

REPORT ON CORPORATE GOVERNANCE OF DHG PHARMACEUTICAL JOINT STOCK COMPANY (2020)

Kind Attn to: - **State Securities Commission**
 - **Ho Chi Minh City Stock Exchange**

- Name of company: DHG Pharmaceutical Joint Stock Company
- Address of head office : 288 Bis Nguyen Van Cu Str., An Hoa Ward, Ninh Kieu Dist., Cantho City
- Tel: 02923 891433 Fax: 02923 895209
- Email: dhgpharma@dhgpharma.com.vn
- Charter capital: VND **1,307,460,710,000**
- Ticker symbol: DHG
- Governance model: General Meeting of Shareholders (GMS), Board of Directors (BOD), General Director and Audit Committee under the BOD.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders:

No.	Resolution	Date	Content
1.	001/2020/ NQ.ĐHĐCĐ	29 June 2020	<p>The Annual General Meeting of Shareholders (AGM) 2019 approved the following contents:</p> <ul style="list-style-type: none"> - The BOD report regarding the Company's performance in 2019; performance and remuneration of the BOD in 2019; - Business targets in 2020. - The Audit Committee report in 2019. - Audited consolidated financial statements FY 2019. - Profit distribution in 2019 and profit distribution plan 2020. - Selection of auditor for financial statements FY 2020. - Supplements of business lines. Amendments and supplements of the Charter of DHG Pharma (corresponding to the supplement of business lines)

II. The Board of Directors (Report in 2020):

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position (Independent BOD Member, Non-executive BOD member)	The date becoming/ceasing to be the BOD member	
			Date of appointment	Date of dismissal
1.	<i>Mrs. Dang Thi Thu Ha</i>	BOD Chairwoman Non-executive BOD member	28 July 2017	
2.	<i>Mr. Jun Kuroda</i>	Non-executive BOD member	15 Aug 2016	
3.	<i>Mr. Masashi Nakaura</i>	Executive BOD Member General Director (CEO)	11 June 2019	
4.	<i>Mr. Maki Kamijo</i>	Non-executive BOD member	11 June 2019	
5.	<i>Mr. Doan Dinh Duy Khuong</i>	Executive BOD Member Chief Operating Officer (COO)	29 Apr 2010	
6.	<i>Mr. Phan Minh Tien</i>	Independent BOD member	28 Mar 2018	
7.	<i>Mr. Do Le Hung</i>	Independent BOD member	11 June 2019	

2. Meetings of the Board of Directors:

No.	Board of Director' members	Number of meetings attended by the BOD	Attendance rate	Reasons for absence
1.	<i>Mrs. Dang Thi Thu Ha</i>	14/14	100%	
2.	<i>Mr. Jun Kuroda</i>	14/14	100%	
3.	<i>Mr. Masashi Nakaura</i>	14/14	100%	
4.	<i>Mr. Maki Kamijo</i>	14/14	100%	
5.	<i>Mr. Doan Dinh Duy Khuong</i>	14/14	100%	
6.	<i>Mr. Phan Minh Tien</i>	14/14	100%	
7.	<i>Mr. Do Le Hung</i>	14/14	100%	

3. Supervising the Board of Management by the Board of Directors:

Supervising and supporting activities of the BOD over the Board of Management (BOM) include:

- Supervising the implementation of Resolutions of the GMS, Minutes and Resolutions of the BOD.
- Assessing and giving feedback on management activities in terms of investment, finance, market, sales, human resources, production and quality.
- Supervising, directing and ensure the information is disclosed fully, transparently and promptly in accordance with the regulations of the Stock Exchange and the State Securities Commission.

4. Activities of the Board of Directors' Committees

The BOD Term IV (2019 – 2023) has set up 03 Committees, including Strategic Committee, Nomination Committee and Audit Committee. Quarterly, Committees organize meetings and report to the BOD within the scope of assignments.

- Strategic Committee: Developing strategies for production and business in 2020; Developing business strategies for 2021 – 2025; Giving advice in terms of the dividend rate for the BOD; Advising and counseling the BOD on short-term, mid-term

and long-term investment projects under the BOD's authority; Quarterly assessing the implementation of the strategies.

- Nomination Committee: Proposing and advising the BOD on development of human resources, appointing/dismissing senior managers; Directing and supervising the development of training programs, developing the Company's salary, bonus and remuneration policies; Preparing quarterly and annual HR reports.
- Audit Committee: Checking the internal control system and checking the compliance with the operating principles, management, laws, financial regime, accounting, policies, resolutions and decisions of the Company and its subordinates. Checking the compliance in management and administration of business activities, accounting, statistics and preparing financial statements.

5. Resolutions of the Board of Directors (Report in 2020)

In 2020, the BOD conducted 14 meetings to resolve issues under the BOD's functions and authorities.

No.	Resolution No.	Date	Contents	Approval rate
1.	001/2020/ NQ.HĐQT	17 Feb 2020	Approving the relinquish application as a person in charge of corporate governance and the BOD Secretary of Ms. Le Thi Hong Nhung from 01 March 2020. Appointing positions as follows: - Ms. Duong Kim Loan – Position: The person in charge of corporate governance cum BOD Secretary from 01 Mar 2020. - Ms. Vu Thi Huong Lan – Position: HR Director from 17 Feb 2020.	100%
2.	002/2020/ NQ.HĐQT	06 Mar 2020	Approval of periodic reports in 2019 – plan of 2020: The BOD Secretary Report; Report on the BOD Remuneration Fund; The BOM Report; Report of Nomination Committee; Report of Audit Committee. Approved CAPEX plan in 2020; preparation for the AGM 2019 and other contents within the BOD's authorities.	100%
3.	003/2020/ NQ.HĐQT	18 Mar 2020	Revising the organization time of the AGM 2019 from 21 Apr 2020 to 10 June 2020.	100%
4.	004/2020/ NQ.HĐQT	06 Apr 2020	Approving the advance dividend Phase 1/2019 and the BOM reports.	100%
5.	005/2020/ NQ.HĐQT	28 Apr 2020	Approval of the BOD Secretary report; The BOM report in 1Q/2020 and 2Q/2020 plan.	100%
6.	006/2020/ NQ.HĐQT	19 May 2020	Approval of changing the AGM organization date from 10 June 2020 to 29 June 2020. Approval of documents submitted to the AGM 2019.	100%
7.	007/2020/ NQ.HĐQT	02 June 2020	Adjustment of the budget limit and credit limit of DHG Pharma in 2020 and approval of the contents submitted to the AGM 2019	100%
8.	008/2020/ NQ.HĐQT	29 June 2020	Approving the BOM report regarding updating the business results in 2Q/2020, 1H/2020 and 2H/2020 plan.	100%

No.	Resolution No.	Date	Contents	Approval rate
			Appointing Mr. Pham Chi Truc to the VP Finance position of DHG Pharma from 04 July 2020. Implementing the AGM Resolution 2019.	
9.	09/2020/ NQ.HĐQT	13 July 2020	Promulgating the new organizational chart of DHG Pharma. Promulgating the regulation on asset investment and procurement, and authorizing the General Director to approve internal regulations and external investments. Other contents within the BOD's authorities.	100%
10.	10/2020/ NQ.HĐQT	28 Aug 2020	Approval of the BOD Secretary Report; Report of the Nomination Committee; Report of the Audit Committee; the BOM report in 1H/2020, plan for 3Q/2020. Approved the policy of divesting all contributed capital of DHG Pharma at Vinh Hao Spirulina Algae Corporation (Spiviha).	100%
11.	011/2020/ NQ.HĐQT	02 Oct 2020	Adjusting and supplementing the list of banks that are allowed to conduct transactions for deposits, limit of term deposits and other contents within the BOD's authorities.	100%
12.	012/2020/ NQ.HĐQT	21 Oct 2020	Approving the resignation of positions at Spiviha and other contents.	100%
13.	013/2020/ NQ.HĐQT	16 Nov 2020	Approval of the BOD Secretary Report; Report in 3Q/2020 and plan for 4Q/2020 of the BOM, Nomination Committee, and Audit Committee. Approving the merger of Nam Dinh Branch into Thai Binh Branch and other contents.	100%
14.	014/2020/ NQ.HĐQT	21 Dec 2020	Approving the removal of the title – Marketing Director to Mr. Lam Dieu Phi from 01 Jan 2021 and other contents.	100%

III. Audit Committee (Report in 2020):

1. Information about members of Audit Committee:

No.	Members of Audit Committee	Position	The date becoming the Audit Committee's members	Qualification
1	Mr. Do Le Hung	Head	11 June 2019	Master of economics, finance, budget, foreign affairs, public management, and Human Resource Management
2	Mrs. Dang Thi Thu Ha	Member	11 June 2019	- Master of Business Administration (MBA), Institute of Management - Bachelor of Economics in Business Administration,

No.	Members of Audit Committee	Position	The date becoming the Audit Committee's members	Qualification
				National Economics University - Bachelor's degree in foreign languages (English), National University, Hanoi - Practising certificate for corporate finance consultancy, State Security Commission of Vietnam
3	Mr. Maki Kamijo	Member	11 June 2019	Bachelor of Civil Engineering - Kobe University, Japan

2. Meetings of Audit Committee

No.	Members of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Do Le Hung	4/4	100%	100%	
2	Mrs. Dang Thi Thu Ha	4/4	100%	100%	
3	Mr. Maki Kamijo	4/4	100%	100%	

3. Supervising the Board of Directors, Board of Management and shareholders by the Audit Committee

- The Audit Committee attended all of the BOD meetings and contributed opinions in accordance with the functions and duties of the Audit Committee, as well as reported on the activities of the Audit Committee.
- Periodically, the Audit Committee submitted reports and recommendations in writing to the BOD and BOM. All these recommendations of the Audit Committee are recognized and implemented.

4. The coordination among the Audit Committee, the Board of Directors, Board of Management, and other managers:

- The BOD and BOM created favorable conditions for the Audit Committee by providing sufficient information on the Company's production and business situation as well as financial situation.
- The Audit Committee, BOD, and BOM worked closely to promptly solve the obstacles during the inspection and control process of the Audit Committee.

5. Other activities of the Audit Committee (if any):

- The Audit Committee reviewed and recommended independent auditors to the BOD/AGM 2019.

IV. The Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment of BOM members
1	Mr. Masashi Nakaura	1958	Bachelor Degree of Economics, Sophia University, Tokyo, Japan	01 Jan 2020
2	Mr. Doan Dinh Duy Khuong	1974	EMBA - UBI, Belgium	01 May 2012
3	Mrs. Nguyen Ngoc Diep	1968	Postgraduate education junior - PGJ, University of Medicine and Pharmacy, Ho Chi Minh City	01 May 2012
4	Mr. Tomoyuki Kawata	1966	Bachelor Degree of Pharmacology - Tokyo University of Pharmacy and Life Sciences, Japan	25 Oct 2017
5	Mr. Pham Chi Truc	1975	Bachelor of State financial, University of Economics Ho Chi Minh City	04 July 2020

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment
Mr. Ho Buu Huan	1980	Master of Finance - Banking (Cantho University)	19 Jan 2017

VI. Training courses on corporate governance:

Members of the BOD, BOM and BOD Secretary and the Person in charge of Corporate Governance participated in training courses, forums, seminars related to corporate governance. At the same time, every year, DHG Pharma evaluated its corporate governance performance in accordance with 10 principles of "Vietnam Corporate Governance Code of Best Practices" published by the State Securities Commission of Vietnam (SSC) and International Finance Corporation (IFC). DHG Pharma responded rather well to this set of governance principles.

VII. The list of related persons of the public company (Report in 2020) and transactions of related persons of the Company

1. The list of related persons of the Company

Annex I: List of related persons of the Company has been enclosed.

2. Transactions between the Company and its related persons or between the Company and its major shareholders, internal persons and related persons of internal persons

No.	Name of organization	Relationship with the Company	Value of transaction	Note
1	The State Capital Investment Corporation ("SCIC")	Major shareholder	226,504,948,000	Dividends in 2019 paid

No.	Name of organization	Relationship with the Company	Value of transaction	Note
2	Taisho Pharmaceutical Co., Ltd. ("Taisho")	Major shareholder	266,788,208,000	Dividends in 2019 paid
3	Vinh Hao Spirulina Algae Corporation	Associate	1,558,291,200	DHG purchased goods
			3,787,450,000	DHG divested
4	Taisho Pharmaceutical (Taiwan) Co., Ltd.	Taisho's subsidiary	3,340,734,339	Sales of goods and provision of services
5	Taisho Vietnam Co., Ltd.	Taisho's subsidiary	3,203,751,040	Sales of goods and provision of services

3. Transaction between internal persons of the Company, related persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: Nil.

4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that its members of Board of Directors, the Board of Supervisors, Director (General Director) and other managers have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): Nil

4.2. Transactions between the Company and the company that its related persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): Nil

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: Nil

VIII. Share transactions of internal persons and their related persons (Report in 2020)

1. The list of internal persons and their related persons:

Annex II: List of internal persons and their related persons has been enclosed.

2. Transactions of internal persons and related persons with shares of the Company:

Annex III: Transactions of internal persons and related persons on the Company's shares has been enclosed.

IX. Other significant issues: Nil.

Recipients:

- As above;
- Archived: AT, FN

**CHAIRWOMAN OF
THE BOARD OF DIRECTORS**

DANG THI THU HA

[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.]

ANNEX I: LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of individual/organization	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Time of starting to be related person	Time of ending to be related person	Reasons	Relationship with the Company
I. Related persons of the Company											
1	Dang Thi Thu Ha		BOD Chairwoman					28 July 2017		BOD Chairwoman since 11 June 2019	Internal person
2	Jun Kuroda		BOD member					15 Aug 2016			Internal person
3	Masashi Nakaura		BOD member General Director (CEO)					11 June 2019			Internal person
4	Doan Dinh Duy Khuong		BOD member Chief Operating Officer (COO) Authorized person to disclose information					29 Apr 2010			Internal person
5	Maki Kamijo		BOD member					11 June 2019			Internal person
6	Phan Minh Tien		Independent BOD member					28 Mar 2018			Internal person
7	Do Le Hung		Independent BOD member Head of Audit Committee under the BOD					11 June 2019			Internal person
8	Nguyen Ngoc Diep		Deputy General Director cum Production Director					01 May 2012			Internal person
9	Tomoyuki Kawata		Deputy General Director					25 Oct 2017			Internal person
10	Pham Chi Truc		Deputy General Director					04 July 2020			Internal person
11	Le Thi Hong Nhung		Finance Director					29 Oct 2010			Internal person
12	Lam Dieu Phi		Marketing Director					01 May 2016	01 Jan 2021		Internal person
13	Ngo Thi Phuong Loan		QM Director					01 Nov 2019			Internal person
14	Vu Thi Huong Lan		HR Director					17 Feb 2020			Internal person
15	Huynh Thi Kim Tui		Distribution Center Director					01 Jan 2017			Internal person
16	Vo Van Kim Y		Technical Director					01 Aug 2018			Internal person
17	Atsushi Toyoshima		Supply Chain Director					01 Jan 2018			Internal person
18	Ho Buu Huan		Chief Accountant					14 July 2016			Internal person
19	Duong Kim Loan		BOD Secretary, the person in charge of Corporate Governance					01 Mar 2020			Internal person
II. Related organization											
1	Fuji Medic Limited Liability Company		Subsidiary (51% owned by DHG Pharma)					27 July 2016		The Company is implementing the procedures to dissolve Fuji Medic in order to restructure and streamline the Company's operation.	

ANNEX II: LIST OF INTERNAL PERSONS AND THEIR RELATED PERSONS

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
1	Dang Thi Thu Ha		BOD Chairwoman					34.000.000	26,00%	Individual ownership: 0 share; SCIC representative: 34,000,000 shares
Related individuals										
1.1	Do Viet Dung		Husband							
1.2	Do Viet Thang		Offspring							
1.3	Do Khanh Giang		Offspring							
1.4	Dinh Thi Van		Mother							
1.5	Dang Hong Son		Sibling							
1.6	Dang Thi Thu Thuy		Sibling							
1.7	Do Trong Khanh		Father-in-law							
1.8	Hoang Thi Nga		Mother-in-law							
1.9	Pham Thi Hong Hue		Sister-in-law							
1.10	Le Anh Vu		Brother-in-law							
Related organizations										
1.1	Vietnam Dairy Products Joint Stock Company		BOD member							
1.2	Benovas Oncology Joint Stock Company		BOD member							
2	Jun Kuroda		BOD member					0		
Related individuals										
2.1	Akiko Kuroda		Wife							
2.2	Namiko Kuroda		Offspring							
2.3	Shin Kuroda		Sibling							
Related organizations										
2.1	Taisho Pharmaceutical Co., Ltd. Japan		Member of the Board, Senior Executive Officer					66.697.052	51,01%	
2.2	Taisho Co., Ltd. Shanghai		Chairman of the Board							
2.3	Taisho Pharmaceutical California Inc.		President Director							
2.4	Taisho Pharmaceutical (M) Sdn Bhd. (Malaysia)		Director							
2.5	Taisho Pharmaceutical Singapore Private Limited		Managing Director							
2.6	Osotspa Taisho Pharmaceutical Co., Ltd. (Thailand)		Director							
2.7	Taisho Vietnam Co., Ltd.		Director							
2.8	Compania Internacional de Comercio, S.A.P,I de C.V.(Mexico)		President Director							
2.9	UPSA SAS (Union de Pharmacologie Scientifique Appliquée Société par Action Simplifié)		Chairman							
2.10	PT Taisho Pharmaceutical Indonesia Tbk		President Director							
2.11	Taisho Pharmaceutical Asia (M) SDN. BHD.		Director							
3	Masashi Nakaura		BOD member General Director (CEO)					0		
Related individuals										
3.1	Nanae Nakaura		Wife							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
4	Doan Dinh Duy Khuong		BOD member Chief Operating Officer (COO) Authorized person to disclose information					22.626.244	17,31%	Individual ownership: 7 shares; SCIC representative: 22,626,237 shares
Related individuals										
4.1	Doan Vinh Quang		Father							
4.2	Nguyen Thi Ngoc Diep		Mother							
4.3	Ha Thi Anh Tuyet		Wife							
4.4	Đoàn Đình Duy Nguyễn		Sibling					1.780	0,00%	
4.5	Đoàn Đình Duy Đông		Sibling							
4.6	Đoàn Đình Tuấn Huy		Sibling					9	0,00%	
4.7	Doan Ha Anh		Offspring							
4.8	Doan Van Anh		Offspring							
4.9	Ha Huu Ty		Father-in-law							
4.10	Hoang Thi Hoai		Mother-in-law							
4.11	Ha Anh Tuan		Brother-in-law							
5	Maki Kamijo		BOD member					0		
Related individuals										
5.1	Setsuko Kamijo		Wife							
5.2	Azusa Kamijo		Offspring							
5.3	Kumiko Kamijo		Mother							
6	Phan Minh Tien		Independent BOD member					0		
Related individuals										
6.1	Phan Minh Dong		Father							
6.2	Le Thi Cuc		Mother							
6.3	Nguyen Thi Viet Thanh		Wife							
6.4	Phan Le Thanh Hoa		Sibling							
6.5	Phan Le Thanh Mai		Sibling							
6.6	Phan Le Nhi Mai		Sibling							
6.7	Phan Le Tam Mai		Sibling							
6.8	Phan Minh Thien		Sibling							
6.9	Phan Nguyen Mai Khoi		Offspring							
6.10	Phan Nguyen An Khoi		Offspring							
6.11	Phan Minh Khoi		Offspring							
6.12	Nguyen Dinh Vu		Brother-in-law							
6.13	Tran Van Khanh		Brother-in-law							
6.14	Tran Ngoc Hai		Brother-in-law							
6.15	Tran Van Tin		Brother-in-law							
6.16	Nguyen Canh Hoang		Father-in-law							
6.17	Ton Thi Bieu Thanh		Mother-in-law							
6.18	Nguyen Thi Huyen Chau		Sister-in-law							
6.19	Nguyen Canh Viet		Brother-in-law							
Related organization										
6.1	Moc Chau Dairy Cattle Breeding J.S.C		BOD member							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
7	Do Le Hung		Independent BOD member Head of Audit Committee under the BOD					0		
Related individuals										
7.1	Do Hoang Long		Offspring							
7.2	Do Hoang Linh		Offspring							
7.3	Do Minh Ngoc		Father							
7.4	Le Thi Hoa Tieu		Mother							
7.5	Do Le Minh		Sibling							
7.6	Do Le Hoang		Sibling							
7.7	Ngo Thi Yen		Sister-in-law							
Related organizations										
7.1	Vietnam Dairy Products Joint Stock Company		Independent BOD member Head of Audit Committee							
7.2	An Gia Real Estate Investment & Development Joint Stock Company		Independent BOD member - Head of Audit Committee							
7.3	South Logistics Joint Stock Company		Independent BOD member							
7.4	GTNFOODS Joint Stock Company		Independent BOD member							
7.5	Vietnam Institute of Directors (VIOD)		BOD member							
7.6	Ecopark Group Joint Stock Company		Deputy Head of Audit and Compliance Committee - The BOD							
8	Nguyen Ngoc Diep		Deputy General Director cum Production Director					3.180	0,00%	
Related individuals										
8.1	Nguyen Kim Chi		Sibling							
8.2	Nguyen Ngoc Buu		Sibling							
8.3	Nguyen Van Thuan		Husband							
8.4	Nguyen Hoang Khang		Offspring							
8.5	Nguyen Ngoc Kim Khanh		Offspring							
8.6	Nguyen Thi Ngoc Huong		Sister-in-law					100	0,00%	
8.7	Phan Thanh Guong		Brother-in-law							
9	Tomoyuki Kawata		Deputy General Director					0		
Related individuals										
9.1	Risa Kawata		Offspring							
9.2	Miki Kawata		Offspring							
9.3	Yuri Kawata		Offspring							
10	Pham Chi Truc		Deputy General Director					0		
Related individuals										
10.1	Pham Chi Thiep		Father							
10.2	Phan Thi Quynh Giao		Wife							
10.3	Pham Chi Bao		Offspring							
10.4	Pham Chi Quang		Offspring							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
10.5	Pham Chi Trung		Sibling							
10.6	Pham Chi Thanh		Sibling							
10.7	Tran Thi Thu Ha		Sister-in-law							
10.8	Doan Thi Ha Ly		Sister-in-law							
11	Le Thi Hong Nhung		Finance Director					7.426	0,01%	
Related individuals										
11.1	Le Anh Tuan		Father							
11.2	Tran Thi Theu		Mother							
11.3	Le Hoang Nam		Husband							
11.4	Le Nguyen Hung		Offspring							
11.5	Le Nhat Vuong		Offspring							
11.6	Le Tan Loc		Offspring							
11.7	Le Thi Hong Gam		Sibling							
11.8	Le Thi Hong Voc		Sibling							
11.9	Le Thi Thanh Bac		Sibling							
11.10	Le Thu Hien		Sibling							
11.11	La Canh Toan		Father-in-law							
11.12	Hoang Thi Lon		Mother-in-law							
11.13	Tran Van Loang		Brother-in-law					12	0,00%	
11.14	Phan Thanh Nga		Brother-in-law							
11.15	Nguyen Huu An		Brother-in-law							
11.16	Nguyen Thanh Cong		Brother-in-law							
11.17	Tran Thi Thanh Huong		Sister-in-law							
11.18	Le Hoang Phuong		Sister-in-law							
11.19	Le Hoang Chung		Brother-in-law							
11.20	Nguyen Thi Linh Da		Sister-in-law							
12	Ngo Thi Phuong Loan		QM Director					210	0,00%	
Related individuals										
12.1	Giang Truong Son		Foster father							
12.2	Ly Kim Yen		Mother							
12.3	Nguyen Quang Tien		Husband							
12.4	Nguyen Phuong Minh Thao		Offspring							
12.5	Nguyen Quang Tuan		Offspring							
12.6	Giang Truong Anh		Sibling							
12.7	Giang Tuyen Anh		Sibling							
12.8	Tran Thi Mai Chi		Mother-in-law							
12.9	Tran Thanh Nhan		Son-in-law							
12.10	Bui Thao Linh		Sister-in-law							
13	Vu Thi Huong Lan		HR Director					0		
Related individuals										
13.1	Vu Van Chin		Father							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
13.2	Ngo Thi Oanh		Mother							
13.3	Do Minh Ngoc		Offspring							
13.4	Vu Thanh Lap		Sibling							
13.5	Nguyen Le Phuong Thao		Sister-in-law					60		
14	Huynh Thi Kim Tuoi		Distribution Center Director					1.868	0,00%	
Related individuals										
14.1	Huynh Thi No		Mother-in-law							
14.2	Nguyen Xuan Huan		Husband							
14.3	Nguyen Xuan Huy		Offspring							
14.4	Nguyen Huynh Nhat Huyen		Offspring							
14.5	Duong Thi Kieu Thi		Daughter-in-law							
14.6	Huynh Thi Cam Hong		Sibling							
14.7	Nguyen Van Nho		Brother-in-law							
14.8	Huynh Thi Cam Thu		Sibling							
14.9	Huynh Hoa Dan		Sibling							
14.10	Nguyen Thi Nguyet		Sister-in-law							
14.11	Huynh Thi Kim Viet		Sibling							
14.12	Phan Van Chin		Brother-in-law							
14.13	Huynh Thi Kim Sang		Sibling					15	0,00%	
14.14	Nguyen Van Hung		Brother-in-law							
14.15	Huynh Thi Kim Thanh		Sibling					15	0,00%	
14.16	Huynh Tan Si		Brother-in-law							
14.17	Huynh Thi Ut		Sibling							
14.18	Nguyen Ngoc Thao		Brother-in-law							
15	Vo Van Kim Y		Technical Director					1.665	0,00%	
Related individuals										
15.1	Cao Thi Minh Tuyet		Mother							
15.2	Vo Ton Nguyen		Sibling							
15.3	Nguyen Thi Phien		Sister-in-law							
15.4	Vo Thi Hien		Sibling							
15.5	Vo Thi Kim Hien		Sibling							
15.6	Truong Minh Hoang		Brother-in-law							
15.7	Vo Kim Xuong		Sibling							
15.8	Ho Huu Tung		Brother-in-law							
15.9	Vo Thi Lien		Sibling							
15.10	Vo Van Kim Bang		Sibling							
15.11	Nguyen Ngoc Suong		Sister-in-law							
15.12	Vo Van Kim Van		Sibling							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
16	Atsushi Toyoshima		Supply Chain Director					0		
Related individuals										
16.1	Tran Thi Kim Ngoc		Wife							
16.2	Fumihiko Toyoshima		Offspring							
16.3	Namihiko Toyoshima		Offspring							
16.4	Hiroji Toyoshima		Father							
16.5	Hisako Toyoshima		Mother							
16.6	Yasuko Toyoshima		Sister							
17	Ho Buu Huan		Chief Accountant					929	0,00%	
Related individuals										
17.1	Ho Cong Nghe		Father							
17.2	Nguyen Thi Nghiep		Mother							
17.3	Ho Le Kha Han		Offspring							
17.4	Ho Le Khoi Nguyen		Offspring							
17.5	Ho Buu Ky		Sibling							
17.6	Ho Mong Nuong		Sibling							
17.7	Ho Mong Kinh		Sibling							
17.8	Ho Mong Trac		Sibling							
17.9	Ta Kim Dam		Sister-in-law							
17.10	Tran Van Bich Chi		Brother-in-law							
17.11	Bui Ngoc Duong		Brother-in-law							
17.12	Huynh Thanh Phai		Brother-in-law							
18	Duong Kim Loan		BOD Secretary, the person in charge of Corporate Governance					9	0,00%	
Related individuals										
18.1	Duong Van Liep		Father							
18.2	Van Thi Hao Thanh		Mother							
18.3	Duong Thi Thanh Hang		Sibling							
18.4	Nguyen Hoang Quoc Viet		Brother-in-law							
18.5	Duong Thi Thanh Huong		Sibling							
18.6	Nguyen Thanh Danh		Brother-in-law							
18.7	Duong Thanh Kim Phung		Sibling					1	0,00%	
18.8	Phan Anh Tuan		Brother-in-law							
18.9	Duong Minh Tri		Sibling							

(*) Number of shares owned is in accordance with list of shareholders on 15 July 2020 and update of related persons of internal persons

ANNEX III: TRANSACTIONS OF INTERNAL PERSONS AND RELATED PERSONS ON THE COMPANY'S SHARES

No.	Transaction executor	Relationship with internal person	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase, decrease (purchase, sale, switch, reward, etc)
			Number of shares	Percentage	Number of shares	Percentage	
Internal person							
1	Doan Dinh Duy Khuong	BOD member Chief Operating Officer (COO) Authorized person to disclose information	36,237	0.03%	7	0.00%	Sold 36,230 shares
2	Vu Thi Huong Lan	HR Director	-	-	-	-	Registered to purchase 4,000 shares but could not be implemented due to unfavorable price fluctuation
Related party							
3	Doan Dinh Tuan Huy	Related person of Mr. Doan Dinh Duy Khuong	3,769	0.00%	9	0.00%	Sold 3,760 shares