

ANNUAL REPORT 2025

HA TAY PHARMACEUTICAL JOINT STOCK COMPANY

Stock code	: DHT
Par value	: 10.000 VND/share
Total number of listed shares	: 90.575.551 shares
Total listed value (at par value)	: 905.755.510.000 VND

1. SUMMARY OF FORMATION AND DEVELOPMENT PROCESS

1.1 Company introduction

- Company name : Ha Tay Pharmaceutical Joint Stock Company
- Abbreviation : HATAPHAR
- Head office : No. 10A Quang Trung Street, Ha Dong Ward, Hanoi, Vietnam
- Phone number : 024 338 24685
- Fax number : 024 338 29054
- Website : www.hataphar.com.vn
- Business Registration Certificate: No. 0500391400, initially issued on 10 January 2001 by the Business Registration Office of the Department of Planning and Investment of Ha Tay Province; amended for the 26th time on 21 December 2025 by the Business Registration and Corporate Finance Office.
- Company's Business Areas:
 - + Manufacture of pharmaceuticals, medicinal materials, cosmetics, pharmaceutical foods and medical equipment;
 - + Manufacture of functional foods;
 - + Retail sale of pharmaceuticals, medical instruments, cosmetics and hygiene products in specialized stores;
 - + Wholesale of other household goods;
 - + Sale of pharmaceuticals and pharmaceutical ingredients to pharmaceutical wholesalers in accordance with Clause 10, Article 91 of Decree No. 54/2017/ND-CP;
 - + Real estate business, including land use rights owned, used or leased;
 - + Other business support service activities not elsewhere classified

- **Information on the Company's charter capital increase during the year:**

In 2025, the Company issued shares to existing shareholders from the share premium and retained earnings, increasing its charter capital from VND 823,417,730,000 to VND 905,755,510,000.

The capital increase was implemented in accordance with the Resolution of the Extraordinary General Meeting of Shareholders No. 693/NQ-DHT dated 17 September 2025, the Resolution of the

Board of Directors No. 707/NQ-DHT dated 24 September 2025, and the Report on the results of the share issuance to increase share capital from owners' equity No. 819/BC-DHT dated 30 October 2025 of Hatay Pharmaceutical Joint Stock Company.

Under this issuance, the Company issued an additional 8,233,778 shares to 955 shareholders at a rights ratio of 10:1.

The Company received Official Letter No. 7157/UBCK-QLCB dated 6 November 2025 from the State Securities Commission of Vietnam acknowledging the report on the results of the share issuance, Official Letter No. 15186/VSDC-ĐKCP.NV dated 13 November 2025 from the Vietnam Securities Depository and Clearing Corporation confirming the adjustment of the number of registered shares, and Decision No. 1389/QĐ-SGDHN dated 25 November 2025 from the Hanoi Stock Exchange approving the additional listing of the Company's shares.

1.2 Formation and development process

Hatay Pharmaceutical Joint Stock Company originated from Hatay Pharmaceutical Enterprise, which was established in 1965. In 1985, Hatay Pharmaceutical Enterprise merged with Hatay Pharmaceutical Company and Hoa Binh Medicinal Materials Company to form Hasanbinh Pharmaceutical Union Enterprise.

In 1991, Hasanbinh Pharmaceutical Union Enterprise was divided into Hatay Pharmaceutical Company and Hoa Binh Pharmaceutical Company.

In 2000, Hatay Pharmaceutical Company was converted into Hatay Pharmaceutical Joint Stock Company under Decision No. 1911/QĐ-UB dated December 21, 2000, issued by the People's Committee of Hatay Province.

In the face of fierce competition in the market economy, the Company recognized the importance of a proper strategic direction for its survival and development. Hatay Pharmaceutical is one of the few companies that has invested in and met GMP-WHO (Good Manufacturing Practices), GLP (Good Laboratory Practices), and GSP (Good Storage Practices) standards.

Along with maintaining high-quality management standards, the Company continuously invests in infrastructure, modernizing machinery and equipment to enhance productivity, product quality, and production efficiency. To expand production, Hatay Pharmaceutical has consistently invested in research, technology, and staff training, aiming to improve product quality and design.

Through well-directed investments, HATAPHAR has achieved sustained growth in its business and production performance over many years.

Awards and Achievements of Hatay Pharmaceutical Joint Stock Company Over the Years:

- "Vietnam Quality Award" (2004) by the Ministry of Science and Technology.

- "Golden Globe Award" (2004) by the Ministry of Industry.
- "Golden Lotus Cup" (2004) by the Ministry of Science and Technology.
- Golden Cup "For Social Progress and Sustainable Development" (2005) by the Vietnam General Confederation of Labor and the Cultural Entrepreneur Center.
- "Super Cup for Strong Brands and Sustainable Development" (2005) by the Vietnam General Confederation of Labor and the Ministry of Science and Technology.
- "Golden Cup for Brand and Trademark" (2005).
- "Golden ISO Cup" (2005).
- Title of "Labor Hero in the Renewal Period" (2006).
- "Vietnam Gold Star Award" (2008) by the Vietnam Young Entrepreneurs Association
- Recognized as "High-Quality Vietnamese Goods" (2012) in the pharmaceutical industry, voted by consumers.
- ISO 9001-2008 Quality Management System Certification (No. 69046) (2013).
- Certificate of Merit from the Hanoi Health Sector Trade Union (2013) for outstanding achievements in labor excellence and building a strong labor union





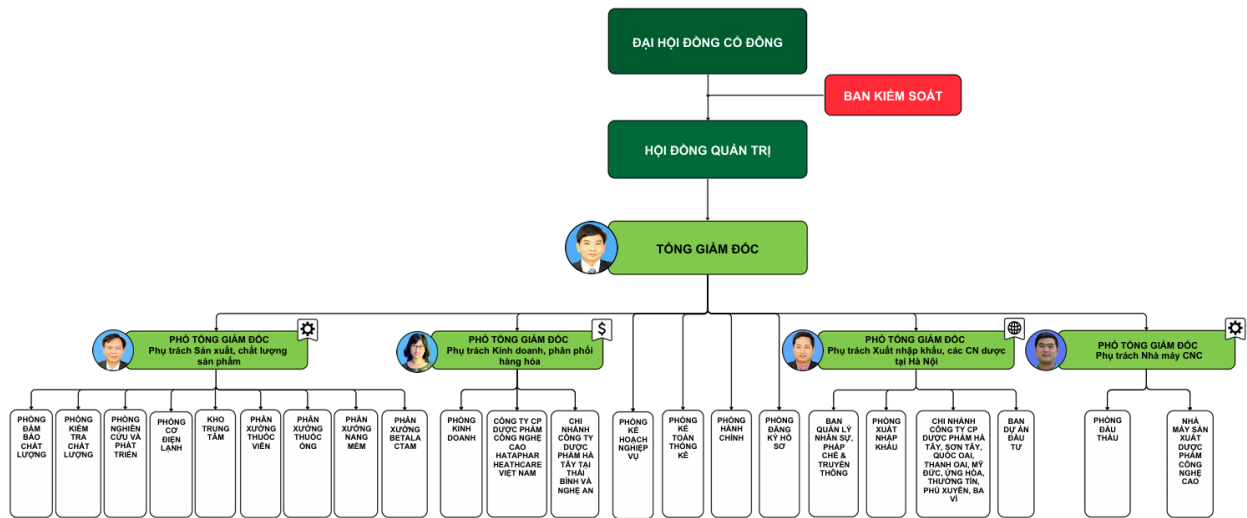
Some results that the Company has achieved in recent years:

No.	Items	Unit	2023	2024	2025
1	Net revenue	Bil VND	1.915	1.956	2.294
2	Revenue from manufactured goods	Bil VND	644	614	554
3	Cost of goods sold	Bil VND	1.727	1.754	2.098
4	Profit after tax	Bil VND	79,3	67,5	52,4
5	Tax Contribution	Bil VND	99,5	107,8	122,48
6	Number of employees	người	792	780	586
7	Average income	Mil VND	14,533	15,097	16,079
8	Cash Dividend	%	5	5	
9	Stock Dividend	ratio	180:100		10:1

2. MANAGEMENT STRUCTURE

2.1. Organizational structure of Ha Tay Pharmaceutical Joint Stock Company

SƠ ĐỒ TỔ CHỨC CÔNG TY CỔ PHẦN DƯỢC PHẨM HÀ TÂY



• General Meeting of Shareholders

The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest authority of the Company. The General Meeting of Shareholders is held at least once a year to decide on matters within its rights and responsibilities as stipulated by law and the Company's Charter, such as approving the Company's annual financial statements and financial budget for the following year, electing or dismissing members of the Board of Directors and the Supervisory Board, and establishing the Company's Charter.

• Board of Directors:

The Board of Directors is the management body of the company, holding full authority to represent the company in making decisions and exercising rights and obligations that do not fall under the authority of the General Meeting of Shareholders. Currently, the company's Board of Directors consists of seven members, with a term of five years.

• Supervisory Board:

The Supervisory Board is a body under the authority of the General Meeting of Shareholders (GMS) and is elected by the GMS. It is responsible for inspecting the legality, reasonableness, integrity, and prudence in the company's management, operations, accounting, statistics, and financial reporting. The company's Supervisory Board consists of three members with a five-year term. It operates independently from the Board of Directors and the Executive Board.

• Executive Board:

The Executive Board is appointed by the Board of Directors and is responsible for managing and making decisions on all daily operations of the company in accordance with state policies and the

resolutions and decisions of the General Meeting of Shareholders (GMS) and the Board of Directors (BOD). The Executive Board is accountable to the BOD for carrying out its assigned rights and duties. The company's Executive Board consists of the General Director, who is the head of the company, and four Deputy General Directors:

- Deputy General Director in charge of Production and Product Quality
- Deputy General Director in charge of Business and Goods Distribution
- Deputy General Director in charge of Import-Export and Pharmaceutical Branches in Hanoi
- Deputy General Director in charge of the High-Tech Factory

Additionally, the Deputy General Directors, Chief Accountant, department heads, and branch directors assist the General Director and are responsible for their assigned tasks. They are authorized to independently handle tasks delegated by the General Director in accordance with state policies and the company's regulations.

2.2. List of Units and Branches under Hatay Pharmaceutical Joint Stock Company

No.	Name	Address
1	Hatay Pharmaceutical Joint Stock Company Branch in Nghe An	No 80, Nguyen Trai road, Vinh Phu ward, Nghe An province, Vietnam
2	Hatay Pharmaceutical Joint Stock Company Branch in Thai Binh	Lot 13, Group 22, Doc Den street, Resettlement Area, Tran Lam ward, Hung Yen Province, Vietnam
3	Branch of Hatay Pharmaceutical Joint Stock Company	4th Floor, No. 10A Quang Trung, Ha Dong ward, Hanoi, Vietnam
4	Traditional Medicine and Medical Equipment Branch	No. 78 Quang Trung Street, Ha Dong Ward, Hanoi
5	Pharmaceutical Branch No. 1	4th floor, 10A Quang Trung, Quang Trung ward, Ha Dong district, Hanoi
6	Thuong Tin Pharmaceutical Branch	No 251 Ga street, Thuong Tin commune, Hanoi, Vietnam
7	Ung Hoa Pharmaceutical Branch	No. 96, Hong Phong hamlet, Hoang Xa village, Van Dinh commune, Hanoi, Vietnam
8	Son Tay Pharmaceutical Branch	122 Le Loi street, Son Tay ward, Hanoi, Vietnam
9	Thanh Oai Pharmaceutical Branch	121 Kim Bai street, Thanh Oai commune, Hanoi, Vietnam
10	My Duc Pharmaceutical Branch	No. 92, Team 3, Te Tieu village, My Duc commune, Hanoi, Vietnam
11	Quoc Oai Pharmaceutical Branch	Huyen street, Quoc Oai commune, Hanoi, Vietnam

12	Thach That Pharmaceutical Branch	Road 84, Thach That commune, Hanoi, Vietnam
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3. SHAREHOLDER STRUCTURE OF THE COMPANY

3.1 List of shareholders holding 5% or more of the company's share capital (as of December 31, 2025)

No.	Shareholder name	Address	Number of shares owned	Ownership ratio (%)
1	Le Van Lo	No. 40 BT7, Van Quan Urban Area, Ha Dong Ward, Hanoi	5.081.990	5,61%
2	Le Viet Linh	2/2 Nadynes, ParkCity Le Trong Tan, Ha Dong, Hanoi	5.744.184	6,34%
3	ASKA Pharmaceutical Co., Ltd	Japan	36.272.762	40,05%

3.2 List of founding shareholders and percentage of shares held (as of December 31, 2025)

No.	Shareholder name	Number of shares owned	Ownership ratio (%)
1	Le Van Lo	5.081.990	5,61%
2	Ngo Van Chinh	2.219.592	2,45%

4. BUSSINESS ACTIVITIES

To integrate into the pharmaceutical industrial production of the region and the world, the Company has invested more than 94 billion VND to construct a 5,000m² factory, raw material warehouses, a wastewater treatment system, and to procure equipment. On September 21, 2006, the Drug Administration of the Ministry of Health officially granted certification for the production lines of tablets, coated tablets, hard capsules, soft capsules, powders, and granules without β -lactam antibiotics; the production lines of tablets, coated tablets, hard capsules, powders, and granules containing β -lactam antibiotics; and the production line of powder injections containing Cephalosporin antibiotics, all meeting GMP-WHO standards. Additionally, the quality control laboratory was certified to meet GLP-WHO standards, and the warehouse was certified to meet GSP-WHO standards.

The Company operates modern and integrated production lines for both pharmaceutical and traditional medicine products, equipped with 100% newly imported machinery and equipment, including: a soft capsule production line, automatic capsule filling machines, sugar and film coating machines, a nitrogen generation system, automatic blister packaging machines, automatic powder injection filling machines, Hitachi inkjet printers, and a newly imported boiler system together with the renovation of the boiler house to replace the old system. The Company has also invested in new equipment such as a Fluidized Bed Dryer (Model FBDG2) and a Fluidized Bed Granulator (Model FBDG 100B).

In 2023, in addition to investing VND 58 billion in asset purchases and renovation works to support the GMP re-certification of the manufacturing plant in La Khe, the Company continued to invest in the construction of the Hataphar High-Tech Pharmaceutical Factory Project located in the Hoa Lac High-Tech Park. As of the end of 2023, the total value of signed contracts amounted to VND 812 billion, of which VND 730 billion had been paid. The factory is currently undergoing trial operations and is expected to obtain Japan-GMP certification in 2025, with commercial production scheduled to commence in 2026. The factory's maximum production capacity is expected to reach 2 billion tablets per year, meeting not only domestic demand but also supporting exports to international markets. According to the long-term development plan, by 2030, the Hataphar High-Tech Factory is expected to become the first facility in Vietnam to manufacture original branded pharmaceuticals.

In 2024, the Company accelerated the investment and construction progress of Phase 1 of the Hataphar High-Tech Pharmaceutical Factory. As of the end of 2024, the total value of signed contracts amounted to VND 870 billion, of which VND 851 billion had been paid. To date, all major components have been completed, including factory buildings, warehouses, and research and development facilities, along with the installation of modern machinery and equipment capable of meeting the most advanced manufacturing requirements. On 9 October 2024, the ceremony for receiving the GMP certificate for pharmaceutical manufacturing practices for the Hataphar High-Tech Pharmaceutical Factory was solemnly held at the plant after more than two years of construction under stringent standards. This milestone marks an important achievement, affirming the factory's significant progress in applying international standards to pharmaceutical manufacturing.

In 2025, in order to enhance production capacity and product quality, the Company continued to invest in additional manufacturing equipment, equipment for the Quality Control (QC) laboratory, equipment for the Pilot area, and upgrades to production facilities, with a total investment value of over VND 34 billion, including:

- + Direct production equipment: sample grinding machines, vibrating sieve equipment, tablet compression punches and dies, blister moulds, and other equipment for the production workshops;

- + Periodic repair, renovation and upgrading of production facilities;
- + Quality control equipment: Dissolution tester, drying oven, HPLC system, Atomic Absorption Spectrophotometer (AAS), UV–Vis spectrophotometer, and Total Organic Carbon (TOC) analyzer,...
- + Equipment for the Pilot area (for product research and development): analytical balances, disintegration tester, and dissolution tester,....
- + Control software systems: warehouse management software, ...

In addition, at the new Hataphar High-Tech Factory, the Company has completed the factory validation process, including the following activities:

- + Maintaining and improving the quality management system within the factory through updates to procedures, continuous training, and sharing information on quality incidents occurring at the plant with all employees, in order to draw lessons learned and enhance employees' awareness of quality;
- + Responding to mock inspections conducted by the Iwaki plant, GQP, and the external inspection organization;
- + The J-GMP validation was completed in November 2025 with no major or critical findings. The corrective action plan following the inspection was submitted to the PMDA on 15 December 2025;
- + Completed Performance Qualification (PQ) for Thyradin, a product transferred from Aska, Japan;
- + Several measures to manage operating costs have been reviewed and implemented at the factory, helping to reduce costs while still ensuring compliance with GMP principles.

Images of the Company's production lines



La Khe Manufacturing Factory





Hataphar High-Tech Pharmaceutical Factory

BỘ Y TẾ

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc

GIẤY CHỨNG NHẬN
ĐỦ ĐIỀU KIỆN KINH DOANH DƯỢC
Số hiệu: 1077/ĐKKDD-BYT

Bộ Y tế chứng nhận:

1. Tên cơ sở kinh doanh: *Công ty cổ phần dược phẩm Hà Tây.*
 2. Địa chỉ trụ sở chính: *Số 10A, phố Quang Trung, phường Quang Trung, quận Hà Đông, thành phố Hà Nội.*
 3. Tên địa điểm kinh doanh: *Địa điểm kinh doanh - Nhà máy sản xuất dược phẩm công nghệ cao Hataphar - Công ty cổ phần dược phẩm Hà Tây.*
 4. Địa chỉ kinh doanh: *Lô CNI-3A-1, CNI-03A-2, CNI-03A-3 thuộc Lô CNI-03A, Khu công nghiệp công nghệ cao 1, khu công nghệ cao Hòa Lạc, Km 29 đại lộ Thăng Long, xã Hạ Bằng, huyện Thạch Thất, thành phố Hà Nội, Việt Nam.*
 5. Người chịu trách nhiệm chuyên môn về dược:
 - Họ và tên: *Bùi Phương Lan;*
 - Trình độ chuyên môn: *Dược sỹ đại học;*
 - Chứng chỉ hành nghề dược số: *05741/CCHND-SYT-HNO do Sở Y tế thành phố Hà Nội cấp ngày 26 tháng 10 năm 2020.*
 6. Người phụ trách bảo đảm chất lượng:
 - Họ và tên: *Nguyễn Thị Hoa;*
 - Trình độ chuyên môn: *Dược sỹ đại học;*
 - Chứng chỉ hành nghề dược số: *01581/CCHND-SYT-HNO do Sở Y tế thành phố Hà Nội cấp ngày 18 tháng 10 năm 2018.*
- Đủ điều kiện kinh doanh dược loại hình: *Cơ sở sản xuất thuốc.*
- Phạm vi kinh doanh: *Theo Phụ lục đính kèm.*
- Giấy chứng nhận có hiệu lực từ ngày *06* tháng *8* năm *2024* được cấp theo Quyết định số: *2324* /QĐ-BYT ngày *06* tháng *8* năm *2024* của Bộ trưởng Bộ Y tế.

Hà Nội, ngày 06 tháng 8 năm 2024

KT. BỘ TRƯỞNG
THỦ TRƯỞNG



Đỗ Xuân Tuyên

GMP Certificate of Hataphar High-Tech Pharmaceutical Factory

5. RESEARCH AND DEVELOPMENT OF NEW PRODUCTS

Product research and registration have always been among the Company's top priorities, with the objective of continuously improving capabilities and providing the market with the highest quality products.

Continuing cooperation with the National Institute of Pharmaceutical Technology – Hanoi University of Pharmacy and the Bioequivalence Center of the National Institute of Drug Quality Control to develop formulations for several bioequivalent products, such as Loxoprofen 60 mg and Bastirizin.

Cooperating with the Faculty of Pharmacy, Vietnam National University, Hanoi in the research and development of Nitralmyl 0.6 mg sublingual tablets (active ingredient: Nitroglycerin)

In 2025, the Company continued to focus on research and product registration and achieved the following results:

- + The Company submitted to the Drug Administration of Vietnam: 30 initial registration dossiers; 23 renewal registration dossiers; and 427 variation registration dossiers;
- + The Company was granted 27 new registration numbers, 17 renewed registration numbers, and 3 export registration numbers;

In 2026, the factory is expected to obtain Japan-GMP certification in the first quarter and commence commercial production within the same year. In addition, ensuring the progress of activities related to the technology transfer of the product Thyradin-S 25 mcg (including process validation, cleaning validation, holding time validation, etc.) will also be one of the key objectives of the factory.

6. QUALITY CONTROL AND QUALITY ASSURANCE SYSTEM

Hataphar has established a dedicated Quality Control (QC) Department, which is responsible for testing and inspecting the quality of all materials, semi-finished products, and finished products in manufacturing units and warehouses. The QC department operates a well-equipped laboratory that ensures compliance with production standards implemented by the company.

To maintain high-quality standards throughout the entire process—from production and storage to distribution—Hataphar also has a Quality Assurance (QA) Department. This department is responsible for establishing and managing a quality assurance system that complies with Good Manufacturing Practices (GMP), ensuring that every product released to the market meets strict quality requirements. The QA department also collaborates with other departments to oversee and manage:

- + Inspection of production equipment and testing instruments
- + Kiểm nghiệm thiết bị, dụng cụ sản xuất và kiểm nghiệm
- + Supplier evaluation
- + Investigation and resolution of incidents

- + Environmental monitoring
- + Training and personnel development
- + Product recall, recycling, and disposal of raw materials and packaging
- + Handling customer complaints

The Company's quality control laboratory is equipped with advanced testing instruments, including: a UV-Visible Spectrophotometer Model V-730ST, bench-top TOC analyzer Model miniTOC Basic, five-decimal analytical balance Model MS205DU, High Performance Liquid Chromatography (HPLC) system Model 1260, automatic potentiometric titrator, disintegration tester ZT122 (Germany), climate chamber KCL-2000 (Japan), UV spectrophotometer system UV1700PC, CLASS 1000 clean room, high-capacity fluidized bed dryer, central air-conditioning system (Japan), electronic inkjet coding machines, etc. These facilities fully meet the testing requirements for production and ensure that product quality complies with the registered pharmaceutical standards.

7. MARKETING ACTIVITIES

Hataphar focuses on brand promotion to build a strong Vietnamese brand with the mission of development to contribute to social welfare and the community.

a) Brand Promotion Strategies

Over 60 years of operation and development, Hataphar has always prioritized strengthening and building a strong brand. Hataphar understands that creating a sustainable brand must first start with high-quality products. The company's motto: "Quality is survival and development" serves as a guiding principle in all activities.

Hataphar has achieved various quality certifications, such as the Good Manufacturing Practices (GMP) certification issued by the Vietnam Drug Administration in accordance with WHO standards, as well as Good Laboratory Practices (GLP) and Good Storage Practices (GSP) as per World Health Organization (WHO) regulations. As a result, Hataphar's products have gained increasing trust from consumers in terms of quality.

Brand promotion activities have been emphasized through the development of a dynamic sales team, along with the support of professional marketing companies. The Company has implemented advertising through various channels such as media, seminars, websites, and active participation in high-quality Vietnamese goods fairs.

With the goal of sustainable development and contributing to social welfare, Hataphar actively participates in various social programs, including supporting Vietnamese Heroic Mothers, providing aid to flood-affected communities, supporting victims of Agent Orange, and contributing to poverty alleviation programs.

Some Awards and Recognitions Hataphar Has Received from 2020 to present:

- Top 10 Prestigious Pharmaceutical Companies in Vietnam (2020)
- Top 500 Largest Private Enterprises in Vietnam (2020)
- Certificate of Merit from the Executive Committee of the Vietnam Health Trade Union (2021) – Recognizing outstanding achievements in the “Vietnam Health Program” movement
- Certificate of Merit from the Vietnam Health Trade Union (2022) – Awarded to the company’s labor union for remarkable accomplishments in trade union movements
- Top 10 Prestigious Pharmaceutical Companies in Vietnam (2022) – Ranked by Vietnam Report
- Vietnam High-Quality Goods Award (2023) – Voted by consumers
- "Standard Cultural Agency, Unit, and Enterprise" Title (2023-2024) – Awarded by the Hanoi Federation of Labor, recognizing Hataphar as one of the three outstanding medical enterprises in the capital.
- “Outstanding Labor Collective” Award in the 2024 Enterprise Emulation Movement.
- Top 10 Most Reputable Pharmaceutical Companies in Vietnam in 2025, as ranked by Vietnam Report – marking the ninth time the Company has been honored among the industry’s leading enterprises. This recognition reflects the Company’s stable production and business performance, while also affirming the quality of its products and its development strategy in line with market trends.
- On 9 October 2025, the Company was honored to receive the Third-Class Labor Order in accordance with the Decision of the President of the State. Prime Minister Pham Minh Chinh, on behalf of the Party and State leadership, personally presented this prestigious award. This decoration recognizes Hatay Pharmaceutical’s sustained contributions to the cause of community healthcare, the promotion of innovation, and its positive contributions to the country’s socio-economic development in the era of deep international integration.





b) Product strategies

Product quality is considered a strategic factor in the Company's product policy. Research, development, and commercialization activities are strongly emphasized, with more than 20 new products introduced each year, focusing on key product groups such as supplements, antibiotics,

antipyretics, and others.

The Company's strategic orientation is to research and develop products comparable to licensed products and capable of replacing imported medicines, thereby further enhancing production capacity and competitiveness, and elevating Hataphar to a new level of development.

c) Distribution System

Distribution activities of the affiliated company (Hataphar Healthcare Vietnam High-Tech Joint Stock Company):

The OTC distribution network has expanded to cover 34/34 provinces and cities, through reputable major distributors and experienced medical representatives with long-standing expertise.

The number of pharmacies and drugstores covered nationwide has continued to expand in both depth and breadth across the country. Specifically, in 2025, the network increased by 3,100 customers, bringing the total number of customers to 7,377.

In 2025, the affiliated company added 14 new products to its portfolio and adjusted its sales policies with greater flexibility, particularly through enhanced customer care programs to maintain and expand customer coverage. These initiatives included product display and brand recognition programs, loyalty appreciation programs in the Mekong region and the Central – Central Highlands regions, as well as incentive travel programs to Beijing – Shanghai, Singapore – Malaysia, and various domestic tours,...

In addition, the policy to attract customers to join the Hataphar Healthcare system has contributed to strengthening engagement and expanding coverage nationwide. In 2025, 142 new customers joined the Hataphar Healthcare system, bringing the total number of participating customers to 622. This policy has also helped stabilize sales and foster long-term customer relationships.

ETC distribution channel.

In 2025, the tendering activities operated steadily, with sales increasing by 134% compared to 2024, exceeding the planned targets for the existing product portfolio. The Company expanded its tendering activities, supplying medicines through 158 tender packages to more than 400 hospitals and healthcare facilities nationwide.

The Tender Department's personnel were also strengthened with a direct business development system, including regional managers, medical representatives, and collaborators, to expand the business network nationwide. However, business activities in the tender distribution channel still face many challenges due to the impact of regulatory circulars and intense price competition, resulting in relatively limited sales and volumes.

Manufactured product sales through distribution partners and export markets.

Sales of this product group in 2025 reached VND 348 billion, equivalent to 92% of the annual plan. Several key products continued to generate revenues of tens of billions of VND per year, such as nasal sprays, oral solution ampoules, and antibiotics. Export sales also recorded strong growth, reaching 175% of the planned target.

d) Pricing policy

By proactively securing raw material supplies and establishing efficient production processes, Hataphar's products maintain reasonable pricing and strong competitiveness in the market, while

meeting the pharmaceutical needs of consumers in rural areas.

Hataphar also develops its market based on targeted segmentation and applies flexible discount policies. In addition, the Company focuses on manufacturing products that can replace imported medicines, ensuring reliable quality at more competitive prices.

8. PROFIT AND LOSS STATEMENT

8.1. Summary of Key Business and Production Indicators

Business Performance Results from 2023 to 2025

Unit: thousand VND

No.	Items	FY2023	FY2024	FY2025
1	Total assets	1.783.478.765	1.870.077.300	1.873.634.268
2	Net revenue	1.914.823.539	1.955.954.130	2.293.877.672
3	Net Profit from Business Operations	87.019.976	72.984.770	49.890.508
4	Other profits	11.564.287	12.428.356	15.008.079
5	Profit before tax	98.584.263	85.413.127	64.898.588
6	Corporate income tax	19.271.058	17.849.937	12.453.000
7	Profit after tax	79.313.205	67.563.189	52.445.587

8.2 Factors affecting the Company's Business Operations in the reporting year

a) Advantages

In 2025, the Company's production and business activities were carried out under many favorable conditions, providing a solid foundation for achieving and exceeding the planned targets.

- Management and administration were strengthened under the close guidance of the Board of Directors and the Board of Management. The Company carried out organizational restructuring, merging several departments and establishing an Internal Audit Division and a Business Strategy Department, thereby enhancing management efficiency and optimizing operational performance.
- A stable and experienced workforce is also an important advantage. The Company's employees have an average tenure of 15 years and a low turnover rate. In addition, the promotion of internal training and professional development programs has contributed to improving the management capacity and work efficiency of the Company's staff.

- In addition, investment activities continued to be emphasized, with a total investment of over VND 34 billion in machinery, production equipment, testing equipment, and infrastructure upgrades, contributing to the enhancement of production capacity and product quality.
- Product research and registration activities achieved many positive results, with a large number of new, renewal, and variation registration dossiers submitted and approved, helping to maintain a stable product portfolio and providing a basis for market expansion in the coming period.
- In terms of business activities, the distribution system continued to expand nationwide, with a significant increase in the number of customers and market coverage. The ETC channel recorded strong growth compared to the previous year, while export revenue exceeded the planned target.
- The Hataphar High-Tech Pharmaceutical Manufacturing Factory project has completed several key steps in the validation process, creating a foundation for obtaining Japan-GMP certification and commencing commercial production in 2026.

b) Difficulties

- The current human resources system still has several shortcomings, as employee capacity and performance have not yet been fully evaluated to provide a basis for improving labor productivity. In addition, attracting and retaining highly qualified personnel remains challenging, requiring further improvements in recruitment practices and more flexible remuneration mechanisms.
- Regarding research and development activities, the development timeline for several new products has been prolonged and delayed compared to the planned schedule. The transfer of products to commercial production still faces various obstacles, resulting in delays in bringing products that have already obtained marketing authorizations to the market. Although improvement initiatives aimed at enhancing product quality have shown progress, they still have not fully met the required standards.
- Procurement and supply of raw materials for production still face certain difficulties in sourcing, which have not fully met the production requirements for some strategic products due to dependence on one or a limited number of suppliers.
- Operating costs and depreciation expenses of the Hataphar High-Tech Factory remain high, while the expected commercial operating capacity is relatively low. This is the main factor increasing production costs and reducing product competitiveness, as well as creating a financial burden for the Company in the coming years.
- Sales of manufactured products in 2025 did not meet the planned targets. One of the main reasons is that the current business system still relies on the affiliated company and external distribution partners, resulting in various limitations in implementing and managing business

targets.

c) The Company's Development Orientation for 2026

- Implement solutions to reform and improve the human resource management system, including salary and bonus regulations as well as KPI evaluation mechanisms in line with the Company's operational practices and market conditions. The Company also aims to develop a strong corporate culture and create a healthy and attractive working environment to attract talent and enhance labor productivity.
- Expedite the completion of the organizational structure, standard operating procedures, and objectives for the merged departments to enable them to become fully operational as soon as possible. Continue to enhance research capabilities through training and collaborative development between personnel at the Hataphar High-Tech Manufacturing Plant and the La Khe Plant. Promote the validation and registration approval for products manufactured at the Hataphar High-Tech Plant in order to increase operational capacity.
- Continuously review and assess production costs to develop and adjust cost structures in line with actual conditions, thereby optimizing expenses and improving operational efficiency. Establish policies to expand the portfolio of manufacturers and suppliers in order to enhance procurement autonomy and create stronger leverage in price negotiations.
- Review and adjust the business model to ensure alignment with operational needs, focusing resources and strengthening personnel to develop the ETC business system in order to meet medium-term business objectives. Expand the product portfolio through licensing acquisitions and technology transfers from partners, aiming to build a strategic product portfolio for the medium and long term. Develop the business system and supporting structures necessary for the future commercialization of original branded pharmaceuticals.
- Implement budget management activities in accordance with the annual plan. Continue to restructure short-term borrowings to optimize the cost of capital for business operations, and explore financial instruments to mitigate risks and improve the efficiency of the Company's financial management.
- Promote the development of technology transfer products and original branded pharmaceuticals in collaboration with the partner Aska. Continue close cooperation in personnel training, product research, management exchange, and expert collaboration in order to enhance the Company's governance and operational capabilities, thereby improving overall business efficiency.

9. CHÍNH SÁCH ĐỐI VỚI NGƯỜI LAO ĐỘNG

9.1 Number of employees

LABOR STRUCTURE

Classification by level	Number (people)	Ratio (%)
University Pharmacists	128	21,84
Other University & Postgraduate Degrees	82	13,99
College Degree Holders	31	5,29
Intermediate Level Personnel	230	39,25
General Laborers	81	13,82
Pharmacy Assistants	34	5,80
Total	586	100
Classification by Contract Type	Number (people)	Ratio (%)
Indefinite-term Contract Employees	454	77,47
Fixed-term Contract Employees (1-3 years)	129	22,01
Short-term Contract Employees (under 1 year)	3	0,51
Total	586	100

9.2. Policies for employees

The company always considers its people as its most valuable asset, contributing to its success. Human resource development is one of its top priorities. Therefore, in addition to offering attractive salaries and benefits, the company fosters a professional and friendly working environment, encouraging employees to maximize their creativity, dynamism, and enthusiasm. This, in turn, enhances the efficiency of the company's business operations. The company strictly adheres to labor regulations in accordance with the Labor Law and other legal provisions.

- Working hours

- The company operates an 8-hour workday, 6 days per week.
- Overtime policies comply with state regulations and company policies.
- Leave policies (annual leave, public holidays, and Tet holidays) follow government regulations.
- Sick leave and maternity leave are granted as per legal requirements.

- Working Conditions:

- The company ensures that all necessary facilities and protective equipment are provided to facilitate continuous and efficient work operations.

For direct labor workers, the company fully equips them with protective gear, workplace hygiene measures, and strictly enforces occupational safety principles.

10. FINANCIAL INDICATORS

KEY FINANCIAL INDICATORS

No.	Items	Unit	FY2024	FY2025
1	Liquidity Ratios			
	Current Ratio (Current Assets / Short-term Liabilities)	Lần	1,20	1,19
	Quick Ratio ((Current Assets - Inventory) / Short-term Liabilities)	Lần	0,57	0,50
	Cash Ratio ((Cash + Cash Equivalents) / Short-term Liabilities)	Lần	0,23	0,30
2	Capital Structure Ratios			
	Debt to Total Assets Ratio	%	41	43
	Debt to Equity Ratio	%	78	75
3	Operational Efficiency Ratios			
	Inventory Turnover Ratio (COGS / Average Inventory)	Vòng	4,46	4,24
	Accounts Receivable Turnover Ratio (Net Revenue / Average Receivables)	Vòng	9,01	13,33
4	Profitability Ratios			
	Net Profit Margin (Net Profit / Net Revenue)	%	3,45	2,29
	Return on Equity (ROE) (Net Profit / Equity)	%	6,52	5,02
	Return on Assets (ROA) (Net Profit / Total Assets)	%	3,71	2,80
	Gross Profit Margin (Gross Profit from Business Operations / Net Revenue)	%	10,30	8,52

- Liquidity ratios: The Company's liquidity remained relatively stable. Specifically, the quick ratio in 2025 was 0.50 times, compared with 0.57 times in 2024, while the cash ratio in 2025 was 0.30 times, compared with 0.23 times in 2024. This reflects an improvement in the level of cash and cash equivalents, contributing to greater flexibility in cash flow management and enhancing the Company's ability to meet its immediate obligations as they fall due.
- Capital structure indicators: The debt-to-total assets ratio and debt-to-equity ratio in 2025 compared to 2024 remained relatively stable, at 43% and 75%, respectively. This indicates an improvement in the Company's financial autonomy while financial risks continue to be maintained within a reasonable range.
- Operating efficiency indicators: The inventory turnover ratio in 2025 slightly decreased from 4.46 times to 4.20 times. Meanwhile, the accounts receivable turnover ratio increased significantly from 9.01 times to 13.33 times, reflecting a clear improvement in receivables collection, which contributed to more efficient use of capital and improved cash flow.
- Profitability indicators: In 2025, profitability indicators decreased compared to 2024. Specifically, the return on sales (ROS) was 2.29% (compared with 3.45% in 2024); return on assets (ROA) reached 2.80% (compared with 3.71%); and return on equity (ROE) was 5.02% (compared with 6.52%). In addition, the gross profit margin declined from 10.30% to 8.52%. This decline reflects increasing pressure from input costs and market competition, which affected the Company's profit margins. In the coming period, the Company will continue to implement solutions to optimize costs and improve operational efficiency in order to enhance profitability indicators.

Overall, in 2025, while the general market conditions remained challenging, the Company implemented various policies to maintain stable production and business operations. In the coming period, Hatay Pharmaceutical will focus on boosting revenue from manufactured products and striving to complete the validation of the Hataphar High-Tech Factory to meet PIC/S-GMP standards, with the long-term objective of becoming one of the top two pharmaceutical manufacturing companies in Vietnam by revenue by 2040.

11. BOARD OF DIRECTORS, BOARD OF DIRECTORS, SUPERVISORY BOARD, CHIEF ACCOUNTANT

11.1 List of Board of Directors members

11.1.1. Mr Le Van Lo - Chairman of the Board of Directors

- Full Name: Le Van Lo
- Position in the Company: Chairman of the Board of Directors

- Gender: Male
- Date of Birth: June 9, 1951
- Place of Birth: Tho An, Dan Phuong, Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Hometown: Tho An, Dan Phuong, Hanoi
- Permanent Address: No. 40BT7, Van Quan Urban Area, Ha Dong, Hanoi
- Educational Background: 10/10
- Professional Qualification: University Degree in Pharmacy, Specialist Level I
- Work Experience
 - April 1974 – December 1978: Graduated with a University Degree in Pharmacy, assigned to work at the Testing Department of Ha Tay Pharmaceutical Enterprise.
 - January 1979 – October 1981: Staff at the Planning Department of Pharmaceutical Enterprise I, Ha Son Binh.
 - November 1981 – June 1985: Deputy Head of Planning Department, Ha Son Binh Pharmaceutical Union Enterprise.
 - July 1985 – August 1987: Deputy Director of Ha Son Binh Pharmaceutical Union Enterprise.
 - September 1987 – March 1993: Director of Ha Son Binh Pharmaceutical Union Enterprise.
 - March 1993 – December 2000: Director of Ha Tay Pharmaceutical Company.
 - January 2001 – April 2015: Chairman of the Board of Directors and General Director of Hatay Pharmaceutical Joint Stock Company.
 - April 2015 – Present: Chairman of the Board of Directors
- Total Shares Owned (as of December 31, 2025): 5.081.990 shares
- Shareholding of Related Persons
 - Nguyen Thi Hanh (Wife) : 204.455 shares
 - Le Thi Hong Viet (Daughter) : 794.794 shares
 - Le Anh Trung (Son) : 3.371.872 shares
 - Le Viet Linh (Daughter) : 5.744.184 shares

11.1.2 Mr Le Xuan Thang - General Director - Member of Board of Directors

- Full Name: Le Xuan Thang
- Position in the Company: General Director

- Gender: Male
- Date of Birth: February 16, 1973
- Place of Birth: Thai Binh
- Nationality: Vietnamese
- Ethnicity: Kinh
- Hometown: Huong Son, My Duc, Hanoi
- Permanent Address: Van Quan Urban Area – Phuc La – Ha Dong – Hanoi
- Educational Background: 10/10
- Professional Qualification: University Degree in Pharmacy
- Work experience
 - May 1995 – June 1996: Graduated with a University Degree in Pharmacy, assigned to work at the Tablet Production Workshop of Ha Tay Pharmaceutical Company.
 - July 1996 – December 1996: Staff at the Planning Department of Ha Tay Pharmaceutical Company.
 - March 2000 – April 2003: Deputy Head of Business Planning Department, Hatay Pharmaceutical Joint Stock Company.
 - May 2003 – February 2004: Head of Business Planning Department, Hatay Pharmaceutical Joint Stock Company.
 - March 2004 – April 2015: Member of the Board of Directors and Deputy General Director of Hatay Pharmaceutical Joint Stock Company.
 - April 2015 – Present: Member of the Board of Directors and General Director of Hatay Pharmaceutical Joint Stock Company
- Total Shares Owned (as of December 31, 2025): 3.520.529 shares
- Shareholding of Related Persons:
 - Vu Thi Anh Dao (Wife) : 578 shares
 - Le Phuong Thao (Daughter) : 2.211.193 shares
 - Le Van Thanh (Brother) : 900.955 shares

11.1.3 Mr Hoang Van Tue - Member of Board of Directors

- Full Name: Hoang Van Tue
- Position in the Company: Chief Accountant
- Gender: Male
- Date of Birth: June 30, 1964

- Place of Birth: Tho An, Dan Phuong, Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Hometown: Tho An, Dan Phuong, Hanoi
- Permanent Address: Pharmaceutical Collective Housing – Van Khe – Ha Dong – Hanoi
- Educational Background: 10/10
- Professional Qualification: Bachelor's Degree in Finance – Master's Degree in Foreign Trade
- Work Experience
 - January 1983 – April 1984: Soldier, Brigade 368, Artillery Command
 - October 1984 – October 1988: Student at Hanoi University of Finance and Accounting
 - January 1989 – September 1997: Accountant at Ha Tay Pharmaceutical Company
 - October 1997 – December 2000: Deputy Head of Accounting Department, Ha Tay Pharmaceutical Company
 - January 2001 – August 2011: Head of the Supervisory Board
 - August 2011 – Present: Chief Accountant of the Company
- Total Shares Owned (as of December 31, 2025): 3.615.321 shares
- Shareholding of Related Persons:
Hoang Thi Quynh Anh (Daughter): 221.760 shares

11.1.4 Mr Le Anh Trung – Vice Chairman of Board of Directors

- Full Name: Le Anh Trung
- Position in the Company: Deputy General Director
- Gender: Male
- Date of Birth: January 2, 1977
- Place of Birth: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Hometown: Thọ An, Đan Phượng, Hanoi
- Permanent Address: No. 40BT7, Văn Quán Urban Area, Hà Đông, Hanoi
- Educational Background: 10/10
- Professional Qualification: Bachelor's Degree in Architecture
- Work Experience
 - January 2000 – November 2002: Worked at Hà Tây Department of Health – Position:

Staff

- December 2002 – July 2008: Worked at Hà Tây Provincial Police Department – Position: Deputy Team Leader
- August 2008 – April 2011: Worked at Hanoi City Police Department – Position: Deputy Team Leader
- December 2011 – June 2012: Voluntarily discharged from the police force
- July 2012 – Present: Hà Tây Pharmaceutical Joint Stock Company – Position: Vice Chairman of the Board & Deputy General Director

— Total Shares Owned (as of December 31, 2025): 3.371.872 shares

— Shareholding of Related Persons:

- | | |
|------------------------------|--------------------|
| ▪ Le Van Lo (Father) | : 5.081.990 shares |
| ▪ Nguyen Thi Hanh (Mother) | : 204.455 shares |
| ▪ Le Thi Hong Viet (Sister) | : 794.794 shares |
| ▪ Nguyen Thi Minh Hau (Wife) | : 172.510 shares |
| ▪ Le Viet Linh (Sister) | : 5.744.184 shares |

11.1.5 Mrs. Le Viet Linh – Member of Board of Directors

- Full Name: Le Viet Linh
- Position in the Company: Deputy General Director & Board Member
- Gender: Female
- Date of Birth: April 4, 1983
- Place of Birth: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Hometown: Thọ An, Đan Phượng, Hanoi
- Permanent Address: 2/2 Nadyes, ParkCity, Lê Trọng Tấn, Hà Đông, Hanoi
- Educational Background: 12/12
- Professional Qualification: Master's Degree in Pharmacy
- Work experience
 - February 1, 2012 – October 2012: Secretary cum Assistant to the General Director; In charge of Planning – Hà Tây Pharmaceutical Joint Stock Company
 - November 2012 – March 2015: Head of Planning Department – Hà Tây Pharmaceutical Joint Stock Company

- April 2015 – Present: Board Member & Deputy General Director – Hà Tây Pharmaceutical Joint Stock Company
- Total Shares Owned (as of December 31, 2025): 5.744.184 shares
- Shareholding of Related Persons:
 - Le Van Lo (Father) : 5.081.990 shares
 - Nguyen Thi Hanh (Mother) : 204.455 shares
 - Le Thi Hong Viet (Sister) : 794.794 shares
 - Le Anh Trung (Brother) : 3.371.872 shares

11.1.6 Mr Hiroyasu Nishioka - Member of Board of Directors

- Gender: Male
- Date of Birth: December 29, 1965
- Place of Birth: Japan
- Nationality: Japanese
- Registered Permanent Address: Japan
- Professional Qualification: Pharmacist, Class A Hazardous Materials Engineer
- Current Positions
- At Ha Tay Pharmaceutical Joint Stock Company: Board Member
- At Other Organizations: Board Member & Executive Director at ASKA Pharmaceutical Co., Ltd
- Work Experience:
 - April 2013 – February 2014: Board Member, Executive Vice President at ZPD A/S (Denmark)
 - March 2014 – December 2016: Board Member, Managing Director at ZPD A/S (Denmark)
 - March 2017 – May 2018: Board Member at 3/2 Pharmaceutical Joint Stock Company
 - June 2017 – May 2018: Board Member, Director of Asian Business Division at Zeria Pharmaceutical Co., Ltd
 - June 2018 – September 2018: Senior Director, International Business Division at ASKA Pharmaceutical Co., Ltd
 - October 2018 – March 2020: Director, Asia-Pacific International Business Division at ASKA Pharmaceutical Co., Ltd
 - April 2020 – June 2020: Director, International Business Division at ASKA Pharmaceutical Co., Ltd

- June 2020 – Present: Board Member, Executive Director, Head of International Business & Manufacturing Divisions at ASKA Pharmaceutical Co., Ltd
- March 24, 2021: Appointed as Board Member of Hà Tây Pharmaceutical Joint Stock Company (Representative of ASKA Pharmaceutical Co., Ltd)
- Shareholding Information (as of December 31, 2025)
 - Company: ASKA Pharmaceutical Co., Ltd
 - Relation: Employee
 - Number of Shares Held: 36.272.762 cổ phiếu
 - Ownership Percentage: 40,05%

11.1.7 Mr Keisuke Oshio - Member of Board of Directors

- Gender: Male
- Date of Birth: June 17, 1973
- Place of Birth: Japan
- Nationality: Japanese
- Registered Permanent Address: Japan
- Professional Qualification: Level 2 Bookkeeping Certificate (Issued by Japan Chamber of Commerce)
- Current Positions
- At HaTay Pharmaceutical Joint Stock Company: Board Member
- At Other Organizations: Senior Manager at ASKA Pharmaceutical Co., Ltd
- Work Experience:
 - November 2013 – March 2016: Specialist, Administration & Organizational Planning Department, ASKA Pharmaceutical Co., Ltd
 - April 2016 – March 2020: Manager, Administration & Organizational Planning Department, ASKA Pharmaceutical Co., Ltd
 - April 2020 – Present: Senior Manager, International Business Department, ASKA Pharmaceutical Co., Ltd
 - March 24, 2021: Appointed as Board Member of Hatay Pharmaceutical Joint Stock Company (Representative of ASKA Pharmaceutical Co., Ltd)
- Shareholding Information (as of December 31, 2025)
 - Company: ASKA Pharmaceutical Co., Ltd
 - Relation: Employee
 - Number of Shares Held: 36.272.762 cổ phiếu

- Ownership Percentage: 40,05%

11.2 Board of Supervisor

11.2.1 Mr Ngo Van Chinh - Head of the Board of Supervisors

- Full Name: Ngô Văn Chinh
- Position: Head of the Supervisory Board
- Gender: Male
- Date of Birth: May 6, 1962
- Place of Birth: Tam Giang, Yen Phong, Bac Ninh
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Tam Giang, Yen Phong, Bac Ninh
- Permanent Address: 41, Alley 70, Nguyen Trai Street, Thanh Xuan Ward, Hanoi
- Education Level: 11/11
- Professional Qualification: Bachelor's Degree in Economics
- Work Experience
 - March 1979 – April 1982: Military Service at Unit X82 – Military Command of Hà Bắc Province
 - May 1982 – November 1983: Continued High School Education
 - November 1983 – December 1987: Studied at Hanoi University of Finance and Accounting
 - January 1988 – November 1988: Accountant at Hà Bắc Food Company
 - December 1988 – March 1990: Accountant at Hà Sơn Bình Pharmaceutical Enterprise
 - April 1990 – June 1996: Deputy Head of Accounting, Hà Sơn Bình Pharmaceutical Enterprise (later renamed Hà Tây Pharmaceutical Company)
 - July 1996 – December 2000: Chief Accountant, Hà Tây Pharmaceutical Company
 - January 2001 – July 2011: Vice Chairman of the Board of Directors & Chief Accountant, Hà Tây Pharmaceutical Joint Stock Company
 - August 2011 – Present: Head of the Supervisory Board
- Total shares owned (as of December 31, 2025): 2.219.592 shares
- Related Party Shareholding:
 - Ngo Thi Xuan (Sister) : 101 shares
 - Ngo Tuan Viet (Son) : 550.000 shares

11.2.2 Mr. Kazuhiro Chiku: Member of the Supervisory Board (appointed on 14 April 2025)

- Full name: Kazuhiro Chiku

- Position at the Company: Member of the Supervisory Board
- Gender: Male
- Date of birth: 19 May 1963
- Place of birth: Japan
- Nationality: Japanese
- Permanent residence: Japan
- Professional qualification: Bachelor's degree in Economics
- Work Experience
 - Apr 2010 – Sep 2010: Specialist, Legal Affairs and Communications Department, ASKA Pharmaceutical Co., Ltd.
 - Oct 2010 – May 2012: Team Leader, Corporate Planning Department, ASKA Pharmaceutical Co., Ltd.
 - Jun 2012 – Mar 2014: Team Leader, Planning and Payroll Team, Payroll and Labor Management Group, Human Resources Department, ASKA Pharmaceutical Co., Ltd.
 - Apr 2014 – Mar 2015: General Manager, Human Resources Department, ASKA Pharmaceutical Co., Ltd.
 - Apr 2015 – Sep 2018: General Manager, Human Resources Department and Women's Empowerment Promotion Office, ASKA Pharmaceutical Co., Ltd.
 - Oct 2018 – May 2020: Deputy General Manager, Administration Division, ASKA Pharmaceutical Co., Ltd.
 - Jun 2020 – May 2021: Deputy General Manager, Administration Division and Executive Officer, ASKA Pharmaceutical Co., Ltd.
 - Jun 2021 – May 2024: Deputy General Manager, Production Division and Executive Officer, ASKA Pharmaceutical Co., Ltd.
 - Jun 2024 – Present: Executive Officer in charge of Internal Audit and Legal Compliance; Executive Officer and General Manager of the Information Disclosure and Public Relations Office, ASKA Pharmaceutical Co., Ltd.
 - 14 Apr 2025: Appointed as Member of the Supervisory Board of Hatay Pharmaceutical Joint Stock Company, representing ASKA Pharmaceutical Co., Ltd)
- Shareholding Information (as of December 31, 2025)
 - Company: ASKA Pharmaceutical Co., Ltd
 - Relation: Employee
 - Number of Shares Held: 36.272.762 cổ phiếu

- Ownership Percentage: 40,05%

11.2.3. Mr Nguyen Ha De - Member of the Supervisory Board

- Full Name: Nguyen Ha De
- Position in the company: Member of the Supervisory Board
- Gender: Male
- Date of Birth: September 12, 1981
- Place of Birth: Hoa Nam Commune, Ung Hoa District, Hanoi City
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Hoa Nam Commune, Ung Hoa District, Hanoi City
- Permanent Address: Hoa Nam Commune, Ung Hoa District, Hanoi City
- Educational Background: 12/12
- Professional Qualification: Bachelor of Pharmacy
- Work Experience
 - From 01/07/2005: Worked in the wholesale department of Ha Dong Pharmaceutical Branch, Ha Tay Pharmaceutical Joint Stock Company
 - From 20/11/2009: Deputy Head of Ha Dong Pharmaceutical Branch, Ha Tay Pharmaceutical Joint Stock Company
 - From 29/12/2017 to present: Deputy Head of Business Department and Member of the Supervisory Board, Ha Tay Pharmaceutical Joint Stock Company
- Total shares owned (as of December 31, 2025): 42.180 shares
- Shareholding ratio of related persons: None

11.3 Board of Directors/Chief Accountant

12.3.1 Mr Le Xuan Thang	: General Director
12.3.2 Mrs Le Viet Linh	: Deputy General Manager
12.3.3 Mr Nguyen Ba Lai	: Deputy General Manager
12.3.4 Mr Le Anh Trung	: Deputy General Manager
12.3.5 Mr Ngo Tuan Viet	: Deputy General Manager
12.3.6 Mr Hoang Van Tue	: Chief Accountant

Remuneration of the Board of Directors and the Supervisory Board in 2025

HATAY PHARMACEUTICAL JSC.

- Remuneration of the Board of Directors and the Supervisory Board is implemented in accordance with Plan No. 263/PA-DHT dated 21 March 2025 on the payment of remuneration to the Board of Directors and the Supervisory Board for 2025, which was approved by the Annual General Meeting of Shareholders, as follows:
 - + Chairman of the Board of Directors: VND 120,000,000
 - + Vice Chairman of the Board of Directors: VND 102,000,000
 - + Member of the Board of Directors: VND 92,000,000
 - + Head of the Supervisory Board: VND 80,000,000
 - + Member of the Supervisory Board: VND 45,000,000
- The salary for independent members of the Board of Directors is 10,000,000 VND/person/month.
- The General Director who concurrently holds another position is entitled to an additional 20% allowance based on actual salary.
- The Deputy General Director and Chief Accountant who concurrently hold another position receive an additional 10% allowance based on actual salary.
- Department Heads and Deputy Department Heads who concurrently hold another position receive an additional 5% allowance based on actual salary.
- Members of the Board of Directors who hold a university degree in pharmacy receive an additional 8,000,000 VND/person/month.
- Members of the Supervisory Board who hold a university degree in pharmacy receive an additional 5,000,000 VND/person/month.
- On a monthly, quarterly, and annual basis, members of the Board of Directors and the Supervisory Board are classified into labor categories A, B, and C and are paid according to the Company's general regulations.

Ha Noi, March 24 2026

ON BEHALF OF BOARD OF DIRECTORS

Chairman of the Board of Directors



Pharm. Le Van Lo