accordance with their functions, duties, and applicable laws.



Nguyen Dinh Tuan



Hanoi, June 10 , 2026

No02/2026/BB-BKS- PBC

**MINUTES OF THE MEETING OF THE BOARD OF SUPERVISORS
PHARBACO CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY NO. I**

I. COMPANY INFORMATION

1. **Company Name:** Pharbaco Central Pharmaceutical Joint Stock Company No. 1
2. **Head Office Address:** Company Office, No. 160 Ton Duc Thang Street, O Cho Dừa Ward, Hanoi City, Vietnam.
3. **Enterprise Registration Certificate No.:** 0100109032, first issued by the Hanoi Department of Planning and Investment on July 25, 2007, and amended for the 22nd time on September 16, 2025.

II. TIME AND VENUE OF THE MEETING

1. **Time:** 1:00 PM, June 10, 2026
2. **Venue:** Factory Meeting Room, Thach Loi Hamlet, Noi Bai Commune, Hanoi.

III. ATTENDEES

- **Mr. Nguyen Duc Tien** – Member of the Board of Supervisors
- **Ms. Tang Thi Dieu Linh** – Member of the Board of Supervisors
- **Ms. Phung Thi Nga** – Member of the Board of Supervisors

With 100% approval of the attending members, the following were elected:

- **Chairman of the Meeting:** Mr. Nguyen Duc Tien – Member of the Board of Supervisors
- **Secretary of the Meeting:** Ms. Nguyen Thi Mai – Company Secretary

IV. MEETING AGENDA

Ms. Tang Thi Dieu Linh, Member of the Board of Supervisors, stated that Ms. Khong Thi Huong Lan, former Head of the Board of Supervisors, had submitted her resignation from the position of Member of the Board of Supervisors. At the 2026 Annual General Meeting of Shareholders (AGM), the shareholders approved her resignation and elected Mr. Nguyen Duc Tien as an additional member of the Board of Supervisors.

To ensure the effective operation of the Board of Supervisors, the Board proceeded with the election of the Head of the Board of Supervisors.

Ms. Phung Thi Nga nominated:

Full Name: Nguyen Duc Tien

Date of Birth: November 3, 1974

Citizen Identification Number: 001074009480, issued on May 8, 2024, by the Police Department for Administrative Management of Social Order.

Nominated Position: Head of the Board of Supervisors

After discussion, the Board of Supervisors conducted the election for the position of Head of the Board of Supervisors.

Voting Results:

- Votes in favor: 3/3 (100%)
- Votes against: 0/3 (0%)
- Abstentions / No opinion: 0/3 (0%)

V. CONCLUSION OF THE MEETING

The Board of Supervisors approved the election results for the position of Head of the Board of Supervisors as follows:

Full Name: Nguyen Duc Tien

Date of Birth: November 3, 1974

Citizen Identification Number: 001074009480, issued on May 8, 2024, by the Police Department for Administrative Management of Social Order.

The meeting of the Board of Supervisors of Pharbaco Central Pharmaceutical Joint Stock Company No. 1 concluded at 2:30 PM on the same day. The minutes were prepared in one (01) original copy and unanimously approved by all attending members.

Secretary



Nguyễn Thị Mai

Preside



Nguyễn Đức Tiến

Signature of attending member



Nguyễn Đức Tiến



Tăng Thị Diệu Linh



Phùng Thị Nga