**LDP: Board Resolution**

On June 13, 2024, Lam Dong Pharmaceutical JSC announced Resolution No. 15/NQ-HDQT/2024 on approving regulations and contents related to the share issuance according to the Employee Stock Ownership Plan (ESOP) as follows:

Article 1: Approve and issue together with this Resolution the Regulations on the share issuance according to the Employee Stock Ownership Plan of Lam Dong Pharmaceutical JSC in 2024.

Article 2: Approve the standards, the list of eligible employees to attend the Employee Stock Ownership Plan, selling price, principles for determining the number of shares distributed to each subject, and implementation time, specifically as follows:

1. Standard:

Eligible employees of Lam Dong Pharmaceutical JSC to attend the Employee Stock Ownership Plan in 2024 are the Board of Leaders, employees who are working and have signed official labor contracts with the Company, have Vietnamese nationality, are under title groups, and meet the following specific criteria:

1. Members of the Board of Directors directly participating in management and administration, the General Manager, managers at all levels, and other employee positions;
2. Employees currently working and receiving salary as of May 1, 2024, not holding positions mentioned in section 2.1.1. above and have signed labor contracts with a term of 01 year or more, except for other cases decided by the Board of Directors;
3. Not subject to restrictions on buying Lam Dong Pharmaceutical JSC’s shares (securities code: LDP) according to the provisions of law;
4. Not one of the following subjects:
5. Resign, unilaterally terminate of the labor contract, or be dismissed during the Plan implementation period;
6. Unpaid leave for a period of 6 months or more up to the date that Lam Dong Pharmaceutical JSC announces the issuance of ESOP shares;
7. Temporarily suspending the labor contract (except for the case of suspending the labor contract to perform military service), quitting the job without reason.

2.2. The list of eligible employees to buy shares: The specific list of employees is attached to this Resolution.

2.3. Issue price: Based on Annual General Mandate 2024 of Lam Dong Pharmaceutical JSC No. 01/NQ-DHDCD/LDP/2024 dated April 10, 2024, the issue price according to the Employee Stock Ownership Plan is VND10,000/share

2.4. Principles of determining the number of shares distributed to each subject: The number of shares distributed to employees is based on the seniority and position of each employee. The formula for determining the number of shares allocated to each employee is specified in the Regulations on issuing ESOP 2024. Shares distributed to each employee are rounded according to the principle of rounding to the nearest unit.

2.5. Implementation time: In 2024 after after completing all documentation procedures in accordance with the provisions of law and receiving written notice from the State Securities Commission on receiving complete report documents on the issuance of ESOP shares.

Article 3: Terms of enforcement:

This Resolution takes effect from the date of its signing. Members of the Board of Directors, the Board of Management, relevant units, and individuals of the Company are responsible for implementing this Resolution.