

Cantho, 25<sup>th</sup> March 2026

**REGULATION ON ORGANIZING  
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF  
DHG PHARMACEUTICAL JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 Jun 2020, as amended and supplemented by Law No. 76/2025/QH15, effective from 01 Jul 2025;
- Pursuant to the Charter of DHG Pharmaceutical Joint Stock Company (DHG Pharma) issued on 19 Apr 2021;
- Pursuant to the Law on Securities No. 54/2019/QH14, effective from 01 Jan 2021, as amended and supplemented by Law No. 56/2024/QH15 adopted by the National Assembly of the Socialist Republic of Vietnam on 29 Nov 2024;
- Pursuant to the Internal Regulation on Corporate Governance issued on 19 Apr 2021.

The Board of Directors (BOD) of DHG Pharma hereby issues the Regulation on the organization of the 2025 Annual General Meeting of Shareholders as follows:

**CHAPTER I**

**GENERAL PROVISIONS**

**Article 1. Scope and subjects of application**

1. This Regulation stipulates the organization of the 2025 Annual General Meeting of Shareholders (GMS or the Meeting) of DHG Pharmaceutical Joint Stock Company (DHG Pharma or the Company).
2. It stipulates the conditions and procedures for conducting the Meeting, the rights and obligations of the parties participating in the Meeting, and the principles and voting methods on the contents in the Meeting agenda.
3. All shareholders or their proxies, the Executive Board, the supporting staff of the Meeting, and other parties entitled to attend the GMS are responsible for complying with this Regulation.

**CHAPTER II**

**RIGHTS AND OBLIGATIONS OF THE PARTIES ATTENDING THE MEETING**

**Article 2. Rights and obligations of shareholders**

1. All shareholders whose names are on the list of shareholders at the record date for attending the Meeting, or their valid representatives, shall have the following rights:

- To be publicly informed by the Organizing Board of the Meeting about the Meeting Agenda and materials related to the contents of the Meeting, and to review the Meeting documents published on DHG Pharma's website;
  - To attend the Meeting, express opinions and comments, and vote on contents included in the Meeting agenda;
  - To submit questions to the Chairperson in accordance with the provisions of this Regulation;
  - Any shareholder or proxy who arrives after the opening of the meeting shall be registered immediately and shall have the right to participate and vote at the Meeting, but shall not have the right to vote on previously approved contents when the shareholders are not present (ie, the effectiveness of any voting which has already been conducted before the late shareholders attend shall not be affected).
  - A shareholder or a group of shareholders holding five percent (5%) or more of the total common shares is entitled to make recommendations in the GMS agenda. Recommendations must be made in writing and sent to DHG Pharma before **4:00PM on 16 Apr 2026**. Recommendations must include full name of the shareholder, permanent address, nationality, Citizen Identification/ID card/Passport or other valid personal identification to those who are individual shareholders; names, business code or establishment decision, address of head office to those who are organization shareholders; number and classes of shares held by shareholders, and the issues recommended to be included in the agenda.
  - Attend the Meeting on time. After the Meeting has commenced, delegates who arrive late still have the right to register and may participate and vote immediately upon registration. However, the Chairperson shall not be responsible for pausing the Meeting to allow late attendees to register, and the validity of any voting rounds conducted prior to their registration shall remain unaffected.
2. All shareholders whose names are on the list of shareholders at the record date for attending the Meeting, or their valid representatives, shall have the following obligations:
- To carefully review all Meeting documents published on the Company's website, including instructions for attending the AGM online and for electronic voting, and to comply with the Meeting Rules of Procedure and these instructions to ensure that the Meeting is conducted in an orderly, stable, and valid manner.
  - During the Meeting, the shareholders must comply with the instructions of the Chairperson and the Organizing Board of the Meeting; behave in a civilized, polite and orderly manner at the Meeting; do not smoke in the meeting room; do not talk privately, do not answer or make phone calls during the Meeting; phone must be turned off or on vibrate mode.
  - To maintain confidentiality, properly use and safeguard Meeting documents, and not copy, record, or share them with any persons outside the Meeting

without the Chairperson's permission. Any recording or filming of the Meeting must be publicly announced and approved by the Chairperson.

- Shareholders or their valid representatives shall bear their own costs of travel, meals and accommodation to attend the Meeting.
  - Shareholders or proxies who attend the Meeting are advised to bring: (1) Invitation letters; (2) Original National ID cards/Citizen Identification cards/Identity cards/ Passports; (3) Power of attorney (in case of being authorized to attend the Meeting).
  - Shareholders attending the Meeting are obliged to comply with the provisions of this Regulation, the management of the Presidium and respect the results of the Meeting.
3. The person convening the GMS shall have the right to refuse any recommendation in the following cases:
- The recommendation is sent in inappropriate time, or with insufficient and inappropriate contents;
  - At the time of the recommendation, the shareholder or group of shareholders do not own five percent (5%) or more of common shares;
  - The recommended issue does not fall within the authority of the General Meeting of Shareholders;
  - Other cases as stipulated by the law and the Company's Charter.

### **Article 3. Rights and obligations of the Shareholder Eligibility Verification Committee ("SEVC")**

The SEVC will be responsible for:

- Preparing the shareholder list attending the Meeting and posting the list up at the Meeting venue.
- Receiving and checking National ID cards/Citizen Identification cards/Identity cards/ Passports, powers of attorney (if any).
- Checking the composition and number of shareholders attending the Meeting, determining eligibility and comparing with the list of shareholders having the right to attend the Meeting.
- Preparing the shareholder eligibility verification report and presenting the report at the Meeting before the official Meeting is conducted.
- Handing out votes, voting ballots, and election ballots to shareholders prior to the Meeting.
- The SEVC is obliged to be trustworthy and careful when performing its duties and be responsible for the results of its performance.

### **Article 4. Rights and obligations of the Presiding Committee, the Meeting Secretary and the Vote Counting Committee**

## **1. Presiding Committee**

- The BOD Chairwoman acts as the GMS Chairperson. Several other members will assist the Chairperson in conducting the meeting.
- The members of the Presiding Committee shall comply with the primary directions/instructions of the Chairperson in discussing and considering issues related to the conduct of the meeting. However, in all cases, the Chairperson's decision shall be final.
- The Presiding Committee supports the Chairperson presiding over the Meeting in accordance with the provisions of this Regulation and the Agenda approved by the GMS, satisfying the will of the majority of delegates attending the Meeting.
- The Presiding Committee guides the Shareholders and the Meeting to discuss about the order, procedures and/or events outside the Agenda of the Meeting, and the decision of the Chairperson shall be final.
- The Presiding Committee shall address any issues arising throughout the course of the Meeting, respond to matters requested by the GMS in accordance with this Regulation, and provide conclusions on the issues discussed at the Meeting.
- The Presiding Committee shall take any measures deemed necessary to conduct the Meeting in a lawful and orderly manner.
- The Chairperson of the Meeting may delay the Meeting when reaching a consensus or request of the GMS which has sufficient attendees in accordance with Clause 8, Article 146 of the Enterprise Law, if the Chairperson considers that:
  - + The venue of the meeting fails to provide convenient seats for all attendees;
  - + The media at the venue of the meeting does not guarantee participating shareholders to participate, discuss, and vote;
  - + There are attendees who obstruct and disturb the order at the meeting, causing a risk that the meeting is not conducted in a fair and legal manner.
- The maximum time for any adjournment shall not be more than three (03) days from the planned opening date of the Meeting. The reconvened Meeting will only consider remaining contents that should have been legally resolved at the previous delayed Meeting.
- Other powers and obligations shall be as stipulated in the Company's Charter.

## **2. The Secretariat Committee**

The Secretariat Committee is responsible for assisting the Presiding Committee:

- Recording fully and honestly all happenings of the GMS and issues approved or noted by shareholders or their proxies at the Meeting.
- Summarizing opinions of shareholders during the GMS and sending them to the Presiding Committee.
- Announcing the draft Minutes and Resolution of the Meeting.

- Performing other tasks as assigned by the Chairperson.

### **3. The Vote Counting Committee**

The Vote Counting Committee is responsible for:

- Guiding shareholders or proxies on using votes, voting ballots, and election ballots.
- Counting votes, voting ballots, and election ballots.
- Supervising the voting and election process of shareholders or proxies attending the Meeting.
- Aggregating voting shares on each content.
- Preparing the minutes of vote counting and presenting it at the Meeting.
- Handing over the minutes of vote counting and all sealed voting ballots, election ballots to the Organizing Board of the GMS.
- Reviewing and resolving complaints regarding candidates or election results (if any) together with the Chairperson of the Meeting, and reporting to the GMS for decision.
- The Vote Counting Committee is obliged to be trustworthy and careful when performing tasks and be responsible for the results of its performance.

## **CHAPTER III**

### **ORDERS OF THE MEETING AND VOTING RULES FOR APPROVING CONTENTS AT THE MEETING**

#### **Article 5. Conditions for conducting the GMS**

1. The GMS **shall be conducted** when the number of shareholders attending the meeting represents **at least sixty-five percent (65%) of the voting shares** according to the list of shareholders attending the meeting dated **23 Mar 2026 provided by Vietnam Securities Depository and Clearing Corporation**. In case the number of delegates does not reach the sufficient quorum to conduct the meeting, please refer to Article 23 of the Company's Charter for implementation.
2. The **2025** GMS presided over by the Presiding Committee that is approved at the Meeting. Shareholders must follow the Presiding Committee's direction and approve the voting results of the GMS which is conducted in a valid manner in order for the meeting to be carried out smoothly in accordance with the provisions of the Company's Charter and applicable law.
3. Only the GMS has the right to decide to change the meeting agenda sent with the GMS invitation letter.

#### **Article 6. Discussion at the GMS**

1. Principle: Discussion at the GMS shall be moderated by the Chairperson or a representative of the Organizing Board of the Meeting, ensuring compliance with the provisions of the Company's Charter. Discussions shall only take place within the

prescribed time and within the scope of matters presented in the agenda approved by the GMS. Such discussions must not violate the law, relate to personal matters, or exceed the authority of the Company. The Meeting shall discuss and vote on each matter included in the Meeting agenda that falls within the decision-making authority of the shareholders.

2. Method for submitting discussion questions: Shareholders or their proxies attending the Meeting who wish to express their opinions shall register with the Organizing Board of the Meeting or raise their hands, and the Chairperson will invite each shareholder to speak in turn. Shareholders or their proxies should present their opinions concisely and in line with the contents of the Meeting agenda. The Chairperson has the right to stop a shareholder or proxy from speaking if the question or discussion is considered repetitive or irrelevant to the Meeting agenda.
3. Responding to delegates' opinions: Based on the discussion points of the delegates, as compiled by the Meeting Secretary, the Chairperson or a member designated by the Chairperson shall respond to the delegates' opinions. Comments or questions shall be compiled and addressed in sequence and may only be raised during the discussion session of the Meeting. In cases where multiple shareholders raise similar opinions, the Presiding Committee shall consolidate and provide a joint response to all shareholders. Due to time constraints, questions that cannot be answered directly at the Meeting will be reviewed by the Company and responded to shareholders through appropriate means.

#### **Article 7. Voting method at the Meeting**

- Each share owned or represented corresponds to one voting unit.
- The Shareholder Eligibility Verification Committee shall give each shareholder or proxy, to be known as the shareholder attending the Meeting a vote and voting ballot with a registration number, name (full name as an individual) of the shareholder, name (full name as an individual) of the proxy, number of voting shares and stamped by DHG Pharma.
- A shareholder can receive more than one vote and voting ballot if he/she has an additional valid authorization that the Organizing Board did not aggregate in one.
- Voting on the contents at the Meeting shall be conducted using VOTING BALLOTS (secret ballot) or showing VOTES, ensuring transparency and fairness. The voting method for each matter shall be decided by the Presiding Committee and guided by the Vote Counting Committee for shareholders/proxies of shareholders to implement at the Meeting.

#### **Article 8. Voting method by VOTING BALLOT**

- The voting contents recorded on the VOTING BALLOT (secret ballot) shall be voted on by shareholders/proxies of shareholders by selecting an option:
  - + "For"
  - + "Against"

- + “Abstain”

### **Vote checking principle with regard to voting by voting ballot**

- With regards to each voting content prescribed on the voting ballot, the shareholder/proxy selects one (01) out of the three (03) voting statuses by marking (X) or (✓) on the voting status. In case of making changes, it is required to cross over the marked column, sign next to the crossed box, and mark the box the shareholder/proxy wants to select.
- A valid voting ballot:
  - + Follows the “voting ballot” format of DHG Pharma and is stamped by DHG Pharma.
  - + “Voting ballot” is not torn, erased, scratched.
  - + Marks only one (01) out of (03) voting options “for”, “against” or “abstain” towards each voting content.
- An invalid voting ballot is a ballot that does not meet one of the criteria of the valid voting ballot.
  - + Does not follow the “voting ballot” format of DHG Pharma, does not have DHG Pharma’s stamp on it.
  - + “Voting ballot” is torn, erased, scratched.
  - + “Voting ballot” does not vote on any voting content.
  - + Marks two (02) or three (03) voting statuses “For”, “Against” or “Abstain” to each voting content.
  - + Adding other contents to the voting ballot.
  - + No signatures on the voting ballot.
- Blank vote is the ballot handed over to shareholders at the Meeting, but is not returned to the Vote Counting Committee.

### **Checking and summarizing results**

- A voting ballot after being collected will be checked for its validity.
- A voting ballot after being checked and each voting content after being inputted into the voting software system shall be recorded to determine voting results and to compose into minutes of vote counting. The minutes must clearly clarify the number of voting shares for each voting content and voting rate.
- When recording results, a voting ballot that is: (1) *invalid*; (2) *marking “abstain”*; (3) *blank vote* shall be recorded as “**abstain**”.
- Voting results will be determined in accordance with each voting content and calculated as a percentage (%) rounded to two (02) decimal numbers.

### **Article 9. Form of direct voting by a show of votes**

- A direct voting is applicable to cases where the voting by voting ballots is not applied. In case of direct voting at the meeting, shareholders make decisions by showing VOTES to give opinion:
  - + “For” in respect of each content submitted to the GMS
  - + “Against” in respect of each content submitted to the GMS
  - + “Abstain” in respect of each content submitted to the GMS
- The Vote Counting Committee shall record the number of “for”, “against”, or “abstain” votes in writing and announce the voting result at the Meeting.

#### **Article 10. Minimum voting rate for approving the contents submitted to the GMS**

The voting ratio for approving the voting contents in the meeting agenda shall be implemented in accordance with Article 25 of the Charter of DHG Pharma.

#### **Article 11. The Meeting minutes and resolution**

1. The Meeting content shall be fully recorded in a minutes by the Meeting Secretary.
2. The Meeting minutes and resolution shall be read and approved before closing, archived at the Company, disclosed within 24 hours on the Company's website [www.dhgpharma.com.vn](http://www.dhgpharma.com.vn) – Investor Relations Section, the information disclosure system of the State Securities Commission and the Ho Chi Minh Stock Exchange.

#### **Article 12. Force majeure events**

1. During the Meeting, force majeure events may occur, such as natural disasters, fire, power outages, loss of internet connection, or other technical failures, as well as requirements or directives from the Government, state authorities, or other competent persons, etc. The Company shall mobilize all available resources to overcome such incidents, and the Meeting may continue, provided that the disruption does not exceed 60 minutes from the time the event occurs.
2. If the force majeure events cannot be resolved to allow the Meeting to continue within 60 minutes, the Chairperson shall declare a temporary suspension of the Meeting. Any matters that were approved prior to the suspension (if any) shall be nullified. These matters shall be re-submitted for voting at the next convened Meeting.

### **CHAPTER IV**

#### **ENFORCEMENT PROVISIONS**

#### **Article 13. Effectiveness of the Regulation**

1. This Regulation, consisting of 4 chapters and 13 articles, shall take effect after being approved by the GMS.
2. Other related matters not covered in this Regulation shall be governed by the Company’s Charter and Internal regulations on corporate governance.

3. The Chairperson, the Secretariat Committee, the Shareholder Eligibility Verification Committee, the Vote Counting Committee, and shareholders or their proxies attending the Meeting are responsible for complying with the provisions of this Regulation.

**OBO. ORGANIZING BOARD OF THE MEETING  
DEPUTY HEAD**

**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.]