

ANNUAL REPORT 2024

HA TAY PHARMACEUTICAL JOINT STOCK COMPANY

(Business Registration Certificate No. 0500391400 was first issued by the Business Registration Office of the Department of Planning and Investment of Ha Tay Province on January 10, 2001, and was reissued for the 24th time by the Business Registration Office of the Department of Planning and Investment of Hanoi City on January 15, 2024)

Stock code	: DHT
Par value	: 10.000 đồng/cổ phiếu
Total number of listed shares	: 82.341.773 cổ phiếu
Total listed value (at face value)	: 823.417.730.000 đồng

1. SUMMARY OF FORMATION AND DEVELOPMENT PROCESS

1.1 Company introduction

- Company name : Ha Tay Pharmaceutical Joint Stock Company
- Abbreviation : HATAPHAR
- Head office : 10A Quang Trung, Hà Đông, Hà Nội
- Phone number : 04.338 24685
- Fax number : 04.338 29054
- Website : www.hataphar.com.vn
- Business Registration Certificate No. 0500391400 was first issued by the Business Registration Office of the Department of Planning and Investment of Ha Tay Province on January 10, 2001, and was reissued for the 24th time by the Business Registration Office of the Department of Planning and Investment of Hanoi City on January 15, 2024
- Company's Business Areas:
 - + Manufacturing of pharmaceuticals, medicinal materials, cosmetics, medicinal food, and medical equipment;
 - + Production of functional foods (dietary supplements);
 - + Retail of medicines, medical instruments, cosmetics, and hygiene products in specialized stores;
 - + Wholesale of other household goods;
 - + Sale of medicines and pharmaceutical ingredients to wholesale establishments in accordance with Clause 10, Article 91 of Decree 54/2017/ND-CP;
 - + Real estate business, including ownership, usage rights, or leasing of land;
 - + Other business support services not elsewhere classified

Process of increasing charter capital of the Company since equitization date up to now:

At the time of equitization (December 2000), the Company's charter capital was VND

8,410,800,000. Currently, the Company's charter capital is 823,417,730,000 VND. Details of the Company's capital increase process:

Phase 1: According to Resolution No. 16/NQ-ĐH of the Annual General Meeting of Shareholders on January 21, 2006, the plan to issue an additional 252,324 shares with a par value of 100,000 VND per share, equivalent to 25,232,400,000 VND, to existing shareholders was approved. The issuance price was set at 100,000 VND per share. The capital increase issuance results were as follows:

- + Number of distributed shares: 232,972 shares
- + Remaining shares: 19,352 shares

According to Decision No. 63/QĐ-HĐQT of the Company's Board of Directors dated March 10, 2007, the Board members were allowed to purchase all the unsold shares from this issuance, totaling 19,352 shares (with a par value of 100,000 VND per share), at the par value price.

Phase 2: According to Resolution No. 72/NQ-ĐH of the Annual General Meeting of Shareholders on March 24, 2007, the Company increased its charter capital by VND 8,000,000,000 through a private share issuance, specifically:

- + Type of securities issued: Common shares.
- + Par value: VND 10,000 per share.
- + Issuance method: Private placement through an auction for a selected group of investors (fewer than 100 investors).
- + Number of shares issued: 348,500 shares.
- + Number of successful bidders: 11 individuals and 1 organization.
- + Auction start date: April 24, 2007.
- + Auction closing date: May 30, 2007.

After the auction concluded, the Company continued to distribute 35,000 shares (from the remaining 451,500 shares of the auction) to 10 employees, following Decision No. 128/TV/DP dated May 4, 2007.

Phase 3: According to Resolution No. 59/2008/NQ-ĐH of the Annual General Meeting of Shareholders on February 22, 2008, the Company distributed stock dividends to existing shareholders at a rate of 10%.

After this capital increase, the Company's charter capital was VND 41,226,020,000 (Forty-one billion, two hundred twenty-six million, twenty thousand VND).

On April 8, 2008, the Company amended its Business Registration Certificate for the sixth time, updating the charter capital to VND 41,226,020,000.

On August 14, 2008, the State Securities Commission Inspectorate issued Decision No. 83/QĐ-TT regarding administrative penalties for violations in the securities and stock market sector concerning

the Company. The Company complied with this decision in accordance with the requirements of the State Securities Commission.

Phase 4: According to Resolution No. 80/2011/QĐ-ĐHCD of the Annual General Meeting of Shareholders on March 11, 2011, the Company increased its charter capital by VND 13,354,800,000 through a share issuance to existing shareholders, specifically:

- + Type of securities issued: Common shares.
- + Par value: VND 10,000 per share.
- + Offering start date: August 31, 2011.
- + Offering end date: September 23, 2011.

After the issuance, the Company's charter capital increased to VND 54,580,820,000.

Phase 5: According to the Profit Distribution Plan No. 173/TV-DHT dated June 6, 2011, the Company increased its charter capital by VND 8,245,200,000 through a stock dividend issuance to existing shareholders, specifically:

- + Type of securities issued: Common shares.
- + Par value: VND 10,000 per share.

After the issuance, the Company's charter capital increased to VND 62,826,020,000.

Phase 6: According to the Profit Distribution Plan No. 219/PA-DHT dated March 2, 2017, and in implementation of the 2017 Annual General Meeting of Shareholders' Resolutions No. 265/NQQ-DHT dated March 28, 2017, and No. 440/NQ-DHT dated June 7, 2017, as well as Decision No. 467/QĐ-SGDHN dated June 23, 2017, by the Stock Exchange approving the additional listing of shares, the Company increased its charter capital through a bonus share issuance at a 1:1 ratio to distribute dividends to existing shareholders, specifically:

- + Type of securities issued: Common shares.
- + Par value: VND 10,000 per share.

After the issuance, the Company's charter capital increased to VND 125,636,910,000.

Phase 7: The Company increased its contributed capital from owner's equity in accordance with Resolution No. 258/NQ-DHT dated March 30, 2018, of the General Meeting of Shareholders, Resolution No. 238/NQ-DHT dated March 26, 2018, and Approval Notice No. 561/TB-SGDHN dated May 31, 2018, from the Securities Commission regarding the approval for additional stock listing. The capital increase was executed through a bonus share issuance at a 2:1 ratio to existing shareholders, specifically:

- + Type of securities issued: Common shares.
- + Par value: VND 10,000 per share.

After the issuance, the Company's charter capital increased to VND 188,447,720,000.

Phase 8: The Company increased its contributed capital from other owner's equity sources in

accordance with Resolution No. 358/NQ-DHT dated May 13, 2019, of the General Meeting of Shareholders, Resolution No. 409/NQ-DHT dated May 24, 2019, Approval Notice No. 650/TB-SGDHN dated June 13, 2019, from the Stock Exchange, and Securities Registration Certificate No. 49/2008/GCNCP-VSD-5 dated July 8, 2019, regarding the approval for additional stock listing. The issuance was targeted at existing shareholders, specifically:

- + Type of securities issued: Common shares.
- + Par value: VND 10,000 per share.

Phase 9: The Company issued private shares to ASKA Pharmaceutical Co., LTD in accordance with the Extraordinary General Meeting of Shareholders' Resolution No. 856/NQ-DHT dated August 26, 2020, of Hatay Pharmaceutical Joint Stock Company. The private share offering results were reported on January 18, 2021, by Hatay Pharmaceutical Joint Stock Company, with the following details:

- + Number of additional shares issued: 5,281,463 shares
- + Par value: VND 10,000 per share
- + Issuance price: VND 70,000 per share
- + Purpose of issuance: To raise capital for the “Hataphar High-Tech Pharmaceutical Manufacturing Plant” project

The issuance was approved by the Vietnam Securities Depository under Securities Registration Certificate No. 49/2008/GCNCP-VSD-6 dated February 18, 2021, and by the Hanoi Stock Exchange under Notice No. 544/TB-SGDHN dated March 9, 2021, regarding the approval for additional stock listing.

After the issuance, the Company's charter capital increased to VND 264,088,280,000.

Phase 10: The Company increased its owner's contributed capital from share premium, other owner's equity, and undistributed post-tax profits in accordance with: The Minutes of the 2023 Annual General Meeting of Shareholders No. 428/BB-DHT dated April 7, 2023, The Resolution of the Annual General Meeting of Shareholders No. 429/NQ-DHT dated April 7, 2023, The Minutes of the Board of Directors Meeting No. 438/BB-DHT dated April 17, 2023, The Resolution of the Board of Directors No. 439/NQ-DHT dated April 17, 2023, The Report on the results of the share issuance to increase charter capital from owner's equity No. 722/BC-DHT dated June 30, 2023, of Hatay Pharmaceutical Joint Stock Company. Details of the share issuance:

- + Number of additional shares issued: 47,532,945 shares
- + Number of shareholders receiving shares: 1,425 shareholders
- + Rights execution ratio: 100:180

The issuance was acknowledged by the State Securities Commission under Notice No. 4407/UBCK-QLCB dated July 5, 2023. The Vietnam Securities Depository issued Securities

Registration Certificate No. 49/2008/GCNCP-VSD-7 on July 17, 2023. Additionally, the Hanoi Stock Exchange approved the additional listing of shares under Decision No. 819/QĐ-SGDHN dated August 2, 2023.

Phase 11: The Company issued private shares to ASKA Pharmaceutical Co., Ltd. in accordance with: The Minutes of the 2023 Annual General Meeting of Shareholders No. 428/BB-DHT dated April 7, 2023, The Resolution of the Annual General Meeting of Shareholders No. 429/NQ-DHT dated April 7, 2023, The Minutes of the Board of Directors Meeting No. 1134/BB-DHT dated November 29, 2023, The Resolution of the Board of Directors No. 1136/NQ-DHT dated November 29, 2023, The Report on the results of the private share offering No. 1218/BC-DHT dated December 25, 2023. Details of the share issuance:

- + Number of additional shares issued: 8,400,000 shares
- + Par value: VND 10,000 per share
- + Issuance price: VND 21,500 per share

The issuance was acknowledged by the State Securities Commission under Notice No. 9403/UBCK-QLCB dated December 29, 2023. The Vietnam Securities Depository and Clearing Corporation issued Securities Registration Certificate No. 49/2008/GCNCP-VSDC-8 on January 16, 2024.

After the issuance, the Company's charter capital increased to VND 823,417,730,000.

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.

Thanks to its well-directed investments, HATAPHAR has achieved continuous growth in its production and business operations over the 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.
- Certificate of Merit from the Central Committee of the Ho Chi Minh Communist Youth Union (2012) for outstanding contributions to youth and community movements.
- 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.

In addition, the company has been awarded numerous Gold Medals and Certificates of Merit for product quality at various trade fairs and exhibitions.





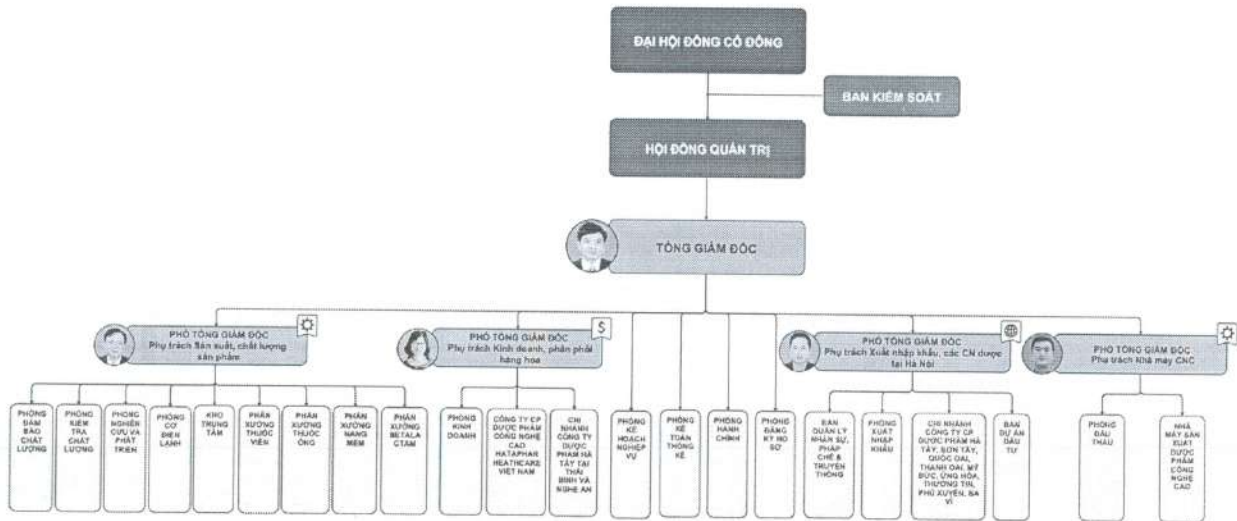
- Some results that the Company has achieved in recent years:

STT	Chỉ tiêu	Đơn vị	2022	2023	2024
1	Production (Total Production Value)	Bil VND	639	644	614
2	Net revenue	Bil VND	1.766	1.915	1.956
3	Cost of goods sold	Bil VND	1.592	1.727	1.754
4	Profit after tax	Bil VND	93,1	79,3	67,5
5	Tax Contribution	Bil VND	92,56	99,5	107,8
6	Number of employees	people	781	792	780
7	Average income	Mil VND	14,150	14,533	15,097
8	Cash Dividend	%	10	5	5
9	Stock Dividend	ratio		180:100	

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

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(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
Branches		
1	Hatay Pharmaceutical Joint Stock Company Branch in Nghe An	No. 80 Nguyen Trai Street, Block 2, Ha Huy Tap Ward, Vinh City, Nghe An
2	Hatay Pharmaceutical Joint Stock Company Branch in Thai Binh	Lot 8/18, Quarter 2, Group 28, Tran Hung Dao Ward, Thai Binh City
3	Import-Export Branch of Hatay Pharmaceutical Joint Stock Company	4th Floor, No. 10A Quang Trung Street, Ha Dong, Hanoi
4	Traditional Medicine and Medical Equipment Branch	No. 78 Quang Trung Street, Quang Trung Ward, Ha Dong, Hanoi
5	Ba Vi Pharmaceutical Branch	Tay Dang Town, Ba Vi District, Hanoi
6	Pharmaceutical Branch No. 1	No. 80 Quang Trung Street, Quang Trung Ward, Ha Dong, Hanoi
7	Thuong Tin Pharmaceutical Branch	251 Pho Ga, Thuong Tin Town, Thuong Tin District, Hanoi
8	Ung Hoa Pharmaceutical Branch	Van Dinh Town, Ung Hoa District, Hanoi
9	Son Tay Pharmaceutical Branch	No. 3 Nguyen Thai Hoc Street, Son Tay, Hanoi
10	Thanh Oai Pharmaceutical Branch	Kim Bai Town, Thanh Oai District, Hanoi
11	My Duc Pharmaceutical Branch	Dai Nghia Town, My Duc District, Hanoi
12	Quoc Oai Pharmaceutical Branch	Quoc Oai Town, Quoc Oai District, Hanoi
13	Thach That Pharmaceutical Branch	Kim Quan, Thach That District, Hanoi
Business Locations		
1	Production Factory – Hatay Pharmaceutical Joint Stock Company	La Khe Ward, Ha Dong District, Hanoi

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2	Import-Export Warehouse — Hatay Pharmaceutical Joint Stock Company	No. 101 Nguyen Viet Xuan Street, Quang Trung Ward, Ha Dong District, Hanoi
3	Pharmacy Counter No. 37 Chuong My — Pharmaceutical Branch No. 1	Thuy Xuan Tien Commune, Chuong My District, Hanoi
4	Raw Material, Herbal Medicine, and Finished Product Warehouse — Hatay Pharmaceutical Joint Stock Company	La Khe Ward, Ha Dong District, Hanoi

(Source: HATAPHAR)

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, 2024)

No	Shareholder name	Address	Number of shares owned	Ownership ratio (%)
1	Le Van Lo	No. 40 BT7, Van Quan Urban Area, Van Quan Ward, Ha Dong, Hanoi.	4.619.991	5,61%
2	Le Viet Linh	2/2 Nadyes, ParkCity Le Trong Tan, Ha Dong, Hanoi.	5.221.986	6,34%
3	ASKA Pharmaceutical Co., Ltd	Japan	32.181.039	39,08%

3.2 List of founding shareholders and percentage of shares held (as of December 31, 2024)

No	Shareholder name	Number of shares owned	Ownership ratio (%)
1	Le Van Lo	4.619.991	5,61%
2	Ngo Van Chinh	2.017.811	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 fully enclosed production lines for both Western and traditional medicines, with 100% newly imported machinery and equipment. These include a soft capsule production line, an automatic capsule filling machine, a sugar and film coating machine, a nitrogen gas generator, an automatic blister packaging machine, an automatic powder injection filling machine, a Hitachi inkjet printer, a newly imported steam boiler system with an upgraded boiler house replacing the old system. Additionally, the company has invested in new equipment such as a Model FBDG2 fluid bed dryer, a Model FBDG 100B fluid bed granulator, constructed a sales office at the Chuong My branch, and acquired a property at 62 Tran Van Giap, Tan Phu District, Ho Chi Minh City, to expand its sales market in the southern provinces.

In 2022, the Company invested over 500 billion VND (including 73 billion VND in infrastructure development, 306 billion VND in construction, and 125 billion VND in machinery and equipment) to support the construction of the Hataphar CNC Pharmaceutical Production Plant in the Hoa Lac High-Tech Park. The adjusted total investment cost for Phase 1 of the project was approved at 820 billion VND. Specific investment items included: leasing 4.51 hectares of infrastructure in the Hoa Lac High-Tech Industrial Park, expenses for construction design and blueprints, construction contracts, EPC (Engineering, Procurement, and Construction) contracts for plant construction and material procurement, contracts for technical infrastructure and auxiliary facility development, as well as contracts for the procurement of assets and equipment for production and research & development....

In 2023, in addition to investing 58 billion VND in asset procurement and repairs to support GMP re-evaluation at the La Khê production plant, the company continued to invest in the construction of the Hataphar High-Tech Pharmaceutical Factory project in the Hoa Lac High-Tech Park. By the end of 2023, the total value of signed contracts had reached 812 billion VND, with 730 billion VND already paid. The factory is currently in the trial operation phase and is expected to obtain Japan-GMP certification by 2025, with commercial production commencing in 2026. The plant's maximum capacity is projected to reach 2 billion tablets per year, meeting both domestic demand and export requirements for international markets. Looking ahead to 2030, Hataphar CNC Factory aims to become the first manufacturer of original brand-name drugs in Vietnam.

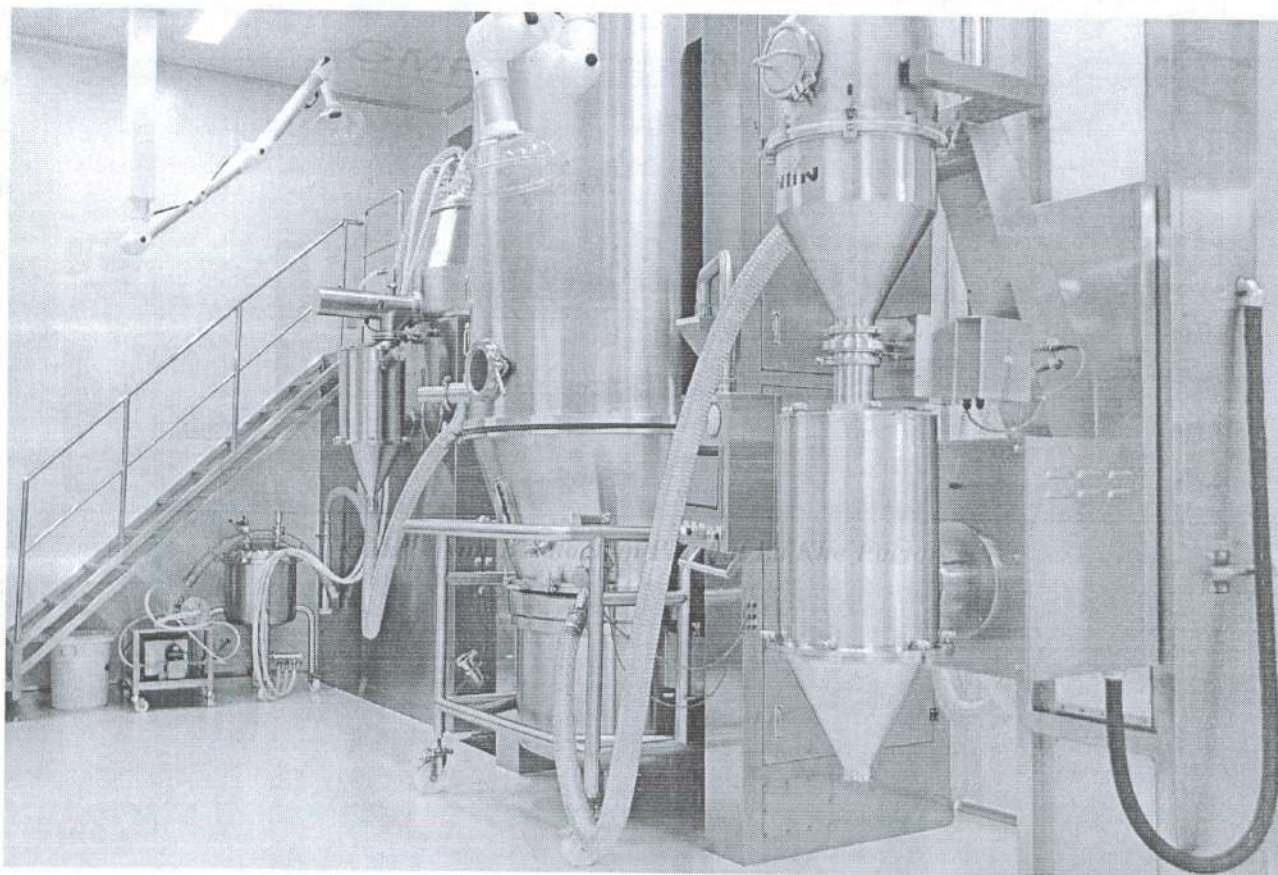
In 2024, the company accelerated the investment and construction progress of Phase 1 of the Hataphar High-Tech Pharmaceutical Factory. By the end of the year, the total value of signed contracts had reached 870 billion VND, with 851 billion VND already paid. At this stage, all key components have been completed, including the construction of production workshops, warehouses, and the research and development center, along with the installation of state-of-the-art machinery and equipment to meet the most advanced production demands. On October 9, 2024, a grand ceremony was held at the factory

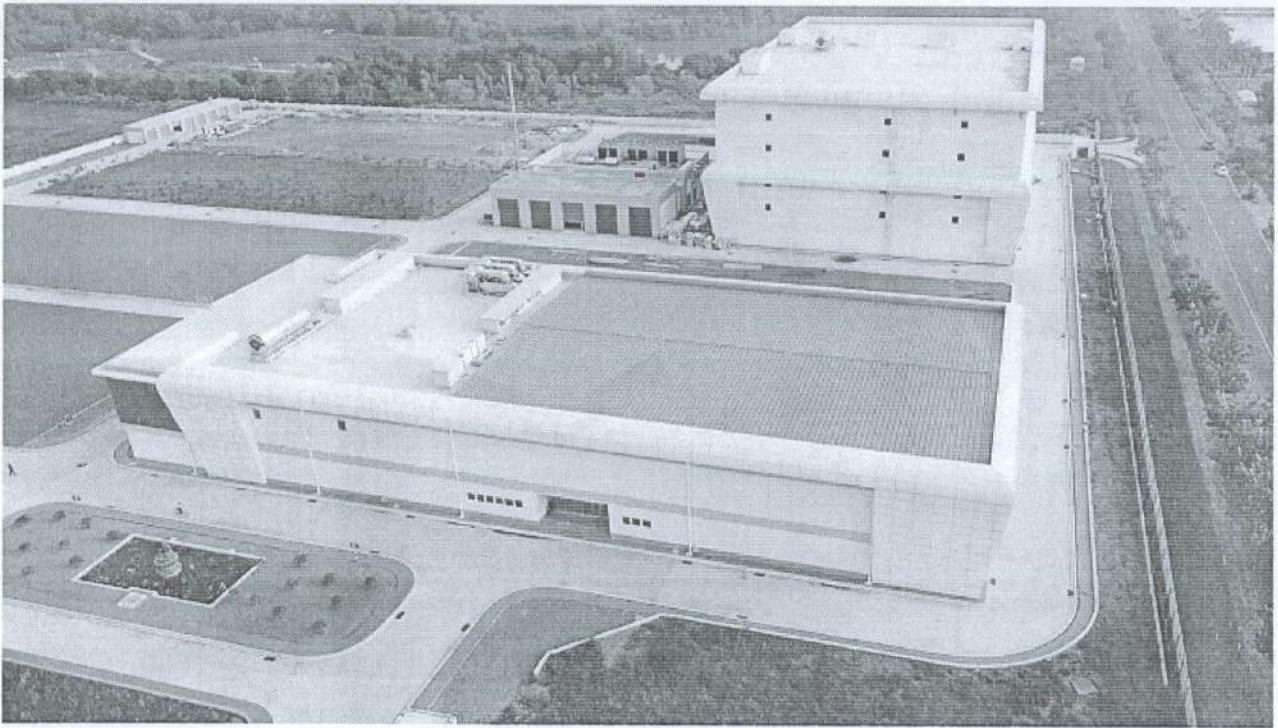
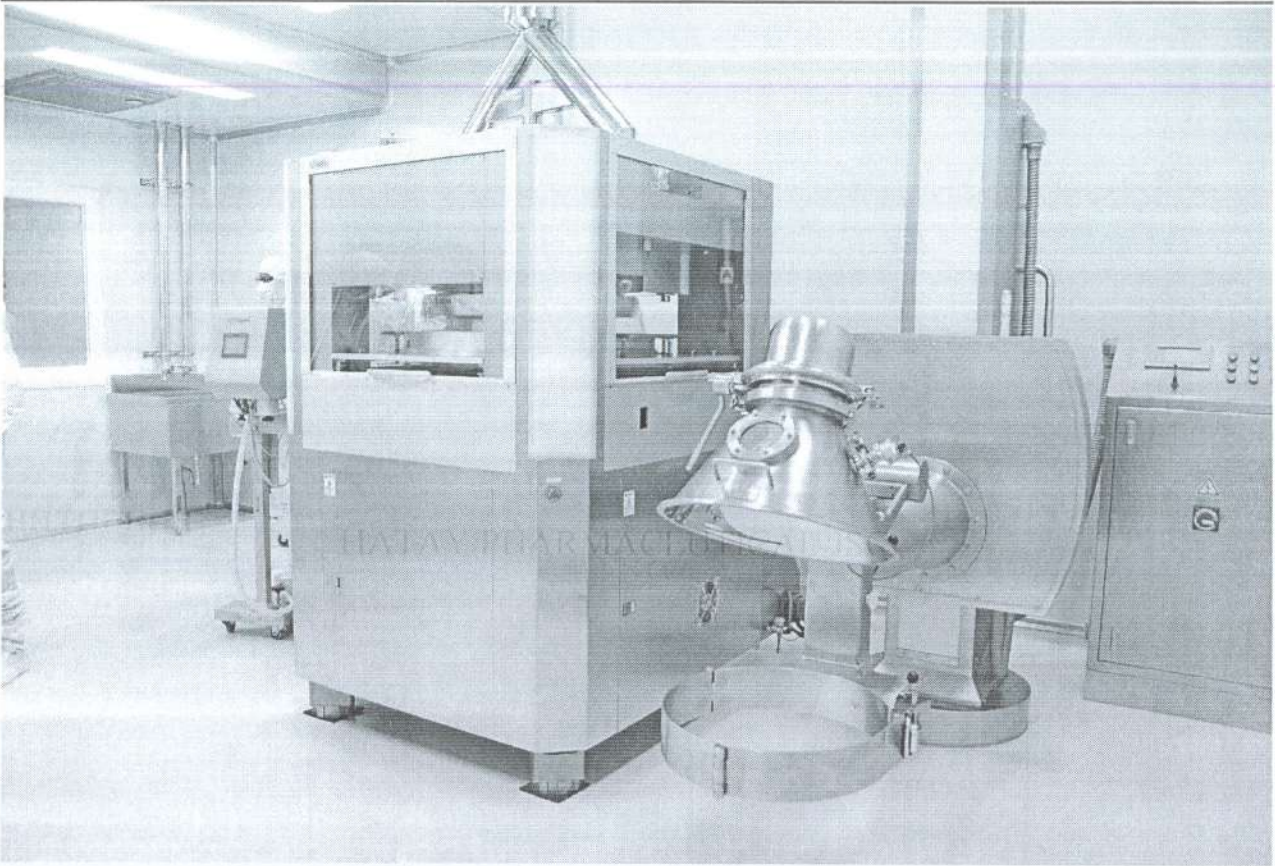
HATAY PHARMACEUTICAL JSC.

to receive the GMP certification for pharmaceutical manufacturing. This milestone marks the successful completion of over two years of rigorous construction under strict international standards, highlighting the factory's significant advancements in integrating global pharmaceutical production standards.



GMP - Non Betalactam Plant at La Khe 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 CN1-3A-1, CN1-03A-2, CN1-03A-3 thuộc Lô CN1-03A, 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:

The research and development of high-quality products under the Hataphar brand, equivalent to licensed products and capable of replacing imported medicines, is a strategic direction set by the company to enhance production capacity and elevate Hataphar to new heights.

The company continues its collaboration with the National Institute of Pharmaceutical Technology – Hanoi University of Pharmacy and the Bioequivalence Testing Center of the National Institute of Drug Quality Control to develop formulations for bioequivalent products such as Loxoprofen 60mg and Bastirizin.

Additionally, Hataphar is partnering with the Faculty of Pharmacy at Vietnam National University, Hanoi, to research the sublingual tablet Nitralmyl 0.6mg (active ingredient: Nitroglycerin). The company has established a Research and Development (R&D) department responsible for studying active pharmaceutical ingredients, developing product formulations, optimizing manufacturing processes, producing trial batches, and conducting product testing.

Currently, the company develops and introduces more than 20 new products annually. Moreover, in preparation for the future operation of the new manufacturing facility at the Hoa Lac Hi-Tech Park, the company is conducting research and pilot production for a list of 24 potential new products, which are expected to meet domestic demand and be exported to international markets.

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

- 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

Hataphar's laboratory is equipped with state-of-the-art analytical instruments, including: UV-Vis Spectrophotometer (Model V-730ST), Bench-top TOC Analyzer (Model miniTOC Basic), Analytical Balance (Model MS 205DU, 5-digit precision), High-Performance Liquid Chromatography (HPLC,

Model 1260), Automatic Potentiometric Titrator, Disintegration Tester ZT122 (Germany), Climate Chamber KCL-2000 (Japan), Variable Wavelength Spectrophotometer UV1700PC, Class 1000 Cleanroom, Large-capacity Fluidized Bed Dryer, Centralized Air Conditioning System (Japan), Electronic Printing System for Batch Control Numbers

With this comprehensive quality control and assurance system, Hataphar ensures that all its pharmaceutical products meet registered quality standards, reinforcing its commitment to safety and excellence.

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.

The brand promotion efforts focus on building a dynamic sales team, supported by professional marketing agencies through advertising, media, conferences, websites, and active participation in exhibitions like Vietnam High-Quality Goods Fair.

With the goal of developing for the community and contributing to social welfare, Hataphar actively participates in various social programs, such as supporting Vietnamese heroic mothers, aiding flood victims, assisting Agent Orange victims, and poverty reduction initiatives.

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.
- Top 10 Prestigious Pharmaceutical Companies in Vietnam (2024) – Ranked by Vietnam Report, marking the 8th consecutive year Hataphar has been recognized in this prestigious ranking. This achievement once again reaffirms Hataphar's commitment to quality, reputation, and leadership in Vietnam's pharmaceutical industry. The award also serves as an objective acknowledgment of the continuous efforts of Hataphar's employees and leadership in maintaining excellence, fostering innovation, and enhancing pharmaceutical quality to meet the world's strictest standards.

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
ĐỘC LẬP - TỰ DO - HẠNH PHÚC



DO NGƯỜI TIÊU DÙNG
BÌNH CHỌN

HỘI DOANH NGHIỆP HÀNG VIỆT NAM CHẤT LƯỢNG CAO

CHỨNG NHẬN

**CÔNG TY CỔ PHẦN
DƯỢC PHẨM HÀ TÂY**

ĐẠT DANH HIỆU

**HÀNG VIỆT NAM CHẤT LƯỢNG CAO 2023
DO NGƯỜI TIÊU DÙNG BÌNH CHỌN**

NGÀNH HÀNG
NGÀNH DƯỢC PHẨM

Ngày 14 tháng 03 năm 2023

HỘI DN HVNCLC
CHỦ TỊCH



VŨ KIM HẠNH

SỐ: 292/2023-GCN-HVNCLC



b) Product strategies

Product quality is considered a strategic factor in the company's product policy. Research, development, and production are given top priority, with more than 20 new products introduced annually. The company focuses on key product categories such as supplements, antibiotics, and antipyretics. Hataphar's strategic direction is to develop products equivalent to licensed brands and substitute imported pharmaceuticals, thereby enhancing production capacity, strengthening competitiveness, and elevating Hataphar to new heights in the pharmaceutical industry.

c) Distribution System

The company has invested in a distribution company, Hataphar Healthcare Vietnam High-Tech Pharmaceutical Joint Stock Company, which was officially registered on February 14, 2020, by the Hanoi Department of Planning and Investment with a charter capital of 5 billion VND, in which Hataphar holds a 49% stake. The wholesale and retail distribution system is managed by Hataphar Healthcare, covering almost all provinces in the northern region and extending to several provinces in the central and southern regions. The company aims to establish a comprehensive supply network to ensure the availability of pharmaceutical products nationwide. Hataphar's products are distributed through an extensive network of agents, including pharmaceutical companies in nearly 30 provinces and cities across the country, such as:

- Can Gio Pharmaceutical Joint Stock Company
- Branch of Central Pharmaceutical Company No. 2 in Can Tho
- Central Pharmaceutical Company No. 3 in Da Nang
- Nam Ha Pharmaceutical Joint Stock Company
- Pharmaceutical companies in Hai Phong, Hai Duong, Thai Binh, Nam Dinh, Thanh Hoa, Nghe An, Ninh Binh, Cao Bang, Bac Kan, Thai Nguyen, Bac Giang, Bac Ninh, Quang Ninh, and more.

In Ha Tay (former province), the Hataphar pharmacy network extends to all communes and wards, including remote and rural areas. Thanks to a flexible distribution policy and a dynamic team of medical representatives, Hataphar's products continue to expand market share and move toward establishing a nationwide distribution network.

d) Pricing policy

By proactively securing raw material sources and establishing efficient production processes, Hataphar ensures that its products are affordable and highly competitive in the market. The company focuses on making pharmaceuticals accessible to rural consumers while maintaining high quality. Hataphar also develops its market strategy based on targeted segmentation, implementing a flexible discount policy. Additionally, the company prioritizes the production of high-quality substitutes for imported products, offering better pricing and competitive advantages.

8. PROFIT AND LOSS STATEMENT

8.1. Summary of Key Business and Production Indicators

Business Performance Results from 2022 to 2024

Unit: thousand VND

No.	Items	FY2022	FY2023	FY2024
1	Total assets	1.429.728.991	1.783.478.765	1.870.077.300
2	Net revenue	1.766.328.898	1.914.823.539	1.955.954.130
3	Net Profit from Business Operations	106.455.547	87.019.976	72.984.770
4	Other profits	9.287.071	11.564.287	12.428.356
5	Profit before tax	115.742.618	98.584.263	85.413.127
6	Corporate income tax	22.667.687	19.271.058	17.849.937
7	Profit after tax	93.074.931	79.313.205	67.563.189

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

a) Advantages

In 2024, the Company achieved several positive results, facilitating business operations and market expansion.

- Financially, the Company successfully completed the first round of VAT refund procedures, recovering over VND 39 billion, which helped reduce financial pressure and improve cash flow. Additionally, the second VAT refund application, estimated at over VND 19.303 billion, is expected to be processed in Q1/2025, further supporting investment and development activities.
- In terms of product registration and research, the R&D Department, in collaboration with the Registration Department, successfully submitted 20 new registration dossiers. Throughout the year, the Company obtained a total of 212 new and renewed drug registration numbers, 03 export registration numbers, and 01 registration number for health supplements. Moreover, activities related to analytical method validation, manufacturing process assessment, and product stability studies were also implemented. Notably, the Company completed the formulation development phase for several key products containing active ingredients such as Pravastatin, Atorvastatin, Furosemide, Metformin, Empagliflozin, and Dapagliflozin. This provides a strong foundation for more detailed validations of 20 products in 2025.
- Regarding market expansion, the Company significantly strengthened its distribution network, particularly in Southern Vietnam, including Ho Chi Minh City. The number of partnered pharmacies and drugstores increased substantially from 3,000 to 3,500 by the end of 2024. Beyond scaling up, the Company collaborated with affiliated entities to introduce 17 new products into its portfolio while implementing flexible sales policies and comprehensive customer care initiatives to sustain and expand its client base.
- Operationally, the Company maintained stable business activities through a long-term inventory strategy, ensuring production continuity. Additionally, the Company actively monitored market fluctuations to respond promptly to price changes and minimize risks. Expanding its supplier network not only enhanced competitiveness but also contributed to optimizing overall business efficiency.

b) Difficulties

- **Product Quality:** The stability of certain manufactured products still needs improvement to meet increasingly high customer demands.
 - **Sales Performance:** The volume of successfully bid products remains modest and has yet to meet expectations. Notably, outstanding bad debts at medical facilities remain high, reaching over VND 2.9 billion, exerting pressure on cash flow and affecting the Company's financial efficiency.
 - **Products Registration and R&D:** The progress of submitting supplementary dossiers as required
-

by the Drug Administration of Vietnam (DAV) is still slow, affecting product approval timelines. Furthermore, after obtaining registration numbers, the production of registered drugs has not yet met business requirements, delaying market entry. Particularly, research on new products at the High-Tech (CNC) – Hataphar plant faces significant challenges due to high costs and prolonged research timelines, impacting operational efficiency and business planning.

- **Financial Challenges:** Investment costs for Phase 1 of the CNC – Hataphar plant have increased by nearly VND 50 billion, intensifying financial burdens. Additionally, management and operational costs for the new plant have risen sharply, creating significant pressure on budget balancing and operational efficiency. Furthermore, the projected production costs of CNC – Hataphar products under Japan-GMP standards are high, making it difficult to attract distribution partners.
- **Human Resources:** The Company has yet to recruit highly skilled personnel specializing in market research and analysis for products from the new plant. This limitation affects the development of effective business strategies and the Company's market expansion efforts.

c) Hataphar's development orientation in 2025

- **Implement Employee Performance Reviews:** Conduct evaluations of indirect department personnel to make timely adjustments that align with job requirements. Recruit experienced and competent personnel for specialized departments, including QA staff for the CNC – Hataphar plant and market analysts to enhance the product research portfolio.
 - **Accelerate Drug Research and Development:** Prioritize and focus on research efforts to support production at the CNC – Hataphar plant. Continue expanding the drug portfolio for the new facility to support business operations for the 2025–2030 period. Strive to obtain drug registration certificates to commence production and generate commercial revenue from the new plant by the end of 2025.
 - **Expand International Partnerships and Market Reach:** Continue seeking foreign partners for OEM production and expanding export markets. Strengthen and expand the bidding department to supply products to medical facilities. Develop the HATAMEDIC pharmacy chain and increase the sale of in-house products through major pharmacy chains such as Long Châu and Pharmacy.
 - **Invest in Equipment and Production Capacity:** Plan selective investments, upgrades, and replacements of machinery to enhance production capacity and product quality. Aim to complete validation and obtain Japan-GMP certification for the CNC – Hataphar plant in 2025.
 - **Optimize Costs and Financial Management:** Review production costs to reduce product prices and improve market competitiveness. Continue restructuring short-term loan capital to optimize financial costs for business operations.
-

- Advance Technology Transfer and Partnerships: Promote the development of technology transfer products and original drugs from Aska partners. Maintain close collaboration in employee training, product research, management exchanges, and expert consultations to enhance corporate governance and operational efficiency.

9. POLICIES FOR EMPLOYEES

9.1 Number of employees

Labor Structure

Classification by level	Number (people)	Rate (%)
University Pharmacists	144	18,46
College Degree Holders	51	6,54
Other University & Postgraduate Degrees	71	9,10
Intermediate Level Personnel	380	48,72
General Laborers	84	10,77
Pharmacy Assistants	50	6,41
Total	780	100
Classification by Contract Type	Number (people)	Rate (%)
Indefinite-term Contract Employees	662	84,87
Fixed-term Contract Employees (1-3 years)	69	8,85
Short-term Contract Employees (under 1 year)	49	6,28
Total	780	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	FY2023	FY2024
1	Liquidity Ratios			
	Current Ratio (Current Assets / Short-term Liabilities)	times	1,70	1,20
	Quick Ratio ((Current Assets - Inventory) / Short-term Liabilities)	times	1,09	0,57
	Cash Ratio ((Cash + Cash Equivalents) / Short-term Liabilities)	times	0,63	0,23
2	Capital Structure Ratios			
	Debt to Total Assets Ratio	%	42	46
	Debt to Equity Ratio	%	73	84
3	Operational Efficiency Ratios			
	Inventory Turnover Ratio (COGS / Average Inventory)	times	4,35	4,46
	Accounts Receivable Turnover Ratio (Net Revenue / Average Receivables)	times	6,52	9,01
4	Profitability Ratios			
	Net Profit Margin (Net Profit / Net Revenue)	%	4,14	3,45

Return on Equity (ROE) (Net Profit / Equity)	%	8,79	6,52
Return on Assets (ROA) (Net Profit / Total Assets)	%	4,94	3,71
Gross Profit Margin (Gross Profit from Business Operations / Net Revenue)	%	9,81	10,34

- The company's liquidity ratios in 2024 showed a declining trend compared to 2023. Specifically, the quick ratio in 2024 was 0.57 times, down from 1.09 times in 2023. The cash ratio in 2024 was 0.23 times, compared to 0.63 times in 2023. This decline was due to the depletion of large cash reserves that had been obtained from the issuance of shares to strategic partners.
- The Debt-to-Total Assets Ratio and Debt-to-Equity Ratio both slightly increased in 2024 compared to 2023, reaching 46% and 84%, respectively. This was primarily because the company increased bank loans at the end of the year to purchase inventory and raw materials for production.
- The inventory turnover ratio in 2024 increased from 4.35 to 4.46 times, indicating a faster turnover of inventory. However, the accounts receivable turnover ratio in 2024 decreased slightly to 4.66 times, compared to 2023. This was due to the company implementing a deferred payment policy for large-volume ordering partners.
- The company's profitability ratios declined in 2024 compared to 2023. The net profit margin (Net Profit/Net Revenue) reached 3.45% due to expenses incurred for the construction and operation of the new CNC Hataphar plant. However, the gross profit margin improved from 9.81% to 10.34%, indicating cost-saving efforts in production (lower cost of goods sold) and an increase in the production of higher-margin products.

Overall, despite ongoing market challenges in 2024, the company implemented various strategies to maintain stable business operations. In the coming years, Hatay Pharma aims to boost sales of its manufactured products and accelerate the completion and validation of its new plant to meet WHO-GMP and PIC/S-GMP standards. The company targets becoming one of the top two pharmaceutical manufacturers in Vietnam by 2040 in terms of revenue

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.

Shareholding Information (as of December 31, 2024): Total Shares Owned: 4,619,991 shares

Shareholding of Related Persons

- Nguyen Thi Hanh (Wife): 185,869 shares
- Le Thi Hong Viet (Daughter): 722,540 shares
- Le Anh Trung (Son): 3,065,339 shares
- Le Viet Linh (Daughter): 5,221,986 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.

Shareholding Information (as of December 31, 2024) Total Shares Owned and Represented: 3,200,481 shares

Shareholding of Related Persons

- Vu Thi Anh Dao (Wife): 526 shares
- Le Phuong Thao (Daughter): 2,010,176 shares
- Le Van Thanh (Brother): 819,050 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

Shareholding Information (as of December 31, 2024) Total Shares Owned and Represented: 3,286,656 shares

Shareholding of Related Persons

- Hoang Thi Quynh Anh (Daughter): 201,600 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

Shareholding Information (as of December 31, 2024) Total Shares Owned and Represented: 3,065,339 shares

Shareholding of Related Persons

- Le Van Lo (Father): 4,619,991 shares
- Nguyen Thi Hanh (Mother): 185,869 shares
- Le Thi Hong Viet (Sister): 258,050 shares
- Nguyen Thi Minh Hau (Wife): 156,828 shares
- Le Viet Linh (Sister): 5,221,986 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 Nadyne, 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

Shareholding Information (as of December 31, 2024) Total Shares Owned and Represented: 5,221,986 shares

Shareholding of Related Persons

- Le Van Lo (Father): 4,619,991 shares
- Nguyen Thi Hanh (Mother): 185,869 shares
- Le Thi Hong Viet (Sister): 258,050 shares
- Le Anh Trung (Brother): 3,065,339 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, 2024)

- Company: ASKA Pharmaceutical Co., Ltd
- Relation: Employee
- Number of Shares Held: 32,181,039 shares
- Ownership Percentage: 39.08%

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, 2024)

- Company: ASKA Pharmaceutical Co., Ltd
- Relation: Employee
- Number of Shares Held: 32,181,039 shares
- Ownership Percentage: 39.08%

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, Yên Phong, Bắc Ninh
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Tam Giang, Yên Phong, Bắc 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

Shareholding Information (as of December 31, 2024) Personal Ownership: 2,017,811 shares

Related Party Shareholding

- Ngo Thi Xuan (Sister): 7,392 shares

11.2.2 Mr Dang Dinh Du - Member of the Board of Supervisors (Resigned on August 31, 2024)

- Full name: Dang Dinh Du
 - Position in the company: Member of the Supervisory Board
 - Gender: Male
 - Date of birth: August 17, 1963
 - Place of birth: Tan Ly, Ly Nhan, Ha Nam
 - Nationality: Vietnam
 - Ethnicity: Kinh
-

- Hometown: Tan Ly, Ly Nhan, Ha Nam
- Permanent address: Duoc Residential Area – Van Khe – Ha Dong – Hanoi
- Educational background: 11/11
- Professional qualification: Bachelor of Pharmacy

Work Experience:

- 02/1984 – 08/1987: Served in the military at E155 – F327, Military Region I
 - 09/1987 – 08/1989: Student at Nam Dinh Supplementary Education School
 - 09/1989 – 08/1994: Student at Hanoi University of Pharmacy
 - 09/1994 – 11/1996: Worked at Thua Thien Hue Pharmaceutical Enterprise
 - 12/1996 – 02/2000: Worked at Ha Tay Pharmaceutical Company
 - 03/2000 – 09/2001: Deputy Head of Technical Inspection Department, Ha Tay Pharmaceutical Joint Stock Company
 - 11/2001 – 12/2005: Head of Inspection Department, Ha Tay Pharmaceutical Joint Stock Company
 - 01/2006 – 31/08/2024: Member of the Supervisory Board and Head of Inspection Department, Ha Tay Pharmaceutical Joint Stock Company
- Shares owned and represented (as of 31/12/2024): 86,138 shares
- Shareholding ratio of related persons: None

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

- Full Name: Nguyễn Hà Đệ
- 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

Shares owned and represented (as of 31/12/2024): 38,346 shares

Shareholding ratio of related persons: None

12.3 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 (appointed on 20/03/2024)	: Deputy General Manager
12.3.6 Mr Hoang Van Tue	: Chief Accountant

Activities of the Board of Directors (BOD):

The Board of Directors is the highest management body of the Company, authorized to act on behalf of the Company to decide on all matters related to the Company's objectives and interests between two General Meetings of Shareholders, except for matters under the authority of the General Meeting of Shareholders. The term of the Board of Directors is five years and consists of seven members. The Board holds regular meetings as prescribed. Additionally, extraordinary meetings are organized to address urgent matters, ensuring timely responses to the Company's business and production needs. After each meeting, minutes and resolutions are recorded in accordance with the regulations and activities of the Board. The BOD Secretariat has meticulously prepared all necessary documents for the meetings, ensuring efficiency and a high level of consensus during discussions.

Activities of the Supervisory Board:

The Supervisory Board represents shareholders in overseeing all production, business, management, and operational activities of the Company. The term of the Supervisory Board is five years and consists of three members. The Board holds regular meetings in accordance with its operational regulations. The Supervisory Board is responsible for monitoring and inspecting the reasonableness and legality of the Company's management and business operations, as well as the accuracy of accounting records and financial reports. It also makes recommendations to address any violations if found. The Board regularly informs the Board of Directors in writing about its activities and reports to the General Meeting of Shareholders on the accuracy, transparency, and legality of the Company's management and business operations.

Remuneration of the Board of Directors and the Supervisory Board in 2024

The salaries of the Board of Directors (BOD) and the Supervisory Board are determined according to Plan No. 262/PA-DHT dated 03/04/2024 regarding remuneration payments for the Board of Directors and the Supervisory Board in 2024, which was approved by the Annual General Meeting of Shareholders and based on Resolution ĐHĐCĐ-DHT dated 29/04/2024, as follows:

- Chairman of the Board of Directors: 108,000,000 VND
- Vice Chairman of the Board of Directors: 92,000,000 VND
- Members of the Board of Directors: 82,000,000 VND
- Head of the Supervisory Board: 72,000,000 VND
- Members of the Supervisory Board: 42,000,000 VND

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 26 2025

ON BEHALF OF BOARD OF DIRECTORS

Chairman of the Board of Directors



Mr Le Van Lo