

No.: 073/DHG-FN

Cantho, 29th January 2026

REPORT ON CORPORATE GOVERNANCE OF DHG PHARMACEUTICAL JOINT STOCK COMPANY (FY2025)

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"> – Report on the Company’s production and business performance in 2024; – Report on the performance and remuneration of the BOD in 2024; – Report on the performance in 2024 of the Audit Committee and Independent BOD Member in the Audit Committee; – Audited financial statements FY2024; – Business plan for 2025; – Reversal from the Investment and Development Fund to Undistributed earnings; – Dividend distribution for FY2024 and after the reversal of the Investment and Development Fund; – Approval of allocation 3% of 2024 profit after tax to the Bonus and Welfare Fund, and VND 2 billion to the BOD Operation Fund;

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

II. The Board of Directors (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 (*)	Non-executive BOD member	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	

Note: () On 24 Dec 2025, Mr. Toshiyuki Ishii submitted his resignation letter from the position of BOD member; such resignation shall take effect upon approval by the nearest 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. Doan Dinh Duy Khuong	6/6	100%	Dismissed from 24 Apr 2025
5.	Ms. Le Thi Thanh Hien	11/11	100%	Additional election from 24 Apr 2025
6.	Mr. Maki Kamijo	17/17	100%	
7.	Mr. Do Le Hung	17/17	100%	
8.	Mr. Truong Anh Hung	17/17	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 (2025 report)

In 2025, the BOD conducted 04 periodic meetings and 13 meetings in the form of written consultations to resolve issues under the BOD's functions and authorities.

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

III. Audit Committee (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
3.	Ms. Le Thi Thanh Hien	Member	Start from: 24 Apr 2025	Master of Finance – University of Sydney

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	6/6	100%	100%	
2.	Mr. Maki Kamijo	6/6	100%	100%	
3.	Ms. Le Thi Thanh Hien	4/4	100%	100%	Joined the Audit Committee 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. Toshifumi Kojima	1971	Bachelor of Arts: Law and Politics	01 Jan 2026
2.	Mr. Osamu Fujimori	1972	Master of Finance, Hitotsubashi University, Tokyo, Japan	01 Jan 2025

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment
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. Pham Chung Dinh	1977	Master of Business Administration	01 Mar 2025
7.	Mr. Ta Thanh Hung	1976	Master of Business Administration	01 Sep 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 (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 (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 2025

No.	Resolution No.	Date	Contents	Approval rate
1	001/2025/NQ.HĐQT	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.HĐQT	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.HĐQT	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.HĐQT and 003A/2025/NQ.HĐQT	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.HĐQT and 004A/2025/NQ.HĐQT	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.HĐQT	2 Apr 2025	Approval of the 2024 AGM documents (phase 1).	100%
7	006/2025/NQ.HĐQT	16 Apr 2025	Approval of the 2024 AGM documents (phase 2).	100%
8	007/2025/NQ.HĐQT	24 Apr 2025	Approval of changes in personnels of Committees under the BOD for 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.HĐQT	2 Jun 2025	Approval of the recruitment plan and other matters under the BOD's authority.	100%
10	009/2025/NQ.HĐQT	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.HĐQT	7 Jul 2025	Approval of the amendment to the Investment Certificate.	100%
12	011/2025/NQ.HĐQT	28 Jul 2025	Approval of Q2/2025 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%
13	012/2025/NQ.HĐQT	27 Aug 2025	Appointment of Mr. Ta Thanh Hung as IT Director effective from 01 Sep 2025	100%
14	013/2025/NQ.HĐQT	10 Nov 2025	Approval of Q3/2025 periodic reports, including the BOD Secretary Report, the BOM Report, Reports of the Nomination Committee and the Audit Committee.	100%
15	014/2025/NQ.HĐQT	4 Dec 2025	Mr. Toshiyuki Ishii, BOD member, has ceased to concurrently hold the positions of General Director and Legal Representative, effective from 01 Jan 2026.	100%
			Appointment/Reappointment of the Board of Management: + Mr. Toshifumi Kojima - Appointment as Acting General Director, Legal Representative. + Mr. Osamu Fujimori - Reappointment as Chief Operating Officer (COO) + Mr. Tomoyuki Kawata - Reappointment as Deputy General Director in charge of Production and Technology Transfer + Ms. Nguyen Ngoc Diep - Reappointment as Deputy General Director in charge of Production	100%
16	015/2025/NQ.HĐQT	17 Dec 2025	Approving the termination of Mr. Le Mai Hoang Son's position as Supply Chain Director, effective from 19 Dec 2025.	100%
17	016/2025/NQ.HĐQT	19 Dec 2025	Approval of the investment policy and implementation of the Finished product warehouse construction project	100%
18	017/2025/NQ.HĐQT	30 Dec 2025	Approval of changes in personnel of the Committees under the BOD for Term V (2024–2028), effective from 01 Jan 2026.	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					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	Toshifumi Kojima		Acting General Director					1 Jan 2026		New appointment	Internal person
9	Osamu Fujimori		Chief Operating Officer					1 Jan 2025			Internal person
10	Tomoyuki Kawata		Deputy General Director					25 Oct 2017			Internal person
11	Nguyen Ngoc Diep		Deputy General Director cum Quality Director					1 May 2012			Internal person
12	Nguyen Ngoc Chuong		Production Director					1 Aug 2021			Internal person
13	Pham Chung Dinh		Sales Director					1 Mar 2025		New appointment	Internal person
14	Ta Thanh Hung		IT Director					1 Sep 2025		New appointment	Internal person
15	Ho Buu Huan		Chief Accountant					14 Jul 2016			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	Duong Kim Loan		The person in charge of Corporate Governance cum BOD Secretary					23 Apr 2024			Internal person
17	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
18	Vo Van Kim Y		Former Technical Director					1 Aug 2018	21 Jan 2025	Resigned from the position of Technical Director as at 21 Jan 2025 in accordance with his resignation letter due to personal health reasons	No longer an internal person
19	Le Mai Hoang Son		Former Supply Chain Director					19 Dec 2023	19 Dec 2025	resignation due to personal reasons	No longer an internal person
II. Related organizations											
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 -> 31 Dec 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 -> 31 Dec 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 -> 31 Dec 2025	BOD Resolution No. 004A/2025/NQ.HDQT dated 17 Mar 2025	Purchases of goods and services	37,695,281,594	
							1 Jan 2025 -> 31 Dec 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 -> 31 Dec 2025		Sales of goods and provision of services	1,556,456,729	
							1 Jan 2025 -> 31 Dec 2025		Purchases of goods and services	19,976,299	
							1 Jan 2025 -> 31 Dec 2025		Presents	5,874,367	
4	Taisho Pharmaceutical (Philippines), Inc.	Taisho's related company					1 Jan 2025 -> 31 Dec 2025	BOD Resolution No. 004A/2025/NQ.HDQT dated 17 Mar 2025	Sales of goods and provision of services	9,493,747,381	
							1 Jan 2025 -> 31 Dec 2025	BOD Resolution No. 004A/2025/NQ.HDQT dated 17 Mar 2025	Presents	21,244,563	
5	Taisho Vietnam Co., Ltd.	Taisho's related company					1 Jan 2025 -> 31 Dec 2025		Purchases of goods and services	1,695,629,200	
6	Hoe Pharmaceuticals Sdn Bhd	Taisho's related company					1 Jan 2025 -> 31 Dec 2025		Promotion	57,319,318	
							1 Jan 2025 -> 31 Dec 2025		Sales of goods and provision of services	608,381,787	

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%	
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 organizations										
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					-		
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

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 organizations										
2.1	Taisho Pharmaceutical Co., Ltd. Japan		Related organization					66,697,052	51.01%	Member of the Board, Executive Vice President
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					-		
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

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
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	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	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					-		

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
6.2	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 organizations										
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	Truong Anh Hung		Independent BOD 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					-		
7.9	Do Van Hoa		Brother-in-law					-		
7.10	Truong Thi Nhu Hoa		Elder sister					-		
7.11	Nguyen Trong Thanh		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
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)		Related organization							Member of the Board of Supervisory
8	Toshifumi Kojima		Acting General Director					0		
Related individuals										
8.1	Shigehiro Kojima		Father					-		The related person does not provide ID information
8.2	Sawako Kojima		Mother					-		The related person does not provide ID information
8.3	Tamaki Hashizume		Father-in-law					-		The related person does not provide ID information
8.4	Tamiko Hashizume		Mother-in-law					-		The related person does not provide ID information
8.5	Akiko Kojima		Wife					-		
8.6	Rintaro Kojima		Offspring					-		
8.7	Keijiro Kojima		Offspring					-		
8.8	Chieko Kariya		Sister					-		The related person does not provide ID information
9	Osamu Fujimori		Chief Operating Officer					-		
Related individuals										
9.1	Miki Fujimori		Wife					-		The related person does not provide ID information
9.2	Shunsuke Fujimori		Offspring					-		The related person does not provide ID information
9.3	Reiji Fujimori		Offspring					-		The related person does not provide ID information
10	Tomoyuki Kawata		Deputy General Director					-		
Related individuals										
10.1	Risa Kawata		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
10.2	Miki Kawata		Offspring					-		
10.3	Yuri Kawata		Offspring					-		
10.4	Ryusei Kawata		Offspring					-		The related person is not old enough to have ID
10.5	Truong Thi Nhung		Wife					-		
10.6	Hinara Kawata		Offspring					-		The related person is not old enough to have ID
11	Nguyen Ngoc Diep		Deputy General Director cum Quality Director					3,180	0.00%	
Related individuals										
11.1	Nguyen Kim Chi		Elder sister					-		
11.2	Nguyen Ngoc Buu		Younger brother					-		
11.3	Nguyen Van Thuan		Husband					-		
11.4	Nguyen Hoang Khang		Offspring					-		
11.5	Nguyen Ngoc Kim Khanh		Offspring					-		
11.6	Nguyen Thi Ngoc Huong		Sister-in-law					100	0.00%	
11.7	Phan Thanh Guong		Brother-in-law					-		
12	Nguyen Ngoc Chuong		Production Director					-	0.00%	
Related individuals										
12.1	Nguyen Ngoc Con		Father					-		
12.2	Phan Thi Triet		Mother					-		
12.3	Nguyen Dinh Chuyen		Offspring					-		
12.4	Nguyen Dinh Chan		Offspring					-		The related person is not old enough to have ID
12.5	Nguyen Ngoc Thi		Younger sister					-		
12.6	Vo Ky Nam		Brother-in-law					-		
12.7	Nguyen Thi Tuyet Nhung		Wife					-		
12.8	Nguyen Van Qui		Father-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
12.9	Nguyen Dinh Hai Nam		Offspring					-		The related person is not old enough to have ID
12.10	Nguyen Ngoc Thao Chi		Offspring					-		The related person is not old enough to have ID
13	Pham Chung Dinh		Sales Director					10	0.00%	
Related individuals										
13.1	Pham Van Thung		Father					-		
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	Ta Thanh Hung		IT Director					0		
Related individuals										
14.1	Ta Van Dien		Father					-		
14.2	Tran Thi Be		Mother					-		
14.3	Nguyen Thi Dan		Mother-in-law					-		
14.4	Le Thi Anh Thu		Wife					-		
14.5	Ta Chan Khang		Offspring					-		
14.6	Ta Thanh Hiep		Younger brother					-		
15	Ho Buu Huan		Chief Accountant					929	0.00%	

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										
15.1	Ho Cong Nghe		Father					-		
15.2	Nguyen Thi Nghiep		Mother					-		
15.3	Ho Le Kha Han		Offspring					-		
15.4	Ho Le Khoi Nguyen		Offspring					-		The related person is not old enough to have ID
15.5	Ho Buu Ky		Younger brother					-		
15.6	Ho Mong Nuong		Younger sister					-		
15.7	Ho Mong Kinh		Younger sister					-		
15.8	Ho Mong Trac		Younger sister					-		
15.9	Ta Kim Dam		Sister-in-law					-		
15.10	Tran Van Bich Chi		Brother-in-law					-		
15.11	Bui Ngoc Duong		Brother-in-law					-		
16	Duong Kim Loan		The person in charge of Corporate Governance cum BOD Secretary					9	0.00%	
Related individuals										
16.1	Duong Van Liep		Father					-		
16.2	Van Thi Hao Thanh		Mother					-		
16.3	Duong Thi Thanh Hang		Elder sister					-		
16.4	Nguyen Hoang Quoc Viet		Brother-in-law					-		
16.5	Duong Thi Thanh Huong		Elder sister					-		
16.6	Nguyen Thanh Danh		Brother-in-law					-		
16.7	Duong Thanh Kim Phung		Elder sister					-		
16.8	Phan Anh Tuan		Brother-in-law					-		
16.9	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: 31 Dec 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						