

No.: 055/DHG-FN

Cantho, 26th January 2022

REPORT ON CORPORATE GOVERNANCE OF DHG PHARMACEUTICAL JOINT STOCK COMPANY (2021)

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	Date	Content
1.	001/2021/ NQ.ĐHĐCĐ	19 Apr 2021	<p>The Annual General Meeting of Shareholders (AGM) 2020 approved the following contents:</p> <ul style="list-style-type: none"> - The BOD report regarding the Company's performance in 2020; performance and remuneration of the BOD in 2020; - The Audit Committee's report for 2020; - Audited consolidated financial statements FY 2020; - Strategic orientation 2021 – 2025; - Business plan in 2021; - Profit distribution 2020 and profit distribution plan 2021; - Selection of auditor for financial statements FY 2021; - Amending and supplementing the Charter of DHG Pharma; - Amending and supplementing the Internal Regulation on Corporate Governance; - Amending and supplementing the Operational Regulation of the BOD; - Dismissing from the position as the Independent Board Member to Mr. Phan Minh Tien since 19 Apr 2021; - Additional election of Ms. Nguyen Thi Viet Thanh as Independent Board Member of the BOD for the remaining time of term IV (2019 – 2023).

II. The Board of Directors (Report in 2021):

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.	<i>Ms. Dang Thi Thu Ha</i>	BOD Chairwoman Non-executive BOD member	28 Jul 2017	
2.	<i>Mr. Jun Kuroda</i>	Non-executive BOD member	15 Aug 2016	
3.	<i>Mr. Masashi Nakaura</i>	Executive BOD Member General Director (CEO)	11 Jun 2019	
4.	<i>Mr. Maki Kamijo</i>	Non-executive BOD member	11 Jun 2019	
5.	<i>Mr. Doan Dinh Duy Khuong</i>	Executive BOD Member Chief Operating Officer (COO)	29 Apr 2010	
6.	<i>Mr. Do Le Hung</i>	Independent Board Member	11 Jun 2019	
7.	<i>Mr. Phan Minh Tien</i>	Independent Board Member	28 Mar 2018	19 Apr 2021
8.	<i>Ms. Nguyen Thi Viet Thanh</i>	Independent Board Member	19 Apr 2021	

2. Meetings of the Board of Directors:

No.	Board of Director' members	Number of meetings attended by the BOD	Attendance rate	Reasons for absence
1.	<i>Ms. Dang Thi Thu Ha</i>	9/9	100%	
2.	<i>Mr. Jun Kuroda</i>	9/9	100%	
3.	<i>Mr. Masashi Nakaura</i>	9/9	100%	
4.	<i>Mr. Maki Kamijo</i>	9/9	100%	
5.	<i>Mr. Doan Dinh Duy Khuong</i>	9/9	100%	
6.	<i>Mr. Do Le Hung</i>	9/9	100%	
7.	<i>Mr. Phan Minh Tien</i>	3/9	33.3%	Dismissed from 19 Apr 2021
8.	<i>Ms. Nguyen Thi Viet Thanh</i>	6/9	66.7%	Additional election from 19 Apr 2021

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

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

- Supervising the implementation of Resolutions of the GMS, Minutes and Resolutions of the BOD.
- Assessing and giving feedback on management activities in terms of investment, finance, market, sales, human resources, production and quality.

- Supervising, directing and ensure the information is disclosed fully, transparently and promptly in accordance with the regulations of the Stock Exchange and the State Securities Commission.

4. Activities of the Board of Directors' Committees

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

- Strategic Committee: Developing strategies for production and business in 2021; Developing business strategies for 2021 – 2025; Giving advice in terms of the dividend rate for the BOD; Advising and counseling the BOD on short-term, mid-term and long-term investment projects under the BOD's authority; Quarterly assessing the implementation of the strategies.
- Nomination Committee: Proposing and advising the BOD on development of human resources, appointing/dismissing senior managers; Directing and supervising the development of training programs, developing the Company's salary, bonus and remuneration policies; Preparing quarterly and annual HR reports.
- Audit Committee: Checking the internal control system and checking the compliance with the operating principles, management, laws, financial regime, accounting, policies, resolutions and decisions of the Company and its subordinates. Checking the compliance in management and administration of business activities, accounting, statistics and preparing financial statements.

5. Resolutions of the Board of Directors (Report in 2021)

In 2021, the BOD conducted 09 meetings to resolve issues under the BOD's functions and authorities.

No.	Resolution No.	Date	Contents	Approval rate
1.	001/2021/ NQ.HĐQT	27 Jan 2021	Approval of the BOD Secretary report; The BOM's report on the business results in 2020 – Plan for 1Q/2021. Approving the statement on term deposit limit and credit limit for 2021; and other contents within the BOD's authorities.	100%
2.	002/2021/ NQ.HĐQT	04 Mar 2021	Approving the business plan in 2021, the dividend rate in 2020, and the plan to select an independent auditor in 2021 to submit to the AGM.	100%
3.	003/2021/ NQ.HĐQT	26 Mar 2021	Approving the preparation and the document set for the AGM 2020.	100%
4.	004/2021/ NQ.HĐQT	19 Apr 2021	Approval of the BOD Secretary report; The BOM's report on the production and business results in 1Q/2021 - plan for 2Q/2021; Personnel structure of Committees under the BOD; Promulgation of Risk Management Policy.	100%
5.	005/2021/ NQ.HĐQT	23 Apr 2021	The General Director was assigned to carry out recruitment procedures for several key positions.	100%

No.	Resolution No.	Date	Contents	Approval rate
6.	006/2021/ NQ.HĐQT	03 Jun 2021	Approving the dismissal of Mr. Pham Chi Truc from the position of Deputy General Director in charge of Finance of DHG Pharma from 04 Jul 2021; Promulgation of the Audit Committee Charter and other contents within the BOD's authorities.	100%
7.	007/2021/ NQ.HĐQT	30 Jul 2021	Approval of the BOD Secretary, Report on receipts and expenses of the BOD Remuneration Fund and the Corporate Governance Report; Report of the BOM on the business results in 1H/2021 and business plan for 2H/2021; Report of the Nomination Committee and the Audit Committee. Appointment and relinquishment of the following positions from 01 Aug 2021: + Ms. Nguyen Ngoc Diep - Relinquishment as Production Director + Mr. Nguyen Ngoc Chuong - Appointment as Production Director. + Mr. Atsushi Toyoshima - Relinquishment as Supply Chain Director. + Mr. Tomoyuki Kawata - Concurrently holds the position of Supply Chain Director. + Mr. Tran Duy Hung - Appointment as Marketing Director. Approval of related transactions between DHG Pharma with Taisho and Taisho's subsidiaries.	100%
8.	008/2021/ NQ.HĐQT	04 Nov 2021	Approval of the BOD Secretary's report; Report on the BOD Remuneration Fund; Report of the BOM on the evaluation of the business results in 9Ms/2021 and plan for 4Q/2021; Report of the Nomination Committee. Issuance of the Conflicts of Interest Policy and other contents within the BOD's authorities.	100%
9.	009/2021/ NQ.HĐQT	10 Dec 2021	Approval of budget limit and credit limit in 2022	100%

III. Audit Committee (Report in 2021):

1. Information about members of Audit Committee:

No.	Members of Audit Committee	Position	The date becoming the Audit Committee's members	Qualification
1	Mr. Do Le Hung	Chairman	11 Jun 2019	Master of economics, finance, budget, foreign affairs, public management, and Human Resource Management

No.	Members of Audit Committee	Position	The date becoming the Audit Committee's members	Qualification
2	Ms. Dang Thi Thu Ha	Member	11 Jun 2019	<ul style="list-style-type: none"> - Master of Business Administration (MBA), Institute of Management - Bachelor of Economics in Business Administration, National Economics University - Bachelor's degree in foreign languages (English), National University, Hanoi - Practising certificate for corporate finance consultancy, State Security Commission of Vietnam
3	Mr. Maki Kamijo	Member	11 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	5/5	100%	100%	
2	Ms. Dang Thi Thu Ha	5/5	100%	100%	
3	Mr. Maki Kamijo	5/5	100%	100%	

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

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

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

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

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

- The Audit Committee reviewed and recommended independent auditors to the BOD/AGM 2020.

IV. The Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of BOM members
1.	Mr. Masashi Nakaura	1958	Bachelor Degree of Economics, Sophia University, Tokyo, Japan	Appointed from 01 Jan 2020
2.	Mr. Doan Dinh Duy Khuong	1974	EMBA - UBI, Belgium	Appointed from 01 May 2012
3.	Ms. Nguyen Ngoc Diep	1968	Postgraduate education junior - PGJ., University of Medicine and Pharmacy, Ho Chi Minh City	Appointed from 01 May 2012
4.	Mr. Tomoyuki Kawata	1966	Bachelor Degree of Pharmacology - Tokyo University of Pharmacy and Life Sciences, Japan	Appointed from 25 Oct 2017
5.	Ms. Le Thi Hong Nhung	1981	EMBA - UBI (Belgium) Bachelor of General Accounting	Appointed from 03 May 2017
6.	Mr. Tran Duy Hung	1976	Bachelor of Business Administration	Appointed from 01 Aug 2021
7.	Mr. Nguyen Ngoc Chuong	1975	Pharmacist	Appointed from 01 Aug 2021
8.	Ms. Ngo Thi Phuong Loan	1966	Specialist Level I – Major: Pharmaceutical Industry – Pharmaceutical Chemistry - Pharmaceutics	Appointed from 01 Nov 2019
9.	Ms. Vu Thi Huong Lan	1981	Bachelor of Economics – Foreign Trade - Cantho University	Appointed from 17 Feb 2020
10.	Ms. Huynh Thi Kim Tui	1966	University of Business Administration	Appointed from 01 Jan 2017
11.	Mr. Vo Van Kim Y	1967	Level I Pharmaceutics - Pharmaceutical Industry	Appointed from 01 Aug 2018
12.	Mr. Ho Buu Huan	1980	Master of Finance - Banking (Cantho University)	Appointed from 19 Jan 2017
13.	Mr. Pham Chi Truc	1975	Bachelor of Finance, Accounting, and Tax - University of Finance and Accountancy of Ho Chi Minh City	Dismissed from 04 Jul 2021
14.	Mr. Atsushi Toyoshima	1964	Bachelor of Arts in Literature (History), Chuo University, Japan	Dismissed from 01 Aug 2021

V. Chief Accountant

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

VI. Training courses on corporate governance:

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

VII. The list of related persons of the public company (Report in 2021) and transactions of related persons of the Company

1. The list of related persons of the Company

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

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

No.	Name of organization	Relationship with the Company	Value of transaction	Note
1	The State Capital Investment Corporation ("SCIC")	Major shareholder	226,504,948,000	Dividends in 2020 paid
2	Taisho Pharmaceutical Co., Ltd. ("Taisho")	Parent company	266,788,208,000	Dividends in 2020 paid
			1,535,742,390	Purchases of goods and services
3	Hoe Pharmaceuticals Sdn Bhd	Taisho's subsidiary	659,249,625	Sales of goods and provision of services
4	Taisho Vietnam Co., Ltd.	Taisho's subsidiary	468,155,712	Sales of goods and provision of services
			401,569,920	Purchases of goods and services
5	Osotspa Taisho Pharmaceutical Co., Ltd,	Taisho's subsidiary	18,068,866	Purchases of goods and services
6	Anphabe Joint Stock Company	Related organization of Ms. Nguyen Thi Viet Thanh	80,000,000	Participating in the Vietnam Best Places to Work Survey 2021

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): please refer to section VII.2.6

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

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

VIII. Share transactions of internal persons and their related persons (Report in 2021)

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

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

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

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

IX. IX. Other significant issues: Nil.

CHAIRWOMAN OF

Recipients:

- As above;
- Archived: AT, FN

THE BOARD OF DIRECTORS

[Notice: This convocation notice is a translation of the vietnamese language original for convenience purpose only, and in the event of any discrepancy, the vietnamese language original shall prevail.]

ANNEX I: LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of individual/organization	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Time of starting to be related person	Time of ending to be related person	Reasons	Relationship with the Company
I. Related persons of the Company											
1	Dang Thi Thu Ha		BOD Chairwoman					28 Jul 2017		BOD Chairwoman since 11 June 2019	Internal person
2	Jun Kuroda		BOD member					15 Aug 2016			Internal person
3	Masashi Nakaura		BOD member General Director (CEO)					11 Jun 2019			Internal person
4	Doan Dinh Duy Khuong		BOD member Chief Operating Officer (COO) Authorized person to disclose information					29 Apr 2010			Internal person
5	Maki Kamijo		BOD member					11 Jun 2019			Internal person
6	Do Le Hung		Independent Board Member Chairman of Audit Committee under the BOD					11 Jun 2019			Internal person
7	Nguyen Thi Viet Thanh		Independent Board Member					19 Apr 2021			Internal person
8	Nguyen Ngoc Diep		Deputy General Director					01 May 2012			Internal person
9	Tomoyuki Kawata		Deputy General Director cum Supply Chain Director					25 Oct 2017			Internal person
10	Le Thi Hong Nhung		Finance Director					29 Oct 2010			Internal person
11	Tran Duy Hung		Marketing Director					01 Aug 2021			Internal person
12	Nguyen Ngoc Chuong		Production Director					01 Aug 2021			Internal person
13	Ngo Thi Phuong Loan		QM Director					01 Nov 2019			Internal person
14	Vu Thi Huong Lan		HR Director					17 Feb 2020			Internal person
15	Huynh Thi Kim Tui		Distribution Center Director					01 Jan 2017			Internal person
16	Vo Van Kim Y		Technical Director					01 Aug 2018			Internal person
17	Ho Buu Huan		Chief Accountant					14 Jul 2016			Internal person
18	Duong Kim Loan		BOD Secretary, the person in charge of Corporate Governance					01 Mar 2020			Internal person
19	Phan Minh Tien		Former Independent Board Member					28 Mar 2018	19 Apr 2021	According to resignation letter	Internal person
20	Pham Chi Truc		Former Deputy General Director					04 Jul 2020	04 Jul 2021	According to resignation letter	Internal person
21	Atsushi Toyoshima		Former Supply Chain Director					01 Jan 2018	01 Aug 2021	Due to being assigned to a new role and returning to Japan.	Internal person
II. Related organizations											
1	Fuji Medic Limited Liability Company							27 Jul 2016		The Company is implementing the procedures to dissolve Fuji Medic in order to restructure and streamline the Company's operation.	Subsidiary (51% owned by DHG Pharma)
2	Taisho Pharmaceutical Co., Ltd. Japan							20 May 2019		The day Taisho became DHG Pharma's parent company	Parent company (Taisho currently owns 51.01% of DHG Pharma)
3	State Capital Investment Corporation (SCIC)										Major shareholder (SCIC currently owns 43.31% of DHG Pharma)

ANNEX II: LIST OF INTERNAL PERSONS AND THEIR RELATED PERSONS

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
1	Dang Thi Thu Ha		BOD Chairwoman					34,000,000	26.00%	Individual ownership: 0 share; SCIC representative: 34,000,000 shares
Related individuals										
1.1	Do Viet Dung		Husband							
1.2	Do Viet Thang		Offspring							
1.3	Do Khanh Giang		Offspring							
1.4	Dinh Thi Van		Mother							
1.5	Dang Hong Son		Sibling							
1.6	Dang Thi Thu Thuy		Sibling							
1.7	Do Trong Khanh		Father-in-law							
1.8	Hoang Thi Nga		Mother-in-law							
1.9	Pham Thi Hong Hue		Sister-in-law							
1.10	Le Anh Vu		Brother-in-law							
Related organizations										
1.1	Vietnam Dairy Products Joint Stock Company		BOD member							
1.2	Benovas Oncology Joint Stock Company		BOD member							
2	Jun Kuroda		BOD member					0		
Related individuals										
2.1	Akiko Kuroda		Wife							
2.2	Namiko Kuroda		Offspring							
2.3	Shin Kuroda		Sibling							
Related organizations										
2.1	Taisho Pharmaceutical Co., Ltd. Japan		Member of the Board, Executive Vice President					66,697,052	51.01%	
2.2	Taisho Co., Ltd. Shanghai		Chairman of the Board							
2.3	Taisho Pharmaceutical California Inc.		President Director							
2.4	Taisho Pharmaceutical (M) Sdn Bhd. (Malaysia)		Director							
2.5	Taisho Pharmaceutical Singapore Private Limited		Managing Director							
2.6	Osotspa Taisho Pharmaceutical Co., Ltd. (Thailand)		Director							
2.7	Taisho Vietnam Co., Ltd.		Director							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
2.8	Compania Internacional de Comercio, S.A.P.I de C.V.(Mexico)		President Director							
2.9	UPSA SAS (Union de Pharmacologie Scientifique Appliquée Société par Action Simplifié)		Chairman							
2.10	PT Taisho Pharmaceutical Indonesia Tbk		President Director							
2.11	Taisho Pharmaceutical Asia (M) SDN. BHD.		Director							
3	Masashi Nakaura		BOD member General Director (CEO)					0		
Related individual										
3.1	Nanae Nakaura		Wife							
4	Doan Dinh Duy Khuong		BOD member Chief Operating Officer (COO) Authorized person to disclose information					22,626,244	17.31%	Individual ownership: 7 shares; SCIC representative: 22,626,237 shares
Related individuals										
4.1	Doan Vinh Quang		Father							
4.2	Nguyen Thi Ngoc Diep		Mother							
4.3	Ha Thi Anh Tuyet		Wife							
4.4	Doan Dinh Duy Nguyen		Sibling					1,780	0.00%	
4.5	Doan Dinh Duy Dong		Sibling							
4.6	Doan Dinh Tuan Huy		Sibling					9	0.00%	
4.7	Doan Ha Anh		Offspring							
4.8	Doan Van Anh		Offspring							
4.9	Ha Huu Ty		Father-in-law							
4.10	Hoang Thi Hoai		Mother-in-law							
4.11	Ha Anh Tuan		Brother-in-law							
5	Maki Kamijo		BOD member					0		
Related individuals										
5.1	Setsuko Kamijo		Wife							
5.2	Azusa Kamijo		Offspring							
5.3	Kumiko Kamijo		Mother							
6	Do Le Hung		Independent Board Member Chairman of Audit Committee under the BOD					0		
Related individuals										
6.1	Do Hoang Long		Offspring							
6.2	Do Hoang Linh		Offspring							
6.3	Do Minh Ngoc		Father							
6.4	Le Thi Hoa Tieu		Mother							
6.5	Do Le Minh		Sibling							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
6.6	Do Le Hoang		Sibling							
6.7	Ngo Thi Yen		Sister-in-law							
Related organizations										
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	GTNFoods Joint Stock Company		Independent Board Member							
6.5	Vietnam Institute of Directors (VIOD)		BOD member							
6.6	Ecopark Group Joint Stock Company		Deputy Head of Audit and Compliance Committee - The BOD							
6.7	Refrigeration Electrical Engineering Corporation		Independent Board Member Chairman of Audit Committee							
7	Nguyen Thi Viet Thanh		Independent Board Member					0		
Related individuals										
7.1	Nguyen Canh Hoang		Father							
7.2	Ton Thi Bieu Thanh		Mother							
7.3	Phan Minh Tien		Husband							
7.4	Nguyen Thi Huyen Chau		Sibling							
7.5	Phan Huy Binh		Brother-in-law							
7.6	Nguyen Canh Viet		Sibling							
7.7	Kieu Mai Anh		Sister-in-law							
7.8	Phan Nguyen Mai Khoi		Offspring							
7.9	Phan Nguyen An Khoi		Offspring							
7.10	Phan Minh Dong		Father-in-law							
7.11	Le Thi Cuc		Mother-in-law							
7.12	Phan Le Thanh Hoa		Sister-in-law							
7.13	Phan Le Thanh Mai		Sister-in-law							
7.14	Phan Le Nhi Mai		Sister-in-law							
7.15	Phan Le Tam Mai		Sister-in-law							
7.16	Phan Minh Thien		Brother-in-law							
Related organization										
7.1	Anphabe Joint Stock Company		Founder & Executive Director							
8	Nguyen Ngoc Diep		Deputy General Director					3,180	0.00%	
Related individuals										
8.1	Nguyen Kim Chi		Sibling							
8.2	Nguyen Ngoc Buu		Sibling							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
8.3	Nguyen Van Thuan		Husband							
8.4	Nguyen Hoang Khang		Offspring							
8.5	Nguyen Ngoc Kim Khanh		Offspring							
8.6	Nguyen Thi Ngoc Huong		Sister-in-law					100	0.00%	
8.7	Phan Thanh Guong		Brother-in-law							
9	Tomoyuki Kawata		Deputy General Director cum Supply Chain Director					0		
Related individuals										
9.1	Risa Kawata		Offspring							
9.2	Miki Kawata		Offspring							
9.3	Yuri Kawata		Offspring							
10	Le Thi Hong Nhung		Finance Director					3,426	0.00%	
Related individuals										
10.1	Le Anh Tuan		Father							
10.2	Tran Thi Theu		Mother							
10.3	Le Hoang Nam		Husband							
10.4	Le Nguyen Hung		Offspring							
10.5	Le Nhat Vuong		Offspring							
10.6	Le Tan Loc		Offspring							
10.7	Le Thi Hong Gam		Sibling							
10.8	Le Thi Hong Voc		Sibling							
10.9	Le Thi Thanh Bac		Sibling							
10.10	Le Thu Hien		Sibling							
10.11	La Canh Toan		Father-in-law							
10.12	Hoang Thi Luong		Mother-in-law							
10.13	Tran Van Loang		Brother-in-law					12	0.00%	
10.14	Phan Thanh Nga		Brother-in-law							
10.15	Nguyen Huu An		Brother-in-law							
10.16	Nguyen Thanh Cong		Brother-in-law							
10.17	Tran Thi Thanh Huong		Sister-in-law							
10.18	Le Hoang Phuong		Sister-in-law							
10.19	Le Hoang Chung		Brother-in-law							
10.20	Nguyen Thi Linh Da		Sister-in-law							
11	Tran Duy Hung		Marketing Director					0	0.00%	
Related individuals										
11.1	Dinh Thi Sang		Mother							
11.2	Tran Duy Linh		Sibling							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
12	Nguyen Ngoc Chuong		Production Director					0	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							
12.5	Nguyen Ngoc Thi		Sibling							
12.6	Vo Ky Nam		Brother-in-law							
13	Ngo Thi Phuong Loan		QM Director					210	0.00%	
Related individuals										
13.1	Giang Truong Son		Foster father							
13.2	Ly Kim Yen		Mother							
13.3	Nguyen Quang Tien		Husband							
13.4	Nguyen Phuong Minh Thao		Offspring							
13.5	Nguyen Quang Tuan		Offspring							
13.6	Giang Truong Anh		Sibling							
13.7	Giang Tuyen Anh		Sibling							
13.8	Tran Thi Mai Chi		Mother-in-law							
13.9	Tran Thanh Nhan		Son-in-law							
13.10	Bui Thao Linh		Sister-in-law							
14	Vu Thi Huong Lan		HR Director					100	0.00%	
Related individuals										
14.1	Vu Van Chin		Father							
14.2	Ngo Thi Oanh		Mother							
14.3	Do Minh Ngoc		Offspring							
14.4	Vu Thanh Lap		Sibling							
14.5	Nguyen Le Phuong Thao		Sister-in-law					60	0.00%	
15	Huynh Thi Kim Tuoi		Distribution Center Director					1,868	0.00%	
Related individuals										
15.1	Huynh Thi No		Mother-in-law							
15.2	Nguyen Xuan Huan		Husband							
15.3	Nguyen Xuan Huy		Offspring							
15.4	Nguyen Huynh Nhat Huyen		Offspring							
15.5	Duong Thi Kieu Thi		Daughter-in-law							
15.6	Huynh Thi Cam Hong		Sibling							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
15.7	Nguyen Van Nho		Brother-in-law							
15.8	Huynh Thi Cam Thu		Sibling							
15.9	Huynh Hoa Dan		Sibling							
15.10	Nguyen Thi Nguyet		Sister-in-law							
15.11	Huynh Thi Kim Viet		Sibling							
15.12	Phan Van Chin		Brother-in-law							
15.13	Huynh Thi Kim Sang		Sibling					15	0.00%	
15.14	Nguyen Van Hung		Brother-in-law							
15.15	Huynh Thi Kim Thanh		Sibling					15	0.00%	
15.16	Huynh Tan Si		Brother-in-law							
15.17	Huynh Thi Ut		Sibling							
15.18	Nguyen Ngoc Thao		Brother-in-law							
16	Vo Van Kim Y		Technical Director					65	0.00%	
Related individuals										
16.1	Cao Thi Minh Tuyet		Mother							
16.2	Vo Ton Nguyen		Sibling							
16.3	Nguyen Thi Phien		Sister-in-law							
16.4	Vo Thi Hien		Sibling							
16.5	Vo Thi Kim Hien		Sibling							
16.6	Truong Minh Hoang		Brother-in-law							
16.7	Vo Kim Xuong		Sibling							
16.8	Ho Huu Tung		Brother-in-law							
16.9	Vo Thi Lien		Sibling							
16.10	Vo Van Kim Bang		Sibling							
16.11	Nguyen Ngoc Suong		Sister-in-law							
16.12	Vo Van Kim Van		Sibling							
17	Ho Buu Huan		Chief Accountant					929	0.00%	
Related individuals										
17.1	Ho Cong Nghe		Father							
17.2	Nguyen Thi Nghiep		Mother							
17.3	Ho Le Kha Han		Offspring							
17.4	Ho Le Khoi Nguyen		Offspring							
17.5	Ho Buu Ky		Sibling							
17.6	Ho Mong Nuong		Sibling							
17.7	Ho Mong Kinh		Sibling							
17.8	Ho Mong Trac		Sibling							
17.9	Ta Kim Dam		Sister-in-law							

No.	Name	Securities trading account (if any)	Position at the company	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Number of shares owned (*)	Percentage of share ownership (*)	Note
17.10	Tran Van Bich Chi		Brother-in-law							
17.11	Bui Ngoc Duong		Brother-in-law							
17.12	Huynh Thanh Phai		Brother-in-law							
18	Duong Kim Loan		BOD Secretary, the person in charge of Corporate Governance					9	0.00%	
Related individuals										
18.1	Duong Van Liep		Father							
18.2	Van Thi Hao Thanh		Mother							
18.3	Duong Thi Thanh Hang		Sibling							
18.4	Nguyen Hoang Quoc Viet		Brother-in-law							
18.5	Duong Thi Thanh Huong		Sibling							
18.6	Nguyen Thanh Danh		Brother-in-law							
18.7	Duong Thanh Kim Phung		Sibling					1	0.00%	
18.8	Phan Anh Tuan		Brother-in-law							
18.9	Duong Minh Tri		Sibling							

(*) Number of shares owned is in accordance with list of shareholders on 10 May 2021 and information provided by internal persons

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

Reporting period: 31 Dec 2021

No.	Transaction executor	Relationship with internal person	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase, decrease (purchase, sale, switch, reward, etc)
			Number of shares	Percentage	Number of shares	Percentage	
Internal persons							
1	Vu Thi Huong Lan	HR Director	0	0.00%	100	0.00%	Purchased and sold shares
2	Vo Van Kim Y	Technical Director	1,665	0.00%	65	0.00%	Sold 1,600 shares
3	Le Thi Hong Nhung	Finance Director	7,426	0.01%	3,426	0.00%	Sold 4,000 shares