

No.: 086/DHG-FN

Cantho, 30th January, 2024**REPORT ON CORPORATE GOVERNANCE**
OF DHG PHARMACEUTICAL JOINT STOCK COMPANY
*(year 2023)***Kind Attn to:**
- **State Securities Commission**
- **Ho Chi Minh Stock Exchange**

- Name of company: DHG Pharmaceutical Joint Stock Company
- Address of head office: 288 Bis Nguyen Van Cu Str., An Hoa Ward, Ninh Kieu Dist., Cantho City
- Tel: 02923 891433 Fax: 02923 895209
- Email: dhgpharma@dhgpharma.com.vn
- Charter capital: **VND 1,307,460,710,000**
- Ticker symbol: DHG
- Governance model: General Meeting of Shareholders (GMS), Board of Directors (BOD), General Director and Audit Committee under the BOD.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders:

No.	Resolution No.	Date	Content
1.	001/2023/ NQ.ĐHĐCĐ	19 Apr 2023	The Annual General Meeting of Shareholders (AGM) 2022 approved the following contents: <ul style="list-style-type: none">- The BOD report regarding the Company's performance in 2022, performance and remuneration of the BOD in 2022;- Report on the performance of Independent Board Member in the Audit Committee in 2022;- Audited consolidated financial statements FY 2022; Business plan for 2023;- Profit distribution 2022 and profit distribution plan 2023;- Approval of the BOD Operation Fund in 2023 to be VND 7 billion;- Authorizing the BOD/Audit Committee to select the auditor to audit the financial statements 2023;- Dismissing from the position as the BOD member to Mr. Masashi Nakaura since 19 Apr 2023.- Additional election of Mr. Toshiyuki Ishii as the BOD member for the remaining time of term IV (2019 – 2023).

II. The Board of Directors (2023 report):

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

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

(*) From 31 Dec 2022, Mr. Masashi Nakaura resigned from the position of General Director (CEO). On 19 Apr 2023, the General Meeting of Shareholders approved the dismissal of the position of BOD Member according to the resignation letter of Mr. Masashi Nakaura. 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	16/16	100%	
2.	Mr. Jun Kuroda	16/16	100%	
3.	Mr. Masashi Nakaura	06/06	100%	Dismissed from 19 Apr 2023
4.	Mr. Toshiyuki Ishii	10/10	100%	Additional election from 19 Apr 2023
5.	Mr. Maki Kamijo	16/16	100%	
6.	Mr. Doan Dinh Duy Khuong	16/16	100%	
7.	Mr. Do Le Hung	16/16	100%	
8.	Ms. Nguyen Thi Viet Thanh	15/16	94%	Business trip

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

Supervising and supporting activities of the BOD over the BOM include:

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

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

4. Activities of the BOD's Committees

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

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

5. Resolutions/Decisions of the Board of Directors (Report in 1H/2023)

In 1H/2023, the BOD conducted 9 meetings to resolve issues under the BOD's functions and authorities.

The BOD Resolutions issued in 2023 according to Appendix 01 enclosed to this Report.

III. Audit Committee (2023 report):

1. Information about members of Audit Committee:

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

No.	Members of Audit Committee	Position	The date becoming Audit Committee's members	Qualification
				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	06/06	100%	100%	
2	Ms. Dang Thi Thu Ha	06/06	100%	100%	
3	Mr. Maki Kamijo	06/06	100%	100%	

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

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

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

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

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

- The Audit Committee reviewed and recommended independent auditors to the BOD/AGM 2022.

IV. The Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of BOM members
1.	Mr. Toshiyuki Ishii	1966	Bachelor Degree of Economics 1989 - Hitotsubashi University, Tokyo, Japan	Appointed from 01 Jan 2023
2.	Mr. Doan Dinh Duy Khuong	1974	EMBA - UBI, Belgium	Appointed from 01 May 2012
3.	Ms. Nguyen	1968	Postgraduate education	Appointed from

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of BOM members
	Ngoc Diep		junior - PGJ., University of Medicine and Pharmacy, Ho Chi Minh City	01 May 2012
4.	Mr. Tomoyuki Kawata	1966	Bachelor Degree of Pharmacology - Tokyo University of Pharmacy and Life Sciences, Japan	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. Vu Thi Huong Lan	1981	Bachelor of Economics - Foreign Trade - Cantho University	Appointed from 17 Feb 2020
9.	Mr. Vo Van Kim Y	1967	Level I Pharmaceutics - Pharmaceutical Industry	Appointed from 01 Aug 2018
10.	Mr. Le Mai Hoang Son	1979	Bachelor of Economics	Appointed from 19 Dec 2023
11.	Mr. Ho Buu Huan	1980	Master of Finance - Banking (Cantho University)	Appointed from 19 Jan 2017

V. Chief Accountant

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

VI. Training courses on corporate governance:

Members of the BOD, BOM and BOD Secretary and the Person in charge of Corporate Governance participated in training courses, forums, seminars related to corporate governance. At the same time, every year, DHG Pharma 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 (2023 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 the 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 (Report in 2023)

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 2023

No.	Resolution No.	Date	Contents	Approval rate
1	001/2023/NQ.HDQT	05 Jan 2023	Approving the contents related to the project "Investment for the expansion of DHG Pharmaceutical Plant and DHG Printing and Packaging Plant_Phase 1".	100%
2	002/2023/NQ.HDQT	06 Feb 2023	Approving the contents related to the project "Investment for the expansion of DHG Pharmaceutical Plant and DHG Printing and Packaging Plant_Phase 1" and other contents under the authority of the BOD.	100%
3	003/2023/NQ.HDQT	24 Feb 2023	Approving the preparation for the AGM 2022	100%
4	004/2023/NQ.HDQT	27 Feb 2023	Approving periodic reports in 2022 such as: the BOD Secretary Report, the BOM Report, the Report of Nomination Committee and Audit Committee.	100%
			Approving the 2022 AGM materials – phase 1 and other contents under the authority of the BOD.	
5	005/2023/NQ.HDQT	16 Mar 2023	Approving the 2022 AGM materials – 2nd time and other contents under the authority of the BOD.	100%
			Approving the transaction between DHG Pharma and related party - Taisho Pharmaceutical Thailand Co., Ltd.	
6	006/2023/NQ.HDQT	06 Apr 2023	Approving the remaining documents to submit to the 2022 AGM.	100%
7	007/2023/NQ.HDQT	19 Apr 2023	Restructuring the Committees' personnel under the BOD; Implementation of the 2022 AGM Resolution.	100%
			Approving periodic reports in 1Q/2023: BOD Secretary Report, BOM Report on production and business results; Report of Nomination Committee and Audit Committee.	
			Approving the transactions, contracts between DHG Pharmaceutical JSC and related party Taisho Pharmaceutical Co., Ltd. in 2023.	
			Other contents under the authority of the BOD.	
8	008/2023/NQ.HDQT	28 Apr 2023	Resolution related to salary.	100%
9	009/2023/NQ.HDQT	29 Jun 2023	Approving transactions, contracts between DHG Pharmaceutical JSC and related party Taisho Pharmaceutical Co., Ltd.	100%
10	010/2023/NQ.HDQT	25 Jul 2023	Approving periodic reports in 2Q/2023: BOD Secretary Report, BOM Report on production and business results; Reports of Nomination Committee and Audit Committee and other contents under the BOD's authority.	100%
11	011/2023/NQ.HDQT	31 Aug 2023	Resolution on personnel and approval of estimates of an investment project.	100%
12	012/2023/NQ.HDQT	10 Oct 2023	Approval of the recruitment of Supply Chain Director of DHG Pharmaceutical JSC and other contents under the BOD's authority.	100%
13	013/2023/NQ.HDQT	01 Nov 2023	Approving periodic reports in 3Q/2023: BOD Secretary Report, BOM Report on production and business results; Reports of Nomination Committee and Audit Committee and other contents under the BOD's authority.	100%
14	014/2023/NQ.HDQT	05 Dec /2023	Resolution relates to the Company's personnel.	100%
15	015/2023/NQ.HDQT	18 Dec 2023	Approval of the appointment and dismissal of the Supply Chain Director position of DHG Pharma and other contents under the BOD's authority.	100%
			Approval of annual transactions and contracts between DHG Pharmaceutical JSC and related parties in 2024.	
16	016/2023/NQ.HDQT	29 Dec 2023	Approval of the business plan 2024 for submission to the GMS	100%
			Approval of the CAPEX and disbursement plan 2024.	
			Approval of the budget limit and credit limit for 2024	

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		BOD Chairwoman since 11 June 2019	Internal person
2	Jun Kuroda		BOD member					15 Aug 2016			Internal person
3	Toshiyuki Ishii		BOD member General Director (CEO)					01 Jan 2023		General Director (CEO) since 01 Jan 2023 BOD member since 19 Apr 2023	Internal person
4	Doan Dinh Duy Khuong		BOD member Chief Operating Officer (COO) Authorized person to disclose information					29 Apr 2010		Resigned as Distribution Director from 01 May 2023 Reason: Revising and perfecting the organization chart of DHG Pharma to best promote the roles of each functional sector and department.	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 cum QM 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	Vu Thi Huong Lan		HR Director					17 Feb 2020			Internal person
14	Vo Van Kim Y		Technical Director					01 Aug 2018			Internal person
15	Le Mai Hoang Son		Supply Chairn Director					19 Dec 2023			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	Masashi Nakaura		Former BOD member Former General Director (CEO)					11 Jun 2019	19 Apr 2023	From 31 Dec 2022, Mr. Masashi Nakaura has resigned from the position of General Director (CEO). On 19 Apr 2023, the General Meeting of Shareholders approved the dismissal of the position of BOD Member according to the resignation letter of Mr. Masashi Nakaura. Reason: retirement according to the regime.	He is no longer an internal person
II. Related organizations											
1	Taisho Pharmaceutical Co., Ltd. Japan										Parent Company (Taisho currently owns 51.01% of DHG Pharma)

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

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

APPENDIX 03: TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS

No.	Name of organization/ individual	Relationship with the Company	NSH No.*	Date of issue	Place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content of transaction	Total value of transaction (VND)	Note
1	State Capital Investment Corporation ("SCIC")	Major shareholder					1 Jan 2023 -> 31 Dec 2023	AGM Resolution No. 001/2023/ NQ.DHDCD dated 19 Apr 2023	2022 Dividend payment	198,191,829,500	
2	Taisho Pharmaceutical Co., Ltd. Japan ("Taisho")	Parent company					1 Jan 2023 -> 31 Dec 2023	BOD Decision No. 010/2023/QD.HDQT dated 19 Apr 2023	Sales of goods and provision of services	153,971,549	
							1 Jan 2023 -> 31 Dec 2023	BOD Decision No. 010/2023/QD.HDQT dated 19 Apr 2023	Purchases of goods and services	17,898,755,863	
							1 Jan 2023 -> 31 Dec 2023	AGM Resolution No. 001/2023/ NQ.DHDCD dated 19 Apr 2023	2022 Dividend payment	233,439,682,000	
							1 Jan 2023 -> 31 Dec 2023	BOD Decision No. 010/2023/QD.HDQT dated 19 Apr 2023	Receiving supports	20,632,751	
3	Domesco Medical Import Export Joint Stock Corporation	Related party of internal person					1 Jan 2023 -> 31 Dec 2023		Sales of goods and provision of services	3,950,227,126	
4	Traphaco Joint Stock Company	Related party of internal person					1 Jan 2023 -> 31 Dec 2023		Sales of goods and provision of services	159,000,000	
5	Taisho Vietnam Co., Ltd.	Related party of internal person					1 Jan 2023 -> 31 Dec 2023		Purchases of goods and services	383,080,000	
6	UPSA SAS	Related party of internal person					1 Jan 2023 -> 31 Dec 2023		Receiving supports	32,265,848	
7	Hoe Pharmaceuticals Sdn.Bhd	Taisho's subsidiary					1 Jan 2023 -> 31 Dec 2023		Sales of goods and provision of services	3,307,848,370	
							1 Jan 2023 -> 31 Dec 2023		Purchases of goods and services	363,143,218	
							1 Jan 2023 -> 31 Dec 2023		Technology transfer and product development	199,402,500	
							1 Jan 2023 -> 31 Dec 2023		Promotion	22,929,029	

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					34.000.000	26,00%	Individual ownership: 0 share; SCIC's 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		Elder brother					-		
1.6	Dang Thi Thu Thuy		Younger sister					-		
1.7	Do Trong Khanh		Father-in-law					-		
1.8	Hoang Thi Nga		Mother-in-law					-		
1.9	Pham Thi Hong Hue		Sister-in-law					-		
1.10	Le Anh Vu		Brother-in-law					-		
Related organization										
1.1	Vietnam Dairy Products Joint Stock Company		BOD member							
2	Jun Kuroda		BOD member					-		
Related individuals										
2.1	Akiko Kuroda		Wife					-		The related person does not provide ID information
2.2	Namiko Kuroda		Offspring					-		The related person does not provide ID information
2.3	Shin Kuroda		Elder brother					-		The related person does not provide ID information
Related 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							
2.9	Taisho Pharmaceutical Asia (M) SDN. BHD.		Director							
2.10	UPSA Belgium SA		Director							

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
2.11	UPSA Italy Srl		Director							
2.12	UPSA Switzerland AG		Member of the Board							
3	Toshiyuki Ishii		BOD member General Director (CEO)					-		General Director (CEO) since 01 Jan 2023 BOD member since 19 Apr 2023
Related individuals										
3.1	Yuki Ishii		Wife					-		
3.2	Mana Ishii		Offspring					-		
3.3	Yosuke Ishii		Offspring					-		
3.4	Tsutomu Ishii		Elder brother					-		The related person does not provide ID information
3.5	Eiko Ishii		Sister-in-law					-		The related person does not provide ID information
3.6	Reiko Inoue		Younger sister					-		The related person does not provide ID information
3.7	Hideyuki Inoue		Brother-in-law					-		The related person does not provide ID information
3.8	Noriko Seto		Younger sister					-		The related person does not provide ID information
3.9	Takashi Seto		Brother-in-law					-		The related person does not provide ID information
4	Doan Dinh Duy Khuong		BOD member Chief Operating Officer (COO) Authorized person to disclose information					22.626.244	17,31%	Individual ownership: 7 shares; SCIC's representative: 22,626,237 shares
Related individuals										
4.1	Nguyen Thi Ngoc Diep		Mother					-		
4.2	Doan Vinh Quang		Father					-		
4.3	Ha Thi Anh Tuyet		Wife					-		
4.4	Doan Dinh Duy Nguyen		Elder brother					-		
4.5	Doan Dinh Duy Dong		Younger brother					-		
4.6	Doan Dinh Tuan Huy		Younger brother					9	0,00%	
4.7	Doan Ha Anh		Offspring					-		The related person is not old enough to have ID
4.8	Doan Van Anh		Offspring					-		The related person is not old enough to have ID
4.9	Ha Huu Ty		Father-in-law					-		
4.10	Hoang Thi Doai		Mother-in-law					-		
4.11	Ha Anh Tuan		Brother-in-law					-		
5	Maki Kamijo		BOD member					-		

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
Related individuals										
5.1	Setsuko Kamijo		Wife					-		
5.2	Azusa Kamijo		Offspring					-		The related person does not provide ID information
5.3	Kumiko Kamijo		Mother					-		The related person does not provide ID information
6	Do Le Hung		Independent Board Member Chairman of Audit Committee under the BOD					-		
Related individuals										
6.1	Do Hoang Long		Offspring					-		
6.2	Do Hoang Linh		Offspring					-		
6.3	Le Thi Hoa Tieu		Mother					-		
6.4	Do Le Minh		Elder brother					-		
6.5	Do Le Hoang		Younger brother					-		
6.6	Ngo Thi Yen		Sister-in-law					-		
Related 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					-		
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		Younger sister					-		
7.5	Nguyen Canh Viet		Younger brother					-		
7.6	Kieu Mai Anh		Sister-in-law					-		
7.7	Phan Nguyen Mai Khoi		Offspring					-		The related person is not old enough to have ID
7.8	Phan Nguyen An Khoi		Offspring					-		The related person is not old enough to have ID

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
7.9	Phan Minh Dong		Father-in-law					-		
7.10	Le Thi Cuc		Mother-in-law					-		
7.11	Phan Le Thanh Hoa		Sister-in-law					-		
7.12	Phan Le Thanh Mai		Sister-in-law					-		
7.13	Phan Le Nhi Mai		Sister-in-law					-		
7.14	Phan Le Tam Mai		Sister-in-law					-		
7.15	Phan Minh Thien		Brother-in-law					-		
Related organization										
7.1	Anphabe Joint Stock Company		Founder & Executive Director							
8	Nguyen Ngoc Diep		Deputy General Director cum QM Director					3.180	0,00%	
Related individuals										
8.1	Nguyen Kim Chi		Elder sister					-		
8.2	Nguyen Ngoc Buu		Younger brother					-		
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					-		
Related individuals										
9.1	Risa Kawata		Offspring					-		
9.2	Miki Kawata		Offspring					-		
9.3	Yuri Kawata		Offspring					-		
9.4	Ryusei Kawata		Offspring					-		The related person is not old enough to have ID
9.5	Truong Thi Nhung		Wife					-		
10	Le Thi Hong Nhung		Finance Director					3.426	0,00%	
Related individuals										
10.1	Le Anh Tuan		Father					-		
10.2	Tran Thi Theu		Mother					-		

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
10.3	Le Hoang Nam		Husband					-		
10.4	Le Nguyen Hung		Offspring					-		The related person is not old enough to have ID
10.5	Le Nhat Vuong		Offspring					-		The related person is not old enough to have ID
10.6	Le Tan Loc		Offspring					-		The related person is not old enough to have ID
10.7	Le Minh Phuc		Offspring					-		The related person is not old enough to have ID
10.8	Le Thi Hong Gam		Elder sister					-		
10.9	Le Thi Hong Voc		Elder sister					-		
10.10	Le Thi Thanh Bac		Elder sister					-		
10.11	Le Thu Hien		Younger sister					-		
10.12	La Canh Toan		Father-in-law					-		
10.13	Hoang Thi Luong		Mother-in-law					-		
10.14	Tran Van Loang		Brother-in-law					-		
10.15	Phan Thanh Nga		Brother-in-law					-		
10.16	Nguyen Huu An		Brother-in-law					-		
10.17	Nguyen Thanh Cong		Brother-in-law					-		
10.18	Tran Thi Thanh Huong		Sister-in-law					-		
10.19	Le Hoang Phuong		Sister-in-law					-		
10.20	Le Hoang Chung		Brother-in-law					-		
10.21	Nguyen Thi Linh Da		Sister-in-law					-		
11	Tran Duy Hung		Marketing Director					-		
Related individuals										
11.1	Dinh Thi Sang		Mother					-		
11.2	Tran Duy Linh		Elder brother					-		
12	Nguyen Ngoc Chuong		Production Director					-		
Related individuals										
12.1	Nguyen Ngoc Con		Father					-		
12.2	Phan Thi Triet		Mother					-		
12.3	Nguyen Dinh Chuyen		Offspring					-		

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
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					-		
13	Vu Thi Huong Lan		HR Director					300	0,00%	
Related individuals										
13.1	Vu Van Chin		Father					-		
13.2	Ngo Thi Oanh		Mother					-		
13.3	Do Minh Ngoc		Offspring					-		The related person is not old enough to have ID
13.4	Vu Thanh Lap		Younger brother					-		
13.5	Nguyen Le Phuong Thao		Sister-in-law					60	0,00%	
14	Vo Van Kim Y		Technical Director					-		
Related individuals										
14.1	Cao Thi Minh Tuyet		Mother					-		
14.2	Vo Ton Nguyen		Elder brother					-		
14.3	Nguyen Thi Phien		Sister-in-law					-		
14.4	Vo Thi Hien		Elder sister					-		
14.5	Vo Thi Kim Hien		Elder sister					-		
14.6	Vo Kim Xuong		Elder sister					-		
14.7	Ho Huu Tung		Brother-in-law					-		
14.8	Vo Thi Lien		Elder sister					-		
14.9	Vo Van Kim Bang		Elder brother					-		
14.10	Nguyen Ngoc Suong		Sister-in-law					-		
14.11	Vo Van Kim Van		Younger brother					-		
15	Le Mai Hoang Son		Supply Chain Director							Being appointed as Sypply Chain Director from 19 Dec 2023
15.1	Mai Thi Kim Hoa		Mother					-		
15.2	Nguyen Tran Ngoc		Father-in-law					-		
15.3	Nguyen Thi Anh Tuyet		Mother-in-law					-		

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID no./ Business registration no.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period (*)	Percentage of share ownership at the end of the period (*)	Note
15.4	Nguyen Thi Kim Ngan		Wife					-		
15.5	Le Ai Thu		Offspring					-		The related person is not old enough to have ID
15.6	Le Nguyen Truc Linh		Offspring					-		The related person is not old enough to have ID
15.7	Le Minh Tuan		Elder brother					-		
15.8	Nguyen Thi Dinh		Sister-in-law					-		The related person does not provide ID information
15.9	Le Thi Mong Thuong		Younger sister					-		
15.10	Tran Diep Phong		Brother-in-law					-		
15.11	Le Thi Thuy Trang		Younger sister					-		
15.12	Cao Van Binh		Brother-in-law					-		
15.13	Le Mai Hoang Chuong		Younger brother					-		
15.14	Le Thi Uyen Phuong		Younger sister					-		The related person does not provide ID information
15.15	Le Ngoc Mai Trinh		Younger sister					-		The related person does not provide ID information
15.16	Nguyen Thi Thuy Tien		Sister-in-law					-		The related person does not provide ID information
15.17	Le Van Tam		Brother-in-law					-		The related person does not provide ID information
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					-		The related person is not old enough to have ID
16.5	Ho Buu Ky		Younger brother					-		
16.6	Ho Mong Nuong		Younger sister					-		
16.7	Ho Mong Kinh		Younger sister					-		
16.8	Ho Mong Trac		Younger sister					-		
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					60	0,00%	
Related individuals										

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
17.1	Tran Binh Tri		Husband					-		
17.2	Huynh Thi Bich Nhung		Mother					5	0,00%	
17.3	Tran Phu Loc Thanh		Elder brother					-		
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					-		The related person is not old enough to have ID
17.8	Tran Anh Quan		Offspring					-		The related person is not old enough to have ID
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 11 May 2023 and information provided by internal persons

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

Reporting period: 31 Dec 2023

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	Le Thi Hong Nhung	Finance Director	49.426	0,04%	3.426	0,00%	Purchased and sold shares
2	Vu Thi Huong Lan	HR Director	2.800	0,00%	300	0,00%	Purchased and sold shares
3	Vo Van Kim Y	Technical Director	65	0,00%	0	0,00%	Purchased and sold shares
4	Tran Thi Nhung Gam	BOD Secretary, person in charge of Corporate Governance	360	0,00%	60	0,00%	Purchased and sold shares
Related persons							
1	Le Thi Hong Gam	Elder sister of Ms. Le Thi Hong Nhung	11.600	0,01%	0	0,00%	Purchased and sold shares
2	Tran Van Loang	Brother-in-law of Ms. Le Thi Hong Nhung	12	0,00%	0	0,00%	Purchased and sold shares
3	Doan Dinh Duy Nguyen	Older brother of Mr. Doan Dinh Duy Khuong	1.780	0,00%	0	0,00%	Purchased and sold shares
4	Tran Binh Tri	Husband of Ms. Tran Thi Nhung Gam	4.000	0,00%	0	0,00%	Purchased and sold shares
Related organizations							
1	Trade Union of DHG Pharmaceutical JSC	Social - Political organization under DHG Pharma	538.147	0,41%	408.347	0,31%	Purchased and sold shares