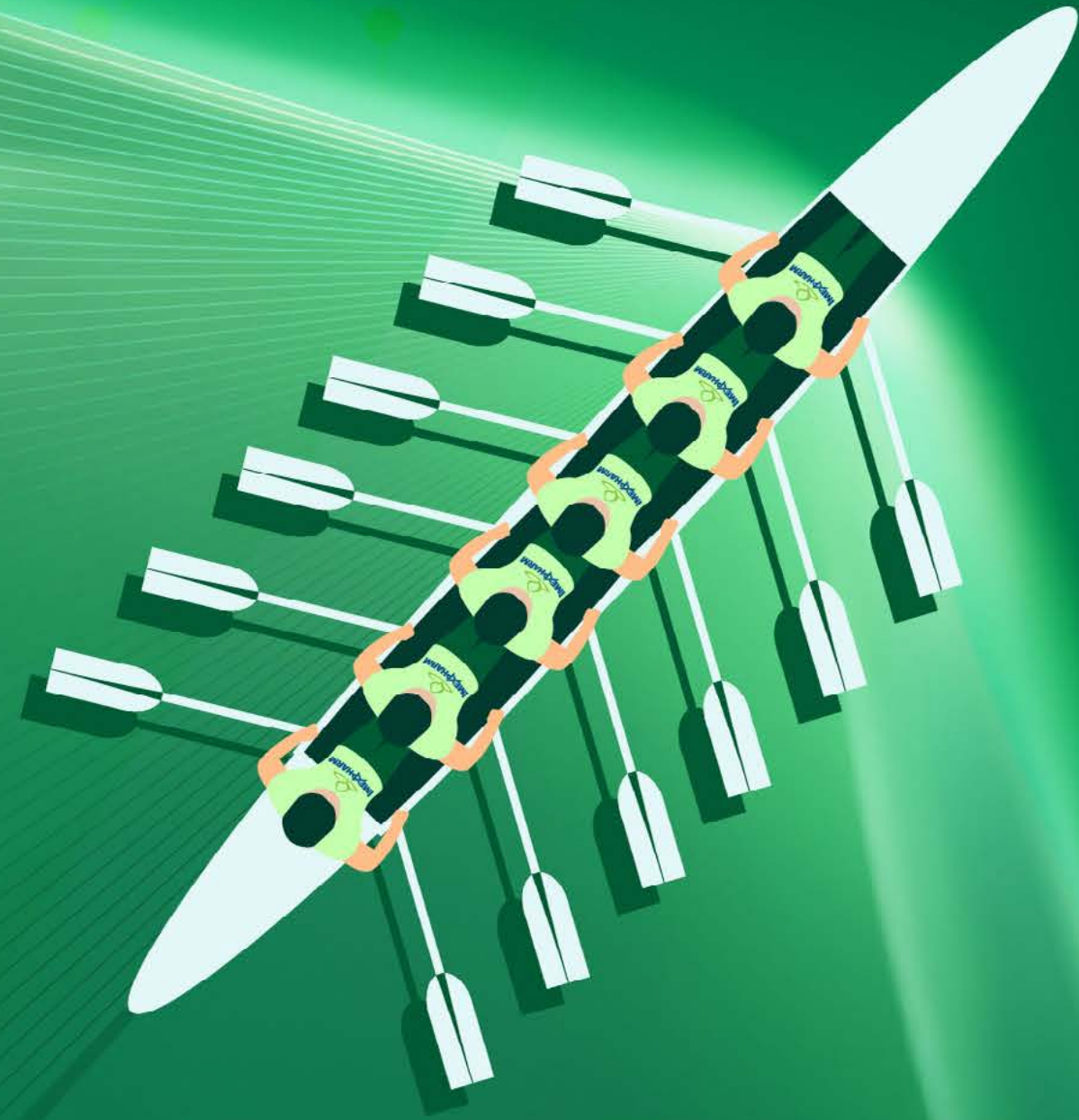


THE RHYTHM OF HEALTH

"In rhythm with the nation's transformation,
unwavering growth for community health"



THE RHYTHM OF HEALTH



Imexpharm's 2025 Sustainability Report is centered around the theme **"The Rhythm of Health"**, reflecting the Company's steady and harmonious rhythm of development amid an increasingly dynamic business environment. "Rhythm" represents strategic agility, operational flexibility, and the ability to keep pace with evolving trends to meet the growing and diverse healthcare needs of the community. It also embodies the alignment of individuals across the organization, where teams share common goals, values, and collectively contribute to building organizational strength.

Built on this foundation, **"The Rhythm of Health"** represents a balanced cadence of stable growth, continuous innovation, and selective expansion, ensuring the Company's long-term resilience and sustainability. Imexpharm remains committed to sustaining this development path, with science and technology as its cornerstone, people at its core, and community health as its ultimate goal. We sincerely invite our valued shareholders, investors, customers, partners, and stakeholders to accompany us on Imexpharm's **"Rhythm of Health"** journey, where science and technology continue to drive sustainable progress and deliver meaningful contributions to improving human health.



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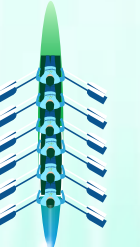
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SUSTAINABILITY REPORT OVERVIEW

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

REPORTING APPROACH AND PURPOSE

Imexpharm publishes its Sustainability Report on an annual basis as a standalone document, providing a comprehensive overview of its direction, strategy, and performance in implementing sustainable development objectives. The report also serves as a transparent communication channel with stakeholders, reflecting the Company's accountability and long-term commitment to creating sustainable value, thereby strengthening trust and enhancing its brand reputation in the market.

REPORTING STANDARDS AND REFERENCE FRAMEWORK

The 2025 report has been prepared in accordance with the GRI Sustainability Reporting Standards (updated 2021), at the Core option, ensuring transparency, comparability, and consistency in disclosures.

At the same time, Imexpharm integrates global sustainability orientations by aligning its reporting with the 17 United Nations Sustainable Development Goals (SDGs), thereby clearly identifying the Company's role and level of contribution to key socio-economic development priorities.

REPORTING SCOPE AND PERIOD

This report covers the operating period from January 1, 2025 to December 31, 2025, in alignment with the Company's fiscal year, and is published on an annual basis.

The reporting scope encompasses all manufacturing and business operations of Imexpharm Corporation within the pharmaceutical sector in Vietnam. Information disclosed in the report has been compiled, reviewed, and standardized to ensure completeness, accuracy, and consistency across reporting periods.

CONTACT FOR REPORT INQUIRIES

Investor Relations Department - Imexpharm Corporation

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ir@imexpharm.com

0277.3851.941



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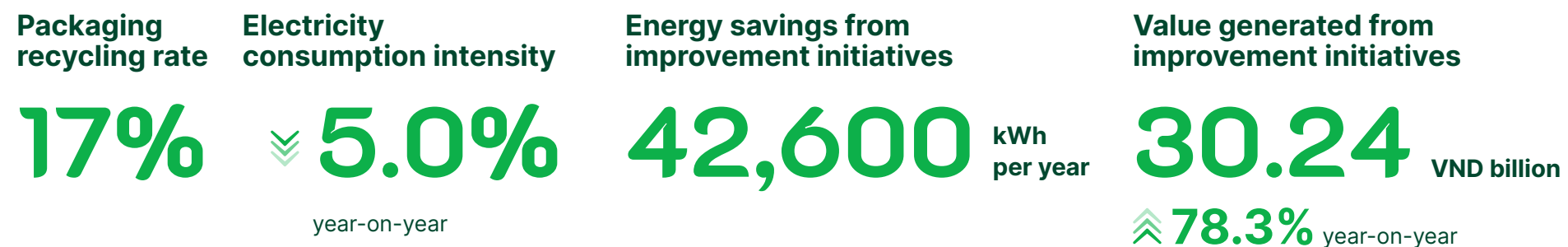
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KEY SUSTAINABILITY HIGHLIGHTS IN 2025 (GRI 2-18)

E (Environment) RESOURCE OPTIMIZATION AND ADVANCING ENERGY EFFICIENCY



G (GOVERNANCE) ENHANCING EFFICIENCY AND ALIGNING WITH INTERNATIONAL PRACTICES

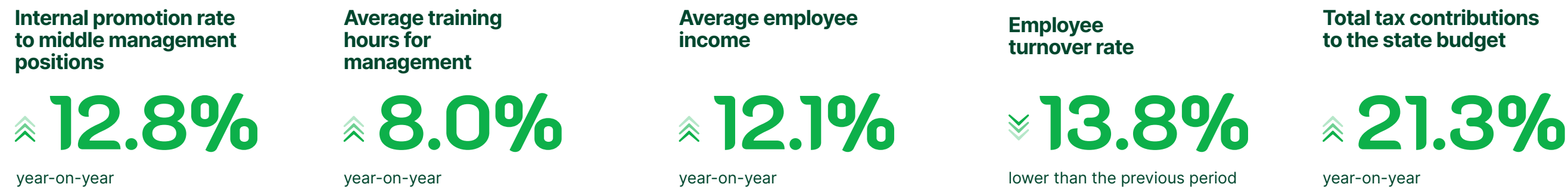


First-year implementation of corporate governance assessment based on the ASEAN Scorecard

Completion of the upgrade and restructuring of the Investor Relations (IR) section on the Company's website

Acceleration of digital transformation through the upgrade of the Base.vn system and implementation of iHRP

S (SOCIAL) PEOPLE DEVELOPMENT AND COMMUNITY VALUE CREATION



(*) According to TalentNet Mercer 2025 survey

NOTABLE AWARDS IN 2025 (GRI 2-28)

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 <p>Vietnam Association of Functional Foods SUPERMAXGO and FLEXOMAX awarded "Gold Product for Community Health"</p>		 <p>Viet Research & Finance and Investment Newspaper (Ministry of Finance) Top 10 Leading Value-Creating Enterprises in Vietnam - Pharmaceutical & Medical Equipment sector</p>	
 <p>Forbes Vietnam Top 50 Listed Companies in Vietnam 2025</p>	 <p>Nhip Cau Dau Tu Magazine Top 50 Corporate Sustainability Awards 2025</p>	 <p>Anphabe Ranked #21 Vietnam 100 Best Places to Work – Medium Enterprises Ranked #1 Vietnam Best Place to Work in the Pharma/Medical Devices/Healthcare sector – Medium Enterprises</p>	
 <p>Nhip Cau Dau Tu Magazine & Thien Viet Securities Vietnam's 50 Best Performing Companies</p>	 <p>HOSE Top 20 listed companies in the VNSI20 Sustainability Index Basket</p>	 <p>HOSE, HNX & Finance and Investment Newspaper Top 20 Best Annual Reports 2025 (Non-Financial Sector)</p>	 <p>HOSE, HNX & Finance and Investment Newspaper Top 10 Best Corporate Governance 2025 (Mid-Cap Group)</p>
 <p>Viet Research & Finance and Investment Newspaper Top 10 Green ESG Enterprises in Vietnam 2025, Pharmaceutical - Medical Equipment Industry</p>	 <p>The Saigon Times Saigon Times CSR - Business for the Community 2025</p>	 <p>Vietnam Institute of Directors (VIOD) VNCG50 – the Top 50 Pioneering and Committed Enterprises in Enhancing Corporate Governance Standards in Vietnam</p>	 <p>Vietnam Report Top 3 Most Reputable Companies in Pharmaceuticals, Medical Equipment, and Healthcare Sector 2025</p>



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CEO LETTER (GRI 2-22)

Gross revenue 2025

2,914.3 VND billion

⌆ **16.0%** year-on-year

Imexpharm maintained strong growth momentum in 2025, driven by its intrinsic strength, adaptability, and commitment to sustainable development. I believe that beyond growth rates, it is the ability to sustain a balanced “Rhythm” between business performance, innovation, and long-term value creation for the community that truly reflects the Company’s overall “Health”.

Dear Shareholders, Partners, Customers, and all Members of the Imexpharm family,

Imexpharm maintained strong growth momentum in 2025, driven by its intrinsic strength, adaptability, and commitment to sustainable development. I believe that beyond growth rates, it is the ability to sustain a balanced **“Rhythm”** between business performance, innovation, and long-term value creation for the community that truly reflects the Company’s overall **“Health”**.

In 2025, Imexpharm recorded gross revenue of VND 2,914 billion, up 16.0% year-on-year, significantly outperforming the 5% growth of Vietnam pharmaceutical market. Net revenue

reached VND 2,441 billion, increasing by 10.7% year-on-year, supported by a strategic shift in product mix and distribution channels. Gross profit rose by 17.1%, with gross margin improving to 41.0%, reflecting continued enhancements in production efficiency and cost management. EBITDA reached VND 567 billion, up 8.9% year-on-year, with an EBITDA margin of 23.2%. Profit before tax amounted to VND 446 billion, representing a 10.4% year-on-year increase.

Beyond its strong financial performance, Imexpharm continues to reinforce the foundation

for long-term growth through innovation and product development. In 2025, the Company launched 25 new products while maintaining a pipeline of 157 research and development (R&D) projects, providing a sustainable growth engine for the years ahead. Notably, the successful production and commercialization of its first “first generic” antibiotic on EU-GMP-certified production lines marked a significant milestone, enhancing access to high-quality and cost-effective treatment options for patients. These efforts further strengthened Imexpharm’s leading position in Vietnam’s antibiotic market for the third consecutive year.

The year 2025 also marked the 10th anniversary of Imexpharm’s manufacturing and distribution of EU-GMP-certified products in Vietnam, an important milestone that reflects the Company’s long-standing commitment to quality and international standards. Over the past decade, Imexpharm has established and maintained its position as a leading EU-GMP pharmaceutical manufacturer in Vietnam, supported by a long-term vision and consistent execution. This achievement not only represents a key competitive advantage but also serves as a foundation to ensure that every product delivered to patients meets the highest standards of safety and therapeutic effectiveness.

The implementation of the Cat Khanh Pharmaceutical Factory Complex at the end of 2025 also marked a significant milestone in Imexpharm’s long-term development strategy. The project not only expands production capacity in existing therapeutic areas but also lays the foundation for the Company to enter new segments, including biosimilars and specialized treatments, thereby strengthening the domestic pharmaceutical industry’s capabilities and enhancing the supply of high-quality treatment solutions to the market.

From a governance perspective, the Company continues to enhance its management framework toward greater transparency, compliance, and efficiency, while progressively integrating ESG

factors into its operations. These efforts contribute to improved risk management capabilities and reinforce stakeholder trust. Sustainability initiatives are embedded across production and operational activities, ranging from resource optimization and digital transformation to supply chain efficiency improvements, with the aim of creating long-term value and minimizing environmental impact.

Entering 2026, Imexpharm remains committed to sustaining “The Rhythm of Health”, a balanced rhythm that harmonizes growth with sustainable value creation, innovation with discipline, and business objectives with social responsibility.

The achievements we have realized today are the result of the collective dedication and tireless efforts of the entire Imexpharm family, together with the trust and continued support of our valued shareholders, customers, partners, and stakeholders. I would like to extend my sincere appreciation to all of you.

We believe that a truly sustainable enterprise not only generates economic value but also inspires and creates a lasting positive impact for society. Imexpharm remains steadfast in its chosen strategy, continuously fostering innovation, creativity, and collaboration toward a stronger healthcare ecosystem, a healthier community, and a more prosperous nation.

Wishing you good health, happiness, and continued success.

Yours sincerely,

IMEXPHARM GENERAL DIRECTOR



**People’s Doctor
Pharmacist TRAN THI DAO**



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FOUNDATION RHYTHM

Embracing transformation

With a strong foundation, Imexpharm is ready to keep in rhythm with the changing times.

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OVERVIEW OF IMEXPHARM (GRI 2-1)

As one of Vietnam’s leading pharmaceutical manufacturing and distribution companies, with over 48 years of establishment and development, Imexpharm Corporation has continuously invested in technological innovation, enhanced its production capabilities, and strengthened corporate governance in line with international standards.

With solid EU-GMP manufacturing capacity and a long-term development strategy anchored in quality, transparency, and social responsibility, Imexpharm continues to reinforce its leadership position in the pharmaceutical industry, consistently creating sustainable value for shareholders, partners, customers, and the community.



Trade name	IMEXPHARM CORPORATION
Business registration certificate	No. 1400384433, initially issued on August 01, 2001 and revised for the 34 th time on November 06, 2025 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, Cao Lanh Ward, Dong Thap Province, Vietnam
Tel	0277 3851 941
Hotline	1800 5555 35
Website	www.imexpharm.com
Ticker symbol	IMP
Stock Exchange	HOSE, according to Decision No. 76/UBCK-GPNY dated November 05, 2006



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VISION - MISSION - CORE VALUES

VISION

Trusted quality – European standard

With nearly five decades of sustainable development, Imexpharm aims to become a trusted symbol of quality and therapeutic effectiveness, delivering pharmaceutical products that meet European standards at reasonable prices, thereby enhancing community access to high-quality healthcare solutions.

MISSION

Providing effective healthcare solutions for community health

Imexpharm is committed to delivering high-quality, safe, and effective pharmaceutical products and services that meet international standards, thereby enhancing community health and creating sustainable value for society.

CORE VALUES - CULTURAL PRINCIPLES

Over 48 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 steadfastly pursues a business philosophy centered on resilience and long-term value creation. Amid the fluctuations and challenges of the business environment, the Company proactively adapts and innovates to sustain steady growth. Like the lotus - a symbol of purity and enduring strength - Imexpharm continuously rises and spreads its value through every product, every brand, and within its people.





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DEVELOPMENT JOURNEY



- Level-II Pharmaceutical Company (later known as Imexpharm Corporation) was established in Dong Thap.
- Started drug distribution in the province.

1977 - 1981
Rhythm Initiation

- The Company successfully produced Amoxicillin - the first antibiotic product line, and other products derived from the active ingredient Paracetamol.

1987 - 1991
Catching the Rhythm

- The Company was renamed to Dong Thap Pharmaceutical United Enterprise as approved by the Department of Health of Dong Thap Province.
- The Company had a workforce of 70 people and a portfolio of 10 products, operating a fully manual production process. Annual revenue reached VND 30 billion.

1982 - 1986
Strategic Orientation

- The Company was re-established as Dong Thap Pharmaceutical Company by Dong Thap Provincial People's Committee, operating independently in pharmaceutical production and trading.
- The Company launched the new generation of Paracetamol and Cotrim products.
- The Company upgraded its machinery system and expanded its recruitment of high-quality personnel. Its workforce grew to 200 people, and annual revenue exceeded VND 150 billion.

1992 - 1996
Restructuring for Strength

- The Company commenced construction of a standard laboratory.
- The Company was selected by Sandoz Group AG (Switzerland) as a partner for its training on building a GMP-certified factory.

1994

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.
- 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.

1997 - 2001
Rising with Momentum

2005

- The Company increased its charter capital to VND 64 billion by offering shares to strategic investors.

2006

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

2002 - 2006
Accelerating and Developing

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".

2007 - 2011
European Standards

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.

2012 - 2016
Expanding the Scale



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DEVELOPMENT JOURNEY (continued)

2017

- The injectable antibiotic Imetoxim 1g was granted visa to export to European market, opening doors to export market expansion and global reach.

2019

- Vinh Loc High-Tech Antibiotics Factory (IMP2) was granted EU-GMP certification.
- The Company was also successful with its re-application for EU-GMP certification of IMP3.

2020

- Imexpharm obtained a European conformity certification for Cefalexin 500 mg capsules.
- The Company increased its charter capital to over VND 667 billion through dividend payment and issuance of additional shares.
- Driven by its transparent, reliable, and robust development, Imexpharm was granted a USD 8 million loan by the Asian Development Bank.
- SK Group (South Korea) became one of the Company's strategic shareholders and participated in its governance.

2017 - 2022 Deepening Integration

2021

- The Supplement Factory in Dong Thap was put into commercial operation, with a total investment of VND 82 billion.
- Amoxicillin 250 mg oral suspension and Amoxicillin 500 mg capsules were granted European authorization.
- The Company successfully demonstrated bioequivalence of two products including Zanimex 500 mg film-coated tablets and Biocemet DT 500 mg/62.5 mg dispersible tablets.

2022

- Binh Duong High-Tech Factory (IMP4) was officially certified to meet EU-GMP standards, raising the number of EU-GMP certified production lines at Imexpharm to 11 and placing it at No.1 position on this regard in Vietnam.
- Imexpharm had 12 registration numbers for 7 products in Europe.

2023

Raising the Status

- IMP4 officially came into operation; IMP2 and IMP3 successfully passed the second and third re-application for EU-GMP certification, respectively.
- Imexpharm had 27 registration numbers for 11 products in Europe.
- Imexpharm became the leading domestic pharmaceutical company on the ETC channel.
- The Company ranked first in Vietnam antibiotics market (which included both foreign and domestic companies).

2024

Driving Innovation

- Imexpharm obtained EU-GMP certification for one lyophilized injection line at IMP4, bringing the number of EU-GMP-certified production lines at Imexpharm to 12 and sustaining its leading position in Vietnam pharmaceutical industry.
- The Company signed a strategic cooperation agreement with Genuone Sciences Inc., a leading pharmaceutical group in Korea, on product distribution and technology transfer.
- The Company has made substantial investments in a series of advanced technologies in management such as SAP S/4HANA Cloud, Information Security Management System - ISMS, Input Invoice Control and Management System - Bizzi, etc.
- After paying a 20% dividend and issuing bonus shares with the execution rate of 1:1, Imexpharm became the listed company with the largest charter capital in Vietnam pharmaceutical industry.

2025

Igniting A NEW GROWTH CYCLE



- The Company launched **IMECEF - the first EU-GMP FIRST GENERIC ANTIBIOTIC** manufactured in Vietnam, reinforcing technological leadership in the high-value segment.
- The Company maintained 28 Marketing Authorisations in Europe for 11 products; expanded presence to over 40 countries and territories; signed a new distribution agreement in Thailand and a Memorandum of Understanding with a European partner to advance international expansion.
- Investment Registration Certificate for the Cat Khanh Pharmaceutical Manufacturing Complex was obtained and enterprise-wide digital transformation across governance, manufacturing, and market connectivity has been accelerated.



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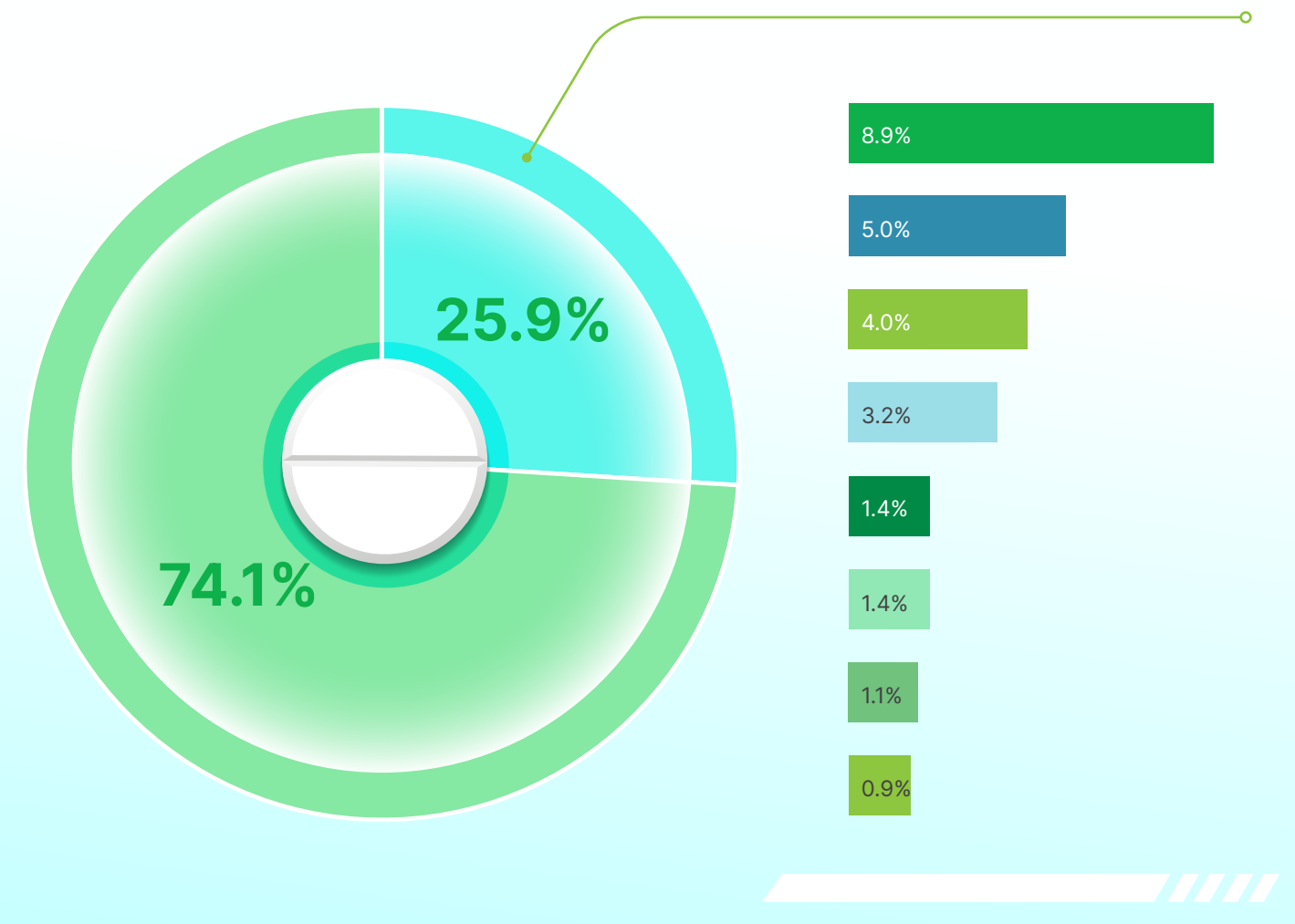
BUSINESS LINES AND OPERATING MODEL (GRI 2-6)

MAJOR BUSINESS LINES

Imexpharm's core business focuses on the manufacturing and distribution of pharmaceuticals and health supplements.

Its product portfolio is concentrated in key therapeutic areas, including Beta-lactam antibiotics, injectable antibiotics, cough medicines, analgesics and antipyretics, gastrointestinal treatments, as well as high-value and high-technology specialty drugs. The Company's diversified portfolio is designed to meet the growing and evolving healthcare needs of the community.

KEY PRODUCTS



Chú thích:

- Antibiotics
- Cough medicine
- Digestive aid
- Analgesic and antipyretic
- Anti-inflammatory
- Anti-tuberculosis
- Health supplement
- Anti-allergy
- Vitamins

MARKET REGIONS

DOMESTIC MARKET - CORE GROWTH FOUNDATION

Vietnam continues to be a key market, serving as a core foundation in Imexpharm's long-term development strategy. Over 48 years of establishment and growth, the Company has built an extensive distribution network with 18 sales branches nationwide, enabling fast and effective access to healthcare providers and consumers.

Alongside network expansion, Imexpharm focuses on enhancing the quality of its workforce while accelerating the adoption of technology in

management and operations. Its operating model has been standardized toward a lean, integrated, and modern approach, contributing to improved distribution efficiency and optimized customer experience.

In the coming period, the Company aims to further expand its presence in Northern Vietnam, thereby increasing market coverage, strengthening distribution capabilities, and enhancing its ability to meet the growing healthcare needs of the community.

INTERNATIONAL MARKETS - A DRIVER FOR EXPANSION AND GLOBAL POSITIONING

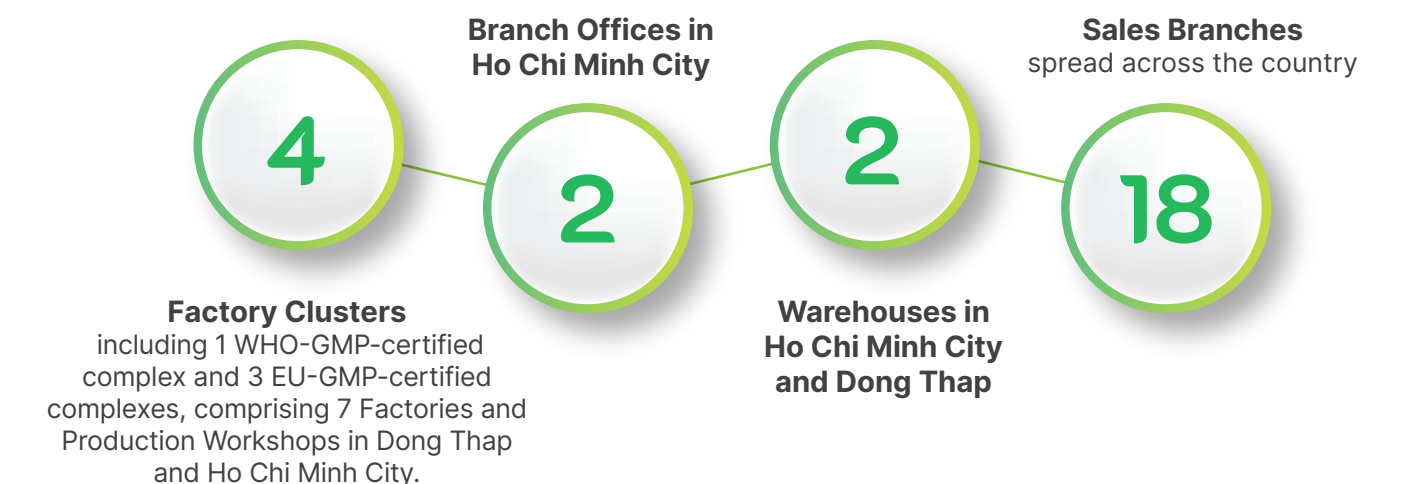
Amid a period of significant transformation in Vietnam's pharmaceutical industry, Imexpharm identifies international expansion as a key strategic growth driver. Expanding into overseas markets not only increases operational scale but also enhances competitiveness and progressively strengthens the position of Vietnamese pharmaceutical enterprises in the global market.

Leveraging its EU-standard manufacturing platform, Imexpharm is transitioning from a primarily domestic-focused model to deeper participation in the global pharmaceutical supply

chain. The Company focuses on developing EU-GMP-compliant products that meet the stringent requirements of high-standard markets.

To date, Imexpharm has established a presence in multiple international markets, including ASEAN countries, selected European markets, as well as emerging opportunities in the Middle East and North Asia, through its distribution partner network and EU-GMP-certified product portfolio. The Company's products are increasingly recognized as equivalent alternatives to imported drugs in high-standard markets.

Affiliated branches and factories



BUSINESS LINES AND OPERATING MODEL (GRI 2-6) (continued)

IMEXPHARM'S FACTORY SYSTEM

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IMP 1

YEAR OF INAUGURATION	STANDARD	YEAR OF REINSPECTION	PRODUCTS	NUMBER OF PRODUCTION LINES
1997	WHO-GMP (2006 1 st certification)	2008, 2010, 2013, 2016, 2019, 2023	Non-beta-lactam, Penicillin, Supplements	10



IMP 2

YEAR OF INAUGURATION	STANDARD	YEAR OF REINSPECTION	PRODUCTS	NUMBER OF PRODUCTION LINES
2017	EU-GMP (2019 1 st certification)	2023	Oral penicillin	4



IMP 3

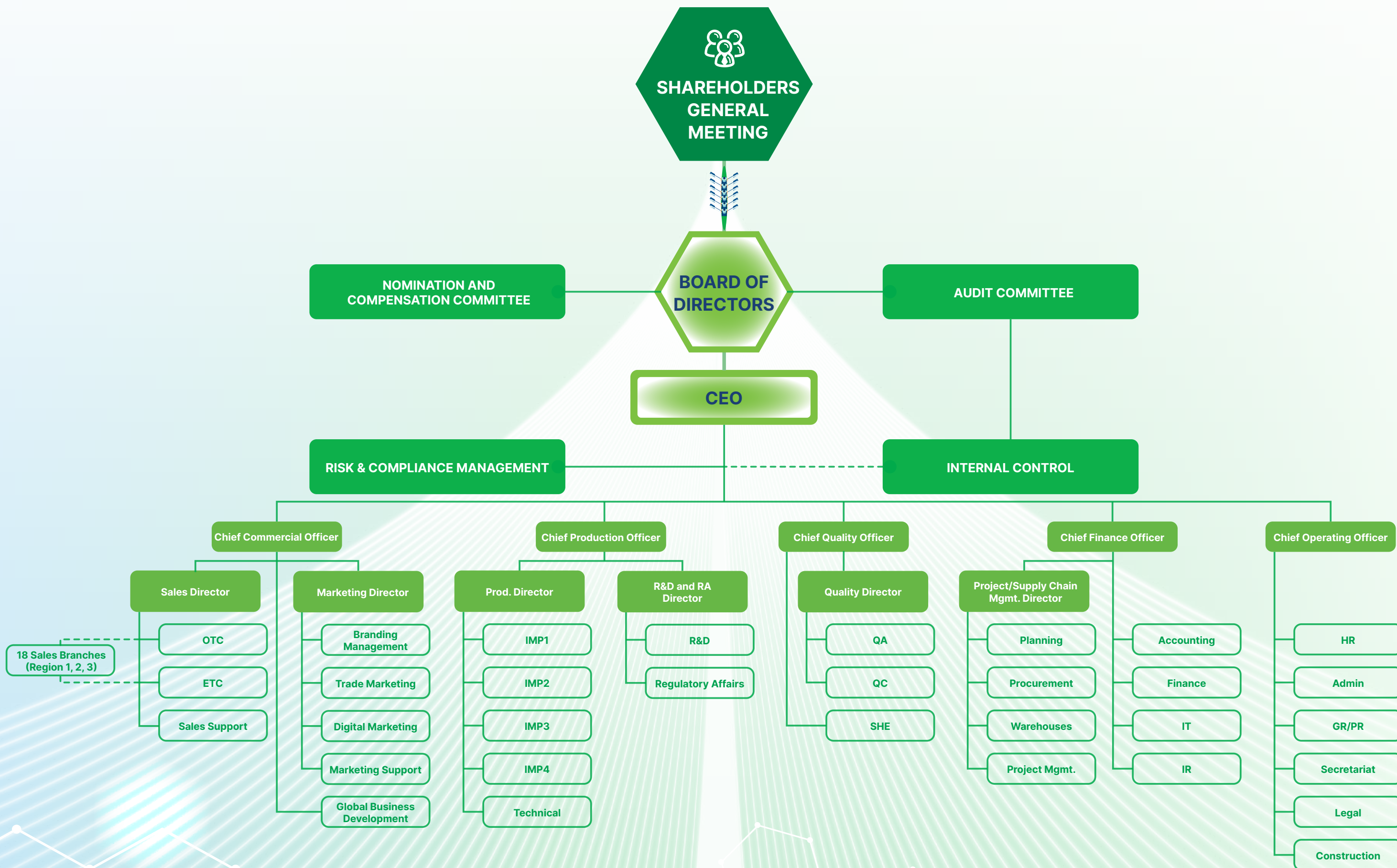
YEAR OF INAUGURATION	STANDARD	YEAR OF REINSPECTION	PRODUCTS	NUMBER OF PRODUCTION LINES
2010	EU-GMP (2016 1 st certification)	2019, 2023	Injectable and oral cephalosporins, injectable penicillin	5



IMP 4

YEAR OF INAUGURATION	STANDARD	YEAR OF REINSPECTION	PRODUCTS	NUMBER OF PRODUCTION LINES
2019	EU-GMP (2022 1 st certification)	2024	Injectable non-beta-lactam	3

ORGANIZATION CHART (GRI 2-9)



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



R&D AND DRUG REGISTRATION

- Research new-generation, high-tech pharmaceutical formulations with enhanced therapeutic efficacy, reduced side effects for patients, and minimized environmental impact.
- Prioritize high-quality, sustainably sourced raw materials and conduct regular supplier assessments.

- Strengthen collaboration with healthcare institutions, research institutes, and universities to promote scientific exchange, drive product innovation, and enhance treatment outcomes.
- Register pharmaceutical products with the Drug Administration through an online system, reducing the use of paper-based documentation.

MANUFACTURING OPERATIONS

- Apply advanced manufacturing technologies in compliance with EU-GMP standards.
- Report energy and water consumption data periodically in quarterly management meetings to enable timely corrective and preventive actions, ensuring optimal energy efficiency.
- Maintain strict control, monitoring, and management of emissions, with rigorous wastewater treatment in compliance with environmental regulations.
- Achieve 100% conversion of lighting systems to LED and progressively integrate rooftop solar energy solutions.

- Minimize waste and defects through a rigorous quality control system.
- Implement annual Kaizen programs aligned with circular economy principles, focusing on:
 - Product improvements to enhance patient safety and the use of environmentally friendly packaging materials;
 - Resource efficiency and optimization;
 - Waste reduction and promotion of reuse.

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



DISTRIBUTION AND LOGISTICS

- Conduct regular inspections, maintenance, and servicing of transportation vehicles to optimize fuel efficiency and reduce CO₂ emissions.
- Optimize transportation routes to minimize fuel consumption and emissions.
- Develop a flexible distribution network to reduce inventory levels and minimize waste.



SALES AND MARKETING

- Organize scientific medical seminars to enhance awareness of responsible medicine use, particularly antibiotics, with a focus on safety and sustainability.
- Collaborate with hospitals and pharmacies to promote effective drug use and ensure patient safety.
- Leverage digital technologies to personalize customer experience while ensuring compliance with pharmaceutical advertising and marketing regulations.
- E-marketing: Digitize product materials (e.g., QR codes replacing paper brochures).
- Implement ERP and DMS systems to closely monitor inventory levels, minimize drug expiration at pharmacies, optimize operational processes, reduce paper usage, and mitigate environmental impact.



COLLECTION AND RECYCLING

- Implement programs to recall expired medicines, ensuring safe disposal and minimizing environmental risks.
- Collaborate with qualified environmental service providers to manage and treat hazardous waste in compliance with regulations.
- Fulfill Extended Producer Responsibility (EPR) by contributing to the Vietnam Environmental Protection Fund to support national recycling initiatives.



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



FOUNDATIONAL COMMITMENT TO SUSTAINABLE DEVELOPMENT

Imexpharm identifies business ethics and integrity as fundamental pillars underpinning its sustainable development strategy. In an increasingly competitive market with rising expectations for transparency, the Company is committed to maintaining consistent standards of conduct, thereby strengthening stakeholder trust and enhancing its brand reputation in the market.



ESTABLISHING AN ETHICAL GOVERNANCE FRAMEWORK

To formalize these commitments, since 2020, Imexpharm has issued its Code of Ethics and Compliance (<https://www.imexpharm.com/Data/Sites/1/media/content/Bo-quy-tac-dao-duc-va-tuan-thu-Imexpharm-2020.pdf>). The Code is not only a risk governance tool but also a cultural benchmark, ensuring that business activities are conducted transparently, responsibly, and in alignment with legal requirements as well as international best practices.



ORGANIZATION-WIDE IMPLEMENTATION

Ethical principles are integrated into daily operations, from internal governance to interactions with customers, partners, and the community. Imexpharm promotes a culture of compliance through internal communications, regular training programs, and mandatory commitments from all employees, thereby ensuring consistency in behaviors and decision-making across the organization.



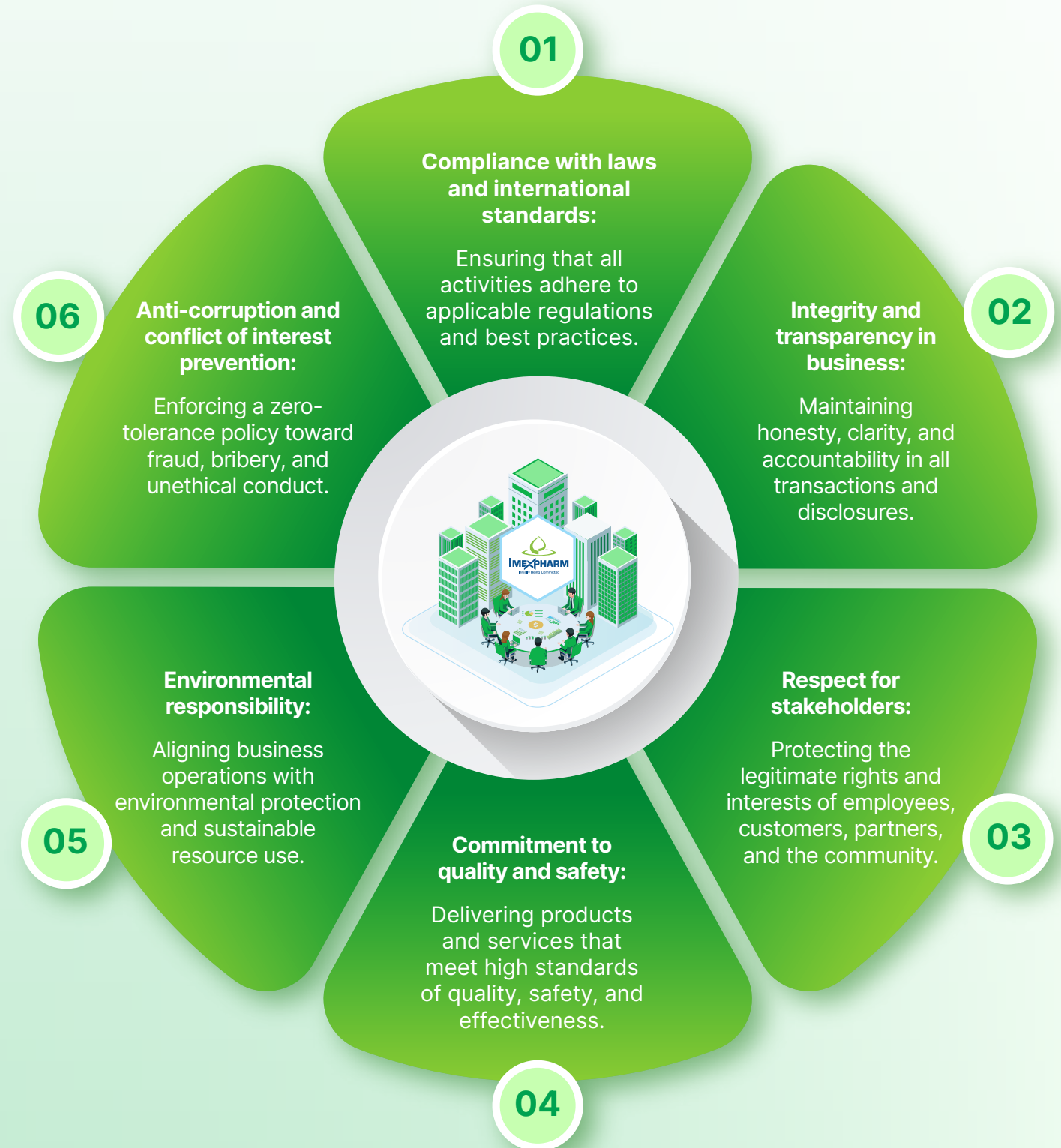
VALUE DELIVERED

The consistent implementation of ethical principles enables Imexpharm to foster a transparent working environment, strengthen market trust, and enhance risk management capabilities. At the same time, it provides a solid foundation for sustainable development, creating long-term value for shareholders and contributing positively to society.



CORE PRINCIPLES

Imexpharm's business ethics framework is built on the following foundational principles:



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GUIDING RHYTHM

Effective governance for sustainable growth

Synchronizing operations to drive sustainable growth

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SUSTAINABILITY GOVERNANCE

Imexpharm continuously elevates its corporate governance standards in line with international best practices, with ESG as a core pillar, thereby strengthening investor confidence and reinforcing its position as one of Vietnam's leading sustainable pharmaceutical companies.

Corporate governance is identified as a fundamental foundation for Imexpharm's sustainable development, as well as a key factor in enhancing the Company's credibility and attracting capital from both domestic and international investors. With the ambition to become a leading pharmaceutical company in the region, Imexpharm remains committed to a

modern, transparent, and professional governance model across all aspects of its operations, particularly in corporate governance practices.

In 2025, the Company continued to achieve notable milestones in governance and sustainable development, including recognition as one of the:



<p>TOP 10 Best Corporate Governance 2025 (Mid-Cap Group)</p>	<p>TOP 50 Corporate Sustainability Awards 2025</p>
<p>TOP 10 Green ESG Enterprises in Vietnam 2025, Pharmaceutical - Medical Equipment Industry</p>	<p>TOP 50 Listed Companies in Vietnam 2025</p>

AMONG OTHERS FROM REPUTABLE ORGANIZATIONS

These achievements reflect Imexpharm's ongoing efforts to enhance governance standards, align with international best practices, and effectively implement its ESG-driven sustainable development strategy.

GOVERNANCE STRUCTURE AND LEADERSHIP (GRI 2-9, 2-10, 2-11, 2-17)

INTRODUCTION TO THE BOARD OF DIRECTORS

The Board of Directors (BOD) of Imexpharm for the term 2023-2027 consists of 06 members, including 05 non-executive members, 02 independent members and 02 female members. The Board's composition ensures diversity in qualifications, expertise, experience, and nationality, fully meeting corporate governance requirements applicable to listed companies.

The Chairman of the Board is a non-executive member and does not concurrently hold the position of Chief Executive Officer, ensuring a clear separation between governance and management functions and enhancing objectivity and effectiveness in supervisory activities.

Board of Directors (BOD) List

NO.	FULL NAME	POSITION	MEMBER OF THE BOD	DATE OF FIRST APPOINTMENT
1	Sung Min Woo	Chairman of the BOD	Non-Executive	30/10/2024
2	Tran Thi Dao	Member of the BOD	Executive	29/7/2001
3	Truong Minh Hung	Member of the BOD	Non-Executive	30/5/2020
4	Han Thi Khanh Vinh	Member of the BOD	Non-Executive	28/4/2018
5	Hoang Duc Hung	Member of the BOD	Independent	19/12/2023
6	Chung Suyong	Member of the BOD	Independent	28/4/2023

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INTERACTIVE ICON

SUSTAINABILITY GOVERNANCE (continued)

INTRODUCTION TO THE BOARD OF DIRECTORS (continued)



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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SUSTAINABILITY GOVERNANCE (continued)

INTRODUCTION TO THE BOARD OF DIRECTORS (continued)



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 - May 2025: 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

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SUSTAINABILITY GOVERNANCE (continued)

INTRODUCTION TO THE BOARD OF DIRECTORS (continued)



Mr. CHUNG SUYONG
Independent Member of the Board of Directors

➤ **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



Mr. HOANG DUC HUNG
Independent Member of the Board of Directors

➤ **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 of the Vietnam Independent Directors Association (VNIDA) and Director of the Vietnam Institute of Corporate Governance (VNICG) under 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

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SUSTAINABILITY GOVERNANCE (continued)

INTRODUCTION TO THE PERSON IN CHARGE OF CORPORATE GOVERNANCE



Ms. NGUYEN THI KIM LE
Person in charge of Corporate
Governance cum Corporate Secretary

> 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

- July 2025 - present: Person in charge of Corporate Governance cum Corporate Secretary - Imexpharm Corporation
- May 2019 - July 2025: Head of Investor 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 an executive leader but also a symbol of resilience, innovation, and social responsibility, leaving a significant mark on Imexpharm's development journey.

Her notable honors and achievements include:

- > The titles of "Excellent Doctor" and "People's Doctor" awarded by the President (2008, 2014)
- > Class II Labor Medal awarded by the President (2015)
- > Title of Labor Hero awarded by the President (2009)
- > The title of Outstanding Vietnamese Businesswoman (Golden Rose Cup) awarded by VCCI & Central Vietnam Women's Union (2005, 2008, 2014, 2021, 2025)
- > Top 20 most influential businesswomen in Vietnam voted by Forbes Vietnam magazine (2019).

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

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SUSTAINABILITY GOVERNANCE (continued)

INTRODUCTION TO THE BOARD OF MANAGEMENT (continued)



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

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SUSTAINABILITY GOVERNANCE (continued)

INTRODUCTION TO THE BOARD OF MANAGEMENT (continued)



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 in charge of Production Division
- 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



Mr. HUYNH VAN NHUNG
 Deputy General Director -
 Chief Quality Officer

> 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 in charge of Quality Assurance Division 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 of Imexpharm
- 2007 - 2012: Director of Quality Assurance (QA) of Imexpharm
- 1998 - 2007: Deputy Director of Quality Assurance (QA) of Imexpharm

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SUSTAINABILITY GOVERNANCE (continued)

INTRODUCTION TO THE BOARD OF MANAGEMENT (continued)



Mr. DUONG HOANG VU
Chief Accountant

> 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 Corporation
- March 2010 - July 2010: Management Accounting Group Team Leader - Chief Accountant at Cefa Binh Duong Factory of Imexpharm Corporation
- May 2008: Staff of Management Accounting Department at Imexpharm Corporation

ROLES AND RESPONSIBILITIES OF THE GENERAL DIRECTOR IN SUSTAINABILITY MATTERS (GRI 102-20,32)

At Imexpharm, the Board of Directors is the highest governing body responsible for setting direction, approving strategies, and overseeing the management of the Company's impacts across economic, environmental, and social dimensions. On that basis, the General Director plays a central executive role in ensuring the effective implementation of sustainability orientations across the organization.



ESG strategy implementation

The General Director is responsible for executing the Company's sustainability strategy in line with the Board's direction, including overseeing the development of action plans, allocating resources, and establishing governance mechanisms to manage ESG-related impacts, risks, and opportunities. Through the Board of Management, the General Director assigns clear responsibilities to Deputy General Directors and functional departments for implementing, monitoring, and evaluating sustainability objectives.



Oversight and compliance

As the legal representative and a Board member directly involved in executive management, the General Director is responsible for overseeing compliance with Board resolutions and decisions related to sustainability, while ensuring that all Company activities adhere to applicable laws and the international standards to which the Company is committed.



Transparency and governance enhancement

The General Director also reviews, evaluates, and approves sustainability-related disclosures, ensuring the completeness, transparency, and consistency of reported information in line with international reporting standards (including the GRI Standards). In addition, the General Director promotes the strengthening of sustainable governance capabilities across the Company and fosters a corporate culture grounded in ethics, integrity, and responsibility toward the community and the environment.

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SUSTAINABILITY GOVERNANCE (continued)

ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND ITS COMMITTEES (GRI 2-12, 2-13, 2-14)

ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS

The Board of Directors plays a critical role in integrating sustainability factors into the Company's long-term business strategy, ensuring a balance between growth and responsibilities toward stakeholders.



Strategic planning and sustainability orientation

The Board of Directors is directly involved in formulating, reviewing, and approving the Company's vision, mission, core values, strategies, policies, and sustainability-related objectives. Through the issuance of resolutions and governance regulations, the Board provides clear direction for the Company's sustainability roadmap, while ensuring ESG factors are embedded into business strategies and operational plans.

Strategic orientations, action plans, and sustainability objectives are communicated across the Company through annual and quarterly business planning meetings, as well as dedicated training programs, to ensure alignment in awareness and execution.



Oversight of sustainability reporting

The Board of Directors is responsible for overseeing the preparation and disclosure of the Sustainability Report, ensuring that the information presented is complete, transparent, and accurately reflects the Company's sustainability performance. The report is prepared in compliance with applicable Vietnamese regulations and in alignment with the GRI Universal Standards 2021 (latest version), issued by the Global Sustainability Standards Board (GSSB).



Oversight of sustainability implementation

The Board of Directors conducts ongoing oversight of business performance, stakeholder engagement, and environmental matters, based on periodic reports from the Board of Management. Specifically, the Board:

- Reviews and discusses reports at quarterly Board meetings;
- Reviews written reports submitted through formal Board approval procedures;
- Evaluates impacts, risks, and opportunities related to economic, social, and environmental aspects;
- Oversees the implementation of sustainability-related decisions, resolutions, and policies issued by the Board.



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SUSTAINABILITY GOVERNANCE (continued)

ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND ITS COMMITTEES (GRI 2-12, 2-13, 2-14) (continued)

INTRODUCTION TO THE BOARD OF DIRECTORS COMMITTEES

AUDIT COMMITTEE

The Audit Committee (AC) consists of 02 members

NO	FULL NAME	POSITION	POSITION IN AC
1	Hoang Duc Hung	Independent BOD member	Chairman
2	Truong Minh Hung	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 compliance with corporate governance and information disclosure
- 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	FULL NAME	POSITION	POSITION IN NCC
1	Sung Min Woo	Chairman of BOD	Chairman
2	Truong Minh Hung	BOD member	Member
3	Han Thi Khanh Vinh	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



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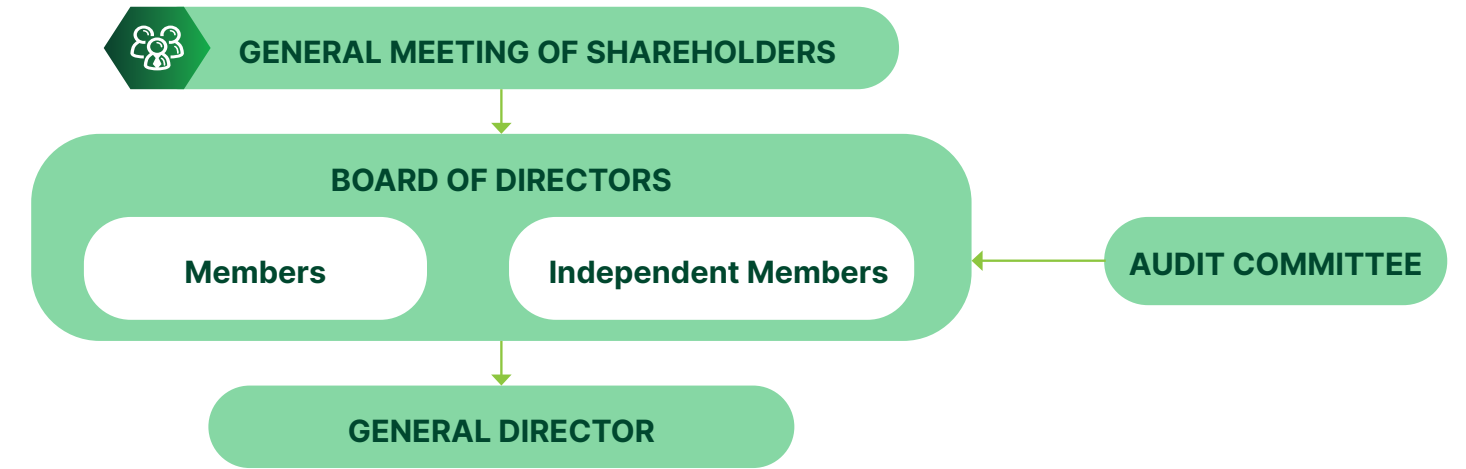
SUSTAINABILITY GOVERNANCE (continued)

GOVERNANCE MECHANISMS AND INFORMATION TRANSPARENCY (GRI 2-15, 2-16)

Imexpharm Corporation implements corporate governance in full compliance with applicable laws and regulations, including the Law on Enterprises 2020, the Law on Securities, and relevant guiding documents. The Company also references the Corporate Governance Code applicable to public companies in Vietnam, as well as regional best practices aligned with ASEAN corporate governance scorecard.

GOVERNANCE STRUCTURE AND STAKEHOLDER ROLES

The Company adopts a one-tier board governance model, in accordance with Point b, Clause 1, Article 137 of the Law on Enterprises 2020, comprising the GMS, the BOD, committees under the BOD, and the BOM. This governance structure ensures a clear separation of governance, oversight, and executive functions, thereby enhancing decision-making effectiveness and risk management.



GOVERNANCE AND CONFLICT OF INTEREST MANAGEMENT (GRI 2-15)

Imexpharm establishes and maintains comprehensive control mechanisms to **identify, prevent, and effectively manage conflicts of interest**, thereby ensuring objectivity and transparency in the decision-making processes of the highest governing body.



Foundational policy

The Company adopts a zero-tolerance approach to corruption, fraud, and conflicts of interest through its Code of Ethics and Compliance (issued in 2020), which serves as a guiding framework for all employees and leadership.



Related-party transaction control

The Board of Directors and the Audit Committee closely oversee related-party transactions, ensuring that such transactions are reviewed, approved in accordance with proper authority, conducted transparently, and compliant with applicable regulations.



Information transparency

In 2025, the Company fully disclosed transactions involving the purchase and sale of goods, as well as the exercise of share subscription rights with Agimexpharm Pharmaceutical Joint Stock Company (an associate). It also clearly disclosed relationships involving insiders (Ms. Tran Thi Dao – General Director of Imexpharm and Board member of Agimexpharm), thereby ensuring transparency and enhancing shareholder oversight.



Board independence

The Board of Directors maintains a structure with 2 independent directors out of 6 members, strengthening oversight, challenge function, and the protection of shareholder interests, particularly those of minority shareholders, while mitigating risks arising from conflicts of interest.



Information disclosure

Related-party transactions and conflict-of-interest matters are fully disclosed in Note 34 of the audited 2025 financial statements, ensuring transparency and compliance with disclosure requirements.



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SUSTAINABILITY GOVERNANCE (continued)

GOVERNANCE MECHANISMS AND INFORMATION TRANSPARENCY (GRI 2-15, 2-16) (continued)

MECHANISMS FOR COMMUNICATING CRITICAL CONCERNS (GRI 2-16)

Imexpharm maintains and continuously enhances mechanisms for receiving, handling, and reporting concerns related to business ethics, compliance, and operational risks, thereby ensuring transparency and accountability across the organization.

01

Current mechanisms

The Company promotes a strong culture of compliance and operates an effective internal reporting system to detect and address violations in a timely manner. Employees receive periodic training on identifying ethical risks, fraud, and conflicts of interest, along with clear guidance on reporting procedures through appropriate internal channels.

02

Receiving and handling process

Concerns are received, classified based on risk level, and referred to the relevant authorized bodies (the Board of Management, Audit Committee, or the Board of Directors) for review, resolution, and oversight. For material issues, information is promptly reported to the highest governance level to ensure effective control.

03

Capacity enhancement plan

The Board of Directors is currently reviewing and discussing the introduction of a Whistleblowing Policy. Under this framework, the Company plans to establish mechanisms allowing stakeholders to report concerns directly to an independent party, ensuring confidentiality, anonymity, and enhanced protection for whistleblowers, in line with advanced governance practices.

04

Stakeholder engagement

Through its materiality matrix and consultation processes, Imexpharm maintains engagement channels with shareholders, investors, employees, and the community to receive and respond to concerns related to key ESG issues. These activities are conducted through periodic surveys, direct dialogues, and official communication channels.

INFORMATION TRANSPARENCY PRACTICES

Information transparency is identified by Imexpharm as a fundamental pillar for strengthening investor trust, enhancing brand reputation, and creating sustainable value in the capital market.



Disclosure standards

The Company strictly complies with the Law on Securities, relevant regulations, and stock exchange disclosure requirements. Imexpharm has been recognized as meeting Information Disclosure Standards for five consecutive years (2021–2025), reaffirming its consistent commitment to transparency and compliance.



Digitalization of governance and disclosure

Imexpharm actively adopts digital technologies in governance and reporting, notably through the implementation of SAP S/4HANA Cloud, progressive adoption of IFRS, and the use of e-voting systems at General Meetings of Shareholders. These initiatives enhance accuracy, transparency, and shareholder access to information.



Investor Relations (IR) ecosystem

The Company maintains a professional IR ecosystem through its bilingual (Vietnamese - English) Investor Relations website, monthly IR newsletters, quarterly earnings disclosures, and investor engagement programs. These efforts ensure timely, comprehensive, and consistent communication with both domestic and international investors.





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SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22)

SUSTAINABLE DEVELOPMENT CONTEXT AND TRENDS (GRI 3-1, 3-2)

GLOBAL SUSTAINABILITY CONTEXT

At the global level, countries are implementing the 2030 Agenda for Sustainable Development, which comprises 17 Sustainable Development Goals (SDGs) aimed at addressing urgent challenges such as climate change, poverty, and inequality.

In Vietnam, the Government has committed to achieving net-zero emissions by 2050 at

COP26, while also introducing key policies such as the Law on Environmental Protection and the National Green Growth Strategy.

At the same time, ESG (Environmental, Social, and Governance) is evolving from an investment criterion into a strategic imperative, becoming a critical factor in attracting capital flows and meeting the increasingly high expectations of investors and international partners.

MACROECONOMIC CONTEXT IN 2025

In 2025, global economic growth reached approximately 3.2%, with advanced economies growing at 1.6% and the Asia - Pacific region at around 4.5%. Global dynamics continued to shift toward greater supply chain resilience and diversification. Inflation and interest rates gradually stabilized, supporting a recovery in investment flows, while artificial intelligence (AI) increasingly became a key driver of productivity growth.

In Vietnam, GDP growth reached 8.02% in 2025, with GDP per capita exceeding USD 5,000, reaffirming the country's position as a dynamic

economy supported by improving infrastructure, stable exports, and strong inflows of high-quality foreign direct investment (FDI).

For the 2026 - 2030 period, Vietnam targets average annual growth of around 10%, with the ambition of becoming a developed nation by 2045. Emerging growth drivers, including the digital economy, data and artificial intelligence (AI), alongside a shift toward higher value-added industries, are expected to play a pivotal role in sustaining long-term growth.



KEY PHARMACEUTICAL INDUSTRY TRENDS THROUGH 2030

Sustainable growth driven by emerging markets

The global pharmaceutical market is transitioning from rapid expansion to a more sustainable growth trajectory, with emerging markets serving as the primary growth engine.

Following a strong post-pandemic recovery, with a CAGR of 8.1% during 2021-2025 (compared to 4.3% in 2016-2020), the market is expected to stabilize at a more moderate

growth rate of approximately 5-8% over the 2026-2030 period, as developed economies gradually mature and face increasing pressure to control healthcare costs.

In this context, the group of pharmerging markets continues to play a leading role in driving growth, supported by substantial market headroom, rising healthcare demand, and faster expansion in healthcare spending.

Industry restructuring driven by the patent cliff and M&A wave

The 2026-2030 period is expected to witness a significant reshaping of the global competitive landscape as numerous blockbuster drugs reach the end of their patent protection ("patent cliff"), placing considerable pressure on originator pharmaceutical companies while simultaneously creating substantial opportunities for generics and biosimilars. At the same time, M&A activity is intensifying as companies seek to optimize product portfolios and strengthen competitive positioning amid a rapidly evolving market environment.

A more favorable regulatory environment, particularly the simplification of clinical trial requirements for biosimilars in several major markets, is shortening development timelines and reducing costs, thereby fostering competition and expanding access to more affordable treatments. In this context, the pharmaceutical industry will face a dual dynamic of technological innovation and restructuring pressure, requiring companies to enhance R&D capabilities and product lifecycle management to sustain competitive advantage.

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SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

KEY PHARMACEUTICAL INDUSTRY TRENDS THROUGH 2030 (continued)

Shift toward long-term treatment demand driven by aging population

Against a backdrop of macroeconomic stability and ambitious growth targets, Vietnam's pharmaceutical sector in 2026 - 2030 will be driven by structural factors, most notably the transition from acute treatment to long-term chronic disease management.

Therapeutic areas such as oncology, obesity, immunology, and diabetes are expected to sustain strong growth, creating stable and expanding demand driven by population aging and evolving lifestyles.

Rising income driving a shift toward quality-focused demand

Continued improvement in per capita income over the medium term is driving a shift in healthcare spending toward higher-quality products, as consumers increasingly prioritize medicines that meet high standards, demonstrate clear clinical efficacy, and are manufactured

using advanced technologies, rather than focusing solely on price.

As a result, market demand is not only expanding in scale but also being reallocated toward specialized therapies, next-generation drugs, and products offering superior treatment outcomes.

Market structure evolving toward greater professionalism, transparency, and consolidation

Vietnam's pharmaceutical market continues to evolve toward greater professionalism and transparency, with the hospital channel playing a central role in the supply of prescription and specialty drugs. At the same time, modern distribution systems and standardized pharmacy chains are expanding, enhancing traceability and quality control.

In an industry characterized by high capital requirements and stringent technical

standards, companies with strong financial foundations are better positioned to undertake medium- to long-term investments.

As an essential sector, pharmaceuticals continue to serve as a cornerstone of the healthcare ecosystem. Vietnam's position among the top 15 pharmerging markets in 2025 further underscores the industry's growth potential and attractiveness in the medium term.

ESG TRENDS IN THE PHARMACEUTICAL INDUSTRY

In the pharmaceutical sector, ESG is no longer optional but has become a mandatory standard across global supply chains, with increasing expectations from investors and partners. Companies are focusing on implementing green chemistry practices (reducing the use of chemical solvents) and circular waste management to optimize environmental efficiency in manufacturing, while also ensuring equitable access to medicines, patient safety, and ethical compliance in clinical research.

From a governance perspective, transparency, integrity, anti-corruption, and the integration of ESG across the supply chain are key priorities.

In addition, transformation pressures are being reinforced by the next generation of leadership, which places greater emphasis on climate and sustainability issues, thereby accelerating change from within organizations.





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SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

STRATEGIC ORIENTATION FOR SUSTAINABLE DEVELOPMENT IN THE SHORT, MEDIUM, AND LONG TERM (GRI 2-22)

Imexpharm's sustainability strategy is designed with the objective of becoming a leading pharmaceutical company in Vietnam in ESG practices, risk management, and compliance, while maintaining efficient and prudent growth to deliver long-term value to shareholders.

With ESG as a guiding principle, the Company structures its development strategy around core pillars linked to sustainable operations, people development, and transparent governance, translating these into specific goals and initiatives across different development phases.



2026 - 2027 SHORT-TERM

- Integrate ESG into strategy and KPIs, balancing growth, efficiency, and social responsibility
- Standardize and optimize manufacturing operations; enhance efficiency in the use of raw materials and energy; control losses and strengthen environmental management in production
- Accelerate digital transformation; standardize data; support decision-making and progressively align with IFRS
- Develop a sustainable workforce; improve employee welfare, working environment, and engagement
- Maintain and expand CSR programs focused on community healthcare
- Strengthen governance systems: enhance internal regulations, enterprise risk management (ERM), and internal controls; reinforce the roles of the Board of Directors, Audit Committee, and Internal Audit

2026 - 2030 MEDIUM-TERM

- Enhance governance standards; align with international best practices; improve ACGS scores; integrate ESG into governance and performance evaluation
- Develop a green manufacturing model; optimize energy and resource efficiency; strengthen emissions control (in connection with the Cat Khanh project)
- Embed ESG into product, technology, and market strategies; expand international partnerships and develop specialized products
- Develop a high-quality workforce; establish succession planning for key positions
- Foster a corporate culture of transparency, compliance, innovation, and social responsibility

LONG-TERM ORIENTATION

- Become a leading high-tech pharmaceutical company in the region, with full ESG integration across its operating model
- Build a sustainable value chain spanning R&D, manufacturing, and distribution
- Enhance international competitiveness and expand participation in the global pharmaceutical value chain
- Create long-term shareholder value aligned with environmental and social responsibility

SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

COMMITMENT TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

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Imexpharm is committed to supporting the United Nations Sustainable Development Goals (SDGs) by integrating sustainability principles into its business strategy, governance framework, and operational activities. The Company recognizes that sustainable development is not only a long-term orientation but also a core driver of value creation for shareholders, customers, and the community, while contributing to the achievement of global sustainability objectives.

SDG Goal Number	Goal Content	Imexpharm's commitment and performance in 2025
1	<p>No poverty</p>	<ul style="list-style-type: none"> > Ensuring stable employment and income <ul style="list-style-type: none"> - Workforce remained stable at 1,456 employees - Average monthly income in 2025 reached VND 22.5 million per employee, up 12.1% compared to the previous year > Contributions to social welfare <ul style="list-style-type: none"> - Approximately VND 750 million allocated to social welfare programs - Focused on areas included healthcare, education, and support for disadvantaged individuals and children > Key community initiative <ul style="list-style-type: none"> - Implemented the "Tet for the Poor" program in Cao Lanh Ward and other localities in Dong Thap Province - Provided support for outstanding students and disadvantaged students overcoming hardship ahead of the new academic year - Donated health insurance cards to underprivileged individuals in Dong Thap Province > Contributions to the state budget <ul style="list-style-type: none"> - Paid VND 258.5 billion in taxes (up 21% compared to 2024) - Contributed to government resources supporting social welfare and socio-economic development programs
2	<p>Zero hunger</p>	<ul style="list-style-type: none"> > Essential goods support: Through programs such as "Tet for the Poor," the Company provided essential necessities to disadvantaged communities > Nutrition awareness initiatives: As part of its community programs, Imexpharm actively promotes proper nutrition alongside safe medicine use to enhance overall public health > Disaster relief efforts: Provided support to communities affected by natural disasters and floods, including essential aid and healthcare medicine kits for people in impacted areas

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SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

COMMITMENT TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS) (continued)

SDG Goal Number	Goal Content	Imexpharm's commitment and performance in 2025	SDG Goal Number	Goal Content	Imexpharm's commitment and performance in 2025
3	<p>3 Health and quality of life</p>	<ul style="list-style-type: none"> ➤ Expanding the portfolio of high-quality products <ul style="list-style-type: none"> - Launched 25 new products (exceeding the annual target of 16 products) - Successfully introduced the first injectable first-generics manufactured on EU-GMP-certified production lines, enabling patients to access next-generation medicines at affordable costs ➤ Strengthening market leadership <ul style="list-style-type: none"> - Maintained the No.1 position in antibiotic manufacturing and distribution for three consecutive years (11% market share) - Ranked No.1 in the cough medicine segment (23% market share) - Ranked among the Top 3 companies by market revenue (1.7% market share, excluding vaccines) ➤ Investment in Research & Development (R&D) <ul style="list-style-type: none"> - Allocated approximately 5% of revenue to R&D - Maintained 157 ongoing R&D projects ➤ Enhancing engagement with the medical community <ul style="list-style-type: none"> - Conducted 59 specialized marketing activities, reaching approximately 6,000 doctors and healthcare professionals - Organized ImexForum in Hanoi, attracting nearly 300 healthcare experts ➤ Market recognition: SUPERMAXGO and FLEXOMAX received the "Gold Product for Community Health" award 	5	<p>5 Gender equality</p>	<ul style="list-style-type: none"> ➤ Diverse workforce structure <ul style="list-style-type: none"> - Total workforce: 1,456 employees, with women accounting for 36.5% - Women represented 39.1% of middle and senior management positions ➤ Promoting female representation in governance: 2 out of 6 Board members are women, ensuring diversity within the leadership structure ➤ Fair and non-discriminatory HR policies <ul style="list-style-type: none"> - Integrated ESG criteria into human resource management - Ensured fairness in recruitment, training, and career advancement opportunities ➤ Employee welfare and support for women <ul style="list-style-type: none"> - Fully implemented maternity and related welfare policies - Achieved a 96% return-to-work rate after maternity leave - Applied performance- and capability-based compensation policies without gender discrimination
4	<p>4 Quality education</p>	<ul style="list-style-type: none"> ➤ Internal training and talent development <ul style="list-style-type: none"> - Conducted 701 training programs - Achieved a 100% training participation rate ➤ Enhancing workforce quality <ul style="list-style-type: none"> - Average training hours across the Company reached 58.3 hours per employee - Average training hours for staff-level employees reached 60.7 hours per employee - Average training hours for management-level employees reached 37.8 hours per employee, up 8% year-on-year ➤ Developing future talent <ul style="list-style-type: none"> - Organized career orientation seminars at Can Tho University of Medicine and Pharmacy - Shared practical knowledge and career trends in the pharmaceutical industry ➤ Promoting medical and pharmaceutical knowledge <ul style="list-style-type: none"> - Collaborated with the Vietnam Pharmaceutical Association to organize professional training programs and provide CPE/CME certifications for pharmacists ➤ Contributions to community education: Allocated part of the VND 750 million social welfare budget to educational encouragement and talent development programs 	6	<p>6 Clean water and sanitation</p>	<ul style="list-style-type: none"> ➤ Input water management <ul style="list-style-type: none"> - Primarily sourced water from the municipal supply system, with strict quality monitoring in place. - Treated water into purified water/distilled water meeting pharmacopeia standards for production use - Conducted regular inspections and maintenance of water supply systems to minimize losses and optimize water efficiency ➤ Compliant wastewater treatment <ul style="list-style-type: none"> - 100% of wastewater was treated through internal treatment systems prior to discharge - Applied biological treatment technologies to reduce organic pollutant loads - Ensured full compliance with environmental standards before discharge into industrial park systems ➤ Environmental monitoring and compliance <ul style="list-style-type: none"> - Monitored and reported water consumption data on a quarterly basis - Conducted periodic wastewater quality monitoring - Recorded no environmental violations during the year



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INTERACTIVE ICON



SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

COMMITMENT TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS) (continued)

SDG Goal Number	Goal Content	Imexpharm's commitment and performance in 2025	SDG Goal Number	Goal Content	Imexpharm's commitment and performance in 2025
7	 Affordable and clean energy	<ul style="list-style-type: none"> ➤ Energy efficiency and optimization <ul style="list-style-type: none"> - Saved approximately 42,600 kWh of electricity annually through technical improvement initiatives - Converted 100% of lighting systems to energy-efficient LED lighting ➤ Renewable energy development <ul style="list-style-type: none"> - Operated a rooftop solar power system at the headquarters - Solar power generation reached 48,946 kWh in 2025, contributing to reduced dependence on grid electricity ➤ Enhancing operational efficiency <ul style="list-style-type: none"> - Electricity consumption intensity decreased by 5% year-on-year - Optimized HVAC and boiler system operations to reduce energy consumption 	9	 Industry, innovation and infrastructure	<ul style="list-style-type: none"> ➤ Investing in modern manufacturing infrastructure <ul style="list-style-type: none"> - Obtained the investment certificate for the Cat Khanh Pharmaceutical Factory Complex Project - Focused on specialized chronic disease treatments and high-tech partnerships - Established a foundation for enhancing production capabilities and long-term expansion ➤ Driving innovation and R&D <ul style="list-style-type: none"> - Maintained 157 R&D projects - Launched 25 new products - Introduced injectable first-generics manufactured on EU-GMP-certified production lines ➤ Advancing comprehensive digital transformation <ul style="list-style-type: none"> - IT implemented 10 key technology projects during the year - Completed the upgrade of SAP S/4HANA Cloud integrated with a Data Warehouse system - Digitalized operational processes through the BASE and iHRP platforms - Launched the Imexpharm Connects digital ecosystem to enhance transparency and customer engagement
8	 Decent work and economic growth	<ul style="list-style-type: none"> ➤ Sustainable economic growth <ul style="list-style-type: none"> - Revenue reached VND 2,914.3 billion (+16.0% YoY, exceeding industry growth) - Profit before tax reached VND 446.2 billion (+10.4% YoY) ➤ Contribution to the state budget: Paid VND 258.5 billion in taxes (+21% compared to 2024) ➤ Stable employment and income <ul style="list-style-type: none"> - Maintained a workforce of 1,456 employees - Average monthly income reached VND 22.5 million per employee (+12.1%) - Employee turnover rate stood at 13.81%, below the market average ➤ Enhancing productivity and workforce capability <ul style="list-style-type: none"> - Productivity of manufacturing employees increased by 5%, while overall Company productivity rose by 15%, driven by operational and manufacturing improvement initiatives ➤ Employee welfare and occupational safety <ul style="list-style-type: none"> - Contributed VND 57.2 billion to social insurance (+9.9% YoY) - 100% of employees received periodic health check-ups 	10	 Reduced inequalities	<ul style="list-style-type: none"> ➤ Fair and competitive income policies <ul style="list-style-type: none"> - Average monthly income of male employees reached approximately VND 21.8 million per person - Average monthly income of female employees reached approximately VND 23.8 million per person - Imexpharm's average income remained significantly higher than the regional minimum wage - Maintained transparent remuneration policies based on capability and performance, without gender discrimination ➤ Promoting diversity, equity, and inclusion (DEI) <ul style="list-style-type: none"> - Maintained female representation in management and professional positions - 2 out of 6 Board members are women, ensuring leadership diversity - Implemented leadership development programs for high-potential employees ➤ Supporting vulnerable groups <ul style="list-style-type: none"> - Conducted social welfare programs supporting disadvantaged and vulnerable communities - Donated health insurance cards and essential necessities, contributing to more equitable access to healthcare services



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SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

COMMITMENT TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS) (continued)

SDG Goal Number	Goal Content	Imexpharm's commitment and performance in 2025	SDG Goal Number	Goal Content	Imexpharm's commitment and performance in 2025
11	 <p>Sustainable cities and communities</p>	<ul style="list-style-type: none"> > Developing green spaces and improving living environments <ul style="list-style-type: none"> - Donated and planted 500 trees in Da Lat City (March 2025) - Maintained tree planting activities at manufacturing facilities, contributing to microclimate regulation and ecosystem protection > Managing urban environmental impacts <ul style="list-style-type: none"> - Strictly managed waste, emissions, and wastewater - Recorded no environmental violations during the year - Collaborated with reputable partners in waste treatment to minimize risks to communities > Targeted social welfare initiatives <ul style="list-style-type: none"> - Allocated VND 750 million to social programs - Focused on healthcare, education, and disaster relief - Key initiatives included the "Tet for the Poor" program and support for communities affected by Typhoon Yagi > Contributing to local economic development <ul style="list-style-type: none"> - Contributed VND 258.5 billion in taxes to the state budget (+21% compared to 2024) - Contributed resources to local socio-economic development 	13	 <p>Climate action</p>	<ul style="list-style-type: none"> > Energy efficiency and optimization <ul style="list-style-type: none"> - Saved approximately 42,600 kWh annually through improvement initiatives - Reduced electricity consumption intensity by 5% > Renewable energy development <ul style="list-style-type: none"> - Solar power generation reached 48,946 kWh - Reduced dependence on grid electricity and indirect emissions > Greenhouse gas emissions inventory <ul style="list-style-type: none"> - Scope 1 emissions: 1,198 tCO₂e - Scope 2 emissions: 11,945 tCO₂e
12	 <p>Responsible consumption and production</p>	<ul style="list-style-type: none"> > Promoting company-wide improvement initiatives <ul style="list-style-type: none"> - Recorded 170 improvement initiatives, an increase of 31 initiatives year-on-year - Generated VND 30.24 billion in value creation from improvement initiatives > Standardizing and optimizing processes <ul style="list-style-type: none"> - Maintained 390 SOPs that were periodically reviewed and improved - Ensured compliance with stringent pharmaceutical industry standards and international best practices > Applying green manufacturing technologies <ul style="list-style-type: none"> - Implemented enzymatic technology in antibiotic manufacturing, significantly reducing the use of chemical solvents > Enhancing recycling and waste reduction <ul style="list-style-type: none"> - Achieved a packaging recycling rate of 17% - Expanded company-wide implementation of improvement initiatives approved by the Scientific and Technical Council, contributing to reduced pressure on natural resources and the environment 	14	 <p>Life below water</p>	<ul style="list-style-type: none"> > Comprehensive wastewater treatment <ul style="list-style-type: none"> - 100% of wastewater was treated to compliant standards prior to discharge - Controlled and eliminated antibiotic residues, minimizing the risk of antimicrobial resistance > Environmental compliance and monitoring <ul style="list-style-type: none"> - Conducted periodic wastewater quality monitoring - Recorded no environmental violations in 2025
			15	 <p>Life on land</p>	<ul style="list-style-type: none"> > Expanding green coverage: Allocated approximately 20% of factory areas to green spaces and lawns > Ensuring environmentally friendly production locations: Manufacturing facilities are located in appropriate areas that do not impact protected zones or critical water sources > Landscape restoration and improvement: Donated and planted 500 trees in Da Lat City (March 2025)

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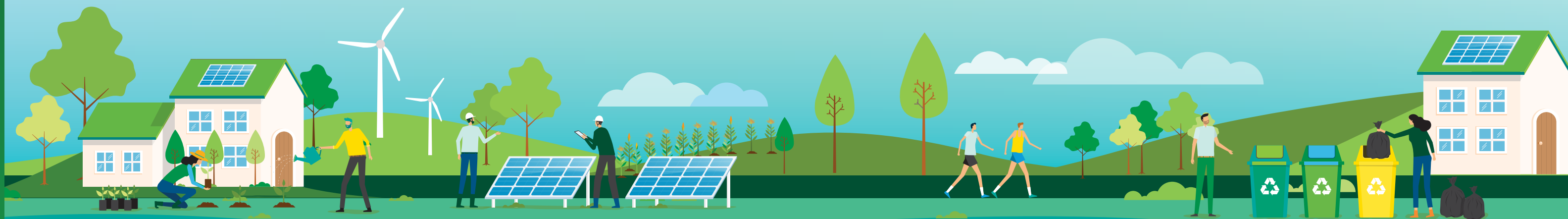
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SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

COMMITMENT TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS) (continued)

SDG Goal Number	Goal Content	Imexpharm's commitment and performance in 2025	SDG Goal Number	Goal Content	Imexpharm's commitment and performance in 2025
16	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Peace, justice and strong institutions</p>	<ul style="list-style-type: none"> > Implementing ethics and compliance standards <ul style="list-style-type: none"> - Continued implementation of the Code of Ethics and Compliance (issued in 2020) - All employees completed monthly corporate culture and compliance assessments > Anti-corruption practices <ul style="list-style-type: none"> - Maintained a zero-tolerance policy toward fraud and bribery - 100% of operations were subject to corruption risk reviews, with no violations recorded > Enhancing governance effectiveness: Recognized among the Top 10 Best Corporate Governance 2025 (Mid-Cap Group); Named among the VNCG50 – the Top 50 Pioneering and Committed Enterprises in Enhancing Corporate Governance Standards in Vietnam 	17	<p>17 PARTNERSHIPS FOR THE GOALS</p> <p>Partnerships for the goals</p>	<ul style="list-style-type: none"> > International partnerships <ul style="list-style-type: none"> - Expanded presence to more than 40 countries and territories - Signed distribution agreements in Thailand and an MOU with a European partner > Collaboration in training and talent development <ul style="list-style-type: none"> - Partnered with Can Tho University of Medicine and Pharmacy to organize career orientation seminars > Engagement with professional communities <ul style="list-style-type: none"> - Maintained the ImexForum seminar series - Partnered with prestigious scientific conferences (ENT, VILA 2025, etc.) > Partnerships in environmental management <ul style="list-style-type: none"> - Collaborated with INSEE Ecocycle on waste treatment through co-processing technology - Contributed VND 630 million to the Vietnam Environmental Protection Fund to support recycling initiatives



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SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

STAKEHOLDER ENGAGEMENT (GRI 2-29)

COMMITTED TO CREATING SUSTAINABLE VALUE FOR ALL STAKEHOLDERS



Imexpharm remains committed to its sustainable development strategy under a “green footprint” orientation, integrating economic growth, social responsibility, and environmental protection in a balanced and harmonious manner. The Company places strong emphasis on building and maintaining sustainable relationships with stakeholders through transparent dialogue mechanisms, proactive listening, and collaboration based on partnership and shared progress.

Imexpharm implements a systematic and continuous stakeholder identification and engagement process integrated into its governance framework, ensuring that strategic decisions fully reflect stakeholder expectations and align with the Company’s sustainable development orientation.

STAKEHOLDER IDENTIFICATION AND ENGAGEMENT PROCESS

Step 01

STAKEHOLDER IDENTIFICATION

Imexpharm identifies stakeholder groups that directly or indirectly influence the Company’s operations and development strategy, including:

- Shareholders / Investors
- Customers / Distributors
- Employees
- Government authorities and regulators
- Local communities
- Industry associations
- Financial institutions
- Partners / Suppliers

Step 02

FEEDBACK COLLECTION AND CONSOLIDATION

The Company utilizes various engagement channels to collect information and feedback from stakeholders, including:

- Periodic and thematic surveys
- Workshops and direct dialogues (such as General Meetings of Shareholders, customer conferences, and investor meetings)
- Customer care systems, hotlines, and email channels
- Direct working sessions with regulatory authorities and industry associations
- Internal communication channels for employees

Step 03

ANALYSIS AND PRIORITIZATION ASSESSMENT

The collected information is analyzed to:

- Assess the level of influence and degree of interest of each stakeholder group regarding ESG-related issues
- Develop a materiality matrix
- Prioritize issues to support resource allocation and stakeholder engagement strategies

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SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

STAKEHOLDER IDENTIFICATION AND ENGAGEMENT PROCESS (continued)

Step 04 ACTION PLAN DEVELOPMENT AND IMPLEMENTATION

Material issues are translated into specific action plans through:

- Aligning sustainability objectives with business strategy
- Assigning responsible departments/functions
- Allocating resources, budgets, and implementation timelines
- Maintaining stakeholder engagement to monitor effectiveness and progress

Step 05 COMMUNICATION AND MAINTAINING TRANSPARENT DIALOGUE

Imexpharm ensures comprehensive disclosure and maintains two-way engagement through:

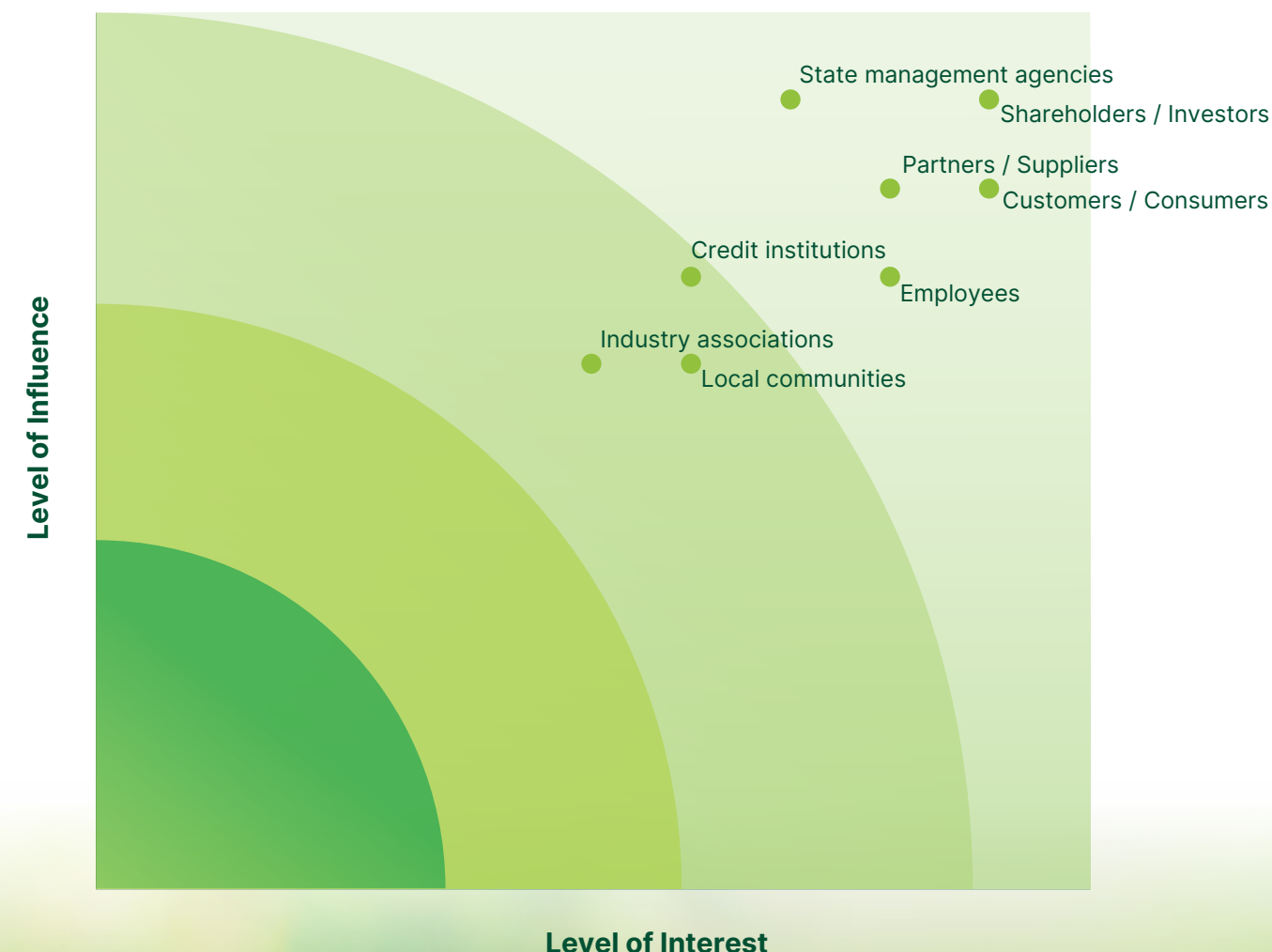
- Publishing the Annual Report and Sustainability Report
- Maintaining the corporate website and official communication channels
- Disclosing periodic business results and organizing conferences and professional seminars
- Providing online feedback and suggestion channels

Step 06 MONITORING, EVALUATION, AND CONTINUOUS IMPROVEMENT

The Company periodically evaluates the effectiveness of stakeholder engagement activities by:

- Monitoring internal KPIs and stakeholder feedback
- Benchmarking against industry standards and international best practices
- Updating stakeholder groups and material issues in response to evolving contexts and emerging trends

STAKEHOLDER PRIORITIZATION MATRIX – IMEXPHARM





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SUSTAINABLE DEVELOPMENT STRATEGY (GRI 2-22) (continued)

STAKEHOLDER ENGAGEMENT APPROACHES

Stakeholders	Key concerns	Engagement channels at Imexpharm
Shareholders / Investors	<ul style="list-style-type: none"> › Business performance, operational efficiency, and governance transparency › Development strategy and growth outlook › Dividend policy › Voting rights › Share price and stock liquidity 	<ul style="list-style-type: none"> › Annual and Extraordinary General Meetings of Shareholders › Periodic reports (Corporate Governance Reports, Financial Statements, Annual Reports, Sustainability Reports, etc.) › Periodic and ad hoc disclosures › IR newsletters and investor meetings organized by the Company or third parties › Direct communication via phone or email with the Investor Relations team
Customers / Consumers	<ul style="list-style-type: none"> › Product quality › Pricing › Product information › Sales policies and after-sales services › Customer care 	<ul style="list-style-type: none"> › Medical representatives › Marketing and customer care teams › Communication channels (hotline, website, fanpage, etc.) › Periodic surveys › ImexForum and seminar events
Employees	<ul style="list-style-type: none"> › Long-term development prospects and growth potential of the Company › Compensation, benefits, and welfare policies › Safe and healthy working environment, both physically and mentally › Recognition and respect › Development and career advancement opportunities 	<ul style="list-style-type: none"> › Labor and reward policies › Employee conferences; annual Sales & Marketing conventions and year-end meetings › Trade union activities › Internal training and coaching programs › Internal communication channels (Website, Base, Email, internal broadcasting, etc.) › Employee engagement and welfare activities
Partners / Suppliers	<ul style="list-style-type: none"> › Transparent bidding processes › Full and timely payments › Long-term business plans of the Company 	<ul style="list-style-type: none"> › Direct meetings or communication via email/phone › Supplier evaluations and audits › Surveys › Receiving and handling supplier/partner feedback
Credit institutions	<ul style="list-style-type: none"> › Fulfillment of obligations under credit agreements › Sustainable and low-risk business model 	<ul style="list-style-type: none"> › Disclosed business and financial performance information › Office and factory visits/site assessments › Discussions with management regarding strategic direction and development plans
State management agencies	<ul style="list-style-type: none"> › Compliance with laws and regulations › Conducting investment and business activities in line with the Government's economic development orientation 	<ul style="list-style-type: none"> › Reports at meetings, inspections, and periodic reporting sessions › Policy consultations › Contributions at conferences and seminars › Public-private cooperation
Local communities	<ul style="list-style-type: none"> › Contributions to the state budget › Local employment generation › CSR activities 	<ul style="list-style-type: none"> › Community programs › Multi-stakeholder dialogues › Community consultations › Media channels
Industry associations	<ul style="list-style-type: none"> › Contributions to the development of the pharmaceutical industry › Information sharing 	<ul style="list-style-type: none"> › Forums and dialogues › Administrative documents › Email communications



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SUSTAINABLE DEVELOPMENT STRATEGY

(GRI 2-22) (continued)

EXTERNAL ASSURANCE OF THE SUSTAINABILITY REPORT

For the 2025 Sustainability Report, Imexpharm has not yet obtained independent external assurance. However, the Company recognizes the important role of assurance in enhancing the credibility and transparency of ESG information and is considering implementing external assurance in future reporting periods.

Although independent assurance has not yet been conducted, the information and disclosures presented in this report are ensured to be accurate, transparent, and verifiable through internal control mechanisms and confirmations from reputable domestic and international organizations, specifically:

- 1 Imexpharm's operational processes and governance systems are assessed biennially in accordance with ISO 9001:2015 standards, ensuring consistency and effectiveness in quality management. Information related to waste management, including wastewater volumes, waste quantities, and treatment costs, is verified by licensed wastewater and hazardous waste treatment service providers.
- 2 Wastewater quality monitoring is conducted periodically by the Center for Natural Resources and Environmental Monitoring under the Department of Natural Resources and Environment of Dong Thap Province, ensuring compliance with applicable environmental regulations.
- 3 Imexpharm has established a strategic partnership with INSEE Ecocycle (a member of Siam City Cement) for waste treatment through cement kiln co-processing technology. This technology utilizes high temperatures to completely destroy waste, including hazardous waste, without leaving residual by-products, thereby enhancing treatment efficiency and minimizing environmental impact.

In addition, the 2025 Sustainability Report was reviewed and selected material indicators were validated by the Internal Audit function under the Audit Committee, further enhancing the reliability and transparency of disclosed information.

RISK MANAGEMENT TOWARDS SUSTAINABLE DEVELOPMENT

THE ROLE OF RISK MANAGEMENT (GRI 3-3, 201-2)

Enhancing transparent governance and protecting shareholder interests through a three-lines model, integrating risk management into KPIs and proactive monitoring mechanisms to improve operational efficiency, optimize decision-making, and maintain high governance standards.

The Board of Directors plays a central role in maintaining the risk management and internal control system, with the objective of safeguarding corporate assets and protecting shareholder interests. To strengthen transparency and governance effectiveness, the Board continuously evaluates existing oversight mechanisms to ensure they operate effectively and meet evolving market expectations.

Imexpharm adopts a three-lines governance model, in which the Audit Committee operates independently to support the Board of Directors, while the Board of Management is responsible for implementing policies and operational procedures.

This model ensures that responsibilities for risk management and internal control are clearly allocated across functions, optimizing decision-making processes and strengthening coordination among the three lines.

Imexpharm's risk management activities are deeply integrated into KPIs at both the corporate and departmental levels, enabling practical and effective risk assessment. Key indicators relating to manufacturing, business operations, finance, and human resources are clearly embedded within the monitoring framework. These assessments not only facilitate the timely identification of potential issues but also support the Company's strategic decision-making process.

In addition, the risk governance system focuses not only on monitoring activities but also on early risk identification and management, ensuring that business and manufacturing operations remain aligned with the Company's sustainable development strategy. The flexible integration of internal control, risk management, and internal audit activities has enabled Imexpharm to strengthen its proactive governance approach, optimize operational performance, and maintain governance standards at the forefront of the industry.



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RISK MANAGEMENT TOWARDS SUSTAINABLE DEVELOPMENT (continued)

OPERATION OF THE RISK MANAGEMENT SYSTEM (GRI 3-3)

Imexpharm's risk management system operates based on the following principles

Proactive – KPI-integrated – Independently monitored – Aligned with advanced governance practices

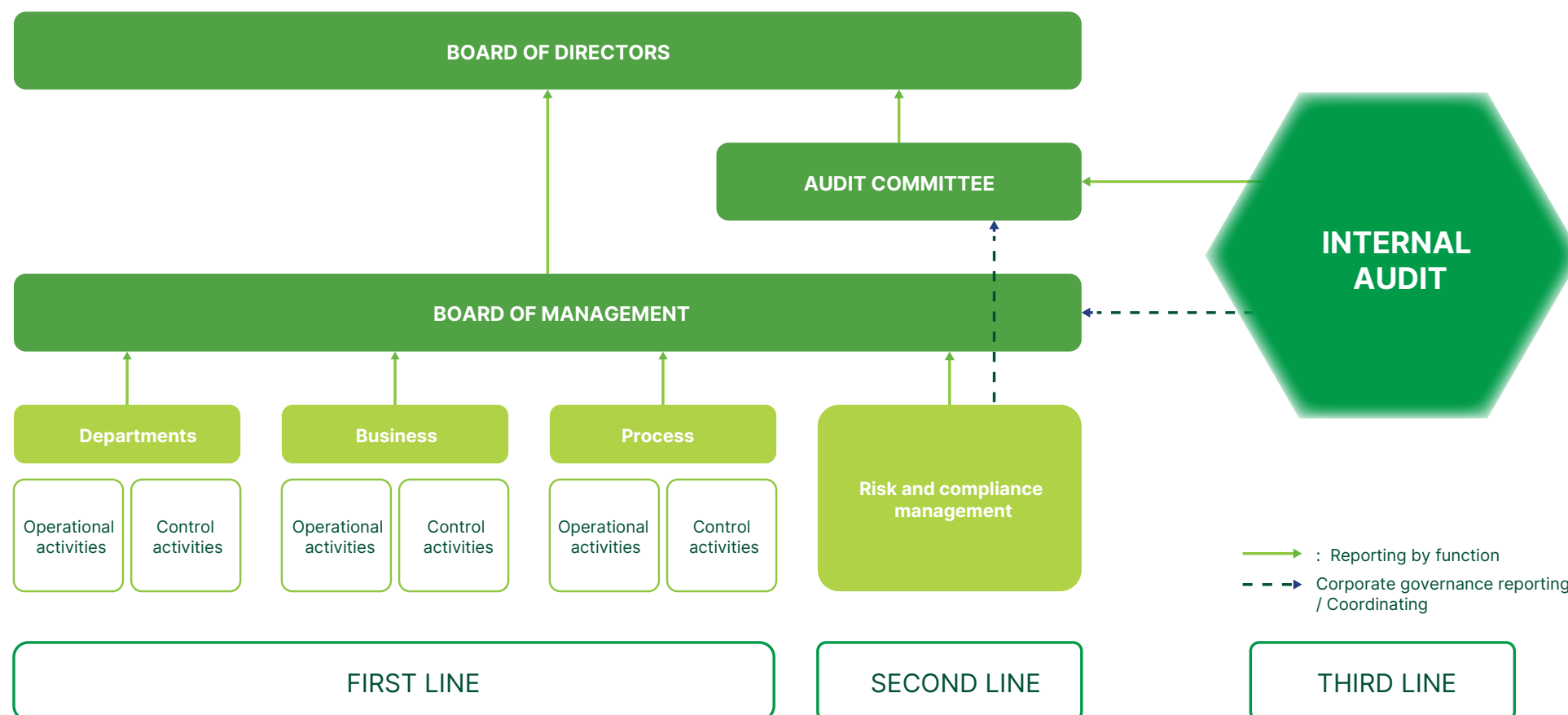
In 2025, the Board of Directors continued to play a central role in directing, overseeing, and enhancing the internal control and risk management system to safeguard the Company's assets and ensure long-term shareholder interests.

With the support of the Audit Committee and coordination from the Board of Management, the Board of Directors regularly reviewed the effectiveness of oversight mechanisms and assessed their alignment with the Company's development strategy and increasingly demanding market expectations.

Imexpharm maintains a three-lines governance model, in which:

- > **First line:** Business units and departments are directly responsible for identifying and controlling risks arising from day-to-day operations.
- > **Second line:** Functional departments such as Risk Management & Compliance, Legal, and Finance perform oversight and control support functions.
- > **Third line:** Internal Audit supports the Audit Committee and the Board of Directors in overall oversight activities.

THREE-LINE GOVERNANCE MODEL



This model ensures clear segregation of responsibilities, strengthens the independence of oversight functions, and optimizes the decision-making process.

In 2025, risk management continued to be integrated into the KPI system at both the corporate and business-unit levels, enabling risk assessment to be closely linked with actual operational performance. Indicators related to manufacturing, business operations, finance, human resources, compliance, and investment projects were monitored periodically, facilitating the early identification of risk signals and the timely implementation of mitigation measures.

The risk management system is implemented based on the following core principles:

- > Identifying risks across business units and departments
- > Assessing the level of impact and likelihood of occurrence
- > Determining material risks at the corporate level
- > Establishing existing controls and additional mitigation plans
- > Reporting periodically to the Board of Management, Audit Committee, and Board of Directors

Through this integrated approach, Imexpharm's risk management system in 2025 continued to be strengthened in a proactive, transparent, and governance-aligned manner, consistent with advanced governance practices.

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RISK MANAGEMENT TOWARDS SUSTAINABLE DEVELOPMENT (continued)

IDENTIFICATION AND ASSESSMENT OF KEY RISKS (GRI 3-3)

Based on its development strategy and the overall pharmaceutical industry landscape, in 2025 the Company continued to review and assess the impact levels of key risk groups using a qualitative scale (High – Medium – Low), serving as the basis for prioritizing control resources.

Key risks	Impact level
Pharmaceutical industry-specific risks	High
Brand risks	High
Operational risks	Medium
Financial risks	Low
Environmental and climate change risks	Low

For further details regarding the identification and assessment of key risks, please refer to the Company's 2025 Annual Report (pages 74–76).



MATERIAL SUSTAINABILITY TOPICS (GRI 3)

METHODOLOGY FOR IDENTIFYING MATERIAL TOPICS (GRI 3-1)

Based on the impact-based approach under the GRI Standards, Imexpharm identifies material topics through a comprehensive assessment of the economic, social, and environmental impacts arising from the Company's business and manufacturing activities. The identification process is carried out through the following steps:

- 01 Identifying relevant topics**

Sustainability topics that may generate significant impacts on the Company's operations, including economic, environmental, social, compliance, and governance-related factors.
- 02 Stakeholder engagement**

Collect feedback from key stakeholder groups to better understand their expectations, levels of interest, and priority concerns regarding each topic.
- 03 Assessing impact levels**

Analyze the significance of each topic based on criteria such as severity of impact, scope of influence, and likelihood of occurrence, while also considering alignment with the Company's sustainability strategy and objectives.
- 04 Determining and approving material topics**

Establish a list of material topics based on a balanced consideration between impact significance and stakeholder interest, ensuring alignment between corporate and stakeholder interests, while providing the foundation for ESG strategy development and disclosure.



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MATERIAL SUSTAINABILITY TOPICS (GRI 3) (continued)

LIST OF MATERIAL TOPICS (GRI 3-2)

Based on the identification of significant economic, environmental, and social impacts, Imexpharm has classified and consolidated them into the following key topic groups:

ECONOMIC (GRI 200)

- Economic performance (GRI 201)
- Market presence (GRI 202)
- Indirect economic impacts (GRI 203)
- Procurement practices and value chain governance (GRI 204)
- Contributions to the state budget (GRI 207)

Relevant SDGs

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

ENVIRONMENTAL (GRI 300)

- Materials management (GRI 301)
- Energy management (GRI 302)
- Water consumption and wastewater management (GRI 303)
- Waste management (GRI 306)
- Climate change response (GRI 305)
- Biodiversity conservation (GRI 304)
- Compliance with environmental protection regulations (GRI 307)

Relevant 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)

- Talent attraction and workforce development (GRI 401, 412)
- Training and capability development (GRI 404)
- Diversity, equity, and inclusion (GRI 405)
- Labor and human rights (GRI 406, 407, 408, 409)
- Occupational health and safety (GRI 403)
- Customer health and safety (GRI 416)
- Contributions to local communities (GRI 413)
- Marketing practices and product labeling (GRI 417)
- Compliance with socio-economic regulations (GRI 419)

Relevant 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



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MATERIAL SUSTAINABILITY TOPICS (GRI 3) (continued)

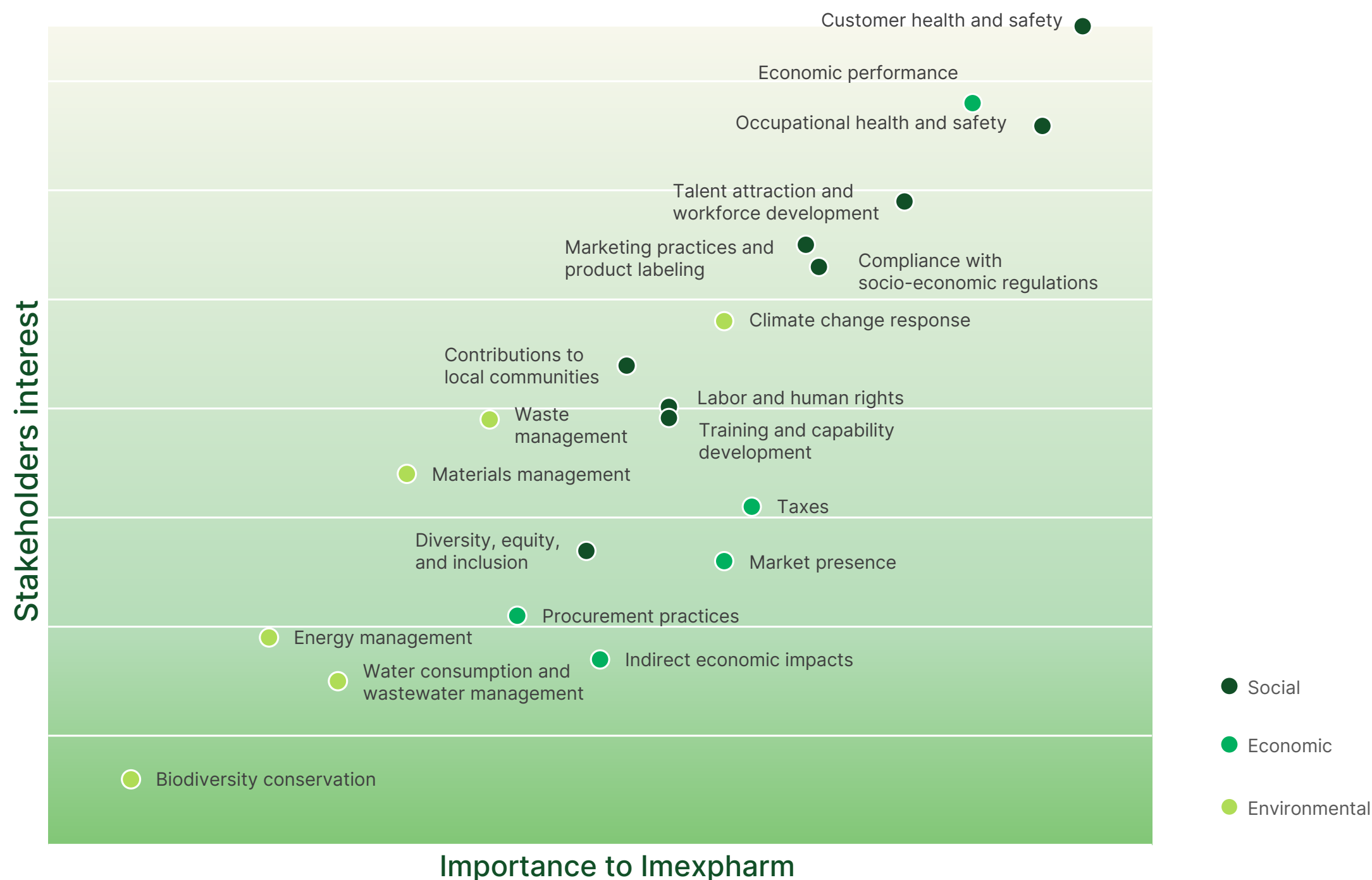
MATERIALITY MATRIX (GRI 3-3)

Through a comprehensive assessment of the priority levels of various topics, based on the relationship between stakeholder interest and the level of impact on the Company's operations, Imexpharm has developed a Materiality matrix.

This matrix reflects topics with significant economic, environmental, and social impacts and serves as a tool to support the Company in:

- Clearly identifying material topics that require prioritized management and disclosure
- Guiding the development of sustainability strategies and objectives
- Allocating resources effectively based on priority levels
- Enhancing the Company's ability to meet stakeholder expectations

Based on this framework, Imexpharm implements appropriate policies, actions, and monitoring mechanisms to manage and mitigate negative impacts while enhancing positive contributions, thereby supporting the Company's long-term sustainable development.





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SHARING RHYTHM

Connecting communities, creating value

In rhythm with national development, Imexpharm continuously delivers sustainable value to the community, the environment, and society.

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03

INTERACTIVE ICON



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ECONOMY (GRI 200)

Within the GRI Standards framework, sustainable economic growth (GRI 200) reflects the role of businesses in generating economic value and contributing positively to stakeholders as well as to local, national, and regional economies. For Imexpharm, this represents a key strategic pillar, ensuring a balance between profit growth objectives and responsibilities toward society.

The year 2025 marked an important milestone in advancing the Company's sustainable development strategy, driven by stable growth, transparent governance, and meaningful contributions to the economy. Imexpharm closely integrates ESG objectives into its three core business pillars:



EXPANDING DOMESTIC AND INTERNATIONAL MARKETS

01

02

03



DEVELOPING A HIGH-VALUE PRODUCT PORTFOLIO



ENHANCING OPERATIONAL EFFICIENCY THROUGH VALUE CHAIN OPTIMIZATION, RISK GOVERNANCE, AND DIGITAL TRANSFORMATION

This approach not only strengthens Imexpharm's position within Vietnam's pharmaceutical industry but also establishes a solid foundation for its ambition to become a leading pharmaceutical company in the region, while contributing sustainably to socio-economic development.

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ECONOMY (GRI 200) (continued)

ECONOMIC PERFORMANCE (GRI 201)

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (GRI 201-1)

In 2025, Imexpharm continued to maintain growth momentum significantly above the average level of Vietnam's domestic pharmaceutical industry.

STRONG BUSINESS PERFORMANCE

Gross revenue 2025

2,914.3 VND billion

⌆ **16.0%** year-on-year, approximately three times higher than overall market growth

Net revenue 2025

2,441.1 VND billion

⌆ **10.7%** year-on-year

Profit before tax

446.2 VND billion

⌆ **10.4%** year-on-year



INVESTMENT IN INNOVATION AND R&D

The Company maintained investment at approximately **5% OF REVENUE**

for research and development activities, focusing on high-tech products manufactured to EU-GMP standards.

During the year, Imexpharm launched **25 NEW PRODUCTS**

and continued implementing **157 R&D PROJECTS**, ensuring medium- and long-term growth drivers.

SHAREHOLDER VALUE CREATION

➢ Imexpharm remains committed to a stable dividend policy to ensure shareholder benefits

➢ In 2025, the Company completed the payment of the 2024 cash dividend at a rate of **5%** of charter capital on July 9, 2025

CONTRIBUTIONS TO THE STATE BUDGET AND SOCIAL RESPONSIBILITY

In 2025, Imexpharm contributed to the state budget

258.5 billion VND ⌆ **21%** YoY

reaffirming its active role in generating government revenue and supporting national economic development.



Imexpharm successfully introduced injectable

FIRST-GENERICS

manufactured on EU-GMP-certified production lines for the first time in Vietnam., enabling patients to access next-generation medicines at affordable costs.

In addition, the Company implemented social welfare programs with a total budget of

750 VND million

contributing to community support and reinforcing corporate social responsibility.

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ECONOMY (GRI 200) (continued)

ECONOMIC PERFORMANCE (GRI 201) (continued)

CLIMATE CHANGE RISKS AND OPPORTUNITIES (GRI 201-2)

Imexpharm proactively identifies and integrates climate change-related risks into its Enterprise Risk Management (ERM) system, enabling a comprehensive assessment of factors that may affect business and manufacturing operations. Key risks include energy price volatility, supply chain disruptions, and increasing operational cost pressures.

Based on this approach, the Company has implemented adaptation and mitigation solutions, focusing on investments in enzymatic technology and renewable energy sources such as rooftop solar power systems. These initiatives not only reduce dependence on grid electricity but also optimize costs per unit of product, while enhancing the Company's long-term resilience to environmental changes.



EMPLOYEE BENEFITS (GRI 201-3)

Imexpharm fully complies with regulations on social insurance, health insurance, and unemployment insurance, with total contributions reaching VND 57.2 billion in 2025, up 9.9% compared to the previous year. In addition, the Company maintains a comprehensive employee welfare system aimed at enhancing employee well-being and engagement.

Key welfare policies include 13th-month salary bonuses, 24/7 accident insurance coverage for all employees, and extended healthcare insurance for key personnel and management-level employees. At the same time, Imexpharm implements an ESOP program for key employees, aligning employee interests with the Company's long-term development.



Total employee insurance contributions in 2025

57.2 VND billion
 ⬆️ **9.9%** compared to the previous year

Since 2024, the Company has also introduced liability insurance coverage for the Board of Directors, the Board of Management, and management personnel, demonstrating its commitment to protecting leadership teams against legal risks while reinforcing its people-centric sustainable development strategy.



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ECONOMY (GRI 200) (continued)

MARKET PRESENCE (GRI 202)

RATIO OF ENTRY-LEVEL WAGE TO LOCAL MINIMUM WAGE (GRI 202-1)

Imexpharm maintains a competitive compensation policy aimed at ensuring employees' living standards and attracting high-quality talent, in line with adjustments to regional minimum wages as regulated by the Government.

In 2025, the Company's lowest entry-level salary was approximately

7 VND million/month
equivalent to approximately

1.3-1.9 times

the regional minimum wage

This ratio reflects the Company's commitment to maintaining competitive entry-level compensation, contributing to the attraction and retention of high-quality human resources.

Region	Minimum Wage (Unit: VND/month)
Region I	5,310,000
Region II	4,730,000
Region III	4,140,000
Region IV	3,700,000
At Imexpharm	7,000,000

The Company's average income reached approximately

22.5 VND million/employee/month
equivalent to approximately

4.2-6.1 times

the regional minimum wage in 2026 (ranging from VND 3.7 million to VND 5.3 million per month under Decree No. 293/2025/ND-CP effective from January 1, 2026).

This demonstrates that employee income at the Company consistently remains at a competitive level while ensuring employees' financial well-being.

In addition, Imexpharm applies fair compensation and remuneration policies without gender discrimination, based on capability, work performance, and level of contribution, thereby promoting an equitable and transparent working environment.

PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY (GRI 202-2)

Imexpharm prioritizes the recruitment and development of management personnel from local communities in areas where the Company operates manufacturing and business activities, with the aim of leveraging local talent and strengthening community engagement.

As of 2025, approximately 50% of senior management members came from local communities. Maintaining a significant proportion of local leadership enables the Company to effectively leverage insights

into local business environments, cultural characteristics, and regional dynamics, thereby enhancing governance quality and operational sustainability.

Prioritizing local recruitment not only allows the Company to maximize the capabilities of the local workforce but also contributes to local socio-economic development by creating stable employment opportunities and improving workforce quality within the region.

MARKET POSITION AND PRESENCE (GRI 202)

In 2025, Imexpharm continued to strengthen its leading position in the domestic market while expanding its presence internationally, as reflected in its scale of operations, distribution capabilities, and brand reach.

In Vietnam, the Company maintained its position as the

TOP 1 manufacturer and distributor of antibiotics for the third consecutive year, with an **11%** market share. At the same time, Imexpharm continued to lead the cough medicine market for the third consecutive year, accounting for a **23%** market share.



The distribution network was maintained with

18 sales branches nationwide, providing a competitive advantage in efficiently and rapidly reaching healthcare systems and end users.

In international markets, the Company continued to maintain

28 EU Marketing Authorizations (EU-MAs) for **11** products, creating a strong advantage in accessing highly regulated markets.

The year 2025 marked significant progress in Imexpharm's global market expansion strategy, highlighted by the submission of one new drug registration dossier in the EU market and three registration dossiers in ASEAN countries (Myanmar, Malaysia, and Singapore); the successful signing of a distribution agreement for injectable products in Thailand; and the signing of a Memorandum of Understanding (MOU) with a European partner. These developments expanded the Company's access to the entire EU market, the United Kingdom, Canada, Switzerland, and Israel, bringing Imexpharm's international presence to more than 40 countries and territories.

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ECONOMY (GRI 200) (continued)

INDIRECT ECONOMIC IMPACTS (GRI 203)

INVESTMENTS IN INFRASTRUCTURE AND SUPPORTING SERVICES (GRI 203-1)

Imexpharm focuses its resources on high-tech infrastructure projects and digital platforms aimed at enhancing national manufacturing capacity, accelerating digital transformation, and strengthening governance transparency.

A key project is the Cat Khanh Pharmaceutical Factory Complex, with a total investment of nearly VND 1,500 billion, oriented toward the development of chronic disease treatments, biologics, and international technology partnerships. The project not only serves as a long-term growth driver but also contributes to

reducing dependence on imported medicines and strengthening the self-reliance of Vietnam's pharmaceutical industry.

The Company also implemented key technology projects, including the upgrade of the SAP S/4HANA Cloud system, the development of a Data Warehouse, and the digitalization of processes through the BASE and iHRP platforms. These initiatives contribute to standardizing governance systems in line with international practices while enhancing operational efficiency.

In Q4 2025, the Company launched Imexpharm Connects, a digital platform and ecosystem designed to strengthen connectivity, improve information transparency, and promote quality-driven values, aiming to deliver a seamless partnership experience for pharmacists and pharmacies.



SIGNIFICANT INDIRECT ECONOMIC IMPACTS (GRI 203-2)

Imexpharm's operations generate positive spillover effects on the economy, healthcare sector, and communities through the integration of business growth and social responsibility.



Contributions to the state budget

In 2025, the Company contributed

258.5 VND billion in taxes **21%** YoY

helping strengthen resources for public investment and social infrastructure development.



Contributions to Social Welfare

The Company allocated

750 VND million

to key programs in healthcare, education, support for vulnerable groups, and disaster relief, contributing to improved living conditions within communities.

Through maintaining a balance between economic performance and social responsibility, Imexpharm continued to be recognized among the



Supporting the development of Vietnam's pharmaceutical industry

Imexpharm launched

25 new products

notably **IMECEF, VIETNAM'S FIRST "FIRST GENERIC" ANTIBIOTIC** manufactured on an EU-GMP-certified production line.



Sharing Medical Knowledge

Through scientific conferences and professional programs (including ImexForum), the Company reached approximately

6,000 doctors

contributing to the enhancement of professional capabilities within the healthcare sector.

Top 50 Corporate Sustainability Awards - CSA 2025 reaffirming its long-term commitment to sustainable development.

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INTERACTIVE ICON



ECONOMY (GRI 200) (continued)

PROCUREMENT PRACTICES AND VALUE CHAIN MANAGEMENT (GRI 204)

PROPORTION OF SPENDING ON SUPPLIERS (GRI 204-1)

Imexpharm adopts a procurement strategy centered on stringent controls, transparency, and the prioritization of local sourcing where feasible, given the requirements of the high-tech pharmaceutical industry, in order to ensure supply chain stability and resilience.

In 2025, the total value of the Company's input materials reached

855.7 VND billion

of which:

Domestic sourcing

Accounted for

32.8%

equivalent to VND **280.6** billion contributing to local economic development and reducing logistics disruption risks.

Imported sourcing

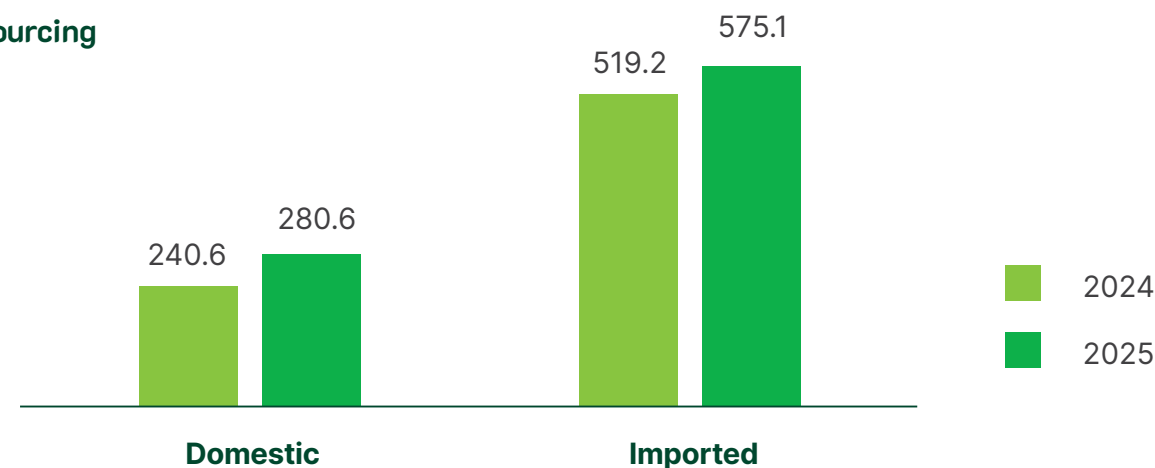
Accounted for

67.2%

equivalent to VND **575.1** billion reflecting the characteristics of the high-tech pharmaceutical industry, particularly for EU-GMP-standard products requiring high-quality active pharmaceutical ingredients sourced from developed markets.

Input Material Sourcing

(VND billion)



This structure reflects Imexpharm's balanced approach between ensuring international quality standards and increasing local value creation within the supply chain, thereby contributing to the sustainable development of Vietnam's pharmaceutical industry.

SUPPLIER SELECTION AND EVALUATION STANDARD

Imexpharm has established a supplier selection and evaluation process closely integrated with its supply chain risk management system, while complying with international pharmacopeial quality standards to ensure product safety and efficacy.

- **Stringent selection standards:** The Company prioritizes partnerships with suppliers certified to **EU-GMP** and **WHO-GMP** standards. For materials used in products registered in Europe or participating in Group 1 bidding packages, **100% of raw materials must meet CEP standards** and undergo rigorous evaluation before being included in registration dossiers.
- **Onsite assessment and control:** Imexpharm conducts **onsite audits at manufacturing facilities** for high-risk materials and suppliers to ensure compliance with quality, safety, and traceability standards throughout the supply chain.

Through its multi-layered evaluation system and stringent control mechanisms, Imexpharm not only maintains internationally standardized product quality but also minimizes operational risks, thereby strengthening supply chain sustainability.

VALUE CHAIN GOVERNANCE AND DIGITALIZATION

Imexpharm continues to accelerate the adoption of technology to enhance transparency, operational efficiency, and risk control capabilities across the entire value chain.

Completed the upgrade of the SAP S/4HANA Cloud system

01

Improved transportation efficiency through route optimization and periodic vehicle maintenance, contributing to reduced fuel consumption and greenhouse gas emissions

02

Enhanced the Base platform for operational governance and implemented digital transformation in human resource management through the iHRP system integration project in partnership with FPT

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ECONOMY (GRI 200) (continued)

PROCUREMENT PRACTICES AND VALUE CHAIN MANAGEMENT (GRI 204) (continued)

ENVIRONMENTAL AND SOCIAL IMPACTS WITHIN THE SUPPLY CHAIN

Imexpharm integrates environmental and social factors into its supply chain governance practices, aiming to promote sustainable development and minimize negative impacts.



Extended producer responsibility (EPR)

The Company complies with packaging recycling obligations through contributions to the Vietnam Environmental Protection Fund, achieving a recycling responsibility conversion rate equivalent to

17% of total packaging volume placed on the market in 2025



Promoting a green supply chain

Imexpharm prioritizes collaboration with suppliers that maintain environmental protection policies and encourages the use of environmentally friendly raw materials and packaging



The Company's sustainable supply chain governance efforts not only ensure continuity in manufacturing operations but also strengthen its competitiveness and market position.



TOP 10 ESG VIỆT NAM XANH 2025
NGÀNH DƯỢC - THIẾT BỊ Y TẾ
Nhóm Sản xuất dược

BẢO TÀI CHÍNH - ĐẦU TƯ
CƠ QUAN CHIA SẺ TÀI CHÍNH
ĐƠN VỊ CÔNG BỐ

VIET RESEARCH
THUẬT TÍNH ĐÁNH GIÁ
ĐƠN VỊ NGHIÊN CỨU

Imexpharm continues to maintain its position in the VNSI20 Sustainability Index Basket and was recognized among the

TOP 10

GREEN ESG ENTERPRISES IN VIETNAM 2025, PHARMACEUTICAL - MEDICAL EQUIPMENT INDUSTRY

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ECONOMY (GRI 200) (continued)

CONTRIBUTIONS TO THE STATE BUDGET (GRI 207)

TOTAL CONTRIBUTIONS TO THE STATE BUDGET IN 2025

Imexpharm fully and promptly fulfills its financial obligations to the State, reaffirming its role as a responsible enterprise contributing to socio-economic development.

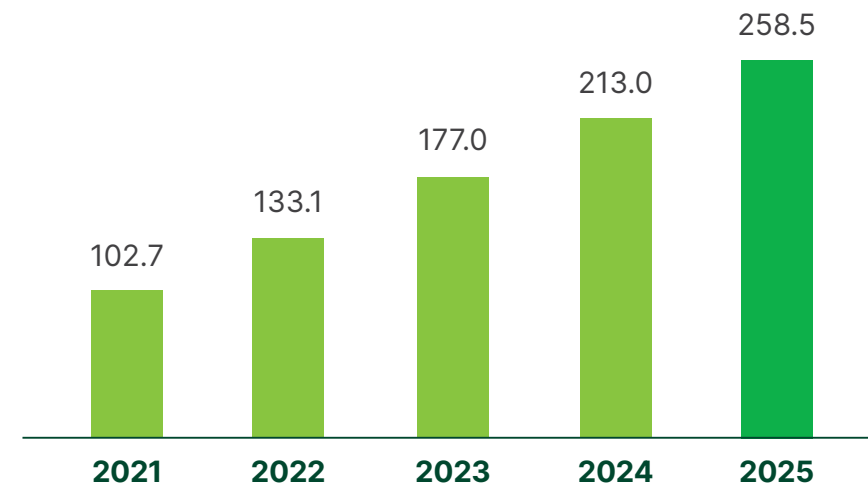
Total taxes paid in 2025

258.5 VND billion

⬆️ **21.3%** compared to 2024



Total tax contributions to the state budget (VND billion)



BREAKDOWN OF TAX CONTRIBUTIONS (GRI 207-4)

The Company's tax obligations reflect the full scope of its manufacturing and business activities during the year:

Corporate income tax	Value-added tax (VAT)	Personal income tax
101.0 VND billion	73.2 VND billion	66.1 VND billion
Import and export duties	Other taxes	
11.0 VND billion	7.1 VND billion	

Imexpharm considers tax governance a material component of its corporate governance framework, aligned with the principles of transparency, legal compliance, and business ethics, while contributing positively to sustainable development objectives.

TAX STRATEGY AND LEGAL COMPLIANCE (GRI 207-1)

The Company adopts a tax strategy grounded in full compliance with Vietnamese laws and international standards, ensuring that all financial obligations are fulfilled accurately, promptly, and transparently. In 2025, Imexpharm continued advancing the adoption of **International Financial Reporting Standards (IFRS)**, thereby enhancing the quality of financial reporting, improving

comparability, and meeting the increasingly stringent expectations of investors and international partners.

The Company's tax policies are reviewed periodically to ensure alignment with changes in the legal and regulatory environment, while effectively supporting its long-term development strategy.

TAX RISK GOVERNANCE AND CONTROL (GRI 207-2)

To manage potential tax-related risks, Imexpharm has established a comprehensive tax governance system integrated into its Enterprise Risk Management (ERM) framework. This system includes:

- A stringent internal monitoring mechanism to ensure tax compliance across all manufacturing and business activities;
- Periodic processes for identifying, assessing, and controlling tax risks, enabling the Company to proactively adapt to changes in tax policies and accounting standards;
- Independent reporting and review mechanisms involving reputable audit firms to ensure the accuracy, transparency, and compliance of tax obligations.

TAX GOVERNANCE ALIGNED WITH RESPONSIBILITY AND ETHICS (GRI 207-3)



Imexpharm approaches tax governance from a social responsibility perspective, recognizing taxes as an essential contribution to socio-economic development. The Company is committed to refraining from tax evasion practices or aggressive tax optimization strategies that are inconsistent with ethical standards and legal regulations.

In 2025, all tax obligations were fulfilled fully and transparently, contributing resources for the State to invest in key sectors such as healthcare, education, and infrastructure

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ENVIRONMENT (GRI 300)

Imexpharm identifies environmental protection and efficient resource utilization as key pillars of its sustainable development strategy. Amid increasing environmental and emissions-related pressures within the pharmaceutical industry, the Company proactively integrates environmental considerations into its manufacturing and business operations, ranging from energy optimization, water management, and waste control to investments in green technologies.

Through a comprehensive and systematic approach, Imexpharm aims to minimize environmental impacts, enhance resource efficiency, and contribute positively to the sustainable development of Vietnam's pharmaceutical industry.



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INTERACTIVE ICON



ENVIRONMENT (GRI 300) (continued)

MATERIALS MANAGEMENT (GRI 301)

Imexpharm positions materials management as a core capability, combining international quality standards with efficient resource utilization to ensure manufacturing continuity and strengthen sustainable competitive advantages.

01 MATERIALS GOVERNANCE AND QUALITY CONTROL

Materials management is closely integrated into the Company's Enterprise Risk Management (ERM) system, with a segregated operating model between the Quality and Manufacturing divisions to ensure independence and objectivity in control activities. Imexpharm applies stringent input standards and comprehensive qualification procedures.

At the same time, the Company implements a multi-layered supplier selection and evaluation process, including onsite audits for high-risk materials. All materials are stored in GSP-compliant warehouse systems under strictly controlled storage conditions.

02 MATERIALS STRUCTURE AND USAGE EFFICIENCY (GRI 301-1)

The total value of input materials in 2025 reached

855,708.8 VND million

with a structure reflecting the characteristics of the high-tech pharmaceutical industry: domestic sourcing accounted for **32.8%**, while imported materials represented **67.2%**, primarily consisting of high-quality active pharmaceutical ingredients (APIs) sourced

from developed markets. Notably, the material loss rate decreased by **11.1% compared to 2024**, demonstrating the effectiveness of technical improvement initiatives, production process optimization, and enhanced operational discipline.

03 PROMOTING RECYCLING AND ENVIRONMENTAL RESPONSIBILITY (GRI 301-2, 301-3)

Despite the pharmaceutical industry's stringent packaging safety requirements, Imexpharm proactively promotes solutions to minimize environmental impacts through the implementation of Extended Producer Responsibility (EPR).

In 2025, the packaging recycling rate reached

17%

equivalent to

231,297 kg (out of a total packaging volume of 1,360.3 tons placed on the market in 2025)

alongside contributions of

630+ VND million to the Vietnam Environmental Protection Fund

These efforts demonstrate the Company's commitment to balancing product safety requirements with environmental responsibility.



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ENVIRONMENT (GRI 300) (continued)

MATERIALS MANAGEMENT (GRI 301) (continued)

Materials consumed by the Company

CATEGORY	INDICATOR	UNIT	2024	2025	(+/-) 2025/2024
Active ingredients	Primary raw materials	Gram	346,049,140	395,829,123	14.4%
	Capsules	Units	299,461,479	337,339,996	12.6%
	Excipients	Gram	281,166,571	306,274,636	8.9%
Excipients	Excipients	Tablets	-	45	-
	Excipients	Liter	32,461	41,606	28.2%
	Excipients	Milliliter	638,101	577,400	-9.5%
Packaging	Packaging materials	Units	117,586,232	127,298,804	8.3%
	Packaging materials	Kilo-gram	403,132	445,811	10.6%
	Packaging materials	Rolls	5,856	6,987	19.3%
	Packaging materials	Bottles	16,928,137	17,128,479	1.2%
	Packaging materials	Sets	2,813,224	2,997,648	6.6%
	Packaging materials	PAA	628	6,286	901.0%

Due to the stringent quality requirements of the pharmaceutical industry, including compliance with EU-GMP and CEP standards to ensure product safety and therapeutic efficacy, all input materials must meet high-quality specifications

and undergo rigorous testing before being used in production. Therefore, in 2025, the Company did not use recycled or renewable materials in its production inputs, **resulting in a recycled input material ratio of 0%.**

04

RAW MATERIAL RISK MANAGEMENT AND SUPPLY CHAIN RESILIENCE

Amid volatility in the global raw material market, Imexpharm identifies pricing and supply risks as key material concerns and has implemented proactive risk management measures. The Company closely monitors international price movements, develops flexible cost scenarios, and maintains strategic raw material inventories to mitigate the impact of price fluctuations and ensure production continuity.

In addition, supplier diversification and the development of long-term partnerships with strategic partners help strengthen supply chain stability and enhance resilience against market disruptions.



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ENVIRONMENT (GRI 300) (continued)

ENERGY MANAGEMENT (GRI 302)

Imexpharm implements energy management with a focus on operational optimization, improved energy efficiency, and a gradual transition toward cleaner energy sources. This approach not only helps control costs amid energy price volatility, but also contributes to emissions reduction and strengthens the Company's resilience against environmental risks.

TOTAL ENERGY CONSUMPTION (GRI 302-1)

In 2025, Imexpharm's total electricity consumption reached 17,654,418 kWh, up 6.6% compared to 2024, reflecting the expansion of production scale and increased manufacturing output across its plants. Total energy consumption across the Company amounted to approximately 80,501.3 GJ, including 63,555.9 GJ from electricity and 16,945.4 GJ from diesel oil (DO) fuel.

Total DO fuel consumption reached 439,000 liters, an increase of 3.1% year-on-year, primarily supporting operational activities at the manufacturing facilities.

The increase in energy consumption was mainly driven by higher production output, with the IMP4 plant recording the highest increase in electricity consumption (+17.4%), in line with intensified manufacturing activities during the year.

Total electricity consumption in 2025 reached

17,654,418 kWh

⬆️ **6.6%** compared to 2024

Total energy consumption across the Company amounted to approximately

80,501.3 GJ

Total DO fuel consumption in 2025 reached

439,000 liters

⬆️ **3.1%** compared to 2024



TOTAL ELECTRICITY CONSUMPTION (KWH)

PLANT	2023	2024	2025	(+/-) 2025/2024
IMP1	5,873,000	5,874,687	6,126,693	4.3%
IMP2	2,668,430	2,764,287	3,003,966	8.7%
IMP3	4,231,050	4,819,782	4,889,877	1.5%
IMP4	2,785,300	3,095,600	3,633,882	17.4%
Total	15,557,780	16,554,356	17,654,418	6.6%

ELECTRICITY CONSUMPTION INTENSITY (KWH/MILLION STANDARD UNITS)

PLANT	2023	2024	2025	(+/-) 2025/2024
IMP1	8,319	8,661	8,639	-0.3%
IMP2	22,807	17,101	13,106	-23.4%
IMP3	13,071	14,101	13,607	-3.5%
IMP4	-	14,511	16,298	12.3%
Total	44,197	54,374	51,650	-5.0%

DIESEL OIL (DO) CONSUMPTION (LITERS)

PLANT	2023	2024	2025	(+/-) 2025/2024
IMP1	74,000	44,000	48,000	9.1%
IMP2	900	-	1,000	-
IMP3	211,500	233,600	230,000	-1.5%
IMP4	128,800	148,250	160,000	7.9%
Total	415,200	425,850	439,000	3.1%

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ENVIRONMENT (GRI 300) (continued)

ENERGY MANAGEMENT (GRI 302) (continued)

ENERGY EFFICIENCY AND CONSERVATION (GRI 302-4)

Alongside increasing production output, Imexpharm continues to effectively manage energy consumption intensity through operational optimization initiatives.

In 2025:

Total energy savings reached
42,600 kWh per year
 ≧ 10% compared to 2024

Electricity consumption intensity decreased by
5.0%
 compared to 2024

These results demonstrate the effectiveness of technical improvement programs and operational optimization efforts, contributing to enhanced energy efficiency per unit of output.

ENERGY OPTIMIZATION INITIATIVES

Imexpharm has implemented various initiatives across its operations to improve energy efficiency, including:



Optimizing HVAC systems integrated with CIP/SIP technologies to reduce energy consumption in manufacturing operations

Converting 100% of lighting systems at factories and offices to LED lighting

Conducting periodic maintenance of equipment and boilers to minimize energy losses

Optimizing compressed air systems and installing variable frequency drives (VFDs) for major electricity-consuming equipment

Gradually replacing low-efficiency electrical equipment



These initiatives not only help reduce operating costs but also directly contribute to lowering greenhouse gas emissions from manufacturing activities.

PROMOTING RENEWABLE ENERGY USE

Imexpharm is gradually transitioning toward greener manufacturing operations through the adoption of on-site renewable energy sources.

In 2025:

Rooftop solar power generation reached
48,946 kWh
 ≧ 12.4% compared to 2024



Over the long term, the Company plans to expand rooftop solar systems at its key manufacturing clusters, thereby reducing dependence on grid electricity and lowering indirect emissions (Scope 2), in line with its sustainable development strategy.

ENERGY GOVERNANCE AND SUSTAINABLE CONSUMPTION CULTURE

Energy management is integrated into Imexpharm's overall governance framework through the following key activities

01

Monitoring and periodically reporting energy consumption data to support control and decision-making processes

02

Conducting inspections and maintenance of transport vehicles and fuel-consuming equipment to optimize operational efficiency

03

Encouraging employees to use environmentally friendly transportation methods, contributing to a culture of responsible and energy-efficient consumption

In 2025, the Company proactively engaged an external consulting firm to conduct an energy audit, identifying optimization opportunities and developing a long-term improvement roadmap. At the same time, Imexpharm has gradually implemented an energy management model through dedicated personnel training and awareness-building initiatives across the organization.

Notes on conversion and emission factors:

- Electricity conversion factor applied: 1 kWh = 3.6 MJ
- Average conversion factor for DO fuel: 1 liter ≈ 36 MJ
- Energy units converted from MJ to GJ using the factor: 1 GJ = 1,000 MJ
- Vietnam's grid electricity emission factor applied: 0.6766 tCO₂/MWh (equivalent to 0.0006766 tCO₂/kWh), based on the announcement by the Department of Climate Change under the Ministry of Natural Resources and Environment (Official Letter No. 327/BDKH-PTCBT dated March 19, 2024, applicable for the 2022 base year)
- Energy conversion factors were referenced from IPCC (2006) and IEA guidelines

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ENVIRONMENT (GRI 300) (continued)

WATER CONSUMPTION AND WASTEWATER MANAGEMENT (GRI 303)

Imexpharm manages water resources through a lifecycle-based approach focused on usage control, efficiency optimization, and protection of water ecosystems. This approach aligns with the stringent requirements of the pharmaceutical industry, where water quality and biosafety standards are critical, while also helping the Company minimize impacts on aquatic ecosystems and improve operational efficiency.

WATER MANAGEMENT APPROACH AND INTERACTION WITH WATER RESOURCES (GRI 303-1, 303-2)

Water is identified as a critical resource in manufacturing operations and is strictly managed from input to output



Water input sources

The Company uses municipal water supplied by providers within industrial parks. Water quality is rigorously tested to meet pharmacopeial standards for purified water and distilled water



Production controls

Due to strict cross-contamination control requirements, the Company does not reuse water in direct manufacturing processes, ensuring the highest level of product safety



Monitoring and operations

Water consumption data is monitored and periodically reported. Water supply systems are regularly maintained to minimize losses and optimize usage efficiency

TOTAL WATER CONSUMPTION (GRI 303-3)

In 2025, Imexpharm's total water consumption reached

101,214 m³

⌆ **4.9%** compared to 2024

reflecting the expansion of manufacturing activities across its plants. The increase was primarily driven by higher production output, with the IMP4 plant recording the highest increase (+23.1%).



WATER CONSUMPTION VOLUME (M³)

PLANT	2023	2024	2025	(+/-) 2025/2024
IMP1	32,559	35,264	32,509	-7.8%
IMP2	10,192	8,029	8,720	8.6%
IMP3	28,152	29,700	31,100	4.7%
IMP4	20,830	23,472	28,885	23.1%
Total	91,733	96,465	101,214	4.9%



WATER USE EFFICIENCY (GRI 303-5)

Although total water consumption increased in line with production expansion, Imexpharm continued to maintain effective control over water use intensity:

Water consumption intensity reached

300.0 m³ per million units of product

⌆ **0.5%** compared to 2024

This result reflects the Company's ongoing efforts to maintain water use efficiency amid increasing production output and increasingly stringent quality control requirements.

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ENVIRONMENT (GRI 300) (continued)

WATER CONSUMPTION AND WASTEWATER MANAGEMENT (GRI 303) (continued)

WATER CONSUMPTION INTENSITY (M³/MILLION STANDARD UNITS)

PLANT	2023	2024	2025	(+/-) 2025/2024
IMP1	46.1	52.0	45.8	-11.8%
IMP2	86.4	49.7	38.0	-23.4%
IMP3	87.0	86.9	86.5	-0.4%
IMP4	-	110.0	129.5	17.7%
Total	219.7	298.6	300.0	0.5%

WATER OPTIMIZATION INITIATIVES

Imexpharm focuses on improving water use efficiency through production process optimization, particularly in cleaning and sterilization operations:

- 01 Applying CIP (Cleaning-in-Place) and SIP (Sterilization-in-Place) systems, enabling automated cleaning and sterilization processes based on pre-programmed cycles
- 02 Precisely controlling water flow, processing time, and chemical concentrations to minimize waste compared to manual cleaning methods
- 03 Standardizing CIP/SIP procedures for each equipment type and production stage, helping shorten cleaning time and reduce rinsing frequency
- 04 Integrating automated monitoring and control systems to enable real-time tracking of water use efficiency



These improvements not only help reduce water consumption per unit of product, but also enhance process stability and ensure stringent hygiene requirements in pharmaceutical manufacturing.

WASTEWATER MANAGEMENT AND ENVIRONMENTAL PROTECTION (GRI 303-4)

Centralized collection and treatment

All manufacturing wastewater is collected through dedicated uPVC piping systems, fully separated from other wastewater streams to prevent dilution and ensure effective control of pollutant composition. Wastewater is then treated at internal treatment facilities within each manufacturing cluster, using appropriate technologies such as physico-chemical treatment, biological treatment, and disinfection to remove organic contaminants, microorganisms, and residual chemicals prior to discharge.

Pharmaceutical industry-specific controls

Recognizing the risk of antimicrobial resistance arising from environmental exposure, Imexpharm places particular emphasis on controlling and treating residual antibiotic active ingredients in wastewater. Treatment solutions are designed to minimize the concentration of these compounds prior to discharge, thereby reducing long-term impacts on ecosystems and public health.

Strict compliance with environmental standards

Treated wastewater quality is monitored based on key environmental parameters, including COD, BOD, TSS, and microbiological indicators, and must fully comply with applicable regulations such as QCVN 40:2011/BTNMT or industrial park discharge acceptance standards. Compliance is verified through periodic monitoring systems and environmental reports in accordance with regulatory requirements.

Monitoring, compliance, and continuous improvement

The Company conducts periodic environmental monitoring in accordance with legal requirements and integrates related data into its internal management systems to track trends and promptly implement corrective measures when necessary. In 2025, Imexpharm recorded no violations related to wastewater discharge regulations, reaffirming the effectiveness of its control systems and commitment to regulatory compliance.

WASTEWATER GENERATION AND TREATMENT VOLUME

In 2025, total wastewater generated and treated reached

41,448 m³ $\hat{=}$ **6.4%** compared to 2024, driven by higher production output.

WASTEWATER TREATED (M³)

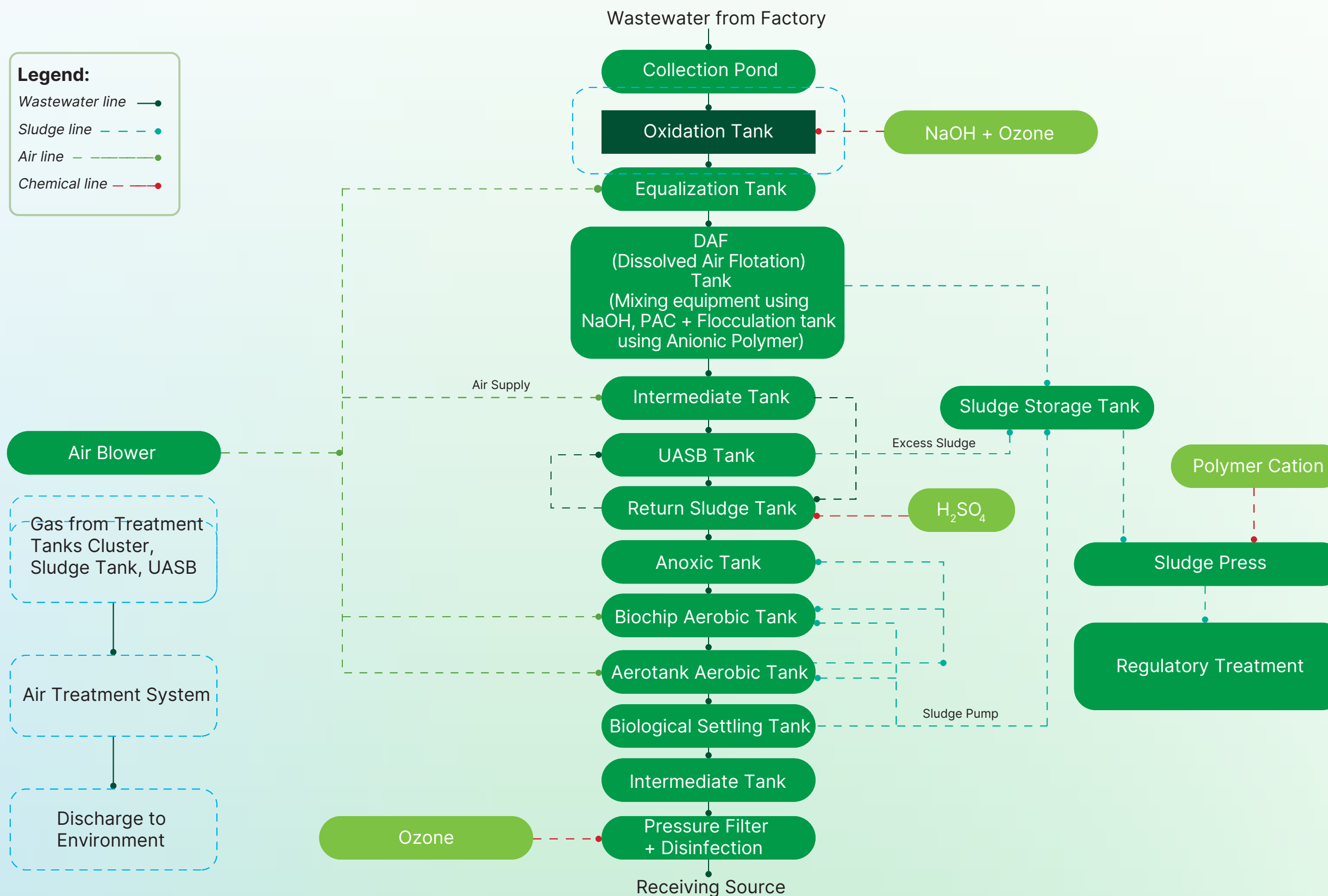
PLANT	2023	2024	2025	(+/-) 2025/2024
IMP1	13,150	13,331	14,496	8.7%
IMP2	8,154	6,423	6,977	8.6%
IMP3	22,522	12,395	7,926	-36.1%
IMP4	8,179	6,818	12,049	76.7%
Total	52,004	38,967	41,448	6.4%

Although total wastewater volume increased in line with operational expansion, the downward trend observed at several plants reflects the effectiveness of wastewater reduction initiatives, particularly through operational optimization and improved water use efficiency. This demonstrates Imexpharm's efforts to control waste generation alongside production growth, supporting more sustainable operations.

ENVIRONMENT (GRI 300) (continued)

WATER CONSUMPTION AND WASTEWATER MANAGEMENT (GRI 303) (continued)

WASTEWATER TREATMENT SYSTEM DIAGRAM AT IMP1 FACTORY



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ENVIRONMENT (GRI 300) (continued)

WASTE MANAGEMENT (GRI 306)

Imexpharm implements waste management based on the principles of source control, proper segregation, safe treatment, and a gradual transition toward a circular economy model.

This approach helps minimize environmental impacts, optimize resource utilization, and ensure compliance with the stringent standards of the pharmaceutical industry.

The waste management system is integrated throughout the entire process, from waste generation during manufacturing to final treatment, contributing to improved operational efficiency and reduced environmental risks.

WASTE SEGREGATION AND COLLECTION AT SOURCE (GRI 306-1, 306-2)

Imexpharm maintains a waste segregation system at the point of generation, forming the foundation for effective treatment and risk control:

- > **Clear segregation:** Waste is classified into three main categories: domestic solid waste, non-hazardous production waste, and hazardous waste
- > **Safe storage:** Waste storage areas at each manufacturing cluster (approximately 50 m²) are separately designed with enclosing walls, roofing, and dedicated functional zones to control leakage and dispersion, while ensuring safety during storage and transportation
- > **Regulatory compliance:** 100% of generated waste is collected, stored, and treated in compliance with applicable regulations. In 2025, the Company recorded no violations related to waste management

SUSTAINABLE TREATMENT SOLUTIONS AND CO-PROCESSING TECHNOLOGY

Instead of relying on conventional landfill disposal, Imexpharm prioritizes advanced treatment solutions aligned with circular economy principles:

- > **Strategic partnership:** Collaborating with INSEE Ecocycle to implement co-processing technology in cement kilns.
- > **Environmental benefits:** This technology uses high temperatures to completely destroy waste, including hazardous waste, without generating secondary ash residue. At the same time, recovered thermal energy is utilized as a substitute for fossil fuels, contributing to lower greenhouse gas emissions compared to landfill disposal methods.



WASTE GENERATED (GRI 306-3)

In 2025, total waste generated increased in line with production expansion, reflecting higher operational activity across the manufacturing plants.

HAZARDOUS WASTE

Total hazardous waste generated reached 86,724 kg, up 27.4% compared to 2024. The increase was primarily driven by higher production output and expanded manufacturing activities, particularly at the IMP2 and IMP3 plants.

PLANT	2023	2024	2025	(+/-) 2025/2024
IMP1	37,228	33,429	40,532	21.2%
IMP2	9,693	8,835	16,023	81.4%
IMP3	13,420	14,080	19,708	40.0%
IMP4	8,988	11,720	10,462	-10.7%
Total	69,329	68,064	86,724	27.4%

NON-HAZARDOUS WASTE

Total non-hazardous waste generated reached 131,638 kg, up 12.8% compared to 2024, mainly driven by increased production activities.

PLANT	2023	2024	2025	(+/-) 2025/2024
IMP1	42,287	41,043	51,697	26.0%
IMP2	500	5,653	15,150	168.0%
IMP3	37,980	35,020	38,673	10.4%
IMP4	30,159	34,942	26,118	-25.3%
Total	110,926	116,658	131,638	12.8%

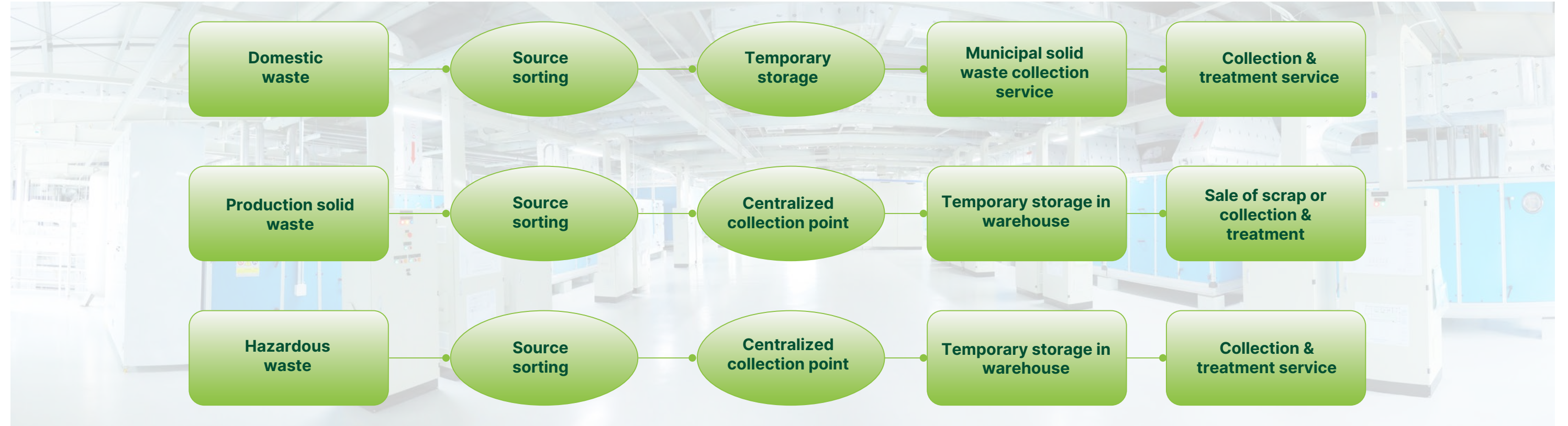
The increase in waste generation was primarily driven by the expansion of production activities. However, the Company continued to effectively manage waste generation through waste segregation at source and process optimization initiatives.



ENVIRONMENT (GRI 300) (continued)

WASTE MANAGEMENT (GRI 306) (continued)

SOLID WASTE COLLECTION AND TREATMENT PLAN AT THE FACTORY



SUSTAINABLE WASTE TREATMENT SOLUTIONS (GRI 306-4, 306-5)

Imexpharm prioritizes the adoption of advanced waste treatment solutions to minimize environmental impacts and progressively move toward a circular economy model, gradually replacing conventional disposal methods such as landfill.



01 Strategic partnerships
The Company collaborates with specialized partners such as INSEE Ecocycle to implement co-processing technology in cement kilns

02 Environmental benefits
This technology uses high temperatures to completely destroy waste, including hazardous waste, without generating secondary ash residue

03 Resource optimization
Thermal energy generated during the treatment process is recovered as a substitute for fossil fuels, contributing to lower greenhouse gas emissions compared to landfill disposal methods

This approach not only ensures the safe treatment of waste but also contributes to the Company's long-term goals of emissions reduction and more efficient resource utilization.



ENVIRONMENT (GRI 300) (continued)

CLIMATE CHANGE RESPONSE (GRI 305)

Imexpharm approaches climate change through the measurement, control, and mitigation of emissions, while integrating climate-related considerations into its enterprise risk management framework to proactively adapt to the transition toward a low-carbon economy.

Greenhouse gas (GHG) emissions are periodically inventoried and monitored, providing the foundation for the development of a long-term emissions reduction roadmap aligned with the Company's sustainable development strategy.

GREENHOUSE GAS EMISSIONS MANAGEMENT (GRI 305-1, 305-2, 305-3)

In 2025, Imexpharm identified and quantified key emission sources arising from its manufacturing and operational activities:

Direct emissions (Scope 1)

totaled **1,198** tCO₂e

primarily generated from fuel consumption (DO fuel) used in manufacturing operations and internal activities

Indirect energy emissions (Scope 2)

totaled **11,945** tCO₂e

generated from national grid electricity consumption and accounting for the largest share of total emissions

Other indirect emissions (Scope 3)

were not yet included in 2025 due to data scope limitations; however, they have been incorporated into the implementation roadmap for subsequent years

The emissions profile indicates that Scope 2 emissions account for the dominant share, reflecting the pharmaceutical industry's significant reliance on electricity to operate EU-GMP-certified manufacturing facilities.



GREENHOUSE GAS EMISSIONS BY SOURCE

FUEL-RELATED EMISSIONS (SCOPE 1)

Scope 1 emissions were calculated based on DO fuel consumption using the IPCC (2006) methodology.

In 2025, total Scope 1 emissions reached

1,198 tCO₂e

⬆️ **3.1%** compared to 2024, driven by increased production activities

PLANT	DO Fuel Consumption (Liters)			CO ₂ Emissions (Tons)			
	2023	2024	2025	2023	2024	2025	(+/-) 2025/2024
IMP1	74,000	44,000	48,000	202	120	131	9.1%
IMP2	900	-	1,000	2	-	3	-
IMP3	211,500	233,600	230,000	577	638	628	1.5%
IMP4	128,800	148,250	160,000	352	405	437	7.9%
Total	415,200	425,850	439,000	1,133	1,163	1,198	3.1%

ELECTRICITY-RELATED EMISSIONS (SCOPE 2)

Scope 2 emissions were calculated based on electricity consumption and the national grid emission factor.

In 2025, total Scope 2 emissions reached

11,945 tCO₂e

⬆️ **6.6%** compared to 2024

PLANT	Total Electricity Consumption (kWh)			CO ₂ Emissions (Tons)			
	2023	2024	2025	2023	2024	2025	(+/-) 2025/2024
IMP1	5,873,000	5,874,687	6,126,693	3,974	3,975	4,145	4.3%
IMP2	2,668,430	2,764,287	3,003,966	1,805	1,870	2,032	8.7%
IMP3	4,231,050	4,819,782	4,889,877	2,863	3,261	3,308	1.5%
IMP4	2,785,300	3,095,600	3,633,882	1,885	2,094	2,459	17.4%
Total	15,557,780	16,554,356	17,654,418	10,526	11,201	11,945	6.6%

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ENVIRONMENT (GRI 300) (continued)

CLIMATE CHANGE RESPONSE (GRI 305) (continued)

EMISSIONS REDUCTION AND GREEN TRANSITION INITIATIVES

Imexpharm has implemented integrated technical and management solutions to control and progressively reduce greenhouse gas emissions:



Improving energy efficiency

Achieved annual electricity savings of

42,600 kWh

through operational optimization and continuous improvement initiatives



Expanding renewable energy use

Maintained rooftop solar power systems with total generation of

48,946 kWh

contributing to the reduction of Scope 2 emissions



Enhancing natural carbon absorption

Maintaining approximately

20% green space

coverage across facilities

Implementing a

500 -tree planting initiative in Da Lat

contributing to improved air quality and ecosystem restoration



Optimizing manufacturing technologies

Applied advanced HVAC systems integrated with CIP/SIP technologies to reduce energy and resource consumption



Green transportation and consumption

Optimizing fuel efficiency through periodic maintenance and encouraging the use of environmentally friendly transportation methods

These initiatives not only help control emissions but also improve operational efficiency and reduce long-term energy costs.



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CLIMATE CHANGE RESPONSE (GRI 305) (continued)

AIR EMISSIONS CONTROL IN MANUFACTURING OPERATIONS

In addition to greenhouse gas management, Imexpharm proactively controls air quality factors throughout its manufacturing operations to ensure compliance with pharmaceutical standards and minimize environmental impacts.

The manufacturing facilities are equipped with advanced **HVAC (Heating, Ventilation and Air Conditioning) systems**, which play a critical role in controlling production environment conditions and minimizing the release of dust and microorganisms into the external environment.

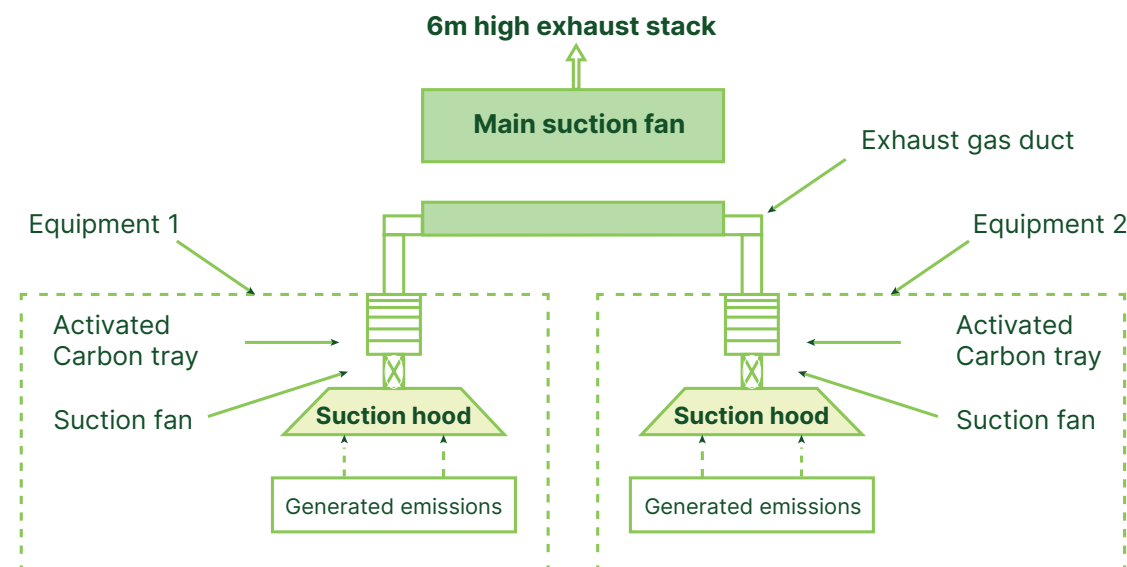
The HVAC systems are comprehensively designed with key components including:

- > Chiller systems
- > Air Handling Unit (AHU) systems
- > Building Management Systems (BMS) for automated monitoring and control

These systems operate in an integrated manner to tightly control temperature, humidity, and room pressure, ensuring manufacturing environments comply with cleanroom classification standards (Class D for production areas; Class C for packaging areas, warehouses, and laboratories).

Supply air and exhaust air streams are treated through multi-stage filtration systems with high-efficiency filters to remove fine dust, microorganisms, and impurities before discharge into the environment. Operation and maintenance activities are conducted periodically to maintain optimal performance, while used filters are classified and managed as hazardous waste in accordance with applicable regulations.

EXHAUST GAS COLLECTION AND TREATMENT SYSTEM DIAGRAM



NOISE AND VIBRATION MITIGATION

Imexpharm places strong emphasis on controlling noise and vibration as an important aspect of environmental management and occupational safety, aiming to protect employee health and minimize impacts on surrounding areas. Major noise sources primarily arise from manufacturing equipment operations, centralized HVAC systems, and wastewater treatment facilities.

To ensure effective control, the Company implements integrated technical solutions at emission sources:

- > **Noise insulation and source isolation:** Enclosed walls are installed in high-noise areas such as boiler systems, cooling systems, and wastewater treatment facilities. Equipment is also located in dedicated technical rooms to minimize noise propagation.
- > **Personal protective equipment (PPE):** Appropriate hearing protection equipment is provided to employees working in high-noise areas such as grinding and tablet compression zones, ensuring compliance with occupational safety regulations.

In addition, Imexpharm maintains operational conditions that support long-term noise mitigation:

- > **Application of advanced technologies:** Manufacturing equipment meeting European standards is utilized to optimize operations and reduce vibration and noise levels compared to older technologies.
- > **Production area design:** Machinery is installed in enclosed, sound-insulated areas to isolate noise sources within manufacturing facilities.
- > **Factory location planning:** Manufacturing plants (IMP2, IMP3, and IMP4) are located within industrial parks and away from residential areas, helping minimize off-site noise impacts.



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ENVIRONMENT (GRI 300) (continued)

BIODIVERSITY CONSERVATION (GRI 304)

Imexpharm approaches biodiversity conservation based on the principles of “impact prevention, risk control, ecosystem restoration,” integrating these considerations throughout the entire operational lifecycle, from site selection and manufacturing operations to supply chain management. Given the pharmaceutical industry’s specific environmental risks, including active pharmaceutical ingredient residues and pressure on natural medicinal resources, the Company places particular emphasis on control measures aimed at protecting ecological balance and minimizing long-term impacts on the natural environment.

OPERATIONAL SITES AND ECOSYSTEM IMPACTS (GRI 304-1)

Imexpharm conducts environmental assessments from the planning stage, prioritizing manufacturing locations within already developed industrial areas to avoid encroachment on natural ecosystems or areas of high biodiversity value.

IMP1 (Cao Lanh)

Located in an established urban area, with no nature reserves, national parks, or sensitive ecosystems identified within a 2-kilometer radius.

IMP2 (Vinh Loc Industrial Park)

Situated within a centralized industrial park where natural ecosystems have already been converted for industrial land use, consisting mainly of simplified vegetation and presenting no conflict with high-biodiversity areas.

IMP3 & IMP4 (VSIP II Industrial Park)

Located within a comprehensively planned industrial park, separated from residential areas and conservation zones, thereby minimizing the risk of environmental impacts spreading to surrounding ecosystems.

Appropriate site selection enables Imexpharm to minimize direct and indirect biodiversity-related risks from the outset, while also optimizing long-term environmental management costs.

ECOLOGICAL RISK MANAGEMENT AND IMPACT CONTROL (GRI 304-2)

Biodiversity considerations are integrated into the Company’s environmental and operational risk management systems, with a focus on controlling sources that may affect ecosystems:

- 01 **Control of pharmaceutical industry-specific emissions:** Wastewater treatment systems are designed to effectively remove organic compounds and, in particular, residual antibiotics, which may otherwise disrupt microbial ecosystems and increase the risk of antimicrobial resistance in the natural environment.
- 02 **Hazardous waste management:** Generated waste is segregated, stored, and treated under stringent procedures to minimize the risk of leakage or environmental dispersion into soil and water systems.
- 03 **Air emissions and microclimate control:** HVAC systems and air control solutions help minimize the release of dust, microorganisms, and other pollutants into the surrounding environment.
- 04 **Compliance and monitoring:** The Company conducts periodic environmental monitoring to ensure all environmental indicators remain within permitted thresholds. In 2025, no legal violations or environmental incidents affecting ecosystems were recorded.

Through these measures, Imexpharm proactively mitigates cumulative impacts on biodiversity, particularly in the context of large-scale industrial manufacturing operations.



ENVIRONMENT (GRI 300) (continued)

BIODIVERSITY CONSERVATION (GRI 304) (continued)

ECOSYSTEM CONSERVATION AND RESTORATION ACTIVITIES (GRI 304-3)

Alongside impact mitigation efforts, Imexpharm actively implements initiatives aimed at enhancing ecological value and improving living environments:

“For a Greener Vietnam” Program

In March 2025, the Company implemented a

500 -tree planting initiative in Da Lat

contributing to vegetation restoration, improved air quality, and enhanced natural carbon sequestration capacity

Internal green spaces

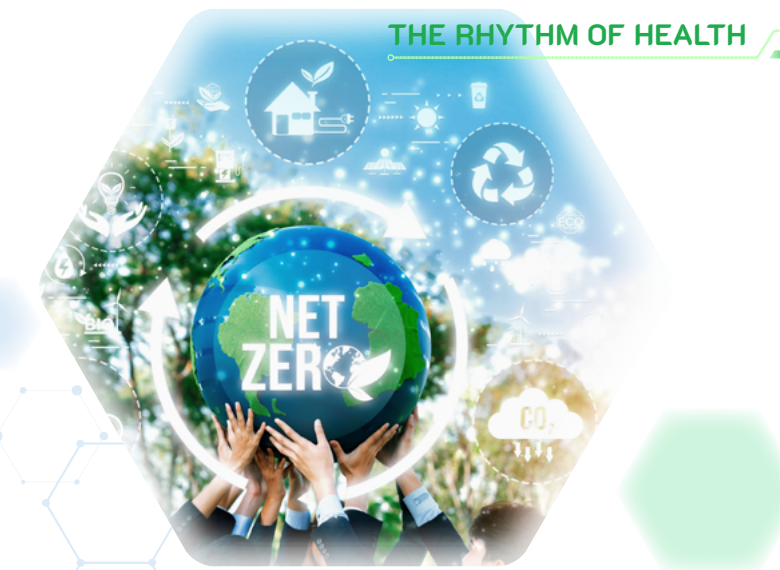
Approximately

20% of the total site area

across facilities is maintained as green spaces and landscaped areas, helping regulate microclimates, mitigate urban heat island effects, and create favorable conditions for the development of local flora and fauna

Microbial ecosystem preservation

Through effective wastewater and waste management, the Company contributes to maintaining microbial balance in soil and aquatic environments, which serves as a fundamental component of biodiversity conservation.



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ENVIRONMENT (GRI 300) (continued)

COMPLIANCE WITH ENVIRONMENTAL PROTECTION REGULATIONS (GRI 307)

Imexpharm identifies compliance with environmental regulations as a core pillar of its corporate governance framework, aligned with the principles of transparency, accountability, and sustainable development. Amid increasingly stringent environmental regulations and rising ESG expectations from investors, the Company not only ensures compliance but also proactively develops internal control systems to prevent risks and enhance operational efficiency.

COMPLIANCE PERFORMANCE (GRI 307-1)

In 2025, Imexpharm continued to maintain strong environmental compliance performance:

- **No environmental violations:** The Company recorded no violations related to environmental protection laws and was not subject to any administrative or judicial penalties.
- **No environmental incidents:** Manufacturing operations remained stable, with no incidents causing impacts on surrounding communities or ecosystems.
- **Full compliance with legal obligations:** Environmental reports, periodic monitoring activities, and related obligations were conducted fully in accordance with applicable regulations and within required timelines.

Strict compliance with environmental protection regulations not only enables Imexpharm to effectively manage legal and operational risks, but also provides a solid foundation for the Company to receive multiple prestigious recognitions from independent organizations in 2025.

Imexpharm continued to be included in the **VNSI20 Sustainability Index Basket of the Ho Chi Minh Stock Exchange (HOSE)**, reflecting its ability to maintain high standards in environmental, social, and governance (ESG) performance within the stock market. At the same time, the Company was honored among the Top 50 Corporate Sustainability Awards - CSA 2025, a program recognizing enterprises with comprehensive and effective sustainable development strategies. In addition, Imexpharm was recognized among the Top 10 Green ESG Enterprises in Vietnam 2025, Pharmaceutical - Medical Equipment Industry, acknowledging its outstanding efforts in implementing environmental initiatives and strengthening corporate social responsibility.

These recognitions not only demonstrate the effectiveness of the Company's environmental governance system, but also reinforce the reputation of the Imexpharm brand among investors, partners, and communities, while reaffirming the sustainable development direction the Company continues to pursue.



TOTAL ENVIRONMENTAL TREATMENT COSTS IN 2025 (Unit: VND)

PLANT / CATEGORY	2023	2024	2025	(+/-) 2025/2024
IMP1	761,476,222	698,550,000	845,057,416	21.0%
Wastewater treatment system	165,000,000	103,000,000	170,000,000	65.0%
Air emission treatment system	218,000,000	234,000,000	283,600,000	21.2%
Hazardous waste treatment	378,476,222	361,550,000	391,457,416	8.3%
IMP2	370,146,062	315,665,284	381,226,291	20.8%
Wastewater treatment system	62,741,952	54,804,584	53,688,015	-2.0%
Air emission treatment system	237,956,000	182,450,000	181,710,200	-0.4%
Hazardous waste treatment	69,448,110	78,410,700	145,828,076	86.0%
IMP3	461,410,400	409,671,931	482,003,546	17.7%
Wastewater treatment system	189,050,400	98,270,731	100,236,146	2.0%
Air emission treatment system	165,000,000	189,750,000	193,545,000	2.0%
Hazardous waste treatment	107,360,000	121,651,200	188,222,400	54.7%
IMP4	71,904,000	209,638,152	221,161,622	5.5%
Wastewater treatment system	-	58,377,352	70,052,822	20.0%
Air emission treatment system	-	50,000,000	60,000,000	20.0%
Hazardous waste treatment	71,904,000	101,260,800	91,108,800	-10.0%
Total	1,664,936,684	1,633,525,367	1,929,448,875	18.1%

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SOCIAL (GRI 400)

TALENT ATTRACTION AND WORKFORCE DEVELOPMENT (GRI 401)

Imexpharm considers people as the foundation of its sustainable competitive advantage, especially in the pharmaceutical industry, which requires high standards in expertise, compliance, and operations. In 2025, the Company continued to implement its people centered human resources strategy. The strategy focuses on building a happy workplace, creating clear career development opportunities, and offering competitive compensation and benefits to attract and retain high quality talent.

EMPLOYER BRAND POSITIONING

Imexpharm continued to strengthen its employer brand through reputable market surveys. In 2025, the Company was ranked **#1 Vietnam Best Place to Work in the Pharma/Medical Devices/Healthcare sector – Medium Enterprises** and ranked **#21 Vietnam 100 Best Places to Work – Medium Enterprises**, according to Anphabe. Notably, employees were **17 times** more likely to prioritize Imexpharm compared to the market average. This result reflects strong confidence in the Company's working environment, career development opportunities, and corporate brand.

The recognition shows that Imexpharm is not only a stable workplace but also an attractive career destination for high quality talent in the healthcare industry.

TOP 1 in the Pharma/
Medical Devices/
Healthcare sector

TOP 21 Best Places to Work

Employees were **17 times** more likely to prioritize Imexpharm compared to the market average

TALENT ATTRACTION (GRI 401-1)

The Company's recruitment strategy was adjusted toward a more selective and resource-efficient approach. The strategy prioritized quality over quantity to ensure operational efficiency.

In 2025, the Company **recruited 204 new employees**, mainly to replace and support essential positions for stable operations. The Sales Division accounted for 46% of total new hires, in line with the Company's market expansion strategy, especially in Northern Vietnam.

As of the end of 2025, **the total workforce reached 1,456 employees**. The workforce size

remained aligned with the Company's growth. The workforce also became younger, with **Gen Z employees accounting for 27.3%** of total employees, up 11.8% compared to the previous year. This provides a strong foundation for greater flexibility, adaptability, and long-term innovation.

Gen Z accounting for **27.3%** compared to the previous year **11.8%**

TALENT RETENTION AND EMPLOYEE TURNOVER RATE (GRI 401-1)

The effectiveness of the Company's human resources policies was reflected in lower employee turnover and improved workforce stability.

In 2025, the employee turnover rate decreased to 13.81%, lower than 14.64% in 2024 and significantly below the market average of approximately 18% to 19.6%. The result shows that the Company's talent retention policies continued to deliver positive results, especially in a highly competitive labor market.

A stable and engaged workforce also contributed to labor productivity growth in 2025 by

14.9%

This helped improve operational efficiency and optimize personnel costs per unit of product.

COMPENSATION, BENEFITS, AND EMPLOYEE WELFARE POLICIES (GRI 401-2, 401-3)

Imexpharm maintains a comprehensive remuneration system designed to balance competitive income, employee welfare, and long-term incentive policies.

Average employee income reached VND 22.5 million per person per month, up 12.1% compared to 2024, reflecting the Company's efforts to improve employee well-being alongside business growth.

At the management level, average monthly income was recorded at VND 55.7 million per male manager and VND 67.0 million per female manager, reflecting a remuneration policy built on the principles of fairness, transparency, and performance-based recognition.

In terms of employee welfare, the Company fully fulfilled its statutory insurance obligations, with total contributions reaching

57.2 VND billion

9.9% year-on-year

In addition, supplementary insurance programs, including 24/7 accident insurance for all employees and enhanced healthcare insurance for management personnel, continued to be maintained. The Company also maintained Directors and Officers (D&O) liability insurance to protect management personnel against legal risks, demonstrating a mature corporate governance framework.

Furthermore, Imexpharm continued implementing its ESOP program for key employees, aligning individual interests with the Company's long-term development. Other welfare benefits, including 13th-month bonuses, holiday bonuses, retirement allowances, and employee engagement activities (such as Mid-Autumn Festival programs and awards for employees' children), were also maintained, contributing to stronger employee engagement and retention.

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SOCIAL (GRI 400) (continued)

TALENT ATTRACTION AND WORKFORCE DEVELOPMENT (GRI 401) (continued)

PARENTAL LEAVE (GRI 401-3)

INDICATOR	2023	2024	2025
Number of employees entitled to parental leave Of which:	45	127	50
Female	15	57	26
Male	30	70	24
Number of employees who took parental leave Of which:	45	127	50
Female	15	57	26
Male	30	70	24
Number of employees who returned to work after parental leave Of which:	44	125	49
Female	14	55	25
Male	30	70	24
Number of employees who returned to work after parental leave and remained employed 12 months later Of which:	44	125	49
Female	14	55	25
Male	30	70	24
Return-to-work rate after parental leave			
Female	93%	96%	96%
Male	100%	100%	100%
Retention rate after parental leave			
Female	93%	96%	96%
Male	100%	100%	100%

TRAINING AND CAPABILITY BUILDING (GRI 404)

In 2025, Imexpharm implemented a wide range of specialized training programs covering occupational safety, compliance, technology, and pharmaceutical expertise, with the aim of comprehensively strengthening workforce capabilities.:

01 Occupational safety and operational training

- > Occupational safety training in accordance with legal requirements (Groups 1 - 6)
- > First aid and emergency response training in the workplace
- > Operational training for pressure equipment and boiler systems

02 Professional Training and Certifications

- > ISACA (Information Systems Audit and Control Association)
- > ACCA (Association of Chartered Certified Accountants)
- > Corporate Secretary certification training
- > Legal training for international integration

03 Information Security and Data Protection Training (IT/ISMS)

- > ISO 27001:2022 – Information Security Awareness
- > Information Security Handbook ISM.99.002-1
- > Palo Alto Networks Certified Network Security Administrator
- > Personal Data Protection Specialist training

04 Governance and Compliance Training

- > Risk management and internal control training based on the COSO framework (Levels 1 & 2)
- > Strategic Communication Planning
- > Training on Decree No. 163/2025/ND-CP

05 Pharmaceutical and Manufacturing Expertise Training

- > EU-GMP training programs in collaboration with ISPE and VNDPC
- > Pediatric drug formulation and manufacturing
- > Generic drug research and development

06 Continuous improvement and operational optimization training

- > Practical application of Minitab in Lean Six Sigma initiatives

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SOCIAL (GRI 400) (continued)

TRAINING AND CAPABILITY BUILDING (GRI 404) (continued)

QUANTITATIVE TRAINING INDICATORS IN 2025 (GRI 404-1)

In 2025, Imexpharm continued to expand the scale and enhance the quality of its training programs, achieving several notable results

Total training hours

84,562 hours

Average training hours

58.3 hours per employee

Employee level

60.7 hours per employee

Management level

37.8 hours per employee

Total training investment

2.3 VND billion

Participation rate

100%

of employees had access to training programs through various learning formats



TRAINING CONTENT AND DELIVERY METHODS (GRI 404-2)

Training programs were designed to align closely with the characteristics of the high-tech pharmaceutical industry and modern governance requirements:

- **Technical and compliance training:** Focused on EU-GMP standards, pharmaceutical regulations, updates on circulars and decrees, risk management, and information security in accordance with ISO 27001:2022 standards.
- **Skills development and digital transformation:** Expanded programs related to digital transformation and the application of artificial intelligence (AI) in operations, enhancing work efficiency and innovation capabilities.
- **Flexible learning formats:** Combined various approaches, including in-person training, online learning, specialized workshops, micro-learning, and international learning platforms such as LinkedIn Learning.
- **Program scale:** Conducted 593 internal training courses, 98 external training programs, and 10 onboarding programs for new employees.

SUCCESSION DEVELOPMENT (GRI 404-3)

Imexpharm prioritizes internal talent development to ensure succession continuity and preserve corporate culture

- **High internal promotion rate:** In 2025, the Company appointed 48 middle-management personnel (92% internally promoted) and 22 supervisory-level personnel (95% internally promoted);
- **Mentorship Program:** Established connections between experienced experts and younger employees to support career orientation and long-term capability development;
- **Multi-dimensional competency assessment:** Implemented a 360-degree feedback system, enabling employees to comprehensively identify strengths and areas for improvement, thereby supporting the development of personalized growth pathways.



SOCIAL (GRI 400) (continued)

DIVERSITY, EQUITY, AND INCLUSION (GRI 405)

Imexpharm is committed to fostering a diverse, equitable, and inclusive (DE&I) workplace where all individuals are respected, provided with equal development opportunities, and recognized based on merit and capabilities. Amid intensifying competition for talent, promoting DE&I is not only a social responsibility but also a key factor in enhancing operational efficiency and driving innovation.

DIVERSITY IN GOVERNANCE STRUCTURE (GRI 405-1)

In 2025, Imexpharm's Board of Directors for the 2023–2027 term maintained a stable structure with diversity in gender and professional expertise:

- > **Board size:** 6 members
- > **Gender diversity:** 2 female members, representing 33.3% of the Board
- > **Independence:** Including 3 non-executive members and 2 independent members, in compliance with governance standards applicable to listed companies

This structure helps ensure balanced decision-making processes while strengthening objectivity and transparency in corporate governance.

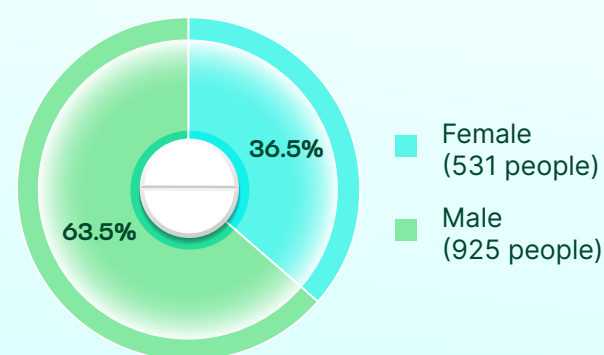
WORKFORCE DIVERSITY (GRI 405-1)

As of the end of 2025, Imexpharm employed

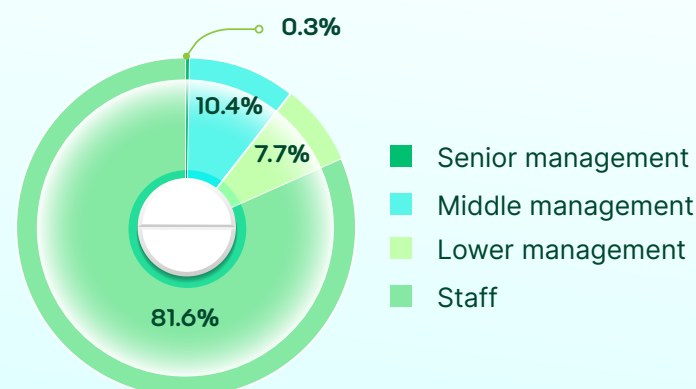
1,456 personnel

with a diverse workforce structure in terms of gender, age groups, and professional qualifications:

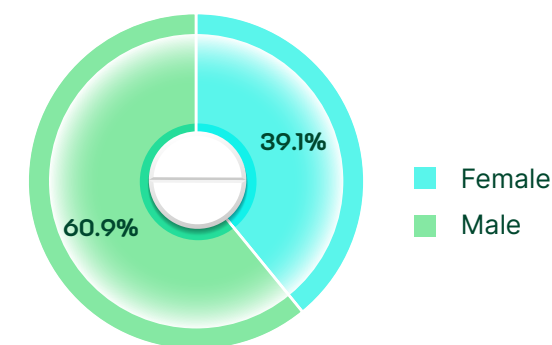
IMEXPHARM'S 2025 WORKFORCE



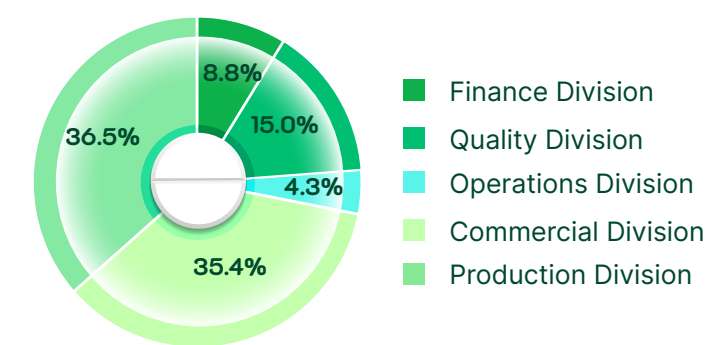
BY LEVEL



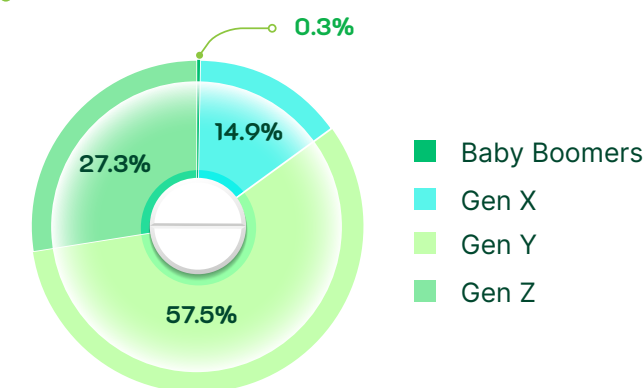
MANAGEMENT BY GENDER



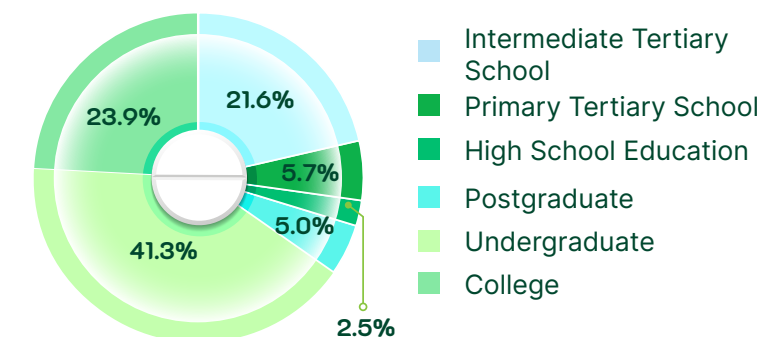
BY DEPARTMENT



BY AGE



BY QUALIFICATION



A diverse and increasingly younger workforce enables Imexpharm to strengthen adaptability, foster innovation, and support sustainable long-term development.

PROMOTING EQUITY AND INCLUSION (GRI 405-2)

Imexpharm implements consistent policies to ensure fairness in remuneration and equal access to development opportunities:

- > **Equal compensation practices:** Salary, bonus, and welfare policies are established based on capabilities, work performance, and individual contributions, without discrimination based on gender or background.
- > **Women's leadership development:** The Company promotes female participation in management and professional positions through leadership development programs and equal career advancement opportunities.
- > **Inclusive workplace environment:** Employees from diverse regional backgrounds work in an environment that respects differences and encourages collaboration.
- > **Non-discrimination policy:** Imexpharm maintains zero tolerance for any acts of discrimination, harassment, or violations of professional ethics in the workplace.

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SOCIAL (GRI 400) (continued)

LABOR AND HUMAN RIGHTS (GRI 406, 407, 408, 409)

NON-DISCRIMINATION (GRI 406)

Imexpharm is committed to fostering a fair, transparent, and respectful workplace where all decisions related to recruitment, evaluation, compensation, and career development are based on employee capabilities and contributions. ESG principles are integrated into human resource management to ensure equal opportunities across the workforce, which totaled 1,456 employees in 2025, with a progressively younger workforce structure (Gen Z accounting for 26.6%).

Compensation, bonus, and welfare policies are consistently implemented, contributing to an increase in average employee income to

22.5 VND million/person/month in 2025

Compensation, bonus, and welfare policies are consistently implemented, contributing to an increase in average employee income to VND 22.5 million per person per month in 2025. At the same time, the Company's Code of Ethics and Compliance remains in effect, clearly stipulating principles of non-discrimination and zero tolerance for any form of workplace harassment.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (GRI 407)

Imexpharm respects and protects employees' rights to join or establish representative organizations (including trade unions) and to participate in dialogue and collective bargaining in accordance with applicable laws and regulations. The Company continues to fully implement the provisions set out in its Collective Labor Agreement to safeguard the legitimate rights and interests of employees.

In addition, Imexpharm maintains periodic and ad hoc workplace dialogue mechanisms, ensuring employees have opportunities to contribute opinions on matters related to working conditions, welfare, and human resource policies. All employee feedback and recommendations are received, addressed transparently, and responded to in a timely manner.

The Company facilitates the operation of trade unions, reinforcing their role as a bridge between management and employees in information exchange, employee feedback, and the development of a harmonious and stable working environment.

In 2025, the Company recorded no incidents related to violations of freedom of association or collective bargaining rights. Furthermore, both the Company's operations and supply chain were assessed as having no significant risks associated with restrictions on these rights.

CHILD LABOR AND FORCED LABOR (GRI 408, 409)

Imexpharm applies a zero-tolerance policy toward any violations of human rights, including child labor and forced labor. Management practices are implemented in accordance with Vietnamese laws and international standards, while also referencing frameworks such as ISO 26000 and SA8000 to safeguard employee rights throughout the value chain. The Company conducts periodic reviews covering 100% of its business operations to identify and manage related risks. In 2025, no violations or complaints related to child labor or forced labor were recorded.

OCCUPATIONAL HEALTH AND SAFETY (GRI 403)

MANAGEMENT SYSTEM AND MONITORING (GRI 403-1, 403-4)

Imexpharm identifies occupational health and safety as a top operational priority, particularly in the context of EU-GMP-certified manufacturing facilities that require stringent workplace environment controls. Since 2024, the Company has established a dedicated SHE (Safety - Health - Environment) Department responsible for managing and monitoring safety, health, and environmental factors.

of Lockout/Tagout (LOTO) procedures to prevent accidental equipment start-up during maintenance activities. In addition, the Company conducts periodic workplace environment monitoring, reviews personal protective equipment (PPE) requirements, and invests in safety systems such as lightning protection and grounding systems across all manufacturing facilities, thereby proactively controlling and minimizing operational risks.

The management system has been further strengthened through the implementation



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SOCIAL (GRI 400) (continued)

OCCUPATIONAL HEALTH AND SAFETY (GRI 403) (continued)

TRAINING AND AWARENESS ENHANCEMENT (GRI 403-5)

Imexpharm places strong emphasis on fostering a safety culture through comprehensive and periodic training programs for employees.

In 2025, occupational safety and hygiene training averaged 16.1 hours per production employee. At the same time, the Company provided safety training for 120 newly recruited production employees, ensuring they were equipped with adequate safety knowledge from the beginning of their employment.

TRAINING PROGRAM	NUMBER OF PARTICIPANTS	
	Male	Female
Pressure equipment and boiler operation training – IMP1	18	5
Pressure equipment and boiler operation training – IMP2	12	3
First aid and emergency response training – IMP1	21	12
First aid and emergency response training – IMP2	5	9
First aid and emergency response training – IMP3	19	6
Occupational safety training Groups 1, 2, and 5 – IMP1	42	21
Occupational safety training Group 3 (pressure equipment & high-risk OHS operations) – IMP3 & IMP4	69	9
Occupational safety training Group 4 – Sales staff	280	151
Occupational safety training Group 6 – IMP1	31	3
Occupational safety training Group 3 (pressure equipment / high-risk OHS operations) – IMP1	11	5
Occupational safety training Group 3 (heat-generating equipment) – IMP1	21	-
Occupational safety training Group 4 – IMP1	190	143
Occupational safety training Group 4 – IMP2	34	33
Occupational safety training Group 6 – IMP2	13	4
Occupational safety training Group 6 & Group 3 (pressure equipment / high-risk OHS operations) – IMP3 & IMP4 (Group 6: 12; Group 3: 39)	46	5
Occupational safety training Group 4 – HCMC Branch & Representative Offices	40	39
Forklift and lifting equipment operation training	8	
Total	860	448

EMPLOYEE HEALTH CARE (GRI 403-3, 403-6, 403-10)

The Company implements integrated policies to protect and enhance employee health, recognizing it as a core factor in maintaining sustainable operational efficiency.

Imexpharm ensures that

100% of employees

undergo annual health check-ups

with

Total expenditures in 2025 exceeding

1.4 VND billion

In addition, approximately **VND 179.8 million** was allocated for occupational disease screening and pre-employment medical examinations.

For positions exposed to hazardous factors

the Company provided

3.3 VND billion in hazardous working condition allowances

demonstrating its commitment to employee well-being in specialized working environments. Beyond mandatory insurance schemes required by law, 100% of employees are covered by 24/7 accident insurance, while management personnel are provided with enhanced healthcare insurance, contributing to greater employee security and long-term engagement.

PERFORMANCE RESULTS AND SAFETY INDICATORS (GRI 403-9)

Through effective management and control systems, Imexpharm maintained optimal safety performance indicators throughout the 2022–2025 period. In 2025, the Company recorded no occupational accidents or work-related injury incidents. Key indicators remained at 0%, including occupational disease rate (ODR), lost day rate (LDR) and absentee rate (AR). In addition, no work-related fatalities were recorded during the year. These results demonstrate the effectiveness of the Company's safety management system and the strong culture of compliance maintained throughout the organization.

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SOCIAL (GRI 400) (continued)

CUSTOMER HEALTH AND SAFETY (GRI 416)

Imexpharm's customer health and safety management is implemented throughout the entire product lifecycle through a rigorous quality control system, the application of advanced technologies, and compliance with the highest international standards.

HEALTH AND SAFETY IMPACT ASSESSMENT (GRI 416-1)

Imexpharm conducts comprehensive assessments of product health and safety impacts throughout the entire product lifecycle, from research and development to manufacturing and market distribution, to ensure that every product meets the highest standards of quality and safety.

R&D and manufacturing stage

- Application of enzymatic technology in antibiotic manufacturing;
- Enhancement of active ingredient purity while minimizing the use of chemical solvents;
- Contribution to improved product safety and stability.

Quality standards

- Maintenance of 12 EU-GMP-certified production lines;
- Ensuring stringent quality control and consistency across production batches.

Raw material control

- 100% of raw materials meet CEP standards for products supplied to European markets or Group 1 tender channels;
- Strict qualification and quality inspection procedures are conducted before materials are approved for production use.

Packaging and storage

- Conducted under sterile conditions in compliance with stringent standards;
- Packaging systems are optimized to maintain product quality and minimize the risk of recontamination during storage and distribution.

PRODUCT SAFETY AND COMPLIANCE PERFORMANCE IN 2025 (GRI 416-2)

In 2025, Imexpharm continued to maintain strong performance in quality control and product safety assurance, reaffirming the effectiveness of its internationally aligned quality management system. The Company recorded no legal violations related to the impact of products on customer health and safety. Manufacturing operations remained stable, with no incidents affecting EU-GMP certifications. Production defect rates also continued to be maintained

at low levels, reflecting the effectiveness of the Company's internal control systems. A notable milestone during the year was the successful launch of IMECEP (Ceftazidime/Avibactam 2.5g), Vietnam's first "first generic" antibiotic manufactured on EU-GMP-certified production lines, contributing to improved access to high-quality pharmaceutical products at more affordable costs for patients.

CUSTOMER FEEDBACK AND PRODUCT RECALL MECHANISMS

The Company has established a transparent management system to protect customer interests and strengthen product quality assurance:

Product recall system

- Clear and well-defined product recall procedures;
- Prompt activation when necessary.

Customer feedback management

- Receiving customer feedback through CRM systems and hotline channels;
- Handling feedback transparently as a basis for continuous quality improvement.

Customer care enhancement

- Upgrading the CoreSource CRM system integrated with Zalo OA;
- Strengthening customer engagement and responsiveness.



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SOCIAL (GRI 400) (continued)

CUSTOMER HEALTH AND SAFETY (GRI 416) (continued)

QUALITY RISK MANAGEMENT

The Board of Directors identifies quality risk as a critical factor and has implemented comprehensive control measures across operations:

Self-inspection and monitoring

- Conducting periodic GMP self-inspections
- Maintaining ongoing oversight by the Quality Assurance (QA) department

Professional training

- Ensuring 100% of employees receive periodic GMP training and retraining
- Maintaining and reinforcing a strong quality culture throughout the organization

Process digitalization

- Standardizing the SOP system
- Integrating quality KPIs into the SAP S/4HANA system
- Supporting the early identification of operational risks

In 2025, Imexpharm's efforts in quality management and product safety assurance continued to receive broad recognition from reputable organizations in the market. The Company was ranked among the Top 3 Most Reputable Companies in Pharmaceuticals, Medical Equipment, and Healthcare Sector 2025 and was also honored with the "Golden Product for Community Health" award

for its flagship product lines. These recognitions not only reflect Imexpharm's strong quality control capabilities and advanced manufacturing standards, but also reinforce the reputation of the Imexpharm brand, reaffirming the Company's consistent commitment to providing safe, effective, and high-quality pharmaceutical products to the community.

The Company was ranked among the

TOP 3

MOST REPUTABLE COMPANIES IN PHARMACEUTICALS, MEDICAL EQUIPMENT, AND HEALTHCARE SECTOR 2025

CONTRIBUTION TO LOCAL COMMUNITIES (GRI 413)

Imexpharm's community contribution activities are implemented under a strategic approach and aligned with practical social needs and the Company's sustainable development commitment. The Company prioritizes programs that create long term value, especially in healthcare and education. Imexpharm also actively promotes social responsibility in local communities where the Company operates.

COMMUNITY CONTRIBUTION BUDGET AND STRATEGY

In 2025, Imexpharm allocated

750 VND million

to social welfare activities. This reflects the Company's commitment to maintaining stable and responsible investment in the community.

The programs focused on key areas such as healthcare, education, support for vulnerable groups, and disaster relief. The Company prioritized resources for local communities connected to its business operations. This approach helps strengthen community engagement and support sustainable local development. Imexpharm also maintained a balanced approach between short term support and long-term investment to create sustainable value for communities and society.

KEY SOCIAL WELFARE PROGRAMS (GRI 413-1)

Imexpharm implemented various practical community programs to support vulnerable groups and promote humanitarian values:

Support for low-income communities

- Organized the "Tet for the Poor" program in Cao Lanh Ward and other areas in Dong Thap Province;

Community healthcare support

- Donated health insurance cards to people in difficult circumstances;
- Provided relief support for communities affected by natural disasters through essential goods and healthcare medicine kits;

Support for vulnerable groups

- Supported the Dong Thap Blind Association and other vulnerable groups;

Preservation of cultural and medical values

- Organized memorial ceremonies for Hai Thuong Lan Ong and Tue Tinh;
- Promoted the tradition of medical ethics and professional responsibility in the pharmaceutical industry.



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SOCIAL (GRI 400) (continued)

CONTRIBUTION TO LOCAL COMMUNITIES (GRI 413) (continued)

INVESTMENT IN EDUCATION AND FUTURE GENERATIONS

Imexpharm considers education as a key foundation for developing high quality talent for the healthcare and pharmaceutical industry and contributing to sustainable social development:

Scholarship and educational support programs

- > Implemented the “Knowledge Journey and Educational Bookshelf” program to promote reading culture and knowledge sharing;
- > Awarded the “Outstanding Student” scholarships and supported excellent students and students in difficult circumstances;

Career orientation activities

- > Cooperated with Can Tho University of Medicine and Pharmacy to organize a career orientation seminar on April 4, 2025;
- > Created opportunities for students to gain practical exposure to the pharmaceutical industry and build clearer career orientation.

MEDICAL KNOWLEDGE SHARING AND HEALTHCARE CAPACITY BUILDING

Leveraging its professional expertise, Imexpharm actively contributes to improving healthcare workforce quality and strengthening the healthcare system:

ImexForum ecosystem

- > Organized annual scientific seminar series in multiple provinces and cities;
- > Expanded the program to Hanoi with the participation of nearly 300 healthcare professionals;

Continuous professional education

- > Organized online training programs with CPE and CME certifications;
- > Training topics focused on counterfeit drug identification, advanced formulation technologies, and updated treatment trends.

Pharmacist training

- > Cooperated with Pharmacity to organize specialized training programs for more than 100 pharmacists in Ho Chi Minh City;

ENVIRONMENTAL ACTIVITIES FOR THE COMMUNITY

Ecosystem restoration: Donated and planted 500 trees in Da Lat on March 14, 2025. The activity contributed to urban landscape improvement and climate change response;

Biodiversity conservation: Sponsored the Tam Nong Crane Program at Tram Chim National Park to support the protection of unique ecosystems and endangered species.

MARKETING AND LABELING MANAGEMENT (GRI 417)

Imexpharm implements its marketing and labeling practices based on the principle of responsible marketing. The Company focuses on transparency, information accuracy, and professional support for the healthcare community.

In 2025, Imexpharm maintained a high level of compliance. The Company recorded no violations related to misleading advertising or inaccurate product labeling. Product and corporate information was communicated consistently through multiple channels, including the Company website, digital platforms, scientific conferences, and professional partnership programs.

Key activities in 2025 included:

Marketing and medical communication activities:

Implemented

59 marketing programs

nationwide, including medical detailing, hospital seminars, scientific conferences, and factory visits

Reached approximately

6,000 doctors and healthcare professionals (HCPs)

Expanded the

ImexForum ecosystem

The program was held in Hanoi for the first time and attracted nearly

300 healthcare professionals

strengthening the Company’s presence in Northern Vietnam

Product marketing and professional partnerships:

Organized

10 seminars

for Predni ODT, including 9 offline events and 1 online event

Reached approximately

4,600

pharmacies

and

Attracted

4,000

new customers

Served as Diamond Sponsor at the Pharmacity conference and conducted specialized training programs for more than

100 pharmacists in Ho Chi Minh City



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SOCIAL (GRI 400) (continued)

MARKETING AND LABELING MANAGEMENT (GRI 417) (continued)

With a commitment to transparency and responsibility, Imexpharm provides product information that is complete, clear, and easy to understand. The Company does not use misleading or exaggerated claims. Product labeling content is developed in a comprehensive manner to support safe and accurate access to information for users.

Imexpharm's product labeling is designed to ensure:

- **Transparency and completeness:** Clear presentation of ingredients, indications, instructions for use, target users, and storage conditions;
- **Safe use guidance:** Detailed instructions for safe and effective use of medicines;
- **Environmental responsibility:** Proper disposal instructions to help minimize negative environmental impacts;
- **Digitalized information:** Application of technology to improve accessibility and personalization of product information;
- **Regulatory compliance:** Full compliance with requirements of the Ministry of Health and related regulations.

In 2025, the Company recorded **no violations** related to product marketing and labeling activities (GRI 417-2, 417-3). The Board of Directors identified brand risk as a material issue and established a control system across research, manufacturing, and distribution activities to ensure regulatory compliance and protect the Company's reputation.

SOCIOECONOMIC COMPLIANCE (GRI 419)

Imexpharm maintains a strong commitment to full compliance with regulations related to economic and social matters. The Company considers compliance as a core foundation for corporate governance and sustainable development.

Imexpharm consistently follows the principles of transparency, integrity, and compliance in all business activities. This approach strengthens the Company's reputation and position as one of the leading pharmaceutical companies in sustainable governance in Vietnam.

The Company does not engage in any activities that may negatively affect the business environment, the economy, or society. Imexpharm also respects and protects

intellectual property rights. The Company strictly complies with regulations related to information confidentiality and does not misuse third party technologies or data.

In 2025, Imexpharm recorded no violations related to laws, regulations, or socioeconomic standards, including material related party transactions. The result reflects the effectiveness of the Company's internal control system and compliance culture across the organization.





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No: 01/IMP-KTNB-2026

INTERNAL AUDIT ASSURANCE REPORT

On selected indicators in the 2025 Sustainability Report Imexpharm Corporation

To: Imexpharm Corporation

In order to enhance the reliability and transparency of the information disclosed in the 2025 Sustainability Report, the Internal Audit Department conducted assurance procedures on selected key indicators presented in this report.

Responsibility of the Management Board

The Management Board is responsible for the preparation and presentation of the 2025 Sustainability Report in accordance with the principles and standards of the Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI).

In addition, the Management Board is responsible for establishing, maintaining, and operating an appropriate internal control system to ensure that the disclosed information is complete, accurate, and reasonable.

Responsibility of Internal Audit

Internal Audit is responsible for providing an independent and objective assessment of the selected indicators within the limited scope, based on the assurance procedures performed. The process was conducted in accordance with Government Decree No. 05/2019/ND-CP dated January 22, 2019 on Internal Audit; Circular No. 08/2021/TT-BTC dated January 25, 2021 on Vietnam Internal Audit Standards and the Code of Ethics for Internal Auditors; the Internal Audit Charter of Imexpharm Corporation; and international standards and practices on internal auditing.

The assurance process for the limited scope was conducted on a sample basis using a risk-based approach throughout the planning and execution phases. The process included interviews, inspections, and verification of information with relevant departments. The assessment results were discussed with the Management Board and representatives of related departments.

Scope of Assurance

Based on available resources, Internal Audit conducted assurance procedures within the limited scope covering nine (09) selected indicators disclosed in the 2025 Sustainability Report, including:

NO.	INDICATOR	PAGE REFERENCE
1	Breakdown of taxes paid (GRI 207-4)	page 56
2	Total electricity consumption within the organization (GRI 302-1)	page 60
3	Total wastewater discharge volume (GRI 303-4)	page 63
4	Total water consumption within the organization (GRI 303-5)	page 62
5	Total waste generated by type (GRI 306-3)	page 65

NO.	INDICATOR	PAGE REFERENCE
6	Number of new employees and employee turnover rate (GRI 401-1)	page 73
7	Number of employees taking parental leave and return-to-work rate by gender (GRI 401-3)	page 74
8	Average training hours per employee per year (GRI 404-1)	page 75
9	Total workforce by level, gender, age group, and educational background (GRI 405-1)	page 76

The indicators were assessed based on the following criteria:

- **Completeness:** The information fully reflects material topics related to sustainable development orientation and disclosure requirements.
- **Accuracy:** The data was recorded, consolidated, and presented in line with supporting documents and related records.
- **Compliance:** The content complies with sustainability reporting standards, applicable regulations, and the Company's internal policies.

Conclusion

Based on the procedures performed, Internal Audit concluded that the selected indicators disclosed in Imexpharm's 2025 Sustainability Report were fairly and reasonably presented in all material aspects, in compliance with the GRI Standards Core option.

Internal Audit also provided recommendations to improve the reporting process in the coming years. The recommendations aim to enhance the consistency and reliability of disclosed information.

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

On Behalf of Internal Audit

Nguyen Pham Minh Tuan

On Behalf of the Audit Committee

Hoang Duc Hung



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AIR QUALITY MONITORING RESULTS

IMP1 FACTORY MONITORING RESULTS

AT THE AIR HANDLING SYSTEM IN THE IMP1 QUALITY CONTROL AREA

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	19/08/2025
1	Total dust	US EPA Method 5	mg/Nm ³	200	10.4
2	CO	HD-ĐDHT10	mg/Nm ³	1,000	KPH (IDL=0-11,400)
3	NO ₂	HD-ĐDHT10	mg/Nm ³	850	1
4	SO ₂	HD-ĐDHT10	mg/Nm ³	500	KPH (<IDL=0-13,100)
5	Noise level	Specialized equipment	dB	-	NA

AT THE IMP1 BOILER STACK

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	19/08/2025
1	Total dust	US EPA Method 5	mg/Nm ³	200	KPH (MDL=5.0)
2	CO	HD-ĐDHT10	mg/Nm ³	1,000	32
3	NO ₂	HD-ĐDHT10	mg/Nm ³	850	5
4	SO ₂	HD-ĐDHT10	mg/Nm ³	500	1
5	Noise level	Specialized equipment	dB	-	NA

AT PENICILLIN FACTORY (IMP1)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	19/08/2025
1	Total dust	US EPA Method 5	mg/m ³	200	7.3
2	CO	HD-ĐDHT10	mg/m ³	1,000	KPH (IDL=0-11,400)
3	NO ₂	HD-ĐDHT10	mg/m ³	850	KPH
4	SO ₂	HD-ĐDHT10	mg/m ³	500	KPH (<IDL=0-13,100)
5	Noise level	Specialized equipment	dB	-	NA

AT X24 FACTORY – HEALTH SUPPLEMENT AREA (IMP1)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	19/08/2025
1	Total dust	US EPA Method 5	mg/m ³	200	KPH (MDL=5.0)
2	CO	HD-ĐDHT10	mg/m ³	1,000	KPH (IDL=0-11,400)
3	NO ₂	HD-ĐDHT10	mg/m ³	850	KPH
4	SO ₂	HD-ĐDHT10	mg/m ³	500	KPH (<IDL=0-13,100)
5	Noise level	Specialized equipment	dB	-	NA

AT THE NON-BETALACTAM COMPOUNDING AREA (IMP1)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	19/08/2025
1	Total dust	US EPA Method 5	mg/m ³	200	KPH (MDL=5.0)
2	CO	HD-ĐDHT10	mg/m ³	1,000	KPH (IDL=0-11,400)
3	NO ₂	HD-ĐDHT10	mg/m ³	850	1
4	SO ₂	HD-ĐDHT10	mg/m ³	500	KPH (<IDL=0-13,100)
5	Noise level	Specialized equipment	dB	-	NA

AT THE NON-BETALACTAM FILM COATING AREA (IMP1)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	19/08/2025
1	Total dust	US EPA Method 5	mg/m ³	200	KPH (MDL=5.0)
2	CO	HD-ĐDHT10	mg/m ³	1,000	KPH (IDL=0-11,400)
3	NO ₂	HD-ĐDHT10	mg/m ³	850	KPH
4	SO ₂	HD-ĐDHT10	mg/m ³	500	KPH (<IDL=0-13,100)
5	Noise level	Specialized equipment	dB	-	NA

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AIR QUALITY MONITORING RESULTS (continued)

IMP2 FACTORY MONITORING RESULTS

AT BIBO1 EXHAUST PIPE (IMP2)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	24/11/2025
1	Total dust	US EPA Method 5	mg/Nm ³	200	4.8
2	CO	HD-ĐĐHT10	mg/Nm ³	1,000	<1.14
3	NO ₂	HD-ĐĐHT10	mg/Nm ³	-	3.4
4	SO ₂	HD-ĐĐHT10	mg/Nm ³	500	<2.62

IMP3 FACTORY MONITORING RESULTS

AT IMP3 BOILER

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	24/10/2025
1	Dust	US EPA Method 5	mg/m ³	200	23
2	CO	HD-ĐĐHT10	mg/m ³	500	0
3	NO ₂	HD-ĐĐHT10	mg/m ³	850	91
4	SO ₂	HD-ĐĐHT10	mg/m ³	1,000	209

AT BIBO2 EXHAUST PIPE (IMP2)

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	24/11/2025
1	Total dust	US EPA Method 5	mg/Nm ³	200	KPH
2	CO	HD-ĐĐHT10	mg/Nm ³	1,000	<1.14
3	NO ₂	HD-ĐĐHT10	mg/Nm ³	-	<1.88
4	SO ₂	HD-ĐĐHT10	mg/Nm ³	500	<2.62

IMP4 FACTORY MONITORING RESULTS

AT IMP4 BOILER

No.	Analysis Parameter	Test Method	Unit	QCVN 19:2009/ BTNMT COLUMN B	24/10/2025
1	Dust	US EPA Method 5	mg/m ³	200	53
2	CO	HD-ĐĐHT10	mg/m ³	500	0
3	NO ₂	HD-ĐĐHT10	mg/m ³	850	57
4	SO ₂	HD-ĐĐHT10	mg/m ³	1,000	241

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WASTER QUALITY MONITORING RESULT

IMP1 FACTORY MONITORING RESULTS

No.	Analysis Parameter	Test Method	Unit	QCVN 40:2011/ BTNMT Column A	24/10/2025
1	pH	TCVN 6492:2011	-	200	53
2	BOD ₅ 20°C	SMEWW 5210 B:2017	mg/L	500	0
3	COD	SMEWW 5220 C:2017	mg/L	850	57
4	Ammonia (NH ₄ ⁺ as N)	SMEWW 4500-NH ₃ B&F:2017	mg/L	1,000	241
5	Total Nitrogen	TCVN 6638:2000	mg/L	200	53
6	Phosphorus (as P)	TCVN 6202:2008	mg/L	500	0
7	Residual Chlorine	TCVN 6225-3:2011	mg/L	850	57
8	TSS	TCVN 6625:2000	mg/L	1,000	241
9	Manganese	SMEWW 3111 B:2023	mg/L	200	53
10	Coliform	SMEWW 9221 B:2017	MPN/100mL	500	0

IMP2 FACTORY MONITORING RESULTS

No.	Analysis Parameter	Test Method	Unit	Wastewater Standard (Vinh Loc industrial park)	24/11/2025
1	pH	TCVN 6492:2011	-	200	6.8
2	TSS	TCVN 6625:2000	mg/L	500	KPH
3	BOD ₅ 20°C	SMEWW 5210 B:2017	mg/L	850	7.43
4	COD	SMEWW 5220 C:2017	mg/L	1,000	25.6
5	Total Nitrogen	TCVN 6638:2000	mg/L	200	28.6
6	Phosphorus (as P)	TCVN 6202:2008	mg/L	500	6.03

IMP3 FACTORY MONITORING RESULTS

No.	Analysis Parameter	Unit	Wastewater Standard (VSIP)	24/10/2025
1	pH	-	6-9	6.59
2	TSS	mg/l	400	21
3	BOD ₅ (20°C)	mg/l	600	20
4	COD	mg/l	400	36
5	N-NH ₄ ⁺	mg/l	8	<1.67
6	Total Nitrogen	mg/l	20	11.4
7	Phosphorus (as P)	mg/l	5	0.56
8	Lead (Pb)	mg/l	0.08	NA
9	Arsenic (As)	mg/l	0.04	NA
10	Mercury (Hg)	mg/l	0.004	NA
11	Cadmium (Cd)	mg/l	0.004	NA
12	Mineral Oil and Grease	mg/l	10	KPH (LOD=1)
13	Total Coliform	MPN/100 ml	5,000	2.4 × 10 ³

IMP4 FACTORY MONITORING RESULTS

No.	Analysis Parameter	Unit	Wastewater Standard (VSIP)	24/10/2025
1	pH	-	6-9	6,86
2	TSS	mg/l	400	24
3	BOD ₅ (20°C)	mg/l	600	17
4	COD	mg/l	400	36
5	N-NH ₄ ⁺	mg/l	8	2.7
6	Total Nitrogen	mg/l	20	15.8
7	Phosphorus (as P)	mg/l	5	1.9
8	Lead (Pb)	mg/l	0.08	NA
9	Arsenic (As)	mg/l	0.04	NA
10	Mercury (Hg)	mg/l	0.004	NA
11	Cadmium (Cd)	mg/l	0.004	NA
12	Mineral Oil and Grease	mg/l	10	< 3.33
13	Total Coliform	MPN/100 ml	5.000	4.1 × 10 ³

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LIST OF ABBREVIATIONS

AC	Audit Committee	GRI	Global Reporting Initiative
AGM	Annual General Meeting	GSP	Good Storage Practice
API	Active Pharmaceutical Ingredient	HCMC	Ho Chi Minh City
ASEAN	Association of Southeast Asian Nations	HOSE	Ho Chi Minh Stock Exchange
BOD	Board of Directors	HVAC	Heating, Ventilation and Air Conditioning
CEO	Chief Executive Officer	IMP/ Imexpharm	Imexpharm Corporation
CEP	Certificate of Suitability to the European Pharmacopoeia	IR	Investor Relations
CIP/SIP	Cleaning in Place / Sterilization in Place	ISO	International Organization for Standardization
COD/BOD/ TSS	Chemical Oxygen Demand/ Biochemical Oxygen Demand/ Total Suspended Solids	IFRS	International Financial Reporting Standards
CPE/CME	Continuing Professional Education Continuing Medical Education	KPI	Key Performance Indicator
CSR	Corporate Social Responsibility	NCC	Nomination and Compensation Committee
DE&I	Diversity, Equity & Inclusion	LOTO	Lock-out Tag-out
EPR	Extended Producer Responsibility	OTC	Over The Counter
ERP	Enterprise Resource Planning	PPE	Personal Protective Equipment
ERM	Enterprise Risk Management	QA	Quality Assurance
ESG	Environmental, Social and Governance	QC	Quality Control
ESOP	Employee Stock Ownership Plan	R&D	Research and Development
ETC	Ethical Drugs	SDGs	Sustainable Development Goals
EU-GMP	European Union Good Manufacturing Practice	SHE	Safety, Health and Environment
GLP	Good Laboratory Practice	VNSI (VNSI20)	Vietnam Sustainability Index (Top 20 Listed Companies)
GMS	General Meeting of Shareholders	WHO-GMP	World Health Organization Good Manufacturing Practices



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