

No: 48/RP-BOD

Hanoi, January 24th, 2025

REPORT ON LISTED CORPORATE GOVERNANCE
Year 2024

To: - **State Security Commission of Vietnam;**
 - **Hanoi Stock Exchange.**

- Company's Name: Armephaco Joint Stock Company
- Headquarters Address: 118 Vu Xuan Thieu Street, Phuc Loi Ward, Long Bien District, Hanoi City.
- Charter Capital: 130.000.000.000 VND.
- Stock Code: AMP.
- Corporate Governance Model: General Meeting of Shareholders (GMS), Board of Directors (BoD), Board of Supervisors (BoS), Executive Board.
- Internal Audit Function Implementation: Not yet implemented.

I. Activities of the General Meeting of Shareholders (GMS)

Information on meetings and resolutions of GMS in 2024:

No	No of Resolution	Date	Content
1	279/NQ-DHĐCĐ	18/06/2024	Article 1. Approval the report of activities in 2023 and the operational orientation in 2024 of BoD; Article 2. Approval the report of business, investment in 2023 and the business, investment plan in 2024; Article 3. Approval the report of activities in 2023 and the operational orientation in 2024 of BoS; Article 4. Approval Audited financial statements year 2023 according to Proposal no 258/TTr-HĐQT dated 07/06/2024; Article 5. Approval for profit distribution according to Proposal no 257/TTr-HĐQT dated 07/06/2024; Article 6. Approval remuneration payment level of BoD, BoS year 2023; plan remuneration payment level of BoD, BoS year 2024 according to Proposal no 275/TTr-HĐQT dated 18/06/2024; Article 7. Approval the selection of Auditing Unit Financial statements year 2024, Semi-annual financial statement year 2024 according to Proposal no 256/TTr-HĐQT dated 07/06/2024;

			<p>Article 8. Approval the amendment of the Charter, Internal Regulations on Corporate Governance and the Operating Regulations of the BoD according to Proposal no. 255/TTr-HDQT dated 07/06/2024;</p> <p>Article 9. Approval of dismissal of members of the Board of Directors/Board of Supervisors for the 2020-2025 term according to Proposal no 252/TTr-HDQT dated 07/06/2024;</p> <p>Article 10. Approval the election of additional members to the BoD/BoS for the 2020-2025 term according to Proposal no 254/TTr-HDQT dated 07/06/2024;</p> <p>Article 11. Approval the list of additional members of the BoD/BoS for the 2020-2025 term;</p> <p>Article 12. Approval the results of the election of additional members to the Board of Directors for the 2020 - 2025 term.</p>
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II. Board of Directors (BoD)

1. Information about members of the Board of Directors (BoD)

No	Member of BoD	Position
1	Mr. Doan Manh Cuong	Chairman of the Board (Dismissed on June 18 th , 2024, at the 2024 General Meeting of Shareholders)
2	Mr. Pham Cong Doan	Chairman of the Board (Appointed by the Board of Directors to replace Mr. Doan Manh Cuong from June 18 th , 2024)
3	Mr. Nguyen Van Dung	Vice president of the Board (Dismissed on June 18 th , 2024, at the 2024 General Meeting of Shareholders)
4	Mr. Nguyen Anh Dung	Member of BoD (Dismissed on June 18 th , 2024, at the 2024 General Meeting of Shareholders)
5	Ms. Nguyen Dieu Trinh	Member of BoD (Dismissed on June 18 th , 2024, at the 2024 General Meeting of Shareholders)
6	Ms. Vu Thi Cam Trang	Member of BoD (Appointed on June 18 th , 2024, at the 2024 General Meeting of Shareholders)
7	Ms. Nguyen Thi Huong	Member of BoD

2. Board of Directors meetings: 14 meetings

No	Board Member	Number of Board meetings attended	Attendance rate	Reason for not attending the meeting
1	Mr. Doan Manh Cuong	07/14	50,00%	Dismissed on June 18th, 2024
2	Mr. Pham Cong Doan	08/14	57,14%	Appointed on June 18th, 2024
3	Mr. Nguyen Van Dung	05/14	35,71%	Dismissed on June 18th, 2024
4	Mr. Nguyen Anh Dung	07/14	50,00%	Dismissed on June 18th, 2024
5	Ms. Nguyen Dieu Trinh	05/14	35,71%	Dismissed on June 18th, 2024
6	Ms. Vu Thi Cam Trang	07/14	50,00%	Appointed on June 18th, 2024
7	Ms. Nguyen Thi Huong	14/14	100,0%	

3. Supervision activities of the Board of Directors for the Executive Board

The activities of the General Director comply with the Resolutions of the Board of Directors, the Company Charter and the provisions of law. The Board of Directors regularly monitors and supervises the activities of the Executive Board, promptly resolves issues arising under the authority of the Board of Directors, creates all favorable conditions for the management of the Executive Board; thereby supporting the operation and management of the company.

4. Resolutions/ Decisions of the Board of Directors (Year 2024)

No	Date	Content
1	16/01/2024	<p>Article 1. Approving the issuance of the Regulation on Information Disclosure with the following contents:</p> <ul style="list-style-type: none">- Assigning Ms. Nguyen Thi Thanh Nhan - Secretary of the Board of Directors and the Authorized Person to disclose information. Ms. Nguyen Thi Thanh Nhan is responsible for carrying out the procedures to notify the authorized person to disclose information according to regulations.- Financial statements need to be made according to the process:<ul style="list-style-type: none">+ Step 1: Assigning Mr. Dao Ngoc Thach to be in charge of the financial accounting sector, collecting data, and processing data in phase 1. Mr. Nguyen Anh Tuan - Head of the Supervisory Board will review and check the information in the first phase.+ Step 2: Submit to the General Director and Mr. Nguyen Anh Dung - Deputy General Director for approval.

		<p>+ Step 3: Submit to the Board of Directors and Chairman of the Board of Directors for approval</p> <p>+ Step 4: Transfer the Authorized Information Disclosure Person to disclose information on the website, the State Security Commission of Vietnam, and the Hanoi Stock Exchange</p> <p>Article 2. Approval of the policy to build the Salary Regulations but propose to adjust and supplement some contents and agree to consider and approve at the next Board of Directors meeting</p> <p>Article 3. Approval of the suspension of the Agency Contract with Vinahankook from December 31, 2023</p> <p>However, the Business Department still maintains the sale of Vinahankook through an intermediary company (Nam Tien Medical Equipment and Supplies Joint Stock Company). The intermediary will resell to AMP with a profit of 0.3%/purchase price of Vinahankook, then AMP will sell to the market with a minimum profit of 1.7%/purchase price.</p> <p>Article 4. Approval of the establishment of the Market Development Department, under the Business Department</p> <ul style="list-style-type: none"> - Staffing: expected 03 employees - Functions and tasks: <ul style="list-style-type: none"> + Exploiting and developing the market for the field of bidding for medical equipment and consumables in the provinces (direct bidding) + Customer care + Support maintenance and warranty work (if required) - Expected scope of operation: medical units in the Northern and Central regions - Operating costs (gasoline, salary, customer care, ...). Expected: 100 million VND/month, about 1.2 billion VND/year. - Expected plan for 2024 of the Market Development Department: generating revenue of about 100 billion. <p>Article 5. Approval of the policy to liquidate the Contract with Ngoc Chau Paper Company, related to the cooperation in building a Warehouse (about 1,920m²) at 118 Vu Xuan Thieu</p> <p>Article 6. Approval of the 2024 business and production revenue plan</p> <p>Article 7. Contracting the management and use of premises</p> <p>Approval of the Contracting of a number of premises to individuals and organizations for business exploitation and promulgation of</p>
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		<p>regulations on land rent collection, premises exploitation fees in 2024 for Subsidiaries 120, 130 and 150 and the contracting subjects.</p> <p>Article 8. Approval of the 2024 defense land rent payment plan</p> <ul style="list-style-type: none"> - Total accumulated land rent from 2023 and earlier: Agreed to be divided to pay gradually according to the financial situation of the company at each point in time. - For land rent from 2024, it is agreed to pay monthly and take from the land rent revenue from subsidiaries and contracted entities (stipulated in Article 7 - this Resolution). - Land rent payment process: Every month from the 25th to the 30th of each month, the Secretary proposes to submit to the Board of Directors a document requesting payment of land rent to the Ministry of National Defense to the Finance and Accounting Department. Finance and Accounting Department shall base on the land rent collection situation of the units (land rent payment, site exploitation fee) to pay land rent to the Ministry of National Defense. - The specific level and amount of payment each month shall be decided by the Board of Directors in the above proposal. <p>Article 9. Approval of the 2024 Tet bonus plan for employees</p> <ul style="list-style-type: none"> - For employees who work enough working days according to regulations during the year: The maximum bonus level is 1 month's average salary. - For other cases: The bonus payment plan is specifically proposed by the General Department. The Board of Directors authorizes the Chairman of the Board of Directors to approve.
2	26/02/2024	<p>Article 1. Approval of the policy on the plan to repay the Company's overdue debt at SHB Bank, specifically:</p> <ul style="list-style-type: none"> - Agree in principle to borrow money from organizations and individuals to handle SHB's bad debt and at the same time assign the Executive Board to pay off the debt, settle the Credit Contract with SHB and borrow new loans for the purpose of serving production and business activities. - Request the Executive Board to develop a detailed and feasible plan to report to the Board of Directors. <p>Article 2. Approval of the reappointment of Mr. Nguyen Van Dung as General Director from February 29, 2024 to March 31, 2024</p> <p>Article 3. Approval of the policy of liquidating Camry car with license plate number 29KT-016.48 according to the Car Registration Certificate No. 403401 issued to Công ty TNHH MTV TBYT 130 Armephaco on 27/10/2017</p>

		<p>Assignment to the Board of Members of Company 130 to conduct a public liquidation sale for all employees of the Company to bid for purchase.</p> <p>Article 4. Approval of the plan to prepare for the 2024 Annual General Meeting of Shareholders</p> <ul style="list-style-type: none"> - Regarding time <ul style="list-style-type: none"> + Date of closing the list of shareholders: Must be sent to Vietnam Securities Depository + information must be announced at least 20 days before the expected final registration date. + Date of announcement of meeting documents: at least 21 days before the opening date of the meeting and sending invitations to shareholders at least 10 days before the opening date of the General Meeting of Shareholders - Contents to be prepared for the 2024 Annual General Meeting of Shareholders <ul style="list-style-type: none"> + Report on 2023 activities and 2024 operation directions of the Board of Directors + Report on 2023 production and business results, investment, 2024 production and business plan of the Executive Board + Report on 2023 activities and 2024 plan of the Board of Supervisors + Submission on approval of audited financial statements for 2023 + Submission on approval of 2023 profit distribution plan (if any) + Submission on approval of salary and remuneration levels of the Board of Directors and Supervisory Board in 2023 and salary and remuneration plans of the Board of Directors and Supervisory Board in 2024 + Submission on approval of the selection of units Auditor of the 2024 semi-annual financial statements and 2024 annual financial statements
3	28/02/2024	<p>Article 1. Approval of the Company's overdue debt repayment plan at SHB Bank</p> <ul style="list-style-type: none"> - Agree in principle to borrow money from organizations and individuals to handle SHB's bad debt and assign the Executive Board to repay the debt to settle the Credit Contract with SHB and borrow new loans for the purpose of serving production and business activities. - Approval of the plan to advance land rent and site exploitation fees in 2024 from subsidiaries including Companies 120, 130, 150 to Armephaco Company in February 2024. Specifically: Company 120

		<p>advances a minimum of 2 billion, Company 150 advances a minimum of 2 billion, Company 130 advances a minimum of 600 million. Directors of Companies 120, 130, 150 are responsible for making advances to Armephaco Company in accordance with this plan.</p> <p>- Approve the Supplementary Plan: Borrow from employees, partners, suppliers at an interest rate of 12%/year for a maximum period of 3 - 6 months. Assign Ms. Nguyen Dieu Trinh to preside over and coordinate with the Executive Board (Mr. Nguyen Van Dung - General Director, Mr. Nguyen Anh Dung - Deputy General Director) and Mr. Bui Xuan Binh - Chief Accountant to develop a roadmap, detailed plan, implementation methods and accompanying documents to submit to the Board of Directors for approval.</p> <p>Article 2. Approve the policy of extending the organization of the 2024 Annual General Meeting of Shareholders, no later than June 30th, 2024</p>
4	10/04/2024	<p>Article 1. Approval of the dismissal of Mr. Nguyen Van Dung from the position of General Director from April 10th, 2024</p> <p>Article 2. Approval of the dismissal of Mr. Duong Dinh Son from the position of Deputy General Director and the appointment of Mr. Duong Dinh Son to the position of General Director of the Company to replace Mr. Nguyen Van Dung from April 10th, 2024</p> <p>Article 3. Change of the legal representative of the Company (the change of the legal representative does not change the Charter of Armephaco Joint Stock Company)</p> <p>- Current legal representative: Nguyen Van Dung</p> <p>- Legal representative after the change: Duong Dinh Son</p> <p>Article 4. Mr. Nguyen Van Dung is responsible for handing over work, documents, and certificates related to the work he is in charge of to Mr. Duong Dinh Son according to the Company's regulations, and is responsible for the work that has been resolved at Armephaco Joint Stock Company. Mr. Duong Dinh Son is responsible for operating the transferred activities in accordance with the provisions of the Law and the Company's Charter.</p> <p>To complete the handover procedure, the Board of Directors agreed to establish a special Working Group to review financial data - debt, finance - business, projects, all data, assets, and capital sources of the Company from February 2017 to March 31st, 2024.</p> <p>- The Working Group includes individuals currently working at the Company and other individuals invited by the Major Shareholders.</p>

		<p>Assign the Chairman of the Board of Directors to make a list of personnel, notify the working time and specific working location to relevant parties. Expected working time of the Working Group: 30 days from the date of establishment of the Group.</p> <p>Article 5. The Board of Directors is responsible for reporting to the nearest General Meeting of Shareholders on the appointment of replacement personnel</p>
5	15/04/2024	<p>Article 1. Approval of the extension of the 2024 Annual General Meeting of Shareholders, specifically as follows:</p> <ul style="list-style-type: none"> - Extension period: The 2024 Annual General Meeting of Shareholders shall be held no later than June 30, 2024 (pursuant to the provisions of Clause 2, Article 139 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020). - Reason for extension: There is a change in personnel in the Executive Board. The Board of Directors shall discuss again the operational orientation and business production plan for 2024, and at the same time complete the meeting documents so that the 2024 Annual General Meeting of Shareholders can take place properly. <p>Article 2. The Board of Directors assigns the Company's Executive Board to implement the contents of information disclosure and organize the 2024 Annual General Meeting of Shareholders in accordance with the law</p>
6	25/04/2024	<p>Article 1. Approval of the plan to organize the 2024 Annual General Meeting of Shareholders, no later than June 30th, 2024. (with detailed plan attached)</p> <p>Article 2. Approval of the dismissal of Mr. Duong Dinh Son from the position of Director of Ho Chi Minh City Branch and re-appointment of Mr. Nguyen Duc Tai to the position of Director of Ho Chi Minh City Branch from May 2nd, 2024</p> <p>Article 3. Approval of the change of members of the Board of Directors of Vinahancook Joint Venture Company. (attached list)</p> <p>Article 4. Approval of the plan to mobilize capital from employees. Assign the General Director to preside over the implementation, to be completed before June 30th, 2024.</p> <p>Article 5. Approval of the suspension of the implementation of Resolution No. 17/2024/NQ-HĐQT dated January 16th, 2024 on the assignment of land payment collection to 02 individuals as follows:</p> <ul style="list-style-type: none"> - Mr. Nguyen Manh Thang from April 30th, 2024 - Mr. Vu Anh Tuan from March 31st, 2024

		<p>Assignment to the General Director to settle the payment with the individual</p> <p>Article 6. Approval of the suspension of the contract for renting the warehouse of Ngoc Chau Paper Company. Assign the General Director to re-implement the liquidation procedures, compensation and resolve problems with Ngoc Chau Company, to be completed before June 30th, 2024</p> <p>Article 7. Approve the General Director's request to report on the backlog and problems in the handover of the General Director and request shareholders to support personnel to complete the handover work, to be completed before May 20th, 2024</p> <p>Article 8. Approve the temporary appointment of Mr. Nguyen Manh Thang as Secretary of the Board of Directors from April 25th, 2024</p>
7	28/05/2024	<p>Article 1. Approval of the completion of the documents of the General Meeting of Shareholders.</p> <ul style="list-style-type: none"> - Adjustment of the 2023 Profit Distribution Plan and the 2023 Fund Provisions - Adjustment of the 2024 Board of Directors and Supervisory Board remuneration report <p>Article 2. Approval of reporting the data on the collection and payment of money for the Company's land lots 120, 130, 150</p> <p>Article 3. Approval of reducing SHB bank interest rates. Assigning the Company's General Director to draft an official dispatch to the T&T Group</p> <p>Article 4. Approval of stopping the retail business of drugs at Hapulico pharmacy counters</p>
8	18/06/2024	<p>Article 1. Election of Mr. Pham Cong Doan as Chairman of the Board of Directors of Armephaco Joint Stock Company for the term 2020 - 2025 from June 18, 2024</p> <p>Article 2. Mr. Pham Cong Doan is responsible for managing the activities of the Board of Directors of Armephaco Joint Stock Company in accordance with the provisions of law and the Company Charter.</p>
9	10/07/2024	<p>Article 1. Approval of the draft Assignment of tasks to members of the Board of Directors.</p> <p>Article 2. Approval of the draft Regulations on the operation of the Board of Directors, Internal regulations on corporate governance, and the Company Charter (contents approved by the General</p>

		<p>Meeting of Shareholders and other contents that need to be amended to be submitted to the next General Meeting of Shareholders).</p> <p>Article 3. Approval of the draft assignment of tasks to members of the Supervisory Board and the regulations on the operation of the Supervisory Board to be submitted to the next General Meeting of Shareholders.</p> <p>Article 4. Approval of the Submission No. 298/2024/TTr-TC of the General Director of the Company to the Board of Directors to select an auditing unit. Assign the General Director to sign a contract with the auditing unit.</p> <p>Article 5. Approval of the review of documents, regulations, and provisions on the company's production and business activities that need to be revised, supplemented, and completed.</p> <p>Article 6. Approval of the coordination of the activities of the Board of Directors and the Board of General Directors.</p>
10	27/08/2024	<p>Article 1. Approval of the Company's General Director's Submission No. 329/TTr-AMP submitted to the Board of Directors on the dismissal of Board Members 120, 130, 150.</p> <p>Article 2. Approval of the Company's General Director's Submission No. 330/TTr-AMP submitted to the Board of Directors on the dismissal of the Deputy General Director and the settlement of the liquidation of the labor contract.</p> <p>Article 3. Approval of the Company's General Director's Submission No. 331/TTr-AMP submitted to the Board of Directors on the appointment of staff. The General Director is requested to implement the basic salary of the appointed staff in accordance with the Company's regulations. Product salary according to the revenue contract and bonus according to the production and business results, salary regulations, and bonus regulations of the Company.</p> <p>Article 4. Approval of the Company's General Director's Submission No. 352/TTr-AMP submitted to the Board of Directors on the appointment of personnel to the Board of Directors and Supervisory Board of the subsidiary.</p> <p>Article 5. Approval of the Company's General Director's Submission No. 353/TTr-AMP submitted to the Board of Directors on the approval of the allocation of remuneration for the Board of Directors (capital representative of the Joint Stock Company) at Vinahankook Joint Stock Company.</p> <p>Article 6. Approval of the Company's General Director's Submission No. 354/TTr-AMP submitted to the Board of Directors</p>

		<p>on the approval of remuneration for the Board of Directors, the Supervisory Board, and the Company's General Director.</p> <ul style="list-style-type: none"> - The Board of Directors shall pay remuneration for the Board of Directors and the Supervisory Board in accordance with the contents of Submission 354/TTr-AMP based on the remuneration paid to the Board of Directors and the Supervisory Board approved by the General Meeting of Shareholders on June 18, 2024. - Approval of the General Director's salary in accordance with the contents of the Submission. - The Board of Directors shall report to the General Meeting of Shareholders on the actual payment of remuneration to the Board of Directors and the Board of Supervisors in 2024 at the Extraordinary General Meeting of Shareholders (if any) or the General Meeting of Shareholders in 2025. <p>Article 7. Approve Submission No. 355/TTr-NS of the Company's General Director to the Board of Directors on the consolidation and arrangement of the Company's organizational model and personnel structure. Request the General Director to report to the Board of Directors on any difficulties during the implementation process and propose solutions to make the Company's operations suitable to production and business requirements.</p> <p>Article 8. Approve Submission No. 356/TTr-AMP of the Company's General Director to the Board of Directors on the establishment of the Planning and Personnel Appointment Department.</p>
11	30/08/2024	<p>Article 1. Approve the Submission No. 385/TTr-AMP of the General Director of the Company to the Board of Directors on the assignment of personnel to participate in the Supervisory Board of the Subsidiary Company and assign the task of concurrently holding the position of Planning Manager</p> <ul style="list-style-type: none"> - Ms. Nguyen Thi Huong - Head of the Supervisory Board, assumes the position of Supervisor of 120 Armephaco One Member Limited Company and 150 Cophavina Pharmaceutical One Member Limited Company - Mr. Nguyen Anh Tuan - Member of the Company's Supervisory Board, assumes the position of Supervisor of 130 Armephaco Medical Equipment One Member Limited Company - Ms. Dinh Thi Thanh Mai - Public Relations Director, assumes the position of Public Relations Director and Planning Manager <p>Article 2. This Resolution takes effect from the date of signing. The Board of Directors, the Executive Board of Armephaco Joint Stock</p>

		Company and relevant departments are responsible for implementing this Resolution.
12	31/10/2024	<p>Article 1. Approval of the 2024-2025 Business Plan</p> <p>Article 2. Approval of the credit demand at BIDV Thanh Do</p> <p>Article 3. Authorization of Mr. Duong Dinh Son - General Director of the Company as the authorized representative of the Company to act on behalf of the Company</p> <p>Article 4. This Resolution takes effect from the date of signing.</p> <p>Article 5. Armephaco Joint Stock Company and related units and individuals are responsible for implementing this Resolution.</p>
13	19/11/2024	Approval Submission No. 516/TTr-AMP of the Company's General Director to the Board of Directors on the termination of employment of Mr. Nguyen Thien Duc, Deputy General Director in charge of pharmaceutical business and Ms. Dinh Thi Thanh Mai, Public Relations Director and Planning Manager
14	30/11/2024	<p>- Approval Submission No. 552/TTr-AMP of the Company's General Director to the Board of Directors on approving the remuneration of the Board of Directors, Supervisor, and Secretaries at the Subsidiary.</p> <p>- Approval of the credit utilization plan at Tien Phong Commercial Joint Stock Bank of 130 Armephaco Medical Equipment One Member Limited Company.</p>

III. Board of Supervisors (BoS)

1. Information about members of the Board of Supervisors (BoS)

No	Member of BoS	Position
1	Nguyen Thi Huong	Head of the supervisory board (Appointed on June 18 th , 2024, at the 2024 General Meeting of Shareholders)
2	Nguyen Anh Tuan	Member of BoS
3	Le Manh Hien	Member of BoS
4	Nguyen Thi Huong Lien	Member of BoS (Dismissed on June 18 th , 2024, at the 2024 General Meeting of Shareholders)

2. Board of Supervisors meetings

No	Date	Content
1	08/05/2024	<ul style="list-style-type: none">- Approve the Report on the implementation of tasks and powers of the Board of Supervisors in 2023 and the direction and tasks of the Board of Supervisors in 2024 to submit to the Annual General Meeting of Shareholders in 2024 for approval.- Approve the Proposal on selecting an auditing unit for the 2024 financial statements and the 2024 semi-annual financial statements of Armephaco Joint Stock Company, to submit to the Annual General Meeting of Shareholders in 2024 for approval.
2	18/06/2024	- Electing Head of the Board of Supervisors for the 2020 - 2025 term for Ms. Nguyen Thi Huong
3	25/06/2024	<ul style="list-style-type: none">- Approve the draft amendments and supplements to the Regulations on the operation of the Board of Supervisors in 2024 (term 2020-2025); finalize and propose the Board of Directors to consider submitting to the Company's General Meeting of Shareholders for approval- Approve the Assignment of tasks of the Board of Supervisors in 2024
4	13/09/2024	Approval of the Board of Supervisors' Report on the appraisal of the Financial Statements, assessment of the production and business activities and financial situation in the first 6 months of 2024 of Armephaco Joint Stock Company
5	10/12/2024	Auditing financial report data, evaluating production and business activities, financial situation of Quarter 3/2024 of Armephaco Joint Stock Company

3. Activities of the Board of Supervisors for the Executive Board and Shareholders

Based on the rights and obligations of the Board of Supervisors stipulated in the Company Charter, the Supervisory Board's Operating Regulations and the provisions of law, Board of Supervisors supervises the management and operation activities of the Board of Directors and the Executive Board according to the business orientations and objectives approved by the General Meeting of Shareholders. In 2024, the Board of Directors and the Executive Board directed and operated the company's business activities in accordance with the orientations and objectives of the General Meeting of Shareholders, ensuring compliance with legal regulations; and publicly disclosed the company's information in accordance with regulations, transparently, and ensuring the rights of shareholders.

The performs the function of supervising the management and operation activities of the Board of Directors and the Executive Board in the management and operation of business activities through the Resolutions and decisions issued by the Board of Directors, and through the periodic meetings of the Board of Directors that the Board of Supervisors is invited to attend.

4. Coordination of the Board of Supervisors, Executive Board and other management staff

The Board of Supervisors, the Board of Directors, the Executive Board and other management staff always closely coordinate on the principle of complying with the provisions of the law, the Company's Charter, for the common interests of the Company and the interests of shareholders.

The regular meetings of the Board of Directors and the Board of Supervisors are all invited to attend and fully attend the regular meetings of the Board of Directors. In each meeting, the Board of Supervisors participates in contributing independent opinions to ensure that the decisions made are optimal.

5. Other activities of the Board of Supervisors

Executive Board has created favorable conditions for the Board of Supervisors to perform its function of supervising the company's business activities. In 2024, the Board of Supervisors has access to and been provided with full information and data on the company's business activities, administration and management.

The recommendations of the Board of Supervisors sent to the Board of Directors and the Executive Board to enhance the effectiveness of the internal control system, minimize risks for the company, and ensure that the company operates in full compliance with the provisions of law and the Company's Charter are all considered and accepted by the Board of Directors and the Executive Board.

IV. Executive Board

Executive Board	Position	Note
Nguyen Van Dung	General Director	Dismissed according to Resolution No. 132/NQ-HĐQT dated April 10 th , 2024
Executive Board	Position	Note
Duong Dinh Son	General Director	Appointed according to Resolution No. 132/NQ-HĐQT dated April 10 th , 2024 Directly manage the Company
Nguyen Anh Dung	Deputy General Director in charge of finance	Dismissed according to Resolution No. 377/2024/NQ-HĐQT dated August 27 th , 2024
Nguyen Thien Duc	Deputy General Director in charge of pharmaceutical business	Appointed according to Resolution No. 377/2024/NQ-HĐQT dated August 27 th , 2024 Dismissed according to Decision No. 542/QĐ-HĐQT dated November 19 th , 2024
Nguyen Thi Huong	Deputy General Director	
Dinh Thi Thanh Mai	Public Relations Director	Appointed according to Resolution No. 377/2024/NQ-HĐQT dated August 27 th , 2024

		Dismissed according to Decision No. 543/QĐ-HĐQT dated November 19 th , 2024
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V. Chief Accountant

Name	Year of birth	Professional qualification	Date of appointment
Bui Xuan Binh	1987	Bachelor of accounting	08/06/2022

VI. Training on corporate governance

Corporate governance training courses attended by members of the Board of Directors, Supervisory Board, Executive Board, other managers and the Company Secretary in accordance with corporate governance regulations.

VII. List of related persons of public company and transactions of related persons of the company with the company

1. List of related persons of the Company

Name of organization/ individual	Position at the company (if any)	The time to start is the relevant person	The moment is no longer a related person	Reason	Relationship with the company
120 Armephaco One Member Limited Company		08/11/2013			Subsidiary company
130 Armephaco Medical Equipment One Member Limited Company		05/07/2015			Subsidiary company
150 Cophavina Pharmaceutical One Member Limited Company		03/01/2020			Subsidiary company
Vinahankook Medical Supplies Joint Stock Company		26/06/2014			Affiliated company
Doan Manh Cuong	Chairman of the BoD		18/06/2024	Appointed by the Board of Directors to replace Mr. Nguyen Thanh Quang on June 26th, 2023 Dismissed on June 18th, 2024, at the 2024 General	Chairman of the BoD

				Meeting of Shareholders	
Nguyen Thi Thanh Huyen		26/06/2023	18/06/2024		Related person
Doan Ngoc Hien		26/06/2023	18/06/2024		Related person
Doan Ngoc Tram		26/06/2023	18/06/2024		Related person
Doan Tram Anh		26/06/2023	18/06/2024		Related person
Hai Phong Agricultural Materials Joint Stock Company No1		26/06/2023		Chairman of the BoD and General Director (from August 2021 - present)	Releated organization
Trang Thi Commercial Service Joint Stock Company (Hanoi)		26/06/2023		Member of BoD (from 06/2020 – present)	Releated organization
Nhat Tan Service and Trading Co.,ltd (Hanoi)		26/06/2023		Chairman of the Board of Members and General Director (from 03/2019 – present)	Releated organization
T&T - MCK Urban Area and Houses Development Investment Joint Stock Company		26/06/2023		Chairman of the BoD and Director	Releated organization
Tam Son Construction and Invesment Joint Stock Company		26/06/2023		Chairman of the BoD and General Director	Releated organization
Vinahankook Medical Supplies Joint Stock Company				Member of BoD (from 20/10/2023 to 26/4/2024)	Releated organization
Pham Cong Doan	Chairman of the Board			Appointed as a member of the BoD for the 2020-2025 term at the Annual General Meeting of Shareholders	Chairman of the Board

				on June 18th, 2024 (On June 18th, 2024, he was appointed by the BoD as Chairman of the Board to replace Mr. Doan Manh Cuong	
Trinh Thi Nu		18/06/2024			Related person
Pham Trung Thanh		18/06/2024			Related person
Ha Duong Nhu Quynh		18/06/2024			Related person
Pham Thi Thu Hien		18/06/2024			Related person
Phung Manh Cuong		18/06/2024			Related person
120 Armephaco One Member Limited Company		27/08/2024		Chairman of the Board of Members	Related organization
130 Armephaco Medical Equipment One Member Limited Company		27/08/2024		Chairman of the Board of Members	Related organization
150 Cophavina Pharmaceutical One Member Limited Company		27/08/2024		Chairman of the Board of Members	Related organization
Vinahankook Medical Supplies Joint Stock Company				Chairman of the BoD (from 26/4/2024)	Related organization
Truong Loc Solar Power Company Limited		18/06/2024		Chairman of the BoD (from 12/2022 – present)	Related organization
Quang Ninh Port Joint Stock Company		18/06/2024		Member of BoD (from 12/2016 – present)	Related organization
Lac Hoa 2 Wind Power Company Limited		18/06/2024		Project Management Director (from 03/2021 to present)	Related organization

Nui Vang Hoang Son Company Limited		18/06/2024		Chairman of the Board of Members (from 08/2008 to present)	Related organization
Vu Thi Cam Trang	Member of BoD			Appointed as a member of the BoD for the 2020-2025 term at the annual General Meeting of Shareholders on June 18th, 2024	Member of BoD
Vu Xuan Thuy		18/06/2024			Related person
Nguyen Minh Kinh		18/06/2024			Related person
Trinh Hoang Vinh		18/06/2024			Related person
Trinh Hoang Viet		18/06/2024			Related person
Nguyen Van Dung	Vice Chairman of Board of Directors/ General Director		18/06/2024	Appointed as a member of the BoD for the 2020-2025 term (annual meeting of the General Meeting of Shareholders on December 29th, 2020) On June 18th, 2024, at the 2024 General Meeting of Shareholders, the position of Deputy Chairman of the Board of Directors was dismissed On April 10, 2024, at the meeting of the	Vice Chairman of Board of Directors/ General Director

				BoD, the position of General Director was dismissed, according to Resolution No. 132/NQ-HĐQT	
Tran Thi Thanh		29/12/2020	18/06/2024		Related person
Nguyen Phuong An		29/12/2020	18/06/2024		Related person
Nguyen Nhan Hoa		29/12/2020	18/06/2024		Related person
Vinahankook Medical Supplies Joint Stock Company				Dismissed on 26/04/2024	Related organization
Nguyen Anh Dung	Member of BoD/ Deputy General Director in charge of finance		18/06/2024	Appointed as a member of the BoD for the 2020-2025 term (annual meeting of the General Meeting of Shareholders on December 29th, 2020) On June 18th, 2024, at the 2024 General	Deputy General Director in charge of finance

				Meeting of Shareholders, the position of member of BoD was dismissed	
Nguyen Thi Thu Huyen		29/12/2020	18/06/2024		Related person
Nguyen Ba Son		29/12/2020	18/06/2024		Related person
Le Thi Tam		29/12/2020	18/06/2024		Related person
Nguyen Hoang Dang		29/12/2020	18/06/2024		Related person
120 Armephaco One Member Limited Company				Member of Board of Members	
130 Armephaco Medical Equipment One Member Limited Company				Chairman of the Board of Members	
150 Cophavina Pharmaceutical One Member Limited Company				Chairman of the Board of Members	
Nguyen Thi Huong	Member of BoD/ Deputy General Director			Appointed as a member of the BoD for the 2020-2025 term at the annual General Meeting of Shareholders on June 18th, 2024	Member of BoD/ Deputy General Director
La Van Truong		18/06/2024			Related person
La Thi Sao Mai		18/06/2024			Related person
La Thi Phuong Loan		18/06/2024			Related person
120 Armephaco One Member Limited Company				Member of the Board of Members and Director	
Nguyen Dieu Trinh	Member of BoD	29/12/2020	18/06/2024	Appointed as a member of the BoD for the	Member of BoD

				2020-2025 term at the annual General Meeting of Shareholders on December 29th, 2020) On June 18th, 2024, at the 2024 General Meeting of Shareholders, the position of member of BoD was dismissed	
Nguyen Van Chinh		29/12/2020	18/06/2024		Related person
Doan Phuong Nga		29/12/2020	18/06/2024		Related person
Nguyen Hong Minh		29/12/2020	18/06/2024		Related person
Nguyen Nam Chi		29/12/2020	18/06/2024		Related person
Nguyen Minh Quan		29/12/2020	18/06/2024		Related person
Nguyen Minh Anh		29/12/2020	18/06/2024		Related person
Nguyen Quan Anh		29/12/2020	18/06/2024		Related person
Bui Kim Anh		29/12/2020	18/06/2024		Related person
Nguyen Cao Ngan		29/12/2020	18/06/2024		Related person
Pham Hong Lien		29/12/2020	18/06/2024		Related person
Hanoi Pharma Joint Stock Company		07/12/2020		Appointed Chairman of the BoD on December 7 th , 2021	Related organization
Sai Gon – Ha Noi Securities Joint Stock Company		27/04/2022		Appointed Member of the BoD on April 27 th , 2022	Related organization

Vietnam National Aviation Insurance Corporation		09/06/2022		Appointed Member of the BoD on June 09 th , 2022	Related organization
120 Armephaco One Member Limited Company				Member of Board of Members	Related organization
150 Cophavina Pharmaceutical One Member Limited Company				Member of Board of Members and Director	Related organization
Duong Dinh Son	General Director	10/04/2024		On April 10th, 2024, at the BoD meeting, the the position of Deputy General Director was dismissed and the position of General Director was appointed according to Resolution No. 132/NQ-HDQT.	General Director
Nong Thi Huyen Dung		10/04/2024			Related person
150 Cophavina Pharmaceutical One Member Limited Company		10/04/2024		Member of Board of Members and Director	Related organization
120 Armephaco One Member Limited Company		27/08/2024		Member of Board of Members	Related organization
130 Armephaco Medical Equipment One Member Limited Company		27/08/2024		Member of Board of Members	Related organization
Vinahankook Medical Supplies Joint Stock Company		10/04/2024		Member of BoD from 26/4/2024	Related organization
Nguyen Thien Duc	Deputy General Manager	27/08/2024	19/11/2024	On August 27th, 2024, he was appointed by the BoD as Deputy General	

				Director in charge of pharmaceutical business On November 19th, 2024, at the 2024 BoD meeting, he was dismissed	
Nguyen Duc Tho		27/08/2024	19/11/2024		Related person
Le Thi Kim Thu		27/08/2024	19/11/2024		Related person
Nguyen Thuy Linh		27/08/2024	19/11/2024		Related person
Nguyen Hong Tu		27/08/2024	19/11/2024		Related person
Dinh Thi Thanh Mai	Public Relations Director	27/08/2024	19/11/2024	On August 27th, 2024, she was appointed by the BoD as Public Relations Director On November 19th, 2024, at the 2024 BoD meeting, she was dismissed	Public Relations Director
Dinh Duy Phon		27/08/2024	19/11/2024		Related person
Nguyen Thi Mui		27/08/2024	19/11/2024		Related person
Dinh Thi Thai Ha		27/08/2024	19/11/2024		Related person
Dinh Bang Phuong		27/08/2024	19/11/2024		Related person
Trinh Duc Nam		27/08/2024	19/11/2024		Related person
Trinh Khanh Chi		27/08/2024	19/11/2024		Related person
Trinh Thao Nguyen		27/08/2024	19/11/2024		Related person
Nguyen Anh Tuan	Member of Board of Supervisors	18/6/2024			

Nguyen Xuan Hach		18/06/2024			Related person
Doan Thi Huyen		18/06/2024			Related person
Nguyen Thu Hoai		18/06/2024			Related person
Do Trung Kien		18/06/2024			Related person
Bui Thi Hang Van		18/06/2024			Related person
Nguyen Anh Tung		18/06/2024			Related person
Nguyen Hoai Thanh Vy		18/06/2024			Related person
Duong Thi Thieu		18/06/2024			Related person
Nguyen Thi Huong Lien	Member of Board of Supervisors		18/6/2024	Appointed as a member of the Board of Supervisors for the 2020-2025 term (annual General Meeting of Shareholders, June 26th, 2023) On June 18th, 2024, at the 2024 General Meeting of Shareholders, she was dismissed	
Nguyen Quang Hue		26/06/2023	18/06/2024		Related person
Do Thi Thuy		26/06/2023	18/06/2024		Related person
Nguyen Thi Xuan Huong		26/06/2023	18/06/2024		Related person
Nguyen Quang Phuong		26/06/2023	18/06/2024		Related person
Le Manh Hien	Member of Board of Supervisors			Appointed as a member of the Board of Supervisors for the 2020-2025 term (annual General	

				Meeting of Shareholders, June 18th, 2024)	
Do Thi Thu Hang		18/06/2024			Related person
Le Hong Ngoc		18/06/2024			Related person
Le Ngoc Minh		18/06/2024			Related person
Le Minh Hai		18/06/2024			Related person
Nguyen Thi Huong	Head of the supervisory board			Appointed as a Head of the supervisory board for the 2020-2025 term (annual General Meeting of Shareholders, June 18th, 2024)	
Pham Tai Thang		18/06/2024			Related person
Pham Duc Anh		18/06/2024			Related person
Pham Anh Thu		18/06/2024			Related person
Bui Xuan Binh	Kế toán trưởng	08/06/2022			
Bui Van Tan		08/06/2022			Related person
Dang Thi Thu		08/06/2022			Related person
Nguyen Thi Huong		08/06/2022			Related person
Bui Mai Khanh		08/06/2022			Related person
Bui Hong Minh		08/06/2022			Related person
Do Phuong Mai	Authorized person to announce information	10/10/2024		Authorized as Authorized person to announce information from October 10th, 2024	
Do Duc Viet		10/10/2024			Related person

Bui Thi Thanh Thuy		10/10/2024			Related person
Do Phuong Nhung		10/10/2024			Related person
Do Duc Duy		10/10/2024			Related person

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons of insiders: None.

3. Transactions between company insiders, related persons of insiders and subsidiaries, companies in which the company holds rights: None.

4. Transactions between the company and others

4.1 Transactions between the company and company in which members of the BoD, members of the Supervisory Board, General Director, and other managers are members of the BoD, Executive Director (General Director)

- Transactions between Armephaco Joint Stock Company and 120 Armephaco One Member Limited Company in which members of the BoD, General Director of Armephaco are also members of the Board of Members of 120 Armephaco One Member Limited Company (Mr. Pham Cong Doan, Ms. Nguyen Thi Huong, Mr. Duong Dinh Son)

+ Purchase value of Armephaco Joint Stock Company and 120 Armephaco One Member Limited Company is: 245.547.945 VND

- Transactions between Armephaco Joint Stock Company and 130 Armephaco Medical Equipment One Member Limited Company in which members of the BoD, General Director of Armephaco are also members of the Board of Members of 130 Armephaco Medical Equipment One Member Limited Company (Mr. Pham Cong Doan, Mr. Duong Dinh Son, Mr. Do Dinh Ngoc)

+ Purchase value of Armephaco Joint Stock Company and 130 Armephaco Medical Equipment One Member Limited Company is: 40.563.598.000 VND

+ Sales value of Armephaco Joint Stock Company and 130 Armephaco Medical Equipment One Member Limited Company is: 915.910.000 VND

4.2 Transactions between the company and the company to which the related persons of the members of the BoD, members of the Supervisory Board, Director (General Director) are operating and other managers are the members of the BoD, Director (General Director) operating: None.

4.3 Other transactions of the company (if any) that may bring material or non-material benefits to the members of the BoD, members of the Board of Supervisors, General Director (Director) and other managers: None.

VIII. Stock transactions of internal and related persons of internal people (2024)

a. List of internal and related persons of internal people

Name of organization/ individual	Relationship with the company	Number of shares owned at the end of the period	Proportion (%)
Doan Manh Cuong		0	
Nguyen Thi Thanh Huyen	Related person		
Doan Ngoc Hien	Related person		
Doan Ngoc Tram	Related person		
Doan Tram Anh	Related person		

Hai Phong Agricultural Materials Joint Stock Company No1	Releated organization		
Trang Thi Commercial Service Joint Stock Company (Hanoi)	Releated organization		
Nhat Tan Service and Trading Co.,ltd (Hanoi)	Releated organization		
T&T - MCK Urban Area and Houses Development Investment Joint Stock Company	Releated organization		
Tam Son Construction and Invesment Joint Stock Company	Releated organization		
Vinahankook Medical Supplies Joint Stock Company	Releated organization		
Pham Cong Doan	Chairman of the BoD	3.000.000	23,08%
Trinh Thi Nu	Related person		
Pham Trung Thanh	Related person		
Ha Duong Nhu Quynh	Related person		
Pham Thi Thu Hien	Related person		
Phung Manh Cuong	Related person		
120 Armephaco One Member Limited Company	Releated organization		
130 Armephaco Medical Equipment One Member Limited Company	Releated organization		
150 Cophavina Pharmaceutical One Member Limited Company	Releated organization		
Vinahankook Medical Supplies Joint Stock Company	Releated organization		
Truong Loc Solar Power Company Limited	Releated organization		
Quang Ninh Port Joint Stock Company	Releated organization		
Lac Hoa 2 Wind Power Company Limited	Releated organization		
Nui Vang Hoang Son Company Limited	Releated organization		
Vu Thi Cam Trang	Member of BoD	0	
Vu Xuan Thuy	Related person		
Nguyen Minh Kinh	Related person		
Trinh Hoang Vinh	Related person		
Trinh Hoang Viet	Related person		
Nguyen Van Dung		2.900	0,022%
Tran Thi Thanh	Related person		
Nguyen Phuong An	Related person		
Nguyen Nhan Hoa	Related person		
Vinahankook Medical Supplies Joint Stock Company	Releated organization		

Nguyen Thi Huong	Member of BoD/ Deputy General Director	1.120.833	8,622%
La Van Truong	Related person		
La Thi Sao Mai	Related person	411.000	3,162%
La Thi Phuong Loan	Related person		
120 Armephaco One Member Limited Company		0	
Nguyen Anh Dung		0	
Nguyen Thi Thu Huyen	Related person		
Nguyen Hoang Dang	Related person		
Handicraft and Art Articles Export-Import Corporation	Related organization		
Nguyen Dieu Trinh		377.622	2,9%
Nguyen Van Chinh	Related person		
Doan Phuong Nga	Related person		
Nguyen Hong Minh	Related person		
Nguyen Nam Chi	Related person		
Nguyen Minh Quan	Related person		
Nguyen Minh Anh	Related person		
Nguyen Quan Anh	Related person		
Bui Kim Anh	Related person		
Nguyen Cao Nghin	Related person		
Pham Hong Lien	Related person		
Hanoi Pharma Joint Stock Comapny	Related organization		
Sai Gon – Ha Noi Securities Joint Stock Company	Related organization		
Vietnam National Aviation Insurance Corporation	Related organization		
Duong Dinh Son	General Director	800	0,006%
Nong Thi Huyen Dung	Related person		
150 Cophavina Pharmaceutical One Member Limited Company	Related organization		
120 Armephaco One Member Limited Company	Related organization		
130 Armephaco Medical Equipment One Member Limited Company	Related organization		
Nguyen Anh Tuan	Supervisor	0	
Nguyen Xuan Hach	Related person		
Doan Thi Huyen	Related person		
Bui Thi Hang Van	Related person		
Nguyen Anh Tung	Related person		
Nguyễn Thanh Bach Duong	Related person		
Nguyen Thi Huong Lien	Supervisor	0	
Nguyen Quang Hue	Related person		

Do Thi Thuy	Related person		
Nguyen Thi Xuan Huong	Related person		
Nguyen Quang Phuong	Related person		
Nguyen Thi Huong	Head of the supervisory board	0	
Pham Tai Thang	Related person		
Pham Duc Anh	Related person		
Pham Anh Thu	Related person		
Le Manh Hien	Supervisor	4.000	0,031%
Do Thi Thu Hang	Related person	900	0,007%
Le Hong Ngoc	Related person		
Le Ngoc Minh	Related person		
Le Minh Hai	Related person		
Armephaco Joint Stock Company	Related organization	40.000	0,308%
120 Armephaco One Member Limited Company	Related organization	0	
130 Armephaco Medical Equipment One Member Limited Company	Related organization	0	
150 Cophavina Pharmaceutical One Member Limited Company	Related organization	0	
Vinahankook Medical Supplies Joint Stock Company	Related organization	0	

b. Transactions of internal and related persons for shares of listed companies:

No	Transaction executor	Relationship with company	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase, decrease purchase, sale, switch, reward...
			Number of shares	Percentage	Number of shares	Percentage	
1	Pham Cong Doan	Chairman of BoD	0	0	3.000.000	23,08%	Buy
2	Nguyen Anh Dung	Member of BoD/ Deputy General Director in charge of finance	1.777.878	13,68%	0	0	Sell

IX. Other issues to note.
None.

CHAIRMAN OF THE BOARD




Pham Cong Doan