

REPORT ON THE PERFORMANCE IN 2025 OF THE AUDIT COMMITTEE AND INDEPENDENT BOD MEMBER IN THE AUDIT COMMITTEE

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 operating regulations and the work program of the Audit Committee,

The Audit Committee and the Independent BOD Member in the Audit Committee (AC) would like to report on their performance in 2025 as follows:

I. Organizational structure and performances of the AC

1. Participants and structure of the AC:

The Audit Committee under the Board of Directors (BOD) of DHG Pharma consists of 3 members, including:

No.	Full name	Position	Title	Starting/ Ending date
1	Mr. Do Le Hung	Independent BOD Member	AC Chairman	Starting from 11 Jun 2019
2	Ms. Le Thi Thanh Hien	Non-Executive BOD Member	Member	Starting from 24 Apr 2025
3	Mr. Maki Kamijo	Non-Executive BOD Member	Member	Starting from 11 Jun 2019

The AC operates in accordance with the AC Charter issued by the BOD, consistent with the Company's Charter and applicable laws and regulations.

2. Meetings of the AC and members' participation:

In 2025, the AC convened 06 meetings with full attendance of all members. In which: there were 4 in-person meetings and 02 meetings conducted via mail. In addition, AC members maintained regular discussions and working sessions with

the BOD, the BOM, Internal Audit, the Internal Control & Risk Management function, and the Independent Auditor to fulfill their supervisory responsibilities.

3. Remuneration and operating expenses of AC in 2025

- AC Remuneration in 2025: Remuneration of AC members is included in the total remuneration of the BOD as approved by the Annual General Meeting of Shareholders (AGM) and disclosed in the BOD Activity Report.
- Operating expenses of the AC in 2025: comply with the provisions and internal regulations of DHG Pharma.

4. AC's supervisory and coordination activities over the BOD, General Director, BOM and shareholders

In 2025, coordination between the AC and the BOD, the General Director, and the BOM was conducted effectively, based on full respect for the respective functions and authorities of each body in accordance with applicable laws, the Company's Charter, and internal regulations.

The BOD and the BOM facilitated the AC in fully performing its supervisory role, including timely and adequate provision of information and reports, as well as participation in discussions on key matters. Recommendations of the AC were duly considered, discussed, and appropriately directed for implementation by the BOD.

Through the BOD and the General Meeting of Shareholders, the AC fulfilled its reporting and information disclosure responsibilities to shareholders in compliance with legal requirements. The AC considers that such coordination and information exchange mechanisms have contributed to enhanced supervisory effectiveness, transparency, and corporate governance quality.

5. Supervisory Approach: Governance and Risk-Focused

In 2025, the AC continued to perform its mandate in line with modern governance practices, focusing on three core pillars: transparency and reliability of financial information, effectiveness of internal control and risk management systems, strength and independence of the Company's lines of defense.

The AC's oversight activities extended beyond periodic report reviews and were conducted under a risk-based oversight approach, concentrating on areas with potential material impact on the Company's financial position, reputation, and sustainability. Supervisory matters were reflected in the AC's resolutions issued during the year and were implemented by the BOM in a serious and timely manner.

6. Monitoring results of the AC

6.1. Implementation of Resolutions of the BOD and the AC:

The AC monitored the issuance and implementation of BOD resolutions and assessed compliance with delegated authority and the delineation of responsibilities between the BOD and the BOM. The supervisory results indicate that resolutions were issued in accordance with due process, supported by risk analysis, and implemented

diligently. No cases of decisions beyond delegated authority or significant delays in implementation were observed on a systemic basis.

All significant matters were openly and democratically discussed at BOD meetings. The General Director and relevant key managers attended meetings to present reports and participate in discussions. Issues were carefully evaluated and thoroughly deliberated before resolutions were adopted.

All AC Resolutions, upon issuance, were communicated to the BOM and relevant parties for implementation. The recommendations and requirements set out in these resolutions were implemented diligently, fully, and in a timely manner.

The Company Secretariat Team effectively monitored, followed up, and reported on the implementation status of BOD and Audit Committee resolutions.

6.2. Financial Statements and Accounting System:

In 2025, the AC reviewed quarterly, semi-annual, and annual financial statements and held direct discussions with the BOM and the Independent Auditor regarding accounting matters involving significant estimates and key risks, including global minimum tax, provision for dismantling of Betalactam plant, transfer pricing, and promotion sales recognition policies.

The AC requested the BOM to prepare adequate document supporting the arm's length principle for related-party transactions, develop contingency scenarios in case of tax authority adjustments, and refine promotion program policies to ensure consistency between business practices and accounting recognition.

Based on its review, the AC concluded that the financial statements FY2025 were prepared in accordance with Vietnamese Accounting Standards, fairly and accurately reflecting the Company's financial position. Material issues were properly identified and addressed prudently. Accounting policies were applied consistently, and accounting estimates were assessed as reasonable.

6.3. IC and RM system:

The Company has been maintaining an effective RM and IC framework, including established RM and IC policies and procedures. The currently applied processes and regulations have positively contributed to enhancing the effectiveness of IC and RM.

The Company has implemented and updated the Company-wide Risk List, which serves as a common basis for all departments and units to effectively carry out RM and IC activities. Accordingly, RM reports are prepared periodically or on an ad-hoc basis, depending on the level of emerging risks.

The Company has established a monitoring system and mechanism for professional ethics compliance and fraud prevention, including the operation of the Compliance Monitoring Council and a hotline for reporting violations.

DHG Pharma has a specialized legal apparatus that supports units in legal matters,

regularly monitors and updates regulations on corporate management and pharmaceutical business, and assesses legal risks from policy factors to specific applications within the Company, thus providing recommendations to ensure DHG Pharma's absolute compliance with legal regulations.

The AC's assessment indicates that the Company has established comprehensive IC and RM structure; however, integration between risk assessment and strategic decision-making should be further strengthened. Regarding IT risks, operational risk levels remain notable. The AC has therefore required the development of ERP investment roadmap together with appropriate transitional control measures.

To further improve the quality of risk management, the AC recommended that the BOM review the entire risk management framework of the Company, including policies, procedures, and assessment methods. The AC emphasized the shift from a formal compliance-oriented approach to substantive risk management, with a system of early warning indicators and clear report mechanisms.

6.4. Transactions with related parties:

The AC supervised related-party transactions through periodic report reviews, discussions with Finance and Accounting Department, and consultation with Independent Auditor regarding the arm's length principle, as well as verification of compliance with internal approval and disclosure procedures.

The Company has issued and implemented a conflict-of-interest policy and established a conflict-of-interest control system, which includes controls over transactions with related parties.

Transactions with related parties are strictly controlled and comply with legal regulations, the Company's Charter, and internal policies on related-party transaction control. No conflicts of interest have been identified in these transactions.

6.5. Internal Audit (IA):

The AC continuously supervises and supports the IA to ensure that it has sufficient conditions and necessary resources to perform its duties, thereby ensuring that the IA operates independently and objectively while optimizing the quality and effectiveness of its activities.

Regulations on the organization of activities, processes, and methods of IA have been developed and gradually standardized, ensuring compliance with legal regulations and alignment with best practices in IA.

The annual audit plan is developed based on the principle of addressing key risks in the Company's operations. IA consults and discusses with the BOM before preparing the plan and submits it to the Audit Committee for annual approval.

The AC assessed that the IA completed its 2025 audit plan, with findings mainly related to process improvements and no material violations identified. However, the AC noted that the IA's staffing should continue to be strengthened to meet

increasingly demanding oversight requirements, particularly in the areas of finance and accounting, human resources, supply chain, technology, and data governance.

6.6. Evaluation of results and quality of Independent Auditor:

The AC reviewed the audit plan, materiality thresholds, and key audit risks. It also monitored compliance with the Non-Audit Services (NAS) Policy to safeguard auditor independence.

The independent auditor, Deloitte, conducted the audit of the financial statements FY2025 and successfully fulfilled its duties, fully complying with the obligations under the audit contract signed with DHG Pharma. The audit met the expectations of the Audit Committee/BOD based on key criteria, including ensuring the reliability, truthfulness and quality of the audited financial statements; complying with the prescribed audit time limit; complying with professional regulations and maintaining independence and objectivity in providing audit opinions.

Overall, the Company's internal control and risk management system is fundamentally effective; however, further improvements are needed in the following areas: **(1) Strengthening data-driven supply chain management; (2) Enhancing internal audit capabilities; (3) Improving risk management framework; (4) Investing in synchronized and modern IT system.**

As an independent BOD Member, I fully recognize that supervisory responsibility extends beyond mere legal compliance and must aim at improving governance quality and safeguarding long-term interests of shareholders. The AC will continue to perform its functions objectively, based on risk assessment, and transparently in 2026.

Best regards./.

Recipients:

- Ditto;
- Archive: BOD Secretary.

**INDEPENDENT BOD MEMBER
CHAIRMAN OF AUDIT COMMITTEE**

Do Le 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.]