

No.: 065/DHG-FN

Cantho, 24th January 2025

REPORT ON CORPORATE GOVERNANCE
OF DHG PHARMACEUTICAL JOINT STOCK COMPANY
(FY 2024)

Kind Attn to: - **State Securities Commission**
- **Ho Chi Minh 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 No.	Date	Content
1.	001/2024/ NQ.ĐHĐCĐ	23 Apr 2024	The Annual General Meeting of Shareholders (AGM) 2023 approved the following contents: <ul style="list-style-type: none">- Report on the Company's production and business performance in 2023 and Term IV (2019 - 2023);- Report on the BOD's performance in 2023;- Report of the Audit Committee and the Independent Board Member under the Audit Committee in 2023 (Report of the Audit Committee in 2023);- Audited financial statements FY2023;- Development orientation for the period 2024 – 2030;- Business plan for 2024;- Profit distribution 2023 and profit distribution plan 2024;- Approval of the BOD remuneration and benefits in 2024;- Authorizing the BOD/Audit Committee to select auditor to audit the financial statements 2024;- Approval of the number of BOD members Term V (2024 – 2028) to be 7 members;- Election of the BOD members Term V (2024 – 2028).

II. The Board of Directors (2024 report):

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

No.	Board of Directors' members	Position (Independent Board Member, Non-executive BOD member)	The date becoming/ceasing to be the BOD member	
			Date of appointment	Date of dismissal
1.	Ms. Dang Thi Thu Ha	BOD Chairwoman Non-executive BOD member	28 Jul 2017	
2.	Mr. Jun Kuroda	Non-executive BOD member	15 Aug 2016	
3.	Mr. Toshiyuki Ishii	Executive BOD Member General Director (CEO)	19 Apr 2023	
4.	Mr. Doan Dinh Duy Khuong (*)	Non-executive BOD Member	29 Apr 2010	
5.	Mr. Maki Kamijo	Non-executive BOD member	11 Jun 2019	
6.	Mr. Do Le Hung	Independent Board Member	11 Jun 2019	
7.	Ms. Nguyen Thi Viet Thanh	Independent Board Member	19 Apr 2021	23 Apr 2024
8.	Mr. Truong Anh Hung	Independent Board Member	23 Apr 2024	

Notes:

- The BOD Term IV (2019 – 2023) ended its term at the 2023 AGM on 23 Apr 2024. The new BOD Term V (2024 – 2028) was elected.
- (*) On 27 June 2024, Mr. Doan Dinh Duy Khuong submitted his resignation as BOD member. This resignation will take effect upon approval at the latest Annual General Meeting of Shareholders.

2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by the BOD	Attendance rate	Reasons for absence
1.	Ms. Dang Thi Thu Ha	17/17	100%	
2.	Mr. Jun Kuroda	17/17	100%	
3.	Mr. Toshiyuki Ishii	17/17	100%	
4.	Mr. Maki Kamijo	17/17	100%	
5.	Mr. Doan Dinh Duy Khuong	17/17	100%	
6.	Mr. Do Le Hung	17/17	100%	
7.	Ms. Nguyen Thi Viet Thanh	06/07	86%	Business trip and ended term IV (2019 – 2023)
8.	Mr. Truong Anh Hung	10/10	100%	BOD member since 23 Apr 2024

3. The BOD's supervision over the Board of Management (BOM)

Supervising and supporting activities of the BOD over the 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 ensuring that 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 BOD's Committees

The BOD Term V (2024 – 2028) has established 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: Consulting, advising the BOD in building long-term development strategies; Long-term investment plan; Developing annual business plan; dividend payment plan.
- Nomination Committee: Proposing and advising the BOD on the appointment/dismissal of senior management; human resource development plan: detection, recruitment, training, and nurturing senior management and succession plan program; Proposing and advising the BOD on Company's salary, bonus, and benefits policies; Preparing quarterly and annual HR performance reports.
- Audit Committee: Continuing to monitor financial statements and systems of internal control & risk management and internal audit; Supervising compliance with laws and internal policies; participating in the development of the Company's strategy, particularly in enhancing internal control - audit and risk management system. Preparing quarterly and annual reports.

5. Resolutions of the Board of Directors (2024 report)

In 2024, the BOD conducted 17 meetings to resolve issues under the BOD's functions and authorities.

The BOD Resolutions issued in 2024 according to Appendix 01 enclosed to this Report.

III. Audit Committee (2024 report)

1. Information about members of Audit Committee:

No.	Members of Audit Committee	Position	The date becoming Audit Committee's members	Qualification
1	Mr. Do Le Hung	Chairman	11 Jun 2019	Master of economics, finance, budget, foreign affairs, public management, and Human Resource Management
2	Ms. Dang Thi Thu Ha	Member	11 Jun 2019	Master of Business Administration (MBA), Institute of Management.
3	Mr. Maki Kamijo	Member	11 Jun 2019	Bachelor of Civil Engineering - Kobe University, Japan

2. Meetings of the Audit Committee

No.	Members of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Do Le Hung	06/06	100%	100%	
2	Ms. Dang Thi Thu Ha	06/06	100%	100%	
3	Mr. Maki Kamijo	06/06	100%	100%	

3. Audit Committee's supervising activities over the Board of Directors, Board of Management and shareholders

- 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 Audit Committee's activities.
- 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.
- The Audit Committee regularly communicates with functional departments to capture information on governance, administration, monitor compliance with laws and internal regulations, and build an internal control – audit system and risk management.

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

IV. The Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment
1.	Mr. Toshiyuki Ishii	1966	Bachelor Degree of Economics - Hitotsubashi University, Tokyo, Japan	01 Jan 2023
2.	Mr. Osamu Fujimori	1972	Master degree of Finance, Hitotsubashi University, Tokyo, Japan	01 Jan 2025
3.	Ms. 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. Nguyen Ngoc Chuong	1975	Pharmacist	01 Aug 2021

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment
6.	Mr. Vo Van Kim Y	1967	Level I Pharmaceutics - Pharmaceutical Industry	01 Aug 2018
7.	Mr. Le Mai Hoang Son	1979	Bachelor of Economics	19 Dec 2023
8.	Mr. Ho Buu Huan	1980	Master of Finance - Banking (Cantho University)	19 Jan 2017

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 evaluates 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 (2024 report) and transactions of the Company’s related persons with the Company itself

1. The list of related persons of the Company

Appendix 02 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

Appendix 03 has been enclosed.

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): Only the transactions listed in Appendix 03 above.

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 (2024 report)

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

Appendix 04 has been enclosed.

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

Appendix 05 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.]

APPENDIX 01: LIST OF THE BOD RESOLUTIONS IN 2024

No.	Resolution No.	Date	Contents	Approval rate
1	001/2024/NQ.HĐQT	29 Feb 2024	Contents under the BOD's authorities	100%
2	002/2024/NQ.HĐQT	04 Mar 2024	Approving periodic reports in 2023: the BOD Secretary Report, the BOM Report, Reports of the Nomination Committee and the Audit Committee.	100%
			Approval of the establishment of the 2023 AGM organization board.	
3	003/2024/NQ.HĐQT	14 Mar 2024	Approval of the 2023 AGM materials phase 1.	100%
4	004/2024/NQ.HĐQT	26 Mar 2024	Approval of the dismissal of the Marketing Director from 12 Apr 2024.	100%
5	005/2024/NQ.HĐQT	05 Apr 2024	Approving the pre-feasibility report of the project "Investment for the expansion of DHG Pharmaceutical Plant and DHG Printing and Packaging Plant - Phase 2".	100%
6	006/2024/NQ.HĐQT	12 Apr 2024	Approval of the 2023 AGM materials phase 2.	100%
7	007/2024/NQ.HĐQT	19 Apr 2024	Approving the adjustment of the investment certificate of the "Investment for the expansion of DHG Pharmaceutical Plant and DHG Printing and Packaging Plant" project.	100%
8	008A/2024/NQ.HĐQT	23 Apr 2024	BOD Resolution related to the appointment of the BOD Chairwoman and personnels of Committees under the BOD term V (2024 - 2028).	100%
			Approval of the appointment of the person in charge of corporate governance cum BOD Secretary for the new term - Term V (2024 - 2028).	100%
9	009/2024/NQ.HĐQT	14 May 2024	Approval of the 1Q/2024 periodic reports: the BOM report on the business and production situation; the Nomination Committee's report.	100%
			Other contents under the BOD's authorities.	
10	010/2024/NQ.HĐQT	10 Jun 2024	Revision of the new organization chart and other contents under the BOD's authority.	100%
11	011/2024/NQ.HĐQT	27 Jun 2024	Approval of Mr. Doan Dinh Duy Khuong's resignation letter as the Chief Operating Officer from 10 Jul 2024.	100%
12	012A/2024/NQ.HĐQT	05 Jul 2024	Approval of the resignation letters of Ms. Vu Thi Huong Lan as HR Director and Ms. Le Thi Hong Nhung as FN Director from 15 Jul 2024	100%
13	013/2024/NQ.HĐQT	18 Jul 2024	Approval of the establishment of the 2nd Representative Office in HCMC and other contents under the BOD's authority.	100%
14	014/2024/NQ.HĐQT	29 Jul 2024	Approval of the periodic reports for 2Q/2024: the BOD Secretary Report, the BOM Report on the production and business result, Reports of the Nomination Committee and the Audit Committee, and other contents under the BOD's authority.	100%
15	015/2024/NQ.HĐQT	24 Sep 2024	Contents under the BOD's authorities	100%
16	016/2024/NQ.HĐQT	11 Nov 2024	Approval of periodic reports for 3Q/2024: the BOD Secretary report, the BOM Report on the production and business result, Reports of the Nomination Committee and the Audit Committee, and other contents under the BOD's authority.	100%
17	017/2024/NQ.HĐQT	28 Nov 2024	Revision of the organization chart and the appointment of the Chief Operating Officer of DHG Pharma.	100%
18	018/2024/NQ.HĐQT	09 Dec 2024	Approval of the advance dividend payment for 2024.	100%
19	019/2024/NQ.HĐQT	23 Dec 2024	Approval of the budget limit and credit limit in 2025 and other contents under the BOD's authority.	100%

APPENDIX 02: LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of individual/organization	Securities trading account (if any)	Position at the company (if any)	NSH No.*	Date of issue	Place of issue	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 Jul 2017			Internal person
2	Jun Kuroda		BOD member					15 Aug 2016			Internal person
3	Toshiyuki Ishii		BOD member General Director (CEO)					1 Jan 2023			Internal person
4	Doan Dinh Duy Khuong		BOD member					29 Apr 2010			Internal person
5	Maki Kamijo		BOD member					11 Jun 2019			Internal person
6	Do Le Hung		Independent Board Member Chairman of Audit Committee under the BOD					11 Jun 2019			Internal person
7	Truong Anh Hung		Independent Board Member					23 Apr 2024		The AGM newly elected the BOD term V (2024 - 2028).	Internal person
8	Osamu Fujimori		Chief Operating Officer					1 Jan 2025		New appointment	Internal person
9	Tomoyuki Kawata		Deputy General Director					25 Oct 2017			Internal person
10	Nguyen Ngoc Diep		Deputy General Director cum Supply Chain Director					1 May 2012			Internal person
11	Nguyen Ngoc Chuong		Production Director					1 Aug 2021			Internal person
12	Vo Van Kim Y		Technical Director					01/08/2018			Internal person
13	Le Mai Hoang Son		Supply Chain Director					19 Dec 2023			Internal person
14	Ho Buu Huan		Chief Accountant					14 Jul 2016			Internal person
15	Duong Kim Loan		The person in charge of Corporate Governance cum BOD Secretary					23 Apr 2024		Appointed to follow the new BOD term.	Internal person
16	Nguyen Thi Viet Thanh		Former independent Board Member					19 Apr 2021	23 Apr 2024	End term IV (2019 - 2023)	No longer an internal person
17	Tran Thi Nhung Gam		Former person in charge of Corporate Governance Former BOD Secretary					26 Jul 2022	23 Apr 2024	Ended the BOD Secretary term	No longer an internal person
18	Tran Duy Hung		Former Marketing Director					1 Aug 2021	12 Apr 2024	Resigned as MK Director from 12 Apr 2024.	No longer an internal person
19	Le Thi Hong Nhung		Former Finance Director					29 Oct 2010	15 Jul 2024	Resigned as Finance Director from 15 Jul 2024	No longer an internal person
20	Vu Thi Huong Lan		Former HR Director					17 Feb 2020	15 Jul 2024	Resigned as HR Director from 15 Jul 2024	No longer an internal person
II. Related organizations											
1	Taisho Pharmaceutical Co., Ltd. Japan										Parent Company (Taisho currently owns 51.01% of DHG Pharma)

No.	Name of individual/organization	Securities trading account (if any)	Position at the company (if any)	NSH No.*	Date of issue	Place of issue	Address	Time of starting to be related person	Time of ending to be related person	Reasons	Relationship with the Company
2	State Capital Investment Corporation (SCIC)										Major shareholder (SCIC currently owns 43.31% of DHG Pharma)
3	Trade Union of DHG Pharmaceutical JSC										Social - Political organization under DHG Pharma
4	Youth Union of DHG Pharmaceutical JSC										Social - Political organization under DHG Pharma

Note: NSH* No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).

APPENDIX 03: 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/ individual	Relationship with the Company	NSH No.*	Date of issue	Place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content of transaction	Total value of transaction (VND)	Note
1	State Capital Investment Corporation ("SCIC")	Major shareholder					1 Jan 2024 -> 31 Dec 2024	AGM Resolution No. 001/2024/ NQ.DHDCD dated 23 Apr 2024	Dividend payment in 2023	424,696,777,500	
2	Taisho Pharmaceutical Co., Ltd. Japan ("Taisho")	Parent company					1 Jan 2024 -> 31 Dec 2024	BOD Decision No.010/2023/QĐ.HĐQT dated 19 Apr 2023	Sales of goods and provision of services	11,732,160	
							1 Jan 2024 -> 31 Dec 2024	BOD Decision No.010/2023/QĐ.HĐQT dated 19 Apr 2023	Purchases of goods and services	7,703,226,493	
							1 Jan 2024 -> 31 Dec 2024	AGM Resolution No. 001/2024/ NQ.DHDCD dated 23 Apr 2024	Dividend payment in 2023	500,227,890,000	
3	Taisho Pharmaceutical (Philippines), Inc.	Taisho's related company					1 Jan 2024 -> 31 Dec 2024		Sales of goods and provision of services	4,041,224,038	
4	Taisho Vietnam Co., Ltd.	Taisho's related company					1 Jan 2024 -> 31 Dec 2024		Purchases of goods and services	663,105,200	
5	Traphaco Joint Stock Company	SCIC's related company					1 Jan 2024 -> 31 Dec 2024		Sales of goods and provision of services	269,500,000	

Note: NSH* No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).

APPENDIX 04: LIST OF INTERNAL PERSONS AND THEIR RELATED PERSONS

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
1	Dang Thi Thu Ha		BOD Chairwoman					56,626,237	43.31%	Individual ownership: 0 share; SCIC's representative: 56,626,237 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		Elder brother					-		
1.6	Dang Thi Thu Thuy		Younger sister					-		
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 organization										
1.1	Vietnam Dairy Products Joint Stock Company		BOD member							
2	Jun Kuroda		BOD member					-		
Related individuals										
2.1	Akiko Kuroda		Wife					-		The related person does not provide ID information
2.2	Namiko Kuroda		Offspring					-		The related person does not provide ID information
2.3	Shin Kuroda		Elder brother					-		The related person does not provide ID information
Related organization										
2.1	Taisho Pharmaceutical Co., Ltd. Japan		Member of the Board, Executive Vice President					66,697,052	51.01%	
2.2	Taisho Pharmaceutical California Inc.		President Director							
2.3	Taisho Pharmaceutical (M) Sdn Bhd. (Malaysia)		Director							
2.4	Taisho Pharmaceutical Singapore Private Limited		Managing Director							
2.5	Osotspa Taisho Co., Ltd. (Thailand)		Director							
2.6	Taisho Pharmaceutical (Thailand) Co., Ltd.		Director							
2.7	Taisho Vietnam Co., Ltd.		Member's Council							
2.8	PT Taisho Pharmaceutical Indonesia Tbk		President Director							

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
2.9	Taisho Pharmaceutical Asia (M) SDN. BHD.		Director							
2.10	UPSA Belgium SA		Director							
2.11	UPSA Italy Srl		Director							
2.12	UPSA Switzerland AG		Member of the Board							
3	Toshiyuki Ishii		BOD member General Director (CEO)					-		
Related individuals										
3.1	Yuki Ishii		Wife					-		
3.2	Mana Ishii		Offspring					-		
3.3	Yosuke Ishii		Offspring					-		
3.4	Tsutomu Ishii		Elder brother					-		The related person does not provide ID information
3.5	Eiko Ishii		Sister-in-law					-		The related person does not provide ID information
3.6	Reiko Inoue		Younger sister					-		The related person does not provide ID information
3.7	Hideyuki Inoue		Brother-in-law					-		The related person does not provide ID information
3.8	Noriko Seto		Younger sister					-		The related person does not provide ID information
3.9	Takashi Seto		Brother-in-law					-		The related person does not provide ID information
4	Doan Dinh Duy Khuong		BOD member					7	0.00%	No longer authorized to be SCIC's capital representative at DHG Pharma from 05 Jul 2024
Related individuals										
4.1	Nguyen Thi Ngoc Diep		Mother					-		
4.2	Doan Vinh Quang		Father					-		
4.3	Ha Thi Anh Tuyet		Wife					-		
4.4	Doan Dinh Duy Nguyen		Elder brother					-		
4.5	Doan Dinh Duy Dong		Younger brother					-		
4.6	Doan Dinh Tuan Huy		Younger brother					9	0.00%	
4.7	Doan Ha Anh		Offspring					-		The related person is not old enough to have ID
4.8	Doan Van Anh		Offspring					-		The related person is not old enough to have ID
4.9	Ha Huu Ty		Father-in-law					-		
4.10	Hoang Thi Doai		Mother-in-law					-		
4.11	Ha Anh Tuan		Brother-in-law					-		
5	Maki Kamijo		BOD member					-		

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
Related individuals										
5.1	Setsuko Kamijo		Wife					-		
5.2	Azusa Kamijo		Offspring					-		The related person does not provide ID information
5.3	Kumiko Kamijo		Mother					-		The related person does not provide ID information
6	Do Le Hung		Independent Board Member Chairman of Audit Committee under the BOD					-		
Related individuals										
6.1	Do Hoang Long		Offspring					-		
6.2	Do Hoang Linh		Offspring					-		
6.3	Le Thi Hoa Tieu		Mother					-		
6.4	Do Le Minh		Elder brother					-		
6.5	Do Le Hoang		Younger brother					-		
6.6	Ngo Thi Yen		Sister-in-law					-		
Related organization										
6.1	Vietnam Dairy Products Joint Stock Company		Independent Board Member Chairman of Audit Committee							
6.2	An Gia Real Estate Investment & Development Joint Stock Company		Independent Board Member Chairman of Audit Committee							
6.3	South Logistics Joint Stock Company		Independent Board Member Chairman of Audit Committee							
6.4	Refrigeration Electrical Engineering Corporation		Independent Board Member Chairman of Audit Committee							
7	Truong Anh Hung		Independent Board Member					-		
Related individuals										
7.1	Truong Vu Anh Duy		Offspring					-		
7.2	Truong Vu Lan Nhi		Offspring					-		
7.3	Truong Thi Kieu Oanh		Elder sister					-		
7.4	Truong Thi Tuyet Lan		Elder sister					-		
7.5	Truong Thi Thanh		Elder sister					-		
7.6	Truong Thi Kim Xuan		Elder sister					-		
7.7	Nguyen Huy Thanh		Brother-in-law					-		
7.8	Truong Thi Tuyet Son		Elder sister					-		

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
7.9	Do Van Hoa		Brother-in-law					-		
7.10	Truong Thi Nhu Hoa		Elder sister					-		
7.11	Nguyen Trong Thanh		Brother-in-law					-		
7.12	Truong Thi Hong Ha		Elder sister					-		
7.13	Truong Toan Thang		Elder brother					-		
7.14	Nguyen Thi Thanh Tam		Sister-in-law					-		
Related organization										
7.1	CIMB Vietnam Bank (Malaysia bank in Vietnam)		Member of the Board of Supervisory							
8	Osamu Fujimori		Chief Operating Officer					-		
Related individuals										
8.1	Miki Fujimori		Wife					-		The related person does not provide ID information
8.2	Shunsuke Fujimori		Offspring					-		The related person does not provide ID information
8.3	Reiji Fujimori		Offspring					-		The related person does not provide ID information
9	Tomoyuki Kawata		Deputy General Director					-		
9.1	Risa Kawata		Offspring					-		
9.2	Miki Kawata		Offspring					-		
9.3	Yuri Kawata		Offspring					-		
9.4	Ryusei Kawata		Offspring					-		The related person is not old enough to have ID
9.5	Trương Thị Nhung		Wife					-		
10	Nguyen Ngoc Diep		Deputy General Director cum Supply Chain Director					3,180	0.00%	
Related individuals										
10.1	Nguyen Kim Chi		Elder sister					-		
10.2	Nguyen Ngoc Buu		Younger brother					-		
10.3	Nguyen Van Thuan		Husband					-		
10.4	Nguyen Hoang Khang		Offspring					-		
10.5	Nguyen Ngoc Kim Khanh		Offspring					-		
10.6	Nguyen Thi Ngoc Huong		Sister-in-law					100	0.00%	
10.7	Phan Thanh Guong		Brother-in-law					-		
11	Nguyen Ngoc Chuong		Production Director					-		
Related individuals										
11.1	Nguyen Ngoc Con		Father					-		

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
11.2	Phan Thi Triet		Mother					-		
11.3	Nguyen Dinh Chuyen		Offspring					-		
11.4	Nguyen Dinh Chan		Offspring					-		The related person is not old enough to have ID
11.5	Nguyen Ngoc Thi		Younger sister					-		
11.6	Vo Ky Nam		Brother-in-law					-		
11.7	Nguyen Thi Tuyet Nhung		Wife					-		
11.8	Nguyen Van Qui		Father-in-law					-		
12	Vo Van Kim Y		Technical Director					-		
Related individuals										
12.1	Cao Thi Minh Tuyet		Mother					-		
12.2	Vo Ton Nguyen		Elder brother					-		
12.3	Nguyen Thi Phien		Sister-in-law					-		
12.4	Vo Thi Hien		Elder sister					-		
12.5	Vo Thi Kim Hien		Elder sister					-		
12.6	Vo Kim Xuong		Elder sister					-		
12.7	Ho Huu Tung		Brother-in-law					-		
12.8	Vo Thi Lien		Elder sister					-		
12.9	Vo Van Kim Bang		Elder brother					-		
12.10	Nguyen Ngoc Suong		Sister-in-law					-		
12.11	Vo Van Kim Van		Younger brother					-		
13	Le Mai Hoang Son		Supply Chain Director					-		
13.1	Mai Thi Kim Hoa		Mother					-		
13.2	Nguyen Tran Ngoc		Father-in-law					-		
13.3	Nguyen Thi Anh Tuyet		Mother-in-law					-		
13.4	Nguyen Thi Kim Ngan		Wife					-		
13.5	Le Ai Thu		Offspring					-		The related person is not old enough to have ID
13.6	Le Nguyen Truc Linh		Offspring					-		The related person is not old enough to have ID
13.7	Le Minh Tuan		Elder brother					-		
13.8	Nguyen Thi Dinh		Sister-in-law					-		The related person did not provide information
13.9	Le Thi Mong Thuong		Younger sister					-		
13.10	Tran Diep Phong		Brother-in-law					-		
13.11	Le Thi Thuy Trang		Younger sister					-		
13.12	Cao Van Binh		Brother-in-law					-		

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
13.13	Le Mai Hoang Chuong		Younger brother					-		
13.14	Le Thi Uyen Phuong		Younger sister					-		The related person did not provide information
13.15	Le Ngoc Mai Trinh		Younger sister					-		The related person did not provide information
13.16	Nguyen Thi Thuy Tien		Sister-in-law					-		The related person did not provide information
13.17	Le Van Tam		Brother-in-law					-		The related person did not provide information
14	Ho Buu Huan		Chief Accountant					929	0.00%	
Related individuals										
14.1	Ho Cong Nghe		Father					-		
14.2	Nguyen Thi Nghiep		Mother					-		
14.3	Ho Le Kha Han		Offspring					-		
14.4	Ho Le Khoi Nguyen		Offspring					-		The related person is not old enough to have ID
14.5	Ho Buu Ky		Younger brother					-		
14.6	Ho Mong Nuong		Younger sister					-		
14.7	Ho Mong Kinh		Younger sister					-		
14.8	Ho Mong Trac		Younger sister					-		
14.9	Ta Kim Dam		Sister-in-law					-		
14.10	Tran Van Bich Chi		Brother-in-law					-		
14.11	Bui Ngoc Duong		Brother-in-law					-		
14.12	Huynh Thanh Phai		Brother-in-law					-		
15	Duong Kim Loan		The person in charge of Corporate Governance cum BOD Secretary					9	0.00%	
Related individuals										
15.1	Duong Van Liep		Father					-		
15.2	Van Thi Hao Thanh		Mother					-		
15.3	Duong Thi Thanh Hang		Elder sister					-		
15.4	Nguyen Hoang Quoc Viet		Brother-in-law					-		
15.5	Duong Thi Thanh Huong		Elder sister					-		
15.6	Nguyen Thanh Danh		Brother-in-law					-		
15.7	Duong Thanh Kim Phung		Elder sister					-		
15.8	Phan Anh Tuan		Brother-in-law					-		

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
15.9	Duong Minh Tri		Elder brother					-		

(*) Number of shares owned is in accordance with list of shareholders on 25 Dec 2024 and information provided by internal persons

APPENDIX 05: TRANSACTIONS OF INTERNAL PERSONS AND RELATED PERSONS ON THE COMPANY'S SHARES

Reporting period: 31 Dec 2024

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	
Related organization							
1	Trade Union of DHG Pharmaceutical JSC	Social - Political organization under DHG Pharma	400,547	0.31%	271,167	0.21%	Sold 129,380 shares