



*Hanoi, ... March 2026*

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## NOTICE

### Regarding the nomination and candidacy of personnel for election to the Board of Directors Central Pharmaceutical CPC1.JSC Term 2026 - 2031

Pursuant to the Law on Enterprises No.59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on 11 January 2022 and Law No. 76/2025/QH15 passed on 17 June 2025;

Pursuant to the Charter of Central Pharmaceutical CPC1.JSC.

To prepare personnel for the 2026 - 2031 term, the Board of Directors of Central Pharmaceutical CPC1.JSC hereby notifies shareholders of the nomination and candidacy process for members of the Board of Directors for the 2026 - 2031 term as follows:

#### **1. Conditions for nomination and candidacy of Board Members**

Shareholders or groups of shareholders holding from 5% to under 10% of total voting shares may nominate one (01) candidate; from 10% to under 30% may nominate up to two (02) candidates; from 30% to under 40% may nominate up to three (03) candidates; from 40% to under 50% may nominate up to four (04) candidates; from 50% to under 60% may nominate up to five (05) candidates; from 60% to under 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to under 90% may nominate up to eight (08) candidates.

#### **🚦 Qualifications and Conditions for Board Members**

a) Must have full civil capacity and not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises;

b) Must have professional qualifications and experience in business management or in the company's field of business; being a shareholder of the company is not required;

c) A Board member may simultaneously serve on the board of other companies, but no more than five (5) companies;

d) Must not have family relations with the General Director or other company managers; or with managers or authorized personnel appointing managers of the parent company.

#### **🚦 Qualifications and conditions for Independent Board Members**

a) Must have full civil capacity; must not currently work for the company, its parent, or subsidiaries; must not have worked for the company, its parent, or subsidiaries within the last three (03) consecutive years;

b) Must not currently receive salary or remuneration from the company, except

allowances provided to Board members under regulations;

c) Must not have spouse, parents, children, or siblings who are major shareholders of the company or managers of the company or its subsidiaries;

d) Must not directly or indirectly own at least 1% of the total voting shares of the company;

đ) Must not have served as a Board member of the company in the last five (05) consecutive years, except for continuous appointment for two consecutive terms.

## **2. Documents for candidacy and nomination**

- Nomination/candidacy form (according to the company's template);

- Personal information form self-declared by the candidate (in the prescribed template)

- Copies of ID/Passport (for overseas Vietnamese or foreigners), and copies of degrees, diplomas, and certificates proving education and professional qualifications.

All documents must be submitted to the Company no later than **16:00 PM on 09 April 2026** at the following address:

### **CENTRAL PHARMACEUTICAL CPCLJSC**

Address: No. 87 Nguyen Van Troi Street, Phuong Liet Ward, Hanoi

Tel: 024.3668 6152 - Ext: 1975

Fax: 024. 3864 1366.

Contact: Ms. Do Thu Huyen - Legal Department

The Organizing Committee of the 2026 Annual General Meeting of Shareholders will compile a list of eligible candidates for inclusion in the official voting list at the 2026 Annual General Meeting.

Respectfully notified to all shareholders!

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN**

**Han Thi Khanh Vinh**