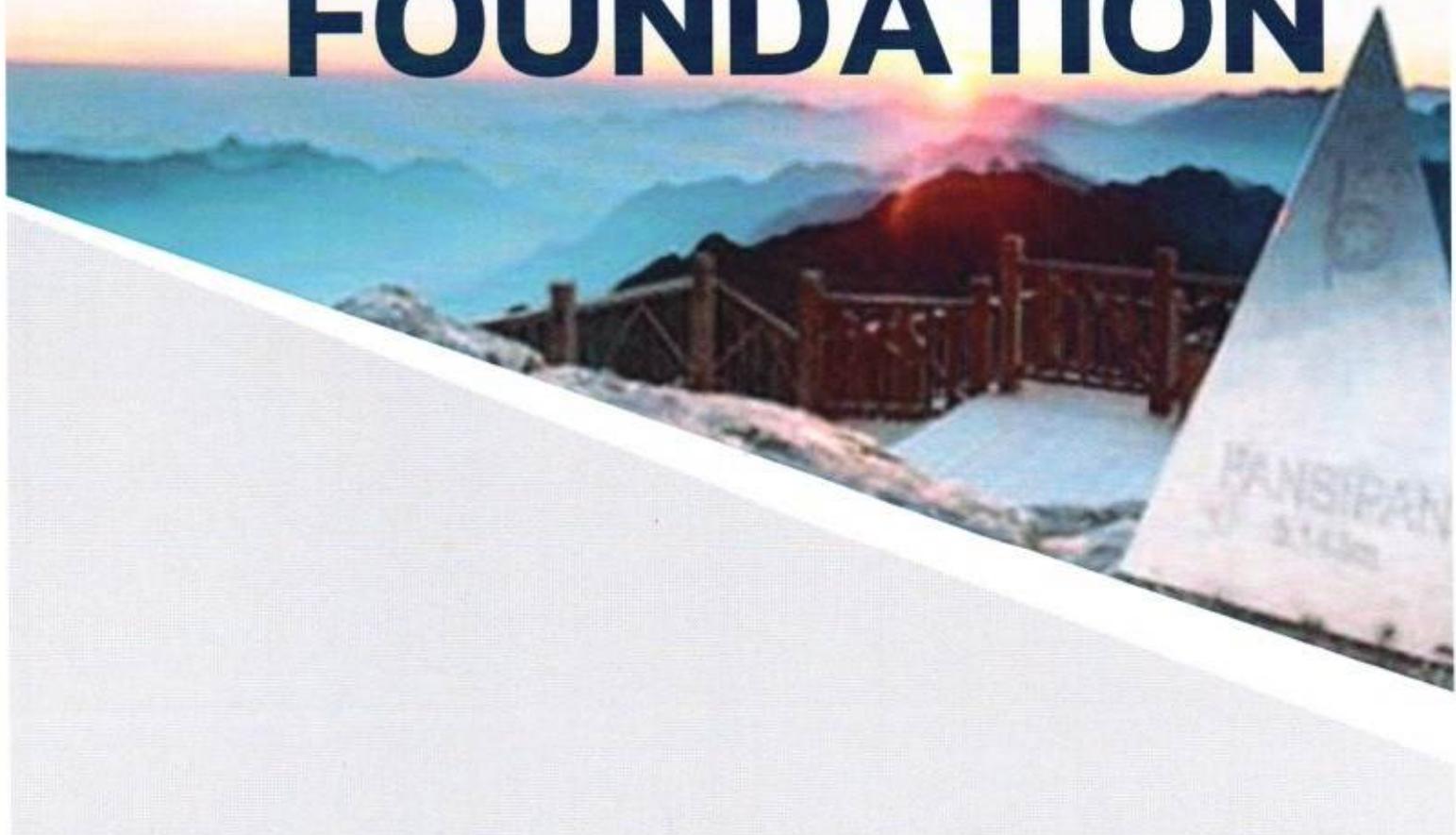




DEVELOP ON A SOLID FOUNDATION



DOMESCO MEDICAL IMPORT-EXPORT JOINT-STOCK CORP.

SS



ANNUAL

REPORT

2020



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“Develop on a solid foundation”

Chairman’s statement

Dear Shareholders,

2020 had ended with many challenges and headwinds, significantly affecting the world economy. The COVID-19 pandemic appeared and was widespread on a global scale. Countries implemented border closing policy; or opened with conditions, thus trade and goods flow between countries had encountered barriers. In addition, the climate change had caused natural disasters such as forest fires, storms and floods that persist all over the world. In that general picture, Vietnam economy is also impacted significantly. Although the state management agencies and localities have implemented many positive response solutions to support businesses, many businesses were closed, shrunk operations, even potentially dissolved.

DOMESCO, with the brand name of 32 years of establishment and development, had steadily overcome the turbulent year 2020. The Leadership team and the company share the united effort, strive to overcome difficulties and challenges, actively emulated creativity in production and business and fulfilled the commitment of “Stabilize drug prices, ensure no shortage of drugs for medical examination and treatment establishments” of the National and Local Steering Committee for Disease Control and Prevention.

In 2020, DOMESCO has exceeded its revenue target, nearly reached the profit target due to unplanned expenses incurred for Covid-19 epidemic prevention activities. Leadership team and DOMESCO’s staff had achieved great achievements such as: Product quality continued to be stable and continuously improved; Shareholders’ dividends are paid in full and on time; Preserve and develop shareholders’ investment capital; The workforce is stable and equipped with medical equipment for personal protection and safety assurance in production under the direction of epidemic prevention; Professional training to improve skill set is carried out periodically; Ensuring reasonable salary payment for employees; Implementation of social security obligations: activities to support the community to prevent Covid-19, overcome floods and storms, support the poor, sponsor socio-cultural activities in the province; Fulfill the obligation to pay taxes to state agencies.

For many years, the DOMESCO Brand has continuously maintained its pioneering position in the activity “Health care for the people”, receiving the appreciation and trust of customers, regulators and industry associations, both domestically and internationally. Evidence is that DOMESCO was awarded with prestigious titles in 2020: Gold Medal “Gold Products for Community Health”; Certificate of Vietnamese High Quality Goods for 21 consecutive years voted by Consumers; Excellent Enterprise in Asia - Pacific 2020; Top 50 most efficient Vietnamese enterprises in Vietnam; Top 500 Vietnamese enterprises with the best profits; Top 50 best Vietnamese listed companies.

Economic challenges and headwinds caused by Covid-19

Strong foundation helps us overcome challenges

Business ethics helps us to commit to quality, dedicated to customers, towards the community and sustainable

Quality and effort are recognized

“Develop on a solid foundation”

Chairman’s statement

Dear shareholders!

2021 is forecasted to remain challenging due to the impact of the Covid-19 pandemic, however, on the basis of the success of 2020 and the accumulated experience in 32 years of operation and development, DOMESCO's Board of Directors Set goals for 2021 as follows:

- Net revenue: 1.540 Billion Dong
- Profit after tax: 215 Billion Dong
- Dividend (in cash): 25%/ current charter capital
- Ensuring the safety and efficiency of production and business activities of the Company
- Comprehensive risk management in production - business - investment - finance activities
- Continuing to maintain quality management system and improve product quality
- Upgrade production systems, improve production management, increase productivity
- Expanding sales channels: developing e-commerce channels and branch systems
- Ensuring benefits for employees and shareholders

On behalf of the Board of Directors, I would like to thank our valued shareholders, investors, customers, partners for their trust, support, and companionship with DOMESCO. We are committed to continue our efforts, constantly. be creative, successfully complete the targets of the year 2021 with respect to the trust given to us

Sincerely thank all officers and employees of the Company for their commitment and companionship with the Board of Directors during the 32-year journey - DOMESCO construction and development.

Sincerely thank the leaders of the Government, Ministries, and agencies, especially leaders of Dong Thap province, Ho Chi Minh City and other departments and agencies for creating favorable conditions for DOMESCO's operation.

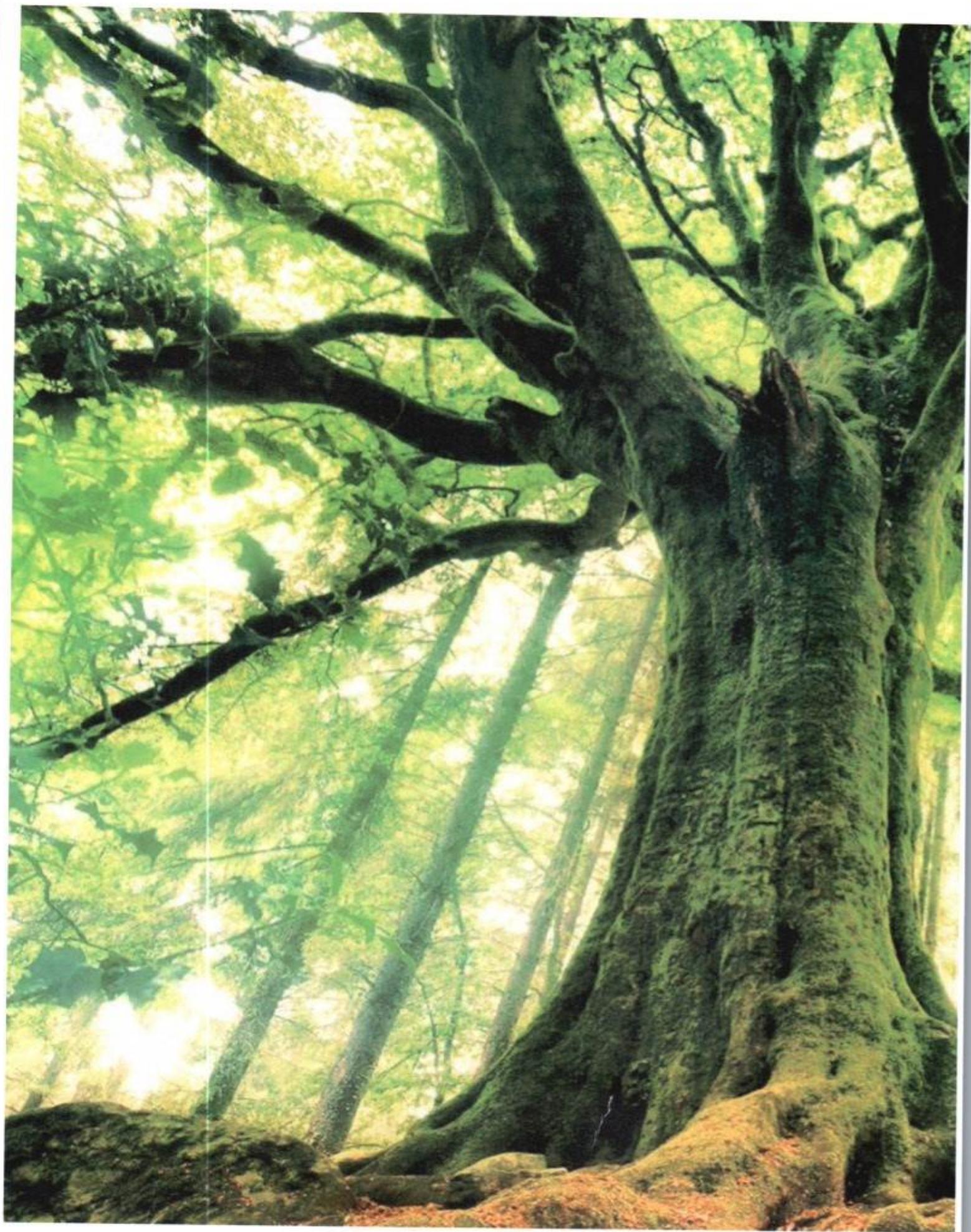
Best regards!

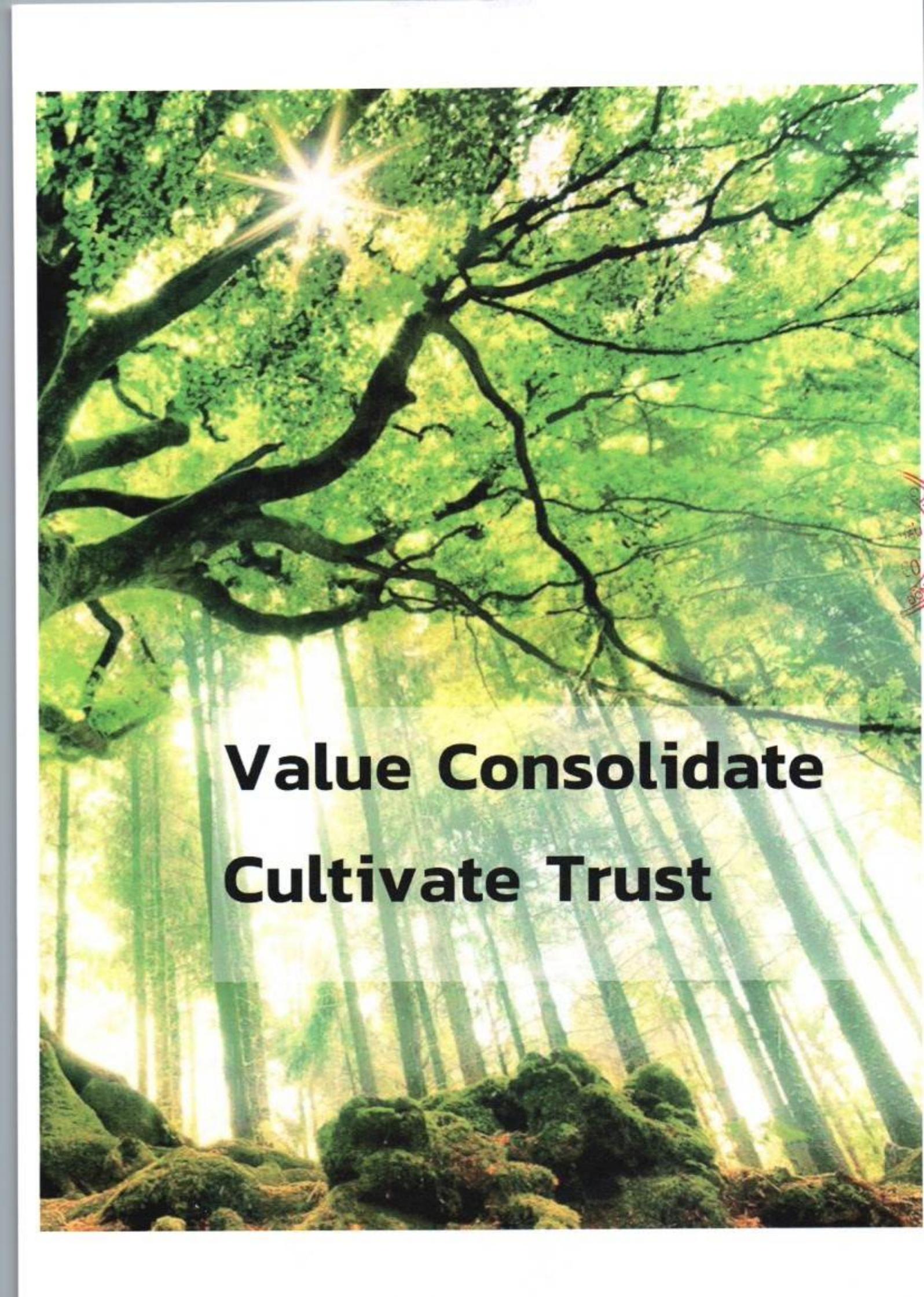


CHAIRMAN OF THE BOARD

Le Dinh Bui Tri

*A solid foundation
and a strategic vision
help us develop and
enhance the value of
our customers*





**Value Consolidate
Cultivate Trust**

PART 1: DOMESCO OVERVIEW

1. General information

Transaction name: DOMESCO MEDICAL IMPORT- EXPORT JSC

Code: 1400460395

Listed on Ho Chi Minh Stock Exchange (HOSE): in 2006

Stock Code: DMC

Charter capital: 347.274.650.000 VND

Real contributed capital of shareholders: 347.274.650.000 VND

Total volume of shares issued and listed 34,727,465 shares

Address: No.66, 30 Highway, My Phu Ward, Cao Lanh City, Dong Thap Province

Phone: (84.277) 3.859.370

Fax: (84.277) 3.851.270

Website: www.domesco.com

2. Vision- Mission-Core values

VISION

With the pioneering aspiration together with the sustainable development and investment strategy, DOMESCO strives to become the leading pharmaceutical company in Vietnam and in the region, contributing to improving the quality of life.

“FOR THE QUALITY OF LIFE”

That is our orientation and commitment, DOMESCO Medical Import Export Joint Stock Corporation continuously strives to research and develop and produce high quality, safe and effective products in treatment, contributing to bringing the community a healthy and happy life.

MISSION

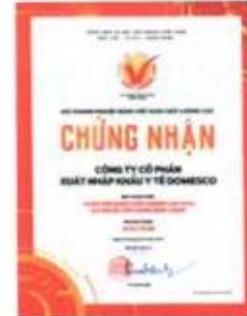
- Care and improve the quality of community life
- Develop business activities associated with bringing long-term benefits to employees and social welfare.
- Develop business activities associated with bringing long-term benefits to employees and social welfare
- Develop business activities associated with bringing long-term benefits to employees and social welfare

CORE VALUES

- Take responsibility, solidarity, promote fairness and respect for commitment to build a corporate culture.
- Take responsibility, solidarity, promote fairness and respect for commitment to build a corporate culture.
- Safety in all activities is the Company's commitment to the community and society.
- Safety in all activities is the Company's commitment to the community and society.

3. Outstanding awards and achievements 2020

Certificates " Vietnam high quality goods " in 2020-2021
(Vietnam High Quality Goods Business Association)



Certificates " Vietnam high quality goods " in 2020-2021 organized by the Vietnam High Quality Goods Business Association, and this is also the 22nd consecutive year (1999-2020) DOMESCO has received the prestigious title which is trusted and voted by consumers.

- Gold Medal for Community Health 2020 - Aspamic Sugar Products (Vietnam Functional Foods Association)



- Gold Medal for Community Health 2020 - Vitamin C Lollipops 20mg
(Vietnam Functional Foods Association)

- Gold Medal Cup for community health
(Vietnam Functional Foods Association)



The award "Golden product for community health" aims to honor the prestige, quality, and safety of products for consumers. Additionally, the award is also a motivation to encourage businesses the innovating technology and equipment, effectively applying the advanced quality management system to produce product with the best quality.



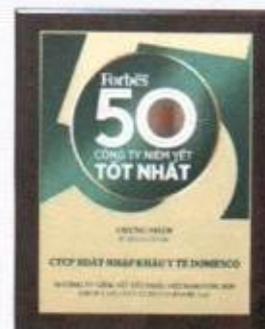
Certificate of Top 50 most efficient companies in Vietnam in 2020
(Investment Bridge Magazine)

Ranking Top 50 most efficient companies in Vietnam is one of the prestigious rankings on Vietnam's financial market. Factors that are evaluated, measured, and selected are growth ratios, revenue results and return on equity (ROE) and earning per share (EPS) to objectively assess the capacity of enterprise.



Certificate of Top 50 most efficient companies in Vietnam in 2020
(Investment Bridge Magazine)

Ranking Top 50 most efficient companies in Vietnam is one of the prestigious rankings on Vietnam's financial market. Factors that are evaluated, measured, and selected are growth ratios, revenue results and return on equity (ROE) and earning per share (EPS) to objectively assess the capacity of enterprise.



Certificate of Top 500 Most Profitable Enterprises in Vietnam 2020
(VNR 500 - Profit 500)

This is the 4th consecutive year (2017-2020) that excellent DOMESCO has participated in the Ranking "Top 500 Most Profitable Enterprises in Vietnam".



Certificates "Asia Pacific Excellent Enterprise award" in 2020
(Categories Corporate Excellence)

(Enterprise Asia)



Emulation flags in the patriotic emulation movement period 2015-2020

(People's Committee of Dong Thap Province)



- Certificate of Merit for well implementing the labor law, taking care of the material and spiritual lives of employees in 2019-2020

(The Ministry of Labor, Invalids and Social Affairs)



- Title "Enterprise for representative employees" in 2019-2020

(Vietnam General Confederation of Labor)

DOMESCO is honored to attend the ceremony and is in the Ranking "Outstanding enterprise for employees" 2019, and received the Certificate of Merit awarded by The Ministry of Labor, Invalids and Social Affairs

The award "Outstanding enterprise for workers" is an activity organized by the Vietnam General Confederation of Labor, with the Ministry of Labor - Invalids and Social Affairs, Vietnam Chamber of Commerce, and Industry (VCCI), ranking annually and awarding prizes every 3 years.



The Certificate of Merit for 2 consecutive years was recognized as "Outstanding Enterprise", "Outstanding Small and Medium Enterprise", "Creative Dynamic Entrepreneur".

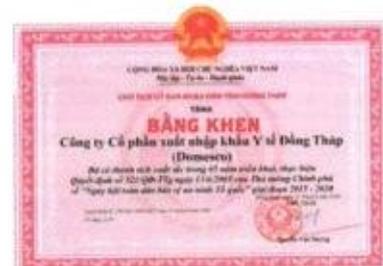
(People's Committee of Dong Thap Province)

The prestigious title of "Outstanding Enterprise", "Creative Dynamic Entrepreneur" in Dong Thap province is the recognition and honor of businesses and entrepreneurs with exceptionally excellent achievements for the positive contributions of the community, business colleagues and entrepreneurs for the socio-economic development of the province.



Certificate of Merit for outstanding achievements in the implementation of "National Day for National Security Protection" period 2015-2020

(People's Committee of Dong Thap Province)



Certificate of Merit for outstanding achievements in the organization and implementation of the emulation movement "All people protect national security" in 2020

(People's Committee of Dong Thap Province)



Certificate of Merit for outstanding achievements in deploying and implementing the emulation movement "Democracy at grassroots level" in 2020.

(People's Committee of Dong Thap Province)



Certificate of Merit for outstanding achievements in 20 years of implementing the movement "All people unite to build cultural life" in Dong Thap province period 2000 - 2020

(People's Committee of Dong Thap Province)



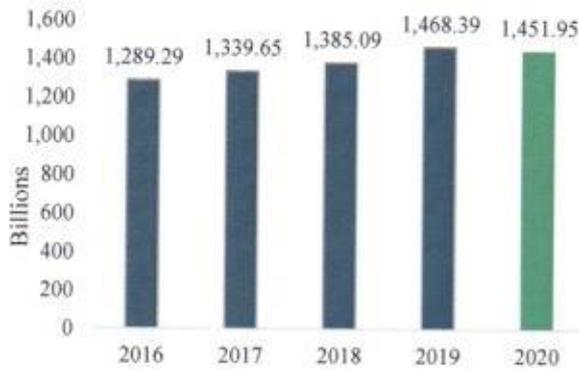
Certificate of Merit for outstanding achievements in mobilizing female officials and employees and the emulation movement "Good at water work, Take care of housework" period 2010-2020 *(Dong Thap province confederation of labor)*



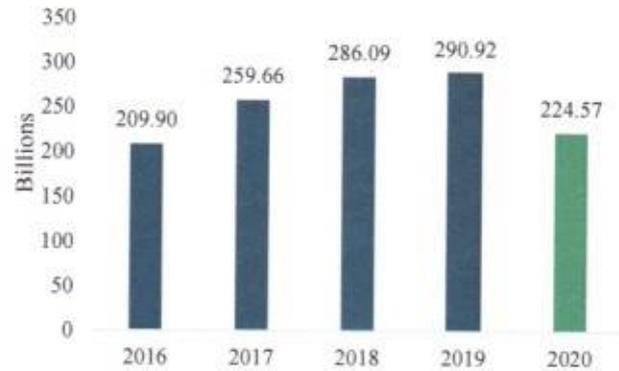
4. Key financial indicators in 2020

Items	Units	2016	2017	2018	2019	2020
Business performance						
Net revenue	Billions	1,289.29	1,339.65	1,385.09	1,468.39	1,451.95
Gross margin	Billions	498.71	534.78	488.99	492.73	438.47
Profit before tax	Billions	209.90	259.66	286.09	290.92	224.57
Profit after tax	Billions	168.64	207.66	228.77	232.63	179.54
Balance sheet						
Total asset	Billions	1,083.99	1,305.47	1,465.09	1,533.05	1,463.98
Current Asset	Billions	842.93	1,079.21	1,231.69	1,298.54	1,241.16
Non-Current asset	Billions	241.06	226.26	233.40	234.51	222.82
Liabilities	Billions	200.36	352.67	335.55	280.78	148.61
Owner's Equity	Billions	883.63	952.81	1,129.54	1,252.27	1,315.37
Charter Capital	Billions	347.27	347.27	347.27	347.27	347.27
Ratios						
ROS	%	13.08%	15.50%	16.52%	15.84%	12.37%
ROA	%	15.56%	15.91%	15.61%	15.17%	12.26%
ROE	%	19.09%	21.79%	20.25%	18.58%	13.65%
Non-Current Asset/Total Asset	%	22.24%	17.33%	15.93%	15.30%	15.22%
Movable Asset/Total Asset	%	61.53%	76.84%	77.53%	82.83%	79.67%
% Liabilities/Total Capital	%	18.48%	27.01%	22.90%	18.32%	10.15%
% Owner's Equity/Total Capital	%	81.52%	72.99%	77.10%	81.68%	89.85%
Current Ratios	%	422.13%	306.72%	368.23%	464.48%	840.61%
Quick Ratios	%	259.72%	235.69%	285.48%	384.71%	669.74%
Shares information						
Price at 31/12/2020	VND/Shares	67,500	115,600	75,500	72,000	59,300
EPS	VND	4,856	5,980	6,588	6,699	5,170
Dividend	VND	2,000	2,500	2,500	2,500	2500*

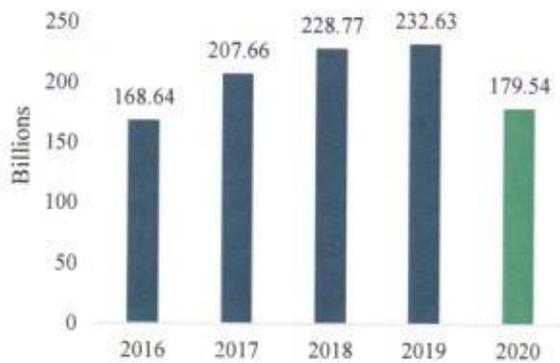
Revenue



Profit before tax



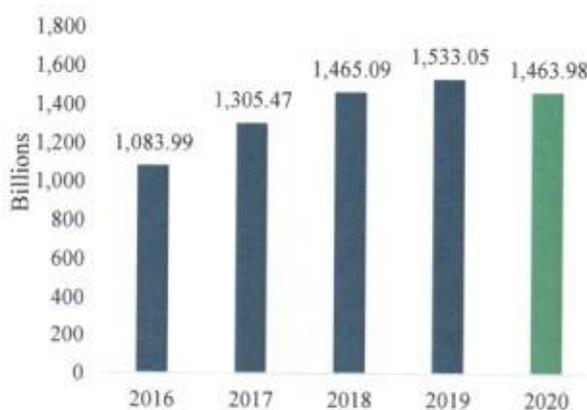
Profit after tax



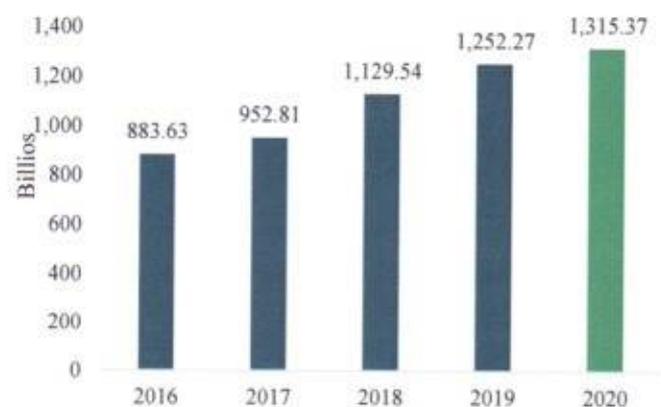
ROA-ROE-ROS



Total assets



Owner's Equity





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5. Key products of DOMESCO

Cardiovascular – Diabetes

This is the product line that contributes the largest revenue to DOMESCO, which is constantly invested and researched by DOMESCO. Many products have bioequivalence with therapeutic effects in comparison to those invented by multinational companies. These products are the proud of DOMESCO and are highly appreciated by professionals



Antibiotic

With many years of experience in medicine production, DOMESCO has constantly researched and produced suitable antibiotic products to the disease pattern. DOMESCO's products are manufactured on modern manufacturing lines, certified for bioequivalence and other standards in medicine production, and licensed by the Ministry of Health for circulation.



Analgesic - anti-inflammatory



Herbal

The products extracted from medicinal herbs produced in factories meeting GMP WHO standards are clinically tested in prestigious hospitals, demonstrating the concept of natural therapeutic medicine and safety in the cure.



Health protection food products

As quality of life improves, consumers have tendency to prevent disease by using products that protect their health. For that reason, DOMESCO researched and introduce to market health protection foods products, produced in factories meeting GMP standard.



6. History of establishment and development

1980: Medical Equipment Repair Station was established

1985: Renamed into Medical Supplies Company

1987: Medical Materials Supply and Service Company

1989: DOMESCO Company

1992: The Company changed its name to Dong Thap Medical Import Export Company (DOMESCO)

1993: The Company supplemented the function of pharmaceutical production, the Company applied advanced technology to production to provide quality pharmaceuticals for the domestic market.

2000: The Company built an advanced factory system, Non-betalactam meets GMP ASEAN standards

2001: The Company is honored to receive the certificate of quality management system ISO9001: 2000 and is a pioneer company to bring home-made drugs into the export market.

2004: Officially transformed into DOMESCO Medical Import Export Joint Stock Corporation.

2006: DOMESCO shares were officially listed on the Stock Exchange Center of Ho Chi Minh City (HOSE) with transaction code DMC

2010: Officially transformed into DOMESCO Medical Import Export Joint Stock Corporation.

2011 DOMESCO had a strategic shareholder as the number one pharmaceutical corporation in Chile and South America. CFR International Spa - Chile has accompanied DOMESCO in developing production, researching, and developing products, transferring advanced and listed production technologies with the best investor relations activities organized and surveyed by Vietstock.

2014: The Company's charter capital was increased to 1.5 times to 267,137,970,000 VND, the Company has upgraded, renovated, and increased capacity for 2 Non - Betalactam factories and Cephalosporin factories. Expanding export markets, in 2014, the company exported to some new markets of South America.

2016: The Company's charter capital was increased by 30% # VND 347,274,274,650,000. CFR International Spa - Chi Le transferred to Abbott laboratories (Chi le) Holco SPA; implemented business management through DMS One system

2018: DOMESCO is honored to be certified as "Sustainable Enterprise" and "Best profitable Enterprise", DOMESCO is included in the list of 27 Vietnamese enterprises honored "Enterprise has the best working environment." in Asia 2018 - Best Companies to Work for in Asia 2018".

2019: Continuing to receive the prestigious awards "National Quality Gold Award", "Certificate of High Quality Vietnamese Goods", "Certificate of the Top 500 Most Profitable Enterprises in Vietnam 2019"; "Top 100 Vietnam Sustainable Enterprises 2019 (VCCI)"; "Top 10 prestigious pharmaceutical enterprises in 2019"; and certificates of merit for excellently completing the tasks of the Government.

The second year was honored " Best Companies to Work for in Asia 2018-2019" by HR ASIA

For the first time, DOMESCO was voted by Forbes Magazine in the Top 50 best listed companies in Vietnam 2019

2020: DOMESCO wins the award "Excellent Enterprise in Asia - Pacific" because it meets the rigorous standards of the Enterprise Asia International Advisory Council on capacity for sustainable development, commitments in business standards. Continuing to make continuous efforts for product quality towards the community and continuously receiving prestigious titles. DOMESCO is voted by Forbes Magazine as one of the Top 50 best listed companies in Vietnam 2020, in the top 10 prestigious pharmaceutical companies in 2020. 2020 is the 22nd year that DOMESCO has continuously won the trust of consumers, when voted Vietnamese High Quality Goods.

7. Business sector and business presence

7.1 Business sector

Business sector: DOMESCO is an enterprise specializing in research, development, production, marketing, and trading of Pharmaceuticals, a medicine derived from Medicinal Materials, Functional foods, drinking water, and herbal drinking ... Besides, the company also operates in the field of import and export of medicine, medicinal ingredients, food - functional foods, medical supplies, and medical equipment domestic and for export.

DOMESCO is a prestigious and long-established pharmaceutical brand in Vietnam that meets all the most stringent standards of the Ministry of Health on medicine production such as: Good Manufacturing Practice-GMP, Good Storage Practice- GSP, Good Laboratory Practice-GLP, Good Distribution practice-GDP and Good Pharmacy Practice -GPP.

Meeting all the standards of pharmaceutical production of the Ministry of Health has demonstrated the consistent quality of DOMESCOs products - committed to providing the best quality products to consumers with the slogan "For quality of life". Until now DOMESCO has researched and released to the market more than 350 products including:

- Pharmaceutical chemicals: cardiovascular, diabetes, antibiotic, antipyretic, respiratory, digestive, mineral vitamins
- Medicines from medicinal herbs
- Health protection food products
- Foods
- Especially, in the challenging context of epidemics in 2020, DOMESCO has quickly provided products to help the community in diseases prevention such as masks, hand sanitizers, and antibacterial alcohol.

7.2 Business presence

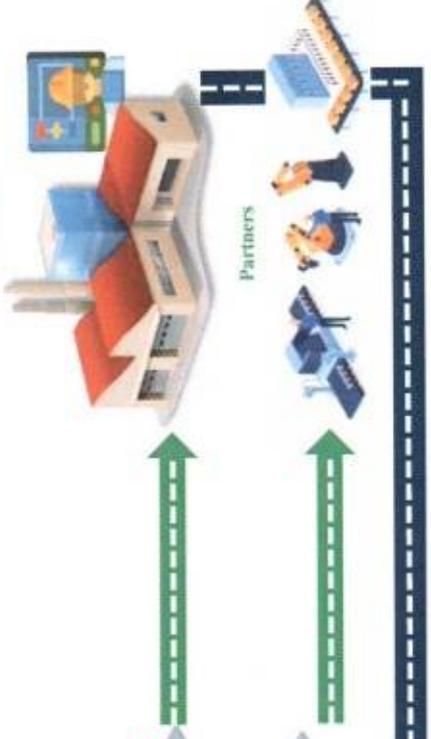
With a long history of 32 years of establishment and development in the pharmaceutical industry, so far DOMESCO's brand has presented over the country with 10 branches covering from South to North, supplying products to more than 24,000 customers in Vietnam. In addition, DOMESCO also exports medicine to countries around the world, especially countries in Asia

Logistic

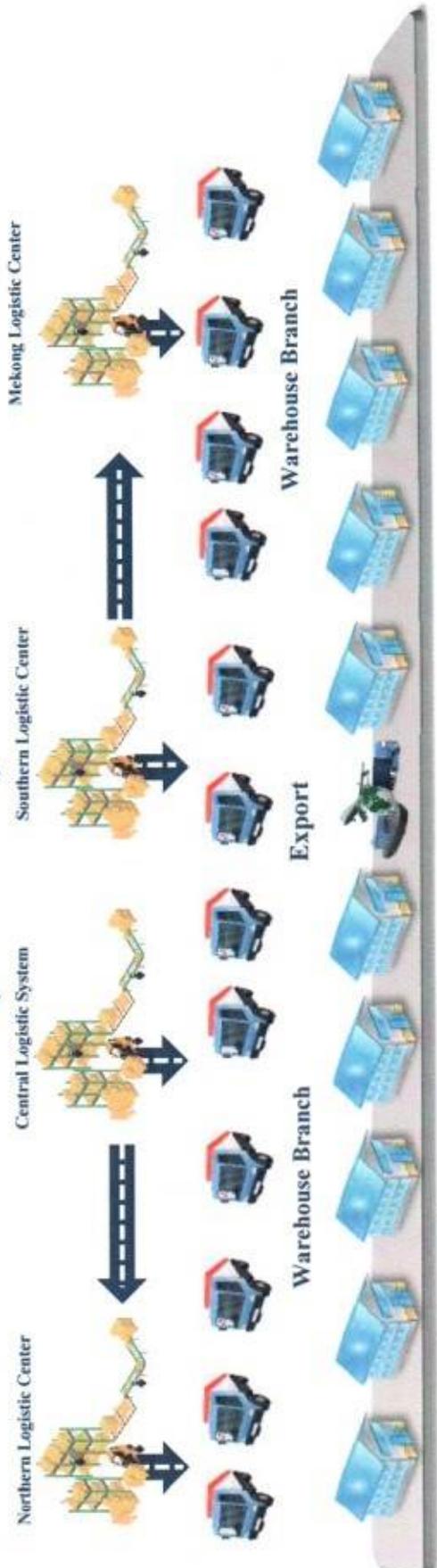
Raw material



Distribution center HCM & Dong Thap



Finished goods



→ Distribution finished products to customers

Market coverage

Domestic market

Domestic Market: Present 100% cities and provinces



Served **750**
Public hospital



Present at **700**
Health Center



Collaborate with more than
350 private hospitals



Connection **550**
provincial pharmacy



Served **24,000** retail

Top 4 Vietnam
Pharmaceutical Company

10 Branches
across 63 provinces

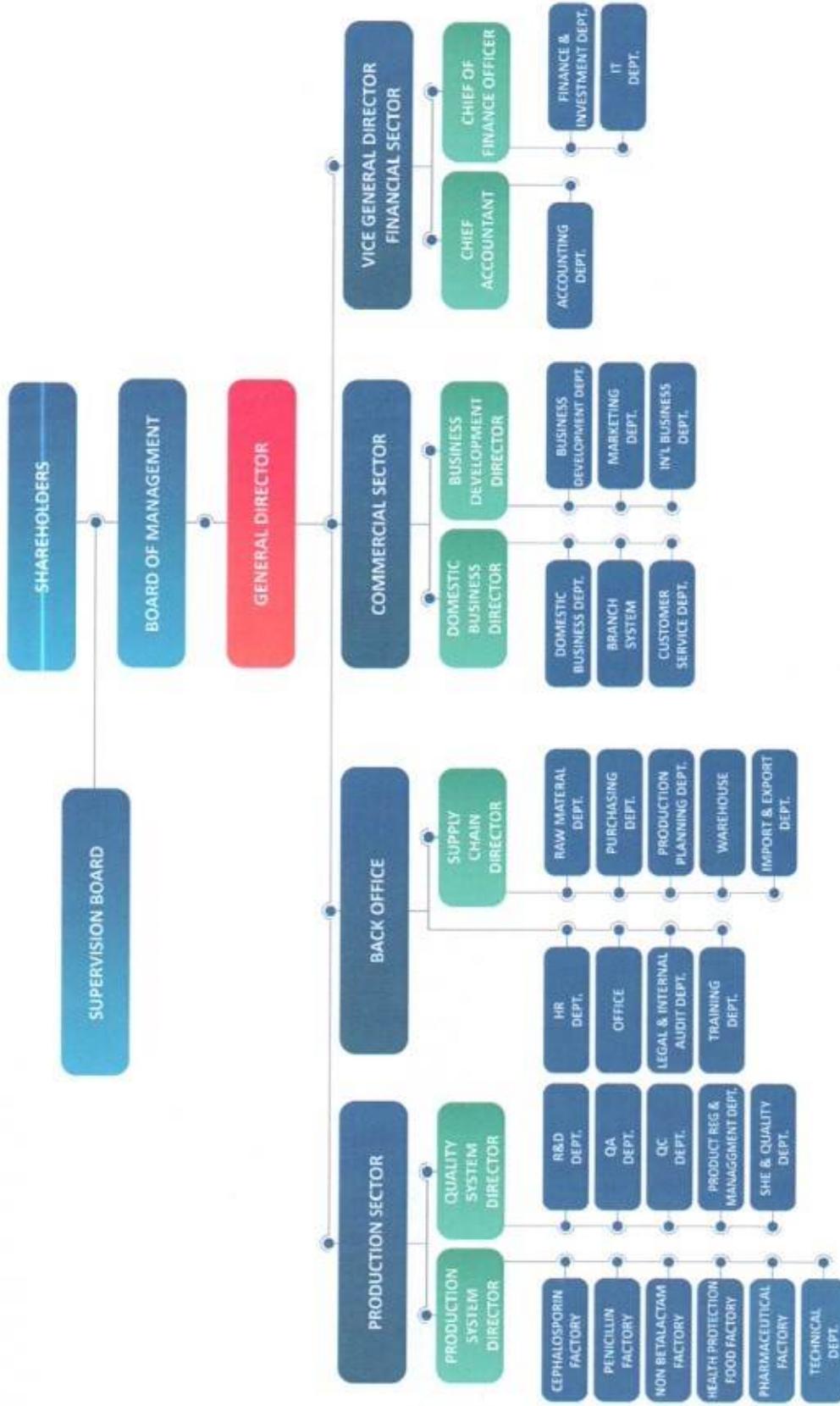
2 Large distribution-centers
10 Branch + 65 transport vehicles

Exportation market:



8. Management and administration

8.1 Organizational structure



8.2 Key changes in 2020

Items	2019	2020	Content
Branch	11	10	Thai Nguyen branch merged to Hanoi branch
Hai Duong branch address change	Lot 61.52, zone 10, Hai Tan ward, Hai Duong city	69, Tran Nguyen Dan, Thanh Binh ward, Hai Duong city	Changed as of May 2020
Change the name of the business location	Extracting medicinal herbs factory	Domesco Product and Development production Center	
Member of BOD	<ol style="list-style-type: none"> 1. Mr. Le Dinh Buu Tri 2. Ms. Luong Thi Huong Giang 3. Mr. Peter Huang 4. Ms. Lee Yoon Kiem 5. Mr. Nguyen Van Hoa 6. Mr. Douglas Kuo 	<ol style="list-style-type: none"> 1. Mr. Le Dinh Buu Tri 2. Ms. Luong Thi Huong Giang 3. Mr. Leonid Goldshteyn 4. Mr. Cedric Guy Yves Schepens 5. Mr. Nguyen Van Hoa 6. Mr. Douglas Kuo 	<p>Appointing Mr. Cedric Guy Yves Schepens</p> <p>And Mr. Leonid Goldshteyn to replace Mr. Peter Huang and Ms. Lee Yoon Kiem</p>
Member of Supervisory Board	<ol style="list-style-type: none"> 1. Mr. Nguyen Phi Thuc 2. Mr. Phan The Thanh 3. Ms. Servane Marie Amelie Gorgiard 4. Mr. Samuel Timothy Nance 5. Ms. Ho Thi Thu Van 	<ol style="list-style-type: none"> 1. Mr. Nguyen Phi Thuc 2. Mr. Phan The Thanh 3. Ms. Servane Marie Amelie Gorgiard 4. Mr. Samuel Timothy Nance 5. Ms. Sze Chin Wong 	<p>Appointing Ms. Sze Chin Wong to replace Ms. Ho Thi Thu Van</p>

8.3 Introduction of senior executives in the company

The 2020 Annual General Meeting of Shareholders held on June 18, 2020, approved the number of members of the Board of Directors for term IV (2019-2024) as 06 members, 05 members of the Supervisory Board and 03 members of the Board of Management.

Mr. LE DINH BUU TRI

Chairman of the Board

Non-executive members of the BOD

Head of Development Policy Subcommittee



Year of birth: 1970

Nationality: Vietnamese

Level of qualification: Master of International Trade and Finance

Work history

- 5/2001- 5/2006: Legal Manager– Manulife (Vietnam) Insurance Company)
- 5/2006 - 5/2007: General Director – Manulife Fund Management (Vietnam) Insurance Company
- 06/2007-9/2014: Managing Director of The Southern Branch- State Capital Investment Corporation (SCIC)
- 10/2014- 3/2015: Deputy chairman of Board of DHG Pharma
- 3/2015- Present: Managing Director of The Southern Branch- State Capital Investment Corporation (SCIC)
- 1/2018- Present: Chairman of Board of DOMESCO

Owned DMC shares

+ Individual: 0 shares

+ Representative for SCIC capital at Domesco: 7.835.404 shares # 22,56%

Mr. LEONID GOLDSHTEYN

Non-executive members of the BOD

Development policy committee member

Year of birth: 1981

Nationality: American

Level of qualification: Master of Business Administration

Work history

- 2002- present: Hold position at Abbott Laboratories respectively: Senior Cost Analyst, Finance Supervisor, Sr. Manager- Business Development, Director Licensing & Acquisitions, Sr. Director Strategic Management Office, Controller- Emerging Markets and present Divisional Vice President APAC
- 6/2020- present: BOD member of DOMESCO

Owned DMC shares: 0 Share



Ms. LUONG THI HUONG GIANG

Deputy Chairman of Board

Executive members of the BOD

General Director

Head of Human Resources subcommittee



Head of Salary and bonus subcommittee

Member of the Development Policy subcommittee

Year of birth: 1967

Nationality: Vietnamese

Level of qualification: Pharmacist and Master of Business Administration

Work history

- 09/1992 - 11/1997: Sales & Marketing Director- The Resident R.O of Sandoz Consulting Ltd., Switzerland
- 12/1997 - 03/2004: General Director - 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: Head of Representative Office - The Resident R.O of Chemo Iberica SA, Spai
- 08/2007 - 4/2014: Head of Representative Office- The Resident R.O of Sinensix & Co, Scotland 05/2014- present: General Director of DOMESCO
- 11/01/2013- 11/01-2018: BOD member of DOMESCO
- 12/1/2018- Present: Deputy chairman of Board of DOMESO

Owned DMC shares: 0 shares

Mr. DOUGLAS KUO

Non-executive members of the BOD

Year of birth: 1969

Nationality: American

Level of qualification: Bachelor of Business Administration

Work history

- 2008-2010: Managing Director -3A Pharma Singapore Private Ltd.,
- 6/2010 -present: General Director– 3A Nutrition (Vietnam) Company Ltd.,
- 12/2016- present: BOD member of DOMESCO

Owned DMC shares: 0 shares



Mr. CEDRIC GUY YVES SCHEPENS

Non-executive members of the BOD

Year of birth: 1982

Nationality: Switzerland

Level of qualification: Master of Business Engineering



Work history

- 9/2006 - 5/2008: Controller of Solvay Pharmaceuticals SA, Brussels
- 5 / 2008 -11/ 2010: Controller of Solvay Pharmaceuticals GmbH, Hanover
- 11/ 2010 - 6 / 2012: Senior Financial Analyst of Abbott Products Operations, Basel
- 6/2012 -3 / 2016: Finance Controller of Abbott Korea Limited, Seoul
- 4 / 2016 - 6 / 2017 Finance Director of Abbott Products Operations, Basel
- 7 / 2017 -2 / 2020: Associate Director Strategy of Abbott Products Operations, Basel
- 3 / 2020 - present: Regional Finance Director, APAC of Abbott Laboratories (Singapore) Pte Ltd, Singapore
- 6/2020- present: BOD member of DOMESCO

Owned DMC shares: 0 shares

Mr. NGUYEN VAN HOA

Executive members of the BOD

Deputy General Director

Head of audit committee



Year of birth: 1967

Nationality: Vietnam

Level of qualification: Bachelor of accountancy

Work history

- 1992- 2006: Deputy of Accounting Department - DOMESCO
- 2006 - 2011: Chief financial officer- DOMESCO
- 2011- present: Deputy General Director - DOMESCO
- 2006 - 2009: BOD member term I of DOMESCO
- 2014- nay: BOD member term III, IV- DOMESCO

Owned DMC shares:

+ Individual :0 shares

+ Representative for SCIC capital at Domesco: 4.219.063 shares # 12.15%

Mr. NGUYEN PHI THUC

Head of Supervisory Board

Year of birth: 1979

Nationality: Vietnamese

Level of qualification: Bachelor of Business Finance



Work history

- 2001 -2009: Working at DOMESCO Medical Import-Export Joint Stock Company, in turn holding the role of specialist of Quality Assurance Department, specialist of accounting department, specialist of Internal Audit Department
- 2009 - present: Head of Supervisory Board Term II and Term III and IV at DOMESCO

Owned DMC shares: 0 shares

Mr. PHAN THE THANH

Member of Supervisory Board

Year of birth: 1983

Nationality: Việt Nam

Level of qualification: Masters of Economic



Work history

- 2005-2009: Appraisal specialist at Head Office of Bank for Investment and Development of Vietnam
- 2009 – 3/2020: Specialist - State Capital Investment Corporation.
- 2014 - present: Member of Supervisory Board at DOMESCO
- 3/2020 - nay: Deputy Chief Executive Officer of State Capital Investment Corporation (SCIC)

Owned DMC shares: 0 shares

Mr. SAMUEL TIMOTHY NANCE

Member of Supervisory Board

Year of birth: 1978

Nationality: American

Level of qualification: Bachelor of accountancy

Work history

- 8/2002 -2/2008: Audit Manager, Deloitte (U.S.A)
- 2/2008 - 11/2010: Senior International Financial Auditor, Abbott (U.S.A)
- 11/ 2010 - 5/2014: Financial Controller, Abbott Nutrition (Philippines)
- 5/ 2014- present: Financial Controller, Abbott Nutrition (Vietnam)
- 12/2016- nay: Member of Supervisory Board DOMESCO

Owned DMC shares: 0 Shares



Ms. SERVANE GORGIARD

Member of Supervisory Board

Year of birth: 1982

Nationality: French

Level of qualification: Master's in international financial Analysis

Work history

- 2008-2012: Senior analyst - Jaccar Equity Research
- 2012-2014: Chief Financial officer of Southeast Asia - CFR Pharmaceuticals.
- 2015- 2017: Financial Manager, Special Projects – Abbott EPD
- 2017- 2018: Commercial Financial Controller – Abbott EPD
- 2018- present: Head of Supply Chain – Abbott EPD.
- 2014- present: Member of Supervisory Board at DOMESCO

Owned DMC shares: 0 shares



Ms. SZE CHIN WONG
Member of Supervisory Board

Year of birth: 1978

Nationality: Singaporean

Level of qualification: Bachelor of accountancy

Work history

- 7 / 2007 - 4 / 2011: Business Analysis and Planning Manager of Singtel, Singapore
- 4 / 2011 - present: Working at Abbott Laboratories (Singapore), holding the positions of Senior Financial Analyst – SEA, Senior Financial Analyst – APAC, FP&A Manager -APAC, Senior FP&A Manager – APAC, Area Assistant Controller

Owned DMC shares: 0 shares



Ms PHAM NGOC TUYEN

Chief Accountant

Year of birth: 1969

Nationality: Việt Nam

Level of qualification: Bachelor of accountancy

Work history

- 1990 - 1993: Working at Dong Thap Medical Import-Export Joint Stock Company
- 1993 - 2000: Deputy Accounting Department of Dong Thap Medical Import-Export Joint Stock Company
- 2000 -2003: Head of internal audit department of Dong Thap Medical Import-Export Joint Stock Company
- 01/2004 - present: Chief Accountant at DOMESCO

Owned DMC shares: 34.234 shares



Mr. NGUYEN DUY TUNG

Chief Financial Officer - Corporate governance officer

Member of Human Resources Committee

Year of birth: 1969

Nationality: Vietnamese

Level of qualification: Bachelor of accountancy - Bachelor of Laws

Work history

- 1992 – 1999: Staff - Manager APM - Saigonship
- 1999 – 2001: Chief Financial Officer ANDIKA Vietnam
- 2001 – 2007: Head of Accounting dept, ERP Project Manager and Terminal Equipment Manager at Telecom's Mobile Center
- 2007 - 8/2014: Deputy General Director of REE Securities Company, Deputy Director of Power & Water Development Project, Investment Director of RNG Fund Management Company - REE and Gemadept
- 09/2014 - 02/2015: Deputy Director of REE Refrigeration Electrical Engineering Joint Stock Company
- 02/2015 - 06/2017: Assistant to General Director of DOMESCO Medical Import Export Joint Stock Company
- 06/2017 - present: CFO at DOMESCO



Owned DMC shares: 0 shares

9. Development strategy:

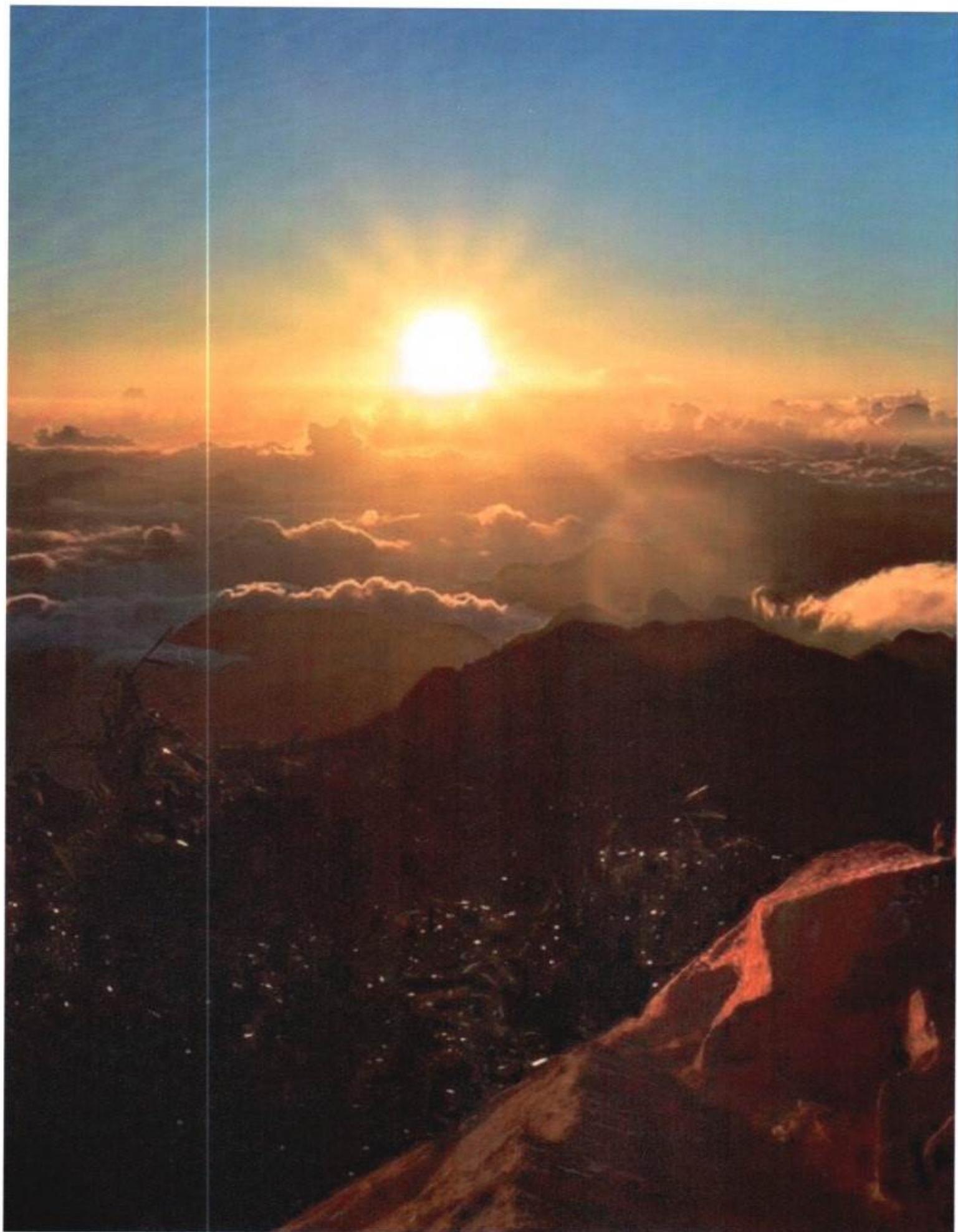
The Company's development strategy is towards quality healthcare products, providing a healthy life for the community. At Domesco, we focus on improving product quality, always improving products, and creating new products to capture the health care trends, to meet the needs of all customers. At the same time, the Company focuses on commitment, inspiration, and development opportunities in each member of the company through a sustainable corporate culture, a working environment that complies with ethical regulations.

The Company's strategic focus:

	Enhance	Expand	Ensure
Content	<p>Committed to providing high quality, safe and effective products in treatment to customers. Focus and enhance customer service values, towards sustainable development</p>	<p>Constant innovation is the foundation for development</p> <p>Become a leading pharmaceutical company in Vietnam</p> <p>Expand production and business activities to the region and increase exports to more countries.</p>	<p>People are an important factor and central to the realization of strategy at Domesco.</p> <p>Ensuring a working environment for employees to develop and dedicate is the mission of the Company's leaders.</p> <p>Take care and train the successor team to ensure sustainable development and maintain a team of managers who are capable and ready to accept challenges.</p>
Objectives	<ul style="list-style-type: none"> • Enhance core business • Strengthen relationships with customers • Continuously improve operations in production and business and strengthen cost management • Ensure quality compliance according to the standards of Vietnam and the Parent Company 	<ul style="list-style-type: none"> • Expanding strategic portfolio • Speed up bringing new products to customers • Invest in technology and strengthen research and development of new products • Expand customers and grow network through partners to increase DOMESCO's presence 	<ul style="list-style-type: none"> • Ensure the best environment and conditions for employee development • Train and attract talent • Building a strong ethical and corporate culture
KPIs - Targets	<ul style="list-style-type: none"> • Net sales • Profit after tax • Dividends for shareholders • Employee's income • Brand recognition in the market • Increase trust from customers 	<ul style="list-style-type: none"> • Expanded product portfolio • Increase market share • Expanding distribution network • Speed of new product introduction • Satisfy customer needs 	<ul style="list-style-type: none"> • Percentage of employees who want to change jobs • Employee satisfaction level • Percentage of employees who are promoted in their work every year

Business model:

DOMESCO operates in the field of manufacturing production and trading in service of community health care, production, distribution, and circulation activities must comply with regulations of the competent authorities and be supervised by relevant departments. With its solid potential and proactive and closed model from production to business, it allows the Company to seize many opportunities and minimize risks, while bringing value to all stakeholders.



Effective Management Strengthen Success



PART 2: OPERATIONAL REPORT 2020

A- MACRO-ECONOMIC OVERVIEW

1. Vietnam macro-economic overview 2020

In 2020, global socio-economic was significantly and seriously impacted by an outbreak of the Coronavirus (Covid-19). Top economies beared the worst crisis in decades. However, in the last month of 2020, almost all economies started recovering after removing the block-down order due to the Covid-19 epidemic. Hence, the world economic growth has shown more positive signs. Global trade, commodities have gradually recovered; global stock markets surged in November and December thanks to positive signals from the production and effectiveness of the Covid-19 vaccine. Although top economies such as the US, China, Japan, and the European Union have still faced many difficulties, they have put more afford to recover from the last months of 2020 and will gain better growth in 2021. Vietnam is not an exception. Covid-19 occurred complicatedly and unpredictably, impacting growth in almost all sectors and fields. International trade disruptions caused consequences to the production, export, and import activities of Vietnam. Unemployment rates are high. Besides, drought, saline intrusion, storm, and flood-affected productivity, crop output, and people's life.



Facing this situation, the Government has promptly and drastically instructed ministries, branches, and localities to implement solutions synchronously and effectively. The solution implemented successfully helped to prevent epidemics, ensure people's health, prevent economic crisis, and maintain social stability. Thanks to that, the 2020 socio-economic situation in Vietnam was the top of well-managed countries in the world as many remarkable results:

- Gross domestic product (GDP) in 2020 increases 2.91% over 2019.
- The EU and Vietnam Free Trade Agreement (EVFTA) was implemented, so industrial production in the Q4 of 2020 has prospered with a growth rate of 4.8% over the same period last year.
- Total import and export turnover in 2020 were estimated at 543.9 billion USD, up 5.1% over 2019. The balance of trade in 2020 was estimated to have an export surplus of 19.1 billion USD, the largest value ever.
- The stock market had many contributions in mobilizing capital for the economy. As of December 17, 2020, the total capital mobilization of the stock market reached VND 383.6 trillion, increasing 20% compared to the same period last year.
- Total Foreign Direct Investment as of December 20, 2020, including newly registered capital, adjusted registered capital, and value share owned reached 28.5 billion USD, down 25% compared to 2019
- On average, in 2020, the consumer price index increased by 3.23% compared to 2019
- The average inflation in 2020 was 3,23% compared to that in 2019.

Vietnam pharmaceutical sector 2020

Demographic, epidemiological, and socio-economic changes have increased the demand for health care in Vietnam.

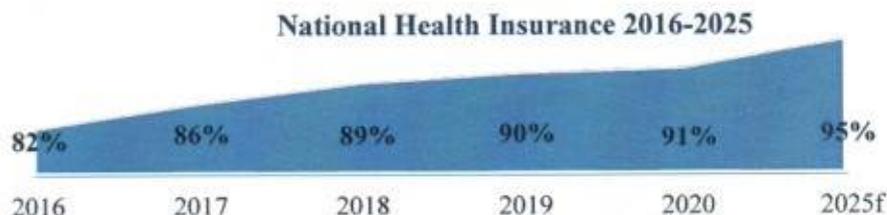
Vietnam is the second-largest pharmaceutical market in Southeast Asia, one of 17 countries ranked in the area that has the highest growth in the pharmaceutical industry. Vietnam's population is entering the fastest "aging" period ever. According to the General Statistics Office's forecast, the number of Vietnamese people aged 65 and over is expected to reach 7.4 million in 2020 and this age group will increase by nearly 7.9% of the total population in 2020 and 18.1% in 2049 (rapidly increased at 7.1% in 2014). The aging rate increased, so the need for health care also increased as increasing health insurance coverage and average life expectancy. Hence, the pharmaceutical industry also has opportunities to grow faster. Despite the limitations of production technology, experts still believe that 2020 will be an achievable year for the pharmaceutical industry in Vietnam.

Source: Annual report of the Ministry of Health 2020



Rapid growth pace of Vietnam's pharmaceutical industry

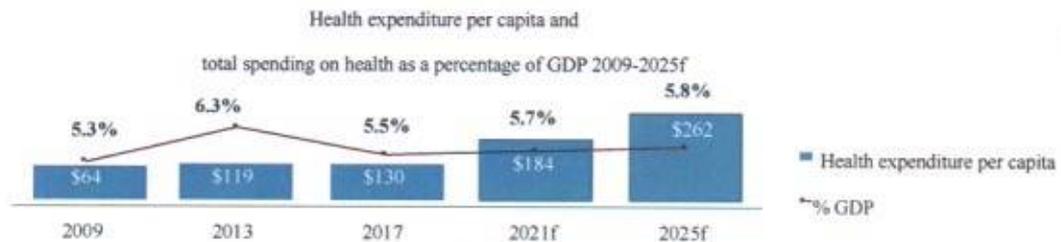
Since its inception in 1992, the National Health Insurance system has been constantly expanding and providing affordable access to basic health care services to the general public. The government is committed to achieving entire health coverage as part of a national strategy to achieve 95% by 2025. According to the Vietnam Social Insurance report, Health insurance increased from 60% in 2010 to 90% in 2019.



Source: Annual report of the Ministry of Health 2020

In addition, the rapid urbanization process is another driving factor for the growth of the pharmaceutical industry. Vietnam's urbanized population will reach 36.2 million people by 2020, increasing from 33.6% in 2015 to 36.8% in 2020.

Health care spending per capita is expected to grow 9.2% per year between 2009 and 2025, reaching \$ 262 by 2025. In recent years, Vietnam's total health spending over GDP is the second highest in Southeast Asia, after Cambodia.



Source: Annual report of the Ministry of Health 2020

Currently, Vietnam's pharmaceutical industry has developed at a high pace in quantity and quality. It can be double-digit growth in the next 5 years, reaching USD 7.7 billion in 2021. (Statistics from the Vietnam Pharmaceutical Administration - DAV), and reach \$ 16.1 billion by 2026 (IBM), at a compound growth rate of 11% in VND.

Despite the young population structure, the aging pace has been quick, the environment has been polluted. However, income per capita has been increased so residents have paid more attention to health issues, which will be the driving force for the pharmaceutical industry. In the next 5 years, Vietnam's pharmaceutical industry is expected to continue to be in the group of 20 countries with the strongest and the most sustainable growth in the world.

Limited producing technology, rising raw material prices.

Currently, the Vietnam pharmaceutical industry has only met about 50% of market demand, the rest must be imported. The reason is that Vietnam has not yet developed and applied modern pharmaco-chemical technology, nor has established specialized farming areas for herbs that meet the standards.

Vietnam's pharmaceutical material source has depended closely on imported raw materials up to 90% of raw materials must be imported. Most of the company's focus on producing general medicines, not many companies invest in producing Rx medicines.

Vietnam needs to build a pharmaceutical material factory that meets the standard of "Good manufacturing practices for vaccines and medical bio-products" - GMP -WHO because GMP is the first and foremost barrier that companies have to pass if they want to export pharmaceutical products.

Currently, there are only about 180 pharmaceutical producing enterprises, including domestic and FDI enterprises, and 224 domestic factories meeting GMP-WHO standards, so Vietnam cannot gain any competitive advantage compared to other countries, like China and India.

Industry key points in 2020

Material changes after the Covid-19 pandemic

Lack of Active Pharmaceutical Ingredient (API) material suppliers from China / India cause production costs to soar. API sources from China & India were accounted for 55% of global APIs and nearly 70% of total APIs used in Vietnam's drug production. In 2020, the Covid-19 outbreak caused a serious shortage of APIs due to logistic disruption in both China and India during a period of the social lock down and distance. Meanwhile, the demand for key APIs for medicine such as antibiotics, respiratory and antipyretic pain relief has increased sharply, causing the production costs of the whole industry to increase significantly.

This scarcity caused the average price of most imported APIs to increase by 5-8% YoY and the gross profit margin of domestic pharmaceutical companies decreased by 1-3%. Moreover, Vietnam's pharmaceutical sales also decreased or increase quite slowly. Hence, it was almost impossible for manufacturers to increase selling prices to offset the increase in production costs. As a result, negative effects on the profit of the industry occurred

Social distancing and strictly control in HCPs visit disrupted the need for normal health care. Because people with non-urgent health problems were limited medical examination and treatment at the hospital, that lead to a sales drop of both hospital channel and non-hospital channel.

(1) On hospital channels, fears of infection and restriction in visiting hospitals during the epidemic limited the number of patients who come for periodic check-ups, leading to the number of medical examinations and treatments in the whole country from Q1 to Q3 2020 reduced 10% –15% YoY.

(2) On the non-hospital market channel, demand for medicines decreased due to severe social distance and people paid more for hand sanitizer and masks (which are not the main product of most pharmaceutical companies).

Imported medicines still dominate the market (approximately 58% market share) due to some domestic factories faced the delays in approving to higher standard by international organizations, causing them not to start operating in 2020. Specifically, imported medicine increased sharply in 2020 at 10.3% YoY (VNPCA), higher than the average growth rate (CAGR) of 8.2% in the period 2015 – 2019 as a dramatic increase in import of medicines for Covid-19 treatment from foreign medicine companies

2. Strategic vision of Government in 2021:

2021 is the first year of Party's 13th National Congress, the election of the 10th National Assembly, the first year of five for the implementation of 5-year socio-economic development plan (2021-2025). Vietnam has had a stable macroeconomic and socio-political economy, especially located in the dynamic Asia-Pacific region with an important strategic position. Vietnam is considered a potential emerging country which has had nearly 100 million people with increasing income, a golden population structure. There are 13 signed free trade agreements so many opportunities for Vietnam to grow faster

In 2021 and the period of 2021-2025, the Government actively develop country rapidly and sustainably by maintaining macroeconomic stability; accelerating the implementation of strategic breakthroughs; restructuring the economy and the growth model; increasing the application of science, technology and innovation; improving productivity, quality, efficiency and competitiveness. By the year 2025, Vietnam will be an emerging country owning modern industry and the middle-low income level. In addition, the government has focused on environmental protection to prevent natural disasters, epidemics, and climate change adaptation.

In 2021, "the dual goal policy" is to prevent epidemics effectively, protect people's health, and utilize the opportunities to recover and develop socio-economic development in a new normal life.

Some key targets for 2021:

- Gross domestic product (GDP) increase by about 6%.

- Average CPI is about 4%
- Health insurance coverage is about 91%
- In the period of 2021-2025, the average GDP growth rate will be 6.5-7%. By 2025, GDP per capita will reach USD 4,700-5,000; proportion of the digital economy will reach about 20% of GDP; the contribution of all productivity factors and growth is about 45%; labor productivity will increase by over 6.5% / year on average; rate of professional workers by 2025 will be 70%.

Opportunities and challenges in the Pharmaceutical industry:

Capacity and financial constraints of Viet Nam's public health sector:

- Not enough hospital beds (<28 beds / 10,000) below the WHO recommendation of 50 beds / 10,000
- The rate of doctors per capita was low, in 2018 it was 8.6 doctors per 10,000 people.
- Central and provincial hospitals were overcrowded and under-staffed, as patients prefer going directly to these facilities.
- Financial pressure was occurred when the hospital less depended on the state budget and to cover its own costs under the hospital autonomy policy which was initiated in 2002.

Pharmaceutical supply chain

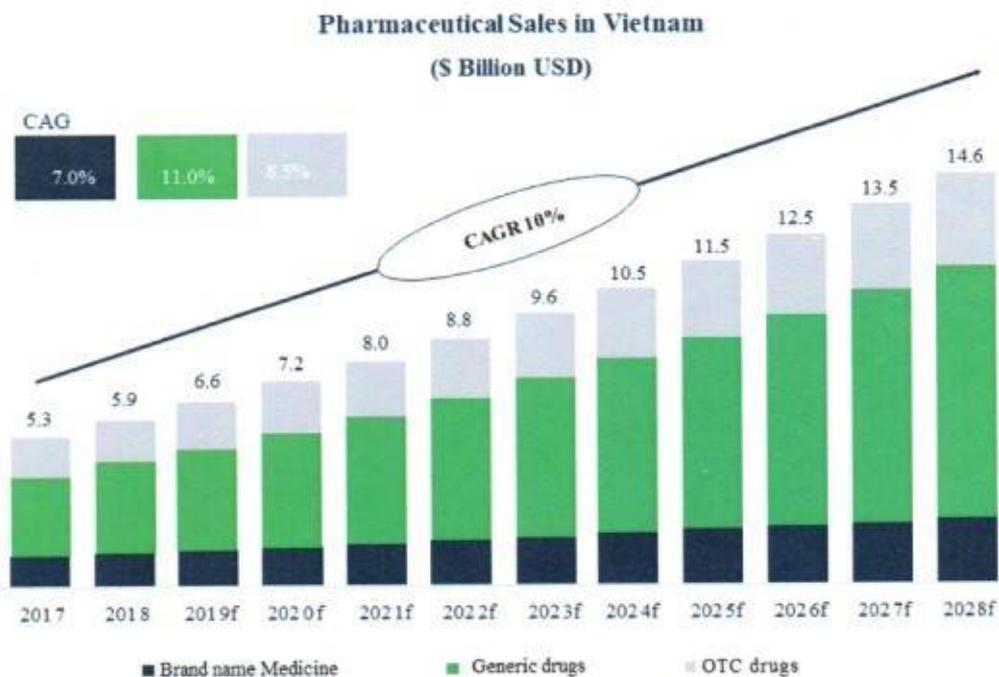
Pharmaceutical supply chain is a global and integrated network that has evolved over the decades. The COVID-19 pandemic raises questions about the resilience and vulnerability of supply chains. To mitigate risks, strengthening domestic capacity is increasingly becoming a common solution in the supply chain. However, in Vietnam pharmaceutical sector, more than 90% of raw materials come from China and India. The dependence on imported raw materials will remain high in the near future. This challenges businesses in maintaining stable prices and reliable supplies.

Competitive pressure on price and profitability:

Although medicine demand has continued to increase, even though slowly, price pressures was a key reason to limit product innovation as well as business models. Inconsistency in medicine price management, coupled with regulations of improvement and procurement have eroded profits. To ensure profit, businesses continue investing in cost-optimization programs in accordance with the reforming of health system in short-term or participating in new business projects with better profitability and sustainability in long-term.

2021 Pharmaceutical industry outlook

- The pharmaceutical industry was sensitive to Covid19, but it has been gradually recovered. The Covid-19 epidemic was a hard challenge to the industry's performance, especially when the epidemic was widespread in the community. Healthcare spending was generally essential, and the needs were only disrupted in short term, so the possibility of the industry recovering in 2021 is very high.
- It is estimated that Vietnam's pharmaceutical sales in 2021 increased by 11% year-on-year, and health consumption is expected to return to normal levels by 2021, when regulations on social distancing is eased and the people's medical examination demand increases again. In addition, Vietnam's rapidly aging population and income per capita growth continue to support the long-term growth momentum of the healthcare market.



Source: Annual report of the Ministry of Health 2020

The government continues reforming policies to support domestic pharmaceutical companies and reduce the pressure of health insurance.

The Government continues to amend regulations on medicine bidding in public hospitals, to (1) encourage producing generic medicines to replace expensive imported drugs; and (2) reduce the financial burden on the health insurance fund, as insurance inflow has insufficiently aligned with the insurance outflow for patients in recent years. In 2020, the Government issued Circular 15/2020 / TT-BYT replacing Circular 09/2016 / TT-BYT, expanding the list of medicine bidding by hospitals and concentrated bidding medicine (the Vietnam Social Insurance Agency directly organize bidding). Therefore, medicine prices in the hospital channels has been gradually became more transparent so the domestic manufacturers can compete with expensive imported drugs that previously dominated the hospital due to high incentive for staffs. In addition, the Pharmaceutical Law (Chapter II, Article 7) and Circular 03/2019 / TT-BYT limit bidding imported medicine when domestic produced medicine meets the requirements of treatment, medicine prices, and supply capacity level that creates a great advantage for domestic medicines

Continue improving health infrastructure to support health care demand.

By 2020, the coverage of health insurance in Vietnam will reach 91% (up from 76% in 2015), with the total number of doctors and hospital beds higher than other countries in the region. In the past 10 years, the number of hospital beds and doctors increased by 4.3% and 5.1% / year, much higher than the population growth of 1.1% / year. Hence, better health care helps to raise awareness and demand for health care. On the long-term

outlook, the Ministry of Health sets a higher insurance coverage rate at 95% by 2025 and expands the list of medicine covered by health insurance. Based on the rapid aging rate and environmental pollution in Vietnam, the health care expenditure will grow in the long term.

B- EVALUATE 2020 PERFORMANCE

1. Report and evaluate the performance of the Board of Directors in 2020

1.1 The implementation of the 2020 Resolution

Resolution No.	Content	Outcome
01 /NQ-HĐQT	The Board of Directors agreed to convene the Annual General Meeting of Shareholders in 2020. List closing date of March 16, 2020, the scheduled date of the meeting, April 14, 2020, the venue for the conference at DOMESCO Company Hall.	Due to the impact of the Covid-19 epidemic, the Board of Directors moved the AGM to June 18, 2020
02 /NQ-HĐQT	Credit limit 2020	Credit limit contract 2020 is signed and executed according to the limit approved by the Board of Directors
03 /NQ-HĐQT	<p>The Board of Directors agreed to approve:</p> <ol style="list-style-type: none"> 1. Report on operating results in 2019. Report on the implementation of Financial Plan 2019 2. Report the implementation of the BOD's Resolution to December 31, 2019 3. Authorization letter from Mr. Peter Huang - Board member authorizing Ms. Luong Thi Huong Giang from 2/3/2020 4. Draft Profit Distribution Plan 2019 and Profit Distribution Plan 2020 <p>Particularly for the 2020 Business Plan and the Financial Plan for 2020, the Board of Directors will decide later, because it is necessary to continue to consider the impact of the Covid-19 epidemic on the Company's the production and business activities.</p>	Implemented according to the content of this resolution
04 /NQ-HĐQT	<p>The Board of Directors reappointed:</p> <ul style="list-style-type: none"> - Ms. Luong Thi Huong Giang holds the position of CEO and the legal representative of the Company. - Mr. Nguyen Van Hoa holds the position of Deputy General Director in charge of Finance - Accounting of the Company. - Ms. Pham Ngoc Tuyen holds the position of Chief 	Implemented according to the content of this resolution

Resolution No.	Content	Outcome
	Accountant of the Company. * Appointment period is 05 years (from 22/5/2020 to 22/5/2025) * The Board of Directors assigns the Chairman of the Board to carry out the procedures for the above employees under the law on labor.	
05 /NQ-HĐQT	Approve the salary fund of the Company 2020, the salary of the Board of Directors, and the Chief Accountant of the company.	The company implemented the implementation according to the approval of the Board of Directors
06 /NQ-HĐQT	Facing the complicated situation of the Covid -19 epidemic, the Board of Directors ("Board of Directors") agreed to reschedule the 2020 annual General Meeting of Shareholders (instead of scheduled for April 14, 2020, as announced.). The specific time and place to hold the 2020 Annual General Meeting of Shareholders will be notified later, but no later than June 30, 2020.	The Board of Management delayed the General Meeting of Shareholders under the current law and the Company's charter
07 /NQ-HĐQT	- Close the list of shareholders to convene the General Meeting of Shareholders 2020 as follows: + Closing date of the list of shareholders attending the meeting: May 26, 2020. Expected date of the General Meeting of Shareholders 2020: June 18, 2020. - Cancellation of the list of shareholders closed at the last registration date on March 16, 2020, to exercise the right to attend the General Meeting of Shareholders on April 14, 2020. Due to the impact of the Covid 19 epidemic, the 2020 AGM is scheduled to be moved to June 18, 2020, so this list is no longer consistent with the provisions of the Law on Enterprises and the company's charter to hold the 2020 General Meeting of Shareholders. - Business plan 2020: + Net revenue: 1,430 billion VND + Profit after tax: 232.8 billion VND + Dividend payment (in cash): 25% / Current charter capital - Approval of financial plan 2020	Shareholders meeting 2020 was successfully held on June 18, 2020 Business results in 2020: + Net revenue: 1,451.95 billion VND + Profit after tax: VND 179.54 billion Dividends were paid in full and on time to 25% of shareholders on October 22, 2020
08 /NQ-HĐQT	Approve the documents submitted to the Annual General Meeting of Shareholders 2020	Documents were posted on the Company's website on June 4, 2020 (10 working days before the AGM).

Resolution No.	Content	Outcome
09 /NQ-HĐQT	<p>- The Board of Directors agreed to choose Ernst & Young Vietnam Company Limited as the auditor providing audit services for the fiscal year 2020 of DOMESCO Medical Import-Export Joint Stock Company.</p> <p>Authorizing Ms. Luong Thi Huong Giang - General Director of the Company to negotiate and sign a 2020 audit service contract with Ernst & Young Vietnam Company Limited.</p>	On June 26, 2020, signed a contract with Ernst & Young Vietnam Co., Ltd. to provide audit services in 2020.
10 /NQ-HĐQT	<p>The Board of Directors ("Board of Directors") agreed to dissolve Thai Nguyen Branch, details of the branch are as follows:</p> <p>Branch Name: DOMESCO Medical Import-Export Joint Stock Company - Thai Nguyen Branch. Branch code: 1400460395- 024, issued for the first time on October 19, 2012, registered for the second change on October 12, 2017, place of issue: Department of Planning and Investment of Thai Nguyen province Branch Address: No. 47, Hung Vuong Street, Group 14, Trung Vuong Ward, Thai Nguyen City, Thai Nguyen Province, Vietnam.</p>	<p>On October 21, 2020, the Business Registration Office of Thai Nguyen province issued a notice approving the termination of this branch.</p> <p>The company also announced the information on the company's website on October 23, 2020</p> <p>The process of terminating the operation of Thai Nguyen Branch of the Company has been completed</p>
11 /NQ-HĐQT	<p>Closing the list of shareholders exercising the right to receive dividends in 2019 is as follows:</p> <p>- Closing date: October 9, 2020 - Date of dividend payment: October 22, 2020 - Payment rate: 25% in cash (equivalent to 2,500 VND / share)</p>	Completed the dividend payment to shareholders under the content of this resolution
12 /NQ-HĐQT	<p>The Board of Directors appointed Mr. Leonid Goldshteyn - a concurrent member of the Board of Directors as a member of the subcommittee of development policy to replace Mr. Peter Huang resigned.</p> <p>The Board of Directors approved the following reports: Report on the implementation of the Resolution of the Board of Directors to September 15, 2020; Report on operating results for the first 6 months of 2020. The business target for the remaining 6 months by 2020</p> <p>Distribution of remuneration and bonuses of the Board of Directors and the Supervisory Board</p>	Implemented according to the content of this resolution
14 /NQ-HĐQT	The Board of Directors approved the following reports: Report on the results of activities in the first 9 months of	The internal audit regulations were issued and

Resolution No.	Content	Outcome
	2020. The remaining targets for 2020; Report on implementation of the financial plan for 9 months of 2020; Report on the implementation of the BOD's Resolution to November 30, 2020.	applied at the Company from January 1, 2021
	The Board of Directors approves the internal audit regulations applicable at DOMESCO Medical Import-Export Joint Stock Company	

1.2 Evaluate business results in 2020

Revenue and profit chart of 2020



Table: Revenue- Profit in 2020

Unit: Billion Dong

Items	Plan	Act 2020	Act 2019
Revenue	1,430.00	1,451.95	1,468.39
Profit after Tax	232.80	179.54	232.63
ROS	16.28%	12.37%	15.84%

Source: Audited Financial report 2020

Revenue in 2020 achieved more than 1,451 billion VND, profit after tax was 179.54 billion VND. Although profit after tax in 2020 did not reach the 2020 plan and was lower than the same period in 2019, this was a quite good result during the Covid-19 epidemic. Due to the impacts of Covid-19 epidemic and social distancing, the medicine demand in both ETC and OTC channels was reduced, the pharmacist could not reach customers during the quarantine period.

The Covid-19 epidemic broke out in China and was widespread globally, affecting the supply chain of pharmaceutical materials. Chinese and Indian factories closed, so raw materials scarcity caused price increasing. Safety cost for direct labor also increased in producing. That led to an increase in COGS. In addition, the increase in marketing and selling expense to boost revenue, reduce inventory pressure. As a result, the 2020 profit did not reach the plan and decreased compared to 2019.

1.3 Operational capacity assessment

CUSTOMER CARE

Customer care department is established to implement customer care programs to meet the needs of customers, thereby supporting the business activities of the company.

Building information channels for customers to easily access information about the company, product features, prices, payment methods ... Customer care department receives all customer complaints, timely examine them, and detects errors, or actively records customer opinions. Based on that information the company improve products' design and service to satisfy customers requirements, showing that the company really cares about customer and find the optimal way to improve customer service.

OPERATIONAL CAPACITY

- Quality system:

DOMESCO has succeeded in integrating management systems ISO 9001, ISO 13485, ISO / IEC 17025, ISO 14001, ISO 45001. Production systems was verified as Good Manufacturing Practice recommended by the Organization World Health (GMP-WHO. Business system achieved GSP - GDP - GPP. DOMESCO has implemented and continued improving the comprehensive quality system: good manufacturing practice of GMP, good testing practice of GLP, good preservation practice of GSP, good distribution practice of GDP.

- Production system:

- + Three pharmaco-chemical factories meet GMP-WHO standards.
- + A factory that extracts and manufactures herbal medicine that meet GMP-WHO standards.
- + A health protection food factory has been assessed GMP for health care food.

- Distribution system:

Expanding across 63 provinces and cities nationwide:

- The system of 10 branches are located at: Hanoi, Hai Duong, Vinh, Da Nang, Khanh Hoa, the East, Ho Chi Minh, Dong Thap, Can Tho and An Giang.
- DOMESCO's sales team has been serving more than 24,000 customers nationwide including hospitals, medical centers, private medical facilities, pharmaceutical companies, pharmacies, and wholesales.
- + Exporting nearly 100 products to 11 markets in Asia, Africa, and Latin America.

- Research and Development:

- + Invest and upgrade modern technical equipment.
- + Update and apply advanced pharmaceutical technology.
- + Research and develop special treatment product lines suitable to treatment needs and disease patterns of Vietnam.

STRATEGIC COOPERATION FOR PRODUCT DEVELOPMENT RESEARCH

During the time Abbott became a strategic shareholder, DOMESCO recorded many achievements in innovation and innovation in all angles. The integration with Abbott not only promotes international reach, enhances the brand value and product quality of DOMESCO, but also facilitates the maximum promotion of corporate youth.

Production management activities:

- Implement appropriate production plans at all stages of each factory, in order to optimize equipment capacity. Planning to deploy multi-batch continuous production for a single product has helped reduce item change cleaning and equipment calibration time.
- Maintain training and standardize operations in the production process in order to improve labor productivity and product quality.
- Investing in new equipment in production to maintain and improve labor productivity in factories with advanced production technologies.

- Organizing seminars on "Anti-wastefulness in production", maintaining 5S application, improving production process. Implement cost improvement (CIP), daily DMS task management and profitability (M&P) projects under the Abbott expert-guided programs.

- Enhance the role of the Team Leader and part-time supervisors and supervisors.

- The implementation of financial cost management in production contributes to maximizing the costs, working hours, and operating hours of the machine, thereby assessing the efficiency in the production process each month for each expenditure item. waste and overcome the waste in the production process.

- Product quality assurance. Maintain and strictly supervise the implementation of GMP, 5S, upgrade to GMP PICs standard. Completed the company re-certification of GMP-WHO and GSP.

- Implement and maintain well GLP and ISO 9001, ISO 14001, ISO / IEC 17025, SEDEX-SMETA 4.

- Completed construction of statistical content and methods applicable to product quality review.

- Practice thrift. Continue to delve into tools to increase productivity and reduce costs.

- Carry out a scientific 100% annual product quality review in the development of control parameters in batch records, bringing economic benefits to reduce the cost of verification of the production process.

Research and development activities:

- Deploying and bringing to market new products reaching 133% of the plan.

- Focus on improving products with good revenue, profit, and output. Improving product quality to achieve the plan or at least to be same as last period.

- According to Circular 01 / TT-BYT, registering product is actively implemented to promptly register for new products and outdated products.

- Integrating development strategy do not only help DOMESCO and Abbott increasing competitiveness in the international market, but domestic users also enjoy the advantages.

PRODUCTS ARE INVESTED IN RESEARCH AND DEVELOPMENT

- The application of high technology in producing process enhances DOMESCO's competitiveness and represents DOMESCO's responsibility to the community.

- DOMESCO is one of the pioneers in investing and applying modern technology to develop high quality products, with special formulas ...

- Moreover, DOMESCO, with the support of strategic shareholder-Abbott, is implementing plans to upgrade production lines, invest in new equipment in production according to GMP-PICs, and transfer technology processes for some strategic products. Therefore, the company's quality system is more standardized and professional. The company's products are sold in many countries around the world.

- In 2020, the company promptly produced anti-Covid 19 products such as antibacterial masks, medical masks, antiseptic solutions, protective clothing.

1.4 Environmental and social responsibility assessment

1.4.1 Social responsibility

Results achieved in 2020

Key Focus	Objectives	Outcomes
Job security	<p>Ensuring jobs and welfare fund for employees</p> <p>Improve life standard.</p> <p>Health care for employees</p>	<p>Create jobs for nearly 1200 workers</p> <p>Average income: 13 million / month</p> <p>Implementing insurance and welfare regimes for employees, 100% of employees enjoy the rights, maternity benefits, women nurturing children under 12 months old, filial piety, wedding ... are guaranteed.</p>
Occupational safety and health	<p>Ensuring a safe working environment and preventing occupational diseases for employees during the working process</p>	<p>Provide a full protective equipment for employees in the production and business process such as protective gear, helmets, raincoats, ...</p> <p>100% of employees are given periodic health check-up, special health check-up for employees working in hazardous environments</p> <p>Compliance with labor safety regulations</p> <p>100% of employees participates in labor safety training annually. Inspecting and evaluating the effectiveness of employees' implementation</p> <p>Provide accident insurance for 100% of employees</p> <p>Regularly check and evaluate the working environment</p> <p>During the year, there was no labor accident</p>

<p>Trainings</p>	<p>Training human resources to meet job requirements as gain good interpersonal skills and professional expertise. Providing opportunities to access technological advancement.</p> <p>Total training program: 78 Total training hours: 679,45 hours Total number of employees participating: 7020 times Total cost: approximately 1.2 billion</p>
<p>Gender equality</p>	<p>Gender equality in recruitment and in work is based on individual capabilities.</p> <p>Transparent recruitment without discrimination.</p> <p>Women make up 46% of the company's total staff</p>
<p>Local community</p>	<p>Domesco sponsored antibacterial masks to the Sponsoring Association for the disabled, Agent Orange / dioxin victims & poor patients in Dong Thap province and hospitals, epidemic management centers.</p> <p>Contribution to support the local Covid19 prevention fund.</p> <p>Domesco motivated employees to donate VND284,965,652 for the province's "Natural Disaster Prevention" Fund, VND 102,506,000 for flooded people in Central Vietnam, and VND 66,000,000 for the "Union Shelters" Fund.</p> <p>Domesco contributed to Nguyen Sinh Sac Study Encouragement Fund, awarded scholarships for good fondness in learning.</p> <p>Domesco donated VND 78,600,000 for the disabled soldiers 'family and Vietnam heroic mothers</p>

العراق

Domesco sponsored VND 1,580,700,000 for culture and sports in Dong Thap

Producing high quality products to meet the needs of all types of customers

100% of equipment and machines are inspected and assessed periodically

Always invest in innovation and research for new products

The production system includes 05 factories meeting GMP standard

Promoting the saving projects

The quality management system meets GLP and ISO / IEC 17025 standards

Reducing waste and environmental pollution

1.4.2 Environmental responsibility

Results achieved in 2020

Key focus

Objectives

Outcomes

Utilize energy sources towards sustainable development. DOMESCO has adopted many innovative initiatives to save energy and use energy effectively.

2020 cost of electricity consumption decreased by 8.6%. All underground water extraction projects are monitored daily and licensed to use in compliance with regulations. The data are reported periodically in accordance with the license. Domesco has saved more than 4000 m3 of water in 2020

Water-saving solutions have been maintained since 2019-2020

DOMESCO always complies with environmental regulations according to ISO 14001: 2015.

The air quality in the wastewater treatment area adapted the standards

Apply Abbott's EHS standards in operations combining with the guidance of local professional regulators.

The results of exhaust gas treatment towers at factories are satisfactory

Waste is classified as Circular 36/2015 / TT-BTNMT
Minimize the impact of waste on the environment

Cooperating with Siam City Cement Company Limited (Vietnam) to transport and process, the treatment method was co-processed in the cement kiln in Hon Chong, minimizing the impact of waste on the environment.

Wastewater and waste

More than 7 Kaizen programs were applied to reduce waste. Waste was reduced by 15% by 2020 compared to 2019

2 . Report on production and business activities in 2020 of the Executive Board

2.1 Research and development and product registration



Innovation is the foundation of DOMESCO's development. We are constantly researching to improve the quality of existing products and developing new products to meet the health care needs of our customers. DOMESCO's research and product registration department are equipped with modern equipment, highly qualified human resources, cooperation with well-known institutes / universities/ research centers to increase DOMESCO competitive advantage and maintain its position as the leading pharmaceutical companies in Vietnam.

In 2020, the RD Department has researched and launched 39 new products, including 2 certified bioequivalence products, re-evaluated 100% of the quality of existing products.

Enhance cooperation between business development and RD departments to evaluate and find new product.

RD room functions:

- Research new products: determine product specifications, production costs and production time
- New product development: development of guidelines and regulatory specifications for creating new products
- Quality control: Coordinate with QA to monitor the quality of products deployed on an industrial scale, ensuring product quality when launching in the market.
- Innovating and moving forward: researching and analyzing the products that other competitors are planning to launch, as well as new trends of the industry. This process will address the company's future milestones.

2.2 Production activities

Due to the influence of Covid19, social distancing, the demand of medicines was decreased, affecting production output.

Tracking inventory and sales department plan to update business plan. DOMESCO optimized the production plan to avoid high inventory & ensure sufficient goods for sales

Applying innovative ideas in production processes, producing systems has contributed to increasing labor productivity, reducing wastage in production.

Apply anti-wasteful tools such as quick conversions, 5S equipment maintenance, OEE projects, and production lean.

Production staff are trained to practice on many devices to increase labor productivity.

Staffs completely understand GMP-WHO procedure, lean production, SOP to limit problems in the production process.

Annually, the company coordinates with related parties to conduct training for employees on safety issues in labor and production.

Production equipment and machineries are always checked periodically, investment in upgrading new production equipment is considered annually.

Trained engineers who have good experience, professional skills meet the requirements to use when investing in new equipment



2.3 Quality management

The quality management system is always strictly controlled and managed from raw materials to production, finished product, distribution to control and monitor product quality for consumers

Update / re-issue regulations complied with the professional regulations of government in the management of medicines which is under special control

Regularly updating raw material standards.

Implementing data safety: controlling electronic data on LabSolutions CS software for measuring devices (HPLC, UV, GC, IR). Issuing 791 test records (test list) according to data safety regulations

Maintain good application of quality system GLP and ISO / IEC 17025: 2017. Continuously update quality system requirements according to GMP PIC/S standard.

New devices with printing function are promptly equipped to ensure data integrity. Participating in innovation: Research to develop NDMA and NDEA testing methods as recommended by the Drug Administration of Vietnam.



2.4 Raw material supply chain-Warehouse system

DOMESCO supply chain team has experiences in the field of supplying pharmaceutical materials and accessories, so they always timely meet the needs of raw materials and packaging for production.

Regularly update prices and market fluctuations, build optimal order plans, and flexibly negotiate with suppliers to avoid price spikes when the market fluctuates.

Finding new suppliers for raw materials to ensure the most competitive raw material prices to reduce COGS

Imported goods are always received in a timely to avoid storage costs; Import quotas are re-registered timely to prevent expired quotas

The warehouse system of raw materials and finished products meets GSP and GDP standards. The nationwide delivery system has a thermostatic system that meets GDP standards, so the quality of raw materials and finished products is always guaranteed quality and safety.



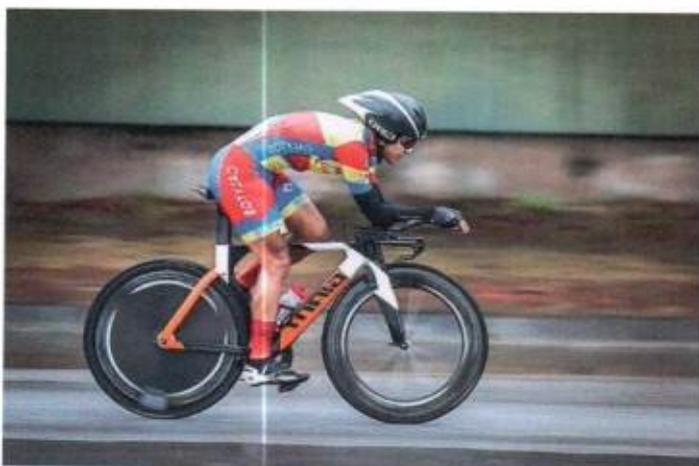
2.5 Marketing activities - Business Development

With the purpose of bringing true values to the public health, DOMESCO's marketing strategies are always based on product quality, always respecting the principles of selling for the right people, the right type, as the right price, at the right place.

To expand OTC distribution channels and directly sell goods to GPP-qualified pharmacies. Regularly survey the market to evaluate the potentials, thereby proposing the researches and developing new products strategy.

Growing market share of key products: Developing sales policies for each product category and each customer class; Building sales support programs.

Build and keep close relationships with customers while reaching new customers through gifts (ballpoint pens, umbrellas, raincoats, ...), sponsoring signs for pharmacies, patient chairs. clinic / clinic. ...); Pharmacy Meeting organizers - meeting and connecting with customers.



Enhancing the development of new product sales and market share: providing product material, pathology, sales skills to the Pharmacist; Introducing products in the branch's customer conferences; Establish a reward level for the pharmacist; Support program for customers.

Developing product brands and enhancing the brand of DOMESCO through the maintenance of a program "DOMESCO people use DOMESCO products"; Sponsor the bicycle teams such as "DOMESCO Dong Thap" and "Dopagan Dong Thap"; Promote DOMESCO brand on VTV television channel, online newspaper and website domesco.com.

2.6 Accounting – Finance

Well implementing the financial reporting regime according to Vietnamese Accounting Standards (VAS). To train the accountants to get ready for the transfer of IFRS international accounting standards according to the direction of the Ministry of Finance in the coming years.

Converting timely the reports from Vietnam accounting standards VAS to US GAAP accounting standards to update financial statements for strategic shareholders Abbott.

Strictly control compliance in operation and perfect corporate governance processes.

Constantly innovating, improving the quality of information provided through analysis reports, management reports, expense reports... helping the Executive Board make quick and accurate decisions in a timely manner.

Continuing to improve accounting and financial reporting data on the ERP business administration system, the process of making financial statements is automated on ERP, accurately, timely to simplify the accounting work.

2.7 Human resources



At DOMESCO, our HR strategy highly focuses on supporting, encouraging association and staff development, dedicating new innovations in a friendly and professionally working environment. We believe that in each position will be a key chain link to make Domesco operate smoothly. We have been implementing diversified training programs for employees, constantly improving professional knowledge and career development opportunities for employees, especially managers. Human resources with high professional qualifications, professionalism, dynamism, responsibility, and enthusiasm are the driving force behind DOMESCO's continuous development.

Employees are working in a dynamic environment, suitably for the job applied. In addition, the health care policy for employees is always attractive such as periodic health checks, life insurance for managers. Management staff (managers) & senior employees can enjoy special health care insurance. Besides, the salary and treatment policies for employees and their relatives are approved by the employee conference annually.

2.8 Inspection, supervision, and risk management activities

Maintaining inspection and supervision of law compliance, regulations, processes, internal management regulations, Code of Business Conduct, Code of Compliance and Ethics in all departments of DOMESCO

Inspecting the compliance of accounting principles, policies, and standards from the stage of making documents, applying the accounts system, recording accounting books, ... under the current legal regulations. DOMESCO timely issues and remedies arising error that can cause damage to the Company.

Update information promptly apply 458 new legal documents related to the company's production and business activities in the fields of pharmacy, food safety, enterprises, investment, securities, and labor. social insurance, accounting, ...

Promptly respond to professional problems to ensure compliance with legal regulations.

Drafting, recommending on amending regulations, internal management regulations, and promptly issued and quickly applied the updated regulations throughout the Company, specifically:

- Regulation on organizing online General Meeting of Shareholders.
- Internal audit regulations
- Regulations on environmental protection at the Company.
- Process of purchasing goods, services, building and installing for the whole Company.
- Labor regulations of the Company.
- Collective labor agreement.

Regulation on emulation, commendation, and discipline activities; ...

2.9 Investment activities shopping

During the year, the company did not have any major investment projects, mainly were renovation and maintenance factory works such as machinery and equipment for production and product quality management.

3. Analysis of financial statements

3.1 Revenue-Profitability

Table: Revenue-profitability

<i>Unit: Billion</i>				
No	Items	Act 2020	Act 2019	YoY
1	Net sales	1,451.95	1,468.39	98.88%
2	Cost of goods sold	1,013.49	975.66	103.88%
	<i>% COGS / Net sales</i>	<i>69.80%</i>	<i>66.44%</i>	<i>3.36%</i>
3	Gross profit	438.47	492.73	88.99%
	<i>% GP / Net sales</i>	<i>30.20%</i>	<i>33.56%</i>	<i>-3.36%</i>
4	Financial income	17.66	20.01	88.28%
5	Financial expenses	-76	1.35	-55.90%
6	Selling expenses	153.38	145.89	105.13%
7	General Administrative	81.91	79.89	102.52%
	<i>% SE + GA / Net sales</i>	<i>16.21%</i>	<i>15.38%</i>	<i>0.83%</i>
8	Operating profit	221.59	285.60	77.59%
9	Profit before tax	224.57	290.92	77.19%
10	Profit after tax	179.54	232.63	77.17%
	<i>%PAT / net sales</i>	<i>12.37%</i>	<i>15.84%</i>	<i>-3.48%</i>

Source: Audited Financial Statements 2020

Revenue in 2020 will reach 1,452 billion VND, profit after tax will decrease by 3.5%. During the process of establishment and development, the company has continuously improved production efficiency, applied advanced techniques and modern machines to reduce production costs. However, the ratio of COGS to net sales in 2020 will increase by 3.36% compared to 2019, mainly due to the increase in the cost of imported raw materials due to the breakdown of the global supply chain. The application of the social gap in production by rearranging production shifts also increases production costs, while DMC does not increase drug prices due to the implementation of the price stabilization policy, ensuring major stability. price books for customers of Domesco.

The ratio of selling and administrative expenses to net revenue increased by 0.83% over the same period in 2019 because during the Covid-19 epidemic, Domesco implemented a policy of labor safety and compliance. Government regulations in production activities, organizing online professional training for employees, Domesco has ensured employee health safety during the season and ensured employee cohesion with the company. To reduce inventory pressure, the Company strengthened the implementation of promotions, so selling expenses increased compared to the same period last year.

Revenue from financial activities decreased due to the epidemic period that the State bank adjusted to reduce deposit interest rates compared to the same period in 2019, accordingly, profit from financial activities also decreased.

The year 2020 is deeply influenced by COVID-19, production costs increase, production activities are in trouble, making the profit in 2020 only reach 179.5 billion, equivalent to a decrease of 22.85% compared to in the same period last year.

3.3 Assets- Liabilities and Owner' Equity

Assets Structure



Liabilities and Owner' Equity structure



The structure of long-term assets in 2020 accounts for 15% of total assets, equivalent to the same period last year, the historical cost of new investment will not increase as depreciation costs in the period. The Company still maintains to replace depreciated assets and invest in new equipment to promptly meet production and business needs. Short-term assets account for 85% of total assets, of which 19% are cash and cash equivalents, 20% are inventories, the rest are trade and other receivables.

DOMESCO's equity structure in 2020 accounts for 90% of the total capital, an increase of VND 63 billion compared to the same period in 2019, of which 31% is equity and share surplus, 55% of investment funds. development and 14% is undistributed profit. In order to reduce the pressure of debt repayment, in 2020, the company will maintain its liabilities within its capital structure of 10%.

In general, the structure of assets and capital sources of the Company is following the direction of the Board of Directors, the progress of asset procurement is completed as set targets, the exploitation and use of new assets and management of existing assets. Very well done. Working capital is tightly controlled by the Company, ready to meet capital for production and business activities.

3.4 Financial ratio:

Table: Financial ratios for 2020

Items	31/12/2020	31/12/2019	Var
Asset structure			
Long-term assets/Total assets (%)	15.25%	15.30%	-0.05%
Short-term assets/ Total assets	84.75%	84.70%	0.05%
Movable assets/ Total short-term assets	79.72%	82.83%	-3.11%
Capital structure (%)			
Liabilities / Total capital (%)	9.99%	18.32%	-8.33%
Owner's equity / Total capital (%)	90.01%	81.68%	8.33%
Liquidity ratio (Times)			
Quick ratio (times)	6.81	3.85	2.96
Current ratio (times)	8.54	4.64	3.90
Profit ratio (%)			
ROA	12.29%	15.17%	-2.89%
ROS	12.37%	15.84%	-3.48%
ROE	13.65%	18.58%	-4.93%

Asset structure: In terms of asset structure, fixed assets accounted for 15.3% of total assets, decreased by 0.03% over the same period due to the depreciation of some assets. Working assets accounted for 79.7% of total short-term assets, down 3.1% from the same period last year due to the reduction in bank deposits to pay dividends and business investment activities.

Capital structure: liabilities accounted for 10% of the total capital, decreased by 8.3% over the same period due to the reduction of debts payable to sellers, at the same time, self-financed capital accounted for 90% of the total capital source.

Liquidity: The ratio of payment on the table above shows that the solvency of the Company in 2020 increases highly compared to the same period in 2019, the reason is due to a decrease in liabilities compared to the same period of the year. before.

Profitability ratios: the impact of the disease reduces production consumption and negatively affects labor productivity, along with the increase in the cost of packaging materials due to the increase in cost of cost of packaging materials. resulting in a decrease in profit compared to the same period last year. And this is the reason for the decrease in profitability compared to the same period last year.

3.5 Cash flow analysis

Cash flow analysis table

Unit: Billion

Items	Act 2020	Act 2019	Var	%
Net cash from operating activities	-44.819	111.074	-155.893	-140.35%
Net cash from investing activities	140.798	18.101	122.697	677.84%
Net cash from financing activities	-86.819	-110.316	23.498	-21.30%
Net cash flow in the period	9.160	18.859	-9.698	-51.43%
Cash and cash equivalents at the beginning of the period	98.367	79.508	18.859	23.72%
Cash and cash equivalents at the end of the period	107.527	98.367	9.160	9.31%

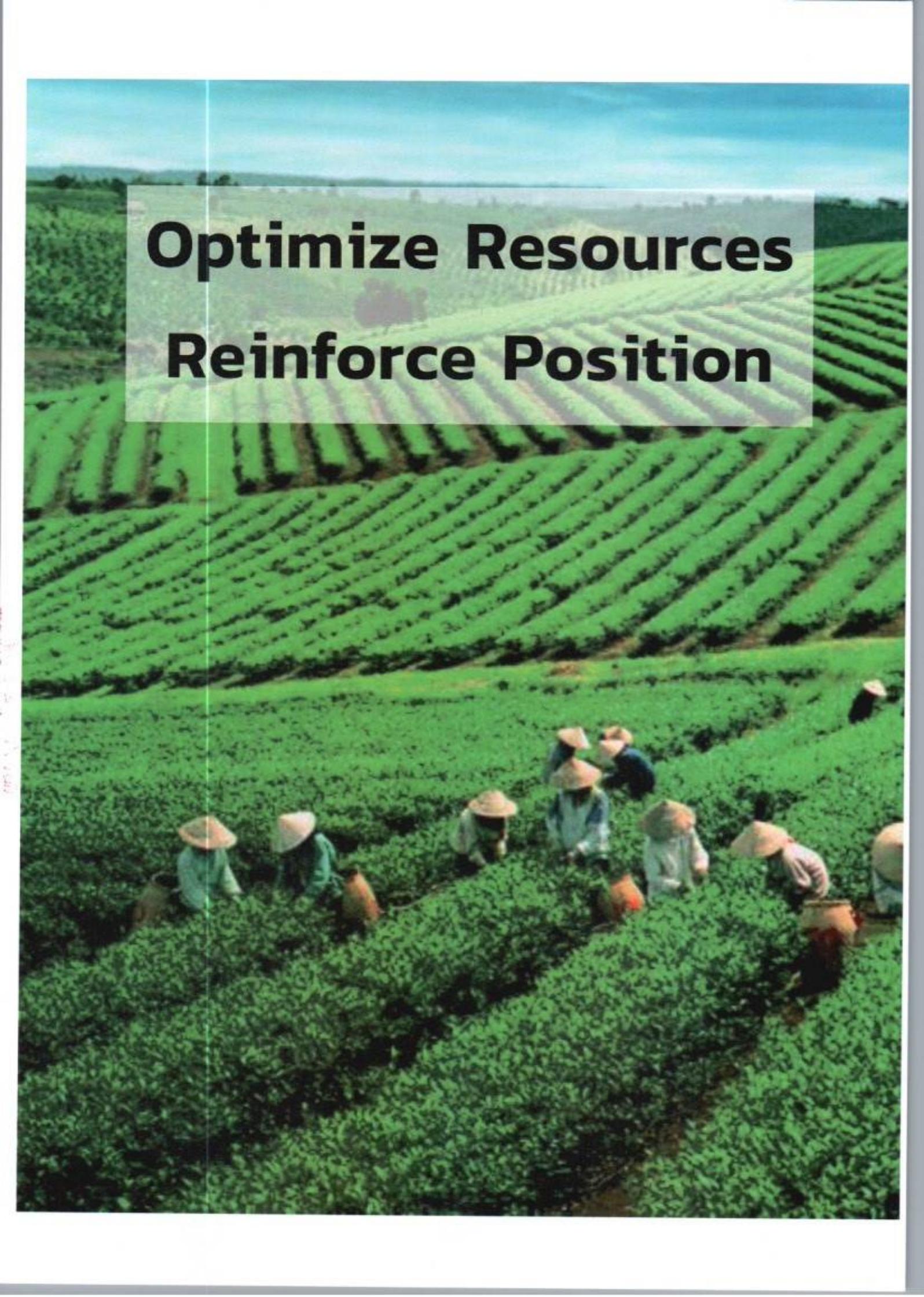
Source: Audited Financial Statements 2020

Net cash flow of the company in 2020 decreased year-on-year due to the fact of increasing inventory due to the increase in the need to reserve raw materials and goods at the end of the year to ensure production activities and market demand. Under the impact of COVID-19, input material prices increased so the company proactively minimized the risk of material price fluctuations by long-term contracts with suppliers. The implementation of commitments with suppliers to ensure a stable source of raw materials for production increases prepayments, but provides a stable input price, ensures a supply chain for company. Besides, in order to expand and maintain market share, increase market competitiveness, the Company has also supported customers in difficult times to stabilize and continue to do business by extending payment, thus affects the company's cash flow.

Cash dividend payment to ensure shareholders' benefits has reduced cash flow from financial activities.

Cash flow from investment activities increased sharply compared to the same period last year, contributing to ensuring operating cash flow for the whole company. At present, the company is still controlling well the cash flow for production and business activities, contributing to promoting stable and sustainable business growth.



An aerial photograph of a vast tea plantation on rolling hills. The tea bushes are arranged in neat, parallel rows that curve across the landscape. In the foreground, several workers wearing traditional conical hats are seen harvesting the tea leaves. The sky is a clear, bright blue. A semi-transparent white box is overlaid on the upper portion of the image, containing the text.

Optimize Resources
Reinforce Position



PART 3: CORPORATE GOVERNANCE REPORT

1. Stock information and shareholder structure

1.1 Stock information

No.	Content	Unit	Volume	Note
1	Total shares	Shares	34,727,465	
a	Total common shares in circulation	Shares	34,727,465	
b	Preferred shares	Shares	0	
c	Treasury shares	Shares	0	
d	Union Corporation	Shares	0	

1.2 Shareholder structure

No	Object	Number of Shares	%	Number of shareholders
1	State Shareholders	12,054,467	34.71%	1
	Major shareholder			
3	- Domestic			
	- Foreign	17,948,800	51.68%	1
	Domestic shareholders			
4	Individual	2,581,061	7.43%	1905
	Institutional	20,103	0.06%	38
	Foreign shareholders			
5	Individual	314,949	0.91%	161
	Institutional	1,807,085	5.20%	29
	TOTAL	34,726,465	100.00%	2,135

2. Board of Director

2.1 Members and structure of the Board of Directors

No	Full name	Position	Members		Regular	DMC Shares owned		Number of positions for BOD members in other companies
			Executive members of BOD	Non-Executive members of BOD	BOD	% Represent	% Owner	
1	Le Dinh Buu Tri	BOD Chairman			✓	22.56 (*)	-	3
2	Luong Thi Huong Giang	BOD Vice Chairman	✓		✓		-	-
3	Nguyen Van Hoa	Member of BOD	✓			12.15 (*)	-	1
4	Douglas Kuo	Member of BOD		✓			-	-
5	Peter Huang	Member of BOD		✓			-	-
6	Lee Yoon Kiem	Member of BOD		✓			-	-
7	Leonid Goldshteyn	Member of BOD		✓			-	-
8	Cedric Guy Yves Schepens	Member of BOD		✓			-	-

(*): Representative owns shares of State Capital Investment Corporation (SCIC) as a member of the BOD at DOMESCO

2.2 Subcommittees under the Board of Directors

SUBCOMMITTEE		POSITION	
SUBCOMMITTEE	POSITION		SUBCOMMITTEE
Development Policy Subcommittee			Development Policy Subcommittee
Mr. Le Dinh Buu Tri	BOD Chairman		Mr. Le Dinh Buu Tri
Ms. Luong Thi Huong Giang	BOD Vice Chairman		Ms. Luong Thi Huong Giang
Mr. Leonid Goldshteyn	Member of BOD		Mr. Leonid Goldshteyn
Human Resources Subcommittee			Human Resources Subcommittee
Ms. Luong Thi Huong Giang	BOD Vice Chairman-GM		Ms. Luong Thi Huong Giang
Ms. Vo Thi Kim Phung	Deputy Director of Human Resources		Ms. Vo Thi Kim Phung
Mr Nguyen Duy Tung	CFO		Ms Nguyen Duy Tung
Salary and Bonus Subcommittee			Salary and Bonus Subcommittee
Ms. Luong Thi Huong Giang	BOD Vice Chairman-GM		Ms. Luong Thi Huong Giang
Mr. Nguyen Van Hoa Union Chairman	Members of BOD- Deputy GM		Mr. Nguyen Van Hoa Union Chairman
Mr. Le Manh Tuan	Human Resources dept		Mr. Le Manh Tuan
Internal Audit Committee			Internal Audit Committee
Mr. Nguyen Van Hoa	Member of BOD- Deputy GM		Mr. Nguyen Van Hoa
Legal & Internal Audit Manager			Legal & Internal Audit Manager
Ms. Huynh Thi To Quyen	Legal & Internal Audit senior		Ms. Huynh Thi To Quyen

3. Activities of the Board of Directors

3.1 Members of BOD in 2020

No	Members of BOD	Position	Executive members of BOD	Non-executive members of BOD	Date of appointment	Date of dismissal
1	Mr. Le Dinh Buu Tri	Chairman		✓	12/01/2018	
2	Ms. Luong Thi Huong Giang	Vice Chairman	✓		11/01/2013	
3	Mr. Nguyen Van Hoa	Member	✓		29/8/2006 to 27/3/2009 & 18/4/2014 - present	
4	Mr. Douglas Kuo	Member		✓	06/12/2016	
5	Mr. Peter Huang	Member		✓	12/01/2018	18/6/2020
6	Ms. Lee Yoon Kiem	Member		✓	12/01/2018	18/6/2020
7	Mr. Cedric Guy Yves Schepens	Member		✓	18/6/2020	
8	Mr. Leonid Goldshteyn	Member		✓	18/6/2020	

3.2 Governance activities in 2020

At DOMESCO from March 2011 up to now, the Chairman of the Board of Directors does not concurrently be the General Director.

At DOMESCO from March 2011 up to now, the Chairman of the Board of Directors does not concurrently be the General Director.

In addition, BOD always focused to maintain and enhance the harmony of interests between shareholders and employees, well connected shareholders with employees to avoid conflicts, created a good working environment so that employees could feel secure to work, improved skills, increased income, increased productivity and shareholders are ensured their dividend rates, received dividends on time as company announced before as well as preserved and promote shareholders' capital

3.2.1 Organization of the Annual General Meeting of Shareholders (AGM):

Organizing the General Meeting of Shareholders: The 2020 Annual General Meeting of Shareholders was held on 18/6/2020. The order of conducting the General Meeting of Shareholders was conducted in accordance with the regulations. Documents, minutes, resolutions of the meeting and counting results were published in two languages (Vietnamese and English) in accordance with the regulations on information disclosure, detail as below:

No.	Content	Date	Assessment: Company has strictly complied with the regulations of AGM as:
1	BOD issue a resolution for the annual general shareholders of meeting ("AGM") date and record date of shareholders list	21/2/2020	
2	Company announced the above record date	21/2/2020	announced 20 days before record date
3	The record date of shareholders list	16/3/2020	
4	The Annual General shareholders' meeting 2020 scheduled	14/4/2020	
5	Due to the serious Covid- 19 decease BOD issued a resolution to postpone AGM 2020 to new date, but not later than 30 June 2020.	27/3/2020	
6	Asking The Department of Planning and Investment of Dong Thap province that Company could extend the time to hold AGM 2020 but not later than 30 June 2020.	27/3/2020	Asking the business registration authority to extend the time to hold AGM, and they accepted it
7	Company published dispatch of The Department of Planning and Investment of Dong Thap that accepted to postpone Domesco AGM 2020	27/3/2020	
8	BOD issue a resolution No. 07/NQ-HĐQT on delaying AGM 2020 to 18th June 2020, canceling above shareholders list, and finalizing a new shareholders list to complied timeline's regulations of AGM 2020	04/5/2020	
9	Disclose resolution No. 07/NQ-HĐQT above	05/5/2020	announced 20 days before record date
10	The record date of shareholders list of AGMs 2020	26/5/2020	
11	Disclosure AGM documents and send invitations to shareholders	4/6/2020	10 working days before AGM date
12	The Annual General shareholders' meeting 2020	18/6/2020	
13	Disclosure of Minutes and Resolutions of Annual General Meeting	18/6/2020	Within 24h from time end of AGM

3.2.2 Information Disclosure

In 2020, the Company announced information promptly, accurately and in accordance with regulations. The published content was 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.

3.2.3 Auditing company selection for fiscal year 2020

Pursuant to the Resolution 01 / NQ-ĐHCĐ-DMC dated 18/6/2020 of the Annual General Meeting of Shareholders 2020 approving the list of financial auditing companies 2020 for DOMESCO, The Board of Directors coordinated with the Board of Supervisors of the company to negotiate prices and responsibilities for the audit and issued the Resolution No. 09 / NQ-HĐQT dated June 26, 2020 to choose Ernst & Young Vietnam Co., Ltd. as an audit service provider for the company's fiscal year 2020.

3.2.4 Dividends

Resolution No. 01 / NQ-ĐHCĐ-DMC dated 18/6/2020 of the Annual General Meeting of Shareholders approved the dividend of 2019 at 25% in cash, and the company paid dividends to shareholders on 22/10/2020 (25% in cash, equivalent to VND 2,500 / share).

3.3 Activities of the Board of Directors in 2020

Duties of each member of the Board of Directors

Mr. Le Dinh Buu Tri - Chairman of the Board of Directors: overall management of the Board's activities, directly monitoring and supervising all activities of the company through the Board of Directors. Supporting solutions for production and trading development in both domestic and foreign market. Supervising and urging Company prepare procedures and documents for AGM and Board of Directors meetings

Ms. Luong Thi Huong Giang - Vice Chairman of the BOD - cum General Director: advises the Board of Directors to make decisions on production and development research and business strategies, investment strategies towards short, medium, and long-term in line with market trends and development directions of the Company

Mr. Peter Huang – Mr. Cedric Guy Yves Schepens; Mr. Douglas Kuo – BOD Member: : advising the Board of Directors on the management, strategic direction of business development, branding, developing market share, expanding export markets, effective reinvestment towards long-term and sustainable development.

Mr. Nguyen Van Hoa; Ms. Lee Yoon Kiem; Mr. Leonid Goldshteyn - Member of the BOD: advising the Board of Directors on appropriate financial, monetary and investment policies from time to time to maximize profits and minimize risks, improve cash flow, make financial indicators healthy.

The company has no independent members of the BOD; however, the company has 4/6 members of the BOD who are non-executive members. The BOD is actively looking for members who meet the standards of independent members of the BOD, who have the ability and experience to meet the company's development to submit to the General Meeting of Shareholders for additional to the BOD.

BOD members, BOS members, General Director (CEO) was involved certificate on corporate governance, some foreign members do not have this certificate. Beside that they participate the internal and external training courses yearly to improve knowledge on corporate governance in the integration trend, and the company's legal - compliance department also regularly update and training new documents on corporate governance.

3.3.1 Meetings of Board of Directors:

In 2020, the Board of Directors held 04 meetings and 04 written resolutions of the Board of Directors to discuss and decide on directions and measures to implement activities related to production, business, and investment in accordance with the regulations, the current regulations of the Company and the law.

No.	Members of Board of Directors	Number of meetings the Board of Directors attended	Attendance rate	The absence reason
1.	Mr. Le Dinh Buu Tri	4/4	100%	
2.	Ms. Luong Thi Huong Giang	4/4	100%	
3.	Mr. Nguyen Van Hoa	4/4	100%	
4.	Mr. Douglas Kuo	4/4	100%	
5.	Mr. Peter Huang	2/2 (authorize the representative to attend)	100%	
6.	Ms. Lee Yoon Kiem	1/2	50%	Business trip
7.	Mr. Cedric Guy Yves Schepens	2/2	100%	
8.	Mr. Leonid Goldshteyn	2/2	100%	

3.3.2 Resolutions of the Board of Directors in 2020

Resolution No	Date	Contents
01 /NQ-HĐQT	21/2/2020 (Written resolution)	Board of Directors approved to convene the annual general meeting of shareholders year 2020 with record date on 16 March 2020, date of the annual general meeting of shareholders year 2020 was scheduled on 14 April 2020, venue at Conference hall of DOMESCO Medical Import - Export Joint Stock Corporation
02 /NQ-HĐQT	5/3/2020	Bank credit line in 2020
03 /NQ-HĐQT	5/3/2020	<p>BOD approved as below:</p> <ul style="list-style-type: none"> - Business performance in year 2019. Report financial year 2019 -Reporting on implementation of BOD resolutions as at 31 December 2019 - Power of attorney that Mr. Peter Huang – BOD member authorized Ms. Luong Thi Huong Giang from 02 March 2020 - Draft of the profit distribution in 2019 and profit distribution plan in 2020

Resolution No	Date	Contents
		- For the business plan 2020, the financial plan 2020. BOD will vote it later because of continue to consider negative impacts of disease by Covid-19 virus to company's operation.
04 /NQ-HĐQT	5/3/2020	<p>BOD approved to re-appoint as follows:</p> <ul style="list-style-type: none"> - Ms. Luong Thi Huong Giang hold the General Director position and The legal representative of Company. - Mr. Nguyen Van Hoa hold the Vice Financial General Director position of Company. - Ms. Pham Ngoc Tuyen hold the Chief Accountant position of Company <p>* Appointed time: 5 years (from 22/5/2020 to 22/5/2025)</p> <p>* BOD assign the BOD Chairman to carry out all procedures for above members in accordance with the labor law.</p>
05 /NQ-HĐQT	5/3/2020	The 2020 salary budget of company, salary of Executives Board and Chief Accountant
06 /NQ-HĐQT	27/3/2020 (Written Resolution)	Due to the serious Covid- 19 decease at the moment. Board of Directors ("BOD") approved to postpone AGM 2020 (instead of scheduling on 14 April 2020 as announced previously). The new date and venue for AGM 2020 would be informed later, but not later than 30 June 2020.
07 /NQ-HĐQT	4/5/2020 (Written Resolution)	<p>Finalizing again the list of shareholders to convene AGM 2020 as follows:</p> <ul style="list-style-type: none"> + Record date :26th May 2020 + Date of AGM 2020 was scheduled on :18th June 2020. <p>Canceling the shareholders list which was recorded on 16/3/2020, because this list was recorded to serve AGM on 14/4/2020. But by Covid-19 decease, AGM was delayed and scheduled to hold on 18th June 2020, this shareholders list is not complied timelines of AGM 2020 as Law on Enterprises and company charter 's regulations.</p> <ul style="list-style-type: none"> - The business plan 2020 + Net revenue: :1,430 VND Billion + Profit after tax :232.8 VND Billion + Dividend payment (by Cash): 25%/ current charter capital. <p>Approving the financial plan 2020</p>
08 /NQ-HĐQT	03/6/2020	Approving the documents to submit to the annual general meeting of shareholders year 2020
09 /NQ-HĐQT	26/6/2020 (Written Resolution)	<p>BOD agreed to choose Ernst & Young Vietnam Limited to supply the audit service for fiscal year in 2020 to DOMESCO.</p> <p>BOD authorized to Ms. Luong Thi Huong Giang – General Director to</p>

Resolution No	Date	Contents
		negotiate and sign the 2020 audit contract with Ernst & Young Vietnam Limited.
10 /NQ-HĐQT	16/9/2020	Board of Directors (“BOD”) approve to dissolve Thai Nguyen branch, information of branch as follows: Name of the branch: DOMESCO Medical Import - Export Joint Stock corporation – Thai Nguyen branch. Thai Nguyen branch’s code: 1400460395- 024, issued for the first time on 19/10/2012 as amended for 2nd time on 12/10/2017, issued by Planning & Investment Department of Thai Nguyen Province. Address of the branch: no 47, Hung Vuong street, group 14, Trung Vuong ward, Thai Nguyen city, Thai Nguyen province, Vietnam.
11 /NQ-HĐQT	28/9/2020	Finalizing the list of shareholders serving for dividend payment of year 2019 as follows: Final date/ record date: 09/10/2020 Payment date: 22/10/2020 - Dividend rate: 25% by cash (# 2,500 VND/share)
12 /NQ-HĐQT	28/9/2020	BOD appointed Mr. Leonid Goldshteyn – BOD member hold concurrently as member of Development policy subcommittee replace Mr. Peter who resigned. BOD approved the reports as: Report on implementation of BOD resolutions as at 15/9/2020; Business performance in first haft year 2020, the remain target in last haft year 2020 Distributing the bonus and remuneration of BOD- BOS
14 /NQ-HĐQT	09/12/2020	BOD approved the reports as: Business performance in first 9 months of year 2020, the remaining target of year 2020 ; Implementing the Financial plan in first 9 months of year 2020; Reporting the implementation of BOD resolutions up to 30 November 2020. BOD approved The regulation on internal audit apply at DOMESCO Medical Import Export JSC

3.3.3 Resolutions of regular BOD

Resolution No.	Date	Content
01 /NQ-TTHĐQT	15/5/2020	Approving to change branch’s address of DOMESCO Medical Import Export Jsc at Hai Duong province, from Lot 61.52, Zone 10, Hai Tan ward, Hai Duong city, Hai Duong province, Viet Nam to new address No. 69, Tran Nguyen Dan street, Thanh Binh ward, Hai Duong city, Hai Duong province, Viet Nam.

3.4. Company monitoring, evaluation of the management and administration in 2020 by the Board of Directors towards the General Director and other executives

3.4.1 Supervisory activities of the Board of Directors to the General Director and other executives

Supervising the implementation of resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors

Supervising and supporting solutions to the implementation of the targets of increasing revenue and profit, promoting the consumption of high margin products , debts collection, balancing cash flows to meet the needs of production and business , focus on training human resources.

Accelerate the implementation the Covid-19 prevention , ON / OFF the production shift during the Covid-19 period to ensure safety for the company's employees. Reviewing, evaluating, and forecasting the market situation affected by Covid-19, operating solutions to maintain and stabilize production and business activities.

Supervisory activities for the Board of Management are carried out regularly and closely through regular meetings of the Board of Directors and regular discussions via phone, email, WebEx to promptly direct and support the Board with operating solutions to implement the targets approved by the General Meeting of Shareholders, the Board of Directors

3.4.2 Evaluate the company's management and administration in 2020

As a result of Covid-19 impacts, 2020 was the first year that the company had not achieved profit target since the Executives operated in company (from 2014 to present). During this difficult period, the responsiveness and business agility of leaders were firmly demonstrated via quickly capturing the market situation, offering anti-epidemic products (masks, antiseptic solutions ...) and ensuring job stability for employees. This provided a significant contribution to the company's revenue and profit, compensated for the sudden increase in costs due to the increase in raw material prices, logistic price and in the costs of medical equipment provided for employees to prevent Covid-19.

The Board of Directors had instructed the company's EHS department to promptly issue documents, internal regulations, and measures against Covid 19 , release internal newsletters to update the situation Covid-19. Assigns to monitor, supervise, and accelerate the implementation in each department, each employee. Safety shift in production to ensure safety, health and working environment for employees.

Especially, company had to cope with the difficulty in complicated market fluctuations on one hand, on the other hand to stabilize the employee's morale in the situation of job security risk caused by Covid 19. During that difficult period, taking advantage of the temporary reduction in production , the Board of Management offered training to strengthen skills and expertise for employees, maintained and stabilized insurance and welfare regimes benefits for employees, increase salaries for employees to compensate for inflation ...

At the same time, the company always stabilizes and improves product quality, applies information technology to production and business to create good quality products at reasonable prices. Maintain and pay the correct dividends to shareholders as planned.

In 2020, although the business results are not as expected, the Board of Management has succeeded in operating, ensuring safety in all activities of the company, creating motivations for employees to continue working. , creativity and dedication to the Domesco brand. Experiencing the challenges of 2020, the Board of Directors highly appreciates the capacity and agility of the Board of Directors, which steadfastly brought the company through the difficulties, and continues to strengthen the trust and confidence of employees and customers, shareholders, Board of Directors

4. Activities of the subcommittees in 2020

4.1 Policy Development Subcommittee

Duties

Building a business plan for 2020.

Develop market share, expand domestic and foreign distribution channels.

Evaluate, analyze, and evaluate investment efficiency of construction projects compared with the company's development strategy, advise appropriate short, medium, and long-term investment strategies.

Advise financial policies, monetary, risk factors related to financial operations of the company.

Develop a mainstream product portfolio to ensure the company's growth in the coming years

Outline company development strategy during Covid-19 epidemic affecting the world

Number of meetings in 2020: 4

Performance evaluation in 2020

Advising to build the development strategy of the company

Timely support appropriate solutions to develop market share, logistics, finance against the impact of Covid-19

Evaluate market situation, company potential, and advise construction investment strategy at Domesco

4.2 Human Resources Subcommittee

Duties

- Training to improve management capacity and human resource development, training of preventive personnel.

- Appointment, reappointment of management staff according to their capacity; decentralization, responsibility assignment of managers to ensure an effective management mechanism, being consistent with the actual operations of the company.

- Check the implementation of legal policies on labor, labor contracts, health insurance - social insurance - unemployment insurance regimes and other regimes for employees according to regulations strengthen relationship between company and employees.

- Building a list of talented staff and appropriate training modes to promote their capabilities and contribute to the overall development of the Company.

- Professional and intensive management training program for middle-level management staff

- Review the organizational structure, staffing , personnel reserve to achieve the goal of increasing labor productivity.

- Apply KPI evaluation system, review job description as the basis for employee evaluation. Thereby, selecting outstanding individuals to orient appropriate training and promote their capabilities in contribution to the development of the Company.

- Reviewing the Collective Labor Agreement and the Labor Code and adjusting it to be consistent with the Labor Code No. 45/2019 / QH14 dated November 20, 2019

Number of meetings 2020: 4

Performance evaluation in 2020

Maintaining periodic inspection of the compliance with regulations on the implementation of labor laws, policies and compulsory insurance regimes and welfare regimes for employees.

The training program to improve professional and managerial capacity for middle-level managers has been maintained and improved in both the training form and content, to meet the inherited human resources in the departments.

4.3 Salary and Bonus Subcommittee

Duties

Optimizing salary regulations - rewarding employees to stimulate work efficiency, increase attractiveness in recruitment.

Welfare and bonus regimes for employees.

Based on the employee's KPI results, building a policy of bonuses and periodic salary increases for employees, ensuring increased competitiveness compared to other companies in the same industry and increasing employee engagement.

Advising the company's Commendation and discipline Emulation Council on the criteria for consideration of awards within and outside the company.

Develop an appropriate remuneration policy to attract talent

Number of meetings in 2020: 4

Performance evaluation in 2020

The activities of the Salary and Bonus Sub-Committee meet the role of advising for Board of Directors, the Board of Management in the development of salary - bonus - welfare benefits for Employees. Thereby, stimulating work efficiency and create a long-term retention with the Company.

Advising the Emulation and Reward Council on the forms of commendation for employees who have outstanding contributions to the development of the company, contributing to increase the motivation and dedication of employees in production and business activities

4.4 Internal Audit Committee

Duties

Inspect and supervise the compliance with laws, resolutions of the General Meeting of Shareholders, the Board of Directors for the activities of the Executive Board, the management departments and related departments.

Inspecting the organization of the Annual General Meeting of Shareholders in 2020.

Check the debt management situation at companies and branches. Evaluate and classify debts, support debt management and collection solutions

Support to improve the corporate governance system through legal consulting, operational risk control consultancy.

Auditing the financial planning and financial reporting in accordance with current accounting standards and in accordance with the law of Vietnam.

Number of meetings in 2020: 4

Performance evaluation in 2020

The Internal Audit Committee had fully implemented the audits according to the audit plan.

Internal audit results were highly consented by the audited subjects, the Board of Directors, the Board of Directors. Proposals (if any) have an Internal Audit Committee seriously implemented by relevant individuals and divisions.

Audit activities of the Internal Audit Committee meet the role of advising and performing the function of advising the Board of Directors, the Board of Directors, and managers, in order to improve the corporate governance system according to current legal regulations, international practices and the actual situation at the company.

5. REPORT TO BOARD OF SUPERVISORY

5.1 Member Of Supervisory Board

No.	Member Of Supervisory Board	Title	Date of becoming / ceasing a member of the Supervisory Board	Number of shares owned
1.	Mr. Nguyen Phi Thuc	Head of Supervisory Board	27/03/2009- Present	27 shares
2.	Mr. Phan The Thanh	Member	18/4/2014 - Present	0
3.	Ms. Sze Chin Wong	Member	18/6/2020 - Present	0
4.	Ms. Ho Thi Thu Van	Member	29/4/2019- 18/6/2020	0
5.	Mr. Samuel Timothy Nance	Member	6/12/2016 - Present	0
6.	Ms. Servane Gorgiard	Member	18/4/2014 - Present	0

5.2 Evaluation of the Supervisory Board activities

5.2.1 Meetings

No.	Meetings	Contents	Results
1	20/3/2020	Summarized of operation results in 2019 and operational directions for 2020 of the Supervisory Board Discussed and evaluated the business results in 2019 of the Board and the Board of Directors Discussed the inspection and supervision activities performed by the Supervisory Board in 2020 Discussed List of auditing companies performing the auditing of financial statements in 2020 in	5/5 approved

		submission to the General Meeting of Shareholders	
2	14/8/2020	<p>Reviewed the results of the Supervisory Board's activities in the first half of 2020 and discuss the plan for the second half of 2020.</p> <p>Evaluated the business results for the first 6 months of 2020; discussed the business environment in 2020, analyzed the factors that impact the revenue and profitability of the company and evaluated the solutions of the Board, Board of Directors</p> <p>Evaluated the indicators in the Balance Sheet and appraisal of the company's financial statements for the first 6 months of 2020</p>	5/5 approved
3	28/02/2021	<p>Summarized of operation results in 2020 and operational directions for 2021 of the Board of Supervisory</p> <p>Discussed and evaluated the business results in 2020 of the Board, the Board of Directors in accordance with the planned targets approved by the General Meeting of Shareholders.</p> <p>Appraised financial statements of 2020 before submitting to the General Meeting of Shareholders</p> <p>Discussed List of auditing companies performing the audit of financial statements in 2021 in submission to the General Meeting of Shareholders</p>	5/5 approved

5.2.2 Internal control system at Domesco company

- The Company has developed and issued fully internal regulations, regulations, processes and instructions for operations arising during the company's operation, ensuring a reasonable organizational structure to control, prevent, detect and promptly handle possible risks, ensure the company's operations are safe, efficient and achieve the set objectives.
- On the basis of fully complying with legal regulations and applying corporate governance rules according to international practices, promoting the value of Domesco corporate cultural identity, business ethics, the company has issued and perfecting the system of documents of the company for business activities, production, finance, accounting, investment and corporate governance such as regulations on purchasing raw materials for production and business needs; Raw material supplier assessment process; Regulations on sales; Regulations on inventory of goods; Debt management process, delivery, collection; SOP to pay the cost; SOP transfers money through banks; Financial management regulations; Process of purchasing goods and services; Construction project implementation process; Process maintenance works, factories; ...
- The Board, Board of Directors, relevant individuals, departments within their capacity and responsibilities, actively review the suitability, reasonableness, and compliance of internal documents to propose appropriate

amendments and supplements to enhance and improve the efficiency of the internal control system of the Company.

5.2.3 Internal control activities at Domesco

- a. Direct control: based on laws and regulations, processes, regulations, instructions, internal SOPs, issued KPIs, individuals and departments are responsible for implementing and evaluating the implementation of assigned responsibilities. The Head of the Division is directly responsible to the Board of Directors and the law for the compliance and the performance results of directly managed employees.
- b. Activities inspecting: The Internal Control and Control Department performs periodic, ad-hoc inspection, thematic inspection and / or controls the operational process of individuals, departments in the Company. In addition, compliance staff is also involved in the inspection process, monitoring activities arising in the business and financial accounting process, ensuring the Compliance Code and the Code of Business Conduct and Ethics. implemented fully and effectively in practice.
- c. Internal audit: is conducted as follows:
 - (i) Internal Audit Committee: based on the assigned functions, duties and capacity, the Inspection Committee internal team advises the Board of Directors to perform the audit of production and business activities corporate venture, investment, and finance
 - (ii) The Board: Board of Directors is responsible for directing and supervising the Board of Directors, managing staff in the task implementation assigned by the General Meeting of Shareholders, the Board of Directors on the basis of compliance with all rights and responsibilities in accordance with current regulations.
 - (iii) The Supervisory Board inspects and supervises the law compliance of the Board, the Board of Directors, and the company's managerial staff, appraised financial statements, the implementation of business plans and performance of other tasks in accordance with the law, the Company Charter and Regulations.
- d. External audit: includes the audit of an independent auditing agency, a competent state management agency.

5.2.4 Risk management:

In 2020, our internal control and risk management procedures provided a structure and stability in a challenging environment caused by the COVID-19 pandemic.

On the basis of identifying, analyzing, and assessing the level of risk effects, the Company had proactively proposed solutions to prevent and minimize the negative impacts that may arise. .

The Company had developed a Quality Policy, a Code of Compliance and a Code of Business Conduct and Ethics, internal regulations, corporate culture on the basis of compliance with the law with the suitable practice as well as the development orientation of the company, as a guideline for all activities and development of the Company. Accordingly, the Company had reviewed the issued documents, processes, regulations, instructions, as a basis for implementation, specifically the SOP standard procedure as follows:



BUSINESS

Regulations on raw materials purchasing for production and business needs, raw material supplier assessment processes, trade promotion processes, sales regulations, goods inventory regulations, group regulations functions and operations of branches ...



ACCOUNTING-FINANCE

Financial management regulations... regulations on sales, inventory regulations, debt management, delivery, collection, payment, sales, bank transfer. Provisions on debt comparison and control.



INVESTMENT

Process of goods and services purchasing; Construction project implementation process; Process maintenance works, factories ...

a. Legal policy risks

➤ Risk:

- Legal documents are often changed. Omission in updating legal documents in time, not understanding the law will result in the risk of being complained, being sued, and damaged due to noncompliance with the law.
- In some specific cases, the legal documents are not clear, specific, confusing, causing difficulties in the process of application and implementation in practice.

➤ Solutions:

- Regularly update legal documents, guiding documents of specialized management agencies and deploy them to relevant individuals and departments, providing training and instruction in a direct, online form or other suitable approaches.
- Update and amend internal regulations to ensure compliance with current legal regulations and the actual situation.
- Review the legality of contracts, transactions and agreements signed between the company and customers, ensure full compliance with applicable laws, and harmonize legal interests between the transaction parties

b. Business risks

➤ **Risks:**

- The lower planned bidding prices at public and private hospitals had increasingly turned market to become more difficult for pharmaceutical companies, which have high quality brands and investments to access this market.
- The implementation of social distance measures during the epidemic in many localities had reduced the travel demand of people, affecting the sales of the company and its customers.

➤ **Solutions:**

- Identify the target market and focus on developing special treatment products that are the strength of the company, creating a competitive advantage in quality and packaging design.
- Focus on training to improve the quality of human resources in sales activities, product research and development, corporate governance, ... to meet the requirements of the company development as well as the successor team.
- Strengthen cooperation with companies with large distribution systems so that they give priority to distributing some products that are not in the company's development priority product list.
- Improve delivery and customer care methods to suit the actual situation and customer needs on the basis of compliance with laws, company regulations and business ethics.
- Apply information technology in all activities of the company, promptly respond to customer needs, improve corporate governance efficiency, time, and operation cost savings.

c. Production risks:

➤ **Risks:**

- Domestic authorities continuously enhance and improve quality standards of raw materials, pharmaceutical products, health protection goods products in accordance with international standards, so production processes and equipment technology need to be updated and timely improvement.
- The situation of COVID 19 epidemic around the world has caused many raw material factories to close or implement the border lockdown policy, social distance, which impacted on the raw materials supply for drug production, especially in countries with strong export activities of raw materials to Vietnam such as China, India and some European countries.

➤ **Solutions:**

- Actively update requirements, change quality standards of raw materials, finished products, production standards in accordance with legal regulations and market trends.
- Implementing solutions to upgrade the factory systems to meet the PICs requirements according to the advice of strategic shareholder ABBOTT.
- Regularly contact the suppliers of raw materials so that the supplier gives priority to supplying raw materials to Domesco, avoiding the postponement in production due to the shortage of raw materials

d. Risks in cost management:

➤ **Risks:**

- Packaging materials are mainly imported from abroad, so prices and exchange rates affect COGS and profit of the company.
- Due to the complicated COVID 19 epidemics around the world, it has changed the means of transporting goods and increased transportation costs.

- Pressure on input costs increases (salary, insurance, fuel costs, ...) while selling prices are bound by control and management of competent state agencies.
- The COVID 19 epidemic caused the world economy in general and the Vietnamese economy in particular stagnated, the financial situation of many companies faced many difficulties, the decrease of state budget revenue caused a deficit in budget expenditure, which slowed the payment progress of customers, affecting the capital turnover of the business.

➤ **Solutions:**

- Planning the costs for all activities of the company, closely monitor revenues and arising expenses to balance operating budget and actively manage capital sources to serve production needs
- Strengthen the implementation of comprehensive cost reduction strategy, avoid wasting resources and reducing costs in production and business activities.
- Manage well debts, limit the occurrence of capital appropriation and / or insolvency of the company's customers.

5.2.5 Internal control and risk management at Domesco

a. Information and communication activities

- Based on job description sheet for each job position; periodically deploy and train current legal regulations and internal regulations related to activities of relevant individuals and departments.
- Conduct periodic assessment of core corporate values and employee duty understanding; ensure that each employee is aware of and understands the roles and responsibilities of the individuals and divisions involved in the process of implementing the task
- The company has conducted risk identification, impact assessment and issued preventive remedial measures to minimize and eliminate arising adverse factors; periodically update, adjust in accordance with the reality and communication across the company to raise the sense of responsibility, the role of managers and all employees;
- Implement well the internal communication mechanism, from managers to employees and vice versa, ensuring relevant information is communicated honestly, promptly, and accurately.

b. Inspection and supervision activities

- Based on the assigned functions, duties and capacities and the targets and plans approved by the General Meeting of Shareholders, each individual and department must develop an operation plan to ensure completion of assigned tasks. Individuals and divisions actively report on progress of performance and propose solutions to improve operational efficiency to direct superior managers (if any).
- The Internal Control and Control Department are responsible for developing a plan to inspect and supervise the company's activities and implementation. On the basis of assessing the impact level of the risks, the Internal Control and Control Department performs periodic, ad-hoc, thematic or regular inspections and assessments during the operation.
- The Internal Audit Committee, the Supervisory Board conducted audit activities, focusing mainly on the following areas: efficiency of production and business activities, honesty of financial statements, compliance with internal regulations and applicable laws. The Internal Audit Committee, the Supervisory Board perform the inspection independently and / or coordinate with the Internal Control and Control Department in its operations.

- At the end of each inspection and supervision phase, the inspection team shall make a report on the inspection result and inform the inspected object. Test subjects have the right to give opinions, explain the evaluation results and recommendations and suggestions of the inspection team. The inspection team will consider the appropriateness and reasonableness of these comments, and then send the report of the test results directly to the staff, direct management department.

- The direct management and department will evaluate and organize the implementation of solutions, proposals and recommendations of the inspection team or have appropriate directions and orientations for the actual operation of the business and current regulations.

c. Implementation of recommendations

- Comments and recommendations after each inspection are fully implemented. The inspection team re-examines the implementation of opinions and recommendations after being agreed upon by officers and departments directly managed

- In case of necessity, the internal regulations, assignment, and mobilization of personnel are considered and adjusted to meet the actuality.

- The Company has built a mechanism to reward and penalty appropriately in order to promote the positive factors, repel the situation of violating the law, violating company regulations.

5.2.6 Evaluation the board of supervisor's activities

The Board of Supervisory had examined and supervised the activities of the Board of Directors, the Board of General Directors, and managerial staff in accordance with the Law on Enterprises, the Charter of the organization and operation of the company, Internal corporate governance regulations and guiding documents.

Coordinating with the Legal Department and Internal Inspection to complete the inspection of business activities at 10/11 branches (01 branch has not been able to check due to the complicated COVID 19 epidemic); inspect the purchase of equipment, tools and tools for the company's production and business needs; check the legality and reasonableness of receipts and payments; appraisal of quarterly, 6-month, 9-month and annual financial statements; reviewed transactions between the company and related persons. In addition, the Board of Supervisory coordinated with the Board of Directors to successfully organize the 2020 Annual General Meeting of Shareholders.

Diversify methods of inspection and supervision to suit the actual business situation of the company, creating favorable conditions for the inspection department. In addition to the inspection and supervision, the Board of Supervisory had also performed well the role of advising and consulting the Board of Directors, management staff in the process of operating production and business activities, strengthened the management. risk and improved the corporate governance system.

Inspection and supervision activities of the Board of Supervisory were implemented according to the periodic or irregular plan approved and regularly and continuously. Opinions and conclusions of the Board of Supervisory after each inspection and supervision were agreed upon by the Board, the Board of Directors, managers and inspected subjects and strictly and sufficiently implemented. In addition, the Board of Supervisory had participated fully in the meetings of the Board, the Board of Directors in order to promptly understand the production and business situation of the company to have appropriate suggestions and recommendations

Fully comply with the provisions of the Law on Enterprises, the Charter of the organization and operation of the company, the internal regulations on corporate governance and relevant regulations during the inspection and supervision function. In 2020, the Board of Supervisory had not detected any violations of the Supervisors in the process of performing the tasks and the Board of Supervisory had not received any complaints from the

Board, the Board of Management, managers, or any shareholders, individual or organization in the exercise of rights and obligations of the Board of Supervisory and the controllers.

6. Remuneration and bonus of the Board of Directors - Supervisory Board- Board of management 2020

6.1. Remuneration and bonus of the Board of Directors - Supervisory Board- Board of management 2020

The total amount of remuneration and bonus for the Board of Directors, Supervisory Board, and BOM in 2020 was 5,555,400,000 VND. The amount of remuneration for the Board of Directors expected to submit to the shareholders' meeting in 2021 was 3.85 billion Dong, equivalent to 2.1% of the profit after tax. Details of the amount spent in 2020:

Table: Remuneration and bonus of the Board of Directors - Supervisory Board- Board of management 2020

No.	CONTENTS	AMOUNT (VND)
1	REMUNERATION AND BONUS OF THE BOARD OF DIRECTORS - SUPERVISORY BOARD	6,928,900,000
1.1	The Board of Directors' remuneration for the Board of Supervisors in 2020 is approved by the General Meeting of Shareholders	3,850,000,000
1.2	The General Meeting of Shareholders 2020 rewarded the Board of Directors - Board of Supervisors - Board of Executives for exceeding the profit plan for 2019.	2,500,000,000
1.3	Remuneration in 2019 transferred to 2020	578,900,000
2	ACTUAL SPENDING AMOUNT:	5,555,400,000
2.1	Board of Directors' remuneration - Supervisory Board - Person in charge of corporate governance - Secretary of the Board of Directors - subcommittees under the Board of Directors in 2020.	2,208,000,000
2.2	Reward the Board of Directors - Board of Supervisors - Board of Executives – Chief accountant - The person in charge of corporate governance – BOD Secretary - Managers - Employees of the Company.	2,237,250,000
2.3	Providing, distributing charity medicine, health-check for poor farmers. Supporting to people in the Central region affected by floods	296,100,000
2.4	The Board of Directors - Supervisory Board visits customers to evaluate the actual implementation of the company's policies to customers.	61,900,000

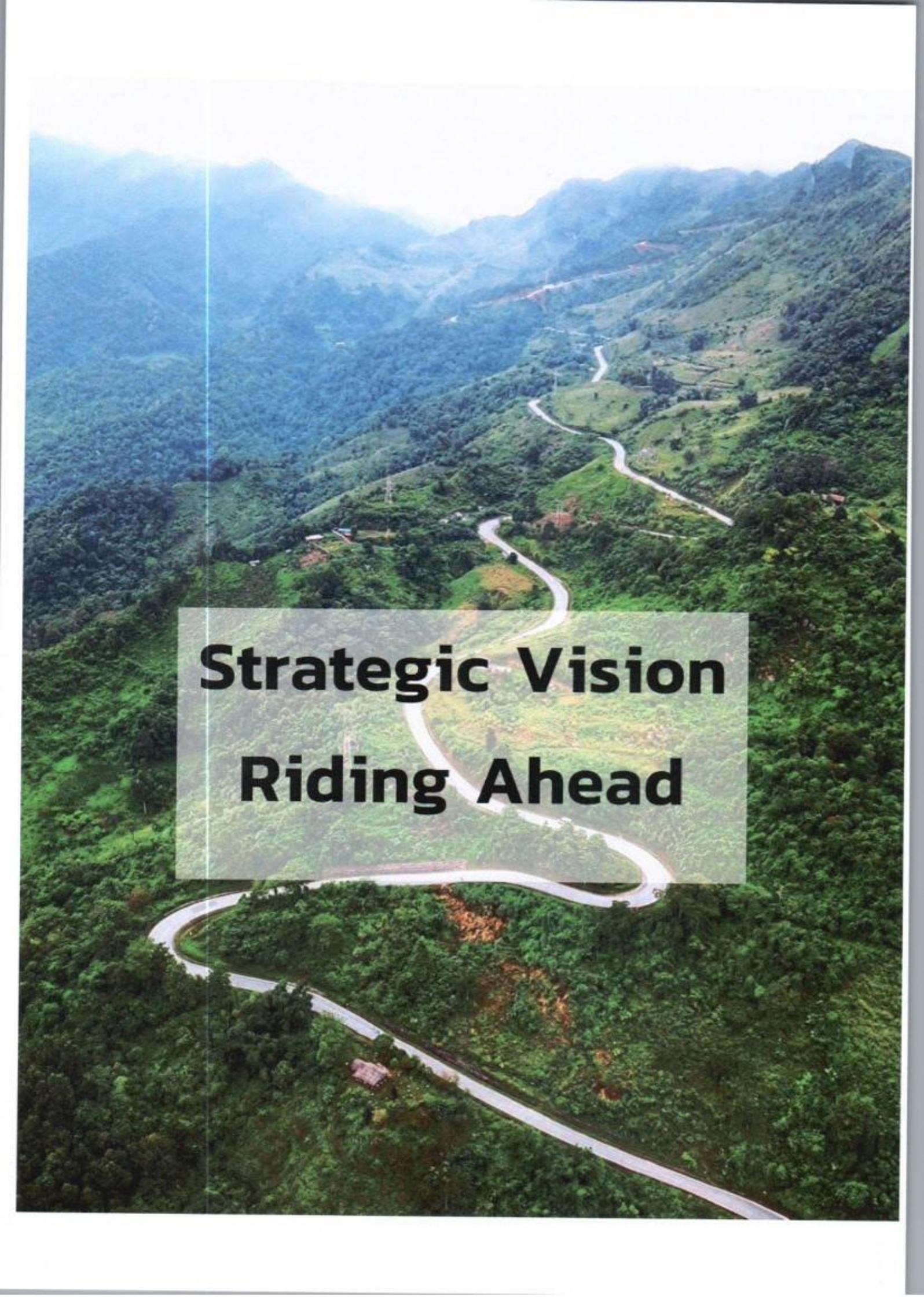
No.	CONTENTS	AMOUNT (VND)
2.5	Building "DOMESCO shelters", supporting Company employees in difficult circumstances. Social activities (distributing rice, building houses of affection for people in difficult circumstances in Dong Thap province)	752,150,000
3	THE REST GOES TO 2021	1,373,500,000

6.2 Transactions with related parties

No.	Name of organization	Relationship with the company	Resolution number approved by the Board of Directors	Goods and services purchased in 2020	Goods and services sold in 2020	2019 Dividend
1	Glomed Pharmaceutical Co.Ltd	Related company	29 /NQ-HĐQT dated 20/12/2016		5,053,432,462	
2	Abbott	Strategic shareholders	15 /NQ-HĐQT dated 9/6/2017			44,874,500,000
3	State Capital Investment Corporation	State shareholders				30,136,167,500
4	Binh Thuan Pharmaceutical & Medical Supplies JSC	The company is related to Mr. Nguyen Van Hoa - Member of the BOD	25 /NQ-HĐQT dated 6/11/2015	28,398,080,694	7,463,383,110	
5	Abbott operations Uruguay	Related company			2.128.957.732	
6	3a Nutrition (Vietnam) Company Limited	Related company			1,431,016,219	

7. Development Orientations In 2021

- Ensuring the safety of production and business activities of the company under the continuous complicated situation of Covid-19 epidemic
- Comprehensive risk management in all production - business - investment - finance activities.
- Continuing to maintain the quality management system.
- Upgrade production systems to higher standards in product quality improvement.
- Deploying the production of new products adapted to the market's demand.
- Expand sales channels through e-commerce channels and branch systems.
- Increasing the development of franchised production.
- Save costs and initiate solutions to increase labor productivity, reduce cost and expenses in production and business.
- Update and amend the company's Charter of organization and operation, Internal regulations on corporate governance have been revised in accordance with the provisions of the Enterprise Law 2020 and related documents submitted to the General Meeting of Shareholders.
- Maintain dividends and pay on time to shareholders as announced.
- Ensuring benefits for employees and shareholders.
- Continue to deduct remuneration of the Board of Supervisors of the Company to carry out social activities, and support employees of the Company in difficult circumstances.

An aerial photograph of a winding asphalt road that snakes through a lush, green mountain valley. The road starts in the lower left, curves sharply to the right, then back to the left, and continues to wind through the hillsides. The surrounding landscape is covered in dense green vegetation, with some small buildings and cleared areas visible. In the background, more mountain ranges are visible under a hazy sky. A semi-transparent white rectangular box is overlaid in the center of the image, containing the text.

Strategic Vision
Riding Ahead

PART 4: DEVELOPMENT STRATEGIES

1. Development strategy for 2021-2025

Constantly researching and developing and expanding production and business activities, striving to become the leading pharmaceutical company in Vietnam and in the region to contribute to improving the quality of life.

Average growth rate of revenue from 2022-2025 is 6% -10% / year

Average growth of profit is from 5-15% / year

2. Business strategy in 2021:

Continue to introduce new products to market to adapt the market's demand.

Upgrade the production system to a higher standard to serve the domestic and export demand

Expanding sales channels on e-commerce platforms, besides continuing to increase the market coverage through the system of DOMESCO's and branches.

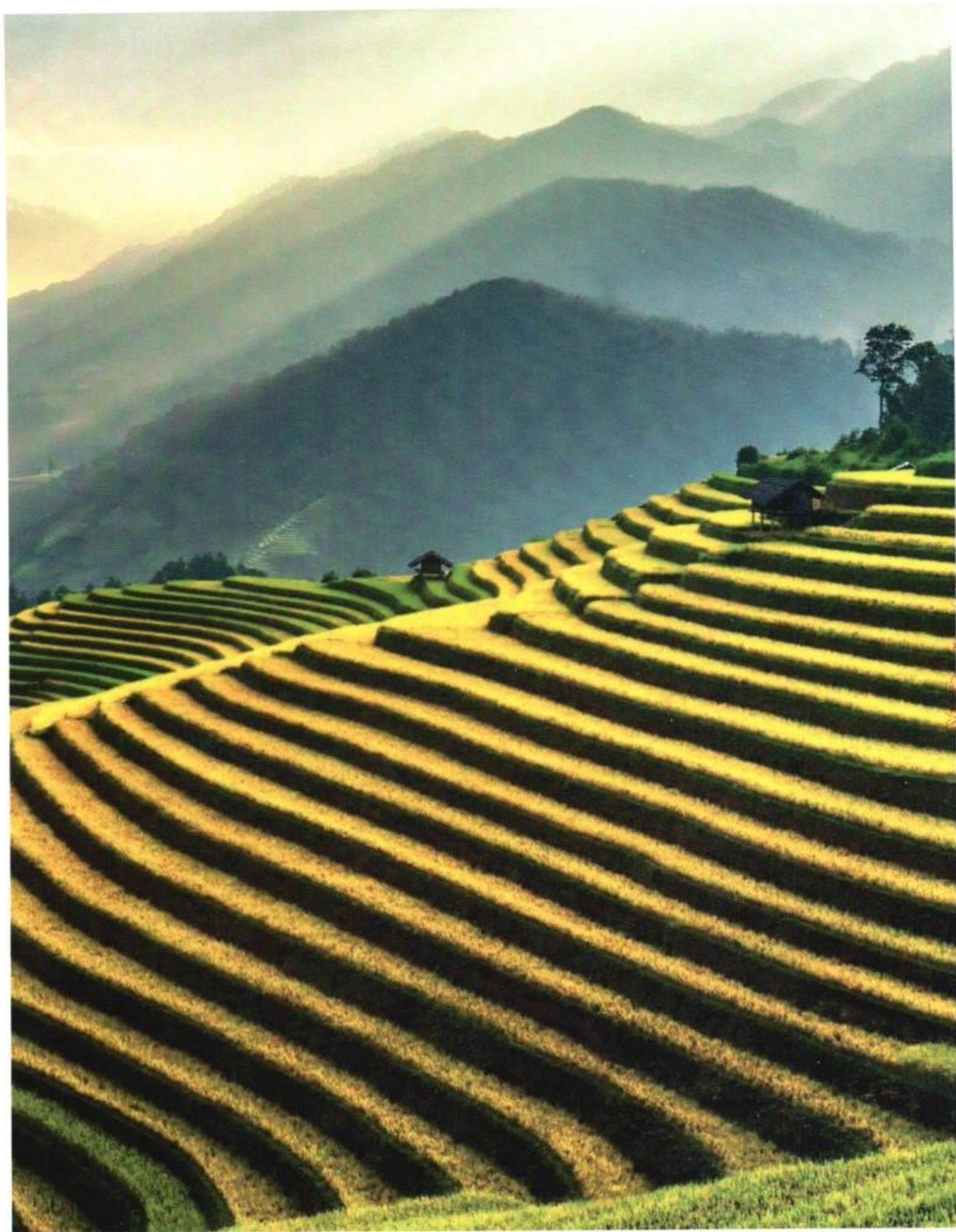
With the 2021 development orientations of the Board of Directors, we set a plan for revenue growth of 6.1%, profit after tax to increase 19.8% compared to 2020.

Table: Key target for financial indicators 2021

	<i>Unit: Billion Dong</i>		
Items	2021 Plan	Act 2020	YoY Growth
Net revenue	1,540.00	1,451.95	106.06%
Profit after tax	215.00	179.54	119.75%
ROS	13.96%	12.37%	1.60%
Dividend (VND)	2,500	2,500	100%

Sustainable Development Future Prospect





PART 5: SUSTAINABLE DEVELOPMENT REPORT

1. Sustainable development overview

Domesco is a sustainable and socially responsible business, and we promote responsibility to the community through our business and production activities. In 2020, Domesco has completed well and contributed to promoting corporate responsibility to society, customers, employees, and the environment:

- Customer's health and safety is top priority
- Increasing commitment to community and locality
- Employees are an important asset source
- Caring and proactively protect the environment

Customer's health and safety is top priority

Product quality is one of DOMESCO's responsibilities to customers. Especially during the difficult period of Covid-19, the Domesco team has continuously strived efforts to ensure the supply of medicines, to meet the needs of customers during the outbreak, to ensure continuity in operation and customer care:

Target:

Ensuring product quality is a top priority:

During the Covid-19 period, production costs increased, but Domesco continuously improved management, ensuring to balance production costs but complied with regulations on GMP-WHO / ISO / TQM standards. and GLP standard, ISO / IEC 17025, always ensure product quality to customers. With the policy of "High Quality - High efficiency is the vital goal of DOMESCO", DOMESCO is well known for a prestigious and humane brand in providing customers with quality products and services.

Always support and care for customers: During Covid-19, social distance limited direct customer care. Domesco utilized existing resources such as the customer care department and communication systems connecting sales staff, customer service staff, and customers, creating a continuum of interaction, inquiries answering, timely support the needs of customers.

Increasing commitment to community and locality:

Covid-19 has a strong impact on the life and economy and creates a medical crisis for our community and society. In the fight against Covid-19, Domesco focused heavily on providing assistance to those most vulnerable groups.

Target:

Pioneering in anti-epidemic: Supporting Covid-19 prevention equipment for the local and community while the demand for masks and hand sanitizer is scarce globally. Domesco presented antibacterial masks to the Sponsoring Association for the Disabled, Agent Orange / dioxin victims & impoverished patients in Dong Thap province and the Oncology Hospital. Contributed to the Covid-19 prevention fund

Listen and action for country in difficult situation: Implement the campaign to support the Central region to natural disasters overcoming in 2020. Domesco encouraged workers and employees to contribute to the province's "Natural Disaster Prevention" Fund with the amount of VND 284,965,652.

Supported the Central of Vietnam, where suffered flooded impacts with the amount of 102,506,000 VND. Contribution to the "Union Shelters" Fund by the amount of VND 66,000,000

Focus on developing local resources: Contributed to Nguyen Sinh Sac Promoting education Fund, awarded scholarships to honored students, took care of Vietnamese War Invalids and Martyrs family, Vietnamese heroic mother with the amount of VND 78,600,000 . Contributed to sponsor provincially cultural and sports activities: VND 1,580,700,000

Employees are an important asset source:

Employees are an important and valuable asset in DOMESCO. During the epidemic period with difficult challenges, DOMESCO has implemented many measures to ensure the health of employees, constantly updating and promptly informing employees about epidemic prevention measures through many means of communication.

Target:

Ensuring health and safety: In response to a pandemic, it is essential to take measures to protect our employee's safety while maintaining the continuity of production and medicine supplies. Domesco equipped with 4,000 antibacterial masks; 8,000 bottles of hand sanitizer; 20,000,000 antibacterial fabric masks to support union members and workers. In addition, the company presented 6,000 boxes of vitamin C, 2,000 bottles of Dorgarlic to boost Immune System during the epidemic.

Continuity of connection and support: we used a variety of means of communication to continuously promote the spirit of anti-epidemic diseases and provided good mental health care for our employees during business stressful times due to the effects of epidemics.

Strictly complied to anti-epidemic measures: Implement screening measures including daily health and temperature checks, monitoring, travel medical clearance, and work from home policies for employees in the risky areas. In production activities, Domesco proactively arranged work shifts and production, implemented a policy of social separation, prepared free industrial meals, and arranged a safe seating position to minimize risk of Covid-19 infection.

Mental health care for employees: Although in difficult business times due to epidemics, company always ensures the spiritual life for employees, but still ensures safety through activities such as: birthday gifts, team building, family caring policy, organizing sports and entertainment activities. The cost of implementing employee care policies is more than VND 7.5 billion by 2020.

Caring and proactively protect the environment

Domesco is committed to sustainable business and upholds business ethics through a sustainable development policy that minimizes the risks of impact on human health and the environment. Domesco has been applied, maintained and improved the Quality Management System ISO 9001: 2015, ISO 13485: 2016, the Environmental Management System ISO 14001: 2015, the Health and Safety Management System according to ISO 45001: 2018, Quality management systems specifically applied for testing and calibration laboratories according to international standards ISO / IEC 17025: 2017. Details of the programs is mentioned in Section 5, section 2.3.

Target:

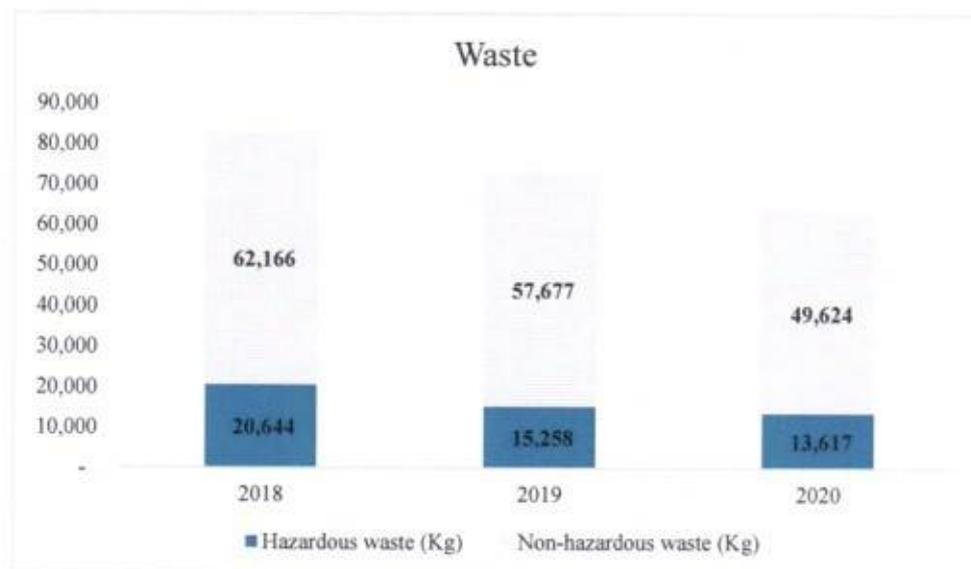
Reduce energy consumption use energy efficiently, towards sustainable development: In order to reduce energy consumption, from 2018 to 2020, DOMESCO has applied many initiatives. Innovation

helps to save energy and use energy effectively. We apply the Kaizen energy efficiency program in business and production activities, saving 888,500 kWh of electricity and 4,000 m3 of water by 2020.

Reducing the impact of waste on the environment: we are always innovating and initiating in waste reduction and recycling, minimizing the risk of impact on the environment, including waste classification according to Circular 36 / 2015 / TT-BTNMT, reduced sources used to reduce waste; Recycling; compost composting, incineration for energy recovery. We apply the Abbott EHS program in the management of safety in production and minimizing our impact on the environment. EHS costs are considered and increased each year to ensure waste treatment compliance. The results of emission monitoring over the years are qualified.

	Unit	2018	2019	2020
EHS expenditure	Million VND	1.812	2.524	3.296

Hazardous waste from 2018 has steadily decreased over the years:



Raise Awareness Among Employees in sustainable energy and fuels consumption: Economical use of fuel resources is a target we always aim for and strive to achieve. the Company always raises awareness through propaganda newsletters, warning labels and savings requests at all taps, electrical equipment, which implements a BBS (Behavior based safety) report that promotes to report all water and electrical leaks spotting, motivates improvement, and deserves rewarding among all employees

2. The main focus in DOMESCO

2.1 Social focus:

GRI 401 Employment

In order to maintain and develop qualified human resources, DOMESCO focuses on recruiting and attracting talented people to join the staff of the Company.

+ **Recruitment plan:** Based on the recruitment needs of each department, branch, the company's annual development orientation to develop the recruitment plan

+ **Recruitment announcement:** All recruitment information is widely published on many channels: internal, company website, recruitment service providers and through the social network Facebook

+ **Recruitment principles:** openness, transparency, and non-discrimination

+ **Requirement in recruitment:**

- Job description, requirements, standards as well as salary, bonus, remuneration policy, benefits of vacancies are detailed on each job posting.

- The recruitment process is approved by the recruitment council and communicates the results to candidates to create fairness in the recruitment process.

+ **Labor contract:** Pursuant to the Labor Law of Vietnam, requirements, and nature of the job, when recruited, the employee will undergo a probationary period, which depends on their professional qualifications but not longer than 2 months. DOMESCO, then will sign labor contracts with employees in one of the following forms:

Contract for seasonal or specific jobs with a term of less than 12 months

- Term labor contract from 12 months to 36 months
- Indefinite term labor contract

+ **Working conditions:**

- Working time is regulated no more than 8 hours / 01 day, 48 hours / 01 week according to the provisions of the Labor Law and applies from Monday to Saturday every week, ensuring that employees have time to work overtime. hours
- For production division: working 3 shifts depending on production plan, break time between 30-45 minutes shift
- For Business division: depending on the characteristics of each locality, reasonable days off will be arranged to ensure employees have a break to regenerate their labor.

- All employees are entitled to public holidays, leave and private leave but are still entitled to salary in accordance with the current law.

+ **Compulsory insurance policy:** DOMESCO reserves Monthly Social Insurance (SI), Health Insurance (HI), and Unemployment Insurance (UI) for employees in accordance with the law, specifically in 2020 at the rate:

No.	Items	% Covered by DOMESCO	% Covered Employee	Total
1	Social Insurance	17,5%	8,0%	25,5%
2	Health Insurance	3,0%	1,5%	4,5%
3	Unemployment Insurance	1,0%	1,0%	2,0%
	Total	21,5%	10,5%	32%

Currently DOMESCO has more than 1200 employees, with an average salary of 13 million / month. DOMESCO's Minimum wage of employees with working tenure <06 months is VND 5,732,000 / person / month, 1.30 - 1.67 times higher than the regional minimum wage in Dong Thap, Ho Chi Minh City. HCM and Hanoi. The average income of employees was recorded at 13,128,000 VND / person / month, 2.97 to 3.83 times higher than the regional minimum wage in the compared localities as above, specifically:

Target	Dong Thap	HCMC	Hanoi	DOMESCO
Regional minimum wage 2020	3.430.000	4.420.000	4.420.000	
Minimum wage of employees with working tenure <06 months				5.732.000
Proportion to the regional minimum wage	1,67	1,30	1,30	
Average income of employees in 2020.				13.128.000

Proportion to the regional minimum wage	3,83	2,97	2,97
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GRI 403- Occupational safety and health

- MANAGEMENT METHODS
- Employee safety and health is an issue that DOMESCO Medical Import Export Joint Stock Company is always focuses on in all aspects. We care about the health of our employees not only in the working environment but also in their living places. The health and safety of employees is the main factor determining their work efficiency, so directly affecting production and business activities of enterprises.
- Department of Safety - Health - Environment & Quality was established with the function of environmental management, occupational health safety, occupational safety, and health - labor protection, fire prevention, firefighting, and flood prevention, building an integrated quality management system of the Company.

No	Items	Execution
1	Integrated quality management of the Company	<p>Develop the department's action plan on the basis of the Company's strategy.</p> <p>Is the place to build and manage the entire integrated quality system of the Company and other systems according to the State and international regulations, monitor the system's activities, propose remedial measures. prevention and improvement.</p> <p>Coordinate related departments to be responsible for establishing documentation, which is applicable to the integrated system and planning to train the implementation.</p>
2	Fire and explosion prevention - floods and storms prevention	<p>Management and inspection of quality documents and records - Fire prevention and fighting, ensuring the confidentiality of documents; monitoring activities related to compliance in the integrated management system.</p> <p>Building regulations on labor safety, fire prevention, flood, and storm prevention throughout the Company.</p> <p>Carrying out the fire prevention and fighting and prevention of floods and storms and natural disasters throughout the Company;</p>
3	Labor safety and hygiene	<p>Coordinate with relevant departments in the company to carry out work safety.</p> <p>Manage and monitor the registration and inspection of machines, equipment, materials, and substances</p>

		<p>with strict requirements on occupational safety and sanitation.</p> <p>Establish annual occupational safety and sanitation plan, supervise the plan's implementation, assess risks, and timely develop response plans.</p> <p>Organize testing, training on occupational safety and sanitation, propagating and disseminating regulations on occupational safety and sanitation for employees.</p> <p>Periodic checking the occupational safety and health, hazard, and danger at workplace</p>
4	Environmental protection	<p>Implementation of environmental management, Waste treatment system operation, Treat termites and insects according to a periodic plan;</p>
5	Occupational health and health care	<p>Take care and follow up the health of employees. Performing general communication contents on EHS newsletter, focusing on disease / health trend assessment to issue warnings to employees.</p> <p>Organize periodic health checks and full occupational diseases in accordance with regulations. Carry out health examination in recruitment according to the Company's regulations.</p> <p>Allocation of toxic fostering courses for employees in accordance with regulations.</p> <p>Deploying first aid drills according to the protocol for the Departments that participate in the First Aid Team at the Company. Implement and maintain the implementation of disease prevention activities throughout the Company</p>

DOMESCO manages occupational safety and health through the Occupational Health and Safety Management System in accordance with ISO 45001: 2018 and Abbott's EHS standards, updated to the Board of Directors regularly. through quarterly EHS symposium; weekly department report, integrated quality management system quarterly report; ...

In 2020, the company applies and integrates into the quality management system which assess the implementation of social responsibility and business ethics on the basis of SEDEX-SMETA 4 standards.

Policy	Policy on integrated quality management system: Quality - Environment - Safety for occupational health according to Decision No. 91 / QD-NS / DMC dated April 16, 2019 signed and approved by the General Director.
Commitment	<p>Ensure no labor accidents and occupational diseases.</p> <p>Satisfying customer requirements, minimizing impact on the environment and occupational health safety.</p>

Target	Minimize the factors that are detrimental to the environment, factors affecting the safety, occupational health, and well-being of workers - the community to achieve the long-term goal , which minimizes employee injury, reduce environmental emissions, and reduce resource use in all operational aspects. All workers are healthy to work, do not suffer from occupational diseases, control risks to prevent accidents and fire incidents.
In Charge	Master, Pharmacist Luong Thi Huong Giang - General Director of the Company is the Chairman of the Occupational Safety and Hygiene Council of the Company and authorizes the Director of the Environment- Health - Safety and Quality Department (EHS-quality) comprehensively manages the EHS quality activities of the Company.
Resources	Council of occupational safety and health includes 09 members. Department of Safety and Health, Environment & Quality has 23 members, performing in charge of EHS-quality activities.
Receiving and resolving complaints Mechanism	The Department of Safety and Health, Environment & Quality is the focal point to receive risk reports from all departments, from the Safety and Health Services, to coordinate with relevant departments for timely response
Specific programs, actions, projects, and initiatives during the year	The company develops programs and plans for environmental protection - Occupational safety and health - Fire prevention every year. Issuing occupational safety handbook, SOPs related to occupational safety and health; Regulations on fire prevention and fighting; Regulations on Student Safety and Hygiene; Measures to prevent and respond to emergency incidents. Develop and implement Covid-19 prevention programs for the entire company, ensuring safety and effectiveness.

❖ ASSESSMENT OF MANAGEMENT METHODS:

Overall assessment of corporate health and safety management methods in 2020

Evaluation mechanism	Results	Adjust or suggested adjustment
Evaluate the implementation of Regulations and Processes according to internal or external audits	DOMESCO always fully implements the Regulations, Processes and current legal documents related to EHS-quality work.	Any noncompliance with the Regulation or Procedure is documented and corrective and preventive measures are given.
Evaluation of social responsibility and business ethics based on SEDEX-SMETA standard 4.	DOMESCO always comply with the requirements of the law and the standard base SEDEX-SMETA 4.	Recommendations for improvement are always recorded and given solutions for improvement in the coming time.

❖ LABOR SAFETY MONITORING

To direct and supervise the work of occupational safety and sanitation, the Company has established the Council of occupational safety and sanitation consisting of 09 members, in which, the Chairman of the Council is the General Director of the Company, the Vice Chairman of the Council is the President of the Trade Union and the members are the Deputy Heads of Departments.

In order to support the safety control and health of our employees, we have built a safety team including the Safety - Health - Environment and Quality Department (EHS-quality), comprising 23 people, functions of environmental management, occupational health safety, occupational safety and health, fire prevention, flood and storm prevention; Build the integrated quality management system and the main pharmaceutical work of the Company.

EHS-Quality Department regularly makes reports on occupational safety, fire prevention, environmental safety, occupational health, and safety and publishes it on the internal newsletter of the Company. Annually coordinate with the Training Department to offer classes on occupational safety and fire prevention for employees. The working environment is monitored and guaranteed a safe working environment for employees. The Company has a Health Department to take care of the employees' health, and every year, employees receive periodic health checks and occupational diseases according to regulations. Especially for employees working in areas at high risk of occupational diseases, the employer will review and approve funding for employees to have regular medical check-ups annually. Particularly, the employees working in extremely heavy, dangerous, dangerous industries have a general health check-up and occupational disease examination biannually. In necessary cases, a special inspection or other necessary measures can be taken in accordance with the law.

Result:

No	Key target reported	Unit	Act 2018	Act 2019	Act 2020
1	Occupational accidents				
	Total number of occupational accidents	Case	None	None	None
	Total number of people suffering from occupational accidents	Person	None	None	None
	Number of days the employee is laid off due to an occupational accident	Day	None	None	None
	Total number of deaths caused by occupational accidents	Case	None	None	None
2	Occupational disease				
	Total number of people with occupational diseases in the year	Person	None	None	None
	Total number of people suffering from occupational diseases being cumulative at time of reporting	Person	None	None	None
3	Results of employee health classification	People	1.728	1.664	1.619
	Type I	%	6,8	9,3	12,4
	Type II	%	49,2	52,1	51,3
	Type III	%	36,7	30,5	29,1
	Type IV	%	7,2	8,0	7,0
	Type V*	%	0,1	0,1	0,2

(*) Health check-up type V is mainly due to the employees suffering from dental issue and nearsightedness

No	Item	Act 2018	Act 2019	Act 2020	Note
1	Occupational medical examination	405	592	525	Time
2	Health check for employees who work hard, hazardous, and dangerous condition	405	592	525	Time
3	Periodic health examination	1701	1682	1619	Time
4	Specialized health examination for women	833	798	767	Time

❖ SAFETY AND HEALTH TOPICS TO BE SET UP IN THE COLLECTIVE LABOR AGREEMENT WITH THE TRADE UNION

- In the collective labor agreement, all related contents of safety and health are mentioned such as: Employees are equipped with working tools, professional equipment, and protective uniforms in accordance with regulations of Law and Company Regulations.

- 5 articles / 23 articles are mentioned in the collective labor agreement there are about Occupational health and safety

- Every year, in the Employee Conference, the Company organizes to sign a commitment between the employer and the Union, and the Employee commits to strictly follow the production process, especially the safety procedures. safety and hygiene in the Company.

- During the Annual Employee Conference, the Company holds a commitment to sign between the employer and the trade union and the employee commits to follow the correct production process, especially security procedures, safety, and hygiene in the Company.

ACCIDENT PREVENTION MEASURES

With the motto "Health is the most precious capital", DOMESCO is always aware that creating a friendly and safe working environment for employees to work with an ease in mind, has a great impact on the maintenance, the sustainable development of the Company. As a result, we identify the employees as the center in the construction of "Safety culture at work" with the following targets:

- Education focused and raising awareness is the responsibility of the employer and the employee in the occupational safety and health (OSH).
- Strengthen the improvement of working conditions to prevent occupational accidents and occupational diseases for workers
- Attaching importance to promoting OSH on all 3 activities:
 - Comply with the regulations of the law
 - Scientific and technical measures;
 - Motivate employees to participate actively
- Promoting the cultural identity of the Company, with the sense of a community, unity, friendship and compassion of employees on the basis of the principle ensuring a culture of safety - hygiene, which is the respect for human rights, safety of the lives and health and well-being of workers.

- Preventive solutions based on the pre-employment risk assessment are key principles in the prevention of occupational accidents and diseases.

From the beginning of the year, the Company has built a plan for occupational safety and health on the basis of statistics, analysis of risks, consideration of causes and effective preventive measures. Therefore, the Company has no occupational accidents, no occupational diseases, no fire and explosion, as well as no violation of environmental laws in the past years

GRI404- Education and training

During the year, the Company has offered 78 training courses with 7,020 participants. The training courses mainly meet the needs of company management, good production practices and improving skills for employees. In addition, the company conducts annual training courses on occupational safety and first aid to ensure safety for employees in the production and business process. Total training expenditures in 2020 was 2 billion VND with the number of trained staff up to 6,569 times.

+ Number of trained managers: 451 participants.

+ Average training hours:

Training		2020	
		Male	Female
Manager level	Senior	6	6
	Intermediate	32	34.2
Executive level	Administration	35.5	37
	Production	39	37.5
	Engineering	40	39

In order to consolidate & review knowledge to help employees improve quality in the working process, the Training Department coordinates with relevant departments to test employees' knowledge through online forms. Perform weekly online checks for sale staffs, warehouses staffs, operations, cashier delivery and quarterly for the remaining positions. During the year, 90 online checks were conducted with 11,436 employees participating. Training the company's expertise and regulatory processes, promoting periodic online checks with 15,517 participants. Legal propaganda organization: Labor Law, Law on Social Insurance, Fire Prevention, and Traffic Safety with 719 participants.

GRI 413- Local community

Community social activities 2020

- Actively participate in charity social activities, sharing with the community through activities
- Motivate employees to contribute to the "Natural Disaster Prevention" Fund of the province with the amount of VND 284,965,652
- Contribution to the Fund "Union shelters" in the amount: 66,000,000 VND

- Contribution to support the Covid-19 anti-epidemic fund with the total amount of VND 95,600,000
- Donating antibacterial masks to the Sponsoring Association for the disabled, Agent Orange / dioxin victims & impoverished patients in Dong Thap province and the epidemic control center hospitals. Contribution to support the local Covid-19 prevention fund.
- Motivated employees to contribute to support Central Vietnam, where suffered damages of flooded disasters with the amount of 102,506,000 VND.
- Donating 2,000 health insurance cards to the impoverished people in the province with the amount of 162,000,000 VND
- Contribution to Nguyen Sinh Sac education promoting fund, awarding scholarships to outstanding students, caring for the Vietnamese War Invalids and Martyrs family, Vietnam heroic mother with the amount of 78,600,000 VND
- Contributed and sponsored for provincial culture and sports activities of the province: 1,580,700,000 VND

Social protection for employees

Execution of Social protection activities for employees:

- Organized periodic health check-ups for 1,229 people (of which, the industrial sector examined gynecology twice a year), gynecological examination for female workers and occupational disease examinations for employees working in toxic environments.
- Fully equipped with tools, working facilities, protective equipment's, professional clothes, and uniforms, which are suitable for the typical work, equipped with raincoats, helmets ¼ head for pharmaceutical staff, autumn winter gear for employees of the northern provinces, ...
- Timely visiting and giving gifts to employees for special occasions (Sickness, wedding, birthday): 591 people with the amount of 194,560,000 VND.
- Supporting 32 female workers for maternity leave in accordance with the law: VND 160,000,000.
- Birthday gifts to employees, in the amount: 319,400,000 VND.
- On the occasion of celebrating the Vietnam Physician Day February 27, the Company has awarded to all employees with the total amount of 586,700,000 VND.
- To prevent the Covid 19 epidemic, the Trade Union equipped with antibacterial masks to support employees, with the total amount of VND 228,000,000. In addition, the company also allocated 5 boxes of vitamin C to each employee, 1 bottle of Dorgarlic to increase resistance, 2 bottles of hand sanitizers.
- Equipping anti- Covid-19 hat for employees.
- Following the instruction of the Prime Minister's Directive 16 / CT-TTg on social distance, the Company promptly equipped with complimentary industrial meals and arranged a seating ensured social distance position to minimize the risk of Covid-19 infection.
- The company equips 145 helmets (every 2 years for employees to change their hats).
- Support uniforms tailoring charge with the total amount of 232,600,000 VND.
- Organize team travel tours for employees in Nha Trang and Vung Tau with the amount of 859.520.000 VND. In order to motivate the employees' spirit in the "new normal" conditions, employees who had not yet visited Nha Trang and Vung Tau due to the outbreak of the disease, the Community Committee has supported the tour with the amount of 500,000 VND / person for self-organized department, including the headquarters of Company and its branches.

- Funding support for Team building organization, with the total amount of 458,800,000 VND
- Offering gifts to female employees 500,000 VND per person on the occasion of International Women's Day March 8, October 20 with the total amount of 534,100,000 VND, gifts presented from the Company's products.
- Mid-shift meal allowance of 40,000 VND / person / day. Maintaining activities to take care of the cafeteria, lunch break for employees in Tan Tao Industrial Park - Ho Chi Minh City, Can Lo Industrial Cluster & Company Headquarters. In addition, the Trade Union rented a dormitory for employees with difficult housing circumstances
- Taking care of family under preferential treatment policy in the company: giving gifts to 17 families on the Day of War Invalids and Martyrs (July 27) with the total amount of 12,000,000 VND, visiting and giving gifts on the occasion of the Elderly Day 01 / 10 with total amount of 36,300,000 VND
- Promoting mutual support activities through the "Raising piggy bank" activity. In 2020, there were 20 cases of difficult circumstances, floods, diseases, accidents, to receive support from the piggy bank with the total amount of 164,000,000 VND, in which supported to build and hand over 02 houses "DOMESCO shelters" with the amount of 100,000,000 VND

Taking care of the employee's children:

- Awarding and giving gifts to 379 students with excellent academic achievements in the academic year 2019 - 2020 with the total amount of VND 124.404.030.
- Rewarding and giving gifts (mask products, hand gel and backpacks of the Company) to 14 children of employees who have been enrolled to universities. the total bonus was 18,718,000 VND
- Giving gifts to employee's children on the occasion of International Children (1/6); organizing entertainment programs such as folk games, sport games, drawing pictures, reading books with the total amount of 170,842,139 VND.
- On the occasion of the Mid-Autumn Festival, the Trade Union presented mid-autumn gifts to 598 children with the total amount of 78,074,880 VND.

In addition to production and business activities, the Company always creates favorable conditions for employees to participate in activities of sports and culture, organized by the trade union and the Youth Union:

- Decorated the miniatures with the theme "DOMESCO flower street"; Folk games; Exchange football sports to welcome the spring; cultural competition with the theme "DOMESCO spring melodies"; organized a flower arrangement contest and card decoration with the theme "Giving love and sharing" on the occasion of Vietnamese Women's Day 20/10
- Football, volleyball, and badminton events to celebrate the Party and the Spring Festival, celebrating the Vietnamese Businessmen's Day October 13, ...
- Celebrating the establishment of DOMESCO brand (May 19), the Company held a birthday party for the Company and rewarded employees with the total amount of 4,441,932,018 VND.

GRI 416- Customer health safety

Product quality is one of DOMESCO's responsibilities to customers

Always put ourselves in the shoes of customers and consumers to evaluate products objectively on all aspects, DOMESCO is well-known as a prestigious and humane brand in providing customers with products and quality service.

With the policy of "High quality - High efficiency is the vital goal of DOMESCO", all staff determined to continuously improve management, technical improvement and diversification in products to improve product quality, and at the same time assists the Company assert the quality of products in the pharmaceutical sector by complying with the GMP-WHO standards, which is a basis for building production systems of modern medicine, an independent, strict and effective quality control system, equipped with many modern equipment and facilities, staff is trained in the integration of GMP-WHO / ISO / TQM. In addition, the establishment of many QCC quality groups to quickly solve quality problems and potential risks has also laid the foundation for the successful maintenance and implementation of "Good Manufacturing Practice. "As recommended by the World Health Organization - WHO. With that development momentum, the Company has moved to build a modern and modern quality inspection room meeting GLP and ISO / IEC 17025, providing timely and accurate information on quality. At the same time, at the company's warehouse, a system of "Good Medicine Preservation Practices" has also been built, certified, and maintained.

With a contingent of young, dynamic, and creative workers and workers with the increasingly sustainable development of the quality system, every year, the team of workers and workers gives a lot of innovations and improvements to optimize. working process, minimizing waste costs, thereby contributing to improve quality, reduce product costs, satisfy customers of DOMESCO. Those are important factors for DOMESCO to steadily move forward, affirm its position in the human health care mission.

Products on the market must undergo strict quality inspection and control in the stage of "Quality Assurance".

Indicators measuring responsibility to product

No.	Indicators	Contents
1	Strict standard in raw materials input	<p>With modern facilities, professional staff, always complying with quality regulations and strict procedures, complying with the principle of GMP in drug production, DOMESCO confirms the source of input materials for individually high quality product</p> <p>Annually, DOMESCO evaluates and selects suitable suppliers / manufacturers, satisfying the requirements of supplying raw materials, packaging for production, on the basis of research and evaluation of domestic and foreign materials and accessories sources as following criteria:</p> <p>Raw materials must be of clear origin, ensure announced quality standards</p> <p>Full of quality documents such as: Raw material factory with GMP standard. (Material standards, if they are pharmaceutical standards, must update the current pharmacopoeia); The archive must meet GSP standards; The testing laboratory meets GLP standard; host country environmental compliance certificates.</p> <p>Ability to supply goods</p>

Implementation of supplier / manufacturer social responsibility (if any)

Vendor selection and evaluation is conducted strictly and in accordance with SOP CL007 - Supplier Assessment Process - Raw Material Manufacturer.

Raw materials arrived at the warehouse of the Company are sampled, checked, and tested according to the prescribed quality standards to ensure that raw materials are of qualified to be stored. Having a good source of raw materials, the Company's functions still strictly control the next stages in the material's chain.

At each stage of the production process, quality assurance continues to be strictly controlled by humans and existing machinery.

During the production process, staff in charge must take samples regularly to check the volume and make timely adjustments. All stages are controlled by semi-finished products process to ensure that the output standards of this stage are met before moving to the next stage.

Following the production steps on the actual production line, the finished products will continue to be sampled for testing as prescribed by the Quality Control Department. The requirement of this step is that 100% of the batches meet the standard quality. At the same time, products must go through the review and approval of the Quality Assurance Department, before being stocked before distribution.

2
Strict output control

During the production process, according to DOMESCO's control system, if the smallest error is detected, it must immediately notify the direct management to promptly handle, review and re-inspect all stages. of the production process such as: raw materials, pestle, mortar, net, pelletizing process, ... to find the root cause and take measures to overcome and prevent thoroughly. After the review results are available, if the product meets all the standards in accordance with regulations on GMP - WHO, GLP, GSP, GDP, GPP, ISO / IEC 17025, ... then it will be released to the factory and put on the market.

At DOMESCO, the strict control of product quality reaching 100% as prescribed, as well as creating quality products to meet the tastes of consumers is not only the top criterion but also enforcing the commitment of DOMESCO with the motto "For Quality of Life".

3
Information on
product packaging

In order to provide the most complete information about products to consumers, DOMESCO is always focused on designing clear and specific packaging for all products including contents such as: composition, utility, ways of use, objects of use, storage conditions, ... From there , customers can easily understand and use the product in the right way to achieve the best effect. At the same time, we always encourage patients to consult their doctors before using drugs and warn patients of some possible risks such as undesirable side effects, caution, and contraindications, how to treat the wrong dose, ...

		<p>In addition, every year we always try to improve the packaging by changing the detailed design and easy to understand, updating more English content in parallel with Vietnamese, ...</p> <p>Information about the product is also updated on the website system of the company with full information for customers to easily search and refer.</p>
4	Check for physical and chemical properties	<p>All batches of products are checked for their physical and chemical properties to ensure that products meet quality requirements before reaching consumers.</p> <p>Staff are trained and instructed about medicine transportation and storage to best preserve the product during transportation from the warehouse to the product distributor.</p>
5	Environmental safety checking	<p>Samples of environmental criteria are sent by the company annually</p>
6	Pharmaceutical safety properties checking	<p>The pharmaceutical safety properties are reviewed and re-evaluated annually.</p> <p>The company also collects information about the Pharmaceutical Alert every year, as well as updates information on pharmaceutical safety from national agencies and international organizations.</p> <p>Especially in 2020, the Company was successful in implementing the subject of improvement: Researching and developing testing methods of NDMA and NDEA according to the recommendation of the Drug Administration of Vietnam.</p>
7	Bioequivalence testing	<p>In order to demonstrate the effectiveness of treatment equivalent to the original brand-name drug, to ensure the safe and effective use of the drug, the Company conducted a bioequivalence test at the Central Institute of Drug Quality Control in Hanoi and the Institute of Drug Testing TP. Ho Chi Minh.</p> <p>Certified bioequivalence products contribute to improving treatment efficiency, as well as expressing DOMESCO's desire to provide customers with more opportunities to access good drugs at the most affordable cost.</p>
8	Customer Inquiries - complaints handling	<p>When there are complaints about products, staff updates information about the Branch Management and Customer Care department, problems will be recorded and transferred to relevant departments such as: Quality, delivery for P. Quality Assurance; regarding the price policy, discount, transfer to the Accounting Department, ... After that, the relevant departments will investigate the cause, re-examine the entire production process, check the finished product samples and define the reason. In the event of any dispute about the quality, the test sample will be sent to a third party to confirm the analysis result (Drug Quality Control Institute HCMC). After receiving the above</p>

results, the Company will determine the cause and proceed to resolve as follows:

- If the cause is not the fault of the Company: Support customer to investigate the cause.
- If the cause is the fault of the Company: Recommend product recall, check other batches with similar condition.

In particular, complaints will be responded to customers no later than 7 working days. For complicated cases that require a lot of time to investigate the cause, the relevant departments or the Branch will call the customer and notify the customer as soon as the results are available. Monthly / quarterly / year, customer opinion / complaint records will be updated, collected, and promptly reported to management to take corrective action and avoid repetition.

When you have any questions related to product quality, promotional information or need advice on product manuals, customers can easily access and quickly be answered through:

CUSTOMER CARE HOTLINE:

Phone: (1800.969.660)

Email: domesco@domesco.com

2.2 Economic focus:

GRI 201- Economic performance

DOMESCO believes that the economic performance of a business has a direct impact not only on business continuity but also on employees' living standards. DOMESCO empowers employees from local communities so that they can improve their family's economic well-being. In addition, economic efficiency becomes important to potential investors as it shows how DOMESCO grows in terms of revenue and profitability, thus creating confidence for potential investors if they want to invest in us.

From these things, we found that the effects all come from indicators: revenue, costs, dividends, taxes, social investments.... Enterprises always focus on monitoring these indicators to promptly grasp the business performance of the business and make appropriate business plans.

We control the metrics through a strict management system. Information is updated and informed to the management board (weekly / monthly / quarterly) in meetings (internal / entire enterprise ...).

GRI 202- Market presence

Domesco is also aware of its strong effects on the local economy, especially those where we base our business, through salaries paid to our employees and hiring from that local source. Paying the prescribed / higher salary than the regional minimum wage helps improve people's lives, social security, creates income equality between male and female, and helps create building a sustainable and competitive business in the market. In addition, the recruitment of local managers also contributes to building a corporate image associated with the locality, creating resources to promote human resources, and helping businesses to adapt local requirements.

GRI 204- Procurement practices

DOMESCO has a policy of choosing suppliers and supplying raw materials, especially from domestic suppliers.

Vietnam's pharmaceutical industry is heavily dependent on raw materials and packaging imported from abroad, in which the proportion of imported raw materials is about 90%, making many businesses vulnerable due to exchange rate fluctuations and supply sources, environmental policy impact price. For packaging, promotional materials, advertising ... DOMESCO chooses domestic suppliers to ensure the quality of goods.

With a large scale, DOMESCO can easily find and negotiate with domestic and foreign suppliers.

We manage our procurement through the Process of Procurement of Goods, Services, Construction No. 05 / QT-TC & DT / DMC and Asset Procurement Process to maintain regular operations of the company.

Policy	Process of purchasing goods, services, construction, installation No. 05 / QT-TC & ĐT / DMC dated 10/05/2019 and the asset procurement process to maintain the company's regular operation.
Commitment	Reasonable and effective procurement of goods, services, and construction to ensure the company's regular operation.
Targets/ KPIs	Regulations on the procurement of goods, services, construction and installation is to maintain regular operations at DOMESCO include making proposals, approving proposals, purchasing and paying for the entire company system, departments, which is the basis for coordination in the procurement process, improving work efficiency and progress in units. All procurement activities must be reasonable, efficient, and reviewed by authorized personnel and in compliance with applicable laws.
Responsibility	All departments and divisions have procurement needs
Resources	Legal department - internal Audit, Procurement, Investment Finance, Sales, Raw materials procurement are the related departments to carry out the procurement.
Mechanism for receiving and resolving complaints	Follow the company's standard procedure
Specific programs, actions, projects, and initiatives during the year	According to the approved annual plan

Overall assessment of management methods for corporate procurement practices in 2020

Evaluation mechanism	Result	Adjust or suggested adjustment
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According to the assessment and internal control of the Department of legal and Internal Audit	Good	None
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2.3 Environment focus:

GRI 302-Energy

Energy consumption	Unit	2018	2019	2020
Productions	Million Unit/year	1.774	1.485	1.116
Electricity consumption	kwh/Year	6.150.000	5.390.000	4.501.500
FO oil consumption	liter/Year	3.585	13.147	6.382
Intensity of use	kwh/Million unit	3.466	3.629	4.033

Target:

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

In order to reduce energy consumption, from 2018 to 2020, DOMESCO has applied many innovative initiatives to save energy and use energy effectively:

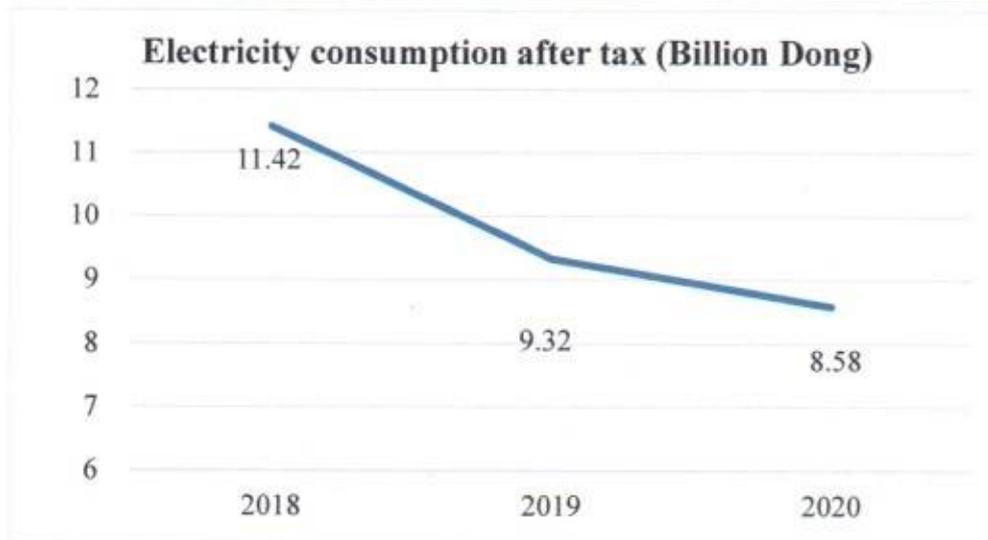
No.	Kaizen programs	Effectiveness
1	Utilizing the Domitazol sugar pot to make a Malva star pot, reducing 1 gas cylinder / 4 production lots and reducing the starting time by 2 hours / 1 lot	<ul style="list-style-type: none"> - Reduced 01 gas cylinder / 04 lots. - 1 batch of malva powder 12 batches, 1 batch reduces 120 minutes, equivalent to 0.25 labor. -Continuous operation is and easy to perform.
2	Improved and designed an autoclave sterilization of fungal embryos, doubling the capacity (4,000 embryos / batch), shortening the heating time, reducing the rate of contaminated fungi.	<ul style="list-style-type: none"> 1. Improving the burner to increase fuel efficiency and shorten the heating time. - Increase the contact area, increase the efficiency of heat exchange, take advantage of the heat emitted by firewood to boil water before they escape through the chimney. - Shorten 1/2 of the heating time to reach 100 ° C inside the oven. Increase the efficiency of autoclaving and sterilization, reducing the rate of infected embryos to less than 1% when culturing. - Increased use durability: Steel plate burning pedestal can be used for 03 years, often leaks water, must be maintained continuously. + Stainless steel furnace has a durability of more than 05 years, less maintenance in the process of operation.

	<p>2. Improved furnace capacity and designed furnace cover to reduce heat loss.</p> <ul style="list-style-type: none"> - The number of fungal embryos is doubled, but the heating time remains constant. This indirectly shortens the heating time to ½. - Save fuel for burning, save labor to refuel the furnace. - Before improving, 01 ton of firewood, rice husk, could absorb 2,000 mushroom embryos. - After improving, 01 ton of firewood, rice husks, can absorb 4,000 mushroom embryos. <p>3. Increase mushroom farming efficiency, reduce production costs</p> <ul style="list-style-type: none"> - Increase the efficiency of growing mushrooms by doubling the amount of sterilized autoclaves / 1 time of steaming, shortening the production time of mushroom embryos. - Reduce production costs: On average, each year produce 20 batches. + Reducing the amount of firewood burned: 20 batches x 01 ton x VND 2,230,000 / ton = VND 44,600,000 + Reduce labor: 20 batches x 06 works x VND 250,000 / work = VND 30,000,000 Total cost reduction / year = 44,600,000 + 30,000,000 = 74,600,000 VND
<p>3 Optimized 02 vibrator wheels into 1 vibrator wheel to save about 65,000,000 and 140 kW / month</p>	<ul style="list-style-type: none"> - After improving, the rubbing is simple, aesthetic , occupying little room space, and is very professional - The bottom plate is easy to manipulate when pouring drugs into the hopper. Reduce physical loss when pouring drugs. - Only 01 sensor for 01 tray is very simple if damage occurs, saving time.
<p>4 Set up a new program for the specialized clothes dryer in Non factory to save 40-50% of the energy consumption for each drying time. Reduce drying time, straight, flat clothes save energy and professional ironing time</p>	<ul style="list-style-type: none"> - According to statistics in September: + Total drying time is: 115h X 72kW = 8,280kW X 2,000 = 16,560,000 VND - October: 120h X 72kW = 8,640kW X 2,000 = 17,280,000 VND

	- On average, each month we save 8,460,000 VND and 117.5 hours / month
5	Minimize at least 10% of electricity usage compared to 2018 at General Warehouse 1 but still ensure the conditions for goods storage as prescribed
	In 2019, savings compared to 2018: $513,500 - 449,000 = 64,500$ kWh, the reduction rate of 12.56%
	In 2020, savings compared to 2018: $513,500 - 430,800 = 82,700$ kWh, the rate of reduction of 16.1%
	Cost savings: - In 2019 compared to 2018: $1,375,994,500 - 1,101,956,800 = 2,74,037,700$ dong - 2020 compared to 2018: $1,375,994,500 - 1,040,346,700 = 335,647,800$ VND

In 2020, DOMESCO has applied a lot of solutions and initiatives aimed at reducing power consumption and has been very successful in reducing the electricity bill:

	Unit	2018	2019	2020
Electricity consumption after tax	VND/Year	11.420.602.106	9.323.930.491	8.579.098.715



Some typical programs to save electricity:

- Switching from fluorescent lights to LED lights in warehouses and factories, with equivalent efficiency but a significant reduction in electricity bills;
- Install smart sensor lights in locations such as toilets, stairwells ...
- Install inverters for equipment and machinery that consume a lot of power such as HVAC systems for factories and air blowers of wastewater treatment systems, etc.,
- Upgrading Chiller system:
 - a) Penicillin location: Replace the condenser cooling system with a cooling tower condenser.

b) Non-betalactam location: Replace the existing chiller unit by using a new air-cooled chiller.

- Streamline equipment operation time to gain from the power price difference.
- Regularly reminding about saving electricity and water to all employees, regulations on power on and off time and temperature of air conditioners in parts are also specified in SOP CĐ005 / QD “using electricity”, timely reporting to management level on the consumption situation to the management level weekly through meetings and through monitoring report according to SOP AT012 / QD “measurement, analysis and evaluation”.

No	Energy saving solution	Effectiveness
1	Propaganda announcement responds to the program to reduce costs by raising the set temperature for office air conditioners.	+ The effect of Increasing the temperature from 25oC to 27oC for ~ 80 2HP office air conditioners at the headquarters and Can Lo Industrial Complex / 1 year was: ~ 10,000kWh - 18.5 million VND / year saving + Effective for saving 30 minutes / day at the end of each working session / 1 year was: ~ 18,500kWh \$ 40 million / year
2	+ Shifting the load schedule from normal to off-peak hours to gain from the difference in electricity prices and save electricity costs for the medicine storage system at Can Lo warehouse	+ Effectiveness calculated according to the structure of 50% business electricity price and 50% electricity production price for this plan is / 1 year: 114.5 million / year.
3	Adjust EVU6 air conditioning on and off time for inventory to reduce the amount of electricity during peak hours of the day & reduce the time to turn on the day from 8 hours / day to 4 hours / day	+ The saving rate of the solution / year was: ~ 12,000kWh - 46.3 million dong / year
4	The solution to save 4.5k Wh / h of electricity used for AHU1 of the Nonbetalactam plant	State 1: The calculated efficiency of savings / 1 year was: 9,500kWh / year which is 18,3 million VND / year
5	Save about 30% of electricity consumption for AHU 2, 4 at Can Lo warehouse & increase the ability of AHU to separate moisture	+ Actual savings ~ 60% at 35Hz. + The efficiency when installing inverters for fans of AHU / 1 year was: 7,913kWh with 11.3 million VND / year
6	Reduced consumption for central screw compressors through the reduction of operating pressure from 8.2 bar to 7.7bar	+ Estimated saving was about 8,000kWh / year Equivalent to: 14.7 million / year

We have a department and specialist in charge of energy issues for the whole Company, a department that regularly checks and evaluates to offer muscle tension solutions to reduce energy consumption.

Compared to 2018, 2019 and 2020, due to the difficult situation of the whole country, there is no continuous distribution of products, thus affecting energy consumption efficiency.

In 2021, the company plans to continue implementing investment projects to reduce energy consumption in production and business activities:

No.	Energy saving solution	EXPECTED EFFICIENCY
		[kWh/ year] or [VND]
1.	Install reversing fan at Can Lo warehouse to increase the efficiency of electricity use for the refrigeration system	67,500 kW / year savings
2.	Installing the fan reversing air and replacing all fluorescent lights with led lights at Tan Tao warehouse to increase the efficiency of electricity use for the cooling system, increase brightness	37,500 kW/Year savings
3.	Equipped with an additional compressed air pressure vessel for the factories to increase the efficiency of electricity use of the central air compressor	8,000 kW/Year Savings

GRI 303-Water

Water is an extremely valuable resource, but not inexhaustible, is a very important factor in human life and an essential factor in the production and operation of any business.

At DOMESCO, to ensure sustainable development and always maintain continuous production - business activities, DOMESCO determines that the management of water resources is assured in terms of quality and quantity, to meet the needs of production. Similar to the employees' activities is a prerequisite,

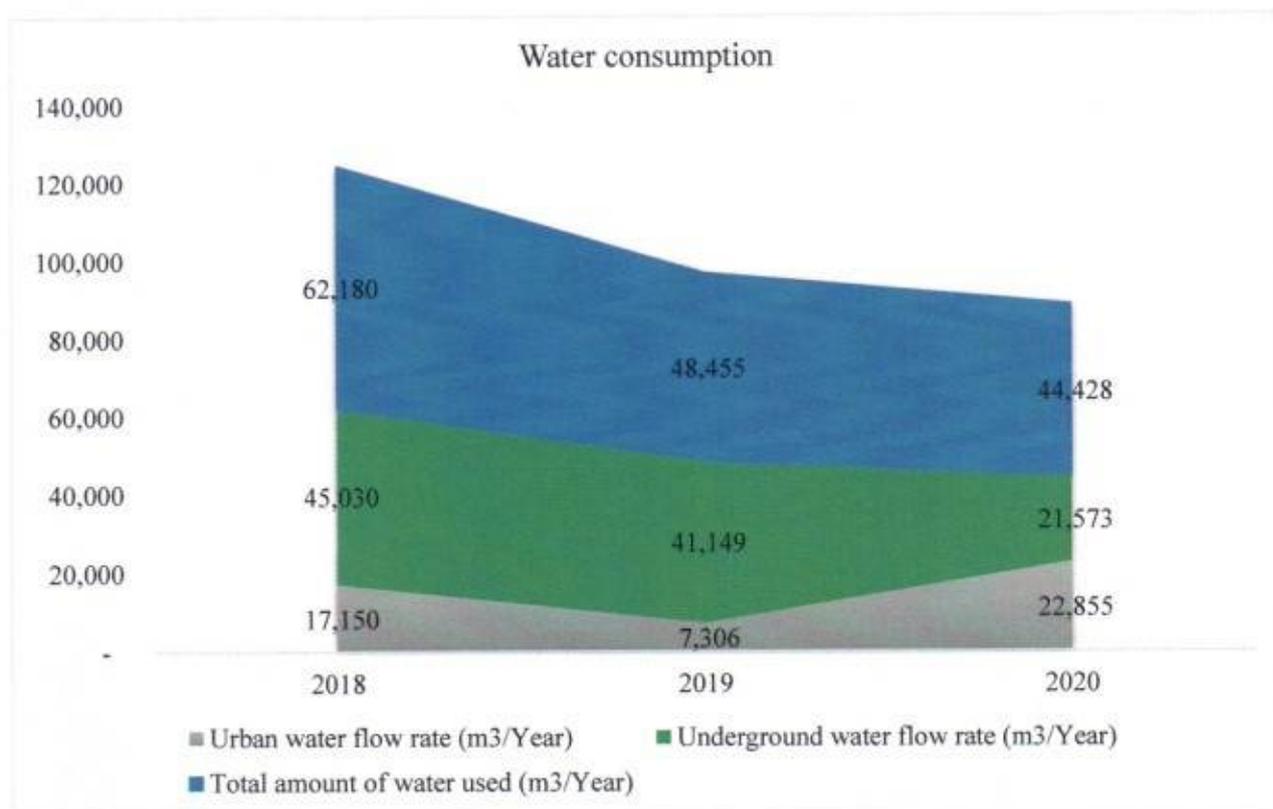
We understand that water plays a very important role in the production and business activities of the enterprise. The efficient use of water will help DOMESCO achieve many sustainable development benefits:

- Economic benefits:
 - Saving water contributes to reduce costs;
 - Reducing waste discharge fees, wastewater disposal fees in treatment areas of enterprises or industrial zones, reducing costs of wastewater treatment;
 - Saving water offers opportunities for improvement in other areas. For example, reducing the demand for water means saving electricity during pumping, reducing chemicals used for water treatment (lime, alum, ...);
 - Reduce investment costs for wastewater treatment systems.
 - Saving water will reduce the amount of wastewater, which in turn can reduce the risk of environmental pollution.
- Environmental benefits
 - Less damage to the wastewater system due to overloading causes
 - Reduce the need to build dams and reservoirs, protect natural flows, protect river systems and wildlife habitats
 - Reduce the need to install water and wastewater treatment equipment
 - Reduce excessive use of surface water and groundwater
 - Reducing the need for energy during wastewater treatment

Water sources in DOMESCO use the tap water source of Dong Thap Water Supply and Urban Environment Joint Stock Company (used for sanitation, outdoor activities) and groundwater source (processed into deionized water and pure RO for production). However, according to the policy of the Provincial People's

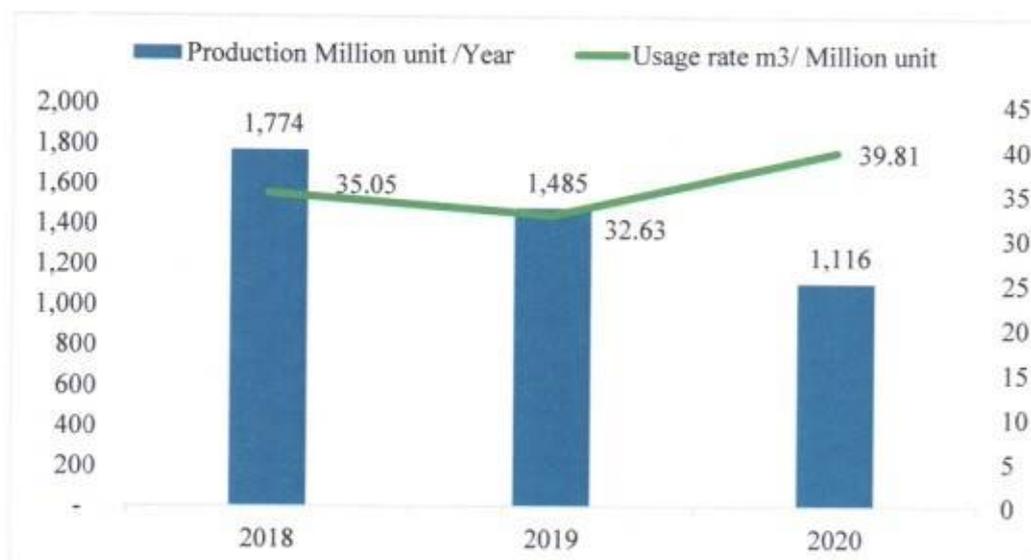
Committee, DOMESCO has stopped using underground water since July 1, 2020 and has completely converted to using tap water.

Items	Unit	2018	2019	2020
Production	Million unit /Year	1.774	1.485	1.116
Urban water flow rate	m ³ /Year	17.150	7.306	22.855
Underground water flow rate	m ³ / Year	45.030	41.149	21.573
Total amount of water used	m ³ / Year	62.180	48.455	44.428
Usage rate	m ³ / Million unit	35,05	32,62	39,81



We understand and manage well water usage, so the total amount of water used has decreased significantly over the years.

Ratio of water use / total production output over the years:



The rate of water use / unit in 2020 have increased slightly compared to the previous year, due in 2020, the company developed products preventive Covid-19 as an antiseptic hand, production processes These anti-epidemic products increase the use of water per unit of product compared to the process of manufacturing pill products. However, in terms of total water use, the company has good control, decreasing year by year.

GRI 305- Emissions

During the process of operation and production, DOMESCO always complies with the environmental regulations according to ISO 14001: 2015.

Measures to prevent pollution and protect the environment are actively implemented by DOMESCO on the basis of compliance with applicable legal documents, and Abbott's EHS standard, which are applied in operations, in conjunction with the guidance of local professional management agency.

In addition to the strict management of the wastewater treatment, the strict control of the emission source is also placed on top by DOMESCO. Every week, every month, the specialized management department will report the situation through briefing meetings and reports on occupational health safety measurement and monitoring in accordance with the Company's regulations.

DOMESCO's greenhouse gas emissions are mainly using electricity, oil, and gasoline for transportation. Emissions from production plants and ambient air are also regularly monitored and measured.

The energy source	Unit	2018	2019	2020
Electricity	Ton CO ₂	5,000	4,393	3,893
Gasoline	Ton CO ₂	29,39	20,80	11,14

DO oil	To CO ₂	192,89	195,92	190,70
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The exhaust gas from the plants containing betalactam traces, the exhaust gas from the testing area at the headquarters and the exhaust gas from the boiler in Can Lo Industrial Complex is thoroughly treated before being discharged into the outside environment.

To do that well, DOMESCO contracts with the Center for Natural Resources and Environment Monitoring under the Department of Natural Resources and Environment of Dong Thap province to take samples for periodic analysis every quarter to promptly adjust the operating parameters of the works. Environmental protection is more appropriate. The analytical results showed that 100% of the indicators were below the allowable threshold.

GRI 306- Waste water and waste

Waste classification in DOMESCO:

Wastes are classified into 03 categories: daily-life solid waste, industrial solid waste, and hazardous waste

+ Domestic solid waste: generated from daily activities of employees, Dong Thap Urban Water Supply and Environment Joint Stock Company - Branch of environmental services, to daily collection and transportation (burial) .

+ Ordinary industrial solid waste - Intellectual solid waste (classified into 3 groups) signed a contract with the transport and treatment function.

- Group 1 industrial solid wastes are reused and recycled as raw materials for other production processes (scrap).
- Group 2 industrial solid waste is used in construction materials production and leveling (burial, reuse).
- Group 3 industrial solid waste must be treated by burning, burying and re-constitutional methods of mining completed areas in accordance with regulations of law on minerals and other treatment methods in accordance with regulations of relevant specialized law

+ Hazardous waste: classified according to Circular 36/2015 / TT-BTNMT. This type of waste is collected and stored at the warehouse, about 06 months periodically transferred to the contract with Siam City Cement (Vietnam) Co., Ltd. for transportation and treatment, the treatment method is co-processing in Cement kiln at Hon Chong.

The amount of waste generated annually

Types of waste	Unit	2018	2019	2020
Hazardous waste	Kg	20.644	15.258	13.617,12
Non-hazardous waste	Kg	62.166	57.677	49.624



Hazardous waste from 2018 has been steadily decreasing over the years, because the amount of sludge from wastewater treatment put into hazardous waste treatment has been studied by the Company to reduce the volume by utilizing the heat source from the heaters. Cold to dry before transfer processing, very high yield efficiency reduction of about 80% by volume.

- **EHS expenditure**

Location	Unit	2018	2019	2020
Company	Million	1.812	2.524	3.296

The general EHS cost and the cost for the environmental protection of DOMESCO following year is always higher than prior year, this cost includes hazardous and non-hazardous waste treatment however, focus mostly is on investment in new and more modern equipment upgrading for operations of environmental protection works according to the Abbott standard.

Minimize the effects of liquids:

The company records, evaluates waste reduction opportunities and takes actions to reduce waste flow through:

- + Reducing resources used to reduce waste (most priority)
- + Reuse (find opportunities to use a material that has served its purpose for another appropriate, legal, and workable purpose)
- + Recycling
- + Composting
- + Incineration to recover energy
- + Self-treatment to reduce the hazard to waste

Implementation of innovative initiatives to reduce the impact of waste on the environment from 2018 to present:

KZ No.	Kaizen Programs
KZ 68-2018	Reusing medicinal residue for composting helps to reduce fertilizer costs by 50% - the care of green plants in industrial clusters and 100% reduction in the cost of treating medicinal waste
KZ 61-2018	Using self-destructing plastic bags instead of non-biodegradable HD foam wrap, reducing costs by 41.46%
KZ 18-2018	Research and development of a Gradient program to simultaneously identify 05 active ingredients produced at Penicillin factory by high-performance liquid chromatography in the control of Betalactam contamination meeting GMP-WHO requirements.
KZ 44-2018	Recycle reused R22 cold gas to save VND6,552,000 / year
KZ 11-2019	Taking advantage of the hot heat source of the air conditioner to dry the sludge from the wastewater treatment system, to reduce 80% of the volume, equivalent to reducing the treatment cost by more than 7,000,000 VND / month.
KZ 08-2019	Develop a test method to test and detect 06 anti-inflammatory and analgesic drugs including: Paracetamol, Celecoxib, Mefenamic Acid, Ibuprofen, Piroxicam, Meloxicam in Surbex Natural Urabeat tablets by thin layer chromatography to reduce the number of tests by 50%..
KZ 05-2019	Investigating changing the plastic film wrapped in a pallet from 17 micron thick to using 12 microns thick still ensures safety and reduces costs by 16 million dong / year

GRI 307- The environment compliance

Compliance with environmental, economic, and social laws demonstrates a company's fundamental responsibility for its impacts. DOMESCO always ensures its compliance at the highest level. That helps us to assert our management capacity, limit our remedial obligations, and create strength for business records.

We manage our Law Compliance through an internal governance system using SOP, regulatory, regulatory reporting to authorities, regular updates to the Board of Directors at weekly, monthly, quarterly, and yearly meeting.

Policy	<p>In order for all officers and workers to be creative in serving to satisfy customers' requirements, minimize the impact on the environment and occupational health and safety; The company set a policy: "High quality High efficiency is the vital goal of DOMESCO", this policy is directed by the General Director to implement with the meaning that QUALITY - EFFICIENCY must be on top. All officers and workers in the Company must perform their duties properly as well as constantly seriously innovate in activities as follows:</p> <ul style="list-style-type: none"> • Improving management to improve productivity - quality and competitiveness. • Improve product quality by developing innovative and innovative technologies and high-quality human resources.
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- Minimize the factors that are detrimental to the environment, factors affecting the safety, occupational health, and well-being of workers - the community to achieve the long-term goal of minimizing employee injury, reduce environmental emissions, and reduce resource use in all operational aspects.
- Comprehensively reduce fees in all activities with awareness, practical actions in each job: from the supply, production, and business stages to the efficient and reasonable use of infrastructure, efficient use of resources, energy, and environmental protection.
- Enhance DOMESCO brand name with core values and unique cultural identity in the framework of law and business ethics.

Commitment	Commitment to comply with national laws
Targets/ KPIs	There are no complaints about Environment, Economy, Society, towards sustainable development
Responsibility	The General Director is in charge with the highest responsibility Director of Department of Safety, Environment and Quality is responsible for environmental compliance management The Head of the Internal Audit and Control Department is responsible for Economic and Social Compliance Management
Resources	All departments in the company
Mechanism for receiving and resolving complaints	According to SOP processes and regulations.

Overall assessment of governance methods for environmental compliance and corporate compliance in 2020

Evaluation mechanism	Results	Adjust or suggested adjustment
Conducted periodic environmental protection report yearly	Good	None

Safety - Health - Environment & Quality Department is in charge of environmental management throughout the company. With its operational functions, the Department of Safety, Health, Environment and Quality has always maintained well the post-reporting of environmental impact assessment during operation for all areas, ensuring all areas with environmental impacts to strictly comply with the legal regulations on the environment; Maintain compliance with legal requirements and other requirements on the environment - occupational health and safety in accordance with ISO 14001 - ISO 45001.

The company also provides a full range of equipment for environmental treatment. Problem-solving and response methods are regularly reviewed, updated, trained, and discussed to ensure the best handling and response in case of incidents.

The company performs internal environmental assessment upon schedule to adjust time, safe production environment. Compliance with GMP-WHO regulations on insect spraying, termite prevention, and handling of β -lactam traces in the air; Emissions from the Cephalosporin and Penicillin servers in the two houses, organic

solvent vapors from the refrigerator in the inspection area ... are all treated, ensuring no contamination in the environment.

The situation of handling pollution caused by production and business activities in 2020 will all achieve well according to the current regulations and standards of Vietnam. The use of electricity, water and natural resources figures are all closely monitored.

The management of solid waste and hazardous waste is strictly implemented in accordance with the legal regulations, in accordance with the commitments approved in the environmental impact assessment report.

Regulations related to chemical management are strictly followed; formulating measures to prevent, respond and remedy environmental incidents caused by hazardous chemical emissions and toxic chemical incidents according to current regulations.

Strictly and fully implement reports on environmental protection as required by law. Create a good relationship with the surrounding population, mobilize people to join hands to protect the environment; maintain periodic survey of surrounding residents' opinions on the environment in order to promptly overcome and ensure no pollution of the surrounding environment.

To further promote the environmental protection, the Department of EHS- Quality continues to implement the Green Office Program, Zero waste to landfill, accelerate the monitoring of garbage classification at all departments to reduce minimizing burial waste and hazardous waste disposal costs. In addition, maintaining the economical use of materials, water - energy - stationery, sharing EHS newsletters to all parts of the company to propagate and raise awareness of employees on environmental protection, labor safety ...

In 2020, we do not detect any legal violations from the Environment perspective. We have been and will continue to do our best in controlling our compliance to build a responsible and reputable corporate image.

- Number of penalties: 0
- The amount of the fine: 0

PART 6: FINANCIAL REPORT

Content

General information

Report of Board of Director

Independent audit report

Balance Sheet

Profit and Loss statement

Cashflow statement

Report Note

Audited Financial report

https://domesco.com/pdf/dmc-bao-cao-tai-chinh-kiem-toan-2020-va-giai-trinh_vi_1617183563.pdf

