

CONNECTING SCIENCE



ELEVATING HEALTH





CONNECTING SCIENCE ELEVATING HEALTH



2024 marks a significant step forward in Imexpharm's development journey as we continue to affirm our mission to deliver high-quality pharmaceutical products, contributing to the improvement of community health and promoting sustainable development in Vietnam.

Beyond our focus on research and production, Imexpharm actively promotes healthy lifestyles through community programs, health education campaigns, and the development of safe and effective products. With a long-term vision, we invest significantly in science, technology, and international partnerships to bring advanced healthcare solutions that meet the evolving needs of society.

Alongside our continuous innovation, Imexpharm remains steadfast in our core values: **placing people at the center, driving progress through innovation, and guiding our actions with social responsibility.** We believe that sustainable development is not merely a goal but an ongoing journey, where each step forward delivers tangible value for our business, the community, and the economy.

The 2024 Sustainability Report reflects Imexpharm's operational outcomes over the past year, while also clearly demonstrating our long-term strategy for creating sustainable value. Under the theme **"Connecting Science - Elevating Health,"** Imexpharm is committed to continuous innovation, intensified research, partnering with society, and striving towards a better future.

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SUSTAINABILITY REPORT OVERVIEW

(GRI 2-2,2-3,2-4,2-5)

Imexpharm’s Sustainability Report is prepared annually, separate from the Annual Report, to clearly present the company’s objectives, orientations, and key activities. Simultaneously, it serves as a vital link between Imexpharm and its stakeholders, demonstrating transparency, responsibility, and a commitment to sustainable development, thereby reinforcing trust and enhancing brand reputation.

Applied standards

Imexpharm 2024 Sustainability Report continues to apply the GRI Sustainability Reporting Standards (GRI), issued by the Global Sustainability Standards Board (GSSB) in 2016 and updated in 2021. This report has been prepared in accordance with the GRI Standards: Core option.

Furthermore, Imexpharm aligns its operational performance with the 17 United Nations Sustainable Development Goals (SDGs) to provide a comprehensive and holistic view of the company’s contributions to Vietnam’s sustainable development progress.

Report content

Imexpharm’s 2024 Sustainability Report encompasses information regarding the company’s management approach, operational performance, and objectives and strategies related to material topics identified through a process of analyzing and evaluating significant impacts based on GRI 2021 Standards. It also details Imexpharm’s commitments, achievements, and the extent to which these commitments address stakeholder concerns, aiming to provide the most comprehensive overview of the company’s activities during the year. This, in turn, assists the company in balancing its operational plans for subsequent fiscal years.

Reporting period

Imexpharm’s Sustainability Report covers the fiscal year from January 1, 2024, to December 31, 2024, aligning with the reporting period of the 2024 Annual Report, with a reporting cycle of once per year.

Reporting scope

The report’s content focuses on the pharmaceutical sector within the territory of Vietnam, covering the operations of the entire Imexpharm Corporation.

Contact for report inquiries

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KEY ACHIEVEMENTS AND AWARDS (GRI 2-28)



Ministry of Health

VIETNAM MEDICINE STAR for the 2nd time



Forbes Vietnam

Top 50 best listed companies in 2024



HOSE

IMP is the only stock from the Healthcare sector included in top VNSI20



Nhip Cau Dau Tu Magazine

Top 50 corporate sustainability awards 2024



Vietstock, VAFE association, and FiLi e-magazine

IR award 2024



The Saigon Times

Saigon Times CSR 2024



Vietnam Investment Review & HOSE

Top 5 sustainable development report - Most comprehensive sustainability report



Anphabe

Top 1 best place to work for 2024 in the pharmaceutical, medical equipment, and healthcare sector – Medium enterprises



Vietnam Report

2024 ranked #3 in Vietnam top 10 pharmacy reputation award 2024



VIOD

Top 50 listed companies with best corporate governance practices - VNCG50



Nhip Cau Dau Tu Magazine

Top 50 Vietnam's best-performing companies



Binh Duong Province People's Committee

Two EU-GMP factory clusters (IMP3, IMP4) of Imexpharm honored in Binh Duong green book 2024

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CEO LETTER (GRI 2-22)



Dear shareholders, partners, customers, and all members of the Imexpharm family,

2024 continues to mark a significant chapter in Imexpharm’s journey of sustainable development, guided by our principle: **“Connecting Science – Elevating Health.”** This serves as the compass for all our endeavors – from research, production to our responsibility towards society and the environment.

Amidst a volatile market landscape, Imexpharm maintained stable growth, achieving a gross revenue of VND 2,512.8 billion, an 18.9% increase compared to 2023. This reflects the inherent efficiency and adaptive resilience of our comprehensive operational framework, while reflecting our commitment to integrating ESG factors into our long-term strategy.

Sustainable antibiotics – Elevating treatment quality and expanding our portfolio

As the No. 1 domestic company in Vietnam’s antibiotics sector, Imexpharm consistently strives to develop effective, safe, and high-quality treatment products that meet increasingly diverse medical needs. In 2024, we continued to boost our investment in an EU-GMP certified production system, boasting 12 modern lines, while simultaneously enhancing our R&D capabilities. With R&D investment accounting for 5% of our revenue – the highest in the industry – we continuously develop high-tech product lines that meet stringent quality standards. Last year, 24 new products were launched, primarily new-generation antibiotics and injectable formulations.

Furthermore, we aim to expand into other specialized therapeutic areas such as cardiovascular, diabetes, neurology, and gastroenterology with high-intellectual-value products. This will form the foundation for Imexpharm to assert its role in the high-tech pharmaceutical segment of both domestic and regional markets.

Happy working environment – The driving force for internal development

People are at the heart of Imexpharm’s sustainable development strategy. We not only invest in technology but also foster a safe, friendly, and happy working environment. In 2024, Imexpharm was honored by Anphabe as the **#1 Best**

Workplace in Vietnam 2024 in the Pharmaceutical, Medical Equipment, and Healthcare sector (mid-sized enterprise category). This recognition, stemming from a culture of engagement, comprehensive welfare policies, and clear career development opportunities, is underscored by a talent willingness-to-apply rate that is 129% higher than the industry average.

With an average income reaching VND 22.6 million per person per month, a 9% increase compared to the previous year, along with long-term bonus policies, extended insurance, and in-depth training, we aspire for every employee to feel secure, happy, and proud to be part of the Imexpharm family.

Transparent and excellent governance – A solid foundation for long-term strategy

In an increasingly integrated global context, robust governance is a key factor for sustainable development. Imexpharm has progressively refined its governance system in accordance with international standards, strengthening risk management and internal controls, while ensuring compliance with environmental, financial, and tax regulations.

We are proud to be the sole company in the healthcare sector included in the VNSI20 sustainability index and one

of the first companies to complete the implementation of International Financial Reporting Standards (IFRS) and deploy the SAP S/4HANA Cloud ERP system. These steps affirm our efforts to enhance operational transparency and build trust with investors and the community.

A comprehensive healthcare ecosystem – For a healthier future community

In a rapidly changing socio-economic landscape, Imexpharm will continue to uphold its sustainable development direction based on its core pillars. This serves as our impetus for continuous improvement, optimizing operational efficiency, expanding into international markets, strengthening our supply chain, and partnering with the community on the journey to enhance comprehensive health.

We believe that a sustainable company is one that not only creates economic value but also inspires and leaves a positive legacy for society. Imexpharm is committed to steadfastly pursuing its chosen strategy, continually innovating, creating, and collaborating to contribute to a strong healthcare ecosystem, a healthy community, and a prosperous future. Sincerely,

**Imexpharm General Director
People's Doctor
Pharmacist Tran Thi Dao**

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Overview of Imexpharm (GRI 2-1)



Trade name	IMEXPHARM CORPORATION
Business registration certificate	No. 1400384433, initially issued on August 01, 2001 and revised for the 33rd time on October 08, 2024 by the Department of Planning and Investment of Dong Thap Province
Charter capital	VND 1,540,427,620,000
Contributed capital	VND 1,540,427,620,000
Address	No. 4, 30/4 Street, Ward 1, Cao Lanh City, Dong Thap Province, Vietnam
Tel	0277 3851 941
Call center	1800 5555 35
Website	www.imexpharm.com
Ticker symbol	IMP
Stock Exchange	HOSE, according to Decision No. 76/UBCK-GPNY dated November 05, 2006



VISSION - MISSION - CORE VALUES



Vision

Trusted quality - European standard

Imexpharm aims at becoming a symbol of trust in quality and treatment effectiveness with pharmaceutical products meeting European standards at reasonable prices.



Mission

Providing effective solutions for social healthcare

Imexpharm's mission is to provide high-quality products and healthcare services that enhance the well-being of individuals and communities.



Core values - Cultural principles

Over 47 years of establishment and development, Imexpharm's culture is not only a precious heritage but also a motivating force which has always been cherished, nurtured, and passed down through generations. These values have served as the guiding principles for Imexpharm to overcome all challenges and evolve into a solid, transparent, and trustworthy symbol in the pharmaceutical industry.



Business philosophy

"1,000 years later, the lotus still blooms"

Imexpharm remains steadfast in its philosophy and commitment to serving customers and the community in line with its strategic direction. Despite facing countless fluctuations and challenges in the business environment, Imexpharm has consistently adapted and achieved sustainable growth. Like the lotus – a symbol of purity and longevity – Imexpharm continuously strives to shine through each product, brand, and the values of its people.

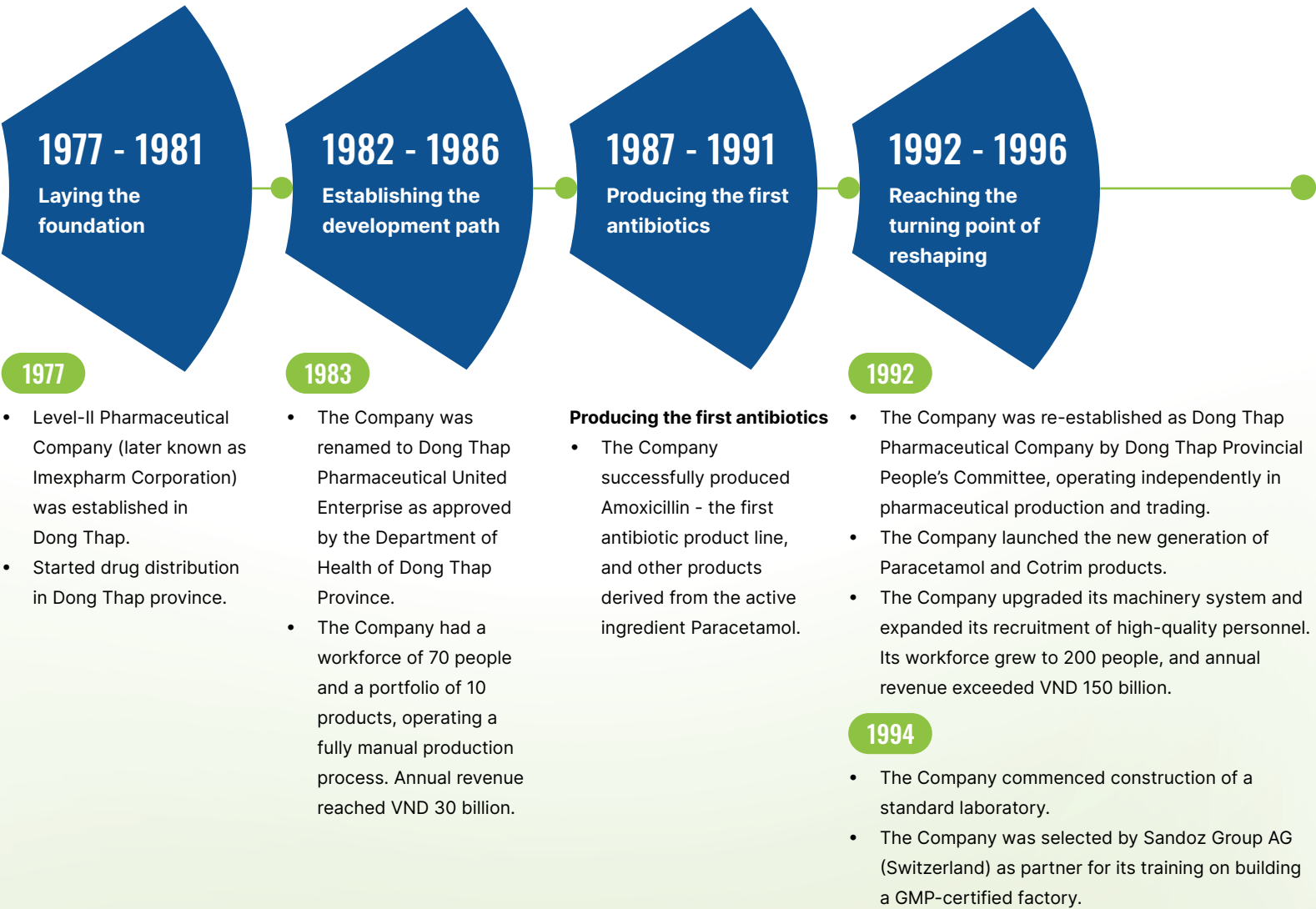


MILESTONES IN OUR DEVELOPMENT JOURNEY



From a seed sown in the “land of pink lotus”, Dong Thap province, Imexpharm has grown robustly over the past 47 years, becoming a sustainable symbol in Vietnam’s pharmaceutical industry. Established in 1977 as Level-II Pharmaceutical Company, Imexpharm has navigated a journey filled with challenges yet also immense pride, consistently adhering to its mission of enhancing the quality of community healthcare.

Like a lotus steadfast against the passage of time, Imexpharm continuously innovates and develops, gradually shaping the market and affirming its pioneering position in the pharmaceutical sector. With a solid foundation and aspirations for further reach, the Company continues to spread sustainable values, making a positive contribution to the community and Vietnam’s economy.



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1997

- The Company became the first in Vietnam to establish an ASEAN-GMP certified Non Betalactam factory, with an investment of VND 19 billion.

1999

- The Company signed a franchise manufacturing agreement with Biochimie Group (Austria) - a member of Sandoz AG Group. Imexpharm became the first Vietnamese pharmaceutical company to manufacture for an international corporation.
- Construction of the Penicillin factory was completed with an investment capital of VND 18 billion.

2001

- The Company became the first entity under Vietnam Pharmaceutical Corporation to complete equitization, becoming Imexpharm Corporation with a charter capital of VND 22 billion.



2005

- Imexpharm was awarded a Certificate of Merit for outstanding achievements in product and brand development contributing to international economic integration by the National Committee for International Economic Cooperation.
- The Company increased its charter capital to VND 64 billion by offering shares to strategic investors.
- Penicillin and Non Betalactam factories were upgraded to meet WHO-GMP standards, while warehouses and laboratories were also improved to comply with GSP and GLP standards.

2006

- The Company became the first listed pharmaceutical company on Ho Chi Minh City Stock Exchange, with the ticker symbol of IMP.



2007

- The Company successfully demonstrated the bioequivalence of Imeclor Antibiotics (125mg).
- Through dividend payment and issuance of additional shares, the Company increased its charter capital to VND 116 billion.

2008

- The Company signed a joint venture agreement with Pharmascience (Canada) to jointly produce 130 products.

2009

- The Cephalosporin factory (producing oral drugs and injectable powder using European technology) was launched in Binh Duong with an investment of VND 113 billion.

2010

- A factory was constructed to produce injectable Penicillin with a total investment of VND 50 billion; realizing Imexpharm's vision of "Trusted quality - European standard".



2013

- The Company became the first pharmaceutical company to apply the global SAP-ERP solution to system management.

2016

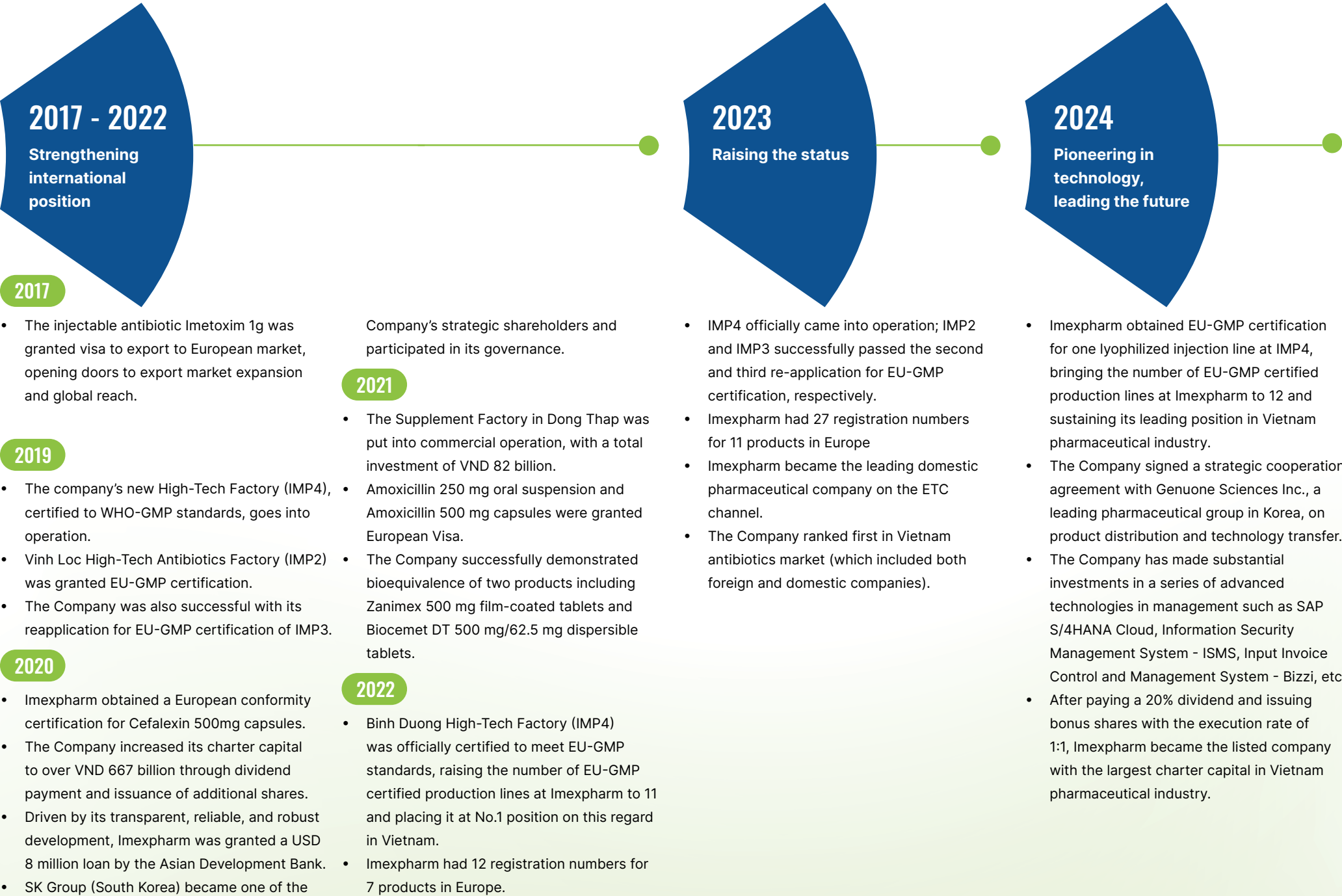
- The Betalactam High-tech Factory in Binh Duong (IMP3) was upgraded, Imexpharm became the first pharmaceutical company to have 03 EU-GMP certified production lines.

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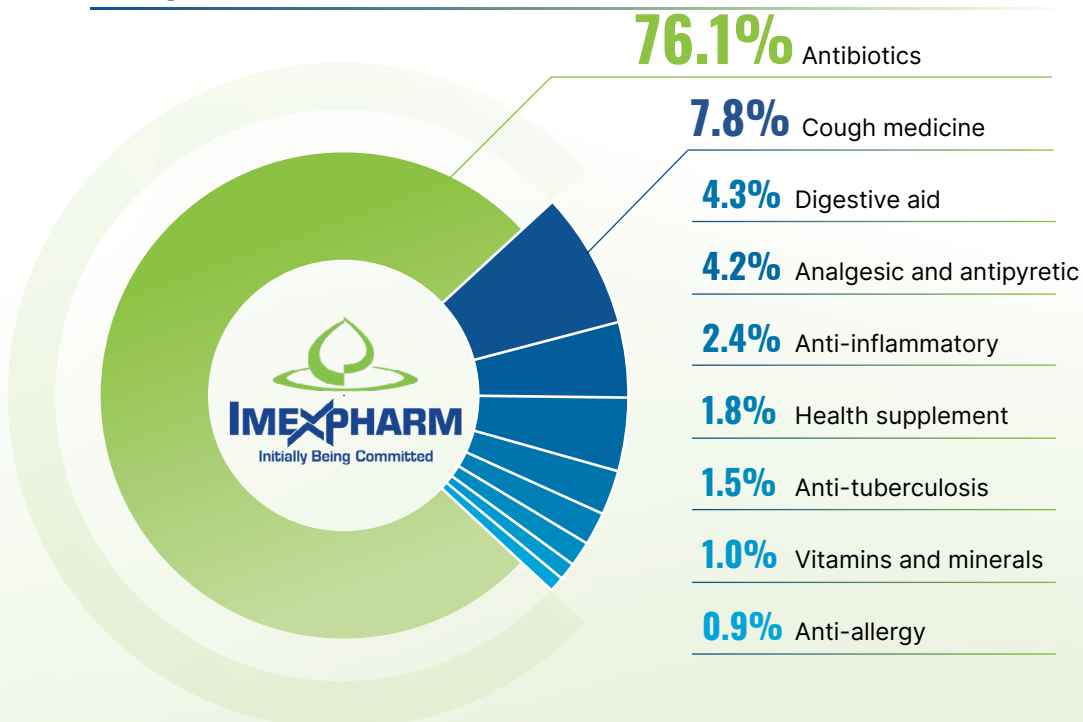
BUSINESS LINES AND OPERATING MODEL (GRI 2-6)

With over 47 years of experience in pharmaceutical manufacturing, formulation, and distribution, Imexpharm continuously innovates and improves, placing quality at the core of all operations. On our sustainable development journey, we consistently pioneer technological advancements, strictly adhere to international standards, and deliver superior products that contribute to the enhancement of community health. Steadily affirming our position, Imexpharm continues to expand our reach, maintaining our reputation as a leading Vietnamese pharmaceutical manufacturer adhering to European standards.

Major business lines

Imexpharm's core business is manufacturing and trading pharmaceuticals and health supplements. Its key products include Beta-lactam antibiotics, cough medicine, special treatment drugs, analgesics, antipyretics, gastrointestinal medication, etc.

Key products



Affiliated branches, factories



4

Factory clusters
including 7 Factories
and Production
Workshops in Dong
Thap, Ho Chi Minh
City, and Binh Duong



18

Sales branches
spread across
the country



1

**Representative Branch
office**
in Ho Chi Minh City



2

Warehouses
in Ho Chi Minh City
and Dong Thap

Imexpharm's nationwide sales branch addresses

The detailed addresses of Imexpharm's nationwide sales branch network are provided on page 17 of the 2024 Annual Report.

BUSINESS LINES AND OPERATING MODEL (continued)

Imexpharm’s factories



IMP1

- Year of inauguration: 1997
- Standard: WHO-GMP (2006 1st certification)
- Year of reinspection: 2008, 2010, 2013, 2016, 2019, 2023
- Products: Non-beta-lactam, Penicillin, Supplements
- Number of production lines: 10



IMP2

- Year of inauguration: 2017
- Standard: EU-GMP (2019 1st certification)
- Year of reinspection: 2023
- Products: Oral penicillin
- Number of production lines: 4



IMP3

- Year of inauguration: 2010
- Standard: EU-GMP (2016 1st certification)
- Year of reinspection: 2019, 2023
- Products: Injectable and oral cephalosporins, injectable penicillin
- Number of production lines: 5



IMP4

- Year of inauguration: 2019
- Standard: EU-GMP (2022 1st certification)
- Year of reinspection: 2024
- Products: Injectable non-beta-lactam
- Number of production lines: 3

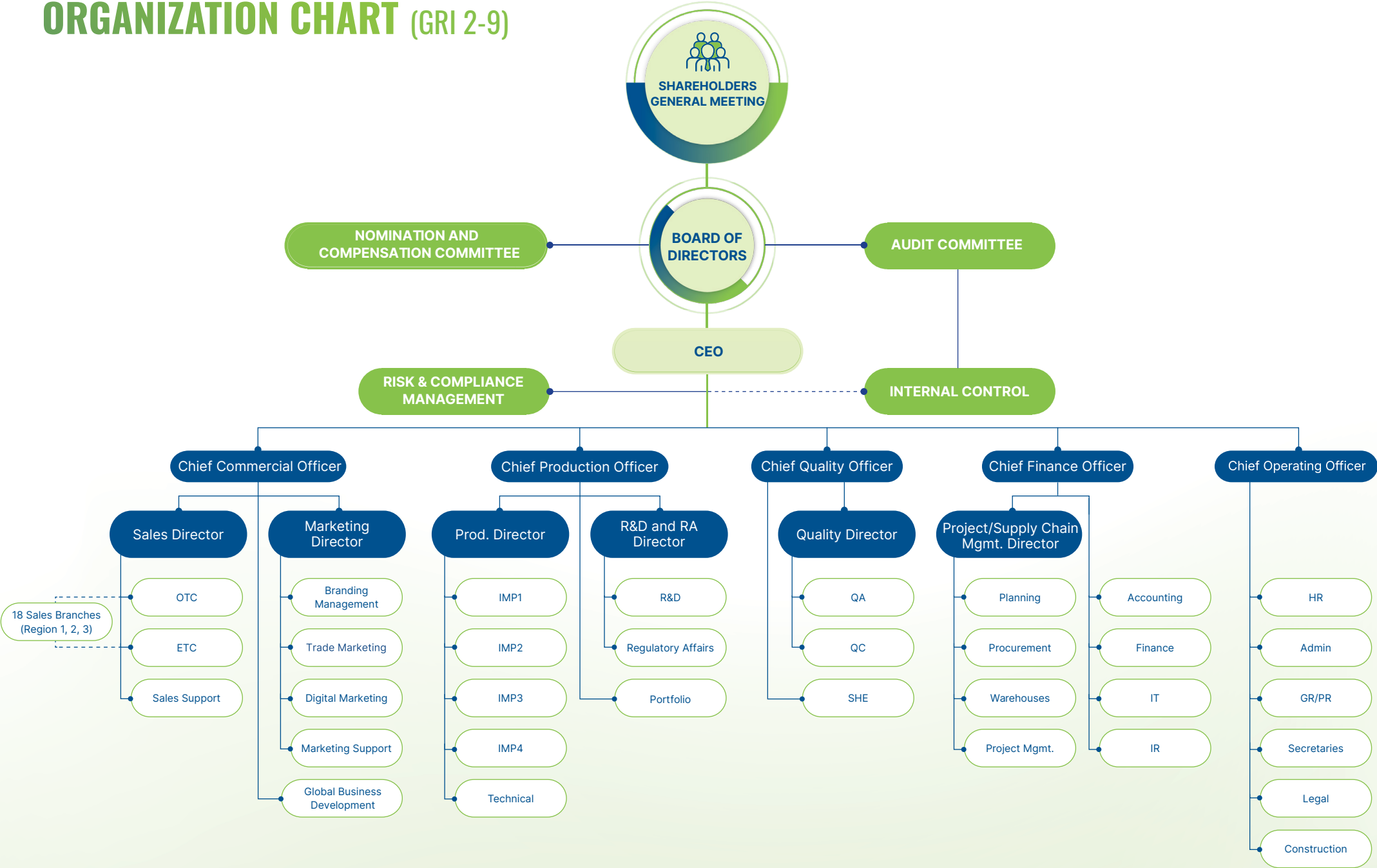
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ORGANIZATION CHART (GRI 2-9)



CIRCULAR ECONOMY MODEL TOWARDS SUSTAINABLE DEVELOPMENT (GRI 2-6)



BUSINESS ETHICS AND INTEGRITY (GRI 2-23,2-26)

In the context of increasing globalization and fierce competition, business ethics and integrity are no longer optional elements but have become the solid foundation for the sustainable development of every enterprise. A company that builds a strong ethical culture not only fosters trust with customers, partners, and investors but also attracts and retains talent, enhances competitiveness, and contributes to the overall development of society.

In 2020, Imexpharm issued a Code of Ethics and Compliance, which serves as a guideline for all of Imexpharm's daily operations.

<https://www.imexpharm.com/Data/Sites/1/media/imexpharm-code-of-conduct-2020.pdf>

This Code contributes to creating a unique identity for the corporate culture based on the spirit of upholding the law, promoting integrity, ensuring fairness, maintaining compliance, and valuing ethics. It also fosters respect for people, respect for nature, environmental protection, and social responsibility.

Imexpharm's Code of Ethics includes the following key principles:

All of Imexpharm's activities must comply with Vietnamese law and relevant international regulations.

Compliance with the law



Imexpharm respects the rights and interests of all stakeholders, including customers, partners, employees, and the community.

Respect for people



Imexpharm is committed to operating honestly, transparently, and responsibly in all transactions.

Integrity and transparency



Product quality

Imexpharm is committed to providing high-quality, safe, and effective products and services.



Environmental protection

Imexpharm is committed to protecting the environment and implementing sustainable business practices.



Anti-corruption

Imexpharm is resolute in its fight against all forms of corruption and bribery.

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1. Sustainable development governance

Corporate Governance is recognized as a cornerstone for the sustainable growth of our business and a crucial factor in attracting capital from both domestic and international investors. As a pharmaceutical company listed on the stock exchange since 2006, Imexpharm is committed to professional, transparent, and sustainable development. We consistently adhere to all legal regulations concerning corporate governance, ensuring efficient, reliable operations that align with international standards.

1.1. Governance structure and leadership (GRI 2-9,2-10,2-11,2-17)

Introduction to the Board of Directors (BOD)

The Imexpharm Board of Directors for the 2023-2027 term, approved by the General Meeting of Shareholders, comprises six members. Of these, three are non-executive members and two are independent members. Notably, the Board includes two female members, accounting for one-third of the total. Imexpharm's Chairman of the Board is a non-executive member and does not concurrently hold the position of General Director. Details are as follows:

No.	Name	Position	Member	Date of first appointment	Date of dismissal
1	Sung Min Woo	Chairman of BOD	Non-executive	30/10/2024	
2	Tran Thi Dao	Member	Executive	29/07/2001	
3	Truong Minh Hung	Member	Non-executive	30/05/2020	
4	Han Thi Khanh Vinh	Member	Non-executive	28/04/2018	
5	Hoang Duc Hung	Member	Independent	19/12/2023	
6	Chung Suyong	Member	Independent	28/04/2023	
7	Chun Chaerhan	Chairwoman of BOD	Non-executive	28/04/2023	30/10/2024

Imexpharm BOD comprises highly skilled leaders with extensive expertise in pharmaceuticals, business, finance, and corporate governance. The Board’s diverse structure meets the standards for the number of independent board members required for listed companies. Combining international experience with a deep understanding of the Vietnamese market, the Board is guiding Imexpharm towards sustainable growth, operational expansion, and increased shareholder value.



Mr. Sung Min Woo

Chairman of the Board of Directors

- Short bio**
- Year of birth: 1978
 - Nationality: South Korean
 - Education background: Bachelor of Science (Yonsei University, Korea)

- Employment history**
- 2015 - present: Vice President of SK Inc., Head of SK Ho Chi Minh City Office
 - 2005 - 2015: Partner at Oliver Wyman
 - 2003 - 2004: Analyst at Booz Allen & Hamilton



Ms. Tran Thi Dao

Member of the Board of Directors, General Director

- Short bio**
- Year of birth: 1952
 - Place of birth: Dong Thap
 - Nationality: Vietnamese
 - Education background: Bachelor of Science in Pharmacy

- Employment history**
- May 2023 - present: General Director of Imexpharm Corporation
 - May 2013 - April 2023: Vice Chairwoman of the Board of Directors cum General Director of Imexpharm Corporation
 - August 2001 - April 2013: Chairwoman of the Board of Directors cum General Director of Imexpharm Corporation
 - 1999 - 2000: Director of Central Pharmaceutical Company No. 7
 - 1984 - 1998: Director of Dong Thap Pharmaceutical Company

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Ms. Han Thi Khanh Vinh
Non-executive Member of the Board of Directors

Short bio

- Year of birth: 1975
- Place of birth: Hung Yen
- Nationality: Vietnamese
- Education background: Master of International Accounting (Swinburne University of Technology - Melbourne, Australia)

Employment history

- June 2023 - present: Member of the Board of Directors, General Director of Vietnam Pharmaceutical Corporation - JSC
- February 2017 - June 2023: BOD Member cum Deputy General Director of Vietnam Pharmaceutical Corporation
- December 2016 - February 2017: Member of the Board of Directors of Vietnam Pharmaceutical Corporation - JSC
- 2013 - 2016: Chief Financial Officer of Pegasus Investment and Consultancy Joint Stock Company
- 2008 - 2012: Chief Accountant of KinderWorld Vietnam Joint Stock Company
- 2002 - 2008: Chief Accountant of Language Link Vietnam
- 2001 - 2002: General Accountant cum Assistant to Chief Financial Officer of Canon Vietnam
- 1999 - 2001: Accounts Receivable and Tax Accountant of Daewoo Hanel Electronics Company Limited



Mr. Truong Minh Hung
Non-executive Member of the Board of Directors

Short bio

- Year of birth: 1979
- Place of birth: Hanoi
- Nationality: Vietnamese
- Education background: Bachelor of Accounting and Auditing from National Economics University, Master of Banking and Finance from Monash University

Employment history

- July 2024 - present: Associate Executive Director of SK Vietnam
- 2019 - June 2024: Senior Investment Director of SK Vietnam
- 2018 - 2019: Deputy General Director, Investment Director of PVI Asset Management Joint Stock Company
- 2011 - 2018: Investment Department - Manager, Investment Department - Senior Manager at Vietnam-Oman Investment Joint Stock Company
- 2008 - 2011: Senior Officer, Head of Investment Department at Infrastructure Investment Fund and VinaCapital
- 2001 - 2005: Auditor of VACO and Deloitte Vietnam



Short bio

- Year of birth: 1972
- Nationality: South Korean
- Education background: Pharmacist (Seoul National University), MBA (Insead), MBA Exchange Program (Wharton/Upenn)

Employment history

- 2017 - present: General Manager at IQVIA Korea
- 2017: Vice President, Strategic Consultant at SK Supex Council
- 2016: Vice President, Portfolio II at SK Holdings
- 2015-2016: General Director at IMS Health Thailand
- 2009-2015: Senior Principal, Head of Strategy and Product Portfolio, APAC at IMS Consulting Group, APAC & Korea
- 2005-2009: Case Team Leader at Monitor Group



Short bio

- Year of birth: 1973
- Place of birth: Hanoi
- Nationality: Vietnamese
- Education background: Master of International Finance (Oxford Brookes University - UK)

Employment history

- September 2022 - present: Vice President, Executive Committee Member of Vietnam Independent Directors Association (VNIDA); President of the Institute of Internal Auditors Vietnam – IIA Vietnam Chapter
- December 2020 - present: Chairman of the Board of Directors at CGS Vietnam Governance Consultancy Joint Stock Company; Member of the Board of Directors at Genetic Testing Service Joint Stock Company
- October 2016 - November 2020 : Deputy General Director – PwC Vietnam
- July 2014 - September 2016 : International Consultant - World Bank, supporting the Ministry of Finance in developing the internal audit framework in Vietnam
- November 1994 - June 2014 : Audit Director, Leader of Advisory Services Division, Leader of Government and Public Sector Clients Division – Ernst & Young (EY) Vietnam Limited

Introduction to the person in charge of corporate governance



Ms. Nguyen Thi Kim Le
Person in charge of corporate governance, IR manager

Short bio

- Year of birth: 1983
- Place of birth: Tay Ninh
- Nationality: Vietnamese
- Education background: Bachelor of Accounting - Auditing (University of Economics Ho Chi Minh City)

Employment history

- April 2023 - present: Person in charge of Corporate Governance and IR Manager – Imexpharm Corporation
- May 2019 - April 2023: Head of Investors Relations (IR) Department, Person in charge of Corporate Governance cum Corporate Secretary - Imexpharm Corporation
- August 2018 - April 2019: Person in charge of Corporate Governance cum Corporate Secretary - Imexpharm Corporation
- July 2015 - August 2018: Secretary to the Board of Directors and Deputy Head of Internal Control Department - Imexpharm Corporation
- July 2011 - July 2015: Deputy Head of Management Accounting Department - Imexpharm Corporation
- October 2008 - June 2011: Staff of Management Accounting Department cum Head of Accounting Team in Ho Chi Minh City Branch 1 - Imexpharm Corporation
- June 2006 - September 2008: Staff of Management Accounting Department - Imexpharm Corporation

Introduction to the Board of Management



Ms. Tran Thi Dao
General Director

Ms. Tran Thi Dao is not only a brilliant leader but also a person of innovation and strategic vision, bringing remarkable achievements to Imexpharm.

Ms. Dao's exemplary awards and achievements:

- Titles of “Elite Doctor” and “People’s Doctor,” granted by the President (2008, 2014)
- Second Class Labor Medal, granted by the President (2015)
- Title of Labor Hero, granted by the President (2009)
- Title of Representative Businesswoman (Golden Rose Cup), granted by Vietnam Chamber of Commerce and Industry (VCCI) and the Central Committee of Vietnam Women’s Union (2005, 2008, 2014, 2021)
- Top 20 Influential Businesswomen in Vietnam, voted by Vietnam Forbes magazines (2019)
- At the 50th anniversary of the liberation of Dong Thap province (April 28, 1975 - April 28, 2025), Ms. Tran Thi Dao was honored to be awarded a title of gratitude, recognized as one of 30 outstanding individuals with many outstanding contributions to the development of her homeland Dong Thap over the past half century.

(For the biography and employment history of Ms. Tran Thi Dao, please refer to the Introduction to the Board of Directors)



Mr. Nguyen An Duy
Deputy General Director - Chief Financial Officer

Short bio

- Year of birth: 1974
- Place of birth: Dong Thap
- Nationality: Vietnamese
- Education background: Master of Business Administration (Bolton University), Bachelor of Finance and Banking (Curtin University)

Employment history

- January 2024 - present: Deputy General Director, Chief Financial Officer at Imexpharm Corporation
- 2021 - 2023: Chief Financial Officer at Nutifood Vietnam
- March 2019 - 2020: Vice President Operations at Betrimex Vietnam
- 2007 - 2019: Planning Director at Vietnam Dairy Products Joint Stock Company - Vinamilk
- 2003 - 2006: Finance Manager at Pepsico Vietnam
- 1997 - 2002: Finance Manager at Coats Co.



Mr. Ngo Minh Tuan
Deputy General Director - Chief Operating Officer

Short bio

- Year of birth: 1979
- Place of birth: Dong Thap
- Nationality: Vietnamese
- Education background: Master of Business Administration (MBA)

Employment history

- April 2023 - present: Deputy General Director - Chief Operating Officer of Imexpharm Corporation
- April 2015 - April 2023: Member of the Board of Directors, Deputy General Director of Imexpharm Corporation
- 2014 - March 2015: Head of the Board of Strategy and Development, Assistant to the General Director
- 2004 - 2014: Secretary of the Board of Directors, Secretary of the General Director



Ms. Le Nu Minh Hoai
Deputy General Director - Chief Commercial Officer

Short bio

- Year of birth: 1966
- Place of birth: Phu Yen
- Nationality: Vietnamese
- Education background: Bachelor of Pharmacy, Master of Business Administration

Employment history

- August 2024 - present: Deputy General Director - Chief Commercial Officer of Imexpharm Corporation
- September 2019 - January 2024: General Director - United International Pharma
- January 2019 - August 2019: Sales and Distribution Director - United International Pharma
- February 2018 - December 2018: Group Chief Operating Officer - Hoan My Medical Corporation
- January 2014 - January 2018: General Director - Abbott Laboratories Vietnam - Diagnostics Division
- December 1996 - December 2013: Business Manager, Senior Group Product Manager, Business Unit Director, Marketing Director - GlaxoSmithKline Vietnam - Pharmaceutical Division



Mr. Le Van Nha Phuong
Deputy General Director - Chief Production Officer

Short bio

- Year of birth: 1980
- Place of birth: Dong Thap
- Nationality: Vietnamese
- Education background: Doctor of Pharmacy in France

Employment history

- April 2023 - present: Deputy General Director cum Chief Production Officer of Imexpharm Corporation
- April 2018 - April 2023: Member of the Board of Directors, Deputy General Director of Imexpharm Corporation
- January 2017 - April 2018: Deputy General Director of Imexpharm Corporation
- April 2014 - December 2016: Factory Director at Ampharco USA Pharmaceutical Joint Stock Company
- October 2011 - March 2014: Deputy General Director of Domesco
- October 2010 - October 2011: Director of R&D Department at Domesco
- August 2006 - August 2008: Director of Department of Export - International Supplies and Cooperation at Domesco
- April 2005 - August 2006: Deputy Director of R&D Department at Domesco
- October 2004 - April 2005: R&D staff at Domesco Medical Import Export Joint Stock Corporation



Short bio

- Year of birth: 1973
- Place of birth: Dong Thap
- Nationality: Vietnamese
- Education background: Postgraduate Education Junior (PGJ) in Pharmacy

Employment history

- May 2020 - present: Deputy General Director of Imexpharm Corporation
- April 2014 - May 2020: Member of the Board of Directors, Deputy General Director of Imexpharm Corporation
- 2012 - May 2013: Deputy General Director
- 2007-2012: Director of Quality Assurance (QA) of Imexpharm
- 1998 - 2007: Deputy Director of Quality Assurance (QA) of Imexpharm



Short bio

- Year of birth: 1982
- Place of birth: An Giang
- Nationality: Vietnamese
- Education background: Bachelor of Accounting, University of Economics Ho Chi Minh City

Employment history

- February 2024 - present: Chief Accountant of Imexpharm Corporation
- April 2012 - January 2024: Deputy Head of Accounting Department/ Finance and Accounting Department of Imexpharm
- March 2010 - July 2010: Management Accounting Group Team Leader - Chief Account at Cefa Binh Duong Factory of Imexpharm
- May 2008: Staff of Management Accounting Department at Imexpharm

Role & responsibilities of the General Director regarding sustainable development topics (GRI 102-20,32)

At Imexpharm, the Board of Directors serves as the highest governance body responsible for making decisions and overseeing the management of Imexpharm's economic, environmental, and social impacts. Concurrently, the Board is also the highest authority responsible for developing, approving, and declaring Imexpharm's mission, strategies, policies, and objectives related to sustainable development.

Within this organizational structure, the General Director plays a pivotal role in ensuring the execution and advancement of the Company's sustainable development roadmap, in line with the Board of Directors' directives and the overall development

strategy. The General Director directly guides members of the Executive Board and delegates responsibilities to Deputy General Directors for the direct management and implementation of sustainable development matters, including planning, deployment, and performance management.

As the sole executive member of the Board of Directors and the Company's legal representative, Ms. Tran Thi Dao, Imexpharm's General Director, is responsible for overseeing the implementation of Company-level strategic objectives, ensuring effective execution, and guaranteeing compliance with the Board of Directors' resolutions and decisions pertaining to sustainable development.

1.2. Roles and responsibilities of the Board of Directors and its committees (GRI 2-12,2-13,2-14)

Role and responsibilities of the Board of Directors



Strategic planning and sustainable development direction

The Board of Directors (BOD) is responsible for reviewing and approving the company's sustainable development strategic direction. The BOD fulfills this role by issuing regulations and resolutions, and by instructing the Executive Board on implementation. The Executive Board is tasked with translating these regulations and resolutions into actionable plans for each functional department.

Strategic directions, action plans, and development objectives are broadly communicated to all employees through business deployment meetings, employee conferences, and specialized training courses.



Overseeing the implementation of sustainable development matters

The BOD closely monitors the progress of business objectives, stakeholder relations, and environmental matters on a quarterly basis, based on reports from the Executive Board. This includes:

- Receiving reports during regular BOD meetings
- Reviewing written reports according to the BOD consultation process
- Conducting reviews and assessments of the risks and opportunities of economic, social, and environmental impacts
- Supervising the implementation of company decisions, resolutions, and policies issued by the BOD related to sustainable development



Directing the preparation of the sustainability report

The BOD is responsible for directing the preparation of the Sustainability Report, ensuring its content fully, openly, and transparently reflects the company's sustainable development activities. This report adheres to current Vietnamese regulations and applies the latest GRI Universal Standards 2021, meeting the reporting standards issued by the Global Sustainability Standards Board.

Board of Directors Committees

Audit Committee

The Audit Committee (AC) consists of 02 members:

No.	Name	Position	Position in AC
1	Hoang Duc Hung	Independent BOD member	Chairman
2	Truong Minh Hung	Non-executive BOD member	Member

Duties of the Audit Committee include:

- Monitor the integrity of the Company's financial statements.
- Review the internal control and risk management systems.
- Develop and submit to the Board of Directors the risk management framework and policies for risk identification and management at the Company and monitor results.
- Review related party transactions.
- Directly supervise the Company's Internal Audit Department.
- Nominate independent auditors to the Board of Directors.
- Monitor and evaluate the independence and objectives of auditors.
- Monitor to ensure the Company complies with laws and regulations.

Nomination and Compensation Committee

The Nomination and Compensation Committee (NCC) consists of 03 members:

No.	Name	Position	Position in NCC
1	Sung Min Woo	Chairman of BOD	Chairman
2	Truong Minh Hung	Non-executive BOD member	Member
3	Han Thi Khanh Vinh	Non-executive BOD member	Member

Duties of the Nomination and Compensation Committee include:

- Review and propose the structure, scale and composition of the Board of Directors and Committees under the Board of Directors.
- As authorized by the Board of Directors, approve recruitment, job descriptions, compensation, and other benefits for the Board of Management (except the General Director) and other managers at the proposal of the General Director, and report to the Board of Directors.
- Assist the Board of Directors in performing its duties related to compensation and benefits for the Board of Management and other managers.
- Develop and propose ESOP or other long-term incentive programs to the Board of Directors.
- Make recommendations to the Board of Directors on appointment of personnel for Committees under the Board of Directors.
- Negotiate and settle remuneration for independent members of the BOD.
- Review and participate in annual performance evaluation of the Committees as well as Board of Directors and Board of Management members.
- Supervise the management of compensation and benefits plans of the Company.

1.3. Governance mechanisms and information transparency (GRI 2-15,2-16)

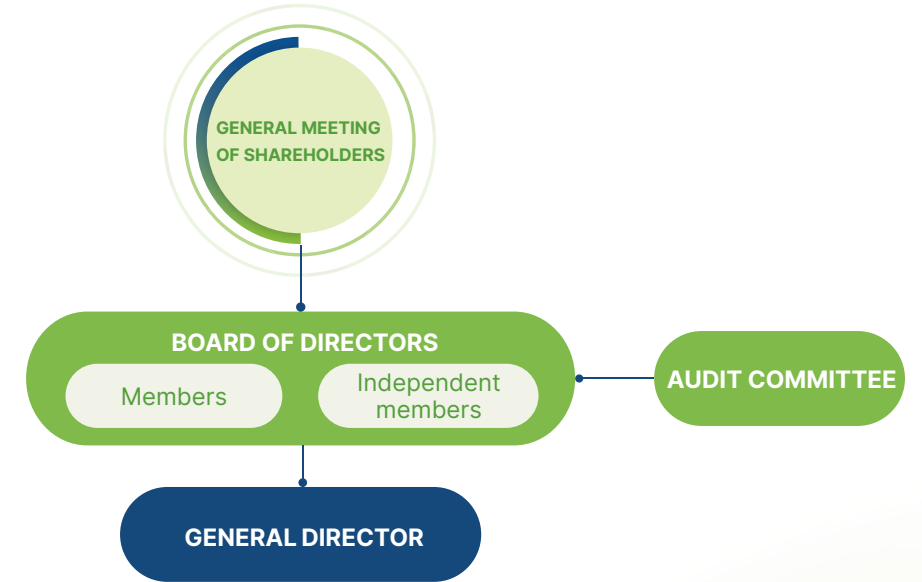
In an increasingly integrated global economy, effective governance and transparent information disclosure are fundamental to a company’s sustainable growth.

With the vision of becoming a leading pharmaceutical company in Southeast Asia, Imexpharm consistently prioritizes building and enhancing the quality of its governance. This commitment ensures transparency and adherence to disclosure standards, thereby solidifying the trust of shareholders, investors, partners, and the community.

Imexpharm is dedicated to continuously refining its modern corporate governance mechanisms, aiming to foster greater transparency and accountability. This forms the bedrock for sustained growth and a strong regional position.



1.3.1. Governance model and stakeholder roles



Imexpharm Corporation operates under the one-tier governance model as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises 2020, including three main levels of management:

- **General Meeting of Shareholders:** The supreme authority, responsible for deciding on the Company’s strategic and critical matters.
- **Board of Directors (BOD):** The highest management body, tasked with directing and guiding strategic objectives, overseeing the Executive Board’s operations, ensuring legal compliance, and protecting shareholder interests. The BOD has two sub-committees:
 - **Audit Committee:** Oversees financial activities and internal control systems.
 - **Nomination and Compensation Committee:** Evaluates and proposes human resources policies and remuneration schemes.
- **General Director and Executive Board:** The executive body, responsible for implementing resolutions from the General Meeting of Shareholders and BOD, as well as managing and operating the Company’s daily business activities.

1.3.2. Independence of the Board of Directors

Imexpharm places significant emphasis on the independence of its BOD to ensure that decisions are made objectively, transparently, and in the best interest of all shareholders.

Currently, the Company’s Board of Directors includes two independent members out of a total of six, fully meeting the requirements of current legal regulations.

These independent members serve a crucial role in providing expert advice and strategic critique during the decision-making process, contributing to a balanced governance structure, enhancing transparency, and safeguarding the rights of minority shareholders.



1.3.3. Information transparency

At Imexpharm, we always prioritize transparency in governance and information disclosure. Our periodic and ad-hoc reports are published fully, accurately, and on time, adhering to the highest market standards. These efforts have been recognized through numerous prestigious awards.

For four consecutive years, from 2021 to 2024, Imexpharm has been proudly honored by Vietstock for



Information Disclosure
Best Practices

Notably, in 2024, the Company was privileged to be recognized among

TOP
50

listed companies with
best corporate governance
practices in Vietnam

This distinction clearly demonstrates Imexpharm’s relentless efforts to improve governance quality, drive sustainable development, and adopt international governance standards. It solidifies our pioneering role and position as a modern enterprise operating on a foundation of transparency, sustainability, and alignment with shareholder interests.

Our Investor Relations (IR) department is an integral part of this commitment, serving as a strategic bridge between the Company and the investment community. IR not only ensures a transparent, continuous, and accurate flow of information but also builds trusted relationships with shareholders through activities in 2024, such as:

Hosted

37

regular meetings with shareholders/investors to
announce business results, and ad-hoc meetings as
requested (both in-person and online)

Organized

3

factory tours

Engaged with

111

institutional
investors

Participated in

5

major domestic
and international
events

Published

monthly and quarterly IR newsletters to
provide continuous updates on business
results and operational strategies

Through these activities, Imexpharm proactively creates effective communication channels, strengthening sustainable relationships with shareholders and affirming our commitment to transparency in all operations.

1.3.4 Remuneration and benefits of the Board of Directors and Executive Board

Imexpharm’s policy on remuneration, salaries, bonuses, and benefits for the Board of Directors and its Committees is implemented through a transparent process. It adheres to the Enterprise Law, the Company’s Charter, and has been approved by the AGM.

The compensation and benefits policy for Executive Board members follows the Company’s Remuneration Regulations and is approved annually by BOD.

Detailed information regarding the remuneration, salaries, bonuses, and benefits of each member of the Board of Directors, Audit Committee members, Executive Board, Chief Accountant, and person in charge of Corporate Governance cum Corporate Secretary for 2024 is presented in Section 34 of the Notes to the Financial Statements – Audited Financial Statements 2024.

In addition to the annually approved remuneration and bonus schemes, in 2024, BOD members received support for certain business expenses, such as airfare and accommodation costs, incurred while performing work-related duties.

Notably, 2024 marks

the first time Imexpharm’s General Meeting of Shareholders approved the purchase of Directors & Officers Liability Insurance (D&O) for the Company’s executives and managers

This is a significant step forward in risk management, aiming to protect members of the BOD, Executive Board, and management levels from potential legal risks arising during decision-making and duty execution.



1.3.5. Related-party transactions

The BOD has effectively exercised its oversight role through regular, ad-hoc, and specialized meetings, ensuring efficient implementation of strategic decisions. The Company strictly adheres to regulations regarding the approval and monitoring of related-party transactions, ensuring transparency and alignment with corporate governance principles. Concurrently, the Audit Committee supports the review and oversight of related-party transactions, ensuring they are approved and disclosed in strict compliance with legal regulations, guaranteeing fairness, and preventing conflicts of interest.



1.3.6. Compliance with corporate governance rules

In 2024, the BOD of Imexpharm Corporation fully discharged its responsibilities in governance, oversight, and strategic direction. This ensured that the Company’s operations were efficient, transparent, and in full compliance with corporate governance legal regulations.

1.3.7. Commitment to continuous improvement

Imexpharm is committed to continuously improving its governance mechanisms and information transparency. The Company regularly assesses the effectiveness of its current governance framework and seeks solutions to enhance its efficiency. Imexpharm also monitors the latest trends in corporate governance and adopts best practices into its operations.

Given the volatile economic landscape, the Board of Directors has identified enhancing corporate governance quality as a strategic priority for 2025. Specific plans include:



Refine the governance model in line with international practices, continuing to implement IFRS, and adopting an ESG governance model to increase transparency, control risks, and create sustainable business opportunities.



Strengthen resources and boost the effectiveness of internal audit and risk management through policy and process updates, and specialized training for the responsible teams.



Maintain regular training programs for corporate governance officers and Board members, ensuring they stay updated on domestic and regional best practices.



Review and standardize the Code of Conduct and internal regulations, ensuring their effectiveness, consistency with the Board’s strategy, and alignment with the Company’s long-term development direction.



Finalize and issue a Whistleblower Policy, along with establishing a mechanism for parties to report Company misconduct to an independent entity.



Finalize and issue a Policy for Monitoring Related-Party Transactions, aiming to ensure the Company’s transactions are secure and transparent, free from conflicts of interest.

2. Sustainable development strategy (GRI 2-22)

2.1. Sustainable development context (GRI 3-1,3-2)

Key trends and outlook of Vietnam’s pharmaceutical industry through 2030

Conquering new heights

Vietnam’s pharmaceutical industry is entering a promising era of development. Escalating healthcare demands are coinciding with rapid advancements in technology and policy. Built on a solid foundation of long-term strategies, the pharmaceutical sector is not only expanding in scale but also striving for self-reliance, sustainability, and deep integration with the international market.



Robust growth in pharmaceutical expenditure

Vietnam is steadily solidifying its position on the global pharmaceutical map. According to IQVIA, in 2024, Vietnam officially joined the top 20 global markets by pharmaceutical invoice spending since 2023, reflecting both consumption levels and the rapid expansion of its healthcare system.

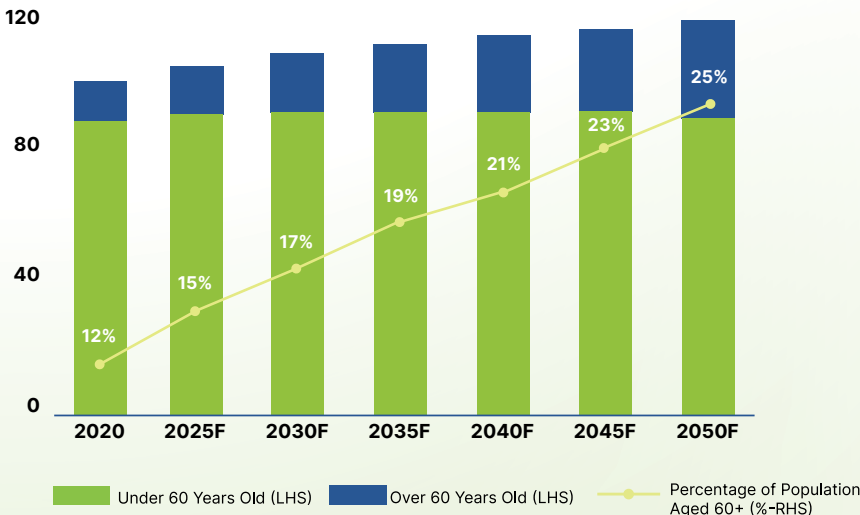
Positioned within the Pharmerging group - one of 14 emerging pharmaceutical markets exhibiting double-digit growth rates - Vietnam demonstrates significant development potential. However, Vietnam’s total pharmaceutical spending currently only accounts for 1.2% compared to the United States (2023), indicating vast room for growth in the coming decade.

Aging demographics drive healthcare demand

Vietnam’s population is aging at an accelerating pace. A 2019 report by the United Nations Population Fund indicated that individuals aged 60 and above constituted 11.9% of the total population, a figure projected to exceed 25% by 2050. It’s anticipated that by 2036, Vietnam will officially transition into an aged society.

This demographic shift directly translates to a significant increase in demand for healthcare products and services, particularly high-value medications, and treatments for chronic and specialized diseases.

This trend presents not only a challenge but also a significant opportunity for the pharmaceutical industry to vigorously develop high-value product lines that meet the community’s sustainable healthcare needs.



Projected age structure of Vietnam’s population by 2050

Source: tongdieutradanso.vn

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Rising incomes and multi-channel distribution trends

In recent years, Vietnam's per capital income has maintained a steady growth trajectory. With projections indicating it will reach approximately \$7,500 by 2030, consumers are increasingly prioritizing quality healthcare products with clear origins.

Furthermore, the rise of diverse distribution channels, such as e-commerce and retail pharmacy chains (e.g., Long Chau, Pharmacity), is reshaping how pharmaceutical products are accessed. The effective application of technology in distribution holds the potential to expand consumer reach and complement the industry's traditional sales channels.



Enhance the pharmaceutical ecosystem – Leverage key industry position

To ensure sustainable development and enhance self-sufficiency, the Vietnamese Government has introduced crucial strategies aimed at bolstering domestic production capabilities. The amended Pharmaceutical Law (effective from July 2025) continues to establish a more favorable legal framework, fostering increased investment in the industry. This law streamlines administrative procedures, simplifies drug registration and import licensing processes, and encourages enterprises to accelerate research and development (R&D) through financial incentives and scientific-technological support mechanisms.

According to the National Strategy for Vietnam's Pharmaceutical Industry Development by 2030, domestically produced drugs are expected to meet about 8% of demand and 70% of market value.

The Ministry of Health aims to elevate manufacturing standards, targeting at least 20% of drug production establishments meeting EU-GMP, PIC/S-GMP, or equivalent. This will enhance product quality, expand export opportunities, and strengthen international competitiveness. The intensified focus on researching and applying advanced technologies to produce original branded drugs, vaccines, and medical biological products will not only reduce Vietnam's reliance on imports but also position the country as a high-value pharmaceutical manufacturing hub within the ASEAN region.



Digital transformation and technology application in pharmaceutical industry

Digital transformation is emerging as a core trend driving the sustainable development of the pharmaceutical industry by 2030. Vietnamese government is committed to digitizing all pharmaceutical industry data, creating a foundation for stricter and more transparent information management.

- Pharmaceutical Industry Data Bank will be implemented to enhance the efficiency of monitoring, supply chain management, and drug quality control.
- 100% of drug production, wholesaling, import-export, and retail establishments will be connected through a nationwide inter-linked system.
- Level 4 online public services within the pharmaceutical sector will be integrated into the National Public Service Portal, simplifying administrative procedures and optimizing management processes.

These efforts will help reduce fraud within the pharmaceutical industry while enhancing transparency, allowing businesses and consumers easy access to accurate and safe product information.

Vietnam - Regional pharmaceutical manufacturing hub

Vietnam is steadily realizing its ambition to become one of ASEAN's strategic pharmaceutical manufacturing hubs. With strong policy support and strategic investments, Vietnam aims to achieve self-sufficiency in drug and vaccine supply, gradually solidifying its position on the global pharmaceutical map.

This significant shift will not only improve public healthcare quality but also establish Vietnam as a crucial link in the global pharmaceutical supply chain. In this context, Imexpharm and other domestic pharmaceutical companies will have the opportunity to make breakthroughs, expand markets, and enhance their competitiveness on the international stage.

With favorable market conditions, supportive policies, and technological advancements, Vietnam's pharmaceutical industry stands on the cusp of a ground breaking development phase. By strategically integrating the power of scientific research, digital transformation, and a robust sustainable development strategy, the sector is set to not only fulfill domestic healthcare demands but also progressively extend its global reach, solidifying its presence in regional and international markets.

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2.2. Short, medium, and long-term sustainable development direction (GRI 2-22)

Targeting to become Vietnam's No. 1 Pharmaceutical Company in ESG practices, risk control, and compliance, Imexpharm is committed to continuous, efficient, and resilient growth, aiming to enhance shareholder value safely and sustainably.

Imexpharm aligns its sustainable development with international standards, adopting Environmental, Social, and Governance (ESG) as a guiding principle to establish three core pillars: **Sustainable Antibiotics, Happy Working Environment, and Transparent and Excellent Governance**. The Company continuously optimizes its environmentally friendly production operations, enhances social welfare, and applies advanced governance models, striving for comprehensive and sustainable development.

A. Sustainable antibiotics

Connecting science – Protecting the future of antibiotic treatment

At Imexpharm, with the responsibility of Vietnam's No. 1 Antibiotic manufacturer and distributor, we lead the industry with proactive measures to ensure antibiotic sustainability. With a long-term vision and profound social responsibility, Imexpharm positions sustainable antibiotics as a strategic, long-term pillar – where science, ethics, and environmental responsibility converge.

Imexpharm ensures that antibiotics are produced according to advanced international standards. High treatment efficacy is the most crucial factor contributing to antibiotic sustainability. Furthermore, the Company emphasizes robust environmental management during production and consumption, while continuously investing in research and development to bring to market new-generation antibiotics manufactured with high technology, and combination antibiotic forms, effectively safeguarding antibiotic treatment.



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1. Production technology – Advancing sustainable treatment solutions

Imexpharm pioneered **Enzymatic technology** in antibiotic production, which almost eliminates solvents and chemicals, delivers outstanding benefits such as high purity and stability, resulting in enhanced treatment effectiveness, safety, and environmental sustainability.

Notably, wastewater treatment processes at our factories are rigorously controlled, with the objective of thoroughly eliminating antibiotic residues before discharge into the environment - a practical effort to prevent the emergence of antibiotic-resistant bacteria in nature.

Additionally, Imexpharm heavily invests in a **green factory model** with a clear energy transition roadmap. The expansion of solar power at IMP2, IMP3, and IMP4 facilities is part of a strategic goal: **by 2030, renewable energy will account for 50% total operational demand of the production system.**



2. Raw materials – The assurance of product quality

An antibiotic product is truly sustainable only when its quality is assured from the raw materials. Imexpharm collaborates with reputable international partners, directly importing active pharmaceutical ingredients for antibiotics – especially amoxicillin/ clavulanic acid from Spain – ensuring strict **EU-GMP** compliance.

Beyond selecting high-quality raw materials, we also promote the future development of **sustainable materials** through research collaboration with international organizations. The objective is to simultaneously ensure treatment efficacy and progressively minimize environmental impact throughout the entire product lifecycle.

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3. Production standards – Commitment to treatment efficacy

At Imexpharm, every antibiotic production process strictly adheres to international Good Manufacturing Practice (EU-GMP) standards. Our closed-loop quality control system, from raw materials and processes to finished products and distribution, operates with an early warning mechanism and full traceability, ensuring absolute transparency and safety for users.



4. Communication with professionals and the community

We actively extend our social influence through a series of specialized workshops on the **rational use of antibiotics**, aiming to raise awareness among professionals and the community. Workshop series such as “Sustainable Antibiotics: Commitment from the Outset” or “Safe Respiratory Infection Treatment Strategies” have become platforms for comprehensively connecting science, communication, and action.



5. Developing new-generation antibiotics – Anticipating future treatment needs

Sustainable antibiotics extend beyond production technology or quality control to encompass the development of new-generation antibiotics - those with high efficacy and broad spectrum of action.

Imexpharm focuses on researching innovative antibiotic groups such as new-generation cephalosporins, fluoroquinolones, and β -lactam combinations with newgeneration β -lactamase inhibitors. This is a strategic step to meet the increasingly complex demands of infection treatment.

We also expand international partnerships in R&D, strengthening the intrinsic capabilities of Vietnam’s pharmaceutical industry, aiming for a more sustainable, safe, and effective treatment ecosystem for the community.

At Imexpharm, sustainable antibiotics are not merely a technological direction, but a philosophy of development: development for people, driven by responsibility towards the planet

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B. Happy working environment



Imexpharm believes that the sustainable intrinsic strength of an enterprise lies not in technology or scale, but originates from its people – individuals who feel respected, developed, and a sense of belonging. In our journey to create long-term value, we clearly define that a happy working environment is not merely a condition, but a culture – designed not just to retain talent, but to inspire action.

1. Enhanced benefits – Fostering security and loyalty

Imexpharm continuously improves its compensation and benefits policies, ensuring they are competitive and humane. From performance bonuses and long-term welfare programs to extended insurance - including physical and mental health coverage, chronic disease treatment, and free regular health check-ups - all are aimed at creating an environment where every individual can commit and thrive with peace of mind.

2. Human capital investment – Cultivating sustainable careers

We recognize that investing in our people is a core strategy for sustainable growth. Imexpharm establishes clear career paths, transparent evaluation systems, and regular training programs to simultaneously develop both professional competencies and soft skills of our team.

The **Mentorship Program** is a notable highlight, connecting young employees with experts within the organization – not just for skill acquisition, but also to disseminate values, ignite corporate culture, and guide sustainable career development.

3. Happy working environment – Where corporate culture becomes strength

Maintaining our position among the **Top 100 Best Workplaces in Vietnam** is more than just an accolade; it reflects our ongoing commitment to cultivating an organizational culture defined by transparency, trust, and synergy.

We believe that when employees feel supported and empowered, they become the most active cultural ambassadors, not only internally but also in every interaction with customers, partners, and the community.

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4. Team cohesion – Culture as a catalyst for growth

From initiatives like the Sales & Marketing Congress, team-building activities, community volunteering, to internal innovation competitions - all are designed to nurture team spirit, spark creativity, and propel intrinsic development.

Each event is an opportunity to connect, and a chance for everyone to personally reflect on Imexpharm’s values – and from there, collectively redefine the concept of “working for something bigger than oneself.”



5. Social responsibility – Focusing on education and healthcare

Happiness at Imexpharm is not solely an internal benefit; it is a responsibility towards society. The Company actively participates in education and healthcare programs, including the Nguyen Sinh Sac Award (Dong Thap) and the Huynh Thuc Khang Award (Da Nang), aimed at supporting studious and talented young generations.

Furthermore, free medical examination and treatment programs for residents in remote and rural areas, coupled with the integration of social criteria into supplier assessments and partner collaborations, clearly demonstrate Imexpharm’s spirit of inclusive and transparent development.



C. Transparent and excellent governance

In a volatile world, adaptability and long-term thinking are no longer advantages, but rather prerequisites for survival. At Imexpharm, we build our governance foundation not just to control risks, but to unlock development potential, foster innovation, and create sustainable value for all stakeholders. Transparency and excellence are not just commitments; they are our core operating principles. Imexpharm’s goal is to become the leading listed pharmaceutical company in ESG practices, risk management, and compliance, adhering to advanced international practices and standards.

1. Modern governance system – Standardizing from strategy to action

Imexpharm continuously refines its governance system in line with advanced international practices, integrating Environmental, Social, and Governance (ESG) criteria into its comprehensive business strategy and operations. ESG is not just a performance evaluation metric; it is the foundation for long-term vision planning, from product development to supply chain management and investment decisions.

We cultivate a culture of inherent compliance through regular training programs that enhance all employees’ awareness of business ethics, social responsibility, and legal obligations.

2. Responsible leadership – Strengthening sustainable governance capabilities

Imexpharm BOD is designed with a balanced structure encompassing expertise, experience, and independence - ensuring effective oversight and critical input in decision-making. The roles of BOD members and Executive Board are clearly defined, particularly in supervising and guiding ESG factors.

The Company organizes in-depth training courses for leaders on strategic governance, ESG, and digital transformation, enhancing their operational capabilities in a rapidly changing market. The goal is to build a progressive leadership team capable of “leading rather than reacting.”

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3. Pioneering governance practices – Leading by standards

Imexpharm is among pioneering enterprises to apply the Vietnam Corporate Governance Scorecard (CG Scorecard) and references the ASEAN Scorecard - tools that enhance transparency and quantify governance effectiveness. Voluntarily measuring and disclosing governance indicators helps strengthen investor confidence and establish a new standar for transparency within the pharmaceutical industry.

Concurrently, two-way dialogue mechanisms with shareholders and partners are reinforced to establish effective feedback channels and foster a spirit of co-creation in governance.

4. Comprehensive risk management – Resilient in all scenarios

Imexpharm implements an Enterprise Risk Management (ERM) system that is proactive and comprehensive, covering strategic, operational, financial, and environmental risks. We regularly review climate change scenarios, develop response plans, and maintain financial and logistical contingency capabilities to ensure the continuity and stability of our supply chain.

Risk indicators are integrated into our internal reporting system, becoming real-time decision-making tools for Executive Board and BOD.

Imexpharm believes that transparency is not a destination, but a journey cultivated through integrity, responsibility, and respect for long-term values.



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2.3. Commitment to United Nations sustainable development goals (SDGs) (GRI 3-3)

Initiated by the United Nations in 2015, the 17 Sustainable Development Goals (SDGs) serve as a foundational guide for global development, aiming for sustainable economic growth, environmental protection, and enhanced quality of life. These goals are not only a guiding compass for nations but also an impetus for businesses and organizations to build responsible, long-term development strategies.

Imexpharm is committed to integrating these goals into its sustainable business strategy, transparent governance, and social responsibility initiatives. Through continuous innovation, enhanced product quality, and optimized supply chains, Imexpharm not only contributes to the advancement of the pharmaceutical industry but also disseminates positive values to the community. Every step taken by the company is geared towards a sustainable future, where human health, environment, and prosperity coexist and develop robustly.



SDG goal number	Goal content	Imexpharm’s commitment and performance in 2024
1	 No poverty	• Ensure stable employment and sustainable income for employees, supporting local economic development. ▪ Maintained over 1,452 direct employees and generated thousands of indirect jobs within the supply chain. ▪ Average monthly income reached VND 22.6 million, a 9% increase compared to 2023, equivalent to 4.5-6.5 times the regional minimum wage. ▪ Starting salary for new employees was 1.5-2.2 times the regional minimum wage. • Create a transparent and equitable working environment, providing employees with opportunities for career development and improved quality of life. ▪ Conducted 13 onboarding training courses, 740 internal training courses, and 88 external training courses, with a total training cost of approximately VND 3.8 billion. ▪ 100% of employees participated in training, with over 22,163 participants. ▪ Turnover rate was 14.64%, lower than the market average of 19% (according to the TalentNet - Mercer Survey, 2024). ▪ The number of middle and entry-level managers appointed increased by 6% compared to 2023, with 78% selected from internal human resources.
2	 Zero hunger	• Improve employees’ quality of life through welfare policies, healthcare, and a safe working environment. ▪ 100% of employees participated in Social Insurance, Health Insurance, and Unemployment Insurance in accordance with regulations. ▪ Provided KOKEN (Japan) powered air purifying respirator and dust hood for employees working in dust-generating environments. ▪ Implemented the Lock-out Tag-out (LOTO) procedure at all factories to prevent industrial accidents. • Apply sustainable production processes to maintain stable income sources for employees and local communities. ▪ Achieved total revenue of VND 2,512.8 billion, an 18.9% increase year-on-year, creating a sustainable resource for salary and benefits payments. ▪ Contributed VND 212.7 billion to the state budget, a 20% increase year-on-year, supporting social welfare programs.

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SDG goal number	Goal content	Imexpharm’s commitment and performance in 2024
3	 Good health and Well-being	• Provide high-quality, affordable pharmaceuticals, increasing access to medicine for all segments of the population, especially those in remote areas. ▪ Operates 12 EU-GMP certified production lines across 3 factory clusters, achieving EU-GMP certification for one lyophilized powder for injection line at the IMP4 factory. ▪ Developed a nationwide distribution network, with a strong presence in healthcare facilities from central to local levels. ▪ Organized free medical examinations and treatments for policy beneficiary families in Giong Trom District, Ben Tre Province. ▪ Donated health insurance cards to disadvantaged individuals in Dong Thap Province. • Promote research and development of new drug lines, particularly for chronic diseases, contributing to increased longevity and quality of life ▪ Launched 24 new products and initiated 98 R&D projects. ▪ Applied Enzymatic technology in antibiotic raw material production, minimizing the use of chemical solvents.
4	 Quality education	• Invest heavily in training highly skilled personnel to elevate the standard of the domestic pharmaceutical industry. ▪ Total training cost of approximately VND 3.8 billion, including 13 onboarding training courses, 740 internal training courses, and 88 external training courses. ▪ 100% training participation rate, with over 22,163 participations. ▪ Implemented a succession development program, with 78% of appointments selected from internal human resources. • Regularly organize in-depth training courses both domestically and internationally, collaborating with leading experts to stay updated on global pharmaceutical trends. ▪ Conducted “Sustainable Antibiotics” program, connecting with 3,035 pharmacists and experts, raising awareness about safe and rational antibiotic use.
5	 Gender equality	• Implement gender-neutral recruitment and talent development policies, ensuring equal advancement opportunities for all employees. • Encourage female participation in management and leadership positions, enhancing the role of women in the pharmaceutical industr • Gender equality policies in recruitment and promotion. • Fully implemented maternity benefits for female employees, with 96% of female employees returning to work after maternity leave. • Ensured equal career development opportunities for both men and women, with 37% of employees being female.
6	 Clean water and sanitation	• Efficiently manage and utilize water, ensuring clean water sources for production and daily operations. • 100% of wastewater is rigorously treated to ISO 14001:2015 standards before discharge into the environment, minimizing negative impacts on ecosystems. • Conducted regular wastewater quality monitoring as per regulations.

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SDG goal number	Goal content	Imexpharm's commitment and performance in 2024
7	 Affordable and clean energy	- Prioritize the use of renewable energy in production, reducing greenhouse gas emissions. - Implemented a solar power system at the headquarter. - Planned expanded investment in solar power at key production facilities in 2025, aiming to reduce CO₂ emissions. - Reduced direct greenhouse gas emissions (Scope 1) to 1,274,883 tCO₂-eq. - Reduced indirect greenhouse gas emissions (Scope 2) to 11,953 tCO₂-eq. - Invest in energy-saving technologies, optimizing production processes to reduce electricity consumption. - Achieved a 10% reduction in electricity consumption intensity compared to 2023 by optimizing production line operations. - Reduced energy consumption intensity to 39,863 kWh/million product units, saving 4,334 kWh/million product units compared to 2023. - Factories are equipped with modern HVAC (Heating, Ventilation, and Air Conditioning) systems that control temperature, humidity, and air circulation, saving energy.
8	 Decent work and economic growth	- Create a safe, sustainable working environment for all employees, ensuring the best benefits and welfare. - Accelerate digital transformation and improve production technology to enhance labor productivity and business efficiency. - Achieved total revenue of VND 2,512.8 billion, an 18.9% increase year-on-year. - Maintained over 1,452 direct employees and thousands of indirect jobs within the supply chain. - Average employee income reached VND 22.6 million/month, a 9% increase compared to 2023. - Contributed VND 212.7 billion to the state budget, a 20% increase year-on-year.
9	 Industry, innovation, and infrastructure	- Invest in pharmaceutical research and development, enhancing production quality to international standards. - Apply digital technology in supply chain management, optimizing production and distribution operations. - Implemented SAP S/4HANA Cloud Private Edition, becoming the first pharmaceutical company in Vietnam to adopt this advanced ERP system. - Achieved EU-GMP certification for 12 production lines, leading the Vietnamese pharmaceutical industry. - Strong commitment to R&D with 5% of revenue, launching 24 new products and implementing 98 research projects in 2024. - Applied Enzymatic technology in antibiotic raw material production, minimizing the use of chemical solvents
10	 Reduced inequalities	- Implement fair labor policies, ensuring no discrimination or gender inequality throughout the system. - Clear and transparent remuneration policies based on capability and performance. - In 2024, Imexpharm had 1,452 employees, 63% male and 37% female. - Strengthen community engagement, respect the rights of women and vulnerable groups; help everyone, regardless of age, gender, disability, race, ethnicity, origin, religion, economic status, and other conditions. - Adhered to management systems based on international standards such as ISO 26000 and SA8000. - Supported compatriots affected by Typhoon Yagi with VND 200 million in aid. - Contributed to the Gratitude Fund and the Children's Protection Fund of Dong Thap Province. - Sponsored the "Spring Tree" program for underprivileged children to celebrate Tet. - Supported the "Tet for the Poor" program in Cao Lanh City.

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SDG goal number	Goal content	Imexpharm’s commitment and performance in 2024
11	 Sustainable cities and communities	- Promote the development of green spaces, maintaining clean and beautiful landscapes around factory areas and headquarter. - Allocated approximately 20.07% of the total land area for green space in projects. - Implemented the planting of 500 trees along Ring Road 2, contributing to urban landscape improvement and air quality enhancement. - Collaborated in organizing a waste collection campaign at Nha Trang beach. - Donated 500 trees to Da Lat City Youth Union, making a practical contribution to the city’s plan to plant 3.8 million trees and Lam Dong Province’s goal of 50 million trees for the 2021–2025 period. - Strictly control emissions, ensuring no negative impact on community living environments. - Built modern wastewater treatment systems at all factories, ensuring wastewater is treated to standards before discharge into the environment. - Applied a waste sorting at source system, separating recyclable, non-recyclable, and hazardous waste. - Partnered with INSEE Ecocycle for sustainable waste treatment using co-processing technology. - IMP3 and IMP4 factories were honored in the Binh Duong Green Book and received the Excellent Environmental Protection Commendation from the Binh Duong Provincial People’s Committee.
12	 Responsible consumption and production	- Adopt a circular economy model, minimizing waste during production and distribution. - Achieved a packaging recycling rate of 15% in 2024. - Pioneered declaration of recycling plans on the national Extended Producer Responsibility (EPR). - Optimized the use of raw materials in production, reducing waste and enhancing efficiency. - Applied a waste sorting at source system, separating recyclable, non-recyclable, and hazardous waste.
13	 Climate action	- Reduce energy consumption and greenhouse gas emissions in production to contribute to Net-Zero targets. - Implemented a solar power system at the head office, with plans for expanded investment at key production facilities. - Replaced 100% of factory and office lighting systems with modern LED lights. - Reduced DO fuel consumption by 3% through replacement with more environmentally friendly fuel sources. - Implement tree-planting programs, environmental protection, and climate change response initiatives.
14	 Life below water	- Maintain compliant wastewater treatment systems before discharge into the environment, protecting natural water sources. - Built advanced wastewater treatment systems at all factories, ensuring complete removal of antibiotic residues and compliance with regulatory standards before discharge into urban wastewater systems. - Designed separate treatment processes for domestic and industrial wastewater. - Conducted regular wastewater quality monitoring by the Center for Environmental and Natural Resources Monitoring – Department of Natural Resources and Environment of Dong Thap Province.

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SDG goal number	Goal content	Imexpharm’s commitment and performance in 2024
		- Minimize the negative impact of production activities on aquatic ecosystems. - Ensured that treated water is measured for specified substance concentrations before discharge into urban wastewater systems. - Production facilities are located in areas that do not impact natural conservation areas or important natural water sources.
15	 Life on land	- Increase green coverage at factories and headquarters, contributing to a healthy living environment. - Allocated approximately 20.07% of the total land area for green space in projects. - Implemented the planting of 500 trees along Ring Road 2. - Donated 500 trees to Da Lat City Youth Union. - Ensure no alteration of the existing state of soil, air, and ecosystems, preserving biodiversity. - IMP1 and IMP2 factories are not located near natural conservation areas, national parks, or habitats of rare plant and animal species. - Modern HVAC air treatment systems at all factories help control air quality. - Machinery systems are designed to be enclosed to limit odor dispersion.
16	 Peace, justice, and strong institutions	- Expand distribution markets and collaborate with international partners to enhance competitiveness. - Nationwide distribution network, strong presence in healthcare facilities from central to local levels. - Increased partnerships with major pharmacy chains such as Long Chau, Pharmacity, etc. - Expanded into international markets, particularly in Southeast Asia, Europe, and Africa. - Implement transparent corporate governance standards, ensuring legal compliance and business ethics. - Issued a Code of Conduct and Business Ethics, widely communicated to all employees, partners, and suppliers. - Maintained an internal reporting mechanism to detect and prevent misconduct. 100% of business activities reviewed for corruption risks; no confirmed cases of corruption or serious violations.
17	 Partnerships for the goals	- Strengthen collaborative relationships with domestic and international organizations to enhance production and research capabilities. - Partnership with INSEE Ecocycle in sustainable waste management. - Tightened relationships with major distribution partners like Long Chau, Pharmacity, etc. - Promote public-private partnerships in the pharmaceutical sector to develop Vietnam’s pharmaceutical industry sustainably. - Participated in pharmaceutical industry associations and policy dialogue forums. - Expanded international cooperation, especially in exporting EU-GMP certified products with European market access.

2.4. Stakeholder engagement (GRI 2-29)

Committed to creating sustainable value for all stakeholders



Imexpharm aims for sustainable development with “green footprint”, integrating social responsibility and environmental protection. The Company fosters harmonious relationships with stakeholders, actively listens and closely cooperates on the basis of consensus, ensuring effective governance, and promoting long-term value creation for the business and society.

Stakeholder identification and engagement process

Step 01

Identifying stakeholders

Imexpharm identifies stakeholder groups that have direct or indirect influence on the company’s operations, business performance, reputation, and sustainable development strategy. These include:

- Shareholders/Investors
- Customers/Consumers
- Employees
- Local communities
- Industry associations
- Credit institutions
- Partners/Suppliers

Step 02

Collecting and consolidating feedback

Imexpharm gathers information and feedback from stakeholders through:

- Periodic and thematic surveys
- Workshops and direct dialogues (e.g., Annual General Meetings, customer conferences, investor meetings)
- Customer service system, call center, and email
- Direct meetings with regulatory bodies and industry associations
- Internal communication channels for employees

Step 03

Analyzing and prioritizing issues

After collecting data, Imexpharm conducts analysis to determine:

- The level of influence and concern each stakeholder group has regarding economic, social, environmental, and legal compliance issues
- A Priority Matrix is then created to classify issues based on the need for resource allocation, dialogue, or policy updates

Step
04

Developing action plans

Issues identified as high-priority will have specific action plans developed, including:

- Integration into sustainable development objectives
- Designation of responsible departments
- Allocation of budgets and implementation timelines
- Continuous engagement with stakeholders to monitor effectiveness and make adjustments

Step
05

Communication and dialogue

Imexpharm ensures transparent and regular communication with stakeholders through:

- Annual Reports and Sustainability Reports
- Company website and official social media channels
- Periodic business performance announcements, conferences, and technical workshops
- Online dialogue channels for feedback and suggestions

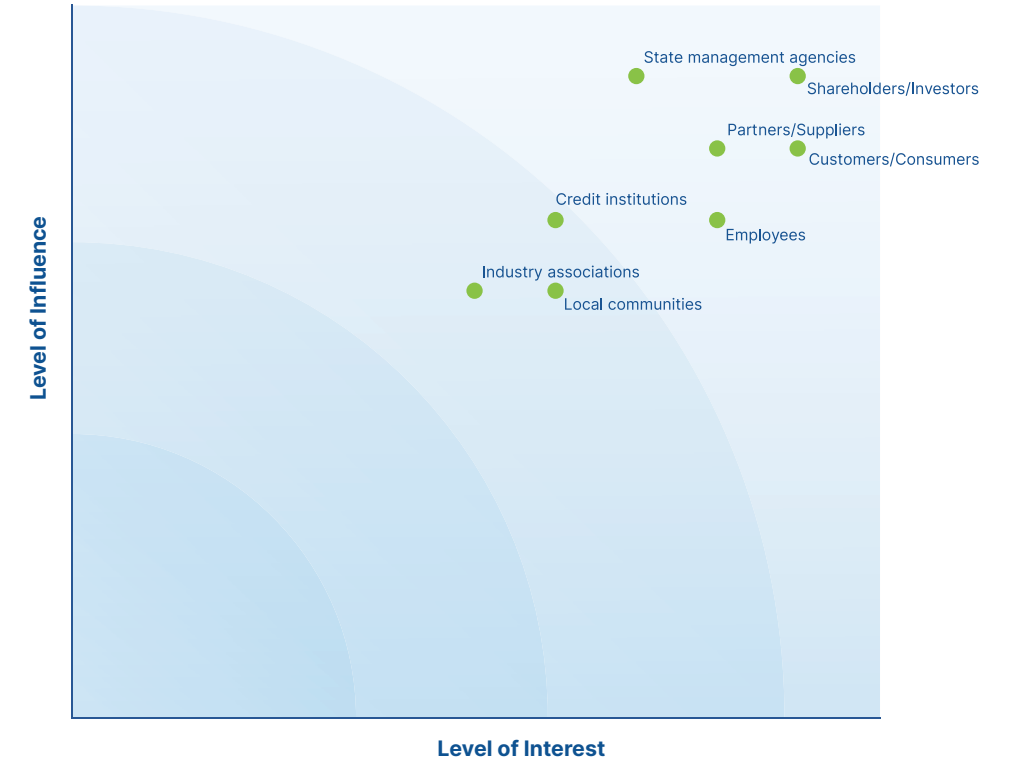
Step
06

Monitoring, evaluation and improvement

The company regularly monitors the effectiveness of stakeholder engagement, including:

- Internal KPI assessments and external feedback
- Benchmarking against industry standards and leading pharmaceutical companies
- Periodic updates of stakeholder lists and material issues to ensure relevance and alignment with the company’s evolving strategic direction

Stakeholder prioritization matrix – Imexpharm



Stakeholder engagement approach

For detailed information, please refer to page 82 of the 2024 Annual Report of Imexpharm Corporation.

2.5. External assurance for sustainability report (GRI 2-5)

For the 2024 Sustainability Report, Imexpharm has not yet pursued external assurance; this is an area we are mindful of and will consider implementing in the coming years. Nevertheless, the information and content within this report are ensured for accuracy, clarity, and verifiability through validation by reputable domestic and international organizations, specifically:

- Imexpharm’s operational processes and management systems are assessed biennially according to the ISO 9001:2015 standard, ensuring consistency and effectiveness in quality management activities.
- Information related to waste treatment, including the volume of wastewater, solid waste, and treatment costs, is officially confirmed by licensed wastewater and hazardous waste treatment service providers.
- Wastewater quality monitoring is conducted periodically by the Center for Environmental and Natural Resources Monitoring – Department of Natural Resources and Environment of Dong Thap Province, ensuring compliance with current environmental regulations.
- Furthermore, Imexpharm has established a strategic partnership with INSEE Ecocycle, a unit of the Siam City Cement Public Company Limited, which provides co-processing solutions using advanced technology in cement kilns. This method employs extremely high temperatures to completely destroy waste, including hazardous waste, without leaving residues. This significantly contributes to ensuring our waste treatment processes are optimally efficient and environmentally friendly.

Additionally, the 2024 Sustainability Report’s key indicators were confirmed by the Internal Audit function under the Audit Committee.



3. Risk management towards sustainable development

3.1. The role of risk management (GRI 3-3,201-2)

A solid foundation for sustainable development

BOD plays a central role in maintaining the risk management and internal control system, with the objective of safeguarding company assets and shareholder interests. To enhance transparency and governance effectiveness, the BOD continuously evaluates existing oversight mechanisms to ensure they operate efficiently and meet market requirements.

Imexpharm adopts a three-line governance model, wherein the independent Audit Committee supports the BOD, and the Executive Board undertakes the implementation of practical policies and procedures. This model ensures that risk management and internal control responsibilities are clearly delineated across departments, optimizing decision-making processes and strengthening coordination among the lines.

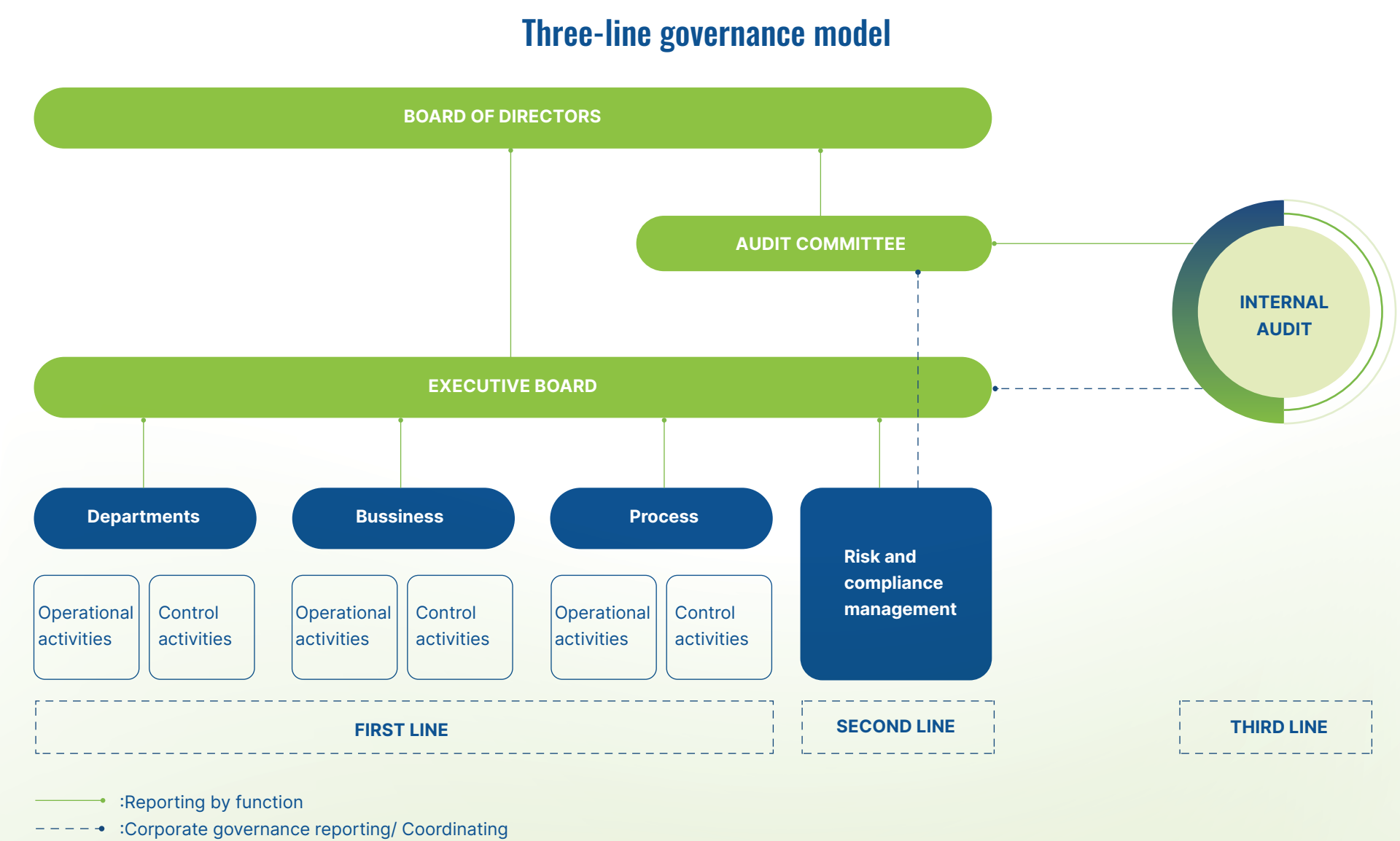
Imexpharm’s risk management activities are deeply integrated into company-level and departmental KPIs, facilitating practical and effective risk assessment. Key performance indicators related to production control, business operations, finance, and human resources are clearly defined within the monitoring system. These assessments not only help in the timely detection of potential issues but also guide the company’s strategic decisions.

Furthermore, the risk management system not only focuses on oversight but also aids in early identification and management of potential risks, ensuring that business operations consistently align with the Company’s sustainable development strategy. The flexible combination of control activities, risk management, and internal audit has enabled Imexpharm to enhance its proactive approach, optimize operational efficiency, and maintain the highest governance standards compared to peers in the industry.



3.2. Approach to risk management (GRI 3-3)

Imexpharm has established a comprehensive and synchronized risk management system designed to identify, assess, and control potential risks that could impact the company's business operations and sustainable development objectives, as illustrated by the risk management diagram below:



3.3. Assessment of key risks (GRI 3-3)

In the context of the constantly changing world and Vietnamese economies, the risks, and their level of impact on the Company in 2024 have been identified by the management as follows:

Key risks	Level of impact
Specific risks of the pharmaceutical industry	High
Brand risks	High
Operational risks	Medium
Financial risks	Low
Environmental and climate change risks	Low

For details, please refer to the Imexpharm 2024 Annual Report (pages 60-63).



4. Material topics in sustainable development (GRI 3)

4.1. Method for identifying material topics (GRI 3-1)

Based on an analysis of the economic, social, and environmental impacts of our business operations, Imexpharm identifies material topics according to the GRI Standards. The identification process includes:

- Identify sustainable development-related areas that have the potential to impact the company's operations.
- Consult with stakeholders to understand their expectations and the significance of each issue.
- Assess the level of impact of each issue on Imexpharm's sustainable development objectives.
- Establish a list of material topics, ensuring a balance of interests between the company and its stakeholders.

4.2. List of material topics (GRI 3-2)

From the list of significant economic, environmental, and social impacts, we have classified and compiled them into key topic groups. Based on this, the identified list of material topics includes the following:



Economic (GRI 200)

Economic performance (GRI 201)
Market presence (GRI 202)
Indirect economic impacts (GRI 203)
Procurement practices and value chain management (GRI 204)
Taxes (GRI 207)

Related SDGs:

- SDG 8: Decent work and economic growth
- SDG 9: Industry, innovation, and infrastructure
- SDG 17: Partnerships for the goals



Environmental (GRI 300)

Materials (GRI 301)
Energy management (GRI 302)
Water and effluents (GRI 303)
Waste management (GRI 306)
Greenhouse gas emissions (GRI 305)
Biodiversity (GRI 304)
Environmental compliance (GRI 307)

Related SDGs:

- SDG 6: Clean water and sanitation
- SDG 7: Affordable and clean energy
- SDG 11: Sustainable cities and communities
- SDG 12: Responsible consumption and production
- SDG 13: Climate action
- SDG 14: Life below water
- SDG 15: Life on land



Social (GRI 400)

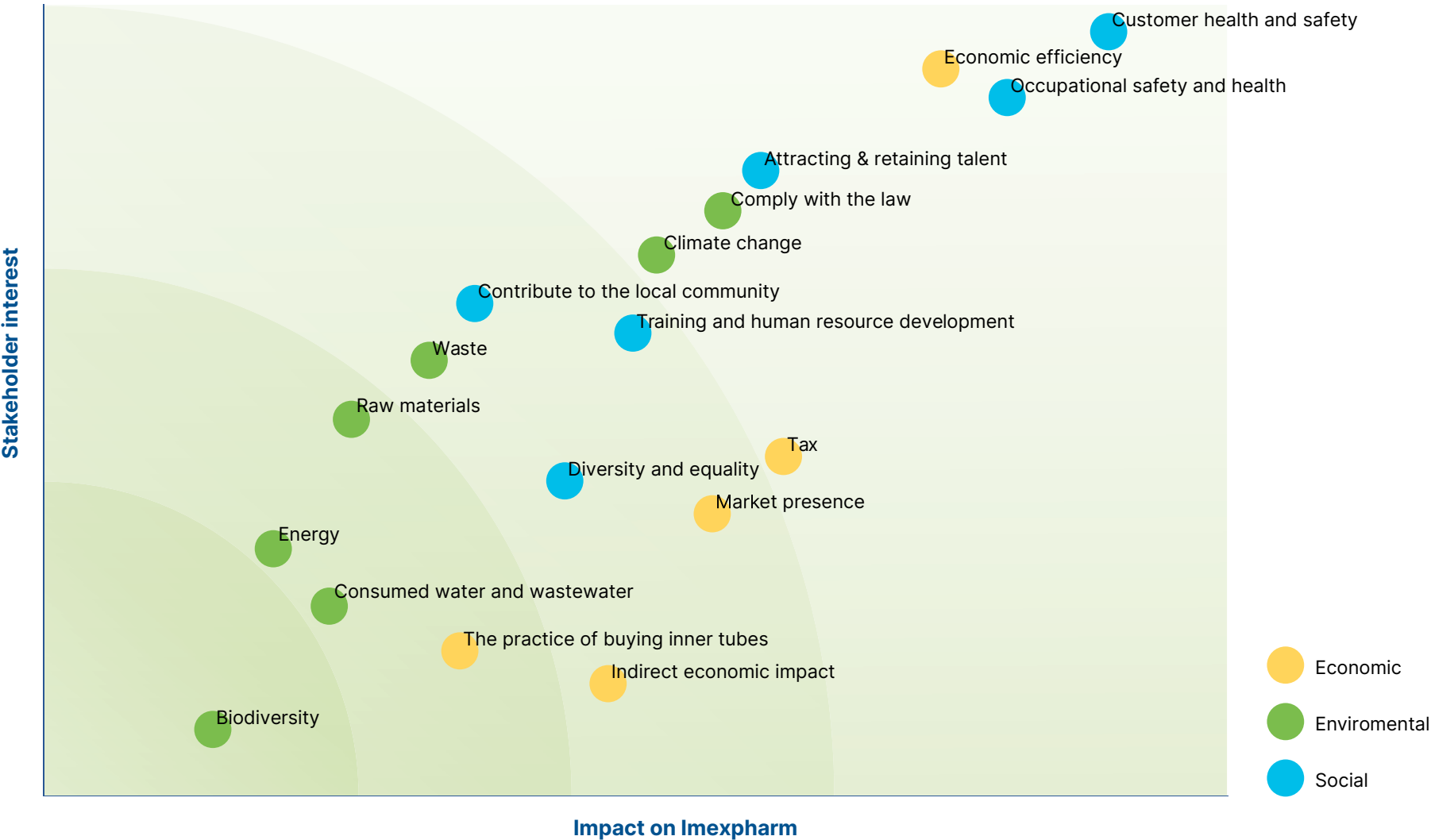
Attract and retain talent (GRI 401,412)
Training and development (GRI 404)
Diversity and equal opportunity (GRI 405)
Labor relations and human rights (GRI 406,407,408,409)
Occupational health and safety (GRI 403)
Customer health and safety (GRI 416)
Local communities (GRI 413)
Marketing and labeling (GRI 417)
Socioeconomic compliance (GRI 419)

Related SDGs:

- SDG 1: No poverty
- SDG 2: Zero hunger
- SDG 3: Good health and well-being
- SDG 4: Quality education
- SDG 5: Gender equality
- SDG 10: Reduced inequalities
- SDG 16: Peace, justice, and strong institutions

4.3. Materiality matrix (GRI 3-3)

Through a comprehensive assessment process prioritizing various areas, considering the relationship between stakeholder interest and impact on business operations, Imexpharm has developed its Materiality Matrix. This matrix enables the company to clearly identify issues requiring prioritization, thereby allocating resources effectively to best meet stakeholder expectations and ensure long-term sustainable development.



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1. Economy (GRI 200)

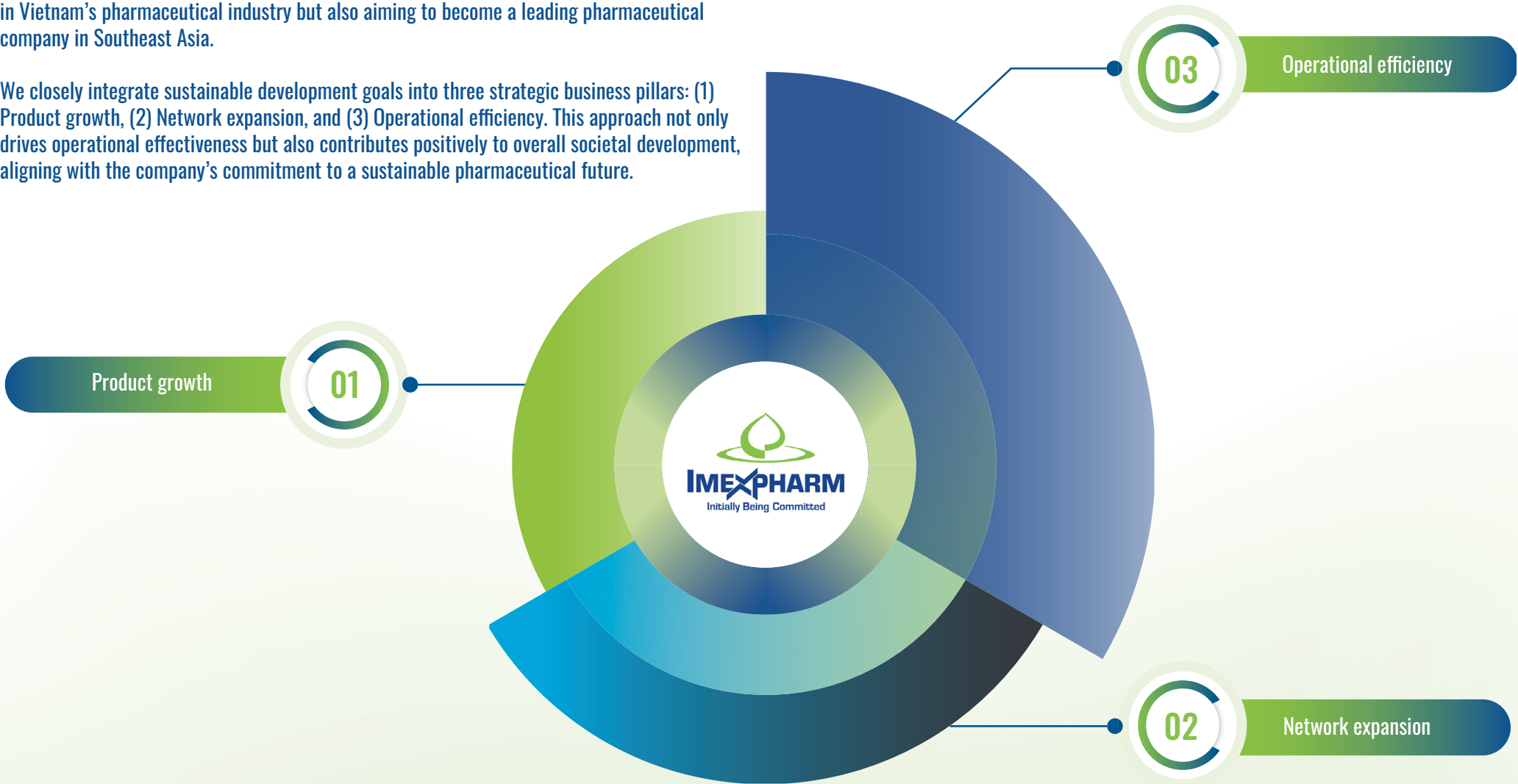
In 2024, Imexpharm recorded strong growth with total revenue reaching VND 2,512.8 billion (up 18.9%), reaffirming its leading position in Vietnam’s pharmaceutical industry. The company invested heavily in R&D with 24 new products and adopted advanced technologies (SAP S/4HANA Cloud) to expand in domestic and international markets. Imexpharm also enhanced transparent governance, contributed VND 212.7 billion in taxes, and implemented supply chain localization and sustainability strategies. Its HR policies prioritize local employees with incomes several times higher than the regional minimum wage. Social initiatives such as healthcare support, scholarships, and clean water programs further reflect its commitment to sustainable economic and social responsibility.



1. Economy (GRI 200)

2024 marks a significant stride for Imexpharm in executing its sustainable development strategy. From increasing revenue and expanding market reach to a strong commitment to transparent governance and social responsibility, Imexpharm is not only solidifying its position in Vietnam’s pharmaceutical industry but also aiming to become a leading pharmaceutical company in Southeast Asia.

We closely integrate sustainable development goals into three strategic business pillars: (1) Product growth, (2) Network expansion, and (3) Operational efficiency. This approach not only drives operational effectiveness but also contributes positively to overall societal development, aligning with the company’s commitment to a sustainable pharmaceutical future.



Economic performance (GRI 201)

Direct economic value generated and distributed (GRI 201-1)

In 2024, Imexpharm continued to affirm its standing in Vietnam’s pharmaceutical industry with

Gross revenue reached

VND **2,512.8** billion

▲ 18.9% yoy

Net revenue recorded
VND **2,205.1** billion

▲ 10.6% yoy

This reflects the company’s expanding market share, product innovation, and enhanced competitiveness within a volatile market landscape

Profit before tax reached
VND **404.2** billion

▲ 7.1% yoy

demonstrating our ability to optimize costs, improve operational efficiency, and effectively capitalize on market opportunities.

Notably, Imexpharm made significant contributions to the state budget with

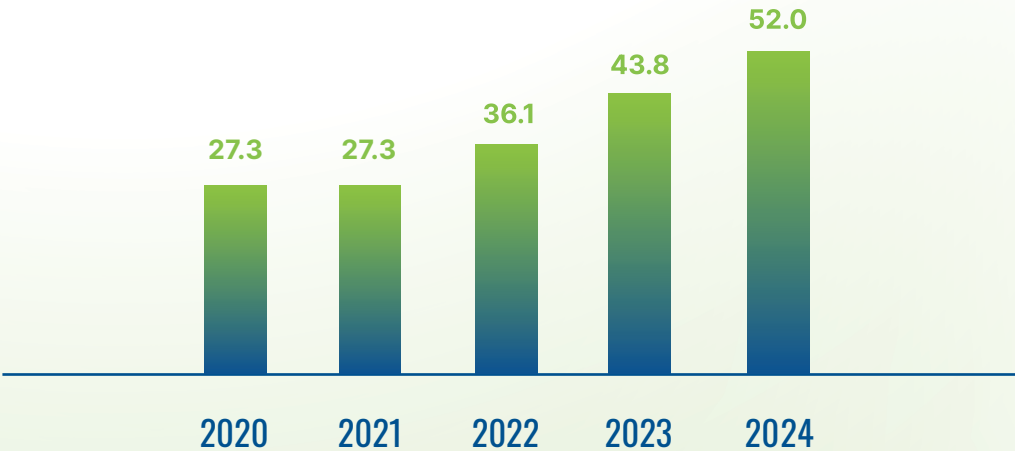
Taxes paid totaling

VND **212.7** billion ▲ 20% yoy

social insurance contributions exceeding

VND **52** billion ▲ 19% yoy

This underscores the company’s commitment to fulfilling its financial obligations and contributing to national economic development.



Social insurance contributions to state budget (Unit: VND billion)

Economic performance (GRI 201) (continued)

Retained economic value and development strategy

Retained earnings are robustly reinvested into R&D. In 2024, Imexpharm launched

24  **new products**

primarily high-value antibiotics and injectables manufactured with advanced EU-GMP technology at our IMP3 and IMP4 facilities. These investments not only solidify Imexpharm’s pioneering position but also foster long-term growth and sustainable development.

Beyond optimizing business operations, the company maintains a sustainable dividend payout policy, with a

20% payout for 2023

comprising

10% in cash **10%** in shares

This policy demonstrates a balance between reinvesting for growth and ensuring financial returns for shareholders.

Additionally, Imexpharm executed a bonus share issuance at a

1:1 ratio

increasing its charter capital and positioning Imexpharm as the listed pharmaceutical manufacturing company with the highest charter capital in the market, while also allowing shareholders to benefit from the company’s development.



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Economic performance (GRI 201) (continued)



Impact of climate change on operational efficiency

Imexpharm proactively assesses the financial impact of climate change on its production operations. Changes in environmental regulations, energy prices, and supply chain disruptions for raw materials are factors that could affect future operating costs. Therefore, the company has increased investment in

modern production technology, efficient energy utilization, and sought sustainable, diversified raw material sources to mitigate risks and optimize costs.



Product expansion and sustainable network development

With a strategy to diversify its product portfolio, develop new-generation, high-tech, and high-value antibiotic products, simultaneously expand its market reach towards the North and increase exports, while optimizing operations, Imexpharm is not only consolidating its position in Vietnam but also aiming to become a

leading pharmaceutical company in the region.

By combining sound financial management, technological investment, and human capital development, the company is building a strong foundation for a sustainable future and actively contributing to the nation's overall economic growth objectives.

Market presence (GRI 202)



Comprehensive distribution network

With a nationwide distribution network, a strong presence in healthcare facilities from central to local levels, and a strategy of collaborating with major pharmacy chains and distributors, Imexpharm continuously expands its ability to reach customers quickly and effectively. In 2024, the company further extended its reach into international markets, particularly in Southeast Asia, Europe, and Africa, affirming its leading position in the pharmaceutical industry and enhancing its export capabilities.

Concurrently, Imexpharm has intensified the application of digital technology in its business operations. This year, the company officially implemented SAP S/4HANA Cloud Private Edition, becoming the first pharmaceutical enterprise in Vietnam to adopt this advanced ERP system to optimize financial, production, and supply chain management.



Strong market position

Imexpharm consistently maintains its leading position, surpassing domestic peers in several aspects: its EU-GMP certified production capacity, boasting the highest number of EU-GMP compliant production lines in Vietnam (12 lines across 3 factory clusters); its No. 1 position in the antibiotic market; and its standing as the No. 1 domestic pharmaceutical company in the ETC channel (hospital channel).

In the ETC channel, Imexpharm firmly holds its position as a leading domestic company, affirming the quality and reputation of its products. The Company is also expanding its presence in the OTC channel (pharmacy channel) through collaborations with major retail chains such as Long Chau and Pharmacy, thereby meeting consumer treatment needs.

Revenue structure and growth by distribution channel

Imexpharm’s gross revenue in 2024 reached VND 2,512.8 billion, representing an 18.9% increase over the previous year. This performance positions the company as one of the few large domestic pharmaceutical enterprises to achieve double-digit revenue growth amidst a challenging market environment. The revenue structure includes:

ETC channel

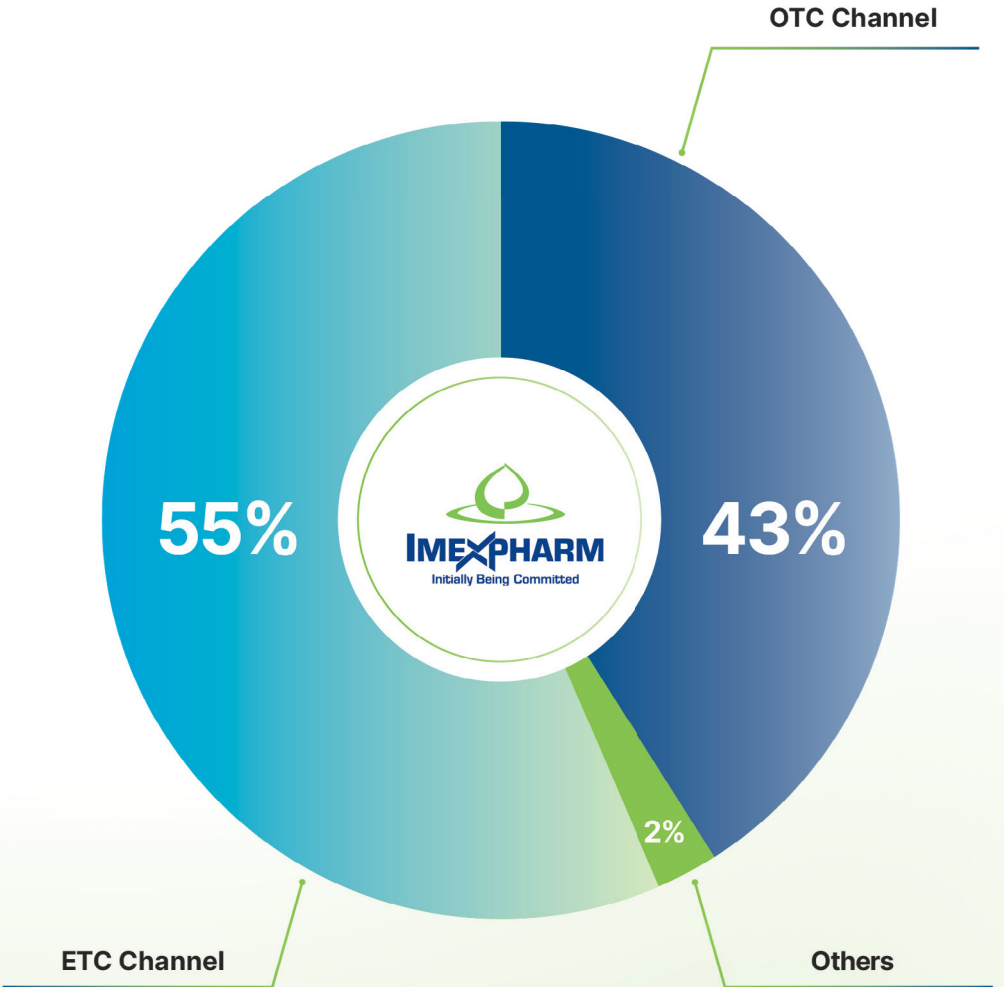
Contributed 55% of total revenue, reaching VND 1,377.5 billion, a robust 55.8% increase (equivalent to an increase of VND 493.5 billion) compared to the same period last year, and exceeding the plan by 4.7%. This result primarily stems from the growth of high-value, EU-GMP certified products from our IMP2, IMP3, and IMP4 factories, underscoring Imexpharm’s quality and reputation within the healthcare system.

OTC channel

Accounted for 43% of gross revenue, reaching VND 1,074.6 billion, a slight decrease of 0.8% (equivalent to a decline of VND 8.4 billion) in a context where the retail channel for domestic enterprises saw almost no growth. Notably, the pharmacy chain sub-channel recorded an impressive 74% growth year-on-year, now contributing 9% to total OTC channel revenue.

Others

(including exports, contract manufacturing - CMO, by order)
Contributed 2% of total revenue.



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1,000 years later, the lotus still blooms

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Market trend adaptation strategy and international expansion

Imexpharm has demonstrated agility in adapting to pharmaceutical consumption trends within pharmacy chains that have widespread coverage across many provinces nationwide. The Company has strengthened relationships with major partners such as Long Chau, Pharmacy, and other retail chains, helping to maintain the effectiveness of the OTC channel amidst the gradual diminishing role of traditional distribution channels.



Beyond focusing on the domestic market, Imexpharm also demonstrates international aspirations. The Company is actively seeking cooperation opportunities and expanding export markets, particularly for products manufactured to EU-GMP standards and holding European market authorization (EU-MAs). Imexpharm's objective is to become a leading pharmaceutical company in Southeast Asia, with a strong presence in regional and international markets.

As of the end of 2024, Imexpharm has secured

28 EU-MAs for 11 products

This significant investment clearly demonstrates the Company's continuous efforts to enhance its EU-standard production capabilities to develop the domestic ETC market and strategically expand exports globally.



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04 Appendix

Brand building and social responsibility

SỰ CAM KẾT NGAY TỪ ĐẦU TRÊN HÀNH TRÌNH
KHÁNG SINH BỀN VỮNG
TP. Hồ Chí Minh, 02/08/2024

Imexpharm consistently prioritizes building a reputable brand, fostering strong trust with customers and partners. Through regularly organized scientific conferences, workshops, and community activities, the company not only promotes its products but also disseminates humanitarian values, thereby enhancing its corporate image within the pharmaceutical industry.

In 2024, Imexpharm’s “**Sustainable Antibiotics**” workshop program successfully connected with over 3,035 pharmacists and industry professionals. This initiative clearly demonstrates the company’s social responsibility in raising awareness about the rational use of antibiotics. Antibiotics will remain effective for long-term treatment if we enhance the production of antibiotics to the most advanced standards, ensure responsible antibiotic use, and continuously research and develop new-generation antibiotics.

Beyond social activities, Imexpharm has also made a significant mark in developing its workplace environment and workforce. The company was honored by Anphabe - a leading organization in employer brand surveys and development - as the

TOP 1
Best Workplace in Vietnam’s
Pharmaceutical Industry

According to Anphabe report,
Imexpharm’s Employer Brand
Attractiveness Index reached

12.6% surpassing the
industry average
by 109%

Employer brand recognition reached

85.2% exceeding the
industry average
of 81.5%

The rate of candidates considering
working at Imexpharm reached

8.3% higher than the
industry average
of 5.5%

Notably, the percentage of talent willing
to apply to Imexpharm was

129% higher than the
industry average

demonstrating the company’s continuously
strengthening attractiveness and
reputation.

These impressive figures attest to the effectiveness of the modern human resources strategy the company is pursuing: building an engaging, inspiring workplace that always champions the holistic development of each employee. These persistent efforts have consistently built strong appeal, elevating Imexpharm’s brand position in the eyes of employees and the entire pharmaceutical industry.

Brand building and social responsibility (continue)

Imexpharm market presence and impact on local communities

(Ratio of entry-level wage by local minimum wage (GRI 202-1); Proportion of senior management hired from the local community(GRI 202-2))

In addition to expanding its distribution channels and strengthening its presence in international markets, Imexpharm places particular emphasis on human resource remuneration policies and local talent development, ensuring long-term, fair, and transparent growth within the organization.

In 2024, Imexpharm maintained a starting salary for new employees that was



Notably, the actual average income of employees at the Company reached



Equivalent to



affirming our commitment to improving employee livelihoods and attracting high-quality talent.

Region	Minimum wage (Unit: VND/month)
Region 1	4,960,000
Region 2	4,410,000
Region 3	3,860,000
Region 4	3,450,000
At Imexpharm	7,000,000

Imexpharm also consistently implements a gender equality policy through fair recruitment, compensation, and benefits, without discrimination based on gender. Concurrently, the Company prioritizes hiring management personnel from local communities, contributing to the development of indigenous labor capabilities and fostering socio-economic growth in the region.



Indirect economic impacts (GRI 203)

Beyond its core business operations, Imexpharm is committed to actively contributing to socio-economic development through investments in infrastructure and community services. In 2024, the company increased its budget for social welfare programs by 40%, focusing on improving community healthcare, training pharmaceutical professionals, and environmental protection. These investments not only yield direct benefits but also create long-lasting indirect economic impacts for society.



Investments in infrastructure and supporting services (GRI 203-1)

Imexpharm continues to invest heavily in production infrastructure with a strategic vision that enhancing production capacity and technology not only brings economic benefitst ot he company but also serves as a practical contribution to the community.



In 2024, the company achieved EU-GMP certification for one lyophilized powder for injection line at its IMP4 factory, bringing the total number of EU-GMP compliant lines to

12

maintaining its leading position in Vietnam pharmaceutical industry. Continuously expanding international-standard production capacity not only increases the supply of high-quality, affordable medicines for the Vietnamese population but also helps reduce reliance on imported drugs, while creating more jobs and fostering local economic development.

In parallel with investing in internal infrastructure development, Imexpharm also implements numerous community development projects with clear social impacts. Programs such as sponsoring medical equipment for provincial hospitals, providing scholarships for pharmacy students, and supporting the construction of clean water systems all contribute to enhancing quality of life and promoting sustainable economic growth. These investments are made in various forms, including commercial investments, non-profit sponsorships, and volunteer activities.

Significant indirect economic impacts (GRI 203-2)

Imexpharm business operations generate significant indirect economic impacts through:

Job creation and income enhancement

The company maintains over

1,452 direct employees and thousands of indirect jobs within its supply chain, contributing to reducing unemployment rates and improving living standards

In 2024, the average income of employees at Imexpharm increased by

9% compared to 2023

Reaching

22.6 VND million per month

demonstrating the company's efforts to improve remuneration and enhance the quality of life for its employees.

Contribution to state budget

Through taxes and other financial obligations, Imexpharm provides additional resources for the Government to invest in healthcare, education, and social welfare.

In 2024, the Company's total tax contribution to the state budget was

212.7 million VND **▲20%** yoy

Fostering pharmaceutical industry development

Expanding production, investing in research and development of product portfolios, and applying modern technology not only enhance the Company's competitiveness but also contribute to the development of Vietnam's pharmaceutical industry on the international stage.

Imexpharm demonstrates a strong commitment to R&D by allocating nearly 5% of its revenue to this area, a testament to the enterprise's long-term vision.

This effort yielded impressive results in 2024, with Imexpharm launching

24 new products

Simultaneously initiating

98 R&D projects

significantly contributing to diversifying its product portfolio, expanding treatment groups, and enhancing the quality of domestic pharmaceuticals.

Supporting small businesses and local supply chains

The Company prioritizes collaboration with domestic suppliers, helping them scale up, create more jobs, and improve productivity.

Furthermore, Imexpharm also creates significant social impacts through free medical examination and treatment programs, educational sponsorships, and support for the underprivileged, contributing to improving the quality of life for the populace and fostering sustainable development. These initiatives not only demonstrate corporate responsibility but also help strengthen the socio-economic foundation, paving the way for a sustainable and prosperous future.

Procurement practices (GRI 204)



Enhance localization and supply chain management

Imexpharm consistently maintains its sustainable development approach within the supply chain by prioritizing collaboration with domestic suppliers. In 2024, although the total value of spending with domestic suppliers saw a slight adjustment compared to 2023, the proportion of domestic spending remained stable at over 31%.

This reflects Imexpharm's strategy of balancing cost efficiency with localization goals, while simultaneously ensuring a flexible and sustainable supply chain amidst a volatile market environment. The company continues its efforts to foster the development of domestic partners, thereby enhancing raw material self-sufficiency and contributing to local economic growth.



Strengthen collaboration with international standard suppliers

To maintain product quality, Imexpharm partners with suppliers who meet EU-GMP and WHO-GMP standards, ensuring clean, safe raw materials that comply with international pharmacopoeia standards. This policy helps the company meet stringent quality control requirements, while also enhancing its competitiveness as it expands exports to regional and global markets.



Apply digital technology in supply chain management

To enhance transparency and operational efficiency, Imexpharm has implemented a digital system that supports comprehensive control over procurement activities, from order placement and contract management to payment. The application of modern ERP helps the company to:

- Mitigate supply chain disruption risks through more accurate inventory management and demand forecasting.
- Optimize operational costs by improving purchasing processes and shortening transaction times with suppliers.
- Ensure transparency through raw material traceability, complying with GRI 204 standards for value chain management.



Minimize environmental impact in supply chain

In 2024, the Company's packaging recycling rate in production and business operations reached 15%, contributing to waste reduction and minimizing environmental impact. The Company prioritizes selecting suppliers with environmental protection policies, encouraging the use of biodegradable packaging and eco-friendly raw materials.

Tax (GRI 207)

In 2024, Imexpharm continued to rigorously fulfill its tax obligations, contributing a total of



This result demonstrates the sustainable development of the Company's business operations, as well as our strong commitment to fully discharging our financial responsibilities to society.

Over the past five years, Imexpharm has witnessed a steady growth in tax contributions, rising from VND 104.8 billion in 2020 to VND 212.7 billion in 2024. Notably, from 2022 onwards, the Company recorded strong and continuous growth in tax contributions, reflecting increasingly improved business efficiency amidst a volatile pharmaceutical market.

For Imexpharm, adhering to tax regulations is more than just a legal duty; it is a fundamental principle of our transparent governance and a clear demonstration of our commitment to social responsibility. We remain dedicated to maintaining transparency in our financial reports and fulfilling all tax obligations in accordance with current legal provisions, contributing to the overall development of both local communities and the nation.



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Tax strategy and legal compliance (GRI 207-1)

Imexpharm adopts a tax strategy grounded in the principles of transparency, compliance, and social responsibility, ensuring that all financial obligations are fully met in accordance with Vietnamese law and international standards

- The Company has completed the implementation of the International Financial Reporting Standards (IFRS) to enhance transparency, improve the comparability of financial data, and meet the expectations of investors and international partners.
- Our tax management system is regularly reviewed to ensure that tax policy implementation not only complies with regulations but also supports the company's long-term development strategy.

Tax risk management and control (GRI 207-2)

Recognizing potential tax-related risks, Imexpharm has developed a comprehensive tax control and management system, which includes:

- Strict monitoring mechanisms to ensure compliance with tax laws across all business activities.
- Regular tax risk assessment and control processes, enabling the company to proactively adapt to changes in domestic and international tax policies and accounting regulations.
- A transparent reporting system with the participation of independent auditors to evaluate and ensure strict adherence to tax standards.

Tax responsibility linked to sustainable development (GRI 207-1, 207-2)

For Imexpharm, taxes are not merely a financial obligation but a crucial contribution to socio-economic development. The tax revenue generated by Imexpharm plays an important role in supporting healthcare, education, and infrastructure sectors, thereby improving the quality of life for the community. In 2024, Imexpharm did not engage in any tax evasion or unethical tax optimization practices, ensuring that business operations are always transparent and strictly adhere to current regulations.

2. Enviroment (GRI 300)

Imexpharm is strongly committed to environmental protection through the optimization of material and energy usage and effective waste management. In 2024, the company achieved significant energy savings (with consumption at 59.6 million MJ), implemented LED lighting systems, conducted solar power feasibility studies, and strictly monitored water quality. The packaging recycling rate reached 15%, total wastewater was reduced by 25.1%, and hazardous waste decreased by 4.5%. All manufacturing plants are equipped with exhaust gas and noise treatment systems, strictly complying with environmental regulations. Additionally, Imexpharm dedicates 20% of its plant area to green spaces and actively participates in environmental initiatives such as beach clean-ups and tree planting campaigns in Da Lat — all aiming to build a green, sustainable, and eco-friendly pharmaceutical production ecosystem.



2. Environment (GRI 300)

In 2024, Imexpharm continued to affirm its commitment to sustainable development through a series of environmental protection and efficient resource utilization initiatives. By investing heavily in green technology and smart energy and waste management, the Company not only meets regulatory compliance requirements but also proactively sets higher standards, aiming for a sustainable and environmentally friendly pharmaceutical production model.

The results achieved during the year have further solidified Imexpharm's position as one of the pioneering pharmaceutical enterprises in Vietnam's green development strategy



Imexpharm identifies environmental protection and sustainable resource use as top priorities in its long-term strategy. The Company is committed to minimizing environmental impact throughout its entire operational chain, from production to distribution, viewing this as a vital factor for sustainable growth.

Imexpharm's environmental strategy is implemented cohesively through:



Strict adherence to international standards and environmental legal regulations.



Application of energy-saving technologies and effective emission control.



Protection of biodiversity and waste management based on circular principles.

The Company is also committed to continuous improvement to minimize environmental impact, contributing to the creation of a green, safe, and sustainable pharmaceutical manufacturing ecosystem for the present and future.



Materials (GRI 301)

Imexpharm implements comprehensive measures to optimize the use of raw materials in production, with the goal of minimizing waste, saving costs, and enhancing the efficiency of input material utilization.

01

Production operations optimization

- Application of the SAP-ERP enterprise resource planning software across the entire system to:
 - Closely monitor raw material consumption norms for each stage.
 - Optimize ordering, inventory, and production to minimize loss.
- Implement Kaizen programs and continuous improvement to increase productivity and reduce raw material wastage, especially in packaging and filling stages.

02

Sourcing strategy and material selection

- Select reputable suppliers, high-quality, and stable raw materials, thereby reducing rejection and waste rates during production.
- Expand the portfolio of alternative materials, including natural or environmentally friendly sources.
- Establish a periodic supplier auditing mechanism to control input quality directly from the raw material stage.

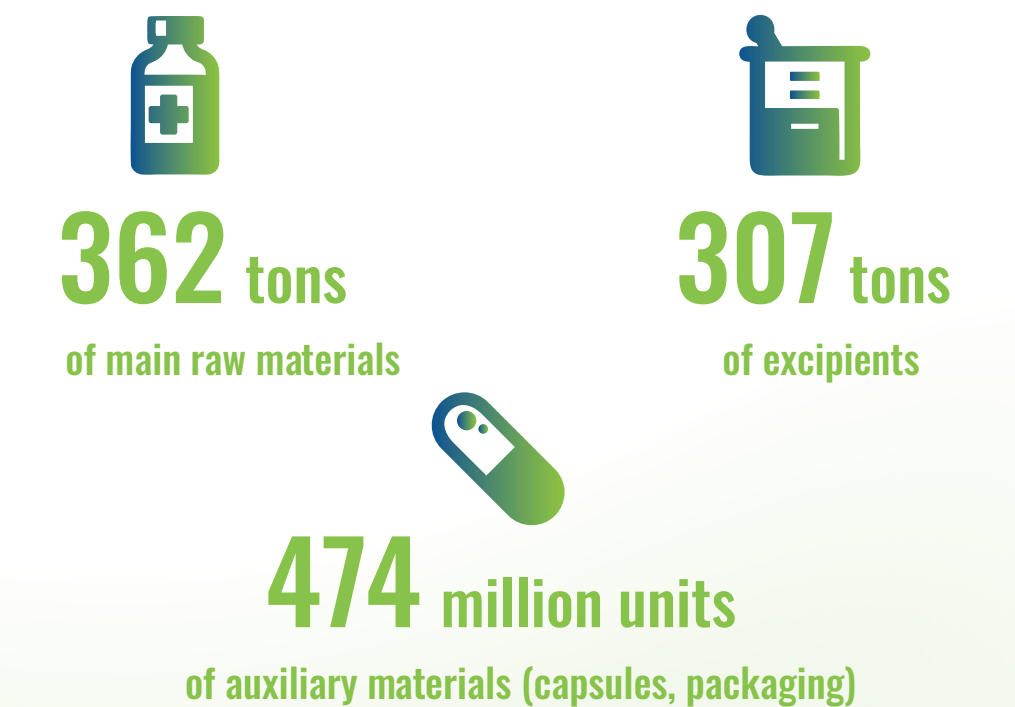
03

Reduce packaging and ancillary materials

- Redesign packaging to optimize size and weight, reducing plastic and paper material use.
- Ensure proper sorting and recovery of packaging.
- Reuse cartons, plastic trays, and auxiliary materials in internal processes.

Imexpharm's input material verification processes are meticulously and rigorously developed. Particularly for products with EU-MA and those participating in Tier 1 tenders, materials must meet CEP (Certificate of Suitability to the monographs of the European Pharmacopoeia) standards and undergo thorough assessment before being registered with the Ministry of Health and put into production.

In 2024, Imexpharm utilized:



The Company continuously seeks to expand its supplier network and diversify its raw material sources to ensure flexibility, stability, and quality in production. Due to the specific nature of the pharmaceutical industry with its strict regulations and high safety requirements for pharmaceutical products, most of Imexpharm's products cannot use recycled raw materials or packaging in their production.



In 2024, Imexpharm pioneered declaring its used packaging recycling plan on the national electronic information portal (Extended Producer Responsibility - EPR).

Statistical data for 2023 shows that

The total volume of packaging Imexpharm put on the market was

1,223,284 kg

of which

179,492 kg was recycled

corresponding to a recycling rate of

15%



Regarding raw material inventory management, all incoming materials are stored in cool warehouses at 25°C. During storage, if damaged or expired materials are detected, Imexpharm proceeds with disposal according to its waste management procedures. Before disposal, the Quality Control department assesses the material to classify it as general waste or hazardous waste, and then applies appropriate disposal methods, ensuring compliance with environmental laws and production safety.

Energy (GRI 302)

Energy consumption in production is consistently a challenge for pharmaceutical companies. Imexpharm has implemented energy-saving measures and is committed to efficient and effective energy use.

The Company has completed the 100% replacement of lighting systems at its factories and offices with modern LED lights, resulting in energy cost savings, improved operational efficiency, and environmental protection. We optimize the operation of HVAC systems and boilers to reduce fuel consumption, combined with pipe insulation and regular maintenance of electrical/thermal equipment.

Transportation vehicles, forklifts, and fuel-powered machinery (gasoline, diesel) undergo periodic maintenance and frequent inspections to prevent leaks, malfunctions causing fuel loss, maintain usage efficiency, and extend equipment lifespan. Additionally, the Company encourages employees to use green transportation, especially electric vehicles, for commuting – demonstrating a commitment to reducing emissions in indirect activities as well.

In 2024, the Company’s Quality Department is also planning to survey the use of solar energy and other renewable sources at its factories. In 2025, the company plans to expand its investment in solar power at its main production facilities in Ho Chi Minh City and Binh Duong (IMP2, IMP3, IMP4), aiming to reduce CO₂ emissions and optimize longterm operational costs.

*** Total electricity consumption in 2024 was 16,554,356 Kwh**

Factory	Total electricity consumption (Kwh)			(+/-)
	2022	2023	2024	2024/2023
IMP1	5,887,685	5,873,000	5,874,687	0.0%
IMP2	2,482,609	2,668,430	2,764,287	3.6%
IMP3	3,949,244	4,231,050	4,819,782	13.9%
IMP4	-	2,785,300	3,095,600	11.1%
Total	12,319,538	15,557,780	16,554,356	6.4%

*** Total DO (diesel oil) consumption in 2024 was 425,850 liters**

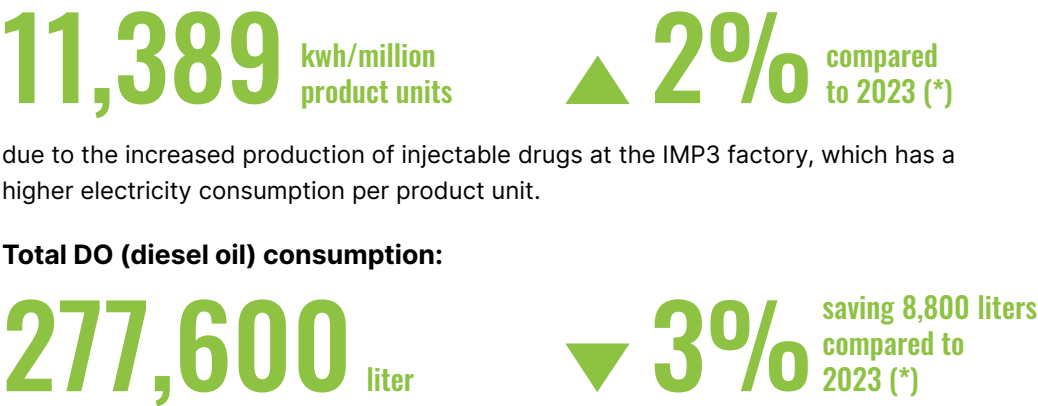
Factory	Total DO consumption (liter)			(+/-)
	2022	2023	2024	2024/2023
IMP1	57,320	74,000	44,000	-40.5%
IMP2	750	900	-	-100.0%
IMP3	167,400	211,500	233,600	10.4%
IMP4	-	128,800	148,250	15.1%
Total	225,470	415,200	425,850	2.6%

=> Total energy consumption within the Company: 59,606,649 MJ

Conversion Notes:
(1 liter DO = 0.8 kg); (1 kg = 7,700 cal); (1 kcal = 4181 Joules); (1 kWh = 3.6*10⁶ Joules); (1 MJ = 10⁶ Joules)

Total energy saved after implementing policies and improvement initiatives:

Energy consumption intensity:



due to the increased production of injectable drugs at the IMP3 factory, which has a higher electricity consumption per product unit.

Total DO (diesel oil) consumption:

(*) Data applied to IMP1, IMP2, IMP3 factories; IMP4 officially began commercial production from Q4/2023, thus not included in this comparison period.

Water and effluents (GRI 303)

Imexpharm rigorously manages its entire water usage chain-from intake to post-use treatment-to ensure compliance with environmental regulations, optimize operational efficiency, and drive sustainable development. Incoming water is sourced from the local municipal water system and undergoes strict quality testing before being used in production. Concurrently, the Company continuously implements measures to conserve and enhance water efficiency across all operations, helping to reduce costs, limit emissions, and protect natural resources.

01 Optimize water use in production

- Improved Cleaning in Place (CIP) processes in pharmaceutical manufacturing to minimize water consumption during equipment cleaning.
- Conducted periodic inspections and maintenance of piping systems to prevent leaks and water loss.

02 Install water-saving equipment

- Equipped offices and living areas with sensor-activated faucets and dualflush toilets to reduce domestic water wastage.
- Implemented flow meters to monitor water consumption by area, enabling timely adjustments.

03 Education and rise awareness

- Conducted regular internal communications with the slogan “Smart Water Use – Resource Conservation.”
- Organized technical training sessions and shared improvement initiatives related to water saving in production departments.

In 2024:

Imexpharm’s total water consumption reached

96,465 m³

Water consumption intensity remained consistent with 2023 at

62 m³/million product units (*)

(*) Data applied to IMP1, IMP2, IMP3 factories; IMP4 officially began commercial production from Q4/2023, thus not included in this comparison period.

Factory	Total water consumption (m ³)			(+/-)
	2022	2023	2024	2024/2023
IMP1	33,658	32,559	35,264	8.3%
IMP2	9,437	10,192	8,029	-21.2%
IMP3	27,274	28,152	29,700	5.5%
IMP4	-	20,830	23,472	12.7%
Total	70,369	91,733	96,465	5.2%

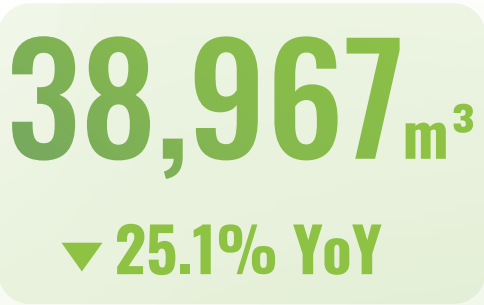
Imexpharm strictly controls the quality of water used in production, meeting the high standards of the pharmaceutical industry. Water supplied from the industrial park is treated to become purified water and distilled water, ensuring compliance with pharmacopoeia standards before use. Specifically, purified water is used for cleaning machinery and equipment; distilled water is used in raw material compounding to ensure maximum purity. Due to the specific requirements of the industry, Imexpharm does not reuse or recycle water in production to avoid the risk of cross-contamination.

The Company has designed separate wastewater treatment systems for domestic and industrial wastewater. Industrial wastewater is collected through a uPVC piping system, directed to a transfer pit and a main collection pit before being treated at the factory's internal treatment plant. After meeting standards, the treated water is discharged into the industrial park's general wastewater system.

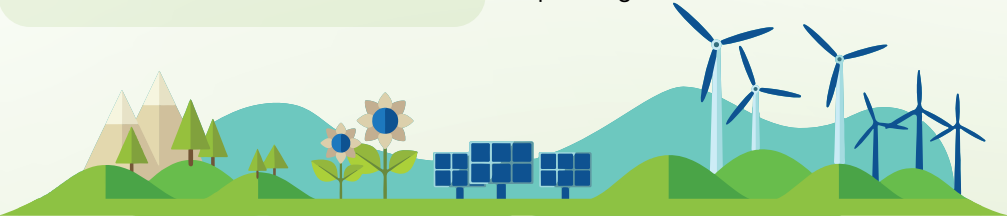
At the IMP1 factory, post-treatment water quality is periodically monitored as per regulations by the Center for Environmental and Natural Resources Monitoring – Department of Natural Resources and Environment of Dong Thap Province. IMP2, IMP3, and IMP4 factories have also invested in treatment systems that meet European standards, ensuring that their wastewater discharge meets environmental standards before release.

Factory	Waste treatment (m³)			(+/-)
	2022	2023	2024	2024/2023
IMP1	13,933	13,150	13,331	1.4%
IMP2	7,550	8,154	6,423	-21.2%
IMP3	22,176	22,522	12,395	-45.0%
IMP4	-	8,179	6,818	-16.6%
Total	43,659	52,004	38,967	-25.1%

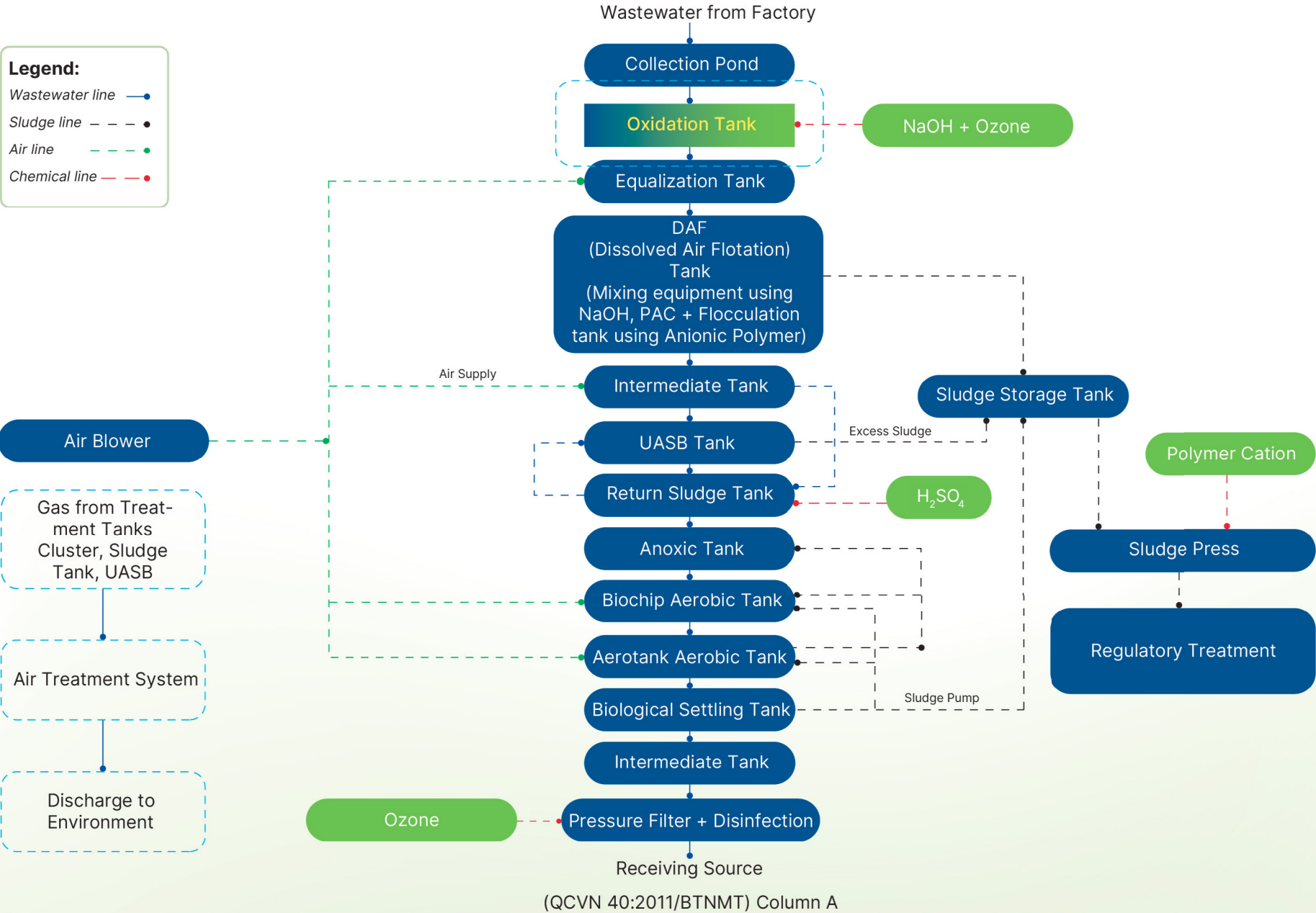
The total volume of wastewater in 2024 was



Thanks to the efficient operation of its advanced water treatment systems, Imexpharm not only ensures compliance with legal regulations but also proactively minimizes negative environmental impacts, contributing to water resource protection and maintaining ecological balance in its operating areas.



Wastewater treatment system diagram at IMP1 factory



Waste (GRI 306)

Imexpharm considers waste management an integral part of its sustainable development strategy, aiming to minimize the negative environmental impact from production and daily operations. Waste generated during operations is clearly categorized into three main groups: municipal solid waste, non-hazardous production waste, and hazardous solid waste.

The total volume of waste treated in 2024 was approximately

185 tons of which 68 tons were hazardous waste

These waste types are collected and stored in separate, well-organized areas designed to facilitate management, aggregation, and treatment. Specifically, the company has allocated approximately 50 m² of land behind its factory to construct a waste storage area. This area is designed with perimeter walls, a roof, and separate compartments for each waste type, allowing for convenient aggregation of waste generated from the factory’s production activities. Solid waste generated is collected by company personnel and centralized here, then handed over to licensed units for collection, transportation, and treatment.

Factory	Total hazardous waste volume (kg)			(+/-)
	2022	2023	2024	2024/2023
IMP1	32,923	36,589	33,429	-8.6%
IMP2	4,495	9,674	8,811	-8.9%
IMP3	10,350	12,725	14,080	10.6%
Total	47,768	58,988	56,320	-4.5%

Factory	Total non-hazardous waste volume (kg)			(+/-)
	2022	2023	2024	2024/2023
IMP1	35,261	42,287	41,043	-2.9%
IMP2	500	-	5,653	-
IMP3	26,500	37,980	35,178	-7.4%
Total	62,261	80,267	81,874	2.0%

Driven by effective control measures, the total volume of hazardous waste in 2024

▼ 4.5% yoy while the volume of non-hazardous waste slightly increased by 1.2% (*)

(*) Data applied to IMP1, IMP2, IMP3 factories; IMP4 officially began commercial production from Q4/2023, thus not included in this comparison period.

In 2024, Imexpharm continued its collaboration with specialized waste treatment service providers, specifically:

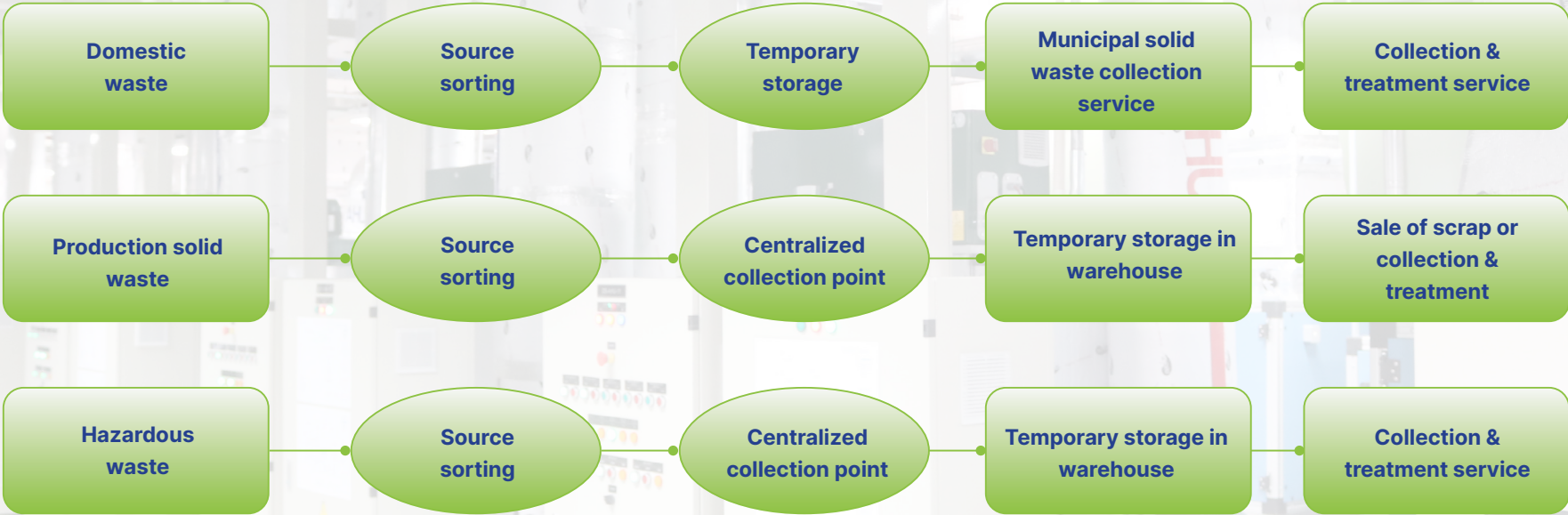
- IMP1 Factory Cluster: Siam City Cement (Vietnam) Co., Ltd.
- IMP2 Factory Cluster: Viet Uc Environment Joint Stock Company
- IMP3 and IMP4 Factory Clusters: Sen Vang Environment Co., Ltd.



Notably, Imexpharm significantly advanced its sustainable waste management policy through a strategic partnership with INSEE Ecocycle, a unit of the Siam City Cement Group. INSEE Ecocycle provides co-processing solutions using advanced technology in cement kilns, which employs extremely high temperatures to completely destroy waste, including hazardous waste, without leaving residues. This method also significantly reduces greenhouse gas emissions compared to traditional treatment methods. This collaboration with INSEE not only ensures safe and effective waste treatment but also contributes to protecting natural resources and minimizing environmental pollution.

Concurrently, Imexpharm applies a waste sorting at source system, categorizing waste into recyclable, non-recyclable, and hazardous waste. This on-site sorting enhances collection efficiency, reduces treatment costs, and fully complies with current legal regulations on environmental protection.

Solid waste collection and treatment plan at the factory



Emissions (GRI 305)

Green spaces and environmental improvement

Imexpharm has proactively implemented tree and grass planting initiatives around its production and business facilities to create appealing landscapes, while simultaneously mitigating the environmental impact of factory operations. These green spaces help regulate the microclimate in the area, providing a healthy working environment and protecting the surrounding ecosystem.

Tree planting within and around the facility premises adheres to reasonable planting densities (3m spacing between trees and rows), ensuring that green areas account for approximately

20.07%

of the total
land area



The planted species include ornamental trees, fruit trees, Shorea trees, and Dipterocarpus alatus trees, chosen to suit local environmental and climatic requirements.

Green areas and lawns are strategically located along internal roads, courtyards, and reserve land within the facility, providing not only shade but also helping to reduce dust and improve air quality.

Emissions management and energy saving

Imexpharm’s primary greenhouse gas emission sources are: electricity drawn from the national grid, diesel oil (DO) consumption in production and business operations, and direct emissions from Company employees. Imexpharm conducts exhaust gas monitoring quarterly (every 3 months), ensuring full and accurate reporting in accordance with environmental regulatory requirements. All emission indicators remain within permissible limits as per strict regulations from competent authorities. Specifically, in 2024:

Direct Greenhouse Gas
Emissions (Scope 1)

1,274,883
tCO₂ eq

Indirect Greenhouse Gas
Emissions (Scope 2)

11,953
tCO₂ eq

Other Indirect
Greenhouse Gas Emissions
(Scope 3)

Not applicable
for Imexpharm

Direct CO₂ emissions from company employees (Scope 1)

Year	Average number of employees	CO ₂ Emissions (Tons)
2022	1,260	45.16
2023	1,405	50.40
2024	1,452	52.05
(+/-) 2024/2023		3.3%

CO₂ emissions from production operations (Scope 1)

Factory	Total product output (product units)			CO ₂ Emissions (Tons)			(+/–) 2024/2023
	2022	2023	2024	2022	2023	2024	
IMP1	760,498,915	705,966,302	678,266,549	694,331	644,543	619,253	-3.9%
IMP2	68,497,733	117,911,884	161,647,810	62,538	107,653	147,583	37.1%
IMP3	220,027,177	323,692,854	341,797,116	200,225	295,530	312,059	5.6%
IMP4	-	101,621,690	213,335,206	-	-	194,774	109.9%
Total	1,049,023,825	1,249,192,730	1,395,046,681	957,093	1,140,505	1,273,669	11.7%

Total diesel oil consumption at the Company’s factories and CO₂ equivalents calculated using the 2006 IPCC formula (Scope 1)

Factory	DO consumption (Liters)			CO ₂ Emissions (Tons)			(+/–) 2024/2023
	2022	2023	2024	2022	2023	2024	
IMP1	57,320	74,000	44,000	154	202	120	-40.5
IMP2	750	900	-	2	2	-	-100.0%
IMP3	167,400	211,500	233,600	457	577	638	10.4%
IMP4	-	128,800	148,250	-	352	405	15.1%
Total	225,470	415,200	425,850	613	1,133	1,163	2.6%

CO₂ emissions from electricity consumption from the National Grid in 2024 (Scope 2)

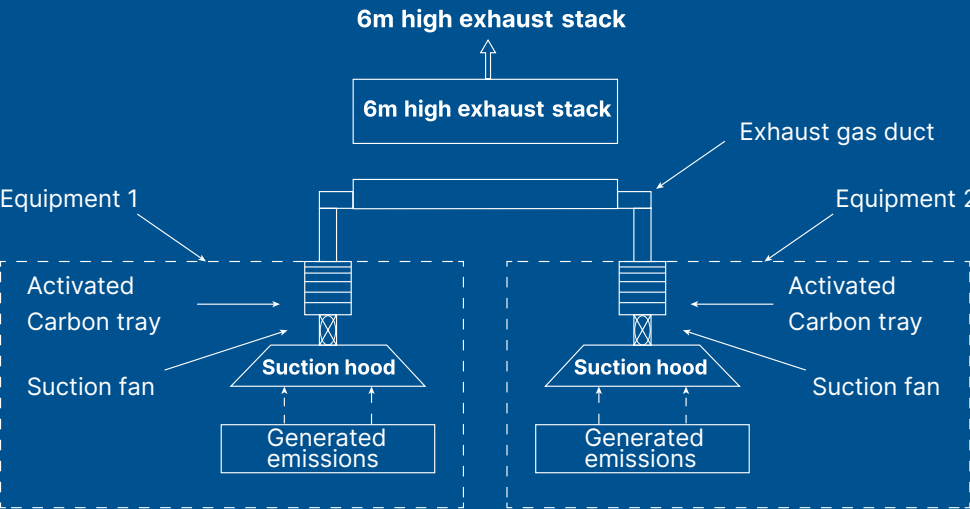
Factory	Total electricity consumption (kWh)			CO ₂ Emissions (Tons)			(+/–) 2024/2023
	2022	2023	2024	2022	2023	2024	
IMP1	5,887,685	5,873,000	5,874,687	4,251	4,241	4,242	0.0%
IMP2	2,482,609	2,668,430	2,764,287	1,793	1,927	1,996	3.6%
IMP3	3,949,244	4,231,050	4,819,782	2,852	3,055	3,480	13.9%
IMP4	-	2,785,300	3,095,600	-	2,011	2,235	11.1%
Total	12,319,538	15,557,780	16,554,356	8,896	11,234	11,954	6.4%

Beyond ensuring product quality, Imexpharm continuously strives to minimize environmental impact throughout its production chain. Imexpharm’s factories are equipped with modern HVAC (heating, ventilation, and air conditioning) systems, which help control temperature, humidity, and air circulation, maintaining a clean production environment free of bacteria or dust.

Imexpharm’s HVAC system comprises three main components: a Chilled Water System, an Air Handling Unit System, and an automatic Control and Monitoring System (BMS). These systems operate in synchronization to rigorously control temperature, humidity, and air circulation within the factory. Clean air supplied meets Class D standards for production areas, sub-Class D for secondary packaging areas, raw material warehouses, packaging, finished goods, physico-chemical areas, and Class C for microbiological areas.

The volume of fresh air and exhaust air from the systems are both filtered through high-quality filters, ensuring that the discharged air meets standards. Filter cleaning and replacement are performed annually, while return air filters in production rooms are cleaned weekly. Old filters are replaced according to manufacturer recommendations and transferred to the hazardous waste storage area for proper disposal.

Exhaust gas collection and treatment system diagram



Reducing noise and vibration

Imexpharm consistently focuses on minimizing noise and vibration in its production operations to ensure a safe working environment for employees and limit impact on surrounding areas. The primary sources of noise originate from machinery operation in production, central air conditioning systems, and the wastewater treatment plant.

The Company has implemented specific technical solutions, such as:



Constructing high, enclosed walls around major noise-generating areas like boilers, cooling systems, and the wastewater treatment plant.



Providing noise-canceling protective equipment for workers in high-noise positions, such as grinding machines, tablet presses, etc.

Currently, noise and vibration levels at Imexpharm’s factories are effectively controlled and do not significantly affect the environment due to:

- Using 100% **new EU-GMP standard technology equipment** – the highest in the pharmaceutical industry.
- Machinery installed in **soundproofed, enclosed rooms**, helping to isolate noise within production areas.
- IMP2, IMP3, and IMP4** factories are all located within industrial zones, away from residential areas, thus confining noise predominantly within the factory premises.

Through these proactive and integrated measures, Imexpharm not only protects employee health but also affirms its commitment to sustainable development, minimizing environmental impact in all aspects of its operations.

Biodiversity (GRI 304)

Imexpharm clearly recognizes the essential role of biodiversity in sustainable development and public health. The Company is committed to minimizing any negative impacts from its production activities and supply chain on ecosystems – from raw material extraction to operational emissions.



Imexpharm’s production facilities are meticulously located to avoid impacting sensitive ecosystems:

- **IMP1** is situated in the center of Cao Lanh City; there are no conservation areas, national parks, or rare ecosystems within a 2 km radius.
- **IMP2** is located within the Vinh Loc Industrial Park – a designated area primarily featuring simple natural vegetation. The closest body of water is Cau Sa Canal, which receives rainwater and treated wastewater.
- **IMP3 and IMP4** are also located in VSIP II Industrial Park (Binh Duong), not close to residential areas or heritage sites requiring preservation.

Locating factories within planned industrial zones helps Imexpharm limit impacts on sensitive ecosystems and aligns with the direction of sustainable industrial development.



Imexpharm prioritizes collaboration with suppliers who comply with international sustainable sourcing standards (GACP-WHO, EU-GMP), while also researching solutions for using synthetic materials to reduce pressure on natural medicinal plant resources. This contributes to mitigating habitat degradation and maintaining a stable supply chain.

In the future, Imexpharm will continue to promote conservation initiatives through:

- Planting trees in urban areas and factories.
- Collaborating with environmental organizations to monitor ecological impacts.
- Raising community and internal awareness about nature protection.



Understanding the characteristic high organic content of pharmaceutical wastewater, Imexpharm applies **biological treatment technology** – utilizing microorganisms to decompose organic matter and certain inorganic substances like H₂S, nitrogen, ammonia, etc., thereby reducing the risk of water pollution. The treatment system is designed to ensure stable, safe, and environmentally friendly performance.

Environmental compliance (GRI 307)

Imexpharm considers compliance with environmental laws as a cornerstone of its sustainable development strategy. The Company has established a certified environmental management system to monitor, evaluate, and ensure that all production and business activities are environmentally friendly. Concurrently, through internal communication channels, the environmental policy is widely disseminated to every employee to enhance collective awareness and responsibility.

In addition to compliance, in 2024, Imexpharm implemented numerous practical initiatives to improve the living environment and spread the message of sustainability.

Notable activities include **planting 500 trees along Ring Road 2** – contributing to urban landscape improvement and air quality enhancement

beach clean-up campaign in Nha Trang – helping to clean the marine environment and raise community awareness

Moving into 2025, the Company continues its **contribution of 500 trees to Da Lat City**, demonstrating a long-term commitment to ecological restoration

These efforts have been recognized with several notable accolades:

IMP3 and IMP4 were honored in the **Binh Duong Green Book** and received the **Environmental Protection Commendation** from the Provincial People's Committee.

Imexpharm was ranked among the **Top 50 Corporate Sustainability Awards 2024** by Nhip Cau Dau Tu Magazine

IMP stocks have been continuously included in the **VNSI20** (VN Sustainability Index) basket since 2022 – **representing the sole healthcare sector company in the index.**

Particularly, in 2024, Imexpharm recorded **zero violations** related to environmental regulations. This result once again affirms the Company's development direction, which is intrinsically linked to social responsibility and a commitment to environmental protection – where business growth always harmonizes with the goals of ecosystem conservation and community service.

Total environmental treatment costs in 2024 (Unit: VND)

Factory	2022	2023	2024	(+/-) 2024/2023
IMP1	770,000,000	761,476,222	698,550,000	-8.3%
Wastewater treatment system	210,000,000	165,00,0000	103,000,000	-37.6%
Air emission treatment system	220,000,000	218,000,000	234,000,000	7.3%
Hazardous waste treatment	340,000,000	378,476,222	361,550,000	-4.5%
IMP2	750,581,947	370,146,062	315,665,284	-14.7%
Wastewater treatment system	88,101,867	62,741,952	54,804,584	-12.7%
Air emission treatment system	637,504,000	237,956,000	182,450,000	-23.3%
Hazardous waste treatment	24,976,080	69,448,110	78,410,700	12.9%
IMP3	404,664,000	461,410,400	409,671,931	-11.2%
Wastewater treatment system	171,864,000	189,050,400	98,270,731	-48.0%
Air emission treatment system	150,000,000	165,000,000	189,750,000	15.0%
Hazardous waste treatment	82,800,000	107,360,000	121,651,200	13.3%
IMP4	-	71,904,000	209,638,152	191.6%
Wastewater treatment system	-	-	58,377,352	-
Air emission treatment system	-	-	50,000,000	-
Hazardous waste treatment	-	71,904,000	101,260,800	40.8%
Total	-	1,664,936,684	1,633,525,367	-1.9%

In 2024, the Company’s total environmental treatment costs decreased by



Specifically, the total volume of hazardous waste from IMP1, IMP2, and IMP3 factories



Concurrently, the total wastewater volume across the entire company decreased by approximately



These results not only enabled the company to effectively control costs but also demonstrate a strong commitment to minimizing negative environmental impacts, protecting water resources, and maintaining ecological balance in its operating areas.

3. SOCIAL (GRI 400)

Imexpharm views CSR as a key pillar of its development strategy, with a focus on human resources, community engagement, and business ethics. In 2024, the company hired 257 new employees, increased average income by 9%, and invested VND 3.8 billion in training, maintaining a 96% return-to-work rate after maternity leave. Its comprehensive policies on diversity, equality, and employee welfare have helped keep the turnover rate low at 14.6%. The company also recorded 139 innovation initiatives that saved nearly VND 17 billion. In parallel, community programs-such as support for healthcare, education, and the underprivileged-alongside compliance with ISO 26000 and SA8000 standards, underscore Imexpharm’s commitment to human rights, anti-discrimination, and the elimination of forced labor, contributing to a fair, humane, and sustainable working environment.



3. Social (GRI 400)

In 2024, Imexpharm continued to affirm its pioneering position in sustainable development through clear and strong commitments to Corporate Social Responsibility.

Imexpharm regards CSR as an inseparable pillar of its long-term development strategy, intrinsically linked to business ethics, respect for human rights, environmental protection, and active community contributions.

The Company recognizes that CSR is not merely a compliance requirement but an opportunity to create sustainable value for both the business and society, thereby building trust and reputation in the long run.



Imexpharm's CSR strategy is demonstrated through activities such as:



Attracting and retaining talent



Training and developing human resources



Promote diversity and equal opportunity



Protect labor and human rights



Ensure occupational health and safety



Protect customer health and safety



Support local communities



Practice responsible marketing and labeling



Ensure socioeconomic compliance

Employment, human rights assessment (GRI 401,412)

Attract talent

Imexpharm identifies high-quality human resources as a key factor in maintaining its position and fostering sustainable growth. Throughout its 47 years of development, the Company has implemented various talent attraction strategies, from building its employer brand and developing CSR programs to offering professional training and development policies and practical application opportunities in the workplace.

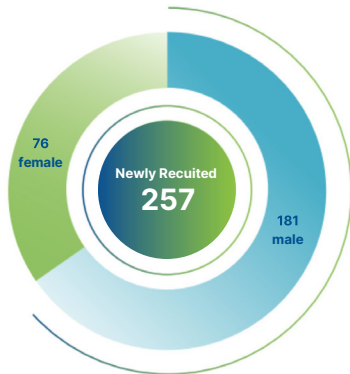
In 2024, Imexpharm made significant strides in recruitment innovation by leveraging the **LinkedIn** platform to develop its **Talent Pool** – a diverse source of potential candidates. This tool enables the Company to personalize recruitment information, broaden interaction with candidates, reduce search time, and enhance recruitment quality, while reinforcing its professional image in the labor market.



Concurrently, Imexpharm continues to maintain collaborative relationships with universities and colleges nationwide through career guidance activities, career workshops, and practical sharing sessions at the company. These efforts contribute to enhancing employer brand recognition and attracting promising young talent.

In 2024, Imexpharm recruited

257 new employees



with an average income

▲ 9% yoy

reaching

22.6 VND million /person/month

The average income for male employees was

22.2 VND million /person/month

and for female employees, it was

23.3 VND million /person/month

Compensation and benefits policy

Imexpharm designs a comprehensive compensation and benefits policy that ensures competitive salaries and bonuses and focuses on expanding practical benefits to enhance employee engagement and satisfaction



The Company guarantees that
100%
of employees participate in Social Insurance, Health Insurance, and Unemployment Insurance in accordance with regulations



In 2024, Imexpharm further elevated its senior personnel protection policy by adding **Directors & Officers Liability Insurance (D&O Insurance)** for the Board of Directors, General Director, and management levels – a testament to our commitment to transparency and support for long-term strategic leadership.

Healthcare is one of our core priorities. During the year, the Company invested over

VND 1.6 billion
in regular health check-up programs, occupational disease screening, and pre-employment medical examinations



Furthermore, all employees are covered by **24/7 accident insurance**, along with **extended health insurance** for managerial and key personnel.

Imexpharm also implements a **flexible work policy**, supporting employees in achieving work-life balance. Concurrently, our **long-term bonus program** provides opportunities for employees to increase their income, fostering long-term commitment and promoting a spirit of responsibility and dedication.

Regarding employee mental well-being, the Company **organizes activities for employee's families** such as Mid-Autumn Festival celebrations, International Children's Day, and awards for outstanding students, as well as maintaining retirement allowances as per the Collective Labor Agreement – demonstrating long-term care and appreciation for employee contributions.

Imexpharm's **collective labor agreement** clearly stipulates the employer's responsibilities in ensuring occupational safety, providing welfare benefits, and creating opportunities for employee training and professional development.

Through these integrated and humane compensation policies, Imexpharm aims to build a modern, sustainable, and long-term talent-attracting workplace.



Corporate culture and internal engagement

At Imexpharm, our corporate culture is built upon three core values: **Innovation – Responsibility – Collaboration**. The Company strives to create a dynamic work environment where every individual not only develops professionally but is also inspired to contribute and remain committed long-term. Our human resource development strategy is designed around three pillars: “**Professional Excellence – Physical Health – Mental Resilience**”, aiming to build a strong workforce ready to face the challenges of the modern pharmaceutical industry.



In 2024, numerous prominent internal activities were implemented to enhance connection and foster a positive work atmosphere. Notable among these was the **Sales & Marketing Congress** held in Nha Trang (March 17–21), which included recognition for outstanding individuals, skills training, strategy updates, and team-building exercises.



A series of **team-building programs** were organized in various locations such as Dong Thap, Can Tho, Da Nang, and factories in Binh Duong, attracting widespread employee participation, thereby strengthening solidarity and practical experience sharing among departments.



Corporate culture and internal engagement (continued)



In addition to major events, Imexpharm maintains regular engagement activities such as internal broadcasts, birthday celebrations, monthly outstanding employee recognition, etc., contributing to the dissemination of corporate culture and building a positive work spirit



The Company also organizes sports activities like football, badminton, cycling, table tennis, etc. through internal clubs, helping to improve health, foster cohesion, and promote a healthy lifestyle throughout the organization.

During special occasions like Christmas and Tet, offices and headquarter are warmly decorated, creating an engaging and inspiring atmosphere. These activities not only reflect concern for employees’ well-being but also affirm our commitment to accompanying and sustainably developing with our team.



Through the combination of core values and a culture of engagement, Imexpharm is steadily building a united, professional, and enthusiastic team – a crucial factor for the company to steadfastly achieve its future development goals.



Parental leave policy

Imexpharm adheres to all legal regulations regarding parental leave for employees. For female employees on maternity leave, the company ensures they receive 100% of their social insurance salary, health insurance, and the full leave period as stipulated by law. Imexpharm commits to 100% of employees returning to work after parental leave, with no discrimination.

Statistical data on parental leave at Imexpharm:

Parental leave (GRI 401-3)

Indicator	2022	2023	2024
Number of employees entitled to parental leave <i>Of which:</i>	48	45	127
Female	26	15	57
Male	22	30	70
Number of employees who took parental leave <i>Of which:</i>	48	45	127
Female	26	15	57
Male	22	30	70
Number of employees who returned to work after parental leave ended <i>Of which:</i>	37	44	125
Female	17	14	55
Male	20	30	70
Number of employees who returned to work and remained employed 12 months after return <i>Of which:</i>	37	44	125
Female	17	14	55
Male	20	30	70

Indicator	2022	2023	2024
Return to work rate after parental leave			
Female	65%	93%	96%
Male	91%	100%	100%
Retention rate after parental leave			
Female	65%	93%	96%
Male	91%	100%	100%

The data indicates a significant increase in the number of employees taking parental leave from 2023 to 2024, while the return-to-work

These figures demonstrate legal compliance and reflect Imexpharm’s efforts to create a friendly and equitable working environment for all employees. The Company implements work-life balance support programs for female employees, such as extended maternity benefits, flexible working hours for those with young children, and reproductive healthcare support.



Employee turnover rate

In 2024, Imexpharm’s employee turnover rate was



This is a positive indicator, demonstrating that Imexpharm’s efforts to improve the working environment and enhance employee engagement are yielding clear results.

Imexpharm consistently conducts post-employment surveys to gather feedback and improve human resource policies. The results show that 100% of departures in 2024 were voluntary, with no reports related to unfair treatment or rights violations. The Company ensures full compliance with its obligations towards departing employees, and no complaints were recorded in 2024 – a testament to Imexpharm’s commitment to its social and legal responsibilities towards its workforce.

Training and Education (GRI 404)

Imexpharm continues to affirm its commitment to training and developing talent through comprehensive training programs. Courses are organized flexibly, combining online and inperson formats, creating opportunities for all employees, from new hires to management levels, to enhance necessary skills and knowledge.

Human resource training

Some prominent courses in the past year included:

- Chatbot AI in business management
- Advanced excel dashboard reporting
- Professional powerpoint slide design
- Manager as coach
- Enhancing mid-level management capabilities
- Internal trainer skills for mid-level management - train the trainer
- Updates on new regulations in drug bidding, tendering & contracts
- Training in drug research & registration dossier preparation
- Pellets coating & MUPs tableting – GEANUS
- Turning quality by design QbD into practice - ISPE

These training courses have helped Imexpharm employees develop professional competencies and improve soft skills, fostering a well-rounded and engaged workforce.



In 2024, Imexpharm further increased its investment in human resource training and development

with total training costs reaching

VND **3.8** billion **▲ 27% yoy**

The Company organized 13 onboarding training courses, 740 internal training courses, and 88 external training courses. The training participation rate reached 100%, with a total of over 22,163 participants.

To enhance team capabilities, the average training hours for the entire company was

66.7 hours/person

Specifically, the average training hours for staff were

70.4 hours/person

while management participated in

35 hours/person

These efforts not only improve human resource quality but also affirm Imexpharm's commitment to sustainable human resource development.

Building a succession team

Building a strong succession team plays a crucial role in ensuring stability and continuity in business operations, while also providing a foundation for fostering innovation and flexible responsiveness to challenges. Imexpharm applies a transparent promotion policy, creating equitable opportunities for all employees to develop their careers and plan a long-term future with the company.

In 2024, the succession team development program continued to be strengthened and refined. A highlight was the 360° Feedback program, which helps individuals clearly identify strengths and areas for improvement through multi-dimensional perspectives, along with specialized skill training and management competency courses designed specifically for high-potential individuals aiming for future leadership positions.

Implementation results show that the number of mid-level and entry-level managers appointed in 2024

▲ 6% yoy

demonstrating the effectiveness of the succession planning strategy and reducing reliance on external recruitment (which accounted for only 22%).

Out of a total of

85 appointments

78% were selected from internal human resources



Diversity and equal opportunity (GRI 405)



Imexpharm values Diversity, Equity, and Inclusion (DEI) as a strategic element in building its workforce. The Company is committed to fostering a fair working environment free from gender discrimination and ensuring equal career development opportunities for both men and women. The company's recruitment, training, and promotion policies are based on competence, experience, and work performance, with no gender-based distinctions. The Company actively works to maintain and improve the proportion of women in management and high-level professional positions through its female talent development policies, potential leadership training programs, and equal learning opportunities.



Imexpharm consistently fosters innovation and creativity through regularly implemented commendation and incentive programs. Monthly, outstanding employees are recognized and honored, helping to spread a spirit of dedication and innovation throughout the entire team. Notably, effective improvement initiatives are evaluated and awarded at year-end, encouraging employees to continuously innovate in their work. The Company has a Science and Technology Evaluation Council to assess new initiatives and technical improvements in production and business operations, aiming to save costs and resources for the Company (The Chairman of the Company's Science and Technology Council is Dr. Le Van Nha Phuong - Deputy General Director - CPO)



According to the 2024 Science and Technology Council meeting minutes, the company recorded



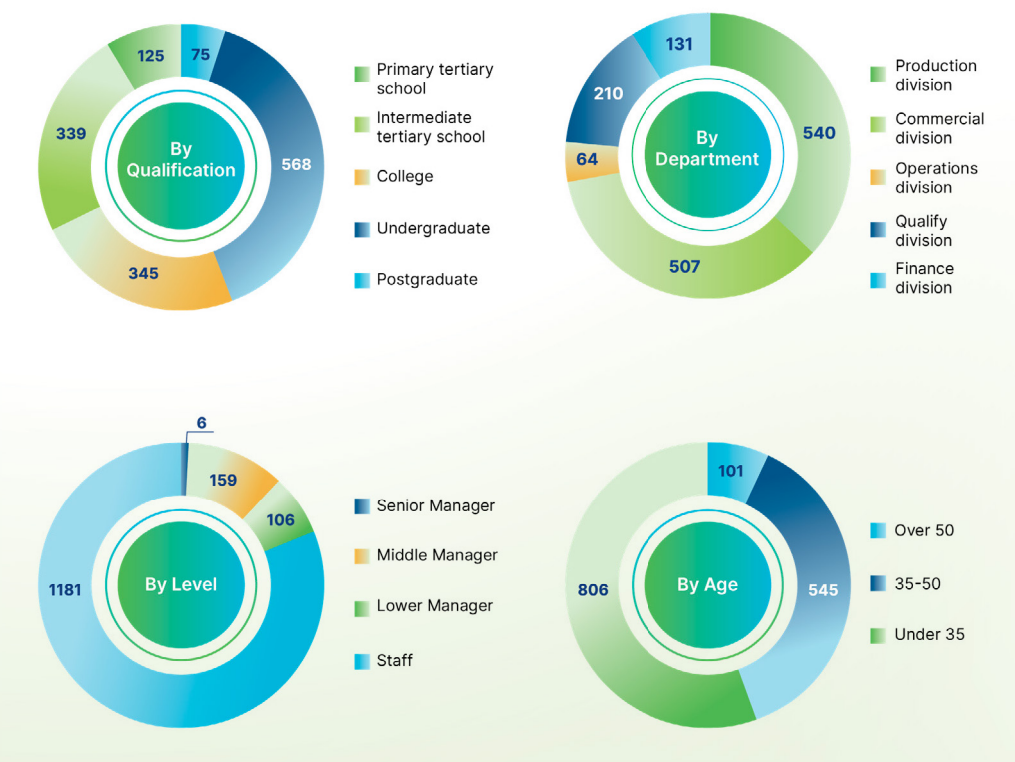
resulting in savings of over



This achievement demonstrates the innovative capability of Imexpharm’s employees and affirms the effectiveness of Imexpharm’s strategy to encourage innovation.



As of the end of 2024, Imexpharm had



Labor and human rights (GRI 406, 407, 408, 409)

Imexpharm continuously improves and elevates its social responsibility management standards, safeguarding employee rights and fulfilling its social responsibility to the community. The Company applies management systems aligned with international standards such as **ISO 26000** and **SA8000**, focusing on ensuring a safe, fair, and transparent working environment. These standards foster a culture of responsibility, testifying to Imexpharm's commitment to sustainable development.

Imexpharm strictly adheres to regulations on labor and human rights in accordance with international standards. The Company had no complaints regarding discrimination, forced labor, or child labor in 2024.

Imexpharm is committed to protecting labor and human rights. The Company does not engage in child labor, forced labor, or any form of labor exploitation. Imexpharm complies with all legal provisions concerning labor and human rights.

The Company is also committed to creating a safe and healthy working environment where employees are treated fairly and with respect. Imexpharm tolerates no acts of discrimination, harassment, or coercion.



Occupational health and safety (GRI 403)

At Imexpharm, occupational health and safety is one of the top priorities in our sustainable development strategy. We believe that only when employees work in a safe and adequately protected environment can they maximize their potential and commit long-term to the organization.

Annually, the Company organizes regular occupational safety training programs implemented by the SHE (Safety, Health, Environment) department in coordination with Human Resources. **Production employees receive an average of 23.5 hours/ person** of training on safe work procedures, incident response skills, and personal protection principles. Fire prevention and fighting are also emphasized with regular drills, coordinated with functional authorities.

Occupational safety statistics over the years

No.	Indicator	2022	2023	2024
1	Occupational Disease Rate (ODR)	0%	0%	0%
2	Lost Day Rate due to Work-Related Accidents and Occupational Diseases (LDR)	0%	0%	0%
3	Absentee Rate due to Work-Related Accidents and Occupational Diseases (AR)	0%	0%	0%
4	Work-Related Fatalities	None	None	None

In 2024, Imexpharm recorded no work-related accidents or injuries. This is a result of effective risk control systems and strict compliance from employees. In addition to standard protective equipment, the Company has invested in **KOKEN (Japan) powered air purifying respirator and dust hood** for employees working in dusty areas such as compounding, weighing, granulation, and mixing. The PPE (Personal Protective

Equipment) catalog is regularly reviewed and replaced as needed to ensure effective protection.

The Company also officially implemented the **LOTO (Lock-out Tag-out)** procedure at its factories to prevent accidents caused by accidental equipment startup during maintenance, thereby minimizing the risk of occupational injuries.

Regarding occupational health, Imexpharm fully complies with Circular 11/2020/TT-BLDTBXH on **medical examinations for occupational diseases before job placement.**

Concurrently, the company implements various integrated preventive measures, such as:

- Organize regular health check-ups to detect early signs of occupational diseases.
- Refer employees for specialized examinations if suspicion arises.
- Adjust job positions appropriately upon detection of occupational diseases.
- Ensure full provision of allowances and social welfare support in accordance with legal regulations.

Beyond human factors, Imexpharm also focuses on ensuring system safety and working conditions. **Each factory is equipped with a lightning protection system** featuring two self-made lightning rods (2m high, 70m protection radius), 50mm² conductor cables, and a chemical-treated grounding system, ensuring effective conduction and electrical safety.

Air quality within the factories is strictly controlled, especially in areas where odors may arise from fine excipients, sterilization/drying, filling, or lyophilization. The central Chiller air conditioning system is equipped with high-standard filters such as F9, F8, G4, G3, and Hepa H13 membranes, helping to ensure that the working environment consistently meets hygiene standards and is safe for employee health.



Customer health and safety (GRI 416)

The Company pioneers the application of Enzymatic technology in antibiotic raw material production, which helps minimize the use of solvents and chemicals while enhancing product purity and safety. Imexpharm currently possesses many high-quality antibiotic lines widely used in treating common bacterial infections such as ENT conditions, respiratory illnesses, and community-acquired pneumonia.

Strict production process and quality control

All production stages are operated in a rigorously controlled environment regarding hygiene and sterile conditions:

- Utilize distilled and purified water for compounding and equipment cleaning.
- Apply automatic **CIP (Cleaning In Place)** and **SIP (Sterilization In Place)** technology, ensuring sterility without the need for equipment disassembly.
- Production personnel strictly adhere to personal hygiene procedures and wear full protective attire.
- Factory air is controlled by an HVAC system with ultra-fine dust filters (0.3µm) achieving up to 99.99% efficiency, maintaining production conditions to standard.

Product packaging, labeling, and storage

After quality inspection, products are packaged in sterile conditions, including paper boxes, instruction leaflets, and cartons. The entire packaging process ensures no re-contamination and maintains product quality throughout the distribution to consumers.



Feedback reception and product recall

Imexpharm has a clear and timely product recall procedure in place if product safety or treatment efficacy is found to be compromised. All customer feedback is received and processed transparently and used as a basis for improving product quality and services – contributing to public health protection.



Contribution to local communities (GRI 413)

Investing in education and youth development

Imexpharm has implemented numerous scholarship and educational sponsorship programs totaling VND 755 million, supporting over 220 students in 2024. Key initiatives include:

“Bright Scholarship for Diligent Students” program - supporting disadvantaged students who achieve excellent academic results.



Huynh Thuc Khang Scholarship - a program continuously maintained by Imexpharm for the past 23 years to award scholarships to talented students with outstanding achievements in Da Nang.



Honoring young talents - recognizing outstanding students, athletes, teachers, and coaches of Dong Thap Province in 2024.



Fostering a reading culture through the “Journey of Knowledge - Study Promotion Bookshelf” program, donating bookshelves to various entities, including:

- The book and tea corner of Nghia Nhan Hoi Quan.
- Tuyet Hong hamlet reading point (Tan Phuoc commune)
- Tan Thanh B2 Primary School (Tan Thanh B commune)
- Tan Thanh Secondary & High School (Tan Thanh A commune)

Each “Study promotion bookshelf” is equipped with over 130 diverse book titles, with a total cost of VND 40 million.



Collaborating to develop human resources in the Mekong Delta region by partnering with Can Tho University of Medicine and Pharmacy in career counseling activities.

Community support and social welfare activities

Imexpharm actively participated in numerous community support activities in 2024:

- Supported compatriots affected by Typhoon Yagi with VND 200 million in aid and essential necessities.
- Contributed to the Gratitude Fund and the Children Protection Fund of Dong Thap Province.
- Sponsored the “Spring Tree” program for underprivileged children to celebrate Tet.
- Supported the “Tet for the Poor” program in Cao Lanh City.
- Organized free medical examinations and treatments for policy beneficiary families.
- Donated health insurance cards to disadvantaged individuals.

Supporting and recognizing healthcare professionals

Imexpharm always honors and appreciates the noble contributions of healthcare officials and staff. For 17 years, the company has collaborated with local Departments of Health to organize and sponsor the Mekong Delta Healthcare Sector Tennis Tournament. This event not only creates a healthy, cohesive platform for exchange but also contributes to improving the health of doctors and medical staff, demonstrating Imexpharm’s sustained partnership with the healthcare sector.

Each program leaves a mark, together forming the meaningful journey that Imexpharm steadfastly pursues: **“Connecting Science – Elevating Health.”**



Marketing and labeling (GRI 417)



Imexpharm is committed to strictly adhering to regulations regarding product marketing and communication, ensuring transparency in all information provided to customers and partners. In 2024, the company recorded no violations related to false advertising or inaccurate labeling. Information about Imexpharm's products and activities is continuously and synchronously updated across various communication channels, including its official website, social media platforms, specialized publications, pharmaceutical industry workshops, and trade promotion events.

Many significant activities in the past year include:

- **Organize medical scientific workshops:** Imexpharm has proactively

organized a series of workshops aimed at raising awareness about the sustainable use of antibiotics. With nearly 50 years of reputation, Imexpharm has successfully organized numerous scientific conferences, attracting significant interest and high acclaim from the medical community.

- **Collaborate with hospitals and pharmacies:** The Company has worked closely with healthcare facilities and pharmacies to provide guidance on effective and safe drug use for patients.
- **Apply digital technology:** Imexpharm has utilized digital technology to personalize the customer experience, thereby reducing waste in advertising campaigns while enhancing marketing effectiveness.

Guided by the principle of “Responsible Marketing,” Imexpharm is committed to always providing accurate and complete information about all its products. We absolutely do not use exaggerated, misleading, or erroneous claims regarding product features. Information on product labels is always clear, easy to understand, and comprehensive, including all essential details such as ingredients, uses, directions for use, suitable users, and storage conditions, helping consumers use products safely and effectively.

Information on Imexpharm product labels is designed to ensure:

- **Transparent origin of ingredients:** Providing clear information about the origin and traceability of product components.

- **Warnings about environmentally or socially impactful substances:** Providing full information about substances that may negatively affect the environment or society.
- **Safe use instructions:** Providing detailed and easy-to-understand directions to ensure user safety.
- **Compliance with Ministry of Health regulations:** Ensuring that all provided information fully meets product information requirements as stipulated by the Ministry of Health.
- **Product disposal instructions:** Providing information on how to dispose of products safely and properly, helping to minimize negative impacts on the environment and society.

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Socioeconomic compliance (GRI 419)

Imexpharm strictly adheres to legal regulations related to sustainable development. Maintaining transparency and integrity in all business operations helps the company continue to be highly regarded for its corporate governance capabilities, solidifying its position as one of the pioneering pharmaceutical enterprises in sustainable development in Vietnam.

The Company is absolutely committed to complying with all legal provisions related to economic and social matters, and will not engage in any conduct that could harm the economy or society. Imexpharm respects intellectual property rights, and does not unlawfully use confidential information or third-party technology.



In 2024, Imexpharm recorded no incidents of non-compliance with laws, rules, and regulations concerning socio-economic matters, including any significant or material related-party transactions.

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SHARING FOR SUSTAINABILITY

1,000 years later, the lotus still blooms

Imexpharm is steadfast in pursuing its sustainable development strategy not only in its production and business operations but also in every action directed towards the community. As a pharmaceutical corporation, we aim to enhance healthcare quality, promote healthy lifestyles, and develop a harmonious healthcare ecosystem between people and their living environment.

In 2024, Imexpharm continued to implement numerous practical community activities such as consulting and medical support in hard-to-reach areas, and communicating on safe drug usage and proper nutrition. These initiatives demonstrate our commitment to partnering with the community to build a healthy and sustainable society.

Innovation in science and technology is central to our development strategy. The Company continuously invests in R&D, quality control, and the expansion of EU-GMP certified production lines, striving for an advanced, efficient, and safe pharmaceutical industry.

Imexpharm’s sustainable development strategy is shaped by five core values:



With a sustainable development approach that places people and the community at its core, Imexpharm is committed to creating long-term value not only for shareholders but also for society and the environment. We believe that a sustainable healthcare ecosystem is the crucial legacy our company will leave for future generations.

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INTERNAL AUDIT ASSURANCE REPORT

On selected indicators in the 2024 Sustainability Report Imexpharm Corporation

To: Imexpharm Corporation

To enhance the reliability and transparency of certain information in the 2024 Sustainability Report, the Internal Audit Department has conducted assurance procedures on selected key indicators within this report.

Responsibility of the Management Board

The Management Board is responsible for preparing and presenting the 2024 Sustainability Report in accordance with the principles and standards set forth by the Global Reporting Initiative (GRI) Sustainability Reporting Standards. The Management Board is also responsible for establishing and implementing an appropriate internal control system to ensure the accuracy, completeness, and reasonableness of the disclosed information.

Responsibility of Internal Audit

The Internal Audit Department is responsible for providing an objective and independent opinion on the selected indicators, based on the procedures and methodologies outlined in Decree No. 05/2019/ND-CP dated January 22, 2019, issued by the Government on Internal Audit, adhering to professional standards and ethics, the Internal Audit Charter of Imexpharm Pharmaceutical Joint Stock Company, the International Standards for the Professional Practice of Internal Auditing, and international best practices.

The assurance process was conducted using a risk-based approach, encompassing planning, execution, interviews, and verification of information from relevant functional departments. The evaluation results have been discussed with the Management Board and representatives of the relevant business units.

Scope of Assurance

Based on available resources, the Internal Audit Department performed limited assurance on six selected indicators in the 2024 Sustainability Report, as follows:

No.	Indicator	Page reference
1	Total taxes and social insurance contributions paid to the state budget	60, 71
2	Total energy consumption and energy intensity at manufacturing facilities	77
3	Total water consumption and water usage intensity	78
4	Total volume of waste generated from production activities	81
5	Compliance with environmental protection regulations	87–88
6	Occupational safety data across the system	102

Conclusion

Based on the procedures performed, the Internal Audit Department concludes that the selected indicators in the 2024 Sustainability Report of Imexpharm have been presented fairly and reasonably in all material respects, in compliance with the Core option of the GRI Standards.

Additionally, the Internal Audit Department has proposed several recommendations to improve the report preparation process for future years, aiming to enhance the systematization and reliability of disclosed information.

This audit report has been reviewed and approved by the Audit Committee under the Board of Directors.

Chairman of the Audit Committee



Hoang Duc Hung

On Behalf of Internal Audit



Nguyen Pham Minh Tuan

AIR QUALITY MONITORING RESULTS

I. IMP1 factory monitoring results

1. At the air treatment equipment in the IMP1 laboratory area

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT Column B	20/11/2024
1	Total dust	US EPA Method 5	mg/Nm3	200	33.9
2	CO	HD-ĐĐHT10	mg/Nm3	1000	<1.14
3	NO2	HD-ĐĐHT10	mg/Nm3	-	<1.88
4	SO2	HD-ĐĐHT10	mg/Nm3	500	<2.62
5	Noise level	Specialized equipment	dB	-	NA

3. At peni workshop (IMP1)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT Column B	20/11/2024
1	Total dust	US EPA Method 5	mg/Nm3	200	18.4
2	CO	HD-ĐĐHT10	mg/Nm3	1000	<1.14
3	NO2	HD-ĐĐHT10	mg/Nm3	-	<1.88
4	SO2	HD-ĐĐHT10	mg/Nm3	500	<2.62
5	Noise level	Specialized equipment	dB	-	NA

5. At non-betalactam compounding area workshop (IMP1)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT Column B	20/11/2024
1	Total dust	US EPA Method 5	mg/Nm3	200	20.2
2	CO	HD-ĐĐHT10	mg/Nm3	1000	70.8
3	NO2	HD-ĐĐHT10	mg/Nm3	-	<1.88
4	SO2	HD-ĐĐHT10	mg/Nm3	500	5.4
5	Noise level	Specialized equipment	dB	-	NA

2. At the IMP1 boiler chimney

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT Column B	20/11/2024
1	Total dust	US EPA Method 5	mg/Nm3	200	45.6
2	CO	HD-ĐĐHT10	mg/Nm3	1000	70.8
3	NO2	HD-ĐĐHT10	mg/Nm3	-	<1.88
4	SO2	HD-ĐĐHT10	mg/Nm3	500	5.4
5	Noise level	Specialized equipment	dB	-	NA

4. At health supplements workshop (IMP1)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT Column B	20/11/2024
1	Total dust	US EPA Method 5	mg/Nm3	200	26.3
2	CO	HD-ĐĐHT10	mg/Nm3	1000	<1.14
3	NO2	HD-ĐĐHT10	mg/Nm3	-	<1.88
4	SO2	HD-ĐĐHT10	mg/Nm3	500	<2.62
5	Noise level	Specialized equipment	dB	-	NA

6. At non-betalactam film coating area workshop (IMP1)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT Column B	20/11/2024
1	Total dust	US EPA Method 5	mg/Nm3	200	21.5
2	CO	HD-ĐĐHT10	mg/Nm3	1000	<1.14
3	NO2	HD-ĐĐHT10	mg/Nm3	-	<1.88
4	SO2	HD-ĐĐHT10	mg/Nm3	500	<2.62
5	Noise level	Specialized equipment	dB	-	NA

II. IMP2 factory monitoring results

1. At BIB01 exhaust pipe

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT Column B	17/12/2024
1	Total dust	US EPA Method 5	mg/Nm3	200	41.7
2	CO	HD-ĐĐHT10	mg/Nm3	1000	4
3	NO2	HD-ĐĐHT10	mg/Nm3	-	<1.88
4	SO2	HD-ĐĐHT10	mg/Nm3	500	<2.62

2. At BIB02 exhaust pipe

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT Column B	17/12/2024
1	Total dust	US EPA Method 5	mg/Nm3	200	43
2	CO	HD-ĐĐHT10	mg/Nm3	1000	2
3	NO2	HD-ĐĐHT10	mg/Nm3	-	<1.88
4	SO2	HD-ĐĐHT10	mg/Nm3	500	<2.62

III. IMP3 factory monitoring results

At IMP3 boiler

No.	Analysis Parameter	Unit	QCVN 19:2009/ BTNMT Column B	13/12/2024
1	Dust	mg/m³	200	81
2	SO2	mg/m³	500	0
3	NO2	mg/m³	850	25
4	CO	mg/m³	1,000	173

IV. IMP4 factory monitoring results

At IMP4 boiler

No.	Analysis Parameter	Unit	QCVN 19:2009/ BTNMT Column B	13/12/2024
1	Dust	mg/m³	200	39
2	SO2	mg/m³	500	0
3	NO2	mg/m³	850	15
4	CO	mg/m³	1,000	149

WASTEWATER QUALITY MONITORING RESULTS

I. IMP1 factory monitoring results

No.	Analysis Parameter	Test Method	Unit	QCVN 40:2011/ BTNMT Column A	20/11/2024
1	pH	TCVN 6492:2011	-	6 – 9	7.01
2	BOD ₅ (20°C)	SMEWW 5210 B:2017	mg/l	30	12
3	COD	SMEWW 5220 C:2017	mg/l	75	22
4	Ammonia (NH ₄ ⁺ as N)	SMEWW 4500-NH3 B&F:2017	mg/l	5	0.05
5	Total Nitrogen	TCVN 6638:2000	mg/l	20	4.07
6	Phosphorus (as P)	TCVN 6202:2008	mg/l	4	0.22
7	Residual Chlorine	TCVN 6225-3:2011	mg/l	1	0.04
8	TSS	TCVN 6625:2000	mg/l	50	6
9	Manganese	SMEWW 3111 B:2023	mg/l	0.5	<0.013
10	Coliform	SMEWW 9221 B:2017	MPN/ 100ml	3,000	2,300

II. IMP2 factory monitoring results

No.	Analysis Parameter	Test Method	Unit	Wastewater Standard (Vinh Loc industrial park)	17/12/2024
1	pH	TCVN 6492:2011	-	5 – 9	7.4
2	TSS	TCVN 6625:2000	mg/l	200	<15
3	BOD5 (20oC)	SMEWW 5210 B:2017	mg/l	100	12.9
4	COD	SMEWW 5220 C:2017	mg/l	400	44.2
5	Total Nitrogen	TCVN 6638:2000	mg/l	60	32.4
6	Phosphorus (as P)	TCVN 6202:2008	mg/l	8	3.6

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III. IMP3 Factory monitoring results

No.	Analysis Parameter	Unit	Wastewater Standard (VSIP)	13/12/2024
1	pH	-	6 – 9	7.16
2	TSS	mg/l	400	83
3	BOD5 (20oC)	mg/l	600	49
4	COD	mg/l	400	103
5	N-NH4+	mg/l	8	5.2
6	Total Nitrogen	mg/l	20	17.5
7	Phosphorus (as P)	mg/l	5	1.7
8	Lead (Pb)	mg/l	0.08	ND (Not Detected)
9	Asen (As)	mg/l	0.04	ND
10	Mercury (Hg)	mg/l	0.004	ND
11	Cadimi (Cd)	mg/l	0.004	ND
12	Mineral Oil and Grease	mg/l	10	ND
13	Total Coliform	MPN/100ml	5,000	3,900

IV. IMP4 factory monitoring results

No.	Analysis Parameter	Unit	Wastewater Standard (VSIP)	13/12/2024
1	pH	-	6 – 9	7.12
2	TSS	mg/l	400	41
3	BOD5 (20oC)	mg/l	600	39
4	COD	mg/l	400	117
5	N-NH4+	mg/l	8	3.1
6	Total Nitrogen	mg/l	20	13.9
7	Phosphorus (as P)	mg/l	5	24.
8	Lead (Pb)	mg/l	0.08	ND
9	Asen (As)	mg/l	0.04	ND
10	Mercury (Hg)	mg/l	0.004	ND
11	Cadimi (Cd)	mg/l	0.004	ND
12	Mineral Oil and Grease	mg/l	10	ND
13	Total Coliform	MPN/100ml	5,000	4,300

GRI content index

GRI Standard	Disclosure Title	Reported in 2024 SR	Content in Report (page)
GRI 2 General Disclosures 2021			
2-1	Organizational details	✓	9-13
2-2	Entities included in the sustainability report	✓	4
2-3	Reporting period, frequency, and contact point	✓	4
2-4	Restatements of information	✓	4
2-5	External assurance	✓	4, 51
2-6	Activities, value chain, and other business relationships	✓	14-15, 17-27
2-7	Employees	✓	40-41
2-8	Workers who are not employees		
2-9	Governance structure and composition	✓	16, 20
2-10	Nomination and selection of the highest governance body	✓	20
2-11	Chair of the highest governance body	✓	20
2-12	Role of the highest governance body in governing the management of impacts	✓	28-29
2-13	Delegation of responsibility for managing impacts	✓	28-29
2-14	Role of the highest governance body in sustainability reporting	✓	28-29
2-15	Conflicts of interest	✓	30-33
2-16	Communication of critical concerns	✓	28-29
2-17	Collective knowledge of the highest governance body	✓	20

GRI content index

GRI Standard	Disclosure Title	Reported in 2024 SR	Content in Report (page)
2-18	Evaluation of the performance of the highest governance body	✓	5
2-19	Remuneration policy	✓	33
2-20	Process to determine remuneration		
2-21	Annual total compensation ratio	✓	32
2-22	Statement on sustainable development strategy	✓	7, 34-51
2-23	Policy commitments	✓	18
2-24	Embedding policy commitments	✓	18
2-25	Processes to remediate negative impacts		
2-26	Mechanisms for seeking advice and raising concerns	✓	18
2-27	Compliance with laws and regulations	✓	18, 33, 87
2-28	Membership associations	✓	6
2-29	Approach to stakeholder engagement	✓	49-50
2-30	Collective bargaining agreements	✓	92
GRI 3 Material Topics 2021			
3-1	Process to determine material topics	✓	34-36, 55
3-2	List of material topics	✓	34-36, 55
3-3	Management of material topics	✓	44-49, 52-54, 56
GRI 101 Biodiversity 2024			

GRI content index

GRI Standard	Disclosure Title	Reported in 2024 SR	Content in Report (page)
101-1	Policies to prevent and reverse biodiversity loss	✓	86
101-2	Management of impacts on biodiversity	✓	86
101-3	Access and benefit sharing	✓	86
101-4	Identification of impacts on biodiversity	✓	86
101-5	Locations with impacts on biodiversity	✓	86
101-6	Direct drivers of biodiversity loss	✓	86
101-7	Changes to the state of biodiversity	✓	86
GRI 201 Economic Performance 2016			
201-1	Direct economic value generated and distributed	✓	60-62
201-2	Financial implications and other risks and opportunities due to climate change5	✓	2
201-3	Defined benefit plan obligations and other retirement plans	✓	92
201-4	Financial assistance received from government		
GRI 202 Market Presence 2021			
202-1	Ratio of standard entry-level wage by gender compared to local minimum wage	✓	67
202-2	Proportion of senior management hired from the local community	✓	67
GRI 203 Indirect Economic Impacts 2021			
203-1	Infrastructure investments and services supported	✓	68
203-2	Significant indirect economic impacts	✓	69

GRI content index

GRI Standard	Disclosure Title	Reported in 2024 SR	Content in Report (page)
GRI 204 Procurement Practices 2021			
204-1	Proportion of spending on local suppliers	✓	70
GRI 207 Tax 2019			
207-1	Tax approach	✓	72
207-2	Tax governance, control, and risk management	✓	72
207-3	Stakeholder engagement and management of concerns related to tax	✓	72
207-4	Country-by-country reporting		
GRI 301 Materials 2016			
301-1	Materials used by weight or volume	✓	75
301-2	Recycled input materials used	✓	76
301-3	Reclaimed products and their packaging materials		
GRI 302 Energy 2016			
302-1	Energy consumption within the organization	✓	77
302-2	Energy consumption outside of the organization		
302-3	Energy intensity	✓	77
302-4	Reduction of energy consumption	✓	77
302-5	Reductions in energy requirements of products and services	✓	77
GRI 303 Water and Effluents 2018			

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GRI Standard	Disclosure Title	Reported in 2024 SR	Content in Report (page)
303-1	Interactions with water as a shared resource	✓	78-80
303-2	Management of impacts related to water discharge	✓	78-80
303-3	Water withdrawal	✓	78-80
303-4	Water discharge	✓	78-80
303-5	Water consumption	✓	78-80
GRI 304 Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	✓	86
304-2	Significant impacts of activities, products, and services on biodiversity	✓	86
304-3	Habitats protected or restored		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		
GRI 305 Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	✓	84
305-2	Energy indirect (Scope 2) GHG emissions	✓	84
305-3	Other indirect (Scope 3) GHG emissions		84
305-4	GHG emissions intensity		
305-5	Reduction of GHG emissions		
305-6	Emissions of ozone-depleting substances (ODS)		

GRI content index

GRI Standard	Disclosure Title	Reported in 2024 SR	Content in Report (page)
GRI 306 Waste 2020			
306-1	Waste generation and significant waste-related impacts	✓	81-82
306-2	Management of significant waste-related impacts	✓	81-82
306-3	Waste generated	✓	81-82
306-4	Waste diverted from disposal	✓	81-82
306-5	Waste disposed	✓	81-82
GRI 307 Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	✓	87-88
GRI 401 Employment 2016			
401-1	New employee hires and employee turnover	✓	91
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	✓	92-94
401-3	Parental leave	✓	95-96
GRI 403 Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	✓	102
403-2	Occupational health and safety management system	✓	102
403-3	Occupational health services	✓	102
403-4	Worker participation, consultation, and communication on occupational health and safety	✓	102

GRI content index

GRI Standard	Disclosure Title	Reported in 2024 SR	Content in Report (page)
403-5	Worker training on occupational health and safety	✓	102
403-6	Promotion of worker health	✓	102
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	✓	102
403-8	Workers covered by an occupational health and safety management system	✓	102
403-9	Work-related injuries	✓	102
403-10	Work-related ill health	✓	102
GRI 404 Training and Education 2016			
404-1	Average hours of training per year per employee	✓	97
404-2	Programs for upgrading employee skills and transition assistance programs	✓	98
404-3	Percentage of employees receiving regular performance and career development reviews9	✓	8
GRI 405 Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	✓	99
405-2	Ratio of basic salary and remuneration of women to men	✓	100
GRI 406 Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	✓	101
GRI 407 Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	✓	101

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GRI Standard	Disclosure Title	Reported in 2024 SR	Content in Report (page)
GRI 408 Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	✓	101
GRI 409 Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	✓	101
GRI 413 Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	✓	104-105
413-2	Operations with significant actual and potential negative impacts on local communities		
GRI 416 Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories1	✓	03
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
GRI 417 Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	✓	106
417-2	Incidents of non-compliance concerning product and service information and labeling		
417-3	Incidents of non-compliance concerning marketing communications		
GRI 419 Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	✓	107

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LIST OF ABBREVIATIONS

AC	Audit Committee	GDP	Gross Domestic Products	LHS	Left-Hand Side
AGM	Annual General Meeting	GMP	Good Manufacturing Practices	NCC	Nomination and Compensation Committee
ASEAN	Association of Southeast Asian Nations	GMS	General Meeting of Shareholders	OTC	Over The Counter
BOD	Board of Directors	GRI	Global Report Initial	R&D	Research & Development
CEO	Chief Executive Officer	GSSB	Global Sustainability Standards Board	RHS	Right-Hand Side
CG	Corporate Governance	HCMC	Ho Chi Minh City	SAP	Systems, Applications, and Products in Data Processing
CSR	Corporate Social Responsibility	HOSE	Ho Chi Minh Stock Exchange	SDGs	Sustainable Development Goals
DMS	Distribution Management System	HVAC	Heating, Ventilation, and Air Conditioning	SHE	Environmental Health and Safety
ERM	Enterprise Risk Management	IMP/ Imexpharm	Imexpharm Corporation	USD	U.S. Dollar
ERP	Enterprise Resource Planning	IR	Investor Relations	VIOD	Vietnam Institute of Directors
ESG	Environmental, Social, and Governance	ISO	International Organization for Standardization	VND	Vietnamese dong
ETC	Ethical Drugs	JSC	Joint Stock Company	VNSI	Vietnam Sustainability Index
EU	European Union	KPIs	Key Performance Indicators	WHO	World Health Organization