

## **NOTICE**

**Re: Additional Election of Members of the Board of Directors  
Central Pharmaceutical Joint Stock Company I – PHARBACO (Term 2022–2027)**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 27, 2020, effective from January 1, 2021;

- Pursuant to the Charter of Organization and Operation of Central Pharmaceutical Joint Stock Company I – PHARBACO;

- Pursuant to the resignation letter from the position of Member of the Board of Directors submitted by Mr. Vũ Hồng Khoa;

- Pursuant to the Resolution of the Board of Directors approving the resignation of Mr. Vũ Hồng Khoa as Members of the Board of Directors.

**The Board of Directors of Central Pharmaceutical Joint Stock Company I – PHARBACO respectfully announces:**

At the 2026 Annual General Meeting of Shareholders to be held on June 10, 2026, the Board of Directors will submit to the AGM for approval the following matters:

- Approval of the resignation of Mr. Vũ Hồng Khoa as a Member of the Board of Directors;
- Conducting the additional election of 01 Members of the Board of Directors as replacements.

In order to carry out the preparatory steps for the election in compliance with applicable laws and the Company's Charter, the Board of Directors of Central Pharmaceutical Joint Stock Company I – PHARBACO would like to inform shareholders of the following regulations regarding the nomination of candidates to the Board of Directors:

### **I. Nomination of Candidates to the Board of Directors (BOD)**

#### **1. Criteria for candidates:**

- Not falling under the subjects specified in Clause 2, Article 17 of the 2020 Law on Enterprises;
- Having professional qualifications and experience in business administration or in the Company's business sectors; candidates are not necessarily required to be shareholders unless otherwise stipulated in the Company's Charter;



• Members of the Board of Directors may concurrently serve as members of the board of directors of other companies.

## **2. Nomination rights:**

• A shareholder holding at least 10% of the voting shares, or a group of shareholders holding 10% or more of the total voting shares for at least six consecutive months, has the right to nominate candidates or self-nominate to the Board of Directors. Shareholders holding less than 10% may combine their voting rights to reach the 10% threshold for nomination.

• Shareholders/groups holding from 10% to less than 20% may nominate up to 01 candidate;

• Shareholders/groups holding from 20% to less than 30%: up to 02 candidates;

• Shareholders/groups holding from 30% to less than 40%: up to 03 candidates;

• Shareholders/groups holding from 40% to less than 50%: up to 04 candidates;

• Shareholders/groups holding from 50% or more: may nominate the full number of candidates.

In case the number of candidates nominated or self-nominated is insufficient, the Board of Directors may nominate additional candidates.

Nominations must be made in writing and submitted to the Company no later than 03 (three) days prior to the opening date of the meeting. The nomination document must clearly state the shareholder's name, number of shares by type, name of the nominee, and signatures of the nominating shareholders.

## **3. Nomination dossier:**

Nomination application for participation in the BOD (in the prescribed form);

Curriculum vitae of the nominee, self-declared (in the prescribed form);

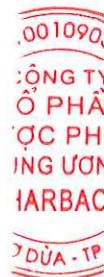
- Copies of ID/Passport, permanent residence registration (or long-term temporary residence certificate), and copies of diplomas, degrees, and professional certificates.

## **II. Selection of Candidates**

Based on nomination applications from shareholders and supporting documents of candidates, the Organizing Committee will prepare a list of eligible candidates meeting the required criteria for election to the Board of Directors.

## **III. Deadline and Address for Submission**

Nomination dossiers must be sent to the Organizing Committee no later than 5:00 PM on June 6, 2026 (based on postmark) to the following address:



- Administration Department – Central Pharmaceutical Joint Stock Company I – PHARBACO

- Address: 160 Ton Duc Thang Street, O Cho Dua Ward, Hanoi, Vietnam

- Tel: +84 24 38454561

- Email: [hr@pharbaco.com.vn](mailto:hr@pharbaco.com.vn)

- Shareholders are requested to refer to the nomination dossier templates available on the Company's website: [www.pharbaco.com.vn](http://www.pharbaco.com.vn).

Any dossiers submitted after the deadline will be considered invalid.

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



*To Thanh Hung*

