

REPORT ON CORPORATE GOVERNANCE
(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance guiding information disclosure on the stock market)

**CENTRAL
PHARMACEUTICAL JOIN-
STOCK COMPANY No 25**

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Số: 23/BC-TW25

Ho Chi Minh City, Jan 16, 2024

**REPORT ON LISTED CORPORATE GOVERNANCE
(YEAR 2024)**

Dear:

- State Securities Committee
- HNX Stock Exchange

- Listed/registered trading company name: No.25 PHARMACEUTICAL JOINT STOCK COMPANY
- Address of head office: 448B Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City
- Phone: 083.9414.967 Fax: 083.9414.975 Email: duocphamtw25@uphace.vn
- Charter capital: VND 132,946,410,000
- Stock code: UPH

I. Activities of the General Meeting of Shareholders (AGM):

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders approved in writing):

| No. | No. Resolution / Decision | Date | Content |
|-----|---------------------------|-----------|--|
| 1 | 01/NQ - ĐHCĐ | 20/4/2024 | Resolution of the Annual General Shareholders' Meeting for 2024: Content of the Resolution: <ul style="list-style-type: none">- Approval of the production and business plan for 2024.- Approval of the audited financial statements for the year 2023. |

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| | | | <ul style="list-style-type: none"> - Approval of the selection of an independent auditing firm for the year 2024. - Approval of the report on the settlement of remuneration for the Board of Directors (BOD) and the Supervisory Board (SB) for the year 2023, as well as the remuneration payment plan for the BOD, SB, and Secretary for the year 2024. - Approval of amendments and supplements to the Company's Charter. - Dismissal of members of the BOD and SB, and election of additional members to the BOD and SB for the term IV (2022-2027). |
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II. Board of Directors:

1. Information about the members of the Board of Directors (BOD):

| No. | Member of the BOD | Position | Date Started as a Member | Number of Meetings Attended | Attendance Rate | Reason for Non-Attendance |
|-----|-------------------------|-------------|--------------------------|-----------------------------|-----------------|---------------------------|
| 1 | Ms. Pham Thi Xuan Huong | Chairperson | September 28, 2021 | 4 | 100% | - |
| 2 | Ms. Phuong Thanh Nhung | Member | May 28, 2022 | 4 | 100% | - |
| 3 | Mr. Nguyen Van Khai | Member | May 28, 2022 | 1 | 100% | Submitted resignation |

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|---|------------------|--------|----------------|---|------|----------------|
| | | | | | | in April 2024 |
| 4 | Mr. Tran Tri Duc | Member | May 28, 2022 | 3 | 75% | Busy with work |
| 5 | Mr. Ha Duc Cuong | Member | April 04, 2023 | 4 | 100% | |
| 6 | Ms. Ha Lan Anh | Member | April 20, 2024 | 3 | 100% | |

Note: In the year 2024, the Board of Directors organized 4 in-person meetings and conducted 3 instances of gathering opinions from members in writing to promptly meet work requirements.

2. Information on changes in the members of the Board of Directors (BOD):

| No | Member of the BOD | Position | Date Started as a Member | Date No Longer a Member | Reason for Change |
|----|---------------------|----------|--------------------------|-------------------------|--|
| 1 | Mr. Nguyen Van Khai | Member | May 28, 2022 | April 20, 2024 | Submitted resignation and was approved by General Meeting of Shareholders 2024 |
| 2 | Ms. Ha Lan Anh | Member | April 20, 2024 | | Elected as a supplement at the 2024 General Meeting of Shareholders |

3. Supervisory Activities of the BOD over the Executive Board:

- The supervisory activities of the BOD over the Executive Board are conducted in accordance

with the Company's Charter, internal governance regulations, the division of powers and responsibilities of the BOD, Chairperson of the BOD, and the General Director; and the resolutions of the Board of Directors.

4. Activities of the Committees under the Board of Directors: None.

5. Resolutions/Decisions of the Board of Directors:

| No. | No. Resolution / Decision | Date | Content |
|-----|---------------------------|-----------|---|
| 1 | 13/NQ-HĐQT-TW25 | 04/3/2024 | - Approval of the plan to organize the annual General Shareholders' Meeting for 2024. |
| 2 | 14/ NQ-HĐQT-TW25 | 26/3/2024 | - Approval of the business plan for 2024. |
| 3 | 15/NQ-HĐQT-TW25 | 26/3/2024 | - Approval of the salary fund for 2024. |
| 4 | 16/NQ-HĐQT-TW25 | 26/3/2024 | - Approval of transactions and contracts with related parties. |
| 5 | 17/NQ-HĐQT-TW25 | 26/3/2024 | - Approval of documents presented at the annual General Shareholders' Meeting for 2024. |
| 6 | 18/NQ-HĐQT-TW25 | 22/5/2024 | - Approval of the dismissal of the General Director of the Company. |
| 7 | 19/NQ-HĐQT-TW25 | 22/5/2024 | - Approval of the appointment of the General Director of the Company. |

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|----|-----------------|------------|--|
| 8 | 20/NQ-HĐQT-TW25 | 08/7/2024 | - Selection of the auditing company for the financial statements of 2024. |
| 9 | 21/NQ-HĐQT-TW25 | 19/9/2024 | - Investment review in the factory project at Tan Phu Trung Industrial Park, Cu Chi District, Ho Chi Minh City. |
| 10 | 22/NQ-HĐQT-TW25 | 19/9/2024 | - Approval of the draft appendix to the amended and supplemented contract with the Infrastructure Development Joint Stock Company in Tay Ninh at 120 Hai Ba Trung, Dakao Ward, District 1, Ho Chi Minh City. |
| 11 | 23/NQ-HĐQT-TW25 | 19/9/2024 | - Approval of the plan to liquidate some damaged and unused machinery and equipment. |
| 12 | 24/NQ-HĐQT-TW25 | 30/12/2024 | - Approval of the business plan for 2025. |
| 13 | 25/NQ-HĐQT-TW25 | 30/12/2024 | - Approval of the appendix to the amended and supplemented contract with An Phat Investment Trading Joint Stock Company at 41-43 Tran Cao Van, Ward 6, District 3, Ho Chi Minh |

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|----|-----------------|------------|---|
| | | | City. |
| 14 | 26/NQ-HĐQT-TW25 | 30/12/2024 | - Approval of the request for a credit limit at the Vietnam Joint Stock Commercial Bank for Industry and Trade – Ho Chi Minh City Branch. |

III. Board of Supervisors (BOS):

1. Information about the members of the Board of Supervisors (BOS):

| No. | Member of BOS | Position | Start date as a member of the Supervisory Board | Date no longer a member of the Supervisory Board | Professional qualifications |
|-----|-----------------------|---------------|---|--|-----------------------------|
| 1 | Ms. Huynh Thi Anh Thu | Head of Board | April 20, 2024 | | Bachelor |
| 2 | Ms. Nguyen Thi Thuy | Head of Board | May 28, 2022 | April 20, 2024 | Bachelor |
| 3 | Ms. Le Thi Anh Nguyet | Member | May 28, 2022 | | Bachelor |
| 4 | Ms. Nguyen Thu Thuy | Member | May 28, 2022 | | Bachelor |

2. Meetings of the Board of Supervisors:

| No. | Member of BOS | Number of BOS meetings attended | Meeting attendance rate | Reason for not attending the meeting |
|-----|-----------------------|---------------------------------|-------------------------|--------------------------------------|
| 1 | Ms. Huynh Thi Anh Thu | 2 | 100% | |

| | | | | |
|---|-----------------------|---|------|--|
| 2 | Ms. Nguyen Thi Thuy | 1 | 100% | Resigned at the 2024 General Shareholders' Meeting |
| 3 | Ms. Le Thi Anh Nguyet | 2 | 100% | |
| 4 | Ms. Nguyen Thu Thuy | 2 | 100% | |

Note: The meetings of the Board of Directors are conducted through written opinions to inform the members of the Board of Supervisors.

3. Supervisory Activities of the BOS over the Board of Directors and Executive Board and shareholders:

- *The Board of Supervisors conducts periodic financial inspections quarterly and ad-hoc inspections as required according to the company's charter and business law.*
- *The Board of Supervisors participates in all meetings of the Board of Directors and provides opinions on issues related to the company's interests.*
- *Supervises the implementation of resolutions from the annual General Shareholders' Meeting and the Board of Directors' resolutions.*

4. Coordination between the BOS and the Board of Directors, Executive Board, and other management staff: None

5. Other Activities of the BKS (if any): None.

IV. Executive Board:

| No. | Member of the Executive Board | Date of birth | Professional qualifications | Position | Date of appointment | Dismissal date |
|-----|-------------------------------|---------------|-----------------------------|------------------|---------------------|----------------|
| 1 | Mr. Nguyen Manh Hai | 01/8/1988 | Master | General Director | 01/6/2024 | |
| 2 | Mr. Dong Van Manh | 02/5/1968 | Pharmacist | General Director | 01/10/2021 | 01/6/2024 |
| 3 | Mr. Ngo Tan Long | 10/09/1976 | Bachelor | Deputy | 31/3/2017 | |

| | | | | | | |
|--|--|--|--|--------------------|--|--|
| | | | | General Manager | | |
|--|--|--|--|--------------------|--|--|

V. Chief accountant:

| Full name | Date of birth | Professional qualifications | Date of appointment | Dismissal date | Note |
|------------------|---------------|-----------------------------|---------------------|----------------|------|
| Mr. Ngo Tan Long | 10/09/1976 | Bachelor of Accounting | 08/7/2023 | | |

VI. Training on corporate governance:

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, Executive Director (General Director), other managers and the Company Secretary have participated in according to regulations on public governance company: Participate in training courses on corporate governance and professional training of the State Securities Commission and Vietnam Securities Depository and Clearing Corporation (VSDC).

VII. List of Related Parties of the Company and transactions involving these related parties with the company:

1. List of Related Parties of the Company: *Attached as Appendix 1.*
2. Transactions between the Company and Related Parties or Major Shareholders, Internal Persons, and Related Parties of Internal Persons:

| No. | Related parties | Relationship | Transaction | Amount (VND) |
|-----|--|----------------|------------------------------|-----------------|
| 1 | OPC Pharmaceutical Joint Stock Company | Parent Company | Sale of Goods | 105.541.525.463 |
| | | | Other Services | 84.000.000 |
| | | | Purchase of Materials, Goods | 51.211.340 |
| | | | Sales Returns | 157.457 |
| | | | Customer support expenses | 196.980.587 |

| | | | | |
|---|--|----------------|--|----------------|
| 2 | OPC Binh Duong Pharmaceutical One Member Limited Liability Company | Internal Party | Sale of Goods | 403.500.000 |
| 3 | Viet A Commercial Joint Stock Bank | Internal Party | Deposit/Interest rate | 38.875.000.000 |
| 4 | Hung Vuong Insurance Corporation | Internal Party | Fire and explosion insurance service contract for the factory at 448B Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City | 70.100.354 |

3. Other Transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers: *None*.

4. Transactions between the company and other entities:

4.1 Transactions between the company and companies where members of the Board of Directors, Supervisory Board, Director (General Director), and other managers have been and are founding members or members of the Board of Directors, Director (General Director) in the past three (03) years (calculated at the time of reporting).

4.2 Transactions between the company and companies where related parties of members of the Board of Directors, Supervisory Board, Director (General Director), and other managers are members of the Board of Directors or Director (General Director).

- No.25 Pharmaceutical Joint Stock Company signed a distribution contract with OPC Pharmaceutical Joint Stock Company (owning 58.14% of the total voting shares of No.25 Pharmaceutical Joint Stock Company) to distribute products manufactured by No.25 Pharmaceutical Joint Stock Company. This transaction was approved at the Annual General Meeting of Shareholders of TW25 Pharmaceutical Joint Stock Company on April 24, 2023..
- No.25 Pharmaceutical Joint Stock Company signed a fire and explosion insurance service contract for the factory at 448B Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City with Hung Vuong Insurance Corporation. This contract was approved by the Board of

Directors on March 26, 2024.

- No.25 Pharmaceutical Joint Stock Company signed a contract to purchase finished Ethanol products manufactured by OPC Binh Duong One Member Limited Liability Company as raw materials for pharmaceutical production. This contract was approved by the Board of Directors on March 26, 2024.
- No.25 Pharmaceutical Joint Stock Company signed a deposit/payment contract with Viet A Commercial Joint Stock Bank. This contract was approved by the Board of Directors on March 26, 2024.

4.3 Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, Supervisory Board, Director (General Director), and other managers.

VIII. Share transactions of internal persons and related parties of internal persons (Annual Report).

1. List of internal persons and related parties of internal persons: *Attached as Appendix 2.*
 2. Transactions of insiders and related parties with company shares: *None.*
- Other issues to note: *None.*

**Legal representative
CHAIRMAN OF THE BOARD**



PHAM THI XUAN HUONG

CENTRAL PHARMACEUTICAL JOIN- STOCK COMPANY No 25

Appendix I LIST OF RELATED PERSONS OF THE COMPANY

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

| No. | Name of organization/individual | Securities trading account (if any) | Position at the company (if any) | Type of NSH Paper (*) (ID card/Passport/Business Registration Certificate) | NSH Certificate Number (*) | Date of issue | Place of issue | Head office address/Contact address | The starting time is related person of the company/internal person | Time to no longer be a related person of the company/internal person | Reason (when changes related to section 13) | Relationship with the company/internal people |
|---------------------------------|--|-------------------------------------|---|--|----------------------------|---------------|----------------|-------------------------------------|--|--|---|--|
| 1. | 2. | 3. | 4. | 5. | 6. | 7. | 8. | 9. | 10. | 11. | 12. | 13. |
| I. RELATED ORGANIZATIONS | | | | | | | | | | | | |
| 1 | OPC Pharmaceutical Joint Stock Company | | | Business Registration Certificate | | | | | 30/8/2016 | | | Parent company (58,14%) |
| 2 | Vietnam Pharmaceutical Corporation - Joint Stock Company | | | Business Registration Certificate | | | | | 19/6/2007 | | | Organizations that own more than 10% of shares have voting rights (28,43%) |
| II. RELATED INDIVIDUALS | | | | | | | | | | | | |
| 1. | Pham Thi Xuan Huong | | Chairman of the Board, Legal Representative | ID Card | | | | | 28/5/2022 | | | Related person |
| 2. | Phuong Thanh Nhung | | Member of the Board | ID Card | | | | | 28/5/2022 | | | Related person |

| | | | | | | | | | | | | |
|-----|-------------------|--|--|---------|--|--|--|--|------------|-----------|---|----------------|
| 3. | Nguyen Van Khai | | Member of the Board | ID Card | | | | | 28/5/2022 | 20/4/2024 | Dismissed at the 2024 General Meeting of Shareholders | Related person |
| 4. | Ha Lan Anh | | Member of the Board | ID Card | | | | | 20/4/2024 | | Additional election at the 2024 General Meeting of Shareholders | Related person |
| 5. | Tran Tri Duc | | Member of the Board | ID Card | | | | | 28/5/2022 | | | Related person |
| 6. | Ha Duc Cuong | | Member of the Board | ID Card | | | | | 24/4/2023 | | | Related person |
| 7. | Nguyen Thi Thuy | | Head of Supervisory Board | ID Card | | | | | 28/5/2022 | 20/4/2024 | Dismissed at the 2024 General Meeting of Shareholders | Related person |
| 8. | Huynh Thi Anh Thu | | Head of Supervisory Board | ID Card | | | | | 20/4/2024 | | Additional election at the 2024 General Meeting of Shareholders | Related person |
| 9. | Le Thi Anh Nguyet | | Member of Supervisory Board | ID Card | | | | | 28/5/2022 | | | Related person |
| 10. | Nguyen Thu Thuy | | Member of Supervisory Board | ID Card | | | | | 28/5/2022 | | | Related person |
| 11. | Dong Van Manh | | General Director, Legal Representative | ID Card | | | | | 01/10/2021 | 01/6/2024 | Dismissed according to the Resolution of the Board | Related person |
| 12. | Nguyen Manh Hai | | General Director, Legal Representative | ID Card | | | | | 01/6/2024 | | Appointed according to the Resolution of the Board | Related person |

| | | | | | | | | | | | | |
|-----|---------------|--|--|---------|--|--|--|--|-----------|--|--|----------------|
| 13. | Ngo Tan Long | | Deputy General Director, Chief Accountant | ID Card | | | | | 01/4/2017 | | | Related person |
| 14. | Dang Hoai Nam | | Authorized person to disclose information, in charge of corporate governance | ID Card | | | | | 23/6/2016 | | | Related person |

CENTRAL PHARMACEUTICAL JOIN- STOCK COMPANY No 25 (UPHACE)
Appendix II
LIST OF INTERNAL PEOPLE AND RELATED PERSONS INTERNAL PERSONS

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

| Stt | Name of organization/individual | Securities trading account (if any) | Position at the company (if any) | Type of NSH Paper (*) (ID card/ Passport/ Business Registration Certificate) | NSH Certificate Number (*) | Date of issue | Place of issue | Number of shares owned at the end of the period | Share ownership ratio at the end of the period | Relationship with the company/internal people | Notes (about not having NSH Certificate number and other notes) |
|-------------------------------|--|-------------------------------------|----------------------------------|---|----------------------------|---------------|----------------|---|--|---|--|
| 1 | 3 | 4 | 5 | 8 | 9 | 10 | 11 | 12 | 13 | 6 | 17 |
| I. ORGANIZATION | | | | | | | | | | | |
| 1 | OPC Pharmaceutical Joint Stock Company | | | | | | | 7,730.000 | 58,14% | Parent company | |
| 2 | Vietnam Pharmaceutical Corporation - Joint Stock Company | | | | | | | 12 Ngo Tat To, Van Mieu Ward, Dong Da District, Hanoi | 28,43% | Major shareholder | |
| II. INDIVIDUAL | | | | | | | | | | | |
| A. Board of Directors: | | | | | | | | | | | |
| 1. | Pham Thi Xuan Huong | | Chairwoman | | | | | 0 | 0% | | Representative of the capital of OPC Pharmaceutical Joint Stock Company at UPHACE (28.05%) |

| | | | | | | | | | | | |
|-------|--|--|--|--|--|--|--|---|----|---|---|
| 1.1. | Pham Van Tho | | | | | | | 0 | 0% | Father | Passed away |
| 1.2. | Nguyen Thi Dam | | | | | | | 0 | 0% | Mother | Passed away |
| 1.3. | Ngo Tri Duong | | | | | | | 0 | 0% | Father-in-law | Passed away |
| 1.4. | Hoang Thi Tu | | | | | | | 0 | 0% | Mother-in-law | Passed away |
| 1.5. | Ngo Tri Vuong | | | | | | | 0 | 0% | Husband | |
| 1.6. | Ngo Tri Hung | | | | | | | 0 | 0% | Son | |
| 1.7. | Pham Xuan Son | | | | | | | 0 | 0% | Younger brother | |
| 1.8. | Pham Xuan Hung | | | | | | | 0 | 0% | Younger brother | |
| 1.9. | Pham Thi Hong Nga | | | | | | | 0 | 0% | Younger sister | |
| 1.10. | Tran Van Hien | | | | | | | 0 | 0% | Brother-in-law | US residency |
| 1.11. | Nguyen Thi Thuy Hang | | | | | | | 0 | 0% | Sister-in-law | |
| 1.12. | Huynh Thi Thao Quyen | | | | | | | 0 | 0% | Sister-in-law | |
| 1.13. | OPC Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Ms. Pham Thi Xuan Huong is a member of the Board of Directors and General Director of the Company | |
| 1.14. | Vietnam Pharmaceutical Corporation - Joint | | | | | | | 0 | 0% | Ms. Pham Thi Xuan Huong is a member of the | Ms. Pham Thi Xuan Huong has been relieved of her position as Member |

| | | | | | | | | | | | |
|-------|---|--|----------------------------|--|--|--|--|----------|-----------|--|---|
| | Stock Company | | | | | | | | | Board | of the Board of Vietnam Pharmaceutical Corporation at the 2024 General Meeting of Shareholders. |
| 1.15. | OPC Binh Duong Pharmaceutical Company Limited | | Member of the Board | | | | | 0 | 0% | Ms. Pham Thi Xuan Huong is a member of the Board | |
| 2. | PHUONG THANH NHUNG | | Member of the Board | | | | | 0 | 0% | | Representative of the capital of OPC Pharmaceutical Joint Stock Company at UPHACE (30%) |
| 2.1 | Ha Thi Lien | | | | | | | 0 | 0% | Mother | |
| 2.2 | Tran Ba Chuc | | | | | | | 0 | 0% | Father-in-law | |
| 2.3 | Nguyen Thi Thu Ngoc | | | | | | | 0 | 0% | Mother-in-law | |
| 2.4 | Tran Viet Anh | | | | | | | 0 | 0% | Husband | |
| 2.5 | Tran Phuong Thanh | | | | | | | 0 | 0% | Child | |
| 2.6 | Tran Phuong Thao | | | | | | | 0 | 0% | Child | |
| 2.7 | Tran Phuong Phuong | | | | | | | 0 | 0% | Child | |
| 2.8 | Phuong Thi Ngoc | | | | | | | 0 | 0% | Younger sister | |
| 2.9 | Nguyen Dinh Tho | | | | | | | 0 | 0% | Brother-in-law | |
| 2.10 | Hung Vuong Insurance Joint Stock Company | | | | | | | 0 | 0% | Ms. Phuong Thanh Nhung is Chairwoman of | |

| | | | | | | | | | | | |
|------|--|--|---------------------|--|--|--|--|---|----|---|---|
| | | | | | | | | | | the Board | |
| 2.11 | OPC Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Ms. Phuong Thanh Nhung is Vice Chairman of the Board | |
| 2.12 | Viet A Commercial Joint Stock Bank (VIETABANK) | | | | | | | 0 | 0% | Ms. Phuong Thanh Nhung is Advisor to the Board of Viet A Commercial Joint Stock Bank; Vice Chairman of the Human Resources Committee, Vice Chairman of the Strategy Committee | |
| 2.13 | OPC Binh Duong Pharmaceutical Company Limited | | | | | | | 0 | 0% | Ms. Phuong Thanh Nhung is Vice Chairman of the Board | |
| 3. | Nguyen Van Khai | | Member of the Board | | | | | 0 | 0% | | Representative of capital of Vietnam Pharmaceutical Corporation (28.43%) Mr. Nguyen Van Khai has been relieved of his position as member of the BOARD of Directors of UPHACE at the 2024 General Meeting of Shareholders |
| 3.1 | Tuong Hin Sin | | | | | | | 0 | 0% | Father-in-law | |

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|------|--|--|--|--|--|--|--|-------|----|--|--|
| 3.2 | Nguyen Thi Thuc | | | | | | | 0 | 0% | Mother-in-law | |
| 3.3 | Nguyen Thi Phan | | | | | | | 0 | 0% | Older sister | |
| 3.4 | Do Thanh Nam | | | | | | | 0 | 0% | Brother-in-law | |
| 3.5 | Nguyen Van Khang | | | | | | | 0 | 0% | Older brother | |
| 3.6 | Nguyen Thi Lan | | | | | | | 0 | 0% | Sister-in-law | |
| 3.7 | Nguyen Thi Phan | | | | | | | 0 | 0% | Older sister | |
| 3.8 | Nguyen Cong Chinh | | | | | | | 0 | 0% | Brother-in-law | |
| 3.9 | Tuong Tuyet Mai | | | | | | | 0 | 0% | Wife | |
| 3.10 | Nguyen Mai Phuong | | | | | | | 0 | 0% | Child | |
| 3.11 | Nguyen Mai Anh | | | | | | | 0 | 0% | Child | |
| 3.12 | TW3 Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Mr. Nguyen Van Khai is Chairman of the Board | |
| 3.13 | Danapha Pharmaceutical Joint Stock Company - Nanosome | | | | | | | 0 | 0% | Mr. Nguyen Van Khai is a Member of the Board | |
| 3.14 | Vietnam Pharmaceutical Corporation - Joint Stock Company | | | | | | | 1.500 | -% | Mr. Nguyen Van Khai is Head of the Supervisory Board | |

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|-----------|--|--|----------------------------|--|--|--|--|----------|-----------|--|---|
| 3.15 | Danapha Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Nguyen Van Khai is a member of the Supervisory Board | |
| 3.16 | Codupha Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Relevant organizations | |
| 3.17 | Davina Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Mr. Nguyen Van Khai is a member of the Supervisory Board | |
| 3.18 | Mediplantex Central Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Mr. Nguyen Van Khai is a Member of the Board | |
| 4. | Tran Tri Duc | | Member of the Board | | | | | 0 | 0% | | |
| 4.1 | Nguyen Thi Minh Phuong | | | | | | | 0 | 0% | Mother | |
| 4.2 | Tran Thi Thao Trang | | | | | | | 0 | 0% | Older sister | |
| 4.3 | Tran Thi Thao Mai | | | | | | | 0 | 0% | Older sister | |
| 4.4 | Trinh Khanh Duong | | | | | | | 0 | 0% | Brother-in-law | |
| 5. | Ha Lan Anh | | Member of the Board | | | | | 0 | 0% | | Representative of capital of Vietnam Pharmaceutical Corporation at UPHACE (28,43%) |
| 5.1 | Ha Duc Vuong | | | | | | | 0 | 0% | Father | |
| 5.2 | Tran Thi Bich | | | | | | | 0 | 0% | Mother | |

| | | | | | | | | | | | |
|------|---|--|--|--|--|--|--|---|----|---|--|
| 5.3 | Nguyen Van Hoi | | | | | | | 0 | 0% | Father-in-law | |
| 5.4 | Nguyen Thi Ly | | | | | | | 0 | 0% | Mother-in-law | |
| 5.5 | Ha Anh Tuan | | | | | | | 0 | 0% | Younger brother | |
| 5.6 | Chau Thu Ha | | | | | | | 0 | 0% | Sister-in-law | |
| 5.7 | Nguyen Phuc Dong | | | | | | | 0 | 0% | Husband | |
| 5.8 | Nguyen Ngoc Minh | | | | | | | 0 | 0% | Child | |
| 5.9 | Nguyen Tue Minh | | | | | | | 0 | 0% | Child | |
| 5.10 | Nguyen Phuc Minh | | | | | | | 0 | 0% | Child | |
| 5.11 | Codupha Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Ms. Ha Lan Anh is a member of the Board of Codupha Central Development Joint Stock Company | |
| 5.12 | TW3 Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Ms. Ha Lan Anh is a member of the Supervisory Board of Central Pharmaceutical Joint Stock Company 3 | |
| 5.13 | Vietnam Medical Import-Export Joint Stock Company | | | | | | | 0 | 0% | Ms. Ha Lan Anh is a member of the Board of Directors of Vietnam Medical Import-Export Joint Stock | |

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|-----------|---|--|--------------------------------|--|--|--|--|--------------|---------------|---|--|
| | | | | | | | | | | Company | |
| 5.14 | Vietnam Pharmaceutical Corporation - Joint Stock Company | | | | | | | 1.500 | -% | Ms. Ha Lan Anh is the person in charge of administration and Company Secretary | |
| 6. | Ha Duc Cuong | | Member of the Board | | | | | 2.000 | 0,015% | | |
| 6.1 | Nguyen Thi Tuyet | | | | | | | 0 | 0% | Mother | |
| 6.2 | Huynh Thi Kim Anh | | | | | | | 0 | 0% | Wife | |
| 6.3 | Ha Khanh An | | | | | | | 0 | 0% | Child | |
| 6.4 | Ha Khanh Linh | | | | | | | 0 | 0% | Child | |
| 6.5 | Ha Thi Thom | | | | | | | 0 | 0% | Older sister | |
| 6.6 | Ha Thi Tam | | | | | | | 0 | 0% | Older sister | |
| 6.7 | Ha Duc Hung | | | | | | | 0 | 0% | Brother | |
| 6.8 | Ha Duc Hai | | | | | | | 0 | 0% | Brother | |
| 6.9 | Ha Thi Van | | | | | | | 0 | 0% | Older sister | |
| 6.10 | Ha Duc Minh | | | | | | | 0 | 0% | Brother | |
| 6.11 | Ha Duc Tuan | | | | | | | 0 | 0% | Younger brother | |

| | | | | | | | | | | | |
|------|--|--|--|--|--|--|--|---------|--------|---|--|
| 6.12 | Ha Thi Hien | | | | | | | 0 | 0% | Younger brother | |
| 6.13 | OPC Pharmaceutical Joint Stock Company | | | | | | | 132.298 | 0,206% | Mr. Ha Duc Cuong is Deputy General Director | |

B. SUPERVISORY BOARD

| | | | | | | | | | | | |
|-----|--|--|----------------------------------|--|--|--|--|---|----|--|---|
| 7. | Nguyen Thi Thuy | | Head of Supervisory Board | | | | | 0 | 0% | | Ms. Nguyen Thi Thuy was dismissed from the position of Head of the Supervisory Board of UPHACE at the 2024 General Meeting of Shareholders |
| 7.1 | Dao Thi Kinh | | | | | | | 0 | 0% | Mother | |
| 7.2 | Vu Thi Yen | | | | | | | 0 | 0% | Mother-in-law | |
| 7.3 | Le Huy Thai | | | | | | | 0 | 0% | Husband | |
| 7.4 | Le Hoai An | | | | | | | 0 | 0% | Child | |
| 7.5 | Le Anh Minh | | | | | | | 0 | 0% | Child | |
| 7.6 | Nguyen Thi Thu | | | | | | | 0 | 0% | Older sister | |
| 7.7 | Uong Van Hieu | | | | | | | 0 | 0% | Brother-in-law | |
| 7.8 | Vidipha Central Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Ms. Nguyen Thi Thuy is a member of the Supervisory Board | |
| 7.9 | OPC Pharmaceutical Joint Stock Company | | | | | | | 0 | 0% | Ms. Nguyen Thi Thuy is Head of the internal audit | |

| | | | | | | | | | | | |
|-----------|---|--|--|--|--|--|--|---------------|-------------|--|--|
| | | | | | | | | | | team | |
| 7.10 | Vietnam Pharmaceutical Corporation - Joint Stock Company | | | | | | | 0 | 0% | Ms. Nguyen Thi Thuy is an Internal Audit Specialist | |
| 8. | Huynh Thi Anh Thu | | Head of Supervisory Board | | | | | 0 | 0% | | Ms. Huynh Thi Anh Thu was elected to hold the position of Head of the Supervisory Board of UPHACE at the 2024 General Meeting of Shareholders |
| 8.1 | Vu Thi Anh | | | | | | | | | Mother-in-law | |
| 8.2 | Le Tien Giang | | | | | | | | | Husband | |
| 8.3 | Le Quoc Khanh | | | | | | | | | Child | |
| 8.4 | Le Ngoc Que Chi | | | | | | | | | Child | |
| 8.5 | Huynh Cong Thao | | | | | | | | | Younger brother | |
| 9. | Le Thi Anh Nguyet | | Member of Supervisory Board | | | | | 13,436 | 0.1% | | |
| 9.1 | Le Xuan Hoa | | | | | | | 0 | 0% | Father | |
| 9.2 | Nguyen Thi Coi | | | | | | | 0 | 0% | Mother | |
| 9.3 | Banh Thuc Hien | | | | | | | 0 | 0% | Mother-in-law | |
| 9.4 | Tran Du Thien | | | | | | | 0 | 0% | Husband | |

| | | | | | | | | | | | |
|------------|------------------------|--|------------------------------------|--|--|--|--|----------|-----------|-----------------|--|
| 9.5 | Tran Trieu Nhan | | | | | | | 0 | 0% | Child | |
| 9.6 | Le Phuong Nam | | | | | | | 0 | 0% | Brother | |
| 9.7 | Tran Thi Chi Lan | | | | | | | 0 | 0% | Sister-in-law | |
| 9.8 | Le Thi Thu Huong | | | | | | | 0 | 0% | Older sister | |
| 9.9 | Pau Harold Cooley JR | | | | | | | 0 | 0% | Brother-in-law | |
| 9.10 | Nguyen Thi Truc Ly | | | | | | | 0 | 0% | Sister-in-law | |
| 10. | Nguyen Thu Thuy | | Member of Supervisory Board | | | | | 0 | 0% | | |
| 10.1 | Nguyen Dang The | | | | | | | 0 | 0% | Father | |
| 10.2 | Do Thi Kim Yen | | | | | | | 0 | 0% | Mother | |
| 10.3 | Nguyen Dang Khoi | | | | | | | 0 | 0% | Younger brother | |
| 10.4 | Nguyen Thanh Van | | | | | | | 0 | 0% | Sister-in-law | |
| 10.5 | Phuong Khanh An | | | | | | | 0 | 0% | Child | |

C. EXECUTIVE BOARD

| | | | | | | | | | | | |
|------------|----------------------|--|---|--|--|--|--|----------|----------|------|--|
| 11. | Dong Van Manh | | General Director, Legal Representative | | | | | 0 | 0 | | Mr. Dong Van Manh is relieved of his position as General Director of CPDPTW25 Company from June 1, 2024 |
| 11.1. | Vu Thi Thu Hang | | | | | | | 0 | 0% | Wife | |

| | | | | | | | | | | | |
|------------|--------------------------------------|--|--------------------------------|--|--|--|--|--------------|----------------|----------------------|-------------|
| 12.2. | Nguyen Ha Thien Di | | | | | | | | | Child | |
| 12.3. | Pham Viet Hanh | | | | | | | | | Mother | |
| 12.4. | Nguyen Van Ho | | | | | | | | | Father | |
| 12.5. | Like Holdings comany | | | | | | | | | Legal Representative | |
| 12.6. | Green Waste company | | | | | | | | | Legal Representative | |
| 12.7. | Technology Seed Incubation Co., Ltd. | | | | | | | | | Vietnam Lead | |
| 13. | Ngô Tân Long | | Deputy General Director | | | | | 1.000 | 0,0075% | | |
| 13.1. | | | | | | | | 0 | 0% | Father | Passed away |
| 13.2. | Tran Thi Lien | | | | | | | 0 | 0% | Mother | |
| 13.3. | | | | | | | | 0 | 0% | Father-in-law | Passed away |
| 13.4. | Nguyen Thi Bich Ngoc | | | | | | | 0 | 0% | Mother-in-law | |
| 13.5. | Pham Thi Ngoc Duyen | | | | | | | 0 | 0% | Wife | |
| 13.6. | Ngô Thủy Lâm | | | | | | | 0 | 0% | Child | |
| 13.7. | Ngô Phúc Duy | | | | | | | 0 | 0% | Child | |
| 13.8. | Ngô Thị Quang Thanh | | | | | | | 0 | 0% | younger sister | |
| 13.9. | | | | | | | | 0 | 0% | Brother-in-law | |

D. CHIEF ACCOUNTANT

| | | | | | | | | | | | |
|----|--------------|--|------------------|--|--|--|--|--|--|--|---|
| 14 | Ngo Tan Long | | Chief Accountant | | | | | | | | Section 13 of the Executive Board section |
|----|--------------|--|------------------|--|--|--|--|--|--|--|---|

E. AUTHORIZED PERSON FOR DISCLOSURE OF INFORMATION – IN CHARGE OF ADMINISTRATION

| | | | | | | | | | | | |
|------|------------------|--|--|--|--|--|--|---|----|----------------|--|
| 15 | Dang Hoai Nam | | Authorized person to disclose information, in charge of corporate governance | | | | | 0 | 0 | | |
| 15.1 | Dang Van Phu | | | | | | | 0 | 0% | Father | |
| 15.2 | Nguyen Thi Quy | | | | | | | 0 | 0% | Mother | |
| 15.3 | Dang Thi Ngoc Ha | | | | | | | 0 | 0% | Younger sister | |
| 15.4 | Tran Duc Anh | | | | | | | 0 | 0% | Brother-in-law | |
| 15.5 | Le Thi Ngoc Hien | | | | | | | 0 | 0% | Wife | |
| 15.6 | Dang Minh Phuc | | | | | | | 0 | 0% | Child | |
| 15.7 | Dang Hoai An | | | | | | | 0 | 0% | Child | |
| 15.8 | Le The Hoa | | | | | | | 0 | 0% | Father-in-law | |
| 15.9 | Tran Ngoc Bich | | | | | | | 0 | 0% | Mother-in-law | |

