

**HA TAY
PHARMACEUTICAL
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 222/TB-DHT

Hanoi, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 03/NQHĐQT-DHT dated March 30, 2026 of Ha Tay Pharmaceutical Joint Stock Company, we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Le Anh Trung

Former position in the organization: Vice Chairman of the Board of Directors cum Deputy General Director

Newly appointed position: Chairman of the Board of Directors

Term: 5 years

Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr.: Le Van Lo

Dismissed/Resigned position: Chairman of the Board of Directors

Reason (if any): —

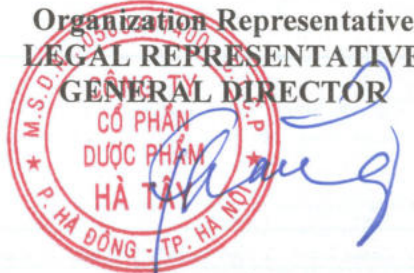
Effective date: March 30, 2026

This information was published on the company's website on March 30, 2026, as in the link: <https://hataphar.com.vn/wp-content/uploads/2026/03/Resolution-of-the-Board-of-Directors-regarding-the-organizational-an-personnel-consolidation-of-the-Board-of-Directors-and-the-Executive-Board.pdf>

Attached documents:

- Board Resolution and/or General Mandate on the change in personnel.
- List of related persons (Appendix II - List of insiders and their related persons).

**Organization Representative
LEGAL REPRESENTATIVE
GENERAL DIRECTOR**
CÓ PHẦN
DƯỢC PHẨM
HÀ TÂY
P. HÀ ĐÔNG - TP. HÀ NỘI



Mr. Le Xuan Thang

HA TAY
PHARMACEUTICAL JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 223../TB-DHT

Hanoi, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 03/NQHĐQT-DHT dated March 30, 2026 of Ha Tay Pharmaceutical Joint Stock Company, we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Le Xuan Thang
- Former position in the organization: Member of the Board of Directors cum General Director
- Newly appointed position: Permanent Vice Chairman of the Board of Directors
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr./Ms.:
- Dismissed/Resigned position:
- Reason (if any):
- Effective date:

This information was published on the company's website on March 30, 2026, as in the link:
<https://hataphar.com.vn/wp-content/uploads/2026/03/Resolution-of-the-Board-of-Directors-regarding-the-organizational-an-personnel-consolidation-of-the-Board-of-Directors-and-the-Executive-Board.pdf>.

Attached documents:

- Board Resolution on Change in Personnel.

Organization Representative
LEGAL REPRESENTATIVE
GENERAL DIRECTOR



Mr. Le Xuan Thang

HA TAY
PHARMACEUTICAL JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: ~~227~~/TB-DHT

Hanoi, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 03/NQHĐQT-DHT dated March 30, 2026 of Ha Tay Pharmaceutical Joint Stock Company, we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Hiroyasu Nishioka
- Former position in the organization: Member of the Board of Directors
- Newly appointed position: Vice Chairman of the Board of Directors
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr./Ms.:
- Dismissed/Resigned position:
- Reason (if any):
- Effective date:

This information was published on the company's website on March 30, 2026, as in the link:
<https://hataphar.com.vn/wp-content/uploads/2026/03/Resolution-of-the-Board-of-Directors-regarding-the-organizational-an-personnel-consolidation-of-the-Board-of-Directors-and-the-Executive-Board.pdf>.

Attached documents:

- Board Resolution on Change in Personnel.

Organization Representative
LEGAL REPRESENTATIVE
GENERAL DIRECTOR



Mr. Le Xuan Thang

**HA TAY
PHARMACEUTICAL
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: ~~225~~/TB-DHT

Hanoi, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 03/NQHĐQT-DHT dated March 30, 2026 of Ha Tay Pharmaceutical Joint Stock Company, we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Osamu Yomogida
- Former position in the organization: Head of Business Strategy Department
- Newly appointed position: Member of the Board of Directors cum General Director
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr.: Le Xuan Thang
- Dismissed/Resigned position: General Director
- Reason (if any):
- Effective date: March 30, 2026

This information was published on the company's website on March 30, 2026, as in the link: <https://hataphar.com.vn/wp-content/uploads/2026/03/Resolution-of-the-Board-of-Directors-regarding-the-organnizational-an-personnel-consolidation-of-the-Board-of-Directors-and-the-Executive-Board.pdf>

Attached documents:

- Board Resolution on Change in Personnel.

Organization Representative
LEGAL REPRESENTATIVE
GENERAL DIRECTOR



Mr. Le Xuan Thang

HA TAY
PHARMACEUTICAL
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 226/TB-DHT

Ha Dong, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 03/NQHĐQT-DHT dated 30/3/2026 we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Ms.: Le Viet Linh
- Former position in the organization: Member of Board of Directors cum Deputy General Director.
- Newly appointed position: Member of Board of Directors cum Deputy General Director.
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr./Ms.:
- Dismissed/Resigned position:
- Reason (if any):
- Effective date:

This information was published on the company's website on March 30, 2026, as in the link <https://hataphar.com.vn/wp-content/uploads/2026/03/Resolution-of-the-Board-of-Directors-regarding-the-organizational-an-personnel-consolidation-of-the-Board-of-Directors-and-the-Executive-Board.pdf>

Attached documents:

- Board Resolution and/or General Mandate on the change in personnel.
- List of related persons (Appendix II - List of insiders and their related persons).

Organization Representative
CÔNG TY CỔ PHẦN
DUỐC PHẨM
HÀ TÂY
P. HÀ ĐÔNG - TP. HÀ NỘI
Mr. Le Xuan Thang

HA TAY
PHARMACEUTICAL
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 227/TB-DHT

Ha Dong, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 03/NQHĐQT-DHT dated 30/3/2026 we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Ngo Tuan Viet
- Former position in the organization: Deputy General Director.
- Newly appointed position: Deputy General Director.
- Term: 5 years
- Effective date: 30/3/2026

In case of dismissal/resignation:

- Mr./Ms.:
- Dismissed/Resigned position:
- Reason (if any):
- Effective date:

This information was published on the company's website on March 30, 2026, as in the link <https://hataphar.com.vn/wp-content/uploads/2026/03/Resolution-of-the-Board-of-Directors-regarding-the-organizational-an-personnel-consolidation-of-the-Board-of-Directors-and-the-Executive-Board.pdf>

Attached documents:

- Board Resolution and/or General Mandate on the change in personnel.
- List of related persons (Appendix II - List of insiders and their related persons).

Organization Representative
LEGAL REPRESENTATIVE
GENERAL DIRECTOR
HÀ TAY
P. HÀ ĐÔNG - TP. HÀ NỘI

Mr. Le Xuan Thang

HA TAY
PHARMACEUTICAL
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 228/TB-DHT

Ha Dong, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 03/NQHĐQT-DHT dated 30/3/2026 we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Nguyen Ba Lai
- Former position in the organization: Deputy General Director.
- Newly appointed position: Deputy General Director.
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr./Ms.:
- Dismissed/Resigned position:
- Reason (if any):
- Effective date:

This information was published on the company's website on March 30, 2026, as in the link <https://hataphar.com.vn/wp-content/uploads/2026/03/Resolution-of-the-Board-of-Directors-regarding-the-organizational-an-personnel-consolidation-of-the-Board-of-Directors-and-the-Executive-Board.pdf>

Attached documents:

- Board Resolution and/or General Mandate on the change in personnel.
- List of related persons (Appendix II - List of insiders and their related persons).



Mr. Le Xuan Thang

HA TAY
PHARMACEUTICAL
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 229./ TB-DHT

Ha Dong, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 03/NQHĐQT-DHT dated 30/3/2026 we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Dinh Nam Ha
- Former position in the organization: Deputy Head of Accounting Department
- Newly appointed position: Head of Accounting Department
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr: Hoang Van Tue
- Dismissed/Resigned position: Head of Accounting Department
- Reason (if any):
- Effective date: 30/3/2026

This information was published on the company's website on 30/3/2026 (date), as in the link <https://hataphar.com.vn/wp-content/uploads/2026/03/Resolution-of-the-Board-of-Directors-regarding-the-organizational-an-personnel-consolidation-of-the-Board-of-Directors-and-the-Executive-Board.pdf>

Attached documents:

- Board Resolution and/or General Mandate on the change in personnel.
- List of related persons (Appendix II - List of insiders and their related persons).

Organization Representative
LEGAL REPRESENTATIVE
GENERAL DIRECTOR
HÀ TÂY
P. HA ĐÔNG / TP. HÀ NỘI
Mr: Le Xuan Thang

**HA TAY
PHARMACEUTICAL JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 230.../TB-DHT

Hanoi, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 04/NQHĐQT-DHT dated March 30, 2026 of Ha Tay Pharmaceutical Joint Stock Company, we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Ms.: Pham Minh Thu
- Former position in the organization: Deputy Head of Human Resources, Legal and Communication Committee.
- Newly appointed position: Corporate Governance Officer cum Information Disclosure Officer
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr.: Nguyen Minh Duc
- Dismissed/Resigned position: Corporate Governance Officer
- Reason (if any):
- Effective date: March 30, 2026

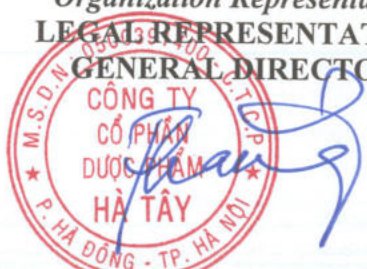
- Mr.: Ngo Van Chinh
- Dismissed/Resigned position: Information Disclosure Officer
- Reason (if any):
- Effective date: March 30, 2026

This information was published on the company's website on March 30, 2026, as in the link: <https://hataphar.com.vn/wp-content/uploads/2026/03/Resolution-of-the-Board-of-Directors-regarding-the-organizational-an-personnel-consolidation-of-the-Board-of-Directors-and-the-Executive-Board.pdf>.

Attached documents:

- Board Resolution on Change in Personnel.

Organization Representative
LEGAL REPRESENTATIVE
GENERAL DIRECTOR



CÔNG TY
CỔ PHẦN
DƯỢC PHẨM
HÀ TÂY
P. HÀ ĐÔNG - TP. HÀ NỘI

Mr. Le Xuan Thang

**HA TAY
PHARMACEUTICAL JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: ~~231~~.../TB-DHT

Hanoi, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Resolution of the Annual General Meeting of Shareholders No. 04/NQHĐQT-DHT dated March 30, 2026 of Ha Tay Pharmaceutical Joint Stock Company, we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Ngo Van Chinh
- Former position in the organization: Head of the Supervisory Board.
- Newly appointed position: Head of the Supervisory Board.
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr.:
- Dismissed/Resigned position:
- Reason (if any):
- Effective date:

- This information was published on the company's website on March 30, 2026, as in the link: <https://hataphar.com.vn/wp-content/uploads/2026/03/Bien-ban-nghi-quyet-dai-hoi-tieng-Anh-1.pdf>

Attached documents:

- Resolution of the Annual General Meeting of Shareholders;
- Minutes of the Supervisory Board Meeting



Mr. Le Xuan Thang

HA TAY
PHARMACEUTICAL JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 232/TB-DHT

Hanoi, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Resolution of the Annual General Meeting of Shareholders No. 04/NQHĐQT-DHT dated March 30, 2026 of Ha Tay Pharmaceutical Joint Stock Company, we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Kazuhiro Chiku
- Former position in the organization: Member of the Supervisory Board.
- Newly appointed position: Member of the Supervisory Board
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr.:
- Dismissed/Resigned position:
- Reason (if any):
- Effective date:

This information was published on the company's website on March 30, 2026, as in the link:
<https://hataphar.com.vn/wp-content/uploads/2026/03/Bien-ban-nghi-quyet-dai-hoi-tieng-Anh-1.pdf>

Attached documents:

- Resolution of the Annual General Meeting

Organization Representative
LEGAL REPRESENTATIVE
GENERAL DIRECTOR
CỔ PHẦN
DƯỢC PHẨM
HÀ TÂY
P. HÀ ĐÔNG - TP. HÀ NỘI

Mr. Le Xuan Thang

HA TAY
PHARMACEUTICAL JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 233./TB-DHT

Hanoi, March 31, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Resolution of the Annual General Meeting of Shareholders No. 04/NQHĐQT-DHT dated March 30, 2026 of Ha Tay Pharmaceutical Joint Stock Company, we would like to announce the change in personnel of Ha Tay Pharmaceutical Joint Stock Company as follows:

In case of appointment (*):

- Ms.: Nguyen Thi Hoa
- Former position in the organization: Head of the Quality Assurance Department
- Newly appointed position: Member of the Supervisory Board.
- Term: 5 years
- Effective date: March 30, 2026

In case of dismissal/resignation:

- Mr.: Nguyen Ha De
- Dismissed/Resigned position: Member of the Supervisory Board
- Reason (if any):
- Effective date: March 30, 2026

This information was published on the company's website on March 30, 2026, as in the link:
<https://hataphar.com.vn/wp-content/uploads/2026/03/Bien-ban-nghi-quyet-dai-hoi-tieng-Anh-1.pdf>

Attached documents:

- Resolution of the Annual General Meeting of Shareholders



Mr. Le Xuan Thang