

No.: 004/2026/TTr.ĐHĐCĐ

CanTho, 31st March 2026

STATEMENT SUBMITTED TO
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(Re: Dismissal and election of an additional member of the BOD
for the remaining period of Term V (2024 - 2028))

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 Internal Regulation on Corporate Governance issued on 19 Apr 2021;
- Pursuant to the resignation letter dated 24 Dec 2025 from Mr. Toshiyuki Ishii, a BOD member of Term V (2024 - 2028);
- Pursuant to the nomination letter from Taisho Pharmaceutical Co., Ltd.

The Board of Directors (BOD) of DHG Pharma respectfully submits the following content for the consideration and approval of the General Meeting of Shareholders (GMS):

1. Dismissal of a BOD member

Approval of the resignation letter submitted by Mr. Toshiyuki Ishii from his position as a BOD member. The resignation will take effect upon official approval by the GMS.

Reason: On 24 Dec 2025, the BOD received Mr. Toshiyuki Ishii's resignation letter from his position as a BOD member (resignation letter enclosed).

2. Election of an additional member of the BOD

The BOD respectfully submits to the GMS to elect an additional and replacement member of the BOD, as follows:

- Number of BOD members to be elected: 01 BOD member
- Term of the elected member: For the remaining period of the BOD Term V (2024 - 2028)
- The criteria and conditions for the additional and replacement member of the BOD must meet the standards and requirements for BOD members as stipulated by the Enterprise Law, the Company's Charter, the Internal Regulation on Corporate Governance, and other relevant regulations.

List of candidates for the position of BOD member

No.	Full name of candidate	Note
1	Ms. Sawa Sawada (Candidate's CV enclosed)	Nominated by the shareholder Taisho Pharmaceutical Co., Ltd. (Taisho), holding 51.01% of the total voting shares, continuously held for at least 06 (six) consecutive months.

Kindly submit to the GMS for consideration and election of an additional and replacement BOD member of DHG Pharma by the method of cumulative voting.

Best regards./.

Recipients:

- *As kind attn;*
- *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.]

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc

-----oOo-----

ĐƠN TỪ NHIỆM / RESIGNATION LETTER

Kính gửi Đại hội đồng cổ đông Công ty Cổ phần Dược Hậu Giang
Kind Attn to: Hội đồng quản trị Công ty Cổ phần Dược Hậu Giang
General Meeting of Shareholders of DHG Pharmaceutical JSC
Board of Directors of DHG Pharmaceutical JSC

Căn cứ Điều lệ của Công ty Cổ phần Dược Hậu Giang,

Tôi tên là Toshiyuki Ishii, hiện là thành viên Hội đồng quản trị Công ty Cổ phần Dược Hậu Giang (Công ty).

Tôi làm đơn này gửi đến Đại hội đồng cổ đông và Hội đồng quản trị Công ty chấp thuận cho tôi từ nhiệm chức vụ thành viên Hội đồng quản trị Công ty.

Lý do: Theo nguyện vọng cá nhân

Thời điểm hiệu lực: Kể từ khi Đại hội đồng cổ đông thông qua đơn từ nhiệm này.

Kính đề nghị Đại hội đồng cổ đông và Hội đồng quản trị Công ty chấp thuận đơn từ nhiệm của tôi.

Trân trọng.

Pursuant to the Charter of DHG Pharmaceutical Joint Stock Company,

My name is Toshiyuki Ishii. Currently, I am a member of the Board of Directors (BOD) at DHG Pharmaceutical JSC (the Company).

I submit this resignation letter to the General Meeting of Shareholders and the BOD to approve my resignation from the position of BOD member of the Company.

Reason: Personal reason

Effective time: since when the General Meeting of Shareholders approves this resignation letter.

Respectfully submit to the General Meeting of Shareholders and the BOD to approve my resignation letter.

Best regards.

.....Cần Thơ....., ngày ..24.. tháng ..12... năm ..2025..

Người viết đơn/ Preparer



Toshiyuki Ishii



**CURRICULUM VITAE OF NOMINEES FOR
BOARD MEMBER OF
DHG PHARMACEUTICAL JSC**

1. Personal information:

- Full name: Sawa Sawada
- Gender: Female
- Date of birth: Oct. 11, 1977
- Place of birth: Chiba, Japan
- Nationality: Japanese
- Ethnic group: Japanese

2. Professional qualification:

Time	School/Training center	Degree
Apr. 2023 - Mar. 2025	Keio University Graduate School of Business Administration, Japan	Master of Business Administration (MBA)
Aug. 2008 - May 2009	Vanderbilt University Law School LL.M, USA	Master of Law
Oct. 2003	Japan Federation of Bar Associations	Admitted to the Bar in Japan
Apr. 2002 - Sep. 2003	Legal Training and Research Institute of the Supreme Court of Japan	Attorney at Law (Completion of Legal Training)
Apr. 1996 - Mar. 2000	Hitotsubashi University, Japan	Bachelor of Laws

3. Professional/ working experience:

Time	Position	Name of organization
Feb. 2017 – Present	General Manager of Legal	Taisho Pharmaceutical Co., Ltd.
Sep. 2010 – Jan. 2017	Partner	Makoto Law & Accounting Firm
Oct. 2003 – Sep. 2010	Attorney	Nagashima Ohno & Tsunematsu (law firm)

4. Current position: General Manager of Legal at Taisho Pharmaceutical Co., Ltd. (Incoming Director, effective Apr. 2026)

5. Other positions held in other organizations: N/A

6. Interests related to DHG Pharma:

- Number of shares held in DHG Pharma: N/A
- Commitments held: N/A
- Debts related to the Company: None
- Interests related to the Company: N/A
- Conflict of interests related to the Company: None
- Related parties holding shares of DHG Pharma: N/A

Name of nominating shareholder: Taisho Pharmaceutical Co., Ltd. (Taisho)