

## **RESOLUTION**

### **On Promulgation of the Regulation on Share Issuance under the Employee Stock Ownership Plan (ESOP) - Approval of the list of employees eligible to participate in the Employee Stock Ownership Plan (ESOP) – Implementation timeline**

#### **THE BOARD OF DIRECTORS**

##### **AGIMEXPHARM PHARMACEUTICAL JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amending and supplementing documents;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 detailing a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance, providing guidance on a number of contents relating to securities offering and issuance, public tender offers, share repurchase, registration of public companies, and cancellation of public company status, as amended and supplemented by Circular No. 115/2025/TT-BTC dated December 15, 2025;
- Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders No. 01/NQ-NQ-AGP.DHD CD dated March 27, 2026;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/BB-AGP.DHD CD dated March 27, 2026;
- Pursuant to Proposal No. 06/TT-AGP.DHD CD dated March 3, 2026 on the share issuance plan under the Employee Stock Ownership Plan (ESOP);
- Pursuant to the Minutes of the Board of Directors Meeting No. 07/BB-AGP.HDQT dated May 15, 2026;
- Pursuant to the Charter of Agimexpharm Pharmaceutical Joint Stock Company (the “Company”).

#### **RESOLVES:**

**Article 1:** To promulgate together with this Resolution the Regulation on Share Issuance under the Employee Stock Ownership Plan (ESOP) of Agimexpharm Pharmaceutical Joint Stock Company.

**Article 2:** To approve the list of employees eligible to participate in the ESOP and the number of shares allocated to each employee (*detailed list attached*).

**Article 3:** The expected implementation period shall be from Quarter II to Quarter IV of 2026, after the State Securities Commission of Vietnam confirms receipt of the complete issuance dossier of the Company. The Board of Directors agrees to determine an appropriate time for implementation to ensure the interests of shareholders and compliance with applicable laws.

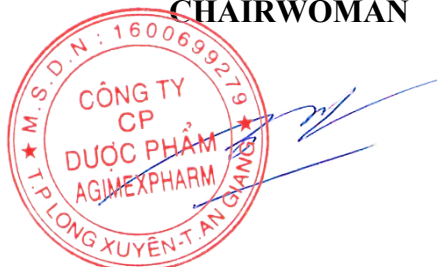
**Article 4:** Members of the Board of Directors and the Board of Management of Agimexpharm Pharmaceutical Joint Stock Company shall be responsible for implementing this Resolution.

This Resolution shall take effect from the date of signing.

***Recipients:***

- As stated in Article 4;
- Archived: BOD Secretariat.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN**



**PHARM. PHAM THI BICH THUY**

## **REGULATION**

### **On Share Issuance under the Employee Stock Ownership Plan (ESOP) of Agimexpharm Pharmaceutical Joint Stock Company**

*(Issued together with Resolution No. 10/NQ-AGP.HDQT dated May 15, 2026)*



The Board of Directors of Agimexpharm Pharmaceutical Joint Stock Company (the “Company”) hereby promulgates the Regulation on share issuance under the Employee Stock Ownership Plan (ESOP) for the Company’s employees as follows:

#### **Article 1. Purpose of the share offering**

- To strengthen the engagement between employees and the Company, encourage contributions, and establish a foundation for the Company’s sustainable growth and development;
- To increase charter capital and supplement equity capital for the Company’s business and operational needs.

#### **Article 2. Eligible participants and allocation criteria**

- Eligible participants: Key executives and employees with significant contributions to Agimexpharm Pharmaceutical Joint Stock Company.
- Allocation criteria: Priority shall be given to key executives, individuals with significant contributions, and outstanding employees, ensuring fairness, transparency, and proportionality to the value contributed to the Company.

#### **Article 3. Basis for determining share allocation**

- **The number of shares allocated to each employee shall be determined based on 03 criteria:**
  - + Position/Job title:

<b>Position</b>	<b>Level</b>	<b>Position Coefficient (Ci)</b>
General Director	1	10.0
Deputy General Director	2	9.0
Director	3	7.0
Deputy Director	4	6.0
Team Leader	5	4.0
Deputy Team Leader	6	3.0
Employee	7	1.0

+ Years of service:

<b>Years of Service</b>	<b>Level</b>	<b>Seniority Coefficient (Ni)</b>
≥ 15 years	1	2.0
10 years ≤ Service < 15 years	2	1.5
04 years ≤ Service < 10 years	3	1.0
01 year ≤ Service < 04 years	4	0.8
< 01 year	5	0.5

## **Regulation on share issuance under the Employee Stock Ownership Plan (ESOP) – Year 2026**

+ Contributions and work performance:

<b>Contributions and work performance</b>	<b>Level</b>	<b>Performance Coefficient (Ki)</b>
Work performance $\geq 160\%$	1	1.9
$150\% \leq \text{Work performance} < 160\%$	2	1.8
$140\% \leq \text{Work performance} < 150\%$	3	1.7
$130\% \leq \text{Work performance} < 140\%$	4	1.5
$120\% \leq \text{Work performance} < 130\%$	5	1.2
$110\% \leq \text{Work performance} < 120\%$	6	1.1
$100\% \leq \text{Work performance} < 110\%$	7	1.0

### **- Method for determining the number of allocated shares:**

*Number of shares allocated to each employee = (Total score of the employee / Total score of all ESOP participants)  $\times$  Total number of ESOP shares issued*

In which:

*Total score of each employee = Position Coefficient (Ci)  $\times$  Seniority Coefficient (Ni)  $\times$  Performance Coefficient (Ki)*

### **- Rounding principle:**

After determining the number of shares according to the above formula, the ESOP shares shall be rounded to the nearest hundred as follows:

- If the remainder  $< 50$ , round down
- If the remainder  $\geq 50$ , round up

*Examples:*        28,726 shares  $\rightarrow$  rounded to 28,700 shares

                      28,174 shares  $\rightarrow$  rounded to 28,200 shares

To ensure full distribution of **1,530,377 shares**, the Board of Directors shall allocate the remaining shares to the employee concurrently holding the position of Trade Union Chairperson: 1,877 shares.

## **Article 4. Shares Offered and Offering Conditions**

- Name of share: Shares of Agimexpharm Pharmaceutical Joint Stock Company
- Stock code: AGP
- Share type: Common shares
- Par value: VND 10,000/share
- Maximum estimated number of shares to be issued: 1,530,377 shares, equivalent to 5% of outstanding shares.
- Issuance price: VND **18,000**/share

## **Article 5. Applicable policies**

- Eligible participants under Article 2 shall be entitled to purchase a specific number of shares as determined under Article 3 (details to be notified individually);
- Employees shall hold legal ownership of the allocated shares in their own names;
- Shares issued under the ESOP shall be subject to a 100% transfer restriction within 01 year from the completion date of the offering.

## **Regulation on share issuance under the Employee Stock Ownership Plan (ESOP) – Year 2026**

### **Article 6. Subscription registration and payment method**

- Employees may register to purchase shares up to their allocated entitlement; registration may be for full or partial allocation as approved by the Board of Directors;
- Registration shall be conducted at the Company's Investor Relations Department;
- Payment method: Deposit to the Company's escrow account:

Account No.: 117000074227

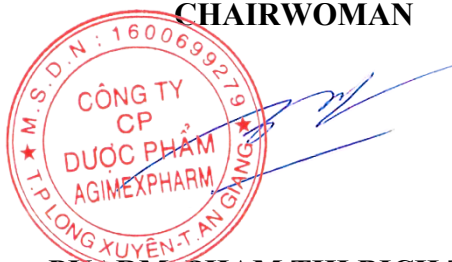
Account Name: **AGIMEXPHARM PHARMACEUTICAL JOINT STOCK COMPANY**

Bank: Vietnam Joint Stock Commercial Bank for Industry and Trade – An Giang Branch

### **Article 7. Implementation provisions**

- Employees who are allocated shares but do not register or do not fully subscribe shall not be entitled to any alternative benefits;
- Unsubscribed shares shall be reallocated by the Board of Directors to other eligible employees with additional demand;
- During the transfer restriction period, any additional shares arising from corporate actions (bonus shares, rights issues, stock dividends, etc.) shall not be subject to transfer restrictions;
- Employees who have submitted resignation letters shall not be eligible to participate in the ESOP, regardless of whether their official termination date is before or after the date the State Securities Commission confirms receipt of the complete ESOP issuance dossier;
- In the event an employee resigns (for any reason), the Company shall not repurchase or reclaim restricted shares already held by such employee;
- The Board of Management, Administration – Human Resource Department, Accounting Department, and eligible employees shall be responsible for implementation of this Regulation;
- This Regulation shall take effect from the date of signing.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN**



**PHARM. PHAM THI BICH THUY**

# **LIST OF EMPLOYEES ELIGIBLE TO PARTICIPATE IN THE ESOP**

*(Attached to Resolution No. 10/NQ-AGP.HDQT dated May 15, 2026)*

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
1	NGUYEN VAN KHA											49,182	49,200	3.21%	
2	HUYNH HOANG HA											44,264	44,300	2.89%	
3	PHAM THI BICH THUY											44,264	44,300	2.89%	
4	LAM TRI HIEN											31,451	31,500	2.06%	
5	VU MINH TUAN											13,978	14,000	0.91%	
6	TRUONG VUONG QUOC VU											25,821	25,800	1.69%	
7	NGUYEN HONG PHUC											25,821	25,800	1.69%	
8	TRAN NGUYEN MINH HIEN											34,428	34,400	2.25%	
9	DUONG ANH NGOC											24,462	24,500	1.60%	
10	NGUYEN THI MINH TRANG											30,804	30,800	2.01%	
11	LUU NGUYEN HIEN VAN											30,804	30,800	2.01%	
12	TRAN THI BACH LAN											30,804	30,800	2.01%	
13	PHAN NHAT HUNG											27,180	27,200	1.78%	
14	LE VAN MAC											27,180	27,200	1.78%	
15	NGUYEN KIM NGUYEN											27,180	27,200	1.78%	
16	HUYNH MAI AN THINH											27,180	29,077	1.90%	Chairman of the Trade Union (1,877 shares)
17	QUACH THI BACH HUYEN											19,932	19,900	1.30%	
18	VO HONG LAC											19,932	19,900	1.30%	
19	HUYNH GIA BAO											16,308	16,300	1.07%	
20	LE MINH NGOC											15,402	15,400	1.01%	
21	NGUYEN PHUOC DUY											16,308	16,300	1.07%	
22	TRUONG THI BE SAU											18,120	18,100	1.18%	
23	PHAM DO PHUONG THAO											13,590	13,600	0.89%	
24	LE VAN CACH											18,120	18,100	1.18%	

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
25	NGUYEN XUAN THAO											13,978	14,000	0.91%	
26	DINH THI HONG LOAN											23,297	23,300	1.52%	
27	NGUYEN VINH TRI											23,297	23,300	1.52%	
28	PHAN THI THUY LINH											15,531	15,500	1.01%	
29	TO THI XUAN THU											15,531	15,500	1.01%	
30	DANH DUY CUONG											7,377	7,400	0.48%	
31	SON NGOC THANH											6,989	7,000	0.46%	
32	LY THI THANH TRANG											11,648	11,600	0.76%	
33	TRINH THI OANH											15,531	15,500	1.01%	
34	NGUYEN TRUONG VIET THANG											11,648	11,600	0.76%	
35	DUONG HUU DUC											15,531	15,500	1.01%	
36	TRUONG THI THUY DUNG											11,648	11,600	0.76%	
37	TRAN LAN HUONG											11,648	11,600	0.76%	
38	PHAM THI AI VAN											9,319	9,300	0.61%	
39	LE VAN HIEP											17,602	17,600	1.15%	
40	NGUYEN AI TRIEU											13,202	13,200	0.86%	
41	VU TRUONG GIANG											11,648	11,600	0.76%	
42	NGUYEN CONG HUAN											9,319	9,300	0.61%	
43	NGUYEN THI HIEU											11,390	11,400	0.74%	
44	NGUYEN THI THUY TRANG											13,202	13,200	0.86%	
45	NGUYEN NGOC NGUYEN TRANG											7,041	7,000	0.46%	
46	NGUYEN MINH GIANG											10,354	10,400	0.68%	
47	LE VAN NGHIEM											7,766	7,800	0.51%	
48	VO PHUOC THO											9,319	9,300	0.61%	
49	NGUYEN THI KIM HOANG											4,970	5,000	0.33%	
50	TRAN VAN TU											4,970	5,000	0.33%	

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
51	LE THANH											4,970	5,000	0.33%	
52	LUONG THANH DUNG											7,455	7,500	0.49%	
53	PHAN THI THUY TRANG											12,425	12,400	0.81%	
54	LE THI MONG ANH											9,319	9,300	0.61%	
55	NGUYEN LE THANH TAM											4,659	4,700	0.31%	
56	TRAN THANH TONG											4,659	4,700	0.31%	
57	NGUYEN THE ANH											2,330	2,300	0.15%	
58	TRAN PHUC CHINH											2,330	2,300	0.15%	
59	DUONG THANH LAM											4,659	4,700	0.31%	
60	LE PHUONG											2,589	2,600	0.17%	
61	LE HUONG HUY											1,035	1,000	0.07%	
62	LE MINH NHAN											1,294	1,300	0.08%	
63	NGUYEN NGOC VIEN											1,294	1,300	0.08%	
64	LY VAN DUONG											1,035	1,000	0.07%	
65	HUYNH THANH SON											1,294	1,300	0.08%	
66	LE PHUOC THO											1,035	1,000	0.07%	
67	VO THANH VU LINH											2,330	2,300	0.15%	
68	TRUONG VUONG QUOC HOANG											2,330	2,300	0.15%	
69	NGUYEN THI THUY AN											3,495	3,500	0.23%	
70	NGUYEN THI THU HIEN											1,864	1,900	0.12%	
71	TRUONG THI VINH											3,689	3,700	0.24%	
72	VO VUONG THANH TRUNG											1,967	2,000	0.13%	
73	TRUONG VAN THUONG											1,864	1,900	0.12%	
74	HUYNH KIM LINH											3,689	3,700	0.24%	
75	THAI MAI LOAN											2,459	2,500	0.16%	
76	VO VUONG BINH YEN											3,495	3,500	0.23%	



No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
77	NGUYEN THI PHUONG ANH											2,459	2,500	0.16%	
78	THAI NGOC MAI											1,165	1,200	0.08%	
79	DANG TRONG KHUONG											2,330	2,300	0.15%	
80	VO TAN PHUONG											2,330	2,300	0.15%	
81	NGUYEN THI BICH HANH											1,941	1,900	0.12%	
82	NGUYEN THI THUY NHI											1,165	1,200	0.08%	
83	TRUONG NU PHUONG THAO											1,230	1,200	0.08%	
84	DO THI CUC ANH											1,243	1,200	0.08%	
85	HOANG THI YEN											1,294	1,300	0.08%	
86	BUI THI HOA											1,294	1,300	0.08%	
87	NGUYEN DINH HOAT											3,689	3,700	0.24%	
88	NGUYEN MINH LAM											3,495	3,500	0.23%	
89	NGUYEN DOAN LOC											3,495	3,500	0.23%	
90	LUONG NGOC MAI											3,495	3,500	0.23%	
91	NGUYEN DUC TUNG											1,553	1,600	0.10%	
92	THIEU THI KIM CHI											2,847	2,800	0.18%	
93	LAM THI BICH THAO											2,330	2,300	0.15%	
94	NGUYEN TRUONG AN											2,459	2,500	0.16%	
95	NGUYEN MINH KHANG											2,459	2,500	0.16%	
96	NGUYEN NAM KHANG											2,459	2,500	0.16%	
97	LE THI HA											1,243	1,200	0.08%	
98	HUYNH TRUC PHONG											2,589	2,600	0.17%	
99	KIEU THI HA											1,165	1,200	0.08%	
100	DO THANH TOAN											1,243	1,200	0.08%	
101	NGUYEN MINH TRANG											1,035	1,000	0.07%	
102	VAN CONG BAO TRAN											1,035	1,000	0.07%	

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
103	NGUYEN THANH TIEN											1,035	1,000	0.07%	
104	NGUYEN XUAN ANH TRUC											1,035	1,000	0.07%	
105	NGUY DUC THAO											1,035	1,000	0.07%	
106	NGUYEN TAN HOANG											1,035	1,000	0.07%	
107	NGUYEN THANH THO											1,035	1,000	0.07%	
108	CHAU VANH NY											1,294	1,300	0.08%	
109	VO PHONG PHU											1,035	1,000	0.07%	
110	VO VAN LUONG											1,941	1,900	0.12%	
111	THACH MINH THIEN											2,200	2,200	0.14%	
112	NGUYEN THI THANH THUY											1,294	1,300	0.08%	
113	NGUYEN THI THU HA											1,294	1,300	0.08%	
114	HUYNH TRAN CHI TRUNG											2,330	2,300	0.15%	
115	NGUYEN PHUOC LOC											1,864	1,900	0.12%	
116	NGUYEN HONG PHUONG											1,243	1,200	0.08%	
117	TONG THANH TUYEN											2,330	2,300	0.15%	
118	NGUYEN THI NGOC											1,553	1,600	0.10%	
119	NGUYEN THI MINH NGOC											2,459	2,500	0.16%	
120	TRAN NGOC GIANG											1,035	1,000	0.07%	
121	NGUYEN THI MY DUNG											2,589	2,600	0.17%	
122	HUA NGOC TUYEN											2,330	2,300	0.15%	
123	HUYNH DIEM THI											2,330	2,300	0.15%	
124	HUYNH THI YEN NHI											2,330	2,300	0.15%	
125	QUACH PHUONG THAO											1,941	1,900	0.12%	
126	DOAN LUU BAO CHAU											1,035	1,000	0.07%	
127	LE VAN TRAM											4,659	4,700	0.31%	
128	HUYNH CHAU TINH											2,459	2,500	0.16%	

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
129	PHAM TANG THI MY LINH											3,495	3,500	0.23%	
130	LE THI THUY TIEN											1,243	1,200	0.08%	
131	TRAN THI BICH NGOC											1,553	1,600	0.10%	
132	NGUYEN CHI THANH											1,035	1,000	0.07%	
133	HO NGUYEN XUAN KHA											1,035	1,000	0.07%	
134	HUYNH THI XUAN NHA											1,035	1,000	0.07%	
135	LY HUONG LAN											1,035	1,000	0.07%	
136	NGUYEN THI KIEU LOAN											4,659	4,700	0.31%	
137	BUI THI LIEU											4,659	4,700	0.31%	
138	BUI THI THANH XUAN											4,659	4,700	0.31%	
139	CHAU THI HUYNH HOA											1,941	1,900	0.12%	
140	CAO THI HONG LAM											1,864	1,900	0.12%	
141	NGUYEN THI BICH HOP											1,243	1,200	0.08%	
142	TRAN HONG PHU											1,294	1,300	0.08%	
143	TRAN THI AN TIEN											1,294	1,300	0.08%	
144	PHAM THI NGOC MY											1,035	1,000	0.07%	
145	LE THI MY LOAN											1,035	1,000	0.07%	
146	TRAN THI THAM											1,035	1,000	0.07%	
147	LE TAN DAT											4,659	4,700	0.31%	
148	NGUYEN THI HUYNH NHU											2,330	2,300	0.15%	
149	NGUYEN THI ANH DAO											4,659	4,700	0.31%	
150	NGUYEN THANH PHUC											1,760	1,800	0.12%	
151	NGUYEN THI KIM HUONG											2,200	2,200	0.14%	
152	DO CONG HAI											2,459	2,500	0.16%	
153	PHAN THI LE HANG											1,553	1,600	0.10%	
154	HUYNH THI NGUYET NHI											1,941	1,900	0.12%	

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
155	NGUYEN TRAN TU MY											1,243	1,200	0.08%	
156	NGUYEN THI DIEM MY											1,243	1,200	0.08%	
157	TIEU NHUT TRUONG											1,941	1,900	0.12%	
158	TRAN VAN NHU											1,243	1,200	0.08%	
159	NGUYEN THANH DO											2,589	2,600	0.17%	
160	NGUYEN HO TRONG NGHIA											1,035	1,000	0.07%	
161	PHUNG QUANG MINH											1,941	1,900	0.12%	
162	LAM THI QUYNH DUNG											2,589	2,600	0.17%	
163	LE THI THU HA											4,659	4,700	0.31%	
164	NGUYEN THI MY NHAN											4,659	4,700	0.31%	
165	NGUYEN THI PHUONG THAM											4,659	4,700	0.31%	
166	TRAN THI HOANG											4,918	4,900	0.32%	
167	LE THI NGOC DIEU											4,659	4,700	0.31%	
168	NGUYEN THI THU THUY											2,330	2,300	0.15%	
169	TRAN THI MAI HOANG											2,330	2,300	0.15%	
170	PHAN THANH TE											2,330	2,300	0.15%	
171	TRAN YEN VI											4,659	4,700	0.31%	
172	MAI THI MAN BA											3,495	3,500	0.23%	
173	QUACH THI TU NGA											4,659	4,700	0.31%	
174	LUONG THI MY PHUONG											2,330	2,300	0.15%	
175	HUYNH THI THUY AN											2,330	2,300	0.15%	
176	MAI THANH DUNG											2,847	2,800	0.18%	
177	HUYNH LE ANH KIET											2,459	2,500	0.16%	
178	DAM DIEM TRANG											1,035	1,000	0.07%	
179	CAO THUY MUOI MUOI											1,294	1,300	0.08%	
180	NGUYEN THI THANH TRUC											1,035	1,000	0.07%	

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
181	PHAM VO HONG Y											1,294	1,300	0.08%	
182	NGUYEN THI KIM NGAN											647	600	0.04%	
183	TRAN ANH KHANH											2,330	2,300	0.15%	
184	BUI QUOC QUANG											2,459	2,500	0.16%	
185	NGUYEN VAN HOP											1,294	1,300	0.08%	
186	LE THI THU TRUC											4,659	4,700	0.31%	
187	DO THI KIM LEN											4,659	4,700	0.31%	
188	NGUYEN THI TIEU PHUONG											2,330	2,300	0.15%	
189	DANG THI THUY TRANG											2,459	2,500	0.16%	
190	NGUYEN THI NU											3,495	3,500	0.23%	
191	DOAN LUU BAO TRAN											1,760	1,800	0.12%	
192	DO THI BICH TUYEN											2,912	2,900	0.19%	
193	NGUYEN MINH TRIET											4,918	4,900	0.32%	
194	HUYNH TAN BA LOC											3,689	3,700	0.24%	
195	LE TAN PHAT											4,659	4,700	0.31%	
196	PHAM VAN NHUT											3,495	3,500	0.23%	
197	BUI HOANG CHIEN											1,553	1,600	0.10%	
198	TONG VAN BINH											3,106	3,100	0.20%	
199	BUI THI THANH THAO											2,136	2,100	0.14%	
200	TRAN VAN TAI											1,230	1,200	0.08%	
201	NGUYEN THI THUY TRANG											4,659	4,700	0.31%	
202	DAO THI NHU NGOC											4,918	4,900	0.32%	
203	LE PHUC BINH											2,330	2,300	0.15%	
204	NGUYEN THI CAM TIEN											2,330	2,300	0.15%	
205	NGUYEN THI HOANG CHAU											1,243	1,200	0.08%	
206	NGUYEN THI HUYNH ANH											1,243	1,200	0.08%	

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
207	TRAN THI BICH DUYEN											2,589	2,600	0.17%	
208	LE HUU NHAN											1,035	1,000	0.07%	
209	DUONG PHUONG ANH											1,035	1,000	0.07%	
210	VO PHUC TRAN											1,294	1,300	0.08%	
211	VO THI HOANG OANH											3,495	3,500	0.23%	
212	PHAN LE YEN PHUNG											2,330	2,300	0.15%	
213	TRAN THI HUYEN NHUNG											4,659	4,700	0.31%	
214	BUI THI THAO UYEN											2,330	2,300	0.15%	
215	NGUYEN THI DUY DUNG											1,967	2,000	0.13%	
216	DUONG THI NHAT LE											1,294	1,300	0.08%	
217	LE NGOC UYEN PHUONG											2,589	2,600	0.17%	
218	NGUYEN THI BICH TUYEN											1,035	1,000	0.07%	
219	NGUYEN THI BICH HONG											1,294	1,300	0.08%	
220	HUYNH HUU AI VY											1,294	1,300	0.08%	
221	VO TRAN TU											2,330	2,300	0.15%	
222	NGUYEN ANH PHUONG											2,459	2,500	0.16%	
223	PHAN THANH NAM											1,243	1,200	0.08%	
224	DANG PHUOC DIEN											1,243	1,200	0.08%	
225	NGUYEN NGOC HOA THUAN											1,243	1,200	0.08%	
226	LE VAN TRUONG											1,230	1,200	0.08%	
227	PHUNG HUU HAO											1,243	1,200	0.08%	
228	TRINH CONG DIEN NGUYEN											1,294	1,300	0.08%	
229	DANG CONG QUI											1,230	1,200	0.08%	
230	NGUYEN HOANG NHAN											1,035	1,000	0.07%	
231	CHAU QUOC TRUNG											1,035	1,000	0.07%	
232	NGUYEN THI KIM NGAN											1,035	1,000	0.07%	

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
233	VAN CHAN PHAT											1,035	1,000	0.07%	
234	NGUYEN KE TRUNG											1,035	1,000	0.07%	
235	NGUYEN PHU THINH											647	600	0.04%	
236	VO MINH THIEN											4,659	4,700	0.31%	
237	NGUYEN PHUC HAU											2,330	2,300	0.15%	
238	TRAN TRONG TIN											4,659	4,700	0.31%	
239	LE THI NGAN											2,330	2,300	0.15%	
240	TRAN QUOC DUY											2,330	2,300	0.15%	
241	MAI THANH PHUONG											4,401	4,400	0.29%	
242	HUYNH VAN TRUYEN											2,589	2,600	0.17%	
243	TRAN MINH HO											1,760	1,800	0.12%	
244	NGUYEN THANH GIANG											1,243	1,200	0.08%	
245	DANG TRUNG HAU											1,035	1,000	0.07%	
246	NGUYEN HOANG SON											1,035	1,000	0.07%	
247	LE THANH BINH											1,035	1,000	0.07%	
248	NGUYEN BUI DUONG NHAT											2,330	2,300	0.15%	
249	PHAM THANH TUNG											4,659	4,700	0.31%	
250	DO THI THUY TIEN											2,330	2,300	0.15%	
251	HUYNH NHUT TAN											1,553	1,600	0.10%	
252	PHAM NGOC TRAN											1,243	1,200	0.08%	
253	TRUONG THI THANH TUYEN											1,967	2,000	0.13%	
254	NGUYEN THI BAO TRAN											1,243	1,200	0.08%	
255	HUYNH THI BICH TRAM											1,035	1,000	0.07%	
256	PHAM NGUYEN TRUC LY											1,035	1,000	0.07%	
257	TRAN THI DIEM MY											1,035	1,000	0.07%	
258	VUONG Y THAI VAN											1,230	1,200	0.08%	

No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
259	PHAN NHAT QUYNH											1,230	1,200	0.08%	
260	VO THI NGOC TRINH											1,035	1,000	0.07%	
261	NGUYEN THE HAI											3,495	3,500	0.23%	
262	HUYNH HOANG THACH											2,330	2,300	0.15%	
263	NGUYEN PHUOC SANG											2,330	2,300	0.15%	
264	TRAN PHUOC DAI											2,459	2,500	0.16%	
265	NGUYEN TAN DAT											2,330	2,300	0.15%	
266	NGUYEN THANH VIET											2,330	2,300	0.15%	
267	NGUYEN TAN DAT											1,243	1,200	0.08%	
268	VÕ NGỌC DUY TAN											1,243	1,200	0.08%	
269	TRINH DUY KHANH EM											1,243	1,200	0.08%	
270	THAN NHAT LINH											1,553	1,600	0.10%	
271	DANG HUYNH QUANG											1,243	1,200	0.08%	
272	NGUYEN TRONG NGUYEN KHOA											1,243	1,200	0.08%	
273	NGUYEN VAN TUAN CUONG											2,330	2,300	0.15%	
274	TRAN HOANG HUY											1,230	1,200	0.08%	
275	PHAM TRAN TUAN KHOA											1,553	1,600	0.10%	
276	HA DANG HUY											1,035	1,000	0.07%	
277	TRAN VAN TIN											1,294	1,300	0.08%	
278	LE THI TUONG VY											647	600	0.04%	
279	NGUYEN TAN PHAT											2,330	2,300	0.15%	
280	HUYNH TUAN KIET											4,659	4,700	0.31%	
281	HUYNH NGOC PHON											4,918	4,900	0.32%	
282	LE TAN HUNG											2,330	2,300	0.15%	
283	LE THANH QUANG											4,659	4,700	0.31%	
284	NGUYEN TAN LOI											2,847	2,800	0.18%	



No.	Full name	Department	Position	Years of service	Position Coefficient (Ci)		Seniority Coefficient (Ni)		Performance Coefficient (Ki)		Total Coefficient (Ci × Ni × Ki)	Allocated Shares	Allocated Shares (Rounded)	Allocation Ratio	Notes
					Level	Coefficient (Ci)	Level	Coefficient (Ni)	Level	Coefficient (Ki)					
285	NGUYEN LE MINH NHUT											1,294	1,300	0.08%	
286	TRUONG TAN SANG											1,035	1,000	0.07%	
287	HA TRI SACH											2,589	2,600	0.17%	
288	NGUYEN TRUONG LAM LINH											1,230	1,200	0.08%	
289	VO HUU THE											4,659	4,700	0.31%	
290	MAI THI BICH THUY											4,659	4,700	0.31%	
291	NGUYEN THI NGOC HAU											4,918	4,900	0.32%	
292	NGUYEN THI KIM QUYEN											4,659	4,700	0.31%	
293	PHAN THUY DUONG											4,659	4,700	0.31%	
294	LE THANH TRUC											1,941	1,900	0.12%	
295	TRINH THANH QUY											1,294	1,300	0.08%	
296	NGUYEN THANH BINH											1,035	1,000	0.07%	
297	HUYNH PHUC DU											2,589	2,600	0.17%	
298	LE BAO TOAN											1,941	1,900	0.12%	
299	TRUONG VAN KHIEN											1,035	1,000	0.07%	
300	NGO THAI BAO											1,967	2,000	0.13%	
301	NGUYEN HUY BINH											1,230	1,200	0.08%	
302	TRINH PHUONG TRANG											1,230	1,200	0.08%	
	<b>TOTAL</b>											<b>1,530,377</b>	<b>1,530,377</b>	<b>100%</b>	<b>-</b>

## **RESOLUTION**

**On Implementation of the share issuance plan under the Employee Stock Ownership Plan (ESOP); approval of measures to ensure compliance with foreign ownership limits**

### **THE BOARD OF DIRECTORS**

#### **AGIMEXPHARM PHARMACEUTICAL JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amending and supplementing documents;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 detailing a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance, providing guidance on a number of contents relating to securities offering and issuance, public tender offers, share repurchase, registration of public companies, and cancellation of public company status, as amended and supplemented by Circular No. 115/2025/TT-BTC dated December 15, 2025;
- Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders No. 01/NQ-NQ-AGP.DHD CD dated March 27, 2026;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/BB-AGP.DHD CD dated March 27, 2026;
- Pursuant to Proposal No. 02/TT-AGP.DHD CD dated March 3, 2026 on profit distribution and dividend payment for 2025;
- Pursuant to Proposal No. 06/TT-AGP.DHD CD dated March 3, 2026 on the share issuance plan under the Employee Stock Ownership Plan (ESOP);
- Pursuant to the Minutes of the Board of Directors Meeting No. 07/BB-AGP.HDQT dated May 15, 2026;
- Pursuant to the Charter of Agimexpharm Pharmaceutical Joint Stock Company (the “Company”).

### **RESOLVES:**

**Article 1.** To approve the implementation of the share issuance plan under the Employee Stock Ownership Plan (ESOP) as approved by the 2026 Annual General Meeting of Shareholders on March 27, 2026, with the following details:

- 1. Name of share:** Shares of Agimexpharm Pharmaceutical Joint Stock Company
- 2. Share type:** Common shares
- 3. Stock code:** AGP
- 4. Par value:** VND 10,000/share
- 5. Current charter capital:** VND 306,075,580,000

**6. Total number of issued shares:** 30,607,558 shares

On which:

- Total number of outstanding shares: 30,607,558 shares
- Total number of treasury shares: 0 shares

**7. Maximum estimated number of shares to be issued:** 1,530,377 shares

**8. Total value of issuance at par value:** VND 15,303,770,000

**9. Purpose of issuance:** Issuance under the ESOP program.

**10. Eligible subscriber:** Key executives and employees with significant contributions to Agimexpharm Pharmaceutical Joint Stock Company. The General Meeting of Shareholders authorizes the Board of Directors to approve the list of participants and the detailed allocation.

**11. Issuance ratio** (estimated number of shares to be issued/number of outstanding shares): 5%

**12. Issuance price:** VND 18,000/share

**13. Estimated total proceeds:** VND 27,546,786,000

**14. Eligibility criteria for employees participating in the ESOP program:**

- Included in the list approved by the Board of Directors.
- Not having submitted a resignation letter or notice of termination at the time the Board of Directors approves the list or at the time of share issuance. Employees who have submitted a resignation or termination notice shall not be eligible to participate in the ESOP Program, regardless of whether the official termination date occurs before or after the State Securities Commission confirms receipt of the complete issuance report.
- Key employees or those who have made significant contributions to the Company's success and development, and who commit to continue contributing to the Company in the future.

**15. Allocation criteria:** Priority shall be given to key executives, individuals with significant contributions, and outstanding employees, ensuring fairness, transparency, and proportionality to the value contributed to the Company.

**\* The number of shares allocated to each employee shall be determined based on 03 criteria:**

1) Position/Job title:

Position	Level	Position Coefficient (Ci)
General Director	1	10.0
Deputy General Director	2	9.0
Director	3	7.0
Deputy Director	4	6.0
Team Leader	5	4.0
Deputy Team Leader	6	3.0
Employee	7	1.0

2) Years of service:

Years of Service	Level	Seniority Coefficient (Ni)
≥ 15 years	1	2.0
10 years ≤ Service < 15 years	2	1.5
04 years ≤ Service < 10 years	3	1.0
01 year ≤ Service < 04 years	4	0.8
< 01 year	5	0.5

### 3) Contributions and work performance:

Contributions and work performance	Level	Performance Coefficient (Ki)
Work performance $\geq 160\%$	1	1.9
$150\% \leq$ Work performance $< 160\%$	2	1.8
$140\% \leq$ Work performance $< 150\%$	3	1.7
$130\% \leq$ Work performance $< 140\%$	4	1.5
$120\% \leq$ Work performance $< 130\%$	5	1.2
$110\% \leq$ Work performance $< 120\%$	6	1.1
$100\% \leq$ Work performance $< 110\%$	7	1.0

#### \* Method for determining the number of allocated shares:

*Number of shares allocated to each employee = (Total score of the employee / Total score of all ESOP participants)  $\times$  Total number of ESOP shares issued*

In which:

*Total score of each employee = Position Coefficient (Ci)  $\times$  Seniority Coefficient (Ni)  $\times$  Performance Coefficient (Ki)*

**\* Rounding principle:** After determining the number of shares according to the above formula, the ESOP shares shall be rounded to the nearest hundred as follows:

- If the remainder  $< 50$ , round down
- If the remainder  $\geq 50$ , round up

*Examples:* 28,726 shares  $\rightarrow$  rounded to 28,700 shares

28,174 shares  $\rightarrow$  rounded to 28,200 shares

**16. Determination of ESOP participants and allocation:** The General Meeting of Shareholders authorizes the Board of Directors to approve the list of employees eligible to participate in the ESOP and the number of shares allocated to each participant at the time of issuance, based on the criteria approved by the General Meeting of Shareholders.

**17. Transfer restriction:** ESOP shares shall be restricted from transfer for 01 year from the completion date of the issuance.

**18. In case of resignation during restriction period:** The Company will not repurchase or revoke the allocated shares.

**19. Expected time of issuance:** After GMS approval and upon confirmation from the State Securities Commission of Vietnam ("SSC") of receipt of a complete issuance report dossier; expected in the second to fourth quarter of 2026. The General Meeting of Shareholders authorizes the Board of Directors to determine the appropriate issuance time to ensure shareholders' interests and compliance with legal regulations.

**20. Use of proceeds:** To supplement working capital for business operations of the Company.

**21. Plan for handling unsubscribed shares:** Any unsubscribed shares shall be reallocated to other eligible employees in line with the program's objectives, as authorized by the General Meeting of Shareholders, provided that the issuance price is not lower than VND 18,000 per share. If the Board of Directors is unable to identify suitable recipients, the General Meeting of Shareholders authorizes the Board to reduce the total number of shares to be issued in accordance with the actual number of shares distributed.

**22. Additional securities registration and additional trading registration:** The GMS approves and authorizes the BoDs to carry out the procedures for additional securities registration with the

Viet Nam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch and additional trading registration with the Hanoi Stock Exchange.

**23. Approval of charter capital increase:** Approval of amendments to the Company’s Charter (Charter Capital section) and adjustment of the Enterprise Registration Certificate at the competent authority after the State Securities Commission of Vietnam confirms in writing the receipt of the issuance result report.

**Article 2.** The Board of Directors assigns the General Director to implement the share issuance plan under the Employee Stock Ownership Plan (ESOP), specifically:

- To carry out procedures for submission of the application dossier for ESOP share issuance to the State Securities Commission of Vietnam and to provide explanations on relevant matters upon request;
- To prepare and submit to the Board of Directors for approval all documents relating to additional securities registration at the Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch (CNVSDC) and additional trading registration at the Hanoi Stock Exchange after the issuance is approved by the State Securities Commission of Vietnam;
- To carry out information disclosure procedures in compliance with applicable laws;

**Article 3.** To approve the measures to ensure that the share issuance complies with the regulations on foreign ownership limits at Agimexpharm Pharmaceutical Joint Stock Company, as follows:

- The maximum foreign ownership ratio of the Company: 0% (pursuant to Official Letter No. 2852/UBCK-PTTT dated June 14, 2021 issued by the State Securities Commission of Vietnam regarding the maximum foreign ownership ratio of Agimexpharm Pharmaceutical Joint Stock Company);
- The Company shall issue shares to employees who are domestic investors to ensure that the foreign ownership ratio of the Company does not increase;
- In the event that employees allocated shares do not exercise their subscription rights (if any), the Company shall reallocate such shares to domestic employees, ensuring that the foreign ownership ratio of the Company does not increase and remains in compliance with applicable laws;

**Article 4.** Members of the Board of Directors and the Board of Management of Agimexpharm Pharmaceutical Joint Stock Company shall be responsible for implementing this Resolution.

This Resolution shall take effect from the date of signing./.

***Recipients:***

- As stated in Article 4;
- Archived: BOD Secretariat.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN**



**PHARM. PHAM THI BICH THUY**