

STATEMENT ON THE PROFIT DISTRIBUTION IN 2025 AND THE PROFIT DISTRIBUTION PLAN IN 2026

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

- Pursuant to Enterprise Law No.59/2020/QH14 dated 17 Jun 2020, amended and supplemented by Law No.76/2025/QH15, effective from 1 Jul 2025;
- Pursuant to the Charter of DHG Pharmaceutical Joint Stock Company (DHG Pharma) issued on 19 Apr 2021;
- Pursuant to the audited financial statements FY2025 of DHG Pharma;
- Pursuant to Resolution No.001/2025/NQ.DHĐCĐ dated 24 Apr 2025 of the Annual General Meeting of Shareholders in 2024.

The Board of Directors (BOD) would like to submit to the Annual General Meeting of Shareholders 2025 the profit distribution 2025 and the distribution plan 2026, specifically as follows:

1. PROFIT DISTRIBUTION IN 2025

Items	2025 – Actual		
	Appropriation rate in 2025	Amount (VND)	%
Undistributed PAT as at 31 Dec 2025		1,464,902,859,980	100%
Cash dividend	Plan: 100% of par value Proposal: 100% of par value	1,307,460,710,000	89.3%
Bonus and Welfare Fund	Plan: 3% of PAT in 2025 Proposal: Following the plan	25,570,623,227	1.7%
BOD Operation Fund	Plan: VND 2 billion Proposal: VND 0 billion	-	0.0%
Undistributed PAT	The remaining	131,871,526,753	9.0%

1.1 Dividend payment for the fiscal year 2025

Pursuant to the business results for 2025, the BOD respectfully submits for the AGM's approval of the final dividend payment for 2025 as follows:

- **Dividend: 100% of par value, equivalent to VND 10,000 per share, expected to be paid in two payments in 2026 (May and Sep).** The BOD is authorized to determine the record date and payment date, but no later than six (06) months from 21 Apr 2026.
- Source of payment: Undistributed earnings as per the audited financial statements ending 31 Dec 2025.

1.2 Fund allocation for the fiscal year 2025

The BOD respectfully submits to the AGM to review and approve the implementation of the fund allocation as follows:

- Allocate 3% of the 2025 profit after tax to the Bonus and Welfare Fund.
- No allocation to the BOD Operation Fund
- Funding source: Undistributed earnings as per the audited financial statements ending 31 Dec 2025.
- **Fund balance after 2025 profit distribution**

Unit: VND

No.	Contents	Balance as at 31 Dec 2025	Projected profit distribution in 2025	Balance after profit distribution in 2025
1.	Bonus and Welfare Fund of Employees	8,843,361,586	25,570,623,227	34,413,984,813
2.	BOD Operation Fund	10,059,943,891	-	10,059,943,891
3.	Investment and Development Fund	1,358,122,657,972	-	1,358,122,657,972

2. PROFIT DISTRIBUTION PLAN 2026

Target	Projected appropriation rate 2026
Undistributed PAT as at 31 Dec 2026	100%
Dividends in 2026	7,000 VND/share
Bonus and Welfare Fund	3% of PAT in 2026
Retained earnings	The remaining

We look forward to your consideration and approval.

Best regards./.

Recipients:

- Ditto;
- Archived: BOD Secretary.

**OBO. THE BOARD OF DIRECTORS
ACTING GENERAL DIRECTOR**

Toshifumi Kojima

[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.]