

PROPOSAL TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Re: The Profit & Funds distribution in 2025 and Profit distribution plan for 2026

To: The 2026 Annual General Meeting of Shareholders

Binh Dinh Pharmaceutical and Medical Equipment Joint Stock Company (Bidiphar)

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending, supplementing, and guiding documents;

Pursuant to the Company Charter of Binh Dinh Pharmaceutical and Medical Equipment Joint Stock Company (Bidiphar);

Pursuant to The 2026 consolidated financial report of Binh Dinh Pharmaceutical and Medical Equipment Joint Stock Company (Bidiphar), audited by ERNST & YOUNG Viet Nam Co., Ltd,

The Board of Directors of Binh Dinh Pharmaceutical and Medical Equipment Joint Stock Company (Bidiphar) respectfully submits to the Annual General Meeting of Shareholders to approve the Profit & Funds distribution in 2025 and the Profit distribution plan for 2026.

1. Profits and Funds in 2025

No.	Items	Plan in 2025	Actual in 2025 (Proposal for the 2026 AGM)	Amount (VND)
I	Consolidated net profit of the parent company in 2024	100% Net profit after tax (NPAT)	100% Net profit after tax (NPAT)	291.940.164.606
II	Fund distribution			49.629.827.982
1	Development investment fund	10% NPAT	10% NPAT	29.194.016.460
2	Reward and welfare fund	10% NPAT	3% NPAT	8.758.204.938
3	Board of Directors and Internal Audit remuneration	2% NPAT	2% NPAT	5.838.803.292
4	Executive Board bonus	2% NPAT	2% NPAT	5.838.803.292
III	Remaining profit after distribution to the Funds in 2024 (III) = (I) - (II)	-	-	242.310.336.624
IV	Dividend distribution (in cash and/or shares)	Minimum 20% of par value, in cash or in shares	20% of par value in cash, equivalent to 65% of NPAT	188.978.524.000
V	Remaining profit in 2024 (V) = (III) - (IV)	Remaining NPAT	Remaining NPAT	53.331.812.624



2. Profit distribution plan in 2026

No.	Items	Plan in 2026
I	Consolidated net profit of the parent company in 2025	100% Net profit after tax (NPAT)
II	Fund distribution	
1	Development investment fund	10% NPAT
2	Reward and welfare fund	3% NPAT
3	Board of Directors and Internal Audit remuneration	2% NPAT
4	Executive Board bonus	2% NPAT
III	Dividend distribution (in cash and/or shares)	Minimum 20% of par value, in cash or in shares
IV	Remaining profit (IV) = (I) - (II) - (III)	Remaining NPAT

We respectfully submit the proposed profit distribution plan, funds establishment in 2025, and profit distribution plan in 2026, to the 2026 Annual General Meeting of Shareholders for approval.

Sincerely,

Recipients:

- Shareholders of Bidiphar;
- BOD, Audit Committee;
- Executive Board;
- Stored at Company Secretary Office.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN** *Thanh*



Tạ Nam Bình

