

REPORT ON CORPORATE GOVERNANCE OF DHG PHARMACEUTICAL JOINT STOCK COMPANY (2022)

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.	001/2022/ NQ.ĐHĐCĐ	18 Mar 2022	<p>The Annual General Meeting of Shareholders (AGM) 2021 approved the following contents:</p> <ul style="list-style-type: none"> – The BOD report regarding the Company’s performance in 2021; performance and remuneration of the BOD in 2021; – Report on the performance of Independent Board Members in the Audit Committee in 2021; – Audited consolidated financial statements FY 2021; – Business plan for 2022; – Profit distribution 2021 and profit distribution plan 2022; – Approval of the BOD remuneration in 2022 to be VND 7 billion; – Authorizing the BOD/Audit Committee to select the auditor to audit the financial statements 2022; – Approval of the yearly purchase of the directors and officers liability insurance (D&O) by DHG Pharma.

II. The Board of Directors (Report in 2022):

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

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

(*) From 31 Dec 2022, Mr. Masashi Nakaura has resigned from the position of General Director (CEO). Reason: retirement according to the regime.

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	11/11	100%	
2.	Mr. Jun Kuroda	11/11	100%	
3.	Mr. Masashi Nakaura	11/11	100%	
4.	Mr. Maki Kamijo	11/11	100%	
5.	Mr. Doan Dinh Duy Khuong	11/11	100%	
6.	Mr. Do Le Hung	11/11	100%	
7.	Ms. Nguyen Thi Viet Thanh	11/11	100%	

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

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

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

4. Activities of the Board of Directors' Committees

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

- Strategic Committee: Developing strategies for production and business in 2022; Giving advice in terms of the dividend payment plan 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 appointment/removal of General Director and other senior managers; human resource development plans: finding, selecting, training and fostering senior managers and succession program; 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 2022)

In 2022, the BOD conducted 11 meetings to resolve issues under the BOD's functions and authorities.

No.	Resolution No.	Date	Contents	Approval rate
1.	001/2022/ NQ.HĐQT	10 Jan 2022	Approving the business plan 2022 submitted to the AGM 2021.	100%
2.	002/2022/ NQ.HĐQT	25 Jan 2022	Approval of the BOD Secretary report; Report of the BOM on the production and business results in 2021 and 1Q/2022 plan; Report of the Nomination Committee; Report of the Audit Committee. Approving the preparation for the AGM 2021.	100%
3.	003/2022/ NQ.HĐQT	25 Feb 2022	Approval of the set of AGM 2021 materials and other contents within the BOD's authorities.	100%
4.	004/2022/ NQ.HĐQT	15 Mar 2022	Approving contents related to the "Investment for the expansion of DHG Pharmaceutical Plant and DHG Printing and Packaging Plant Project".	100%
5.	005/2022/ NQ.HĐQT	18 Mar 2022	Implementing the Resolution of the AGM 2021. Considering the business results in 2Ms.2022.	100%
6.	006/2022/ NQ.HĐQT	10 May 2022	Approval of periodical reports 1Q/2022: The BOD Secretary report; Report of the BOM; Report of the Nomination Committee and other contents within the BOD's authorities.	100%

No.	Resolution No.	Date	Contents	Approval rate
7.	007/2022/ NQ.HĐQT	23 Jun 2022	Appointment and relinquishment of the following positions: + Ms. Huynh Thi Kim Tui - Removal as Distribution Director from 01 Jul 2022. + Mr. Doan Dinh Duy Khuong - Concurrently holds the Distribution Director position from 01 Jul 2022. + Ms. Ngo Thi Phuong Loan - Removal as Quality Management (QM) Director position from 01 Sep 2022. + Ms. Nguyen Ngoc Diep - Concurrently holds the QM Director position from 01 Aug 2022.	100%
8.	008/2022/ NQ.HĐQT	21 Jul 2022	Approval of the BOD Secretary report; Report of the BOM on the production and business result in 1H/2022; Report of the Nomination Committee and other contents within the BOD's authorities. Approving the removal of Ms. Duong Kim Loan from the position of BOD Secretary cum Person in charge of corporate governance from 26 Jul 2022. Appointing Ms. Tran Thi Nhung Gam as the BOD Secretary cum Person in charge of corporate governance from 26 Jul 2022.	100%
9.	009/2022/ NQ.HĐQT	19 Oct 2022	Approval of the BOD Secretary report; Report of the BOM on the production and business result in 3Q/2022 and 4Q/2022 plan; Report of the Nomination Committee and the Audit Committee. Other contents within the BOD's authorities.	100%
10.	010/2022/ NQ.HĐQT	02 Dec 2022	Appointment/Reappointment of the following positions from 01 Jan 2023 to 31 Dec 2025: + Mr. Toshiyuki Ishii – Appointment as General Director (CEO), Legal Representative. + Mr. Doan Dinh Duy Khuong - Reappointment as Chief Operating Officer (COO). + Mr. Tomoyuki Kawata - Reappointment as Deputy General Director in charge of Production - Supply Chain and Technology Transfer. Reappointment of Ms. Nguyen Ngoc Diep as Deputy General Director in charge of Production and Supply Chain from 01 Jan 2023 to 31 Dec 2024.	100%
11.	011/2022/ NQ.HĐQT	05 Dec 2022	Approving the business plan 2023 submitted to the AGM. Approval of budget limit and credit limit in 2023.	100%

III. Audit Committee (Report in 2022):

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
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	4/4	100%	100%	
2	Ms. Dang Thi Thu Ha	3/4	75%	75%	Absent due to business trip
3	Mr. Maki Kamijo	4/4	100%	100%	

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

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

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

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

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

- The Audit Committee reviewed and recommended independent auditors to the BOD/AGM 2021.

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 From 31 Dec 2022, Mr. Masashi Nakaura has resigned from the position of General Director (CEO). Reason: retirement according to the regime.
2.	Mr. Toshiyuki Ishii	1966	Bachelor Degree of Economics 1989 - Hitotsubashi University, Tokyo, Japan	From 01 Jan 2023, Mr. Toshiyuki Ishii held the position of General Director (CEO).
3.	Mr. Doan Dinh Duy Khuong	1974	EMBA - UBI, Belgium	Appointed from 01 May 2012
4.	Ms. Nguyen Ngoc Diep	1968	Postgraduate education junior - PGJ., University of Medicine and Pharmacy, Ho Chi Minh City	Appointed from 01 May 2012
5.	Mr. Tomoyuki Kawata	1966	Bachelor Degree of Pharmacology - Tokyo University of Pharmacy and Life Sciences, Japan	Appointed from 25 Oct 2017
6.	Ms. Le Thi Hong Nhung	1981	EMBA - UBI (Belgium) Bachelor of General Accounting	Appointed from 03 May 2017
7.	Mr. Tran Duy Hung	1976	Bachelor of Business Administration	Appointed from 01 Aug 2021
8.	Mr. Nguyen Ngoc Chuong	1975	Pharmacist	Appointed from 01 Aug 2021
9.	Ms. Vu Thi Huong Lan	1981	Bachelor of Economics - Foreign Trade - Cantho University	Appointed from 17 Feb 2020
10.	Mr. Vo Van Kim Y	1967	Level I Pharmaceutics - Pharmaceutical Industry	Appointed from 01 Aug 2018
11.	Mr. Ho Buu Huan	1980	Master of Finance - Banking (Cantho University)	Appointed from 19 Jan 2017
12.	Ms. Huynh Thi Kim Tuoi	1966	University of Business Administration	Removed from 01 July 2022. Reason: retirement according to the regime
13.	Ms. Ngo Thi Phuong Loan	1966	Specialist Level I - Major: Pharmaceutical Industry - Pharmaceutical Chemistry - Pharmaceutics	Removed from 01 Sep 2022. Reason: retirement according to the regime.

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 2022) 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	198,191,829,500	Dividends in 2021 paid
2	Taisho Pharmaceutical Co., Ltd. ("Taisho")	Parent company	233,439,682,000	Dividends in 2021 paid
			5,683,220,744	Purchases of goods and services
			4,217,453,994	Support raw materials and goods
3	Taisho Vietnam Co.,Ltd.	Taisho's subsidiary	676,792,760	Purchases of goods and services
4	Hoe Pharmaceuticals Sdn.Bhd	Taisho's subsidiary	4,103,559,364	Sales of goods and provision of services
			1,280,950,000	Technology transfer and product development
5	Taisho Pharmaceutical (Thailand) Co., Ltd.	Taisho's subsidiary	12,139,848	Purchases of goods and services

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

4. Transactions between the Company and other objects:

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

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

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

VIII. Share transactions of internal persons and their related persons (Report in 2022)

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

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

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

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

IX. Other significant issues: Nil.

Recipients:

- As above;
- Archived: AT, FN

**CHAIRWOMAN OF
THE BOARD OF DIRECTORS**

DANG THI THU HA

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

ANNEX I: LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of individual/organization	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Issued date of ID/ Business registration	Issued place of ID/ Business registration	Address	Time of starting to be related person	Time of ending to be related person	Reasons	Relationship with the Company
I. Related persons of the Company											
1	Dang Thi Thu Ha		BOD Chairwoman					28 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 Former General Director (CEO)					11 Jun 2019		From 31 Dec 2022, Mr. Masashi Nakaura has resigned from the position of General Director (CEO). Reason: retirement according to the regime.	Internal person
4	Doan Dinh Duy Khuong		BOD member Chief Operating Officer (COO) Authorized person to disclose information Distribution Director					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	Toshiyuki Ishii		General Director (CEO)					01 Jan 2023		From 01 Jan 2023, Mr. Toshiyuki Ishii held the position of General Director (CEO).	Internal person
9	Nguyen Ngoc Diep		Deputy General Director cum QM Director					01 May 2012			Internal person
10	Tomoyuki Kawata		Deputy General Director cum Supply Chain Director					25 Oct 2017			Internal person
11	Le Thi Hong Nhung		Finance Director					29 Oct 2010			Internal person
12	Tran Duy Hung		Marketing Director					01 Aug 2021			Internal person
13	Nguyen Ngoc Chuong		Production Director					01 Aug 2021			Internal person
14	Vu Thi Huong Lan		HR Director					17 Feb 2020			Internal person
15	Vo Van Kim Y		Technical Director					01 Aug 2018			Internal person
16	Ho Buu Huan		Chief Accountant					14 Jul 2016			Internal person
17	Tran Thi Nhung Gam		BOD Secretary, the person in charge of Corporate Governance					26 Jul 2022			Internal person
18	Ngo Thi Phuong Loan		Former QM Director					01 Nov 2019	01 Sep 2022	Retirement according to the regime	She is no longer an internal person
19	Duong Kim Loan		Former BOD Secretary, Former person in charge of Corporate Governance					01 Mar 2020	26 Jul 2022	According to the resignation letter.	She is no longer an internal person
20	Huynh Thi Kim Tuoi		Former Distribution Director					01 Jan 2017	01 Jul 2022	Retirement according to the regime	She is no longer an internal person

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
II. Related organizations											
1	Fuji Medic Limited Liability Company							27 Jul 2016	14 Nov 2022	On 14 Nov 2022, the dissolution of Fuji Medic Co., Ltd. was completed.	This is no longer a subsidiary
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 organization										
1.1	Vietnam Dairy Products 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 Pharmaceutical California Inc.		President Director							
2.3	Taisho Pharmaceutical (M) Sdn Bhd. (Malaysia)		Director							
2.4	Taisho Pharmaceutical Singapore Private Limited		Managing Director							
2.5	Osotspa Taisho Co., Ltd. (Thailand)		Director							
2.6	Taisho Pharmaceutical (Thailand) Co., Ltd.		Director							
2.7	Taisho Vietnam Co., Ltd.		Member's Council							
2.8	PT Taisho Pharmaceutical Indonesia Tbk		President Director							

No.	Name	Securities trading account (if any)	Position at the company	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
2.9	Taisho Pharmaceutical Asia (M) SDN. BHD.		Director							
2.10	UPSA Belgium SA		Director							
2.11	UPSA Italy Srl		Director							
2.12	UPSA Switzerland AG		Member of the Board							
3	Masashi Nakaura		BOD member Former General Director (CEO)					0		From 31 Dec 2022, Mr. Masashi Nakaura has resigned from the position of General Director (CEO). Reason: retirement according to the regime.
Related individual										
3.1	Nanae Nakaura		Wife							
4	Doan Dinh Duy Khuong		BOD member Chief Operating Officer (COO) Authorized person to disclose information Distribution Director					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 Doai		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		Son							
5.3	Kumiko Kamijo		Mother							
6	Do Le Hung		Independent Board Member Chairman of Audit Committee under the BOD					0		
Related individuals										

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
6.1	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							
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	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							

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	Toshiyuki Ishii		General Director (CEO)					0		From 01 Jan 2023, Mr. Toshiyuki Ishii held the position of General Director (CEO).
Related individuals										
8.1	Yuki Ishii		Wife							
8.2	Mana Ishii		Offspring							
8.3	Yosuke Ishii		Offspring							
8.4	Tsutomu Ishii		Sibling							
8.5	Eiko Ishii		Sister-in-law							
8.6	Reiko Inoue		Sibling							
8.7	Hideyuki Inoue		Brother-in-law							
8.8	Noriko Seto		Sibling							
8.9	Takashi Seto		Brother-in-law							
8.10	Mitsuko Kogarimai		Mother-in-law							
9	Nguyen Ngoc Diep		Deputy General Director cum QM Director					3,180	0.00%	
Related individuals										
9.1	Nguyen Kim Chi		Sibling							
9.2	Nguyen Ngoc Buu		Sibling							
9.3	Nguyen Van Thuan		Husband							
9.4	Nguyen Hoang Khang		Offspring							
9.5	Nguyen Ngoc Kim Khanh		Offspring							
9.6	Nguyen Thi Ngoc Huong		Sister-in-law					100	0.00%	
9.7	Phan Thanh Guong		Brother-in-law							
10	Tomoyuki Kawata		Deputy General Director cum Supply Chain Director					0		
Related individuals										
10.1	Risa Kawata		Offspring							
10.2	Miki Kawata		Offspring							
10.3	Yuri Kawata		Offspring							
11	Le Thi Hong Nhung		Finance Director					49,426	0.04%	
Related individuals										
11.1	Le Anh Tuan		Father							
11.2	Tran Thi Theu		Mother							
11.3	Le Hoang Nam		Husband							

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
11.4	Le Nguyen Hung		Offspring							
11.5	Le Nhat Vuong		Offspring							
11.6	Le Tan Loc		Offspring							
11.7	Le Thi Hong Gam		Sibling					11,600	0.01%	
11.8	Le Thi Hong Voc		Sibling							
11.9	Le Thi Thanh Bac		Sibling							
11.10	Le Thu Hien		Sibling							
11.11	La Canh Toan		Father-in-law							
11.12	Hoang Thi Luong		Mother-in-law							
11.13	Tran Van Loang		Brother-in-law					12	0.00%	
11.14	Phan Thanh Nga		Brother-in-law							
11.15	Nguyen Huu An		Brother-in-law							
11.16	Nguyen Thanh Cong		Brother-in-law							
11.17	Tran Thi Thanh Huong		Sister-in-law							
11.18	Le Hoang Phuong		Sister-in-law							
11.19	Le Hoang Chung		Brother-in-law							
11.20	Nguyen Thi Linh Da		Sister-in-law							
12	Tran Duy Hung		Marketing Director					0		
Related individuals										
12.1	Dinh Thi Sang		Mother							
12.2	Tran Duy Linh		Sibling							
13	Nguyen Ngoc Chuong		Production Director					0		
Related individuals										
13.1	Nguyen Ngoc Con		Father							
13.2	Phan Thi Triet		Mother							
13.3	Nguyen Dinh Chuyen		Offspring							
13.4	Nguyen Dinh Chan		Offspring							
13.5	Nguyen Ngoc Thi		Sibling							
13.6	Vo Ky Nam		Brother-in-law							
13.7	Nguyen Thi Tuyet Nhung		Wife							
13.8	Nguyen Van Qui		Father-in-law							
14	Vu Thi Huong Lan		HR Director					2,800	0.002%	

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
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	Vo Van Kim Y		Technical Director					65	0.00%	
Related individuals										
15.1	Cao Thi Minh Tuyet		Mother							
15.2	Vo Ton Nguyen		Sibling							
15.3	Nguyen Thi Phien		Sister-in-law							
15.4	Vo Thi Hien		Sibling							
15.5	Vo Thi Kim Hien		Sibling							
15.6	Truong Minh Hoang		Brother-in-law							
15.7	Vo Kim Xuong		Sibling							
15.8	Ho Huu Tung		Brother-in-law							
15.9	Vo Thi Lien		Sibling							
15.10	Vo Van Kim Bang		Sibling							
15.11	Nguyen Ngoc Suong		Sister-in-law							
15.12	Vo Van Kim Van		Sibling							
16	Ho Buu Huan		Chief Accountant					929	0.00%	
Related individuals										
16.1	Ho Cong Nghe		Father							
16.2	Nguyen Thi Nghiep		Mother							
16.3	Ho Le Kha Han		Offspring							
16.4	Ho Le Khoi Nguyen		Offspring							
16.5	Ho Buu Ky		Sibling							
16.6	Ho Mong Nuong		Sibling							
16.7	Ho Mong Kinh		Sibling							
16.8	Ho Mong Trac		Sibling							
16.9	Ta Kim Dam		Sister-in-law							
16.10	Tran Van Bich Chi		Brother-in-law							
16.11	Bui Ngoc Duong		Brother-in-law							
16.12	Huynh Thanh Phai		Brother-in-law							
17	Tran Thi Nhung Gam		BOD Secretary, the person in charge of Corporate Governance					360	0.00%	

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
Related individuals										
17.1	Tran Binh Tri		Husband					4,000	0.00%	
17.2	Huynh Thi Bich Nhung		Mother					5	0.00%	
17.3	Tran Phu Loc Thanh		Sibling							
17.4	Vang Thi Truc Ly		Sister-in-law							
17.5	Tran Minh Thuc		Father-in-law							
17.6	Vo Thi Dam		Mother-in-law							
17.7	Tran Anh Thu		Offspring							
17.8	Tran Anh Quan		Offspring							
17.9	Tran Phuoc Sang		Brother-in-law							
17.10	Tran Thi Tuyet Mai		Sister-in-law							
17.11	Tran Diem Phuong		Sister-in-law							
Related organization										
17.1	Kim Quang Hung Trading Construction Co., Ltd		Capital contributor who owned 50% of the capital of Kim Quang Hung Trading Construction Co., Ltd							

(*) Number of shares owned is in accordance with list of shareholders on 04 Apr 2022 and information provided by internal persons

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

Reporting period: 31 Dec 2022

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	100	0.00%	2,800	0.00%	Purchased and sold shares
2	Le Thi Hong Nhung	Finance Director	3,426	0.00%	49,426	0.04%	Purchased and sold shares
Related persons							
3	Le Thi Hong Gam	Related person of Ms. Le Thi Hong Nhung	-	-	11,600	0.01%	Purchased and sold shares