

Appendix VI
EXTRAORDINARY INFORMATION DISCLOSURE

(Issued with the Decision No. 21/QĐ-SGDVN on December 21, 2021 of the CEO of Vietnam Exchange on the Information Disclosure Regulation of Vietnam Exchange)

**AGIMEXPHARM PHARMACEUTICAL
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 08/CBTT-AGP

An Giang, *April 4, 2025*

EXTRAORDINARY INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Name of organization: AGIMEXPHARM PHARMACEUTICAL JOINT STOCK COMPANY
 - Stock code: AGP
 - Address: No. 27 Nguyen Thai Hoc Street, My Binh Ward, Long Xuyen City, An Giang Province
 - Tel: 02963.856964
 - E-mail: agp@agimexpharm.com
2. Contents of disclosure:
 - Resolution of the Board of Directors No. 04/NQ-AGP.HDQT dated *April 4, 2025* on issuance of regulations on stock issuance under the Employee Stock Ownership Plan (ESOP);
 - Resolution of the Board of Directors No. 05/NQ-AGP.HDQT dated *April 4, 2025*, on approving the standards and principles for determining the number of shares allocated to each participant and the list of employees eligible to participate in the Employee Stock Ownership Plan (ESOP) - Implementation timeline;
 - Resolution of the Board of Directors No. 06/NQ-AGP.HDQT dated *April 4, 2025*, on the Implementation of share issuance plan under the Employee Stock Ownership Plan (ESOP) and the Approval of measures to ensure compliance with foreign ownership limits
3. This information was published on the company's website on *April 4, 2025*, as in the link <https://agimexpharm.com/shareholder/>

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Attached documents:

- Resolution of the BODs No. 04/NQ-AGP.HDQT;
- Resolution of the BODs No. 05/NQ-AGP.HDQT;
- Resolution of the BODs No. 06/NQ-AGP.HDQT.

Legal representative
General Director



Phar: Nguyen Van Kha

AGIMEXPHARM PHARMACEUTICAL
JOINT STOCK COMPANY

No.: 04/NQ-AGP.HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

An Giang, ...April 4, ... 2025

RESOLUTION

On issuance of regulations on stock issuance under the Employee Stock Ownership Plan (ESOP)

BOARD OF DIRECTORS

AGIMEXPHARM PHARMACEUTICAL JOINT STOCK COMPANY

- Pursuant to Enterprises Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing and guiding the implementation of certain provisions of the Securities Law;
- Pursuant to Charter of Agimexpharm Pharmaceutical Joint Stock Company ("Company");
- Pursuant to Resolution No. 01/NQ-AGP.DHDCCD dated March 08, 2025, of the 2025 Annual General Meeting of Shareholders;
- Pursuant to Minutes No. 01/BB-AGP.DHDCCD dated March 08, 2025, of the 2025 Annual General Meeting of Shareholders;
- Pursuant to Proposal No. 05/TT-AGP.DHDCCD dated February 14, 2025, on Approval of the plan for issuing shares under the Employee Stock Ownership Plan (ESOP);
- Pursuant to Minutes No. 03/BB-AGP.HDQT dated ...April 4, ... of the Board of Directors.

RESOLVED:

Article 1: Enclosed with this Resolution is the Regulation on stock issuance under the Employee Stock Ownership Plan (ESOP) of Agimexpharm Pharmaceutical Joint Stock Company.

Article 2: The expected implementation period is from Q2 to Q4 of 2025, following notification from the State Securities Commission (SSC) confirming receipt of the Company's complete issuance report. The appropriate timing will be selected to ensure shareholders' rights and compliance with legal regulations.

Article 3: Members of the Board of Directors, the Board of Supervisors, the Executive Board, and the Directors/Heads of affiliated departments are responsible for implementing this Resolution.

Article 4: This Resolution takes effect from the date of signing.

Recipients:

- As stated in Article 3,
- Archived: Secretary of the BODs.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



PHẠM PHAM THI BICH THUY

REGULATION

On stock issuance under the Employee Stock Ownership Plan (ESOP) of the Company

(Issued under Resolution No. 04/NQ-AGP.HDQT dated ... April 4, ... 2025)

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The Board of Directors of Agimexpharm Pharmaceutical Joint Stock Company (hereinafter referred to as the "Company") hereby issues the Regulation on stock issuance under the Employee Stock Ownership Plan (ESOP) for the Company's Officers and Employees as follows:

Article 1: Purpose of stock issuance

- Strengthen the commitment of Officers and Employees to the Company, motivate contributions and lay the foundation for the Company's strong and sustainable growth.
- Increase charter capital to supplement the Company's equity, serving its business and operational needs.

Article 2: Eligible participants and allocation criteria

- Applicable to Employees (Officers and Staff) who play a key role and have made significant contributions to the Company's success and development in the past and present, with a commitment to contributing in the future.
- Allocation criteria: Ensuring fairness based on position, job role, years of service and work performance.

Article 3: Principles for determining the number of shares allocated

- The number of shares allocated to Officers and Employees is determined based on three (03) criteria:

+ Position and Job role:

Position	Level	Position coefficient (Ci)
Director	1	2.0
Deputy Director	2	1.5
Team Leader	3	1.0
Employee	4	0.5

+ Years of service:

Years of service	Level	Seniority coefficient (Ni)
≥ 15 Years	1	2.0
$10 \leq \text{Years} < 15$	2	1.5
$4 \leq \text{Years} < 10$	3	1.0
$1 \leq \text{Years} < 4$	4	0.5

+ Work performance:

Work performance	Level	Work performance coefficient (Ki)
$\geq 160\%$ of work done	1	2,00
$140\% \leq \text{Work done} < 160\%$	2	1,00
$120\% \leq \text{Work done} < 140\%$	3	0,85
$100\% \leq \text{Work done} < 120\%$	4	0,65

- Based on the three (03) criteria above, the number of shares allocated to each employee is determined by the following formula:

Number of shares allocated to each employee = (Employee's total score/Total score of all employees participating in ESOP) x Total number of shares to be issued under the ESOP

In which:

Employee's total score = Position coefficient (Ci) x Seniority coefficient (Ni) x Work performance coefficient (Ki)

- Rounding rules for the number of shares allocated to each employee:

After determining the number of shares allocated to each employee based on the formula mentioned above, the number of ESOP shares will be rounded as follows:

+ If the value after the hundreds digit is < 50 (round down), the hundreds digit remains unchanged.

For example: If the number of shares allocated to an employee after applying the formula is 28,726 shares, the employee will receive 28,700 shares according to the rounding rule.

+ If the value after the hundreds digit is ≥ 50 (round up), the hundreds digit will be increased by one.

For example: If the number of shares allocated to an employee after applying the formula is 28,174 shares, the employee will receive 28,200 shares.

After rounding the number of shares allocated to each employee, to ensure the distribution of a total of 1,157,197 shares, the Board of Directors has decided to allocate 1,197 shares to the employee who also serves as the Chairman of the Union.

Article 4: Type of shares issued and issuance conditions

- Securities name: Shares of Agimexpharm Pharmaceutical Joint Stock Company
- Securities code: AGP
- Type of shares: Transferable common shares with conditions
- Par value per share: VND 10,000/share
- Expected number of shares to be issued: 1,157,197 shares, equivalent to 5% of the total outstanding shares
- Issuance price: VND 18,000 per share

Article 5: Applicable policies

- The participants specified in Article 2 will be approved to purchase a specific number of shares based on the table outlined in Article 3 (details will be notified to each individual).
- Each employee will have the shares registered in their name upon approval.
- The shares issued under this ESOP will be subject to a 100% transfer restriction for one (01) year from the date the issuance is completed.

Article 6: Purchase registration and Payment method

- Employees on the approved list must complete the registration process at the Company's Shareholder Relations Department.
- Payment method: Payment should be made to the Company's blocked account:

Account number: 117000074227



RESOLUTION

On approving the standards and principles for determining the number of shares allocated to each participant and the list of employees eligible to participate in the Employee Stock Ownership Plan (ESOP) - Implementation timeline

BOARD OF DIRECTORS

AGIMEXPHARM PHARMACEUTICAL JOINT STOCK COMPANY

- Pursuant to Enterprises Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing and guiding the implementation of certain provisions of the Securities Law;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding certain contents on securities offering, issuance, public tender offers, share buybacks, public company registration, and public company delisting;
- Pursuant to Resolution No. 01/NQ-AGP.DHDCD dated March 08, 2025, of the 2025 Annual General Meeting of Shareholders;
- Pursuant to Minutes No. 01/BB-AGP.DHDCD dated March 08, 2025, of the 2025 Annual General Meeting of Shareholders;
- Pursuant to Proposal No. 05/TT-AGP.DHDCD dated February 14, 2025, on Approval of the plan for issuing shares under the Employee Stock Ownership Plan (ESOP);
- Pursuant to Minutes No. 03/BB-AGP.HDQT dated ...April 4, ... 2025 of the Board of Directors;
- Pursuant to Charter of Agimexpharm Pharmaceutical Joint Stock Company ("Company").

RESOLVED:

Article 1: Approve the standards for employees of the Company to participate in the ESOP program, with the specific details as follows:

- Participants in the Employee Stock Ownership Plan (ESOP) are approved by the Board of Directors.
- Employees who have submitted their resignation request will not be eligible to participate in the ESOP program, regardless of whether their official resignation date occurs before or after the State Securities Commission's notification of receipt of the full issuance report for the ESOP program.
- Employees (Officers and Staff) who play an important role, have made significant contributions to the success and development of Agimexpharm Pharmaceutical Joint Stock Company in the present and past, and have committed to contributing to the company's future.

Article 2. Approve the principles for determining the number of shares allocated to each entity in the company based on three (03) criteria, specifically as follows:



+ Position and Job role:

Position	Level	Position coefficient (Ci)
Director	1	2.0
Deputy Director	2	1.5
Team Leader	3	1.0
Employee	4	0.5

+ Years of service:

Years of service	Level	Seniority coefficient (Ni)
≥ 15 Years	1	2.0
$10 \leq \text{Years} < 15$	2	1.5
$4 \leq \text{Years} < 10$	3	1.0
$1 \leq \text{Years} < 4$	4	0.5

+ Work performance:

Work performance	Level	Work performance coefficient (Ki)
$\geq 160\%$ of Work done	1	2,00
$140\% \leq \text{Work done} < 160\%$	2	1,00
$120\% \leq \text{Work done} < 140\%$	3	0,85
$100\% \leq \text{Work done} < 120\%$	4	0,65

- Based on the three (03) criteria above, the number of shares allocated to each employee is determined by the following formula:

Number of shares allocated to each employee = (Employee's total score/Total score of all employees participating in ESOP) x Total number of shares to be issued under the ESOP

In which:

Employee's total score = Position coefficient (Ci) x Seniority coefficient (Ni) x Work performance coefficient (Ki)

- Rounding rules for the number of shares allocated to each employee:

After determining the number of shares allocated to each employee based on the formula mentioned above, the number of ESOP shares will be rounded as follows:

+ If the value after the hundreds digit is < 50 (round down), the hundreds digit remains unchanged.

For example: If the number of shares allocated to an employee after applying the formula is 28,726 shares, the employee will receive 28,700 shares according to the rounding rule.

+ If the value after the hundreds digit is ≥ 50 (round up), the hundreds digit will be increased by one.

For example: If the number of shares allocated to an employee after applying the formula is 28,174 shares, the employee will receive 28,200 shares.

After rounding the number of shares allocated to each employee, to ensure the distribution of a total of 1,157,197 shares, the Board of Directors has decided to allocate 1,197 shares to the employee who also serves as the Chairman of the Union.

Article 3. Approve the list of employees eligible to participate in the program and the number of shares allocated (*Detailed list attached*).

Article 4. The expected implementation period is from Q2 to Q4 of 2025, following notification from the State Securities Commission (SSC) confirming receipt of the Company's complete issuance report.

Article 5. Members of the Board of Directors and the Executive Board of Agimexpharm Pharmaceutical Joint Stock Company are responsible for implementing this resolution. This resolution takes effect from the date of signing.

Recipients:

- As stated in Article 5;
- Archived: VT, Secretary of the BODs.

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



PHẠM THỊ BÍCH THUY



RESOLUTION

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

- Pursuant to Enterprises Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing and guiding the implementation of certain provisions of the Securities Law;
- Pursuant to Charter of Agimexpharm Pharmaceutical Joint Stock Company ("Company").
- Pursuant to Resolution No. 01/NQ-AGP.DHDCD dated March 08, 2025, of the 2025 Annual General Meeting of Shareholders;
- Pursuant to Minutes No. 01/BB-AGP.DHDCD dated March 08, 2025, of the 2025 Annual General Meeting of Shareholders;
- Pursuant to Proposal No. 05/TT-AGP.DHDCD dated February 14, 2025, on Approval of the plan for issuing shares under the Employee Stock Ownership Plan (ESOP);
- Pursuant to Minutes No. 03/BB-AGP.HDQT dated *April 4*, of the Board of Directors.

RESOLVED:

Article 1. Approval of the implementation of the share issuance plan under the Employee Stock Option Program, which was approved by the 2025 Annual General Meeting of Shareholders on March 8, 2025, as follows:

1. Securities name: Shares of Agimexpharm Pharmaceutical Joint Stock Company
2. Type of securities: Common shares
3. Securities code: AGP
4. Par value per share: VND 10,000/share
5. Current charter capital: VND 231,439,410,000
6. Total number of issued shares: 23,143,941 shares
Of which:
 - Total number of outstanding shares: 23,143,941 shares
 - Total number of treasury shares: 0 shares
7. Maximum expected number of shares to be issued: 1,157,197 shares
8. Maximum expected total issuance value at par value: VND 11,571,970,000
9. Purpose of issuance: Issuance of shares under the Employee Stock Option Program.
10. Eligible subscriber: Employees who have contributed to the development of Agimexpharm Pharmaceutical Joint Stock Company. The General Meeting of Shareholders authorizes the



Board of Directors to approve the criteria, the list of employees eligible to participate in the program, and the specific number of shares each employee may purchase.

11. **Issuance ratio** (Number of shares to be issued/Number of outstanding shares): 5%
 12. **Issuance price:** VND 18,000 per share
 13. **Expected total proceeds:** VND 20,829,546,000
 14. **Principles for determining the number of shares allocated to each employee:**
The General Meeting of Shareholders authorizes the Board of Directors to determine the principles for allocating shares to each employee at the time of issuance.
 15. **Transfer restrictions:** Shares issued under the ESOP will be subject to a transfer restriction for 01 year from the end of the issuance period.
 16. **Plan for handling when employees resign during the transfer restriction period:** The General Meeting of Shareholders has decided not to revoke the shares if employees resign during the transfer restriction period.
 17. **Expected time of issuance:** The issuance is expected to take place in Q2 – Q4 of 2025, after the State Securities Commission (SSC) acknowledges the receipt of the complete issuance report from the Company.
 18. **Plan for using funds from the issuance:** The entire amount raised from the issuance will be used to supplement the working capital for the Company's business operations.
 19. **Plan for handling unsubscribed shares:** The number of unsubscribed shares will be distributed to other eligible employees as authorized by the General Meeting of Shareholders in accordance with the program's purpose, provided that the offering price is not lower than VND 18,000 per share. In the event that the Board of Directors is unable to find suitable employees, the General Meeting of Shareholders authorizes the Board of Directors to adjust the total number of shares to be issued to reflect the actual number of shares distributed.
 20. **Additional securities registration and additional trading registration:** The General Meeting of Shareholders approves and authorizes the Board of Directors 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.
 21. **Approval of charter capital amendment:** Approve the amendment of the Company's Charter (regarding charter capital) and the adjustment of the Enterprise Registration Certificate with the Department of Planning and Investment of An Giang Province, following the written notification from the State Securities Commission confirming receipt of the issuance result report.
- Article 2.** The Board of Directors assigns the General Meeting of Shareholders to implement the share issuance plan under the Employee Stock Option Program, specifically as follows:
- Carry out the necessary procedures to submit the application for share issuance under the Employee Stock Option Program to the State Securities Commission and provide explanations on related matters upon request;
 - Prepare and submit for approval by the Board of Directors the required documents for the additional securities registration with the Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch (CNVSDC) and the additional securities listing with the Hanoi Stock Exchange after obtaining approval from the State Securities Commission;
 - Disclosure of information in accordance with legal regulations.
- Article 3.** Approval of measures to ensure compliance with the maximum foreign ownership ratio in Agimexpharm Pharmaceutical Joint Stock Company:

- Maximum foreign ownership ratio in the company: 0% (based on Official letter No. 2852/UBCK-PTTT dated June 14, 2021, issued by the State Securities Commission regarding the maximum foreign ownership ratio of Agimexpharm Pharmaceutical Joint Stock Company);
- The Company will issue shares to employees who are domestic investors to ensure that the foreign ownership ratio in the Company does not increase;
- In the event that an employee allocated shares does not exercise their purchase rights (if applicable), the Company will redistribute those shares to other domestic employees, ensuring that the foreign ownership ratio does not increase and that all legal regulations are strictly followed.

Article 4. Members of the Board of Directors and the Executive Board of Agimexpharm Pharmaceutical Joint Stock Company are responsible for implementing this Resolution.

This Resolution takes effect from the date of signing.

Recipients:

- As stated in Article 4;
- Archived: Secretary of the Board of Directors.

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



PHẠM PHAM THI BICH THUY

