



2024

ANNUAL REPORT

CONTENTS

1 General Information

page 12

General information

page 16

Establishment and development process

page 22

Business lines and Distribution network

page 26

Management structure

page 28

List of the Board of Management

page 33

Development orientations

page 34

Awards and Recognitions in 2024

2 Operations in 2024

page 40

Business Performance

page 42

Operational Overview in 2024

3 Corporate Governance

page 62

Stock and Shareholder Information

page 64

Board of Directors

page 76

Activities of Board of Directors

page 84

The committees of the BOD

page 86

Board of Supervisors

page 86

Activities of Board of Supervisors

page 96

Transactions, remunerations and
benefits of the BOD, BOM and BOS

4 Sustainability Development Report

page 100

Overview Sustainability Development

page 102

Key Material Topics

5 Plan in 2025 & Strategic Pillars for Sustainable Growth

page 124

Plan in 2025

page 126

Strategic Pillars for
Sustainable Growth

6 Financial Statements 2024

Message from **CHAIRMAN OF THE BOARD**

To Our Valued Shareholders and Investors,

The year 2024 marked a challenging period as the global economy encountered unprecedented disruptions: severely broken supply chains and surging exchange rates placed immense pressure on material costs and business operations. Amidst these challenges, the Board of Management and all employees of the company made tireless efforts to maintain growth momentum and safeguard sustainable benefits for shareholders and investors.

Key Achievements

Despite numerous obstacles, the company achieved double-digit growth in both revenue and profit. Net revenue increased by 10.5% and profit after tax rose by 10.6% compared to 2023. Employment and stable income were ensured for workers. Shareholders' capital was preserved and expanded, with charter capital remaining unchanged while owners' equity grew by 6% over the same period. A cash dividend payment equivalent to 25% of the charter capital was implemented. These results stemmed from optimizing business operations, cost control, and effective market expansion.

Growth was not only sustained, but also translated into stable income for employees, creating a professional, dynamic, and opportunity-rich working environment.

In addition, the company fully fulfilled its obligations to the state budget, making significant contributions to socio-economic development. We take pride in being a responsible enterprise, continuously enhancing operational standards to contribute to the nation's shared prosperity.

Thanks to relentless efforts, the company was honored with numerous prestigious awards from both domestic and international organizations. These included the Prime Minister's Decision awarding the National Quality Gold Award in May 2024, and the Ministry of Health's recognition as a "Vietnamese Pharmaceutical Star" enterprise in the same month. For many consecutive years, the company has been ranked among the Top 10 Most Reputable Pharmaceutical Companies in Vietnam. For 27 consecutive years, DOMESCO has been trusted and voted by consumers as a "High-Quality Vietnamese Product," in addition to other esteemed accolades such as: Top 500 Most Profitable Enterprises; Outstanding Employer; and Sustainable Development Enterprise. These recognitions affirm the company's contributions to the pharmaceutical industry, innovation, and product quality improvement. Such accomplishments further strengthen the company's position in the market, empowering us to confidently aim for greater objectives in the future.

Notably, the company has earned high praise from healthcare professionals for product quality, having met stringent technical standards and delivered optimal treatment effectiveness. Simultaneously, investor confidence in the company's sustainable development strategy serves as strong evidence of our solid standing and long-term growth prospects.

Challenges and Opportunities

In addition to our achievements, we continue to face major difficulties such as sharp increases in raw material prices and logistics costs due to global supply chain disruptions. To address this, the company proactively negotiated with suppliers and sought alternative sources of equivalent quality but more competitive pricing. At the same time, we developed strategic material reserves to mitigate the risks of price volatility.

We also recognize the rapidly evolving market demand, especially the shift towards advanced pharmaceutical products and proactive healthcare. In response, the company has intensified research and development (R&D) efforts, continuously innovating and improving products to provide more effective healthcare solutions for consumers.

Commitment to Shareholders and Investors

We understand that maintaining the trust of shareholders and investors is vital amidst economic uncertainties. The Board of Management is committed to continuing to lead the company with transparency, efficiency, and a focus on sustainable value. We will make every effort to enhance shareholder value by improving business performance, optimizing profitability, and maintaining a stable dividend policy.

Looking ahead, the company will concentrate on innovation initiatives to strengthen competitiveness and fully capitalize on opportunities in both domestic and international pharmaceutical markets. Simultaneously, we will uphold strict financial discipline to ensure sustainable and stable long-term growth.

We are also particularly focused on enhancing the investor experience by improving financial reporting systems, increasing transparency, and adopting a modern corporate governance strategy aligned with international best practices.

Message from
CHAIRMAN OF THE BOARD



Acknowledgment

We extend our sincere appreciation for the companionship, support, and trust of our shareholders and investors. Your trust is the greatest motivation for us to strive and grow. We firmly believe that, with a solid foundation and the right strategies, the company will continue to thrive and deliver sustainable value to all stakeholders.

Once again, we express our deepest gratitude to shareholders, investors, partners, and all employees of the company. Let us move forward together, overcome challenges, and achieve even greater success in the future.

Sincerely,

A handwritten signature in blue ink, consisting of a stylized 'N' followed by a series of loops and a long horizontal line.

Chairman of the Board
NGUYEN VIET PHUONG

Chapter *1*



General information



Trading name	DOMESCO Medical Import Export JSC	Telephone	02773 852 278
Business Registration Certificate No.	1400460395 issued by the Department of Planning and Investment of Dong Thap Province, first granted on December 30, 2003; 35th amendment registered on April 4, 2023	Fax	02773 851 270
Charter capital	347.274.650.000 VND	Website	https://www.DOMESCO.com/
Address	No. 346, Nguyen Hue Street, My Phu Ward, Cao Lanh City, Dong Thap Province	Securities code	DMC – listed on the Ho Chi Minh City Stock Exchange (HOSE)



VISION – MISSION – CORE VALUES

Vision

Driven by a pioneering aspiration and a strategy of investment and sustainable development, DOMESCO strives to become a leading pharmaceutical company in Vietnam and the region, contributing to the improvement of quality of life.

Mission

To care for and enhance the quality of life within the community:

- Develop business activities in alignment with long-term benefits for employees and society.
- Provide high-quality, reputable pharmaceutical products that deliver optimal effectiveness for public health.
- Contribute to improving public healthcare and ensure equal access to healthcare services for the community.

Core Values

Uphold responsibility, solidarity, and integrity as the foundation of all actions, while respecting ethics as a cornerstone for sustainable development and corporate culture.

Embrace innovation as the platform for growth

Ensure safety in all operations through strong commitment to employee and community well-being.

Comply strictly with legal regulations, standards, and quality policies in every stage of business operation.



35-Year Milestone Journey

Foundation

1980 - 1988



In 1980, the Medical Equipment Repair Station – the precursor of DOMESCO – was established under the Department of Health of Dong Thap Province, in a challenging post-war context.

This period marked the initial steps in establishing a basic technical and organizational foundation to serve the local healthcare sector.

Formation

1989 - 2003



1989: In the context of economic reform and market opening, DOMESCO began restructuring and renaming: From Medical Supplies Company to Medical Supplies and Services Supply Company.

1992: Officially renamed as Dong Thap Medical Import Export Company (DOMESCO).

1993–2000: Invested in expanding pharmaceutical production; built a Non-Betalactam plant that met ASEAN GMP standards and pioneered ISO 9001:2000 certification in export production.

2001–2003: Developed a comprehensive quality management system and established a long-term export orientation.





2004: The company was transformed into DOMESCO Medical Import Export Joint Stock Corporation – a major step in ownership and governance restructuring.

2006: DOMESCO shares were officially listed on HOSE under the code DMC.

2004 - 2009

Transformation

This period marked a strong investment in production technology, especially in Cephalosporin and Non-Betalactam antibiotics.



2010: DOMESCO pioneered the assessment of bioequivalence in products; continued expanding factories and upgrading production lines.

2011: Entered a strategic partnership with CFR Pharmaceuticals (Chile), expanding market presence into South America.

2010 - 2013

Acceleration and Integration

2014: DOMESCO continued to be recognized as a “High-Quality Vietnamese Product”; expanded exports to countries in South America.

2016: CFR Pharmaceuticals (Chile) transferred ownership to Abbott Laboratories (USA) – a milestone in the company’s globalization, upgrading production and management systems to international standards.

2018: Forbes Asia honored DOMESCO as one of “Asia’s Best Employers”.



2014 - 2023

Global Expansion

2019–2021: Consistently ranked among the Top 10 most reputable pharmaceutical companies, Top 100 most profitable enterprises, and Top 500 most profitable businesses in Vietnam. Achieved notable results in pandemic response, social work, and employee care.

2023: Recognized as an “Outstanding Enterprise for Workers”, continued to maintain its position in the Top 10 most reputable pharmaceutical companies and received multiple prestigious awards such as “High-Quality Vietnamese Product” and “Top 500 Most Profitable Enterprises in Vietnam”.

2024

The year 2024 marked a major milestone – celebrating 35 years of DOMESCO’s establishment and development. Amid economic fluctuations and increasing competition, DOMESCO remained resilient and achieved steady growth, reflecting the effectiveness of its business strategy.

To attain these results, DOMESCO implemented a series of solutions for cost control, production efficiency, logistics optimization, and material management. Proactive supply planning helped mitigate market disruptions and enabled the company to maintain stable post-tax profit margins.

2024 also stood out as a pivotal year affirming DOMESCO’s position as a leading pharmaceutical enterprise, focusing on upgrading EU-GMP standard manufacturing systems, strengthening supply chains, and expanding export markets toward a more solid regional and global presence.



BUSINESS LINES

We specialize in the research and development, manufacturing, marketing, and trading of pharmaceutical products, herbal-origin medicines, functional foods, purified drinking water, and herbal-based beverages. In addition, we are engaged in the import and export of medicines, pharmaceutical raw materials, food and functional food ingredients, medical supplies, and medical equipment for both domestic and international markets.

DOMESCO is a long-standing and reputable pharmaceutical brand in Vietnam, fully compliant with the most stringent standards issued by the Ministry of Health regarding pharmaceutical manufacturing.

Good
Manufacturing
Practice



Good Storage
Practice



Good Laboratory
Practice



Good
Distribution
Practice



Good
Pharmacy
Practice

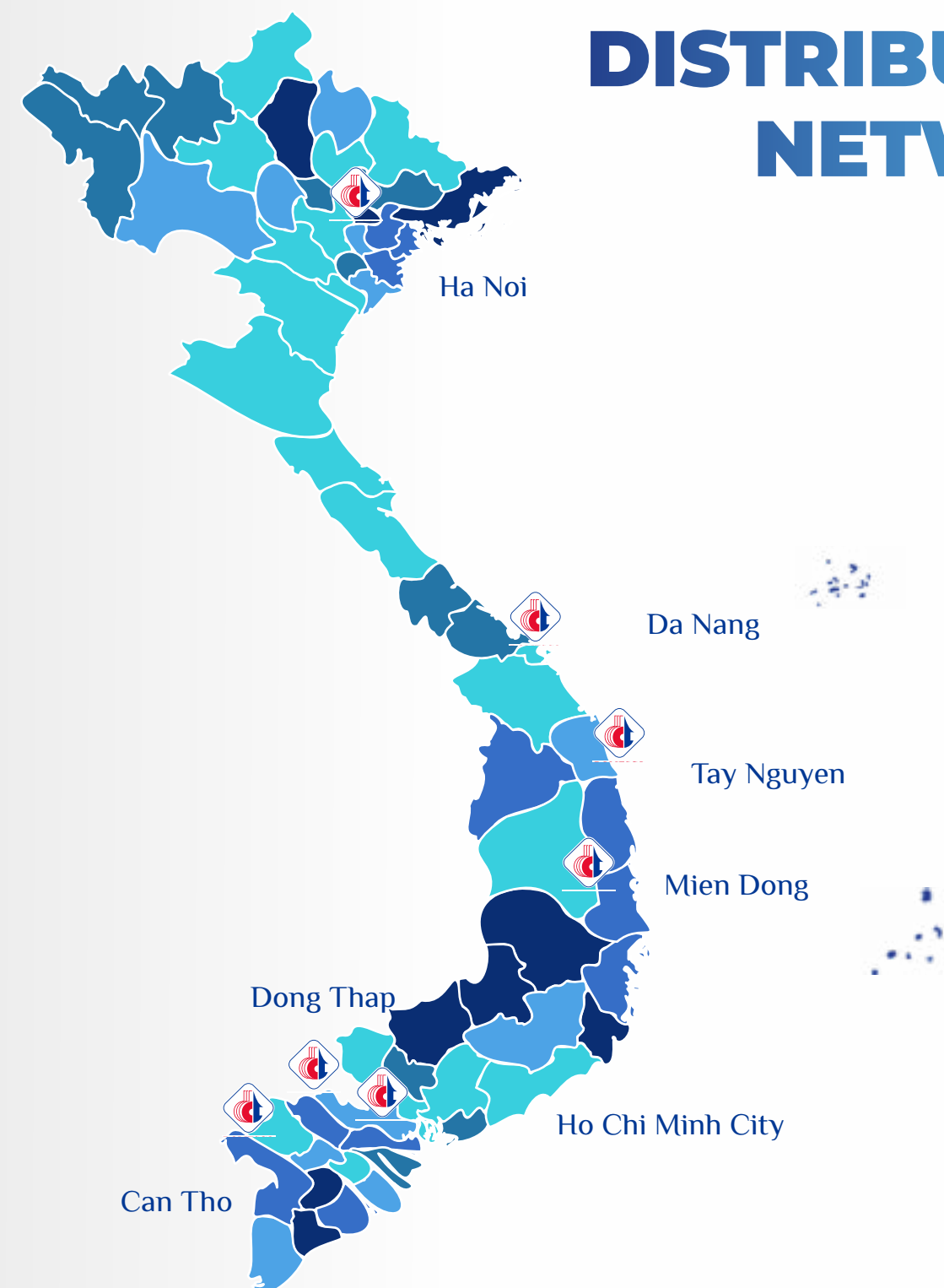


Top **6** most reputable
pharmaceutical
manufacturers

7 branches operating
across all 63
provinces, cities



DISTRIBUTION NETWORK



Serving over **750** public hospitals

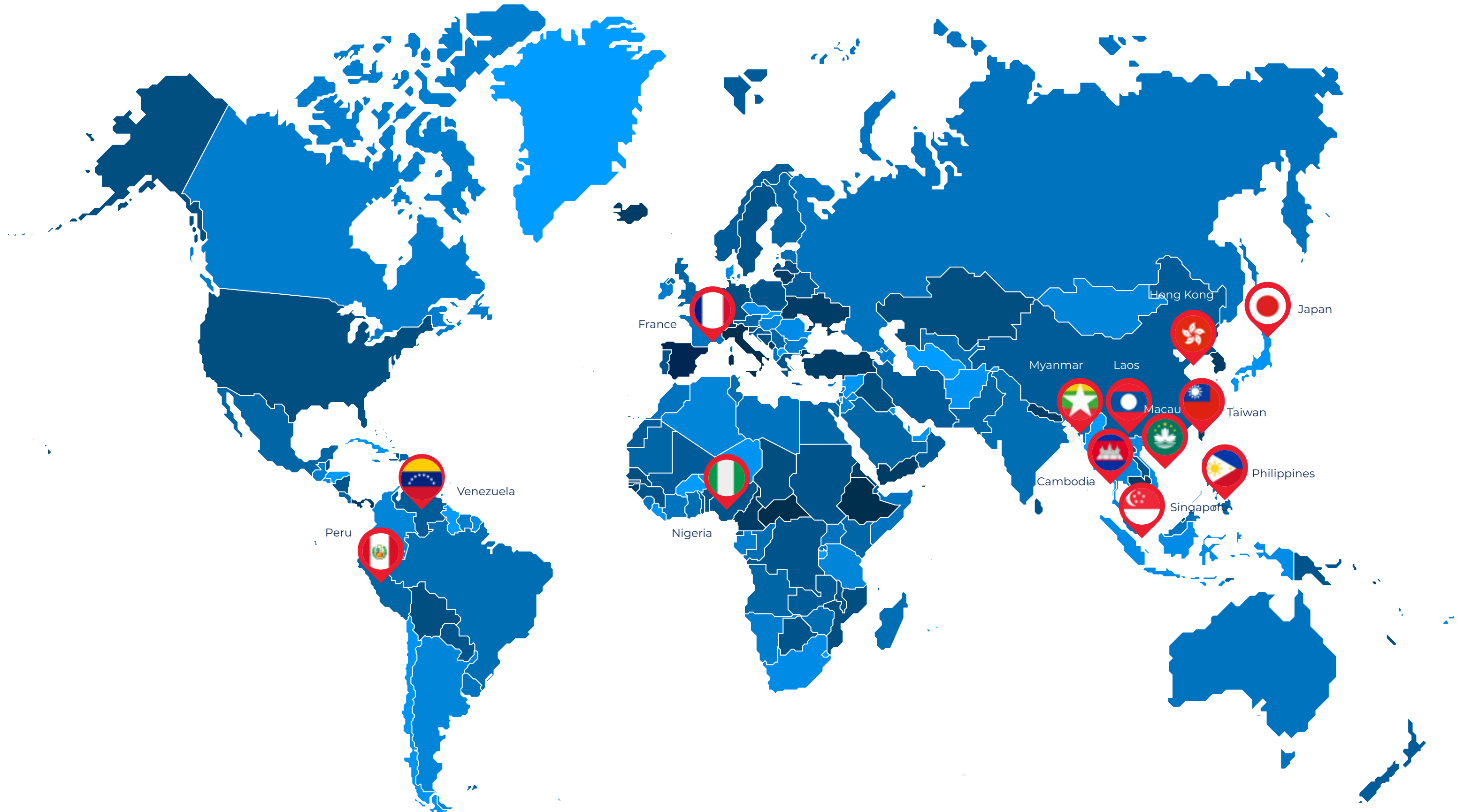
Connecting with **550** provincial pharmacies

Present in more than **700** healthcare centers

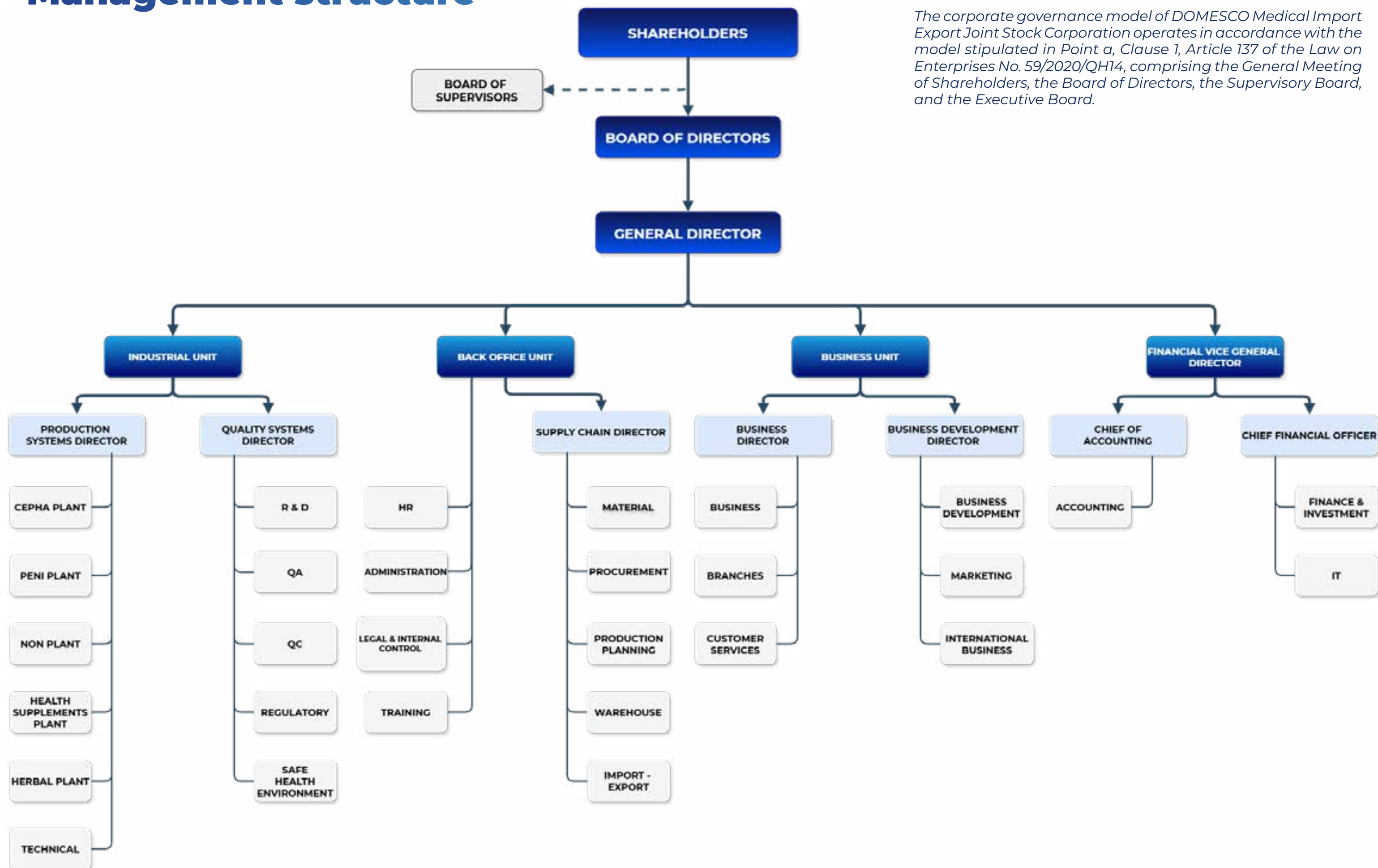
Partnering with over **350** private hospitals

Serving more than **24.000** retail pharmacies

EXPORT MARKETS



Management structure



List of the

BOARD OF MANAGEMENT

Ms. Luong Thi Huong Giang

BOD Deputy chairman of DOMESCO and General Director

Year of birth: 1967

Nationality: Vietnam

Level of education: Pharmacist and Master Management

Work history

09/1992 - 11/1997	Sales & Marketing Director- The Resident R.O of Sandoz Consulting Ltd., Switzerland
12/1997 - 03/2004	General Manager - The Resident R.O of Biochemie GmbH, Autria
09/2004 - 10/2005	Deputy Chief Representative Office- The Resident R.O of Commerce & Technology Transfer Ltd., BVI
04/2006 - 05/2006	Deputy Chief Representative Office- The Resident R.O of Pharmascience Inc., Canada
07/2006 - 07/2007	Chief Representative Office - The Resident R.O of Chemo Iberica S,A, Spain
08/2007 - 04/2014	Chief Representative Office- The Resident R.O of Sinensix & Co, Scotland
05/2014 - to present	General Director of DOMESCO
11/01/2013 - 11/01/2018	BOD member of DOMESCO
12/01/2018 - to present	BOD Deputy chairman of DOMESCO



Mr. Nguyen Duy Tung

Deputy General Director in charge of Finance - Accounting and Authorized Person to disclose information

Year of birth: 1969
Nationality: Vietnam
Qualification: Bachelor of Economics, Accounting - Bachelor of Law



Ms. PHẠM NGỌC TUYỀN

Chief Accountant

Year of birth: 1969
Nationality: Vietnam
Qualification: Bachelor of Economics, major in accounting



Work history

1992 – 1999	Staff - APM Manager - Saigon ship
1999 – 2001	ANDIKA Vietnam Finance Director
2001 – 2007	Head of Accounting, ERP Project Director and Terminal Director at STelecom Mobile Phone Center - SFONE
2007 - 08/2014	Fund Management Company - Ree and Gemadept; Deputy Director of REE Electrical Appliances Company at REE Refrigeration Electrical Engineering JSC
09/2014 - 02/2015	Assistant to General Director - DOMESCO Medical Import Export JSC
02/2015 - 06/2017	Director of Finance and Investment Management and Assistant to General Director - DOMESCO Medical Import Export JSC
06/2017 - 10/2022	Finance Director - DOMESSC Medical Import Export JSC
11/2018 - nay	Person in charge of Company Administration - DOMESCO Medical Import Export JSC
04/2022 - nay	Authorized Information Disclosure Person - DOMESCO Medical Import Export JSC
10/10/2022 – nay	Deputy General Director in charge of Finance - Accounting of DOMESCO Medical Import Export JSC
06/04/2021 – nay	Independent Board Member of Digital World JSC

Work history

1990 – 1993	Working at Dong Thap Medical Import Export JSC
1993 – 2000	Deputy Head of Accounting Department, Dong Thap Medical Import Export JSC
2000 – 2003	Head of Internal Audit Department, Dong Thap Medical Import Export JSC
01/2004 to present	Chief Accountant, DOMESCO Medical Import Export JSC

Development orientations

DOMESCO places sustainable development as a core objective, consistently aligning all operations with the goal of improving product quality and healthcare for consumers.

We are committed to accelerating the upgrade of our production lines to meet EU-GMP standards, applying advanced technology, and investing in research and development to introduce high-quality, effective healthcare solutions that deliver long-term value to the community.

-  **Upgrade production lines to meet EU-GMP standards**, enhancing the capacity to supply high-quality pharmaceutical products
-  **Boost exports**, expanding into new international markets
-  **Expand new sales channels**, in addition to traditional channels, to enhance consumer experience
-  **Continue brand development**, expanding distribution through both direct and intermediary channels
-  **Optimize financial management**, strictly controlling input costs and materials for efficient operations.
-  **Improve labor productivity**, streamline organizational structure, and effectively utilize human resources toward sustainable growth
-  **Invest in research and development**, creating products that meet the needs of treatment and healthcare

Awards and Recognitions in 2024

1

National Quality Gold Award

The Prime Minister



2

DOMESCO was awarded the title
“Vietnamese Medicine Star”
for the Dan Sam - Tam That product,
receiving this honor for the second time.

The Ministry of Health



3

Certificate of Merit for Outstanding
Achievements in the emulation
movement “Block and Cluster
Topics 2023” and “All People Protect
National Security 2023”

*The Chairman of Dong Thap
People’s Committee*



4

Certificate of Merit for Excellence in
implementing labor laws and taking
care of employees’ physical and
mental well-being in 2024

*The Minister of Labor, Invalids
and Social Affairs*



5

Certificate of Merit for “Excellent
Workers and Creative Labor” 2023

*The Executive Committee
of Dong Thap Labor
Confederation*



6

Recognized as an “Outstanding
Enterprise for Employees”

*The Vietnam General
Confederation of Labor*



Awards and Recognitions in 2024

7

Certified “High-Quality
Vietnamese Goods” in 2024

*Vietnam High-Quality Goods
Business Association*



9

Top 100 Sustainable Companies in
Vietnam 2024



10

Top 50 Most Effective Business
Companies in Vietnam 2024



8

“Outstanding Enterprise of Dong
Thap Province” in 2023
and Certificate of Merit for Excellent
Achievements in the Emulation
Movement –
DOMESCO has been recognized
multiple times as a “Typical
Enterprise” of Dong Thap

*Chairman of Dong Thap
People’s Committee*



11

Top 500 Most Profitable Enterprises
in Vietnam 2024



12

Top 10 Most Reputable
Pharmaceutical Companies in
Vietnam 2024



13

Listed Company Achieving Information
Disclosure Standards in 2024



14

Top 10 Best Workplaces in the Pharmaceutical
– Medical Equipment Sector 2024



Chapter 2



2024 BUSINESS PERFORMANCE

NET REVENUE

1.899,4 billion
VND

↑ 10,49%
vs 2023

↑ 4,94%
vs Plan

PROFIT AFTER TAX

202,70 billion
VND

↑ 10,57%
vs 2023

↑ 1,35%
vs Plan

ROS

10,67 %



Operational Overview in 2024

Quality System



DOMESCO has successfully implemented an integrated management system meeting ISO 9001, ISO 13485, ISO/IEC 17025, ISO 14001 standards, along with a production system certified for Good Practices recommended by the World Health Organization (GMP, GLP, GSP, GDP). We continue to operate and constantly improve a comprehensive quality system, including Good Manufacturing Practices (GMP) to EU standards, Good Laboratory Practices (GLP), Good Storage Practices (GSP), and Good Distribution Practices (GDP).

Manufacturing System

We operate 4 pharmaceutical manufacturing plants meeting GMP-WHO standards: two Non-Betalactam plants, one Penicillin plant, and one Cephalosporin plant

In addition, we have one health supplement manufacturing facility (for extraction and production of herbal materials) that also meets GMP-WHO standards.



Research and Development

We continuously update and apply advanced pharmaceutical technologies and formulation techniques. R&D efforts focus on developing broad-spectrum pharmaceutical product lines suited to treatment needs and epidemic prevention, while concurrently researching specialized medicine product lines appropriate for Vietnam's disease patterns.



Strategic Partnerships in Product Development

Our strategic partner Abbott has consistently accompanied and supported us in production and business activities, yielding numerous improvements and innovations across the board. Integration with Abbott not only propels our strategy to reach international markets and enhances DOMESCO's brand value and product quality, but also creates conditions for our young enterprise to fully realize its potential.

We continuously conduct research and improve the quality of existing products while developing new ones to anticipate modern health care trends. The proactive application of advanced scientific and technological achievements into production processes has enabled us to create superior-quality products with high treatment efficacy and reasonable cost. This not only strengthens our competitiveness in the market but also demonstrates a strong commitment to public health.

**DOMESCO
continuously
innovates
to affirm
position in the
pharmaceutical
industry.**

As one of the pioneers in investing in and applying modern technology in the pharmaceutical industry, DOMESCO focuses on developing specialized product lines, particularly health protection products derived from herbal ingredients. With strategic support from Abbott, we are implementing plans to upgrade our production lines to meet EU-GMP standards, investing in state-of-the-art equipment, and transferring technology for key product categories. These strategic steps reinforce DOMESCO's position as one of the leading pharmaceutical companies in Vietnam.

Quality Management

DOMESCO has built a comprehensive quality management system, rigorously controlling every stage from input materials, production, testing, to distribution, ensuring that products delivered to consumers consistently meet the highest quality standards.

The company has effectively integrated and operated international standards including ISO 9001, ISO 13485, ISO 14001, ISO/IEC 17025, along with Good Practices systems—GMP, GLP, GSP, GDP—according to WHO and EU guidelines. Technical standards and regulations are continuously updated in a timely manner; data is tightly monitored through modern equipment, ensuring integrity and full traceability.

Continuous investment and improvement of the quality system have enabled DOMESCO to maintain its reputation in both domestic and international markets, while laying a solid foundation for our strategy of export expansion and deeper integration into the global pharmaceutical supply chain.



Production Management Activities

Optimize production planning and equipment capacity:

We develop flexible production plans in close coordination with the sales department to optimize equipment utilization, reduce inventory, and ensure a full supply of products..

Improve processes and streamline production:

The company standardizes operations and applies continuous improvement tools (quick changeovers, 5S, OEE, and total productive maintenance) to increase labor efficiency and reduce material waste.

Invest in modern equipment to enhance quality:

We have installed automated quality inspection systems (cameras, checkweighers) and a Building Management System (BMS) for automatic cleanroom environment monitoring, helping ensure manufacturing conditions meet pharmaceutical standards.

Develop production human resources:

Regular training and professional development ensure employees are well-versed in GMP-WHO and SOPs and can operate equipment proficiently, thereby improving workforce competency, motivation, and long-term performance

Control costs and improve efficiency:

We apply tools to tightly control consumption of raw materials, packaging, labor, and energy. We also launch cost improvement projects (CIP), implement work management systems (DMS), and profit enhancement programs (M&P) with Abbott's support.

Boost R&D and product improvement:

Tập trung phát triển sản phẩm mới đúng tiến độ, ưu tiên cải tiến nhóm sản phẩm chủ lực về doanh thu, lợi nhuận, và sản lượng. Công tác đăng ký được thực hiện chủ động, đáp ứng kịp thời yêu cầu thị trường. kiện sản xuất đạt chuẩn dược phẩm.

International integration and sustainable development

Our strategic partnership with Abbott helps improve production management capabilities to international standards, while also bringing practical benefits to consumers and elevating the DOMESCO brand.

Sharing values – Connecting beliefs

In 2024, we will organize:

Health seminars with the participation of doctors and pharmacists. These seminars not only introduce new products but also update medical information for industry professionals.

Customer conferences with the highlight of new products and gratitude to loyal customers. These programs help maintain long-term relationships with strategic partners and strengthen customer engagement.



Customer Care

Personalized Health Consultations

Expert Consultation: In collaboration with partners, we provide free medical consultation services with healthcare professionals via in-person sessions or online platforms operated by our distribution partners.

Free Health Check-up Programs: We organize free health screenings in cooperation with hospitals, clinics, and local health centers, helping consumers assess their health and select suitable products.



Transparent Customer Communication

Clear Product Information: We provide complete details on product ingredients, uses, side effects, and usage instructions for health supplements and medicines across various communication channels, including websites, brochures, and packaging.

Attentive and Direct Support: Customers are offered direct and timely support, especially when resolving concerns related to product use. In 2024, our customer care activities helped reinforce brand trust and long-term loyalty.

Fast and Safe Delivery Services

We ensure that pharmaceutical products are delivered quickly, safely, and within the committed time frame. DOMESCO maintains logistics quality throughout the delivery process to ensure compliance and product integrity.

After-Sales Support

Customer feedback is collected through surveys to enhance service quality. Feedback channels were upgraded in 2024 to ensure timely responses and improve customer satisfaction.



Promotional Programs and Incentives

Loyalty Program: We implemented a customer loyalty program where buyers accumulate points to redeem valuable gifts and offers. This program enhances retention and encourages repeated purchases.

Multichannel Customer Support: The company improved online customer service via website, email, and hotline to promptly resolve issues and enhance satisfaction.



Enhancing Customer Experience Through Events

Health and Wellness Seminars: We organized seminars and webinars with healthcare professionals to share knowledge on disease prevention and wellness, while introducing new products to both consumers and medical professionals.

Safe Use of Medicines and Supplements: Guidance is provided on proper product usage, especially for prescription medications and functional foods, to ensure safety and efficacy.

Comprehensive Product Information

Ingredient Transparency and Usage Guidance: Detailed product documents are available, especially for functional foods and new product lines, helping customers use products appropriately.

Commitment to Quality and Safety: We uphold transparency on product origin and quality, supported by GMP, ISO, and other international certifications to ensure consumer confidence.



DOMESCO Brand Accompanied by the Cycling Team

The DOMESCO Đồng Tháp Men's Cycling Team has become a strong communication vehicle in enhancing brand awareness and affirming the company's core values.

The team continued to participate in and achieve excellent results at national tournaments, especially notable events such as the HTV Television Cup (36th edition – “Unity and Victory”), the “Return to Điện Biên Phủ 2024” Cycling Race, and the 29th edition of the National Youth and Road Championship 2024.

Giải đua xe đạp quốc gia



To commemorate the 70th anniversary of the Điện Biên Phủ Victory, the team completed more than 500 km across mountainous terrain from Hanoi to various northwestern provinces such as Mai Châu and Tân Sơn, concluding in Điện Biên on May 7. DOMESCO Đồng Tháp athletes earned high distinctions in team categories.



In addition to domestic tournaments, the team aims to enter international competitions to gain experience and strengthen DOMESCO's brand presence in global markets. In 2024, cyclist Loic Desriac of DOMESCO Đồng Tháp achieved an impressive performance at the Asia-Pacific Coastal Race (Giải Cúp Hoa Liên Thái Bình Dương).

Achievements and Results:

- Enhanced Brand Recognition: The cycling team's participation in both national and international races has significantly increased public awareness and trust in the DOMESCO brand.
- Effective Product Promotion: Sponsored events and customer engagement campaigns help bring DOMESCO's pharmaceutical and health products closer to the public, especially those promoting a healthy and active lifestyle.

Risk Management

In 2024, the Company carried out risk identification activities and developed comprehensive mitigation measures for its production and business operations, focusing on the following key risks:

Risk of Intense Competition in the Vietnamese Pharmaceutical Industry

Risk Description:

- Over 238 facilities meet GMP standards, of which 18 meet EU-GMP and PIC/S-GMP standards.
- Domestic market share is fragmented (~70% of SKUs) but only ~46.3% in value.
- The market is dominated by companies specializing in generic drugs, especially those owned by foreign groups.

Risk Mitigation Measures:

- Conduct market and consumer behavior research to adjust business strategies.
- Diversify product portfolio, focusing on modern diseases and health supplements.
- Improve product quality and environmental friendliness.
- Invest in human resources for sales, R&D, and manufacturing.
- Optimize customer service policies and enhance customer experiences.
- Streamline logistics and ensure compliance with legal and ethical distribution practices.
- Apply digital technology to improve efficiency and reduce costs.

Risk of Ensuring Raw Material Supply for Production and Business

Risk Description:

- Global economic fluctuations and policy adjustments affect supply chains.
- High international logistics costs and extended lead times.
- Price volatility of imported raw materials, impacting input costs.

Risk Mitigation Measures:

- Strengthen coordination and timely information with suppliers
- Diversify supply sources and prioritize domestic substitutes
- Establish safety stock levels and procurement risk control.
- Sign long-term supply contracts with stable pricing mechanisms
- Cooperate with reliable and strategic suppliers to stabilize sourcing.

Rủi ro trong hoạt động sản xuất

Risk Description:

- Increasing quality standards and regulatory requirements demand constant updates in technology and procedures..

Risk Mitigation Measures:

- Update technical documentation and implement improvements according to quality standards.
- Upgrade production lines and testing equipment to enhance efficiency and compliance.
- Standardize SOPs aligned with EU-GMP, GMP-WHO requirements
- Train certified personnel to maintain product quality.
- Ensure regular maintenance and calibration of production machinery.

Risk in Manufacturing Activities

Risk Description:

- Fierce price competition while input costs continue to rise.
- Clients delay payments, affecting cash flow and sales continuity..

Risk Mitigation Measures:

- Develop cost control plans and monitor budgets closely.
- Monitor inventory to prevent raw material overstocking.
- Adjust procurement and production plans according to forecasts
- Apply pricing strategies and discount policies effectively.
- Strengthen internal credit control and customer payment tracking.

Rủi ro về bảo mật thông tin và an ninh mạng

Risk Description:

- Cyber risks from data breaches, alteration, or loss may cause serious disruption to operations.

Risk Mitigation Measures:

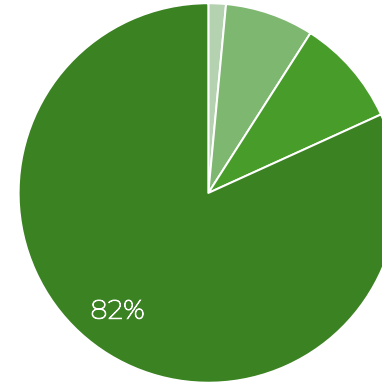
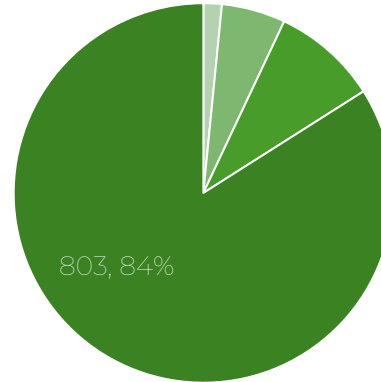
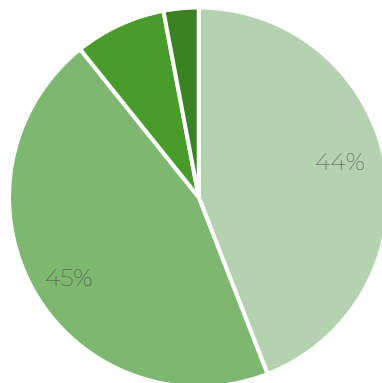
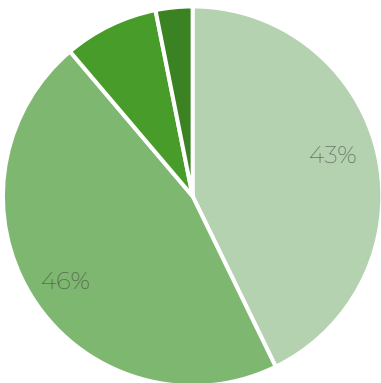
- Review and update data security and IT regulations.
- Use licensed software and invest in IT infrastructure for data protection.
- Clearly define responsibilities for system administrators
- Regularly back up data and test system recovery procedures.
- Raise awareness and prepare action plans against virus and cyber threats..

Human Resources Management

Năm 2023

Năm 2024

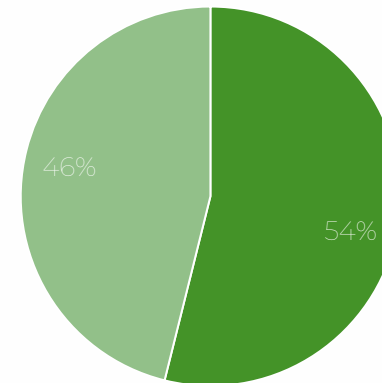
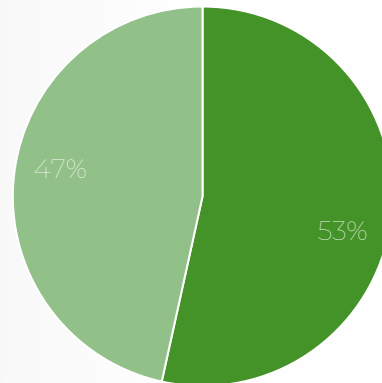
- Trình độ Đại học và trên Đại học
- Trình độ Cao đẳng, trung cấp chuyên nghiệp
- Trình độ Sơ cấp
- Lao động phổ thông
- Hợp đồng thử việc
- Hợp đồng có thời hạn dưới 01 năm
- Hợp đồng có thời hạn từ 01 đến 03 năm
- Hợp đồng không xác định thời hạn



Năm 2023

Năm 2024

- Nam
- Nữ



Year	2020	2021	2022	2023	2024
Average income (VND/person)	13,128,435	12,814,560	13,198,851	13,325,245	13,331,600



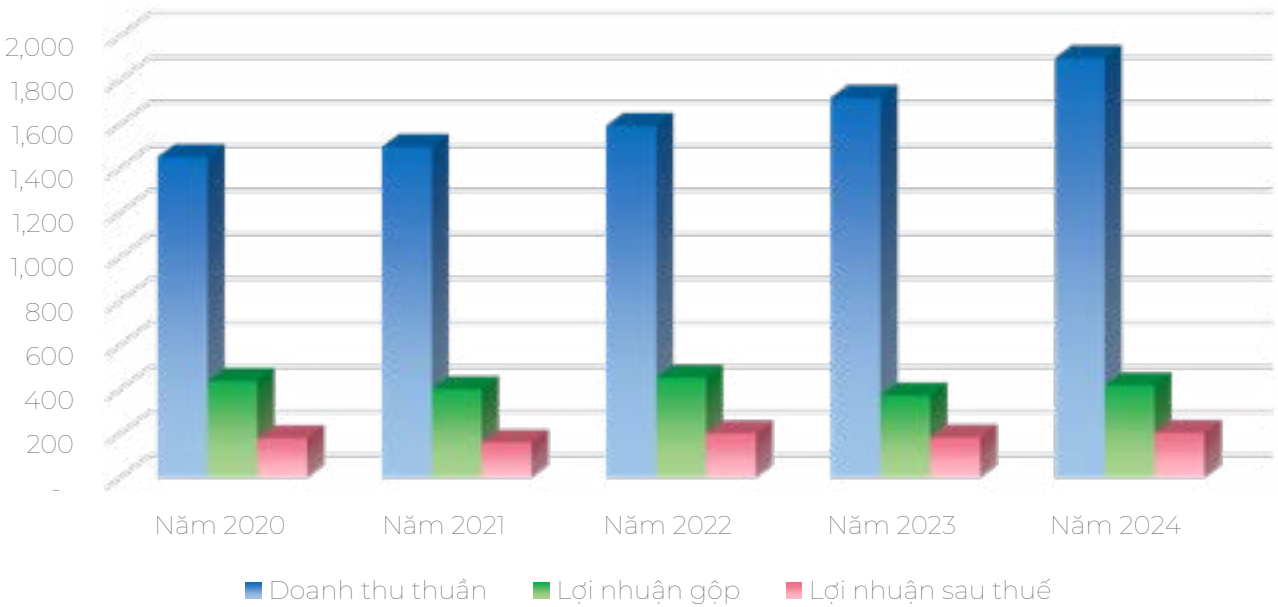
We regard human resources as the foundation for sustainable development. The company is committed to fostering a professional and friendly working environment where every individual is empowered to maximize their potential and given opportunities for career advancement. Salary and bonus policies are implemented in a timely and transparent manner, contributing to improved performance and encouraging long-term commitment.

In addition to fulfilling all mandatory insurance obligations, DOMESCO maintains voluntary insurance packages—including accident, life, and health coverage—for long-serving employees and management personnel. The company also adopts a flexible approach in staff assignments, transfers, appointments, and reappointments, while regularly reviewing job descriptions and adjusting the organizational structure in line with actual operations and strategic direction.

At the end of 2024, the company organized internal awards evaluations to acknowledge the contributions of teams and individuals. These recognitions help spread the spirit of dedication and foster a united, proactive, and responsible workforce.

Financial Analysis

Kết quả hoạt động kinh doanh 5 năm



Over the past five years, our business results have demonstrated steady growth in net revenue, increasing from VND 1,452 billion to VND 1,899 billion, reflecting our ability to maintain market share and expand operations sustainably.

Despite being affected by global economic fluctuations—such as supply chain disruptions, exchange rate volatility, and rising input costs—we have made consistent efforts to maintain stable production and business efficiency

The profit after tax on revenue has remained stable throughout the five-year period, highlighting our effective cost control and operational management capabilities. This is a positive indicator of the sustainability of DOMESCO's business model, even amid ongoing external pressures.



Indicators (billion dong)	Year 2023	Year 2024	(+) / (-)
Total asset	1,849	1,841	-0.46%
Net revenue	1,719	1,899	10.49%
Profit from business activities	222	250	12.20%
Profit before tax	229	253	10.59%
Profit after tax	183	203	10.57%
Payout ratio	25%	25%	

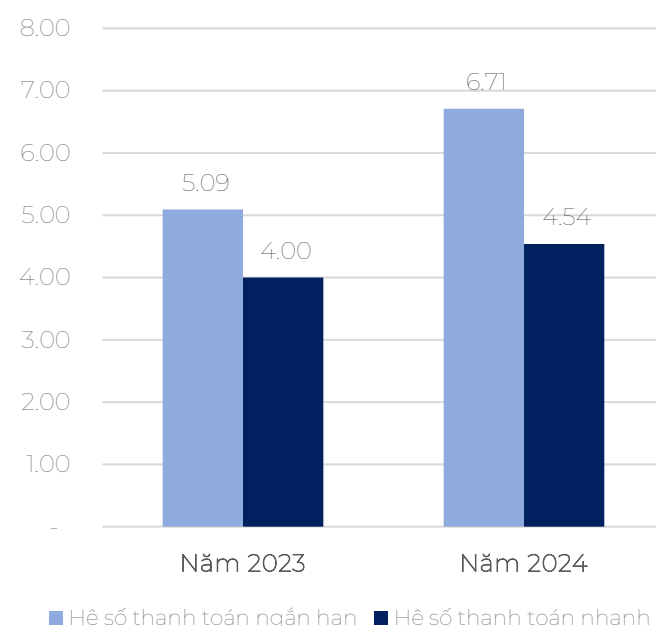
In 2024, we continued to focus on expanding our distribution network in key regions while optimizing supply chain management processes to improve operational efficiency and business performance. The company implemented a comprehensive set of cost control measures—ranging from input materials to production and logistics—enabling us to meet our business targets amid a volatile market environment.

At the same time, DOMESCO actively launched promotional programs and flexible marketing campaigns aligned with consumer trends, thereby enhancing brand awareness and reinforcing customer trust in our products.

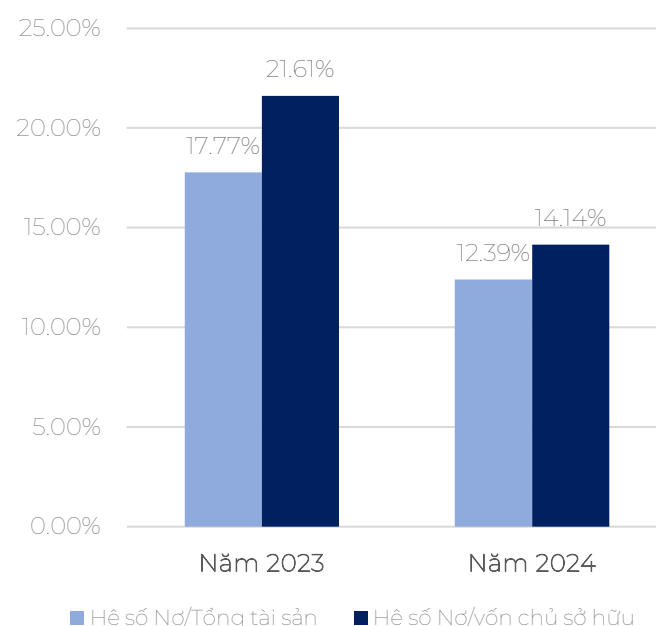


Financial Ratio Analysis

Chỉ tiêu về
khả năng thanh toán



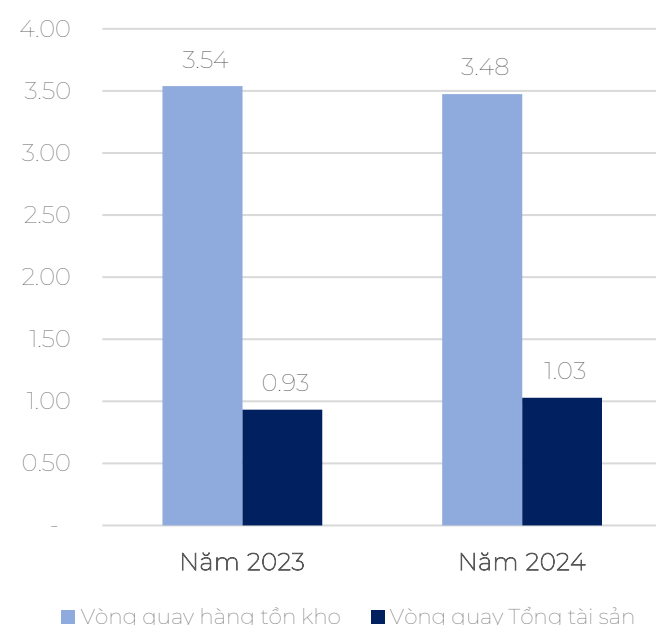
Chỉ tiêu về
cơ cấu vốn



The liquidity ratios improved compared to the previous year. Specifically, the current ratio increased by 1.62 times and the quick ratio rose by 0.54 times, primarily due to a 42.3% reduction in receivables.

The capital structure ratios declined compared to 2023. Specifically, the debt-to-total-assets ratio decreased to 5.38%, and the debt-to-equity ratio dropped to 7.47%. This indicates DOMESCO has strengthened its financial autonomy, limited financial risk, and does not rely on borrowings to finance total assets.

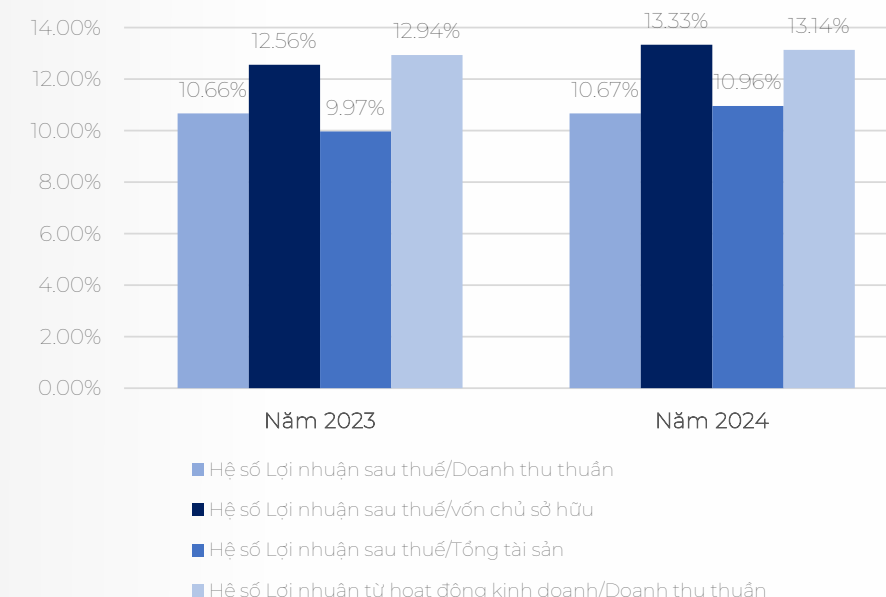
Chỉ tiêu về
năng lực hoạt động



Inventory turnover declined from 3.54 to 3.48.

Total asset turnover remained stable, increasing slightly from 0.93 to 1.03, reflecting improved asset utilization efficiency.

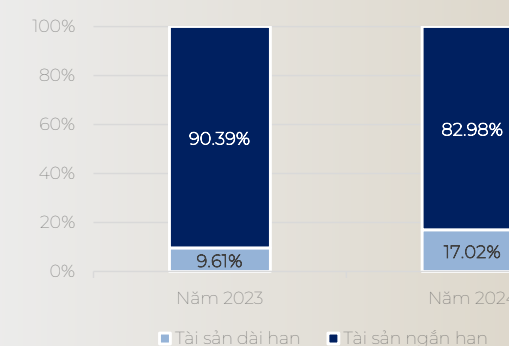
Chỉ tiêu về khả năng sinh lời



DOMESCO's profitability indicators remained stable year-over-year:

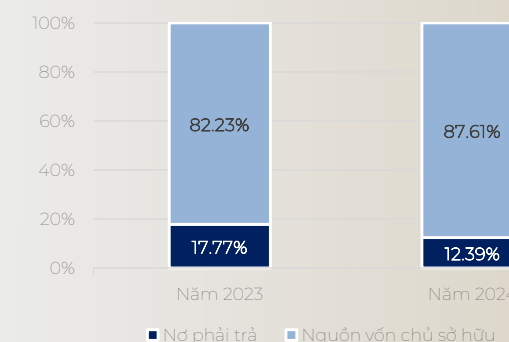
- The net profit-to-net revenue ratio remained consistent, demonstrating our ability to maintain strong margins despite cost volatility.
- ROE increased from 12.56% to 13.33%, reflecting more effective use of shareholders' equity.
- ROA rose from 9.97% to 10.96%, indicating improved overall asset efficiency in generating profits.
- Operating profit-to-net revenue increased from 12.94% to 13.14%, showing continued enhancements in operational efficiency.

Cơ cấu tài sản



- Asset Structure:** Current assets accounted for 82.89% of total assets, down 7.42% from the previous year, as the Company reduced short-term deposits and reallocated cash toward long-term financial investments, which increased by 86.05%. Total long-term assets grew by 43.29%.

Cơ cấu nguồn vốn



- Capital Structure:** Liabilities accounted for 12.39% of total capital, down 5.38% due to the settlement of payables at year-end. Shareholders' equity represented 87.61% of total capital.

CHAPTER 3



Stock and Shareholder Information

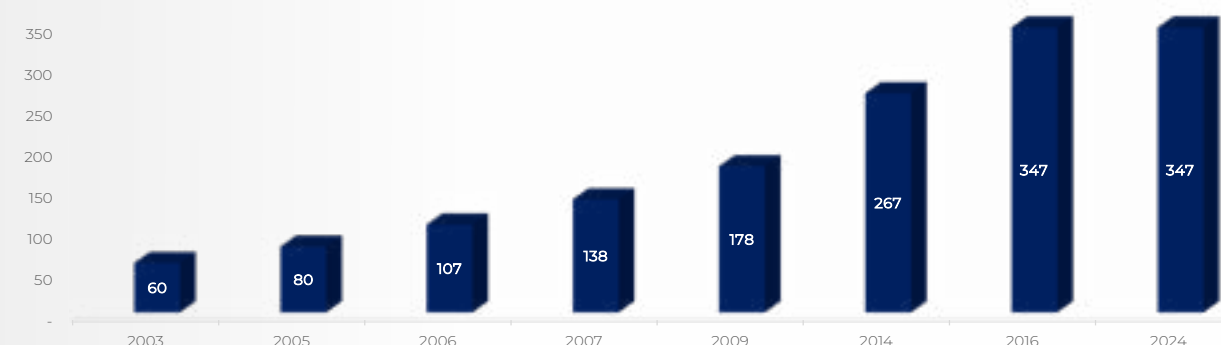
Stock Information

Stock Code	Type of Shares	Trading Platform
DMC	Common Shares	Ho Chi Minh City Stock Exchange (HOSE)
Par Value	Total of shares	Charter Capital
VND 10,000/share	34.727.465	347.274.640.000

Shareholders structure

Subject	Number of shares	%	Number of shareholders
The state as shareholder	12.054.467	35%	1
Major shareholders			
Domestic			
Foreign	17.949.800	52%	1
Domestic Shareholders			
Individual	3.023.114	9%	1.305
Institutional	12.072.804	35%	14
Foreign Shareholders			
Individual	198.063	1%	136
Institutional	19.433.484	56%	24
	34.727.465	100%	1,479

Change in equity



Year	Charter Capital (VND billion)	Issuance Details
2003	60	Initial capital from founding shareholders
2005	80	Existing shareholders, employees, and strategic partners (20% at VND 28,000/share)
2006	107	Share issuance: + Bonus shares (1.9M shares) + Existing shareholders (0.8M shares) at VND 35,000/share
2007	138	Share issuance: + 1:10 bonus shares + 1.2M shares for strategic partners (VND 130,000/share, lock-up 3 years) + 265,000 shares for senior staff (VND 70,000/share, lock-up 1 year) + 535,000 shares for existing shareholders (VND 35,000/share)
2009	178	Bonus shares for existing shareholders at 10:4 ratio
2014	267	Bonus shares for existing shareholders at 10:2 ratio
2016	347	Bonus shares for existing shareholders at 10:3 ratio
2024	347	No increase in charter capital

Transaction of treasury stocks: No

Other securities: No

BOD’ members	Position	Member of BOD			Standing Board of Directors	Proportional ownership (%)		Number of Positions as Member of Board of Directors at other companies	Date of appointment	Date of dismissal
		Executive members of BOD	Non-executive members of BOD	Independent Member of BOD		% Representative ownership	% Individual ownership			
Mr. Nguyen Viet Phuong	Chairman		x		x			1	4/26/2021	
Ms. Luong Thi Huong Giang	Deputy Chairman	x			x				1/11/2013	
Mr. Nguyen Phi Thuc	Member		x			12.15%	27 cp # 0,0%		4/19/2022	
Mr. Douglas Kuo	Member		x						12/6/2016	
Mr. Leonid Goldshteyn	Member		x						6/18/2020	
Mr. Ergin Onur	Member		x						4/23/2024	
Mr. Nguyen Minh Duc	Independent Member			x				1	4/23/2024	
Mr. Cedric Guy Yves Schepens	Member		x						6/18/2020	4/23/2024

Mr.
Nguyen Viet Phuong

BOD Chairman of DOMESCO

Year of birth: 1979

Nationality: Vietnam

Level of education: Master of Business
Administration



Work history

05/2007 - 12/2008	Head of Foreign Capital Management Department, Transaction Office 1, Vietnam Development Bank, Hanoi
01/2009 - 06/2015	Deputy Head of Export Credit Department of Headquarters of Vietnam Development Bank, Hanoi
08/2015 - to present	Held the positions of Deputy Head of Investment Department 3 and Deputy Head of Investment Department 1 of the State Capital Investment Corporation
14/04/2021 - to present	Deputy Chairman of Board of Directors Ha Giang Mineral and Mechanics JSC
26/04/2021 - to present	BOD Chairman of DOMESCO

Ms.
Luong Thi Huong Giang

BOD Deputy chairman of DOMESCO

Year of birth: 1967

Nationality: Vietnam

Level of education: Pharmacist and Master
Management



Work history

09/1992 - 11/1997	Sales & Marketing Director- The Resident R.O of Sandoz Consulting Ltd., Switzerland
12/1997 - 03/2004	General Manager - The Resident R.O of Biochemie GmbH, Austria
09/2004 - 10/2005	Deputy Chief Representative Office- The Resident R.O of Commerce & Technology Transfer Ltd., BVI
04/2006 - 05/2006	Deputy Chief Representative Office- The Resident R.O of Pharmascience Inc., Canada
07/2006 - 07/2007	Chief Representative Office - The Resident R.O of Chemo Iberica S,A, Spain
08/2007 - 04/2014	Chief Representative Office- The Resident R.O of Sinensix & Co, Scotland
05/2014 - to present	General Director of DOMESCO
11/01/2013 - 11/01/2018	BOD member of DOMESCO
12/01/2018 - to present	BOD Deputy chairman of DOMESCO

Mr.
Nguyen Phi Thuc

BOD member

Year of birth: 1979

Nationality: Vietnam

Level of education: Bachelor of Economics
- Major in Corporate Finance



Work history

2001 - to present	Working at DOMESCO Medical Import Export Joint Stock Corporation from 2001 to present, successively holding the positions of Quality Assurance specialist, Accounting specialist, Internal Audit specialist
2009 - 19/04/2022	Head of the Board of Supervisors for Term II and Term III of DOMESCO Medical Import Export Joint Stock Corporation
19/04/2022 - to present	Member of Board of Directors of DOMESCO Medical Import Export Joint Stock Corporation.

Mr.
DOUGHLAS KUO

BOD member

Year of birth: 1969

Nationality: USA

Level of education: Bachelor of business
administration



Work history

2008 - 2010	Managing Director -3A Pharma Singapore Privte Ltd
08/2012 - 12/2015	Commercial Director - Abbott Laboratories SA Vietnam
12/2015 - 02/2021	General Manager - ANI Viet Nam - Abbott Laboratories SA Vietnam
06/2010 - to present	General Director– 3A Nutrition (Vietnam) Company Ltd
03/2021 - to present	Divisional Vice President and General Manager ANI Viet Nam - Abbott Laboratories GmbH Vietnam
12/2016 - to present	BOD member of DOMESCO

Mr.
LEONID GOLDSHTEYN

BOD member

Year of birth: 1981

Nationality: USA

Level of education: Master of Business Administration



Work history

2002 - to present	Worked at Abbott Laboratories, holding the positions of Senior Cost Analyst, Finance Supervisor, Sr. Manager- Business Development, Director Licensing & Acquisitions, Sr. Director Strategic Management Office, Controller- Emerging Markets and currently Divisional Vice President APAC
06/2020 - to present	BOD member of DOMESCO

Mr.
ERGIN ONUR

BOD member

Year of birth: 1981

Nationality: TURKEY

Level of education: Master of Arts in Economics



Work history

2012 – 2013	Financial Controlling Coordinator - Sanofi
2013 – 2015	Head of Finance - Omega Pharma
2015 - to present	Area Finance Director of Abbott Laboratories
21/04/2023 - 23/04/2024	Domesco's supervisor
23/04/2024 - to present	BOD member of DOMESCO

12

DOMESCO
Corporate governance

Mr.
CEDRIC GUY YVES SCHEPENSS

BOD member

Year of birth: 1982

Nationality: Switzerland

Level of education: Masters in Business Engineering.



ANNUAL REPORT
2024

73

Mr.
Nguyen Minh Duc

Independent Member

Year of birth: 1965

Nationality: Vietnam

Level of education: PhD. Prof Pharmaceutical



Work history

09/2006 - 05/2008	Controller of Solvay Pharmaceuticals SA, Brussels
05/2008 - 11/2010	Controller of Solvay Pharmaceuticals Gmbh, Hanover
11/2010 - 06/2012	Senior Financial Analyst of Abbott Products Operations, Basel
06/2012 - 03/2016	Finance Controller of Abbott Korea Limited, Seoul
04/2016 - 06/2017	Finance Director of Abbott Products Operations, Basel
07/2017 - 02/2020	Associate Director Strategy of Abbott Products Operations, Basel
03/2020 - to present	Regional Finance Director, APAC of Abbott Laboratories (Singapore) Pte Ltd, Singapore
06/2020 - 23/04/2024	BOD member of DOMESCO

Work history

1979 – 2000	Lecturer in the Department of Pharmacognosy of University of Medicine and Pharmacy at HCM city
2000 – 2015	Lecturer in the Department of Pharmacognosy, Head of Scientific Research Department - Library of Faculty of Pharmacy of University of Medicine and Pharmacy at HCM city
2015 – 2018	Head of Pharmacy Department of Ton Duc Thang University at HCM city.
2018 – to present	Head of Department of Pharmacognosy - Botany, Faculty of Pharmacy of Ton Duc Thang University at HCM city
23/3/2024 - to present	BOD member of DOMESCO

Activities of the BOD

In 2024, the BOD held 05 meetings and issued 16 resolutions on deciding the direction and measures to carry out activities related to production, business, and investment in accordance with the law and the Company’s current rules and regulations

Resolution No.	Date	Contents			
01/NQ-HĐQT	1/9/2024	BOD approve to terminate operations of An Giang branch of Company. Address of the branch: No. 328, Ly Thai To street, My Xuyen ward, Long Xuyen city, An Giang province, Vietnam.			
02/NQ-HĐQT	3/29/2024	Approving the report on implementation of BOD Resolutions as at 29/02/2024.			
03/NQ-HĐQT	3/29/2024	BOD approve the date to hold the AGM of Shareholders year 2024 on 23rd April, 2024 and approve the agenda of the AGM of Shareholders year 2024.			
04/NQ-HĐQT	3/29/2024	BOD approve the reports to submit the AGM of shareholders year 2024 (part 1)			
05/NQ-HĐQT	4/12/2024	BOD approve to submit the AGM of Shareholders year 2024 for the business plan in 2024:: - Net revenue: 1,810 VND Billion - Profit after tax: 200 VND Billion			
06/NQ-HĐQT	4/12/2024	BOD approve: - Financial performance in 2023; Financial plan in 2024; - The reports to submit the AGM of Shareholders year 2024 (part 2) - Proposal of profit distribution in 2023			
07/NQ-HĐQT	4/12/2024	Approving the Credit limit in 2024.			
08/NQ-HĐQT	4/12/2024	The total salary budget in 2024 of company.			
09/NQ-HĐQT	4/19/2024	BOD approve the reports to submit the AGM of Shareholders year 2024 (part 3)			
10/NQ-HĐQT	4/23/2024	Members were elected into BOD term V (2024-2029) at the AGM of shareholders year 2024, approved to appoint positions as below:			
		No.	Full name	Position	
		1	Mr. Nguyen Viet Phuong	BOD Chairman	Standing BOD
		2	Ms. Luong Thị Huong Giang	BOD Deputy Chairman	Standing BOD
		3	Mr. Nguyen Phi Thuc	BOD Member	
		4	Mr. Douglas Kuo	BOD Member	
		5	Mr. Leonid Goldshteyn	BOD Member	
		6	Mr. Ergin Onur	BOD Member	
		7	Mr. Nguyen Minh Duc	BOD Independent Member	

Resolution No.	Date	Contents
11/NQ-HĐQT	6/14/2024	Choosing Ernst & Young Vietnam Limited to supply the audit service for fiscal year in 2024 to DOMESCO. BOD authorizes to Ms. Luong Thi Huong Giang – General Director to negotiate and sign the 2024 audit contract with Ernst & Young Vietnam Limited.
12/NQ-HĐQT	8/23/2024	BOD unanimously approve time for dividend payment of year 2023 as follows: - Final date/ record date of shareholder list: 16/9/2024 - Payment date: 18/10/2024 - Dividend rate: 25% by cash (equivalent to 2,500 VND/Share)
13		None
14/NQ-HĐQT	8/23/2024	Appointing additional a number of members of BOD's Subcommittees.
15/NQ-HĐQT	8/23/2024	- BOD approve reports: Report on business performance in first 7 months of year 2024; Report on Financial performance in first 7 months of year 2024; Report on implementation of BOD resolutions as at 31/7/2024. - Distributing the remuneration of BOD and BOS year 2024
16/NQ-HĐQT	12/6/2024	Board of Directors approve to convene the AGM of Shareholders year 2025 as follows: • The record date for listing shareholders to exercise the right to attend AGM: 13th March, 2025. • Date of AGM 2025 is scheduled: 17th April, 2025. • Venue: Conference Hall of DOMESCO Medical Import Export JSC • No. 346 - Nguyen Hue street - My Phu ward - Cao Lanh city - Dong Thap province • Outline: announce later.
17/NQ-HĐQT	12/6/2024	BOD approved reports: Report on business performance in first 10 months of year 2024; Report on Financial performance in first 10 months of year 2024; Report on implementation of BOD resolutions as at 31/10/2024; The audit plan in 2025 of The Internal Audit Subcommittee.

Activities of the BOD

Supervisory Activities of the BOD Over the General Director and Other Executives

- Implement Resolutions of the General Meeting of Shareholders (GMS) and Resolutions of the Board of Directors (BOD).
- Supervise and oversee the fulfillment of revenue and profit targets.
- Continue to focus on R&D and the successful commercialization of key strategic products with distinct advantages and competitive value.
- Enhance and innovate to improve product quality.
- Expand export markets to countries in new regions and emerging economies
- Manage and train human resources to meet the needs of each development phase of the Company.
- Safeguard the interests of employees and shareholders.
- Ensure compliance with laws, internal regulations, and corporate governance practices across operations including production, business, pharmaceuticals, and finance-accounting, as well as labor-related matters.
- The supervision of the Executive Board was carried out regularly and transparently via BOD meetings, resolutions, and guidance provided through discussions, emails, and calls, enabling the Executive Board to act promptly and effectively fulfill the targets approved by the GMS and BOD.

Evaluation of the Company's Management and Operations in 2024

The BOD highly appreciated the Executive Board's proactiveness and timely implementation of effective solutions that enabled the Company to overcome difficulties and exceed the revenue-profit targets set by the GMS in 2024.



Caring for Employees

DOMESCO created a good working environment and paid close attention to both material and spiritual well-being. The Company continued to be recognized as "Outstanding Employer for Employees" (2019–2020, 2022–2024), received a Commendation from the Ministry of Labour, Invalids and Social Affairs (2024), and was named among the Top 10 Best Places to Work in the Medical – Pharmaceutical – Medical Equipment industry (2023, 2024).



Human Resources Development

In 2024, the Company organized 127 training courses for 7,283 employees across departments in production, business, pharmaceuticals, finance, compliance, communication, and others, aiming to improve competency, discipline, and adaptability.



Safeguarding Shareholder Interests

- Protected charter capital of VND 347.27 billion.
- Increased shareholder equity (from VND 1,520.51 billion to VND 1,612.57 billion).
- Ensured stable and timely dividend policy.
- Maintained transparent and timely information disclosure. DOMESCO received the award "Listed Company with Best Information Disclosure" for two consecutive terms (2022–2024).

Activities of the BOD

The administration in 2024

The 2024 Annual General Meeting of Shareholders (AGM) was held on 23/4/2024. The order of conducting AGM was conducted in accordance with the regulations. Documents, minutes, resolutions of the meeting and vote counting results were published in two languages (Vietnamese and English) in accordance with the regulations on information disclosure, detail as below:

Date	Contents	Assessment: <i>Company has strictly complied with the regulations of AGM organization as:</i>
12/7/2023	BOD issued a resolution for AGM date and record date of shareholdres list	
2/5/2024	Company announced the record date of shareholdres list for AGM 2024	Announced more than 20 days before record date
3/20/2024	The record date of shareholdres list	
4/1/2024	Disclosing AGM documents and send invitations to shareholders	more than 21 working days before AGM date
4/23/2024	The Annual General shareholders' meeting 2024	
4/24/2024	Disclosing the Minutes and Resolutions of AGM 2024	Disclosed within 24h from time end of AGM

Dividend

Resolution No. 01/NQ-DHDCCD-DMC dated 23/4/2024 of AGM approved the dividend of 2023 at 25% in cash, and company paid dividends to shareholders as this rate (25% in cash, equivalent to VND 2,500/ share) on 18/10/2024.

Board of Directors

- At DOMESCO from March 2011 up to now, the Chairman of the BOD does not concurrently be the General Director.
- The BOD have 07 members, in which 05 members are non-executive members, 01 Independent member of BOD. There are no BOD members who has a family relationship with the CEO of the Company.
- All DOMESCO BOD members comply with regulation that a member may concurrently be a BOD member at the maximum in 05 companies.

Board of Supervisors

- Supervisors (BOS) member in accordance with the current Law on Enterprises and Decree 155/2020/ND-CP.
- The BOS have 05 members and all of them had bachelor in one of the majors in economics, finance, accounting and law. The head of the BOS had bachelor in law.
- BOS members are not relationship in family with BOD members or General Director or other managers. BOS members are not working in the accounting or finance department of the company; not being a member or employee of an audit firm approved to audit the company's financial statements in the previous consecutive 03 years.

The Company's General Director

Has no family relationship with the Company's Directors, the company's BOS members and the parent company; representative of state capital, representative of enterprise capital at the company and parent company.

A person in charge of company governance

DOMESCO appointed a person in charge of company governance from November, 2018

All transactions with related parties

All transactions with related parties are approved by the BOD as well as its BOD resolutions was also disclosed. At the same time, company reported these transactions in the financial statements and the corporate governance report.

Company's Website

The published contents were always posted in two languages (Vietnamese and English) on the company's website. Besides, the Company was always updated on the content of DOMESCO's activities on the website for shareholders, customers and partners to access information.

Activities of the BOD

Report on the Activities of the Independent Member of the BOD

- Fully participate, evaluate and effectively contribute to all BOD activities, ensuring that decisions are practical and in accordance with the law.
- Proactively update global market, legal, economic and political trends to advise on product development orientation, process improvement, human resource strategy building and sustainable development.
- Propose improvements to product designs and profiles, speed up registration, develop medicinal and dietary supplement products, contributing to increasing revenue and profit.
- Support the building of a friendly working environment, attracting key personnel and improving the effectiveness of corporate culture activities

Evaluation Results of the Independent Member of the BOD Regarding the BOD's Performance

- Exceeding the annual plan: Revenue exceeded 4.94%, after-tax profit exceeded 1.35%.
- Dividends paid on time, equity growth, stable cash flow.
- Paying due attention to employees and training, improving productivity.
- Effective risk management, digital transformation is implemented synchronously.
- Innovation initiatives are implemented vigorously, affirming the position and reputation of the domestic and international brand
- The BOD works responsibly and professionally, ensuring maximum legitimate interests of the Company; fully complying with legal regulations and internal regulations



The list of members of the BOD possessing certificates on corporate governance

Full name	Position	Certificate in corporate governance training programs	
		Yes	Not yet
Mr. Nguyen Viet Phuong	BOD Chairman	The member has his own legal department to research, advise, and update new documents on corporate governance for him.	
Ms. Luong Thi Huong Giang	BOD Deputy chairman		
Mr. Nguyen Phi Thuc	BOD member	x	
Mr. Douglas Kuo	BOD member		x

Full name	Position	Certificate in corporate governance training programs	
		Yes	Not yet
Mr. Leonid Goldshteyn	BOD member		
Mr. Ergin Onur	BOD member	The member has his own legal department to research, advise, and update new documents on corporate governance for him.	
Mr. Cedric Guy Yves Schepens	BOD member		
Mr. Nguyen Minh Duc	BOD member		



The committees of the BOD

Full name	Position
The Development Policy Subcommittee	
Mr Nguyen Viet Phuong	Head of Subcommittee
Ms Luong Thi Huong Giang	Member
Mr Leonid Goldshteyn	Member
Business Development Director	Member
Ms Truong Thi Diem Thuy	Member
Mr Dao Nam Phuong	Standing member
The Human Resources Subcommittee	
Mr Nguyen Minh Duc	Head of Subcommittee
Ms Luong Thi Huong Giang	Member
Ms Vo Thi Kim Phung	Standing member
Mr Le Manh Tuan	Member
The Wage and Bonus Subcommittee	
Mr Nguyen Minh Duc	Head of Subcommittee
Ms Luong Thi Huong Giang	Member
Mr Nguyen Duy Tung	Member
DOMESCO union chairman	Member
Mr Le Manh Tuan	Standing member
The Internal Audit Subcommittee	
Mr Nguyen Phi Thuc	Head of Subcommittee
Head of legal & internal control Dept	Member
Ms Đào Thị Thùy Trang	Standing member

Subcommittee	Subcommittee activities in 2024
Development Policy Subcommittee	<ul style="list-style-type: none">• Brand enhancement• Business plan development 2024• Comprehensive risk management• Project support to meet EU-GMP standards
Human Resources Subcommittee	<ul style="list-style-type: none">• Review and improve recruitment process• Propose appointment and reappointment of managers• Check the implementation of labor law, labor contracts, social insurance - health insurance - unemployment insurance• Retain and develop young staff
Wage and Bonus Subcommittee	<ul style="list-style-type: none">• Complete the regulations on travel and performance bonuses• Update competitive benefits policy• Regulate salaries and bonuses in accordance with performance and position
Internal Audit Subcommittee	<ul style="list-style-type: none">• Auditing financial statements in compliance with legal regulations• Auditing the organization of the General Meeting of Shareholders• Auditing the investment and procurement activities



BOARD OF SUPERVISORS

Full name	Position	Date of starting/no longer being a member of the BOS	Số lượng sở hữu cổ phần tại Công ty: 0
Ms Huynh Thi To Quyen	Trưởng BKS	From 19 April 2022 to present	
Mr. Nguyen Ngoc Vu Chuong	Supervisor	From 23 April 2024 to present	
Mr. Phan The Thanh	Supervisor	From 18 April 2014 to 23 April 2024	
Ms. Sze Chin Wong	Supervisor	From 18 June 2020 to present	
Mr. Samuel Timothy Nance	Supervisor	From 6 December 2016 to present	
Mr. Brown John Neil	Supervisor	From 23 April 2024 to present	
Mr. Ergin Onur	Supervisor	Từ 21/From 21 April 2023 to 23 April 2024/2023 đến 23/4/2024	

Activities of the BOS

Meetings of the Board of Supervisors in year 2024

The date, participants	Meeting contents and results
Date: 15 March 2024 Participant: 05/05	<ul style="list-style-type: none">Evaluate business results, management and operation of production and business activities of the Board of Directors (BOD) and General Director in year 2023.Review documents for the Annual General Meeting (AGM) of Shareholders in year 2024.Review financial statements in year 2023.Discuss the list of auditing companies to audit the financial statements for approval by the AGM of Shareholders in year 2024.Summarize activities in year 2023 and term IV (2019-2024). The orientation in year 2024 and term V (2024-2029) of the BOS.
Date: 23 April 2024 Participants: 05/05	<ul style="list-style-type: none">Report on the content of Resolution No. 01/NQ-DHCĐ-DMC dated 23 April 2024 of the AGM of Shareholders of DOMESCO Medical Import Export Joint Stock Corporation to members of the BOS.Assign positions of members of the BOS.
Date: 5 August 2024 Participants: 05/05	<ul style="list-style-type: none">Evaluate business results and management and operation of production and business activities of the BOD and General Director in the first 06 months of 2024.Review financial statements for the second quarter of 2024.Report on the selection of an auditing company for auditing the financial statements in year 2024 and report on the signing of the financial statement auditing service contract in year 2024.Assign tasks to members of the BOS.Summarizef activities in the first 06 months of 2024 and the plan in the last 06 months of 2024 of the BOS.

Ms.
Huynh Thi To Quyen

Head of BOS

Year of birth: 1982

Nationality: Vietnam

Level of education: Bachelor of Law – Major in International Law



Work history

05/2006 - 04/2008	Officer of Department of Justice of Ca Mau provinve
05/2008 – to present	Working at Domesco Medical Import Export JSC, respectively hold positions as Specialist of Planning and Investment Department, Specialist of Legal and Regularoty Department, Specialist of Legal and Internal Audit Department.
27/03/2009 - 20/10/2016	BOS member of Domesco Medical Import Export JSC
19/04/2022 - to present	Head of BOS of Domesco Medical Import Export JSC

Mr.
Nguyen Ngoc Vu Chuong

BOS member

Year of birth: 1984

Nationality: Vietnam

Level of education: Bachelor– Major in Finance - Banking



Work history

2006 – 2009	Credit specialist at Asia Commercial Joint Stock Bank (ACB) and Investment Analyst at ACB Capital Management Company Limited
2012 – 2014	BOS member of Vietnam Dairy Products Joint Stock Company (Vinamilk)
2014 – 2021	BOB member of Sa Giang Import Export Corporation
2017 – 2019	BOB member of Can Tho Housing Development Joint Stock Company
2019 – 2022	BOD Chairman of Vinh Long Real Estate JSC
2016 – to present	BOD Chairman of Can Tho Agricultural Products and Foodstuff Export JSC
2021 – to present	BOD Chairman of Sovilaco International Manpower Joint Stock Company
2010 – to present	Level 4 Investment Specialist at State Capital and Investment Corporation
23/4/2024 – to present	Domesco’s supervisor

Mr,
Phan The Thanh

BOS member

Year of birth: 1983

Nationality: Vietnam

Level of education: Master of Economics



Work history

2005 - 2009	Appraisal Specialist - Appraisal Board, Headquarters of Vietnam Development and Investment Bank
2009 - to present	Working at State Capital Investment Corporation (SCIC), current position: Deputy Chief of Office SCIC
2014 - 23/04/2024	Domesco’s supervisor

Ms.
SIZE CHIN WONG

BOS member

Year of birth: 1978
Nationality: Singapore
Level of education: Bachelor of Accountancy



Work history

07/2007 - 04/2011	Business Analysis and Planning Manager of Singtel, Singapore
04/2011 - to present	Working at Abbott Laboratories (Singapore), held the positions of Senior Financial Analyst – SEA, Senior Financial Analyst – APAC, FP&A Manager – APAC, Senior FP&A Manager – APAC, and currently Area Assistant Controller.
18/06/2020 - to present	Domesco’s supervisor

Mr.
SAMUEL TIMOTHY NANCE

BOS member

Year of birth: 1978
Nationality: USA
Level of education: Master of Economics



Work history

2002 – 02/2008	Manager, Assurance and Enterprise Risk Services Audit Manager, Deloitte (U.S.A)
02/2008 - 11/2010	Senior International Financial Auditor, Abbott (U.S.A)
05/2010 - 11/2010	Project Analyst Abbott Nutrition (Singapore)
11/2010 - 01/2017	Commercial Controller Abbott Nutrition
01/2017 - 04/2020	Finance Director Abbott Nutrition (Việt Nam)
04/2020 - 04/2023	Finance Director Abbott Nutrition (Middle East & Africa)
04/2023 - to present	Finance Director Abbott Core Diagnostics Division (Asia Pacific)
12/2016 - to present	Domesco’s supervisor

Mr.
BROWN JOHN NEIL

BOS member

Year of birth: 1968

Nationality: British

Level of education: Bachelor Of Science (Cell and Molecular Sciences; Master Of Science (Construction Cost Management)



Work history

1989 - 1995	HOSPITAL SALES MANAGER - SANOFI, UK
1995 - 2008	OPERATIONS MANAGER - ELI LILLY, UK
2008 - 2010	PROJECT CONTROLS MANAGER - KBR, UK
2010 - 2012	BUSINESS EXCELLENCE MANAGER, SINGAPORE - ABBOTT LABORATORIES
2012 - to present	AREA DEMAND MANAGER, APAC REGION - ABBOTT LABORATORIES
23/04/2024 - to present	DOMESCO's supervisor

Mr.
ERGIN ONUR

BOS member

Year of birth: 1981

Nationality: TURKEY

Level of education: Master of Arts in Economics



Work history

2012 – 2013	Financial Controlling Coordinator - Sanofi
2013 – 2015	Head of Finance - Omega Pharma
2015 - to present	Area Finance Director of Abbott Laboratories
21/04/2023 - 23/04/2024	Domesco's supervisor
23/04/2024 - to present	BOD member of DOMESCO

Activities of the BOS

Main activities of the BOS in year 2024

- Compliance Oversight: Inspected the activities of the Board of Directors, General Director, and managers in accordance with the Enterprise Law, the Company's Charter, and Internal Corporate Governance Regulations.
- Monitoring the Implementation of Resolutions: Supervised the execution of Resolutions issued by the General Meeting of Shareholders and the Board of Directors across all management and operational activities.
- Supervision of the 2024 Annual General Meeting: Appraised meeting documents, verified shareholder eligibility, monitored the voting process, and ensured the legality and validity of the AGM Resolutions.
- Financial Statement Review: Appraised the business performance and financial statements for the first six months and the full year of 2024.
- Review of Major Contracts: Evaluated the legality and reasonableness of major contracts and transactions in accordance with applicable laws and internal regulations
- Investment and Procurement Review: Coordinated with the Legal and Internal Control Department to inspect the procurement of assets, equipment, and tools serving business and production.
- Internal Process and SOP Review: Reviewed internal regulations, procedures, and SOPs to ensure compliance with the law and alignment with actual operations.
- Auditor Selection and Review: Collaborated with the BOD in selecting the auditing firm and reviewed the 2024 audit service contract with Ernst & Young Vietnam.
- Employee Benefits Monitoring: Worked with the Internal Audit Subcommittee to inspect the implementation of salary, bonus, insurance, and other employee benefit policies in line with labor law and company agreements.
- Risk Management Enhancement: Partnered with the Legal and Internal Control Department to strengthen risk control across all business and production activities.
- Participation in Management and Oversight:
 - Attended 05 BOD meetings throughout the year to stay updated on strategies and business directions.
 - The Head of the Board of Supervisors regularly joined weekly management briefings with the General Director and senior managers to stay informed on business operations and ensure timely oversight.

BOS reviewew the company's financial statements for 2024

The BOS has reviewed the financial statements in year 2024, including: Balance sheet, business result statement, cash flow statement, and notes to the financial statements as of 31 December 2024. After review and verification, the BOS has the following comments:

- Financial statements are fully prepared quarterly, 06 months, and year. Ernst & Young Viet Nam Co., Ltd. reviews the 6-month financial statements and audits the financial statement in year 2024 before being approved by the BOD and General Director.
- The Company has published information on quarterly financial statement, the 6-month financial statement and financial statement in year 2024 on the Company's website in accordance with current legal regulations.
- The figures presented on the financial statements fully, honestly and reasonably reflect the business performance, financial situation and cash flow of the company.
- The preparation and presentation of financial statements comply with accounting standards, accounting regimes and current legal regulations. Accounting, selection and application of appropriate and consistent accounting policies, in accordance with the actual production and business activities and the company's management requirements.
- The BOS agrees with the contents of the financial statements in year 2024 audited by Ernst & Young Viet Nam Co., Ltd. The BOS did not detect any material errors that could distort the published financial statements.

BOS's report on appraisal of documents submitted to the AGM of Shareholders

According to the provisions of Clause 3, Article 175 of the Law on Enterprises 2020, the BOD is responsible for sending the company's business results report, financial statements, and management and administration evaluation reports to BOS for appraisal before submitting to the AGM of Shareholders. After the check, BOS has the following cooments: BOS agrees with the content of the company's business results report, the report on evaluating the management and administration, and financial statement in year 2024.

Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors

FULL NAME	POSITION	THE AMOUNT	NOTES
Board of Directors			
Nguyen Viet Phuong	BOD Chairman	312.000.000	
Luong Thi Huong Giang	BOD Deputy chairman	788.000.000	
Nguyen Phi Thuc	BOD member	320.000.000	
Douglas Kuo	BOD member	240.000.000	
Leonid Goldshteyn	BOD member	240.000.000	
Cedric Guy Yves Schepens	BOD member	75.333.333	Dismissed on 23/4/2024
Ergin Onur	BOD member	164.666.667	Appointed on 23/4/2024
Nguyen Minh Duc	BOD member	164.666.667	Appointed on 23/4/2024
Board of Supervisors			
Huynh Thi To Quyen	Head of BOS	276.000.000	
Phan The Thanh	Member	45.200.000	Dismissed on 23/4/2024
Nguyen Ngoc Vu Chuong	Member	98.800.000	Appointed on 23/4/2024
Ergin Onur	Member	45.200.000	Dismissed on 23/4/2024
Samuel Timothy Nance	Member	144.000.000	
Brown John Neil	Member	98.800.000	Appointed on 23/4/2024
Sze Chin Wong	Member	144.000.000	
TOTAL		3.156.666.667	

No	Name of organization/ address	Relationship	Number of resolutions BOD adopted	Purchases of goods and services in year 2024	Sales of goods and services in year 2024	Dividend of year 2023 (paid in 2024)
1	Glomed Pharmaceutical Company Limited (changed name to Abbott Healthcare Vietnam Co., Ltd. from March 10, 2022)	Relevant company	29/NQ-HDQT dated 20/12/2016	0	295.438.500	
2	Companies in the same Abbott Group include:	Cổ đông lớn	15/NQ-HĐQT ngày 09/6/2017	0		
2.1	Abbott Operations Uruguay (S.R.L., Ruta 8, Km. 17.5, Zonamerica, Celebra Building, City of Montevideo, Uruguay)	Company within the same Group		0	0	
2.2	3A Nutrition (Vietnam) Company Limited (Centec Tower, no. 72- 74, Nguyen Thi Minh Khai street, Vo Thi Sau ward, district 3, Ho Chi Minh city	Company within the same Group		0	0	
2.3	Abbott Laboratories (Chile) Holdco SPA.	Major shareholder (Parent company)				44.874.500.000
3	State Capital Investment Corporation	State shareholder				30.136.167.500

CHAPTER 4



Overview

Sustainability Development

We always uphold our social responsibility and pursue sustainable development through both internal and external social activities. Our business operations are guided by environmental stewardship, promoting a safe and green workplace under the motto “Clean – Green – Neat”. In order to enhance the quality of life, service efficiency, and product quality, DOMESCO develops and integrates sustainable solutions across its operations. These efforts include innovation, green technology, and the application of circular economy models. With the theme “Quality of Life”, DOMESCO’s Sustainable Development Report outlines practical actions aligned with the United Nations’ 17 Sustainable Development Goals. We provide high-quality pharmaceutical products trusted by both consumers and healthcare professionals. This recognition continues to motivate DOMESCO to carry out our social responsibilities to society, customers, employees, and the environment throughout 2024.

Environmental Care and Proactive Protection

We are committed to complying with environmental laws and local regulations, actively promoting sustainable practices to minimize health and environmental risks.



Strict Compliance with Environmental Laws and Policies: Strictly adhere to legal standards, aiming to reduce pollution and mitigate climate impacts in production. ướng đến giảm thiểu rủi ro ảnh hưởng đến sức khỏe con người và môi trường thông qua chính sách phát triển bền vững.



Energy Saving and Efficiency: Adopt the Kaizen energy-saving program. In 2020, this initiative helped reduce over 5% in energy costs for production.



Reducing Environmental Impact:

- Promote waste classification, treatment, composting, and energy recovery following Circular 02/2022/TT-BTNMT.
- Apply EHS audit systems from global partners such as Abbott.
- Meet customer sustainability requirements..



Sustainable Use of Natural Resources

- Implement clean production and closed-loop water recycling.
- Promote BBS (Behavior-Based Safety) campaigns
- Reduce greenhouse gas emissions and logistics costs.

Product Safety and Consumer Health First

Product quality and consumer safety are at the core of DOMESCO’s responsibilities. During market challenges, our employees maintained strict quality standards and ensured safety and therapeutic effectiveness.

We continuously improve management practices, control production costs, and comply with GMP-WHO/ISO/TQM, GLP, ISO/IEC 17025, and other global certifications. DOMESCO positions “Product Quality – Treatment Effectiveness – Quality of Life” as a competitive strength, trusted by consumers, doctors, and pharmacists.

Commitment to Community and Local Engagement

We implement inclusive policies for employees, participate in social and environmental initiatives, and contribute to socioeconomic development in Đồng Tháp and across Vietnam.

Employees Are the Most Valuable Asset

Build a working environment that is safe, friendly to the environment through controlling hazardous factors, improving working conditions, applying technical measures and conducting regular safety training

Establish the habit of labor safety, prevent labor accidents, occupational diseases, reduce risks and costs for both businesses and employees.

Train and inspect periodically on occupational safety – health – environment in coordination between departments, maintaining compliance with regulations.

Train to identify hazards and assess risks, especially for jobs with hazardous elements

Conduct emergency drills to raise awareness and vigilance in risk prevention in practice.

Provide health care for employees through regular health check-ups, communication, counseling and raising awareness in disease prevention and control.

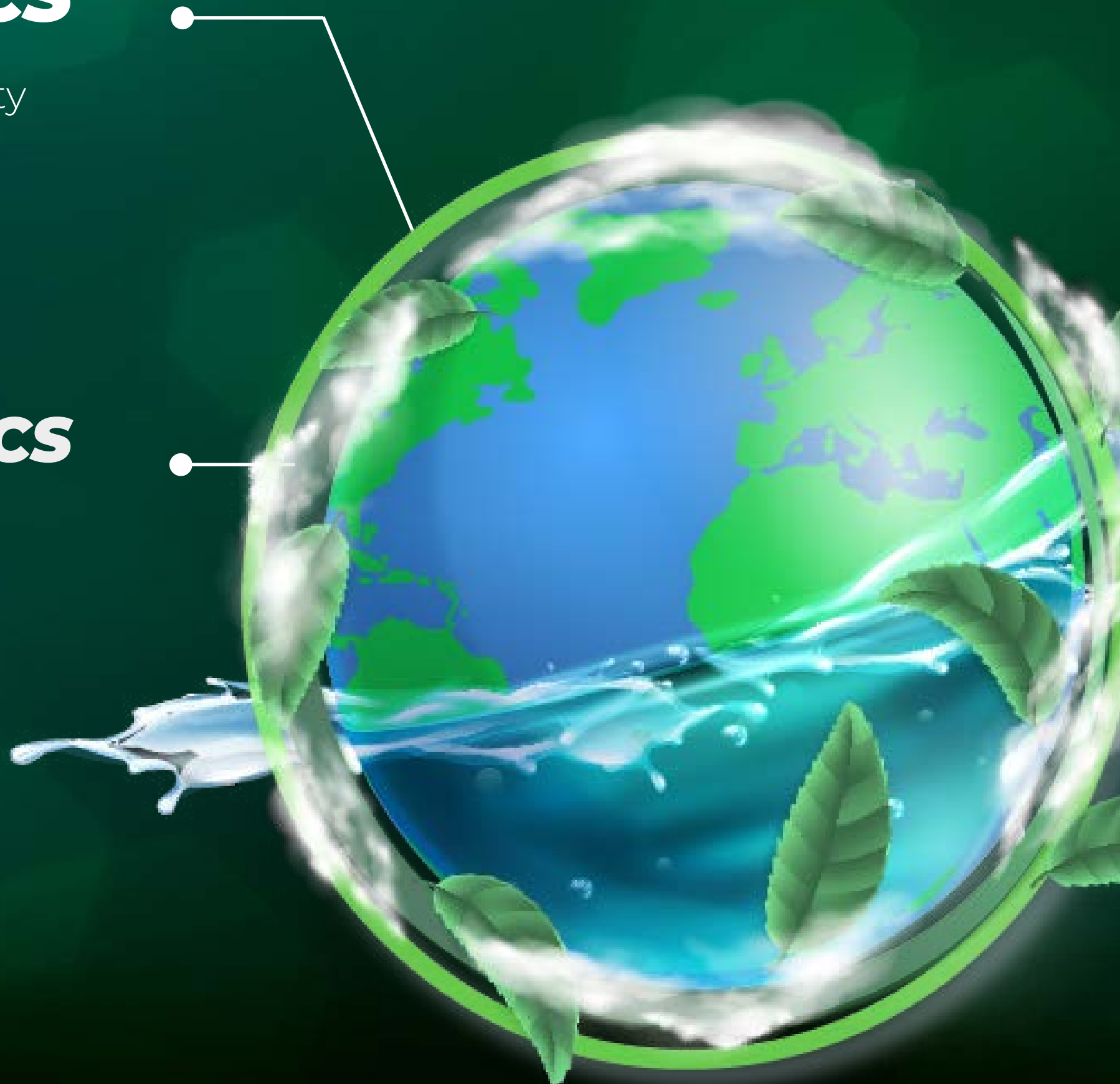
Key Material Topics

SOCIAL TOPICS

- **GRI 403** - Occupational Health and Safety
- **GRI 416** - Consumer Health and Safety

ENVIRONMENTAL TOPICS

- **GRI 302** - Energy
- **GRI 303** - Water and Effluents
- **GRI 305** - Emissions
- **GRI 306** - Effluents and Waste
- **GRI 307** - Environmental Compliance



GRI 403

Occupational Health and Safety

Management Approaches

Safety and employee health are always a top priority in all areas of operations. We are concerned not only about workplace safety but also about ensuring the physical and mental well-being of employees, as health and safety are critical to the performance of each individual, thereby directly contributing to the company's production and business activities.

DOMESCO manages occupational safety and health through the Integrated Management System for Quality – Environment – Occupational Health and Safety according to ISO 45001:2018 and ISO 45005:2020, as well as Abbott's EHS standards.

The Safety – Health – Environment Department is established to perform environmental management, occupational health and safety, fire prevention and control, and emergency response functions.

Chính sách	Chính sách hệ thống quản lý chất lượng tích hợp: Chất lượng – Môi trường – An toàn Sức khỏe nghề nghiệp theo Quyết định số 210/QĐ-NS/DMC ngày 25/7/2024 do Tổng Giám đốc ký duyệt.
Mục tiêu	Giảm tối đa các yếu tố gây bất lợi cho môi trường, các yếu tố ảnh hưởng đến an toàn, sức khỏe nghề nghiệp và an sinh cho người lao động - cộng đồng nhằm đạt mục tiêu dài hạn giảm thiểu chấn thương của nhân viên, giảm lượng khí thải môi trường, và giảm việc sử dụng tài nguyên trong tất cả các khía cạnh hoạt động. Tất cả người lao động đều có đủ sức khỏe để làm việc, không mắc các bệnh nghề nghiệp, kiểm soát các rủi ro để ngăn ngừa không để xảy ra sự cố tai nạn và sự cố cháy nổ.
Trách nhiệm	Tổng Giám đốc là Chủ tịch Hội đồng an toàn, vệ sinh lao động của Công ty và ủy quyền cho Trưởng phòng AT-SK-MT quản lý toàn diện các hoạt động AT-SK-MT của Công ty.
Cơ chế tiếp nhận và giải quyết khiếu nại	Phòng AT-SK-MT là đầu mối tiếp nhận báo cáo rủi ro của các bộ phận, từ các An toàn vệ sinh viên (ATVSV), phối hợp cùng các bộ phận liên quan để giải quyết kịp thời.
Cam kết	Không để xảy ra tai nạn lao động và bệnh nghề nghiệp
Các chương trình, hành động, dự án, sáng kiến cụ thể trong năm	Công ty xây dựng Chương trình và kế hoạch bảo vệ môi trường – An toàn vệ sinh lao động – Phòng chống cháy nổ hàng năm. Ban hành Sổ tay an toàn lao động, các SOP liên quan an toàn vệ sinh lao động; Quy chế phòng cháy chữa cháy; Quy chế bảo vệ môi trường; Quy chế An toàn vệ sinh viên; Biện pháp phòng ngừa và ứng phó sự cố khẩn cấp; xây dựng phương án phòng cháy chữa cháy và cứu nạn cứu hộ, phương án phòng ngừa sự cố hóa chất, phương án phòng ngừa sự cố môi trường và chất thải cho từng bộ phận. Duy trì cập nhật và phổ biến thông tin về an toàn sức khỏe nghề nghiệp, môi trường và phòng chống cháy nổ cho toàn bộ Công ty, đảm bảo an toàn và hiệu quả.

General Assessment of Occupational Health and Safety Management in 2024

Evaluation Mechanism	Result	Adjustments or Recommendations
Evaluation of internal policies, procedures, and employee awareness on occupational health and safety.	Fully implemented according to internal policies and laws.	No violations recorded; proposed solutions have been implemented in a timely manner.
Evaluation of social and ethical responsibilities according to SEDEX-SMETA 4 standards.	Always implemented in accordance with SEDEX-SMETA 4 key requirements.	Suggestions and feedback are always acknowledged and addressed on time.

Safety and Fire Prevention Activities

- Strict inspection of equipment, materials, and hazardous substances as per occupational safety requirements.
- Plan, monitor, and assess fire risks; conduct drills and response plans.
- Train and raise awareness regularly; provide guidance and communication materials (ATSVSLD).
- Conduct risk assessments and safety evaluations in areas such as warehouse, laboratories, equipment, etc.
- Perform machine and equipment checks before operations.
- Issue internal policies on fire safety, prevention, and response.



Environmental Protection Management

- Comprehensive management of all activities related to the environment
- Operate hazardous waste and wastewater treatment systems.
- Monitor and record regularly to ensure compliance with regulations; maintain green spaces within the Company premises.

Occupational Health Care for Employees

- Provide first aid kits and essential medicine.
- Conduct health assessments and pandemic prevention activities.
- Organize periodic health check-ups and occupational health risk detection.
- Maintain employee health records and inform employees of health indicators
- Regularly conduct health and emergency response drills.

GRI 403

Occupational Health and Safety

Occupational Safety Monitoring

Regularly updating bulletins on occupational safety, fire prevention and firefighting, environmental safety, and occupational health is an internal communication activity at DOMESCO. These bulletins are communicated both internally and externally through notice boards at factory entrances, aiming to ensure strict compliance with occupational health and safety regulations through multiple communication channels.

Annually, in collaboration with the Training Department, the Company organizes training sessions on occupational health and safety (OH&S) and fire prevention and control (FPC) for employees. The working environment of employees is regularly monitored and measured to ensure a safe and healthy workplace. The occupational health and safety and working environment bulletins are communicated via the internal information system.

Each year, employees undergo health classification and the Company submits an occupational health examination plan to relevant health authorities for approval. Occupational health check-ups are conducted once per year, including screenings for occupational diseases. In particular, for employees working in hazardous environments, the Company conducts 2 occupational disease screenings per year. Based on results, timely treatment or transfer to a more suitable position is arranged, in compliance with legal requirements.

Additionally, workers and employees are provided with healthcare benefits such as regular health check-ups, specialist examinations for women, vaccinations, medical examinations during pandemics, and rapid COVID-19 testing when required.

Occupational Safety and Health Clauses in the Collective Labor Agreement with the Trade Union

In the Collective Labor Agreement, all content related to occupational safety and health has been addressed. Employees are provided with personal protective equipment, job transfer for female employees when pregnant or breastfeeding, as required by law. Article 5/Clause 23 of the Collective Labor Agreement covers all occupational safety and health benefits.

Every year, during the Workers' Conference, the Company evaluates its commitments to employees and trade unions, ensuring mutual understanding and fulfillment of obligations, especially for safety and hygiene in the workplace.

From 2022 to 2024				
Number of work accidents		Number of people with occupational diseases		
None		None		
Category	Unit	Year 2022	Year 2023	Year 2024
Total	People	1,183	1,204	1,163
Type I	%	11.7	10.0	11.0
Type II	%	59.5	63.2	60.3
Type III	%	24.3	23.3	26.2
Type IV	%	4.4	3.3	2.5
Type V*	%	0.1	0.2	0.0
(*) Type V is primarily for employees with short stature.				
Contents	Unit	Year 2022	Year 2023	Year 2024
Occupational disease screening	Lượt	793	775	835
Health check for employees working in heavy, toxic, dangerous environments	Lượt	793	775	835
Periodic health check-up	Lượt	1,183	1,204	1,163
Specialized women's health check-up	Lượt	347	428	568

GRI 403

Occupational Health and Safety

Accident Prevention Measures

Creating a safe and friendly working environment ensures that employees feel secure at work and contributes significantly to the sustainable development of the company. At DOMESCO, we place employees at the center of our safety culture and build a “Safe and healthy working culture”.



We emphasize a 3-pronged approach to Occupational Health and Safety:

- Compliance with legal regulations*
- Scientific and technical solutions*
- Active employee participation*

DOMESCO prioritizes a culture of safety, solidarity, and mutual support, considering occupational safety and hygiene a critical factor that contributes to well-being and sustainable development. Our core principle is accident prevention and risk mitigation before incidents occur.

Respiratory Disease Prevention (Including Epidemics)

All individuals are encouraged to follow the V2K principles (vaccination – mask-wearing – hand sanitizing).

Administrative Measures

- Conduct regular health checks, promote mask-wearing during meetings and in crowded spaces.
- Continuously share health information via radio, billboards, and official guidance from the Ministry of Health.

Risk Assessment

For many consecutive years, we have recorded zero occupational accidents and zero occupational diseases. Fire prevention and control measures are always conducted in compliance with environmental and safety regulations. This result demonstrates our efforts in ensuring effective risk prevention in workplace hygiene, occupational health, and safety, with continuous improvement and timely risk control.

1 Identify new hazards

2 Evaluate current personal condition

3 Determine key behaviors

4 Identify necessary control measures

5 Confirm whether the job is safe to perform

In design, installation of machinery, and construction works, DOMESCO identifies and classifies potential hazards in advance to ensure workplace safety and health. Specific technical solutions include:

- Install protective shields, warning signs for hazardous zones
- Set up ventilation and cooling systems, especially in areas with intense heat
- Install centralized vacuum systems
- Filter dust and smoke from boilers
- Handle and isolate hazardous waste areas
- Use automatic alarms in labs and Nonbetalactam areas
- Ensure lighting and emergency exit signs are always functioning
- Conduct direct occupational health checks by medical teams
- Monitor work environments (noise, light, temperature, toxic gases, dust, etc.)
- Conduct periodic health checks for employees in high-risk areas
- Provide vaccinations against infectious diseases
- Offer quick health tests and rapid isolation when necessary
- Partner with licensed health units to ensure employees are examined and monitored 24/7 at the factory.

GRI 416

Consumer Health and Safety



Quality is the core and long-term commitment of DOMESCO to customers. We always place ourselves in the customers' position to evaluate products, continuously improving to provide reputable, safe, and humane products..

With the motto "For the quality of life", we have:



Applied GMP-WHO standards to the quality control system, implemented strict quality control



Conducted staff training according to integrated GMP-WHO, ISO, TQM systems



Established QCC quality control teams to promptly handle issues during manufacturing and apply GMP best practices



Invested in laboratories meeting GLP, ISO/IEC 17025, and warehouses complying with GSP standards, ensuring stable and accurate quality

DOMESCO is gradually completing its factories, laboratories, and warehouses to meet EU-GMP standards and aims to launch products into the European market soon.

With quality rooted in every employee's actions, many initiatives are proposed each year to optimize processes, reduce costs, and enhance quality, thereby better meeting customer expectations. All products before market release undergo rigorous internal quality assessments by DOMESCO in line with the community healthcare orientation.



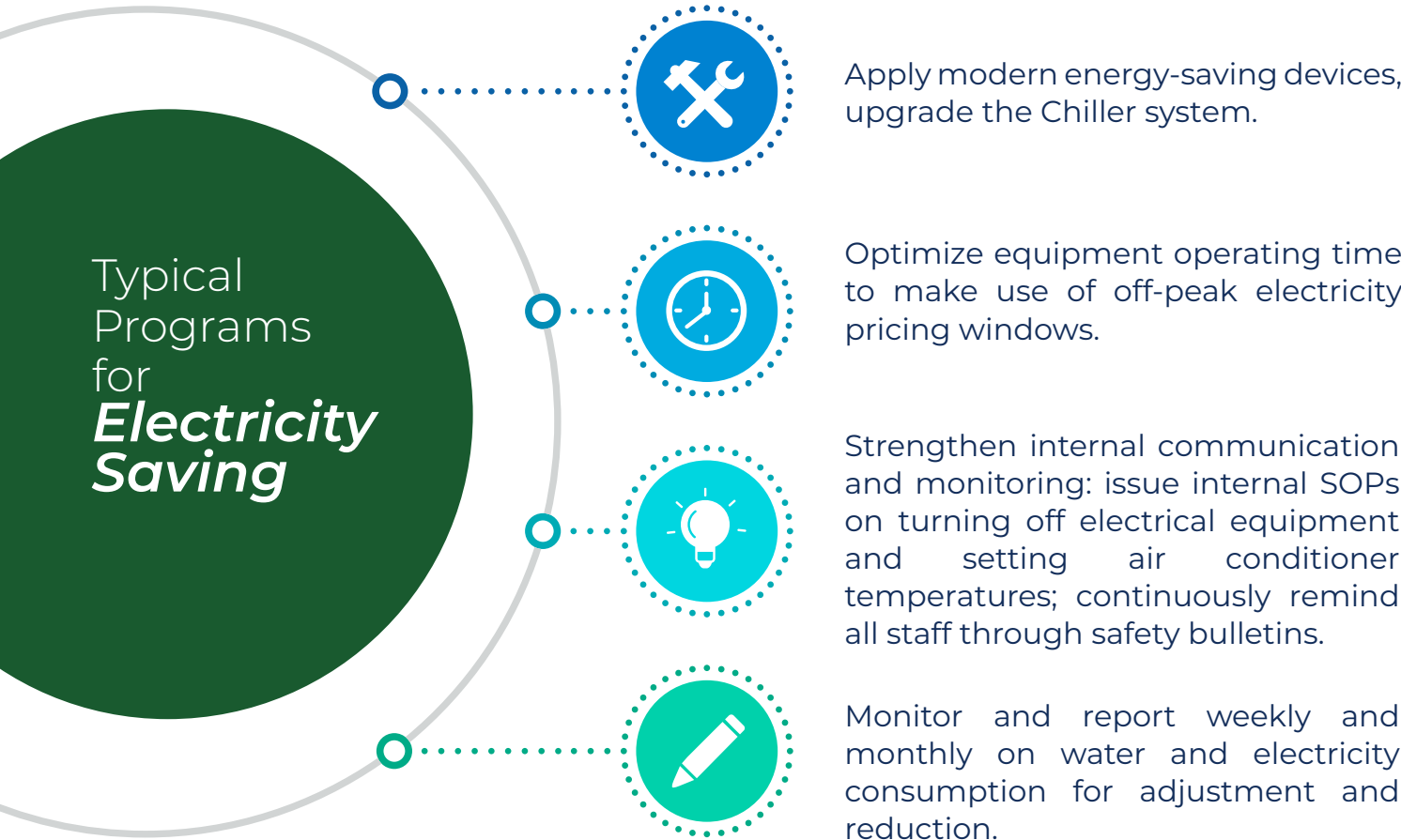
GRI 302

Energy

Reduce energy consumption and reduce energy demand, use energy efficiently, towards sustainable development.

Energy consumption	Unit	Year 2022	Year 2023	Year 2024
Power consumption	kwh/year	4.455.100	4.460.900	5.726.820
Amount of FO oil consumed	liters/year	9.863	6.489	3.055
Amount of DO oil consumed	liters/year	56.902	61.171	59.457
Intensity of use	kwh/million units	4.011	4.116	5.765

Electricity consumption (million VND/year)	Year 2022	Year 2023	Year 2024
	8.687	8.752	12.026



Administrative solutions for energy management

Communicate and promote programs to reduce costs by adjusting the temperature setting of air conditioners in office areas.
→ Set temperature increased to 27°C instead of 25°C for office air conditioners.
→ Estimated to save around 3.6% energy per office unit. For a 2HP air conditioner, this translates to 10,000 kWh/year, equivalent to VND 18.5 million/year.

Simultaneously implement a 15-minute reduction in air conditioning run time at the end of each workday: → 30 minutes/day saved.

Shift electricity usage from normal hours to off-peak hours for systems such as the central HVAC in the General Warehouse → Reduces electricity costs.
→ Estimated savings from this measure, assuming 50% business tariff and 50% production tariff: 82,000 kWh/year, equivalent to approximately VND 330 million/year.

Technical solutions for energy management

Install frequency inverters (VFD) to control fan motor speeds on AHU units, allowing fan speeds to be adjusted to the optimal level for dehumidification (operating at approximately 70% of rated speed).

- Expected benefits:
- Energy savings of up to 30% for the fan motor.
 - Improved dehumidification efficiency by slowing airflow through cooling coils
 - Estimated annual energy savings after VFD installation: 7,913 kWh/year, equivalent to VND 11.3 million/year.

GRI 303

Water and Effluents

Water is an essential resource for production and business activities and workers' lives. Therefore, water resource management is focused on ensuring both quality and quantity, continuously serving production and daily life.

We are well aware that efficient water use not only reduces costs but also contributes to the goal of sustainable development. To raise awareness, water saving and wastewater reduction propaganda content is periodically integrated into the internal EHS newsletter.



Economic Benefits

- Reduce costs related to water usage and wastewater treatment
- Save electricity and chemicals used in water treatment
- Limit investment in wastewater treatment systems
- Reduce wastewater volume, contributing to lowering environmental pollution risks

Environmental Benefits:

- Reduce pressure on drainage systems, limiting damage
- Preserve natural ecosystems, rivers, and aquatic environments
- Limit exploitation of surface water and groundwater
- Save energy in the wastewater treatment process

Phương pháp thực hiện:

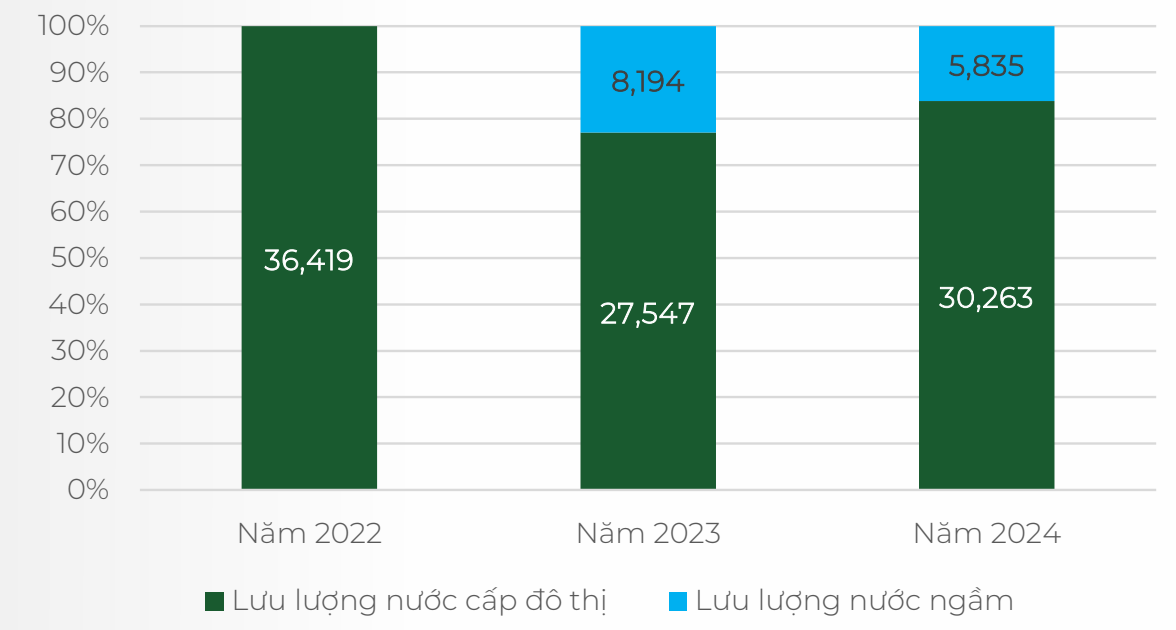
Strictly control the quality of incoming and outgoing water to ensure full compliance with current GMP regulations and Vietnamese standards.

Manage, monitor, and maintain water protection activities.

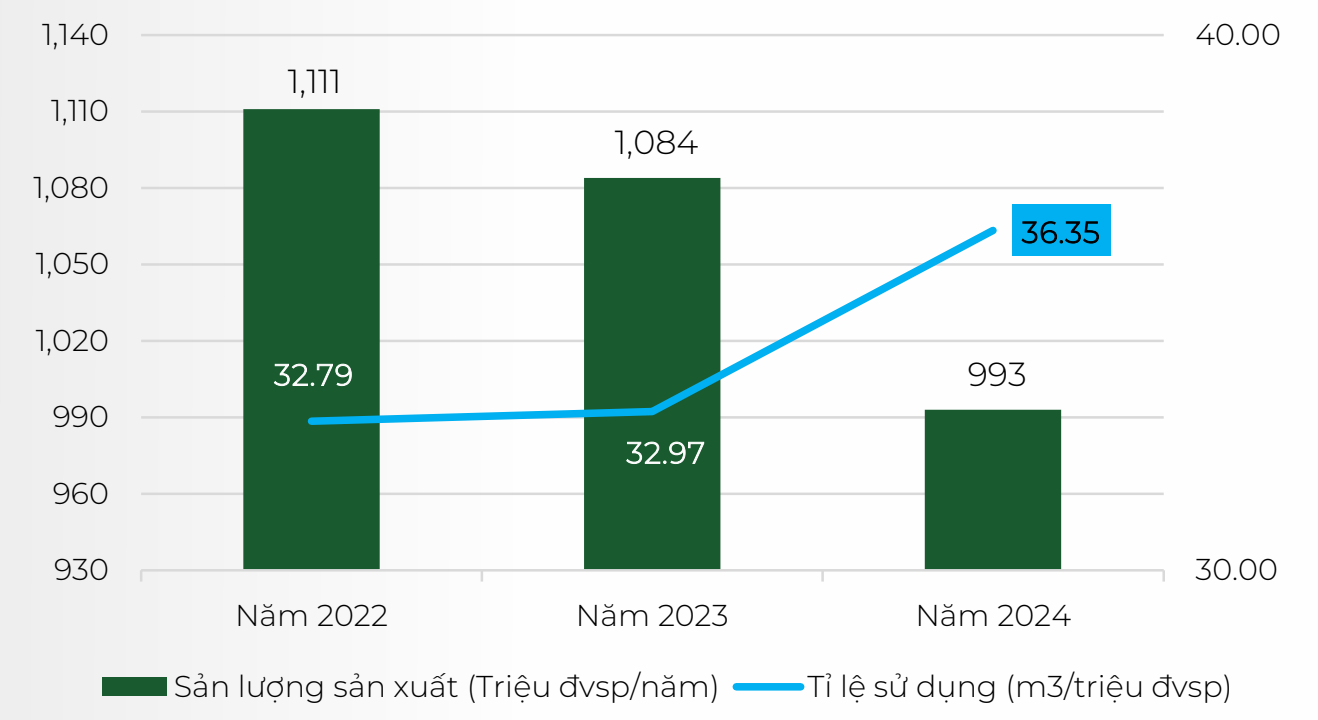
Carry out periodic environmental protection reports in accordance with legal regulations and the requirements of relevant authorities.

We understand the problem and manage water usage well, so saving water is extremely important, this has also been included in the Company's quality policy.

Lưu lượng sử dụng nước (m³)



Tỷ lệ sử dụng nước



GRI 305

Emissions



DOMESCO always strictly complies with environmental regulations in accordance with ISO 14001:2015, continuously deploying effective pollution prevention solutions, in combination with Abbott’s EHS standards and guidance from local authorities

The company pays special attention to the control of emission sources, especially in the management and treatment of wastewater. Emission data is periodically updated and disclosed through weekly meetings and communications with laborers via internal EHS newsletters.

Sources of emissions that may negatively affect the environment mainly include electricity, DO/FO fuel, transportation, gas emissions from production facilities and ambient air. These are all closely monitored through regular sampling and measurements, ensuring strict control and minimizing environmental impact.

Energy Source	Unit	Year 2022	Year 2023	Year 2024
Electricity	Ton CO ₂	3.768,1	3.358,9	3.928,1
Gasoline	Ton CO2	19,1	12,5	14,4
DO oil	Ton CO2	162,7	174,9	170,0
FO oil	Ton CO2	31,6	20,8	9,8

The company strictly controls all emission sources, ensuring complete treatment before being released into the environment.

On a quarterly basis, DOMESCO collaborates with the Dong Thap Provincial Center for Natural Resources and Environmental Monitoring to conduct exhaust gas sampling and analysis. Emissions from factories containing traces of betalactam, emissions from the testing area at the headquarters, and flue gas from boilers at the Can Lo Industrial Cluster are all thoroughly treated prior to discharge into the external environment.

Monitoring results show that 100% of the indicators are within the permissible limits.

Indicator	Unit	QCVN 26:2010/ BTNMT và QCVN 05:2013/ BTNMT	Sample dates			Remarks
			11/3/2022	11/14/2023	11/25/2024	
Total suspended particles (TSP)	µg/m ³	300	182,2	120,8	110,9	Passed
Noise	dBA	70	61,3	60,3	54,1	Passed
CO	µg/m ³	30	2.64	2.348	4.312	Passed
NO ₂	µg/m ³	200	20,3	10,4	11,8	Passed
SO ₂	µg/m ³	350	15,3	12	11,9	Passed

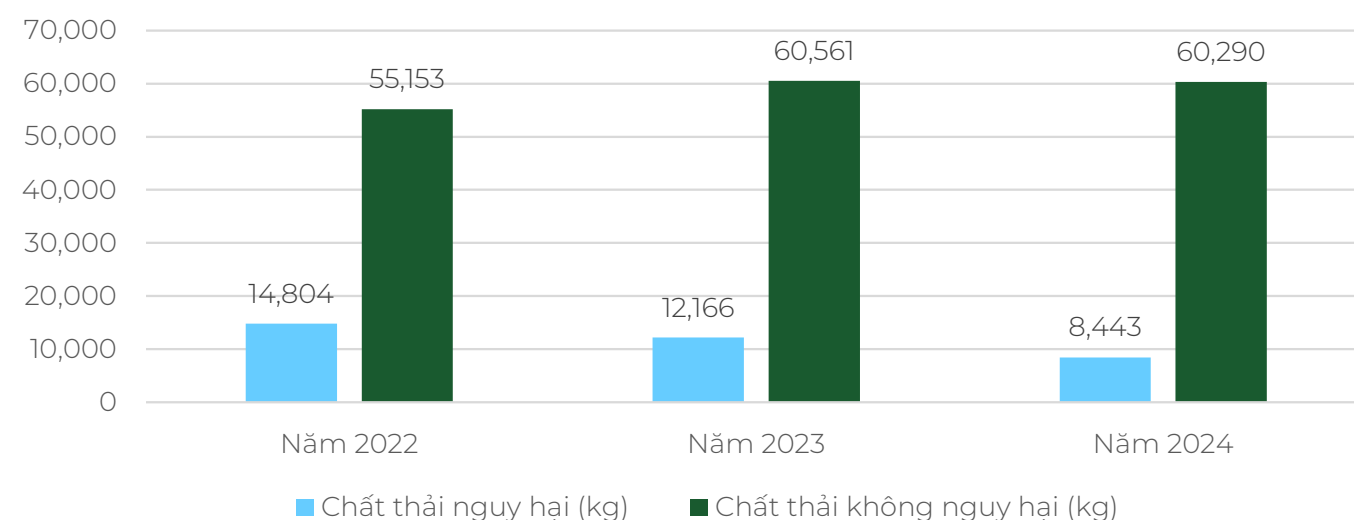
GRI 306

Effluents and Waste

Waste is categorized into three types: domestic waste, common industrial waste, and hazardous waste.

- Domestic waste: Generated from daily activities of employees, the Company cooperates with Dong Thap Urban Environment and Water Supply Joint Stock Company – City Branch to collect, transport daily (non-hazardous landfill).
- Common industrial waste (subdivided into 3 groups), is classified based on its function and usage capability as follows:
 - Group 1 is used and sold as raw materials for the production of construction materials (fuel).
 - Group 2 is used for producing building materials and land leveling (non-hazardous landfill, used directly).
 - Group 3 must be treated by burning, burial, or disposal according to regulations, including inorganic waste or difficult-to-recycle waste, as prescribed by relevant authorities and sectors..
- Hazardous waste: Classified according to Circular 02/2022/TT-BTNMT. This waste is collected, stored, and handled strictly and periodically. It is contracted with Vietnam Holcim Cement Company to transfer and co-process as fuel by feeding directly into rotary kilns at Hon Chong Cement Plant.
- Waste classification and communication about waste and hazardous waste are carried out monthly through the internal EHS bulletin of AT-SK-MT. This helps raise employees' awareness and reduce generated waste.

Chất thải phát sinh



Sludge from the wastewater treatment process is handled as hazardous waste and has been researched to reduce weight by utilizing heat recovery from condensers to dry the sludge before transportation.

Waste Type	Current Status	Code	Weight (kg/year)		
			Year 2022	Year 2023	Year 2024
Bột thuốc thải	Rắn	03 05 09	10.073,8	8.094,0	4.742,10
Than hoạt tính đã qua sử dụng	Rắn	03 05 07	915,0	580,0	575
Chất thải lây nhiễm	Rắn	13 01 01	73,3	26,2	4,7
Hạt nhựa đã qua sử dụng	Rắn	12 06 01	39,0	-	-
Dầu/nhớt thải	Lỏng	17 02 04	15,6	2,4	5
Mực in thải có thành phần nguy hại	Lỏng	08 02 01	-	-	2,1
Hộp mực in thải có thành phần nguy hại	Rắn	08 02 04	43,8	27,6	0
Chất hấp phụ, vật liệu lọc, giẻ lau, vải thải	Rắn	18 02 01	499,3	479,9	467,3
Hóa chất thải	Lỏng	19 05 02	562,5	518,8	284
Bao bì cứng bằng vật liệu khác (composite...)	Rắn	18 01 04	1.815,1	1.783,4	1.562,90
Bùn thải từ quá trình xử lý nước thải	Rắn	12 06 05	322,0	182,0	396
Bao bì cứng thải bằng nhựa	Rắn	18 01 03	250,7	313,4	299,4
Pin, ắc quy chì thải	Rắn	19 06 01	4,1	0,3	4,6
Pin Ni-Cd	Rắn	19 06 02	-	-	-
Bao bì mềm thải	Rắn	18 01 01	17,6	8,0	24
Bóng đèn huỳnh quang thải	Rắn	16 01 06	143,5	103,8	66,3
Bao bì kim loại thải	Rắn	18 01 02	27,5	46,4	9,4
Linh kiện điện tử	Rắn	16 01 13	1,0	-	-

GRI 307

Environmental Compliance

Compliance with laws and regulations on Environment, Economy, and Society demonstrates the responsibility of the enterprise towards the impacts it creates. DOMESCO always ensures a high level of legal compliance, which strengthens our governance capacity and helps avoid unnecessary legal obligations.

We manage legal compliance through an internal governance system including SOPs, reporting procedures according to regulations from authorities, and continuously updated information delivered to the Board of Directors via regular meetings (monthly, quarterly, and annually).

We regularly carry out post-inspection reports assessing environmental impacts, environmental permits of the production zones, covering all areas involved in environmental activities as regulated. We conduct assessments on compliance with legal regulations, assess and handle any legal risks related to the environment – occupational safety and health according to ISO 14001 – ISO 45001 standards.

Proactively promote investment in treatment systems and environmental protection. Solutions for treatment and response are always updated and rehearsed regularly, enabling employees to timely detect and respond to any possible incidents.

Conduct environmental assessment during the planning stage, ensure production environment standards. Fully comply with WHO-GMP regulations to ensure no external environmental pollution is released.



Pollution caused by production and business activities in 2024 has been handled according to Vietnamese regulations and standards. Collected wastewater, emission, and solid waste are treated according to approved environmental protection plans.

Hazardous waste and industrial waste are managed strictly in accordance with legal regulations, including signed commitments to relevant authorities and licenses for storage, treatment, and transportation.

Regulations on hazardous waste and chemical management are followed strictly; preventive and response plans are in place, updated to ensure safety from chemical fires, explosions, and spills.

Regular inspections are carried out to meet environmental impact report requirements. We aim to create the best working environment for employees and protect communities by listening to opinions, conducting health checks and surveys, and taking timely corrective actions to prevent environmental risks.

Implemented programs include the Green Office Program and “Zero Waste to Landfill” policy, promoting waste separation at source and reducing plastic packaging waste.

Energy, water, and raw material savings campaigns are regularly communicated through internal EHS bulletins and training sessions, aimed at raising awareness of environmental protection.

Evaluation Mechanism	Result	Adjustment or Recommendation
Annual assessment report on environmental protection compliance	Good	None

DOMESCO has fully complied with the requirements set out in the Environmental Protection Law regarding classification of waste, licensing of environmental permits, and other environmental management activities.

In 2024, we were not recorded with any violations of environmental protection laws and remained compliant with all environmental requirements. This demonstrates DOMESCO’s continuous efforts to build a responsible and reputable enterprise.

CHAPTER 5



PRODUCTION AND BUSINESS ACTIVITIES PLAN IN 2025

NET REVENUE

2,052 billion
VND



8,0%
vs 2024

PROFIT AFTER TAX

220 billion
VND



8,5%
vs 2024

ROS

10,72 %



Strategic Pillars for Sustainable Growth

Enhancing production capacity and moving toward international standards

We focus on upgrading production lines and our testing center to meet EU-GMP standards, aiming to improve product quality and strengthen our competitive capacity in both domestic and international markets.

Proactive adaptation and full regulatory compliance

In the context of continuously evolving pharmaceutical laws and regulations, we take a proactive approach in research, updates, and operational adjustments to ensure full compliance and stable, competitive business operations.

Promoting research, development, and production capacity

We continue to invest strongly in R&D and expand our scale and production capacity, integrating upgrades to EU-GMP-certified lines. Our goal is to enhance product quality and respond quickly to market demands with efficient, high-quality new products.

Operational optimization – Effective cost control

We promote digitalization and streamlined operations to improve management efficiency across the entire supply chain, contributing to better performance and adaptability amidst economic fluctuations.

Diversifying markets and supply chains

DOMESCO pursues export market expansion, fully utilizing FTAs while actively localizing raw materials and securing supply sources to enhance sustainability in production.

Channel development – Adapting to digital consumption

We promote the development of e-commerce platforms in line with modern consumption trends, expanding our reach and elevating the customer experience.

Community engagement – Spreading brand value

We continue to implement impactful CSR initiatives, protect the environment, and raise public awareness about health care. Notably, through our sponsorship of the DOMESCO Đồng Tháp cycling team, we play an important role in building a healthy, responsible, and community-oriented brand image.

CHAPTER 6





DOMESCO's 2024 financial statements were audited by Ernst & Young Vietnam Co., Ltd. and have been published on the Company's website as the link below:

https://www.DOMESCO.com/pdf/20250331---dmc---audited-financial-statements-and-explanation-of-business-performance-in-2024_en_1743395538.pdf



DOMESCO
For Quality of Life

ANNUAL REPORT

Cao Lanh City, April 20, 2025

DOMESCO MEDICAL Import Export JSC

LEGAL REPRESENTATIVE



LUONG THI HUONG GIANG



DOMESCO MEDICAL Import Export JSC

Address: No. 346, Nguyen Hue, My Phu Ward, Cao Lanh City, Dong Thap Province.

Phone number: (+84.277) 3.859.370 - Fax number: (+84.277) 3.851.270.

Website: <https://DOMESCO.com/>