

Draft

RESOLUTION OF THE 2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF DHG PHARMACEUTICAL JSC

THE 2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprises Law No.59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 Jun 2020;
- Pursuant to the Charter of DHG Pharmaceutical Joint Stock Company (DHG Pharma) issued on 19 Apr 2021;
- Pursuant to the Statements and Reports submitted to the 2024 Annual General Meeting of Shareholders (AGM) on 24 Apr 2025 by the Board of Directors (BOD), the Audit Committee and the Chief Accountant;
- Pursuant to the Meeting minutes 003/2025/BB.ĐHĐCĐ of the 2024 AGM of DHG Pharma dated 24 Apr 2025,

RESOLUTION

The 2024 AGM of DHG Pharma unanimously approved this Resolution with the following contents:

Article 1: Approval of the Report on the Company's production and business performance in 2024.

Article 2: Approval of the Report on the BOD's performance and remuneration in 2024.

Article 3: Approval of the Report on the performance in 2024 of the Audit Committee and Independent BOD Member in the Audit Committee.

Article 4: Approval of the financial statements FY2024 audited by Ernst & Young Vietnam Limited.

Article 5: Approval of the business plan for 2025:

- + Net sales: VND 5,210 billion
- + Profit before tax: VND 940 billion

Article 6: Reversal of the Investment and Development Fund to Undistributed earnings, with a total amount of VND 1,100 billion.

Article 7: Dividend distribution for the FY2024 và after reversal of the Investment and Development Fund

Contents	Ratio	Amount (VND)
Cash dividend	100% of par value	1,307,460,710,000
* <i>Advance payment</i> (record date: 25 Dec 2024; dividend payment date: 14 Feb 2025)	40% of par value	522,984,284,000
* <i>Remaining amount</i> (The BOD is assigned to determine the record date and payment date, which shall not exceed 06 months from 24 Apr 2025)	60% of par value	784,476,426,000

Final dividend payment source: 60% of par value

- Undistributed earnings as per the audited financial statements ending 31 Dec 2024.
- Undistributed earnings from the reversal of the Investment and Development Fund.

Article 8: Approval of the appropriation of 3% of the 2024 after-tax profit (VND 23,367,603,599) to the Bonus and Welfare Fund.

Article 9: Approval of the remuneration and the BOD Operation Fund in 2025, with a maximum amount of VND 7 billion, including VND 5 billion recorded as the Company's expenses (the actual amount will be paid depending on the number of members) and VND 2 billion allocated from the profit after tax of 2024.

Article 10: Approval of the dividend distribution and fund allocation plan for the FY 2025

Target	Projected appropriation rate 2025
Undistributed earnings for 2025 <i>(including profit after tax for 2025 and Undistributed earnings from the reversal of the Investment and Development Fund)</i>	
Dividend distribution	100% of par value
Bonus and Welfare Fund	3% of PAT in 2025
BOD Operation Fund	2,000,000,000
Retained earnings	The remaining

Article 11: Authorizing the Board of Directors to select one out of four following auditors to audit the financial statements 2025 of DHG Pharma:

- Deloitte Vietnam Company Limited
- Ernst & Young Vietnam Limited
- PwC (Vietnam) Limited
- KPMG Vietnam Limited

Article 12: Dismissal from the position of BOD member of Term V (2024–2028) of Mr. Doan Dinh Duy Khuong, effective from 24 Apr 2025.

Article 13: Result of the additional election of a BOD member as a replacement for Term V (2024–2028), conducted by the cumulative voting method, is as follows:

No.	Full name	Total shares of election	Win ratio %
1.	Le Thi Thanh Hien	xxxx	xxxx

Article 13: The BOD, General Director and Legal representative of DHG Pharma Term V (2024 – 2028) have been assigned to implement the contents approved by the AGM in accordance with the Company's Charter and applicable law.

This Resolution is approved by the 2024 AGM of DHG Pharma dated 24 Apr 2025 and is made in 02 (two) original copies of equal legal force.

Recipients:

- The Company's shareholders;
- SSC;
- HOSE;
- BOD members; BOM members;
- Information disclosure;
- Archived: BOD Secretary, AT.

**ON BEHALF OF THE 2024 AGM
CHAIR**

DANG THI THU HA

[NOTICE: This Convocation Notice is a translation of the Vietnamese language original for convenience purpose only, and in the event of any discrepancy, the Vietnamese language original shall prevail.]