

No.: 23/PMC-HĐQT

Ho Chi Minh City, March 28, 2026

ANNOUNCEMENT OF CHANGES IN PERSONNEL

To: - VIETNAM EXCHANGE (VNX)
- HANOI STOCK EXCHANGE (HNX)

Based on Resolution No. 22/NQ-ĐHĐCĐ-PMC dated March 28, 2026 of the 2026 Annual General Meeting of Shareholders of Pharmedic Pharmaceutical Medicinal Joint Stock Company, the Company hereby announces changes in personnel as follows:

1. In case of appointment

- Mr. Le Tuan has been appointed as a Member of the Board of Directors.
- Mr. Le Ngoc Hai has been appointed as a Member of the Board of Directors.
- Term: For the remaining duration of the Board of Directors for the 2024–2029 term.
- Effective date: March 28, 2026.

2. In case of resignation:

- Mr. Nguyen Chi Thanh has resigned from his position as Vice Chairman of the Board of Directors.
- Mr. Le Anh Minh has resigned from his position as a Member of the Board of Directors.
- Effective date: March 28, 2026.

This information was published on the company's website on March 28, 2026, at in the link: www.pharmedic.com.vn

Attached documents:

- Resolution of the AGM on the change in personnel.

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



Le Viet Hung

No:22/RES-AGM-PMC

Ho Chi Minh City, March 28, 2026

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS PHARMEDIC PHARMACEUTICAL MEDICINAL JOINT STOCK COMPANY

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020, and its guiding and implementing documents;
- The Law on Securities No 54/2019/QII14 passed by The National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and and its guiding and implementing documents;
- The Charter of Organization and Operation of Pharmedic Pharmaceutical Medicinal Joint Stock Company dated April 28, 2023;
- Minutes of the 2026 Annual General Meeting of Shareholders of Pharmedic Pharmaceutical Medicinal Joint Stock Company dated March 28, 2026.

RESOLUTION

The 2026 Annual General Meeting of Shareholders of Pharmedic Pharmaceutical Medicinal Joint Stock Company unanimously voted to approve the following matters:

Article 1: Approval of the Report on the Activities of the Board of Directors, the Summary Report on Business Performance for 2025, and the Business Plan for 2026, with the following key indicators::

Unit: Billion VND

Content	Actual 2025	Plan 2026
Total Revenue	552.097	572.000
Pre-Tax Profit	102.999	100.000
After-Tax Profit	82.305	80.000

Article 2: Approval of the Report on the Activities of the Supervisory Board for 2025 and Proposal No. 04/PMC-BKS of the Supervisory Board regarding the selection of Vietvalues Auditing and Consulting Co., Ltd. as the auditor for the 2026 financial year.

Article 3: Approval of the audited Financial Statements for 2025 (Report No. 020301/26/BCKT/AUD-VVALUES dated March 02, 2026, by Vietvalues Auditing and Consulting Co., Ltd.).

Article 4: Approval of Proposal No. 05/PMC-HĐQT of the Board of Directors regarding profit distribution for 2025 and the profit distribution plan for 2026, with the following details:

Unit: Billion VND

Content	Actual 2025	Plan 2026
Profit After-Tax	82.305	80.000
Remuneration Fund for the Board of Directors and Supervisory Board (5%)	4.115	4.000
Reward and Welfare Fund (22%)	18.107	17.600
Dividend Payout Ratio (per year/nominal value)	24%	24%
Dividends payment to Shareholders	22.398	22.398
Bonus for Executive Board exceeding plan	0.600	
Remaining Profit Allocated to Development Investment Fund	37.085	36.002

Article 5: Approval of Proposal No. 06/PMC-HĐQT of the Board of Directors regarding the adjustment of the profit distribution plan and the increase in the dividend payout ratio for 2025 from 24% to 63.64% of charter capital.

Article 6: Approval of Proposal No. 07/PMC-HĐQT submitted by the Board of Directors regarding the reversal of the Development Investment Fund into undistributed after-tax profits and the payment of cash dividends from such profits.

Article 7: Approval of Proposal No. 08/PMC-HĐQT of the Board of Directors on the policy of signing and executing contracts, agreements, and transactions with related parties.

Article 8: Approval of Submission No. 11/PMC-HĐQT of the Board of Directors regarding the dismissal of Mr. Nguyễn Chí Thành and Mr. Lê Anh Minh from their positions as Members of the Board of Directors, and the election of additional Members of the Board of Directors for the 2024–2029 term.

Article 9: Approval of the results of the election of Mr. Lê Tuấn and Mr. Lê Ngọc Hải as Members of the Board of Directors for the 2024–2029 term, effective from March 28, 2026.

Article 10: This Resolution takes effect from March 28, 2026. The General Meeting of Shareholders assigns the Board of Directors to direct and organize the implementation of the approved contents in accordance with the Company's Charter and applicable laws.

Recipients:

- BOD, SB;
- Shareholders of PMC;
- SSC; HNX;
- VSDC - HCM;
- Website PMC;
- Archives.

**On behalf of the General
Meeting of Shareholders
Chairman**



Mr. Le Van Thinh