

No.: 01/2026/NQ-ĐHĐCĐ.PP

Ho Chi Minh City, April 24 2026

RESOLUTION NO.01
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