

No: *03* NQ.HĐQT-DHT

Ha Dong, March 30, 2026

RESOLUTION OF THE BOARD OF DIRECTORS
HA TAY PHARMACEUTICAL JOINT STOCK COMPANY

(Regarding the organizational and personnel consolidation of the Board of Directors and the Executive Board)

Pursuant to Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam and The prevailing Law on Securities;

Pursuant to the Charter on Organization and Operation of Hatay Pharmaceutical Joint Stock Company;

Pursuant to the Minutes of the Board of Directors' Meeting – First Session for the 2026 – 2031 Term, dated March 30, 2026.

RESOLVE:

Article 1. To approve the election of Mr. Le Anh Trung to the position of Chairman of the Board of Directors of Ha Tay Pharmaceutical Joint Stock Company for the 2026-2031 term)

Article 2. To approve the election of the Permanent Vice Chairman and Vice Chairman of the Board of Directors of Hatay Pharmaceutical Joint Stock Company for the 2026 – 2031 term)

- Mr. Le Xuan Thang shall hold the position of Permanent Vice Chairman
- Mr. Hiroyasu Nishioka shall hold the position of Vice Chairman.

Article 3. To approve the appointment of Mr. Le Van Lo to the position of Advisor to the Board of Directors of Ha Tay Pharmaceutical Joint Stock Company for the 2026 – 2031 term.

Article 4. To approve the appointment of Mr. Osamu Yomogida to the position of General Director of Ha Tay Pharmaceutical Joint Stock Company for the 2026 – 2031 term.

Article 5. To approve the appointment of Deputy General Directors of Ha Tay Pharmaceutical Joint Stock Company for the 2026 – 2031 term:

- Mrs. Le Viet Linh shall hold the position of Deputy General Directors.
- Mr. Nguyen Ba Lai shall hold the position of Deputy General Directors.
- Mr. Ngo Tuan Viet shall hold the position of Deputy General Directors

Article 6. To approve the appointment of Mr. Dinh Nam Ha to the position of Chief Accountant of Hatay Pharmaceutical Joint Stock Company for the 2026 – 2031 term.

Article 7. To authorize the General Director to manage and executive operations as follow:

- Organizing the management and executive apparatus to direct all production and business activities of the Company in strict compliance with prevailing laws.
- Appointing management positions in accordance with the Organizational Chart approved by the Board of Directors, ensuring alignment with legal regulations and the Company's Charter.

Article 8. To approve the remuneration and allowance plan for members of the Executive Board who are not members of the Board of Directors and for the Advisor to the Board of Directors starting from 2026 (as per the attached proposal).

Article 9. Implementation Provisions.

This Resolution shall take effect from the date of signing

The individuals named in Articles 1, 2, 3, 4, 5, 6, 7, 8 and relevant Departments/Units are responsible for the implementation of this Resolution./

Recipients:

- As Article 9;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- The Board of General Directors;
- Archives (Admin/Secretary).

OBO THE BOARD OF DIRECTORS



CHAIRMAN

Le Anh Trung