

Appendix I

CHANGE IN PERSONNEL

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

**CENTRAL PHARMACEUTICAL
JSC No.25**

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

Số: *28*/CBTT-TW25

HCMC, April 28, 2026

PERSONNEL CHANGE ANNOUNCEMENT

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

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

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

1. *In case of appointment:*

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

2. *In case of appointment:*

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

3. *In case of appointment:*

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

4. *In case of dismissal/resignation:*

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

5. *In case of dismissal/resignation:*



CENTRAL PHARMACEUTICAL JSC No.25

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No: 01/NQ – ĐHĐCĐ – TW25

Ho Chi Minh City, April 28, 2026

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

TW25 PHARMACEUTICAL JOINT STOCK COMPANY

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

RESOLVED

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

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

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

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

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

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

1. Profit distribution plan for 2025:

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



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

2. Profit distribution plan for 2026:

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

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

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

ARTICLE 7: SELECTION OF AUDITING FIRM FOR 2026.

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

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



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

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

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

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

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

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

ARTICLE 10: RESULTS OF SUPPLEMENTARY ELECTION FOR BOARD MEMBERS.

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

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

ARTICLE 11: IMPLEMENTATION.

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

Receiving place:

- UBCK NN, HNX;
- All shareholders;
- www.ughace.vn;

On behalf of the Board
Chairman *[Signature]*

Dr. Phạm Thi Xuan Huong

APPENDIX III
INFORMATION DISCLOSURE FORM / CURRICULUM VITAE

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

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 28, 2026

CURRICULUM VITAE

To:

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

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

No.	Securities Symbol	Name	Relationship with the company/internal person	Type of ID document	ID No.	Date of issue	Place of issue	Address	Number of shares owned	% ownership	Time became an affiliate
1	UPH	Ha Thi Nguyet Anh	Wife	ID Card					0	0%	01/06/2024

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

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

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

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

DECLARANT

NGƯỜI KHAI
(Ký, ghi rõ họ tên)



ThS. Nguyễn Mạnh Hải

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Ho Chi Minh City, April 28, 2026

CURRICULUM VITAE

To:

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

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

No.	Name	Relationship	ID/NSH No.	Address	Ownership (%)	Date became affiliate
1	Nguyen Chan Hung	Father				April 28, 2026

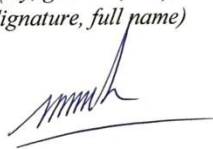
2	Pham Kim Phuong	Mother				April 28, 2026
3	Van Ngoc Minh	Father-in-law				April 28, 2026
4	Huynh Le Tien	Mother-in-law				April 28, 2026
5	Van Thuy Quyen	Wife				April 28, 2026
6	Nguyen Xuan Mai	Child				April 28, 2026
7	Nguyen Chan Quang	Child				April 28, 2026
8	Nguyen Quynh Trang	Sister				April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

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

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

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

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



Nguyễn Chấn Minh

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Independence - Freedom - Happiness

Ho Chi Minh City, April 28, 2026

CURRICULUM VITAE

To:

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

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

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

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

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

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

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

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



Lữ Thị Khánh Trần