

## **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.

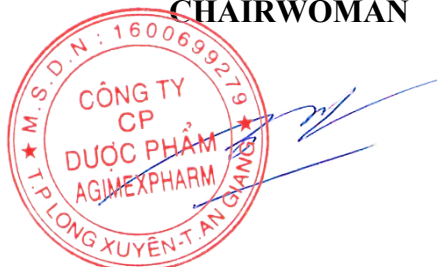
**Article 4:** Members of the Board of Directors and the Board of Management of Agimexpharm Pharmaceutical Joint Stock Company shall be responsible for implementing this Resolution.

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
$150\% \leq$ 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

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

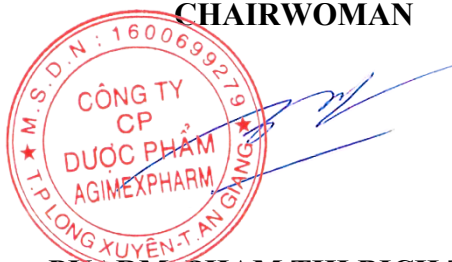
Account Name: **AGIMEXPHARM PHARMACEUTICAL JOINT STOCK COMPANY**

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)*

1530377

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	Board of Management	General Director	20	1	10.0	1	2.0	1	1.9	38.0	49,182	49,200	3.21%	
2	HUYNH HOANG HA	Board of Management	Deputy General Director	16	2	9.0	1	2.0	1	1.9	34.2	44,264	44,300	2.89%	
3	PHAM THI BICH THUY	Board of Management	Deputy General Director	30	2	9.0	1	2.0	1	1.9	34.2	44,264	44,300	2.89%	
4	LAM TRI HIEN	Board of Management	Deputy General Director	11	2	9.0	2	1.5	2	1.8	24.3	31,451	31,500	2.06%	
5	VU MINH TUAN	Board of Management	Deputy General Director	6	2	9.0	3	1.0	5	1.2	10.8	13,978	14,000	0.91%	
6	TRUONG VUONG QUOC VU	Da Nang Branch	Director	11	3	7.0	2	1.5	1	1.9	20.0	25,821	25,800	1.69%	
7	NGUYEN HONG PHUC	Business	Director	10	3	7.0	2	1.5	1	1.9	20.0	25,821	25,800	1.69%	
8	TRAN NGUYEN MINH HIEN	Accounting	Director	17	3	7.0	1	2.0	1	1.9	26.6	34,428	34,400	2.25%	
9	DUONG ANH NGOC	Accounting	Director	12	3	7.0	2	1.5	2	1.8	18.9	24,462	24,500	1.60%	
10	NGUYEN THI MINH TRANG	Ho Chi Minh Branch	Director	19	3	7.0	1	2.0	3	1.7	23.8	30,804	30,800	2.01%	
11	LUU NGUYEN HIEN VAN	Ho Chi Minh Branch	Director	18	3	7.0	1	2.0	3	1.7	23.8	30,804	30,800	2.01%	
12	TRAN THI BACH LAN	Planning & Supply	Director	30	3	7.0	1	2.0	3	1.7	23.8	30,804	30,800	2.01%	
13	PHAN NHAT HUNG	Information Technology	Director	20	3	7.0	1	2.0	4	1.5	21.0	27,180	27,200	1.78%	
14	LE VAN MAC	Administration & Human Resources	Director	43	3	7.0	1	2.0	4	1.5	21.0	27,180	27,200	1.78%	
15	NGUYEN KIM NGUYEN	Planning & Supply	Director	21	3	7.0	1	2.0	4	1.5	21.0	27,180	27,200	1.78%	
16	HUYNH MAI AN THINH	Quality Control – My Thoi	Director	16	3	7.0	1	2.0	4	1.5	21.0	27,180	29,077	1.90%	Chairman of the Trade Union (1,877 shares)
17	QUACH THI BACH HUYEN	Ointment & Liquid Workshop	Director	17	3	7.0	1	2.0	6	1.1	15.4	19,932	19,900	1.30%	
18	VO HONG LAC	Compounding – My Thoi	Director	29	3	7.0	1	2.0	6	1.1	15.4	19,932	19,900	1.30%	
19	HUYNH GIA BAO	Compounding – Binh Hoa	Director	10	3	7.0	2	1.5	5	1.2	12.6	16,308	16,300	1.07%	

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)					
20	LE MINH NGOC	Planning & Supply	Director	8	3	7.0	3	1.0	3	1.7	11.9	15,402	15,400	1.01%	
21	NGUYEN PHUOC DUY	Engineering – Binh Hoa	Director	11	3	7.0	2	1.5	5	1.2	12.6	16,308	16,300	1.07%	
22	TRUONG THI BE SAU	Dietary Supplements	Director	30	3	7.0	1	2.0	7	1.0	14.0	18,120	18,100	1.18%	
23	PHAM DO PHUONG THAO	Accounting	Director	13	3	7.0	2	1.5	7	1.0	10.5	13,590	13,600	0.89%	
24	LE VAN CACH	Sales	Director	17	3	7.0	1	2.0	7	1.0	14.0	18,120	18,100	1.18%	
25	NGUYEN XUAN THAO	Import – Export	Deputy Director	9	4	6.0	3	1.0	2	1.8	10.8	13,978	14,000	0.91%	
26	DINH THI HONG LOAN	Quality Assurance – Binh Hoa	Deputy Director	19	4	6.0	1	2.0	4	1.5	18.0	23,297	23,300	1.52%	
27	NGUYEN VINH TRI	Research & Development	Deputy Director	15	4	6.0	1	2.0	4	1.5	18.0	23,297	23,300	1.52%	
28	PHAN THI THUY LINH	Secondary Packaging – My Thoi	Deputy Director	25	4	6.0	1	2.0	7	1.0	12.0	15,531	15,500	1.01%	
29	TO THI XUAN THU	Secondary Packaging – Binh Hoa	Deputy Director	33	4	6.0	1	2.0	7	1.0	12.0	15,531	15,500	1.01%	
30	DANH DUY CUONG	Injectable Manufacturing Workshop	Deputy Director	0	4	6.0	5	0.5	1	1.9	5.7	7,377	7,400	0.48%	
31	SON NGOC THANH	Compounding – Binh Hoa	Deputy Director	0	4	6.0	5	0.5	2	1.8	5.4	6,989	7,000	0.46%	
32	LY THI THANH TRANG	Administration & Human Resources	Deputy Director	7	4	6.0	3	1.0	4	1.5	9.0	11,648	11,600	0.76%	
33	TRINH THI OANH	Business	Deputy Director	20	4	6.0	1	2.0	7	1.0	12.0	15,531	15,500	1.01%	
34	NGUYEN TRUONG VIET THANG	Engineering – Binh Hoa	Deputy Director	8	4	6.0	3	1.0	4	1.5	9.0	11,648	11,600	0.76%	
35	DUONG HUU DUC	Engineering – Binh Hoa	Deputy Director	19	4	6.0	1	2.0	7	1.0	12.0	15,531	15,500	1.01%	
36	TRUONG THI THUY DUNG	Ho Chi Minh Branch	Deputy Director	7	4	6.0	3	1.0	4	1.5	9.0	11,648	11,600	0.76%	
37	TRAN LAN HUONG	Logistics & Warehousing	Deputy Director	8	4	6.0	3	1.0	4	1.5	9.0	11,648	11,600	0.76%	
38	PHAM THI AI VAN	Ha Noi Branch	Deputy Director	2	4	6.0	4	0.8	4	1.5	7.2	9,319	9,300	0.61%	
39	LE VAN HIEP	Engineering – My Thoi	Team Leader	32	5	4.0	1	2.0	3	1.7	13.6	17,602	17,600	1.15%	

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)					
40	NGUYEN AI TRIEU	Quality Assurance – My Thoi	Team Leader	14	5	4.0	2	1.5	3	1.7	10.2	13,202	13,200	0.86%	
41	VU TRUONG GIANG	Ho Chi Minh Branch	Team Leader	11	5	4.0	2	1.5	4	1.5	9.0	11,648	11,600	0.76%	
42	NGUYEN CONG HUAN	Ho Chi Minh Branch	Team Leader	12	5	4.0	2	1.5	5	1.2	7.2	9,319	9,300	0.61%	
43	NGUYEN THI HIEU	Secondary Packaging – Binh Hoa	Team Leader	17	5	4.0	1	2.0	6	1.1	8.8	11,390	11,400	0.74%	
44	NGUYEN THI THUY TRANG	Da Nang Branch	Team Leader	10	5	4.0	2	1.5	3	1.7	10.2	13,202	13,200	0.86%	
45	NGUYEN NGOC NGUYEN TRANG	Quality Assurance – Binh Hoa	Team Leader	2	5	4.0	4	0.8	3	1.7	5.4	7,041	7,000	0.46%	
46	NGUYEN MINH GIANG	Logistics & Warehousing	Team Leader	19	5	4.0	1	2.0	7	1.0	8.0	10,354	10,400	0.68%	
47	LE VAN NGHIEM	Ho Chi Minh Branch	Team Leader	6	5	4.0	3	1.0	4	1.5	6.0	7,766	7,800	0.51%	
48	VO PHUOC THO	Ho Chi Minh Branch	Team Leader	11	5	4.0	2	1.5	5	1.2	7.2	9,319	9,300	0.61%	
49	NGUYEN THI KIM HOANG	Quality Assurance – My Thoi	Team Leader	3	5	4.0	4	0.8	5	1.2	3.8	4,970	5,000	0.33%	
50	TRAN VAN TU	Engineering – Binh Hoa	Team Leader	3	5	4.0	4	0.8	5	1.2	3.8	4,970	5,000	0.33%	
51	LE THANH	Logistics & Warehousing	Team Leader	3	5	4.0	4	0.8	5	1.2	3.8	4,970	5,000	0.33%	
52	LUONG THANH DUNG	Engineering – Binh Hoa	Team Leader	1	5	4.0	4	0.8	2	1.8	5.8	7,455	7,500	0.49%	
53	PHAN THI THUY TRANG	Secondary Packaging – Binh Hoa	Team Leader	22	5	4.0	1	2.0	5	1.2	9.6	12,425	12,400	0.81%	
54	LE THI MONG ANH	Quality Assurance – My Thoi	Team Leader	7	5	4.0	3	1.0	2	1.8	7.2	9,319	9,300	0.61%	
55	NGUYEN LE THANH TAM	Sales	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
56	TRAN THANH TONG	Sales	Employee	25	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
57	NGUYEN THE ANH	Sales	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
58	TRAN PHUC CHINH	Sales	Employee	9	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
59	DUONG THANH LAM	Sales	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	



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)					
60	LE PHUONG	Sales	Employee	20	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	
61	LE HUONG HUY	Sales	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
62	LE MINH NHAN	Sales	Employee	5	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
63	NGUYEN NGOC VIEN	Sales	Employee	8	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
64	LY VAN DUONG	Sales	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
65	HUYNH THANH SON	Sales	Employee	9	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
66	LE PHUOC THO	Sales	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
67	VO THANH VU LINH	Sales	Employee	13	7	1.0	2	1.5	5	1.2	1.8	2,330	2,300	0.15%	
68	TRUONG VUONG QUOC HOANG	Da Nang Branch	Employee	8	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
69	NGUYEN THI THUY AN	Da Nang Branch	Employee	10	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
70	NGUYEN THI THU HIEN	Da Nang Branch	Employee	3	7	1.0	4	0.8	2	1.8	1.4	1,864	1,900	0.12%	
71	TRUONG THI VINH	Da Nang Branch	Employee	10	7	1.0	2	1.5	1	1.9	2.9	3,689	3,700	0.24%	
72	VO VUONG THANH TRUNG	Da Nang Branch	Employee	3	7	1.0	4	0.8	1	1.9	1.5	1,967	2,000	0.13%	
73	TRUONG VAN THUONG	Da Nang Branch	Employee	3	7	1.0	4	0.8	2	1.8	1.4	1,864	1,900	0.12%	
74	HUYNH KIM LINH	Da Nang Branch	Employee	10	7	1.0	2	1.5	1	1.9	2.9	3,689	3,700	0.24%	
75	THAI MAI LOAN	Da Nang Branch	Employee	7	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
76	VO VUONG BINH YEN	Da Nang Branch	Employee	10	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
77	NGUYEN THI PHUONG ANH	Da Nang Branch	Employee	5	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
78	THAI NGOC MAI	Da Nang Branch	Employee	0	7	1.0	5	0.5	2	1.8	0.9	1,165	1,200	0.08%	
79	DANG TRONG KHUONG	Da Nang Branch	Employee	11	7	1.0	2	1.5	5	1.2	1.8	2,330	2,300	0.15%	

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)					
80	VO TAN PHUONG	Da Nang Branch	Employee	11	7	1.0	2	1.5	5	1.2	1.8	2,330	2,300	0.15%	
81	NGUYEN THI BICH HANH	Da Nang Branch	Employee	6	7	1.0	3	1.0	4	1.5	1.5	1,941	1,900	0.12%	
82	NGUYEN THI THUY NHI	Da Nang Branch	Employee	0	7	1.0	5	0.5	2	1.8	0.9	1,165	1,200	0.08%	
83	TRUONG NU PHUONG THAO	Da Nang Branch	Employee	0	7	1.0	5	0.5	1	1.9	1.0	1,230	1,200	0.08%	
84	DO THI CUC ANH	Ha Noi Branch	Employee	2	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
85	HOANG THI YEN	Ha Noi Branch	Employee	5	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
86	BUI THI HOA	Ha Noi Branch	Employee	5	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
87	NGUYEN DINH HOAT	Ho Chi Minh Branch	Employee	11	7	1.0	2	1.5	1	1.9	2.9	3,689	3,700	0.24%	
88	NGUYEN MINH LAM	Ho Chi Minh Branch	Employee	10	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
89	NGUYEN DOAN LOC	Ho Chi Minh Branch	Employee	10	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
90	LUONG NGOC MAI	Ho Chi Minh Branch	Employee	10	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
91	NGUYEN DUC TUNG	Ho Chi Minh Branch	Employee	4	7	1.0	3	1.0	5	1.2	1.2	1,553	1,600	0.10%	
92	THIEU THI KIM CHI	Ho Chi Minh Branch	Employee	18	7	1.0	1	2.0	6	1.1	2.2	2,847	2,800	0.18%	
93	LAM THI BICH THAO	Ho Chi Minh Branch	Employee	10	7	1.0	2	1.5	5	1.2	1.8	2,330	2,300	0.15%	
94	NGUYEN TRUONG AN	Ho Chi Minh Branch	Employee	4	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
95	NGUYEN MINH KHANG	Ho Chi Minh Branch	Employee	9	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
96	NGUYEN NAM KHANG	Ho Chi Minh Branch	Employee	7	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
97	LE THI HA	Ho Chi Minh Branch	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
98	HUYNH TRUC PHONG	Ho Chi Minh Branch	Employee	15	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	
99	KIEU THI HA	Ho Chi Minh Branch	Employee	0	7	1.0	5	0.5	2	1.8	0.9	1,165	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)					
100	DO THANH TOAN	Ho Chi Minh Branch	Employee	1	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
101	NGUYEN MINH TRANG	Ho Chi Minh Branch	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
102	VAN CONG BAO TRAN	Ho Chi Minh Branch	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
103	NGUYEN THANH TIEN	Ho Chi Minh Branch	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
104	NGUYEN XUAN ANH TRUC	Ho Chi Minh Branch	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
105	NGUY DUC THAO	Ho Chi Minh Branch	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
106	NGUYEN TAN HOANG	Ho Chi Minh Branch	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
107	NGUYEN THANH THO	Ho Chi Minh Branch	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
108	CHAU VANH NY	Ho Chi Minh Branch	Employee	7	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
109	VO PHONG PHU	Ho Chi Minh Branch	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
110	VO VAN LUONG	Ho Chi Minh Branch	Employee	11	7	1.0	2	1.5	7	1.0	1.5	1,941	1,900	0.12%	
111	THACH MINH THIEN	Central Highlands Branch	Employee	7	7	1.0	3	1.0	3	1.7	1.7	2,200	2,200	0.14%	
112	NGUYEN THI THANH THUY	Central Highlands Branch	Employee	6	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
113	NGUYEN THI THU HA	Central Highlands Branch	Employee	6	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
114	HUYNH TRAN CHI TRUNG	Information Technology	Employee	7	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
115	NGUYEN PHUOC LOC	Information Technology	Employee	1	7	1.0	4	0.8	2	1.8	1.4	1,864	1,900	0.12%	
116	NGUYEN HONG PHUONG	Quality Assurance – Binh Hoa	Employee	2	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
117	TONG THANH TUYEN	Quality Assurance – Binh Hoa	Employee	9	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
118	NGUYEN THI NGOC	Quality Assurance – Binh Hoa	Employee	6	7	1.0	3	1.0	5	1.2	1.2	1,553	1,600	0.10%	
119	NGUYEN THI MINH NGOC	Quality Assurance – Binh Hoa	Employee	6	7	1.0	3	1.0	1	1.9	1.9	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)					
120	TRAN NGOC GIANG	Quality Assurance – Binh Hoa	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
121	NGUYEN THI MY DUNG	Quality Assurance – Binh Hoa	Employee	16	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	
122	HUA NGOC TUYEN	Quality Assurance – My Thoi	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
123	HUYNH DIEM THI	Quality Assurance – My Thoi	Employee	8	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
124	HUYNH THI YEN NHI	Quality Assurance – My Thoi	Employee	8	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
125	QUACH PHUONG THAO	Quality Assurance – My Thoi	Employee	14	7	1.0	2	1.5	7	1.0	1.5	1,941	1,900	0.12%	
126	DOAN LUU BAO CHAU	Quality Assurance – My Thoi	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
127	LE VAN TRAM	Primary Packaging – Binh Hoa	Employee	17	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
128	HUYNH CHAU TINH	Primary Packaging – Binh Hoa	Employee	7	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
129	PHAM TANG THI MY LINH	Primary Packaging – Binh Hoa	Employee	13	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
130	LE THI THUY TIEN	Primary Packaging – Binh Hoa	Employee	1	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
131	TRAN THI BICH NGOC	Primary Packaging – Binh Hoa	Employee	7	7	1.0	3	1.0	5	1.2	1.2	1,553	1,600	0.10%	
132	NGUYEN CHI THANH	Primary Packaging – Binh Hoa	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
133	HO NGUYEN XUAN KHA	Primary Packaging – Binh Hoa	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
134	HUYNH THI XUAN NHA	Primary Packaging – Binh Hoa	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
135	LY HUONG LAN	Primary Packaging – Binh Hoa	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
136	NGUYEN THI KIEU LOAN	Primary Packaging – My Thoi	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
137	BUI THI LIEU	Primary Packaging – My Thoi	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
138	BUI THI THANH XUAN	Primary Packaging – My Thoi	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
139	CHAU THI HUYNH HOA	Primary Packaging – My Thoi	Employee	6	7	1.0	3	1.0	4	1.5	1.5	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)					
140	CAO THI HONG LAM	Primary Packaging – My Thoi	Employee	3	7	1.0	4	0.8	2	1.8	1.4	1,864	1,900	0.12%	
141	NGUYEN THI BICH HOP	Primary Packaging – My Thoi	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
142	TRAN HONG PHU	Primary Packaging – My Thoi	Employee	7	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
143	TRAN THI AN TIEN	Primary Packaging – My Thoi	Employee	8	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
144	PHAM THI NGOC MY	Primary Packaging – My Thoi	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
145	LE THI MY LOAN	Primary Packaging – My Thoi	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
146	TRAN THI THAM	Primary Packaging – My Thoi	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
147	LE TAN DAT	Secondary Packaging – Binh Hoa	Employee	17	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
148	NGUYEN THI HUYNH NHU	Secondary Packaging – Binh Hoa	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
149	NGUYEN THI ANH DAO	Secondary Packaging – Binh Hoa	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
150	NGUYEN THANH PHUC	Secondary Packaging – Binh Hoa	Employee	3	7	1.0	4	0.8	3	1.7	1.4	1,760	1,800	0.12%	
151	NGUYEN THI KIM HUONG	Secondary Packaging – Binh Hoa	Employee	7	7	1.0	3	1.0	3	1.7	1.7	2,200	2,200	0.14%	
152	DO CONG HAI	Secondary Packaging – Binh Hoa	Employee	8	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
153	PHAN THI LE HANG	Secondary Packaging – Binh Hoa	Employee	4	7	1.0	3	1.0	5	1.2	1.2	1,553	1,600	0.10%	
154	HUYNH THI NGUYET NHI	Secondary Packaging – Binh Hoa	Employee	6	7	1.0	3	1.0	4	1.5	1.5	1,941	1,900	0.12%	
155	NGUYEN TRAN TU MY	Secondary Packaging – Binh Hoa	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
156	NGUYEN THI DIEM MY	Secondary Packaging – Binh Hoa	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
157	TIEU NHUT TRUONG	Secondary Packaging – Binh Hoa	Employee	7	7	1.0	3	1.0	4	1.5	1.5	1,941	1,900	0.12%	
158	TRAN VAN NHU	Secondary Packaging – Binh Hoa	Employee	1	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
159	NGUYEN THANH DO	Secondary Packaging – Binh Hoa	Employee	17	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	

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)					
160	NGUYEN HO TRONG NGHIA	Secondary Packaging – Binh Hoa	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
161	PHUNG QUANG MINH	Secondary Packaging – Binh Hoa	Employee	11	7	1.0	2	1.5	7	1.0	1.5	1,941	1,900	0.12%	
162	LAM THI QUYNH DUNG	Secondary Packaging – Binh Hoa	Employee	16	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	
163	LE THI THU HA	Secondary Packaging – My Thoi	Employee	30	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
164	NGUYEN THI MY NHAN	Secondary Packaging – My Thoi	Employee	23	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
165	NGUYEN THI PHUONG THAM	Secondary Packaging – My Thoi	Employee	15	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
166	TRAN THI HOANG	Secondary Packaging – My Thoi	Employee	22	7	1.0	1	2.0	1	1.9	3.8	4,918	4,900	0.32%	
167	LE THI NGOC DIEU	Secondary Packaging – My Thoi	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
168	NGUYEN THI THU THUY	Secondary Packaging – My Thoi	Employee	7	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
169	TRAN THI MAI HOANG	Secondary Packaging – My Thoi	Employee	8	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
170	PHAN THANH TE	Secondary Packaging – My Thoi	Employee	9	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
171	TRAN YEN VI	Secondary Packaging – My Thoi	Employee	22	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
172	MAI THI MAN BA	Secondary Packaging – My Thoi	Employee	11	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
173	QUACH THI TU NGA	Secondary Packaging – My Thoi	Employee	15	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
174	LUONG THI MY PHUONG	Secondary Packaging – My Thoi	Employee	8	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
175	HUYNH THI THUY AN	Secondary Packaging – My Thoi	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
176	MAI THANH DUNG	Secondary Packaging – My Thoi	Employee	19	7	1.0	1	2.0	6	1.1	2.2	2,847	2,800	0.18%	
177	HUYNH LE ANH KIET	Secondary Packaging – My Thoi	Employee	6	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
178	DAM DIEM TRANG	Secondary Packaging – My Thoi	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
179	CAO THUY MUOI MUOI	Secondary Packaging – My Thoi	Employee	8	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	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)					
180	NGUYEN THI THANH TRUC	Secondary Packaging – My Thoi	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
181	PHAM VO HONG Y	Secondary Packaging – My Thoi	Employee	6	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
182	NGUYEN THI KIM NGAN	Secondary Packaging – My Thoi	Employee	0	7	1.0	5	0.5	7	1.0	0.5	647	600	0.04%	
183	TRAN ANH KHANH	Administration & Human Resources	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
184	BUI QUOC QUANG	Administration & Human Resources	Employee	6	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
185	NGUYEN VAN HOP	Administration & Human Resources	Employee	8	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
186	LE THI THU TRUC	Planning & Supply	Employee	17	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
187	DO THI KIM LEN	Accounting	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
188	NGUYEN THI TIEU PHUONG	Accounting	Employee	7	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
189	DANG THI THUY TRANG	Accounting	Employee	6	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
190	NGUYEN THI NU	Accounting	Employee	13	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
191	DOAN LUU BAO TRAN	Accounting	Employee	1	7	1.0	4	0.8	3	1.7	1.4	1,760	1,800	0.12%	
192	DO THI BICH TUYEN	Accounting	Employee	13	7	1.0	2	1.5	4	1.5	2.3	2,912	2,900	0.19%	
193	NGUYEN MINH TRIET	Logistics & Warehousing	Employee	20	7	1.0	1	2.0	1	1.9	3.8	4,918	4,900	0.32%	
194	HUYNH TAN BA LOC	Logistics & Warehousing	Employee	13	7	1.0	2	1.5	1	1.9	2.9	3,689	3,700	0.24%	
195	LE TAN PHAT	Logistics & Warehousing	Employee	20	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
196	PHAM VAN NHUT	Logistics & Warehousing	Employee	10	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
197	BUI HOANG CHIEN	Logistics & Warehousing	Employee	4	7	1.0	3	1.0	5	1.2	1.2	1,553	1,600	0.10%	
198	TONG VAN BINH	Logistics & Warehousing	Employee	18	7	1.0	1	2.0	5	1.2	2.4	3,106	3,100	0.20%	
199	BUI THI THANH THAO	Logistics & Warehousing	Employee	10	7	1.0	2	1.5	6	1.1	1.7	2,136	2,100	0.14%	

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)					
200	TRAN VAN TAI	Logistics & Warehousing	Employee	0	7	1.0	5	0.5	1	1.9	1.0	1,230	1,200	0.08%	
201	NGUYEN THI THUY TRANG	Quality Assurance – Binh Hoa	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
202	DAO THI NHU NGOC	Quality Assurance – Binh Hoa	Employee	15	7	1.0	1	2.0	1	1.9	3.8	4,918	4,900	0.32%	
203	LE PHUC BINH	Quality Assurance – Binh Hoa	Employee	7	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
204	NGUYEN THI CAM TIEN	Quality Assurance – Binh Hoa	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
205	NGUYEN THI HOANG CHAU	Quality Assurance – Binh Hoa	Employee	2	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
206	NGUYEN THI HUYNH ANH	Quality Assurance – Binh Hoa	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
207	TRAN THI BICH DUYEN	Quality Assurance – Binh Hoa	Employee	16	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	
208	LE HUU NHAN	Quality Assurance – Binh Hoa	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
209	DUONG PHUONG ANH	Quality Assurance – Binh Hoa	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
210	VO PHUC TRAN	Quality Assurance – My Thoi	Employee	4	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
211	VO THI HOANG OANH	Quality Assurance – My Thoi	Employee	13	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
212	PHAN LE YEN PHUNG	Quality Assurance – My Thoi	Employee	7	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
213	TRAN THI HUYEN NHUNG	Quality Assurance – My Thoi	Employee	17	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
214	BUI THI THAO UYEN	Quality Assurance – My Thoi	Employee	8	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
215	NGUYEN THI DUY DUNG	Quality Assurance – My Thoi	Employee	3	7	1.0	4	0.8	1	1.9	1.5	1,967	2,000	0.13%	
216	DUONG THI NHAT LE	Quality Assurance – My Thoi	Employee	6	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
217	LE NGOC UYEN PHUONG	Quality Assurance – My Thoi	Employee	15	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	
218	NGUYEN THI BICH TUYEN	Quality Assurance – My Thoi	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
219	NGUYEN THI BICH HONG	Quality Assurance – My Thoi	Employee	7	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	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)					
220	HUYNH HUU AI VY	Quality Assurance – My Thoi	Employee	7	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
221	VO TRAN TU	Engineering – Binh Hoa	Employee	5	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
222	NGUYEN ANH PHUONG	Engineering – Binh Hoa	Employee	6	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
223	PHAN THANH NAM	Engineering – Binh Hoa	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
224	DANG PHUOC DIEN	Engineering – Binh Hoa	Employee	1	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
225	NGUYEN NGOC HOA THUAN	Engineering – Binh Hoa	Employee	1	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
226	LE VAN TRUONG	Engineering – Binh Hoa	Employee	0	7	1.0	5	0.5	1	1.9	1.0	1,230	1,200	0.08%	
227	PHUNG HUU HAO	Engineering – Binh Hoa	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
228	TRINH CONG DIEN NGUYEN	Engineering – Binh Hoa	Employee	4	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
229	DANG CONG QUI	Engineering – Binh Hoa	Employee	0	7	1.0	5	0.5	1	1.9	1.0	1,230	1,200	0.08%	
230	NGUYEN HOANG NHAN	Engineering – Binh Hoa	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
231	CHAU QUOC TRUNG	Engineering – Binh Hoa	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
232	NGUYEN THI KIM NGAN	Engineering – Binh Hoa	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
233	VAN CHAN PHAT	Engineering – Binh Hoa	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
234	NGUYEN KE TRUNG	Engineering – Binh Hoa	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
235	NGUYEN PHU THINH	Engineering – Binh Hoa	Employee	0	7	1.0	5	0.5	7	1.0	0.5	647	600	0.04%	
236	VO MINH THIEN	Engineering – My Thoi	Employee	17	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
237	NGUYEN PHUC HAU	Engineering – My Thoi	Employee	8	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
238	TRAN TRONG TIN	Engineering – My Thoi	Employee	15	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
239	LE THI NGAN	Engineering – My Thoi	Employee	8	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	

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)					
240	TRAN QUOC DUY	Engineering – My Thoi	Employee	9	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
241	MAI THANH PHUONG	Engineering – My Thoi	Employee	19	7	1.0	1	2.0	3	1.7	3.4	4,401	4,400	0.29%	
242	HUYNH VAN TRUYEN	Engineering – My Thoi	Employee	29	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	
243	TRAN MINH HO	Engineering – My Thoi	Employee	3	7	1.0	4	0.8	3	1.7	1.4	1,760	1,800	0.12%	
244	NGUYEN THANH GIANG	Engineering – My Thoi	Employee	2	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
245	DANG TRUNG HAU	Engineering – My Thoi	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
246	NGUYEN HOANG SON	Engineering – My Thoi	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
247	LE THANH BINH	Engineering – My Thoi	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
248	NGUYEN BUI DUONG NHAT	Research & Development	Employee	8	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
249	PHAM THANH TUNG	Research & Development	Employee	30	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
250	DO THI THUY TIEN	Research & Development	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
251	HUYNH NHUT TAN	Research & Development	Employee	6	7	1.0	3	1.0	5	1.2	1.2	1,553	1,600	0.10%	
252	PHAM NGOC TRAN	Research & Development	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
253	TRUONG THI THANH TUYEN	Research & Development	Employee	2	7	1.0	4	0.8	1	1.9	1.5	1,967	2,000	0.13%	
254	NGUYEN THI BAO TRAN	Research & Development	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
255	HUYNH THI BICH TRAM	Research & Development	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
256	PHAM NGUYEN TRUC LY	Research & Development	Employee	2	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
257	TRAN THI DIEM MY	Research & Development	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
258	VUONG Y THAI VAN	Research & Development	Employee	0	7	1.0	5	0.5	1	1.9	1.0	1,230	1,200	0.08%	
259	PHAN NHAT QUYNH	Research & Development	Employee	0	7	1.0	5	0.5	1	1.9	1.0	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)					
260	VO THI NGOC TRINH	Research & Development	Employee	1	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
261	NGUYEN THE HAI	Compounding – Binh Hoa	Employee	13	7	1.0	2	1.5	2	1.8	2.7	3,495	3,500	0.23%	
262	HUYNH HOANG THACH	Compounding – Binh Hoa	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
263	NGUYEN PHUOC SANG	Compounding – Binh Hoa	Employee	7	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
264	TRAN PHUOC DAI	Compounding – Binh Hoa	Employee	8	7	1.0	3	1.0	1	1.9	1.9	2,459	2,500	0.16%	
265	NGUYEN TAN DAT	Compounding – Binh Hoa	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
266	NGUYEN THANH VIET	Compounding – Binh Hoa	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
267	NGUYEN TAN DAT	Compounding – Binh Hoa	Employee	4	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
268	VŨ NGOC DUY TAN	Compounding – Binh Hoa	Employee	2	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
269	TRINH DUY KHANH EM	Compounding – Binh Hoa	Employee	2	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
270	THAN NHAT LINH	Compounding – Binh Hoa	Employee	4	7	1.0	3	1.0	5	1.2	1.2	1,553	1,600	0.10%	
271	DANG HUYNH QUANG	Compounding – Binh Hoa	Employee	1	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
272	NGUYEN TRONG NGUYEN KHOA	Compounding – Binh Hoa	Employee	3	7	1.0	4	0.8	5	1.2	1.0	1,243	1,200	0.08%	
273	NGUYEN VAN TUAN CUONG	Compounding – Binh Hoa	Employee	10	7	1.0	2	1.5	5	1.2	1.8	2,330	2,300	0.15%	
274	TRAN HOANG HUY	Compounding – Binh Hoa	Employee	0	7	1.0	5	0.5	1	1.9	1.0	1,230	1,200	0.08%	
275	PHAM TRAN TUAN KHOA	Compounding – Binh Hoa	Employee	5	7	1.0	3	1.0	5	1.2	1.2	1,553	1,600	0.10%	
276	HA DANG HUY	Compounding – Binh Hoa	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
277	TRAN VAN TIN	Compounding – Binh Hoa	Employee	8	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
278	LE THI TUONG VY	Compounding – Binh Hoa	Employee	0	7	1.0	5	0.5	7	1.0	0.5	647	600	0.04%	
279	NGUYEN TAN PHAT	Compounding – My Thoi	Employee	6	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	

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)					
280	HUYNH TUAN KIET	Compounding – My Thoi	Employee	15	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
281	HUYNH NGOC PHON	Compounding – My Thoi	Employee	15	7	1.0	1	2.0	1	1.9	3.8	4,918	4,900	0.32%	
282	LE TAN HUNG	Compounding – My Thoi	Employee	7	7	1.0	3	1.0	2	1.8	1.8	2,330	2,300	0.15%	
283	LE THANH QUANG	Compounding – My Thoi	Employee	40	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
284	NGUYEN TAN LOI	Compounding – My Thoi	Employee	15	7	1.0	1	2.0	6	1.1	2.2	2,847	2,800	0.18%	
285	NGUYEN LE MINH NHUT	Compounding – My Thoi	Employee	6	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
286	TRUONG TAN SANG	Compounding – My Thoi	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
287	HA TRI SACH	Compounding – My Thoi	Employee	16	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	
288	NGUYEN TRUONG LAM LINH	Compounding – My Thoi	Employee	0	7	1.0	5	0.5	1	1.9	1.0	1,230	1,200	0.08%	
289	VO HUU THE	Ointment & Liquid Workshop	Employee	27	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
290	MAI THI BICH THUY	Ointment & Liquid Workshop	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
291	NGUYEN THI NGOC HAU	Ointment & Liquid Workshop	Employee	16	7	1.0	1	2.0	1	1.9	3.8	4,918	4,900	0.32%	
292	NGUYEN THI KIM QUYEN	Ointment & Liquid Workshop	Employee	18	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
293	PHAN THUY DUONG	Ointment & Liquid Workshop	Employee	17	7	1.0	1	2.0	2	1.8	3.6	4,659	4,700	0.31%	
294	LE THANH TRUC	Ointment & Liquid Workshop	Employee	9	7	1.0	3	1.0	4	1.5	1.5	1,941	1,900	0.12%	
295	TRINH THANH QUY	Ointment & Liquid Workshop	Employee	4	7	1.0	3	1.0	7	1.0	1.0	1,294	1,300	0.08%	
296	NGUYEN THANH BINH	Ointment & Liquid Workshop	Employee	3	7	1.0	4	0.8	7	1.0	0.8	1,035	1,000	0.07%	
297	HUYNH PHUC DU	Ointment & Liquid Workshop	Employee	18	7	1.0	1	2.0	7	1.0	2.0	2,589	2,600	0.17%	
298	LE BAO TOAN	Ointment & Liquid Workshop	Employee	10	7	1.0	2	1.5	7	1.0	1.5	1,941	1,900	0.12%	
299	TRUONG VAN KHIEN	Ointment & Liquid Workshop	Employee	3	7	1.0	4	0.8	7	1.0	0.8	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)					
300	NGO THAI BAO	Injectable Manufacturing Workshop	Employee	2	7	1.0	4	0.8	1	1.9	1.5	1,967	2,000	0.13%	
301	NGUYEN HUY BINH	Injectable Manufacturing Workshop	Employee	0	7	1.0	5	0.5	1	1.9	1.0	1,230	1,200	0.08%	
302	TRINH PHUONG TRANG	Injectable Manufacturing Workshop	Employee	0	7	1.0	5	0.5	1	1.9	1.0	1,230	1,200	0.08%	
	<b>TOTAL</b>										<b>1,182</b>	<b>1,530,377</b>	<b>1,530,377</b>	<b>100%</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**