

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

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

I, Truong Anh Hung – Independent Member of the Board of Directors (BOD) and Chairman of Nomination Committee (NC) of DHG Pharmaceutical JSC, hereby report to the Annual General Meeting of Shareholders (AGM) on the performance of my duties as an Independent BOD Member during the fiscal year 2025.

1. Role and principles in performing duties

In 2025, as an Independent BOD Member and NC Chairman, I carried out my responsibilities based on the principles of independence, objectivity, and acting in the best interests of the Company and all shareholders.

Throughout my participation in the BOD and the NC, I focused on reviewing, discussing, and overseeing matters related to: Developing criteria on qualifications and competencies, and leading the drafting of procedures for the appointment and dismissal of BOD members and managerial staff under the appointment authorities of the BOD; Developing orders and procedures of nominating and electing the BOD members; Developing regulations to determine the independence of non-executive members of the BOD; Proposing to the BOD on the selection and appointment of General Director of DHG Pharma; Developing and proposing human resource development plans to the BOD such as discovery, selection, education and training of senior staff and the successor system; Proposing remuneration policies, salary and bonus norms as well as other benefits for members of the BOD, members of the committees under the BOD and the Executive Board; Supervising the activities of the Company's management apparatus in relation to organizational and human resource matters.

2. Participation in 2025

During the reporting year, I attended the BOD meetings and chaired the NC meetings to review and discuss matters related to the Company's strategic personnel management.

The Nomination Committee under the BOD in 2025 consisted of:

No.	Full name	Position	Title	Starting/Ending date
1	Mr. Truong Anh Hung	Independent BOD Member	Chairman of NC	From 23 Apr 2024
2	Mr. Toshiyuki Ishii	Executive BOD member	Member of NC	From 01 Jan 2023 to 31 Dec 2025

* Note: From 01 Jan 2026, Mr. Toshifumi Kojima, Acting General Director, will replace Mr. Toshiyuki Ishii as an NC member (in accordance with Decision No. 024/2025/QĐ.HĐQT dated 30 Dec 2025 of the BOD).

In 2025, the NC reviewed and proposed several important contents related to the Company's human resources, including:

- In 1Q/2025, the BOD proposed official appointment of 01 position for Sales Director role (Statement No. 007/TTr.DHG.HĐQT dated 21 Feb 2025 of the NC and Resolution No.003A/2025/NQ.HĐQT dated 28 Feb 2025 of the BOD).
- In 2Q/2025, the NC continued to coordinate the review and search for suitable candidates to recruit management personnel under the appointment authority of the BOD.
- In 3Q/2025, the NC coordinated the successful recruitment of 01 IT Director position (Statement No.015/TTr.DHG.HĐQT dated 22 Aug 2025 of the NC and Resolution No.012/2025/NQ.HĐQT dated 27 Aug 2025 of the BOD).
- In 4Q/2025, the NC proposed that the BOD appoint a new Acting General Director from 01 Jan 2026 and the reappointment of the Chief Operating Officer (COO) and Deputy General Directors of DHG Pharma (Statement No.016/TTr.DHG.HĐQT dated 11 Nov 2025 of the NC and Resolution No.014/2025/NQ.HĐQT dated 04 Dec 2025 of the BOD). Simultaneously, the NC proposed the removal from the position of Supply Chain Director (Statement No.017/TTr.DHG.HĐQT dated 11 Nov 2025 of the NC and Resolution No.015/2025/NQ.HĐQT dated 17 Dec 2025 of the BOD).

3. Report on the supervision of the Company's Governance and Management

3.1. Assessment of BOD Performance

- In 2025, the BOD fully performed its functions and duties in accordance with applicable laws, Company's Charter, and internal governance regulations. The BOD maintained its operations with a strong sense of responsibility, regularly convening both periodic and extraordinary meetings to review, discuss, and make timely decisions on key matters relating to the Company's development strategy, business and production plans, and corporate governance activities.
- The BOD effectively fulfilled its role in setting strategic directions, supervising the activities of the Executive Board, and ensuring that business plans were implemented in alignment with the Company's development objectives. Important matters such as development strategies, financial plans, investments, organizational structure, and HR management were carefully reviewed and discussed by the BOD prior to the issuance of decisions.
- The BOD members operate with a high sense of responsibility and professionalism, being fully aware of their assigned duties and exercising caution in carrying out tasks to protect the interests of the Company.
- With the support of its subordinate Committees, including the NC, the BOD continues to strengthen governance and oversee the Company's operations. In addition, the BOD also aims to gradually develop, and complete procedures and

regulations related to senior human resources management and BOD activities to enhance corporate governance quality in the coming period.

- Overall, the BOD's activities in 2025 were conducted based on compliance with corporate governance principles, ensuring transparency, accountability, and focusing on improving operational efficiency and the long-term value of the Company.

3.2. Evaluation of the BOD's oversight of the General Director and other members of the Executive Board

- The BOD performs an oversight role over the operations of the General Director and the Executive Board, ensuring that the implementation of strategies, business plans, and BOD resolutions is carried out according to directions and in compliance with legal regulations.
- The BOD regularly monitors and evaluates the Executive Board's performance through periodic reports, specialized meetings, and working sessions with the Executive Board, enabling timely guidance and necessary directions.
- The Executive Board proactively reports and provides complete and timely information to the BOD on business operations, financial matters, and key governance issues, facilitating the BOD's effective supervision and guidance.
- Through ongoing oversight and regular communication between the BOD and the Executive Board, important governance decisions are carefully considered, contributing to improved management effectiveness and ensuring the Company's stable and sustainable development.

3.3. Oversight of the Company's Management Structure

The NC regularly supervises the Company's management structure to ensure compliance with the Labor Regulations, the Company's Charter, and the regulations and processes governing the Company's business and production activities. It also evaluates the managerial competence of senior executives to propose the continuation, termination, or appointment of appropriate positions.

According to the Company's organizational chart at various points in 2025, there were 7 managerial positions under the BOD's appointment authority that remained vacant. Two positions had no recruitment plan in 2025: Deputy General Director in charge of Finance and Deputy General Director in charge of Marketing. In addition, the Company had planned recruitment for five positions: Internal Audit Director, Finance Director, IT Director, Human Resource Director, and Supply Chain Director. During the year, the BOD appointed 1 position, while 4 positions remained unfilled, as suitable personnel had not yet been recruited or appointed, with details as follows:

- The Supply Chain Director position has been vacant since Dec 2025. The COO is currently handling the responsibilities of the Supply Chain Director.
- The Finance Director position has not been filled with suitable personnel and has been vacant since Jul 2024. The COO is currently handling the responsibilities of the Finance Director.

- The HR Director position has not been filled with suitable personnel and has been vacant since Jul 2024. During this period, HR operations have been maintained. However, the absence of HR Director has affected the effective implementation of certain strategic HR activities, such as the development and execution of the Succession Plan and Leadership Development Plan. As a result, when some management/leadership positions in the Company become vacant due to resignations or transfers, there is no one to fill them promptly. Additionally, when there are plans to recruit/appoint senior management/leadership positions, the absence of HR Director limits effective support for the Executive Board in completing the necessary steps before submitting to the NC and the BOD.
- The Internal Audit Director/Head of Internal Audit Department is currently undergoing internal training and transfer and will assume the position as soon as qualified. Appointment is expected in March 2026.

Accordingly, the NC recommends that the Executive Board review all vacant positions. For positions that are truly essential - particularly the HR Director, Internal Audit Director, and others - recruitment or appointment should be carried out promptly, and vacancies should not be left unfilled for an extended period. For positions that can be temporarily handled by other leaders, adjustments to the organizational chart should be considered for submission to the NC and the BOD in the near future.

4. Recommendations for the upcoming period

From an independent perspective, I recommend that the BOD and the Executive Board continue to prioritize the recruitment of the HR Director, a key position to support the General Director and the Executive Board in effectively implementing the Succession Planning Program and the Leadership Development Plan for the Company's management and leadership team. This will also ensure proactive management of personnel planning, recruitment, training/coaching, and the replacement or supplementation of management and leadership positions when personnel resign or are transferred.

In fulfilling my responsibilities, I commit to continuing to perform my duties independently and objectively, with a focus on the long-term interests of the Company and its shareholders in 2026.

Respectfully submit to the General Meeting of Shareholders for consideration.

**INDEPENDENT BOD MEMBER
CHAIRMAN OF NOMINATION COMMITTEE**

Truong Anh Hung

[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.]