

**REPORT ON CORPORATE GOVERNANCE  
OF DHG PHARMACEUTICAL JOINT STOCK COMPANY  
(1H/2025)**

**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., Cai Khe Ward, 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.	001/2025/ NQ.ĐHĐCĐ	24 Apr 2025	<p>The Annual General Meeting of Shareholders (AGM) 2024 approved the following contents:</p> <ul style="list-style-type: none"><li>– Report on the Company’s production and business performance in 2024;</li><li>– Report on the performance and remuneration of the BOD in 2024;</li><li>– Report on the performance in 2024 of the Audit Committee and Independent BOD Member in the Audit Committee;</li><li>– Audited financial statements FY2024;</li><li>– Business plan for 2025;</li><li>– Reversal from the Investment and Development Fund to Undistributed earnings;</li><li>– Dividend distribution for FY2024 and after the reversal of the Investment and Development Fund;</li><li>– Approval of allocation 3% of 2024 profit after tax to the Bonus and Welfare Fund, and VND 2 billion to the BOD Operation Fund;</li></ul>

No.	Resolution No.	Date	Content
			<ul style="list-style-type: none"> <li>– Approval of BOD remuneration and operation fund in 2025;</li> <li>– Dividend and fund allocation plan for FY2025;</li> <li>– Authorization for the BOD to select the auditor for the financial statements FY2025;</li> <li>– Dismissal of Mr. Doan Dinh Duy Khuong from the position of BOD member;</li> <li>– Election of Ms. Le Thi Thanh Hien as a BOD member for the remaining time of Term V (2024 - 2028).</li> </ul>

## II. The Board of Directors (1H/2025 report):

### 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.	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	Former Non-executive BOD Member	29 Apr 2010	24 Apr 2025
5.	Ms. Le Thi Thanh Hien	Non-executive BOD member	24 Apr 2025	
6.	Mr. Maki Kamijo	Non-executive BOD member	11 Jun 2019	
7.	Mr. Do Le Hung	Independent BOD Member	11 Jun 2019	
8.	Mr. Truong Anh Hung	Independent BOD Member	23 Apr 2024	

### 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	10/10	100%	
2.	Mr. Jun Kuroda	10/10	100%	
3.	Mr. Toshiyuki Ishii	10/10	100%	
4.	Mr. Doan Dinh Duy Khuong	6/6	100%	Dismissed from 24 Apr 2025
5.	Ms. Le Thi Thanh Hien	4/4	100%	Additional election from 24 Apr 2025
6.	Mr. Maki Kamijo	10/10	100%	
7.	Mr. Do Le Hung	10/10	100%	
8.	Mr. Truong Anh Hung	10/10	100%	

### 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

- Strategic Committee: Consulting, advising the BOD in building long/medium-term development strategies; Long-term investment plan; Monitoring the implementation of strategies; 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.
- Audit Committee: Holding regular quarterly meetings with related departments to review financial statements, internal control and risk management systems, and internal audit activities; Monitoring compliance with legal regulations and internal policies; Reviewing related-party transactions; and overseeing the services provided by the independent auditor.

### 5. Resolutions of the Board of Directors (1H/2025 report)

In 1H/2025, the BOD conducted 02 periodic meetings and 8 meetings in the form of written consultations to resolve issues under the BOD's functions and authorities.

The BOD Resolutions issued in 1H/2025 according to Appendix 01 enclosed to this Report.

### III. Audit Committee (1H/2025 report):

#### 1. Information about members of Audit Committee:

No.	Members of Audit Committee	Position	The date becoming/ceasing to be the member of the Audit Committee	Qualification
1.	Mr. Do Le Hung	Chairman	Start from: 11 Jun 2019	Master of Public Management (France)
2.	Mr. Maki Kamijo	Member	Start from: 11 Jun 2019	Bachelor of Civil Engineering - Kobe University, Japan

No.	Members of Audit Committee	Position	The date becoming/ceasing to be the member of the Audit Committee	Qualification
3.	Ms. Le Thi Thanh Hien	Member	Start from: 24 Apr 2025	Master of Finance – University of Sydney
4.	Ms. Dang Thi Thu Ha	Former Member	No longer in Audit Committee: 24 Apr 2025	Master of Business Administration (MBA) – Institute of Business Administration

## 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	4/4	100%	100%	
2.	Mr. Maki Kamijo	4/4	100%	100%	
3.	Ms. Le Thi Thanh Hien	2/2	100%	100%	Appointed from 24 Apr 2025
4.	Ms. Dang Thi Thu Ha	2/2	100%	100%	Dismissed from 24 Apr 2025

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

- The Audit Committee oversees the BOD operation through meetings, discussions, and the decision-making process for BOD resolutions. The Audit Committee also monitors the operations of the Executive Board by evaluating compliance with BOD resolutions and the delegation mechanism between the BOD and the General Director.
- The Audit Committee's monitor activities are conducted through various channels, including reports and direct engagement with members of the Executive Board, Finance, Chief Accountant, Head of Internal Audit, Head of Internal Control and Risk Management Department, Head of Legal Department, and the Independent Auditor.
- During the implementation of its duties, the Audit Committee has consistently maintained effective coordination with members of the BOD, the Executive Board, and related managers, and has always received full cooperation.
- The Audit Committee submits periodic and extraordinary reports to the BOD.

## 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 exchanges 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): Nil**

**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 - Hitotsubashi University, Tokyo, Japan	01 Jan 2023
2.	Mr. Osamu Fujimori	1972	Master of Finance, Hitotsubashi University, Tokyo, Japan	01 Jan 2025
3.	Mr. Tomoyuki Kawata	1966	Bachelor Degree of Pharmacology - Tokyo University of Pharmacy and Life Sciences, Japan	25 Oct 2017
4.	Ms. Nguyen Ngoc Diep	1968	Postgraduate education junior - PGJ., University of Medicine and Pharmacy, Ho Chi Minh City	01 May 2012
5.	Mr. Nguyen Ngoc Chuong	1975	Pharmacist	01 Aug 2021
6.	Mr. Le Mai Hoang Son	1979	Bachelor of Economics	19 Dec 2023
7.	Mr. Pham Chung Dinh	1977	Master of Business Administration (MBA)	01 Mar 2025

**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 (1H/2025 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 (1H/2025 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 1H.2025**

No.	Resolution No.	Date	Contents	Approval rate
1	001/2025/NQ.HDQT	21 Jan 2025	Approval of the resignation of Mr. Vo Van Kim Y – Technical Director of DHG Pharma, effective from 21 Jan 2025	100%
			Other matters under the authority of the BOD.	100%
2	002/2025/NQ.HDQT	17 Feb 2025	Approval of 2024 periodic reports including: the BOD Secretary Report, the BOM Report, Reports of the Nomination Committee and the Audit Committee.	100%
			Other matters under the authority of the BOD.	100%
3	002A/2025/NQ.HDQT	18 Feb 2025	Approval of the organization of the 2024 Annual General Meeting (AGM), establishment of the Organizing Board for the Meeting, and termination of operations of 04 Dependent units.	100%
4	003/2025/NQ.HDQT and 003A/2025/NQ.HDQT	28 Feb 2025	Appointment of Mr. Pham Chung Dinh as Sales Director effective from 01 Mar 2025, and other matters under the authority of the BOD.	100%
5	004/2025/NQ.HDQT and 004A/2025/NQ.HDQT	17 Mar 2025	Approval of the 2025 business plan to be submitted to the 2024 AGM.	100%
			Approval of the annual transactions, contracts between DHG Pharma and related parties in 2025.	100%
			Other matters under the authority of the BOD.	100%
6	005/2025/NQ.HDQT	2 Apr 2025	Approval of the 2024 AGM documents (phase 1).	100%
7	006/2025/NQ.HDQT	16 Apr 2025	Approval of the 2024 AGM documents (phase 2).	100%
8	007/2025/NQ.HDQT	24 Apr 2025	Approval of changes in personnels of Committees under the BOD Term V (2024 – 2028) from 24 Apr 2025.	100%
			Approval of Q1/2025 periodic reports, including the BOD Secretary Report, the BOM Report, Reports of the Nomination Committee and the Audit Committee.	100%
			Other matters under the authority of the BOD.	100%
9	008/2025/NQ.HDQT	2 Jun 2025	Approval of the recruitment plan and other matters under the BOD's authority.	100%
10	009/2025/NQ.HDQT	12 Jun 2025	Approval of the selection of Deloitte Vietnam Co., Ltd. as the independent auditor for the 2025 financial statements.	100%
11	010/2025/NQ.HDQT	7 Jul 2025	Approval of the amendment to the Investment Certificate.	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
<b>I. Related persons of the Company</b>											
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	Maki Kamijo		BOD member					11 Jun 2019			Internal person
5	Le Thi Thanh Hien		BOD member					24 Apr 2025		The AGM elected a replacement BOD member for Term V (2024–2028).	Internal person
6	Do Le Hung		Independent BOD Member Chairman of Audit Committee under the BOD					11 Jun 2019			Internal person
7	Truong Anh Hung		Independent BOD Member					23 Apr 2024			Internal person
8	Osamu Fujimori		Chief Operating Officer					1 Jan 2025			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	Le Mai Hoang Son		Supply Chain Director					19 Dec 2023			Internal person
13	Pham Chung Dinh		Sales Director					1 Mar 2025		New appointment	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			Internal person



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
16	Doan Dinh Duy Khuong		Former BOD member					29 Apr 2010	24 Apr 2025	The 2024 AGM on 24 Apr 2025 approved the resignation of Mr. Doan Dinh Duy Khuong from the BOD, as per his resignation letter.	No longer an internal person
17	Vo Van Kim Y		Former Technical Director					1 Aug 2018	21 Jan 2025	Resigned from the position of Technical Director effective 21 Jan 2025 due to personal health reasons	No longer an internal person
<b>II. Related organizations</b>											
1	Taisho Pharmaceutical Co., Ltd. Japan										Parent Company (Taisho currently owns 51.01% of DHG Pharma)
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 2025 -> 30 Jun 2025	BOD Resolution No. 018/2024/NQ.HDQT dated 09 Dec 2024 AGM Resolution No. 001/2025/NQ.DHDCD dated 24 Apr 2025	Dividend payment for FY2024 and after reversal of the Investment and Development Fund (VND 10,000/share)	566,262,370,000	
2	Taisho Pharmaceutical Co., Ltd. Japan ("Taisho")	Parent company					1 Jan 2025 -> 30 Jun 2025	BOD Resolution No. 018/2024/NQ.HDQT dated 09 Dec 2024 AGM Resolution No. 001/2025/NQ.DHDCD dated 24 Apr 2025	Dividend payment for FY2024 and after reversal of the Investment and Development Fund (VND 10,000/share)	666,970,520,000	
							1 Jan 2025 -> 30 Jun 2025	BOD Resolution No. 004A/2025/NQ.HDQT dated 17 Mar 2025	Purchases of goods and services	20,012,887,708	
							1 Jan 2025 -> 30 Jun 2025	BOD Resolution No. 004A/2025/NQ.HDQT dated 17 Mar 2025	Receive support	54,778,750	
3	Taisho Pharmaceutical (Thailand) Co., Ltd	Taisho's related company					1 Jan 2025 -> 30 Jun 2025		Sales of goods and provision of services	1,034,412,005	
							1 Jan 2025 -> 30 Jun 2025		Purchases of goods and services	19,976,299	
							1 Jan 2025 -> 30 Jun 2025		Promotion	430,803	
4	Taisho Pharmaceutical (Philippines), Inc.	Taisho's related company					1 Jan 2025 -> 30 Jun 2025	BOD Resolution No. 004A/2025/NQ.HDQT dated 17 Mar 2025	Sales of goods and provision of services	2,297,174,958	
							1 Jan 2025 -> 30 Jun 2025	BOD Resolution No. 004A/2025/NQ.HDQT dated 17 Mar 2025	Promotion	19,921,672	
5	Taisho Vietnam Co., Ltd.	Taisho's related company					1 Jan 2025 -> 30 Jun 2025		Purchases of goods and services	1,631,790,000	

**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					-	0.00%	
<b>Related individuals</b>										
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					-		
<b>Related organization</b>										
1.1	Vietnam Dairy Products Joint Stock Company		Related organization							BOD member
1.2	State Capital Investment Corporation (SCIC)		Related organization					56,626,237	43.31%	SCIC's representative
2	Jun Kuroda		BOD member					-		
<b>Related individuals</b>										
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
<b>Related organizations</b>										
2.1	Taisho Pharmaceutical Co., Ltd. Japan		Related organization					66,697,052	51.01%	Member of the Board, Executive Vice President

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
2.2	Taisho Pharmaceutical California Inc.		Related organization							President Director
2.3	Taisho Pharmaceutical (M) Sdn Bhd. (Malaysia)		Related organization							Director
2.4	Taisho Pharmaceutical Singapore Private Limited		Related organization							Managing Director
2.5	Osotspa Taisho Co., Ltd. (Thailand)		Related organization							Director
2.6	Taisho Pharmaceutical (Thailand) Co., Ltd.		Related organization							Director
2.7	Taisho Vietnam Co., Ltd.		Related organization							Member's Council
2.8	PT Taisho Pharmaceutical Indonesia Tbk		Related organization							President Director
2.9	Taisho Pharmaceutical Asia (M) SDN. BHD.		Related organization							Director
2.10	UPSA Belgium SA		Related organization							Director
2.11	UPSA Italy Srl		Related organization							Director
2.12	UPSA Switzerland AG		Related organization							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

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
4	Maki Kamijo		BOD member					-		
Related individuals										
4.1	Setsuko Kamijo		Wife					-		
4.2	Azusa Kamijo		Offspring					-		The related person does not provide ID information
4.3	Kumiko Kamijo		Mother					-		The related person does not provide ID information
5	Le Thi Thanh Hien		BOD member					-	0.00%	
Related individuals										
5.1	Le Quan Tien		Father					-		
5.2	Pham Thi Hao		Mother					-		
5.3	Nguyen Tuan Anh		Husband					-		
5.4	Cu Thi Kim Oanh		Mother-in-law					-		
5.5	Le Bich Lien		Elder sister					-		
5.6	Ngo Anh Tuan		Brother-in-law					-		
5.7	Nguyen Khanh Chi		Offspring					-		
5.8	Nguyen Tuan Phong		Offspring					-		
Related organizations										
5.1	Vietnam National Reinsurance Corporation		Related organization							Head of Supervisory Board
5.2	SCIC Investment One Member Limited Liability Company		Related organization							Supervisor
5.3	State Capital Investment Corporation (SCIC)		Related organization					56,626,237	43.31%	SCIC's representative
6	Do Le Hung		Independent BOD 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					-		

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
6.5	Do Le Hoang		Younger brother					-		
6.6	Ngo Thi Yen		Sister-in-law					-		
<b>Related organizations</b>										
6.1	Vietnam Dairy Products Joint Stock Company		Related organization							Independent BOD Member Chairman of Audit Committee
6.2	An Gia Real Estate Investment & Development Joint Stock Company		Related organization							Independent BOD Member Chairman of Audit Committee
6.3	South Logistics Joint Stock Company		Related organization							Independent BOD Member Chairman of Audit Committee
6.4	Refrigeration Electrical Engineering Corporation		Related organization							Independent BOD Member Chairman of Audit Committee
7	<b>Truong Anh Hung</b>		<b>Independent BOD Member</b>					-		
<b>Related individuals</b>										
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 Tuyen 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 Tuyen Son		Elder sister					-		
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					-		
<b>Related organization</b>										
7.1	CIMB Vietnam Bank (Malaysia bank in Vietnam)		Related organization							Member of the Board of Supervisory

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
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	Truong Thi 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					-	0.00%	
Related individuals										
11.1	Nguyen Ngoc Con		Father					-		
11.2	Phan Thi Triet		Mother					-		
11.3	Nguyen Dinh Chuyen		Offspring					-		

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
11.4	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					-		
11.9	Nguyen Dinh Hai Nam		Offspring					-		The related person is not old enough to have ID
11.10	Nguyen Ngoc Thao Chi		Offspring					-		The related person is not old enough to have ID
12	Le Mai Hoang Son		Supply Chain Director					-		
Related individuals										
12.1	Mai Thi Kim Hoa		Mother					-		
12.2	Nguyen Tran Ngoc		Father-in-law					-		
12.3	Nguyen Thi Anh Tuyet		Mother-in-law					-		
12.4	Nguyen Thi Kim Ngan		Wife					-		
12.5	Le Ai Thu		Offspring					-		The related person is not old enough to have ID
12.6	Le Nguyen Truc Linh		Offspring					-		The related person is not old enough to have ID
12.7	Le Minh Tuan		Elder brother					-		
12.8	Nguyen Thi Dinh		Sister-in-law					-		The related person does not provide ID information
12.9	Le Thi Mong Thuong		Younger sister					-		
12.10	Tran Diep Phong		Brother-in-law					-		
12.11	Le Thi Thuy Trang		Younger sister					-		
12.12	Cao Van Binh		Brother-in-law					-		
12.13	Le Mai Hoang Chuong		Younger brother					-		
12.14	Le Thi Uyen Phuong		Younger sister					-		The related person does not provide ID information
12.15	Le Ngoc Mai Trinh		Younger sister					-		The related person does not provide ID information
12.16	Nguyen Thi Thuy Tien		Sister-in-law					-		The related person does not provide ID information
12.17	Le Van Tam		Brother-in-law					-		The related person does not provide ID information
13	Pham Chung Dinh		Sales Director					10	0.00%	
Related individuals										
13.1	Pham Van Thung		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
13.2	Ho Thi Minh Nguyet		Mother					-		
13.3	Pham Quoc Minh		Younger brother					-		
13.4	Pham Long Hai		Younger brother					-		
13.5	Au Thi Bich Lieu		Sister-in-law					-		
13.6	Tran Thi Thu Ha		Sister-in-law					-		
13.7	Tran Thi Bich Duyen		Mother-in-law					-		
13.8	Nguyen Thanh Bich Dao		Wife					-		
13.9	Pham Nguyen Nha Uyen		Offspring					-		
13.10	Pham Nguyen Thai Uyen		Offspring					-		
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					-		
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					-		

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
15.5	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					-		
15.9	Duong Minh Tri		Elder brother					-		

(\*) Number of shares owned is in accordance with list of shareholders on 26 May 2025 and information provided by internal persons

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

**Reporting period: 30 June 2025**

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	
	Nil						