BEPHARCO

CÔNG TY CỔ PHẦN DƯỢC PHẨM BẾN TRE
BEN TRE PHARMACEUTICAL JSC

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Số/*No*:14/26/CBTT-DBT

TP.Hồ Chí Minh, ngày 07 tháng 04 năm 2026
Hồ Chí Minh City, April 7, 2026

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
DISCLOSURE OF PERIODIC INFORMATION

Kính gửi/ *To*:

- Ủy ban chứng khoán Nhà nước/ *The State Securities Commission;*
- Sở Giao dịch chứng khoán TP. Hồ Chí Minh/ *Ho Chi Minh Stock Exchange.*

1. Tên tổ chức: **CÔNG TY CỔ PHẦN DƯỢC PHẨM BẾN TRE**

   Name of organization: BEN TRE PHARMACEUTICAL JOINT- STOCK COMPANY

   - Mã chứng khoán/ *Security code*: **DBT**
   - Địa chỉ: Số 6A3, Quốc lộ 60, Phường Phú Tân, Tỉnh Vĩnh Long, Việt Nam

     Address: 6A3, 60 National road, Phu Tan ward, Vinh Long province
   - Điện thoại liên hệ/ *Telephone*: 028 3622 0205
   - Email: bepharco.vietnam@bepharco.com

2. Nội dung thông tin công bố/ *Contents of disclosure*:

   Công ty Cổ phần Cổ phần Dược phẩm Bến Tre trân trọng công bố đường dẫn đăng tải tài liệu họp Đại hội đồng cổ đông thường niên năm tài chính 2025 như sau: ***https://bepharco.com/quan-he-co-dong/co-dong.***

   Ben Tre Pharmaceutical Joint Stock Company respectfully announces the link to the 2025 Fiscal Year Annual General Meeting of Shareholders documents as follows: ***https://bepharco.com/quan-he-co-dong/co-dong.***

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty tại ngày 07/04/2026 đường dẫn: https://bepharco.com/quan-he-co-dong/co-dong/

   This information was published on the company's website at the link https://bepharco.com/quan-he-co-dong/co-dong.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố

We hereby declare that the information published above is true and accurate, and we assume full responsibility for its accuracy.

CÔNG TY CỔ PHẦN DƯỢC PHẨM BẾN TRE

Digitally signed by CÔNG TY CỔ PHẦN DƯỢC PHẨM BẾN TRE
DN: C=VN, L=BẾN TRE, CN=CÔNG TY CỔ PHẦN DƯỢC PHẨM BẾN TRE, OID.0.9.2342.19200300.100.1.1=MST:1300382591
Reason: I am the author of this document
Location: your signing location here
Date: 2026-04-07 21:56:51
Foxit PhantomPDF Version: 10.0.0

Nơi nhận/Recipients:

- *Như trên/As above;*
- *Lưu/ Archives: VT.*

TM. HỘI ĐỒNG QUẢN TRỊ
ON BEHALF OF THE BOD
CHỦ TỊCH
CHAIRMAN

M.S.D.N: 1300382591 - C.T.C.P
CÔNG TY CỔ PHẦN DƯỢC PHẨM BẾN TRE
TỈNH VĨNH LONG

NGUYỄN KHẮC HANH



BEN TRE PHARMACEUTICAL JOINT-STOCK COMPANY
Enterprise Registration No: 1300382591
Head Office: No. 6A3, National Highway 60, Phu Tan Ward, Vinh Long Province
Operating Office: No. 11 Nguyen Trong Quyen Street, Tan Phu Ward, Ho Chi Minh City
Website: www.bepharco.com | Tel.: +84 28 3622 0208

NOTICE OF INVITATION
TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FISCAL YEAR 2025

To: Mr./Ms.
Address:
Phone Number:
Shareholder Code: | DBT | 0000 |

Ben Tre Pharmaceutical Joint-Stock Company (DBT) is pleased to announce and cordially invite our esteemed shareholders to attend the Annual General Meeting of Shareholders for the fiscal year 2025, with details as follows:

1. **Time:** 08:00 AM, Tuesday, April 28, 2026 (one session).
2. **Venue:** Ham Luong Hotel (No. 200C, Hung Vuong Street, An Hoi Ward, Vinh Long Province).
3. **Participants:** All DBT shareholders as per the consolidated list of securities holders entitled to exercise rights No. VNMEETVSDD014112/VSDDBTXX, with the record date of March 27, 2026, as provided by the Vietnam Securities Depository and Clearing Corporation.
4. **Meeting Materials:** The agenda and relevant documents of the Meeting will be published on the Company's website at https://bepharco.com/quan-he-co-dong/co-dong at least 21 days prior to the Meeting date.
5. **Registration for Attendance:** To facilitate shareholders in fully exercising their rights and obligations at the Meeting and to ensure proper organization, shareholders are kindly requested to register their attendance or authorize a proxy as follows:
   - **Attendance Confirmation:** Shareholders are requested to contact the Organizing Committee of the General Meeting of Shareholders of Ben Tre Pharmaceutical Joint-Stock Company, Ms. Phan Thi Thanh Tai at telephone number: (+84) 327 812 323;
   - **Proxy Authorization:** Shareholders may authorize another person or a member of the Board of Directors to attend the Meeting (in accordance with the form attached to this notice). The duly executed Power of Attorney should be sent to the Organizing Committee at: No. 11 Nguyen Trong Quyen Street, Tan Phu Ward, Ho Chi Minh City.
6. **Shareholders or authorized representatives attending the General Meeting are kindly requested to bring and present the following documents:**

   (i) Invitation Notice, (ii) ID card/Citizen ID/Passport/Certified copy of Business Registration Certificate,(iii) A valid Authorization Letter *(in case of proxy attendance)*.

   We look forward to welcoming our esteemed Shareholders to the Meeting.

Note: From now until the date of the Meeting, in the event of any force majeure requiring a change to the Meeting date, the Company will notify shareholders via its website at: https://bepharco.com/quan-he-co-dong/co-dong.

Note:
As of the record date of March 27, 2026, the number of DBT shares held by the Shareholder is: ..... shares.

Vinh Long, April 6, 2026
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN KHAC HANH

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| DBT | 0000 |

M.S.D.N: 1300382591 - C.T.C.P
CÔNG TY CỔ PHẦN DƯỢC PHẨM BẾN TRE
TỈNH VĨNH LONG

CONFIRMATION / AUTHORIZATION LETTER
For Attendance at the Annual General Meeting of Shareholders Fiscal Year 2025
Ben Tre Pharmaceutical Joint-Stock Company

To: Ben Tre Pharmaceutical Joint- Stock Company

1. Shareholder Information:

- Name of Individual/Organization: .....
- Citizen ID/Business Registration Number: ..... Date of Issue: .....
- Place of Issue: .....
- Authorized Representative (if applicable):.....
- Number of Shares Owned/Represented: ..... shares

2. Confirmation of Attendance (shareholder to check the appropriate box below):

☐ Register to attend the AGM for the fiscal year 2025 of Ben Tre Pharmaceutical JSC.

☐ The shareholder shall not attend and hereby authorizes the person named below to represent the shareholder in attending and voting with all voting rights attached to the shares owned by the shareholder (as recorded in the consolidated list of securities holders No. VNMEETVSDD014112/VSDDBTXX, with the record date of March 27, 2025) at the AGM for the fiscal year 2025 of Ben Tre Pharmaceutical JSC, on all matters submitted for voting at the Meeting.

☐ ***Authorization to another Individual (Please provide full details):***

Full Name: .....

Citizen ID/Passport No.: ..... Date of Issue: .../...../.....Place of Issue: .....

Address: .....

☐ ***Authorization to the Board of Directors Representative as follows:***

Authorized Representative: Mr. Pham Thu Trieu

Title: Member of the BOD cum General Director of the Company

This Power of Attorney shall remain valid until the conclusion of the General Meeting of Shareholders or until the shareholder submits a written revocation of the authorization to the Organizing Committee prior to the opening of the Meeting.

The shareholder hereby undertakes full responsibility for this authorization and agrees to strictly comply with all applicable laws and the Charter of Ben Tre Pharmaceutical Joint Stock Company, and further undertakes not to raise any claims or complaints against the Company.

....., day ..... month 2026

AUTHORIZED REPRESENTATIVE	**SHAREHOLDER**
(Signature, full name, and seal (if applicable))	*(Signature, full name, and seal (if applicable))*

LIST OF DOCUMENTS

ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FINANCIAL YEAR 2025

Meeting Date: April 28th 2026

No	Document Title
1.	Agenda of the General Meeting of Shareholders
2.	Regulations on the working procedures of the General Meeting.
3.	Report on the 2025 activities and the 2026 activity plan of the Board of Directors.
4.	Audit Committee's Report 2025.
5.	Independent Board Member's evaluation report on the activities of the Board of Directors in 2025.
6.	CEO's 2025 summary report, 2026 business plan, and audited financial figures for 2025.
7.	Proposal for approval of the audited financial statements for the fiscal year 2025.
8.	Proposal for approval of 2025 business results and the 2026 business plan.
9.	Proposal on profit distribution, dividend payment for 2025, and the profit distribution and dividend payment plan for 2026.
10.	Proposal on remuneration of the Board of Directors for 2025 and plan for 2026
11.	Proposal on the selection of the auditing firm for 2026
12.	Proposal on the increase of charter capital
13.	Proposal on the share issuance plan for dividend payment for 2025
14.	Proposal on the share issuance plan under the employee stock option program (ESOP)
15.	Proposal on the private placement of shares to investors
16.	Proposal on the public offering of additional shares to existing shareholders
17.	Proposal on the approval for a member of the Board of Directors to receive transfer of voting shares without triggering a mandatory public tender offer
18.	Proposal on updating and amending the Company's business lines
19.	Proposal on amendments and supplements to the Company's Charter
20.	Proposal on dismissal and additional election of members of the Board of Directors for the term 2024–2029
21.	Regulations on the additional election of members of the Board of Directors for the term 2024–2029 (attached nomination and candidature dossiers)
	ATTACHED DOCUMENTS
22.	Draft Minutes of the 2025 Annual General Meeting of Shareholders
23.	Draft Resolution of the 2025 Annual General Meeting of Shareholders

BEN TRE PHARMACEUTICAL JOINT STOCK COMPANY
Head Office: No. 6A3, National Highway 60, Phu Tan Ward, Vinh Long Province
Operating Office: No. 11 Nguyen Trong Quyen Street, Tan Phu Ward, Ho Chi Minh City
BEPHARCO Website: www.bepharco.com | Tel: (+84) 28 3622 0205

AGENDA ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FINANCIAL YEAR 2025

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Time: 08:00 AM, Tuesday, April 28, 2026
Venue: Ham Luong Hotel (200C Hung Vuong Street, An Hoi Ward, Vinh Long Province)

Time (AM)	Agenda
8:00 ÷ 8:30	**Guest Reception and Shareholder Verification:** 1. Reception and delegate registration 2. Distribution of meeting materials to shareholders
8:30 ÷ 8:40	**Approval of the report on verification of attendees' eligibility and declaration of quorum in accordance with applicable laws and the Company's Charter**
8:40 ÷ 8:55	**Opening Ceremony:** 1. Introduction and approval of the Presidium, Secretariat, and Vote Counting Committee 2. Approval of the Meeting Agenda and Working Regulations
8:55 ÷ 10:00	1. Report on the 2025 activities and the 2026 activity plan of the Board of Directors. 2. Audit Committee's Report 2025. 3. Independent Board Member's evaluation report on the activities of the Board of Directors in 2025. 4. CEO's 2025 summary report, 2026 business plan, and audited financial figures for 2025. 5. Proposal for approval of the audited financial statements for the fiscal year 2025. 6. Proposal for approval of 2025 business results and the 2026 business plan. 7. Proposal on profit distribution, dividend payment for 2025, and the profit distribution and dividend payment plan for 2026. 8. Proposal on remuneration of the Board of Directors for 2025 and plan for 2026 9. Proposal on the selection of the auditing firm for 2026 10. Proposal on the increase of charter capital 11. Proposal on the share issuance plan for dividend payment for 2025 12. Proposal on the share issuance plan under the employee stock option program (ESOP) 13. Proposal on the private placement of shares to investors 14. Proposal on the public offering of additional shares to existing shareholders

Time (AM)	Agenda
	15. Proposal on the approval for a member of the Board of Directors to receive transfer of voting shares without triggering a mandatory public tender offer 16. Proposal on updating and amending the Company's business lines 17. Proposal on amendments and supplements to the Company's Charter
10:00 ÷ 10:25	1. Approval of regulations on the additional election of Board members 2. Approval of: - Proposal on dismissal and additional election of members of the Board of Directors for the term 2024–2029 - Profiles of candidates for the Board of Directors 3. Election of members of the Board of DirectorsDiscussion on Reports and Proposals
10:25 ÷ 10:35	Discussion on reports and proposals; shareholders' opinions
10:35 ÷ 10:50	Voting by shareholders on submitted matters: 1. Report on the Board of Directors' activities in 2025 and plan for 2026 2. Report of the Audit Committee for 2025 3. Assessment reports of Independent Board Members 4. CEO's report and audited financial statements for 2025 5. Approval of all proposals submitted to the Annual General Meeting of Shareholders for fiscal year 2025
	Break (10 minutes)
11:00 ÷ 11:30	**Closing Ceremony:** 1. Announcement of voting results and election results of the Board of Directors 2. Introduction of newly elected Board members 3. Approval of the Minutes and Resolution of the General Meeting of Shareholders 4. Closing remarks

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 01/QC-ĐHCĐ25

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Vinh Long, April 28, 2026

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WORKING REGULATIONS AND VOTING RULES
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2025

To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by the Law No. 56/2024/QH15 dated November 29, 2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to the Charter on Organization and Operation of Ben Tre Pharmaceutical Joint Stock Company;*

Article 1. Purpose

1. To ensure the order, code of conduct, and voting principles at the Annual General Meeting of Shareholders of Ben Tre Pharmaceutical Joint Stock Company are conducted in compliance with regulations and achieve successful outcomes.
2. The resolutions of the General Meeting of Shareholders shall reflect the unified will of the General Meeting, fulfill the expectations and rights of shareholders, and comply with applicable laws.

Article 2. Subjects and Scope of Application

1. Subjects: All shareholders, authorized representatives, and invited guests attending the Annual General Meeting of Shareholders of Ben Tre Pharmaceutical Joint Stock Company must comply with this Regulation, the Company's Charter, and the applicable laws.
2. Scope of Application: This Regulation shall apply to the organization of The Annual General Meeting of Shareholders for the Fiscal Year 2025 of Ben Tre Pharmaceutical Joint Stock Company.

Article 3. Interpretation of Terms/Abbreviations

- Company : Ben Tre Pharmaceutical Joint Stock Company
- BOD : Board of Directors
- OC : Organizing Committee
- AGM : Annual General Meeting of Shareholders
- Delegate : Shareholders or authorized representatives
- Voting Rights : 01 ordinary share equals 01 voting right

Article 4. Conditions for Convening the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents more than 50% of the total voting rights.

2. In the event that the first meeting does not meet the conditions for convening as specified in Clause 1 of this Article, a notice for the second meeting must be sent within 30 days from the date the first meeting was originally scheduled. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents at least 33% of the total voting rights.

3. If the second meeting does not meet the conditions for convening as specified in Clause 2 of this Article, a notice for the third meeting must be sent within 20 days from the date the second meeting was originally scheduled. The third General Meeting of Shareholders shall be held regardless of the total voting rights of shareholders attending the meeting.

Article 5. Delegates Participating in The Annual General Meeting of Shareholders for the Fiscal Year 2025

1. Shareholders of the Company as of the list closing date of March 24, 2025, have the right to attend the General Meeting of Shareholders; they may attend in person or authorize a representative to attend on their behalf. In the case of multiple authorized representatives being appointed according to legal regulations, the number of shares and voting rights of each representative must be specified.

2. Delegates entering the meeting room must be present at the scheduled time and complete the registration procedures as instructed by the Organizing Committee (OC); they must sit in the designated position or area assigned by the OC.

3. During the General Meeting of Shareholders, delegates must comply with the instructions of the Chairperson, behave in a polite and courteous manner, and maintain order during the meeting.

4. Delegates must strictly adhere to the rules for using and preserving documents, and may not copy or record materials or provide them to individuals outside the meeting without the approval of the Chairperson.

Article 6. Guests at The Annual General Meeting of Shareholders for the Fiscal Year 2025

1. Guests include the Company's management personnel, invited guests, and members of the Organizing Committee who are not shareholders or do not hold a proxy from a shareholder but are invited to attend the meeting.

2. Guests shall not participate in discussions during the meeting, unless invited by the Chairperson or have registered in advance with the Organizing Committee and received approval from the Chairperson.

Article 7. The Presidium

1. The Presidium shall consist of 2-3 members. The Presidium will appoint one member as the Chairperson of the meeting. The Chairperson will oversee the meeting according to the agenda and content previously approved by the Board of Directors before the General Meeting.

2. The responsibilities of the Presidium are as follows:

(a) To manage the activities of the General Meeting of Shareholders according to the program approved by the Board of Directors and the General Meeting;

(b) To guide delegates and the General Meeting in discussing the items on the agenda;

(c) To present drafts and conclusions on issues that need to be voted on;

(d) To answer any questions raised by the General Meeting;

(e) To address any issues that arise during the meeting.

3. The working principle of the Presidium: The Presidium works according to the collective principle, with democratic centralism, and decisions are made based on the majority vote.

Article 8. The Secretariat of the General Meeting

1. The Secretariat of the General Meeting consists of 1-2 members appointed by the Chairperson, who are responsible to the Presidium and the General Meeting of Shareholders for their duties and operate under the direction of the Presidium.

2. The duties of the Secretariat are as follows:

(a) To assist the Presidium in verifying the eligibility of shareholders and their representatives attending the meeting (when necessary);

(b) To assist the Presidium in announcing drafts of documents, conclusions, resolutions of the meeting, and notifications from the Presidium to be sent to shareholders upon request;

(c) To receive and review the registration forms of shareholders wishing to speak, and submit them to the Presidium for decision;

(d) To accurately and fully record the entire proceedings of the meeting, including issues approved or noted by shareholders, in the meeting minutes;

(e) To draft the resolutions on the issues approved at the meeting.

Article 9. The Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee consists of 2 members, including 1 Chairperson and 1 member, who are responsible to the Presidium and the General Meeting of Shareholders for their duties.

2. The duties of the Shareholder Eligibility Verification Committee are as follows:

(a) To verify the eligibility and attendance of shareholders and their representatives at the meeting;

(b) The Chairperson of the Shareholder Eligibility Verification Committee shall report to the General Meeting of Shareholders on the attendance status of shareholders. If the meeting has the required number of shareholders representing more than 50% of the total voting rights, the General Meeting of Shareholders shall proceed.

Article 10. The Vote Counting Committee

1. The Vote Counting Committee of the General Meeting consists of 2-3 members, including 1 Chairperson and members introduced by the Chairperson and approved by the General Meeting through a vote.

2. The duties of the Vote Counting Committee are as follows:

(a) The Vote Counting Committee must prepare the vote count report and is responsible to the Presidium and the General Meeting of Shareholders for carrying out its duties;

(b) To accurately determine the voting results on each issue presented for voting at the meeting;

(c) To review and report to the General Meeting any violations of the voting rules or complaints regarding the voting results;

(d) To report the voting results to the General Meeting.

Article 11. Discussion at the General Meeting

1. Principles

(a) Discussions shall only take place during the allotted time and within the scope of the issues presented in the General Meeting agenda;

(b) Shareholders wishing to express opinions must register their topics on the Discussion Registration Form and submit it to the Secretariat;

(c) The Secretariat will organize the discussion requests of shareholders in the order of registration and present them to the Presidium;

(d) Shareholders who wish to speak or debate must raise their voting cards and may only speak when the Chairperson has agreed. Shareholders should ensure their statements are concise and avoid repetition.

2. Responses to Shareholders' Opinions

(a) Based on the Discussion Registration Forms submitted by shareholders, the Chairperson or a designated member will address shareholders' opinions;

(b) In cases where time constraints prevent direct answers during the meeting, the Company will respond to any unanswered questions in writing.

Article 12. Voting on Issues at the General Meeting

1. Principles

(a) All issues on the agenda and in the meeting content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders;

(b) The voting cards and ballots for the issues presented to the General Meeting will be printed, stamped with the Company's seal, and sent directly to shareholders at the meeting (along with the meeting materials). Each shareholder will be provided with a voting card and ballot for the issues presented to the General Meeting, indicating the shareholder's registration number, name, the name of the representative (if applicable), and the number of voting cards for that shareholder;

(c) The methods of voting on issues at The Annual General Meeting of Shareholders for the Fiscal Year 2025 are as follows:

- Voting by raising the Voting Card: This method is used to vote on issues such as: approval of the Vote Counting Committee, approval of the meeting agenda, approval of the meeting regulations, approval of the meeting minutes, approval of resolutions, and other matters (if any);
- Voting by filling in the Voting Ballot for the issues presented to the General Meeting: This method is used for voting on the issues on the meeting agenda.

2. Voting Method

(a) Shareholders will vote to Agree, Disagree, or Abstain on an issue raised for voting at the meeting by either raising the Voting Card or marking the options on the Voting Ballot for the presented issues;

(b) When voting by raising the Voting Card, the front of the Voting Card must be raised towards the Presidium. If a shareholder does not raise the Voting Card during any of the three voting rounds (Agree, Disagree, Abstain) for a specific issue, it will be considered a vote in favor of that issue. If a shareholder raises the Voting Card more than once during any of the voting rounds for an issue, it will be considered an invalid vote. In the case of voting by raising the Voting Card, members of the Shareholder Eligibility Committee/Vote Counting Committee will mark the delegate code and the corresponding number of voting cards for shareholders voting in favor, against, abstaining, or invalid;

(c) When voting by filling in the Voting Ballot for the issues presented to the General Meeting, for each issue, shareholders must select one of the three options "Agree," "Disagree," or "No Opinion" that is pre-printed on the Voting Ballot by marking an "X" or "✓" in the selected box. After completing the entire ballot for voting issues at the General Meeting, shareholders will submit the Voting Ballot into the sealed ballot box as directed by the Vote Counting Committee. The Voting Ballot must be signed and include the shareholder's name written by hand.

3. Validity of the Voting Ballot for the Issues Presented to the General Meeting

(a) A valid Voting Ballot is one that is pre-printed in the format provided by the Organizing Committee, without any erasures, scratches, tears, or alterations, and does not contain any additional content beyond what is required for the ballot. It must also be signed, and under the signature, the shareholder's full name must be written by hand;

(b) On the Voting Ballot for the issues presented to the General Meeting, the voting options (reports, proposals, etc.) are valid when the shareholder marks one (1) of the three (3) voting boxes. An issue will not be valid if the selection is inconsistent with the prescribed voting options;

(c) The Voting Ballot is invalid if:

- Additional content is written on the Voting Ballot;
- The Voting Ballot does not follow the pre-printed format provided by the Organizing Committee, is missing the Company's seal, has been altered, erased, or contains additional content beyond the permitted format, in which case all voting content on the ballot will be considered invalid.

4. Voting Rules

(a) One share equals one voting card. Each shareholder attending the meeting and representing one or more voting cards will be provided with a Voting Card and Voting Ballot for the issues presented to the General Meeting;

(b) As of the shareholder registry date (March 27th 2026), the total number of shares of the Company is 21.967.262 shares, corresponding to 21.967.262 voting cards;

(c) Issues that require voting at the General Meeting will only be approved if they receive more than 50% of the votes from the total number of voting cards present at the meeting. For certain

issues as specified in Clause 1, Article 21 of the Company's Charter, the approval must be at least 65% of the total number of voting cards present at the meeting;

5. Recording the Voting Results

(a) The Vote Counting Committee is responsible for collecting the Voting Ballots for the issues presented to the General Meeting;

(b) The Vote Counting Committee will verify the number of votes in favor, against, abstentions, and report the results of the vote counting at the General Meeting of Shareholders.

Article 13. Meeting Minutes and Resolutions of the General Meeting of Shareholders

The meeting minutes of the General Meeting of Shareholders must be completed and approved before the meeting adjourns. The Chairperson and the meeting secretary, or any other person signing the meeting minutes, shall be jointly responsible for the authenticity and accuracy of the content of the minutes.

Article 14. Implementation of the Rules and Regulations

1. Shareholders, authorized representatives, and invited guests attending the meeting of the General Meeting must strictly comply with the working regulations of the General Meeting of Shareholders.

2. This regulation is effective immediately after being approved by the General Meeting of Shareholders of Ben Tre Pharmaceutical JSC./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY
No: 02/BC-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Vinh Long, April 28, 2026

DRAFT

EPORT ON ACTIVITIES IN 2025 AND PLAN FOR ACTIVITIES IN 2026 OF THE BOARD OF DIRECTORS OF THE COMPANY

I. REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Composition and Number of Members of the Board of Directors ("BOD")

The number of BOD members as per the Company's Charter is 05 members. The current composition of the BOD is as follows:

1.1. Mr. Nguyen Khac Hanh : Chairman of the BOD

1.2. Mr. Pham Thu Trieu : Member of the BOD

1.3. Mr. Hoang Xuan An : Member of the BOD

1.4. Mr. Tran Nguyen Gia Bao : Independent member of the BOD

1.5. Mr. Nguyen Thanh Tung : Independent member of the BOD

2. BOD Meetings and Decisions

2.1. In 2025, the BOD held 30 meetings and issued 30 resolutions/decisions. All BOD members participated in the meetings or authorized a representative to attend, achieving the attendance rate as required. The organization of BOD meetings followed the proper procedures as stipulated in the internal governance rules and the BOD's operating regulations. All meetings had the participation of members of the Audit Committee.

(Detailed content has been published in the Corporate Governance Report 2025 No. 02/26/BCQT-DBT dated 30/01/2026).

2.2. The BOD meetings included participation from the Company's General Director team, who provided reports and evaluations of business activities, discussed the business strategies and directions of the Company, ensured the timely implementation of the directions and plans assigned by the Annual General Meeting of Shareholders ("AGM"), and effectively executed tasks under the BOD's jurisdiction.

3. Report on the Implementation of the Resolutions Approved at the Annual General Meeting of Shareholders ("AGM") for the Fiscal Year 2024

3.1. Key Business Indicators for 2025

Unit: Billion VND

Indicator	Parent Company					Consolidated				
	Actual 2024	Plan 2025	Actual 2025	% Actual 2025/ Actual 2024	% Actual 2025/ Plan 2025	Actual 2024	Plan 2025	Actual 2025	% Actual 2025/ Actual 2024	% Actual 2025/ Plan 2025
Revenue	873	1000	896	103%	90%	868	1032	860	99%	83%
Accounting profit/ (loss) before taxation	32	48	32	100%	67%	20	32	24	120%	75%
Net profit/ (loss) after taxation	25	36	24	96%	67%	12	24	14	117%	58%

(Detailed analysis of the data is presented in the CEO's Report attached to the General Meeting materials.)

In 2025, the parent company's net revenue reached VND 896 billion, representing an increase of 3% compared to 2024 and achieving 90% of the 2024 plan. Although the Company did not fully meet its revenue and profit targets, net revenue still recorded a 3% growth compared to the same period in 2024.

3.2. Profit Distribution for the Year 2024:

- In accordance with the profit distribution plan approved by the General Meeting of Shareholders, in 2025, the Company completed the issuance of shares for dividend payment at a rate of 7% based on the par value of VND 10,000 per share, with the issuance completed on September 22, 2025, ensuring that the dividend payment period did not exceed six (06) months from the date of the 2024 Annual General Meeting of Shareholders.
- In addition, the Company appropriated funds for the Reward Fund and Welfare Fund at 5% of the after-tax profit for 2024 in accordance with Resolution No. 23/NQ-ĐHĐCĐ24 dated April 24, 2025, and utilized such funds in line with approved principles, thereby enhancing employee welfare and the Company's social responsibility.

3.3. Selection of the Audit Firm for the 2025 Financial Statements:

During the year, the Board of Directors convened and selected an auditing firm for the Company's financial statements, including separate and consolidated financial statements. The selected firm is RSM Vietnam Auditing & Consulting Co., Ltd., which is included in the list of audit firms approved by the State Securities Commission of Vietnam to audit public interest entities in the securities sector, meeting the criteria approved by the General Meeting of Shareholders and aligning with the Company's operational requirements.

3.4. Implementation of Share Issuance for Charter Capital Increase in 2025:

Pursuant to the issuance plans approved under Resolution No. 23/NQ-ĐHĐCĐ24 dated April 24, 2025 of the Annual General Meeting of Shareholders for fiscal year 2024 and approved by the State Securities Commission of Vietnam in 2025, the Board of Directors implemented the following issuances:

- The issuance of shares for dividend payment for 2024 at a rate of 7% was completed on September 22, 2025, with a total of 1,436,612 shares issued at a par value of VND 10,000 per share. The Company's charter capital increased from VND 205,306,500,000 to VND 219,672,620,000 following this issuance.

- At the 2024 Annual General Meeting of Shareholders held on April 24, 2025, shareholders approved the private placement of shares to investors, the public offering of additional shares to existing shareholders, and the share issuance under the employee stock option program (ESOP) to increase charter capital pursuant to Resolution No. 23/NQ-ĐHĐCĐ24 (corresponding to Proposals No. 14, 15, and 16/TTr-ĐHCĐ24). However, due to unfavorable stock market conditions, the Company was unable to implement these plans in 2025. Considering actual business conditions and the Company's capital needs, the Board of Directors submits to the General Meeting of Shareholders for approval the cancellation of the above plans and the implementation of a new charter capital increase plan for 2026–2027 as detailed in the accompanying proposal.

The Company has duly completed procedures for registering changes to charter capital with the competent authority and amended the Company Charter in compliance with applicable laws.

3.5. Remuneration, Salary and Other Benefits of the Board of Directors

- In 2025, the Company applied the remuneration policy for members of the Board of Directors in accordance with the ratio approved under Resolution No. 23/NQ-ĐHĐCĐ24 dated April 24, 2025, in compliance with the Company's Charter and applicable laws.

- For members of the Board of Directors concurrently holding executive positions, total annual income comprises salary for executive roles, remuneration as Board members, and other lawful expenses and benefits (if any), determined based on their concurrent responsibilities and actual contributions.

Name	Position	Total income (including salary, remuneration and other benefits) (VND)
Mr. Nguyen Khac Hanh	Chairman of the BOD, Deputy CEO	1,506,878,827
Mr. Pham Thu Trieu	Member of the BOD, CEO	1,635,696,827
Mr. Hoang Xuan An	Member of the BOD, Deputy CEO	1,318,979,494
Mr. Nguyen Thanh Tung	Independent Member of the BOD	120,000,000
Mr. Tran Nguyen Gia Bao	Independent Member of the BOD	120,000,000

3.6. Investment in Subsidiaries

- During the year, the Company acquired 2,000,000 shares (equivalent to 25% ownership) of Ypharco Healthcare Joint Stock Company through debt conversion with a total value of VND 20,000,000,000, pursuant to Board Resolution No. 17/25/NQ-HĐQT-DBT dated March 27, 2025 and the debt-to-equity swap agreement dated May 12, 2025.

- The Company also acquired an additional 599,900 shares (equivalent to 7.499% ownership) for VND 8,998,500,000 pursuant to Board Resolution No. 58/25/NQ-HĐQT-DBT dated

October 9, 2025. The transaction was completed on October 10, 2025, increasing the Company's ownership to 89.499%.

3.7. Amendments and Supplements to the Company Charter

During the year, the Board of Directors reviewed and amended certain provisions of the Company Charter in accordance with approvals of the 2024 General Meeting of Shareholders, including:

- Amendment of charter capital following the successful issuance of shares for dividend payment in 2024;
- Adjustment of legal information in the Charter due to changes in administrative boundaries and official names following government restructuring.

3.8. Establishment of Representative Office or Investment in Cambodia

As of the reporting date, the establishment of a representative office and capital contribution to establish an enterprise in Cambodia under Proposal No. 20/TTr-ĐHCĐ24 has not been implemented due to force majeure factors, including armed conflict and political instability in the region. In addition, unfavorable developments in the international market, together with the need for additional time to complete legal procedures and to further assess economic efficiency under current conditions, have materially affected the feasibility of the plan.

On this basis, the Board of Directors considers that the continued implementation of Proposal No. 20/TTr-ĐHCĐ24 at this time no longer ensures the originally anticipated feasibility and economic effectiveness. Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the cancellation in its entirety of Proposal No. 20/TTr-ĐHCĐ24 regarding the establishment of a representative office and capital contribution to establish an enterprise in Cambodia.

4. Corporate Governance, Internal Control, and Information Disclosure

- The Company has complied with all legal requirements on corporate governance and information disclosure in accordance with the regulations of the Ho Chi Minh City Stock Exchange and the State Securities Commission of Vietnam.
- During the year, the Company updated and issued its Charter in line with operational requirements and applicable laws.
- The Audit Committee comprises two (02) members in compliance with internal governance regulations. The Chairman is an Independent Board Member, and the other member is a non-executive Board Member. The Committee has effectively performed its supervisory role and issued independent reports in accordance with regulations.

5. Report on Transactions Between the Company, Its Subsidiaries, and Companies Controlled by the Public Company with Over 50% Ownership, and Transactions Between the Company and Its Board Members or Their Related Persons

In 2025, the Company entered into transactions with related persons of Board members. All such transactions were approved by the Board of Directors prior to execution and ensured that the total transaction value did not exceed 35% of the Company's total assets based on the most recent audited financial statements. These transactions have been duly disclosed in the audited financial statements for 2025 and the 2025 corporate governance report.

No.	Name of Organization/Individual	Relationship with the Company	Transaction Details, Quantity, Total Value	Notes
1	Yen Bai Pharmaceutical Joint Stock Company	Subsidiary	51.508.610.269	Purchase of goods
			30.226.995	Return of purchased goods
			10.000.000.000	Borrowings
			10.000.000.000	Repayment of borrowings
			170.958.905	Interest expenses
			720.187.859	Service usage
2	BHC Vietnam Pharmaceutical Joint Stock Company	Subsidiary	51.981.995.659	Sale of goods
			3.984.505.829	Sales returns
			1.054.112.400	Purchase of goods
3	Ypharco Healthcare Joint Stock Company	Subsidiary	5.004.537.411	Sale of goods and provision of services
			8.503.216.800	Purchase of goods
			5.000.000.000	Loans granted
			20.000.000.000	Loan repayments received
			443.150.684	Interest income
			5.722.200.000	Service usage
			1.851.917.808	Interest received
			90.000	Sample goods issued
4	Codupha Central Pharmaceutical Joint Stock Company	Related organization of insiders	6.471.014	Collection of receivables from 2024 sales
			3.809.520	Sale of goods
			3.123.000.000	Dividends received (CDP)
5	Coffee and Commodity Inspection for Import-Export Joint Stock Company	Related organization of insiders	39.317.593	Purchase of goods
6	Board of Directors and Board of Management		572.938.625	Expenses advanced on behalf (hospitality expenses)
			571.038.793	Reimbursement of advanced expenses

II. SUPERVISION BY THE BOARD OF DIRECTORS OVER THE EXECUTIVE BOARD, INDEPENDENT BOARD MEMBERS, AND THE AUDIT COMMITTEE

In 2025, the Board of Directors (the "BOD") exercised its supervisory function in a rigorous and transparent manner to ensure that all operations of the Company were conducted in compliance with applicable laws, the Company's Charter, and resolutions of the General Meeting of Shareholders (the "GMS"). The key areas of supervision are summarized as follows:

1. Throughout 2025, the BOD continuously supervised the Board of Management in the implementation of strategic objectives and business operations. The BOD focused on monitoring the achievement of revenue and profit targets as approved by the GMS, while closely directing risk management activities in response to fluctuations in the pharmaceutical market. Particular attention was given to compliance with legal regulations on tendering, drug registration, and the maintenance of Good Distribution Practice (GDP) standards across warehouse systems, ensuring that the Board of Management operated within its authority and optimized the Company's resources.

2. With respect to Independent Members of the BOD, their supervisory role was clearly demonstrated through objectivity and constructive challenge during periodic meetings. Independent members effectively utilized their expertise to review related-party transactions, ensuring transparency and safeguarding the legitimate interests of minority shareholders. Their presence contributed to balancing the governance structure and provided multi-dimensional perspectives on sustainable development strategies, enabling the Company to proactively identify legal and market challenges, particularly in the context of digital transformation.

3. The BOD closely coordinated with the Audit Committee to oversee the financial system and risk management framework. This included supervision of the internal control system to promptly detect and prevent errors. The Audit Committee also focused on monitoring legal compliance in tendering activities, procurement of materials, and drug registration. In addition, it assessed the independence and effectiveness of the external auditor, ensuring that the 2025 audit was conducted in accordance with the approved plan and met the highest quality standards.

4. Members of the Audit Committee concurrently serving as Independent Members of the BOD enabled proactive, timely, and effective coordination between the Audit Committee and the BOD.

5. Overall, in 2025, the coordination among the BOD, the Board of Management, and the Audit Committee resulted in a well-functioning governance structure. The multi-layered supervisory system enabled the Company to maintain operational stability, maximize shareholder interests, and ensure full compliance with legal requirements in all transactions and decision-making processes.

III. BUSINESS PLAN FOR 2026

1. Key Business Targets for 2026

Indicator	Unit	Parent Company			Consolidated		
		Actual 2025	Plan 2026	% Plan 2026/ Actual 2025	Actual 2025	Plan 2026	% Plan 2026/ Actual 2025
Revenue	Billion VND	896	1.001	112%	860	1.024	119%
Accounting profit/ (loss) before taxation	Billion VND	32	48,6	152%	24	38,7	161%
Net profit/ (loss) after taxation	Billion VND	24	36,4	152%	14	23,2	166%

Dividend	%	7%	7%(**)				

(*) Paid in shares as per the proposal for the share issuance to pay dividends for the 2024 fiscal year (Proposal No. 13/TTr-ĐHCĐ25 dated 28/04/2026).

(**) Maximum expected payment either in shares or in cash.

In 2026, Bepharco targets breakthrough growth with consolidated revenue of VND 1,024 billion (an increase of 19% year-on-year) and profit before tax of VND 38.7 billion (an increase of 61%). To achieve these targets, the Board of Directors (the "BOD") will focus on expanding market share for strategic product groups manufactured by the Company's internal factories and exclusively distributed product lines. The Company will actively restructure its product portfolio, prioritizing high-margin core products, while proactively sourcing and importing high-quality products from international partners to create differentiated competitive advantages for its sales force.

2. Organization and Human Resources

Recognizing that human capital is central to sustainable development, the BOD will implement a comprehensive restructuring of the Company's organizational and human resource system to align with its strategic direction and changes in administrative boundaries. Bepharco will specialize its sales channels by assigning dedicated product groups to each distribution channel.

In addition, the outsourcing model for delivery and cash collection to professional third-party partners will continue to be fully implemented, enabling sales representatives to focus on market development and customer care.

At the same time, the Company is committed to significantly enhancing its remuneration and incentive policies to attract and retain talent, while establishing a specialized product training function. Standardization of sales competencies and the development of a disciplined and professional corporate culture will serve as the foundation for building a strong, efficient, and cohesive Bepharco distribution system.

3. Accelerating Digital Transformation

In the digital era, Bepharco prioritizes the application of digital platforms in management and business operations. The core objective of digital transformation is to optimize operational processes, enhance productivity, and personalize customer experience. The BOD will regularly review and assess the effectiveness of technology initiatives to ensure that all investments deliver maximum value and align with the Company's long-term development roadmap.

4. Investment Plan

- The Company will implement share issuance plans to increase charter capital through various methods, including: issuance of shares for dividend payment for 2025, issuance under the Employee Stock Ownership Plan (ESOP), private placement to investors, and public offering of additional shares to existing shareholders. The proceeds will serve as a key financial lever to supplement working capital, strengthen financial stability, and support business expansion.
- Additional capital contribution will be made to Ypharco Healthcare Joint Stock Company to increase the Company's ownership ratio, while also exploring potential M&A opportunities in manufacturing facilities with strong growth potential.

- The Company will continue to modernize machinery and equipment systems and rigorously eliminate inefficiencies to enhance production competitiveness. The BOD will also review and restructure non-core investments that are underperforming in order to focus resources on core business activities.

The above constitutes a summary of the Board of Directors' activities in 2025 and strategic orientations for 2026. The Board of Directors respectfully submits this report to the General Meeting of Shareholders for consideration and approval!

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL JOINT- STOCK COMPANY

No: 03/BC-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

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REPORT ON THE ACTIVITIES OF 2025
REPORT OF THE AUDIT COMMITTEE

I. ACTIVITIES OF THE AUDIT COMMITTEE IN 2025

1. The Audit Committee ("AC") currently consists of 02 members:
   - Mr. Nguyen Thanh Tung - Independent Board Member, Chairman of the AC
   - Mr. Tran Nguyen Gia Bao - Non-executive Board Member, Member of the AC
2. During the year, the Audit Committee held 02 meetings to evaluate the performance of the Committee and assign tasks to the members.
3. The Audit Committee held periodic meetings to review operational performance, assign specific responsibilities, and focus on supervising key matters, including:
   - Supervising the accuracy, reasonableness, and legality of the Company's annual, semi-annual, and other financial statements;
   - Monitoring the disclosure of financial information and other relevant information to ensure compliance with regulations on information disclosure in the securities market;
   - Overseeing compliance with applicable laws, the Company's Charter, and resolutions of the General Meeting of Shareholders and the Board of Directors;
   - Reviewing and assessing compliance with accounting standards, accounting regulations, and internal financial procedures;
   - Supervising the effectiveness of the internal control system, internal audit, and risk management framework;
   - Performing other duties as assigned by the Board of Directors and in accordance with the Audit Committee's Charter.

II. REMUNERATION, OPERATIONAL COSTS, AND OTHER BENEFITS OF THE AUDIT COMMITTEE

1. In the spirit of responsibility and cost optimization, members of the Audit Committee (who concurrently serve as members of the Board of Directors) voluntarily waived any additional remuneration for Audit Committee activities in 2025.
2. Operating expenses and business-related expenses of the Audit Committee were incurred in accordance with the Company's financial regulations, internal spending regulations, and applicable policies, ensuring reasonableness, validity, and transparency.

III. RESULTS OF MONITORING THE BOARD OF DIRECTORS, CEO, AND OTHER EXECUTIVES OF THE COMPANY

1. Results of Monitoring the Board of Directors and CEO

- The Annual General Meeting of Shareholders for fiscal year 2024 was convened, organized, and approved in compliance with applicable laws, procedures, and authority;
- The collection of shareholders' opinions in writing was conducted in accordance with legal requirements and the Company's Charter;
- The Board of Directors operated in line with resolutions of the General Meeting of Shareholders and complied with applicable laws on enterprises and securities, as well as the Company's Charter and internal regulations;
- The Board of Management effectively managed and operated business activities in accordance with approved strategies and plans;
- Information disclosure and reporting of transactions by insiders and their related persons were conducted in compliance with applicable regulations.

2. Supervision results over financial statements, business performance and financial position

- The financial statements fairly and accurately reflected the Company's financial position and business performance;
- Accounting practices were carried out in compliance with applicable accounting standards and regulations;
- Asset management, investment activities, and procurement were conducted in accordance with delegated authority and internal regulations.

3. Report on Transactions Between the Company, Subsidiaries, Other Companies Controlled by the Company (with over 50% of the charter capital), and Board Members, CEO, Other Executives, and Their Related Parties; Transactions Between the Company and Companies Where Board Members, the CEO, or Other Executives Were Founders or Managers Within the Last 3 Years Before the Transaction Date:

In 2025, the Company entered into transactions with members of the Board of Directors, the Chief Executive Officer, other executives, and their related persons. All such transactions were approved by the Board of Directors prior to execution and ensured that the total transaction value did not exceed 35% of the Company's total assets based on the most recent audited financial statements. Details are as follows:

No.	Name of Organization/Individual	Relationship with the Company	Transaction Details, Quantity, Total Value	Notes
1	Yen Bai Pharmaceutical Joint Stock Company	Subsidiary	51.508.610.269	Purchase of goods
			30.226.995	Return of purchased goods
			10.000.000.000	Borrowings
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			1.054.112.400	Purchase of goods

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6	Board of Directors and Board of Management		572.938.625	Expenses advanced on behalf (hospitality expenses)
			571.038.793	Reimbursement of advanced expenses

4. Assessment of the Company's Internal Control System and Risk Management

- The Company's internal control system has effectively performed its functions and coordinated with the Audit Committee to ensure that operations are conducted in a safe and efficient manner.
- Risk factors have been maintained under control to minimize adverse impacts on the Company's operations.

IV. EVALUATION OF THE COORDINATION BETWEEN THE AUDIT COMMITTEE, THE BOARD OF DIRECTORS, THE CEO, AND SHAREHOLDERS

1. The Audit Committee has effectively coordinated with the Board of Directors in supervising and controlling the Company's operations;
2. The Board of Management and functional departments have provided sufficient information and favorable conditions for the Audit Committee to perform its duties;
3. No complaints or disputes from shareholders relating to corporate governance or information disclosure were recorded in 2025.

V. OBSERVATIONS AND RECOMMENDATIONS

1. The Audit Committee recommends that the Board of Directors and the Board of Management continue to enhance financial governance and strengthen regular internal control activities to ensure strict compliance with internal regulations and procedures across all departments.
2. Regularly update newly issued legal regulations and policies; review internal processes and regulations for amendment and alignment in order to standardize operations and improve the efficiency of the internal control system.
3. Closely monitor macroeconomic developments and assess their impact on the Company in order to adopt timely and effective management and operational measures.
4. Continue to strictly manage inventory levels in alignment with revenue growth to meet customer demand while optimizing related costs and ensuring financial safety.

The above is the report of the Audit Committee regarding the inspection, monitoring, and coordination with the Board of Directors, CEO, and functional departments in 2025.

The above constitutes the report of the Audit Committee on inspection, supervision, and coordination with the Board of Directors, the Board of Management, and relevant departments in 2025.

The Audit Committee respectfully submits this report to the General Meeting of Shareholders for consideration and approval./.

Recipients:
- BOD;
- Archive: Secretariat of the AGM.

ON BEHALF OF AUDIT COMMITTEE
CHAIRMAN



Nguyen Thanh Tung

BEN TRE PHARMACEUTICAL JOINT- STOCK COMPANY

BEPHARCO

No: 04/BC-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM

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Vinh Long, April 28, 2026

INDEPENDENT BOARD MEMBER'S EVALUATION REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS FOR THE YEAR 2025

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1. Overall Assessment of the Board of Directors' Performance

- In 2025, despite continued global economic and geopolitical uncertainties affecting the business environment, the Board of Directors (the "BOD") proactively adhered to the resolutions of the General Meeting of Shareholders, exercised flexibility in management, and made timely strategic adjustments to ensure the Company's operational objectives.
- The BOD performed its governance function with a high sense of responsibility, transparency, and compliance with regulations applicable to public companies; meetings were convened and conducted in accordance with the Company's Charter and internal regulations.
- Meeting materials were thoroughly prepared, and BOD members actively participated in discussions and provided independent opinions, ensuring that decisions were made objectively, prudently, and in the best interests of the Company and its shareholders.

2. Assessment of the BOD Structure

- In 2025, the BOD consisted of five (05) members, including two (02) independent members, in compliance with legal requirements on corporate governance for public companies.
- BOD members possess appropriate qualifications and experience, and actively participated in governance activities, compliance oversight, and risk management.

3. Assessment of Operating Mechanism

- The BOD held periodic and ad hoc meetings as required; the convening, organization, and issuance of resolutions complied with applicable laws and the Company's Charter.
- Meeting agendas focused on key matters, including business strategy, financial planning, investment, risk management, and organizational structure.
- BOD decisions were adopted based on the majority principle, with proper minutes recorded and maintained in accordance with regulations.
- The BOD and the Board of Management maintained close coordination in the development, review, and implementation of plans, ensuring feasibility and effectiveness.

4. Assessment of Supervisory Activities

- The BOD fully performed its supervisory role over the Board of Management in implementing resolutions of the General Meeting of Shareholders and the BOD.
- Significant management decisions were reviewed, analyzed, and consulted with the BOD to ensure legality, reasonableness, and effectiveness.

- The BOD ensured a balance of interests among the Company, its shareholders, and related parties, while maintaining compliance with applicable laws in governance activities.

5. Conclusion

- The BOD has fulfilled its role as the representative of shareholders in directing, supervising, and governing the Company's operations.
- Its activities were conducted in compliance with applicable laws, the Company's Charter, and corporate governance standards.
- The coordination between the BOD and the Board of Management was effectively implemented, contributing to stable and sustainable business operations.
- Independent members of the BOD did not identify any material violations in the BOD's governance activities in 2025.

INDEPENDENT BOARD MEMBER

Tran Nguyen Gia Bao

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 05/BC-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
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Vinh Long, April 28, 2026

INDEPENDENT BOARD MEMBER'S EVALUATION REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS FOR THE YEAR 2025

DRAFT

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1. Overall Assessment of the Board of Directors' Performance

- The Company has maintained a corporate governance system in compliance with applicable laws and governance practices for public companies.
- The Board of Directors (the "BOD") has fully performed its duties within its authority, ensuring transparency in the decision-making process.
- The coordination mechanism between the BOD and the Board of Management has been clearly defined, without overlapping functions, thereby ensuring effective control.

2. Assessment of the Organizational Structure

- The Board of Management has conducted business operations in line with the direction of the BOD and resolutions of the General Meeting of Shareholders.
- Management activities have complied with applicable laws, internal regulations, and effectively controlled arising risks.
- Management solutions have been appropriately implemented in response to actual conditions, contributing to the stability and development of the Company's business operations.

3. Assessment of Operating Mechanism

- The Company has carried out full and timely information disclosure in accordance with regulations on securities and the securities market.
- No material violations relating to corporate governance, disclosure obligations, or conflicts of interest have been identified.
- Related-party transactions (if any) have been controlled and approved in accordance with proper authority.

4. Assessment of Supervisory Activities

- The BOD has fully performed its supervisory role over the Board of Management in implementing resolutions of the General Meeting of Shareholders and the BOD.
- Key management decisions have been reviewed, analyzed, and consulted with the BOD to ensure legality, reasonableness, and effectiveness.
- The BOD has ensured a balance of interests among the Company, its shareholders, and related parties, while maintaining compliance with applicable laws in governance activities.

5. Conclusion

- The BOD continues to improve the corporate governance system toward alignment with international best practices;
- The BOD strengthens risk control mechanisms and independent evaluation of investment and strategic decisions;
- The BOD enhances the quality of information disclosure, particularly governance-related disclosures;
- The BOD continues to promote the role of independent members in ensuring objectivity and transparency in governance.

INDEPENDENT BOARD MEMBER

Nguyen Thanh Tung



BEN TRE PHARMACEUTICAL JOINT- STOCK COMPANY

No: 06/BC-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

SUMMARY REPORT FOR 2025, BUSINESS PLAN FOR 2026 OF THE CEO, AND 2025 AUDITED FINANCIAL DATA

DRAFT

I. GENERAL SITUATION

In 2026, Vietnam's economy is entering a phase of recovery and growth amid ongoing global uncertainties. Prolonged geopolitical conflicts, increasing trade protectionism, and tightened monetary policies in several major economies continue to exert pressure on global trade, investment, and supply chains.

Domestically, the Government continues to prioritize macroeconomic stability, inflation control, acceleration of public investment disbursement, and support for business recovery. However, enterprises still face multiple challenges, including relatively high capital costs, exchange rate fluctuations, rising input costs, and increasingly stringent requirements on quality standards, environmental compliance, and corporate governance.

For the pharmaceutical industry, as of 2025, the number of manufacturing facilities meeting Good Manufacturing Practice (GMP) standards has continued to increase, with a growing proportion of plants achieving higher standards such as EU-GMP or equivalent. This has intensified competition within the industry, not only in terms of pricing but also product quality, research and development capabilities, and compliance with international standards.

In addition, although the supply of input materials has shown signs of stabilization compared to previous periods, it remains exposed to risks due to dependence on imported sources. Exchange rate volatility and logistics costs continue to impact production costs and profit margins.

Furthermore, domestic consumption trends are gradually recovering but remain uneven across market segments. Consumers are increasingly concerned with product quality, origin, and value, requiring companies to enhance competitiveness, optimize costs, and continuously innovate their business strategies.

In this context, the Company has proactively adapted by flexibly adjusting its business and production plans, maintaining strict cost control, ensuring operational stability, and progressively improving efficiency in 2025, thereby establishing a solid foundation for the implementation of its business plan for 2026.

II. BUSINESS PERFORMANCE IN 2025

1. Business Situation in 2025:

Unit: Billion VND

Indicator	Parent Company					Consolidated				
	Actual 2024	Plan 2025	Actual 2025	% Actual 2025/ Actual 2024	% Actual 2025/ Plan 2025	Actual 2024	Plan 2025	Actual 2025	% Actual 2025/ Actual 2024	% Actual 2025/ Plan 2025

Revenue	873	1000	896	103%	90%	868	1032	860	99%	83%
Accounting profit/ (loss) before taxation	32	48	32	100%	67%	20	32	24	120%	75%
Net profit/ (loss) after taxation	25	36	24	96%	67%	12	24	14	117%	58%

- Net revenue of the Parent Company in 2025 reached VND 896 billion, representing a 3% increase compared to 2024 and achieving 90% of the 2025 plan. Profit before tax reached VND 32 billion, equivalent to 100% of the 2024 result and 67% of the plan. Profit after tax amounted to VND 24 billion, slightly decreasing compared to the previous year (96% of 2024) and fulfilling 67% of the plan. Although the profit targets were not fully achieved, the Company maintained revenue growth under challenging market conditions. This performance was primarily driven by the continued implementation of a strategy focused on key business channels such as OTC, ETC, and ETC–service, with the ETC–service channel continuing to contribute positively to revenue growth. However, profitability in 2025 declined due to increasing competitive pressure within the industry, particularly on pricing, as well as high costs of raw materials, logistics, and finance, resulting in compressed profit margins in the context of a market that has not yet fully recovered.
- Consolidated revenue in 2025 reached VND 860 billion, broadly in line with 2024 performance (99%), but only achieved 83% of the annual plan due to external challenges from supply chain disruptions and a slowdown in demand within the pharmaceutical market. Consolidated profit after tax reached VND 14 billion, representing a 17% increase compared to 2024; however, it only fulfilled 58% of the target approved by the General Meeting of Shareholders. Consolidated results were directly impacted by two key factors: (i) margin pressure at the Parent Company due to the market factors mentioned above, and (ii) suboptimal performance at certain subsidiaries.

2. Financial Position:

An overview of the scale and movements in total assets and total equity, as per the parent company's individual financial statements and consolidated figures, is as follows:

2.1. Company Assets:

The changes in asset balances during 2025 are as follows:

Unit: Billion VND

Indicator	Parent Company				Consolidated			
	2025	2024	Increase/ decrease	Percent %	2025	2024	Increase/ decrease	Percent %
Total Assets	**980**	**954**	**26**	**2,73%**	**990**	**994**	**-4**	**-0,40%**
Current Assets	752	752	0	0,00%	759	742	17	2,29%
Non-Current Assets	228	202	26	12,87%	231	251	-20	-7,97%

(According to the Parent Company's Financial Statements for 2025 and the Consolidated Financial Statements for 2025)

- As at 31 December 2025, the total assets of the Parent Company reached VND 980 billion, representing an increase of 2,73% compared to 2024. Current assets were maintained at a stable level of VND 752 billion, reflecting a prudent asset management policy aimed at ensuring timely supply for production and business activities in 2026, while optimizing the efficiency of working capital utilization. Non-current assets increased by 12,87%, equivalent to an increase of VND 26 billion, primarily attributable to reinvestment activities, the upgrading of production machinery and equipment, and the implementation of capital contributions to increase ownership interests in subsidiaries in accordance with the strategic direction approved by the Board of Directors.
- On a consolidated basis, total assets amounted to VND 990 billion as at the same date, representing a slight decrease of 0,40% compared to the previous year. Although the overall scale remained relatively stable, the asset structure recorded a notable shift, with current assets increasing by VND 17 billion (up 2,29%) and non-current assets decreasing by VND 20 billion (down 7,97%). The decline in consolidated non-current assets was mainly attributable to periodic depreciation and the restructuring of long-term investments to prioritize financial resources for the Group's core business activities.

2.2. About the Company's Equity

The changes in the Company's equity in 2025 are reflected in the table below:

Unit: Billion VND

Indicator	Parent Company				Consolidated			
	2025	2024	Increase/ decrease	Percent %	2025	2024	Increase/d ecrease	Percent %
Liabilities	**663**	**659**	**4**	**0,6%**	**699**	**710**	**-11**	**-1,5%**
Current Liabilities	662	658	4	0,6%	680	676	4	0,6%
Non-Current Liabilities	0,4	2	-1,6	-80,0%	19	34	-15	-44,1%
Owner's Equity	**317**	**295**	**22**	**7,5%**	**291**	**284**	**7**	**2,5%**
Equity	317	295	22	7,5%	291	284	7	2,5%
Other Sources of Capital	0,05	0,05	0	0,0%	0,05	0,05	0	0,0%
Total resources	**980**	**954**	**26**	**2,7%**	**990**	**994**	**-4**	**-0,4%**

(According to the Parent Company's Financial Statements for 2025 and the Consolidated Financial Statements for 2025)

- The capital structure of Bepharco in 2025 continued to record positive developments, particularly through efforts to reduce long-term debt and strengthen the equity base via the successful issuance of shares.
- In 2025, the Company implemented a prudent and effective financial policy. Despite revenue growth, short-term liabilities increased marginally by only 0.6%, demonstrating proactive cash flow management and effective control of payables to suppliers, thereby reducing pressure from short-term borrowing costs. Notably, long-term debt at the Parent Company decreased by up to 80% (to only VND 0.4 billion), and on a consolidated basis

decreased by 44.1%. This reflects the Company's strong financial capacity in timely repayment of long-term borrowings, contributing to a significant reduction in finance costs for 2026.

- Total liabilities in 2024 increased by VND 63 billion, equivalent to 17% compared to 2023, primarily due to an increase in short-term liabilities to finance inventory accumulation.
- Equity recorded solid growth, particularly at the Parent Company, where it increased by 7.5% (equivalent to VND 22 billion). This result was driven by the successful implementation of the 2024 dividend payment in shares and the increase in profit after tax.

3. Main Activities of the Company

3.1. Goods and Production

- The Company focuses on production and business operations based on two principal sources of products: (i) products manufactured by the Parent Company's and its subsidiaries' factories, and (ii) exclusively distributed products from foreign partners, with a portfolio of more than 250 items.
- The Company's main product categories include traditional medicines, pharmaceuticals, biological products, dietary supplements, and medical equipment. Sales are primarily conducted through the ETC (tender) channel, OTC channel, and ETC (service) channel, covering 34 provinces and cities nationwide. Operations are managed through 9 affiliated branches located in Vinh Long, Ho Chi Minh City, Can Tho, Khanh Hoa, Central Highlands, Da Nang, Ninh Binh, Hanoi, and Lao Cai.

3.2. On Resources and Human Organization

- As at 31 December 2025, the Company had a total of 562 employees. Bepharco consistently regards human capital as its most valuable asset and focuses on investment through:
  + Professional divisions: Assigning staff to participate in in-depth professional training programs, advanced courses, and updates on regulatory and legal changes.
  + Business divisions: Organizing periodic internal training programs on product knowledge and professional sales skills.
  + New employees: Providing training on corporate culture and the strategic vision of the Board of Directors, enabling employees to clearly understand their responsibilities and foster long-term commitment.
- Employee policies and welfare:
  + Conducting periodic health check-ups for 100% of employees and monitoring the working environment in compliance with applicable regulations.
  + Organizing occupational safety training, particularly for direct production workers, warehouse staff, and forklift operators.
  + Arranging annual company trips and collective activities across the Company.

3.3. Infrastructure

During the year, the Company continued to upgrade and renovate its GSP-compliant cold storage system at its headquarters and operating offices, as well as its GDP-compliant distribution system across all affiliated branches, to meet the operational demands of the entire system.

3.4. Social Activities and Community Support

- Participating in charitable activities and providing support to patients in remote and disadvantaged areas in coordination with healthcare facilities nationwide.

- Contributing to the healthcare sector's charity funds, including funds supporting disadvantaged and critically ill individuals.
- Entering into cooperation agreements with universities nationwide to support pharmacy students through site visits, internships, and practical training at the Company's facilities; providing scholarships to disadvantaged students; and supporting university pharmacy faculties with the establishment of practice/laboratory rooms serving educational and joint research purposes.

III. BUSINESS DIRECTIONS & PLAN FOR 2026

1. Key Business Targets for 2026

Indicator	Unit	Parent Company			Consolidated		
		Actual 2025	Plan 2026	% Plan 2026/ Actual 2025	Actual 2025	Plan 2026	% Plan 2026/ Actual 2025
Revenue	Billion VND	896	1.001	112%	860	1.024	119%
Accounting profit/ (loss) before taxation	Billion VND	32	48,6	152%	24	38,7	161%
Net profit/ (loss) after taxation	Billion VND	24	36,4	152%	14	23,2	166%
Dividend	%	7%	7%(**)				

(*) Paid in shares as per the proposal for the share issuance to pay dividends for the 2024 fiscal year (Proposal No. 13/TTr-ĐHCĐ25 dated 28/04/2026).

(**) Maximum expected payment either in shares or in cash.

2. Action Plans For 2026

- To continue consolidating and improving the organizational structure from the Parent Company to its subsidiaries and branches, with a focus on filling vacant positions, enhancing management and executive capacity, and establishing effective information connectivity mechanisms from the market to the Executive Board, thereby improving the quality and timeliness of decision-making.
- To develop products and research capabilities by intensifying the search, selection, and development of products with high commercial potential, ensuring that annually from 20 to 50 new product dossiers are granted marketing authorization in accordance with applicable laws and regulations.
- To strengthen scientific research collaboration, and to expand and enhance the effectiveness of cooperation with universities, research institutes, and organizations and enterprises operating in the field of science and technology, with a view to receiving, transferring, and commercializing valuable research outcomes, thereby contributing to the development of a high-quality product portfolio serving societal needs.
- To continue implementing and expanding cooperation with medical and pharmaceutical training institutions nationwide in order to build a stable, high-quality human resource base that meets the Company's long-term development requirements, while enhancing the capacity to fulfill business objectives assigned by the Board of Directors.
- To proactively update industry trends by increasing participation in international pharmaceutical exhibitions and trade fairs such as CPHI, as well as scientific and professional conferences both domestically and internationally, thereby keeping abreast of

treatment trends, manufacturing technologies, and product development orientations within the pharmaceutical industry.

- To continue reviewing, evaluating, and restructuring assets that do not directly serve core business operations or have low utilization efficiency, thereby strengthening financial resources, improving capital and asset efficiency, and focusing resources on key business areas.
- To implement communication, marketing, and market development activities aimed at enhancing Bepharco's brand recognition, strengthening the positioning of key product lines, expanding market coverage, and improving product accessibility to consumers.
- To continue making targeted and synchronized investments in information technology systems in order to enhance management, operational, and business efficiency, meet digital transformation requirements, and ensure compliance with regulations of competent state authorities.
- To enhance connectivity capabilities and meet the standards and requirements of domestic and international partners.

The above constitutes the report on the Company's performance in 2025, the business plan for 2026, and certain audited financial indicators for 2025 of Ben Tre Pharmaceutical Joint Stock Company.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval!

Recipients:
- As above;
- Archive: Secretariat of the AGM.

BEN TRE PHARMACEUTICAL JSC
GENERAL DIRECTOR

PHAM THU TRIEU

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 07/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

PROPOSAL

Regarding the approval of the audited financial statements for the FY2025

DRAFT

To: The Annual General Meeting of Shareholders for the Fiscal Year 2025.

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*
- *Pursuant to the Charter of Organization and Operation of Ben Tre Pharmaceutical JSC approved by the General Meeting of Shareholders;*
- *Based on the business operations of the Company;*
- *Based on the audited Consolidated Financial Statements for the fiscal year 2024;*
- *Based on The audited Combiened Financial Statements for the fiscal year 2024.*

The Board of Directors of Ben Tre Pharmaceutical Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the following matters:

1. The audited Combiened Financial Statements for the fiscal year 2025, audited by RSM Vietnam Audit & Consulting Company Limited, which were published on 31/03/2026, on the Company's website at https://bepharco.com/ in the "Investor Relations" section.

   Details are provided in the audited Combiened Financial Statements for the fiscal year 2025, which have been published on the Company's website.

2. The audited Consolidated Financial Statements for the fiscal year 2025. audited by RSM Vietnam Audit & Consulting Company Limited, which were published on 31/03/2026, on the Company's website at https://bepharco.com/ in the "Investor Relations" section.

   Details are provided in the audited Consolidated Financial Statements for the fiscal year 2025, which have been published on the Company's website.

We respectfully submit for the General Meeting of Shareholders' review and approval./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL JOINT- STOCK COMPANY

No: 08/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

DRAFT

PROPOSAL

Approval of the 2025 Business Results and the 2026 Business Plan

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To: The Annual General Meeting of Shareholders for the Fiscal Year 2025.

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*
- *Pursuant to the Charter of Organization and Operation of Ben Tre Pharmaceutical JSC approved by the General Meeting of Shareholders;*
- *Based on the business operations of the Company;*

The Board of Directors respectfully submits to The Annual General Meeting of Shareholders for the Fiscal Year 2025 for consideration and approval of the 2025 business results and the 2026 business plan as follows:

Indicator	Unit	Parent Company			Consolidated		
		Actual 2025	Plan 2026	% Plan 2026/ Actual 2025	Actual 2025	Plan 2026	% Plan 2026/ Actual 2025
Revenue	Billion VND	896	1.001	112%	860	1.024	119%
Accounting profit/ (loss) before taxation	Billion VND	32	48,6	152%	24	38,7	161%
Net profit/ (loss) after taxation	Billion VND	24	36,4	152%	14	23,2	166%
Dividend	%	7%	7%(**)				

(*) Paid in shares as per the proposal for the share issuance to pay dividends for the 2024 fiscal year (Proposal No. 13/TTr-ĐHCĐ25 dated 28/04/2026).

(**) Maximum expected payment either in shares or in cash.

We respectfully submit for the General Meeting of Shareholders' review and approval./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL JOINT- STOCK COMPANY

No: 09/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

PROPOSAL

Regarding the Distribution of Profit, Dividend Payment for 2025, and the Profit Distribution and Dividend Payment Plan for 2026

DRAFT

To: The Annual General Meeting of Shareholders for the Fiscal Year 2025.

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*
- *Pursuant to the Charter of Organization and Operation of Ben Tre Pharmaceutical JSC approved by the General Meeting of Shareholders;*
- *Based on the business operations of the Company;*

The Board of Directors of Ben Tre Pharmaceutical Joint Stock Company respectfully submits the proposal for the General Meeting of Shareholders of the fiscal year 2025 to approve the profit distribution as follows:

1. Profit Distribution and Dividend Payment for 2025

1.1. Profit Distribution for 2025

No	Description	Percent	Amount (VND)	
			Parent Company	Consolidated
1	Retained earnings as of 31/12/2023		61.976.630.190	24.359.268.882
2	Net profit after tax for 2024 (audited)		23.741.559.537	13.763.626.695
3	Total accumulated retained earnings as of 31/12/2024 (as per the audited 2024 financial statements)		85.718.189.727	38.122.895.577
4	Allocation to reward fund (3% of net profit after tax)	3%	712.246.786	
5	Allocation to welfare fund (2% of net profit after tax)	2%	474.831.191	
6	Remaining unappropriated profit		84.531.111.750	

1.2. Dividend Payment for 2025

This is to be carried out in accordance with Proposal No. 13/TTr-ĐHCĐ25 dated 28/04/2026.

2. Profit Distribution and Dividend Payment Plan for 2026

2.1. Allocation to Reward Fund: 3% of net profit after tax.

2.2. Allocation to Welfare Fund: 2% of net profit after tax.

2.3. The Board of Directors is authorized to determine the salary fund based on the actual business performance of the Company.

2.4. The remaining funds will be decided by the Board of Directors and will be presented for approval at the AGM for the fiscal year 2026.

2.5. The dividend payment is expected to be a maximum of 7%, either in cash or stock. The Board of Directors is authorized to determine the timing, form, and amount of interim dividends for 2026, in line with the Company's business results.

We respectfully submit for the General Meeting of Shareholders' review and approval./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 10/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

DRAFT

PROPOSAL
Regarding the Board of Directors' Remuneration for 2025 and the Proposed Remuneration Plan for 2026

To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17/06/2020;*
- *Pursuant to the Charter of Organization and Operation of Ben Tre Pharmaceutical Joint Stock Company approved by the General Meeting of Shareholders;*
- *Based on the Company's business performance;*

The Board of Directors of the Company respectfully submits to The Annual General Meeting of Shareholders for the Fiscal Year 2025 to approve the following remuneration for the Board of Directors:

1. Remuneration of the Board of Directors for 2025

In 2025, the Company paid remuneration to the Board of Directors in the total amount of VND 720,000,000, in accordance with the resolution adopted by the Annual General Meeting of Shareholders for the fiscal year 2024 under Resolution No. 23/NQ-ĐHĐCĐ24 dated 24 April 2025. The details are as follows:

- Chairman of the Board of Directors: 15 million VND /month.
- Other BOD Members : 10 million VND /month.
- Secretaries : 5 million VND /month.

In 2024, the Company has paid a total remuneration of 720,000,000 VND to the BOD.

2. Proposed Remuneration for the Board of Directors for 2026

The proposed remuneration for the Board of Directors for 2026 is as follows:

- Chairman of the Board of Directors: 15 million VND /month.
- Other BOD Members : 10 million VND /month.
- Secretaries : 5 million VND /month.

The General Meeting of Shareholders assigns the Chief Executive Officer to implement the payment in accordance with the Company's regulations.

3. Performance-based Incentive Policy:

In order to create management incentives and align the responsibilities of the Board of Directors with the interests of shareholders, the Company adopts a performance-based incentive policy as follows:

- In the event that the Company meets or exceeds the profit target for 2026 as assigned by the General Meeting of Shareholders, the Board of Directors shall, based on the actual results, propose a specific incentive amount.
- The detailed incentive plan shall be consolidated and submitted to the next Annual General Meeting of Shareholders for consideration and approval in accordance with the Company's Charter and applicable laws and regulations.

We respectfully submit for the General Meeting of Shareholders' review and approval./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 11/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

DRAFT

PROPOSAL

Regarding the Selection of the Auditing Firm for the Fiscal Year 2025

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To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020, detailing the implementation of certain provisions of the Law on Securities;*

In compliance with the Company's Charter and applicable legal regulations, and based on the Board of Directors' recommendation, we hereby submit to the General Meeting of Shareholders for approval the selection of an auditing firm for the fiscal year 2025 as follows:

1. Criteria for Selecting the Auditing Firm:

1.1. The firm must be legally operating in Vietnam and be listed among the approved auditing firms for public interest entities in the securities sector for 2026 by the State Securities Commission of Vietnam (SSC).

1.2. The firm must have a team of auditors with high qualifications and extensive experience.

1.3. The firm must have a strong reputation for audit quality.

1.4. The firm must be capable of meeting the Company's requirements regarding audit scope and timeline.

1.5. The firm must offer a reasonable audit fee, ensuring a balance between service quality and cost, based on an evaluation of audit fee proposals and audit scope.

2. List of Proposed Auditing Firms:

Based on the above criteria, the Board of Directors proposes that the General Meeting of Shareholders review and approve the selection of one of the following auditing firms for the Company's fiscal year 2026:

2.1. Pricewaterhouse Coopers (PwC)

2.2. Deloitte

2.3. KPMG

2.4. Ernst & Young (EY)

2.5. RSM Vietnam Audit & Consulting Company Limited

2.6. A&C Auditing And Consulting Company Limited

3. Recommendations from the Audit Committee:

Based on the recommendation of the Audit Committee, the Board of Directors submits the following options for approval by the General Meeting of Shareholders, in order of priority:

Option 1: Select one of the six auditing firms listed above to audit the Company's financial statements for 2026. The Board of Directors is authorized to delegate the Chairman of the Board to make this selection, provided the chosen firm meets the approved criteria and aligns with the Company's operational requirements.

Option 2: If none of the firms listed above meet the established criteria, the Board of Directors is authorized to select an alternative auditing firm from the list of approved auditors for public interest entities in the securities sector for 2026 by the SSC. The Board of Directors may delegate the Chairman of the Board to make this selection, ensuring that the chosen firm complies with the approved criteria and aligns with the Company's operational requirements.

We respectfully submit for the General Meeting of Shareholders' review and approval./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 12/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

PROPOSAL
Plan for increasing charter capital

DRAFT

To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented by Law No. 76/2025/QH15 dated 17 June 2025;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;*
- *Pursuant to the Resolution of the Annual General Meeting of Shareholders for the fiscal year 2024 No. 23/NQ-ĐHĐCĐ24 dated 24 April 2025;*
- *Pursuant to Submission No. 14/TTr-ĐHCĐ24 dated 24 April 2025 on the approval of the private placement of shares to investors at the Annual General Meeting of Shareholders for the fiscal year 2024;*
- *Pursuant to Submission No. 15/TTr-ĐHCĐ24 dated 24 April 2025 on the approval of the public offering of additional shares to existing shareholders at the Annual General Meeting of Shareholders for the fiscal year 2024;*
- *Pursuant to Submission No. 16/TTr-ĐHCĐ24 dated 24 April 2025 on the approval of the share issuance under the employee stock ownership plan (ESOP) at the Annual General Meeting of Shareholders for the fiscal year 2024;*
- *Pursuant to the Charter on Organization and Operation of Ben Tre Pharmaceutical Joint Stock Company;*

1. Implementation status of the charter capital increase plans approved by the Annual General Meeting of Shareholders for the fiscal year 2024

At the Annual General Meeting of Shareholders for the fiscal year 2024 held on 24 April 2025, the Company approved the plan for private placement of shares to investors, the plan for public offering of additional shares to existing shareholders, and the plan for issuance of shares under the employee stock ownership program (ESOP) to increase the Company's charter capital pursuant to Resolution No. 23/NQ-ĐHĐCĐ24 dated 24 April 2025 (details as set out in Submission No. 14/TTr-ĐHCĐ24, Submission No. 15/TTr-ĐHCĐ24, and Submission No. 16/TTr-ĐHCĐ24, all dated 24 April 2025). However, due to unfavorable developments in the stock market and changes in the legal and regulatory framework, the Company was unable to implement the aforementioned plans during 2025. Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the cancellation in full of the three previously approved charter capital increase plans, in order to ensure alignment with the actual situation and the prevailing legal framework.

2. Approval of new charter capital increase plan

Based on the Company's actual business performance and development orientation in the new phase, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Company's charter capital increase plan for 2026 and 2027 as follows:

I. Approval of the share issuance for dividend payment for 2025

Details of the share issuance for dividend payment for 2025 are set out in Submission No. 13/TTr-ĐHCĐ25 dated 28 April 2026.

II. Approval of the share issuance under the Employee Stock Ownership Plan (ESOP)

Details of the ESOP issuance plan are set out in Submission No. 14/TTr-ĐHCĐ25 dated 28 April 2026.

III. Approval of the private placement of shares to investors

Details of the private placement plan are set out in Submission No. 15/TTr-ĐHCĐ25 dated 28 April 2026.

IV. Approval of the public offering of additional shares to existing shareholders

Details of the public offering plan are set out in Submission No. 16/TTr-ĐHCĐ25 dated 28 April 2026.

V. Approval of the implementation sequence of share issuance/offering for charter capital increase in 2026–2027

1. Share issuance for dividend payment for 2025: Expected to be implemented in 2026. The specific timing shall be determined by the Board of Directors upon receipt of written confirmation from the State Securities Commission of Vietnam regarding the receipt of a complete report dossier on the share issuance for dividend payment for 2025.
2. Share issuance under the Employee Stock Ownership Plan (ESOP): Expected to be implemented in 2026 and 2027, after the completion of the share issuance for dividend payment for 2025 and upon receipt of written confirmation from the State Securities Commission of Vietnam, and publication on its official website, regarding the receipt of a complete ESOP registration dossier of the Company.
3. Private placement of shares to investors: Expected to be implemented in 2026 and 2027, after the completion of the share issuance for dividend payment for 2025 and the ESOP issuance, and upon receipt of written confirmation from the State Securities Commission of Vietnam, and publication on its official website, regarding the receipt of a complete private placement registration dossier of the Company.
4. Public offering of additional shares to existing shareholders: Expected to be implemented in 2026 and 2027, after the completion of the share issuance for dividend payment for 2025, the ESOP issuance, and the private placement, and upon receipt of written approval from the State Securities Commission of Vietnam, and publication on its official website, regarding the receipt of a complete registration dossier for the public offering of additional shares to existing shareholders.

We respectfully submit for the General Meeting of Shareholders' review and approval./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 13/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

PROPOSAL

Approval of the Plan for Stock Dividend Issuance for the Year 2025

DRAFT

To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024;*

  Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;
- *Pursuant to the Charter on Organization and Operation of Ben Tre Pharmaceutical Joint Stock Company;*

Based on the business results of 2025 and the profit distribution plan outlined in Proposal No. 09/TTr-ĐHCĐ25 dated 28/04/2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan for issuing shares as dividends for 2025 to existing shareholders as follows:

I. SHARE ISSANCE PLAN FOR DIVIDEND PAYMENT FOR 2025

1. Issuing Organization: Ben Tre Pharmaceutical Joint- Stock Company Stock
2. Type of shares: Ordinary shares
3. Par value: VND 10.000 per share
4. Number of outstanding shares: 21.967.262 shares
5. Current charter capital: VND 219.672.620.000
6. Dividend rate for 2025: 7% of charter capital
7. Number of shares to be issued for dividend payment: 1.537.708 shares
8. Total par value of shares to be issued: VND 15.377.080.000
9. Purpose of issuance: Issuance of shares for dividend payment for 2025
10. Eligible recipients: Existing shareholders of Ben Tre Pharmaceutical Joint Stock Company whose names appear on the shareholder list as of the record date for exercising the right to receive dividend shares. as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).
11. Exercise ratio: 100:7. Each shareholder owning 01 share will receive 01 right to receive dividend shares. For every 100 rights. the shareholder will receive 07 new shares.
12. Treatment of fractional shares: The number of additional shares to be distributed to each shareholder shall be rounded down to the nearest whole share. Any fractional shares (if any) shall be cancelled and not issued.

    Example: Shareholder A owns 114 shares on the record date. With an exercise ratio of 100:7. Shareholder A is entitled to receive 114 × 7/100 = 7,98 shares. After rounding down.

Shareholder A will receive 7 shares. The fractional portion of 0,98 share will be cancelled and not issued.

13. Expected total number of outstanding shares after issuance: 23.504.970 shares
14. Expected charter capital after issuance: VND 235.049.700.000
15. Source of issuance: Undistributed after-tax profits as at 31 December 2025 based on the audited consolidated financial statements for 2025
16. Issuance method: Shares issued for dividend payment to existing shareholders shall be distributed through the rights exercise method
17. Transfer restrictions:

    (a) The right to receive dividend shares is non-transferable

    (b) Shares issued for dividend payment are not subject to transfer restrictions
18. Implementation timeline: Expected in 2026. The specific timing shall be determined by the Board of Directors upon receipt of written confirmation from the State Securities Commission of Vietnam regarding the receipt of a complete dossier for the share issuance for dividend payment for 2025
19. Approval for additional securities registration and listing: Approval for the registration of additional securities with the Vietnam Securities Depository and Clearing Corporation and for the listing of additional shares with the Ho Chi Minh City Stock Exchange for the entire number of shares actually issued in accordance with the approved plan and applicable regulations
20. Amendment of Charter and Enterprise Registration Certificate: The General Meeting of Shareholders approves the amendment of the charter capital provision in the Company's Charter corresponding to the increased charter capital based on actual issuance results. and the amendment of the Enterprise Registration Certificate at the Department of Finance of Vinh Long Province following notification from the State Securities Commission of Vietnam regarding the receipt of the issuance results report
21. Treatment of fractional shares: The number of shares issued for dividend payment will be rounded down to the nearest whole number. Any fractional shares (decimal portions) will be canceled and not issued.

    Example: Shareholder A holds 114 shares on the record date. With an execution ratio of 100:7. they are entitled to receive 114 x 7/100 = 7.98 shares. Based on the rounding rule. they will receive 7 shares. and the fractional 0.98 shares will be canceled.
22. Source of funds for issuance: Undistributed after-tax profit as of 31/12/2024. according to the audited financial statements for 2024.
23. Issuance method: The stock dividend issuance will be executed through rights distribution to existing shareholders.
24. Transfer restrictions:

    (a) The rights to receive stock dividends are non-transferable.

    (b) The issued shares from the stock dividend are freely transferable.
25. Implementation timeline: Expected in 2025. with the Board of Directors determining the specific timing after receiving official notification from the State Securities Commission of Vietnam regarding the acceptance of the issuance report.

26. Approval for additional securities registration: The company will register the additional issued shares with the Vietnam Securities Depository and Clearing Corporation and list them on the Ho Chi Minh City Stock Exchange after completing the issuance.

27. Amendment to the company charter: The charter will be updated to reflect the new charter capital. and the company will register the capital adjustment with the Ben Tre Department of Finance after completing the issuance.

IV. AUTHORIZATION TO THE BOARD OF DIRECTORS:

The General Meeting of Shareholders authorizes the Board of Directors to decide and implement all matters related to the issuance of shares for dividend payment for 2025, including but not limited to the following:

- To proactively prepare, finalize, and provide explanations for the issuance dossier in accordance with the requirements of competent authorities, including amendments to the issuance plan, except for the number of shares to be issued and the exercise ratio;
- To determine the record date for shareholders entitled to receive dividend shares;
- To determine the timing for implementing the share issuance for dividend payment for 2025 after receiving written confirmation from the State Securities Commission of Vietnam regarding the receipt of a complete dossier, and to decide the record date for exercising rights in compliance with applicable laws;
- To decide and carry out all necessary tasks and procedures related to: (i) issuance of the amended Charter reflecting the new charter capital upon completion of the issuance; (ii) registration of amendments to the Enterprise Registration Certificate; (iii) registration of changes in the number of registered shares with the Vietnam Securities Depository and Clearing Corporation; and (iv) registration for additional listing of shares on the Stock Exchange and reporting to the General Meeting of Shareholders at the nearest meeting;
- To perform other tasks related to the issuance, registration of changes to securities registration, and additional listing of the newly issued shares;
- Depending on specific circumstances, the Board of Directors may re-delegate to the Chairman of the Board of Directors to carry out one or several of the aforementioned tasks.

The above constitutes the plan for issuing shares as dividends for 2025. The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL JOINT- STOCK COMPANY

No: 14/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long. April 28. 2026

PROPOSAL
Approval of the Share Issuance Plan under the Employee Stock Ownership Plan (ESOP)

DRAFT

To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;*
- *Pursuant to the Charter on Organization and Operation of Ben Tre Pharmaceutical Joint Stock Company;*
- *Based on the actual capital needs of Ben Tre Pharmaceutical Joint Stock Company for its production and business activities.*

The Board of Directors (the "BOD") of Ben Tre Pharmaceutical Joint Stock Company respectfully submits to the General Meeting of Shareholders (the "GMS") for approval the share issuance plan under the Employee Stock Ownership Plan ("ESOP") with the following contents:

I. PURPOSE OF THE ISSUANCE

- To recognize the contributions of key personnel of the Company during the past period;
- To serve business needs and supplement working capital for the Company.

II. ISSUANCE PLAN

1. **Share name:** Shares of Ben Tre Pharmaceutical Joint Stock Company
2. **Type of shares:** Ordinary shares
3. **Ticker symbol:** DBT
4. **Par value:** VND 10.000 per share
5. **Current charter capital:** VND 219.672.620.000
6. **Number of outstanding shares:** 21.967.262 shares
7. **Maximum number of shares to be issued:** 1.175.000 shares
8. **Issuance ratio:** Not exceeding 5.00% of charter capital after completion of the share issuance for dividend payment for 2025
9. **Issuance price:** VND 10.000 per share
10. **Total maximum issuance value at par value:** VND 11.750.000.000

11. **Expected number of outstanding shares after issuance:**

- Expected number of outstanding shares after completion of the share issuance for dividend payment for 2025: 23,504,970 shares (share issuance plan for dividend payment for 2025 under Submission No. 13/TTr-ĐHCĐ25 dated 28 April 2026)
- Expected number of outstanding shares after completion of both the dividend share issuance for 2025 and the ESOP issuance: 24,679,970 shares

12. **Expected charter capital after issuance:**

- Expected charter capital after completion of the share issuance for dividend payment for 2025: VND 235,049,700,000 (share issuance plan for dividend payment for 2025 under Submission No. 13/TTr-ĐHCĐ25 dated 28 April 2026)
- Expected charter capital after completion of both the dividend share issuance for 2025 and the ESOP issuance: VND 246,799,700,000

13. **Eligible participants:** Key personnel, including: members of the Board of Directors, members of the Audit Committee, the Board of Management, managerial staff, and outstanding employees of Ben Tre Pharmaceutical Joint Stock Company (Bepharco) and its affiliated entities (including Yen Bai Pharmaceutical Joint Stock Company, Ypharco Healthcare Joint Stock Company, and BHC Vietnam Pharmaceutical Joint Stock Company) who have contributed to the development of Bepharco in particular and the Bepharco system as a whole, and who satisfy the eligibility criteria for participation as stipulated in the Appendix to this Plan.

    The list of eligible participants and the principles for determining the number of shares allocated to each participant are specified in the Appendix to this Plan.

14. **Issuance method:** Direct offering to employees

15. **Transfer restriction:** Shares issued under the ESOP shall be subject to a transfer restriction of 01 year from the completion date of the issuance

16. **Treatment in case of employee resignation during the lock-up period:** The GMS assigns and authorizes the BOD to decide on the plan for the Company and/or the Company's Trade Union to repurchase ESOP shares from employees who resign, including but not limited to the Company repurchasing such shares as treasury shares and/or the Trade Union repurchasing such shares for use as rewards for employees and/or other forms in compliance with applicable laws. The repurchase price shall be equal to the ESOP issuance price in 2026, being VND 10,000 per share.

17. **Expected issuance timeline:** Expected to be implemented in 2026 and 2027, after the Company completes the share issuance for dividend payment for 2025 and after obtaining written confirmation from the State Securities Commission of Vietnam and publication on its official website regarding the receipt of a complete ESOP registration dossier of the Company.

18. **Use of proceeds:** All proceeds from the issuance shall be used to supplement working capital for the Company's business operations. The detailed plan for use of proceeds shall be delegated to the BOD for decision.

19. **Treatment of unsubscribed shares:** Any shares not fully subscribed as planned, and any fractional shares (if any), shall be handled as decided by the BOD, including the Company repurchasing fractional shares and determining a plan for resale of such repurchased shares in compliance with applicable laws at the time of implementation. At the same time, the GMS authorizes and assigns the BOD to determine additional eligible participants consistent with the purpose of the program for redistribution of such repurchased shares, provided that the offering price remains VND 10,000 per share and such shares remain subject to the transfer restriction conditions as stipulated in this Plan. In the event that the BOD is unable to identify suitable employees, the GMS authorizes the BOD to adjust and reduce the total number of shares offered in accordance with the actual number of shares successfully distributed.

20. **Additional securities registration and listing:** The GMS approves and authorizes the BOD to carry out procedures for additional securities registration with the Vietnam Securities Depository and Clearing Corporation and additional listing on the Ho Chi Minh City Stock Exchange.

21. **Amendment of charter capital:** Approval of amendments to the Company's Charter (charter capital clause) and adjustment of the Enterprise Registration Certificate at the Department of Finance of Vinh Long Province following written notification from the State Securities Commission of Vietnam regarding the issuance results report.

III. AUTHORIZATION TO THE BOARD OF DIRECTORS

The General Meeting of Shareholders authorizes the Board of Directors to decide and implement all matters relating to the ESOP issuance, including but not limited to the following:

- To implement the issuance and distribution of shares in accordance with the approved plan;
- To decide detailed contents of the issuance plan and/or amend, supplement, or adjust the issuance plan as necessary based on actual conditions of the Company or requirements of competent authorities to ensure successful implementation and compliance with applicable laws;
- To select an appropriate timing for the issuance after obtaining written confirmation from the State Securities Commission of Vietnam regarding receipt of a complete issuance dossier;
- To approve the ESOP issuance regulations, the list of employees participating in the program, and the number of shares allocated to each participant based on criteria approved by the GMS;
- To approve measures ensuring compliance with foreign ownership limits;
- To decide on the handling of unsubscribed shares and fractional shares (if any);
- To decide on the plan for the Company and/or the Company's Trade Union to repurchase ESOP shares from employees who resign during the transfer restriction period, including but not limited to repurchasing as treasury shares and/or repurchasing for use as employee rewards and/or other forms in compliance with applicable laws at the time of implementation;

- To decide and implement all necessary tasks and procedures relating to: (i) issuance of the amended Charter reflecting the updated charter capital after completion of the issuance; (ii) registration of amendments to the Enterprise Registration Certificate; (iii) additional securities registration with the Vietnam Securities Depository and Clearing Corporation; and (iv) additional listing of shares on the Stock Exchange and reporting to the GMS at the nearest meeting;
- To perform other tasks related to the issuance, amendment of securities registration, and additional listing of newly issued shares;
- Depending on specific circumstances, to re-delegate to the Chief Executive Officer to perform one or several of the above-mentioned tasks;
- To handle other matters related to the ESOP issuance.

The Board of Directors respectfully submits this proposal for approval by the General Meeting of Shareholders./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN



NGUYEN KHAC HANH

APPENDIX

LIST OF ELIGIBLE PARTICIPANTS IN THE ESOP SHARE ISSUANCE AND PRINCIPLES FOR DETERMINING THE NUMBER OF SHARES ALLOCATED TO EACH PARTICIPANT

(Attached to Submission No. 14/TTr-ĐHCĐ25 dated 28 April 2026 regarding the approval of the share issuance plan under the Employee Stock Ownership Plan)

1. Eligible Participants in the ESOP Share Issuance Program

Group	Participants	Total Number of Shares to be Issued to Each Group
Group 1	Senior management including the Board of Directors (excluding independent members) and the Board of Management for the 2024–2029 term; not being in the status of resignation or under resignation processing	
	- Board of Directors and General Director	350.000
	- Division Directors	275.000
Group 2 (*)	Middle management including positions such as: Branch Directors. Deputy Branch Directors. Heads of Departments. Heads of Units. Deputy Heads of Departments. Chief Accountants. Factory Directors. Deputy Heads of Units. Workshop Managers. Deputy Workshop Managers (collectively referred to as "Middle Management")	430.000
Group 3 (*)	Management at subsidiaries including: Chief Executive Officer/Director. Deputy Chief Executive Officer/Deputy Director. Chief Accountant. Workshop Manager. Deputy Workshop Manager (collectively referred to as "Subsidiary Management") at Yen Bai Pharmaceutical JSC. Ypharco Healthcare JSC. and BHC Vietnam Pharmaceutical JSC	120.000
	Total	**1.175.000**

(*) Participants in Groups 2 and 3 must be Vietnamese nationals, having signed labor contracts and currently working and receiving salaries at the Company as of 30 April 2026.

The following individuals shall not be eligible to participate in the issuance:

- Employees for whom the Company has received a resignation/termination request submitted by the employee;
- Employees for whom the Company has received a notice of termination of labor contract or unilateral termination from the managing unit;
- Employees currently suspending their labor contracts or absent from work without legitimate reasons;
- Employees under temporary suspension of work/position by decision of competent authorities;
- Employees under disciplinary review based on written proposals of competent authorities;
- Employees currently subject to disciplinary action;

2. Principles for Determining the Number of Shares Allocated to Each ESOP Participant

1.1. Criteria Scores

a. Position-Based Score

No.	Position	Score (Ci^{CV})
I	**Senior Management**	
1	Member of Board of Directors	340
2	General Director	280
3	Deputy General Director	180
4	Division Director	170
II	**Middle Management**	
1	Branch Director	120
2	Deputy Branch Director	100
3	Chief Accountant	120
4	Head of Department/Unit	100
5	Deputy Head of Department	50
6	Trade Union Chairman	10
III	**Subsidiary Management**	
1	Chief Executive Officer/Director	30
2	Deputy Chief Executive Officer/Deputy Director	20
3	Chief Accountant	15
4	Head of Professional Department/Workshop Manager	15
5	Deputy Head of Department/Deputy Workshop Manager	10

b. Job Position Score

No.	Job Position	Score (Ci^{CT})
1	General Director	200
2	Deputy Chief Executive Officer	160
3	Division Director	150
4	Chief Executive Officer	120
5	Branch Director	100
6	Deputy Branch Director	60
7	Chief Accountant	50
8	Head of Department/Unit	40
9	Deputy Head of Department	30

10	Trade Union Chairman	25
Subsidiary Management		
11	Chief Executive Officer/Director	25
12	Deputy Chief Executive Officer/Deputy Director	15
13	Chief Accountant	15
14	Head of Professional Department/Workshop Manager	20
15	Deputy Head of Department/Deputy Workshop Manager	10
16	Chief Executive Officer/Director	5

c. Seniority Score

Seniority is calculated from the employee's commencement date to 30 April 2026, measured in years. This criterion does not apply to Group 1.

No.	Seniority (Ni)	Score (Ci^{TN})
1	$2 \leq Ni < 5$ (from 2 to under 5 years)	5
2	$5 \leq Ni < 15$ (from 5 to under 15 years)	10
3	$15 \leq Ni$ (15 years and above)	15

d. KPI-Based Score

Applicable only to Groups 2 and 3.

No.	KPI Evaluation (2025)	Score (Ci^{KPI})
1	**Group 2**	
	- From 97 points and above	20
	- From 90 to under 97	15
	- Below 90	5
2	**Group 3**	
	- From 97 points and above	10
	- From 90 to under 97	5
	- Below 90	3

1.2. Formula for Determining the Number of Shares Allocated to Each ESOP Participant

The determination of the number of shares to be allocated to each participant shall be based on the following principles (or formula):

The number of shares to be purchased by each ESOP Participant is determined as follows:

$$\text{Number of shares allocated to each ESOP Participant} = \frac{\text{Total ESOP shares allocated to the respective group}}{\text{Total score of all ESOP Participants within the corresponding Group}} \times \text{Điểm của chính Thành Viên ESOP thuộc Nhóm Đối Tượng}$$

The score of each ESOP Participant shall be determined in accordance with the following formula:

Score of an ESOP participant: $= Ci^{CV} + Ci^{CT} + Ci^{TN} + Ci^{KPI}$

Where:

- Ci^{CV}: Score based on position/title of participant i
- Ci^{CT}: Score based on job position of participant i
- Ci^{TN}: Seniority score of participant i
- Ci^{KPI}: KPI-based score of participant i

- Rounding method: The number of shares allocated to each ESOP Participant as determined under the above formula shall be rounded down to the nearest hundred shares.
- Example: The total number of ESOP shares issued to the "Middle Management" Group is 430,000 shares. The total score of all ESOP Participants within the "Middle Management" Group is 5,500 points. The score of a Branch Director within the Group is 250 points. According to the formula, the total number of shares that the ESOP Participant is entitled to purchase is 19,500 shares (Calculation: (430,000 shares / 5,500 points) × 250 points = 19,545.4545 shares, rounded down to the nearest hundred shares is 19,500 shares).
- Treatment of fractional shares: In the event that fractional shares arise due to rounding under the above formula, and any shares arise due to the difference between the total number of shares expected to be issued (1,175,000 shares) and the total number of shares that ESOP Participants are entitled to purchase as calculated under the above formula and rounded down to the nearest hundred shares (collectively referred to as the "Remaining Shares"), in order to ensure the successful issuance of 100% of the expected shares, the General Meeting of Shareholders authorizes and assigns the Board of Directors to determine a plan for the Company to repurchase such fractional shares and a plan to resell such repurchased shares in compliance with applicable laws at the time of implementation.
- At the same time, the General Meeting of Shareholders authorizes and assigns the Board of Directors to determine a list of other eligible participants consistent with the purpose of the program for the Company to continue distributing the Remaining Shares, provided that the offering price is VND 10,000 per share and such shares are subject to transfer restrictions in accordance with the conditions set out in this Plan. In the event that the Board of Directors is unable to identify suitable employees, the General Meeting of Shareholders authorizes the Board of Directors to adjust and reduce the total number of shares to be offered in accordance with the actual number of shares successfully distributed.
- The General Meeting of Shareholders authorizes and assigns the Board of Directors to approve the list of ESOP Participants and the number of shares to be purchased by each ESOP Participant in accordance with the above criteria and principles upon implementation of the ESOP program in 2026.

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 15/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
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Vinh Long. April 28. 2026

DRAFT

PROPOSAL

Approval of the Plan for Private Placement of Shares to Investors

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To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17/06/2020. of the National Assembly of the Socialist Republic of Vietnam;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019. amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020. detailing the implementation of several provisions of the Securities Law;*
- *Pursuant to Circular No. 118/2020/TT-BTC dated 31/12/2020. of the Ministry of Finance guiding certain contents on securities offering. public purchasing. share repurchase. public company registration. and revocation of public company status;*
- *Pursuant to the Charter of Ben Tre Pharmaceutical Joint Stock Company.*

The Board of Directors ("BOD") of Ben Tre Pharmaceutical Joint Stock Company respectfully submits to the General Meeting of Shareholders ("GMS") for approval the Plan for private placement of shares to investors, with the following details:

I. ISSUANCE PLAN

1. **Share name:** Shares of Ben Tre Pharmaceutical Joint Stock Company
2. **Type of shares:** Ordinary shares
3. **Stock code:** DBT
4. **Par value:** VND 10.000 per share
5. **Total number of shares to be offered:** 2.000.000 shares
6. **Total offering value at par value:** VND 20.000.000.000
7. **Purpose of the offering:** To supplement capital for the Company's production and business activities. The increase of charter capital will enable the Company to be more proactive and flexible in utilizing financial resources. reduce pressure from raising capital from other sources. thereby enhancing its competitive position in the market and better capturing investment opportunities.
8. **Principle for determining the offering price:** Equal to par value
9. **Offering price:** VND 10.000 per share
10. **Total expected proceeds:** VND 20.000.000.000
11. **Offerees:**

- Selection criteria: Domestic organizations and individuals with financial capacity. meeting the conditions of professional securities investors as prescribed in Article 11 of the Law on

Securities No. 54/2019/QH14 dated 26 November 2019 and Clause 3. Article 1 of the amending Law No. 56/2024/QH15 dated 29 November 2024.

- Number of investors: Not exceeding 100 professional securities investors.

12. **Transfer restrictions:** Shares offered via private placement shall be restricted from transfer within 01 year from the completion date of the offering. except for transfers between professional securities investors or transfers pursuant to legally effective court judgments/decisions. arbitral awards. or inheritance in accordance with law.

13. **Plan for handling unsold shares:** The GMS authorizes the BOD to decide on offering the unsubscribed shares to other professional securities investors (domestic organizations and individuals) provided that the offering price is not lower than VND 10.000 per share. under the conditions approved by the GMS and in compliance with applicable laws. In the event that the BOD is unable to identify suitable investors. the GMS authorizes the BOD to reduce the total number of shares offered in accordance with the actual number of shares successfully distributed.

14. **Expected offering timeline:** Expected to be implemented in 2026 and 2027. after the Company completes the share issuance for dividend payment in 2025 and the ESOP issuance. and after obtaining written confirmation from the State Securities Commission of Vietnam regarding receipt of a complete dossier for private placement registration. which is also published on its official website.

15. **Use of proceeds:** The entire proceeds from the offering shall be used to supplement working capital (payments to suppliers and repayment of bank loans). The GMS authorizes the BOD to decide on the detailed plan for the use of proceeds in accordance with the Company's actual conditions.

16. **Commitment to listing and trading:** Upon completion of the offering. the GMS approves and authorizes the BOD to carry out procedures for additional securities registration with the Vietnam Securities Depository and Clearing Corporation and additional listing with the Ho Chi Minh City Stock Exchange.

17. **Approval of charter capital adjustment:** Approval of amendments to the charter capital provision in the Company's Charter and adjustment of the Enterprise Registration Certificate at the Department of Finance of Vinh Long Province after the State Securities Commission confirms receipt of the report on the results of the offering.

II. AUTHORIZATION TO THE BOARD OF DIRECTORS

The General Meeting of Shareholders authorizes the Board of Directors to perform all tasks related to the offering, including but not limited to:

- Selecting an advisory organization for the offering (if necessary);
- Selecting the list of investors participating in the private placement who meet the criteria of professional securities investors as prescribed by law;
- Determining the number of shares to be allocated to each investor participating in the offering;
- Determining the specific timing for implementing the private placement after completion of the share issuance for dividend payment in 2025 and the ESOP issuance, and after receiving written confirmation from the State Securities Commission of Vietnam regarding receipt of a complete dossier for private placement registration;

- Proactively developing a plan to ensure foreign ownership limits in compliance with applicable laws;
- Developing and implementing the detailed offering plan and carrying out all necessary procedures for the offering;
- Proactively preparing, finalizing, and providing explanations for the private placement registration dossier as required by competent authorities, including amendments to the offering plan (excluding the number of shares and the offering price);
- Deciding and implementing all necessary tasks and procedures related to: (i) issuing an amended Charter reflecting the new charter capital upon completion of the offering; (ii) registering changes to the Company's Enterprise Registration Certificate; (iii) registering additional securities with the Vietnam Securities Depository and Clearing Corporation; and (iv) registering additional listing of the Company's shares on the Stock Exchange and reporting to the GMS at the nearest meeting;
- Other tasks related to the offering, registration of changes to securities registration certificates, and additional listing of privately placed shares;
- Depending on specific circumstances, the Board of Directors may re-authorize the Chairman of the Board of Directors to perform one or several of the above-mentioned tasks.

The Board of Directors respectfully submits the proposal for consideration and approval by the General Meeting of Shareholders./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 16/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
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Vinh Long. April 28. 2026

DRAFT

PROPOSAL

Approval of the Plan for Additional Public Offering of Shares to Existing Shareholders

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To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Enterprise Law No. 59/2020/QH14 on 17/06/2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019. as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020. of the Government detailing the implementation of certain provisions of the Securities Law;*
- *Pursuant to the Charter of Organization and Operation of Ben Tre Pharmaceutical JSC;*
- *Pursuant to the actual capital needs of Ben Tre Pharmaceutical Joint-Stock Company to support the Company's business operations.*

The Board of Directors ("BOD") of Ben Tre Pharmaceutical Joint Stock Company respectfully submits to the General Meeting of Shareholders ("GMS") for approval the Plan for additional public offering of shares to existing shareholders, with details as follows:

I. ISSUANCE PLAN

1. **Issuing Organization:** Ben Tre Pharmaceutical Joint- Stock Company Stock
2. **Type of shares:** Ordinary shares
3. **Stock code:** DBT
4. **Par value:** VND 10.000 per share
5. **Total number of shares to be offered:** Up to 9.636.988 shares
6. **Total offering value at par value:** Up to VND 96.369.880.000
7. **Offering price:** VND 10.000 per share
8. **Total expected proceeds:** VND 96.369.880.000
9. **Offering method:** Additional public offering of shares to existing shareholders by rights offering.
10. **Offerees:** All existing shareholders of Ben Tre Pharmaceutical Joint Stock Company whose names appear on the list of shareholders as of the record date (closing date) provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) for the purpose of exercising subscription rights. The record date shall be determined by the BOD as authorized by the GMS.
11. **Exercise ratio:** The GMS authorizes the BOD to determine the subscription ratio for the offering based on the Company's actual charter capital at the time of implementation.
12. **Rounding of fractional shares:** The number of additional shares that each existing shareholder is entitled to purchase shall be rounded down to the nearest whole share. Fractional shares (if any) shall be cancelled and not offered.

13. Treatment of unsubscribed shares:

- Unsubscribed shares include: (i) shares remaining due to existing shareholders declining to purchase in whole or in part; (ii) fractional shares arising from rounding down; and (iii) the difference between the maximum number of shares to be offered (9.636.988 shares) and the actual number of shares distributed based on the subscription ratio. All such unsubscribed shares shall be offered by the BOD to other investors under terms not more favorable than those offered to existing shareholders. at an offering price of VND 10.000 per share.
- Such shares offered to other investors shall be subject to a transfer restriction of 01 year from the completion date of the offering.
- The handling of unsubscribed shares shall comply with Article 42 of Decree No. 155/2020/ND-CP dated 31 December 2020. Clause 2 Article 195 of the Law on Enterprises. and other relevant applicable regulations.
- In the event that the distribution period expires (including any extension period. if any) and there remain unsubscribed shares. such shares shall be cancelled and the BOD shall decide to terminate the offering.

14. Transfer of subscription rights:

- Existing shareholders are entitled to transfer their subscription rights once only to other parties during the subscription period. The transferee is not permitted to further transfer such rights to any third party.
- Subscription rights may be split and transferred to multiple investors as agreed between the parties. The transferor and transferee shall mutually agree on the transfer price. payment method. and shall be responsible for fulfilling all obligations related to such transfer in accordance with applicable regulations.
- In the event that the transfer of subscription rights results in the ownership ratio of an investor/shareholder in the Company exceeding the threshold requiring a public tender offer under applicable laws. such investor/shareholder may only purchase the shares after completing all procedures for a public tender offer in accordance with regulations.

15. Transfer restrictions:

- All additional shares offered to existing shareholders are ordinary shares and are not subject to transfer restrictions.
- Shares remaining unsubscribed by existing shareholders and offered to other investors shall be subject to a transfer restriction of 01 year from the completion date of the offering.

16. Distribution method:

- For shareholders with deposited securities: procedures for transfer of subscription rights and share subscription shall be conducted at the depository members where their securities accounts are maintained.
- For shareholders without deposited securities: procedures shall be conducted at the head office of Ben Tre Pharmaceutical Joint Stock Company – 11 Nguyen Trong Quyen. Tan Phu Ward. Ho Chi Minh City.

17. Payment method: Payment for shares shall be made into the escrow account designated for receiving subscription proceeds in accordance with regulations.

18. Expected offering timeline: Expected to be implemented in 2026 and 2027. after the Company completes the share issuance for dividend payment in 2025. the ESOP issuance. and the private placement. and after obtaining approval from the State Securities

Commission of Vietnam and publication on its official website confirming receipt of a complete dossier for public offering registration.

19. **Foreign ownership compliance:** The GMS authorizes the BOD to implement the offering plan in a manner that ensures compliance with foreign ownership limits in accordance with applicable laws.

20. **Use of proceeds:** The entire proceeds from the offering shall be used to supplement working capital (payments to suppliers and repayment of bank loans). The GMS authorizes the BOD to determine the detailed plan for the use of proceeds in accordance with the Company's actual conditions.

21. **Commitment to listing and trading:** Upon completion of the offering. the GMS approves and authorizes the BOD to carry out procedures for additional securities registration with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional listing with the Ho Chi Minh City Stock Exchange in accordance with Clause 8 Article 11 of Decree No. 155/2020/ND-CP dated 31 December 2020.

22. **Approval of charter capital adjustment:** Approval of amendments to the charter capital provision in the Company's Charter and adjustment of the Enterprise Registration Certificate at the Department of Finance of Vinh Long Province after the State Securities Commission confirms receipt of the report on the results of the offering.

II. BOARD OF DIRECTORS' AUTHORIZATION:

The General Meeting of Shareholders authorizes the Board of Directors to perform the following tasks related to the offering:

- Selecting an advisory organization for the offering (if any);
- Developing a plan for the use of proceeds in accordance with the plan approved by the 2026 Annual General Meeting of Shareholders; determining the timing of disbursement and purposes of use in line with the Company's business operations to ensure efficient use of capital and protection of shareholders' interests;
- Determining the subscription ratio for the offering based on the Company's actual charter capital at the time of implementation;
- Determining the record date for shareholders to exercise subscription rights;
- Determining the specific timing for the public offering to existing shareholders after completion of the share issuance for dividend payment in 2025, the ESOP issuance, and the private placement, and after obtaining the Certificate of Registration for the public offering issued by the State Securities Commission of Vietnam;
- Developing a plan to ensure compliance with foreign ownership limits in accordance with applicable laws;
- Developing a plan for handling fractional shares and unsubscribed shares; selecting investors, negotiating and deciding on terms and conditions, determining criteria and list of investors to whom unsubscribed shares shall be allocated at a price not lower than VND 10,000 per share, or cancelling such shares and terminating the offering; ensuring compliance with foreign ownership limits;
- Preparing, finalizing, and providing explanations for the dossier for additional public offering registration as required by competent authorities, including amendments to the offering plan based on actual conditions (excluding the number of shares and offering price);
- In cases where the distribution of unsubscribed shares exceeds the authority of the BOD, seeking approval from the GMS for such distribution;

- Deciding and implementing all necessary tasks and procedures related to: (i) issuing an amended Charter reflecting the new charter capital upon completion of the offering; (ii) registering changes to the Company's Enterprise Registration Certificate; (iii) registering additional securities with the Vietnam Securities Depository and Clearing Corporation; and (iv) registering additional listing of the Company's shares on the Stock Exchange and reporting to the GMS at the nearest meeting;
- Other tasks related to the offering, registration of changes to securities registration certificates, and additional listing of shares offered to existing shareholders;
- Depending on specific circumstances, the Board of Directors may re-authorize the Chairman of the Board of Directors to perform one or several of the above-mentioned tasks.

The Board of Directors respectfully submits this proposal for approval by the General Meeting of Shareholders./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN



NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 17/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long. April 28. 2026

PROPOSAL

Approval of the transfer of voting shares by a Member of the Board of Directors without triggering a mandatory public tender offer

DRAFT

To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17/06/2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020. detailing the implementation of some provisions of the Securities Law;*

The Board of Directors respectfully submits to the General Meeting of Shareholders for the fiscal year 2025 for approval the transfer of voting shares by a member of the Board of Directors without triggering a mandatory public tender offer, as follows:

1. Approval is sought for Mr. Pham Thu Trieu, Member of the Board of Directors, to receive the transfer of voting shares of Ben Tre Pharmaceutical Joint Stock Company (stock code: DBT), resulting in Mr. Pham Thu Trieu and his related persons holding ownership reaching or exceeding the thresholds of 35% and 45% of the voting shares of the Company without being required to conduct a public tender offer, specifically as follows:
   - Transferors: Le Ngoc Tu. Tran Ai Nghia. Vietnam Coffee Trading and Roasting Joint Stock Company. Bui Hong Hanh. Nguyen Khac Hanh.
   - Transferee: Mr. Pham Thu Trieu.
   - Number of shares to be transferred: Expected 3.000.000 DBT shares.
   - Transaction method: Put-through and/or order matching transactions in accordance with applicable laws.
   - Current shareholding of Mr. Pham Thu Trieu: 4.665.301 shares. equivalent to 21,24%.
   - Current shareholding of Mr. Pham Thu Trieu and his related persons: 7.340.843 shares. equivalent to 33,42%.
   - Expected shareholding of Mr. Pham Thu Trieu after the transaction: 34,89%.
   - Expected shareholding of Mr. Pham Thu Trieu and his related persons after the transaction: 47,07%.

- Implementation timeline: After approval by the Annual General Meeting of Shareholders of DBT.
- Authorization: The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to this transfer to ensure implementation in accordance with the approved contents.

2. The transfer of DBT shares between Mr. Pham Thu Trieu and his related persons shall not change the total ownership ratio and shall not be subject to the requirement to conduct a public tender offer in accordance with applicable regulations.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL JOINT- STOCK COMPANY

No: 18/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
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Vinh Long. April 28. 2026

PROPOSAL

Update and Amendment of the Company's Business Lines and Industry Codes

DRAFT

To: The Annual General Meeting of Shareholders for the fiscal year 2025

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to the Charter of organization and operation of Ben Tre Pharmaceutical Joint Stock Company;*

The Board of Directors of Ben Tre Pharmaceutical Joint Stock Company has conducted a review and hereby proposes to update and amend certain business lines and industry codes to ensure compliance with Decision No. 36/2025/QD-TTg and applicable laws. Such amendments aim to update the list of business lines in accordance with the new industry classification system, ensure consistency with the Company's actual scope of operations, and strengthen the legal basis for its business activities. Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment of business lines as detailed below:

1. Business lines and industry codes prior to amendment:

Industry Code	Business Line
4772	***Retail of pharmaceuticals, medical instruments, cosmetics and hygiene products in specialized stores.*** Details: Retail of pharmaceuticals, medical instruments and equipment; retail of perfumes, cosmetics and hygiene products; retail of traditional medicines and medicinal herbs; retail of functional foods (dietary supplements, food products).
1104	Manufacture of non-alcoholic beverages and mineral water. Details: Manufacture of bottled and canned drinking water.
4723	***Retail of beverages in specialized stores.***
4669	Wholesale of other specialized products not elsewhere classified. Details: Import and export of goods including packaging, raw materials, flavorings for production, testing chemicals, biological products, functional foods (dietary supplements, health supplements, food products).
7020	***Management consultancy activities.*** Details: Management consulting services (CPC 865).
3313	***Repair of electronic and optical equipment.*** Details: Repair and maintenance of equipment including radiation detection and testing devices; X-ray, electrotherapy and medical equipment; magnetic resonance imaging equipment; ultrasound equipment.

2. Business lines and industry codes after amendment:

Industry Code	Business Line
4772	***Retail of pharmaceuticals, medical instruments, cosmetics and hygiene products.*** Details: Retail of pharmaceuticals, medical instruments and equipment; retail of perfumes, cosmetics and hygiene products; retail of traditional medicines and medicinal herbs; retail of functional foods (dietary supplements, food products).
1105	Manufacture of non-alcoholic beverages and mineral water. Details: Manufacture of bottled and canned drinking water.
4723	***Retail of beverages.***
4679	Wholesale of other specialized products not elsewhere classified. Details: Import and export of goods including packaging, raw materials, flavorings for production, testing chemicals, biological products, functional foods (dietary supplements, health supplements, food products).
7020	***Business and other management consultancy activities.*** Details: Management consulting services (CPC 865).
3313	***Repair and maintenance of electronic and optical equipment.*** Details: Repair and maintenance of equipment including radiation detection and testing devices; X-ray, electrotherapy and medical equipment; magnetic resonance imaging equipment; ultrasound equipment.

3. Business lines not mentioned in this Submission shall remain unchanged and continue to be effective in accordance with the current Enterprise Registration Certificate and the Company's Charter.
4. The General Meeting of Shareholders authorizes the Board of Directors to decide on and carry out all necessary tasks and procedures related to: (i) issuing amendments to the Company's Charter regarding business lines; (ii) registering changes to the Enterprise Registration Certificate with the competent authority; and (iii) reporting to the General Meeting of Shareholders at the nearest meeting.

We respectfully submit this proposal for the General Assembly of Shareholders to review and approve./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL JOINT-STOCK COMPANY
No: 19/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long. April 28. 2026

PROPOSAL

Regarding the Amendment and Supplement to the Company's Charter

DRAFT

To: The Annual General Meeting of Shareholders for the fiscal year 2025

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to the Charter of organization and operation of Ben Tre Pharmaceutical Joint Stock Company;*

The Board of Directors of Ben Tre Pharmaceutical Joint Stock Company has reviewed and considered amendments and supplements to certain provisions of the Company's Charter in accordance with applicable regulations, and hereby submits to the General Meeting of Shareholders for approval the following contents:

1. To amend, supplement, and repeal certain provisions of the Company's Charter to ensure consistency with the Company's operational conditions, the Law on Enterprises 2020, the Law on Securities 2019, and relevant implementing regulations. Detailed amendments and supplements are provided in Appendix No. 01 attached to this Submission.

2. To amend provisions relating to Charter Capital following each successful share issuance, including: The number of shares issued for dividend payment in 2025 under Submission No. 13/TTr-ĐHCĐ25 dated April 28, 2026; The number of shares issued under the employee stock ownership plan (ESOP) under Submission No. 13/TTr-ĐHCĐ25 dated April 28, 2026; The number of shares privately placed to investors under Submission No. 15/TTr-ĐHCĐ25 dated April 28, 2026; The number of shares offered to existing shareholders under Submission No. 16/TTr-ĐHCĐ24 dated April 28, 2026.

3. To amend Article 4 of the Charter regarding the Company's business lines in accordance with Submission No. 18/TTr-ĐHCĐ25 dated April 28, 2026, following the completion of registration of such changes with the competent authority.

4. The General Meeting of Shareholders authorizes the Board of Directors to finalize the content and organize the issuance of the amended Charter in accordance with the contents approved by the General Meeting of Shareholders.

We respectfully submit this proposal to the General Assembly of Shareholders for review and approval.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH



APPENDIX 01

PROPOSAL FOR AMENDMENTS AND SUPPLEMENTS CHARTER OF BEN TRE PHARMACEUTICAL JOINT STOCK COMPANY 2026

1. General Provisions

- Any provisions not detailed in this Appendix remain unchanged;
- The proposed changes in the "Current Provisions" section are shown in underlined text;
- The proposed amendments and supplements in the "Proposed Amendments" section are presented in italic text and/or enclosed in quotation marks (").

2. Amendments and Supplements to the Charter

Content	Current Provision	Proposed Amendment	Reason for Amendment
Clause 2, Article 27: Rights and obligations of the Board of Directors	(h) To approve investment, purchase, sale, borrowing, lending contracts and other contracts and transactions with a value of **less than 35%** of the total asset value as recorded in the Company's most recent financial statements, except for contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders in accordance with Point d, Clause 2, Article 138 and Clause 3, Article 167 of the Law on Enterprises.	(h) To approve investment, purchase, sale, borrowing, lending contracts and other contracts and transactions with a value of *"from 35% or more"* of the total asset value as recorded in the Company's most recent financial statements, except for contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders in accordance with Point d, Clause 2, Article 138 and Clause 3, Article 167 of the Law on Enterprises.	To ensure compliance with Article 153 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020.

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 20/TTr-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
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Vinh Long. April 28. 2026

PROPOSAL

Dismissal and Additional Election of Member(s) of the BOD for the 2024–2029 Term

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DRAFT

To: The Annual General Meeting of Shareholders for the Fiscal Year 2025

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17/06/2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019;*
- *Pursuant to the Charter of Ben Tre Pharmaceutical Joint Stock Company;*
- *Pursuant to the need for expanding business operations and market development of the Company.*

The Board of Directors ("BOD") of Ben Tre Pharmaceutical Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders ("GMS") for the fiscal year 2025 for approval the dismissal and additional election of member(s) of the Board of Directors (term 2024–2029) as follows:

1. Dismissal of a Member of the Board of Directors

On April 7, 2026, Mr. Hoang Xuan An – Member of the Board of Directors (term 2024–2029) submitted his resignation letter from the position of BOD member due to personal reasons.

Based on the resignation letter of Mr. Hoang Xuan An, and in order to ensure compliance with applicable laws regarding the dismissal of a BOD member, the BOD respectfully submits to the Annual General Meeting of Shareholders for the fiscal year 2025 for approval of the dismissal of:

- Mr. Hoang Xuan An – Member of the Board of Directors for the 2024–2029 term.

2. Additional Election of Member(s) of the Board of Directors for the 2024–2029 Term

In order to maintain the required number of members of the Board of Directors in accordance with the structure approved by the General Meeting of Shareholders, the BOD respectfully submits to the Annual General Meeting of Shareholders for 2025 for approval the additional election of member(s) of the Board of Directors (term 2024–2029) to replace the dismissed member, as follows:

- Number of additional members to be elected: 01 ordinary member of the Board of Directors.
- Term of the newly elected member: 2024–2029.

3. Approval of List of Candidates

The list of qualified candidates meeting the criteria and conditions as nominated by major shareholders for election to the Board of Directors is as follows:

No.	Full Name	Nominated Position
1	.....	Member of the Board of Directors
2	.....	Member of the Board of Directors

Curriculum vitae attached:

Based on the above, the Board of Directors of Ben Tre Pharmaceutical Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders for the fiscal year 2025 for consideration and approval of the number, structure, and list of candidates for election to the Board of Directors for the 2024–2029 term.

The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the dismissal of the BOD member and the number, structure, and list of candidates for additional election to the Board of Directors for the 2024–2029 term.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEN TRE PHARMACEUTICAL
JOINT- STOCK COMPANY

No: 21/QC-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long. April 28. 2026

REGULATION ON NOMINATION, SELF-NOMINATION AND ELECTION OF ADDITIONAL BODS OF DIRECTORS FOR THE TERM 2024–2029

DRAFT

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to the Charter on Organization and Operation of Ben Tre Pharmaceutical Joint Stock Company;*
- *Based on the practical needs of corporate governance and management of the Company.*

The Organizing Committee of the General Meeting of Shareholders hereby announces the Regulation on nomination, self-nomination and election of additional members of the Board of Directors for the term 2024–2029 at the Annual General Meeting of Shareholders for fiscal year 2025

I. Explanation of Terms / Abbreviations

- Company: Ben Tre Pharmaceutical Joint Stock Company
- BOD: Board of Directors
- OC: Organizing Committee of the General Meeting
- GMS: General Meeting of Shareholders
- Representative: Shareholder or authorized representative

II. Chairperson at the General Meeting

The Chairperson of the meeting is responsible for presiding over the election, specifically:

- Introducing the list of nominated and self-nominated candidates for the BOD;
- Supervising voting and vote counting;
- Resolving complaints regarding the election (if any).

III. Number of Additional BOD Members and Term

- Normal number of BOD members to be elected: 01 member;
- Term: 2024–2029;
- Maximum number of BOD candidates: unlimited.

IV. Regulations on Nomination and Candidacy for the BOD

Article 1. Eligible Participants for Election

Shareholders holding voting shares and authorized representatives of such shareholders (according to the shareholder list of the Company as of March 27, 2026, provided by Vietnam Securities Depository).

Article 2. Qualifications and Conditions for BOD Membership

Pursuant to current regulations, the Company stipulates the following qualifications and conditions for BOD members:

- Full civil act capacity and not subject to the business management prohibition under Clause 2, Article 17 of the Law on Enterprises;
- Professional qualifications and experience in business management or in the Company's business sector, not necessarily a shareholder of the Company;
- A member of the Company's BOD may simultaneously be a BOD member of another company;
- A BOD member of a public company may simultaneously serve as a BOD or Board of Members member in a maximum of five other companies.

Article 3. Rights to Nominate and Self-Nominate; Application Dossier

3.1. Nomination of BOD Candidates

Shareholders or groups of shareholders holding voting shares (per the shareholder list as of March 27, 2026, provided by Vietnam Securities Depository) have the right to nominate, or aggregate their voting rights to nominate candidates for the BOD. Shareholders or groups holding at least 10% of total ordinary shares have the right to nominate or self-nominate candidates for the BOD.

If the number of nominated and self-nominated candidates is insufficient, the incumbent BOD may introduce additional candidates meeting the qualifications above for election.

3.2. Application Dossier for Nomination and Candidacy

- Original Nomination or Candidacy Application of the BOD member (using the Company's prescribed form);
- Original Curriculum Vitae completed by the candidate (using the Company's prescribed form) with copies of: ID card / Citizen ID / passport, permanent residence registration, and all degrees, diplomas, and certificates listed in the CV;
- Valid copies of ID card / Citizen ID / passport (for individual shareholders) or latest Enterprise Registration Certificate (for institutional shareholders) of nominating shareholders.

Notes:

1. Candidates for the BOD are legally responsible to the Company and the GMS for the accuracy and truthfulness of their application and nomination dossiers.
2. If the Company verifies that shareholder information provided is inaccurate, it has the right to cancel the nomination dossier.

3. Only dossiers meeting the prescribed conditions will be included in the list of candidates submitted to the GMS for election.

Article 4. Voting Ballot Regulations

4.1. Ballots

- Ballots are issued by the Organizing Committee in a uniform form and bear the Company's seal;
- Each ballot must include (i) shareholder code, (ii) total shares (owned and authorized), (iii) total voting rights (votes) multiplied by the number of BOD members to be elected, and (iv) list of BOD candidates arranged alphabetically by full name;
- Shareholders must allocate voting rights to each candidate in the designated box on the ballot. In case of valid authorization, the proxy exercises full voting rights.

Note:
Upon receiving the ballot, shareholders or proxies must verify the information on the ballot; any discrepancies must be immediately reported to the Organizing Committee for correction.

4.2. A ballot is valid if it:

- Complies with Clause 4.1 above;
- Votes only for candidates listed on the approved candidate list by the GMS;
- Does not fall under the invalid ballot conditions in Clause 4.3;
- The total votes cast do not exceed the total voting rights of the shareholder.

4.3. 4nvalid Ballots

- Ballots not issued by the Organizing Committee as required;
- Ballots with erasures, corrections, additions, or incorrect names not on the approved candidate list;
- Blank ballots or ballots where total votes exceed shareholder's voting rights;
- Votes for candidates outside the approved nomination list;
- Ballots without signature of shareholder or authorized representative.

Article 5. Voting Method

- Voting for BOD members shall be conducted directly by secret ballot using cumulative voting.
  (Cumulative voting under Article 148 of the Law on Enterprises: each shareholder has total votes equal to total shares owned multiplied by the number of BOD members to be elected, and may allocate all or part of their votes to one or more candidates. Winners are determined by descending vote count until the required number of members is filled.)
- Each shareholder's total voting rights correspond to the number of shares with voting rights (owned and authorized) multiplied by the number of BOD members to be elected.

Example: Shareholder Nguyen Van A owns 15,000 shares

- Total BOD members to be elected: 01
- Total votes for Nguyen Van A: 15,000 × 1 = 15,000 votes

Article 6. Vote Counting Committee; Principles of Voting and Counting

6.1. Vote Counting Committee

- Nominated by the Chairperson and approved by the GMS;
- Responsibilities:
  - Approve the election regulations;
  - Approve the candidate list;
  - Introduce and distribute ballots and provide voting instructions;
  - Conduct vote counting;
  - Announce election results before the GMS;
- Committee members cannot be candidates themselves.

6.2. Principles of Voting and Counting

- The Committee inspects the ballot boxes in the presence of shareholders;
- Voting begins after ballot distribution is completed and ends when the last shareholder votes;
- Counting must commence immediately after voting concludes;
- Results are recorded in writing and announced by the Committee Chair before the GMS.

Article 7. Principles for Election of BOD Members

- Elected BOD members are determined by descending number of votes until the required number is reached.
- If two or more candidates have the same number of votes for the final seat, a second round of voting is held between them, and the candidate with the higher votes is elected.

Article 8. Preparation and Publication of Vote Counting Minutes

8.1. The Committee must prepare the vote counting minutes, including:

- Time and location;
- Committee members;
- Purpose and content of the vote;
- Total ballots issued and collected, number and percentage of valid, invalid, blank ballots; voting rights allocated to each candidate;
- Signatures of Committee members or Chairperson.

8.2. The full minutes must be published before the GMS.

Article 9. All complaints are resolved by the Chairperson and recorded in the minutes of the GMS.

Article 10. Submission of Application Dossiers

- Dossiers must be sent to the Company's Executive Office before 16:00 on April 17, 2026, at:
- Organizing Committee of the GMS, Ben Tre Pharmaceutical Joint Stock Company
- Address: No. 11 Nguyen Trong Quyen, Tan Phu Ward, Ho Chi Minh City
- Tel: 0327.812.323 – Ms. Phan Thi Thanh Tai

This completes the Regulation on nomination, candidacy, and election of additional BOD members for the 2025 Annual General Meeting of Shareholders, submitted for approval.

This election regulation shall take effect immediately upon approval by the GMS./.

Recipients:
- As above;
- Archive: Secretariat of the AGM.

ON BEHALF OF THE BOD
CHAIRMAN

NGUYEN KHAC HANH

BEPHARCO

NOMINATION FORM FOR THE BOARD OF DIRECTORS TERM 2024–2029

To:

- **Organizing Committee of the AGM for fiscal year 2025;**
- **Ben Tre Pharmaceutical Joint Stock Company.**

I / We are a shareholder / group of shareholders of Ben Tre Pharmaceutical Joint Stock Company ("the Company") holding [.....] voting shares, equivalent to [.....]% of the total voting shares of the Company as of the record date for shareholders eligible to attend the meeting (*), as detailed below:

I. Information of Shareholder / Group of Shareholders Making the Nomination

No.	Name of Shareholder	Registration No. (1)	Number of Shares Owned (2)	Ownership Percentage	Signature of Shareholder (3)
1	....	....	....	....	....
2	....	....	....	....	....
...	....	....	....	....	....
TOTAL					

Notes when filling out information:

(1) Registration No:

- For individuals: ID card / Passport number
- For organizations: Enterprise Registration Certificate / Establishment license / Other documents

(2) Number of DBT shares owned: Shareholders record the number of DBT shares held as of the record date for shareholders eligible to attend the 2025 Annual General Meeting – March 27, 2026.

(3) Signature of shareholder:

- For individuals: shareholder signs and writes full name
- For organizations: legal representative of the organization (or authorized representative) signs and affixes the company seal

II. Information of Candidate(s)

I / We have studied the Notice on Nomination / Candidacy / Recommendation of Personnel for the Board of Directors of Ben Tre Pharmaceutical Joint Stock Company and agree to nominate the following individual(s) to be elected as BOD member(s) for the 2024–2029 term:

No.	Full Name of Candidate	Gender	Year of Birth	Nationality	ID/Passport No.	Shares Owned by Candidate (if any)	Nominated Position (1)
1	....						
2	....						
...	....						

Notes when filling candidate information:

(1) Nominated Position: Shareholders / group of shareholders must clearly state the candidate's position as Member of the Board of Directors and ensure the nominee meets all qualifications and conditions for BOD membership according to the Company's regulations.

I / We enclose with this Form the candidate's Curriculum Vitae and required supporting documents.

III. Information of the Representative of the Shareholder Group Submitting the Nomination

We hereby appoint:

Name: .....

ID/Passport No.: ....., Date of Issue: ...../...../.....,

Place of Issue: .....

As the representative of the group to carry out all nomination procedures in accordance with the Notice on Nomination / Candidacy / Recommendation of Personnel for the BOD of Ben Tre Pharmaceutical Joint Stock Company.

I / We take full responsibility for this nomination and commit to comply with applicable laws and the Company's Charter.

Respectfully,

Trân trọng!

……., day …… month …… year 2026

SHAREHOLDER / REPRESENTATIVE OF SHAREHOLDER GROUP

(Signature & full name)

BEPHARCO

CANDIDACY FORM
FOR THE BODS TERM 2024–2029

To:

- **Organizing Committee of the AGM for fiscal year 2025;**
- **Ben Tre Pharmaceutical Joint Stock Company.**

Full Name:	
Full Name:	
ID/Passport No:	
Permanent Address:	
Number of DBT Shares Owned (as of the record date for the 2025 AGM – March 27, 2026):	*[.....] shares, equivalent to [.....]% of the total outstanding shares of the Company*.*

After reviewing the Notice on Nomination / Candidacy / Recommendation of Personnel for the Board of Directors of Ben Tre Pharmaceutical Joint Stock Company, I confirm that I meet all required qualifications and standards, and hereby submit my candidacy for the position of Member of the Board of Directors of the Company for the 2024–2029 term.

I enclose with this Form my Curriculum Vitae and other required supporting documents.

Respectfully,

....., day ..... month ..... year 2026

CANDIDATE

(Shareholder-candidate to sign and write full name)

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CURRICULUM VITAE OF CANDIDATE FOR THE BOARD OF DIRECTORS OF BEN TRE PHARMACEUTICAL JSC TERM 2024–2029

Full Name:	- Gender:
Date of Birth:	/ /
ID/Passport No., Date of Issue, Place of Issue:	
Nationality:	
Permanent Address:	
Professional Qualification:	
Work Experience:	
- From _____ to _____	
- From _____ to _____	
- From _____ to _____	
Current Position at Ben Tre Pharmaceutical JSC:	
Current Position at Other Companies:	
Number of shares held at Ben Tre Pharmaceutical JSC	… shares, representing …% of charter capital
+ Held on behalf of others:	… shares, representing …% of charter capital
+ Personally held:	… shares, representing …% of charter capital
Related interests with the Company:	
Conflicting interests with the Company:	
Related persons holding shares of Ben Tre Pharmaceutical JSC: None	

No.	Relationship	Full Name	Number of Shares Held	% of Charter Capital
1				

DECLARANT

(Signature and full name)

Code:

BEN TRE PHARMACEUTICAL JOINT-STOCK COMPANY
Enterprise Registration No: 1300382591
Head Office: No. 6A3, National Highway 60, Phu Tan Ward, Vinh Long Province
Operating Office: No. 11 Nguyen Trong Quyen Street, Tan Phu Ward, Ho Chi Minh City
Website: www.bepharco.com | Tel.: +84 28 3622 0208

VOTING BALLOT FOR CONTENTS PRESENTED AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FINANCIAL YEAR

Shareholder's Name: .....

Share Registration Number: .....

Legal Representative/Authorized Representative: .....

Total Number of Voting Shares: ..... shares.

VOTING CONTENT:

Please mark √or X in one of the three boxes "Agree," "Disagree," or "No Opinion" corresponding to each voting item.

No	Content/Issue for Voting	Agree	Disagree	No Opinion
1	Report on the 2025 activities and the 2026 activity plan of the Board of Directors.			
2	Audit Committee's Report 2025.			
3	Independent Board Member's evaluation report on the activities of the Board of Directors in 2025 (Mr. Nguyễn Thanh Tùng).			
4	Independent Board Member's evaluation report on the activities of the Board of Directors in 2025 (Mr. Trần Nguyễn Gia Bảo).			
5	CEO's 2025 summary report, 2026 business plan, and audited financial figures for 2025.			
6	Proposal for approval of the audited financial statements for the fiscal year 2025.			
7	Proposal for approval of 2025 business results and the 2026 business plan.			
8	Proposal on profit distribution, dividend payment for 2025, and the profit distribution and dividend payment plan for 2026.			
9	Proposal on remuneration of the Board of Directors for 2025 and plan for 2026			
10	Proposal on the selection of the auditing firm for 2026			

No	Content/Issue for Voting	Agree	Disagree	No Opinion
11	Proposal on the increase of charter capital			
12	Proposal on the share issuance plan for dividend payment for 2025			
13	Proposal on the share issuance plan under the employee stock option program (ESOP)			
14	Proposal on the private placement of shares to investors			
15	Proposal on the public offering of additional shares to existing shareholders			
16	Proposal on the approval for a member of the Board of Directors to receive transfer of voting shares without triggering a mandatory public tender offer			
17	Proposal on updating and amending the Company's business lines			
18	Proposal on amendments and supplements to the Company's Charter			
19	Proposal on dismissal and additional election of members of the Board of Directors for the term 2024–2029			

Shareholder's Signature Confirmation
(Or Authorized Representative)
(Signature and full name)

BEN TRE PHARMACEUTICAL JOINT- STOCK COMPANY

No: 23/NQ-ĐHCĐ25

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, April 28, 2026

DRAFT

RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FY2025 BEN TRE PHARMACEUTICAL JOINT-STOCK COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to the Minutes of the Annual General Meeting of Shareholders for fiscal year 2025 No. 22/BB-ĐHĐCĐ25 dated April 28, 2026;*

RESOLUTION:

Article 1. The General Meeting of Shareholders of Ben Tre Pharmaceutical Joint Stock Company has voted and approved the following contents:

No.	Voting Item	Approval Rate
1.	Report on the 2025 activities and the 2026 activity plan of the Board of Directors.	.....%
2.	Audit Committee's Report 2025.	.....%
3.	Independent Board Member's evaluation report on the activities of the Board of Directors in 2025 (Mr. Nguyễn Thanh Tùng).	.....%
4.	Independent Board Member's evaluation report on the activities of the Board of Directors in 2025 (Mr. Trần Nguyễn Gia Bảo).	.....%
5.	CEO's 2025 summary report, 2026 business plan, and audited financial figures for 2025.	.....%
6.	Proposal for approval of the audited financial statements for the fiscal year 2025.	.....%
7.	Proposal for approval of 2025 business results and the 2026 business plan.	.....%
8.	Proposal on profit distribution, dividend payment for 2025, and the profit distribution and dividend payment plan for 2026.	.....%
9.	Proposal on remuneration of the Board of Directors for 2025 and plan for 2026	.....%

No.	Voting Item	Approval Rate
10.	Proposal on the selection of the auditing firm for 2026	.....%
11.	Proposal on the increase of charter capital	.....%
12.	Proposal on the share issuance plan for dividend payment for 2025	.....%
13.	Proposal on the share issuance plan under the employee stock option program (ESOP)	.....%
14.	Proposal on the private placement of shares to investors	.....%
15.	Proposal on the public offering of additional shares to existing shareholders	.....%
16.	Proposal on the approval for a member of the Board of Directors to receive transfer of voting shares without triggering a mandatory public tender offer	.....%
17.	Proposal on updating and amending the Company's business lines	.....%
18.	Proposal on amendments and supplements to the Company's Charter	.....%
19.	Proposal on dismissal and additional election of members of the Board of Directors for the term 2024–2029	.....%
20.	Approval of dismissal: Mr. Hoàng Xuân An – Member of the Board of Directors Elected member of the Board of Directors for the 2024–2029 term: Mr./Ms.	.....%

Article 2. Implementation Provisions

The General Meeting of Shareholders of Ben Tre Pharmaceutical Joint Stock Company assigns the Board of Directors and the General Director to be responsible for implementing this Resolution.

This Resolution has been approved by the Annual General Meeting of Shareholders for the 2025 fiscal year and is effective from April 28, 2026.

Recipients:
- BOD
- General Director's Board;
- Audit Committee;
- All Shareholders of the Company
- SSC;
- HSX;
- VSDC;
- Archive: Board of Directors' Secretariat.

ON BEHALF OF THE PRESIDING DELEGATION
CHAIRMAN

NGUYEN KHAC HANH