CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY 3

===000=== Number: 995/BC-DPTW3

SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness ===00o===

Hai Phong, 23rd July 2025

CORPORATE GOVERNANCE REPORT

(6 months)

To: - Hanoi Stock Exchange

- Company name:

Central Pharmaceutical Joint Stock Company 3

- Head office address:

No. 16 Le Dai Hanh, Minh Khai Ward, Hong Bang District, Hai Phong City

- Phone:

02253 842576

- Fax:

02253 823125

- Charter capital:

214,999,330,000 VND

- Stock code:

DP3

- Company governance

governance General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director

model:

I. Activities of the General Meeting of Shareholders

Status	Resolution/Decision Number	Day	Content
1	636/2025/NQ-ÐНÐСÐ	April 25, 2025	Approval of the Board of Directors' and Executive Board's reports on 2024 production and business results; Board of Directors' activities in 2024 and 2025 production and business plan. Business performance results in 2024: Total revenue: 417,485,438,238 VND Total accounting profit before tax: 151,915,020,429 VND Cash dividend payment in 2024: 30%/share (1 share receives 3,000 VND) Business production plan for 2025: Total revenue: 420 billion VND Total accounting profit before tax: 86 billion VND Cash dividend: minimum 20% Approval of audited 2024 summary financial statements.

Approval of 2024 profit distribution plan
Approving the remuneration of the Board of Directors and the Board of Supervisors in 2025 as follows - Board of Directors' remuneration in 2025 is: VND 2,000,000,000 (Two billion dong) - Board of Supervisors' remuneration in 2025 is: 350,000,000 VND (Three hundred and fifty million dong)
The remuneration expenses of the Board of Directors and the Board of Supervisors in 2025 are included in the business management expenses.
Approval of the Company's Board of Supervisors' report for 2024.
Approval of the Board of Supervisors' proposal on selecting a unit to review and audit the 2025 financial statements.

II. Board of Directors (Six-month report)

1. Information about Board of Directors members

Status	Board Member Position		Date of commencement/cease as a member of Board of Directors/Independent Board of Directors		
			Date of appointment	Dismissal Date	
1	Mr. Bui Xuan Huong	Chairman of the Board of Directors	April 24, 2024		
2	Mr. Nguyen Dinh Khai	Member of Board of Directors and General Director	April 24, 2024		
3	Mr. Dinh Van Cuong	Non-executive Board Member	April 24, 2024		
4	Ms. Lu Thi Khanh Tran	Non-executive Board Member	April 24, 2024		
5	Mr. Le Van Hung	Non-executive Board Member	April 24, 2024		

2. Board of Directors Meetings

STT	Board Member	Number of Board meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Bui Xuan Huong	03/03	100%	
2	Mr. Nguyen Dinh Khai	03/03	100%	
3	Mr. Dinh Van Cuong	03/03	100%	
4	Ms. Lu Thi Khanh Tran	03/03	100%	

STT	Board Member	Number of Board meetings attended	Meeting attendance rate	Reason for not attending the meeting
5	Mr. Le Van Hung	03/03	100%	

3. Supervisory activities of the Board of Directors over the Board of General Directors

Pursuant to the Company Charter, the Board of Directors supervises the General Director in the daily operations of the Company. Specifically as follows:

- Monitor the implementation of resolutions set forth by the General Meeting of Shareholders and the Board of Directors.
- The Board of Directors regularly reviews and evaluates the production and business performance and economic indicators to provide timely guidance to the General Director. At the same time, monitor the progress of the work of the Board of Directors.
- The Board of Directors inspects the implementation and compliance with the provisions of the Enterprise Law, Securities Law and related legal documents together with the provisions of the Company's Charter of Organization and Operation.

Due to the correct implementation of the procedures and processes for coordinating activities between the Board of Directors and the General Director, the General Director's production and business operations encountered no obstacles. The supervision of the Board of Directors was carried out regularly and closely, ensuring that the Company's activities were carried out in accordance with the Resolutions of the General Meeting of Shareholders and the Board of Directors.

4. Resolutions/Decisions of the Board of Directors (6-month report)

Sta tus	Resolution/Decision Number	Day	Content	Passage Rate	
			Audited 2024 business performance report: - Total revenue: 417.4 billion VND, reaching 99.4% of the plan - Total accounting profit before tax: 151.9 billion VND, reaching 176% of the plan.	5/5	
	336/NQ-HĐQT		Develop a 2025 production and business plan to submit to the General Meeting of Shareholders for approval:		
			- Total revenue: 420 billion VND.	4/5	
		200000000000000000000000000000000000000	- Total accounting profit before tax: 86 billion VND.	11.5	
1		03/03/2025	- Cash dividend: minimum 20%		
			Final list of shareholders attending the 2025 Annual General Meeting of Shareholders		
	337/NQ-HĐQT		and cash dividend advance 2024:		
		8.0	- Last registration date to exercise the right to attend the 2025 Annual General Meeting of Shareholders and receive cash dividends in 2024: March 24, 2025.	5/5	
			- Time and location of the General Meeting of Shareholders are as follows:		
			+ Time of the Congress meeting: 8:00 a.m. Friday, April 25, 2025.		

Sta tus	Resolution/Decision Number	Day	Content	Passage Rate
			+ Meeting location: Central Pharmaceutical Joint Stock Company 3 Hall Nam Son Factory - No. 472, Street 351, Quynh Hoang Residential Group, Nam Son Ward, An Duong District, Hai Phong Cash dividend advance in 2024: + Implementation rate: 30% (1 share receives 3,000 VND) + Implementation time: July 8, 2025	
2	505 /NQ-HĐQT	01/04/2025	Approval of documents submitted to the 2025 Annual General Meeting of Shareholders	5/5
3	882 /NQ-HĐQT	June 24, 2025	Through the selection of an auditing unit to review and audit the financial statements for 2025: AASC Auditing Firm Company Limited Address: No. 1 Le Phung Hieu, Trang Tien Ward, Hoan Kiem District, Hanoi	5/5

III. Board of Supervisors (6-month report)

1. Information about Board of Supervisors members

STT	Board of Supervisors	Position	Date of starting/cease of membership in the Board of Supervisors	Professional qualifications
1	Mrs. Bui Thi Hat	Head of Supervisory Board	April 24, 2024	Bachelor
2	Ms. Dinh Thi Tram Anh	Board of Supervisors	April 24, 2024	Bachelor
3	Ms. Truong Thi Nguyet Hoa	Board of Supervisors	April 24, 2024	Bachelor

2. Board of Supervisors Meeting

STT	Board of Supervisors	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Mrs. Bui Thi Hat	1/1	100%	100%	
2	Ms. Dinh Thi Tram Anh	1/1	100%	100%	
3	Ms. Truong Thi Nguyet Hoa	1/1	100%	100%	

3. Supervisory activities of the Board of Supervisors over the Board of Directors, Executive Board and shareholders.

- The Board of Directors held meetings in accordance with regulations and issued resolutions in accordance with the business situation.
- The Board of Directors performs its operations in accordance with the strategies and resolutions of the Board of Directors .
- Financial, investment and human resource activities are managed transparently, with no violations or loss of company assets detected.
- The Board of Directors, the Management Board and the company have fully complied with the law, the company's charter and ensured the rights of shareholders.
- In the first 6 months of 2025, the Board of Supervisors did not detect any irregularities in the company's financial activities; The Board of Supervisors agreed with the management and operation measures of the Board of Directors and the Board of Directors of the company.
- 4. Coordination of activities between the Board of Supervisors and the activities of the Board of Directors, the Executive Board and other management staff.

The Board of Supervisors highly appreciates the spirit of cooperation and responsibility of the Board of Directors, the Executive Board and the management staff in the process of coordinating work.

Board of Directors and the Board of Management have created favorable conditions for the Supervisory Board to perform its supervisory function well according to regulations. The departments in the company have actively coordinated and provided full information and documents as requested by the Supervisory Board.

Close and effective coordination between the parties contributes to ensuring that the company's operations are carried out transparently, in accordance with legal regulations and in line with the general development strategy.

IV. Executive Board

Status	Board Member	Date of birth	Professional qualifications	Date of appointment	Dismissal Date
1	Mr. Nguyen Dinh Khai	December 5, 1975	Bachelor of Economics	May 28, 2019	
2	Ms. Bui Thi Loan	September 27, 1987	Pharmacist	01/01/2022	

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment	
Ms. Tran Thi Ha Thu	05/09/1988	Bachelor of Economics	01/08/2019	

VI. List of related persons of public companies (Six-month report) and transactions of related persons of the Company with the Company itself

1. List of related persons of the Company

Stat us	Name of organization/individual	Position at Company (If any)	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the company
1	Mr. Bui Xuan Huong	Chairman of the Board of Directors	April 24, 2024			Insider
2	Mr. Dinh Van Cuong	Non-executive Board Member	April 24, 2024			Insider
3	Mr. Nguyen Dinh Khai	Member of Board of Directors and General Director	April 24, 2024			Insider
4	Ms. Lu Thi Khanh Tran	Non-executive Board Member	April 24, 2024			Insider
5	Mr. Le Van Hung	Non-executive Board Member	April 24, 2024			Insider
6	Ms. Bui Thi Hat	Head of Supervisory Board	April 24, 2024			Insider
7	Ms. Truong Thi Nguyet Hoa	Board of Supervisors	April 24, 2024			Insider
8	Ms. Dinh Thi Tram Anh	Board of Supervisors	April 24, 2024			Insider
9	Ms. Bui Thi Loan	Deputy General Manager	01/01/2022			Insider
10	Ms. Tran Thi Ha Thu	Chief Accountant	01/08/2019			Insider
11	Ms. Nguyen Thi Quynh Trang	Corporate Governance Officer	12/10/2021			Insider

- 2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, insiders, related persons of insiders: no
- 3. Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company: no
- 4. Transactions between the company and other entities
- 4.1 . Transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, directors (general directors) and other related persons have been and are founding members or members of the Board of Directors, directors (general directors) in the past three (03) years (from the date of reporting): None
- 4.2 . Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, executive directors (general directors), and other managers are members of the Board of Directors, executive directors (general directors):
- 4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None
- VI. Stock transactions of insiders and related parties of insiders (Six-month report)
- 1. List of insiders and related persons of insiders

Status	Name of organization/individual	Position at Company (If any)	Number of shares owned end of period	End of period share ownership ratio	Note
1	Mr. Bui Xuan Huong	Chairman of the Board of Directors	1,371,800	6.38%	
1.1	Ms. Nguyen Thi Minh Huong		114,075	0.53%	Wife
1.2	Ms. Bui Huong Giang		0	0	Daughter
1.3	Mr. Bui Quy Son		0	0	Boy
1.4	Ms. Do Thi Minh		0	0	Mother
1.5	Mr. Bui Quang Chuc		0	0	Older brother
1.6	Ms. Dinh Thi Tuat		0	0	Sister in law
1.7	Mr. Bui Xuan Duong		0	0	younger brother
1.8	Ms. Le Thi Hoa		0	0	sister in law
1.9	Ms. Bui Thi Phuong		0	0	Younger sister
1.10	Mr. Dinh Van Cuong		0	0	brother in law
1.11	Ms. Bui Thi Hien		0	0	Younger sister
1.12	Mr. Nguyen Van Giao		0	0	brother in law
1.13	Ms. Bui Thi Huong		0	0	Younger sister
1.14	Le Van Hung		0	0	brother in law
2	Mr. Le Van Hung	Non-executive Board Member	962.062	4.47%	
2.1	Ms. Le Thi Van		1,004,280	4.67%	Wife
2.2	Mr.Le Chi Thanh		0	0	Boy
2.3	Ms.Le Ha Nhi		0	0	Daughter
2.4	Ms. Le Ha Thu	*	0	0	Daughter
2.5	Mr. Le Thanh Toan		0	0	Father
2.6	Ms. Nguyen Thi Mo		0	0	Mother
2.7	Mr. Nguyen Van Thang		0	0	Older brother

Status	Name of organization/individual	Position at Company (If any)	Number of shares owned end of period	End of period share ownership ratio	Note
2.8	Ms. Nguyen Thi Van		0	0	Sister in law
2.9	Mr. Le Nguyen Vy		0	0	father in law
2.10	Ms. Nguyen Thi Yen		0	0	Mother in lay
2.11	Ms. Le Ngoc Khanh		0	0	sister in law
2.12	Ms. Le Van Khanh Linh		0	0	sister in law
3	Ms. Lu Thi Khanh Tran	Non-executive Board Member	0	0	Sister in law
3.1	Ms. Trinh Thi Minh Phuong				
3.2	Mr. Tran Giang		0	0	Mother
	No. of the Control of		0	0	father in law
3.3	Mr. Tran Anh Dong		0	0	Husband
3.4	Mr. Tran Phuong Dinh		0	0	Boy
3.5	Mr. Tran Lu Duc Huy		0	0	Boy
3.6	Mr. Lu Minh		0	0	Older brother
3.7	Ms. Nguyen Thi Cham		0	0	
3.8	Codupha Central Pharmaceutical Joint Stock Company		0	0	Sister in law Board Membe
3.9	Vietnam Pharmaceutical Corporation -		****	U U	
-	JSC		4,746,087	22%	Ownership Representative
10	Sanofi-Synthelabo Vietnam Pharmaceutical Joint Stock Company		0	0	Board Membe
4	Mr. Dinh Van Cuong	Non-executive Board Member	1,199,170	5.58%	
4.1	Ms. Pham Thi Tu		0	0	2-11/12 - 11/2 27/2
4.2	Ms. Dinh Thi Minh				Mother
4.3	Mr. Dinh Quang Trung		0	0	Older sister
28/2			0	0	Older brother
4.4	Mr. Dinh The Anh		0	0	Younger brother

Status	Name of organization/individual	Position at Company (If any)	0.000.00		Note
4.5	Mr. Dinh Tien Dung		0	0 0	
4.6	Ms. Dinh Thi Ngoc Anh		0	0	brother Daughter
4.7	Ms. Dinh Bao Anh		0	0	Daughter
4.8	Ms. Dinh Minh Anh		0	0	Daughter
4.9	Mr. Dinh Duc Anh		0	0	Boy
4.10	Ms. Ho Kim Oanh		0	0	Wife
4.11	Mr. Pham Hong Thanh		0	0	brother in law
4.12	Ms. Nguyen Thi Thuy		0	0	sister in law
4.13	Ms. Tran Thi Tuong Vi		0	0	
4.14	Friendship Pharmaceutical Company Limited		0	0 0	
5	Mr. Nguyen Dinh Khai	Member of Board of Directors and General Director	3,150,850 14.66%		Member
5.1	Ms. Le Thanh Thuy		2,086,332 9.7%		Wife
5.2	Mr. Le Xuan Son		0	0	father in law
5.3	Ms. Le Thi Thieu		0	0	Mother in law
5.4	Mr. Nguyen Dinh Khai		0	0	Younger brother
5.5	Ms. Hoang Thi Mo		951,622	4.42%	sister in law
5.6	Ms. Trinh Thi Lo		0	0	Mother
5.7	Mr. Nguyen Dinh Khang		0 0		Father
5.8	Mr. Nguyen Gia Bao		0 0		
5.9	Ms. Nguyen Bao Ngoc		0 0		Boy Daughter
6	Ms. Truong Thi Nguyet Hoa	Board of Supervisors	0	0	Daughter
6.1	Mr. Pham Van Vuong		0	0	Husband

Status	Name of organization/individual	Position at Company (If any)	Number of shares owned end of period	End of period share ownership ratio	Note
6.2	Ms. Dao Thi Dinh		0	0	Mother
6.3	Mr. Truong Quang Chinh		0	0	Older brothe
6.4	Mr. Truong Tuan Dat		0	0	Older brothe
6.5	Ms. Pham Khanh Linh		0	0	Daughter
6.6	Mr. Pham Gia Hung		0	0	
6.7	Ms. Ngo Bich Loan		0	0	Boy
7	Ms. Bui Thi Hat	Head of Supervisory Board	0	0	Sister in law
7.1	Mr. Bui Thanh Liem		0		
7.2	Mr. Bui The Lan		6.00	0	Husband
7.3	Ms. Bui Minh Thu		0	0	Boy
7.4	Mr. Bui Quang Chuc		0	0	Daughter
7.5	Ms. Dinh Thi Tuat		0	0	Father
7.6	Ms. Bui Thi Hao		0	0	Mother
7.7			0	0	Older sister
7.8	Mr. Bui Quang Sang		0	0	father in law
	Ms. Hoang Thi Hop				Mother in law
8	Ms. Dinh Thi Tram Anh	Board of Supervisors	0	0	
8.1	Mr. Dinh Xuan Bien		0	0	Father
8.2	Ms. Do Thi Tuyet		0	0	Mother
8.3	Mr. Dinh Manh Tuan		0		Older brother
	Davina Pharmaceutical Joint Stock Company		0 0		Board of
	Central Pharmaceutical Joint Stock Company 3		0 0		Board of
9	Ms. Bui Thi Loan	Deputy General Manager	7,540	0.03%	Supervisors

Status	Name of organization/individual	Position at Company (If any)	Number of shares owned end of period	End of period share ownership ratio	Note
9.1	Mr. Do Ngoc Dang		0	0	Husband
9.2	Mr. Bui Van Tam		0	0	Father
9.3	Ms. Do Thi Binh		0	0	
9.4	Ms. Bui Thi Thu Trang		0	0	Mother Younger siste
9.5	Mr. Bui Van Thai		0	0	Younger brother
9.6	Ms. Do Thi Ly		0	0	Mother in law
9.7	Mr. Do Manh Truong		0	0	husband
9.8	Ms. Pham Thi Thu Hoai		0	0	A 100 M
9.9	Mr. Do Xuan Chinh		0	0	Sister in law brother in law
9.10	Ms. Hoang Thi Thu Hang		0	0	
9.11	Mr. Do Hong Phuc		0	0	sister in law
9.12	Mr. Do Dang Khoi		0	0	Boy
10	Ms. Tran Thi Ha Thu	Chief Accountant	2,650	0.01%	Boy
10.1	Mr. Tran Tuan Nghia		0	0	Father
10.2	Ms. Dinh Thi Nhuan		0	0	Mother
10.3	Mr. Nguyen Xuan Thuy		2,312	0.01%	Husband
10.4	Mr. Nguyen Xuan Hinh		0	0	father in law
10.5	Ms. Bui Thi Que		0	0	Mother in law
10.6	Mr. Nguyen Tran Duc Thinh		0	0	Boy
10.7	Ms. Nguyen Tran Minh Thu		0	0	Daughter
10.8	Ms. Tran Thi Thuy Linh		0	0	Younger sister
10.9	Mr. Phan Tuan Anh		0	0	brother in law
11	Ms. Nguyen Thi Quynh Trang	Corporate Governance Officer	0	0	orother in law

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Status	Name of organization/individual	Position at Company (If any)	Number of shares owned end of period	End of period share ownership ratio	Note
11.1	Mr. Nguyen Thanh Quang		0	0	Father
11.2	Ms. Nguyen Thi Yen		0	0	Mother
11.3	Mr. Nguyen Thanh Trung		0	0	Older brother
11.4	Ms. Vu Thi Hoang Huong		0	0	Sister in law
11.5	Nguyen Tai Gia Hung		0	0	Boy

2. Transactions of insiders and related persons on company shares

Status	The performer	Insider Relations	at the begi	shares owned nning of the riod		hares owned at f the period	Reason for increase, decrease (buy, sell, convert, reward)
	transaction		Number of shares	Proportion	Number of shares	Proportion	
1						0057260	

Recipient:

- Hanoi Stock Exchange
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CHAIRMAN OF THE BOARD OF DIRECTORS

CÓ PHÂN DUCC PHÁM TRUNG UCHG 3/2 (FORIPHARM)

Pharmacist. Bui Xuan Huong