

## **RESOLUTION**

### **On approval of the plan to handle unsubscribed shares under the Employee Stock Ownership Plan (ESOP)**

#### **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 Charter of Agimexpharm Pharmaceutical Joint Stock Company (the “Company”);
- Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders No. 01/NQ-NQ-AGP.DHDCD dated March 27, 2026;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/BB-AGP.DHDCD dated March 27, 2026;
- Pursuant to Proposal No. 06/TT-AGP.DHDCD dated March 3, 2026 on the share issuance plan under the Employee Stock Ownership Plan (ESOP);
- Pursuant to Board Resolution No. 10/NQ-AGP.HDQT dated May 15, 2026 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;
- Pursuant to Board Resolution No. 11/NQ-AGP.HDQT dated May 15, 2026 on Implementation of the share issuance plan under the Employee Stock Ownership Plan (ESOP); approval of measures to ensure compliance with foreign ownership limits;
- Pursuant to the results of subscription registration and payment as of June 4, 2026;
- Pursuant to the Minutes of the Board of Directors Meeting No. 09/BB-AGP.HDQT dated June 5, 2026.

#### **RESOLVES:**

##### **Article 1 1. Approval of subscription results:**

To approve the results of subscription registration and payment as of June 5, 2026 under the ESOP, as follows:

- 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. **Maximum estimated number of shares to be issued:** 1,530,377 shares
6. **Number of eligible employees:** 430 employees
7. **Transfer restriction:** ESOP shares shall be restricted from transfer for 01 year from the completion date of the issuance.
8. **Subscription and payment period:** From June 1, 2026 to June 4, 2026
9. **Issuance price:** VND 18,000/share.
10. **Number of subscribed and paid shares:** 1,221,624 shares
11. **Number of participating employees:** 297 employees
12. **Total proceeds:** VND 21,989,232,000
13. **Unsubscribed shares:** 308,753 shares

**Article 2. Approval of handling plan for unsubscribed shares:**

The number of unsubscribed shares during the period from June 1, 2026 to June 4, 2026 is 308,753 shares.

The handling plan is as follows:

- Shares to be reallocated: 308,753 shares (details in Article 3);
- Remaining undistributed shares: 0 shares.

**Article 3. Approval of reallocation of shares:**

To approve the reallocation of 308,753 shares under the ESOP as follows:

- Number of reallocated shares: 308,753 shares;
- Eligibility criteria: Employees who satisfy the Company's ESOP selection criteria and share allocation principles as stipulated in Board Resolution No. 10/NQ-AGP.HDQT dated May 15, 2026 and who wish to purchase additional shares;
- Shares shall be allocated to employees who are domestic investors to ensure that the foreign ownership ratio of the Company does not increase;
- List of recipients and allocated shares: Attached to this Resolution;
- Issuance price: VND 18,000/share;
- Payment period: From June 6, 2026 to June 8, 2026
- Payment method: Deposit in VND to the following account:
  - Account name: Agimexpharm Pharmaceutical Joint Stock Company
  - Account number: 117000074227
  - Bank: Vietnam Joint Stock Commercial Bank for Industry and Trade – An Giang Branch
- Transfer restriction: ESOP shares shall be restricted from transfer for 01 year from the completion date of the issuance.

**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**

**LIST OF EMPLOYEES AND NUMBER OF SHARES REALLOCATED  
UNDER THE EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)**

*(Attached to Board Resolution No. 12/NQ-AGP.HDQT dated June 5, 2026)*

<b>No.</b>	<b>Full name</b>	<b>Department</b>	<b>Position</b>	<b>Number of Shares Reallocated (Shares)</b>	<b>Issuance Value (VND)</b>
1	HUYNH HOANG HA	Board of Management	Deputy General Director	9,700	174,600,000
2	PHAM THI BICH THUY	Board of Management	Deputy General Director	6,700	120,600,000
3	LAM TRI HIEN	Board of Management	Deputy General Director	10,500	189,000,000
4	TRUONG VUONG QUOC VU	Da Nang Branch	Director	16,553	297,954,000
5	NGUYEN HONG PHUC	Business	Director	19,880	357,840,000
6	TRAN NGUYEN MINH HIEN	Accounting	Director	3,920	70,560,000
7	PHAM DO PHUONG THAO	Accounting	Director	3,400	61,200,000
8	NGUYEN XUAN THAO	Import – Export	Deputy Director	4,500	81,000,000
9	TRAN VAN TU	Engineering – Binh Hoa	Team Leader	1,360	24,480,000
10	NGUYEN LE THANH TAM	Sales	Employee	4,480	80,640,000
11	TRAN THANH TONG	Sales	Employee	4,780	86,040,000
12	NGUYEN THE ANH	Sales	Employee	4,060	73,080,000
13	TRAN PHUC CHINH	Sales	Employee	2,940	52,920,000
14	TRUONG VUONG QUOC HOANG	Da Nang Branch	Employee	6,180	111,240,000
15	NGUYEN THI THUY AN	Da Nang Branch	Employee	4,980	89,640,000
16	NGUYEN THI THU HIEN	Da Nang Branch	Employee	4,340	78,120,000
17	TRUONG THI VINH	Da Nang Branch	Employee	3,280	59,040,000
18	VO VUONG THANH TRUNG	Da Nang Branch	Employee	5,360	96,480,000
19	TRUONG VAN THUONG	Da Nang Branch	Employee	3,340	60,120,000

No.	Full name	Department	Position	Number of Shares Reallocated (Shares)	Issuance Value (VND)
20	HUYNH KIM LINH	Da Nang Branch	Employee	2,660	47,880,000
21	THAI MAI LOAN	Da Nang Branch	Employee	3,860	69,480,000
22	NGUYEN THI PHUONG ANH	Da Nang Branch	Employee	1,740	31,320,000
23	THAI NGOC MAI	Da Nang Branch	Employee	2,240	40,320,000
24	NGUYEN DINH HOAT	Ho Chi Minh Branch	Employee	5,660	101,880,000
25	NGUYEN MINH LAM	Ho Chi Minh Branch	Employee	1,000	18,000,000
26	NGUYEN DUC TUNG	Ho Chi Minh Branch	Employee	1,400	25,200,000
27	THIEU THI KIM CHI	Ho Chi Minh Branch	Employee	2,000	36,000,000
28	LAM THI BICH THAO	Ho Chi Minh Branch	Employee	10,700	192,600,000
29	LE THI HA	Ho Chi Minh Branch	Employee	1,120	20,160,000
30	NGUYEN XUAN ANH TRUC	Ho Chi Minh Branch	Employee	2,000	36,000,000
31	NGUYEN THANH THO	Ho Chi Minh Branch	Employee	1,560	28,080,000
32	HUYNH TRAN CHI TRUNG	Information Technology	Employee	6,060	109,080,000
33	NGUYEN PHUOC LOC	Information Technology	Employee	1,100	19,800,000
34	NGUYEN HONG PHUONG	Quality Assurance – Binh Hoa	Employee	1,300	23,400,000
35	TONG THANH TUYEN	Quality Assurance – Binh Hoa	Employee	1,000	18,000,000
36	NGUYEN THI NGOC	Quality Assurance – Binh Hoa	Employee	1,400	25,200,000
37	HUA NGOC TUYEN	Quality Assurance – My Thoi	Employee	4,500	81,000,000
38	HUYNH DIEM THI	Quality Assurance – My Thoi	Employee	3,500	63,000,000
39	HUYNH THI YEN NHI	Quality Assurance – My Thoi	Employee	2,500	45,000,000
40	LE VAN TRAM	Primary Packaging – Binh Hoa	Employee	1,660	29,880,000
41	HUYNH CHAU TINH	Primary Packaging – Binh Hoa	Employee	2,240	40,320,000

No.	Full name	Department	Position	Number of Shares Reallocated (Shares)	Issuance Value (VND)
42	PHAM TANG THI MY LINH	Primary Packaging – Binh Hoa	Employee	1,000	18,000,000
43	NGUYEN THI KIEU LOAN	Primary Packaging – Binh Hoa	Employee	1,540	27,720,000
44	LE TAN DAT	Secondary Packaging – Binh Hoa	Employee	1,100	19,800,000
45	NGUYEN THI HUYNH NHU	Secondary Packaging – Binh Hoa	Employee	2,940	52,920,000
46	NGUYEN THANH PHUC	Secondary Packaging – Binh Hoa	Employee	1,200	21,600,000
47	LE THI THU HA	Secondary Packaging – My Thoi	Employee	2,660	47,880,000
48	NGUYEN THI MY NHAN	Secondary Packaging – My Thoi	Employee	1,660	29,880,000
49	TRAN THI HOANG	Secondary Packaging – My Thoi	Employee	1,000	18,000,000
50	LE THI NGOC DIEU	Secondary Packaging – My Thoi	Employee	1,100	19,800,000
51	NGUYEN THI THU THUY	Secondary Packaging – My Thoi	Employee	2,940	52,920,000
52	TRAN THI MAI HOANG	Secondary Packaging – My Thoi	Employee	2,940	52,920,000
53	PHAN THANH TE	Secondary Packaging – My Thoi	Employee	1,940	34,920,000
54	MAI THI MAN BA	Secondary Packaging – My Thoi	Employee	1,000	18,000,000
55	LUONG THI MY PHUONG	Secondary Packaging – My Thoi	Employee	1,000	18,000,000
56	HUYNH THI THUY AN	Secondary Packaging – My Thoi	Employee	1,000	18,000,000
57	TRAN ANH KHANH	Administration & Human Resources	Employee	1,940	34,920,000
58	LE THI THU TRUC	Planning & Supply	Employee	6,300	113,400,000
59	DO THI KIM LEN	Accounting	Employee	1,300	23,400,000
60	NGUYEN THI TIEU PHUONG	Accounting	Employee	3,700	66,600,000
61	DANG THI THUY TRANG	Accounting	Employee	6,980	125,640,000
62	NGUYEN THI NU	Accounting	Employee	1,500	27,000,000

No.	Full name	Department	Position	Number of Shares Reallocated (Shares)	Issuance Value (VND)
63	DOAN LUU BAO TRAN	Accounting	Employee	1,200	21,600,000
64	HUYNH TAN BA LOC	Logistics & Warehousing	Employee	4,660	83,880,000
65	LE TAN PHAT	Logistics & Warehousing	Employee	1,660	29,880,000
66	PHAM VAN NHUT	Logistics & Warehousing	Employee	1,000	18,000,000
67	BUI HOANG CHIEN	Logistics & Warehousing	Employee	1,400	25,200,000
68	NGUYEN THI THUY TRANG	Quality Control – Binh Hoa	Employee	1,660	29,880,000
69	LE PHUC BINH	Quality Control – Binh Hoa	Employee	1,940	34,920,000
70	NGUYEN THI CAM TIEN	Quality Control – Binh Hoa	Employee	4,060	73,080,000
71	NGUYEN THI HUYNH ANH	Quality Control – Binh Hoa	Employee	1,000	18,000,000
72	VO THI HOANG OANH	Quality Control – My Thoi	Employee	1,300	23,400,000
73	PHAN LE YEN PHUNG	Quality Control – My Thoi	Employee	1,940	34,920,000
74	BUI THI THAO UYEN	Quality Control – My Thoi	Employee	1,500	27,000,000
75	VO TRAN TU	Engineering – Binh Hoa	Employee	1,940	34,920,000
76	VO MINH THIEN	Engineering – My Thoi	Employee	3,920	70,560,000
77	NGUYEN PHUC HAU	Engineering – My Thoi	Employee	5,060	91,080,000
78	TRAN TRONG TIN	Engineering – My Thoi	Employee	1,660	29,880,000
79	LE THI NGAN	Engineering – My Thoi	Employee	4,060	73,080,000
80	TRAN QUOC DUY	Engineering – My Thoi	Employee	2,060	37,080,000
81	NGUYEN BUI DUONG NHAT	Research & Development	Employee	2,060	37,080,000
82	DO THI THUY TIEN	Research & Development	Employee	1,700	30,600,000
83	HUYNH NHUT TAN	Research & Development	Employee	1,400	25,200,000
84	PHAM NGOC TRAN	Research & Development	Employee	1,300	23,400,000

No.	Full name	Department	Position	Number of Shares Reallocated (Shares)	Issuance Value (VND)
85	NGUYEN THI BAO TRAN	Research & Development	Employee	1,000	18,000,000
86	NGUYEN THE HAI	Compounding – Binh Hoa	Employee	2,860	51,480,000
87	HUYNH HOANG THACH	Compounding – Binh Hoa	Employee	4,060	73,080,000
88	NGUYEN PHUOC SANG	Compounding – Binh Hoa	Employee	4,060	73,080,000
89	TRAN PHUOC DAI	Compounding – Binh Hoa	Employee	2,740	49,320,000
90	NGUYEN THANH VIET	Compounding – Binh Hoa	Employee	1,000	18,000,000
91	NGUYEN TAN DAT	Compounding – Binh Hoa	Employee	1,800	32,400,000
92	THAN NHAT LINH	Compounding – Binh Hoa	Employee	1,000	18,000,000
93	NGUYEN TAN PHAT	Compounding – My Thoi	Employee	2,400	43,200,000
94	HUYNH TUAN KIET	Compounding – My Thoi	Employee	1,660	29,880,000
95	HUYNH NGOC PHON	Compounding – My Thoi	Employee	1,000	18,000,000
96	LE TAN HUNG	Compounding – My Thoi	Employee	1,500	27,000,000
97	VO HUU THE	Ointment & Liquid Workshop	Employee	4,780	86,040,000
98	MAI THI BICH THUY	Ointment & Liquid Workshop	Employee	2,220	39,960,000
	<b>TOTAL</b>			<b>308,753</b>	<b>5,557,554,000</b>