



**PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY**  
**USARICHPHARM FACTORY**  
 Lot No. 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City  
 Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996  
 Website: www.duocphongphu.vn; E-mail: info@duocphongphu.vn;



**DRAFT**

**AGENDA AND WORKING REGULATIONS**  
**AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

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

*Pursuant to Law No. 03/2022/QH15 dated January 11, 2022;*

*Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as "Company"),*

For the legal compliance and success in organization of General Meeting, the Organizing Committee of General Meeting would like to approve the Agenda and Working Regulations at the General Meeting as follows:

**PART 1: AGENDA OF GENERAL MEETING**

- I. Time:** Starting from 08:30 am, April 24, 2026  
**II. Venue:** Hall – Company Headquarters  
 Lot No. 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City  
**III. Detailed agenda:**

<b>Time</b>	<b>Program content</b>	<b>Chair/ In charge</b>
08h30-09h00	Registration procedure to attend the General Meeting	Shareholder Eligibility Verification Committee
09h00-09h10	Statement of reasons, introduction of delegates	Organizing Committee
09h10-09h15	Report on verification of eligibility of shareholders attending the General Meeting	Shareholder Eligibility Verification Committee
09h15-09h25	<b>Introduction and approval:</b> - General Meeting's agenda and Working Regulations - Introduction of the Presidium, Secretariat, Shareholder Eligibility Verification and Vote Counting Committee: 1. Presidium	Organizing Committee



	2. Secretariat 3. Shareholder Eligibility Verification and Vote Counting Committee	
	<b>CONTENT OF GENERAL MEETING</b>	<b>Presented by General Meeting</b>
	1. Report of the Board of Directors on the performance results in 2025 and the operational direction and action plan in 2026.	Presidium
	2. 02 Reports of the independent member of the Board of Directors on the operation of the Board of Directors in 2025.	Member of the Board of Directors
	3. Report of the Board of Supervisors on control activities in 2025.	Board of Supervisors
	4. Statement on the approval of the 2025 audited consolidated financial statements.	
	5. Statement on approval of the selection of an independent auditor for the 2026 Financial Statements.	
	6. Statement on the approval of the 2025 profit distribution and 2026 fund allocation plan.	Presidium
09h25 – 10h45	7. Statement on authorizing the Board of Directors to approve contracts and transactions valued at 35% or more of the total asset value stated in the Parent Company's Separate Financial Statements.	
	8. Statement on the approval of amendments and supplements to the Company's Charter.	
	9. Statement on the approval of amendments and supplements to the Regulations on the Operations of the Supervisory Board.	
	10. Statement on the approval of amendments and supplements to the Internal Regulations on Corporate Governance.	Board of Supervisors
	11. Statement on the approval of amendments and supplements to the Operation Regulation of the Board of Directors.	
	12. Statement on approving the remuneration rate for the members of Board of Directors and Board of Supervisors in 2026.	
	13. Other contents (if any).	Presidium
10h45 – 11h15	Discuss and approve the content of reports and presentations	
11h15-11h30	Vote to approve the contents of reports and statements at the	Presidium

	General Meeting	
11h30-11h40	Approval of the Minutes and Resolutions of the General Meeting	Secretariat
11h40-11h45	<b>CLOSING OF THE GENERAL MEETING</b>	Presidium

## PART 2: WORKING REGULATIONS AT THE GENERAL MEETING

### Article 1. General provisions

1. These regulations apply to the organization of the Company's 2026 Annual General Meeting of Shareholders.

2. This Regulation specifically stipulates the rights and obligations of shareholders participating in the General Meeting, the conditions and procedures for conducting the General Meeting.

3. Shareholders attending the General Meeting are responsible for complying with the provisions of this regulation.

### Article 2. Conditions for conducting the General Meeting

The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 51% of the total number of votes.

### Article 3. Rights and obligations of shareholders attending the General Meeting

1. All shareholders whose names are on the list closed on March 20, 2026 are entitled to attend and speak at the General Meeting. Shareholders who cannot attend the General Meeting may authorize another person to attend according to the Power of Attorney issued by the Company (the authorized person may not re-authorize to a third party);

2. Delegates, shareholders or persons authorized by shareholders to attend the General Meeting must be present at the prescribed time and complete registration procedures with the General Meeting Organizing Committee;

3. During the General Meeting, shareholders must comply with the instructions of the Organizing Committee and the Presidium, behave in civil and polite manner, and not cause disorder at the General Meeting;

4. The content of the General Meeting of Shareholders is fully recorded by the General Meeting Secretariat in the Minutes of the General Meeting. The Minutes and Resolutions of the General Meeting are read and approved before the closing of the meeting, kept at the Company, and disclosed on the Company's website (<http://duocphongphu.vn>), and the information disclosure system of the State Securities Commission and the Hanoi Stock Exchange (HNX).

### Article 4. Rights and obligations of shareholders attending the General Meeting

The Shareholder Eligibility and Vote Counting Committee is introduced by the Organizing Committee and approved by the General Meeting, responsible for:



1. Preparation of a list of shareholders attending the General Meeting and posting it at the venue of the General Meeting;
2. Receiving and checking the Citizen Identity Cards/Passports, Power of Attorney (if any) to attend the General Meeting;
3. Checking the composition and number of shareholders attending;
4. Preparing a shareholder eligibility verification report and approving it at the General Meeting;
5. Distributing voting cards to shareholders before attending the meeting;
6. Counting the votes for, against and other opinions in the voting of the General Meeting.
7. Being obliged to be absolutely honest and careful when performing tasks and be responsible for the results of their work;

#### **Article 5. Rights and obligations of the Presidium**

1. The Presidium consists of 03 (three) people introduced by the Organizing Committee and approved by the General Meeting in which the Chairman of the Board of Directors chairs the Meeting.
2. Rights and obligations of the Presidium:
  - Conduct the General Meeting according to the program approved by the shareholders attending the General Meeting.
  - Direct the General Meeting to carry out the working program in a valid and orderly manner.
  - Guide delegates and shareholders to discuss and vote.
  - Answer questions at the request of the General Meeting.
  - Work according to the principle of democratic centralism, making decisions by majority.

#### **Article 6. Rights and obligations of the General Meeting's Secretary**

1. The General Meeting secretary is the person introduced by the Organizing Committee and approved by the General Meeting.
2. Rights and obligations of the Secretariat:
  - Record fully and honestly the contents of the General Meeting in the Minutes of the General Meeting of Shareholders. The Minutes are approved before the closing of the General Meeting;
  - Receive registration form for speaking from shareholders.
  - Support the Presidium in announcing draft documents, conclusions, resolutions of the General Meeting and notices of the Presidium sent to shareholders when requested.

#### **Article 7. Speaking at the General Meeting**

Shareholders and delegates who have opinions or need to debate should raise their hands and speak only when obtaining the Presidium's consent. The content must be concise and avoid duplication.

#### **Article 8. Voting rules**

1. Shareholders and authorized representatives vote on the issues of the General Meeting using ballots. Voting to approve reports and resolutions of the General Meeting is conducted publicly,

directly, under the direction of the Presidium and only using ballots issued by the Organizing Committee of General Meeting.

2. Shareholders and representatives of groups of shareholders who are entitled to attend the General Meeting have the right to vote on matters within the authority of the General Meeting. Each owned or authorized share is equivalent to 01 voting unit.

3. Issues voted on at the General Meeting shall be approved in accordance with the provisions of law when approved by shareholders owning more than 50% of the total number of votes of all shareholders attending and voting at the meeting, except for the approval of amendments and supplements to the Charter which must be approved by shareholders representing 65% or more of the total number of votes of all shareholders attending and voting at the meeting.

### Article 9. Enforcement

This Regulation takes effect immediately upon the commencement of the 2026 Annual General Meeting of Shareholders approved by the Company's shareholders.../k

*Ho Chi Minh City, March 30, 2026*

**ON BEHALF OF ORGANIZING COMMITTEE  
CHIEF**



**Thai Nha Ngon**



No.: 01/2026/TT.ĐHĐCĐ.PP

## STATEMENT

Introducing the Presidium, Secretariat,  
 Shareholder Eligibility Verification and Vote Counting Committee

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

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

*Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock;*

*Pursuant to the Working Regulations at the 2026 Annual General Meeting of Shareholders,*

The Organizing Committee respectfully introduces the members of the Presidium, Secretariat, Shareholder Eligibility Verification and Vote Counting Committee for the General Meeting to vote as follows:

**I. PRESIDIUM:** consisting of 3 persons

- |              |                        |   |
|--------------|------------------------|---|
| 1. Chairman: | Mr. Pho Nghia Van      | Chairman of the Board                               |
| 2. Member:   | Mr. Thai Nha Ngon      | Vice Chairman of the Board, and<br>General Director |
| 3. Member:   | Ms. Nguyen Thi Anh Chi | Chief Accountant                                    |


**II. SECRETARIAT:** consisting of 2 persons

- |            |                         |
|------------|-------------------------|
| 1. Chief:  | Ms. Ung Thi Minh Thuan  |
| 2. Member: | Ms. Nguyen Thi Truc Lan |

**III. SHAREHOLDER ELIGIBILITY VERIFICATION AND VOTE COUNTING COMMITTEE:** consisting of 2 persons

- |            |                         |
|------------|-------------------------|
| 1. Chief:  | Ms. Pham Thi Thach Thao |
| 2. Member: | Ms. Trinh Hong Trinh    |

Above is the list of the Presidium, Secretariat, Shareholder Eligibility Verification and Vote Counting Committee for respectful submission to the General Meeting for approval.


Sincerely thank you. 

Ho Chi Minh City, March 30, 2026

**ON BEHALF OF ORGANIZING COMMITTEE  
 CHIEF**



**Thai Nha Ngon**

	<p style="text-align: center;"><b>PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY</b>  <b>USARICHPHARM FACTORY</b></p> <p style="text-align: center;">Lot No. 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City</p> <p style="text-align: center;">Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996</p> <p style="text-align: center;">Website: <a href="http://www.duocphongphu.vn">www.duocphongphu.vn</a>; E-mail: <a href="mailto:info@duocphongphu.vn">info@duocphongphu.vn</a>;</p>	
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No.: 02/2026/TT.ĐHĐCĐ.PP

## STATEMENT

On the approval of the 2025 audited consolidated financial statements

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

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


*Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as "the Company");*

*Pursuant to Audit Report No. 175/2026/BCKTHN-HCM.00623 dated March 24, 2026 of AFC Vietnam Auditing Company Limited;*

*Pursuant to regulations on responsibilities and powers of the Board of Directors,*

The Board of Directors has approved the Company's Consolidated Financial Statements for the fiscal year 2025 ended on December 31, 2025, audited by AFC Vietnam Auditing Company Limited and disclosed in accordance with regulations.

We respectfully submit to the General Meeting for consideration and approval.


Sincerely thank you. 

*Ho Chi Minh City, March 30, 2026*

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



**Pho Nghia Van**

	<p style="text-align: center;"><b>PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY</b>  <b>USARICHPHARM FACTORY</b></p> <p style="text-align: center;">Lot No. 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City  Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996  Website: <a href="http://www.duocphongphu.vn">www.duocphongphu.vn</a>; E-mail: <a href="mailto:info@duocphongphu.vn">info@duocphongphu.vn</a>;</p>	
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No.: 03/2026/TT.ĐHĐCĐ.PP

## STATEMENT

On approval of the selection of an independent auditor for the 2026 Financial Statements

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

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

*Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as "the Company");*

*Pursuant to the Board of Supervisors's recommendation on the independent auditor for the 2026 Financial Statements.*

*Pursuant to the list of Auditing Companies and Auditors approved to audit issuing organizations, listing organizations and securities trading organizations in 2026 of the State Securities Commission;*

*Pursuant to the Regulations on responsibilities and powers of the Board of Directors,*


The Board of Directors respectfully submits to the General Meeting for approval the following contents:

1. Approval of the list of 02 (two) Auditing companies and auditors whose names are on the list of auditing companies approved for auditing by the State Securities Commission as follows:

- FAC Auditing Company Ltd
- AFC Vietnam Auditing Company Ltd

2. Authorize the Board of Directors to select one of the two above-mentioned units as the independent auditor for the Company's fiscal year 2026 and assign the General Director to negotiate and sign an audit contract with the unit selected by the Board of Directors.

We respectfully submit to the General Meeting for consideration and approval.

Sincerely thank you. / 

Ho Chi Minh City, March 30, 2026

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



Pho Nghia Van

No.: 04/2026/TT.ĐHĐCĐ.PP

## STATEMENT

On the approval of the 2025 profit distribution and 2026 fund allocation plan

### To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*  
*Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as "the Company");*  
*Pursuant to Audit Report No. 175/2026/BCKTHN-HCM.00623 dated March 24, 2025 of AFC Vietnam Auditing Company Limited;*  
*Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ.PP dated April 25, 2025 of the Annual General Meeting of Shareholders;*  
*Pursuant to regulations on responsibilities and powers of the Board of Directors;*

1. Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ.PP dated April 25, 2025 of the 2025 Annual General Meeting of Shareholders, the General Meeting of Shareholders approved the Company's 2025 profit distribution plan as follows:

- Setting aside for reward and welfare fund : 10% of profit after tax in 2025;
- Setting aside for Development Investment Fund : 05% of profit after tax in 2025;
- Dividend payment in 2025 : 15% of par value;

Based on the results of production and business activities in 2025, specifically as follows:


No.	Target	Rate	Amount (VND)
1	Undistributed profit after tax (PAT) of previous years consolidated until 2025		21.691.966.499
2	PAT from consolidated business results in 2025		18.554.690.427
3	Setting aside Reward and Welfare Fund (%/Parent company's PAT)	10%	1.983.369.212
4	Setting aside for Development Investment Fund (%/Parent company's PAT)	05%	991.684.606
5	Cash dividend payment 2025 (%/par value)	15%	13.199.986.500
6	PAT carried forward to 2026		24.071.616.608

The Company has set aside 15% for the 2025 Funds and plans to pay 15% in advance of the 2025 dividend as planned.

2. Profit distribution plan for 2026 is as follows:

- Welfare and reward fund: 10%.
- Development investment fund: 05%.
- Dividend payment in 2026: 15% of par value.

We respectfully submit to the General Meeting for consideration and approval.

Sincerely thank you. /: 

*Ho Chi Minh City, March 30, 2026*

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRMAN**



**Pho Nghia Van**

	<p style="text-align: center;"><b>PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY</b>  <b>USARICHPHARM FACTORY</b></p> <p style="text-align: center;">Lot No. 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City  Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996  Website: <a href="http://www.duocphongphu.vn">www.duocphongphu.vn</a>; E-mail: <a href="mailto:info@duocphongphu.vn">info@duocphongphu.vn</a>;</p>	 <b>USARICHPHARM</b>
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No.: 05/2026/TT.ĐHĐCĐ.PP

### STATEMENT

On authorizing the Board of Directors to approve contracts, transactions valued at 35% or more of the total asset value stated in the Parent Company's Separate Financial Statements


**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company,*

The Board of Directors respectfully submits to the General Meeting for approval the following contents:

1. The General Meeting of Shareholders authorizes the Board of Directors to approve the Contract, transactions between Phong Phú Pharmaceutical Joint Stock Company and Usar Vietnam Co., Ltd. when the total value of the contract, transactions between the two companies reaches 35% or more of the total asset value according to Parent Company's Separate Financial Statements (attached is the Draft Contract).
2. Authorize the General Director of Phong Phu Pharmaceutical Joint Stock Company to sign the aforementioned contract after it has been approved by the Board of Directors. The General Director is responsible for executing all terms stipulated in the aforementioned contract in accordance with current legal regulations.

We respectfully submit to the General Meeting for consideration and approval.

Sincerely thank you. /: 

*Ho Chi Minh City, March 30, 2026*

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



Pho Nghia Van

No.: /HĐ/KD-TT/PP-2026

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**DRAFT**

## PURCHASE AND SALES CONTRACT

- Pursuant to the Commercial Law No. 36/2005/QH11 dated June 14, 2005, promulgated by the National Assembly of the Socialist Republic of Vietnam.;
- Pursuant to the Civil Code No. 91/2015/QH13 dated November 24, 2015, promulgated by the National Assembly of the Socialist Republic of Vietnam.;
- Based on the capacity and the buying and selling needs of the two parties,

Today, \_\_\_\_\_, 2026, at the office of Phong Phu Pharmaceutical Joint Stock Company, we including:

### **PARTY A (Seller): PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY**

- Business Code: 0301427564
- Address: Lot No. 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City
- Phone: (028) 3754 7999 – 98 – 97; Fax: (028) 3754 7996
- Account number: 111.0000.88628 at Vietnam Joint Stock Commercial Bank for Industry and Trade - Tay Sai Gon Branch
- Representative: Mr. **THAI NHA NGON** Position: **General Director**

### **PARTY B (Buyer): USAR VIETNAM CO., LTD.**

- Business Code: 0312559234, First Issued on November 22, 2013, at: Department of Planning and Investment of Ho Chi Minh City.
- GDP Certificate No.: 837/GDP; Date Issued: April 11, 2023 at: Department of Health of Ho Chi Minh City
- Address: Lot 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City
- Phone: (028) 3754 7999 – 98 – 97; Fax: (028) 3754 7996
- Account No.: 0501000121600 at Vietcombank – Bac Sai Gon Branch – Ho Chi Minh City  
1800 120 566 at BIDV – Ben Nghe Branch – Ho Chi Minh City
- Representative: Mr. **NGUYEN VAN CHAC** Position: **Director**

The two parties hereby agree to enter into a sales contract with the following terms:

### **ARTICLE 1: GOODS – QUALITY OF GOODS**

#### **1.1 Name of Commodities, Quantity, Price**

- Party A agrees to sell and Party B agrees to buy products manufactured and distributed by Party A.
- Depending on production and distribution capacity, Party A will sell products to Party B based on specific Purchase Orders agreed upon by the two parties. These orders are considered part of this contract.
- Prices and quantities of goods will be agreed upon by the two parties from time to time. In case of price increases, Party A will notify Party B 15 days (*fifteen days*) in advance.

**1.2 Specificaation:** Packaging according to the manufacturer's specifications, each package contains complete information (Product name, weight, packaging date, batch number, manufacturing date, expiration date, etc.).

#### **1.3 Quality of Goods:**

Party A supplies and distributes goods in accordance with the quality standards registered with the Vietnam Food Administration and the Drug Administration of the Ministry of Health.

## **ĐIỀU 2: DELIVERY METHOD**

- 2.1 Delivery times are based on each order confirmed via telephone, written document, or email.
- 2.2 Party A is responsible for delivering the goods to Party B at a location designated by Party B within the inner city of Ho Chi Minh City.
- 2.3 Based on Party B's purchase order, within its responsibilities, Party A shall timely supply, fully inform, and process all relevant information provided by Party B within its scope of responsibility.
- 2.4 Party B is responsible for management and storage of the goods according to the manufacturer's recommendations and for consuming them in accordance with the applicable laws and other regulations and rules of the Health sector.
- 2.5 Party B is responsible for distributing the entire quantity of products delivered by Party A according to the Purchase Order.

## **ARTICLE 3: PAYMENT**

- 3.1 Payment terms: 60 days from the date Party A issues the sales invoice to Party B.
- 3.2 Payment methods:
- Party B is responsible for paying Party A in cash or by bank transfer.
  - Payment currency: Payment is made in Vietnamese Dong.
  - The two parties agree to offset all deposits/advance payments for contract performance/ returned goods payment (if any) against the purchase debts unpaid by Party B to Party A.
- 3.3 Settlement of overdue debts or exceeding credit limits:
- Credit limit exceeded, overdue debt: Sales will be suspended until Party B settles the overdue amount or the amount exceeding the prescribed credit limit.
  - Overdue debt: Party B shall be subject to a penalty at the bank interest rate plus an additional 2% on the total late payment amount.

## **ARTICLE 4: COMPLAINTS**

### **4.1 For Goods:**

- Any quantity complaint (if any) must be made immediately upon receipt of goods.
- In the specific case of original packaged goods: within 10 days from warehousing, if Party B finds any shortages in quantity or substandard quality, Party B must immediately notify Party A via telephone and fax. This notification must be accompanied by photographs and an inspection report specifying: invoice number, lot number, packing list, the quantity of missing or substandard goods, and the quantity of returned goods. After the aforementioned period, all claims shall be invalid. Party B must maintain the original status of the goods until a Party A's representative arrives for a joint inspection and signs a minutes of goods condition confirmation, or until Party A provides instructions for handling. If Party B arbitrarily disposes of goods without Party A's comments, Party B shall bear full responsibility. During the claim process, Party B is responsible for properly preserving the goods in accordance with the regulations of the Ministry of Health.
- In the event that Party A fails to deliver the full quantity of goods specified in the Purchase Order agreed upon by the two parties, Party A will make up for it by delivering the missing goods to Party B as soon as possible or in the subsequent delivery, subject to the agreement between the two Parties. In such case, Party A shall not be deemed to be in breach of contract.
- Any quality claims must be made within 10 days from the date of receiving the goods. If there is a complaint or dispute regarding the quality of goods between the two parties, the test results from

the Drugs, Cosmetics, Food Quality Control Center in Ho Chi Minh City will be final and binding for resolution. The party at fault shall bear all resulting costs.

- In the event of damage or loss resulting from Party B's failure to properly preserve the goods at its warehouse or during Party B's transportation, Party A shall not be held liable.
  - Within 30 days from the date of receiving Party B's written claim, Party A must provide a response. If, after 30 days, Party A fails to respond, it shall be deemed that the claim has been accepted and resolved.
- 4.2 Regarding Prices:** If there is any discrepancy in pricing, Party B shall immediately notify Party A, and vice versa. Any review or adjustment must be made within 7 days from the date Party B receives the invoice.

## ARTICLE 5: GENERAL PROVISIONS

**5.1** The two parties declare that:

- Within its scope of responsibility, the party shall provide the other party with the necessary certified copies if requested, such as: business legal documents, certificate of practicing eligibility, GMP or GDP compliance certificates, authorization decisions (if any), and other necessary documents related to the goods.
- Adhere strictly to the terms agreed upon in the contract; do not unilaterally change or cancel the contract.
- To conduct business and carry out the purchase or sale of goods agreed upon in this contract in accordance with Vietnamese law.

**5.2** Without the prior consent of Party A and relevant competent authorities, Party B shall not be permitted to advertise products manufactured and distributed by Party A. If Party B unilaterally advertises Party A's products through mass media channels, Party B shall bear full legal responsibility.

**5.3** Any amendment to the agreed provisions must be made in writing and confirmed by both parties.

**5.4** Contract appendices, amendments, supplements and related purchase orders are an integral part of this contract.

**5.5** In the event that either party wishes to terminate the contract ahead of time, they must notify the other party 30 days in advance and obtain the other party's consent.

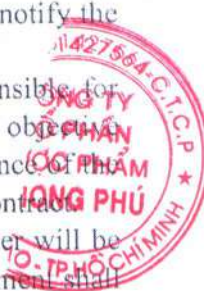
**5.6** In the event of force majeure or objective obstacles, the two parties shall be responsible for consulting and agreeing on appropriate measures to be taken. If the force majeure or objective obstacles are prolonged or cause serious consequences that would render the performance of the contract unfavorable to either party, the parties may terminate the performance of the contract.



**5.7** If the Contract is breached and the Parties fail to reach a mutual agreement, the matter will be brought before a competent court in Ho Chi Minh City for resolution. The court's judgment shall be final and binding on both Parties, and court fees will be borne by the Party at fault.

This contract is made in four copies, each party keeps two copies. All copies have equal legal validity from the date of signing and remain in effect until **December 31, 2026**.

ON BEHALF OF PARTY A

ON BEHALF OF PARTY B



 <b>PP.Pharco</b>	<p style="text-align: center;"><b>PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY</b>  <b>USARICHPHARM FACTORY</b></p> <p style="text-align: center;">Lot No. 12, Street No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City  Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996  Website: www.duocphongphu.vn; E-mail: info@duocphongphu.vn;</p>	 <b>USARICHPHARM</b>
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No.: 06/2026/TT.ĐHĐCĐ.PP

## STATEMENT

On the approval of amendments and supplements to the Company's Charter

**To: The General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

*Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;*

*Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to Law No. 03/2022/QH15 dated January 11, 2022;*

*Based on the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as "the Company"),*

The Board of Directors respectfully submits to the General Meeting for consideration and approval the amendments and supplements to the Company's Charter; and hereby authorizes the Board of Directors to amend and supplement the Charter after approval by the General Meeting of Shareholders, with the detailed amendments and supplements as follows:

CURRENT REGULATIONS	AMENDMENTS AND SUPPLEMENTS
<p><b>INTRODUCTION</b></p> <p>This Charter has been made the 16th amendment and was approved by the Company's Board of Directors under the duly authorization of the General Meeting of Shareholders at its annual meeting on April 20, 2023.</p>	<p><b>INTRODUCTION</b></p> <p>This Charter has been made the 17th amendment and was approved by the Company's Board of Directors under the duly authorization of the General Meeting of Shareholders at its annual meeting on April 24, 2026.</p>
<p><b>Article 2. Name, form, head office, branches, representative offices and operation term of the Company.</b></p> <p><b>3. Head office address:</b> Lot No. 12, Street No. 8, Tan Tao Industrial Park, Tan Tao A Ward, Binh Tan District, Ho Chi Minh City.</p>	<p><b>Article 2. Name, form, head office, branches, representative offices and operation term of the Company.</b></p> <p><b>3. Head office address:</b> Lot No. 12, Street No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City.</p>




<p><b>Article 8. Transfer of shares</b></p> <p>2. Unpaid shares are neither transferable nor entitled to related rights such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, or the right to subscribe newly offered shares.</p>	<p><b>Article 8. Transfer of shares</b></p> <p>2. Unpaid shares are neither transferable nor entitled to related rights, such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, or the right to subscribe newly offered shares, and the right to attend the General Meeting of Shareholders, but not have voting rights or the right to vote, nominate, or elect members of the Board of Directors or members of the Board of Supervisors.</p>
<p><b>Article 11. Rights of Shareholders</b></p> <p>2. Holders of common stock have the following rights:</p> <p>e. Review, search, and extract information regarding names and contact addresses in the list of voting shareholders; request correction of inaccurate information.</p> <p>3. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the following rights:</p> <p>a. Nominating candidates for the Board of Directors or the Board of Supervisors in accordance with the provisions of Articles</p>	<p><b>Article 11. Rights of Shareholders</b></p> <p>2. Holders of common stock have the following rights:</p> <p>e. Review, search, and extract information regarding names and contact addresses in the list of voting shareholders and submit in writing, containing the full following information: full name, date of birth, nationality, citizen identity card number or business registration number, telephone number, contact address/headquarters address, signature of the applicant/legal representative, purpose of review, search, and extraction, and a commitment to properly use the information regarding names and contact addresses in the shareholder list only for the intended purpose and not for other purposes. Violations will be handled according to the applicable laws. The Company will handle requests for review, search, and extraction in accordance with current laws on personal data protection; Request to correct inaccurate information.</p> <p>3. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the following rights:</p> <p><b>Abolish point a.</b></p>

24.4 and 37.4. The nomination process for the Board of Directors and the Board of Supervisors shall be as follows:

- Common shareholders who form groups to nominate candidates for the Board of Directors and the Board of Supervisors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;

- Based on the number of members of the Board of Directors and the Board of Supervisors, shareholders or groups of shareholders as stipulated in this clause have the right to nominate one or more individuals, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Board of Supervisors. If the number of candidates nominated by shareholders or groups of shareholders is less than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders.

e. Proposal for inclusion in the agenda of the General Meeting of Shareholders. Proposal must be submitted in writing to the Company no later than 03 working days before the date of opening the meeting. The proposal must specify the shareholder's name, the number of each class of share held by the shareholder, and the matter proposed to be included in the agenda.

e. Proposal for inclusion in the agenda of the General Meeting of Shareholders. Proposal must be submitted in writing to the Company no later than 05 working days before the date of opening the meeting. The proposal must specify the shareholder's name, the number of each class of share held by the shareholder, and the matter proposed to be included in the agenda.

**Add clause 4.**

4. Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the following rights:

- Nomination or candidacy of candidates for

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	<p>the Board of Directors or the Board of Supervisors in accordance with the respective provisions of Articles 24.4 and 37.4. The nomination and candidacy of individuals to the Board of Directors and the Board of Supervisors shall be carried out as follows:</p> <ul style="list-style-type: none"> <li>- Common shareholders who form groups to nominate candidates for the Board of Directors and the Board of Supervisors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders.</li> <li>- Based on the number of members of the Board of Directors and the Board of Supervisors, shareholders or groups of shareholders as stipulated in this clause have the right to nominate one or more individuals, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Board of Supervisors. If the number of candidates nominated by shareholders or groups of shareholders is less than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated and candidated by the Board of Directors, the Board of Supervisors, and other shareholders.</li> </ul>
<p><b>Article 12. Obligations of Shareholders</b>  7. Organizations and individuals who become major shareholders of the Company must report to the Company and the State Securities Commission of Vietnam within seven (07) days from the date of becoming a major shareholder. Reports on the ownership of major shareholders are made according to Article 127 of the Securities Law.</p>	<p><b>Article 12. Obligations of Shareholders</b>  7. Organizations and individuals, upon becoming or ceasing to be major shareholders of the Company, must disclose information and report on the transaction to the Company, the Stock Exchange, and the State Securities Commission of Vietnam within 5 working days from the date of becoming or ceasing to be a major shareholder, using the form prescribed in Appendix VII to Circular 96/2020/TT-BTC.</p> <ul style="list-style-type: none"> <li>- Major shareholders, when there is a change in the number of shares they hold exceeding 1% of</li> </ul>

	<p>the total voting shares, must disclose the information and report it to the Company, the State Securities Commission of Vietnam, and the Stock Exchange where the Company is listed within 5 working days from the date of the change, using the form prescribed in Appendix VIII to Circular 96/2020/TT-BTC.</p> <ul style="list-style-type: none"> <li>- The provisions in Clause 7 above also apply to related parties holding 5% or more of the Company's voting shares; and related foreign shareholders holding 5% or more of the Company's voting shares. Related foreign shareholders holding 5% or more of the Company's voting shares shall disclose information according to the forms prescribed in Appendix IX and Appendix X to Circular 96/2020/TT-BTC, based on the total number of shares held by that foreign shareholder group.</li> <li>- The provisions in Clause 7 of this Article do not apply to entities that do not actively conduct transactions in the event of a change in the percentage of voting shares held due to the Company's redemption of its own shares or the Company's issuance of additional shares.</li> </ul>
<p><b>Article 13. General Meeting of Shareholders</b></p> <p>4. Convening an extraordinary general meeting of shareholders:</p> <p>a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors is as stipulated in Clause 3c of Article 13 or upon receiving the request as stipulated in Clauses 3d and 3e of Article 13 of this Charter;</p> <p>b. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article,</p>	<p><b>Article 13. General Meeting of Shareholders</b></p> <p>4. Convening an extraordinary general meeting of shareholders:</p> <p>a. The Board of Directors must convene a General Meeting of Shareholders within forty-five (45) days from the date the number of remaining members of the Board of Directors is as stipulated in Clause 3c of Article 13 or upon receiving the request as stipulated in Clauses 3d and 3e of Article 13 of this Charter;</p> <p>b. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the</p>

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<p>then within the next 30 days, the Board of Supervisors shall replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Enterprise Law;</p>	<p>next 45 days, the Board of Supervisors shall replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Enterprise Law;</p> <p><b>Add Clause 5.</b></p> <p><b>5.</b> At annual and extraordinary general meetings of shareholders, the Secretary of the Board of Directors serves as the Head of the Shareholder Eligibility and Vote Counting Committee, while the remaining members of the Shareholder Eligibility and Vote Counting Committee are nominated by the General Director. The Board of Supervisors is responsible for the election results of the Shareholder Eligibility and Vote Counting Committee.</p>
<p><b>Article 15. Authorization to attend the General Meeting of Shareholders</b></p> <p>1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person, or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.</p>	<p><b>Article 15. Authorization to attend the General Meeting of Shareholders</b></p> <p>1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize one or up to two individuals/organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law. The power of attorney must clearly state the number of shares authorized for each individual/organization.</p>
<p><b>Article 21. Authority and procedures for shareholders' consultation in writing to adopt resolutions of the General Meeting of Shareholders.</b></p> <p>1. The Board of Directors has the right to solicit shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except in the following cases:...</p> <p>3. The written opinion solicitation form must contain the following major contents:</p>	<p><b>Article 21. Authority and procedures for shareholders' consultation in writing to adopt resolutions of the General Meeting of Shareholders</b></p> <p>1. The Board of Directors has the right to solicit shareholder opinions in writing, either in person or by electronic voting, to adopt resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except in the following cases:...</p> <p>3. The written opinion solicitation form must contain the following major contents:</p>

<p>g. Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company;</p> <p>4. Shareholders may send their completed opinion ballots to the Company by mail, fax, or email in accordance with the following regulations:</p> <p>b, In the case of sending by fax or email, the opinion ballots sent to the Company must be kept confidential until the time of vote counting.</p>	<p>g. Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company; Digital signature or electronic signature of the Company in the case of opinion polls in electronic form.</p> <p>4. Shareholders may send their completed opinion ballots to the Company by mail, fax, email or electronic ballots in accordance with the following regulations:</p> <p>b, In the case of sending by fax, email or electronic ballots, the opinion ballots sent to the Company must be kept confidential until the time of vote counting.</p>
<p><b>Article 24. Composition and term of office of the Board of Directors members</b></p> <p>2. The structure of the Board of Directors is as follows:</p> <p>The company's Board of Directors structure must ensure that at least one-third of the total number of Board members are non-executive members. The company minimizes the number of Board members who also hold executive positions in the company to ensure the independence of the Board of Directors.</p> <p>4. Shareholders or groups of shareholders holding 05% or more of the total number of common shares have the right to nominate for the Board of Directors as follows: Shareholders or groups of shareholders holding from 05% to less than 10% of the total number of voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from</p>	<p><b>Article 24. Composition and term of office of the Board of Directors members</b></p> <p>2. The structure of the Board of Directors is as follows:</p> <p>The company's Board of Directors structure must ensure that at least one member is a non-executive member in cases where the Board of Directors has 3 to 5 members. The company minimizes the number of Board members holding executive positions within the company to ensure the independence of the Board of Directors.</p> <p>4. Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors as follows: Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06)</p>

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<p>60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.</p> <p>7. The Board of Directors may appoint another person temporarily to fill any vacant position of the Board of Directors, and this new member must be approved at the next General Meeting of Shareholders. After approval by the General Meeting of Shareholders, the appointment of the new member shall take effect on the date of appointment by the Board of Directors. The term of office of the new member of the Board of Directors is calculated from the date the appointment takes effect until the end of the Board of Directors' term. In the event that the new member is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors made prior to the General Meeting of Shareholders with the participation of the alternative Board member remain in effect.</p>	<p>candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.</p> <p>7. A Board of Directors member, since he/she submits resignation may not attend subsequent Board meetings and will have all rights and obligations as a Board member suspended, including remuneration. The Board may temporarily appoint another person to fill the vacancy, and this new member must be approved by the immediately subsequent General Meeting of Shareholders. Upon approval by the General Meeting of Shareholders, the appointment of the new member shall take effect on the date of appointment by the Board of Directors. The term of the new Board member is calculated from the effective date of the appointment to the end of the Board's term. If the new member is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors made prior to the General Meeting of Shareholders with the participation of the alternative Board member will remain in effect.</p>
<p><b>Article 25. Nomination and candidacy of Board of Directors members</b></p> <p>1. In case where candidates for the Board of Directors have been identified, the Company must publish information related to these candidates on its website at least 10 days before the opening of the General Meeting of Shareholders so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently,</p>	<p><b>Article 25. Nomination and candidacy of Board of Directors members</b></p> <p>1. In case where candidates for the Board of Directors have been identified, the Company must publish information related to these candidates on its website at least 10 days before the opening of the General Meeting of Shareholders so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and for the best interests of</p>

and for the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be published includes:

- a. Full name, date of birth;
- b. Professional qualifications;
- c. Work experience;
- d. Other managerial positions (including positions as a member of the Board of Directors in other companies);
- e. Interests related to the Company and its related parties;
- f. Other information (if any) as stipulated in the Company's Articles of Association;
- g. The Company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other managerial positions, and any interests related to the company of the Board of Directors candidate (if any).

2. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the right to nominate

the Company if elected as a member of the Board of Directors. The following information must be provided to the Company by candidates for the Board of Directors at least 15 days in advance: Full name, date of birth, gender, place of birth, Citizen Identity Card Number (ID Card), date of issue, ethnicity, religion, permanent address, current address, professional qualifications, foreign language proficiency, computer skills, occupation, current position/job at other companies/organizations, interests related to the Company and its related parties, information about related persons according to the form prescribed by current law. The declaration must be directly signed, and diplomas/certificates must be notarized copies and valid within 6 months from the date of issuance.

Information regarding the candidates for the Board of Directors that has been disclosed includes:

- a. Full name, date of birth.
- b. Professional qualifications.
- c. Work experience.
- d. Other managerial positions (including positions on the Board of Directors, Board of Supervisors, and General Management Board of other companies/entities).
- e. Benefits related to the Company and its related parties.
- f. Other information (if any).
- g. The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other managerial positions, and any related interests of the Company of the Board of Directors candidate (if any).

2. Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate



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<p>candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter.</p>	<p>candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter.</p>
<p><b>Article 26. Powers and duties of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p><b>h.</b> Approving purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, and contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Enterprise Law.</p> <p><b>i.</b> Electing, dismissing, and removing from office the Chairman of the Board of Directors; the Vice Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts for the General Director and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Members' Council or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of them.</p> <p><b>l.</b> Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices,</p>	<p><b>Article 26. Powers and duties of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p><b>h.</b> Approving purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Enterprise Law.</p> <p><b>i.</b> Electing, dismissing, and removing from office the Chairman of the Board of Directors; the Vice Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts for the General Director, Deputy General Director, Chief Accountant and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Members' Council, Board of Directors or the General Meeting of Shareholders in subsidiaries, affiliates and other companies, and deciding on the remuneration and other benefits of them.</p> <p><b>l.</b> Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices of</p>

<p>and capital contributions or share purchases in other enterprises.</p> <p>4. The following matters require approval from the Board of Directors:</p> <p>a. Establishment of branches or representative offices of the Company</p>	<p>the Company, representative offices of the subsidiaries, and capital contributions or share purchases in other enterprises.</p> <p>4. The following matters require approval from the Board of Directors:</p> <p>a. Establishment of branches or representative offices of the Company, representative offices of subsidiaries, or branches of subsidiaries..</p>
<p><b>Article 29. Person in charge of corporate governance</b></p> <p>1. The company's Board of Directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the company secretary, as stipulated in Clause 5, Article 156 of the Enterprise Law.</p>	<p><b>Article 29. Person in charge of corporate governance</b></p> <p>1. The company's Board of Directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the Secretary of the Board of Directors in accordance with the law and the Company Charter.</p>
<p><b>Article 32. Appointment, dismissal, duties and powers of the General Director</b></p> <p>3. Powers and Duties: The General Director has the following authority and responsibilities:</p>	<p><b>Article 32. Appointment, dismissal, duties, powers and responsibilities of the General Director</b></p> <p>3. Powers, duties, and responsibilities: The General Director has the following authority, duties, and responsibilities:</p> <p><b>Add point q.</b></p> <p>q. Deciding on and signing contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of less than 35% of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions under the authority of the General Meeting of Shareholders and the Board of Directors.</p> <p><b>Add point r.</b></p> <p>r. The legal representative of the Company shall be personally liable, in accordance with the law, for damages to the enterprise resulting from a</p>


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	breach of the responsibilities stipulated in Clause 3 of this Article.
<p><b>Article 33. Company Secretary</b></p> <p>The Board of Directors may appoint one (01) or more persons to act as Company Secretary with a term of office and provisions as decided by the Board of Directors. The Board of Directors may remove from office the Company Secretary when necessary but not contrary to labor laws. The Board of Directors may also appoint one or more Assistant Company Secretaries from time to time. The role and duties of the Company Secretary include:...</p> <p>The Company Secretary is responsible for maintaining confidentiality of information in accordance with the law and the Company's Charter.</p>	<p><b>Article 33. Secretary of the Board of Directors</b></p> <p>The Board of Directors may appoint one (01) or more persons as Secretary of the Board of Directors with a term of office and provisions as decided by the Board of Directors. The Board of Directors may remove from office the Secretary of the Board of Directors when necessary but not contrary to the provisions of labor law. The Board of Directors may also appoint one or more Assistant Secretaries of the Board of Directors from time to time. The role and duties of the Secretary of the Board of Directors include:...</p> <p>The Secretary of the Board of Directors is responsible for maintaining confidentiality of information in accordance with the provisions of law and the Company's Charter.</p>
<p><b>Article 37. Members of the Board of Supervisors</b></p> <p>4. Shareholders have the right to combine their individual voting shares to nominate candidates for the Board of Supervisors. Shareholders or groups of shareholders holding from 05% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates.</p>	<p><b>Article 37. Members of the Board of Supervisors</b></p> <p>4. Shareholders have the right to combine their individual voting shares to nominate candidates for the Board of Supervisors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates.</p>
<p><b>Article 38. Rights and obligations of the Board of Supervisors</b></p> <p>2. Members of the Board of Directors, the General Director, and executives must provide all information and documents</p>	<p><b>Article 38. Rights and obligations of the Board of Supervisors</b></p> <p>2. Members of the Board of Directors, the General Director, and executives must provide all information and documents relating to the</p>

<p>relating to the Company's operations upon request from the Board of Supervisors. The Company Secretary must ensure that all copies of financial information, other information provided to members of the Board of Directors, and copies of meeting minutes of the Board of Directors must be provided to members of the Board of Supervisors at the same time they are provided to the Board of Directors.</p>	<p>Company's operations upon request from the Board of Supervisors. The Secretary of the Board of Directors must ensure that all copies of financial information, other information provided to members of the Board of Directors, and copies of meeting minutes of the Board of Directors must be provided to members of the Board of Supervisors at the same time they are provided to the Board of Directors.</p>
<p><b>Article 39. Right to access books and records</b></p> <p>1. Common shareholders have the right to access the books and records, specifically as follows:</p> <p>a. Common shareholders have the right to review, search, and extract information regarding their name and contact address in the list of voting shareholders; request correction of their inaccurate information; review, search, extract, or reproduction of the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders.</p>	<p><b>Article 39. Right to access books and records</b></p> <p>1. Common shareholders have the right to access the books and records, specifically as follows:</p> <p>a. Common shareholders have the right to review, search, and extract information regarding their name and contact address in the list of voting shareholders as stipulated in Article 114 herein; request correction of their inaccurate information; review, search, extract, or reproduction of the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders.</p>
<p><b>Article 46. Annual, semi-annual, and quarterly financial statements</b></p> <p>1. The company must prepare annual financial statements in accordance with the law and the regulations of the State Securities Commission of Vietnam, and these statements must be audited as stipulated in Article 46 herein. Within 90 days from the end of each fiscal year, the company must submit the annual financial statements approved by the General Meeting of Shareholders to the competent tax authority, the State Securities Commission of Vietnam, the Stock Exchange, and the business registry.</p>	<p><b>Article 46. Annual, semi-annual, and quarterly financial statements</b></p> <p>1. The company must prepare annual financial statements in accordance with the law and the regulations of the State Securities Commission of Vietnam, and these statements must be audited as stipulated in Article 46 herein. Within 90 days from the end of each fiscal year, the company must submit the annual financial statements approved by the Board of Directors to the competent tax authority, the State Securities Commission of Vietnam, the Stock Exchange, and the business registry.</p>

<p>2. The annual financial statements include: (1) The income statement which fairly and accurately reflects the profit and loss situation of the Company in the fiscal year; (2) The balance sheet which fairly and accurately reflects the situation of the Company's operations up to the time of preparing the report; (3) The cash flow statement; and (4) The notes to the financial statements. In the case where the Company is a parent company, in addition to the annual financial statements, it must also include a consolidated balance sheet reflecting the operating situation of the Company and its subsidiaries at the end of each fiscal year.</p>	<p>2. Quarterly, semi-annual and annual financial statements include: (1) The income statement, which fairly and accurately reflects the Company's profit and loss position for the quarter/semi-annual period/year; (2) The balance sheet which fairly and accurately reflects the situation of the Company's operations up to the time of preparing the report; (3) The cash flow statement; and (4) The notes to the financial statements. In the case where the Company is a parent company, in addition to the annual financial statements, it must also include a consolidated balance sheet reflecting the financial position and operations of the Company and its subsidiaries at the end of each fiscal year.</p>
<p><b>Article 55. Effective Date</b></p> <p>1. This Charter comprises 21 chapters and 55 articles, effective from April 24, 2021, and was approved by the Board of Directors of Phong Phu Pharmaceutical Joint Stock Company under the valid authorization of the General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company at the annual General Meeting of Shareholders held on April 24, 2021.</p>	<p><b>Article 55. Effective Date</b></p> <p>1. This Charter comprises 21 chapters and 55 articles, effective from April 24, 2026, and was approved by the Board of Directors of Phong Phu Pharmaceutical Joint Stock Company under the valid authorization of the General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company at the annual General Meeting of Shareholders held on April 24, 2026.</p>

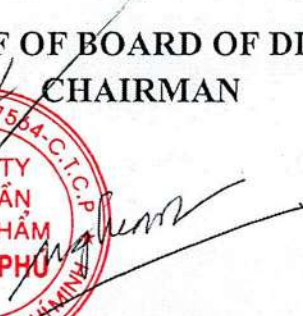
It's we respectfully submitted to the General Meeting for consideration and approval.

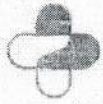
Best regards././ 

*Ho Chi Minh City, March 30, 2026*

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



  
**Pho Nghia Van**



PP Pharco

**PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY  
USARICHPHARM FACTORY**

Lot No. 12, Street No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City

Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996

Website: www.duocphongphu.vn; E-mail: info@duocphongphu.vn;



**USARICHPHARM**



No. 07/2026/TT.ĐHĐCĐ.PP

**STATEMENT**

On the approval of amendments and supplements to the Regulations on the Operations of the Supervisory Board

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

*Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;*

*Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to Law No. 03/2022/QH15 dated January 11, 2022;*

*Based on the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as "the Company"),*

The Board of Supervisors respectfully submits to the General Meeting for consideration and approval the amendments and supplements to the Operation Regulation of the Board of Supervisors of Phong Phu Pharmaceutical Joint Stock Company as follows:



CURRENT REGULATIONS	AMENDMENTS AND SUPPLEMENTS
<p><b>Article 7. Nomination, candidacy for Member of the Supervisory Board</b></p> <p>1. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the right to nominate for the Board of Supervisors. The nomination of individuals to the Board of Supervisors are carried out as follows:...</p> <p>a, Shareholders or groups of shareholders holding from 05% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four</p>	<p><b>Article 7. Nomination, candidacy for Member of the Supervisory Board</b></p> <p>1. Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate candidates for the Board of Supervisors. The nomination and candidacy of individuals to the Board of Supervisors are carried out as follows:...</p> <p>a, Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four</p>

<p>(04) candidates; from 50% to less than 60% may nominate up to five (05) candidates.</p>	<p>(04) candidates; from 50% to less than 60% may nominate up to five (05) candidates</p>
<p><b>Article 10. Notification on the election, dismissal, removal, and resignation of Members of the Board of Supervisory</b></p>	<p><b>Article 10. Notification on the election, dismissal, removal, and resignation of Members of the Board of Supervisory</b></p>
<p>In case where candidates for the Board of Supervisors have been identified, the Company must publish information related to these candidates on its website at least 10 days before the opening of the General Meeting of Shareholders so that shareholders can learn about these candidates before voting. Candidates for the Board of Supervisors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and for the best interests of the Company if elected as a member of the Board of Supervisors. Information regarding the candidates for the Board of Supervisors that has been disclosed includes:</p> <ul style="list-style-type: none"> <li>a. Full name, date of birth.</li> <li>b. Professional qualifications.</li> <li>c. Work experience.</li> <li>d. Other managerial positions.</li> <li>e. Benefits related to the Company and its related parties.</li> <li>f. Other information (if any) in accordance with the Company's Charter.</li> <li>g. The Company is responsible for disclosing information about the companies in which the candidate holds managerial positions, and any interests related to the company of the Board of Supervisors candidate (if any).</li> </ul>	<p>In case where candidates for the Board of Supervisors have been identified, the Company must publish information related to these candidates on its website at least 10 days before the opening of the General Meeting of Shareholders so that shareholders can learn about these candidates before voting. Candidates for the Board of Supervisors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and for the best interests of the Company if elected as a member of the Board of Supervisors. The following information must be provided to the Company by candidates for the Board of Supervisors at least 15 days in advance: Full name, date of birth, gender, place of birth, Citizen Identity Card Number (ID Card), date of issue, ethnicity, religion, permanent address, current address, professional qualifications, foreign language proficiency, computer skills, occupation, current position/job at other companies/organizations, interests related to the Company and its related parties, information about related persons according to the form prescribed by current law. The declaration must be directly signed, and diplomas/certificates must be notarized copies and valid within 6 months from the date of issuance. Information regarding the candidates for the Board of Supervisors that has been disclosed includes:</p> <ul style="list-style-type: none"> <li>a. Full name, date of birth.</li> <li>b. Professional qualifications.</li> <li>c. Work experience.</li> </ul>

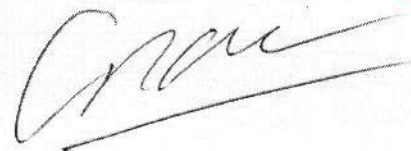
	<p>d. Other managerial positions (including positions on the Board of Directors, Board of Supervisors, and General Management Board of other companies/entities).</p> <p>e. Benefits related to the Company and its related parties.</p> <p>f. Other information (if any).</p> <p>g. The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Supervisors, other managerial positions, and any related interests of the Company of the Board of Supervisors candidate (if any).</p>
<p><b>Article 68. Effective Date</b> The Operation Regulation of the Board of Supervisors of Phong Phu Pharmaceutical Joint Stock Company consist of 7 Chapters, 22 Articles, and take effect from April 24, 2021./.</p>	<p><b>Article 68. Effective Date</b> The Operation Regulation of the Board of Supervisors of Phong Phu Pharmaceutical Joint Stock Company consist of 7 Chapters, 22 Articles, and take effect from April 24, 2026./.</p>

It's we respectfully submitted to the General Meeting for consideration and approval.

Best regards./.

*Ho Chi Minh City, March 30, 2026*

**ON BEHALF OF BOARD OF SUPERVISORS  
CHIEF**



**Nguyen Van Chac**





**PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY  
USARICHPHARM FACTORY**

Lot No. 12, Street No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City

Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996

Website: www.duocphongphu.vn; E-mail: info@duocphongphu.vn;



**USARICHPHARM**

No.: 08/2026/TT.ĐHĐCĐ.PP

**STATEMENT**

On the approval of amendments and supplements to the Internal Regulations on  
Corporate Governance

**To: The General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock  
Company**

*Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;*

*Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to Law No. 03/2022/QH15 dated January 11, 2022;*

*Based on the Internal Regulations on Corporate Governance of Phong Phu Pharmaceutical  
Joint Stock Company,*

The Board of Directors respectfully submits to the General Meeting for consideration and approval the amendments and supplements to the Internal Regulations on Corporate Governance of Phong Phu Pharmaceutical Joint Stock Company as follows:



<b>CURRENT REGULATIONS</b>	<b>AMENDMENTS AND SUPPLEMENTS</b>
<p><b>Article 8. Authorize a representative to attend the General Meeting of Shareholders</b></p> <p>1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person, or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.</p>	<p><b>Article 8. Authorize a representative to attend the General Meeting of Shareholders</b></p> <p>1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize one or up to two individuals/organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.</p>
<p><b>Article 9. How to register to attend the General Meeting of Shareholders</b></p> <p>2. If a shareholder cannot attend the General Meeting, they may authorize their representative to attend. In the case that the shareholder is an organization owning at least</p>	<p><b>Article 9. How to register to attend the General Meeting of Shareholders</b></p> <p>2. If a shareholder cannot attend the General Meeting, they may authorize their representative to attend. In the case that the shareholder is an organization owning at least</p>

<p>ten percent (10%) of the total common shares, they have the right to authorize up to 03 people to attend the General Meeting of Shareholders. If there is more than one representative authorized, the number of shares and the number of voting rights of each representative must be specifically determined; if not specified, it will be considered evenly divided among the authorized representatives. The authorization for a representative to attend the meeting must be documented in writing according to the Company's template sent along with the meeting invitation.</p>	<p>ten percent (10%) of the total common shares, they have the right to authorize up to 02 people to attend the General Meeting of Shareholders. If there is more than one representative authorized, the number of shares and the number of voting rights of each representative must be specifically determined; if not specified, it will be considered evenly divided among the authorized representatives. The authorization for a representative to attend the meeting must be documented in writing according to the Company's template sent along with the meeting invitation.</p>
<p><b>Article 15. Cases where obtaining written opinions is allowed and not allowed</b></p> <p>The Board of Directors has the right to solicit shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except in the following cases:...</p>	<p><b>Article 15. Cases where obtaining written opinions is allowed and not allowed</b></p> <p>The Board of Directors has the right to solicit shareholder opinions in writing, either in person or by electronic voting, to adopt resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except in the following cases:...</p>
<p><b>Article 16. Order and procedures for the General Meeting of Shareholders to pass resolutions in the form of collecting opinions in writing</b></p> <p>2. The written opinion solicitation form must contain the following major contents:</p> <p>g. Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company;</p> <p>3. Shareholders may send their completed opinion ballots to the Company by mail, fax, or email in accordance with the following regulations:</p> <p>b, In the case of sending by fax or email, the</p>	<p><b>Article 16. Order and procedures for the General Meeting of Shareholders to pass resolutions in the form of collecting opinions in writing</b></p> <p>2. The written opinion solicitation form must contain the following major contents:</p> <p>g. Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company; Digital signature or electronic signature of the Company in the case of opinion polls in electronic form.</p> <p>3. Shareholders may send their completed opinion ballots to the Company by mail, fax, email or electronic ballots in accordance with the following regulations:</p> <p>b, In the case of sending by fax, email or</p>

<p>opinion ballots sent to the Company must be kept confidential until the time of vote counting.</p>	<p>electronic ballots, the opinion ballots sent to the Company must be kept confidential until the time of vote counting.</p>
<p><b>Article 31. The roles, rights, and responsibilities of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. The Board of Directors has the powers and obligations as stipulated in the Charter and the Rules of Operation of the Board of Directors as follows:</p> <p><b>h.</b> Approving purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, and contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Enterprise Law.</p> <p><b>i.</b> Electing, dismissing, and removing from office the Chairman of the Board of Directors; the Vice Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts for the General Director and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Members' Council or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of them.</p> <p><b>l.</b> Deciding on the organizational structure and internal management regulations of the</p>	<p><b>Article 31. The roles, rights, and responsibilities of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. The Board of Directors has the powers and obligations as stipulated in the Charter and the Rules of Operation of the Board of Directors as follows:</p> <p><b>h.</b> Approving purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Enterprise Law.</p> <p><b>i.</b> Electing, dismissing, and removing from office the Chairman of the Board of Directors; the Vice Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts for the General Director, Deputy General Director, Chief Accountant and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Members' Council, Board of Directors or the General Meeting of Shareholders in subsidiaries, affiliates and other companies, and deciding on the remuneration and other benefits of them.</p> <p><b>l.</b> Deciding on the organizational structure and internal management regulations of the</p>

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<p>Company, deciding on the establishment of subsidiaries, branches, representative offices, and capital contributions or share purchases in other enterprises.</p> <p>3. The following matters require approval from the Board of Directors:</p> <p>a. Establishment of branches or representative offices of the Company.</p>	<p>Company, deciding on the establishment of subsidiaries, branches, representative offices of the Company, representative offices of the subsidiaries, and capital contributions or share purchases in other enterprises.</p> <p>3. The following matters require approval from the Board of Directors:</p> <p>a. Establishment of branches or representative offices of the Company, representative offices of subsidiaries, or branches of subsidiaries.</p>
<p><b>Article 34. Structure, standards, and conditions of the Board of Directors members</b></p> <p>The company's Board of Directors structure must ensure that at least one-third of the total number of Board members are non-executive members. The company minimizes the number of Board members who also hold executive positions in the company to ensure the independence of the Board of Directors.</p>	<p><b>Article 34. Structure, standards, and conditions of the Board of Directors members</b></p> <p>The company's Board of Directors structure must ensure that at least one member is a non-executive member in cases where the Board of Directors has 3 to 5 members. The company minimizes the number of Board members holding executive positions within the company to ensure the independence of the Board of Directors.</p>
<p><b>Article 35. Nomination, candidacy for Board of Directors Member</b></p> <p>1. Based on the number of members of the Board of Directors, shareholders, or groups of shareholders specified in Clause 3, Article 11 of the Charter, they have the right to nominate one or several people according to the decision of the General Meeting of Shareholders as candidates for the Board of Directors, with the nomination following: Shareholders or groups of shareholders holding 05% or more of the total number of common shares have the right to nominate candidates for the Board of Directors as follows: Shareholders or groups of shareholders holding from 05% to less than 10% of the total number of voting shares may nominate one (01) candidate; from 10% to less</p>	<p><b>Article 35. Nomination, candidacy for Board of Directors Member</b></p> <p>1. Based on the number of members of the Board of Directors, shareholders, or groups of shareholders specified in Clause 3, Article 11 of the Charter, they have the right to run for election or nominate one or more persons according to the decision of the General Meeting of Shareholders to become candidates for the Board of Directors, with nominations following: Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors as follows: Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of voting shares may</p>

<p>than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.</p>	<p>nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.</p>
<p><b>Article 37. Cases of dismissal, removal, and addition of Members of the Board of Directors</b></p>	<p><b>Article 37. Cases of dismissal, removal, resignation, and addition of Members of the Board of Directors</b></p> <p><b>Add Clause 5.</b></p> <p>5. A Board of Directors member, since he/she submits resignation may not attend subsequent Board meetings and will have all rights and obligations as a Board member suspended, including remuneration. The Board may temporarily appoint another person to fill the vacancy, and this new member must be approved by the immediately subsequent General Meeting of Shareholders. Upon approval by the General Meeting of Shareholders, the appointment of the new member shall take effect on the date of appointment by the Board of Directors. The term of the new Board member is calculated from the effective date of the appointment to the end of the Board's term. If the new member is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors made prior to the General Meeting of Shareholders with the participation of the alternative Board member will remain in effect.</p>
<p><b>Article 38. Notification on the election, dismissal and removal of Members of the</b></p>	<p><b>Article 38. Notification on the election, dismissal, removal, and resignation of</b></p>

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<p><b>Board of Directors</b></p> <p>The election, dismissal and removal of Members of the Board of Directors must be notified to the shareholders according to the procedures for the election, dismissal and removal of Members of the Board of Directors and the disclosure of information in accordance with the Charter and current law.</p>	<p><b>Members of the Board of Directors</b></p> <p>The election, dismissal, removal, and resignation of Members of the Board of Directors must be notified to the shareholders according to the procedures for the election, dismissal, removal, and resignation of Members of the Board of Directors and the disclosure of information in accordance with the Charter and current law.</p>
<p><b>Article 39. Method of introducing Board Member candidates</b></p> <p>In case where candidates for the Board of Directors have been identified, the Company must publish information related to these candidates on its website at least 10 days before the opening of the General Meeting of Shareholders so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and for the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be published includes:</p> <ol style="list-style-type: none"> <li>a. Full name, date of birth;</li> <li>b. Professional qualifications;</li> <li>c. Work experience;</li> <li>d. Other managerial positions (including positions as a member of the Board of Directors in other companies);</li> <li>e. Interests related to the Company and its related parties;</li> <li>f. Other information (if any) as stipulated in the Company's Articles of Association;</li> <li>g. The Company is responsible for disclosing information about the companies in which the</li> </ol>	<p><b>Article 39. Method of introducing Board Member candidates</b></p> <p>In case where candidates for the Board of Directors have been identified, the Company must publish information related to these candidates on its website at least 10 days before the opening of the General Meeting of Shareholders so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and for the best interests of the Company if elected as a member of the Board of Directors. The following information must be provided to the Company by candidates for the Board of Directors at least 15 days in advance: Full name, date of birth, gender, place of birth, Citizen Identity Card Number (ID Card), date of issue, ethnicity, religion, permanent address, current address, professional qualifications, foreign language proficiency, computer skills, occupation, current position/job at other companies/organizations, interests related to the Company and its related parties, information about related persons according to the form prescribed by current law. The declaration must be directly signed, and diplomas/certificates</p>

<p>candidate holds positions as a member of the Board of Directors, other managerial positions, and any interests related to the company of the Board of Directors candidate (if any).</p>	<p>must be notarized copies and valid within 6 months from the date of issuance.</p> <p>Information regarding the candidates for the Board of Directors that has been disclosed includes:</p> <ul style="list-style-type: none"> <li>a. Full name, date of birth.</li> <li>b. Professional qualifications.</li> <li>c. Work experience.</li> <li>d. Other managerial positions (including positions on the Board of Directors, Board of Supervisors, and General Management Board of other companies/entities).</li> <li>e. Benefits related to the Company and its related parties.</li> <li>f. Other information (if any).</li> <li>g. The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other managerial positions, and any related interests of the Company of the Board of Directors candidate (if any).</li> </ul>
<p><b>Article 40. Election, dismissal, and removal of the Chairman of the Board of Directors, Deputy Chairman of the Board of Directors</b></p> <p>2. In the event that the Chairman of the Board of Directors submits a resignation letter or is removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or the removal notice. In the event that the Chairman of the Board of Directors is absent or unable to perform his duties, he must authorize in writing the Vice Chairman of the Board of Directors or another Member of the Board of Directors to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Company's Charter. In the event that there is no authorized person or the Chairman of the Board</p>	<p><b>Article 40. Election, dismissal, and removal of the Chairman of the Board of Directors, Deputy Chairman of the Board of Directors</b></p> <p>2. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed, it shall be carried out in accordance with the provisions of Clause 7, Article 24 of the Company's Charter, and at the same time, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation or dismissal. In the case that the Chairman of the Board of Directors is absent or unable to perform his duties, he must authorize in writing the Vice Chairman of the Board of Directors or another member of the Board of Directors to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the</p>

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<p>of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory rehabilitation facility, a compulsory educational facility, escapes from the place of residence, is restricted or loses civil act capacity, has difficulties in cognition or controlling behavior, is prohibited by the court from holding a position, practicing a profession, or performing certain work, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors according to the principle of the majority of remaining members' consent until a new decision of the Board of Directors is made</p>	<p>Company's Charter. In the event that there is no authorized person or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory rehabilitation facility, a compulsory educational facility, escapes from the place of residence, is restricted or loses civil act capacity, has difficulties in cognition or controlling behavior, is prohibited by the court from holding a position, practicing a profession, or performing certain work, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors according to the principle of the majority of remaining members' consent until a new decision of the Board of Directors is made.</p>
<p><b>Article 47. Person in charge of corporate governance</b></p> <p>1. The company's Board of Directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the company secretary, as stipulated in Clause 5, Article 156 of the Enterprise Law.</p>	<p><b>Article 47. Person in charge of corporate governance</b></p> <p>1. The company's Board of Directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the Secretary of the Board of Directors in accordance with the law and the Company Charter.</p>
<p><b>Article 51. Nomination, candidacy for Member of the Supervisory Board</b></p> <p>1. Shareholders or groups of shareholders holding 5% or more of the total common shares have the right to nominate individuals to the Supervisory Board. The nomination process for the Supervisory Board is carried out as follows: Shareholders or groups of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from</p>	<p><b>Article 51. Nomination, candidacy for Member of the Supervisory Board</b></p> <p>1. Shareholders or groups of shareholders holding 10% or more of the total common shares have the right to nominate individuals to the Supervisory Board. The nomination process for the Supervisory Board is carried out as follows: Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from</p>

<p>40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates.</p>	<p>40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates.</p>
<p><b>Article 55. Roles, responsibilities, rights and obligations of the General Director</b>  <b>3. The General Director has the following authority and responsibilities:</b></p>	<p><b>Article 55. Roles, responsibilities, rights and obligations of the General Director</b>  <b>3. Powers, duties, and responsibilities: The General Director has the following authority, duties, and responsibilities:</b>  <b>Add point q.</b>  q. Deciding on and signing contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of less than 35% of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions under the authority of the General Meeting of Shareholders and the Board of Directors.  <b>Add point r.</b>  r. The legal representative of the Company shall be personally liable, in accordance with the law, for damages to the enterprise resulting from a breach of the responsibilities stipulated in Clause 3 of this Article.</p>
<p><b>Article 68. Effective Date</b>  The internal regulations on corporate governance of Phong Phu Pharmaceutical Joint Stock Company consist of 12 Chapters, 68 Articles, and take effect from April 21, 2022./.</p>	<p><b>Article 68. Effective Date</b>  The internal regulations on corporate governance of Phong Phu Pharmaceutical Joint Stock Company consist of 12 Chapters, 68 Articles, and take effect from April 24, 2026./.</p>

It's we respectfully submitted to the General Meeting for consideration and approval.

Best regards./.



*Ho Chi Minh City, March 30, 2026*

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRMAN**



**Pho Nghia Van**

	<p><b>PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY</b>  <b>USARICHPHARM FACTORY</b></p> <p>Lot No. 12, Street No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City  Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996  Website: www.duocphongphu.vn; E-mail: info@duocphongphu.vn;</p>	 <b>USARICHPHARM</b>
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No.: 09/2026/TT.ĐHĐCĐ.PP

## STATEMENT

On the approval of amendments and supplements to the Operation Regulation of  
the Board of Directors

**To: The General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

*Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;*

*Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to Law No. 03/2022/QH15 dated January 11, 2022;*

*Based on the Operation Regulation of the Board of Directors of Phong Phu Pharmaceutical Joint Stock Company,*

The Board of Directors respectfully submits to the General Meeting for consideration and approval the amendments and supplements to the Operation Regulation of the Board of Directors of Phong Phu Pharmaceutical Joint Stock Company as follows:



CURRENT REGULATIONS	AMENDMENTS AND SUPPLEMENTS
<p><b>Article 7. Chairman of the Board of Directors, Deputy Chairman of the Board of Directors</b></p> <p>4. In the event that the Chairman of the Board of Directors submits a resignation letter or is removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or the removal notice. In the event that the Chairman of the Board of Directors is absent or unable to perform his duties, he must authorize in writing the Vice Chairman of the Board of Directors or another Member of the Board of Directors to exercise the rights and obligations of the Chairman of the Board of Directors in</p>	<p><b>Article 7. Chairman of the Board of Directors, Deputy Chairman of the Board of Directors</b></p> <p>4. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed, it shall be carried out in accordance with the provisions of Clause 7, Article 24 of the Company's Charter, and at the same time, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation or dismissal. In the case that the Chairman of the Board of Directors is absent or unable to perform his duties, he must authorize in writing the Vice Chairman of the Board of Directors or another member of the Board of</p>

<p>accordance with the principles stipulated in the Company's Charter. In the event that there is no authorized person or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory rehabilitation facility, a compulsory educational facility, escapes from the place of residence, is restricted or loses civil act capacity, has difficulties in cognition or controlling behavior, is prohibited by the court from holding a position, practicing a profession, or performing certain work, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors according to the principle of the majority of remaining members' consent until a new decision of the Board of Directors is made.</p> <p>5. The Board of Directors may appoint one (01) or more persons to act as Company Secretary with a term of office and provisions as decided by the Board of Directors. The Board of Directors may remove from office the Company Secretary when necessary but not contrary to labor laws. The Board of Directors may also appoint one or more Assistant Company Secretaries from time to time. The role and duties of the Company Secretary include:...</p>	<p>Directors to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Company's Charter. In the event that there is no authorized person or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory rehabilitation facility, a compulsory educational facility, escapes from the place of residence, is restricted or loses civil act capacity, has difficulties in cognition or controlling behavior, is prohibited by the court from holding a position, practicing a profession, or performing certain work, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors according to the principle of the majority of remaining members' consent until a new decision of the Board of Directors is made.</p> <p>5. The Board of Directors may appoint one (01) or more persons as Secretary of the Board of Directors with a term of office and provisions as decided by the Board of Directors. The Board of Directors may remove from office the Secretary of the Board of Directors when necessary but not contrary to the provisions of labor law. The Board of Directors may also appoint one or more Assistant Secretaries of the Board of Directors from time to time. The role and duties of the Secretary of the Board of Directors include:...</p>
<p><b>Article 9. Methods of electing, dismissing, and removing Members of the Board of Directors</b></p> <p>1. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the right to nominate for the Board of Directors. The nomination of</p>	<p><b>Article 9. Methods of electing, dismissing, and removing Members of the Board of Directors</b></p> <p>1. Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors. The</p>

<p>individuals to the Board of Directors are carried out as follows:...</p> <p>b. Based on the number of members of the Board of Directors, shareholders, or groups of shareholders specified in this clause, they have the right to nominate one or several people according to the decision of the General Meeting of Shareholders to be candidates for the Board of Directors, with the nomination following: Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the right to nominate for the Board of Directors as follows: Shareholders or groups of shareholders holding from 5% to less than 10% of the total number of voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates</p>	<p>nomination and candidacy of individuals to the Board of Directors are carried out as follows:...</p> <p>b. Based on the number of members of the Board of Directors, shareholders, or groups of shareholders specified in this clause, they have the right to run for election or nominate one or several people according to the decision of the General Meeting of Shareholders to be candidates for the Board of Directors, with the election and nomination following: Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors as follows: Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.</p>
<p><b>Article 10. Announcement on the election, dismissal, and removal of members of the Board of Directors</b></p> <p>1. In case where candidates for the Board of Directors have been identified, the Company must publish information related to these candidates on its website at least 10 days before the opening of the General Meeting of Shareholders so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must</p>	<p><b>Article 10. Announcement on the election, dismissal, and removal of members of the Board of Directors</b></p> <p>1. In case where candidates for the Board of Directors have been identified, the Company must publish information related to these candidates on its website at least 10 days before the opening of the General Meeting of Shareholders so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must</p>

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provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and for the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be published includes:

- a. Full name, date of birth;
- b. Professional qualifications;
- c. Work experience;
- d. Other managerial positions (including positions as a member of the Board of Directors in other companies);
- e. Interests related to the Company and its related parties;
- f. Other information (if any) as stipulated in the Company's Articles of Association;
- g. The Company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other managerial positions, and any interests related to the company of the Board of Directors candidate (if any).

provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and for the best interests of the Company if elected as a member of the Board of Directors. The following information must be provided to the Company by candidates for the Board of Directors at least 15 days in advance: Full name, date of birth, gender, place of birth, Citizen Identity Card Number (ID Card), date of issue, ethnicity, religion, permanent address, current address, professional qualifications, foreign language proficiency, computer skills, occupation, current position/job at other companies/organizations, interests related to the Company and its related parties, information about related persons according to the form prescribed by current law. The declaration must be directly signed, and diplomas/certificates must be notarized copies and valid within 6 months from the date of issuance.


Information regarding the candidates for the Board of Directors that has been disclosed includes:

- a. Full name, date of birth.
- b. Professional qualifications.
- c. Work experience.
- d. Other managerial positions (including positions on the Board of Directors, Board of Supervisors, and General Management Board of other companies/entities).
- e. Benefits related to the Company and its related parties.
- f. Other information (if any).
- g. The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other managerial positions,

	and any related interests of the Company of the Board of Directors candidate (if any).
<p><b>Article 11. Rights and obligations of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p><b>h.</b> Approving purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, and contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Enterprise Law.</p> <p><b>i.</b> Electing, dismissing, and removing from office the Chairman of the Board of Directors; the Vice Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts for the General Director and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Members' Council or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of them.</p> <p><b>l.</b> Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices,</p>	<p><b>Article 11. Rights and obligations of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p><b>h.</b> Approving purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Enterprise Law.</p> <p><b>i.</b> Electing, dismissing, and removing from office the Chairman of the Board of Directors; the Vice Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts for the General Director, Deputy General Director, Chief Accountant and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Members' Council, Board of Directors or the General Meeting of Shareholders in subsidiaries, affiliates and other companies, and deciding on the remuneration and other benefits of them.</p> <p><b>l.</b> Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices of</p>

<p>and capital contributions or share purchases in other enterprises.</p> <p>3. The following matters require approval from the Board of Directors:</p> <p>a. Establishment of branches or representative offices of the Company</p>	<p>the Company, representative offices of the subsidiaries, and capital contributions or share purchases in other enterprises.</p> <p>3. The following matters require approval from the Board of Directors:</p> <p>a. Establishment of branches or representative offices of the Company, representative offices of subsidiaries, or branches of subsidiaries.</p>
<p><b>Article 23. Effective Date</b></p> <p>The Operation Regulation of the Board of Directors of Phong Phu Pharmaceutical Joint Stock Company consist of 07 Chapters, 23 Articles, and take effect from April 21, 2022./.</p>	<p><b>Article 23. Effective Date</b></p> <p>The Operation Regulation of the Board of Directors of Phong Phu Pharmaceutical Joint Stock Company consist of 07 Chapters, 23 Articles, and take effect from April 24, 2026./.</p>

It's we respectfully submitted to the General Meeting for consideration and approval.

Best regards. 

*Ho Chi Minh City, March 30, 2026*

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



*Pho Nghia Van*  
**Pho Nghia Van**

	<p align="center"><b>PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY</b>  <b>USARICHPHARM FACTORY</b></p> <p align="center">Lot No. 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City  Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996  Website: <a href="http://www.duocphongphu.vn">www.duocphongphu.vn</a>; E-mail: <a href="mailto:info@duocphongphu.vn">info@duocphongphu.vn</a>;</p>	
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No.: 10/2026/TT.DHĐCĐ.PP

### STATEMENT

On approving the remuneration rate for the members of Board of Directors  
and Board of Supervisors in 2026

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*  
*Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company;*  
*Pursuant to the Company's 2026 Production and Business Plan;*  
*Pursuant to the Regulations on responsibilities and powers of the Board of Directors,*

The Board of Directors respectfully submits to the General Meeting for approval of the remuneration for the members of the Board of Directors and the Board of Supervisors in 2026 as follows:

No.	Position	Remuneration (VND/person/month)
1	Chairman of the Board of Directors	8.000.000
2	Vice Chairman of the Board of Directors	7.000.000
3	Member of the Board of Directors	6.000.000
4	Head of Board of Supervisors	6.000.000
5	Member of Board of Supervisors	4.000.000

We respectfully submit to the General Meeting for consideration and approval.

Sincerely thank you. *f. h*



Ho Chi Minh City, March 30, 2026

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRMAN**



*Pho Nghia Van*

	<p style="text-align: center;"><b>PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY</b>  <b>USARICHPHARM FACTORY</b></p> <p style="text-align: center;">Lot No. 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City  Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996  Website: www.duocphongphu.vn; E-mail: info@duocphongphu.vn;</p>	 <p style="text-align: center;"><b>USARICHPHARM</b></p>
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## REPORT OF THE BOARD OF DIRECTORS

On the performance results in 2025  
and the operational direction and action plan in 2026

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

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

*Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as "the Company");*

*Pursuant to Audit Report No.175/2026/BCKTHN-HCM.00623 dated March 24, 2026 of AFC Vietnam Auditing Company Limited;*

*Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ.PP dated April 25, 2025 of the 2025 Annual General Meeting of Shareholders;*

*Pursuant to the provisions on the responsibilities and powers of the Board of Directors,*

The Board of Directors (BOD) reports to the General Meeting of Shareholders (GMS) on the Company's production and business results in 2025 and the Company's direction and operation plan for 2026 as follows:

### PART 1: PERFORMANCE RESULTS IN 2025

#### I. ACTIVITIES OF THE BOARD OF DIRECTORS:

- The Board of Directors had 09 regular meetings. All meetings showed high consensus among the Board members.
- The Board of Directors performs the task of monitoring, evaluating operations, developing strategies and providing timely directions and instructions for production, business and investment. All directions of the BOD are implemented promptly; reports of problems and difficulties are resolved quickly.
- All activities of the BOD comply with the provisions of the Company Charter and the goals and tasks assigned by the General Meeting of Shareholders. The management and direction role of the Board of Management and the managerial apparatus is fully, seriously, objectively, publicly and transparently implemented.



- Remuneration and salary of members of the Board of Directors, Board of Supervisors, Board of Management and the person in charge of corporate governance in 2025 are shown in the following table:

Unit: VND

No.	Full name	Position	Remuneration	Salary	Total income
01	Pho Nghia Van	Board Member, Chairman of the Board from April 25, 2025	84.000.000	00	84.000.000
02	Le Thanh Truc	The Chairman of the Board's term expires on April 25, 2025.	28.000.000	137.270.500	165.270.500
03	Thai Nha Ngon	Vice Chairman of the Board, General Director	80.000.000	727.883.333	807.883.333
04	Nguyen Thi Mai Nguyet	Board Member	68.000.000	00	68.000.000
05	Pham Thi Thach Thao	In charge of corporate governance	62.000.000	268.789.308	330.789.308
06	Nguyen Hoang Ngoc Chau	The Head of the Supervisory Board's term ends on April 25, 2025.	20.000.000	00	20.000.000
07	Nguyen Van Chac	Member of Board of Supervisors, Head of Board of Supervisors from April 25, 2025	64.000.000	401.053.146	465.053.146
08	Pham Thi Minh Tam	Member of the Supervisory Board's term ends on April 25, 2025.	16.000.000	00	16.000.000
09	Vo Hong Hanh	Member of Board of Supervisors from April 25, 2025	32.000.000	103.593.528	135.593.528
10	Ho Thuy Quynh Nhu	Member of Board of Supervisors from April 25, 2025	32.000.000	00	32.000.000
09	Nguyen Thi Anh Chi	Chief Accountant	00	653.346.883	653.346.883
<b>Tổng cộng</b>			<b>486.000.000</b>	<b>2.291.936.698</b>	<b>2.777.936.698</b>

## II. RESULTS OF TARGET IMPLEMENTATION:

- Results of implementing some basic indicators are as follows:

Unit: VND

Item	Plan 2025	Implementing 2025	Completion ratio
Net revenue	150.000.000.000	139.739.665.240	93%
Profit after tax	15.000.000.000	18.554.690.427	123%

Book value as of December 31, 2025 is: VND 15,765/share

### Performance evaluation:

Factors affecting production and business activities in 2025:

#### ❖ Internal factors:

- Continue to focus on building a managerial team, ensuring income for employees, ensuring stability and constantly improving each individual's capacity, provide regular internal training to update the staff's professional knowledge.
- Closely monitoring market conditions, restructuring the product portfolio, and categorizing products for different sales channels are crucial for optimizing the performance of each channel.
- Focus investment on testing and quality control right from the input stage, helping to enhance the value of products when they reach the market.
- Gradually improve the application process for the Research and Development Department.
- Improve production processes, renovate and continue to invest in new machinery and equipment for the Production Workshop, quality department... in order to save costs, improve the efficiency of machinery and equipment usage, and optimize labor force.

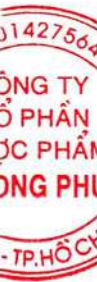
In 2025, the Company's business results exceeded the set profit target but also faced many difficulties and challenges from external factors.

#### ❖ External factors:

- The unstable world political and economic situation negatively affects trade activities, and the high prices of raw materials and global goods affect product prices.
- The year 2025 saw widespread market volatility in the cosmetics, health supplements, and pharma industries,... dampened consumer confidence, resulting in a notable dip in sales volume over a period of time.

## RESULTS OF MONITORING THE BOARD OF MANAGEMENT

1. BOD always monitors and directs the activities of the Board of Management to promptly resolve issues under the authority of the BOD.



2. The Board of Management has implemented all tasks in accordance with the spirit of the Resolutions and decisions of the GMS and the BOD.
3. The Board of Management continues to standardize and amend and supplement regulations, rules and procedures to suit the Company's production and business situation and comply with legal regulations.

## **PART 2: OPERATIONAL DIRECTION AND ACTION PLAN IN 2026**

### **I. BUSINESS INDICATORS:**

*Unit: VND*

No.	Item	Implementing 2025	Plan 2026
1	Net revenue	139.739.665.240	150.000.000.000
2	Profit after tax	18.554.690.427	15.046.000.000
3	Setting aside welfare and reward fund	1.983.369.212	1.504.600.000
4	Setting aside Development investment fund	991.684.606	752.300.000
5	Expected dividend payment ratio	15%	15%

Based on the 2025 business results, the Board of Directors' decision on development of the 2026 production and business plan as above is caused by the following reasons:

- The business outlook for 2026 remains challenging as ongoing Middle East conflicts show no signs of de-escalating. This continues to drive up the costs of fuel, raw materials, excipients, and packaging. Concurrently, rising living expenses are eroding consumers' real disposable income, further dampening purchasing power.
- The investment and reinvestment in new production and testing machinery and equipment this year and in the following years will remain substantial, as most of this machinery and equipment has been in use for over 10 years.
- However, a positive aspect of 2026 is that the market has been restructured, and competition within the industry has become fairer, creating opportunities for the company to grow.
- The Company's human resources continue to be strengthened and enhanced in capacity to undertake and complete many roles and tasks of the Company.

## II. DIRECTIONS AND ACTION PLAN:


- Continue to monitor the operation of the Board of Management and executives in implementing the resolutions of the GMS and the BOD to ensure compliance with legal regulations and completion of business targets, particularly during this period of significant market volatility.
- Continue to develop and improve the quality of human resources, increase income for labors, help stabilize production, increase efficiency and product quality, create trust with consumers.
- Continue to invest in new modern machinery lines, improve and upgrade factory equipment to shorten production time, reduce costs, improve product quality, ensure progress and productivity.
- Ongoing optimization of product portfolios and manufacturing processes.
- Select potential bioequivalent products in line with current trends and regulations.
- Develop policies, mechanisms, products and intensifying marketing activities to enhance competitiveness and brand recognition in the market.
- Good control of operating expenses, effective management of funds and goods; build strong relationships with reliable and reputable suppliers, expand the vendor network for cost-efficiency, and optimize inventory levels to align with market realities.
- Building a strong and professional sales team, acting as a bridge to develop products, contributing to bringing the PP.Pharco brand to each customer..
- Continue to build a humane corporate image in activities contributing to the community and society.

## III. STRATEGIC GOALS TO 2030:

- Continue to promote research on high-value pharmaceutical products derived from medicinal herbs, while improving the quality of current products, increasing product competitiveness towards the goal of maximizing profits.
- Build strong relationships with reliable and reputable suppliers.
- Select potential bioequivalent products in line with current trends and regulations.
- Invest in a medicinal extraction line to be proactive in production.
- Complete distribution network management system nationwide.
- Build average annual revenue growth from 05% to 08%
- Ensure annual growth in lives and incomes of employees.

With the goal of completing the tasks of the Company's General Meeting of Shareholders, the Board of Directors for the term of 2025 - 2030 looks forward to continuing to receive the trust and support of shareholders, all employees, as well as partners, investors... to complete the tasks in 2026 and the following years.

Above is the report of the Board of Directors on the assessment of the production and business results of Phong Phu Pharmaceutical Joint Stock Company in 2025 and the operational direction and action plan for 2026, which is respectfully submit to the General Meeting for consideration and approval.

Sincerely thank you. 

*Ho Chi Minh City, March 30, 2026*

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRMAN**



**Pho Nghia Van**



No. 02/2026/BC.ĐHĐCĐ.PP

## REPORT OF THE BOARD OF SUPERVISORS

On control activities in 2025

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020;*

*Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as "the Company");*

*Pursuant to Audit Report No. 175/2026/BCKTHN-HCM.00623 dated March 24<sup>th</sup>, 2026 of AFC Vietnam Auditing Company Limited;*

*Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ.PP dated April 25<sup>th</sup>, 2025 of the 2025 Annual General Meeting of Shareholders;*

*Pursuant to the provisions on the responsibilities and powers of the Board of Supervisors,*

The Board of Supervisors of Phong Phu Pharmaceutical Joint Stock Company has exercised control over the Company's operations for the fiscal year ended on December 31<sup>st</sup>, 2025. The Board of Supervisors would like to report to the General Meeting of Shareholders on its operations in 2025 with the following contents:

### I. SUMMARY OF ACTIVITIES

- In 2025, the Board of Supervisors has deployed and seriously implemented the monitoring of the company's financial situation, proactively developed a control plan and implemented the plan in accordance with the provisions of law and the Board of Supervisors' Operating Regulations.

- Check the rationality, legality, and honesty in management and operation of business activities, in the organization of accounting, statistics, and financial reporting.

- The Board of Supervisors also holds regular meetings every 6 months with all members participating to discuss and evaluate issues related to the management and operation of the Company's business activities for the Board of Supervisors' control.

- Through control activities, the Board of Supervisors has provided opinions and recommendations to the Board of Directors and the Board of Management on measures to strengthen control, minimize risks, ensure compliance with the provisions of the Law, the Charter and internal regulations, contributing to improving the quality and efficiency of the Company's operations.

- In 2025, the Internal Audit Department under the Board of Supervisors has performed well the functions and tasks prescribed in the Regulations, including inspecting and controlling business activities at the Company, contributing to minimizing risks and ensuring the legality of documents in production and business activities; participating in contributing opinions on regulations and management procedures.

## II. APPRAISAL OF 2025 FINANCIAL STATEMENTS

### 1. Financial Statement Preparation and Auditing

- The Company's 2025 financial statements are prepared in accordance with current Vietnamese accounting standards and regimes.

- The 2025 Financial Statements are audited by AFC Vietnam Auditing Company Limited, which has been approved by the State Securities Commission to audit listed companies.

- The auditor's opinion on the Company's 2025 Consolidated Financial Statements is as follows: *"The consolidated financial statements have reflected fairly, in all material respects, the financial situation of the Company as at December 31st, 2025, as well as the results of business operations and cash flows for the fiscal year ended then, in accordance with Vietnamese accounting standards, accounting regimes for enterprises and legal regulations related to the preparation and presentation of financial statements."*

- The Board of Supervisors has reviewed the Financial Statements and agreed with the 2025 business performance results and the indicators in the Financial Statements. The Reports fully, clearly and honestly reflect the Company's financial situation.

- **Regarding the accounting system:** Accounting books, documents, and financial statements are made clearly and promptly; assets, materials, and debts are strictly managed; provisions are made reasonably, fully, and in accordance with regulations.

- **Regarding internal control system:** Recognizing the important role of the internal control system in business operations, the Company's Management has step by step built and perfected the internal document system including regulations, rules, procedures... to serve the management and operation of the Company; ensuring compliance with legal regulations and ensuring the legitimate interests of shareholders.

## 2. Production and business results in 2025

- The results of implementing the main production and business targets in 2025 according to the Financial Statements are as follows:

*Unit: VND*

Item	Implementing in 2024	Plan 2025	Implementing 2025	Implementing/plan 2025	Implementing 2025/Implementing 2024
Net revenue	137,547,862,537	150,000,000,000	139,739,665,240	93.14%	101.59%
Profit after tax	17,359,146,633	15,000,000,000	18,554,690,427	123.70%	106.89%

## 3. Financial situation as of December 31st, 2025

- For fiscal year 2025, the Board of Supervisors assesses the Company's financial situation as healthy, with improved business performance.

- The indicators of solvency are guaranteed and increased in 2025, the current solvency ratio and quick solvency ratio are both greater than 1, showing that the Company's solvency of short-term financial obligations is very good; capital structure indicators continue to be maintained at a safe level in the context of complicated fluctuations in the financial market.

- Performance indicators in 2025 recorded positive improvements, contributing to improving the Company's business performance. Receivables management is improved to reduce the average number of days receivable from customers to 32 days compared to 33 days in 2024.

- Profitability indicators in 2025 increased compared to 2024. ROE and ROA indicators reached 13.4% and 10.5% respectively, EPS in 2025 reached 1,883 VND/share, showing that the orientations of the Board of Directors and the methods of implementing business solutions of the Board of Management are generally still appropriate and maintain stable efficiency in the context of a volatile economy and many difficulties in the pharmaceutical industry.

No.	TARGET	Year 2025	Year 2024
1	<b>Solvency ratio</b>		
-	Current ratio	2.66	2.89
-	Quick ratio	1.60	1.72
2	<b>Capital structure indicators</b>		
-	Liability/Total Assets	0.21	0.19

No.	TARGET	Year 2025	Year 2024
-	Liability/Equity	0.27	0.23
<b>3</b>	<b>Performance indicators</b>		
-	Average inventory days	155	138
-	Average number of receivables days	32	33
<b>4</b>	<b>Profitability ratio</b>		
-	Profit after tax / Net revenue	13.3%	12.6%
-	ROE	13.4%	12.8%
-	ROA	10.5%	10.4%
-	Earnings per share (EPS) (VND/share)	1,883.0	1,767.0

### III. EVALUATION OF THE RESULTS OF MONITORING THE COORDINATION IN OPERATIONS BETWEEN THE BOARD OF SUPERVISORS AND THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT

- Through monitoring the activities of the Board of Directors, the Board of Management and the Company's executives, the Board of Supervisors assesses as follows:

- In 2025, the Board of Supervisors was fully informed about the resolutions and decisions of the Board of Directors and the Board of Management, and regularly discussed with the Board of Directors and the Board of Management on the implementation of the business plan and the resolutions approved by the 2025 General Meeting of Shareholders.

- The coordination in operation between the Board of Supervisors, the Board of Directors, the General Director and the Company's management staff in 2025 was conducted smoothly and effectively, based on the principle of the common interests of the Company and shareholders.

- The Board of Directors and the Board of Management of the Company have fully implemented the Resolutions of the 2025 General Meeting of Shareholders, and at the same time complied with the legal regulations and the Company's Charter in management and execution.

- In 2025, the Board of Supervisors did not receive any requests or complaints from shareholders or groups of shareholders in the process of performing assigned tasks.

#### IV. RECOMMENDATIONS OF BOARD OF SUPERVISORS:

- In 2025, the Board of Directors and the Board of Management have strived to overcome the common difficulties of the pharmaceutical industry and successfully achieved the targets set out in the Resolution of the General Meeting of Shareholders.

- Building upon the results achieved in 2025 and aiming to fulfill the objectives for 2026, the Board of Supervisors recommends the following contents:

1. The Company should continue to develop and enhance the quality of its human resources, while maintaining stable production operations.
2. The Company should continue investing in new, modern production lines; upgrading and improving equipment and facilities. At the same time, it is necessary to strengthen investment in research and development as well as quality control testing to ensure product quality, optimize formulations and manufacturing processes, shorten production time, reduce costs, and ensure productivity and timely delivery.
3. The Company should review, evaluate, and restructure its human resources and organizational structure across departments and affiliated units; further strengthen training and development to build a highly qualified and competent workforce capable of meeting the Company's growth requirements.

Above is the content of the results of the Board of Supervisors' inspection and supervision of the Company's activities in 2025. We respectfully submit to the General Meeting for consideration and approval.

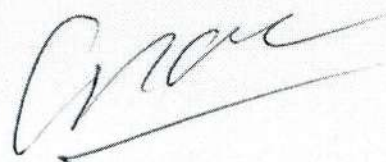
The Board of Supervisors wishes shareholders and delegates a good health and the General Meeting a great success.

Sincerely thank you./.

*Ho Chi Minh City, March 30, 2026*



**ON BEHALF OF BOARD OF SUPERVISORS**

**HEAD OF THE BOARD**



**NGUYEN VAN CHAC**



	<p style="text-align: center;"><b>PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY</b>  <b>USARICHPHARM FACTORY</b></p> <p style="text-align: center;">Lot No. 12, Street No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City  Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996  Website: <a href="http://www.duocphongphu.vn">www.duocphongphu.vn</a>; E-mail: <a href="mailto:info@duocphongphu.vn">info@duocphongphu.vn</a>;</p>	
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No.: 03/2026/BC.PP

## **REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS**

On the activities of the Board of Directors in 2025

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

*Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;  
Based on the Charter of Phong Phu Pharmaceutical Joint Stock Company,*

As an independent member of the Board of Directors (BOD), I have performed my oversight role objectively, protecting the interests of the Company and its shareholders throughout the 2025 fiscal year.

### **I. ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOD IN 2025**

#### **1. Attendance in the meetings and voting.**

- Attendance Rate: Attended fully the BOD meetings in 2025.
- Independence in voting: I have thoroughly reviewed all documents prior to each meeting and provided critical feedback on decisions related to all agenda items. All votes were cast based on the principle of the best interests and best for the Company's business and production activities.

#### **2. Supervision of the Management Board's activities**

- Closely monitoring the implementation of Resolutions of the General Meeting of Shareholders and the BOD.
- Assessing the transparency, accuracy, and timeliness of periodic and extraordinary information disclosures.

### **II. ASSESSMENT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT**

#### **1. For the Board of Directors**

- The BOD has maintained a clear separation between governance and executive roles.
- The BOD members have a smooth collaboration and a diverse experience (from pharmaceutical expertise to finance and risk management).

#### **2. Regarding the Board of Management**

- The Board of Management has excelled in its executive and managerial role during a period of various market volatility through timely and precise measures.

- The Board of Management has flexibly responded to fluctuations in raw material prices and maintained a stable supply chain.

### III. MONITORING TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES

I have performed periodic inspections on these transactions to ensure:

- To comply with the approval authority stipulated in the Company's Charter.
- To execute at market price and without prejudice to the interests of other shareholders.
- All material transactions have been fully disclosed in the 2025 Financial Statements.

### IV. Action plan for 2026

- Continue to closely monitor the activities of the Board of Management regarding matters approved by the General Meeting of Shareholders and the BOD.
- Enhance objectivity, fairness, and transparency for the overall benefit of the Company. Ensure a multi-dimensional and multifaceted approach by the Board of Directors in considering and resolving issues within its authority.
- Promote the BOD to implement a governance framework in accordance with the OECD best practices for Corporate Governance.

*Ho Chi Minh City, March 30, 2026*

**Independent Member of the Board**



**Pho Nghia Van**



**PHONG PHU PHARMACEUTICAL JOINT STOCK COMPANY -  
USARICHPHARM FACTORY BRANCH**

Lot 12, Road No. 8, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City

Tel: (028) 3754 7999 - 3754 7998; Fax: (028) 3754 7996

Website: www.duocphongphu.vn; E-mail: info@duocphongphu.vn;



No.: 04/2026/BC/PP



**REPORT OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS**

On the activities of the Board of Directors in 2025

**To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company**

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

*Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as "the Company");*

The Board of Directors of the Company consists of 03 members, including 02 independent members are Pho Nghia Van and Nguyen Thi Mai Nguyet. As an Independent Member of the Board of Directors, I have performed an objective supervisory role, protecting the interests of the Company and shareholders throughout the fiscal year 2025.

**I. REGARDING THE ORGANIZATION OF MEETINGS OF THE BOARD OF DIRECTORS:**

- The meetings of the Board of Directors are convened in accordance with the provisions of law and the Company's Charter with specific documents and times. The content of the meetings of the Board of Directors is discussed, commented on, and fully and carefully evaluated by the members before voting to propose the best directions and solutions for the Company.
- All meetings of the Board of Directors have the full participation of the Supervisory Board and the Chief Accountant. Members of the Supervisory Board properly perform their functions and duties when participating in meetings of the Board of Directors.

**II. ACTIVITIES OF THE BOARD OF DIRECTORS:**

- The Board of Directors has had 09 regular meetings. All meetings showed high consensus among the Board Members.
- All activities of the Board of Directors comply with the provisions of the Company Charter as well as the goals and tasks assigned by the General Meeting of Shareholders. The management and direction role of the Executive Board and the management apparatus is fully, seriously, objectively, publicly and transparently implemented.

### III. SUPERVISORY ACTIVITIES OF THE BOARD OF DIRECTORS:

- The Board of Directors always monitors, supervises and directs the activities of the Executive Board in accordance with the production and business situation in the unstable and recessionary economic conditions and situations due to the influence of the world situation.
- Issues of business strategy, financial strategy, facility repair, equipment investment, and management system construction are all discussed and closely controlled between the Board of Directors and the Executive Board.
- Business strategies, equipment purchases, and infrastructure repairs are fully researched based on the current status of the factory, the Company's production and business situation, the needs and trends of the market, and the Company's current financial situation as well as machinery and equipment, which are reviewed by the Board of Directors and the Executive Board in order to select the most optimal investment plan/project for the Company.

### IV. SUPERVISION AND SUPPORT OF BUSINESS ACTIVITIES:

- In 2025, the business situation of enterprises in general and the Company in particular still faced many difficulties due to the impact of the world economy. The Board of Directors has actively worked with the Board of Directors to develop a production and business plan to help the Company overcome obstacles and difficulties and achieve positive results even though it has not been achieved according to the revenue plan of 2025.

### V. SUPERVISION AND SUPPORT OF FINANCIAL ACTIVITIES:

- The Board of Directors has discussed and proposed many effective and timely financial solutions with the Executive Board to ensure finance for the Company's production and business activities during difficult periods.

In general, the Board of Directors has led and managed the Company to complete the growth and profit targets of 2025, fulfill its obligations to the State budget, bring high efficiency to shareholders and stable income to employees.

*Ho Chi Minh City, day 30 March 2026*

**Independent member of the Board of Directors**



**Nguyen Thi Mai Nguyet**



PHONG PHU PHARMACEUTICAL JOINT STOCK

CÔNG TY CỔ PHẦN  
DƯỢC PHẨM  
PHONG PHU

VOTING CARD

THE 2026 ANNUAL GENERAL MEETING  
OF SHAREHOLDERS

Shareholder Code: 001

Shareholder Name: NGUYEN VAN A

Number of shares: 1400

Owing

Authorizing

No.: 01/2026/NO-ĐHĐCĐ.PP

Ho Chi Minh City, April 24 2026

DRAFT



**RESOLUTION**

**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company

Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;

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

Pursuant to the Law No. 03/2022/QH15 dated January 11, 2022;

Pursuant to the Charter of Phong Phu Pharmaceutical Joint Stock Company (hereinafter referred to as the "Company");

Pursuant to the Reports and Statements presented by the Board of Directors and the Board of Supervisors at the 2026 Annual General Meeting of Shareholders on April 24, 2026;

Pursuant to the Minutes of Meeting No. 01/2026/BB.ĐHĐCĐ.PP dated April 24, 2026 of the 2026 Annual General Meeting of Shareholders,

**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**RESOLVES:**

Article 1. To approve:

- Report of the Board of Directors on the performance results in 2025 and the operational direction and action plan in 2026.
- 02 Reports of the independent member of the Board of Directors on operation of the Board of Directors in 2025.

including some planning targets for 2026 are as follows:

Unit: VND

NO.	Item	Implementing 2025	Plan 2026
1	Net revenue	139.739.665.240	150.000.000.000
2	Profit after tax	18.554.690.427	15.046.000.000
3	Setting aside welfare and reward fund	1.983.369.212	1.504.600.000
4	Setting aside Development investment fund	991.684.606	752.300.000
5	Dividend payment ratio	15%	15%



**Article 2.** To approve the Report of the Board of Supervisors on control activities in 2025.

**Article 3.** To approve the 2025 consolidated financial statements audited by AFC Vietnam Auditing Company Limited.

**Article 4.**

- To approve the list of 02 Auditing Companies below and the auditors whose names are included in the list of auditing companies approved for auditing by the State Securities Commission of Vietnam, which will be the independent auditors for the Company's fiscal year 2026.
  - FAC Auditing Company Limited
  - AFC Vietnam Auditing Company Ltd
- To approval on authorization to the Board of Directors to select one of the two above-mentioned units as the independent auditor for the Company's fiscal year 2026 and assign the General Director to negotiate and sign an audit contracts with the unit selected by the Board of Directors.

**Article 5.** To approve the Company's 2025 profit distribution and 2026 fund allocation plan, specifically as follows:

No.	Target	Rate	Amount (VND)
1	Undistributed profit after tax (PAT) of previous years consolidated until 2025		21.691.966.499
2	Profit after tax from consolidated business results in 2025		18.554.690.427
3	Setting aside Reward and Welfare Fund (%/Parent company's profit after tax)	10%	1.983.369.212
4	Setting aside for Development Investment Fund (%/Parent company's profit after tax)	05%	991.684.606
5	Cash dividend payment 2025 (%/par value)	15%	13.199.986.500
6	Profit after tax carried forward to 2026		24.071.616.608

Profit distribution plan for 2026 is as follows:

- Development investment fund: 05%
- Welfare and reward fund: 10%.
- Dividend payment in 2026: 15% of par value.

**Article 6.** To approve authorizing the Board of Directors to approve contracts, transactions valued at 35% or more of the total asset value stated in the Parent Company's Separate Financial Statements.

**Article 7.** To approve the amendment and supplementation of the Company's Charter.

**Article 8.** To approve the amendment and supplementation of the Operation Regulation of the Board of Supervisors.

**Article 9.** To approve the amendment and supplementation of the Internal Regulations on Corporate Governance.


**Article 10.** To approve the amendment and supplementation of the Operation Regulation of the Board of Directors.

**Article 11.** To approved the 2026 remuneration for members of the Board of Directors and Board of Supervisors as follows:

No.	Position	Remuneration (VND/person/month)
1	Chairman of the Board of Directors	8.000.000
2	Vice Chairman of the Board of Directors	7.000.000
3	Member of the Board of Directors	6.000.000
4	Head of Board of Supervisors	6.000.000
5	Member of Board of Supervisors	4.000.000

**Article 12. Enforcement**

This Resolution was adopted by the General Meeting of Shareholders of Phong Phu Pharmaceutical Joint Stock Company at the 2026 annual meeting and takes effect from April 24, 2026.

All shareholders of Phong Phu Pharmaceutical Joint Stock Company, members of the Board of Directors, Board of Supervisors, Board of Management, executives and employees of departments, branches and units under the Company are responsible for implementing this Resolution. 

To:

- Shareholders (via the Company website);
- State Securities Commission of Vietnam,
- Hanoi Stock Exchange,
- VSDC,
- BOD, Board of Supervisors, Management;
- Archives.

ON BEHALF OF BOARD OF DIRECTORS

  
CHAIRMAN

**Pho Nghia Van**