

Can Tho, 25th March 2026

REPORT OF THE INDEPENDENT BOD MEMBER ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025

Kind Attn to: THE GENERAL MEETING OF SHAREHOLDERS OF DHG PHARMA

I, Do Le Hung – Independent Member of the Board of Directors (BOD) and Chairman of the Audit Committee (AC) of DHG Pharmaceutical Joint Stock Company – respectfully present to the General Meeting of Shareholders the report on the performance of my duties as an Independent BOD Member for the financial year 2025, and share my independent perspective on the governance and oversight activities of the BOD during the past year.

1. Role and principles in performing duties

In 2025, as an Independent BOD Member, I carried out my duties on the principles of independence, objectivity, and in the best interests of the Company and all shareholders. I respected the executive authority of the BOM while fully performing the supervisory role of the BOD in accordance with the law and the Company's Charter.

Throughout my participation in the BOD and the AC, I maintained a risk-based approach, focusing on the quality of strategic discussions, transparency of information, and the alignment of governance decisions with the Company's risk appetite and execution capacity. My critical opinions were presented based on data analysis, candid discussions, and with a view to safeguarding the long-term interests of shareholders.

2. Participation in 2025

During the year, I attended all meetings of the BOD and AC. At BOD meetings, I concentrated on discussing and providing independent views on strategic matters, business plans, investments, capital structure, and other issues that may have long-term impacts on DHG's competitiveness and sustainable development.

As AC Chairman, I presided over regular Committee meetings and worked closely with the BOM, Internal Audit, and Independent Auditors to ensure quality of financial statements, transparency in transactions, and effectiveness of control system. Key topics such as global minimum tax, transfer pricing policies, information technology risks, ERP investment roadmap, and the review of supply chain management systems as requested by shareholders were thoroughly discussed and closely monitored during implementation.

In addition, I maintained regular communication with the Company's key leaders to stay updated on strategic, financial, and operational matters, thereby supporting BOD in early identification of risks and opportunities.

3. Assessment of effectiveness and governance quality of the BOD

From an independent perspective, I acknowledge that the BOD of DHG has effectively maintained its role in strategic orientation and oversight of management activities, consistent with the Company's scale and operational characteristics. Important decisions were discussed based on comprehensive documentation, supported by risk analysis and careful consideration of long-term impacts.

BOD's structure complies with legal requirements and ensures the participation of independent members. The activities of its committees, particularly the AC, have provided valuable in-depth review prior to decision-making. The culture of discussion within the BOD is generally open, respectful of differing opinions, and conducive to constructive contributions from independent members.

Nevertheless, given the increasingly complex business and regulatory environment, the BOD should continue to deepen strategic discussions with a forward-looking and early-warning orientation, especially regarding risks related to supply chains, digital transformation, and resource allocation. Stronger integration between development strategies, capital structure, and risk appetite will be critical in the coming period.

4. Assessment of the BOD's Oversight of the BOM

In 2025, the BOD exercised its supervisory function over the BOM through periodic and extraordinary report mechanisms, thematic discussions, and requests for explanations on key matters.

This supervisory function was carried out appropriately and within the Board's authority. The BOM implemented the BOD's resolutions in a serious and timely manner.

Given the increasingly volatile business environment, I recommend that the BOD continue improving the quality of oversight by strengthening performance measurement indicators and early risk warning mechanisms.

5. Key recommendations for 2026 - 2028 period

From an independent perspective, I recommend that the BOD and BOM continue prioritizing enhancement of governance quality through following directions: strengthening strategic oversight mechanisms integrated with risk management; accelerating roadmap for modernizing information technology systems and data governance; improving analytical and forecasting capabilities within supply chain; and further refining performance evaluation mechanisms of the BOD and its Committees in line with good governance practices.

Maintaining independence and enhancing constructive challenge within the BOD will contribute to improving quality of decision-making and safeguarding long-term interests of shareholders.

In fulfilling my responsibilities, I commit to continuing to perform my duties independently, objectively, and with a risk-based approach in 2026, thereby contributing to strengthening foundation of transparent and sustainable governance of DHG Pharma.

Respectfully submits to the General Meeting of Shareholders for consideration.

**Independent BOD Member
Audit Committee Chairman**

Do Le Hung

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