

MEETING DOCUMENTS

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS YEAR 2026

March, 2026



AGENDA

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

An Giang Province, March 27, 2026

Timeline	Content
7h30' - 8h30'	I. PROCEDURES
	1. Shareholders complete procedures to receive documents.
	2. Statement of purpose and introduction of participants.
	3. Report on verification of shareholder eligibility to attend the meeting.
	4. Introduction and voting on: <ul style="list-style-type: none"> - Working regulations; - Meeting agenda; - Presidium; - Vote Checking Committee.
8h30' - 10h30'	II. MEETING CONTENTS
	1. Report and evaluation of the Board of Directors' performance in 2025; objectives and plan for 2026.
	2. Audited Financial Statements for 2025.
	3. Report on the use of proceeds from the share issuance.
	4. Report of the Board of Supervisors for 2025.
	5. Report on business performance in 2025 and the business plan for 2026 of the Board of Management.
	6. Proposal on the selection of the auditing firm for the 2026 financial statements.
	7. Proposal on profit distribution and dividend payment for 2025.
	8. Proposal on remuneration and bonuses of the Board of Directors and the Board of Supervisors.
	9. Proposal on addition of business lines and update of business names and codes.
	10. Proposal on the share issuance plan to pay 2025 dividends.
	11. Proposal on the share issuance plan under the Employee Stock Ownership Plan (ESOP).
	12. Proposal on amendments and supplements to the Company's Charter.
	13. Proposal on amendments and supplements to the Internal Regulations on Corporate Governance.
	14. Proposal on amendments and supplements to the Operating Regulations of the Board of Directors.
	15. Proposal on amendments and supplements to the Operating Regulations of the Board of Supervisors.
	16. Proposal on approval of the resignation and election of an additional Supervisor.
	Discussion & Voting.
10h30' - 12h00'	III. CONCLUSION
	Approval of the Draft Resolution of the 2025 Annual General Meeting of Shareholders
	Closing remarks

MEETING ORGANIZING COMMITTEE

WORKING REGULATIONS

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

An Giang Province, March 27, 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents;
- Pursuant to the Charter of Organization and Operation of Agimexpharm Pharmaceutical Joint Stock Company;

To ensure the progress of the working schedule in accordance with the meeting agenda, the Organizing Committee respectfully presents the Meeting with the following Working Regulations:

A. Tasks of the General Meeting

Voting on the meeting contents:

1. Report and evaluation of the Board of Directors' performance in 2025; objectives and plan for 2026.
2. Audited Financial Statements for 2025.
3. Report on the use of proceeds from the share issuance.
4. Report of the Board of Supervisors for 2025.
5. Report on business performance in 2025 and the business plan for 2026 of the Board of Management.
6. Proposal on the selection of the auditing firm for the 2026 financial statements.
7. Proposal on profit distribution and dividend payment for 2025.
8. Proposal on remuneration and bonuses of the Board of Directors and the Board of Supervisors.
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12. Proposal on amendments and supplements to the Company's Charter.
13. Proposal on amendments and supplements to the Internal Regulations on Corporate Governance.
14. Proposal on amendments and supplements to the Operating Regulations of the Board of Directors.
15. Proposal on amendments and supplements to the Operating Regulations of the Board of Supervisors.
16. Proposal on approval of the resignation and election of an additional Supervisor.

B. Regulations of the General Meeting

The Annual General Meeting of Shareholders shall be conducted under the direction of the Presidium. The responsibility of the Presidium is to ensure that the Meeting is conducted in accordance with the law and in line with the company's charter.

I. Voting on the meeting contents:

1. Principles:

All issues must be approved as stipulated and shall be passed by collecting the opinions of the shareholders. Each shareholder or their authorized representative will be provided with a voting slip, indicating the number of shares entitled to vote and bearing the company's seal.

Shareholders may receive more than one voting slip if they hold additional valid authorizations, and the Organizing Committee has not yet consolidated the voting slips into one.

2. Method of direct voting:

Shareholders or authorized representatives vote at the General Meeting of Shareholders by raising their voting slips towards the Presidium to express the following opinions:

- "Approve" the content presented to the General Meeting of Shareholders;
- "Disapprove" the content presented to the General Meeting of Shareholders;
- "No opinion" on the content presented to the General Meeting of Shareholders.

The Vote Checking Committee will record the number of votes marked as "Approve", "Disapprove", or "No opinion" to announce the voting results of the meeting.

II. Discussion at the General Meeting:

At the General Meeting, after hearing the reports and proposals from the Board of Directors and the Board of Supervisors, shareholders or their authorized representatives have the right to discuss and express their opinions that adhere to the following regulations:

- Obtain approval from the Presidium.
- State name and the number of shares owned. Remarks must be to the point and relevant to the agenda of the General Meeting.

III. The Presidium:

The list of the Presidium members is approved by the General Meeting through voting.

Responsibilities of the Presidium:

- Conduct the General Meeting in accordance with the approved agenda and working regulations. The Presidium operates on the principle of collective decision-making and decides by majority vote.
- Guide the General Meeting in discussing and voting on agenda items and related matters throughout the Meeting.
- Resolve any issues that arise during the Meeting.

IV. The Secretariat:

List of the Secretariat was nominated by the Chairman of the Meeting.

Responsibilities of the Secretariat:

- Thoroughly record all opinions at the Meeting and compile the reports from the Presidium.
- Draft and finalize the resolutions of the Meeting.
- Draft the minutes of the meeting.

V. The Vote Checking Committee:

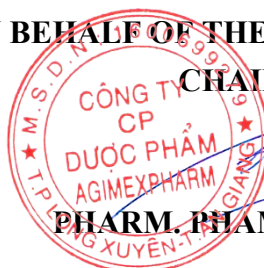
The list of the Vote Checking Committee members is approved by the General Meeting through voting.

Responsibilities of the Vote Checking Committee: Check the number of votes marked as "Approve", "Disapprove", or "No opinion" for each issue and report the results immediately to the Meeting Secretary.

This working regulation is presented to the General Meeting of Shareholders and is approved upon receiving the consent of shareholders representing at least 65% of the total voting rights of all shareholders attending and voting at the meeting.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN



PHARM. PHAM THI BICH THUY

An Giang, March 03, 2026

**REPORT OF THE BOARD OF DIRECTORS
ASSESSMENT OF THE COMPANY’S PERFORMANCE IN 2025
AND BUSINESS PLAN FOR 2026**

To: The General Meeting of Shareholders of Agimexpharm Pharmaceutical JSC

The Board of Directors (“BOD”) of Agimexpharm Pharmaceutical Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders (“GMS”) the report on the BOD’s activities in 2025 and the orientation and tasks for 2026 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025:

1. Activities of the Members of the Board of Directors:

Members of the BOD demonstrated strong responsibility, attended meetings fully, and effectively performed their functions of direction, management, and supervision in accordance with regulations. The BOD maintained a high level of consensus when approving resolutions and meeting minutes, ensuring timely decisions to address issues arising in business operations. During meetings, the BOD assessed economic, political, and social developments, analyzed challenges and opportunities, and determined strategic directions for the Company’s development.

The BOD operated in compliance with the Law on Enterprises, the Company Charter, and applicable laws, while closely directing the Executive Board in implementing resolutions of the GMS and the BOD.

Information disclosure was conducted transparently, fully, accurately, and in a timely manner in accordance with internal regulations and legal requirements.

2. Leadership and supervisory activities of the Board of Directors:

Based on the Company Charter and the Internal Regulations on Corporate Governance, the BOD supervised and monitored the Executive Board (Board of Management – BOM) in managing business operations and implementing resolutions of the GMS and the BOD.

Supervision results:

- The BOM and management team strictly implemented approved resolutions.
- Management activities complied with delegated authority and governance regulations.
- The General Director effectively fulfilled the role of head of management, directing key corporate matters and coordinating the Executive Board’s operations efficiently.
- In particular, in 2025, despite a complex operating environment, the General Director managed business operations flexibly, introduced timely solutions, and adapted to market volatility while delivering tangible value to shareholders.

Conclusion: *The BOD considers 2025 a successful year for the Company, strengthening the confidence of shareholders, partners, and the entire Agimexpharm team.*

II. REVIEW OF 2025 – RESILIENCE AND ADAPTABILITY

1. Performance assessment:

In 2025, the global economy continued to face impacts from the Ukraine conflict, instability in the Middle East, and strategic competition between the United States and China. Energy, logistics,

and capital costs remained high, while global growth, according to the United Nations, stayed at a moderate level.

Domestically, macroeconomic conditions remained stable, but demand was cautious. Competition in the pharmaceutical industry intensified, and centralized procurement mechanisms continued to pressure profit margins. Meanwhile, the upgrading of standards under the new Pharmaceutical Law accelerated market consolidation, favoring companies with strong technological capabilities and robust governance systems.

In this context, Agimexpharm faced rising raw material costs, capital pressures, and price competition. At the same time, the Company was implementing major financial investments in the Liquid Dosage Form Plant project, which created significant pressure on the Executive Board. However, this is a strategic step aimed at enhancing R&D capacity, expanding into high-value segments, and shifting the growth model from volume to value.

Through the proactive efforts of management and employees, Agimexpharm implemented various solutions, seized opportunities, overcame challenges, and successfully achieved the targets approved by the GMS.

The Company strictly complied with government policies and regulations, actively protected the environment, and fulfilled its social responsibilities.

Following the strategic direction of the BOD, the Executive Board implemented decisive leadership, flexible strategies, and innovative solutions to complete the 2025 business plan..

Implementation of the GMS Resolution:

Content	Implementation results
1. Business targets for 2025	
Net Revenue: VND 818 billion	VND 844.7 billion, exceeding the plan by 3.26%
Profit before tax: VND 63.9 billion	VND 65.9 billion, exceeding the plan by 3.13%
Profit after tax	VND 52.0 billion, up 6.45%
2. Profit distribution and 2024 dividend payment	
Dividend payment: 5% in cash; 10% in shares	- May 19, 2025: cash dividend completed - May 16, 2025: issuance of 2,314,130 shares for stock dividend completed
Welfare and bonus fund allocation: 7.5% of Profit after tax	VND 3.7 billion
3. Share issuance	
<i>3.1. ESOP issuance</i>	
- Shares issued: 1,157,197 shares - Issue price: VND 18,000/share	- Capital raised: VND 20,829,546,000 - Charter capital after issuance: VND 266,152,680,000
<i>3.2. Public offering to existing shareholders</i>	
- Shares issued: 3,992,290 shares - Issue price: VND 25,000/share	- Capital raised: VND 99,807,250,000 - Charter capital after issuance: VND 306,075,580,000

2. Key achievements:

The year 2025 marked a pivotal period as Agimexpharm maintained business growth while implementing significant investments in the Liquid Dosage Form Plant amid rising financial costs.

- Net revenue: VND 844.7 billion (+6.48%)
- Profit before tax: VND 65.9 billion (+8.96%)
- PBT/Revenue margin: 7.8%

Profit growth exceeded revenue growth, reflecting effective cost control, improved product structure, and flexible management capabilities.

The Liquid Dosage Form Plant project (injectables, infusions, ophthalmic solutions) represents a strategic transformation, enhancing the Company's technological capacity, enabling participation in higher value-added segments, and preparing for higher-tier tender groups as well as export opportunities. This project is expected to restructure revenue and profit in the medium term.

In addition:

- The product portfolio expanded with 33 new product registrations.
- Quality management systems were maintained consistently.
- Total production output reached 1.4 billion units, up 6.9%.
- The Herbal Medicine Factory expansion project (1,000 m²) was completed.

In 2025, Agimexpharm received numerous recognitions, including: High Quality Vietnamese Goods, Enterprise for Employees, Cultural Enterprise...

Compensation policies and training programs were strengthened to ensure sustainable human resource development.

Following the orientation of responsible production, the Company emphasized occupational safety, environmental protection, standardized waste treatment, and social welfare activities.

However, the Company also recognizes the need to further optimize working capital, restructure the distribution system, and strengthen the succession workforce to ensure sustainable growth in the next phase.

III. ORIENTATION FOR 2026:

The BOD defines the 2026 strategy based on four key pillars:

1. Financial restructuring toward disciplined capital management, optimized cash flow, and controlled leverage to maintain stable profit margins.
2. Upgrading production capacity through efficient operation of the Liquid Dosage Form Plant and bringing the Beta-lactam Plant into operation, focusing on high-technology products.
3. Shifting the growth model from volume to value and profit margin.
4. Enhancing corporate governance, strengthening internal controls, risk management, and developing a succession leadership team.

2026 Business Plan:

- Revenue: VND 930 billion (+10%)
- Profit before tax: VND 72 billion (+10%)
- PBT/Revenue margin: 7.7%

The plan is built on the principles of prudence – sound basis – feasibility – sustainability.

MESSAGE TO SHAREHOLDERS

Agimexpharm is entering a phase of “Investment – Consolidation – Preparation for Breakthrough”, transforming from a traditional manufacturer into a company with advanced technological capabilities and long-term strategic governance. In an industry environment where pharmaceutical margins continue to face pressure, the Company is shifting toward value-driven growth, focusing on efficiency, quality, and risk management.

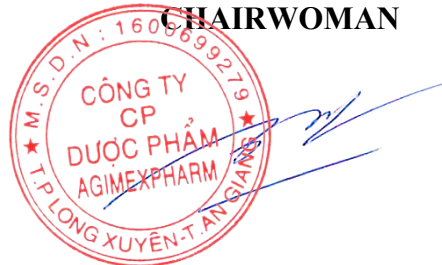
The Board of Directors is committed to maintaining financial discipline, governance transparency, and sustainable development, thereby preserving and enhancing shareholder value.

The above is the Report of the Board of Directors on the Company’s performance in 2025 and the orientation for 2026. On behalf of the Board of Directors, we sincerely thank our shareholders, investors, partners, customers, and all employees for their trust and continued support.

Respectfully submitted

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN



PHARM. PHAM THI BICH THUY

An Giang, March 03, 2026

**AUDITED FINANCIAL STATEMENTS
YEAR 2025**

To: The General Meeting of Shareholders of Agimexpharm Pharmaceutical JSC.

The 2025 audited financial statements of Agimexpharm Pharmaceutical Joint Stock Company have been audited by A&C Auditing and Consulting Co., Ltd. and disclosed in accordance with regulations and published on the company's website, including:

1. Statement of the Board of Directors
2. Independent auditor's report
3. Balance sheet
4. Income statement
5. Cash flow statement
6. Notes to the financial statements

Among them, some key figures from the 2025 audited financial statements are as follows:

Unit: Vietnamese Dong (VND)

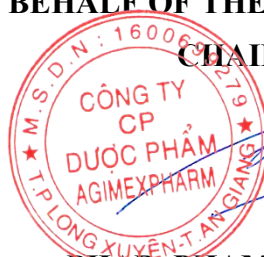
STT	Key indicators	2025	2024
1	Total assets	1,363,660,262,959	1,094,278,885,505
2	Gross revenue	848,135,753,173	799,149,067,144
3	Net revenue	844,673,997,720	793,261,193,442
4	Profit before tax	65,903,259,000	60,481,183,498
5	Profit after tax	52,041,437,613	48,889,738,710

Respectfully submitting to the General Meeting of Shareholders for consideration and approval.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN



PHẠM PHAM THI BICH THUY

An Giang, March 03, 2026

REPORT ON THE USE OF PROCEEDS FROM THE SHARE ISSUANCE

To: The General Meeting of Shareholders of Agimexpharm Pharmaceutical JSC

- 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, and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government, amending and supplementing several articles of Decree No. 155/2020/ND-CP providing detailed regulations for the implementation of certain articles of the Law on Securities;
- Pursuant to Proposal No. 07/TT-AGP.DHDCD dated August 12, 2025 regarding the plan for additional public offering of shares to existing shareholders;
- Pursuant to Resolution No. 02/NQ-AGP.DHDCD dated August 25, 2025 of the General Meeting of Shareholders;
- Pursuant to the Report on the Results of the Public Offering dated January 09, 2026 (under the Certificate of Public Offering Registration No. 419/GCN-UBCK issued by the State Securities Commission on November 12, 2025);
- Pursuant to the Audited Report on the use of proceeds from the share issuance for the increase of charter capital from VND 266,152,680,000 to VND 306,075,580,000, which was audited on March 7, 2026 and disclosed in accordance with regulations.

The Board of Directors hereby reports to the General Meeting of Shareholders on the use of proceeds from the additional public offering as follows:

I. Offering information

- Number of shares offered: 3,992,290 shares
- Offering price: VND 25,000 per share
- Total proceeds: VND 99,807,250,000
- Charter capital after the offering: VND 306,075,580,000
- Completion date of the offering: January 09, 2026
- Date funds credited to the escrow account: January 19, 2026

II. Use of proceeds

The total proceeds of VND 99,807,250,000 have been allocated for repayment of bank loans at VietinBank – An Giang Branch.

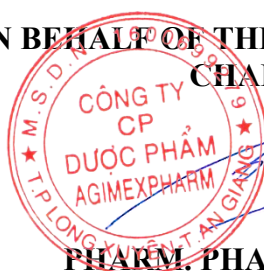
III. Disbursement status (as of February 28, 2026)

- Amount disbursed: VND 19,398,032,634 (19.44% of total proceeds)
- Remaining balance: VND 80,409,217,366
- Expected completion date: May 31, 2026

The Board of Directors commits to managing and using the proceeds in accordance with the approved purposes and timeline, and to fulfilling all reporting and disclosure obligations in compliance with applicable laws.

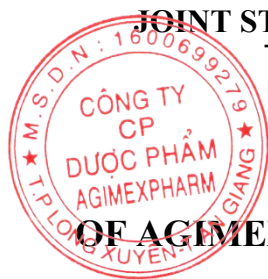
Respectfully submitted to the General Meeting of Shareholders for consideration.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



PHARM. PHAM THI BICH THUY

Ho Chi Minh City, March 03, 2026



REPORT OF THE BOARD OF SUPERVISORS

OF AGIMEXPHARM PHARMACEUTICAL JOINT STOCK COMPANY FOR 2025

I. BASIS AND SCOPE OF REVIEW

The Board of Supervisors performed its supervisory functions in accordance with the Law on Enterprises, the Company's Charter, and the Operating Regulations of the Board of Supervisors, based on the 2025 Financial Statements prepared and provided by the Executive Board. This report focuses on the following assessments:

- Business performance results
- Asset and capital structure
- Cash flow and liquidity position
- Capital utilization efficiency
- Key financial governance matters requiring attention

II. ASSESSMENT BY FINANCIAL DATA GROUPS

A. BUSINESS PERFORMANCE ASSESSMENT

(Unit: million VND)

A/ ANNUAL BUSINESS RESULTS	Y2021	Y2022	Y2023	Y2024	Y2025	Y2025/Y2024
1 Revenue	533,994	700,795	728,406	799,149	848,136	48,987 ↑ 6%
2 Revenue Deductions	12,195	13,747	3,276	5,888	3,462	(2,426) ↓ -41%
3 Net Revenue	521,799	687,047	725,130	793,261	844,674	51,413 ↑ 6%
4 Cost of Goods Sold	334,800	457,696	510,404	560,244	589,134	28,889 ↑ 5%
5 Gross Profit	186,998	229,351	214,726	233,017	255,540	22,523 ↑ 10%
6 Financial Income	693	1,129	631	2,975	756	(2,218) ↓ -75%
7 Financial Expenses	21,395	28,616	39,090	32,598	42,607	10,009 ↑ 31%
- Of which: Interest Expenses	18,424	24,161	35,448	29,377	39,512	10,135 ↑ 34%
9 Selling Expenses	95,356	108,172	82,645	97,704	103,360	5,656 ↑ 6%
10 General & Administrative Expenses	29,918	40,747	39,693	45,095	48,123	3,029 ↑ 7%
11 Operating Profit/(Loss)	41,023	52,946	53,929	60,595	62,207	1,611 ↑ 3%
12 Other Income	355	342	266	183	3,697	3,514 ↑ 1925%
13 Other Expenses	-	48	-	297	0	(296)
14 Other Profit	355	294	266	(114)	3,697	3,811 ↓ -3342%
15 Profit Before Tax	41,378	53,239	54,196	60,481	65,903	5,422 ↑ 9%
16 Corporate Income Tax Expense	8,151	10,329	10,583	11,591	13,862	2,270 ↑ 20%
18 Profit After Tax	33,226	42,910	43,613	48,890	52,041	3,152 ↑ 6%

Based on the financial statements for the period 2021–2025, the Board of Supervisors notes that the Company's operations in 2025 showed several positive developments, reflecting stable growth and improved operating efficiency.

1. Revenue growth and revenue quality

In 2025, AGP recorded revenue of VND 848 billion, an increase of approximately VND 49 billion (+6%) compared with 2024. Net revenue reached VND 845 billion, up VND 51 billion (+6%), indicating that growth was mainly driven by core business activities.

Notably, revenue deductions declined significantly by 41%, reflecting improvements in sales policies, discount control, or the quality of revenue and receivables recognition.

2. Cost of goods sold, gross profit and core operating efficiency

Cost of goods sold in 2025 reached VND 589 billion, increasing by 5%, which was lower than the revenue growth rate. As a result, gross profit reached VND 256 billion, an increase of approximately VND 22.5 billion (+10%). This trend indicates improvements in cost control, productivity, product mix, or pricing policies, reflecting better production efficiency and pricing performance during the year.

3. Operating expenses and profit from business operations

Selling expenses and administrative expenses in 2025 amounted to VND 103 billion (+6%) and VND 48 billion (+7%), respectively. These increases were generally in line with revenue growth and did not indicate significant cost control concerns.

However, financial expenses rose sharply to VND 42.6 billion (+31%), including interest expenses of VND 39.5 billion (+34%). This increase represents a major factor constraining net profit growth and signals rising financial risk.

As a result:

- Profit before tax reached VND 65.9 billion (+9%)
- Profit after tax reached VND 52.0 billion (+6%)

4. Unusual or significant variations:

Financial income declined significantly due to the absence of extraordinary financial income recognized in 2024. This suggests that 2025 earnings relied less on non-recurring financial factors, which is considered positive for quality earnings.

Other income increased sharply, mainly due to gains from the liquidation and disposal of fixed assets, resulting in a substantial increase in other profit compared with 2024.

B. ANALYSIS OF TOTAL REVENUE – TOTAL COSTS AND STRUCTURE

I. REVENUE	Y2021	Y2022	Y2023	Y2024	Y2025	Y2025/Y2024	
1 Net Revenue	521,799	687,047	725,130	793,261	844,674	51,413	↑ 6%
2 Financial Income	693	1,129	631	2,975	756	(2,218)	↓ -75%
3 Other Income	355	342	266	183	3,697	3,514	↑ 1925%
Total Revenue	522,847	688,518	726,027	796,418	849,127	52,709	↑ 7%
II. EXPENSES							
1 Cost of Goods Sold	334,800	457,696	510,404	560,244	589,134	28,889	↑ 5%
2 Financial Expenses	21,395	28,616	39,090	32,598	42,607	10,009	↑ 31%
3 Selling Expenses	95,356	108,172	82,645	97,704	103,360	5,656	↑ 6%
4 General & Administrative Expenses	29,918	40,747	39,693	45,095	48,123	3,029	↑ 7%
5 Other Expenses	-	48	-	297	0	(296)	
6 Corporate Income Tax Expense	8,151	10,329	10,583	11,591	13,862	2,270	↑ 20%
Total Expenses	489,620	645,608	682,414	747,529	797,086	49,557	↑ 7%
Total Expense / Total Revenue Ratio	93.6%	93.8%	94.0%	93.9%	93.9%	0.01%	↑ 0%

1. Revenue structure

Total revenue in 2025 reached VND 849 billion, increasing by approximately VND 53 billion (+7%). Revenue composition shows that:

- Net revenue accounted for the dominant proportion and remained the primary driver of growth.
- Financial income declined significantly and contributed marginally.
- Other income increased sharply but is considered non-recurring.

Overall assessment: revenue growth in 2025 was largely driven by core business operations; however, the surge in other income partly inflated total revenue indicators and should be excluded when assessing sustainable growth.

2. Cost structure and cost control

Total costs in 2025 amounted to **VND 797 billion**, an increase of approximately **VND 50 billion (+7%)**, broadly consistent with revenue growth.

Notably, **the ratio of total costs to total revenue remained around 93.9%**, nearly unchanged from 2024. This indicates that overall operational efficiency has not significantly improved despite higher revenue.

3. Changes in cost structure (as % of total revenue)

III. EXPENSE RATIO / TOTAL REVENUE	Y2021	Y2022	Y2023	Y2024	Y2025	Y2025/Y2024	
1 Cost of Goods Sold	64.0%	66.5%	70.3%	70.3%	69.4%	-0.96%	↓ -1.4%
2 Cost of Goods Sold	4.1%	4.2%	5.4%	4.1%	5.0%	0.92%	↑ 22.6%
3 Selling Expenses	18.2%	15.7%	11.4%	12.3%	12.2%	-0.10%	↓ -0.8%
4 General & Administrative Expenses	5.7%	5.9%	5.5%	5.7%	5.7%	0.01%	↑ 0.1%
5 Other Expenses	0.0%	0.0%	0.0%	0.0%	0.0%	-0.04%	
6 Corporate Income Tax Expense	1.6%	1.5%	1.5%	1.5%	1.6%	0.18%	↑ 12.2%
7 Profit After Tax	6.4%	6.2%	6.0%	6.1%	6.1%	-0.01%	↓ -0.2%

- **Cost of goods sold** ratio decreased (from ~70.3% to ~69.4%), indicating an improvement in gross margin.
- **Financial expenses** increased (to ~5.0%), reflecting rising cost of capital.
- **Selling and administrative expenses** remained relatively stable (~12.2% and ~5.7%), suggesting reasonable cost control.
- Net profit margin remained around 6.1%, largely unchanged, indicating that improvements in gross margin were offset by higher financial expenses.

Conclusion: AGP maintained stable control over selling and administrative expenses, while gross margin improved; however, increasing interest expenses exerted pressure on overall profitability.

C. BALANCE SHEET ANALYSIS

C/ BALANCE SHEET	Y2021	Y2022	Y2023	Y2024	Y2025	Y2025/Y2024	Tỷ trọng
** CURRENT ASSETS	498,683	528,116	579,184	609,779	777,727	167,948 ↑ 28%	57%
Cash and Cash Equivalents	24,177	8,884	28,594	13,948	171,479	157,531 ↑ 1129%	13%
Short-term Financial Investments	-	959	6,098	6,098	6,098	- → 0%	0%
Short-term Receivables	202,096	231,730	239,342	258,783	234,807	(23,976) ↓ -9%	17%
Inventories	258,984	272,282	290,486	308,381	341,451	33,070 ↑ 11%	25%
Other Current Assets	13,426	14,261	14,665	22,568	23,892	1,323 ↑ 6%	2%
** NON-CURRENT ASSETS	172,187	274,324	318,579	484,500	585,933	101,433 ↑ 21%	43%
Long-term Receivables	5,104	8,342	9,210	4,954	23,772	18,818 ↑ 380%	2%
Fixed Assets	131,358	208,939	242,845	409,569	401,717	(7,853) ↓ -2%	29%
Long-term Work in Progress	20,259	32,049	44,025	47,428	125,438	78,010 ↑ 164%	9%
Long-term Financial Investments	12,587	22,269	17,131	17,131	17,131	- → 0%	1%
Other Non-current Assets	2,878	2,725	5,368	5,418	17,876	12,458 ↑ 230%	1%
TOTAL ASSETS	670,870	802,440	897,763	1,094,279	1,363,660	269,381 ↑ 25%	100%
** LIABILITIES	438,640	488,272	543,079	694,419	909,240	214,820 ↑ 31%	67%
Current Liabilities	415,893	456,231	525,294	575,850	792,607	216,757 ↑ 38%	58%
Non-current Liabilities	22,747	32,041	17,786	118,569	116,632	(1,937) ↓ -2%	9%
** EQUITY	232,230	314,168	354,684	399,859	454,421	54,561 ↑ 14%	33%
Owners' Equity	232,230	314,168	354,684	399,859	454,421	54,561 ↑ 14%	33%
TOTAL LIABILITIES AND EQUITY	670,870	802,440	897,763	1,094,279	1,363,660	269,381 ↑ 25%	100%

1. Total asset growth

Total assets in 2025 reached VND 1,364 billion, increasing by VND 269 billion (+25%). This represents a significant expansion in the Company's scale of operations and/or investment activities.

2. Asset structure and quality of current assets

Current assets amounted to VND 778 billion, accounting for 57% of total assets.

- Cash and cash equivalents increased sharply to VND 171 billion, indicating improved liquidity. However:
 - Net cash flow from operating activities reached approximately VND 138 billion, largely due to adjustments for depreciation and interest expenses and increases in short-term payables, including advance payments from share issuance and other payables.
 - The Board of Supervisors notes that while operating cash flow improved significantly, part of the increase resulted from higher liabilities; therefore, the sustainability of cash flows should be closely monitored in future periods.
 - Investment cash flow recorded an outflow of approximately VND 34 billion, reflecting continued but controlled investment activities.
 - Financing cash flow showed an inflow of approximately VND 53 billion, indicating continued reliance on borrowed capital.
- Short-term receivables decreased to VND 235 billion (-9%), suggesting improved receivables collection or tighter credit policies.
- Inventories increased to VND 341 billion (+11%), accounting for 25% of total assets. The relatively large inventory level requires close monitoring of turnover rates, sales capacity, and risks of impairment or obsolescence.

Overall assessment: liquidity improved due to higher cash balances; reduced receivables represent a positive development, while inventory levels require careful monitoring.

3. Non-current assets and investment trends:

Non-current assets amounted to **VND 586 billion**, accounting for **43%** of total assets.

- Construction in progress increased significantly to VND 125 billion (+164%), reflecting ongoing investment projects and capital construction activities.
- Fixed assets stood at approximately VND 402 billion, slightly declining compared with the previous year.

4. Capital structure and financial safety

Total liabilities reached **VND 909 billion**, accounting for **67%** of total capital, representing an increase of 31%.

- Short-term liabilities accounted for a large proportion (VND 793 billion, ~58% of total assets).
- Long-term liabilities were approximately VND 117 billion.

Equity amounted to VND 454 billion, representing 33% of total capital, increasing by 14%.

Assessment: the Company's expansion relies significantly on debt financing, particularly short-term debt, which increases repayment pressure and interest rate risk. Close monitoring of debt maturity structure, liquidity capacity, and the efficiency of borrowed capital utilization is therefore required.

D. ANALYSIS OF KEY FINANCIAL RATIOS

D/	FINANCIAL RATIOS	Y2021	Y2022	Y2023	Y2024	Y2025	Y2025/Y2024	
**	Profitability / Capital Efficiency	Y2021	Y2022	Y2023	Y2024	Y2025		
	ROE (Net Profit / Equity)	14.3%	13.7%	12.3%	12.2%	11.5%	-0.8%	↓ -6%
	ROA (Net Profit / Total Assets)	5.0%	5.3%	4.9%	4.5%	3.8%	-0.7%	↓ -15%
	ROS (Net Profit / Net Revenue)	6.4%	6.2%	6.0%	6.2%	6.2%	0.0%	↓ 0%
	Gross Profit / Net Revenue	35.8%	33.4%	29.6%	29.4%	30.3%	0.9%	↑ 3%
**	Capital Structure / Stability							
	Debt / Equity	189%	155%	153%	174%	200%	26.4%	↑ 15%
	Debt / Total Assets	65%	61%	60%	63%	67%	3.2%	↑ 5%
**	Growth Indicators (Year-on-Year)							
	Revenue Growth Rate (times)	1.1	1.3	1.1	1.1	1.1	-2.9%	↓ (0.0)
	Profit Growth Rate (times)	1.2	1.3	1.0	1.1	1.1	-5.7%	↓ (0.1)

1. Profitability

- ROE in 2025 was approximately 11.5%, declining compared with 2024 and showing a downward trend over the 2021–2025 period.
- ROA in 2025 was approximately 3.8%, also declining due to total assets increasing significantly (+25%) while profit after tax rose only modestly (+6%).
- ROS remained stable at approximately 6.2%, indicating no significant improvement in net profit margin.
- Gross margin increased to approximately 30.3%, reflecting improved efficiency in production and cost control, although net profit did not increase proportionally due to higher financial expenses.

2. Capital structure and financial leverage

- Debt-to-equity ratio reached approximately 200% in 2025, a significant increase from 2024.
- Debt-to-total assets ratio rose to approximately 67%.

Assessment: increased financial leverage represents a major risk. In the context of interest rate volatility, the Company should carefully manage debt servicing capacity, borrowing costs, and consider restructuring debt maturities.

3. Growth capacity

Revenue and profit growth indicators showed an increase of approximately 1.1 times, indicating continued growth but at a slower pace compared with previous years. Therefore, future growth strategies should focus not only on expanding scale but also on improving capital efficiency and optimizing financial costs.

III. OVERALL ASSESSMENT OF THE BOARD OF SUPERVISORS

1. AGP maintained stable revenue and profit growth in 2025, with core business operations remaining the main growth driver.
2. Gross profit margin improved, reflecting efforts in cost control and operational efficiency.
3. Financial and interest expenses increased significantly, posing a major risk and reducing profitability (ROE and ROA declined).
4. Total assets expanded rapidly (+25%), while profit growth was slower, leading to reduced asset utilization efficiency.
5. Financial leverage remains high (liabilities accounting for ~67% of total capital; debt-to-equity ratio ~200%), with a large proportion of short-term debt requiring careful liquidity risk management.
6. Significant fluctuations in other income and other profit should be excluded when assessing the quality of earnings.

IV. RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

1. **Capital and debt management:** Review the debt structure, prioritize extending debt maturities aligned with business cycles, negotiate interest rates and loan terms, and establish safe leverage thresholds appropriate for the industry and the Company's cash flow capacity.
2. **Improving asset utilization efficiency:** Align growth plans with ROA and ROE targets, closely monitor ongoing investment projects, and ensure timely completion, commissioning, and capacity utilization.
3. **Inventory management:** Establish optimal inventory thresholds, closely monitor inventory turnover and impairment risks, and strengthen coordination among Sales, Production, and Procurement to avoid capital lock-up.
4. **Strengthening risk management:** Develop an early warning system for liquidity, receivables, interest expenses, and cash flow volatility; provide periodic reports to the Board of Directors.

The above summarizes key findings from the supervisory activities of the Board of Supervisors. We respectfully submit this report to the General Meeting of Shareholders and welcome valuable feedback from shareholders to help us perform our duties more effectively in the coming term.

Respectfully submitted.

ON BEHALF OF THE BOARD OF SUPERVISORS

HEAD OF THE BOARD OF SUPERVISORS



TRAN THI THANH HANG

An Giang, March 03, 2026

**REPORT ON BUSINESS PERFORMANCE IN 2025
AND THE BUSINESS PLAN FOR 2026
OF THE BOARD OF MANAGEMENT**

The year 2025 marked a pivotal phase for Agimexpharm Pharmaceutical Joint Stock Company, characterized by a strong focus on **completing key investment projects** while **maintaining stable operations** and **sustainable growth** amid a volatile economic landscape. Guided by the management principle of “*Quality – Speed – Flexibility*”, the Board of Management, in close coordination with the Board of Directors, all employees, and valued shareholders, successfully achieved and exceeded the targets set, delivering positive results.

1. Implementation of the General Meeting of Shareholders’ targets:

- The 2021–2025 period recorded steady and consistent growth over the years:

Indicators/Year <i>(VND million)</i>	2021	2022	2023	2024	2025	5-year average
Revenue	521,798	687,047	725,130	793,261	844,674	714,382
Profit before tax	41,378	53,239	54,196	60,481	65,903	55,039
Profit after tax	33,226	42,910	43,613	48,890	52,041	44,136

- In 2025:

+ Revenue: VND 844.7 billion, + 6.5%, exceeding the plan by 3% (VND 818 billion).

+ Profit before tax: VND 65.9 billion, + 8.9%, exceeding the plan by 3% (VND 63.9 billion).

+ Profit after tax: VND 52.0 billion, + 6.4%.

+ Dividend payment for 2024: 5% in cash and 10% in shares.

- These results demonstrate the Company’s sustainable growth, successful completion and outperformance of assigned targets, driven by a flexible business strategy and strict cost control, ensuring a solid financial foundation for long-term development.

2. Effective management and operations:

2.1. Investment and construction projects:

Starting with the first manufacturing plant in My Thoi (completed in 2008), the Company has progressively expanded its production scale, enhanced operational capacity, and met increasingly stringent quality standards.

To date, major manufacturing facilities and key investment items have been substantially completed, with total historical cost reaching VND 717 billion. In the coming years, investment pressure is expected to ease, enabling the Company to focus on production and business activities to recover invested capital and generate profits. This long-term foundation-building process has been carried out with strong commitment and collective effort from employees at all levels across the Company:

Items	Investment value <i>(VND million)</i>	Notes
1. Construction works, Machinery and equipment		
My Thoi Factory	45,247	2,100 m2 - Completed in 2008
Herbal Medicine Factory – Binh Hoa Industrial Park	32,429	1,179 m2 - Completed in 2018

Items	Investment value (VND million)	Notes
Non-Betalactam Factory – Binh Hoa Industrial Park	91,772	1,700 m2 - Completed in 2022
Betalactam Factory – Binh Hoa Industrial Park	172,066	7,776 m2 - Construction commenced in 2023; achieved WHO-GMP certification in 2025
Production machinery and equipment system	206,278	
Office, warehouses, transportation vehicles and administrative equipment	35,684	
Expanded Herbal Medicine Factory – Binh Hoa Industrial Park	19,567	1,000 m2 – Completed; pending appraisal by the Drug Administration of Vietnam
Functional Food Factory	481	3,780 m2 - Under construction
Infusion, Injectable and Eye-drop Factory	74,279	3,528 m2 - Civil works completed; machinery and equipment currently under installation
+ Machinery and equipment system under installation	20,289	
2. Land and land use rights		
1,447.9 m2 Binh Khanh Warehouse, An Giang	1,598	Acquired in 2014
2,175.9 m2 + 1,469.8 m2 + 1,385.2 m2 – My Thoi AG	8,608	Acquired in 2010
300 m2 in Ho Chi Minh City	8,500	Acquired in 2015
2,636 m2 in My Binh, An Giang (leased land)	0	Leased in 2005
3,023.1 m2 in My Thoi, An Giang (leased land)	0	Leased in 2006
60,052 m2 in Binh Hoa Industrial Park, An Giang (leased land)	0	Leased in 2017
3. Total	716,797	

2.2. Production efficiency:

- With the core mission of “**Maximizing capacity utilization of completed plants**”, the Board of Management implemented synchronized solutions: workforce skill standardization and multi-skilling, **KPI-based productivity** management, process optimization, and gradual digitalization of production data.

- In results, total output reached **1.43 billion units, increased 6.89%** compared to 2024. In which, **Binh Hoa Plant: +9.24%**, accounting for **59%** of total output, **My Thoi Plant: +3.69%**, accounting for **41%**.

Plant/ Workshop	Production output (million units)		Change
	Năm 2024	Năm 2025	
My Thoi Plant	566.58	587.48	3.69%
Tablets – Granules – Powders	546.36	565.75	3.55%
Oils – Ointments – Liquids	20.22	21.73	7.42%
Binh Hoa Plant	775.42	847.05	9.24%
Tablets – Granules – Powders	747.28	814.15	8.95%
Herbal Medicines	28.14	32.90	16.90%
Total	1,342.00	1,434.53	6.89%

- Alongside the increase in production output, the Company continued to diversify its product portfolio to meet treatment and market demands, thereby enhancing revenue while ensuring profitability.

Product category	Unit (million units)	2021	2022	2023	2024	2025	+/-% 2024
Powder sachets	Sachet	21.35	34.38	33.29	32.23	40.84	26.70%
Suspension sachets	Sachet	11.81	17.52	16.21	14.98	19.32	28.95%
Capsules	Unit	132.95	166.40	198.92	235.32	264.66	12.47%
Tablets	Unit	690.07	827.72	923.78	1,051.48	1,102.28	4.83%
Liquid medicines	Sachet/ Ampoule/ Bottle	2.14	4.13	3.70	6.37	5.79	-9.08%
Granules (bottle)	Bottle	0.35	0.50	0.49	0.41	0.39	-4.22%
Cream	Tube	0.73	0.74	1.05	1.30	1.24	-4.48%
Total		859.42	1,051.39	1,177.44	1,342.09	1,433.25	6.89%

2.3. Quality management and drug registration:

- With annual output exceeding **1.4 billion units** and continuing growth, quality management and investment in R&D, QA, and QC remain strategic priorities rather than merely support functions.
- In 2025:
 - + **570** new and variation registration dossiers were submitted
 - + **126** manufacturing processes were validated
 - + **19,384** samples were tested
 - + **98** new standards were established, **167** standards updated
 - + **169** testing methods were validated
 - + **205** laboratory instruments were internally calibrated and maintained
- Additional laboratory equipment was installed, including spectrophotometers, HPLC systems (Hitachi, Agilent), UV-Vis (Jasco), and a viscosity meter (IKA). The investment approach optimized costs, **saving approximately VND 3.9 billion** compared to purchasing new equipment while maintaining quality and operational efficiency.

2.4. Sales - Marketing

Despite continued challenges in the Vietnamese pharmaceutical market in 2025, the Company achieved revenue of **VND 844.7 billion** and sales volume of **1.38 billion units (+6.41%)**, reflecting strong and persistent efforts supported by a flexible business strategy:

- Diverse product portfolio (**694** finished product codes sold in 2025, an increase of 97 products).
- Multi-channel distribution structure: ETC 40%, OTC 53%, Contract manufacturing 5%, Export 1%, Online 1%.
- Flexible sales policies centered on shared benefits, alongside enhanced logistics service quality (dossier handling, after-sales service, and fast delivery).
- Nationwide distribution coverage, despite limited internal resources:

Region	Revenue (VND million)	Proportion
An Giang & Mekong Delta	301,020	36%
Ho Chi Minh City & Southeast	321,908	38%
Central & Northern Regions	221,746	26%
Total	844,674	100%

2.5. Supply Chain and Cost Management

Effective management of supply sources and operating costs contributed to improved profitability:

- High-quality raw materials are sourced from reliable suppliers to ensure optimal treatment efficacy.

- Inventory levels are maintained at a reasonable level to avoid business disruptions: raw materials are stocked for approximately **5 months**, finished products for **3 months**.

Item	Average inventory (VND million)	Turnover	Months of inventory
Raw materials	195,145	2.6	5
Finished products	146,306	4.0	3

- Large-scale production to optimize costs (changeover, cleaning, material loss, etc.).

- Scientific workforce allocation, ensuring the right people are assigned to the right roles. Since production output exceeded 1 billion units in 2022, the workforce has remained almost stable despite growth (2022: 437 employees; 2023: 478; 2024: 490; 2025: 489).

- In-house solar power system with a total capacity of 3,600 MWh continues to operate effectively, helping reduce electricity expenses by approximately VND **8.9 billion** per year.

- Proactive organization and coordination of goods transportation, optimizing both outbound and return routes to ensure vehicles carry cargo in both directions, thereby reducing logistics costs.

- All expenditures are carefully reviewed, resulting in cost increases that remain lower than revenue growth, thereby improving profitability (Revenue increased by 6.5%, while cost of goods sold rose only 5.2%, and selling & administrative expenses increased 6.1%).

- In 2025, the Company's Technical Department successfully refurbished and put into operation 01 emulsifying mixer, 01 blister packaging machine, and 06 tablet presses (Japan), and is continuing to refurbish 01 tablet press from Europe. Continuous innovation and technical improvements have significantly enhanced productivity and reduced costs. Several initiatives have also received provincial innovation awards.

2.6. Financial management:

- In 2025, total assets reached **VND 1,364 billion, up 25%**, reflecting continued expansion in operational scale and financial capacity.

- To meet capital requirements, the Company maintained a balanced capital structure between debt and equity. During the year, **VND 20.8 billion** was mobilized from employees and **VND 99.8 billion** from existing shareholders through share issuance. At the same time, the Company leveraged bank borrowings to support growth, with liabilities accounting for **67%** of total capital. Although the use of debt entails certain risks, with a proactive business strategy and strong financial risk control, the Management remains confident in the appropriateness and effectiveness of this strategy.

- In addition, the Company strengthened receivables collection. As a result, the overdue receivables ratio decreased to **27%**, compared with **30%** in 2024. Cash inflows during the year reached **VND 828 billion, up 7%**, improving liquidity and enhancing financial safety.

Item	2025	Ratio	2024	Ratio	% +/-
Liabilities	909,229	67%	694,419	63%	31%
Equity	454,295	33%	399,859	37%	14%
Owner's contributed capital	266,153	20%	231,439	21%	15%
Capital surplus, investment funds & retained earnings	188,143	14%	168,420	15%	12%
Total assets	1,363,524	100%	1,094,279	100%	25%

3. Responsibility toward the Environment, Society, and Employees:

- Fulfilled tax obligations, contributing **VND 17 billion** to the state budget.

- Ensured employment, income, and welfare for employees:

- Total salary expenses in 2025 reached VND **54 billion**, up 2.9%.
- The Company organizes annual domestic and international trips for employees (Hanoi, Da Nang, Phan Thiet – Da Lat, Singapore – Malaysia, etc.). Notably, the Company arranged air travel for all employees and their families as a gesture of appreciation for their contributions.

- Outstanding employees are recognized and rewarded promptly through cash bonuses and overseas incentive trips. At the same time, the Company places strong emphasis on training and professional development, enabling employees to update knowledge and enhance expertise through courses and seminars.

- Achieved awards in provincial innovation and science movements, including “Outstanding Science and Technology Intellectuals of An Giang Province 2025” and the 14th An Giang Provincial Technical Innovation Contest (2024–2025).

- Production activities prioritize environmental protection through wastewater treatment and the use of solar energy.

- Received reputable certifications and brand awards contributing to community healthcare, including Top 10 ASEAN Strong Brands; Top 100 Vietnamese Brands – Vietnam Gold Star Award; High-Quality Vietnamese Goods; Vietnam Pharmaceutical Star; Cultural Enterprise; Enterprise for Employees; GMP, GSP, GLP, GDP certifications; and ISO 13485:2016...

4. Business plan for 2026:

- Maintain revenue growth of 10% or higher, aiming to reach VND 1,200 billion in the coming years.

Indicator (VND billion)	2025 Actual	2026 Plan
Revenue	844.7	930
Profit before tax	65.9	72

- 2025 dividend payment: **12%** in shares.

- Enhance financial autonomy through effective mobilization of both internal and external capital sources.

- Complete the installation of machinery and equipment for the Infusion, Injectable, and Eye-drop Manufacturing Plant.

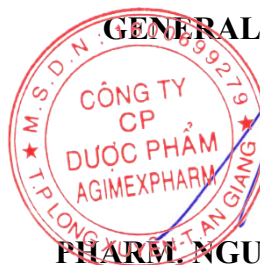
- Strengthen information digitization and process standardization in preparation for comprehensive digital transformation.

Entering 2026, the Board of Management will continue its efforts in line with the strategic direction set by the General Meeting of Shareholders and the Board of Directors. With the continued support of our employees, shareholders, customers, partners, and the Government of Vietnam, we are confident that the Company will achieve its targets and further strengthen its position in the pharmaceutical market.

Sincerely appreciated!

AGIMEXPHARM PHARMACEUTICAL JSC

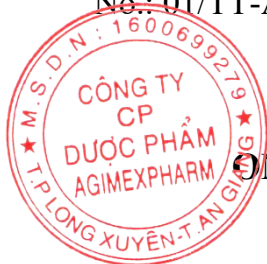
GENERAL DIRECTOR



PHARM. NGUYEN VAN KHA

No.: 01/TT-AGP.DHDCD

An Giang, March 03, 2026



**PROPOSAL
ON THE SELECTION OF THE AUDITING FIRM
FOR THE 2026 FINANCIAL STATEMENTS**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents.
- Pursuant to the Charter of Agimexpharm Pharmaceutical Joint Stock Company;
- Pursuant to the Company's actual circumstances.

The Board of Supervisors proposes that the General Meeting of Shareholders authorizes the Board of Directors to select one (1) of the following five (5) Audit Firms for the 2026 financial statements:

- Deloitte Vietnam Co., Ltd.
- AASC Auditing Firm Co., Ltd.
- A&C Auditing and Consulting Co., Ltd.
- ACC Can Tho Accounting and Auditing Company
- Moore AISC Auditing and Informatics Services Company Limited (Moore AISC)

Selection criteria:

- The audit firm must be approved by the State Securities Commission to audit public interest entities in the securities sector for the year 2026.
- The audit firm must be reputable and experienced.
- The service fee must be reasonable.

We respectfully submit this proposal to the General Meeting of Shareholders for approval and authorize the Board of Directors to select an auditing firm to audit the 2026 financial statements.

We look forward to the approval of the Esteemed Shareholders.

Sincerely.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

MBA. TRAN THI THANH HANG

PROPOSAL
ON PROFIT DISTRIBUTION AND DIVIDEND PAYMENT FOR 2025
(For the fiscal year ending 31 December, 2025)

To: The 2026 Annual General Meeting of Shareholders

Based on the actual situation and the Company's 2025 business performance as reflected in the audited 2025 Financial Statements, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval:

1. Adjustment of the 2025 Revenue and Profit before tax Plan (*pursuant to the Board of Directors' Resolution dated September 10, 2025*)

Items (Unit: VND billion)	Before adjustment	After adjustment
Revenue	868	818
Profit before tax	68	63.9

2. Profit distribution and Dividend payment for 2025:

Unit: VND (Vietnamese Dong)

Items	Percentage	Amount	Notes
Profit before tax		65,903,259,000	
Corporate income tax		13,861,821,387	
Retained earnings	100%	52,041,437,613	
1/ Appropriation to Bonus Fund for the Board of Directors and the Board of Supervisors	1.46%	759,195,540	
2/ Dividend payment: In form of shares (<i>Details in the Proposal on Plan for issuing shares to pay dividends</i>)	70.58%	36,729,060,000	12%/Charter capital
3/ Remaining profit appropriated to Development and Investment Fund	27.96%	14,553,182,073	

Notes:

1/ Appropriation to the 2025 Bonus Fund for the Board of Directors and the Board of Supervisors as follows:

Total bonus fund for the Board of Directors: VND 759,195,540

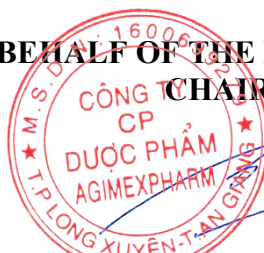
Bonus for meeting the profit before tax plan (1% of profit before tax): VND 659,032,590

Bonus for exceeding the profit before tax plan (5% of excess profit): VND 100,162,950

2/ Development and Investment Fund: Used for expanding business operations, purchasing fixed assets (land, machinery, equipment, transportation, vehicles), scientific research, product development research, training, bonus share issuance, offsetting tax settlement differences, and losses in assets and debts. The Board of Directors authorizes the Board of Management to review the use of this fund within the limits as prescribed by law or the company's charter.

Sincerely.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



PHARM. PHAM THI BICH THUY

No.: 03/TT-AGP.DHD CD

An Giang, March 03, 2026

PROPOSAL
**ON REMUNERATION AND BONUSES OF THE BOARD OF
DIRECTORS AND THE BOARD OF SUPERVISORS**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents.
- Pursuant to the Charter of Agimexpharm Pharmaceutical Joint Stock Company.
- Pursuant to the Company's actual circumstances.

The Board of Directors respectfully submits to the 2026 General Meeting of Shareholders for approval:

1. Salary and bonus for the Board of Directors and the Board of Supervisors in 2025:

- | | |
|--|-----------------|
| - Salary paid in 2025: | VND 700,000,000 |
| - Bonus balance at the beginning of 2025: | VND 2,568,346 |
| - Bonus allocated from 2024 profit: | VND 728,871,010 |
| - Bonus paid in 2025: | VND 731,439,356 |
| - Remaining bonus carried forward to 2026: | VND 0 |

2. Salary and bonus plan for the Board of Directors and the Board of Supervisors in 2026:

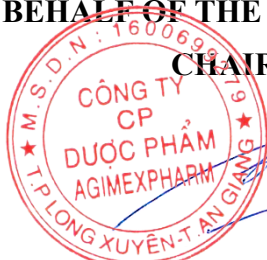
- | | |
|---|---------------------------|
| - Fixed salary: | VND 700,000,000 per year |
| - Bonus for 2026 includes: | |
| + Meeting the profit before tax plan: | 1% of profit before tax |
| + Exceeding the profit before tax plan: | 5% of excess profit |
| + Bonus for the General Director for exceeding the profit plan: | 0.5% of profit before tax |

We look forward to the approval of the Esteemed Shareholders.

Sincerely.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN



PHARM. PHAM THI BICH THUY

PROPOSAL
ON ADDITION OF BUSINESS LINES
AND UPDATE OF BUSINESS NAMES AND CODES

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents;
- Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister on the Promulgation of the Vietnam standard industrial classification system;
- Pursuant to the Charter of Agimexpharm Pharmaceutical Joint Stock Company;
- Pursuant to current regulations and the practical needs of the Company.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval the addition of business lines and the update of business line names and codes as follows:

1. Addition of business lines

No.	Business code	Business lines
1	8299	Other business support service activities <i>Details: Import and export of goods, entrusted import and export services</i>

2. Update of business line names and codes in accordance with Decision No. 36/2025/QĐ-TTg

No.	Business code (old)	Business code (new)	Business lines
1	2100 (Main)		Manufacture of pharmaceuticals, medicinal chemicals and botanical products. <i>Details: Manufacture of pharmaceuticals, medicinal chemicals and herbal ingredients; Manufacture of essential oils from herbs.</i>
2	1080		Manufacture of feeds for livestock, poultry, and aquatic animals. <i>Details: Manufacture of livestock feed.</i>
3	2023		Manufacture of cosmetics, perfumes , soap, detergents, polishing and sanitary preparations. <i>Details: Manufacture of cosmetics, perfumes</i>
4	1811		Printing. <i>Details: Packaging printing.</i>
5	6810		Real estate business, ownership or lease of land use rights. <i>Details: Real estate trading.</i>
6	4659		Wholesale of other machinery, equipment, and spare parts. <i>Details: Wholesale of solar energy equipment.</i>
7	3511	3512	Electric power generation from renewable energy sources . <i>Details: Solar power generation.</i>
8	3512	3513	Transmission and distribution of electricity. <i>Details: Sale of electricity to end users.</i>
9	7490	7499	Other professional, scientific, and technological activities not elsewhere classified.

No.	Business code (old)	Business code (new)	Business lines
			<i>Details: Consulting and investment in solar energy solutions.</i>
10	3320		Installation of industrial machinery and equipment. <i>Details: Installation of solar energy equipment.</i>
11	4632		Wholesale of food. <i>Details: Wholesale of food, nutritional food, functional food, milk, and dairy products.</i>
12	1050		Manufacture of dairy products.
13	1101		Distilling, rectifying, and blending of spirits. <i>Details: Manufacture of various types of liquor (including medicinal liquor).</i>
14	4101		Construction of residential buildings.
15	3250		Manufacture of medical, dental, orthopedic, and rehabilitation equipment and instruments.
16	6612		Security and commodity contracts brokerage. <i>Details: Business cooperation in securities brokerage services in compliance with laws on securities, land, and other relevant regulations.</i>
17	5210		Warehousing and storage.
18	1079		Manufacture of other food products not elsewhere classified. <i>Details: Manufacture of food, nutritional food, and functional food.</i>
19	4669	4679	Wholesale of other specialized goods not elsewhere classified. <i>Details: Trading in livestock feed.</i>
20	1104	1105	Manufacture of non-alcoholic beverages; production of mineral water. <i>Details: Manufacture of bottled and jarred drinking water (The company complies with food safety and hygiene regulations during operation).</i>
21	4649		Wholesale of other household goods. <i>Details: Trading in optical equipment, medical and dental equipment, hospital devices; Trading in pharmaceuticals; Trading in nutritional food; Trading in cosmetics; Trading in pharmaceutical raw materials and chemicals; Trading in vaccines and biological products; Trading in herbal essential oils.</i>
22	8299		Other business support service activities <i>Details: Import and export of goods, entrusted import and export services</i>

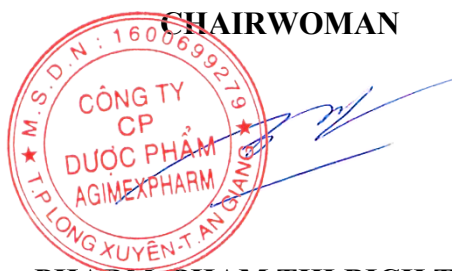
3. Authorization of the Board of Directors to update the above changes into the Company's Charter, carry out business registration amendments with the competent authorities, and complete other necessary procedures in accordance with applicable laws.

Respectfully submitted.

Recipients:

- AGP Shareholders;
- Board of Directors, Board of Supervisors, Board of Management;
- Archived: BOD Secretariat.

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



PHARM. PHAM THI BICH THUY

PROPOSAL

On the share issuance plan to pay 2025 dividends

To: The General Meeting of Shareholders of Agimexpharm Pharmaceutical JSC

- 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 the Charter of Agimexpharm Pharmaceutical Joint Stock Company (“the Company”).

The Board of Directors (“BOD”) of Agimexpharm Pharmaceutical Joint Stock Company respectfully submits to the General Meeting of Shareholders (“GMS”) for consideration and approval the share issuance plan to pay 2025 dividends as follows:

- 1. Name of share:** Shares of Agimexpharm Pharmaceutical Joint Stock Company
- 2. Share type:** Common shares
- 3. Par value:** VND 10,000/share
- 4. Current charter capital:** VND 306,075,580,000
- 5. Total number of issued shares:** 30,607,558 shares
Of which:
 - Total number of outstanding shares: 30,607,558 shares
 - Total number of treasury shares: 0 shares
- 6. Estimated number of shares to be issued:** 3,672,906 shares
- 7. Total value of issuance at par value:** 36.729.060.000 đồng
- 8. Eligible subscriber:** Existing shareholders whose names appear on the final shareholder list as of the record date. The record date for the shareholder list will be determined by the BOD, as authorized by the GMS.
- 9. Issuance ratio** (estimated number of shares to be issued/number of outstanding shares): 12%
- 10. Subscription ratio:** 25:03. For every 1 share owned, a shareholder will receive 1 right to subscribe for additional shares. Every 25 rights will entitle the shareholder to 3 additional new shares.
- 11. Source of capital:** Retained earnings after tax as of December 31, 2025, based on the audited financial statements for the year 2025 of Agimexpharm Pharmaceutical Joint Stock Company.
- 12. Issuance method:** The shares issued to existing shareholders will be distributed through the exercise of subscription rights.
- 13. Plan to handle the fractional shares:** The number of additional shares issued to each shareholder will be rounded down to the nearest whole number, and any fractional shares (if any) will be canceled.

*For example: Shareholder A owns 122 shares as of the record date. With a subscription ratio of 25:03, Shareholder A is entitled to receive $(122 * 3 / 25) = 14.64$ new shares. Following this calculation method, Shareholder A will receive 14 additional shares, and the fractional portion of 0.64 shares will be canceled.*

The difference between the total projected amount for issuing shares to pay dividends (calculated at a par value of VND 10,000 per share) and the total value of shares actually distributed to existing shareholders (calculated at a par value of VND 10,000 per share) will be allocated to the Company's Development Investment Fund.

14. Expected time of issuance: After the State Securities Commission (SSC) acknowledges receipt of the complete issuance report from the Company, the issuance is expected to take place in the second to fourth quarter of 2026. The GMS authorizes the BOD to determine the appropriate issuance time to ensure shareholders' interests and compliance with legal regulations.

15. Additional securities registration and additional trading registration: The GMS approves and authorizes the BOD 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.

16. 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.

17. Authorization to the BOD:

The GMS authorizes the Company's BOD to carry out the following tasks related to the issuance:

- Make, amend, supplement, and finalize the content of the above-mentioned share issuance plan, and adjust the issuance plan along with other related documents as necessary, based on the actual situation of the Company, or as required by the SSC and other competent authorities, or to ensure compliance with relevant legal regulations (if any);
- Select the shareholder record date to implement the aforementioned share issuance plan;
- Make amendments and supplements to the relevant provisions in the Company's Charter to reflect the increased charter capital after the SSC provides written notification of the receipt of the issuance result report;
- 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 for the number of additional shares issued, based on the actual results of the issuance, after the SSC provides written notification of the receipt of the issuance result report;
- Carry out the procedures for amending the Company's business registration to reflect the change in charter capital based on the actual results of the issuance with competent authorities after the SSC provides written notification of the receipt of the issuance result report;
- Depending on specific circumstances, the BOD may authorize the General Director to carry out one or several specific tasks mentioned above;
- Make decisions on any other issues arising related to the issuance of shares for dividend payment.

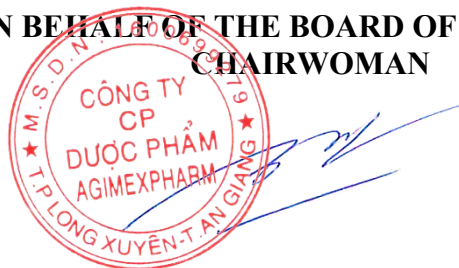
Respectfully submitted to the GMS for consideration and approval.

Sincerely thank you./.

Recipients:

- Shareholders of the Company;
- Board of Directors;
- Archived: BOD Secretariat.

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



PHAR. PHAM THI BICH THUY

PROPOSAL

On the share issuance plan under the Employee Stock Ownership Plan (ESOP)

To: The General Meeting of Shareholders of Agimexpharm Pharmaceutical JSC

- 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 the Charter of Agimexpharm Pharmaceutical Joint Stock Company (“the Company”).

In order to implement incentive policies for key employees who have contributed to the Company’s development and to supplement working capital, the Board of Directors (“BOD”) respectfully submits to the General Meeting of Shareholders (“GMS”) for approval the share issuance plan under the Employee Stock Ownership Plan (“ESOP”) as follows:

1. **Name of share:** Shares of Agimexpharm Pharmaceutical Joint Stock Company
2. **Share type:** Common shares
3. **Mã chứng khoán:** 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
Of 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 GMS authorizes the BOD 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
$10 \text{ years} \leq \text{Service} < 15 \text{ years}$	2	1.5
$04 \text{ years} \leq \text{Service} < 10 \text{ years}$	3	1.0
$01 \text{ year} \leq \text{Service} < 04 \text{ years}$	4	0.8
$< 01 \text{ year}$	5	0.5

3) Contributions and work performance:

Contributions and work performance	Level	Performance Coefficient (Ki)
Work performance $\geq 160\%$	1	1.9
$150\% \leq \text{Work performance} < 160\%$	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) × Total number of ESOP shares issued

In which:

Total score of each employee = Position Coefficient (Ci) × Seniority Coefficient (Ni) × 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 ≥ 50, round up

Examples:

- 28,726 shares → rounded to 28,700 shares
- 28,174 shares → rounded to 28,200 shares

After rounding the allocated shares for each employee, in order to ensure the full distribution of 1,530,377 shares, the Board of Directors shall decide to allocate the remaining shares to the employee concurrently holding the position of Chairperson of the Trade Union

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 GMS authorizes the BOD 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 GMS, provided that the issuance price is not lower than VND 18,000 per share. If the BOD is unable to identify suitable recipients, the GMS 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.

24. Authorization to the BOD:

The GMS authorizes the Company's BOD to carry out the following tasks related to the issuance:

- To develop, amend, supplement and finalize the above share issuance plan, and to adjust the issuance plan and related documents in accordance with the Company's actual circumstances, requirements of the State Securities Commission of Vietnam ("SSC") and other competent authorities, or for compliance with relevant legal regulations (if any);
- To approve measures ensuring compliance with foreign ownership limits in the event that shares are issued to employees who are foreign investors;
- To prepare a detailed working capital utilization plan;
- To determine the timing of the issuance after the SSC confirms receipt of the complete issuance report dossier;
- To approve the list of employees participating in the program, the number of shares allocated to each participant, and the implementation timeline;
- To decide on the handling of any shares not fully subscribed (if any);
- To amend and supplement relevant provisions of the Company's Charter to record the increase in charter capital following written confirmation from the SSC of receipt of the issuance result report;
- To carry out procedures for additional securities registration at the Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch and additional trading registration at the Hanoi Stock Exchange for the newly issued shares in accordance with the plan approved by the GMS, after the SSC's written confirmation of receipt of the issuance result report;
- To complete procedures for amendment of the Company's business registration relating to the change in charter capital based on the actual issuance results with the competent state authorities after the SSC's written confirmation of receipt of the issuance result report;
- To further authorize the General Director, where appropriate, to carry out one or more of the above tasks;
- To decide on other matters arising in connection with the share issuance under the Employee Stock Ownership Plan (ESOP).

Respectfully submitted to the GMS for consideration and approval.

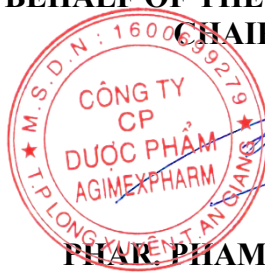
Sincerely thank you./.

Recipients:

- Shareholders of the Company;
- Board of Directors;
- Archived: BOD Secretariat.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN



PHẠM THỊ BÍCH THUY

**PROPOSAL
ON AMENDMENTS AND SUPPLEMENTS
TO THE COMPANY’S CHARTER**

- 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. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding several provisions on corporate governance applicable to public companies;
- Pursuant to the Charter on Organization and Operation (“The Charter”) of Agimexpharm Pharmaceutical Joint Stock Company amended and supplemented in January 2026;
- Pursuant to current regulations and the practical needs of Agimexpharm Pharmaceutical Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Charter of Agimexpharm Pharmaceutical Joint Stock Company as follows:

The Charter (01/2026)	Amendments and supplements in 2026	Notes
Preamble		
This Charter was approved by the Company’s General Meeting of Shareholders in 2025 by written resolution dated August 25, 2025 and subsequently amended pursuant to Resolution No. 03/NQ-AGP.HDQT dated January 19, 2026 of the Board of Directors. The Company operates in accordance with this Charter, the Law on Enterprises, and other applicable laws.	This Charter was approved by the 2026 Annual General Meeting of Shareholders on March 27, 2026 . The company is organized and operates in accordance with this Charter, the Law on Enterprises, and other relevant current legal regulations.	To reflect the approval date at the 2026 Annual General Meeting of Shareholders
The term “ <i>Member of the Board of Supervisors</i> ”	The term “ Supervisor ”	To ensure consistency with the current Law on Enterprises
Article 2. Name, form, headquarters, branches, representative offices and operating term of the Company		
3. Registered head office of the Company:	3. Registered head office of the Company:	Updated in accordance with

The Charter (01/2026)	Amendments and supplements in 2026	Notes
- Address: No. 27 Nguyen Thai Hoc Street, My Binh Ward, Long Xuyen City, An Giang Province, Vietnam	- Address: No. 27 Nguyen Thai Hoc Street, Long Xuyen Ward , An Giang Province, Vietnam	the new administrative boundaries
Article 4. Business lines, objectives of operation and scope of operation		
1. Business lines of the company: - Manufacturing drugs, pharmaceutical chemicals and medicinal (<i>Main</i>) - ... - Warehousing and storage of goods	1. Business lines of the company: <i>(As stated in Proposal No. 04/TT-AGP.DHD CD dated March 03, 2026 on the addition of business lines and the update of business lines names and codes)</i>	Addition and update of business lines names and codes in accordance with Decision No. 36/2025/QD-TTg dated September 29, 2025 on the Vietnam standard industrial classification.
Article 12. Obligations of Shareholders		
2.d. Send voting/ election ballots to the meeting by letter, fax or email.	2.d. Send voting/ election ballots to the meeting by letter, fax, email or other electronic means.	To expand the forms of submission for shareholders' voting ballots
Article 20. Approval of Resolutions by the General Meeting of Shareholders		
1. Resolutions and decisions on the following issues shall be approved if they receive the approval of shareholders representing at least 65% of the total voting rights of all shareholders (or their authorized representatives) attending the meeting, or at least 65% of the total voting rights in form of obtaining shareholders' opinions in writing: ...	1. Resolutions and decisions on the following issues shall be approved if they receive the approval of shareholders representing at least 65% of the total voting rights of all shareholders (or their authorized representatives) attending and voting at the meeting, or at least 65% of the total voting rights of all shareholders entitled to vote in form of obtaining shareholders' opinions in writing: ...	- To amend the Company's Charter in accordance with Clause 5, Article 7 of Law No. 03/2022/QH15, which revises Clauses 1 and 2, Article 148 of the Law on Enterprises.
2. Other resolutions and decisions shall be approved if they receive the consent of shareholders representing at least 51% of the total voting rights of all shareholders attending the meeting or at least 51% of the total voting rights in form of obtaining shareholders' opinions in writing, except for cases specified in Clauses 1 and 3 of this Article.	2. Other resolutions and decisions shall be approved if they receive the consent of shareholders representing at least 51% of the total voting rights of all shareholders attending and voting at the meeting or at least 51% of the total voting rights of all shareholders entitled to vote in form of obtaining shareholders' opinions in writing, except for cases specified in Clauses 1 and 3 of this Article.	- To ensure that resolutions accurately reflect the will of attending and voting shareholders and facilitate the attainment of the approval threshold for

The Charter (01/2026)	Amendments and supplements in 2026	Notes
<p>3. The election of members of the Board of Directors/ Board of Supervisors shall be conducted by direct and secret voting. Each shareholder shall select candidates for the Board of Directors/ Board of Supervisors from a pre-nominated list, and the number of votes for each candidate shall correspond to the total number of voting shares held by that shareholder. A candidate shall be elected as a member of the Board of Directors/ Board of Supervisors if he/she obtains at least 51% of the total votes of all shareholders attending the meeting. Candidates shall be selected based on the highest number of votes, in descending order, until the required number of members is reached.</p>	<p>3. The election of members of the Board of Directors/ Supervisors shall be conducted by direct and secret ballot voting or other voting methods as stipulated in the Election Regulations adopted by the General Meeting of Shareholders. Accordingly, each shareholder shall select candidates for the Board of Directors / Board of Supervisors from the list of nominated candidates. The number of votes cast for each candidate shall be equal to the total number of voting shares held or represented by such shareholder. A candidate shall be elected as a member of the Board of Directors/ Supervisor when obtaining at least 51% of the total votes of all shareholders attending and voting at the meeting, or at least 51% of the total votes of all shareholders with voting rights approving, and shall be selected in descending order of votes received until the required number of members is reached.</p> <p>In the event that two (02) or more candidates receive an equal number of votes for the final position on the Board of Directors or the Board of Supervisors, a re-election shall be conducted among the candidates with equal votes, or selection shall be made in accordance with the criteria specified in the Election Regulations or the Company's Charter.</p> <p>In the case of additional election or replacement of a member of the Board of Directors/ Supervisor in order to ensure the minimum number of members as required by law and the Company's Charter, if the number of candidates is equal to the number of positions to be filled, the General Meeting of Shareholders may conduct the election by open voting through voting cards or other voting methods as stipulated in the Election</p>	<p>passing resolutions.</p> <p>- To establish a clear and flexible legal basis for the election of members of the Board of Directors and Supervisors, including cases of additional election or replacement when necessary.</p>

The Charter (01/2026)	Amendments and supplements in 2026	Notes
	Regulations adopted by the General Meeting of Shareholders.	
Article 21. Authority and procedures for collecting shareholders' opinions in writing to approve decisions of the General Meeting of Shareholders		
5. The completed ballot can be sent to the Company by the following forms:		
<p>b. By fax or email: The completed ballot sent to the Company by fax or email must remain confidential until the vote is checked.</p> <p>Any ballot for collecting opinions that is sent to the Company after the deadline specified in the ballot or has been opened in the case of postal delivery or disclosed before the vote counting in the case of fax or email, shall be deemed invalid. Ballots for collecting opinions that are not returned to the Company shall be considered as non-voting ballots.</p>	<p>b. By fax, email or other electronic means: The completed ballot sent to the Company by fax, email or other electronic means must remain confidential until the vote is checked.</p> <p>Any ballot for collecting opinions that is sent to the Company after the deadline specified in the ballot or has been opened in the case of postal delivery or disclosed before the vote counting in the case of fax, email or other electronic means, shall be deemed invalid. Ballots for collecting opinions that are not returned to the Company shall be considered as non-voting ballots.</p>	<p>To expand the methods for shareholders to conveniently send their voting ballots to the Company.</p>
Article 24. Self-nomination and nomination; Composition and Term of members of the Board of Directors		
<p>2. Shareholders or groups of shareholders holding 10% or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.</p>	<p>2. Shareholders or groups of shareholders holding 10% or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.</p> <p>- The number of candidates that may be nominated shall be calculated as follows:</p> <ul style="list-style-type: none"> • Shareholding ratio from 10% to less than 20%: entitled to nominate 01 candidate. • Shareholding ratio from 20% to less than 30%: entitled to nominate 02 candidates. • Shareholding ratio from 30% to less than 40%: entitled to nominate 03 candidates. • The total number of nominated candidates shall not exceed the number of members of the Board of Directors to be elected by the General Meeting of Shareholders. 	<p>Detailed regulation to ensure shareholders' nomination rights in proportion to their ownership, maintaining transparency, fairness, and efficiency in the election of the Board of Directors.</p>

The Charter (01/2026)	Amendments and supplements in 2026	Notes
	<p>- Such nominations must be notified in writing to the Company prior to the record date for the list of shareholders entitled to attend the meeting.</p> <p>- The nominated candidates must fully meet the qualifications and conditions as prescribed by the Law on Enterprises and the Company's Charter.</p>	
Article 27. Meetings of the Board of Directors		
13. Members of the Board of Directors may send their votes to the meeting via post, fax, or email.	13. Members of the Board of Directors may send their votes to the meeting via post, fax, email or other electronic means.	To expand the methods for members of the Board of Directors to conveniently send their voting ballots to the Company.
Article 53. Effective date		
1. This Charter consists of 21 Chapters and 53 Articles, and was approved by the Company's General Meeting of Shareholders in 2025 by written resolution of shareholders on August 25, 2025 in An Giang, and amended on January 19, 2026 pursuant to Resolution No. 03/NQ-AGP.HDQT of the Board of Directors. This Charter shall take full effect as of January 19, 2026.	1. This Charter, consisting of 21 chapters and 53 articles, was approved by the 2026 Annual General Meeting of Shareholders of Agimexpharm Pharmaceutical Joint Stock Company on March 27, 2026 in An Giang, and the full text of this Charter shall take effect from March 27, 2026.	To reflect the date on which the Charter was approved at the 2026 Annual General Meeting of Shareholders.

The General Meeting of Shareholders authorizes the Board of Directors to amend and supplement the Company's Charter and to carry out the necessary procedures in accordance with current laws.

Respectfully yours.

Recipients:

- AGP Shareholders;
- Board of Directors, Board of Supervisors, Board of Management;
- Archived: BOD Secretariat.

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



PHARM. PHAM THI BICH THUY

PROPOSAL
**ON AMENDMENTS AND SUPPLEMENTS TO THE INTERNAL
REGULATIONS ON CORPORATE GOVERNANCE**

- 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, and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government, amending and supplementing several articles of Decree No. 155/2020/ND-CP providing detailed regulations for the implementation of certain articles of the Law on Securities;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding several provisions on corporate governance applicable to public companies;
- Pursuant to the Charter on Organization and Operation of Agimexpharm Pharmaceutical Joint Stock Company;
- Pursuant to the Internal Regulations on Corporate Governance of Agimexpharm Pharmaceutical Joint Stock Company amended and supplemented in April 2022;
- Pursuant to current regulations and the practical needs of Agimexpharm Pharmaceutical Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Internal Regulations on Corporate Governance of Agimexpharm Pharmaceutical Joint Stock Company as follows:

Internal Regulations on Corporate Governance (04/2022)	Amendments and supplements in 2026	Notes
Preamble, Legal basis		
<i>Pursuant to the Law on Securities dated 26 November 2019;</i> <i>Pursuant to the Law on Enterprises dated 17 June 2020;</i> <i>Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</i> <i>Pursuant to Resolution No. 01 of the General Meeting of Shareholders dated 11 April 2022</i>	<i>Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents;</i> <i>Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amending and supplementing documents;</i> <i>Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;</i>	To include the newly effective legal basis and to reflect the date on which the Internal Regulations were approved at the 2026 Annual General Meeting of Shareholders

Internal Regulations on Corporate Governance (04/2022)	Amendments and supplements in 2026	Notes
	<i>Pursuant to Resolution No. 01 of the General Meeting of Shareholders dated March 27, 2026;</i>	
The term “ <i>Member of the Board of Supervisors</i> ”	The term “ <i>Supervisor</i> ”	To ensure consistency with the current Law on Enterprises
Article 7. Authorization for representatives to attend the General Meeting of Shareholders		
1. A shareholder or an authorized representative of an institutional shareholder may directly attend the meeting or authorize one or more individuals or organizations to attend the meeting on their behalf or participate by other methods as stipulated in the Company’s Charter.	1. A shareholder or an authorized representative of an institutional shareholder may directly attend the meeting or authorize one or more individuals or organizations to attend the meeting on their behalf or participate by other methods as stipulated in the Company’s Charter. The number of authorized representatives is limited as follows: - Individual shareholders: may authorize up to 01 person. - Organizational shareholders holding: • From 1% to under 5% of total voting shares: up to 01 person. • From 5% to under 10% of total voting shares: up to 02 persons. • From 10% or more of total voting shares: up to 03 persons.	To set a limit on the number of authorized representatives, preventing excessive or abusive authorizations
2. The authorization of an individual or organization to attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The written authorization must comply with civil law regulations and must clearly state: the name of the authorizing shareholder; the name of the authorized individual or organization; the number of shares authorized; the contents, scope, and duration of the authorization; and the signatures of both the authorizing and authorized party.	2. The authorization of an individual or organization to attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The written authorization must comply with civil law regulations and must clearly state: the name of the authorizing shareholder; the name of the authorized individual or organization; the number of shares authorized; the contents, scope, and duration of the authorization; and the signatures of both the authorizing and authorized party. In case of authorization to multiple persons, the shareholder must clearly specify the number of shares and corresponding voting rights for each authorized person. If not	To ensure clarity and transparency, and to prevent disputes regarding the exercise of voting rights when a shareholder authorizes multiple representatives.

Internal Regulations on Corporate Governance (04/2022)	Amendments and supplements in 2026	Notes
	specified, the number of voting shares shall be equally divided among the authorized persons.	
Article 10. Forms of approving resolutions of the General Meeting of Shareholders		
1. The General Meeting of Shareholders shall approve resolutions within its authority by voting at the meeting, collecting written opinions, or by other forms as prescribed by prevailing laws.	1. The General Meeting of Shareholders shall approve resolutions within its authority by voting at the meeting, collecting written opinions, or by other forms as prescribed by prevailing laws and the Company's Charter.	To ensure consistency with the Company's Charter.
2. Resolutions of the General Meeting of Shareholders on the following matters must be approved by voting at the meeting: a. Amendments and supplements to the Company's Charter; ... g. Reorganization or dissolution of the Company.	Delete Clause 2, Article 10	The matters specified in Clause 2 of this Article may be approved by other forms in addition to voting at the General Meeting of Shareholders.
Article 13. Conditions for the approval of Resolutions	Article 13. Conditions for the approval of Resolutions of the General Meeting of Shareholders	
1. Resolutions on the following issues shall be approved if they receive the approval of shareholders representing at least 65% of the total voting rights of all shareholders attending the meeting, except for cases specified in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises: ...	1. Resolutions on the following issues shall be approved if they receive the approval of shareholders representing at least 65% of the total voting rights of all shareholders (or their authorized representatives) attending and voting at the meeting, or at least 65% of the total voting rights of all shareholders entitled to vote in form of obtaining shareholders' opinions in writing: ...	- Amended in accordance with Clause 5, Article 7 of Law No. 03/2022/QH15, which revises Clauses 1 and 2, Article 148 of the Law on Enterprises. - To ensure that resolutions reflect the will of shareholders who actually attend and vote at the meeting, and to make it easier to achieve the required approval ratio.
2. Resolutions shall be approved if they receive the consent of shareholders representing more than 50% of the total voting rights of all shareholders attending the meeting, except for cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.	2. Other resolutions shall be approved if they receive the consent of shareholders representing more than 50% of the total voting rights of all shareholders attending and voting at the meeting, except for cases specified in Clauses 1, 3 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.	
4. In case a resolution is approved by collecting written opinions, the resolution of the General Meeting of Shareholders shall be adopted if it is	4. In case a resolution is approved by collecting written opinions, the resolution of the General Meeting of Shareholders shall be adopted if it is	Resolutions on the matters specified in Clause 1, Article 20 of the Company's

Internal Regulations on Corporate Governance (04/2022)	Amendments and supplements in 2026	Notes
approved by shareholders representing more than 50% of the total voting rights of all shareholders entitled to vote.	approved by shareholders representing more than 50% of the total voting rights of all shareholders entitled to vote, except for cases specified in Clause 1, Article 20 of the Company's Charter and Clause 1, Article 13 of this Regulation.	Charter and Clause 1, Article 13 of this Regulation require an approval ratio of at least 65%.
Article 18. Cases where written consultation is permitted or not permitted		
1. The Board of Directors have the right to collect shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except for cases specified in Clause 2, Article 147 of the Law on Enterprises. ...	1. The Board of Directors have the right to collect shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company as stipulated in Clause 1, Article 21 of the Company's Charter.	To ensure consistency with the Company's Charter.
4. The Board of Directors have the right to collect shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company as stipulated in the Company's Charter. 5. The notice of written consultation of shareholders and the implementation regulations must be disclosed in accordance with corporate governance regulations applicable to public companies.	Delete Clauses 4 and 5	Duplicated with Clauses 1 and 2 due to a drafting error
Article 29. Disclosure of Resolution of the General Meeting of Shareholders		
2. The Company shall disclose information regarding the General Meeting of Shareholders in accordance with the provisions of the Law on Securities and the regulations on information disclosure applicable to listed companies.	2. The Company shall disclose information regarding the General Meeting of Shareholders in accordance with the provisions of the Law on Securities and the regulations on information disclosure applicable to large-scale public companies.	AGIMEXPHARM is currently a large-scale public company trading on UPCOM and, from a legal perspective, is not a listed company.
Article 41. Term and number of members of the Board of Directors		
2. The Board of Directors consists of seven (07) members.	2. The Board of Directors consists of six (06) members.	To ensure consistency with the Company's Charter.
Article 42. Structure, standards and conditions of members of the Board of Directors		
1. Structure of the Board of Directors		

Internal Regulations on Corporate Governance (04/2022)	Amendments and supplements in 2026	Notes
a. Structure of the Board of Directors must ensure that at least one-third (1/3) of its total members are non-executive members. The minimum number of non-executive members is calculated by rounding down. The Company shall limit the number of members concurrently holding executive positions to maintain the Board's independence.	<p>a. The Company shall limit the number of members concurrently holding executive positions to maintain the Board's independence.</p> <p>Structure of the Board of Directors must ensure that at least one-third (1/3) of its total members are non-executive members. The minimum number of non-executive members is calculated by rounding down and must satisfy the following requirements:</p> <ul style="list-style-type: none"> • At least 01 non-executive member if the Board of Directors consists of 03 to 05 members; • At least 02 non-executive members if the Board of Directors consists of 06 to 08 members; • At least 03 non-executive members if the Board of Directors consists of 09 to 11 members. 	Supplemented in detail to comply with Decree No. 245/2025/NĐ-CP.
2. Standards and conditions of members of the Board of Directors		
e. A member of the Board of Directors may concurrently serve as a member of the Board of Directors of another company. A member of the Board of Directors of a public company may concurrently serve as a member of the Board of Directors of no more than five (05) other companies.	e. A member of the Board of Directors may concurrently serve as a member of the Board of Directors of another company. A member of the Board of Directors of a public company may concurrently serve as a member of the Board of Directors or the Members' Council of no more than five (05) other companies.	Amended in accordance with Decree No. 245/2025/ND-CP to enhance the independence of the Board of Directors, limit concurrent positions, and ensure effectiveness and accountability in corporate governance
Article 44. Method for Election of Members of the Board of Directors		
1. The election of members of the Board of Directors shall be conducted by direct and secret ballot voting. Accordingly, each shareholder shall select candidates for the Board of Directors from the list of nominated candidates. The number of votes cast for each candidate shall be equal to the total number of voting shares held or represented by such shareholder. A candidate shall be elected as a member of the Board of Directors	1. The election of members of the Board of Directors shall be conducted by direct and secret ballot voting or other voting methods as stipulated in the Election Regulations adopted by the General Meeting of Shareholders. Accordingly, each shareholder shall select candidates for the Board of Directors from the list of nominated candidates. The number of votes cast for each candidate shall be equal to the total number of voting shares held or represented by such	<p>- Amended in accordance with Clause 5, Article 7 of Law No. 03/2022/QH15 amending and supplementing Clauses 1 and 2, Article 148 of the Law on Enterprises.</p> <p>- To ensure that resolutions accurately reflect the</p>

Internal Regulations on Corporate Governance (04/2022)	Amendments and supplements in 2026	Notes
<p>when obtaining at least 51% of the total votes of all shareholders attending the meeting, and shall be selected in descending order of votes received until the required number of members is reached.</p> <p>In the event that two (02) or more candidates receive an equal number of votes for the final position on the Board of Directors, a re-election shall be conducted among those candidates with equal votes, or selection shall be made in accordance with the criteria set out in the Election Regulations or the Company's Charter.</p>	<p>shareholder. A candidate shall be elected as a member of the Board of Directors when obtaining at least 51% of the total votes of all shareholders attending and voting at the meeting, or at least 51% of the total votes of all shareholders with voting rights approving, and shall be selected in descending order of votes received until the required number of members is filled.</p> <p>In the event that two (02) or more candidates receive an equal number of votes for the final position on the Board of Directors, a re-election shall be conducted among the candidates with equal votes, or the selection shall be made in accordance with the criteria specified in the Election Regulations or the Company's Charter.</p> <p>In the case of an additional election or replacement of a member of the Board of Directors to ensure the minimum number of members as required by law and the Company's Charter, if the number of candidates is equal to the number of positions to be filled, the General Meeting of Shareholders may conduct the election by open voting through voting cards or other voting methods as stipulated in the Election Regulations adopted by the General Meeting of Shareholders.</p>	<p>will of attending and voting shareholders, while facilitating the achievement of the required approval ratio for the adoption of resolutions.</p> <p>- To establish a clear and flexible legal basis, facilitating the election of members of the Board of Directors, including cases of additional election or replacement when necessary.</p>
Article 67. Role, rights and obligations of the Board of Supervisors, responsibilities of members of the Board of Supervisors		
<p>1. Members of the Board of Supervisors shall have the rights prescribed by the Law on Enterprises, relevant laws, the Company's Charter, and the Regulation on the operation of the Board of Supervisors, including the right to access information and documents relating to the Company's operations. Members of the Board of Directors, Director, and other executives of the Company are responsible for providing timely and</p>	<p>1. Supervisors shall have the rights prescribed by the Law on Enterprises, relevant laws, the Company's Charter, and the Regulation on the operation of the Board of Supervisors, including the right to access information and documents relating to the Company's operations. The Board of Directors, its members, General Director, and other executives of the Company are responsible for providing timely and sufficient information as requested by the Supervisors.</p>	<p>Amended in accordance with the rights, obligations, and information access rights of the Board of Supervisors as prescribed by the Law on Enterprises, the Company's organizational structure, and its Charter</p>

Internal Regulations on Corporate Governance (04/2022)	Amendments and supplements in 2026	Notes
sufficient information as requested by members of the Board of Supervisors.		
<p>3. The Board of Supervisors shall have the rights and obligations stipulated in Article 170 of the Law on Enterprises, the Company's Charter, as well as the following rights and obligations:</p> <p>...</p> <p>c. Supervise the Company's financial situation and the compliance with laws by members of the Board of Directors, the Director, and other managers.</p> <p>d. Ensure coordination of activities with the Board of Directors, the Director, and shareholders.</p> <p>e. In cases of detecting violations of laws or of the Company's Charter by members of the Board of Directors, the Director, or other executives, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, request the violator to cease such violation, and propose remedial measures.</p> <p>f. Develop the Regulation on the operation of the Board of Supervisors and submit it to the General Meeting of Shareholders for approval. The Ministry of Finance shall provide guidance on the model Regulation on the Operation of the Board of Supervisors for public companies to use as reference when developing their own regulations.</p>	<p>3. The Board of Supervisors shall have the rights and obligations stipulated in Article 170 of the Law on Enterprises, the Company's Charter, as well as the following rights and obligations:</p> <p>...</p> <p>c. Supervise the Company's financial situation and the compliance with laws by members of the Board of Directors, the General Director, and other managers.</p> <p>d. Ensure coordination of activities with the Board of Directors, the General Director, and shareholders.</p> <p>e. In cases of detecting violations of laws or of the Company's Charter by members of the Board of Directors, the General Director, or other executives, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, request the violator to cease such violation, and propose remedial measures.</p> <p>f. Develop the Regulation on the operation of the Board of Supervisors and submit it to the General Meeting of Shareholders for approval.</p>	
Article 69. Standards and conditions for members of the Board of Supervisors		
c. Not having a family relationship with members of the Board of Directors, the Director, or other managers;	c. Not having a family relationship with members of the Board of Directors, the General Director , or other managers;	Amended in accordance with the Company's organizational structure and Charter.
Article 82. Matters to be reported, information to be provided by the General Director, and method of notification to the Board of Directors and the Board of Supervisors		

Internal Regulations on Corporate Governance (04/2022)	Amendments and supplements in 2026	Notes
g. Other matters requiring the opinion of the Board of Directors must be submitted at least seven (07) working days in advance, and the Board of Directors shall provide feedback within seven (07) working days. 2. Regulations on the annual evaluation of commendation and discipline applicable to members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executive officers;	g. Other matters requiring the opinion of the Board of Directors must be submitted at least seven (07) working days in advance, and the Board of Directors shall provide feedback within seven (07) working days.	A drafting error
CHAPTER 7: EFFECTIVENESS		
The Internal Regulations on Corporate Governance of Agimexpharm Pharmaceutical Joint Stock Company consists of 07 chapters and 87 articles and shall take effect from April 11, 2022	The Internal Regulations on Corporate Governance of Agimexpharm Pharmaceutical Joint Stock Company consists of 07 chapters and 87 articles and shall take effect from March 27, 2026	Amended according to the date of approval of the Regulations at the 2026 Annual General Meeting of Shareholders.

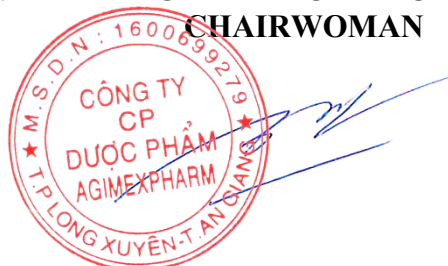
The General Meeting of Shareholders authorizes the Board of Directors to amend and supplement the Company's Internal Regulations on Corporate Governance and carry out the necessary procedures in accordance with the current laws.

Respectfully.

Recipients:

- AGP Shareholders;
- Board of Directors, Board of Supervisors, Board of Management;
- Archived: BOD Secretariat.

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



PHARM. PHAM THI BICH THUY

PROPOSAL

ON AMENDMENTS AND SUPPLEMENTS TO THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

- 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 of the Government detailing the implementation of 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. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding several provisions on corporate governance applicable to public companies;
- Pursuant to the Charter on Organization and Operation of Agimexpharm Pharmaceutical Joint Stock Company;
- Pursuant to the Internal Regulations on Corporate Governance of Agimexpharm Pharmaceutical Joint Stock Company;
- Pursuant to the Operating Regulations of the Board of Directors of Agimexpharm Pharmaceutical Joint Stock Company as amended and supplemented in April 2023;
- Pursuant to current regulations and the practical needs of Agimexpharm Pharmaceutical Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Operating Regulations of the Board of Directors of Agimexpharm Pharmaceutical Joint Stock Company as follows:

Operating Regulations of the Board of Directors (April 2023)	Amendments and supplements in 2026	Notes
Legal basis for promulgation of the Regulations		
<i>Pursuant to the Law on Securities dated November 26, 2019;</i> <i>Pursuant to the Law on Enterprises dated June 17, 2020;</i> <i>Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</i>	<i>Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;</i> <i>Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements;</i> <i>Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No.</i>	To include the newly effective legal basis and to reflect the date on which the Regulations were approved at the 2026 Annual General Meeting of Shareholders

Operating Regulations of the Board of Directors (April 2023)	Amendments and supplements in 2026	Notes
<p><i>Pursuant to Resolution No. 01 of the General Meeting of Shareholders dated April 08, 2023;</i></p> <p><i>The Board of Directors hereby promulgates the Regulation on the Operation of the Board of Directors of Agimexpharm Pharmaceutical Joint Stock Company, as amended, supplemented, and updated in accordance with the Resolution of the 2023 Annual General Meeting of Shareholders.</i></p>	<p>245/2025/ND-CP dated September 11, 2025;</p> <p><i>Pursuant to Resolution No. 01 of the General Meeting of Shareholders dated March 27, 2026;</i></p> <p><i>The Board of Directors hereby promulgates the Operating Regulations of the Board Of Directors of Agimexpharm Pharmaceutical Joint Stock Company.</i></p>	
The term “ <i>Member of the Board of Supervisors</i> ”	The term “ Supervisor ”	To ensure consistency with the current Law on Enterprises
Article 3. Rights and obligations of Members of the Board of Directors		
3. Independent members of the Board of Directors of a listed company shall prepare a report assessing the performance of the Board of Directors.	Delete Clause 3, Article 3	Agimexpharm is a large-scale public company and is not required to apply this provision.
Article 4. Right to access information of members of the Board of Directors		
2. ... The procedures for requesting and providing information shall be stipulated in the Company’s Charter.	2. ... The procedures for requesting and providing information shall be stipulated in the Internal Regulations on Corporate Governance.	The Internal Regulations provide detailed guidance for implementation of provisions under the Company’s Charter
Article 8. Dismissal, removal, replacement and addition of members of the Board of Directors		
4. b) Except for the cases specified at Point a and Point b of this Clause, the General Meeting of Shareholders shall elect new members to replace those dismissed or removed at its nearest meeting.	4. b) Except for the cases specified at Point a of this Clause , the General Meeting of Shareholders shall elect new members to replace those dismissed or removed at its nearest meeting.	A drafting error
Article 9. Election, dismissal and removal of Members of the Board of Directors		
3. The election of members of the Board of Directors shall be conducted by direct and secret ballot voting. Accordingly, each shareholder shall select candidates for the Board of Directors from the list of nominated candidates. The	3. The election of members of the Board of Directors shall be conducted by direct and secret ballot voting or other voting methods as stipulated in the Election Regulations adopted by the General Meeting of Shareholders. Accordingly, each shareholder shall	- Amended in accordance with Clause 5, Article 7 of Law No. 03/2022/QH15 amending and supplementing

Operating Regulations of the Board of Directors (April 2023)	Amendments and supplements in 2026	Notes
<p>number of votes cast for each candidate shall be equal to the total number of voting shares held or represented by such shareholder. A candidate shall be elected as a member of the Board of Directors when obtaining at least 51% of the total votes of all shareholders attending the meeting, and shall be selected in descending order of votes received until the required number of members is reached.</p> <p>In the event that two (02) or more candidates receive an equal number of votes for the final position on the Board of Directors, a re-election shall be conducted among those candidates with equal votes, or selection shall be made in accordance with the criteria set out in the Election Regulations or the Company's Charter.</p>	<p>select candidates for the Board of Directors from the list of nominated candidates. The number of votes cast for each candidate shall be equal to the total number of voting shares held or represented by such shareholder. A candidate shall be elected as a member of the Board of Directors when obtaining at least 51% of the total votes of all shareholders attending and voting at the meeting, or at least 51% of the total votes of all shareholders with voting rights approving, and shall be selected in descending order of votes received until the required number of members is filled.</p> <p>In the event that two (02) or more candidates receive an equal number of votes for the final position on the Board of Directors, a re-election shall be conducted among the candidates with equal votes, or the selection shall be made in accordance with the criteria specified in the Election Regulations or the Company's Charter.</p> <p>In the case of an additional election or replacement of a member of the Board of Directors to ensure the minimum number of members as required by law and the Company's Charter, if the number of candidates is equal to the number of positions to be filled, the General Meeting of Shareholders may conduct the election by open voting through voting cards or other voting methods as stipulated in the Election Regulations adopted by the General Meeting of Shareholders.</p>	<p>Clauses 1 and 2, Article 148 of the Law on Enterprises.</p> <ul style="list-style-type: none"> - To ensure that resolutions accurately reflect the will of attending and voting shareholders, while facilitating the achievement of the required approval ratio for the adoption of resolutions. - To establish a clear and flexible legal basis, facilitating the election of members of the Board of Directors, including cases of additional election or replacement when necessary.
Article 23. Effectiveness		
<p>The Operating Regulations of the Board of Directors of Agimexpharm Pharmaceutical Joint Stock Company consists of 07 chapters and 23 articles and takes effect from April 8, 2023.</p>	<p>The Operating Regulations of the Board of Directors of Agimexpharm Pharmaceutical Joint Stock Company, as amended and supplemented, consists of 07 chapters and 23 articles and takes effect from March 27, 2026.</p>	<p>To reflect the date on which the Regulations were approved at the 2026 Annual General Meeting of Shareholders</p>

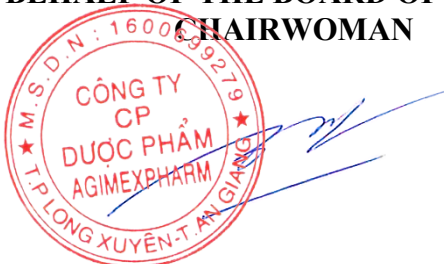
The General Meeting of Shareholders authorizes the Board of Directors to amend and supplement the Operating Regulations of the Board of Directors and to carry out the necessary procedures in accordance with applicable laws.

Respectfully submitted!

Recipients:

- AGP Shareholders;
- Board of Directors, Board of Supervisors, Board of Management;
- Archived: BOD Secretariat.

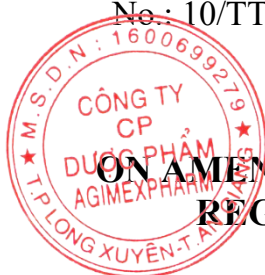
**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



PHARM. PHAM THI BICH THUY

No.: 10/TT-AGP.DHDCD

An Giang, March 03, 2026



PROPOSAL

ON AMENDMENTS AND SUPPLEMENTS TO THE OPERATING REGULATIONS OF THE BOARD OF SUPERVISORS

- 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 of the Government detailing the implementation of 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. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding several provisions on corporate governance applicable to public companies;
- Pursuant to the Charter on Organization and Operation of Agimexpharm Pharmaceutical Joint Stock Company;
- Pursuant to the Internal Regulations on Corporate Governance of Agimexpharm Pharmaceutical Joint Stock Company;
- Pursuant to the Operating Regulations of the Board of Supervisors of Agimexpharm Pharmaceutical Joint Stock Company issued in May 2021;
- Pursuant to current regulations and the practical needs of Agimexpharm Pharmaceutical Joint Stock Company.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Operating Regulations of the Board of Supervisors of Agimexpharm Pharmaceutical Joint Stock Company as follows:

Operating Regulations of the Board of Supervisors (May 2021)	Amendments and Supplements in 2026	Notes
Legal basis for issuance of the Regulations		
<p><i>Pursuant to the Law on Securities dated November 26, 2019;</i></p> <p><i>Pursuant to the Law on Enterprises dated June 17, 2020;</i></p> <p><i>Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</i></p> <p><i>Pursuant to Resolution No. 01 of the General Meeting of Shareholders dated May 17, 2021;</i></p>	<p><i>Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;</i></p> <p><i>Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements;</i></p> <p><i>Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;</i></p>	<p>To include the newly effective legal basis and to reflect the date on which the Regulations were approved at the 2026 Annual General Meeting of Shareholders</p>

Operating Regulations of the Board of Supervisors (May 2021)	Amendments and Supplements in 2026	Notes
	<i>Pursuant to Resolution No. 01 of the General Meeting of Shareholders dated March 27, 2026;</i>	
The term “ <i>Member of the Board of Supervisors</i> ”	The term “ Supervisor ”	To ensure consistency with the current Law on Enterprises
Article 8. Election, dismissal and removal of Members of the Board of Supervisors		
<p>2. The election of members of the Board of Supervisors shall be conducted by direct and secret ballot. Accordingly, each shareholder shall select Supervisors from the list of nominated candidates. The number of votes received by each candidate shall be equal to the total number of voting shares held by such shareholder. A candidate shall be elected as a member of the Board of Supervisors if he/she obtains at least 51% of the total votes of all shareholders attending the meeting and shall be selected from the candidates receiving the highest number of votes in descending order until the required number of members is reached.</p> <p>In case two (02) or more candidates receive the same number of votes for the last position of the Board of Supervisors, a re-election shall be conducted among those candidates with equal votes or selection shall be made based on the criteria stipulated in the Election Regulations or the Company’s Charter.</p>	<p>2. The election of Supervisors shall be conducted by direct and secret ballot or by other voting methods as stipulated in the Election Regulations adopted by the General Meeting of Shareholders. Accordingly, each shareholder shall select Supervisors from the list of nominated candidates. The number of votes received by each candidate shall be equal to the total number of voting shares held by such shareholder. A candidate shall be elected as a Supervisor if he/she obtains at least 51% of the total votes of shareholders attending and voting at the meeting or at least 51% of the total votes of shareholders with voting rights voting in favor, and shall be selected from the candidates receiving the highest number of votes in descending order until the required number of Supervisors is reached.</p> <p>In case two (02) or more candidates receive the same number of votes for the last position of the Board of Supervisors, a re-election shall be conducted among those candidates with equal votes or selection shall be made based on the criteria stipulated in the Election Regulations or the Company’s Charter.</p> <p>In case of additional election or replacement of a Supervisor to ensure the minimum number of Supervisors as required by law and the Company’s Charter, if the number of candidates equals the number of Supervisors to be elected, the General Meeting of Shareholders may conduct the election by open voting through raising voting cards or other voting</p>	<ul style="list-style-type: none"> - Amended in accordance with Clause 5, Article 7 of Law No. 03/2022/QH15 amending and supplementing Clauses 1 and 2, Article 148 of the Law on Enterprises. - To ensure that resolutions accurately reflect the will of attending and voting shareholders, while facilitating the achievement of the required approval ratio for the adoption of resolutions. - To establish a clear and flexible legal basis, facilitating the election of Supervisors, including cases of additional election or replacement when necessary.

Operating Regulations of the Board of Supervisors (May 2021)	Amendments and Supplements in 2026	Notes
	methods as stipulated in the Election Regulations adopted by the General Meeting of Shareholders.	
Article 22. Effectiveness		
The Operating Regulations of the Board of Supervisors of Agimexpharm Pharmaceutical Joint Stock Company consists of 07 chapters and 22 articles and takes effect from May 17, 2021.	The Operating Regulations of the Board of Supervisors of Agimexpharm Pharmaceutical Joint Stock Company, as amended and supplemented , consists of 07 chapters and 22 articles and takes effect from March 27, 2026 .	Amended in accordance with the date of approval of the Regulations at the 2026 Annual General Meeting of Shareholders.

The General Meeting of Shareholders authorizes the Board of Supervisors to amend and supplement the Operating Regulations of the Board of Supervisors and to carry out the necessary procedures in accordance with applicable laws.

Respectfully submitted!

Recipients:

- AGP Shareholders;
- Board of Directors, Board of Supervisors, Board of Management;
- Archived: BOD Secretariat.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**



MBA. TRAN THI THANH HANG

PROPOSAL

On approval of the resignation and election of an additional Supervisor

To: The General Meeting of Shareholders of Agimexpharm Pharmaceutical JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents;
- Pursuant to the Charter on Organization and Operation of Agimexpharm Pharmaceutical Joint Stock Company;
- Pursuant to the Resignation Letter dated March 02, 2026 of Ms. Pham Hai Yen from the position of Member of the Board of Supervisors cum Person in charge of Corporate Governance;
- Based on the need to ensure the organizational structure and operation of the Board of Supervisors in accordance with current regulations.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following matters:

1. Approval of the resignation of Ms. Pham Hai Yen from the position of Member of the Board of Supervisors (Supervisor) for personal reasons, effective from March 27, 2026.

2. Approval of the additional election of one (01) Supervisor with the following candidate information:

- Full name: NGUYEN THI AN Date of birth: April 25, 1991
- Professional qualification: Bachelor of Finance and Banking
- Current position at Agimexpharm: Staff of the Administration – Human Resources Department

(Detailed information of the candidate is presented in the attached Curriculum Vitae)

3. Term of office: The additional Supervisor shall serve for the remaining term of the current Board of Supervisors (2023 – 2028).

The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

Recipients:

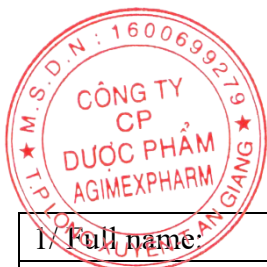
- AGP Shareholders;
- Board of Directors, Board of Supervisors, Board of Management;
- Archived: BOD Secretariat.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN



PHARM. PHAM THI BICH THUY



THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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CURRICULUM VITAE

1/ Full name:	Nguyen Thi An
2/ Gender:	Female
3/ Date of birth:	April 25, 1991
4/ Place of birth:	Thoai Son, An Giang
5/ ID Card/Passport No.	
6/ Nationality:	Vietnamese
7/ Ethnicity:	Kinh
8/ Permanent address:	
9/ Company telephone: 0296.3856961 - 3856964 10/ Email address: agp@agimexpharm.com	Mobile phone: Personal email:
11/ Professional qualification:	Bachelor of Finance and Banking
12/ Working experience: + February 09, 2015 – December 2015: Staff at Packaging Department 2, My Thoi Factory, Agimexpharm Pharmaceutical Joint Stock Company + January 2016 – May 15, 2016: Staff at Quality Assurance Department, My Thoi Factory, Agimexpharm Pharmaceutical Joint Stock Company + May 16, 2016 – Present: Staff at Administration and Human Resources Department, Agimexpharm Pharmaceutical Joint Stock Company	
13/ Current position:	Staff at Administration and Human Resources Department
14/ Total number of shares held (as of March 03, 2025): 9,700 shares, representing 0.03% of the charter capital, including:	
+ Shares representing ownership of (name of organization being State shareholder/ strategic shareholder/ others):	0 shares, representing 0% of the charter capital
+ Personally owned shares:	9,700 shares, representing 0.03% of the charter capital
15/ Shareholding commitment (if any)	None
16/ Related persons holding shares of the Company:	Nguyen Hoai Thanh – Relationship: Husband; Holding: 27,612 shares, representing 0.09% of the charter capital
17/ Related interests with the Company:	None
18/ Conflicting interests with the Company:	None



**AGIMEXPHARM PHARMACEUTICAL
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

An Giang, March 27, 2026

RESOLUTION
The 2026 Annual General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS

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 Charter of Agimexpharm Pharmaceutical Joint Stock Company;

Pursuant to the voting results on matters approved at the 2026 Annual General Meeting of Shareholders of Agimexpharm Pharmaceutical Joint Stock Company, held at Hoa Binh 1 Restaurant on March 27, 2026.

RESOLVED:

Article 1. Approval of Report and evaluation of the Board of Directors' performance in 2025; objectives and plan for 2026; *Voting rate:%.*

Article 2. Approval of Audited Financial Statements for 2025; *Voting rate:%.*

Article 3. Approval of Report on the use of proceeds from the share issuance; *Voting rate:%.*

Article 4. Approval of Report of the Board of Supervisors for 2025; *Voting rate:%.*

Article 5. Approval of Report on business performance in 2025 and the business plan for 2026 of the Board of Management; *Voting rate:%.*

Article 6. Approval of the proposals presented by the Board of Directors:

- 1) Proposal on the selection of the auditing firm for the 2026 financial statements; *Voting rate:%.*
- 2) Proposal on profit distribution and dividend payment for 2025; *Voting rate:%.*
- 3) Proposal on remuneration and bonuses of the Board of Directors and the Board of Supervisors; *Voting rate:%.*
- 4) Proposal on addition of business lines and update of business names and codes; *Voting rate:%.*
- 5) Proposal on the share issuance plan to pay 2025 dividends; *Voting rate:%.*
- 6) Proposal on the share issuance plan under the Employee Stock Ownership Plan (ESOP); *Voting rate:%.*
- 7) Proposal on amendments and supplements to the Company's Charter; *Voting rate:%.*
- 8) Proposal on amendments and supplements to the Internal Regulations on Corporate Governance; *Voting rate:%.*
- 9) Proposal on amendments and supplements to the Operating Regulations of the Board of Directors; *Voting rate:%.*

10) Proposal on amendments and supplements to the Operating Regulations of the Board of Supervisors; *Voting rate*:%.

11) Proposal on approval of the resignation and election of an additional Supervisor; *Voting rate*:%.

Article 6. This resolution has been approved with a voting rate of% and shall take effect from the date of conclusion of the General Meeting. All shareholders of Agimexpharm Pharmaceutical Joint Stock Company, members of the Board of Directors, members of the Board of Supervisors, and all employees of the company are responsible for implementing this resolution. At the same time, the General Meeting of Shareholders authorizes the Board of Directors to detail this resolution into plans and tasks for directing and organizing its implementation.

Recipients:

- The Company's shareholders;
- The State Securities Commission;
- The Stock Exchange;
- Board of Directors;
- Board of Supervisors;
- Archived: BOD Secretariat.

**ON BEHALF OF THE PRESIDIUM
CHAIRWOMAN OF THE BOD**

PHARM. PHAM THI BICH THUY