



ANNUAL REPORT 2025

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Message from **CHAIRMAN OF THE BOARD**

Dear Shareholders, Partners, Investors and all Employees,

In 2025, the global economic context remained complex and unpredictable. Inflationary pressures have not fully subsided, supply chains continue to be disrupted, and geopolitical tensions are increasing, directly affecting global financial markets. At the same time, major changes in policy and regulations regarding taxes, environmental standards, and digital transformation are reshaping the business landscape of enterprises.

In Vietnam, the macroeconomy has maintained stability with impressive growth; however, it still faces many challenges due to fluctuations in exchange rates, inflation, and increasing input costs, especially raw material prices, directly affecting production and business activities of enterprises. Government policies and actions have been actively implemented to control inflation, stabilize the macroeconomy, and improve the efficiency of public resource utilization, thereby creating favorable conditions for enterprises.

For the pharmaceutical industry, these are also challenging years, from legal procedures, regulations related to bidding, pricing, to competition in distribution systems. At the same time, strict requirements for quality management, manufacturing and distribution of pharmaceutical products, along with increasing demands from customers and partners, especially from major markets such as Europe and the United States, have placed the pharmaceutical industry in general, and Domesco in particular, under high pressure in selection and screening standards.

In this context, DOMESCO has made the right strategic choice, focusing on improving management capacity, optimizing operations and enhancing competitiveness, while maintaining stability and efficiency. In 2025, despite facing many difficulties and fluctuations, the Company continued to maintain stable growth in business operations.

The Company's pharmaceutical products continue to maintain their position in the market; the system of production plants has been upgraded and operated in accordance with EU-GMP standards, contributing to enhancing product value and controlling costs; production capacity and product quality continue to be improved, gradually approaching international standards.

In parallel, the Company has focused on building sustainable development strategies, strengthening corporate governance, and enhancing transparency in financial reporting and information disclosure. Ensuring a balance between growth and efficiency, along with maintaining disciplined financial management, has always been consistently implemented.

Sustainable development programs and social responsibility activities continue to be promoted in a systematic and practical manner, not only contributing to improving the Company's image but also reinforcing brand value and market confidence.

DOMESCO's achievements are the result of consistent strategic direction from the Board of Directors, as well as the dedication, responsibility and continuous innovation of the Board of Management and all employees. That is the core factor creating sustainable competitive advantages for DOMESCO.

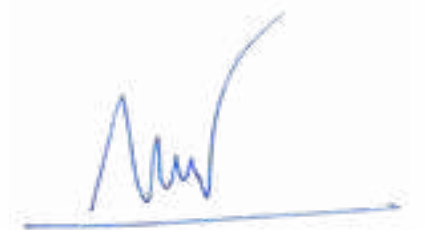
Looking ahead to 2026, in a business environment that continues to face many challenges, especially from policy changes, market fluctuations and increasing competition, demand for healthcare and quality products is expected to grow strongly. This presents both opportunities and challenges, requiring enterprises to have flexible strategies, strong resources, and high adaptability to maintain sustainable growth.

On that basis, DOMESCO continues to define a development orientation of strengthening management capacity, optimizing operations, and maximizing resources. The Company focuses on improving performance, promoting innovation, and enhancing productivity, thereby creating a solid foundation for long-term growth.

With a commitment to transparent, effective governance and delivering sustainable value to stakeholders, DOMESCO is confident in continuing its growth journey, affirming its position and contributing positively to the development of Vietnam's pharmaceutical industry.

On behalf of the Board of Directors, I would like to express my sincere thanks to our Shareholders, Partners, Investors and all Employees for their trust, companionship and support. DOMESCO will continue to uphold its commitment to sustainable value, maintain trust and accompany the development of Vietnam's pharmaceutical industry

Sincerely,



NGUYEN VIET PHUONG
Chairman of the Board

Awards and Recognitions in 2025

1



Certificate of Merit awarded by the Customs Sub-Department under Regional Customs Department XX for outstanding achievements in compliance with customs regulations and fulfillment of state budget tax obligations in 2025.

2



Certificate awarded by the General Department of Customs recognizing the Company as a member of the "Encouragement Program for Voluntary Compliance with Customs Laws."

3



Certificate of Merit awarded by the Chairman of Dong Thap Provincial People's Committee for outstanding achievements in occupational safety and hygiene.

4



Certificate of Merit awarded by the Chairman of Dong Thap Provincial People's Committee for positive contributions to the socio-economic development of Dong Thap Province in 2025.

5



Certificate of Merit awarded by the Chairman of Dong Thap Provincial People's Committee for outstanding production and business achievements in fulfilling State budget obligations for the period 2020–2025 in Dong Thap Province.

Awards and Recognitions in 2025

6



Certification of “High-Quality Vietnamese Goods 2025” awarded by the High-Quality Vietnamese Goods Business Association.

7



Certificate of Merit and Trophy “Typical Enterprise for Employees 2025” awarded by the Vietnam Chamber of Commerce and Industry (VCCI).

8



Certificate of Merit awarded by the Vietnam General Confederation of Labour recognizing the Company's Trade Union for outstanding achievements in emulation movements and building a strong Trade Union organization in 2025.

9



Certification of Top 500 Most Profitable Enterprises in Vietnam 2025.

10



Certification of Top 100 Sustainable Enterprises in Vietnam 2025 awarded by the Vietnam Chamber of Commerce and Industry (VCCI).

Other Awards



Listed company meeting Information Disclosure Standards



Top 10 Value Creators in Vietnam 2025

(Pharmaceutical & Medical Equipment sector)



Top 10 Best Workplaces in the Pharmaceutical & Medical Equipment Industry 2025



Top 10 Reputable Pharmaceutical Companies 2025



CHAPTER 1



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General information

Trading name	DOMESCO MEDICAL IMPORT-EXPORT JSC	Business Registration Certificate No.	1400460395 issued by the Department of Planning and Investment of Dong Thap Province, first granted on December 30, 2003; 36th amendment registered on August 3, 2025
Head office	No.346, Nguyen Hue Street, My Tra Ward, Dong Thap Province	Stock code	DMC – listed on the Ho Chi Minh City Stock Exchange (HOSE)
Phone number/ Fax number	02773 852 278 - 02773 851 270	Charter capital	347.274.650.000 dong
Website	https://www.domesco.com/		





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VISION - MISSION - CORE VALUE

“Vision



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



Mission

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



Develop business activities in alignment with long-term benefits for employees and society.



Provide high-quality, reputable pharmaceutical products that deliver optimal effectiveness for public health.



Contribute to improving public healthcare and ensure equal access to healthcare services for the community.

Core value

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

Embrace innovation as the platform for growth

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

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



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FOUNDATION

1980 - 1988

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



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

FORMATION

1989 - 2003

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

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

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

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



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

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

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



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

2004 - 2009

TRANSFORMATION

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

2010 - 2013

ACCELERATION and INTERGRATION



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

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

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



2014 - 2024

Global Expansion

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

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



2025



In 2025, the Vietnamese pharmaceutical market continued to experience significant shifts, from the rapid expansion of modern pharmacy chains and changes in consumer behavior to the growing trend toward higher value-added product segments. These developments have posed considerable challenges for enterprises in adapting their business models and enhancing competitiveness.

In this context, DOMESCO has proactively captured these trends, promoted technological investment, and optimized its production and business operations. Notably, the achievement of EU-GMP certification for the Nonbetalactam plant marked an important milestone, providing a foundation for the Company to elevate its manufacturing standards and gradually integrate more deeply into the global pharmaceutical value chain.



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BUSINESS LINES - DISTRIBUTION NETWORK

The Company operates in the fields of research, development, manufacturing, import, export, marketing, and distribution of pharmaceutical products, including medicines, pharmaceutical materials, functional foods, medical supplies, and medical equipment.

With over 36 years of establishment and development in the pharmaceutical industry, DOMESCO has to date expanded its presence across 7 provinces and cities from the Central to the Southern regions of Vietnam, supplying pharmaceutical products to hospital systems nationwide and more than 24,000 pharmacy customers. In addition, DOMESCO exports pharmaceuticals to 13 countries worldwide, particularly in Asia and Latin America.



DOMESCO is a long-standing and reputable pharmaceutical brand in Vietnam, recognized as one of the companies meeting the highest standards set by the Ministry of Health for pharmaceutical manufacturing. The Company also owns production facilities that meet GMP-WHO, EU-GMP standards, ensuring high product quality in compliance with international pharmaceutical requirements, while maintaining a nationwide distribution network.

Serving over **750** public hospitals

Connecting with **550** provincial pharmacies

Present in more than **700** healthcare centers

Partnering with over **350** private hospitals

Serving more than **24.000** retail pharmacies

7 branches operating
across all 34
provinces, cities

HA NOI BRANCH

Address: No. 23 - 24 N7A, Trung Hoa - Nhan Chinh urban area, Yen Hoa Ward, Ha Noi.

Phone: (84.24) 3556 8557 - 3556 8558

Fax: (84.24) 3556 8559

Email: hanoi@domesco.com

DA NANG BRANCH

Address: No. 77, Ly Thai Tong Street, Thanh Khe Ward, Da Nang.

Phone: (84.236) 2244 812 - 3760 789

Fax: (84.236) 3760 790

Email: danang@domesco.com

TAY NGUYEN BRANCH

Address: No. 29, Tran Huu Duyet Street, Vinh Diem Trung urban area, Tay Nha Trang Ward, Khanh Hoa.

Phone: (84.258) 6251 333 - 6254 111

Fax: (84.258) 6253 000

Email: taynguyen@domesco.com

MIEN DONG BRANCH

Address: No. 144-146, N4 Street, Lien Ke population area, Quarter 1, Tran Bien Ward, Dong Nai.

Phone: (84.251) 3953 250

Fax: (84.251) 3953 270

Email: miendong@domesco.com

HO CHI MINH CITY BRANCH

Address: No. 24A - 24B, Trung Tam Street, Tan Tao industrial park, Tan Tao Ward, HCMC.

Phone: (84.28) 3636 2518 - 3636 2519

Fax: (84.28) 5425 9997

Email: tphcm@domesco.com



DONG THAP BRANCH

Address: No. 32, Le Anh Xuan Street, Cao Lanh Ward, Dong Thap.

Phone: (84.277) 3852 686

Fax: (84.277) 3875 761

Email: dongthap@domesco.com

CAN THO BRANCH

Address: Lot A, 325B-325C, Population area 91B, Tan An Ward, Can Tho.

Phone: (84.292) 3780 359 - 3781 992

Fax: (84.292) 6252 045

Email: cantho@domesco.com



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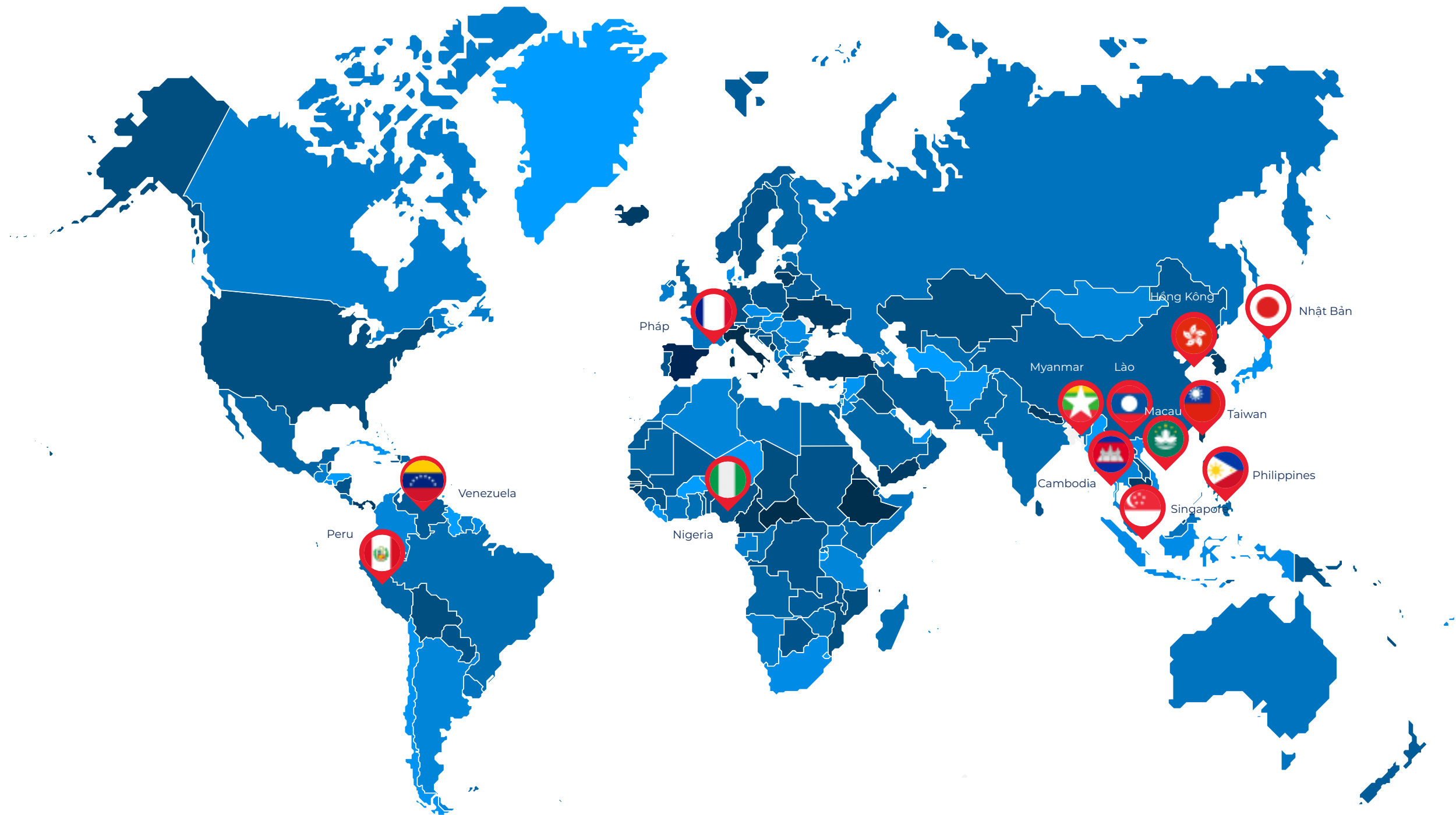
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EXPORT MARKETS





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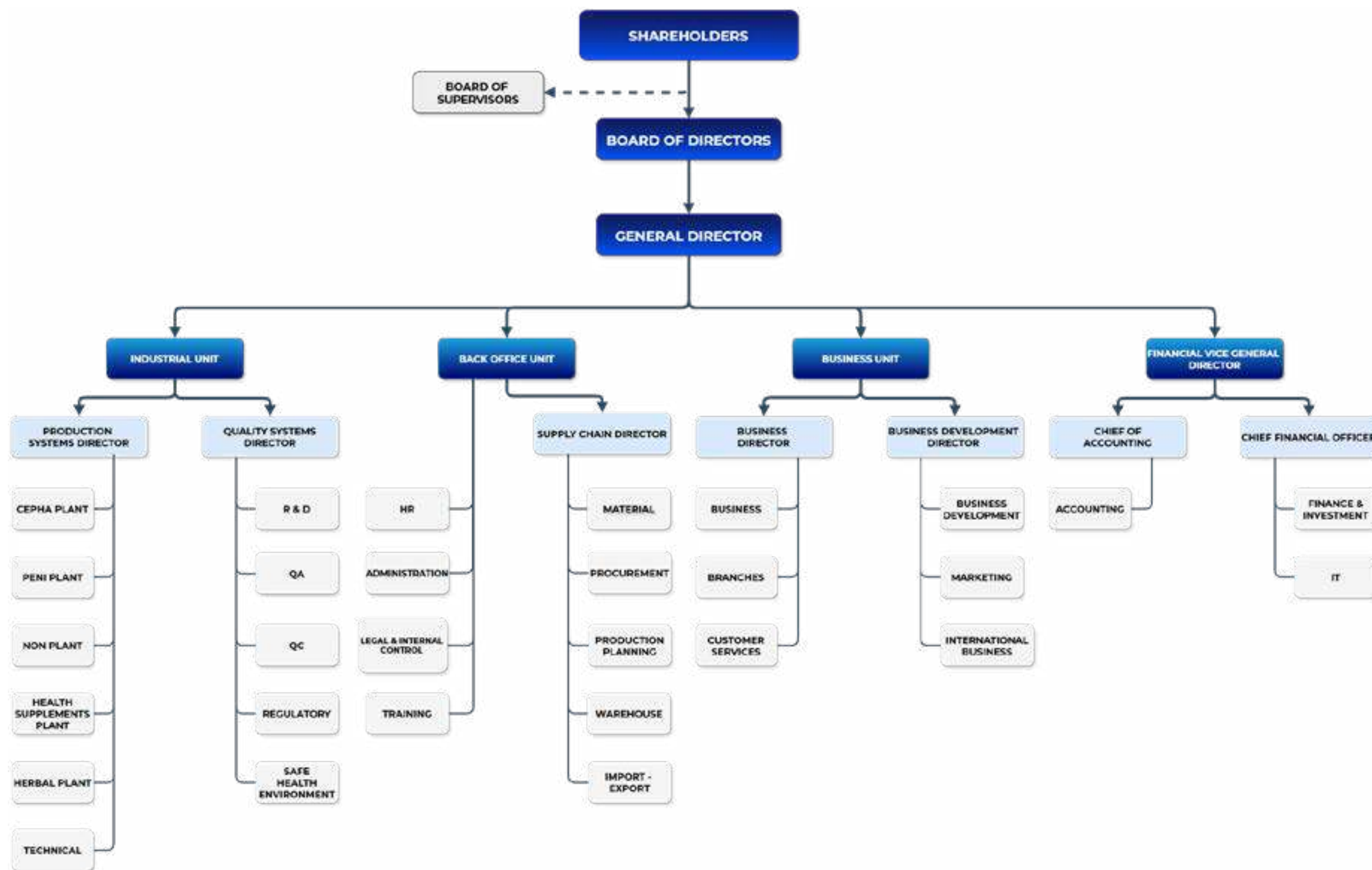
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MANAGEMENT STRUCTURE



The corporate governance model of DOMESCO Medical Import Export Joint Stock Corporation operates in accordance with the model stipulated in Point a, Clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14, comprising the General Meeting of Shareholders, the Board of Directors, the Supervisory Board, and the Executive Board.



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List of the BOARD OF MANAGEMENT

Ms. **LUONG THI HUONG GIANG**

BOD Deputy chairman of DOMESCO and General Director

Year of birth: 1967

Nationality: Vietnam

Level of education: Pharmacist and Master Management

Work history

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



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Mr. **NGUYEN DUY TUNG**

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

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



Ms. **PHAM NGOC TUYEN**

Chief Accountant

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



Work history

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

Work history

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



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Development orientations

DOMESCO orients its development toward a sustainable strategy, taking product quality and operational efficiency as the foundation, while continuously enhancing its competitiveness in a rapidly evolving pharmaceutical industry. Building on the achievement of EU-GMP certification for the Nonbetalactam plant, the Company continues to invest in technology, standardize its production system to international standards, and gradually integrate more deeply into the global pharmaceutical value chain.

At the same time, the Company focuses on expanding its market and diversifying distribution channels in a modern direction, including e-commerce, while strengthening connections with customers and partners. DOMESCO also emphasizes optimizing management, improving labor productivity, and promoting research and development to create higher value-added products that meet the increasingly growing healthcare needs of consumers.

- ▶ Improve production capacity in accordance with international standards by operating EU-GMP/PIC/S-GMP compliant factories, creating a foundation for expanding the scale and increasing participation in hospital tender channels.
- ▶ Restructure the product portfolio, focusing on high-tech products, high-quality generic products and value-added products, gradually reducing the proportion of low-margin products.
- ▶ Expand and diversify distribution channels in line with the development of modern pharmacy chains, while developing new sales channels to minimize dependency risks.
- ▶ Optimize commercial operations and customer management, strengthen marketing programs, and apply data in customer relationship management to improve market access efficiency.
- ▶ Promote comprehensive digital transformation, upgrade and integrate ERP and DMS systems, connect data to improve operational efficiency, management transparency and compliance capabilities.
- ▶ Strengthen financial management and cost control, optimize working capital, proactively update market developments and respond flexibly to fluctuations in exchange rates and raw material prices.
- ▶ Enhance risk management capacity and operational efficiency, optimize production processes and ensure financial safety in the context of a volatile market.



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BUSINESS PERFORMANCE IN 2025

NET REVENUE

2.067,32 billion dong

↑ 8.84%
compare to 2024

PROFIT AFTER TAX

198.40 billion dong

↓ 2,13%
compare to 2024

ROS

9,60 %



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OPERATIONAL OVERVIEW IN 2025

OPERATION CAPACITY



Quality System

DOMESCO implements, operates and integrates management systems including ISO 9001, ISO 13485, ISO/IEC 17025, ISO 14001, while maintaining production and business activities in compliance with Good Practices standards recommended by the World Health Organization (GMP, GLP, GSP, WHO), ensuring operations meet GSP – GDP requirements.

The Company continuously reviews, evaluates and improves its overall quality system, ensuring compliance with GMP standards at all stages from EU standards, Good Laboratory Practice (GLP), Good Storage Practice (GSP) to Good Distribution Practice (GDP), thereby enhancing compliance levels and operational efficiency.



Manufacturing System

4 pharmaceutical manufacturing plants meeting GMP-WHO standards, including: 2 Non-betalactam plants, 1 Penicillin plant, 1 Cephalosporin plant, and 1 plant for health supplement production – extraction of pharmaceutical materials, meeting GMP-WHO standards and aligned with the use of natural-origin products.



The Non-betalactam Plant was assessed by the EMA as compliant with EU-GMP standards in November 2025.



Research and Development

DOMESCO proactively updates, adopts and applies advanced technologies and formulation techniques in research and production activities.

The Company implements research and development programs for pharmaceutical products aligned with treatment needs and disease prevention. At the same time, it focuses on developing specialized pharmaceutical products suitable for disease patterns and healthcare needs in Vietnam.



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DOMESCO promotes strategy to expand into international markets

Innovation and research and development (R&D) are core foundations that enable DOMESCO to enhance competitiveness and achieve sustainable development. The Company continuously applies scientific and technological advancements to production to create high-quality products, meeting domestic consumption demand and international export markets, while fulfilling social responsibility toward the community. With strategic support from Abbott, DOMESCO has invested in upgrading production lines to EU-GMP standards. At the same time, the Company focuses on developing specialized products, particularly products derived from pharmaceutical materials.

R&D activities are oriented closely to market demand, ensuring efficiency and optimizing existing capacity. In 2025, the Company successfully launched 05 new products, of which 100% meet bioequivalence standards. The product portfolio focuses on major therapeutic groups such as cardiovascular, antibiotics, analgesics and anti-inflammatory products, aligning with treatment demand and the Company's strengths.

The R&D Department is systematically invested with modern equipment, a team of highly qualified personnel, and strong collaboration with institutes, universities and reputable research centers to improve research efficiency and shorten time to market. In addition, R&D works closely with business units in analyzing market trends, exploring new product development opportunities, continuously improving quality and proactively leading pharmaceutical industry trends.



Quality Management

The quality management system is strictly controlled and managed throughout all stages, from raw material input to production, warehousing of finished products and post-distribution quality monitoring, ensuring that products delivered to consumers are of the highest quality.

Regulations and legal documents related to pharmaceutical management issued by competent authorities are updated and promptly implemented within the Company.

Standards for raw materials and pharmaceuticals are regularly updated. Data integrity is ensured through electronic data control systems integrated into laboratory equipment and production devices.

Quality control activities include supplier audits (API), process validation, product quality stabilization through monitoring of testing results and comparison with expected testing outcomes.

In 2025, the Company recorded no major quality incidents, continuing to strengthen DOMESCO's reputation in hospital tender channels and the OTC market.

The Company maintains effective application of GLP and ISO/IEC 17025:2017 systems, while continuously updating quality system requirements in accordance with EU-GMP standards.

Modern equipment is deployed for data storage and traceability to ensure data integrity and transparency in quality management.





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Production Management Activities

Despite many favorable factors, the economy still faces numerous challenges and policies continue to change, affecting production targets and output. The Company proactively adjusts production plans, closely monitors market demand, and aligns raw material procurement, packaging and production processes accordingly. In coordination with business functions, the Company establishes optimal production plans, minimizes high inventory levels, and ensures sufficient supply for business operations.

The Company applies standard consumption norms for materials, labor and energy for each production line, regularly comparing actual costs with standard levels to detect deviations, thereby reducing unit costs. At the same time, initiatives in process improvement, operational standardization and automation contribute to increasing labor productivity, reducing material loss and improving equipment utilization efficiency. Production planning is arranged appropriately, allocating production lines according to capacity to optimize equipment efficiency.

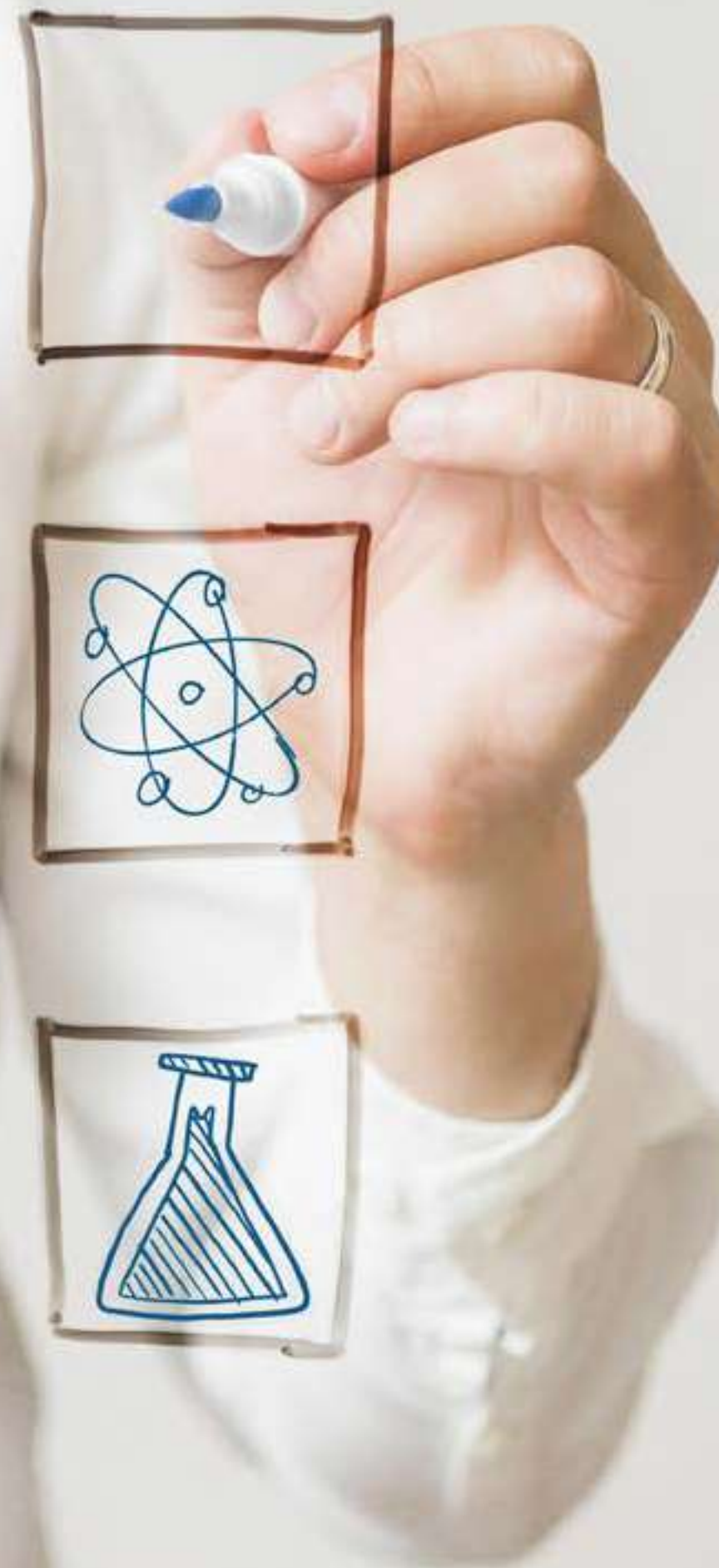
Production personnel are trained to operate various equipment, with strong knowledge of GMP-WHO standards, SOP compliance, and operational discipline throughout the production process. Maintenance and equipment calibration are carried out periodically according to plan, combined with investment in upgrading equipment to ensure stable and continuous operations.

In particular, achieving EU-GMP certification for the Non-betalactam plant is an important milestone in enhancing production standards, while creating a solid foundation for entering high-standard markets such as Europe. Based on this foundation, the Company continues to invest in environmental monitoring systems (EMS), building management systems (BMS), and automated control equipment to ensure production conditions meet stringent pharmaceutical industry standards.

In parallel with production activities, production management is implemented towards standardization and improved operational efficiency. The quality management system is maintained in accordance with GMP – GLP – GSP standards and ISO standards (ISO 9001, ISO 13485, ISO/IEC 17025, ISO 14001). The Company also deploys management tools such as ERP, KPI, DMS, and cost optimization (CIP) and profit improvement (M&P) programs under Abbott's direction.

Lean manufacturing initiatives such as 5S, OEE and Lean Manufacturing are maintained to reduce costs, improve productivity and enhance product quality. Production risk management is strengthened through control of input materials, equipment, warehouses and packaging, along with preventive maintenance plans to minimize production disruptions.

The close coordination between production activities and production management helps the Company optimize costs, improve resource utilization efficiency and maintain sustainable development.





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Accompanying Growth

During the year, the Company successfully organized 03 major customer conferences, focusing on introducing new products and maintaining relationships with key customers. These programs help sustain long-term relationships with strategic partners and strengthen customer engagement.

In 2025, despite facing many fluctuations from the market and economic environment, DOMESCO remained proactive in connecting with customers, expanding distribution networks, and strengthening relationships with partners. The Company organized customer conferences, product launches, and networking programs to listen to feedback and improve product quality and customer service. These efforts not only contribute to exploring growth opportunities but also establish a solid foundation for the Company's long-term development.





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Sustainable Connection

Promotional programs and incentives

- “Buy Products – Get Gifts”, “Reward Points Accumulation”: These promotional programs are implemented annually and contribute to revenue growth, particularly for products widely recognized by the market.
- Lucky Draw Programs: Annual promotional campaigns such as “Golden Gratitude – Welcoming Spring with DOMESCO”, “Sustainable Health – Welcoming Spring Prosperity”, “Hai Loc, Phat Tai with DOMESCO” attract participation from hundreds of thousands of customers.
- Other incentive programs held throughout the year during major events such as “Bright Eyes – Healthy Living”, “Happy Spring – Prosperous Spring with DOMESCO”, “Welcome New Year with DOMESCO”, “Meaningful Mid-Autumn Festival – Appreciation – Customer Gratitude”, “Full Moon Festival – Gratitude”, “Spring Arrives – Prosperity Arrives”.



Enhancing customer experience

- Multi-channel consultation system: Upgrading online consultation channels, connecting users with doctors and healthcare professionals through digital platforms, helping individuals better understand the use of healthcare products.
- “Health for Everyone” campaign: In collaboration with healthcare organizations, the Company organizes free medical check-ups and medicine distribution programs, helping people access appropriate healthcare solutions for different customer segments.
- Transparency and trust: Commitment to disclosing the origin of raw materials and international quality certifications for product safety across all communication channels and packaging.
- Product focus: Concentrating on key product groups such as dietary supplements, healthcare products and proactive health solutions to directly reach end consumers.



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Expanding digital presence

Multi-channel distribution system

- Upgrade online distribution channels, connecting consumers with doctors and healthcare professionals via digital platforms, helping individuals better understand the use of healthcare products.
- The Company organizes 3 major seminars in 2025 with participation from doctors and pharmacists. These seminars not only introduce new products but also provide updated medical knowledge from industry experts.



E-commerce channel development (DOMESCO E-shop)

- Direct online shopping experience: Faster delivery policies and strong promotional programs implemented across e-commerce platforms and the Company's official website.
- Digital loyalty programs: Implementation of point accumulation systems and exclusive benefits for online customers, helping consumers access quality products with optimal costs and dedicated services.





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At the 39th National Road and Mountain Bike Championship, DOMESCO's cycling team once again demonstrated its capability with 02 gold medals (individual 500m time trial, team 4km time trial) and 01 silver medal (individual 500m time trial). These achievements contribute to reinforcing the Company's reputation through a professional, resilient and success-driven image.



DOMESCO Brand Expands with the Cycling Team

In 2025, DOMESCO's brand promotion activities associated with its cycling team continued to be implemented in a structured and professional manner, in connection with major national competitions, thereby contributing to expanding brand visibility nationwide.

The Company's cycling team participated in large-scale nationwide tournaments, notably the 37th Ho Chi Minh City Television Cup Cycling Tournament in 2025. The race covered a total distance of 3,000 km over 24 stages, creating strong media impact. As a result, DOMESCO ranked 4th in the team standings, while rider Loic Desriac placed 4th in the individual general classification and wore the Yellow Jersey in multiple stages, along with achieving 2nd place in team stages. The team secured 04 stage victories, contributing to enhancing brand image across both live broadcast and mass media channels.

To enhance interaction and strengthen engagement with customers, the cycling team also participated in the Customer Conference held in Dong Thap in July 2025. The presence of the cyclists at the event not only created a highlight to attract attention but also contributed to spreading brand messages, enhancing customer experience, and strengthening the Company's connection with its customer and partner network.

Through synchronized activities from competitions to customer engagement programs, the cycling team continues to affirm its role as one of the effective brand communication channels, contributing to building a dynamic, professional, and sustainably developing DOMESCO brand image.





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Risk Management

In 2025, the Company implemented risk identification activities and developed comprehensive mitigation measures for production and business operations.

Industry Competition Risk

Risk description:

- The pharmaceutical industry faces high competition with 243 GMP-WHO certified facilities and 29 EU-GMP/PIC/S-GMP certified facilities;
- Domestic enterprises mainly produce generic products, while high-value pharmaceutical segments are dominated by multinational corporations;
- The development of modern pharmacy chains and e-commerce increases competitive pressure and distribution costs.

Risk mitigation measures:

- Define product strategies towards specialization and focus on high-value segments, leveraging EU-GMP standards to enhance competitiveness;
- Diversify distribution channels (ETC, OTC, e-commerce), expand cooperation with pharmacy chains;
- Optimize costs and improve operational efficiency through ERP, Lean Manufacturing, and human resource development.

Raw Material Supply Risk

Risk description:

- Disruptions in supply chains due to geopolitical factors, extended delivery times and increased logistics costs;
- Exchange rate fluctuations and rising raw material prices increase input costs.

Risk mitigation measures:

- Proactively monitor market conditions, develop supply and inventory plans;
- Forecast and manage exchange rate risks in financial planning;
- Diversify suppliers and strengthen negotiations to share cost risks.

Production Risk

Risk description:

- Increasingly stringent pharmaceutical quality standards requiring continuous updates in technology and production processes.

Risk mitigation measures:

- Invest in upgrading factories, equipment and production process improvements;
- Standardize SOP systems in accordance with EU-GMP and GMP-WHO;
- Enhance training and conduct periodic maintenance to ensure stable operations.

Financial Risk

Risk description:

- Increased pricing pressure and competitive environment affecting profit margins;
- Risks related to receivables, inventory turnover, and cash flow in volatile economic conditions.

Risk mitigation measures:

- Develop appropriate credit and payment policies, balancing efficiency and maintaining customer relationships;
- Strengthen receivables management and control payment risks based on customer credit assessment;
- Balance costs and capital sources, plan procurement appropriately to mitigate risks from price fluctuations and inventory.

Legal Risk

Risk description:

- Changes in pharmaceutical, tax, and bidding policies increase compliance costs and affect traditional distribution channels.

Risk mitigation measures:

- Regularly update legal regulations and adjust internal policies;
- Provide training on compliance for relevant departments;
- Support customers and suppliers in adapting to policy changes.



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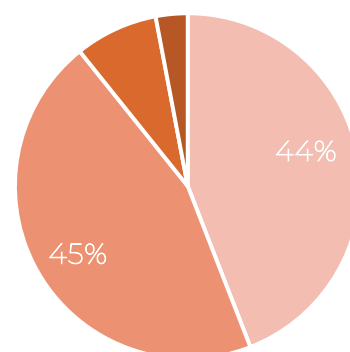
With more than 36 years of operation, we have developed our human resources based on the philosophy of “Enterprise development goes hand in hand with Employee development,” considering employees as a core asset and the center of all policies. The Company builds a professional, fair working environment with a competitive remuneration system, comprehensive benefits, and a focus on employee well-being. Through ensuring stable income, supporting livelihoods, fostering engagement, and developing meaningful cultural activities, DOMESCO not only enhances employee cohesion but also spreads human values towards sustainable development.



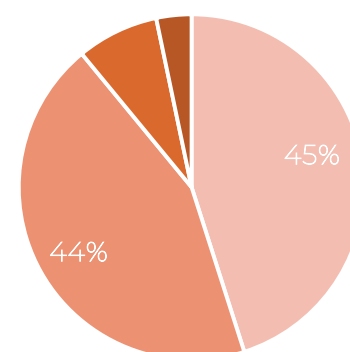
“Enterprise development goes hand in hand with employee development”

- University and Postgraduate level
- College, vocational and professional secondary level
- Primary level
- Unskilled labor

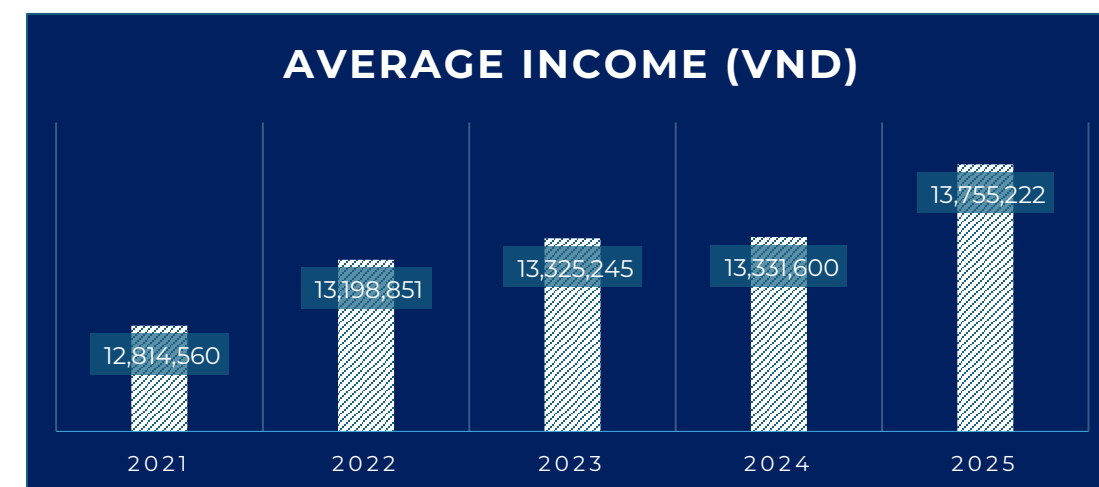
In 2024



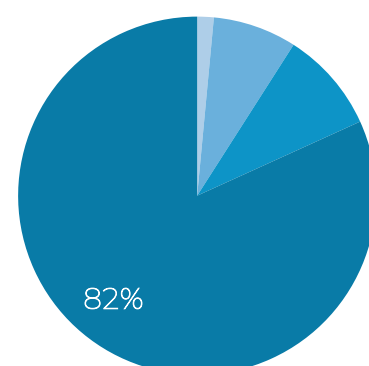
In 2025



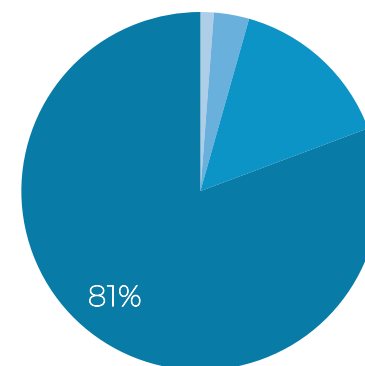
AVERAGE INCOME (VND)



In 2024



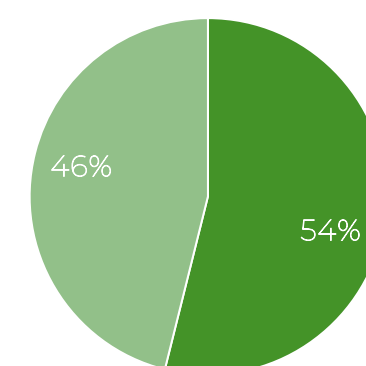
In 2025



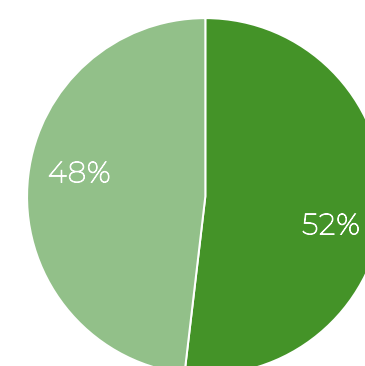
- Probationary contract
- Fixed-term contract (less than 1 year)
- Fixed-term contract (from 1 to 3 years)
- Indefinite-term contract

Male Female

In 2024



In 2025





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Analysis of Financial Indicators

Business performance over the past 5 years



During the period 2021–2025, DOMESCO's business performance recorded a stable growth trend, with net revenue increasing from VND 1,498 billion to VND 2,067 billion, representing a growth rate of over 38%. Profit after tax remained stable and showed a relatively steady upward trend over the years, reflecting efficiency in production and business operations.

However, the return on sales (ROS) showed a slight downward trend, decreasing from 12.6% in 2022 to 9.6% in 2025, indicating pressure from rising input costs and increasing competitive factors. In this context, the Company continues to maintain stable operations while gradually improving efficiency, aiming for sustainable long-term growth.

Indicators (billion dong)	In 2024	In 2025	(+) / (-)
Total asset	1,841	1,916	4.08%
Net revenue	1,899	2,067	8.84%
Profit from business activities	250	244	-2.09%
Profit before tax	253	248	-2.09%
Profit after tax	203	198	-2.13%
Payout ratio	25%	25%	

In 2025, the Company maintained revenue growth; however, profit was affected by cost pressures.

Net revenue reached VND 2,067.32 billion, increasing by 8.84% compared to the same period and exceeding the plan, reflecting the Company's capability to maintain market share and expand its business operations. However, profit after tax decreased by 2.13% and achieved 90.18% of the plan, mainly due to rising input costs and unfavorable market factors.

Overall, 2025 recorded growth in scale while also highlighting the need to improve profit margins and optimize operational efficiency in the upcoming period.



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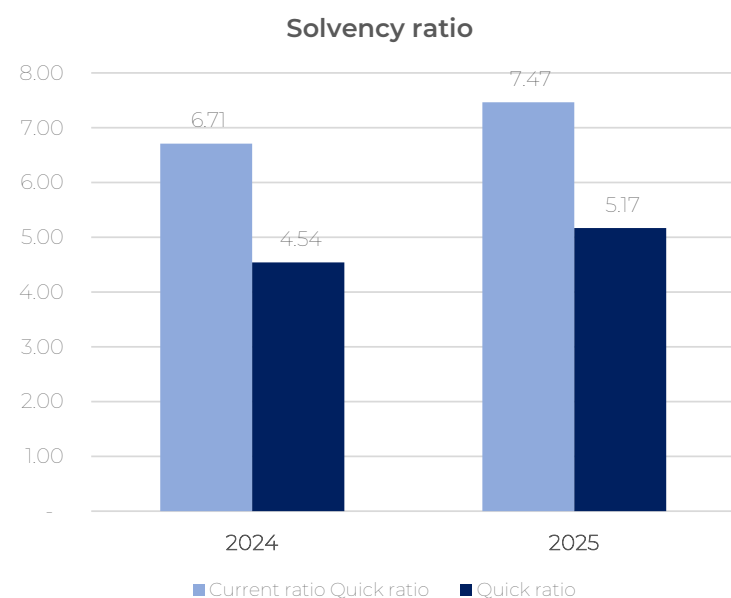
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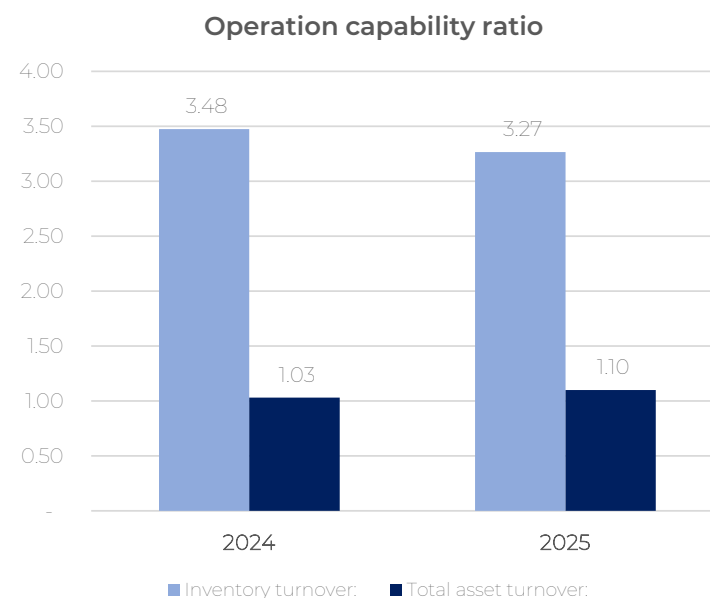
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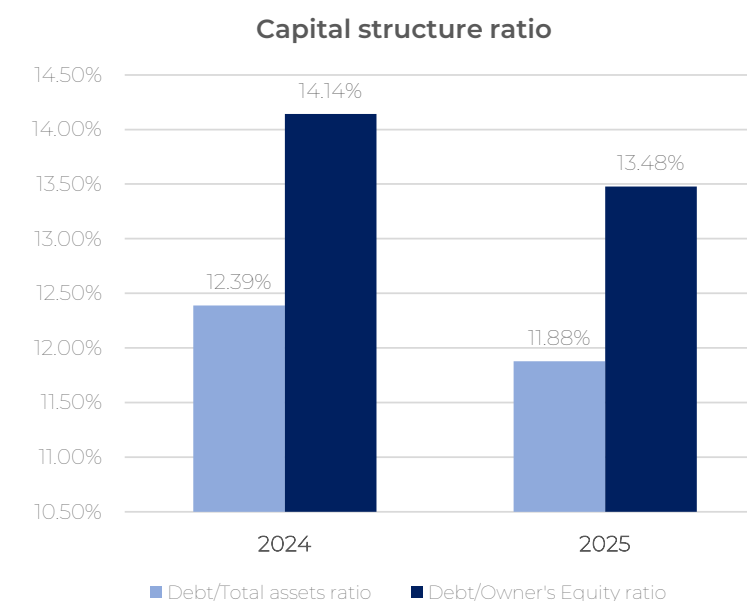
Analysis of Financial Indicators



Liquidity ratios were maintained at stable levels compared to the previous year, ensuring the Company's ability to meet short-term financial obligations.



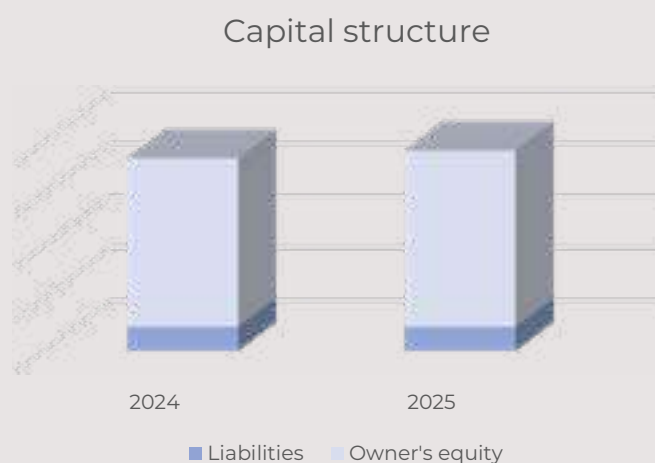
Inventory turnover decreased from 3.48 to 3.27. Accounts receivable turnover remained stable, increasing slightly from 1.03 to 1.10, reflecting the efficiency of the Company's asset utilization.



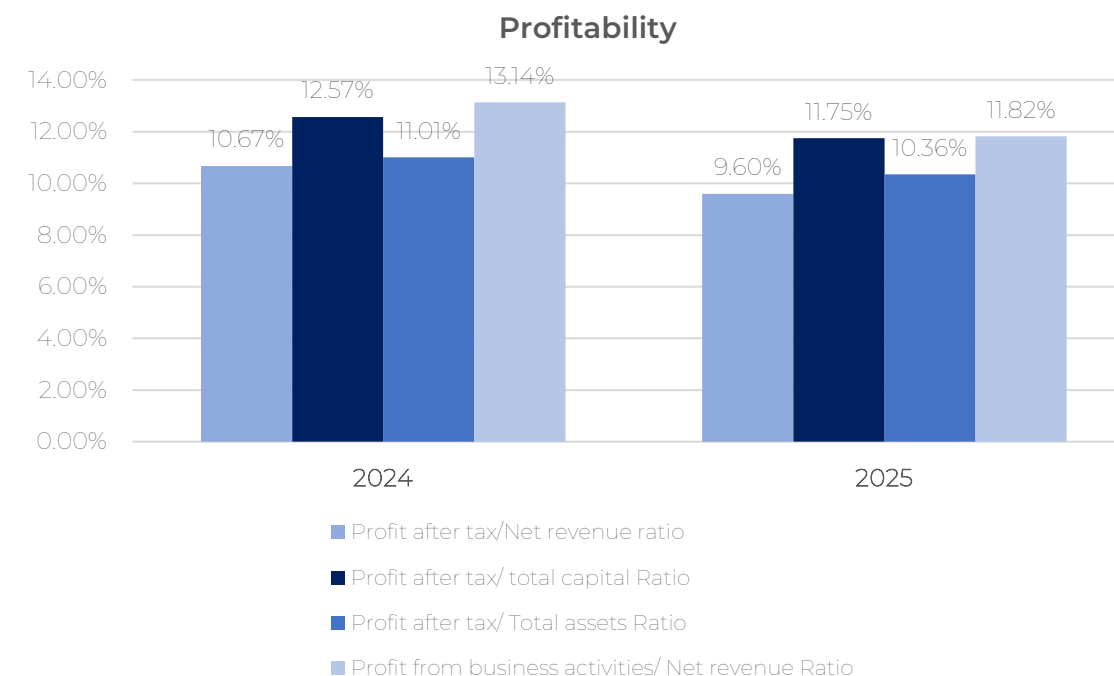
Payables accounted for 11.88% of total capital, while equity accounted for 88.12%, indicating a safe financial structure with a low level of leverage.



Current assets accounted for a high proportion at 88.47% of total assets. In particular, receivables decreased by 0.06% due to the application of early payment policies, contributing to reducing credit risk amid a volatile economic environment. In contrast, inventories increased by 5.47%, mainly due to proactive stockpiling of API materials to ensure supply and mitigate the impact of price fluctuations in 2025.



Payables accounted for 11.88% of total capital, while equity accounted for 88.12%, indicating a safe financial structure with low leverage.



Profitability ratios declined compared to the same period, mainly due to an increase in cost of goods sold and a significant decrease in financial income in the context of sharply falling interest rates.

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Stock information

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

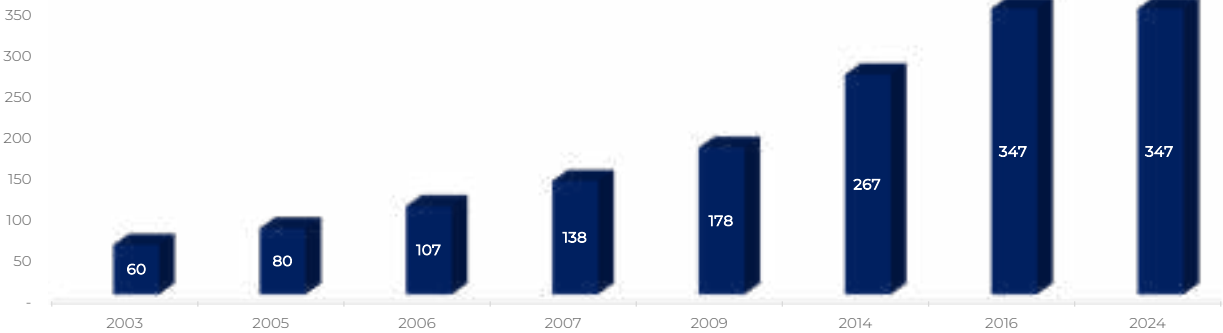
Shareholders structure

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

Transaction of treasury stocks: No

Other securities: No

Change in equity



Year	Charter Capital (VND billion)	Issuance Details
2003	60	Initial capital from founding shareholders
2005	80	Existing shareholders, employees, and strategic partners (20% at VND 28,000/share)
2006	107	Share issuance: + Bonus shares (1.9M shares) + Existing shareholders (0.8M shares) at VND 35,000/share
2007	138	Share issuance: + 1:10 bonus shares + 1.2M shares for strategic partners (VND 130,000/share, lock-up 3 years) + 265,000 shares for senior staff (VND 70,000/share, lock-up 1 year) + 535,000 shares for existing shareholders (VND 35,000/share)
2009	178	Bonus shares for existing shareholders at 10:4 ratio
2014	267	Bonus shares for existing shareholders at 10:2 ratio
2016	347	Bonus shares for existing shareholders at 10:3 ratio
2025	347	No increase in charter capital



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BOARD OF DIRECTORS

BOD' members	Position	Member of BOD			Standing Board of Directors	Proportional ownership (%)		Number of Positions as Member of Board of Directors at other companies	Date of appointment	Date of dismissal
		Executive members of BOD	Non- executive members of BOD	Independent Member of BOD		% Representative ownership	% Individual ownership			
Mr. Nguyen Viet Phuong	Chairman		x		x	22,56%		2	26/4/2021	
Ms. Luong Thi Huong Giang	Deputy Chairman	x			x				11/1/2013	
Mr. Nguyen Phi Thuc	Member		x			12,15%	27 cp # 0,0%		19/4/2022	
Mr. Douglas Kuo	Member		x						6/12/2016	
Mr. Leonid Goldshteyn	Member		x						18/6/2020	17/4/2025
Mr. Karim Mohamed Gamal Abdelazim Elmashad	Member		x						17/4/2025	
Mr. Ergin Onur	Member		x						23/4/2024	
Mr. Nguyen Minh Duc	Independent Member			x				1	23/4/2024	



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List of the BOARD OF DIRECTORS

Mr. **NGUYEN VIET PHUONG**

BOD Chairman

Year of birth: 1979

Nationality: Vietnam

Level of education: Master of Business Administration

Work history

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



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Ms. **Luong Thi Huong Giang**

BOD Deputy chairman

Year of birth: 1967

Nationality: Vietnam

Level of education: Pharmacist and
Master Management



Mr. **Nguyen Phi Thuc**

BOD member

Year of birth: 1979

Nationality: Vietnam

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



Work history

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

Work history

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



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Mr. **DOUGHLAS KUO**

BOD member

Year of birth: 1969

Nationality: USA

Level of education: Bachelor of business administration



Mr. **KARIM MOHAMED GAMAL ABDELAZIM ELMASHAD**

BOD member

Year of birth: 1982

Nationality: Egypt

Level of education: Bachelor degree of Pharmacy



Work history

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

Work history

9/2012 - 9/2013	Global Brand Manager of Abbott Laboratories Ireland
10/2013 - 7/2017	Portfolio Manager, Emerging Markets of Abbott Laboratories Ireland
8/2017 - 5/2019	Director, Global Marketing of Abbott Laboratories Switzerland
6/2019 - 11/2020	Group Director, Global Marketing of Abbott Laboratories Switzerland
12/2020 - 7/2022	Senior Director, Global Marketing of Abbott Laboratories Switzerland
8/2022- 8/2023	General Manager Thailand, Cambodia & Myanmar of Abbott Laboratories Thailand
9/2023 - 10/2024	Senior Director, Commercial Sales & Strategy of Abbott Laboratories Switzerland
11/2024 to present	Divisional Vice President Asia Pacific of Abbott Laboratories Singapore
4/2025 to present	BOD member of DOMESCO



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Mr.
LEONID GOLDSHTEYN

BOD member

Year of birth: 1981
Nationality: USA
Level of education: Master of Business Administration



Mr.
ERGIN ONUR

BOD member

Year of birth: 1981
Nationality: Turkey
Level of education: Master of Arts in Economics



Work history

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

Work history

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



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Mr Nguyen Minh Duc

Independent member of BOD

Year of birth: 1955

Nationality: Vietnam

Level of education:

- PhD. Prof Pharmaceutical



Work history

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



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RESOLUTIONS OF THE BOD IN 2025

In 2025, the BOD held 04 meetings and issued 14 resolutions on deciding the direction and measures to carry out activities related to production, business, and investment in accordance with the law and the Company's current rules and regulations:

Resolution No.	Date	Contents
01/ NQ-HĐQT	21/3/2025	BOD approve to submit the Annual General Meeting of Shareholders year 2025 for the business plan in 2025: - Net revenue: 2,052 VND Billion - Profit after tax: 220 VND Billion
02/ NQ-HĐQT	21/3/2025	BOD approve to re-appoint as follows: - Ms. Luong Thi Huong Giang hold the General Director position and The legal representative of Company. - Mr. Nguyen Duy Tung hold the Financial Deputy General Director position of Company. - Ms. Pham Ngoc Tuyen hold the Chief Accountant position of Company. * Appointed time: 5 years (from 23/5/2025 to 23/5/2030)
03/ NQ-HĐQT	21/3/2025	BOD approve: Financial performance in 2024; Financial plan in 2025; Report on implementation of BOD resolutions as at 28/02/2025; Salary of Board of Executives and Chief Accountant.
04/ NQ-HĐQT	21/3/2025	Credit limit in 2025
05/ NQ-HĐQT	21/3/2025	Total salary budget in 2025
06/ NQ-HĐQT	21/3/2025	Documents to submit The Annual General Meeting of Shareholders year 2025.
06A/ NQ-HĐQT	15/4/2025	Based on the nomination results from shareholders, the Board of Directors unanimously submits to the 2025 Annual General Meeting of Shareholders the nomination of Mr. Karim Mohamed Gamal Abdelazim Elmashad as a candidate for additional election to the Board of Directors for Term V (2024–2029).
07/ NQ-HĐQT	25/6/2025	Choosing Ernst & Young Vietnam Limited to supply the audit service for fiscal year in 2025 to DOMESCO. BOD authorizes to Ms. Luong Thi Huong Giang – General Director to negotiate and sign the 2025 audit service contract with Ernst & Young Vietnam Limited.
08/ NQ-HĐQT	26/6/2025	Approving time for dividend payment of year 2024 as follows: - Final date/ record date of shareholder list: 12/9/2025 - Payment date: 16/10/2025 - Dividend rate: 25% by cash (equivalent to 2,500 VND/Share)
09/ NQ-HĐQT	26/6/2025	Distributing the remuneration of BOD and BOS year 2025
10/ NQ-HĐQT	26/6/2025	Approving: Report on business performance in first 5 months of year 2025 and plan for remaining months of year 2025; Report on Financial performance in first 5 months of year 2025; Report on implementation of BOD resolutions as at 31/5/2025. BOD changes the personnel of BOD's Development Policy Subcommittee.
11/ NQ-HĐQT	30/9/2025	Approving: Report on business performance in first 8 months of year 2025 and plan for remaining months of year 2025; Report on Financial performance in first 8 months of year 2025; Report on implementation of BOD resolutions as at 31/8/2025.
12/ NQ-HĐQT	22/12/2025	Board of Directors approve to convene the Annual General Meeting of Shareholders (AGM) year 2026 as follows: - The record date for listing shareholders to exercise the right to attend AGM: 19th March, 2026. - Date of AGM 2026 is scheduled: 22 April, 2026 - Venue: Conference Hall of DOMESCO Medical Import Export Joint Stock Corporation. - No. 346 – Nguyen Hue street – My Tra ward – Dong Thap province. - Outline: announce later.
14/ NQ-HĐQT	22/12/2025	Approving: Report on business performance in first 11 months of year 2025; Report on Financial performance in first 11 months of year 2025; Report on implementation of BOD resolutions as at 30/11/2025. Approving the audit plan in 2026 of The Internal Audit Subcommittee.



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ACTIVITIES OF THE BOARD OF DIRECTORS INDEPENDENT MEMBERS

Report on the performance of independent BOD member

In 2025, the BOD convened four meetings in full compliance with applicable regulations; meeting materials were provided to BOD in a complete and timely manner. The independent BOD member attended all Board meetings, participated in discussions, and evaluated the Company's production and business performance, ensuring that the BOD's resolutions were aligned with practical conditions and in compliance with legal regulations.

Proposing the BOD to implement a marketing strategy to develop high-quality herbal medicinal and health supplement products in line with market demand, thereby contributing to market expansion and enhancing business efficiency.

Supporting the Board of Executives in improving production processes and packaging designs, enhancing product quality at reasonable costs; advising on product registration procedures to help shorten the approval timeline for registration dossiers and product declaration filings with competent authorities.

Supporting the Board of Executives in researching, developing, and improving the quality of herbal medicinal and health supplement products, in alignment with the Company's manufacturing capabilities and the pharmaceutical industry development orientation set by the Prime Minister.

Supporting the Board of Executives in refining recruitment processes, establishing performance-based compensation policies, expanding training programs, developing career advancement pathways for the successor workforce, and advising on fostering a friendly and efficient working environment to enhance productivity and work quality, thereby supporting the fulfillment of production and business objectives.

Evaluating the implementation of the General Meeting of Shareholders' and the Board of Directors' Resolutions by reviewing progress, assessing the level of target achievement, identifying challenges and obstacles arising during execution, and promptly recommending appropriate solutions to ensure the fulfillment of the objectives approved by the General Meeting of Shareholders and the Board of Directors.



Independent Member of BOD

Mr. Nguyen Minh Duc

Evaluation results of independent BOD member on BOD activities

BOD fulfilled the net revenue target in accordance with the Resolution of the General Meeting of Shareholders and achieved an 8.84% increase compared to the same period. Profit after tax in 2025 reached 90.18% of the plan and 97.87% compared to the same period due to intense competition among domestic pharmaceutical companies and foreign pharmaceutical companies with commercial presence in Vietnam to maintain market share in the Vietnamese market. In addition, the increase in raw material costs resulting from the rise in EUR/VND and USD/VND exchange rates, as well as increased compliance costs under EU-GMP standards in production, affected the Company's profit.

The Board of Directors directed the Board of Executives to develop products with high revenue and high profit in line with market demand and the Company's competitive advantages, contributing to improving profit margins and enhancing business efficiency.

The Board of Directors directed the Board of Executives to implement solutions to diversify sales channels, expand markets, improve the operational efficiency of the distribution system, and enhance customer accessibility, thereby contributing to revenue and profit growth.

The Board of Directors directed the Board of Executives to strengthen control over raw material costs through negotiating with suppliers on delivery schedules and supply prices, developing raw material supply plans in line with actual production and business activities, establishing reasonable inventory levels, and enhancing coordination activities to effectively control arising costs and stabilize production and business operations.

The Board of Directors and the Board of Executives effectively implemented risk management activities, regularly identifying, assessing, developing preventive measures, and controlling risks arising in production and business operations. The synchronized implementation of risk management measures contributed to ensuring stable production and business operations, minimizing adverse impacts, and supporting the achievement of revenue and profit targets.

The Board of Directors paid dividends fully and in a timely manner in accordance with the Resolution of the General Meeting of Shareholders, reasonably balanced cash flows, maintained capital turnover, and ensured financial resources to finance the Company's production and business activities.

The Company disclosed information and promptly and fully updated its production and business activities on the Company's website in compliance with legal regulations, ensuring the rights of shareholders, investors, and customers to access information relating to the Company's production and business activities.

Matters relating to business strategy, financial strategy, human resource management, and the consolidation of the management system were regularly discussed and exchanged between the Board of Directors and the Board of Management. Members of the Board of Directors demonstrated high responsibility and professionalism, exercised prudence in performing their duties, and ensured the maximum lawful interests of the Company during the performance of their duties. Members of the Board of Directors fully complied with legal regulations and the Company's internal regulations in the course of performing their duties.



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Supervisory activities, evaluation for the management and operation in 2025 of BOD to the General Director and other executives

Evaluation on the management and operation in 2025

- Implementating the Annual General Meeting of Shareholders (AGM) and BOD resolutions.
- Supervising and urging the implementation of targets on revenue, profit.
- Monitoring, providing feedback on, and expediting the implementation of financial targets, investment activities, and market expansion initiatives to control risks, ensure efficiency, and align with the Company's development strategy.
- Enhancing innovation to improve product quality.
- Expanding export markets to regional countries and other emerging markets.
- Managing and training of human resources to meet the development stages of the company.
- Ensuring benefits for employees and shareholders.
- Overseeing, monitoring, and expediting the progress of upgrading the Non-Betalactam manufacturing plant to EU-GMP standards.
- Monitoring the implementation of the Company's strategies and business plan, the Board of Directors maintains regular and close oversight of the Executive Board through Board meetings and ongoing discussions via telephone and email, providing timely guidance and support to ensure the achievement of targets approved by the General Meeting of Shareholders and the Board of Directors.

Evaluation on the management and operation in 2025

- The Board of Directors highly appreciates the capability of the Executive Board in maintaining the Company's position within the Vietnamese pharmaceutical industry and in further strengthening the DOMESCO brand, leading to its high rankings, including: Top 500 Most Profitable Enterprises in Vietnam 2025; Top 10 Leading Value-Creating Enterprises in Vietnam 2025 (Pharmaceuticals – Medical Devices sector); Top 100 Sustainable Enterprises in Vietnam 2025; Top 10 Reputable Pharmaceutical Companies 2025; Top 10 Best Workplaces in the Pharmaceuticals – Medical Devices sector 2025; together with numerous other prestigious awards and commendations.
- Placing strong emphasis on training and human resource development for the Company. In 2025, a total of 130 training programs were conducted for 7,979 participant attendances across the Company, covering management, production, business operations, finance, and updates on knowledge, information, policies, legal regulations, and technologies relevant to the Company's activities. These initiatives aimed at enhancing employees' professional knowledge and skills, as well as building a competent, qualified, and ethically grounded successor workforce ready to meet the Company's upcoming production and business development needs.
- Ensuring shareholders' rights: The Executives Board had done a good job of preserving and developing shareholders' capital:
 - Charter capital remains unchanged: VND 347,274,650,000
 - Owner's equity increased by 4,69%: as of December 31, 2024, it was VND 1,612.57 billion, as of December 31, 2025, it was VND 1,688.24 billion.
 - Dividends are paid in full and on time according to the Resolution of the General Meeting of Shareholders, the Resolution of the Board of Directors and the provisions of the Law on Enterprises.
 - Information is fully and promptly disclosed to shareholders. DOMESCO was voted as "Listed Enterprise that meets the Standards of Information Disclosure on the Stock Market" in 2022, 2023, 2024, 2025 by Vietstock, VAFE Association and FILI Newspaper.



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PLANS AND ORIENTATIONS OF THE BOARD OF DIRECTORS

The BOD has determined that the strategic direction for 2026 will focus on the following three key priorities

Third, developing human capital

People are the Company's strategic asset. The Company will continue to build a continuous learning organization where each individual enhances professional expertise, critical thinking, and proactiveness. High professional competence must go hand in hand with collaboration, accountability, execution capability, and commitment to shared objectives.

First, strengthening core capabilities in quality and compliance.

Quality is not merely a slogan; it is a governance system, a framework of standardized processes, and precision in every operation. Accordingly, standards must be set at the highest level to safeguard and enhance the Company's brand reputation and the long-term interests of the community, shareholders, and employees.

Second, accelerating innovation and optimizing operational efficiency.

Innovation is not only in R&D but also in governance mindset, in the way data is utilized, in cost control, in improving productivity and in shortening time to market; efficiency is not merely about cutting costs but about using resources intelligently and responsibly to create sustainable added value.





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ASSESSING THE IMPLEMENTATION OF REGULATIONS ON CORPORATE GOVERNANCE

Organizing the General Meeting of Shareholders

The 2025 Annual General Meeting of Shareholders (AGM) was held on 17/4/2025. The order of conducting AGM was conducted in accordance with the regulations. Documents, minutes, resolutions of the meeting and vote counting results were published in two languages (Vietnamese and English) in accordance with the regulations on information disclosure, detail as below

Ngày	Nội dung	Assessment: <i>Company has strictly complied with the regulations of AGM organization as:</i>
06/12/2024	BOD issued a resolution for The 2025 AGM date and record date of shareholders list	
20/01/2025	Company announced the record date of shareholders list for AGM 2025.	Announced more than 20 days before record date
13/3/2025	The record date of shareholders list	
26/3/2025	Disclosing AGM documents and send invitations to shareholders	More than 21 days before AGM date
17/4/2025	The Annual General shareholders' meeting 2025	
18/4/2025	Disclosing the Minutes and Resolutions of AGM 2025	Disclosed within 24h from time end of AGM

Dividend

Resolution No. 01/NQ-DHDCD-DMC dated 17/4/2025 of AGM approved the dividend of 2024 at 25% in cash, and company paid dividends to shareholders as this rate (25% in cash, equivalent to VND 2,500/ share) on 16/10/2025.

Board of Directors

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

Board of Supervisors

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



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ASSESSING THE IMPLEMENTATION OF REGULATIONS ON CORPORATE GOVERNANCE

The Company's General Director

The Company's General Director has no family relationship with the Company's managers, the company's BOS members and the parent company's BOS members; representative of state capital, representative of enterprise capital at the parent company

A person in charge of company governance

DOMESCO appointed a person in charge of company governance.

Transactions with related parties

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

Company's Website

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

DOMESCO was voted as "Listed Enterprise meeting Information Disclosure Standards on the Stock Market" co-organized and voted by Vietstock, VAFE Association and FILI newspaper in 2022, 2023; 2024,2025.

Unimplemented items in accordance with the Annual General Meeting of Shareholders' Resolution in 2025

The Company currently has seven (7) BOD members, including one (01) independent BOD member, which does not yet meet the required number of independent BOD members as prescribed by regulations. Due to the specific characteristics of the pharmaceutical and healthcare industry - being a conditional business sector that directly impacts public health - the responsibilities of BOD members are substantial. The search for suitable candidates has encountered objective difficulties, and several candidates have declined due to the significant professional responsibilities involved. Nevertheless, under the current structure, five (5) out of seven (7) BOD members are non-executive members, and there is one (1) independent BOD member, thereby ensuring an appropriate level of objectivity and separation between governance and executive functions. The BOD will continue to seek qualified candidates and submit them to the nearest General Meeting of Shareholders for consideration and election to supplement the BOD in order to complete the structure in compliance with regulations.



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

Full name	Position	Certificate in corporate governance training programs	
		Yes	Not yet
Mr. Nguyen Viet Phuong	Chairman	The member has his own legal department to research, advise, and update new documents on corporate governance for him.	
Ms. Luong Thi Huong Giang	Deputy Chairman		
Mr. Nguyen Phi Thuc	Member	x	
Mr. Douglas Kuo	Member		x
Mr. Leonid Goldshteyn	Member		
Mr. Karim Mohamed Gamal Abdelazim Elmashad	Member		
Mr. Ergin Onur	Member		
Mr. Nguyen Minh Duc	Independent Memeber		





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THE COMMITTEES OF THE BOARD OF DIRECTORS

Subcommittee	Position	Subcommittee activities in 2025	Review of subcommittee performance in 2025
Development Policy Subcommittee			
Mr. Nguyen Viet Phuong	Head of Subcommittee	- Advising on improving and enhancing the DOMESCO brand so that customers can recognize the high-quality product brand. - Advising on developing a business plan for 2025, restructuring the product portfolio according to profit margins; expanding export markets. - Advising on the implementation of comprehensive risk management across all production, business, investment, and financial activities. - Monitoring, expediting and supporting the implementation of the project to upgrade the Non-betalactam plant to EU-GMP standards.	- Performing well in advisory work to enhance the DOMESCO brand. - Consulting on identifying and controlling risks in deciding and implementing business strategies - Supporting the implementation of upgrading to EU GMP standards for Nonbetalactam factory
Ms. Luong Thi Huong Giang	Member		
Mr. Karim Mohamed Gamal Abdelazim Elmashad	Member		
Business Development Director	Member		
Ms. Truong Thi Diem Thuy	Member		
Mr. Dao Nam Phuong	Standing member		
Human Resources Subcommittee			
Mr. Nguyen Minh Duc	Head of Subcommittee	- Developing solutions to enhance the Company's "Learning Culture." - Developing solutions for "Workforce Planning" at the Company. - Developing regulations governing the Company's "English Club." - Developing regulations on the organization of the Company's "Teambuilding Activities."	The activities of the Human Resources Subcommittee fulfill the role of advising the Board of Directors and the Executive Board on HR policy planning, workforce structuring, and the development of a learning culture at the Company
Ms. Luong Thi Huong Giang	Member		
Ms. Vo Thi Kim Phung	Standing member		
Mr. Le Manh Tuan	Member		
Salary and Rewards Subcommittee			
Mr. Nguyen Minh Duc	Head of Subcommittee	- Supplementing and refining the regulations on salary and sales incentives for employees at branches. - Supplementing and refining the regulations on the annual evaluation and recognition awards. - Supplementing and refining the regulations on annual performance evaluation, serving as the basis for annual salary increases and periodic bonuses. - Supplementing and refining the regulations on rewarding employees for initiatives and work improvements during the year.	The activities of the Salary and Rewards Subcommittee fulfill the role of advising the Board of Directors and the Executive Board on developing and refining compensation, bonus, remuneration, and employee benefit policies to enhance workforce performance.
Ms. Luong Thi Huong Giang	Member		
Mr. Nguyen Duy Tung	Member		
DOMESCO union chairman	Member		
Mr. Le Manh Tuan	Standing member		
Internal Audit Subcommittee			
Mr. Nguyen Phi Thuc	Head of Subcommittee	- Auditing the preparation and presentation of financial statements in compliance with legal regulations and current accounting standards. - Auditing company financial statements - Coordinating with the Legal and Internal Control Department to audit the operational performance of branches. - Auditing internal security operations at the Company. - Auditing the organization of the General Meeting of Shareholders. - Auditing the Company's compliance with labor laws and regulations, including participation in Social Insurance and Unemployment Insurance. - Auditing investment and purchasing activities of the Company	Basing on the direction of the Board of Directors, the internal audit subcommittee has implemented the 2025 audit plan. The audit process was coordinated and facilitated by the Board of Directors and the Company's functional departments in updating the Company's situation, collecting information and documents for inspection and supervision
Head of Legal & Internal control Dept.	Member		
Ms. Dao Thi Thuy Trang	Standing member		



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BOARD OF SUPERVISORS

Full name	Position	Date of starting/no longer being a member of the BOS
Ms. Huynh Thi To Quyen	Head of the BOS	From 19 April 2022 to present
Mr. Nguyen Ngoc Vu Chuong	Supervisor	From 23 April 2024 to present
Ms. Sze Chin Wong	Supervisor	From 18 June 2020 to present
Mr. Samuel Timothy Nance	Supervisor	From 6 December 2016 to present
Mr. Brown John Neil	Supervisor	From 23 April 2024 to present

* Number of shares owned in the Company of each: 0

Ms.
Huynh Thi To Quyen

Head of the BOS

Year of birth: 1982

Nationality: Vietnam

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

Work history

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





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Mr.
Nguyen Ngoc Vu Chuong

BOS member

Year of birth: 1984
Nationality: Vietnam
Level of education: Bachelor– Major in Finance - Banking



Mr.
BROWN JOHN NEIL

BOS member

Year of birth: 1968
Nationality: British
Level of education: Bachelor Of Science (Cell and Molecular Sciences; Master Of Science (Construction Cost Management)



Work history

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

Work history

1989 - 1995	Hospital sales manager - Sanofi, UK
1995 - 2008	Operations manager - Eli Lilly, UK
2008 - 2010	Project controls manager - KBR, UK
2010 - 2012	Business excellence manager - Abbott Laboratories
2012 to present	Area demand manager, APAC region - Abbott Laboratories
23/04/2024 to present	BOS member of DOMESCO Medical Import-Export JSC



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Ms.
Sze Chin Wong

BOS member

Year of birth: 1978

Nationality: Singapore

Level of education:

- Bachelor of Accountancy



Mr.
SAMUEL TIMOTHY NANCE

BOS member

Year of birth: 1978

Nationality: USA

Level of education:

- Master of Accountancy



Work history

07/2007 - 04/2011	Business Analysis and Planning Manager of Singtel, Singapore
04/2011 to present	Work at Abbott Laboratories (Singapore)
18/06/2020 to present	BOS member of DOMESCO Medical Import-Export JSC

Work history

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



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ACTIVITIES OF THE BOARD OF SUPERVISORS

In 2025, the BOS held 3 meetings as follows:

The date and the participants	The contents of the meetings
Dated: 18 March 2025 Participants: 05/05	• Evaluate the business results in 2024, the management and administration of the Board of Directors and the General Director, identify factors affecting business operations and propose solutions to improve operational efficiency. • Review the 2024 financial statements, assess compliance with provisions of law and current accounting standards in the preparation and presentation of the 2024 financial statements. • Review the documents for the 2025 Annual General Meeting of Shareholders as per applicable law and the Charter of the company before submitting to the 2025 Annual General Meeting of Shareholders. • Discuss the list of auditing firms expected to audit the 2025 financial statements to submit the 2025 Annual General Meeting of Shareholders for consideration and approval as per regulations. • Approve the report on the performance in 2024 and the plan in 2025 of the Board of Supervisors that improve the effectiveness of the check and the inspection to support the Company's production and business activities.
Dated: 28 August 2025 Participants: 05/05	• Review and discuss the financial data for the first 6 months of 2025. Evaluate the business environment and the solutions implemented by the Board of Directors and the General Director to achieve the business targets as set forth in the Board of Directors' Resolution. • Evaluate the financial indicators in the 6-month financial report of 2025, analyze the company's solvency, capital efficiency, asset-capital structure, and financial situation. • Consider the selection of an auditing firm to audit the 2025 financial statements, the audit service contract for the 2025 financial statements to ensure the legitimate rights of the Company and compliance with current regulations. • Approve the report on the performance for the first 6 months of 2025 and the plan for the last 6 months of 2025 of the Board of Supervisors.
Dated: 27 November 2025 Participants: 05/05	• Review and discuss financial data for the first 9 months of 2025, assess the impact of economic and political conflicts in countries around the world on Vietnam's economic situation, evaluate the impact of administrative boundary mergers, mergers of state agencies, changes in the Law on Pharmacy and changes in tax policies affecting to the achievement of the target of profit after tax. • Evaluate the solutions implemented by the Board of Directors and the General Director to promote business operations, improve the distribution system, control costs and expenses, manage and prevent risks. Propose strengthening the implementation of cost control solutions to improve business efficiency. • Evaluate the financial indicators in the 9-month financial report of 2025, analyze the company's solvency, capital efficiency, asset-capital structure, and financial situation. • Approve the Board of Supervisors's report on performance for the first nine months of 2025 and the plan for the last three months of 2025.





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ACTIVITIES OF THE BOARD OF SUPERVISORS

Main activities of the Board of Supervisors in year 2025

- Monitor the implementation of the resolutions of the 2025 Annual General Meeting of Shareholders (AGM) and the resolutions of the Board of Directors (BOD) regarding the activities of the BOD, the General Director and managers.
- Review the business performance reports and financial statements for the 6 months, 9 months of 2025.
- Review sample contracts of significant value, contracts between the company and its related parties to assess the legality and reasonableness of transactions between the Company and its partners in accordance with the law and the Company's internal regulations.
- Coordinate with the Legal & Internal Control Department to check the investment activities, procurement of assets, equipment, tools, and instruments serving production and business operations; review processes, regulations, and standard operating procedures (SOPs) to ensure compliance with legal regulations and the company's actual operations. Thematic inspections and monitoring are conducted regularly and continuously, contribute to risk mitigation and improve production and business efficiency.
- Coordination activities between the Board of Supervisors, the Board of Directors, General Director and managers: In 2025, the Board of Supervisors fully attend all meetings of the Board of Directors, timely update the policies, directions and guidance of the Board of Directors regarding the company's production and business activities as well as the Company's development strategy. The Head of the Board of Supervisors participates in regular briefing meetings with the General Director and managers, timely update on production and business activities, contribute to the improvement of the effectiveness of supervision and strengthen the coordination during the performance of the Board of Supervisors's duties. The Board of Directors, the Board of Executives and managers have actively supported and facilitated the Board of Supervisors during performing the Board of Supervisors' inspection and supervisory functions. Relevant information and documents have been provided to the Board of Supervisors in a timely manner to serve inspection and supervision activities, and all recommendations and proposals of the Board of Supervisors have been fully implemented to enhance operational efficiency and improve the corporate governance system of the company.

BOS reviewed the company's financial statements for 2025

- Within the scope of the functions and duties of the Board of Supervisors as stipulated in the Enterprise Law, the Company Charter and other relevant legal regulations, the Board of Supervisors has reviewed the Company's financial statements for 2025, including: the Balance Sheet, the Business result, the Cash Flow Statement, and the Notes to the Financial Statements as of 31 December 2025.
- The Board of Supervisors acknowledges that the Company has prepared its quarterly, six-monthly, nine-monthly, and annual financial statements on time. The six-monthly financial statements were reviewed by E&Y Vietnam Co., Ltd. in accordance with regulations. The 2025 financial statements were audited by E&Y Vietnam Co., Ltd. before being submitted to the General Meeting of Shareholders for approval. The Company has disclosed its financial statements in accordance with legal regulations, ensuring the right of access to information of shareholders, investors, partners, customers and related parties.
- Based on reviewing of the financial statements, the Board of Supervisors finds that the 2025 financial statements are prepared in accordance with accounting standards, accounting regulations, and relevant legal provisions. The accounting policies applied are consistent and appropriate to the Company's operations.

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

According to Clause 3 Article 175 of the 2020 Enterprise Law, the Board of Directors is responsible for submitting the Company's Business Performance Report, Financial Statements, Report on evaluating management and operation to the Board of Supervisors for appraisal before submitting them to the General Meeting of Shareholders. After the appraisal process, the Board of Supervisors has the following opinion: The Board of Supervisors agree with the content of the Company's Business Performance Report, Report on evaluating management and operation and the Financial Statements in 2025.



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

No.	FULL NAME	Position	AMOUNT (VND)	NOTE
BOARD OF DIRECTORS				
1	Mr. Nguyen Viet Phuong	BOD Chairman	312.000.000	
2	Ms. Luong Thi Huong Giang	Deputy Chairman Cum General Director	288.000.000	
3	Mr. Nguyen Phi Thuc	Member	240.000.000	
4	Mr. Douglas Kuo	Member	240.000.000	
5	Mr. Leonid Goldshteyn	Member	71.333.333	Dismissed on 17/4/2025
6	Mr. Karim Mohamed Gamal Abdelazim Elmashad	Member	168.666.667	Appointed on 17/4/2025
7	Mr. Ergin Onur	Member	240.000.000	
8	Mr. Nguyen Minh Duc	Independent Member	240.000.000	
BOARD OF SUPERVISORS				
1	Ms. Huynh Thi To Quyen	Head of BOS	216.000.000	
2	Mr. Nguyen Ngoc Vu Chuong	Member	144.000.000	
3	Mr. Samuel Timothy Nance	Member	144.000.000	
4	Mr. Brown John Neil	Member	144.000.000	
5	Ms. Sze Chin Wong	Member	144.000.000	
TOTAL			2.592.000.000	

Transactions with related parties in 2025

No.	Name of organization/ address	Relationship	Number of resolutions BOD adopted	Purchases of goods and services in 2025 (VND)	Sales of goods and services in 2025 (VND)	Dividend of year 2024 (paid in 2025) (VND)
1	Glomed Pharmaceutical Company Limited (changed name to Abbott Healthcare Vietnam Co., Ltd. from March 10, 2022)	Relevant company	29/NQ-HĐQT dated 20/12/2016	0	1.415.008.425	
2	Companies in the same Abbott Group include: Abbott Laboratories (Chile) Holdco SPA.	Company within the same Group Major shareholder (Parent company)	15/NQ-HĐQT dated 09/6/2017			44.874.500.000
3	State Capital Investment Corporation	State shareholder				30.136.167.500

Share transactions by internal shareholders: None

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SUSTAINABILITY OVERVIEW

DOMESCO consistently strives to fulfill its social responsibility and pursue sustainable development through community-oriented activities, while ensuring that its production and business operations are closely aligned with environmental protection and the creation of a safe, “Green – Clean – Neat” workplace. The Company continuously enhances product and service quality, promotes research and innovation in healthcare solutions, and aims to realize its mission: “For Quality of Life.”

DOMESCO’s pharmaceutical and health supplement products have earned the trust of consumers, healthcare institutions, and medical professionals. This serves as a driving force for the Company to further affirm its responsibilities toward society, customers, employees, and the environment.

Customers as the focus of product quality and safety

Product quality and product value enhancement are among our key responsibilities to customers. DOMESCO continuously improves its management practices, ensuring strict control over production costs and compliance with quality standards such as GMP-WHO, ISO/TQM, GLP, and ISO/IEC 17025, thereby consistently delivering high-quality products to customers. With the policy of “High Quality – High Efficiency” as DOMESCO’s core mission, the Company has been recognized as a trusted and reputable pharmaceutical brand, providing customers with the highest quality products and services.



Commitment to social responsibility and community

Implementing all policies for employees, participating in social welfare activities and environmental protection. Continuing to maintain cultural, sports and educational activities, thereby contributing positively to the socio-economic development of Dong Thap Province in particular and Vietnam in general.



Battery collection activities are implemented periodically to raise employees' awareness and promote environmental protection actions within the community.



Maintaining regular pharmaceutical donation activities, demonstrating the Company's social responsibility in community healthcare.



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SUSTAINABILITY OVERVIEW

Employees as the foundation of development

Employees are a valuable asset of DOMESCO; therefore, the Company consistently focuses on fulfilling its responsibilities toward employees:

- Creating a safe working environment and improving working conditions through activities that control hazardous and harmful factors;
- Implementing measures to improve working conditions and technical solutions to prevent risk factors; emphasizing training on compliance with occupational safety practices;
- Promoting occupational safety awareness as a key factor to prevent incidents, occupational accidents and diseases, thereby reducing risks and costs for both the Company and employees;
- Conducting communication, training and guidance to help employees identify hazards and assess risks related to their work;
- Regularly inspecting and supervising the implementation of safety measures, identifying potential risks during working processes to provide timely warnings;
- Providing healthcare for employees through periodic health check-ups, occupational health consultations, and maintaining vigilance in disease prevention, especially during new situations.

Proactive environmental protection and efficient use of resources

DOMESCO is committed to full compliance with environmental protection regulations in accordance with local authorities and regulatory agencies, through the implementation of sustainable development policies aimed at minimizing impacts on human health and the environment.

The Company has applied, maintained and continuously improved management systems in line with international standards, including: Quality Management System ISO 9001:2015, Environmental Management System ISO 14001:2015, Occupational Health and Safety Management System ISO 45001:2018, and Laboratory Management System ISO/IEC 17025:2017.

During operations, DOMESCO focuses on efficient energy usage through improvement initiatives and the application of Kaizen programs, contributing to optimizing energy consumption for production and business activities. At the same time, the Company enhances waste reduction measures through classification in accordance with regulations, promotes recycling, reuse, composting, and minimizes energy-intensive waste. The Environmental – Health – Safety (EHS) system is implemented in accordance with Abbott standards, along with increased annual budgets to ensure compliance with regulations and that environmental monitoring results meet required standards.

In addition, DOMESCO promotes awareness of resource efficiency and energy conservation among employees through internal communication programs, early warning systems, and equipment monitoring. The Company also implements the Behavior-Based Safety (BBS) system, encouraging employees to identify and handle incidents promptly, while promoting improvement initiatives and appropriate reward mechanisms. As a result, the effectiveness of EHS activities continues to improve, contributing to a safe working environment and sustainable development.

EHS Expenses (Unit: million VND)	In 2023	In 2024	In 2025
	2.832	2.683	2.579



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SOCIAL topics

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

ENVIRONMENTAL topics

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





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GRI 403 - OCCUPATIONAL HEALTH AND SAFETY

Management Approach

In 2025, DOMESCO continued to maintain its occupational safety management model in accordance with regulatory requirements and ISO standards. The Company applies the ISO 45001 Occupational Health and Safety Management System and Abbott EHS standards, aiming to build a sustainable safety culture

Occupational health and safety are always considered a key issue at DOMESCO. The Company pays attention not only to employees' health during working hours but also in their daily lives, recognizing this as a decisive factor affecting work efficiency and business performance.

DOMESCO implements occupational health and safety through the application and maintenance of management systems in accordance with ISO 45001:2018 and ISO 45001:2020 standards. The Company has organized various occupational safety and health activities, including workplace safety, labor protection, fire prevention and fighting, and flood prevention across the entire system.

Evaluation of Management Approach

Evaluation of the effectiveness of occupational health and safety management in 2025:

Evaluation mechanism	Results	Adjustments/ Recommendations
Evaluation of compliance with legal regulations and internal policies under the EHS system	Regularly performed, ensuring compliance with legal requirements and Company policies	Any non-compliance is promptly identified and corrective actions are implemented
Evaluation of corporate social responsibility according to SEDEX-SMETA standards.	Regularly implemented and maintained.	Continuous improvement measures are proposed to enhance effectiveness

Policy	Integrated Quality – Environment – Health – Safety Management Policy in accordance with ISO 9001, ISO 14001, ISO 45001 and ISO/IEC 17025 standards, approved by the General Director.
Objectives	Minimize factors affecting the environment, occupational health and safety; reduce consumption of energy and natural resources; minimize waste generation and emissions; improve working conditions across all operational aspects. Ensure no occupational accidents or occupational diseases occur; control risks to prevent incidents.
Responsibilities	The General Director is responsible for directing overall activities; delegates authority to the Head of the EHS Department to manage all EHS activities of the Company.
Resources	The Occupational Safety and Hygiene Council and the EHS Department are responsible for implementing EHS activities. The EHS Department consists of 15 members, responsible for carrying out EHS tasks.
Reporting and handling of risks	The EHS Department is the focal point for receiving incident reports from departments and safety officers, and coordinating timely resolution.
Commitment	No occupational accidents and no occupational diseases.
Programs and initiatives	Issuance of environmental protection plans; occupational safety and hygiene plans; fire prevention and fighting plans; development of safety manuals; SOPs related to occupational safety and hygiene; emergency response procedures; monitoring and control of environmental and occupational risks Maintaining regular inspections and monitoring of occupational health and safety, environment, and fire prevention across the Company to ensure safety and effectiveness.

Safety and Fire Prevention Activities

- Manage and monitor machinery, equipment and materials with strict safety requirements in occupational safety and hygiene;
- Establish annual occupational safety and hygiene plans; monitor implementation progress, assess risks and propose timely corrective measures;
- Coordinate with relevant departments in occupational safety management; conduct communication, training and dissemination of occupational safety regulations to employees;
- Regularly monitor and update epidemic situations; proactively develop prevention measures and implement them across all departments of the Company;
- Provide training on working at height, electrical safety, and safe use of machinery and personal protective equipment;
- Inspect and supervise compliance with safety regulations in factories and operations involving high-risk tasks;
- Implement fire prevention and firefighting activities, rescue and emergency response in situations such as storms and floods;
- Develop internal regulations on occupational safety, fire prevention and flood prevention throughout the Company.

Environmental Management Activities

- Manage all activities related to environmental impacts;
- Operate waste treatment systems, including wastewater, exhaust gas and solid waste treatment; manage and transport solid waste and hazardous waste;
- Implement periodic pest and insect control;
- Maintain care of green areas within the Company.

Occupational Health Care for Employees

- Ensure provision of adequate personal protective equipment and medical supplies for employees;
- Organize communication and dissemination of health-related information to employees;
- Conduct periodic health check-ups and occupational disease examinations;
- Implement health monitoring in accordance with Company regulations;
- Provide first aid and emergency response at workplaces;
- Implement vaccination programs as required;
- Organize specialized health check-ups for female employees;
- Implement disease prevention activities throughout the Company.



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GRI 403 - OCCUPATIONAL HEALTH AND SAFETY (continue)

Management Approach

Regularly update information on occupational safety, fire prevention and firefighting, environmental safety, and occupational health and safety, and disseminate this information to all departments. At the same time, reminders are provided through internal communication channels such as Zalo to promote employees' compliance with safety practices. In addition, the Company coordinates with the Training Department to organize occupational safety and fire prevention training courses for employees. This helps ensure that employees work in a safe and friendly environment. The Company also provides healthcare for employees, including periodic health check-ups and occupational disease examinations in accordance with regulations. Special attention is given to employees working in areas with occupational risk factors.

Annually, employers review and approve plans for periodic health examinations for employees. In particular, employees engaged in heavy, hazardous, or dangerous work are required to undergo occupational disease examinations twice per year. When necessary, additional inspections and evaluations of working conditions are conducted in accordance with legal requirements. The Company's medical unit acts as the focal point for disease prevention activities, develops prevention plans, and conducts rapid testing for employees when required.

Contents of Occupational Safety and Health in the Collective Labour Agreement

The collective labour agreement includes provisions related to occupational safety and health. Employees are equipped with personal protective equipment and specialized tools in accordance with legal regulations and the Company's internal policies. The agreement contains 6 out of 23 clauses related to occupational safety and health.

Annually, during the employee conference, the Company organizes a signing ceremony between the employer and employees, committing to compliance with production processes, especially occupational safety and hygiene procedures within the Company.

From 2023 to 2025				
Number of work accidents		Number of people with occupational diseases		
None		None		
Category	Unit	In 2023	In 2024	In 2025
Tổng	people	1.204	1.163	1.119
Type I	%	10	11	9,38
Type II	%	63,2	60,3	62,11
Type III	%	23,3	26,23	25,92
Type IV	%	3,3	2,49	2,32
Type V*	%	0,2	0,01	0,27
(*) Type V is primarily for employees with short stature				

Contents	Unit	In 2023	In 2024	In 2025
Occupational disease screening	people	775	835	795
Health check for employees working in heavy, toxic, dangerous environments	people	775	835	795
Periodic health check-up	people	1204	1163	1.119
Specialized women's health check-up	people	428	568	532



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GRI 403 - OCCUPATIONAL HEALTH AND SAFETY (continue)

Accident prevention measures

Creating a friendly and safe working environment for employees to feel secure in their work has a significant impact on the sustainable development of the Company. Therefore, we identify employees as the center in building a "Safety Culture in the Workplace."



Strengthen training programs, raise awareness and responsibility of employees and employers in implementing occupational health and safety.



Improve working conditions to reduce risks of occupational accidents and diseases.

Focus on promoting occupational safety and hygiene across 3 aspects

- Compliance with legal regulations;
- Technical and scientific measures;
- Encouraging active participation of employees.

Promoting the Company's cultural identity with a spirit of solidarity and mutual support among employees, based on fundamental values of occupational safety and hygiene, is considered a fundamental human right, protecting life, health and well-being. Risk prevention measures based on workplace risk assessment are key factors in preventing occupational accidents and diseases.

The Company develops occupational safety and hygiene plans based on statistical data, risk analysis, identification of root causes and implementation of effective preventive solutions. As a result, in recent years, the Company has not recorded occupational accidents, occupational diseases, fires, or environmental violations.

Steps for Workplace Risk Assessment



Technical Measures

During the design, installation of machinery and equipment, and construction of facilities, we identify and eliminate risk factors that may cause occupational accidents and diseases. The measures implemented include:

- Installation of guards and warning signs at hazardous areas;
- Installation of air conditioning and ventilation systems in working areas;
- Installation of central dust collection systems;
- Installation of local dust extraction systems at packaging lines;
- Soundproofing measures to reduce noise levels at equipment areas;
- Installation of appropriate lighting systems for each work area;
- Arrangement of suitable electrical capacity for machinery and equipment;
- Periodic inspection of equipment with strict safety requirements;
- Measurement and inspection of grounding systems for electrical equipment;
- Implementation of occupational safety signage and protective measures for machinery;
- Periodic occupational health examinations for office workers and biannual examinations for employees working in hazardous environments;
- Provision of personal protective equipment in accordance with regulations;
- Establishment of on-site medical teams to provide 24/7 healthcare services at factories.

Respiratory disease prevention (including epidemics)

All individuals are encouraged to follow the V2K principles (vaccination – maskwearing – hand sanitizing)

Administrative measures

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



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GRI 416 - CONSUMER HEALTH AND SAFETY

Quality is a core and long-term commitment of DOMESCO to its customers. The Company always places itself in the position of customers and consumers to evaluate products in the most objective manner. DOMESCO is recognized as a trusted and reputable brand, delivering high-quality products and services to customers

With the policy of “High Quality – High Efficiency” as the survival objective of DOMESCO, all employees are committed to continuously improving management practices, technical advancements, and standardizing products to enhance product quality. At the same time, the Company ensures product quality throughout the pharmaceutical value chain by applying GMP-WHO standards, building an independent, strict and effective quality control system, equipped with modern equipment, and ensuring that employees are trained in accordance with GMP-WHO / ISO / TQM standards.

In addition, the establishment of Quality Control Circles (QCC) to promptly address quality issues and potential risks has become a foundation for maintaining and successfully implementing Good Manufacturing Practices as recommended by the World Health Organization (WHO). The Company has also invested in upgrading laboratories to meet GLP and ISO/IEC 17025 standards, providing timely and accurate quality information. At the same time, Good Storage Practice (GSP) systems have been established, certified, and maintained.



The Company has completed factory, laboratory and warehouse systems in compliance with EU standards and is expanding its products into the European market.



With a young, dynamic and creative workforce, together with an increasingly advanced quality system, employees continuously propose initiatives and improvements to optimize working processes, minimize costs, thereby contributing to improving product quality and reducing product prices, enhancing customer satisfaction. These are key factors enabling DOMESCO to sustain its position in the healthcare sector. Products must undergo strict testing and quality control processes before being released to the market to ensure product quality.





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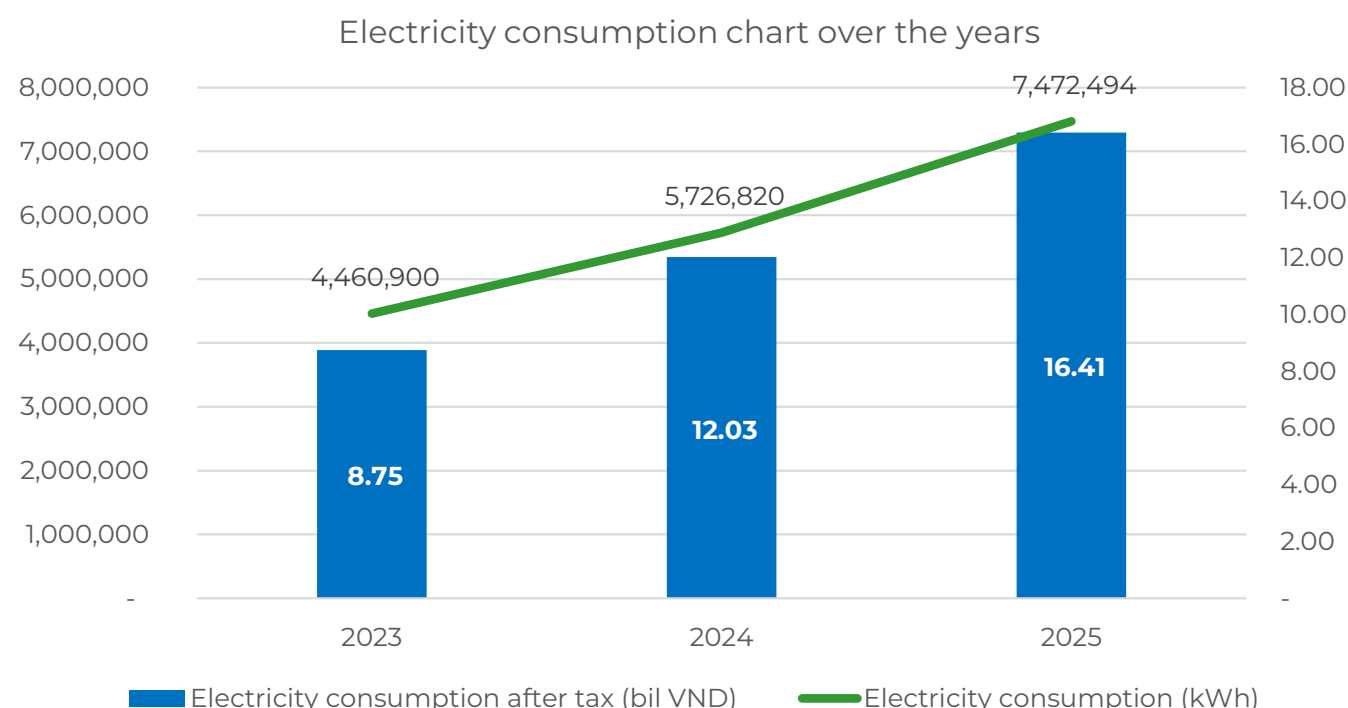
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GRI 302 - ENERGY

Reducing energy consumption and minimizing energy demand through efficient energy usage, towards sustainable development.

Energy consumption	Unit	In 2023	In 2024	In 2025
FO oil consumption	liters/year	6.489	3.055	6.648
DO oil consumption	liters/year	61.171	59.457	57.071
Energy intensity	kWh/mil units	4.116	5.765	7.934



Typical energy-saving programs:

- Install smart sensor lighting at locations such as restrooms and staircases; replace outdoor lighting with solar-powered lighting systems; Install inverters for equipment and machinery with high energy consumption such as HVAC systems in factories and exhaust systems for wastewater treatment;
- Upgrade Chiller systems;
- Arrange and optimize equipment operating schedules to avoid peak electricity hours;
- Optimize the operation of purified water distribution systems for the Non-betalactam plant by controlling purified water temperature $\leq 25^{\circ}\text{C}$ through microbiological risk management solutions, saving approximately 8,343 kWh/year while still ensuring water quality meets EP/GMP standards;
- Study and install additional inverters for intake and exhaust motors of packaging machines, saving approximately 65% of electricity consumption and reducing vibration and noise generated by motors;
- Regularly issue reminders on electricity and water saving to employees; regulate temperature settings for air conditioners at departments; clearly define usage regulations in SOP "Electricity Usage Regulations"; promptly report to management on electricity consumption; and conduct weekly and monthly monitoring through ATSKNN measurement reports under SOP "Measurement Monitoring, Analysis and Evaluation".

Administrative measures for energy Management

- Communicate and promote cost-saving programs through adjusting air-conditioner temperature settings in office areas;
- Increase temperature settings from 25°C to 27°C for office air-conditioning systems
→ Saving approximately 3.6% per unit; total savings equivalent to about 10,000 kWh/year, approximately VND 18.5 million/year;
- Combine with reducing operating time of air-conditioning systems by 15 minutes at the end of working hours (~30 minutes/day);
- Shift electricity usage from peak hours to off-peak hours to take advantage of price differences;
→ Estimated savings for the HVAC system at the Central Warehouse equivalent to approximately 82,000 kWh/year, about VND 330 million/year.

Technical Measures for Energy Management

Install inverters to control AHU fan motors to reduce fan speed to the optimal dehumidification level (operating at approximately 70% of rated speed).

→ Benefits include:

- Saving up to 30% of electricity consumption for fan motors;
- Improving dehumidification efficiency by reducing airflow speed through coils.

→ Estimated efficiency from inverter installation for AHU fans:

7,913 kWh/year, equivalent to approximately VND 11.3 million.



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GRI 303 - WATER AND EFFLUENTS

Water is an extremely valuable yet finite resource, playing a vital role in human life as well as being an essential factor in the production and business activities of any enterprise.

To ensure sustainable development and maintain continuous production and business operations, DOMESCO identifies water resource management – ensuring both quality and quantity to meet production and daily needs of employees – as a key requirement.

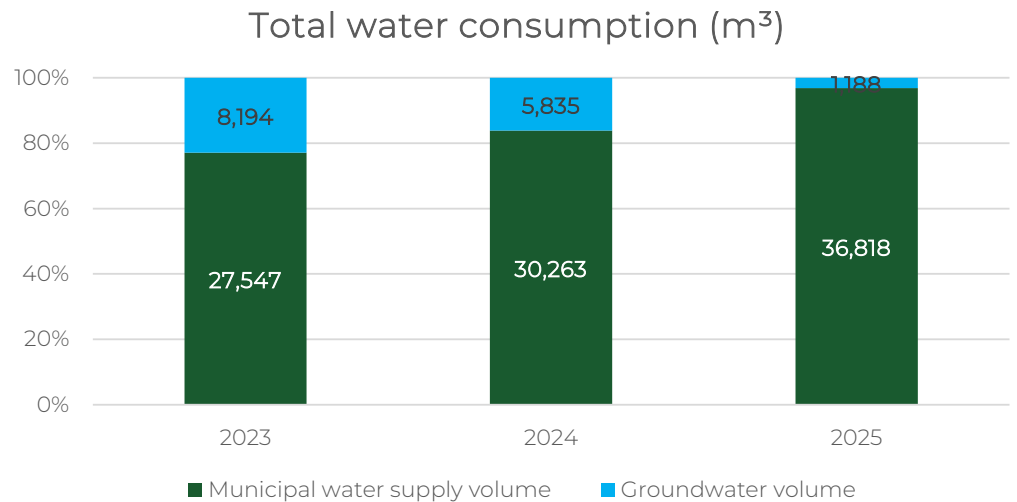
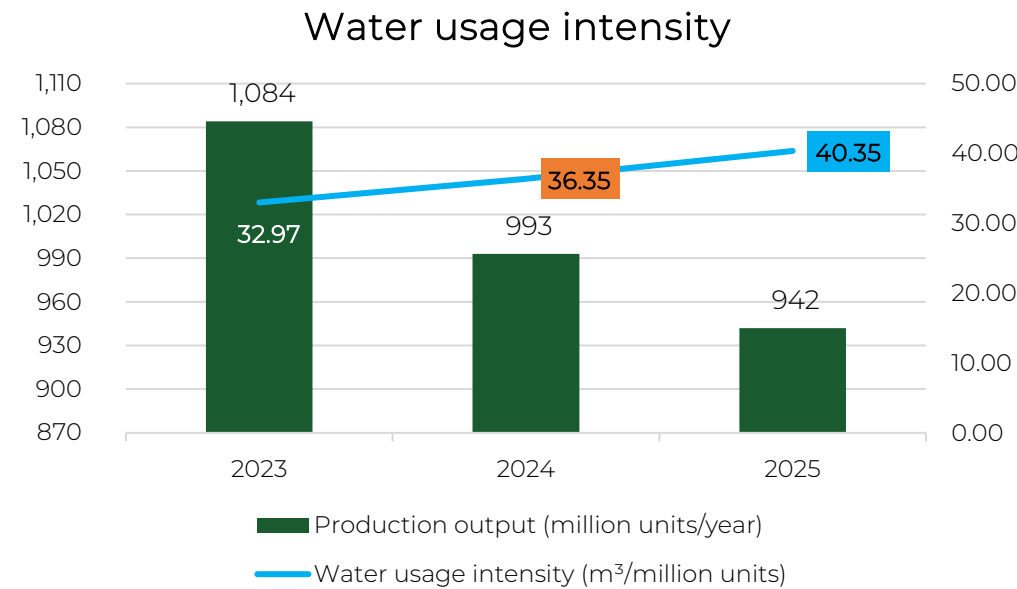
The Company recognizes that water plays a crucial role in business operations. Efficient water usage contributes significantly to DOMESCO’s sustainable development objectives.

Communication on water-saving practices and reduction of wastewater for employees is integrated into the Company’s monthly EHS communications, thereby raising awareness among all employees regarding water usage.

Implementation Measures	Economic Benefits
	Water savings contribute to reducing operating costs; Reduction in wastewater discharge costs and wastewater treatment costs at both Company facilities and industrial zones; Water efficiency creates opportunities for improvements in other operational areas; Reduced chemical usage in water treatment processes (lime, chlorine, etc.); Lower investment costs for wastewater treatment systems; Reduced wastewater volume, thereby minimizing environmental pollution risks.
Manage, monitor and maintain compliance with environmental protection requirements; Conduct environmental protection reporting in accordance with legal requirements and regulations of authorities..	Environmental Benefits
	Minimize risks of damage to wastewater systems due to overloading; Reduce the need for construction of dams and reservoirs, contributing to the protection of natural water flows and ecosystems; Reduce demand for installation of wastewater treatment equipment; Minimize excessive use of surface water and groundwater; Reduce energy consumption in wastewater treatment processes.

In recent years, although total water consumption has fluctuated due to production expansion, commissioning of EU-GMP standard areas, and increased requirements for hygiene and water quality control, the Company has maintained a trend of optimizing water usage per unit of product.

This is the result of transitioning from the use of water for cleaning equipment and process control to optimized usage levels through technical improvements. At the same time, the Company continues to implement water-saving measures, enhance the efficiency of wastewater treatment systems, and raise awareness of resource usage across all factories.





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GRI 305 - EMISSIONS

Throughout its operations and production activities, DOMESCO consistently complies with environmental regulations in accordance with ISO 14001:2015 standards.

Environmental protection and pollution prevention measures are implemented by the Company based on operational practices, applying Abbott’s EHS standards in combination with guidance from specialized regulatory authorities.

In addition to wastewater treatment management, DOMESCO prioritizes strict control of emission sources. Departments regularly monitor and report operational conditions through environmental monitoring reports and measurement indicators in accordance with occupational health and safety regulations of the Company. Communication on emission reduction for employees is integrated into monthly EHS communications issued by the EHS Department.

Air emissions from DOMESCO mainly originate from the use of electricity, DO and FO oil, and transportation activities. Emissions from production plants and surrounding areas are regularly monitored and measured.

Management Approach

Comply with environmental regulations in accordance with current legal documents and ISO 14001:2015 standards, and apply Abbott’s EHS standards in operations, in line with guidance from local regulatory authorities.

Implement environmental protection reporting in compliance with legal regulations and requirements of competent authorities.

Energy Source	ĐVT	In 2023	In 2024	In 2025
Electricity	Ton CO ₂	3.358,9`	3.928,1	4.925,9
Gasoline	Ton CO2	12,5	14,4	20,4
DO oil	Ton CO2	174,9	170,0	155,8
FO oil	Ton CO2	20,8	9,8	20,2

Air emissions from Non-betalactam plants and exhaust gases from testing areas at headquarters, as well as emissions from boilers at Can Lo Industrial Zone, are fully treated before being released into the environment.

To ensure monitoring effectiveness, DOMESCO coordinates with the Natural Resources and Environment Monitoring Center under the Department of Natural Resources and Environment of Dong Thap Province to conduct periodic sampling and analysis. Monitoring results are promptly adjusted and incorporated into environmental protection programs. The results indicate that 100% of indicators are within permissible limits.

Indicator	Unit	QCVN 26:2010/ BTNMT and QCVN 05:2013/ BTNMT	Sample dates			Remarks
			14/11/23	25/11/24	28/02/25	
Dust	µg/m ³	300	120,8	110,9	119,5	Compliant
Noise	dBA	70	60,3	54,1	57,9	Compliant
CO	µg/m ³	30.000	2.348	4.312	4.673	Compliant
NO ₂	µg/m ³	200	10,4	11,8	7,0	Compliant
SO ₂	µg/m ³	350	12	11,9	12,6	Compliant



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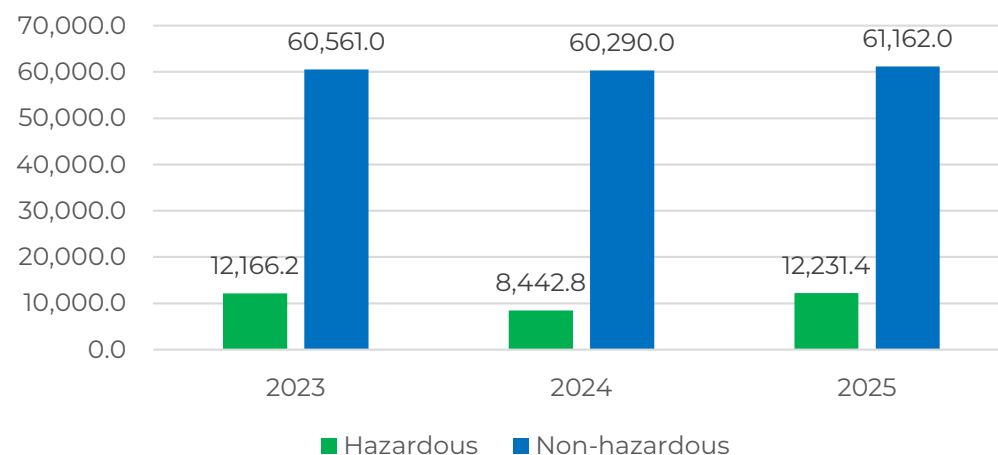
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GRI 306 - EFFLUENTS AND WASTE

Waste generation chart



Waste is classified into three types: domestic solid waste, industrial solid waste, and hazardous waste.

- Domestic solid waste: generated from employees' daily activities. The Company contracts with Dong Thap Environmental Services Joint Stock Company for collection and transportation on a daily basis (closed system).
- Industrial solid waste (non-hazardous) (classified into 3 groups) is contracted to qualified units for collection and treatment:
 - Group 1: reused and recycled as raw materials for other production processes (plastic waste);
 - Group 2: used in the production of construction materials and leveling materials (burial soil, reused materials);
 - Group 3: treated by methods such as incineration, landfill, or reuse at mining areas in accordance with legal regulations and relevant specialized regulations.
- Hazardous waste: classified in accordance with Circular No. 02/2022/TT-BTNMT. Hazardous waste is collected and stored in designated storage areas and periodically transferred to Siam City Cement (Vietnam) Co., Ltd. for transportation and treatment using co-processing methods in cement kilns in Hon Chong
- Communication on waste classification at source is integrated into monthly EHS communications for employees, thereby enhancing awareness of waste reduction.

The sludge generated from the wastewater treatment process is classified as hazardous waste and has been subject to volume reduction measures by utilizing heat sources from the hot sections of chillers for drying prior to transfer for treatment.

Waste type	Status	Code	Weight (kg/year)		
			In 2023	In 2024	In 2025
Waste pharmaceuticals	Solid	03 05 09	8.094,0	4.742,10	7861,5
Used activated carbon	Solid	03 05 07	580,0	575	870
Contaminated waste	Solid	13 01 01	26,2	4,7	8,2
Used plastic pellets	Solid	12 06 01	-	-	0
Waste oil/grease	Liquid	17 02 04	2,4	5	114
Liquid waste containing hazardous components	Liquid	08 02 01	-	2,1	18,8
Solid waste containing hazardous components	Solid	08 02 04	27,6	-	0
Absorbents, filter materials, wiping cloths, protective fabrics	Solid	18 02 01	479,9	467,3	588,7
Waste chemicals	Liquid	19 05 02	518,8	284	336,9
Rigid packaging and other materials (composite, etc.)	Solid	18 01 04	1.783,4	1.562,90	1651,3
Sludge from wastewater treatment process	Solid	12 06 05	182,0	396	355
Waste plastic packaging	Solid	18 01 03	313,4	299,4	303,1
Waste batteries and accumulators	Solid	19 06 01	0,3	4,6	14,5
Ni-Cd batteries	Solid	19 06 02	-	-	-
Waste soft packaging	Solid	18 01 01	8,0	24	4,7
Waste fluorescent lamps	Solid	16 01 06	103,8	66,3	84,7
Waste metal packaging	Solid	18 01 02	46,4	9,4	20
Electronic components	Solid	16 01 13	-	0	0



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GRI 307 - ENVIRONMENTAL COMPLIANCE

Compliance with regulations on Environment, Economy and Society demonstrates the fundamental responsibility of enterprises toward their impacts. DOMESCO always ensures the highest level of compliance. This helps affirm the Company’s management capacity, minimize remediation obligations, and strengthen the Company’s profile.

The Company monitors compliance through an internal management system including SOPs, regulations, and reporting mechanisms to competent authorities, with information regularly updated to the Board of Management through monthly, quarterly and annual reports.

Evaluation of the effectiveness of environmental compliance management in 2025:

Evaluation mechanism	Results	Adjustments / Recommendations
Implementation of environmental protection reporting on a semi-annual basis	Good	None

The Company maintains proper implementation of environmental impact assessment reporting and environmental permits during operations, ensuring that all areas with environmental impacts strictly comply with legal regulations; maintains compliance assessments in accordance with legal requirements and standards on environment and occupational health and safety under ISO 14001 – ISO 45001.

The Company invests in equipment and solutions for environmental incident response. Response plans are regularly reviewed, updated, trained and practiced to ensure effective handling when incidents occur.

Environmental monitoring is conducted periodically according to plan, ensuring production activities do not cause environmental pollution. Compliance with GMP-WHO regulations is strictly maintained, ensuring no adverse environmental impact

In 2025, environmental treatment results from production and business activities met regulatory requirements in accordance with current Vietnamese standards. Indicators related to electricity, water and natural resource usage are strictly monitored.

The management of solid waste and hazardous waste is implemented in accordance with legal regulations and commitments approved in environmental impact assessment reports and environmental permits.

Regulations related to chemical management are strictly followed; preventive, response and remediation measures for environmental incidents caused by hazardous chemicals and toxic chemical incidents are implemented in accordance with applicable regulations.

Environmental protection activities are carried out in compliance with legal reporting requirements. The Company maintains good relationships with surrounding communities, encourages people to participate in environmental protection, and conducts surveys to collect feedback for timely improvements, ensuring no environmental impact on surrounding areas.

The Company implements green office initiatives and the “Zero waste to landfill” program, promoting waste classification at departments to minimize waste generation and reduce hazardous waste treatment costs.

The Company maintains resource-saving practices (materials, water, energy, office supplies), and shares EHS updates across departments to raise awareness among employees regarding environmental protection and occupational safety.



DOMESCO has complied with all requirements under the Law on Environmental Protection regarding waste classification and treatment, environmental permits, and other environmental management requirements.

In 2025, the Company recorded no violations of environmental regulations. The Company will continue to make every effort to maintain compliance and build a responsible and reputable corporate image.

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BUSINESS PLAN IN 2026

NET REVENUE

2.210.000.000 thousand
dong

↑
% **6,9%**
compare to 2025

PROFIT AFTER TAX

225.842.400 thousand
dong

↑
% **13,8%**
compare to 2025

ROS

10,22 %

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DOMESCO's 2025 financial statements were audited by Ernst & Young Vietnam Co., Ltd. and have been published on the Company's website as the link below:

https://www.domesco.com/pdf/20260331-dmc---audited-financial-statements-in-2025_en_1774947687.pdf



ANNUAL REPORT

Cao Lanh City, April 20, 2026

DOMESCO MEDICAL IMPORT-EXPORT JSC

LEGAL REPRESENTATIVE



LUONG THI HUONG GIANG

