



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 30, 2026

No.: 218... / BB-DHT

MINUTES

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS HA TAY PHARMACEUTICAL JOINT STOCK COMPANY

Organization name: Ha Tay Pharmaceutical Joint Stock Company.

Head office: No. 10A Quang Trung Street, Ha Dong Ward, Hanoi City.

Enterprise Registration Certificate: No. 0500391400, first issued on January 10, 2001 (26th amendment registered on December 21, 2025) by the Business Registration and Corporate Finance Division - Hanoi Department of Finance

Today, March 30, 2026, at 8:30 AM, at the Company's Hall, the 2026 Annual General Meeting of Shareholders of Ha Tay Pharmaceutical Joint Stock Company is conducted with the following contents:

PART 1: OPENING OF THE GENERAL MEETING OF SHAREHOLDERS

1. Participants of the Meeting

Shareholders and Authorized Representatives

The total number of shareholders and authorized representatives entitled to attend the 2026 Annual General Meeting of Shareholders is **1.003** shareholders, owning and representing a total of **90.574.038** shares, equivalent to **100%** of the total voting shares of the Company.

The Meeting listened to Mr. Ngo Van Chinh, Head of the Shareholder Status Verification Committee, announcing the results of the shareholder and authorized representative status verification as follows:

The total number of shareholders and authorized representatives entitled to attend the 2026 Annual General Meeting of Shareholders is 1.003 shareholders, owning and representing a total of 90.574.038 shares, equivalent to 100% of the total voting shares of the Company.

The actual number of shareholders and authorized representatives attending the 2026 Annual General Meeting of Shareholders at 8:30 AM is: 44 delegates, owning or representing 83.008.490 shares, equivalent to 91.65% of the total voting shares of Ha Tay Pharmaceutical Joint Stock Company.

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By 9:20 AM, an additional 7 shareholders, owning 3,738,772 voting shares, had joined the meeting, bringing the total number of attendees to 51 (including 3 delegates who attended but did not have voting rights), representing and owning 86,747,262 shares, equivalent to 95.78% of the Company's voting shares.

Under the provisions of the Law on Enterprises and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Ha Tay Pharmaceutical Joint Stock Company has met all conditions to proceed. The attending shareholders and authorized representatives have the right to vote according to the number of shares they own or represent.

2. Opening the Meeting

The General Meeting of Shareholders proceeded with the following procedures:

- Announced the reason for organizing the Meeting and introduced the participants.

- Introduced Mr. Le Van Lo, Chairman of the Board of Directors, as the Chairperson to preside over the Meeting.

- The Chairperson introduced the Presidium, the Secretariat, and proposed the Scrutineering Committee for the Meeting's approval..

2.1. The Presidium

The Presidium consists of 03 members:

- Mr. Le Van Lo: Chairman of the Board of Directors – Chairperson of the Meeting;
- Mr. Le Xuan Thang: Member of the Board of Directors, General Director – Member of the Presidium;
- Mr. Hoàng Van Tue: Member of the Board of Directors, Chief Accountant – Member of the Presidium.

2.2. The Secretariat

The Secretariat consists of 02 members:

- Mr. Nguyen Minh Duc: Head of the Secretariat;
- Ms. Nguyen Thi Hoa: Member.

2.3. The Scrutineering Committee

The General Meeting of Shareholders approved the Scrutineering Committee consisting of 03 members:

- Mr. Nguyen Ha De: Head of the Scrutineering Committee;
- Ms. Pham Thi Kieu Yen: Member;
- Mr. Dinh Nam Ha: Member.

3. Agenda and Regulations of the General Meeting of Shareholders

The Meeting listened to Mr. Hoang Van Tue, on behalf of the Board of Directors,

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presenting the Agenda of the 2026 Annual General Meeting of Shareholders; the Working Regulations of the Meeting; the Principles and Rules of Voting at the Meeting; and the Regulations on Nomination and Candidacy for members of the Board of Directors and the Supervisory Board for the 2026-2031 term.

The General Meeting of Shareholders unanimously approved (100% rate) by a show of hands: The Agenda of the Meeting and the aforementioned regulations.

PART 2: CONTENTS PRESENTED AT THE MEETING

1. Mr. Le Xuan Thang, Member of the Board of Directors and General Director of the Company, on behalf of the Board of Directors, presented the Report of the Board of Directors on the 2025 business performance and the 2026 plan.

2. Mr. Ngo Van Chinh, Head of the Supervisory Board, on behalf of the Supervisory Board, presented the Report on supervisory activities and the examination of the 2025 Financial Statements and the 2026 plan by the Supervisory Board.

3. Mr. Hoang Van Tue, Member of the Board of Directors and Chief Accountant of the Company, presented the following documents:

- a) Proposal for the approval of the 2025 Audited Financial Statements;
- b) The 2025 Profit Distribution Plan;
- c) The Remuneration Plan for the Board of Directors and the Supervisory Board for 2026;
- d) Proposal regarding the authorization for the Board of Directors to select the auditing firm for the 2026 fiscal year and review the semi-annual financial statements.

4. Mr. Le Xuan Thang, Member of the Board of Directors and General Director of the Company, presented:

- a) the Proposal for the plan for share issuance to increase charter capital from owner's equity.
- b) Regarding the addition of business sector name.
- c) Regarding amendments to the Charter of Organization and Operation.

5. Mr. Le Van Lo, Chairman of the Board of Directors, introduced the List of candidates for the Board of Directors and the Supervisory Board for the 2026-2031 term.

PART 3: DISCUSSION BY SHAREHOLDERS AT THE MEETING

Shareholder Opinion: The shareholders attending the General Meeting unanimously agreed with the Reports, Plans, and Proposals presented at the 2026 Annual General Meeting.

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PART 4: VOTING PROCEDURES AND VOTING RESULTS AT THE MEETING AS FOLLOWS:

1. Mr. Nguyen Ha De, Head of the Scrutineering Committee, announced the vote counting results at the Meeting (Attached).

2. Mr. Le Van Lo, Chairperson of the Meeting, based on the vote counting results performed by the Scrutineering Committee, declared the contents approved by the General Meeting of Shareholders, including:

Content 1: To approve the Report of the Board of Directors on the 2025 business performance and the 2026 plan

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- In favor: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Against: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 2: To approve the Report on supervisory activities and the examination of the 2025 Financial Statements and the 2026 plan by the Supervisory Board

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
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- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 3: To approve the 2025 Audited Financial Statements

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
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- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 4: To approve the 2025 Profit Distribution Plan

- Total valid ballots: 47 Delegates (Ballot papers), representing 86.721.363 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- In favor: 47 Delegates (Ballot papers), representing 86.721.363 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Against: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 5: To approve the Remuneration Plan for the Board of Directors and the Supervisory Board for 2026

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- In favor: 47 Delegates (Ballot papers), representing 86.740.962 votes, reaching a ratio of 99.99% of the voting shares present at the meeting.
- Against: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- Abstain: 1 Delegates (Ballot papers), representing 6300 votes, reaching a ratio of 0,01% of the voting shares present at the meeting.

Content 6: To approve the authorization for the Board of Directors to select the auditing firm for 2026 and the review of the semi-annual financial statements

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
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- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 7: To approve the plan for share issuance to increase charter capital from owner's equity

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
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Content 8: To approve the addition of business lines

- Total valid ballots: 47 Delegates (Ballot papers), representing 86.721.636 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- In favor: 46 Delegates (Ballot papers), representing 83.313.711 votes, reaching a ratio of 96,07% of the voting shares present at the meeting.
- Against: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- Abstain: 1 Delegates (Ballot papers), representing 3.407.652 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 9: To approve the amendments and supplements to the Company's Charter

- Total valid ballots: 47 Delegates (Ballot papers), representing 86.721.363 votes, reaching a ratio of 100% of the voting shares present at the meeting.

- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

- In favor: 47 Delegates (Ballot papers), representing 86.721.363 votes, reaching a ratio of 100% of the voting shares present at the meeting.

- Against: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 10: To approve the election of members of the Board of Directors for the 2026 – 2031 term

No.	Candidate Name	Number of Voting Rights	Voting Round
1	Le Anh Trung	196.964.341	Round 1
2	Le Xuan Thang	61.820.580	Round 1
3	Le Viet Linh	36.504.492	Round 1
4	Hoang Van Tue	37.608.776	Round 1
5	Hiroyasu Nishioka	91.048.162	Round 1
6	Yuichiro Okuma	91.308.160	Round 1
7	Osamu Yomogida	91.018.855	Round 1

Content 11: To elect members of the Supervisory Board for the 2026–2031 term.

No.	Candidate Name	Number of Voting Rights	Voting Round
1	Ngo Van Chinh	92.273.864	Round 1
2	Nguyen Thi Hoa	36.424.817	Round 1
3	Kazuhiro Chiku	131.133.949	Round 1

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PART 5: CLOSING PROCEDURES OF THE MEETING

Mr. Nguyen Minh Đức, Head of the Secretariat, presented the Meeting Minutes and the draft Resolution of the General Meeting of Shareholders.

The General Meeting of Shareholders unanimously approved the full text of the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders.

The Chairperson of the Meeting, Mr. Le Van Lo, declared the Meeting closed.

These Minutes were prepared at 11:45 AM on March 30, 2026, at the 2026 Annual General Meeting of Shareholders of Ha Tay Pharmaceutical Joint Stock Company./.

**HEAD OF THE
SECRETARIAT**

Nguyen Minh Duc

**CHAIRMAN OF THE
CONFERENCE**



Pharm. Le Van Lo



No 2.1.9 / NQ-DHT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 30, 2026

RESOLUTION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HA TAY PHARMACEUTICAL JOINT STOCK COMPANY

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Organization and Operation of Ha Tay Pharmaceutical Joint Stock Company;

Pursuant to the Minutes of Voting Counting at the 2026 Annual General Meeting of Shareholders (AGM) dated March 30, 2026;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders dated March 30, 2026;

The General Meeting of Shareholders has unanimously resolved to approve the Resolution with the following main contents:

RESOLVED

Article 1. To approve the Report of the Board of Directors on the 2025 business performance and the 2026 plan (attached report included).

The General Meeting unanimously approved with 48 Ballot papers, representing 86.747.262 voting shares (votes), reaching a ratio of 100% of the total voting shares of shareholders present and voting at the meeting.

Article 2. To approve the Report on supervisory activities and the examination of the 2025 Financial Statements and the 2026 plan by the Supervisory Board (attached report included).

The General Meeting unanimously approved with 48 Ballot papers, representing 86.747.262 voting shares (votes), reaching a ratio of 100% of the total voting shares of shareholders present and voting at the meeting.

Article 3. To approve the 2025 Audited Financial Statements (attached report included).

The General Meeting unanimously approved with 48 Ballot papers, representing 86.747.262 voting shares (votes), reaching a ratio of 100% of the total voting shares of shareholders present and voting at the meeting.

Article 4. To approve the 2025 Profit Distribution Plan (attached plan included).

The General Meeting unanimously approved with 47 Ballot papers,

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representing 86.721.363 voting shares (votes), reaching a ratio of 100% of the total voting shares of shareholders present and voting at the meeting.

Article 5. To approve the 2026 Remuneration Plan for the Board of Directors and the Supervisory Board (attached plan included).

The General Meeting approved with 47 Ballot papers, representing 86.740.962 voting shares (votes), reaching a ratio of 99,99% of the total voting shares of shareholders present and voting at the meeting.

Article 6. To approve the authorization for the Board of Directors to select the 2026 auditing firm and review the semi-annual financial statements (attached proposal included).

The General Meeting unanimously approved with 48 Ballot papers, representing 86.747.262 voting shares (votes), reaching a ratio of 100% of the total voting shares of shareholders present and voting at the meeting.

Article 7. To approve the Plan for stock issuance to increase charter capital from owner's equity (attached plan included).

The General Meeting unanimously approved with 48 Ballot papers, representing 86.747.262 voting shares (votes), reaching a ratio of 100% of the total voting shares of shareholders present and voting at the meeting.

Article 8. To approve the addition of business lines (attached proposal included).

The General Meeting approved with 46 Ballot papers, representing 83.313.711 voting shares (votes), reaching a ratio of 96,07% of the total voting shares of shareholders present and voting at the meeting.

Article 9. To approve the amendment and supplement to the Company's Charter (attached proposal included).

The General Meeting unanimously approved with 47 Ballot papers, representing 86.721.363 voting shares (votes), reaching a ratio of 100% of the total voting shares of shareholders present and voting at the meeting.

Article 10. To approve the election of members of the Board of Directors for the 2026 – 2031 term.

No.	Candidate Name	Number of Voting Rights	Voting Round
1	Le Anh Trung	196.964.341	Round 1
2	Le Xuan Thang	61.820.580	Round 1
3	Le Viet Linh	36.504.492	Round 1
4	Hoang Van Tue	37.608.776	Round 1
5	Hiroyasu Nishioka	91.048.162	Round 1
6	Yuichiro Okuma	91.308.160	Round 1
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Article 11. To approve the election of members of the Company's Supervisory Board for the 2026 – 2031 term.

No.	Candidate Name	Number of Voting Rights	Voting Round
1	Ngo Van Chinh	92.273.864	Round 1
2	Nguyen Thi Hoa	36.424.817	Round 1
3	Kazuhiro Chiku	131.133.949	Round 1

Article 12. Implementation provisions

This Resolution was approved by the General Meeting of Shareholders and shall take effect from March 30, 2026.

The Board of Directors of Ha Tay Pharmaceutical Joint Stock Company, the Board of General Directors, and relevant departments, divisions, and units are responsible for implementing this Resolution, ensuring the interests of shareholders and the Company, and complying with the provisions of the law./.

Recipients:

- Shareholders, Company Website;
- SSC, HNX, VSDC;
- BOD, SB, BOM members;
- Archived.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**



Pharm. Le Van Lo

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Hanoi, March 30, 2026

**MINUTES OF VOTE COUNTING
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

We were elected by the General Meeting of Shareholders (GMS) of Ha Tay Pharmaceutical Joint Stock Company during the meeting held on March 30, 2026, to serve on the The Scrutineering Committee. The Committee members include:

1. Mr. Nguyen Ha De - Head of the Committee
2. Ms. Pham Thị Kieu Yen - Member;
3. Mr. Dinh Nam Ha - Member.

The The Scrutineering Committee has fully performed its duties and unanimously agreed to prepare these minutes as follows:

- Total number of invited shareholders entitled to vote: 1.003 shareholders.
- Total number of shareholders/delegates entitled to vote attending the GMS: 48 shareholders.
- The total number of voting ballots from shareholders attending the General Meeting of Shareholders is 48, representing 86.747.262 voting shares present at the Meeting, reaching a ratio of 95.78% of the total number of voting shares of the Company.

I. The General Meeting of Shareholders proceeded to vote on the following contents:

Content 1: To approve the Report of the Board of Directors on the 2025 business performance and the 2026 plan;

Content 2: To approve the Report on supervisory activities and the examination of the 2025 Financial Statements and the 2026 plan by the Supervisory Board

Content 3: To approve the 2025 Audited Financial Statements;

Content 4: To approve the 2025 Profit Distribution Plan;

Content 5: To approve the Remuneration Plan for the Board of Directors and the Supervisory Board for 2026;

Content 6: To approve the authorization for the Board of Directors to select the auditing firm for 2026 and the review of the semi-annual financial statements;

Content 7: To approve the plan for share issuance to increase charter capital from owner's equity;

Content 8: To approve the addition of business lines;

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Content 9: To approve the amendments and supplements to the Company's Charter;

Content 10: To approve the election of members of the Board of Directors for the 2026 – 2031 term;

Content 11: To approve the election of members of the Supervisory Board for the 2026 – 2031 term.

II. Vote counting results:

- Total number of voting shareholders summoned: 1,003 shareholders.
- Total number of voting shareholders attending the General Meeting: 48 shareholders.

Content 1: To approve the Report of the Board of Directors on the 2025 business performance and the 2026 plan

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- In favor: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Against: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.
- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 2: To approve the Report on supervisory activities and the examination of the 2025 Financial Statements and the 2026 plan by the Supervisory Board

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
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- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 3: To approve the 2025 Audited Financial Statements

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.
- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

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- In favor: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.

- Against: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 4: To approve the 2025 Profit Distribution Plan

- Total valid ballots: 47 Delegates (Ballot papers), representing 86.721.363 votes, reaching a ratio of 100% of the voting shares present at the meeting.

- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

- In favor: 47 Delegates (Ballot papers), representing 86.721.363 votes, reaching a ratio of 100% of the voting shares present at the meeting.

- Against: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 5: To approve the Remuneration Plan for the Board of Directors and the Supervisory Board for 2026

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.

- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

- In favor: 47 Delegates (Ballot papers), representing 86.740.962 votes, reaching a ratio of 99.99% of the voting shares present at the meeting.

- Against: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

- Abstain: 1 Delegates (Ballot papers), representing 6300 votes, reaching a ratio of 0,01% of the voting shares present at the meeting.

Content 6: To approve the authorization for the Board of Directors to select the auditing firm for 2026 and the review of the semi-annual financial statements

- Total valid ballots: 48 Delegates (Ballot papers), representing 86.747.262 votes, reaching a ratio of 100% of the voting shares present at the meeting.

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- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 7: To approve the plan for share issuance to increase charter capital from owner's equity

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- Abstain: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

Content 8: To approve the addition of business lines

- Total valid ballots: 47 Delegates (Ballot papers), representing 86.721.636 votes, reaching a ratio of 100% of the voting shares present at the meeting.

- Total invalid ballots: 0 Delegates (Ballot papers), representing 0 votes, reaching a ratio of 0% of the voting shares present at the meeting.

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Content 9: To approve the amendments and supplements to the Company's Charter

- Total valid ballots: 47 Delegates (Ballot papers), representing 86.721.363 votes, reaching a ratio of 100% of the voting shares present at the meeting.

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Content 10: To approve the election of members of the Board of Directors for the 2026 – 2031 term

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No.	Candidate Name	Number of Voting Rights	Voting Round
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2	Le Xuan Thang	61.820.580	Round 1
3	Le Viet Linh	36.504.492	Round 1
4	Hoang Van Tue	37.608.776	Round 1
5	Hiroyasu Nishioka	91.048.162	Round 1
6	Yuichiro Okuma	91.308.160	Round 1
7	Osamu Yomogida	91.018.855	Round 1

Content 11: To elect members of the Supervisory Board for the 2026–2031 term.

No.	Candidate Name	Number of Voting Rights	Voting Round
1	Ngo Van Chinh	92.273.864	Round 1
2	Nguyen Thi Hoa	36.424.817	Round 1
3	Kazuhiro Chiku	131.133.949	Round 1

Based on the vote counting results:

- Contents approved at the Meeting include: Content 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11.

- Contents not approved at the Meeting: None.

These Minutes were prepared at on March 30, 2026, and have been approved by the General Meeting.

**Member of the
Scrutineering
Committee**



Pham Thi Kieu Yen

**Member of the
Scrutineering
Committee**



Dinh Nam Ha

**Head of the
Scrutineering
Committee**



Nguyen Ha De



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AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HA TAY PHARMACEUTICAL JOINT STOCK COMPANY
(Date: March 30, 2026)

Timeline	Activities	Morderator
08:00 – 08:30	1. Welcoming delegates.	The Presidium
	2. Shareholder registration for the General Meeting.	The Presidium
08:30 – 09:00	3. Report on shareholder status verification.	The Presidium
	4. Opening statement and introduction of participants.	The Presidium
	5. The Chairperson introduces the Presidium, Secretariat, and Scrutineering Committee for the General Meeting's approval.	The Presidium
	6. The Presidium introduces the Meeting Agenda; Working Regulations; Regulations on nomination and candidacy for the Board of Directors and Supervisory Board; Voting principles and procedures; and collects additional feedback for the agenda.	The Scrutineering Committee
	7. Report of the Board of Directors on 2025 business results and the 2026 plan.	The Presidium
09:00 – 10:00	8. Report on supervisory activities and verification of the 2025 Financial Statements and the 2026 plan by the Supervisory Board.	The Organizing Committee
	9. Approval of the 2025 Audited Financial Statements.	The Scrutineering Committee
	10. Approval of the 2025 Profit Distribution Plan.	The Secretariat
	11. Approval of the 2026 Remuneration Plan for the Board of Directors and Supervisory Board.	The Presidium
	12. Approval of the plan to issue shares to increase Charter Capital from owner's equity.	The Presidium
	13. Approval of authorizing the Board of Directors to select the 2026 auditing firm and review semi-annual financial statements.	The Presidium
	14. Approval of the proposal to supplement the Company's business lines.	The Presidium
	15. Approval of the proposal to amend the Company's Charter.	The Presidium
	16. To elect members of the Board of Directors for the 2026–2031 term.	The Presidium
	17. To elect members of the Supervisory Board for the 2026–2031 term.	The Presidium
10:00 – 10:30	18. Discussion session.	The Presidium
	19. Presentation and guidance on voting principles and procedures.	The Scrutineering Committee
10:30 – 10:45	20. Voting process.	The Presidium
	21. Break.	The Organizing Committee
10:45 – 10:50	22. Announcement of voting results.	The Scrutineering Committee
10:50 – 11:00	23. Approval of the Minutes and Resolution of the General Meeting of Shareholders.	The Secretariat
11:00 – 11:10	24. Closing of the General Meeting of Shareholders	The Presidium

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SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 6, 2026

No. 736/QCLV-DHT

WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HA TAY PHARMACEUTICAL JOINT STOCK COMPANY

Pursuant to the Notice from the Company's Board of Directors dated March 06, 2026, regarding the organization of the Annual General Meeting of Shareholders.

To ensure the Meeting achieves high results and operates in accordance with the planned program and the provisions of the Charter of Ha Tay Pharmaceutical Joint Stock Company, the Board of Directors has established the Working Regulations for the Meeting with the following specific contents:

Objectives:

- To ensure principles of transparency, fairness, and democracy;
- To create favorable conditions for the organization and conduct of the General Meeting of Shareholders..

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope of Application

- 1.1. These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Ha Tay Pharmaceutical Joint Stock Company (hereinafter referred to as "the Company").
- 1.2. These Regulations specify the rights and obligations of parties participating in the Meeting, as well as the conditions and procedures for conducting the Meeting.

Article 2. Applicable Entities

Shareholders and participating parties are responsible for complying with the provisions set forth in these Regulations.

CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE MEETING

Article 3. Participants of the 2026 Annual General Meeting of Shareholders

Shareholders owning shares of the Company as recorded in the list of shareholders finalized on March 03, 2026, provided by the Vietnam Securities Depository and Clearing Corporation.

Article 4. Rights and Obligations of Shareholders

4.1. Quyền của các cổ đông khi tham dự Đại hội

- All shareholders of the Company have the right to attend and vote on matters within the authority of the General Meeting of Shareholders.

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- In case a shareholder cannot attend the Meeting, they may authorize another person to attend and vote on matters within their authority. Such authorization must be made in writing using the form attached to the Company's Invitation to the General Meeting of Shareholders and must be signed in accordance with the following regulations:
 - + Where the appointer is an individual shareholder, the authorization must bear the signatures of that shareholder and the authorized proxy attending the meeting;
 - + Where the appointer is the authorized representative of an institutional shareholder, the authorization must bear the signatures of the authorized representative, the legal representative of the shareholder, and the authorized proxy attending the meeting.
- In addition to the documents distributed at the Meeting, each shareholder attending the General Meeting of Shareholders will be issued 03 Ballots, which state the number of voting shares held or represented by that shareholder. These Ballots shall be used when the Chairperson requests a vote to approve discussed matters and/or seeks the Meeting's opinions;
- Shareholders arriving late at the General Meeting of Shareholders have the right to register immediately and subsequently participate and vote at the Meeting; however, the Chairperson is not responsible for pausing the Meeting for latecomers to register, and the validity of voting sessions conducted previously shall not be affected.

4.2. Obligations of Common Shareholders when attending the Meeting

- Shareholders attending the meeting must ensure polite and formal attire;
- Fully participate in the General Meeting of Shareholders in accordance with the Company's regulations. In case of absence, authorization for a representative to attend must be performed in compliance with regulations;
- Shareholders or their authorized representatives attending the meeting must complete the registration procedures with the Meeting Organizing Committee;
- Comply with the conditions and procedures prescribed in the Company's Charter and these Regulations;
- Strictly abide by the Working Regulations of the 2026 Annual General Meeting of Shareholders and respect the outcomes of the Meeting.

Article 5. Rights and obligations of the Chairperson of the General Meeting

5.1 Chairperson of the Meeting

The Chairperson of the Meeting shall be the Chairman of the Board of Directors or an individual authorized by the Chairman of the Board of Directors to preside over the General Meeting of Shareholders. The authorized individual must be a member of the Board of Directors.

5.2 The Chairperson has the following rights and obligations

- To conduct the Meeting in accordance with the agenda in a valid and orderly manner;
- When issues arise outside the Meeting's agenda, the Chairperson shall consult with other members of the Organizing Committee (before the Meeting starts) or the Presidium (during the Meeting) to find a resolution. However, in the event of differing opinions, the opinion supported by the Chairperson shall be decisive;

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- To take necessary measures to manage the meeting reasonably and orderly, in accordance with the approved agenda and reflecting the wishes of the majority of attendees;
- To adjourn a Meeting that already has a sufficient quorum to another time and at a location decided by the Chairperson without seeking the Meeting's opinion, if the Chairperson perceives that:
 - + The meeting venue does not have enough convenient seating for all attendees;
 - + There are attendees whose behavior obstructs or disrupts order, posing a risk that the meeting cannot be conducted fairly and legally;
 - + The adjournment is necessary for the Meeting's proceedings to be conducted validly. The maximum duration of adjournment shall not exceed three days from the originally scheduled opening date of the meeting.

Article 6. Rights and Obligations of the Presidium

- 6.1** The Presidium: Includes members of the Board of Directors and the Company's Executive Management.
- 6.2** Duties of the Presidium:
- To serve as the highest body presiding over all proceedings at the Meeting;
 - To provide guidance and address inquiries from shareholders regarding issues raised in the Meeting's agenda;
 - To manage and preside over the voting process to approve matters presented at the Meeting in accordance with the law and the Company's Charter.

Article 7. Rights and Obligations of the Meeting Secretary

- 7.1** The Secretary of the General Meeting of Shareholders is appointed by the Chairperson and is responsible for assisting the Chairperson in recording and preparing the Minutes of the General Meeting of Shareholders;
- 7.2** Responsible for the truthfulness, accuracy, and completeness of the Minutes of the 2026 Annual General Meeting of Shareholders;
- 7.3** Perform other duties assigned by the Chairperson during the Meeting's recess periods.

Article 8. Rights and Obligations of the Shareholder Eligibility Verification Committee and the Ballot Counting Committee

- 8.1** The Shareholder Eligibility Verification Committee, established by the Meeting Organizing Committee, is responsible for:
- Preparing the list of shareholders attending the meeting.
 - Collecting and verifying meeting invitations and powers of attorney (authorization letters) for attending the meeting.
 - Verifying whether the attending shareholders are sufficient and represent the correct participants.
 - Preparing the Shareholder Eligibility Verification Report to be presented before the Meeting.
 - Distributing meeting documents and Ballots to shareholders before they enter the hall.
- 8.2** The Ballot Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders. The Ballot Counting Committee consists of 03 members introduced by the Chairperson to be elected by the Meeting from among the attending delegates. Members of the Ballot Counting Committee shall not concurrently serve as the Meeting Secretary. The Ballot Counting Committee

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is responsible for providing instructions on election rules, supervising the voting process, organizing the counting of votes, preparing the Minutes, and announcing the voting results before the Meeting, then submitting the Minutes to the Chairperson.

- 8.3 The Ballot Counting Committee shall be responsible for the truthfulness and accuracy of the vote-counting results.

CHAPTER III MEETING PROCEDURES

Article 9. Conditions for Conducting the Meeting

The General Meeting of Shareholders shall be conducted when the number of attending shareholders represents at least 51% of the total voting shares of the Company, as per the list of shareholders invited at the time the Meeting was convened.

Article 10. Manner of Conducting the Meeting

- 10.1 The Meeting is scheduled to take place over half a day
10.2 The Meeting shall sequentially discuss and approve the contents specified in the Agenda of the General Meeting of Shareholders
10.3 The order of the Meeting proceedings (as per the Meeting Agenda)

Article 11. Approval of Decisions of the 2026 Annual General Meeting of Shareholders

- 11.1 Resolutions and Decisions of the Meeting shall only be valid when approved by shareholders owning or representing 51% or more of the total voting shares of all attending shareholders.
11.2 For Decisions of the General Meeting of Shareholders relating to classes of shares and the total number of shares of each class; changes in business lines and sectors; changes in the company's management organizational structure; investment projects or the sale of assets with a value equal to or greater than 35% of the total asset value recorded in the company's most recent financial statements; reorganization or dissolution of the company, approval shall only be granted when supported by 65% or more of the total voting shares of all attending shareholders.

Article 12. Handling Unsuccessful Organization of the General Meeting of Shareholders

- 12.1 In the event that within 30 minutes from the scheduled opening time, the required number of shareholder delegates as prescribed in Article 8 of these Regulations is not present, the Meeting must be re-convened within 30 days from the date the first meeting failed to organize.
12.2 In the re-convened General Meeting of Shareholders (the 2nd Meeting), the attending shareholders must represent at least 33% of the Company's total voting shares. If the 2nd Meeting does not have the required quorum within 30 minutes from the scheduled opening time, a 3rd Meeting must be convened within 20 days from the scheduled date of the 2nd Meeting..
12.3 In the 3rd Meeting, any number of attending shareholders shall be considered valid and shall have the right to decide on all matters of the 2026 Annual General Meeting of Shareholders..

Article 13. Minutes of the 2026 Annual General Meeting of Shareholders

All contents of the 2026 Annual General Meeting of Shareholders must be recorded in the Minutes by the Meeting Secretary. The Minutes shall be read and approved before the closing of the Meeting and shall be archived at the Company.

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CHAPTER IV OTHER PROVISIONS

Article 14. Miscellaneous Provisions

- 14.1** Shareholders wishing to speak at the Meeting must obtain the consent of the Chairperson. Speeches must be concise, focused on the key issues to be discussed, and in accordance with the approved Meeting Agenda. The Chairperson will arrange for shareholders to speak in the order of registration and will address shareholders' inquiries.
- 14.2** Shareholders shall be disqualified from attending the General Meeting of Shareholders by the Presidium if they intentionally fail to comply with the Meeting's regulations, engage in disruptive behavior, cause disorder, or take actions that directly affect the management and operation of the Meeting.

CHAPTER V IMPLEMENTING PROVISIONS

Article 15. Effectiveness of the Regulations

These Regulations consist of 5 chapters and 15 articles, adopted by the Board of Directors of Ha Tay Pharmaceutical Joint Stock Company for the 2026 Annual General Meeting of Shareholders of Ha Tay Pharmaceutical Joint Stock Company, held on March 30, 2026. These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders./.

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



Le Van Lo



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**PRINCIPLES AND PROCEDURES FOR VOTING
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HATAPHAR PHARMACEUTICAL JOINT STOCK COMPANY**

(Organized on March 30, 2026)

A. PRINCIPLES FOR SPEAKING AT THE MEETING

I. Shareholders wishing to make proposals at the General Meeting of Shareholders must adhere to the following principles:

- Only contribute opinions during the Discussion session of the Meeting.
- Must raise their hand to request permission and only speak after being recognized by the Chairperson. Only one shareholder may speak at a time.
- In the event that multiple shareholders wish to speak simultaneously, the Chairperson will invite each shareholder to present their opinions in sequence.
- The Chairperson has the right to interrupt a shareholder's presentation if deemed necessary.
- Opinions, contributions, or inquiries will be gathered collectively and addressed sequentially.
- In case of differing opinions, a vote may be conducted based on the majority rule.

II. Proposals must satisfy the following conditions:

- Concise and clear. In cases where the proposals are complex and require extensive presentation time, shareholders may submit them in writing to the Organizing Committee 03 days prior to the Meeting.
- Do not restate issues that have been previously addressed.
- The content of the proposal must not violate the law or exceed the scope of the Company's authority.

B. PRINCIPLES FOR VOTING AT THE MEETING

I. Voting Principles

- In accordance with the Charter, in accordance with the law, and with accuracy.
- Shareholders or authorized representatives of shareholders shall vote by casting voting ballots according to the instructions of the Ballot Counting Committee. In cases of approving members of the Presidium, the Secretariat, the Ballot Counting Committee, and the Meeting Agenda, voting shall be conducted by a show of hands at the Meeting.
- Each shareholder has a number of voting shares calculated based on the number of shares that person owns and represents₁ by authorization.

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- Voting papers are only valid if those ballots are valid according to the regulations.
- Voting results are calculated as a percentage (%) of the total votes (In favor / Against / Abstentions) over the total voting shares of all shareholders attending and voting at the meeting.

II. Voting Method.

1. General Provisions.

- Voting to approve reports and Resolutions of the General Meeting of Shareholders shall be conducted publicly and directly under the direction of the Presidium, using only the voting forms issued by the Organizing Committee.
- Shareholders or authorized representatives (hereinafter referred to as shareholders) attending the General Meeting of Shareholders with voting rights shall be issued 03 voting forms. Specifically:
 - Ballot Paper (White) – To vote on contents presented at the General Meeting.
 - Ballot Slip (Yellow) – To vote for members of the Board of Directors.
 - Ballot Slip (Blue) – To vote for members of the Supervisory Board.
- Ballots shall be collected by members of the Ballot Counting Committee; the votes shall be counted and minutes shall be prepared immediately after collection.
- Information printed on the Ballots:
 - Full name of the shareholder or the authorized representative.
 - Number of shares owned or represented: being the total number of voting shares represented by the shareholder.
 - Voting content.
 - The seal of Ha Tay Pharmaceutical Joint Stock Company.
- Classification of Ballots:
 - Valid Ballot: A pre-printed form according to the template issued by the Organizing Committee, bearing the Company's seal; the ballot must not be torn, erased, scraped, or repaired, and must be marked for voting in accordance with the regulations.
 - Invalid Ballot: A ballot that does not comply with the requirements for a valid ballot.

2. Voting Method.

*** For the Ballot Paper (White)**

- If in favor of the issue requested for voting, the shareholder shall mark an (X) in column (1) and must leave columns (2) and (3) entirely blank.
- If not in favor of the issue requested for voting, the shareholder shall mark an (X) in column (2) and must leave columns (1) and (3) entirely blank.
- If having no opinion on the issue requested for voting, the shareholder shall mark an (X) in column (3) and must leave columns (1) and (2) entirely blank.
- For issues brought to a vote, each shareholder shall use only one single Ballot

Paper on which the contents to be voted on at the Meeting are clearly stated.

- Choose one of three voting options: In favor, Against, or No opinion.

*** For the Ballot Slip (Yellow)**

The Yellow Ballot Slip for electing members of the Board of Directors shall be conducted by cumulative voting. Specifically:

Example 1

A shareholder represents 1,000 shares. The number of Board members to be elected is 7.

--> The total number of voting rights is: $7 \times 1,000 = 7,000$ rights.

The list of candidates for the Board of Directors includes 7 people: A, B, C, D, E, F, G.

The shareholder may vote:

For candidate A	: 1.500 votes
For candidate B	: 500 votes
For candidate C	: 1.000 votes
For candidate D	: 1.000 votes
For candidate E	: 1.000 votes
For candidate F	: 1.000 votes
For candidate G	: 1.000 votes
Total	: 7.000 votes

- Or may vote equally for all 7 candidates:

For candidate A	: 1.000 votes
For candidate B	: 1.000 votes
For candidate C	: 1.000 votes
For candidate D	: 1.000 votes
For candidate E	: 1.000 votes
For candidate F	: 1.000 votes
For candidate G	: 1.000 votes
Total	: 7.000 votes

- Or may not use all voting rights (7,000 rights):

For candidate A	: 1.500 votes
For candidate B	: 100 votes
For candidate C	: 1.000 votes
For candidate D	: 1.000 votes
For candidate E	: 1.000 votes
For candidate F	: 1.000 votes
For candidate G	: 1.000 votes
Total	: 6.600 votes

However, the total number of votes cannot exceed 7,000 rights; if exceeded, the ballot is invalid.

*** For the Ballot Slip (Blue)**

The Blue Ballot Slip for electing members of the Supervisory Board shall be

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conducted by cumulative voting. Specifically:

Example 2

A shareholder represents 1,000 shares. The number of Supervisory Board members to be elected is 3.

--> The total number of voting rights for the Supervisory Board is: $3 \times 1,000 = 3,000$ rights.

The list of candidates for the Supervisory Board includes 3 people: A, B, C. The shareholder may vote:

For candidate A : 1.500 votes

For candidate B : 500 votes

For candidate C : 1.000 votes

Total : 3.000 votes

- Or may vote equally for all 3 candidates:

For candidate A : 1.000 votes

For candidate B : 1.000 votes

For candidate C : 1.000 votes

Total : 3.000 votes

- Or may vote equally for all 3 candidates:

For candidate A : 1.500 votes

For candidate B : 100 votes

For candidate C : 1.000 votes

Total : 2.600 votes

However, the total number of votes cannot exceed 3,000 rights; if exceeded, the ballot is invalid.

3. Summary of Results

- The Head of the Ballot Counting Committee is responsible for announcing the voting results to the Meeting for each voting issue.
- Voting results must be recorded in the Minutes of the General Meeting of Shareholders.

III. Approval of Voting Results.

1. Issues brought to a vote at the General Meeting of Shareholders must be approved by at least 51% of the total voting shares of the voting Shareholders present in person or through authorized representatives at the Meeting. In the case of approving an increase in the Company's charter capital, it must be approved by at least 65% of the total voting shares of the voting Shareholders present in person or through authorized representatives at the Meeting.
2. The election of members of the Board of Directors/Supervisory Board must be conducted by cumulative voting. Successful candidates are determined based on the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is

reached. In cases where two or more candidates receive the same number of votes for the final position of the Board of Directors/Supervisory Board, a re-election shall be held among the candidates with equal votes or selected according to the criteria specified in the Company's Charter.

3. For issues related to the procedures for organizing and presiding over the General Meeting of Shareholders, the decision of the Chairperson is final and all attending shareholders must comply.

IV. Validity

The principles and regulations for voting and speaking shall take effect immediately upon approval at the General Meeting of Shareholders of Ha Tay Pharmaceutical Joint Stock Company.

Sincerely thank the General Meeting of Shareholders.

**ON BEHALF OF THE ORGANIZING COMMITTEE
CHAIRMAN OF THE BOARD**



Le Van Lo





**REGULATIONS ON NOMINATION AND CANDIDACY
FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE
SUPERVISORY BOARD FOR THE 2026 - 2031 TERM
HA TAY PHARMACEUTICAL JOINT STOCK COMPANY**

The election of the Board of Directors (BOD) and the Supervisory Board at the 2026 Annual General Meeting of Shareholders of Ha Tay Pharmaceutical Joint Stock Company shall be conducted in accordance with the following regulations:

I. RESPONSIBILITIES OF THE CHAIRPERSON

The Chairperson is responsible for presiding over the election with the following specific duties:

- Submit the Regulations on Nomination and Candidacy for members of the Board of Directors/Supervisory Board to the General Meeting for approval.
- Introduce the list of qualified candidates for the Board of Directors/Supervisory Board.
- Submit the Ballot Counting Committee and the Head of the Ballot Counting Committee to the General Meeting for approval.
- Supervise the voting and ballot counting process.
- Resolve any complaints regarding the election (if any)

II. REGULATIONS ON NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS/SUPERVISORY BOARD

- Number of members to be elected to the BOD: 07 members
- Number of members to be elected to the Supervisory Board: 03 members
- Term: 2026 - 2031
- Maximum number of candidates for the BOD/Supervisory Board: Unlimited.

2.1 Rights to nominate and stand for candidacy to the BOD/Supervisory Board:

A shareholder or a group of shareholders owning 10% or more of the total ordinary shares has the right to nominate candidates to the Board of Directors/Supervisory Board.

In the event that the number of candidates for the BOD/Supervisory Board through nomination and candidacy is insufficient, the incumbent BOD/Supervisory Board may nominate additional candidates or organize the nomination in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operational Regulations of the BOD/Supervisory Board. The introduction of additional candidates by the incumbent BOD/Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors/Supervisory Board as prescribed by law.

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All nominated and standing candidates must meet the criteria set out in section 2.2 below.

2.2. Criteria for Candidates for the Supervisory Board:

❖ *Candidates for the BOD/Supervisory Board must meet all the criteria and conditions as prescribed in Article 155 (for Board members) and Article 169 (for Supervisory Board members) of the Law on Enterprises and must not fall into the following cases:*

- Board Members: Must have professional qualifications and experience in the Company's business management and are not necessarily shareholders of the Company; A Board member shall not simultaneously be a member of the Board of Directors of more than 05 other companies.

- Supervisory Board Members: Working in the accounting or finance department of the Company; Being a member or employee of the independent auditing firm that performed audits of the company's financial statements for the three (03) consecutive preceding years.

❖ *Persons ineligible to be members of the BOD/Supervisory Board:*

- Persons who lack civil act capacity;

- Persons who are being examined for criminal liability or are serving a prison sentence or other cases prohibited from holding the position of a member of the BOD/Supervisory Board.

III. DOSSIER FOR NOMINATION AND CANDIDACY FOR MEMBERS OF THE BOD/SUPERVISORY BOARD

- Nomination letter, Candidacy letter for the BOD/Supervisory Board (standard form);

- Copies of the following documents: Citizen Identity Card, degrees/certificates of educational and professional qualifications;

- Curriculum Vitae self-declared by the candidate (standard form).

Note: Shareholders are kindly requested to send the (original) nomination/candidacy dossier as specified in Section III to the Company (Address: Administration Department, Ha Tay Pharmaceutical Joint Stock Company, No. 10A, Quang Trung Street, Ha Dong Ward, Hanoi City) before 11:30 AM on March 25, 2026, and please call to confirm the submission with Mr. Nguyen Minh Duc - Tel: 0912 206 225. In all cases of late submission or lost documents, if the Company is not notified for confirmation, such late submissions shall be considered invalid.

Hanoi, March 06, 2026

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



Le Van Lo

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Hanoi, February 10, 2026

**REPORT OF THE BOARD OF DIRECTORS
ON 2025 BUSINESS PERFORMANCE AND 2026 PLAN**

I. 2025 Business performance:

In 2025, the Vietnamese pharmaceutical industry recorded growth in imports, while domestic enterprises maintained positive revenue and market scale continued to expand. Despite facing numerous challenges, Vietnam's pharmaceutical industry continued its robust growth, remaining one of the potential pharmaceutical markets in the region. The market size was estimated at over USD 9 billion, a 9% increase year-on-year, and is projected to reach USD 10 billion by 2026.

The pharmaceutical industry is a conditional business sector; in addition to being affected by general economic and social conditions, it is also governed by the policies and management mechanisms of the specialized regulatory authority, the Drug Administration of Vietnam (DAV) - Ministry of Health. Over the past year, the Ministry of Health and the Drug Administration of Vietnam issued several Circulars and legal documents related to the management of drug production and business activities, including:

1. On May 16, 2025, the Minister of Health issued Circular No. 12/2025/TT-BYT regulating the registration of drugs and medicinal ingredients, effective from July 1, 2025.
2. On May 16, 2025, the Ministry of Health issued Circular No. 11/2025/TT-BYT amending and supplementing certain articles of three previous Circulars: Circular 02/2018/TT-BYT (Good Pharmacy Practices - GPP); Circular 03/2018/TT-BYT (Good Distribution Practices - GDP); and Circular 36/2018/TT-BYT (Good Storage Practices - GSP), effective from July 1, 2025.
3. Official Dispatch No. 2965/BYT-QLD dated May 16, 2025, from the Ministry of Health on strengthening post-market inspection, anti-smuggling, anti-commercial fraud, and the prevention of counterfeit or sub-standard cosmetics.
4. On July 1, 2025, the Minister of Health issued Circular No. 28/2025/TT-BYT on Good Manufacturing Practices (GMP) for drugs and medicinal ingredients, effective from July 1, 2025.
5. On July 1, 2025, the Minister of Health issued Circular No. 29/2025/TT-BYT on the registration of traditional drugs, traditional herbal ingredients, and medicinal herbs, effective from July 1, 2025.
6. On July 1, 2025, the Minister of Health issued Circular No. 32/2025/TT-BYT on quality management for traditional drugs, traditional herbal ingredients, and medicinal herbs, effective from July 1, 2025.

7. On July 1, 2025, the Minister of Health issued Circular No. 30/2025/TT-BYT guiding the application of quality standards, testing of drugs and medicinal ingredients, and the recall and handling of non-compliant drugs, effective from July 1, 2025.

8. On July 28, 2025, the Ministry of Health issued Circular No. 36/2025/TT-BYT amending and supplementing Circular 04/2018/TT-BYT on Good Laboratory Practices (GLP), effective from September 11, 2025.

9. Official Dispatch No. 2396/QLD-KD dated August 19, 2025, from the Drug Administration of Vietnam on strengthening inspection, supervision, and guidance for business establishments to comply with legal regulations in pharmaceutical business activities.

Domestic drug production has expanded in scale and enhanced its role in the consumption market. As of October 2025, there are more than 250 manufacturing plants certified with WHO-GMP standards and 22 plants with production lines reaching EU-GMP or equivalent. Domestic drugs now cover 13 out of 13 essential drug groups according to WHO classification.

Notably, the pharmacy channel—reflecting direct consumer behavior—continues to be the driving force. This channel accounts for 61% of the market size with an 11% growth rate, far exceeding the hospital channel's 6% growth. Specifically, the prescription drug (Rx) segment grew by 12%, indicating an expanding demand for official medical treatment and healthcare.

Ha Tay Pharmaceutical Joint Stock Company is a Foreign Direct Investment (FDI) enterprise. In addition to manufacturing quality products at its WHO-GMP certified facility, the Company has also completed the implementation and validation of the Hataphar High-Tech Manufacturing Plant in accordance with PMDA standards. Overcoming the difficulties and challenges of 2025, the leadership and all employees have stood united, striving to achieve the following results:

No.	Indicator	Unit	2025 Plan	2025 Actual	% Achievement
1.	Total Revenue	Billion VND	1.782	2.293	128,67%
2.	Revenue from Manufactured Goods	Billion VND	648	554	85,49%
3.	Revenue from Imported Finished Goods	Billion VND	1.050	1.637	155,90%
4.	Profit Before Tax	Billion VND	50	64,898	129,79%

5.	Stock Dividend	% / Year	10	10	100,00%
6.	Average Monthly Income per Capita	Million VND		16,079	
7.	State Budget Contribution	Billion VND		122,48	113% year-on-year

Along with the activities of the Board of Directors, the executive management of the Board of General Directors, and the efforts of all employees, the Company has achieved and exceeded most of its key indicators. Notably, Total Revenue and Profit Before Tax surpassed the plan by nearly 30%. The Company's key activities in 2025 are as follows:

Organization and Human Resources

Organizational Structure: Implementing the Resolution of the Board of Directors, the Company restructured its functional departments to optimize operations:

- Merged the Regulatory Affairs Department and the Research and Development Department at La Khe Factory.
- Merged the Research and Development Departments of La Khe Factory and CNC Factory – Hataphar.
- Established new units: the Internal Audit Board and the Business Strategy Department.
- Implemented strategic personnel transfers and appointments to accelerate work progress and enhance operational productivity.

Workforce status as of year-end 2025.

- Total Headcount: 586 employees..
- Gender Structure: Male: 38.1% (223 employees); Female: 61.9% (363 employees).
- Professional Qualifications: Post-graduate (1,9%); Bachelor's Degree - Pharmacists & others (33,9%); Intermediate (39,2%); Pharmacy Technicians (5,8%); General Labor (13,8%).
- Workforce Characteristics: Average age: 41,1 years; Average tenure: 15 years.
- Turnover Rate: 5,6%; Recruitment Rate: 7,3%.

The Company consistently fulfills all legal obligations and commitments to its employees:

- Payroll & Insurance: Salaries are paid in full and on time. Social insurance contributions are strictly followed, and statutory salary increases are implemented promptly.
- Rewards & Recognition: Organized awards for outstanding individuals and collectives; provided gifts on major public holidays.

- Healthcare: Arranged periodic health check-ups at Ha Dong General Hospital for all official contract employees.

Training and Development

Recognizing human resources as the decisive factor for success, the Company intensified its training activities in 2025:

- Internal Training: Maintained orientation training combined with corporate culture integration for new hires; conducted training on updates and amendments to the 2025 Internal Regulations; provided training on monthly reporting skills; and implemented KPI training for the Administration and Electromechanical & Refrigeration Departments.
- External Training: Engaged professional agencies to provide middle management skills training; conducted sessions on KPI development and management for middle managers; and provided Occupational Safety and Health (OSH) training for all employees.

Về công tác đầu tư

In 2025, to enhance production capacity and product quality, the Company continued to invest in manufacturing equipment, Quality Control (QC) instruments, and Pilot plant facilities, along with facility upgrades totaling over VND 34 billion, including:

- + Direct Production Equipment: Sample grinders, vibrating sieves, various tablet punches and dies, and blister packing molds for production workshops.
- + Facility Maintenance & Upgrades: Periodic repair, renovation, and upgrading of production workshops.
- + Quality Control Equipment: Dissolution testers, drying ovens, HPLC systems, Atomic Absorption Spectrometers (AAS), UV-VIS spectrophotometers, TOC analyzers, etc.
- + Pilot Plant Equipment (for product research activities): Analytical balances, disintegration testers, dissolution testers, etc.
- + Management Software Systems: Warehouse management software, etc.

CNC Pharmaceutical Manufacturing Factory Project – Hataphar

In 2025, the Company completed the factory validation work, specifically as follows:

- + Maintaining control and improvement of the quality system within the factory through changing procedures, continuous training, and sharing quality events arising at the factory with all employees to learn from collective experience and raise quality awareness among factory staff;

- + Responding to mock inspections from Iwaki factory, GQP, and the external inspection unit Ideolon;
- + Completing J-GMP validation in November 2025 with results of no major or critical non-conformities; the inspection rectification plan was submitted to PMDA on December 15, 2025;
- + Completing Performance Qualification (PQ) for Thyradin product, technology transfer from Aska Japan;
- + A number of measures to manage operating costs were reviewed and implemented at the factory, helping to save costs while still ensuring compliance with GMP principles.

2026 Plan:

According to the plan, the Factory is expected to be granted Japan - GMP certification in the first quarter of 2026 and begin commercial production within the same year;

The Factory will continuously implement improvement activities and internal training to enhance quality system capacity, labor productivity, as well as manage operating costs to improve operational efficiency;

Besides that, ensuring the progress of activities related to the technology transfer of Thyradin-S 25mcg product (Process Validation - PV, cleaning validation, hold-time validation, etc.) is also one of the important goals of the Factory.

Product Research and Registration

Product research and registration have always been top priority areas for the Company, with the goal of constantly improving and enhancing capacity to provide the market with the highest quality products. Therefore, in 2025, the Company continued to focus on research and registration work and achieved the following results:

- + The Company submitted to the Drug Administration of Vietnam (DAV): 30 new registration dossiers; 23 registration renewal dossiers; 427 variation dossiers;
- + The Company was granted: 27 new registration numbers, 17 registration renewals, and 03 export registration numbers

Entering 2026, with the policy of unifying research activities for the two factories, the Research Department will continue to focus on product research for the entire Company and implement specific measures to enhance research capacity as well as improve the research process.

Business Activities

Distribution activities of the Associate Company (Hataphar Healthcare Vietnam CNC Joint Stock Company):

OTC channel distribution activities have covered 34/34 provinces and cities through large, reputable distributors and experienced, senior Medical Representatives (MRs).

The number of pharmacies and drugstores nationwide has been developed with a focus on both depth and breadth... specifically, in 2025, an additional 3,100 customers were added, bringing the current total to 7,377 customers.

In 2025, the Associate Company added 14 new products to its portfolio and flexibly adjusted sales policies, especially intensive customer care policies to maintain and develop the customer base, such as: Brand identity display programs; loyalty appreciation programs in the Mekong, Central - Central Highlands regions; tour programs to Beijing – Shanghai, Singapore – Malaysia, and domestic tours, etc.

Additionally, the policy to attract customers to join the Hataphar Healthcare system has contributed to enhancing engagement and expanding nationwide. The number of new customers joining the Hataphar Healthcare system in 2025 was 142, bringing the total to 622 customers. This policy also contributed to stabilizing sales and strengthening long-term commitment.

The personnel system has stabilized with a team of 190 staff, including Medical Representatives (MRs) and Sales Managers (SMs), of which 100 MRs and SMs develop the Southern region and 90 MRs and SMs develop the Northern market.

Hataphar Healthcare Vietnam CNC JSC has strongly developed marketing activities on online channels to reach more users and increase brand awareness.

ETC Distribution Channel:

In 2025, bidding activities operated stably, with sales growth of 134% compared to 2024, exceeding the set plan for existing product groups. The company expanded bidding activities, supplying drugs to 158 bid packages for more than 400 hospitals and medical facilities nationwide.

The Bidding Department's personnel was also supplemented with a direct sales system including SMs, MRs, and collaborators to develop the business system nationwide.

Besides, business activities in the Tender distribution channel still face many difficulties due to the impact of Circulars and intense price competition, resulting in limited sales and volume.

Business of manufactured goods through distribution partners and exports:

Sales for this product group in 2025 reached VND 348 billion, equal to 92% of the annual plan. Key products continued to generate tens of billions of VND in annual revenue, such as: nasal sprays, oral ampoules, antibiotics, etc.

Export revenue also saw strong growth, reaching 175% of the plan.

Purchasing Activities.

In general, the raw material market in 2025 was assessed as relatively stable. However, due to changes in export policies from the manufacturer's host country, Codeine base raw material could not be imported in 2025. As of early 2026, there are still no positive signals regarding the import of this material, leading to a significant impact on the Company's total revenue for both 2025 and 2026.

Purchasing was carried out in parallel with continuing to find new sources of raw materials and excipients for research and registration activities. Purchasing activities always coordinate with long-term forecasting policies suitable for production plans, regularly updating market fluctuations to minimize the impact of price volatility. Additionally, the Company focused on expanding the supplier network to enhance competitiveness and improve the efficiency of business production activities..

Socio-Cultural Activities

* Internal Engagement: The Company organized a series of activities celebrating its 60th anniversary in Dong Hoi – Quang Tri province, along with cultural and sports movements to create motivation for employees.

- Social Welfare:

+ Provided meaningful gifts to all employees at the end of the year.

+ Visited and supported employees in particularly difficult circumstances during the Lunar New Year.

+ These activities help employees feel secure in their work and foster long-term commitment to the Company.

* In 2025, the Company also received several major awards:

- Third-Class Labor Order from the State President for "Application of Science and Technology in Pharmaceutical Production."

- Voted as TOP 10 Prestigious Pharmaceutical Companies 2025 by Vietnamnet and Vietnam Report (VNR).

- "Excellent Labor Collective" Certificate of Merit awarded by the Chairman of the Hanoi People's Committee.

* With a spirit of mutual support for those in difficult circumstances, the Company continued to implement charity activities, coordinating with medical facilities, pharmacies, and drugstores to give health care products to the elderly and those in need, and supporting people affected by storms and floods. The total expenditure for these activities in 2025 was approximately VND 300 million.

Charter Capital Adjustment Activities:

The Company has completed the increase of its charter capital to VND 905,755,100,000 in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

The Board of Directors, under the authorization of the General Meeting of Shareholders, has updated and amended the Company's Charter as follows:

Old content	New content
<p>Article 2: Name, form, headquarters, branches, representative offices, and term of operation of the Company</p> <p>3. The registered headquarters of the Company is:</p> <p>- Head office address: No. 10A Quang Trung Street, Quang Trung Ward, Ha Dong District, Hanoi City, Vietnam.</p>	<p>Article 2: Name, form, headquarters, branches, representative offices, and term of operation of the Company</p> <p>3. The registered headquarters of the Company is:</p> <p>- Head office address: No. 10A Quang Trung Street, Ha Dong Ward, Hanoi City, Vietnam.</p>
<p>Article 4: Business Objectives of the Company</p> <p>1. The business lines of the Company are:</p> <p>- Code 4772: (Retail sale of pharmaceuticals, medical goods, cosmetics, and toilet articles in specialized stores)</p> <p>- Code 4741: (Retail sale of computers, peripheral units, software, and telecommunications equipment in specialized stores)</p>	<p>Article 4: Business Objectives of the Company</p> <p>1. The business lines of the Company are:</p> <p>- Code 4772: (Retail sale of pharmaceuticals, medical goods, cosmetics, and toilet articles)</p> <p>- Code 4741: (Retail sale of information and communication technology equipment)</p>
<p>Article 6: Charter Capital, Shares</p> <p>1. The Charter Capital of the Company is: VND 823.417.730.000 (Eight hundred twenty-three billion, four hundred seventeen million, seven hundred thirty thousand Vietnamese Dong).</p> <p>The total charter capital of the Company is divided into 82.341.773 shares (Eighty-two million, three hundred forty-one thousand,</p>	<p>Article 6: Charter Capital, Shares</p> <p>1. The Charter Capital of the Company is: VND 905.755.510.000 (Nine hundred five billion, seven hundred fifty-five million, five hundred ten thousand Vietnamese Dong).</p> <p>The total charter capital of the Company is divided into 90.575.551 shares (Ninety million, five hundred seventy-five thousand,</p>

seven hundred seventy-three shares) with a par value of VND 10.000/share.

five hundred fifty-one shares) with a par value of VND 10.000/share.

In addition to the achievements, the Company still faces several difficulties and existing issues:

1. **Personnel System:** The current system remains inadequate; it has not yet been able to evaluate employee competency and performance to create a basis for improving labor productivity. Additionally, attracting and retaining high-quality personnel remains limited, requiring significant improvements in recruitment and flexible compensation mechanisms.
2. **Research and Development:** The development time for some new products has been prolonged and is behind schedule. The transition of products to commercial production still faces many obstacles, leading to delays in bringing registered products to market. Although product quality improvement activities have seen progress, they have not yet met requirements.
3. **Procurement and Supply Chain:** The supply of raw materials for production still encounters difficulties; it has not met the production requirements for several strategic products due to dependence on one or a few manufacturers.
4. **Operational Costs and Depreciation:** Operating costs and depreciation of the CNC Factory – Hataphar are at high levels, while the projected commercial operating capacity remains low. This is the main reason for increased production costs and reduced product competitiveness, as well as a financial burden for the Company in the coming years.
5. **Manufactured Goods Sales:** Sales of manufactured goods in 2025 did not reach the set targets. A major reason is that the current sales system remains dependent on the Associate Company and external distribution partners, leading to many limitations in executing and managing business targets.

II. 2026 Business and Production Plan:

Due to the Ministry of Health's regulations on the management of controlled drugs and prescription drugs in the OTC channel, the impact of Circulars and Decrees, as well as regulations regarding Foreign Direct Investment (FDI) enterprises, there have been significant impacts on the Company's business orientation and goals.

Aware of the challenges and difficulties in 2026, the Company has developed business and production planning targets suitable for the actual situation, specifically as follows:

No.	Indicator	Unit	2026 Plan	Ghi chú
1.	Tổng doanh thu	Billion VND	2.088	

2.	Doanh thu hàng sản xuất	Billion VND	660	
3.	Doanh thu kinh doanh nhập khẩu hàng thành phẩm	Billion VND	1.350	
4.	Lợi nhuận thuần kinh doanh	Billion VND	14	
5.	Lợi nhuận trước thuế	Billion VND	24	
6.	Cổ tức bằng cổ phiếu	%/ year	10	
7.	Nộp ngân sách	Billion VND	Based on actual incurrence	

To complete the 2026 business and production targets as well as meet the long-term development plan, the Company needs to focus on the following issues:

1. Personnel System:

Implement solutions to change and improve the human resource management system, including salary & bonus regulations and KPI evaluation regulations suitable for the Company's operational reality and the market.

Develop a clear orientation for building corporate culture, creating a healthy and attractive working environment to attract talent and promote labor productivity.

2. Research and Development (R&D) Activities:

- Urgently finalize the organizational chart, standard operating procedures (SOPs), and objectives for the department after the merger to commence operations soon;

- Continue to enhance Research capacity through training and collaborative development between personnel at CNC Factory – Hataphar and La Khe Factory;

- Accelerate the validation and granting of Registration Numbers (SDK) for products manufactured at the CNC Factory to increase operational capacity.

3. Production Activities:

- Continuously evaluate and review production costs to establish and adjust product costs close to reality, aiming for cost savings and enhanced operational efficiency;

- Establish a policy to expand the list of manufacturers and suppliers to take initiative in procurement and create a price negotiation advantage in transactions.

4. Business Activities:

- Evaluate and adjust the business model appropriately, focusing resources and supplementing personnel to build an ETC business system that meets the medium-term business plan;

- Expand the product portfolio through license-buying activities and technology transfer from partners, aiming to build a strategic product portfolio for the medium and long term;

- Build a sales system and support systems for the deployment of Originator Drugs (Biệt dược gốc) in the medium term.

5. Financial Activities and Cost Management:

- Implement budget management activities in accordance with the annual plan;
- Continue restructuring short-term loan sources to optimize capital costs for business and production; access financial products to hedge risks and enhance corporate financial efficiency;
- Promote the recovery of overdue debts and bad debts from partners and customers.

6. Cooperation with ASKA Pharmaceutical Co., Ltd. – Japan:

Continue close coordination in personnel training, product research, and the exchange of managers and experts to improve corporate governance and executive capacity, thereby enhancing the Company's efficiency.

The Board of Directors, the Board of General Directors, and the entire collective of employees of Ha Tay Pharmaceutical Joint Stock Company will continue to unite and strive to overcome difficulties to complete the 2026 targets. This will contribute to the growing development of Hataphar, making the Company a trusted choice for customers and a leading enterprise in revenue and efficiency in Vietnam by 2040.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Pharm. Le Van Lo



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, February 10, 2026

Số: 149/BC-BKS

REPORT ON SUPERVISORY ACTIVITIES AND VERIFICATION OF THE 2025 FINANCIAL STATEMENTS OF HATAY PHARMACEUTICAL JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises;;
- Pursuant to the Charter of the Company, providing for the functions and duties of the Supervisory Board;
- Pursuant to the 2025 Financial Statements of the Company, as audited by Viet Nam Auditing & Evaluation Company Limited;
- Based on the business performance and financial activities of the Company in 2025;

The Supervisory Board would like to submit to the 2026 Annual General Meeting of Shareholders the following contents:

I. ACTIVITIES OF THE SUPERVISORY BOARD:

In 2025, members of the Supervisory Board performed their duties of supervising the management and operations of the Company by the Board of Directors and the Board of General Directors. Specific activities included:

Attending meetings of the Board of Directors and the Company's briefing sessions.

Participating in the development of business plans for the Company and its subsidiaries.

Supervising the implementation of Resolutions of the General Meeting of Shareholders and Resolutions of the Board of Directors.

Appraising reports on the Company's business and financial status; and collaborating with the Auditing Company to verify business performance results.

Participating in periodic inventory counts to appraise the Company's assets and capital sources.

Conducting inspections of business operations and financial reports of the Company's subsidiaries.

The Supervisory Board held 02 periodic meetings during the year and maintained regular coordination to perform the aforementioned tasks.

II. MANAGEMENT AND OPERATION OF BUSINESS ACTIVITIES:

* This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.

* In 2025, the Board of Directors conducted 10 meetings and issued Resolutions to resolve matters within the Board's management authority. Key Resolutions included:

- Approving the organization of the 2025 Annual General Meeting of Shareholders.

- Approving the report of the Board of Directors on 2024 business performance results and the 2025 plan.

- Approving the report on supervisory activities and verification of the 2024 financial statements and the 2025 plan of the Supervisory Board.

- Approving the 2024 Audited Financial Statements.

- Approving the 2024 Profit Distribution Plan.

- Approving the 2025 Remuneration Plan for the Board of Directors and the Supervisory Board.

- Approving the authorization for the Board of Directors to select the 2025 auditing firm and review the semi-annual financial statements.

- Approving the authority to decide and sign contracts for asset procurement and other contracts serving production and business activities.

- Approving the total salary and monthly support allowances for Deputy General Directors.

- Approving the selection of Viet Nam Auditing & Evaluation Company Limited as the auditing firm for the 2025 interim financial statements and the 2025 annual financial statements of the Company.

- Approving the establishment of the Internal Audit Board.

- Approving the adjustment of the project schedule for the Hataphar High-Tech Pharmaceutical Factory, targeting completion and full operation by the fourth quarter of 2027.

- Approving the adjustment of credit limits at Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank) and Vietnam Bank for Agriculture and Rural Development (Agribank).

- Approving the first quarter of 2025 business performance report and the first quarter of 2025 investment budget implementation report.

- Approving the operating regulations and the 2025 audit plan of the Internal Audit Board.

- Approving the annual land rent payment for the Hataphar High-Tech Factory.

- Approving the merger of the Registration Department into the Research and Development Department, effective from July 1, 2025.

- Approving the second quarter of 2025 business performance results and the quarterly investment budget implementation report.

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- Approving the organization of the 2025 Extraordinary General Meeting of Shareholders to approve a 10 % bonus share issuance to existing shareholders.
- Approving the establishment of the Business Strategy Department and the appointment of Mr. Yomogida as Head of Department.
- Approving the personnel consolidation of the Business Efficiency Improvement Committee, adding Mr. Nguyen Huu Dung as a member.
- Approving the plan and documentation for the bonus share issuance to existing shareholders.
- Approving the authorization for the Chairperson of the Board of Directors to perform tasks related to the bonus share issuance.
- Approving the third quarter of 2025 business performance results and the investment budget implementation report.
- Approving the 2026 business plan and the 2026 budget plan.
- Approving the Information Disclosure Regulations, the Conflict of Interest Management Regulations, and Regulations on Transactions with Related Parties.
- Approving the 2026 Internal Audit Plan, Internal Audit Procedures, and Internal Control Assessment Procedures.

*** Implementation of the 2025 General Meeting of Shareholders' Resolutions:**

- In 2025, the Board of Directors and the Board of General Directors of the Company closely deployed and directed the implementation of the 2025 production and business plan targets approved by the General Meeting of Shareholders.

- The Company successfully issued bonus shares at a rate of 10% of the Charter Capital to existing shareholders.

- 2025 Production and Business Performance Results:

+ Revenue from manufactured goods: 554 billion VND, achieving 85,49% of the plan.

+ Total revenue: 2.293 billion VND, achieving 128,67% of the plan.

+ Profit before tax: 64,898 billion VND, achieving 129,79% of the plan.

+ State budget contribution: 122,48 billion VND, reaching 113% compared to the previous year.

+ Total number of employees: 586 people.

+ Average income per employee: 16.079.000 VND per person per month..

III. FINANCIAL STATUS AS OF DECEMBER 31, 2025:

Based on the 2025 Financial Statements of the Company audited by Viet Nam Auditing & Evaluation Company Limited, the Supervisory Board has verified and confirmed that the figures in the financial statements truthfully and fairly reflect the production and business activities as well as the financial position of the Company as of December 31, 2025, as follows:

* This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.

*** 2025 Production and Business Performance Results:**

INDICATORS	Code	Notes	Previous Year	Current Year
1. Revenue from sales and services				
2. Revenue deductions	1	VI.17	1.956.145.098.825	2.294.223.456.973
3. Net revenue from sales and services	2	VI.18	190.968.300	345.784.860
4. Cost of goods sold	10	VI.19	1.955.954.130.525	2.293.877.672.113
5. Gross profit from sales and services	11	VI.20	1.754.424.676.492	2.098.329.883.096
6. Financial income	20		201.529.454.033	195.547.789.017
7. Financial expenses				
<i>In which: Interest expense</i>	21	VI.21	25.302.361.900	31.379.743.250
8. Selling expenses	22	VI.22	20.023.900.458	19.794.930.879
9. General and administrative expenses	23		13.449.114.864	13.056.306.308
10. Net operating profit	24		27.297.191.318	32.262.938.872
11. Other income	25		106.525.953.824	124.979.154.101
12. Other expenses	30		72.984.770.333	49.890.508.415
13. Other profit				
14. Total profit before tax	31		13.536.671.327	15.884.405.839
15. Current corporate income tax expense	32		1.108.314.581	876.326.589
	40		12.428.356.746	15.008.079.250
17. Deferred corporate income tax expense	50		85.413.127.079	64.898.587.665
	51	VI.23	17.849.937.743	12.453.000.444
18. Net profit after corporate income tax	52			
	60		67.563.189.336	52.445.587.221

*** General Financial Status as of December 31, 2025:**

1. Total Asset Value of the Company:	:	1.869.709.370.159 VND, including:
a) Current assets	:	848.405.886.428 VND;
- Cash and bank deposits	:	62.204.146.573 VND;
- Short-term financial investments	:	150.000.000.000 VND;
- Short-term receivables	:	149.789.659.797 VND;
- Inventories	:	486.412.080.058 VND;
- Other current assets	:	0 VND.

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<i>b) Non-current assets</i>	:	1.021.303.483.731 VND;
- Long-term receivables		6.407.042.500 VND
- Fixed assets (Net of accumulated depreciation)	:	159.786.858.109 VND;
- Investment in subsidiaries	:	22.743.525.000 VND;
- Investment in joint ventures and associates	:	3.150.000.000 VND;
- Long-term assets in progress		823.583.883.872 VND;
- Other non-current assets	:	5.632.174.250 VND.
2. Total resources of the Company	:	1.869.709.370.159 VND, including:
a) Liabilities	:	799.666.006.633 VND;
- Current liabilities	:	713.260.659.086 VND;
- Non-current liabilities	:	86.405.347.547 VND.
b) Owner's equity	:	1.070.043.363.526 VND;
- Charter capital	:	905.755.510.000 VND;
- Share premium	:	36.282.220.000 VND;
- Other capital of owners	:	24.375.893.101 VND;
- Undistributed profit after tax	:	94.681.721.449 VND;
- Funds under owner's equity	:	8.963.148.976 VND;
- Treasury shares	:	(15.130.000) VND.

The Supervisory Board regularly monitors the management and operation of the Company's business and production activities. The coordination among the Supervisory Board, the Board of Directors, and the Board of General Directors has consistently been favorable and in compliance with the Law on Enterprises and the Company's Charter.

IV. CONCLUSIONS AND RECOMMENDATIONS:

In 2025, the Company's revenue from manufactured goods did not meet the established target, reaching only 85.49% of the plan. However, the total revenue target reached 128.67% of the plan, driven by revenue from imported goods which reached 155.9% of the target. The Company's pre-tax profit target achieved 129.79% of the set plan. Nevertheless, compared to the previous year, revenue from manufactured goods reached 90%, pre-tax profit reached 76%, and state budget contribution reached 113%.

To ensure effective financial management and mitigate risks of loss for the Company, the Supervisory Board requests the Board of Directors and the Board of General Directors to focus on directing the following:

- Accounts receivable and accounts payable confirmation: Ensure that the reconciliation and signing of debt confirmations are performed fully and accurately.

- Debt recovery measures: Proactive measures must be taken to recover outstanding debts, especially from customers with high debt balances and long-overdue periods (primarily relating to tender goods at hospitals and medical centers).

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V. SUPERVISORY ACTIVITIES PLAN FOR 2026:

Striving to successfully fulfill the Board's duties and responsibilities as prescribed, focusing on the following key contents:

- Supervise the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors' Resolutions for 2026.
- Appraise and inspect business and production reports, as well as the financial statements of the Company and its subordinate units.
- Appraise the utilization of capital and the Company's capital resources.

The Supervisory Board hereby submits the report on the Company's operational aspects to the General Meeting of Shareholders, in accordance with the Board's functions and duties./.

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD



Ngô Văn Chính

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No. 152 /TTr-DHT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, February 10, 2026

SUBMISSION

Regarding the approval of the 2025 Audited Financial Statements

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Pursuant to the Charter of Organization and Operation of Ha Tay Pharmaceutical Joint Stock Company;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders and the Resolution of the Board of Directors regarding the selection of Vietnam Auditing and Valuation Company Limited as the auditing firm for the 2025 financial statements. The Board of Directors of Ha Tay Pharmaceutical Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the contents of the 2025 Financial Statements audited by Vietnam Auditing and Valuation Company Limited as follows: 2025 Financial Statements (attached).

We respectfully request the General Meeting to provide further feedback on transferring the entire amount of VND 24,357,893,101 (Twenty-four billion three hundred fifty-seven million eight hundred ninety-three thousand one hundred one dong) from the "Other Owner's Capital" in the audited financial statements for 2025 to "Undistributed After-Tax Profit" in the 2026 financial statements for the following reasons:

- Prior to the 2023 Annual General Meeting of Shareholders, the Company had

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transferred a portion of after-tax profit from audited financial statements to increase the company's charter capital; however, using "Other Capital" from owner's equity to increase charter capital is no longer in accordance with current regulations;

- To ensure the interests of shareholders and investors.

We respectfully submit this to the 2026 Annual General Meeting of Shareholders for approval./.

Recipients:

- Members of the BOD, Supervisory Board;
- Annual General Meeting of Shareholders;
- Archives.

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



Pharm. Le Van Lo

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Hanoi, February 10, 2026

No: ~~150~~/PA-HĐQT

2025 PROFIT DISTRIBUTION PLAN

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter on Organization and Operation of Ha Tay Pharmaceutical Joint Stock Company;
- Based on the realized profit of 2025,

The Board of Directors of Ha Tay Pharmaceutical Joint Stock Company submits to the Annual General Meeting of Shareholders the 2025 Profit Distribution Plan as follows:

1. Total realized profit:	64.898.587.665 VND;
2. Corporate income tax payable:	12.453.000.444 VND;
3. Distributable profit:	52.445.587.221 VND;
4. Lợi nhuận năm trước chưa phân phối:	64.536.134.228 VND;
5. Tổng lợi nhuận được phân phối:	116.981.721.449 VND.

Of which:

- Bonus fund: 0 VND;
- Welfare fund: 0 VND;
- Profit for stock dividend at 10% of charter capital: 22.300.000.000 VND;
(2025 bonus shares at 10% have been distributed from surplus and profits).
- Retained earnings 94.681.721.449 VND;

Recipients:

- Website;
- BOD, Supervisory Board, and BOM members;
- Office Archives.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN


Pharm. Le Van Lo

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SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, February 10, 2026

No: *157* /PA-HĐQT

REMUNERATION PLAN FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD IN 2026

1. Salary:

1.1. Monthly salary for each position of the Board of Directors and the Supervisory Board in 2026 shall be implemented as follows:

- + Chairman of the Board of Directors: 120.000.000 VND;
- + Vice Chairman of the Board of Directors: 102.000.000 VND;
- + Members of the Board of Directors: 92.000.000 VND;
- + Head of the Supervisory Board: 80.000.000 VND;
- + Members of the Supervisory Board: 45.000.000 VND.

1.2. Monthly salary for Independent Members of the Board of Directors (If any): 10.000.000 VND/person/month.

2. Allowances:

- Members of the Board of Directors and the Supervisory Board shall be paid allowances (if any), such as Party Secretary allowance, Trade Union Chairman allowance, etc.

- If members of the Board of Directors concurrently hold management positions in the Company, they shall be entitled to allowances as follows:

- + Concurrently holding General Director position: 20% of actual salary;
- + Concurrently holding Deputy General Director or Chief Accountant position: 10% of actual salary;
- + Concurrently holding Department Manager or Deputy Manager position: 5% of actual salary.

- Members of the Board of Directors who are University Pharmacists: 8.000.000 VND/person/month;

- Members of the Supervisory Board who are University Pharmacists: 5.000.000 VND/person/month.

3. Other payments:

- On a monthly, quarterly, and annual basis, members of the Board of Directors and the Supervisory Board shall be classified into categories A, B, and C and paid in accordance with the Company's general regulations.

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Recipients:

- Website;
- BOD, Supervisory Board,
and BOM members;
- Office Archives.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Pharm. Le Van Lo

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No. 153 /TTr-DHT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, February 10, 2026

SUBMISSION

Regarding the authorization for the Board of Directors to select the auditing firm for the 2026 fiscal year

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Pursuant to the Charter of Organization and Operation of Ha Tay Pharmaceutical Joint Stock Company.

The Board of Directors respectfully requests the General Meeting of Shareholders to authorize the The Board of Directors to select an independent auditing firm to audit the 2026 Financial Statements and review the 2026 semi-annual financial statements of Ha Tay Pharmaceutical Joint Stock Company from the list of auditing firms approved by the State Securities Commission.

We respectfully submit this to the 2026 Annual General Meeting of Shareholders for approval./.

Recipients

- Members of the BOD, Supervisory Board;
- Annual General Meeting of Shareholders;
- Archives.

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



Pharm. Le Van Lo

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**REGULATIONS ON NOMINATION AND CANDIDACY
FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE
SUPERVISORY BOARD FOR THE 2026 - 2031 TERM
HA TAY PHARMACEUTICAL JOINT STOCK COMPANY**

The election of the Board of Directors (BOD) and the Supervisory Board at the 2026 Annual General Meeting of Shareholders of Ha Tay Pharmaceutical Joint Stock Company shall be conducted in accordance with the following regulations:

I. RESPONSIBILITIES OF THE CHAIRPERSON

The Chairperson is responsible for presiding over the election with the following specific duties:

- Submit the Regulations on Nomination and Candidacy for members of the Board of Directors/Supervisory Board to the General Meeting for approval.
- Introduce the list of qualified candidates for the Board of Directors/Supervisory Board.
- Submit the Ballot Counting Committee and the Head of the Ballot Counting Committee to the General Meeting for approval.
- Supervise the voting and ballot counting process.
- Resolve any complaints regarding the election (if any)

**II. REGULATIONS ON NOMINATION AND CANDIDACY FOR THE
BOARD OF DIRECTORS/SUPERVISORY BOARD**

- Number of members to be elected to the BOD: 07 members
- Number of members to be elected to the Supervisory Board: 03 members
- Term: 2026 - 2031
- Maximum number of candidates for the BOD/Supervisory Board: Unlimited.

2.1 Rights to nominate and stand for candidacy to the BOD/Supervisory Board:

A shareholder or a group of shareholders owning 10% or more of the total ordinary shares has the right to nominate candidates to the Board of Directors/Supervisory Board.

In the event that the number of candidates for the BOD/Supervisory Board through nomination and candidacy is insufficient, the incumbent BOD/Supervisory Board may nominate additional candidates or organize the nomination in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operational Regulations of the BOD/Supervisory Board. The introduction of additional candidates by the incumbent BOD/Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors/Supervisory Board as prescribed by law.

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All nominated and standing candidates must meet the criteria set out in section 2.2 below.

2.2. Criteria for Candidates for the Supervisory Board:

❖ *Candidates for the BOD/Supervisory Board must meet all the criteria and conditions as prescribed in Article 155 (for Board members) and Article 169 (for Supervisory Board members) of the Law on Enterprises and must not fall into the following cases:*

- Board Members: Must have professional qualifications and experience in the Company's business management and are not necessarily shareholders of the Company; A Board member shall not simultaneously be a member of the Board of Directors of more than 05 other companies.

- Members of the Supervisory Board: Not working in the accounting or finance department of the Company; not being a member or employee of an independent auditing firm that audited the Company's financial statements in the three (03) consecutive years prior to the audit.

❖ *Persons ineligible to be members of the BOD/Supervisory Board:*

- Persons who lack civil act capacity;
- Persons who are being examined for criminal liability or are serving a prison sentence or other cases prohibited from holding the position of a member of the BOD/Supervisory Board.

III. DOSSIER FOR NOMINATION AND CANDIDACY FOR MEMBERS OF THE BOD/SUPERVISORY BOARD

- Nomination letter, Candidacy letter for the BOD/Supervisory Board (standard form);

- Copies of the following documents: Citizen Identity Card, degrees/certificates of educational and professional qualifications;

- Curriculum Vitae self-declared by the candidate (standard form).

Note: Shareholders are kindly requested to send the (original) nomination/candidacy dossier as specified in Section III to the Company (Address: Administration Department, Ha Tay Pharmaceutical Joint Stock Company, No. 10A, Quang Trung Street, Ha Dong Ward, Hanoi City) before 11:30 AM on March 25, 2026, and please call to confirm the submission with Mr. Nguyen Minh Duc - Tel: 0912 206 225. In all cases of late submission or lost documents, if the Company is not notified for confirmation, such late submissions shall be considered invalid.

Hanoi, March 06, 2026

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



Le Van Lo

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No. ~~748~~ /TTr-DHT

SOCIALIST REPUBLIC OF VIETNAM
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Hanoi, February 10, 2026

SUBMISSION

Regarding the approval of the plan to issue shares to increase charter capital from owner's equity

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Law on Securities; and Decree No. 245/2025/ND-CP amending and supplementing several articles of Decree No. 155/2020/ND-CP;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, by the Ministry of Finance guiding the offering and issuance of securities, public tender offers, stock repurchases, registration of public companies, and cancellation of public company status; and Circular No. 115/2025/TT-BTC amending and supplementing several articles of Circular No. 118/2020/TT-BTC;
- Pursuant to the Charter of Ha Tay Pharmaceutical Joint Stock Company;
- Based on the business operations and capital requirements of the Company.

The plan to issue shares to increase charter capital from owner's equity is hereby proposed as follows:

1. Issuance Plan:

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1. Name of shares:	Shares of Ha Tay Pharmaceutical Joint Stock Company
2. Type of shares:	Ordinary shares
3. Par value:	VND 10,000/share (In words: Ten thousand Vietnamese Dong per share).
4. Number of issued shares:	90,575,510 shares (In words: Ninety million, five hundred seventy-five thousand, five hundred and ten shares).
5. Number of outstanding shares:	90,573,997 shares (In words: Ninety million, five hundred seventy-three thousand, nine hundred and ninety-seven shares).
6. Treasury shares:	1,513 shares (In words: One thousand, five hundred and thirteen shares).
7. Issuance ratio:	10% (Expected maximum number of shares to be issued / Total number of outstanding shares).
8. Method of issuance:	Issuance of shares to increase share capital from owner's equity.
9. Target participants:	Existing shareholders named in the list of shareholders provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of the record date for the right to receive shares issued from owner's equity.
10. Maximum expected number of shares to be issued:	9,057,399 shares (In words: Nine million, fifty-seven thousand, three hundred and ninety-nine shares).
11. Total maximum expected issuance value at par value:	VND 90,573,990,000 (In words: Ninety billion, five hundred seventy-three million, nine hundred and ninety thousand Vietnamese Dong).
12. Exercise ratio:	10:1 (Meaning that on the record date, an existing shareholder owning 10 shares will receive 01 additional new share).
13. Funding source for issuance:	- From the items of undistributed after-tax profit and share premium, based on the data in the audited 2025 Separate Financial Statements, specifically:

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	Unit: VND		
	Indicators	Data according to the audited 2025 Separate Financial Statements	Expected amount to be used for share issuance to increase capital from owner's equity
	Undistributed after-tax profit	94.681.721.449	54.291.770.000
	Share premium	36.282.220.000	36.282.220.000
	Total	130.963.941.449	90.573.990.000
	The funds will be utilized in the following order of priority: First, the entire amount of VND 36,282,220,000 will be drawn from the Share Capital Surplus, followed by the use of undistributed after-tax profits (expected to be VND 54,291,770,000).		
14. Transfer restrictions:	Additional shares issued to increase share capital from owner's equity are not restricted from transfer. Shares currently under transfer restrictions are still eligible to receive additional shares from this issuance. The right to receive shares issued to increase share capital from owner's equity is not allowed to be transferred or assigned to others.		
15. Plan for handling fractional shares (if any):	The number of additionally issued shares will be rounded down to the nearest whole unit . Any resulting fractional shares (decimal part) (if any) will be cancelled and not issued. <i>Example: On the record date, Shareholder A owns 1,234 shares. With an allocation ratio of 10:1, Shareholder A is entitled to receive 123.4 new shares. According to the rounding principle above, the number of shares Shareholder A receives is 123</i>		

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	<i>shares; the 0.4 fractional share will be cancelled.</i>
16. Expected timing of implementation:	<p>Within Quarter II - III of 2026, after the State Securities Commission (SSC) notifies the receipt of complete reporting documents for the share issuance to increase share capital from owner's equity.</p> <p>The specific timing will be decided by the Company's Board of Directors.</p>

2. Additional securities registration and additional listing registration

The Company shall perform additional securities registration for the entire number of additionally issued shares at the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional listing registration at the Hanoi Stock Exchange (HNX) in accordance with regulations.

3. Amendment and supplementation of the Charter of Ha Tay Pharmaceutical Joint Stock Company

To amend Article 6 of the Company's Charter regarding: Charter capital; Number of ordinary shares consistent with the actual results of the Charter capital increase.

The Board of Directors (BOD) shall report the amended Charter content to the nearest General Meeting of Shareholders.

4. Implementation of Business Registration procedures

The Board of Directors and the Legal Representative shall coordinate to perform the procedures for changing the Business Registration to reflect the charter capital increase in accordance with the law.

5. Authorization

The General Meeting of Shareholders (GMS) authorizes the Board of Directors to decide on all matters related to the share issuance to increase share capital from owner's equity:

- To perform necessary procedures to apply for the share issuance permit according to the approved plan, including supplementing, amending, and finalizing documents to ensure the issuance is conducted in compliance with current laws.
- To select the record date to finalize the list of shareholders entitled to receive shares issued from owner's equity after receiving the notice of

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receipt of full and valid reporting documents from the State Securities Commission (SSC), ensuring compliance with current legal regulations.

- To perform additional securities registration and additional listing registration for the additionally issued shares at the VSDC and HNX upon completion of the issuance.
- In addition to the aforementioned authorizations, during the implementation of the issuance plan, the GMS authorizes the BOD to supplement, amend, and finalize the plan as required by State management agencies and/or to suit actual situations while complying with current laws, ensuring the interests of shareholders and the Company.
- During the implementation of the approved contents, the BOD is entitled to sub-delegate the authorization to the Chairman of the Board of Directors.
- To perform other related tasks.

We respectfully submit this to the 2026 Annual General Meeting of Shareholders for approval./.

Recipients:

- Members of the Board of Directors (BOD), Supervisory Board;
- 2026 Extraordinary General Meeting of Shareholders;
- Archives.

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



Pharm. Le Van Lo



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No. *212*. /TTr-DHT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, February 25 , 2026

SUBMISSION

Regarding the addition of business sector name

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Pursuant to the Charter of Organization and Operation of Ha Tay Pharmaceutical Joint Stock Company.

The Board of Directors proposes that the General Meeting of Shareholders consider adding the following business lines:

No.	Business sector name	Code
1	Technical analysis and testing	7120
2	Scientific research and technological development in the field of medical and pharmaceutical sciences.	7213
3	Market research and public opinion polling (Excluding public opinion polling services other than similar opinion gathering services designed to collect information on consumer attitudes and preferences)	7320
4	Other medical activities not classified elsewhere Details: Testing and analysis of pharmaceuticals and medicines	8699

We respectfully submit this to the 2026 Annual General Meeting of Shareholders for approval./.

Recipients

ON BEHALF OF THE BOARD OF DIRECTORS

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- Members of the BOD,
Supervisory Board;
- Annual General Meeting of
Shareholders;
- Archives.

CHAIRMAN ✓



Pharm. Le Van Lo

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SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, February 25, 2026

No. ~~213~~ /TTr-DHT

SUBMISSION

Regarding amendments to the Charter of Organization and Operation

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Pursuant to the Charter of Organization and Operation of Ha Tay Pharmaceutical Joint Stock Company.

The Board of Directors proposes that the General Meeting of Shareholders consider the following amendments to the Charter of Organization and Operation:

“Article 4. Objectives of the Company's Operations

1. The company's business sector name:

No.	Business sector name	Code
1	Technical analysis and testing	7120
2	Scientific research and technological development in the field of medical and pharmaceutical sciences.	7213
3	Market research and public opinion polling (Excluding public opinion polling services other than similar opinion gathering services designed to collect information on consumer attitudes and preferences)	7320
4	Other medical activities not classified elsewhere Details: Testing and analysis of pharmaceuticals and medicines	8699

“Article 29. Chairman and Vice-Chairman of the Board of Directors

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1. The Board of Directors shall elect, dismiss, and remove the Chairman of the Board of Directors, the Permanent Vice-Chairman of the Board of Directors, and the Vice-Chairman of the Board of Directors from among the members of the Board of Directors at the first meeting of each term or when necessary. The number of Vice-Chairmen shall be decided by the Board of Directors but shall not exceed two (02) members.

2. The Chairman of the Board of Directors has the following rights and obligations:

- a) To prepare the program and work plan of the Board of Directors;
- b) To prepare the agenda, content, and documents for meetings; to convene and preside over meetings of the Board of Directors;
- c) To organize the adoption of resolutions of the Board of Directors;
- d) To supervise the implementation of resolutions of the Board of Directors and the General Meeting of Shareholders;
- e) To sign resolutions and decisions on behalf of the Board of Directors;
- f) To exercise other rights and obligations as prescribed by law, this Charter, and resolutions of the Board of Directors.

3. The Standing Vice Chairman of the Board of Directors assists the Chairman in organizing and coordinating the activities of the Board of Directors and performing duties as assigned or delegated in writing.

4. The Vice Chairman of the Board of Directors assists the Chairman and the Permanent Vice Chairman in specific areas assigned by the Board of Directors.

5. Any decision to assign specific duties to the Permanent Vice Chairman of the Board of Directors or the Vice Chairman of the Board of Directors must be approved by the Board of Directors through a resolution. The Chairman has the right to propose assignments but cannot make decisions independently without the approval of the Board of Directors.

6. The Standing Vice Chairman of the Board of Directors and the Vice Chairman of the Board of Directors may concurrently hold other executive management positions within the Company, but this must comply with the law, this Charter, and be approved by the Board of Directors.

7. The Chairman has the right to propose to the Board of Directors the consideration of revoking or adjusting assigned duties. In urgent cases, the

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Chairman may suspend the implementation of the assignment but must report to the Board of Directors as soon as possible.

8. All authorization documents, assignment of duties, or decisions related to the Chairman of the Board of Directors must be stored at the Company and available to all members of the Board of Directors for review upon request.

9. In the absence of the Chairman of the Board of Directors:

a) The Chairman must authorize in writing the Permanent Vice Chairman or a Vice Chairman to perform the duties for a specified period. If there is no Vice Chairman or the Vice Chairman is also absent, the Chairman shall authorize another member of the Board of Directors.

b) In the absence of authorization:

- The Standing Vice Chairman (or the remaining highest-ranking member of the Board of Directors) is responsible for convening an emergency meeting of the Board of Directors within 05 working days from the date the situation arises to decide on a temporary replacement;

- The replacement shall only apply to necessary tasks and shall not include matters falling under the collective authority of the Board of Directors.

c) The temporary replacement may only perform necessary and urgent tasks to ensure the continuous operation of the Board of Directors and the Company. The replacement is not permitted to make decisions on matters falling under the collective authority of the Board of Directors or the General Meeting of Shareholders as stipulated in Articles 27, 15, and other provisions of this Charter.

d) If the replacement's status affects the legal representative's qualifications, the Company must follow the procedures for notifying the change as prescribed by law.

10. Exceptional circumstances: If the Chairman is unable to perform his duties due to legal reasons, the Board of Directors shall elect a new Chairman within a reasonable time. During the transition period, the Board of Directors shall appoint a temporary member to perform the duties."

We respectfully submit this to the 2026 Annual General Meeting of Shareholders for approval./.

Recipients

ON BEHALF OF THE BOARD OF DIRECTORS

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- Members of the BOD,
Supervisory Board;
- Annual General Meeting of
Shareholders;
- Archives.



Pharm. Le Van Lo

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No. 2.10... /TTr-DHT

SOCIALIST REPUBLIC OF VIETNAM
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Hanoi, February 25, 2026

SUBMISSION

Regarding the election of members of the Board of Directors for the term 2026 – 2031

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Based on the Securities Law No. 54/2019/QH14 enacted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Pursuant to the Charter of Organization and Operation of Ha Tay Pharmaceutical Joint Stock Company.

Based on the nominations and applications for Board of Directors members submitted by candidates and shareholders,

In order to have the necessary personnel for the Board of Directors as stipulated in the Charter, and to effectively manage the Company's operations during the 2026-2031 term, the Company's Board of Directors respectfully submits the following to the General Meeting of Shareholders for approval:

1. Approval of the number of members to be elected to the Board of Directors: 7 members.
2. Approval of the term of office for each member of the Board of Directors: 5 years (2021-2026).
3. Approval of the list of candidates to be elected to the Board of Directors, including the following individuals:

No	Full name	Current position at the Company
1	Le Anh Trung	Vice Chairman of the Board of Directors, Deputy General Director

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2	Le Xuan Thang	B.O.D Member, General Director
3	Le Viet Linh	B.O.D Member
4	Hoang Van Tue	B.O.D Member
5	Hiroyasu Nishioka	B.O.D Member
6	Yuichiro Okuma	None
7	Osamu Yomogida	Head of Business Strategy

The resumes of the candidates for the Board of Directors are attached to this submission.

We respectfully submit this to the 2026 Annual General Meeting of Shareholders for approval./.

Recipients

- Members of the BOD, Supervisory Board;
- Annual General Meeting of Shareholders;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Pharm. Le Van Lo

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SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, February 25, 2026

No. ~~211~~.... /TTr-DHT

SUBMISSION

Regarding the election of members of the Supervisory Board for the term
2026 – 2031

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Based on the Securities Law No. 54/2019/QH14 enacted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Pursuant to the Charter of Organization and Operation of Ha Tay Pharmaceutical Joint Stock Company.

Based on the nominations and applications for Supervisory Board members submitted by candidates and shareholders,

In order to have sufficient personnel for the Supervisory Board as stipulated in the Charter, and to effectively supervise the Company's operations during the 2026-2031 term, the Board of Directors respectfully submits the following to the General Meeting of Shareholders for approval:

1. Approval of the number of members to be elected to the Supervisory Board: 3 members.

2. Approval of the term of office for Supervisory Board members: 5 years (2026-2031).

3. Approval of the list of candidates to be elected to the Supervisory Board, including the following individuals:

No	Full name	Current position at the Company
1	Ngo Van Chinh	Head of the Supervisory Board
2	Nguyen Thi Hoa	Head of Quality Assurance

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3	Kazuhiro Chiku	Member of the Supervisory Board
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The resumes of the candidates for the Board of Directors are attached to this submission.

We respectfully submit this to the 2026 Annual General Meeting of Shareholders for approval./.

Recipients

- Members of the BOD, Supervisory Board;
- Annual General Meeting of Shareholders;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN
Pharm. Le Van Lo

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