

ASPIRATION



LEADING



# GROUNDED IN HERITAGE SUSTAINABLE SHARING

SUSTAINABLE DEVELOPMENT REPORT 2022



## LIST OF ABBREVIATIONS

<b>ADB</b>	Asian Development Bank	<b>QC</b>	Quality control
<b>BOD</b>	Board of Directors	<b>QCVN</b>	Technical regulations
<b>BSC</b>	Balance Score Cards	<b>R&amp;D</b>	Research & Development
<b>CAGR</b>	Compounded annual growth rate	<b>TCVN</b>	Vietnam standard
<b>CEP</b>	Certificate of Suitability to the Monographs of the European Pharmacopoeia	<b>VCCI</b>	Vietnam Chamber of Commerce and Industry
<b>CSV</b>	Creating Shared Values	<b>WHO</b>	World Health Organization
<b>DMS</b>	Distribution Management System		
<b>ERP</b>	Enterprise Resource Planning		
<b>ESOP</b>	Employee Stock Ownership Plan		
<b>ETC</b>	Ethical Drugs		
<b>EU</b>	European Union		
<b>DMS</b>	Foreign Direct Investment		
<b>GDP</b>	Gross Domestic Product		
<b>GMP</b>	Good Manufacturing Practices		
<b>GRI</b>	Global Report Initial		
<b>IMP</b>	Imexpharm Corporation		
<b>IR</b>	Investor Relations		
<b>ISO</b>	International Organization for Standardization		
<b>IPCC</b>	Intergovernmental Panel on Climate Change		
<b>KPH</b>	Not detected		
<b>KPIS</b>	Key Performance Indicators		
<b>OTC</b>	Over the Counter		
<b>QA</b>	Quality Assurance		



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“After 45 years of development, Imexpharm has built a legacy of outstanding achievements, but what we are most proud of is the steadfast pursuit of the Mission, Vision, and Core Values established by Company, regardless of challenging conditions or circumstances we were in. This provides a solid foundation for us to confidently create values, gaining more trust and support from our shareholders, partners, investors, employees and all stakeholders.”

# JOURNEY OF 45 YEARS - IMEXPHARM ACCOMPANYING THE COUNTRY

## 1977-1981 SETTING OFF

Imexpharm started out as a drug distribution facility called Grade-2 Pharmaceutical Company in Cao Lanh, Dong Thap Province.

The company was established in 1977, mainly tasked to distribute drugs to 02 provincial hospitals and grade-3 pharmaceutical companies in the province as assigned.

It was not then involved in drug manufacturing but a team of 20 employees excellently performed its task, which was to timely distribute drugs to meet local needs.

## 1982-1986 EXPLORING POSSIBILITIES

In 1983, the company was renamed as Dong Thap Pharmaceutical Union Enterprise and realized that it would be difficult to generate more profits and sustain its growth in the long term if it only worked on drug distribution, thus triggering the management to chart new directions.

Without any technologies, its management and members contacted other factories for opportunities to learn about the drug manufacturing process and specialized equipment used in the industry. The pharmacist Tran Thi Dao, who was then the Deputy Director of the Enterprise, visited the wholesale markets in Ho Chi Minh City to learn how products were being marketed. Things almost started from scratch but there were tireless efforts of all the team members.

## 1987 -1991 OVERCOMING CHALLENGES

Considerable efforts were devoted but there were drastic market changes, forcing a large number of companies and enterprises to terminate their operations. Like many others, Dong Thap Pharmaceutical Union Enterprise then had 1/3 factories to remain active and its staff was reduced to only 10 people.

With a high risk of dissolution, its team, not discouraged by challenges, managed to sustain manufacturing and actively find markets. Stories on “*drug manufacturing on a 16-seater minibus*” or “*the birth of the first Amoxicillin tablets*” originated from this tumultuous period. And these demonstrated its agility in seizing opportunities, flexible strategies and innovative measures in drug production and trading by the Management during this period to overcome then challenges.

## 1992 - 1996 CHALLENGING ITSELF

In 1992, Dong Thap Pharmaceutical Company was established, becoming an independent entity in pharmaceutical production and trading. It was then able to launch Paracetamol and Cotrim products with its own internal resources.

Unfortunately, a fire incident happened in 1994 to burn down the factory almost completely. This was yet another challenge and its management again turned this into opportunities. A bold decision was made, which was to build a standard laboratory. And it was a blessing in disguise when the Company was then selected by Sandoz Group (Switzerland) for its training on building a GMP factory.

An early access to modern technologies and international standard production processes enabled Imexpharm to shape its investment for quality and focus on improving production technology for broader and more sustainable visions.



1997 – 2001

## REACHING FURTHER

In 1997, the Non-Betalactam Factory worth VND 19 billion in investment was ASEAN-GMP certified and Dong Thap Pharmaceutical Company was the first Vietnamese company to obtain such certification. Moving beyond this, the Board of Management led by the pharmacist Tran Thi Dao further strengthened its immature foundation by signing a franchise manufacturing agreement with Biochemie Group (Austria). With much energy in exploring and constantly improving production technology, product quality was the top priority during this period. As a result, in 1999, the Company completed its construction of the Penicillin factory with an investment capital of VND 18 billion.

By the end of this period, it became the first company under Vietnam Pharmaceutical Corporation to complete equitization (2001) and was renamed as Imexpharm Corporation with a charter capital of VND 22 billion.

2007 – 2011

## REVAMPING

In 2007, Imexpharm demonstrated successfully the bioequivalence of the first product being Imeclor Antibiotics (125mg). This period marked its application of European technologies into production when the Cephalosporin factory was launched into operation in 2009. Developed with an investment of VND 113 billion in VSIP II Industrial Park, Binh Duong, the factory is designed to manufacture oral drugs and injectable powder using European technology. The company, in 2020, diversified its product portfolios by building a new plant to manufacture injectable Penicillin, located adjacent to the Cephalosporin factory, with a total investment of VND 50 billion.

It started to promote its vision for **“Top Quality - European Standard”**. In addition, its entire system, including personnel management, production, workshops and factories, was massively restructured to meet the new operational requirements. It indicated a strong focus of its leadership on technology improvement, and, most importantly, provided a means for us to keep our commitment and mission to **“Offering effective solutions for social health care”**.

2002 – 2006

## BREAKTHROUGH

Có được nền tảng về chất lượng và công nghệ sản xuất, Imexpharm an tâm mở rộng hoạt động của mình. Năm 2006, Công ty đã mạnh dạn đầu tư, nâng cấp 2 nhà máy Betalactam và Non-Betalactam lên chuẩn WHO-GMP. Đặc biệt, hệ thống kho và phòng thí nghiệm cũng được nâng cấp tiêu chuẩn GSP và GLP.

Cuối năm 2006, Công ty cũng trở thành Công ty Dược đầu tiên niêm yết thành công trên sàn chứng khoán, Vốn điều lệ ở thời điểm này là 84 tỷ đồng. Đây là bước đệm chuyển mình trở thành Công ty đại chúng, mở ra khả năng thu hút đầu tư và huy động vốn, với giá trị cốt lõi là minh bạch đã kiến tạo và duy trì niềm tin cho cổ đông, nhà đầu tư mà Imexpharm theo đuổi suốt những năm về sau.

2012 – 2016

## SEIZING OPPORTUNITIES

In 2016, Imexpharm further upgraded its factories in VSIP II Industrial Park, Binh Duong, and became the first pharmaceutical company to have 03 EU-GMP certified production lines of Cephalosporin factory and Penicillin factory, collectively called Betalactam High-tech Factory in Binh Duong (IMP3), thus opening up new opportunities for a shift to the high-end segment while affirming its market positioning in the eyes of partners, shareholders and investors.

Built on this success, Imexpharm strengthened its resources during this period in different aspects. The company improved its facilities, including its launch of the main office building in Cao Lanh city following a total investment of VND 28 billion. Imexpharm also enhanced adoption of Industry 4.0 technologies in corporate governance by successfully deploying the 8-module SARP-ERP system in 2013 and the Distribution Management System (DMS) for 20 sales branches, coupled with HR development and organizational restructuring efforts towards sustainable development and future transformation.



## 2017 - 2021

# GROWING SUSTAINABLY

In 2017, the injectable antibiotic Imetoxim 1g was granted visa to export to European market, the first step in its “global reach” to enter into one of the world’s most demanding markets. In addition, Imexpharm was preparing other pillars to have a truly robust foundation for sustainability. In 2020, its charter capital was raised to VND 667,053,700,000 thanks to the issuance of shares to pay dividends, bonus shares and implementation of the ESOP program for its employees. The new charter capital is 30 times higher than it was when Imexpharm was equitized in 2001.

Yet, investment in quality and production technology remains its top priority in all stages of its development process. Production lines have been installed, approved and re-approved in line with EU-GMP standards. Built in 2017, Vinh Loc High-Tech Antibiotics Plant was certified to meet EU-GMP standards two years later, in 2019. The company was also successful with its re-application for EU-GMP certification of the IMP3 plant in 2019.

In 2020, Imexpharm obtained a European conformity certification for Cefalexin 500 mg capsules.

It is important to note that, during this period, Imexpharm’s efforts were backed by international partners and investors. In 2020, SK Group (South Korea) became one of its strategic shareholders and participated in its governance. The Asian Development Bank (ADB) conducted operational appraisal and provided a loan worth USD 8 million, on a ground of Imexpharm’s transparent, robust and reliable development.

In 2021, the Company put into commercial operation its Supplement Factory as part of its head office in Cao Lanh City, Dong Thap province following an investment of VND 82 billion. Also in 2021, Imexpharm successfully registered European Visa for 2 products: Amoxicillin 250 mg oral suspension and Amoxicillin 500 mg capsules, and successfully demonstrated “bioequivalence” of two products, Zanimex 500mg film-coated tablets and Biocemet DT 500mg/62.5mg dispersible tablets.



## ASPIRING TO LEAD 2022

### LEADING PHARMACEUTICAL MANUFACTURER - EUROPEAN STANDARDS

In September 2022, Binh Duong Hi-tech Factory (IMP4) was officially certified to meet EU-GMP standards, for a total number of 11 EU-GMP production lines to place Imexpharm at the No.1 position on this regard in Vietnam. Also in 2022, visa to export to European market was granted to 3 additional products, including: Cephalexin 250 mg oral suspension, Pantoprazole 40mg lyophilized injection and Cefixime 200mg film-coated tablets, for a total number of 7 products to enter European market (with 12 registration numbers).

This was also a turning point in its operations. SK Group (South Korea) undertook to increase its investment in Imexpharm to facilitate its “global reach” journey.

### IMEXPHARM & CHANGES IN ITS NAMES OVER HISTORY

1977	Grade-2 Pharmaceutical Company
1983	Dong Thap Pharmaceutical Union Enterprise
1992	Dong Thap Pharmaceutical Company
1999	Central Pharmaceutical Joint Stock Company No. 7
2001 to present	Imexpharm Corporation

HIGHLIGHTS IN  
2022

TOTAL NET REVENUE  
AND INCOME REACHED

**1,668**  
BILLION

**29.2%**  
over the  
same period

equivalent to  
**115.1%**  
of the annual plan set by  
the General Meeting of  
Shareholders.

PRE-TAX PROFIT

**291.4**  
BILLION

**22.0%**  
compared to 2021

REACHED  
**106.0%**  
of the annual plan



The series of activities to celebrate  
**THE 45TH ANNIVERSARY OF  
THE ESTABLISHMENT AND  
DEVELOPMENT OF IMEXPHARM**

took place in a solemn,  
attractive and emotional.

IMP4 factory obtained EU-GMP  
certification approved by the Hungarian  
Ministry of Health

raising the total number  
of production lines  
meeting EU standards to

**11**

**THE LARGEST NUMBER  
OF EU PRODUCTION LINES  
IN VIETNAM.**

By the end of 2022, Imexpharm has

**12** VISA-REGISTERED  
NUMBERS FOR 7  
PRODUCTS IN EUROPE.

Sales and marketing have undergone  
many innovations, especially improved  
the efficiency of sales branches

**20/20**

**SALES BRANCHES**  
have all exceeded  
the target of 2022.

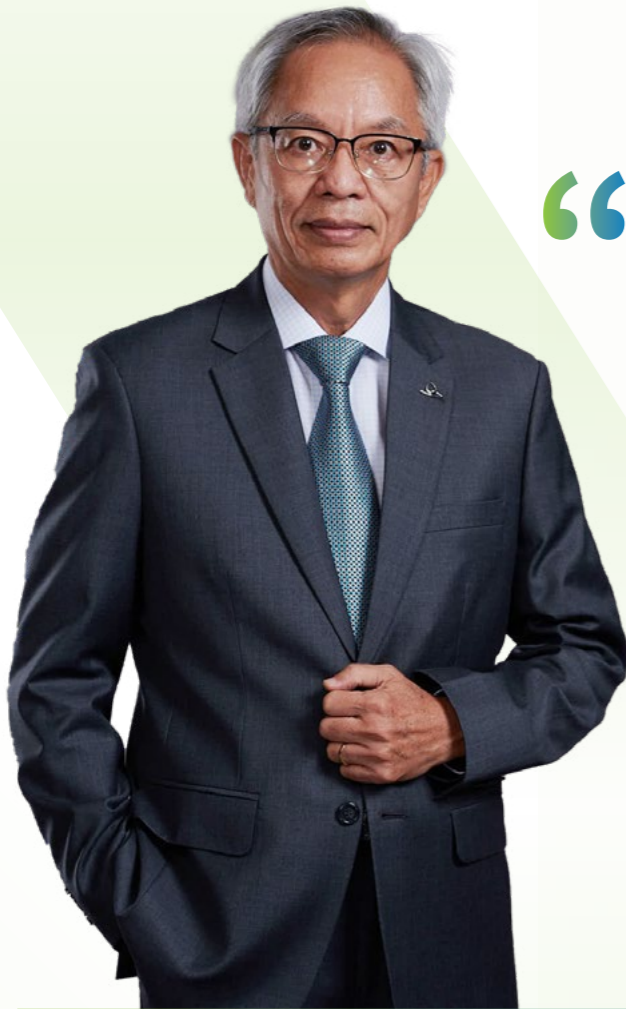
Income and welfare for employees will  
be continuously improved in 2022 in  
the context of Vietnam's and the world's  
economic difficulties.

The total income that employees  
received in 2022 ranged from

**17 to 21** MONTHS'  
SALARIES



## MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS



“ At Imexpharm, we firmly establish our company’s pathway to success as one that intertwines continuous growth with sustainable development. ”



### Dear Shareholders, Investors, Customers, Partners, and all Imexpharm employees,

2022 marked the end of the 2018-2022 term, which also served as a turning point for Imexpharm as it entered a new phase with significant potential for development, along with numerous challenges on the journey towards breakthrough growth. In my capacity as the Chairman of the Board of Directors and Deputy General Director, as well as the Head of the Sustainability Development Committee on behalf of the Company, I would like to present Imexpharm Corporation’s Sustainability Development Report for the past year to all esteemed shareholders and investors.

With the mission of “Offering effective solutions for social health care,” Imexpharm is dedicated to serving and caring for health through high-quality and reputable products and services. With over 45 years of establishment and development, Imexpharm takes pride in its strength in manufacturing and supplying high-quality antibiotics, contributing to community health care. With significant achievements attained, we are confident in positioning

Imexpharm as the top antibiotic pharmaceutical company in Vietnam in the near future. To execute this strategy, we will continuously enhance research, innovate technology, and improve product quality. Furthermore, Imexpharm will constantly strive to improve and enhance the production process, maintaining strict adherence to international quality standards to deliver safe, effective, and better-responsive products to treatment needs.

However, sustainable development remains an essential foundation for Imexpharm, playing a crucial role in the company’s success and sustainable growth. At Imexpharm, we clearly define our strategy for the company’s success as growth that is closely linked to sustainable development. Interestingly, this strategy aligns closely with the concept of Creating Shared Value (CSV), which is becoming increasingly popular among many global businesses.

CSV: Creating Shared Value, is a concept proposed and developed by Harvard University in the United States since 2011. It emphasizes integrating social issues and challenges into the process of creating economic value, rather than simply fulfilling social responsibilities. Although Imexpharm may not have a specific policy on CSV outlined, this concept has existed and steadily developed within the company over the years. What is more important is that it originates from the company’s internal essence, as an inherent core value within our team and organizational structure.

This can be seen through continuous investment in product quality, a focus on improving manufacturing technology, and a steadfast commitment to not compromising customer health and safety for the sake of profit. Imexpharm chooses the path of sustainable development, harmonizing the interests of all stakeholders, thus fully realizing the company’s mission. The positive impacts of Imexpharm’s “version” of CSV can be observed in various aspects of the company’s operations, most notably in the trust and consensus of partners, shareholders, investors, employees, and other stakeholders. This is something that the team takes pride in, as a shining point amidst the myriad achievements of the past 45 years.

Now, with strategic directions and well-defined action programs, we believe that CSV will delve even deeper into the operations and functioning of the Imexpharm machinery, as well as the company’s relationships with various stakeholders. Together, Imexpharm will always join hands in creating positive values for the community and sharing for sustainability.

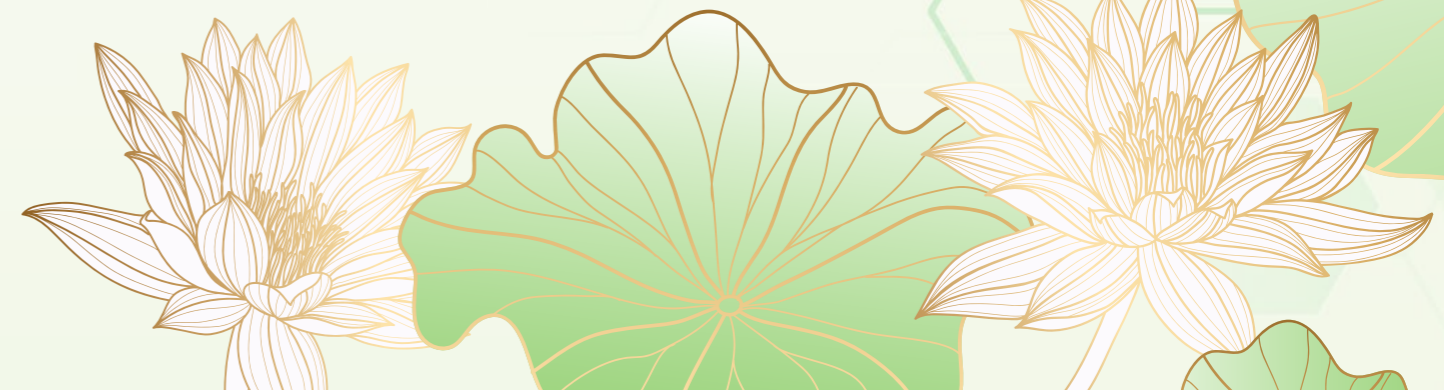
Looking back at the journey taken in 2022 and the past 45 years, we firmly believe that with the determination and relentless efforts of each individual, Imexpharm will continue to achieve new successes on the path towards sustainable

development in the upcoming term of 2023-2027. Imexpharm is confident in attaining significant milestones and advancing further in positioning itself in the pharmaceutical industry, while meeting the expectations of shareholders and the market in line with the strategic message of the 2023-2027 term, “Confidence in Breakthrough.”

On this occasion, I would like to express sincere gratitude to all employees, esteemed shareholders, customers, and partners who have accompanied the company throughout this journey. We appreciate your dedication and cooperation, which have made significant contributions to the success and development of Imexpharm.

**Thank you very much! I wish you all success, good health, and happiness as well!**

**NGUYEN QUOC DINH**  
Chairman of the Board of Directors



## OVERVIEW OF THE 2022 SUSTAINABLE DEVELOPMENT REPORT



### REPORTING PRINCIPLES

The 2022 Sustainable Development Report is prepared based on critical issues that have been carefully selected through the company's assessment and consultations with relevant stakeholders. The company follows core standards and guidelines set by the Global Reporting Initiative (GRI) in reporting its sustainability practices. The content of the report revolves around four key themes: GRI 100 General Information; GRI 200 Economic Issues; GRI 300 Environmental Issues; GRI 400 Social Issues. Additionally, the report also aligns with the adherence to the 17 Sustainable Development Goals (SDGs) set by the United Nations, ensuring a comprehensive, reality-based, and long-term perspective on sustainable development at Imexpharm.



### REPORT SCOPE

Each year, Imexpharm prepares a separate Sustainable Development Report, distinct from the Annual Report, to provide an overview of the company's activities. In this report, Imexpharm will address issues related to sustainable development, strategies, and organizational efforts to implement these strategies in order to maximize the benefits for stakeholders. Business and production activities tied to sustainable development will be analyzed and presented.

Within the scope of this Sustainable Development Report, Imexpharm will present data regarding the IMP1 cluster (Oral Penicillin Plant, Non-Betalactam Plant, Health Food Plant), IMP2 (High-tech Vinh Loc Antibiotic Plant), and IMP3 (High-tech Binh Duong Betalactam Plant).

It should be noted that the IMP4 plant is not included in this report, as it was certified to meet EU-GMP standards in July 2022 and officially announced by the Ministry of Health in September 2022. However, IMP4 has already commenced commercial operations in 2022.

**Reporting period:** The report was prepared based on the accounting year starting from January 1, 2022, to December 31, 2022.

**Date of most recent report:** Dated December 31, 2022



### INTRODUCTION TO THE SUSTAINABLE DEVELOPMENT COMMITTEE

At Imexpharm, sustainable development and the harmonization of interests among stakeholders are highly valued. Therefore, the establishment of the Sustainable Development Committee under the Executive Board serves as a concrete embodiment and implementation of the company's principles, bringing sustainable development goals closer to the operational reality of Imexpharm.

On November 19, 2018, the CEO signed a decision to establish the Sustainable Development Committee at Imexpharm Joint Stock Company. The committee consists of 11 members, with the Chairman of the Board of Directors - Deputy CEO in charge of the Finance Department, along with Deputy CEOs responsible for the Production Department and the Administration Department. Each member has specific responsibilities corresponding to their positions and roles within Imexpharm. This ensures that the set objectives are effectively implemented.

The Sustainable Development Committee is tasked with advising the CEO on issues related to the company's sustainable development. The committee includes members with specific responsibilities as follows:

No.	FULL NAME	POSITIONS	POSITIONS IN THE SUSTAINABLE DEVELOPMENT COMMITTEE	DUTIES
1	Nguyen Quoc Dinh	Chairman of the BOD - Deputy General Director	Head of the Committee	Managing the Sustainable Development Committee Company management regarding sustainable development issues Budget, strategies, and short-term and long-term goals of the Sustainable Development Committee Relationships with key stakeholders: local government, shareholders/investors, suppliers/manufacturers...
2	Nguyen Thi Kim Le	In charge of Corporate governance - Head of Investor Relations Department	Deputy Head of the Committee	Developing relationships with shareholders and investors Responsible for external communication regarding sustainable development of the company Managing risks related to sustainable development issues
3	Nguyen Vinh Luan	Head of organization development department	Deputy head of the Committee	In charge of internal communication development regarding sustainable development Recruitment and career development policy and training Developing relationships with local government and community
4	Ngo Minh Tuan	BOD member - Deputy General Director	Member	Budget and communication plan for sustainable development Human resources policy Salary, rewards, and benefits Company culture Customer relationship channels (Customer care)
5	Huynh Van Nhung	Deputy General Director	Member	Ensuring product quality (QA, QC) Customer health and safety EHS (Environment- Health-Safety) at IMP1, IMP2 factories
6	Le Van Nha Phuong	BOD member - Deputy General Director	Member	Research and development of products EHS at IMP3, IMP4 factories, and Dietary Supplement Factory.
7	Nguyen Tan Ngoc	Director of Technical Department	Member	Company-wide Environment- Health-Safety (EHS) improvement solutions
8	Tran Thi To Nu	Head of Administration & HR Department	Member	Trade union and employees Developing relationships with employees
9	Nguyen Hong Ngoc	Deputy Head of Accounting - Finance Department	Member	Economic field, risk control
10	Le Thi Cam Nhung	Deputy head of IR Department	Member	Shareholder and investor relations Sustainable development programs throughout the year Supporting data collection for sustainability reporting
11	Nguyen Quoc Huy	Deputy head of IR Department	Member	Responsible for online communications on sustainable development Compiling data on social responsibility activities, accolades, and awards Ideas and design visuals for the sustainability report

### CONTACT INFORMATION:

For any inquiries or contributions to this Sustainable Development Report, please send them to:

**Sustainable Development Department - Imexpharm Corporation**

Add: No. 04, Street 30/04, Ward 1, Cao Lanh City, Dong Thap Province

Email: [ir@imexpharm.com](mailto:ir@imexpharm.com)

Telephone: (84 28) 3866 9856





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## COMPANY OVERVIEW

“Born on the land of Dong Thap pink lotus, Grade II Pharmaceutical Company - the predecessor of Imexpharm Corporation has gradually grown and flourished as it is today. For Imexpharm, Dong Thap is the homeland and the source of all development.

After 45 years of establishment and development, with the orientation of prioritizing investment in product quality according to the world's advanced standards, along with strong pioneering steps in the pharmaceutical industry, Imexpharm has become a leading manufacturer of pharmaceutical products. Leading pharmaceutical in Vietnam according to European Standards. Currently, the company owns 4 clusters of factories in Dong Thap, Ho Chi Minh City and Binh Duong, including 3 clusters of factories meeting EU-GMP standards with a total of 11 production lines.

Overcoming many difficulties and challenges of the industry, going through periods of economic decline of the country, Imexpharm is still determined to follow the Mission and Commitment from the very beginning, with the aspiration to develop the pharmaceutical industry. Vietnam has reached new heights, providing people with quality products that meet domestic treatment needs at reasonable prices and replace imported drugs. It is that aspiration that has led Imexpharm to not be afraid of hardships, persevere, always bring creative and innovative thinking, thereby opening the way to help the Company grow bigger and bigger, achieve more good results. That is a sustainable foundation that helps Imexpharm make strong changes, to be ready to make breakthroughs in the coming period, and to expand its vision to step out into the world.

## SUMMARY INFORMATION



<b>ABBREVIATED NAME</b>	IMEXPHARM
<b>ENGLISH NAME</b>	IMEXPHARM CORPORATION
<b>BUSINESS REGISTRATION CERTIFICATE</b>	No. 1400384433 first registered on August 1, 2001, the registration changes have been carried out and the last change (the 29th time) on October 27, 2020 by the Department of Planning and Investment of the Dong Thap province.
<b>HEAD OFFICE</b>	No. 04, Street 30/04, Ward 1, City. Cao Lanh, Dong Thap Province
<b>TEL</b>	0277.3851 941
<b>FAX</b>	0277.3853 106
<b>EMAIL</b>	imp@imexpharm.com
<b>WEBSITE</b>	www.imexpharm.com
<b>STOCK SYMBOL</b>	IMP
<b>STOCK EXCHANGE</b>	HOSE, according to Decision No. 76/UBCK-GPNY on December 4, 2006



**CHARTER CAPITAL**  
as at 31 December 2022 (VND)

**667,053,700,000**

(Six hundred and sixty-seven billion zero hundred fifty-three million, seven hundred thousand dong)

**OWNER'S INVESTMENT CAPITAL**  
as at 31 December 2022 (VND)

**1,894,446,892,819**

(One thousand eight hundred and ninety-four billion, four hundred and forty-six million, eight hundred and ninety-two thousand, eight hundred and nineteen dong)





## MISSION - VISION - CORE VALUES - BUSINESS PHILOSOPHY

### MISSION

#### “Offering effective solutions for social health care”

The mission of Imexpharm is to provide high quality products and health-care services for the community.

Patient health is always Imexpharm’s top priority. Imexpharm pursues pharmaceutical products that address treatment needs, support efficient and fast treatment, bring peace of mind and joy to patients and their families, and become the first choice of doctors and leading experts in the industry. In its 45-year journey of serving community, in addition to the tangible values created, the trust of partners, customers, patients and leading experts in a domestic pharmaceutical company that delivers quality, safe and efficient products is the most valuable intangible value in Imexpharm’s success.



### VISION

#### “Top Quality - European Standard”

Imexpharm aims at becoming the leading pharmaceutical company in the country in term of high-quality products manufactured in plants up to European standards.

As the leading pharmaceutical manufacturer in Vietnam which is one of the Pharmerging countries according to IQVIA, Imexpharm always pursues manufacturing high-quality products that can replace drugs imported from advanced countries in medicine. Europe is seen as the cradle of modern medicine, having a wide range of branded drug products. This has triggered Imexpharm to pursue European standards in its production.

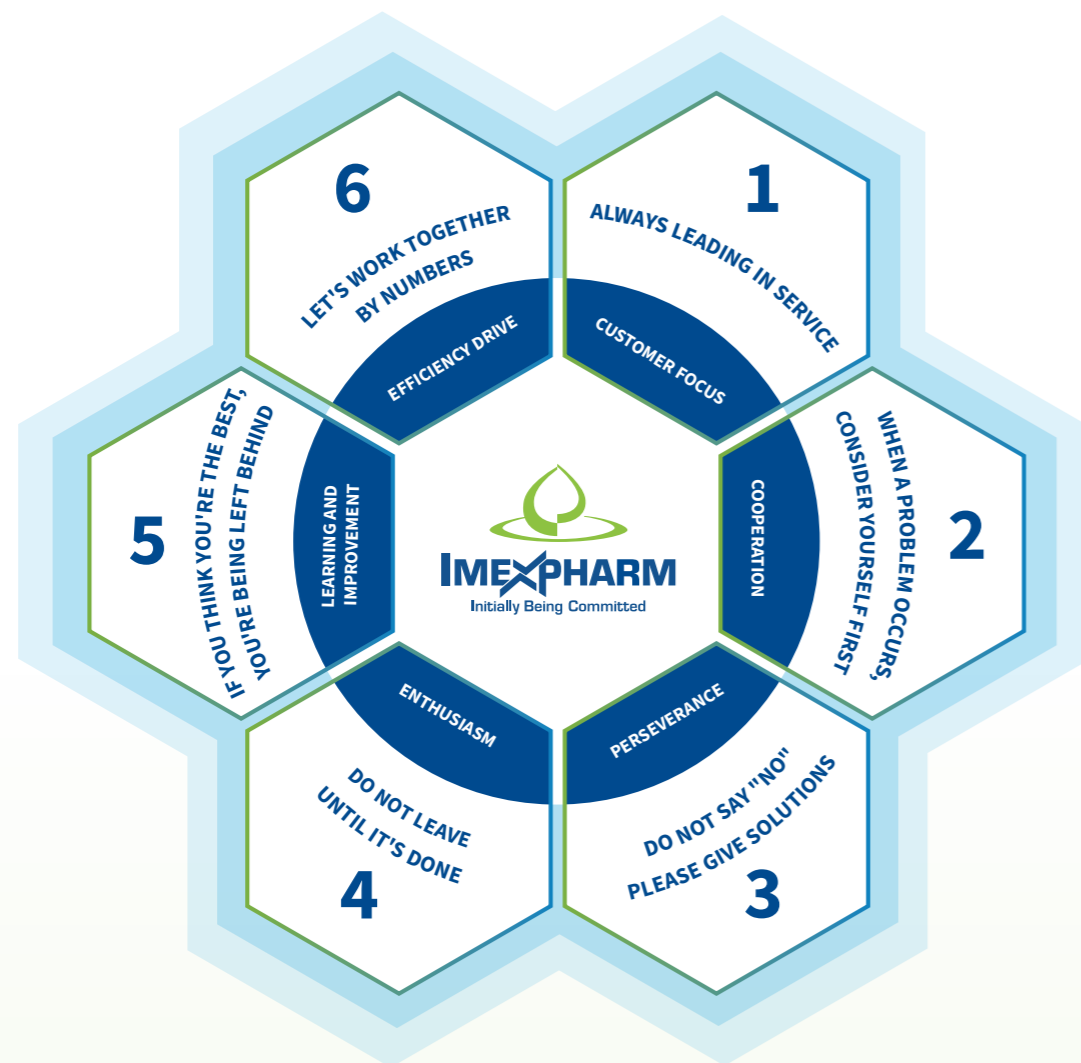
As a pioneer in upgrading factories in line with international standards, by the end of 2022, Imexpharm has a system of 03 factories meeting EU-GMP standards with 11 production lines. Between 2018 and 2022 alone, the Company completed its application and was granted the EU-GMP certificates for two of its factories in Ho Chi Minh City (Vinh Loc High-tech Antibiotic Plant – IMP2), and in Binh Duong (Binh Duong High-tech Plant – IMP4). Vision to 2023, the Company will become a leading pharmaceutical manufacturer that meets European standards, particularly in terms of technology and sustainable governance. Not limiting itself to become a leading pharmaceutical enterprise in Vietnam market, Imexpharm targets to reach further in the world market to promote the value of Vietnamese brands.



## MISSION - VISION - CORE VALUES - BUSINESS PHILOSOPHY

### CORE VALUES – THE “SUPREME” PRINCIPLE

Imexpharm culture is built on its 45 years of development. Imexpharm sees this a valuable heritage that the “golden generation” has developed and passed on to the next generations.



### 01 CUSTOMER FOCUS - ALWAYS LEADING IN SERVICE

After 45 years developing trust with related parties, Imexpharm realizes that anyone involved in its journey is also a customer that Imexpharm needs to take care of. From agents, pharmacies, hospitals and other distribution channels, to shareholders, investors, partners, employees, local communities, they are all put in their deserving position. Therefore, for any plans or decisions, Imexpharm always manages to deliver on the best experiences for each customer.



### 02 COOPERATION - WHEN A PROBLEM OCCURS, CONSIDER YOURSELF FIRST



In order to build a sustainable house as it has today, Imexpharm understands how important collective strength is. Over the past 45 years, Imexpharm has always upheld the spirit of cooperation for shared goals as a driver of development. Every individual must first reflect on his performance for any problem. This is not a culture of accepting mistakes but asks for higher awareness and sense of responsibility in each of them for any problem, enabling them to quickly draw solutions and lessons learned while not blaming one another. This will promote the sense of ownership in each Imexpharmer to be more actively involved in and accountable for their task delivery. That is how the great Imexpharm family has grown to this day.

### 03 PERSEVERANCE - DO NOT SAY “NO”, PLEASE GIVE SOLUTIONS

Starting out as a small pharmaceutical factory in the Dong Thap Muoi region and having faced with countless challenges, Imexpharm requires perseverance in its people. Nothing is impossible and there is no reason not to fulfill a goal. Imexpharm keeps introducing solutions, promoting continuous innovation and embracing changes. We maintain our commitment from the beginning to keep everything under control, persistently and gradually build a sustainable and solid Imexpharm for firm breakthroughs.



### 04 ENTHUSIASM - DO NOT LEAVE UNTIL IT'S DONE



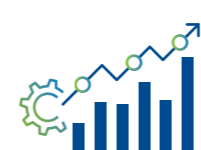
By focusing on offering effective solutions for social health care, we understand that we are supposed to deliver the best products and services in line with the most rigorous standards to derive the highest customer satisfaction. For this, Imexpharm should demonstrate its enthusiasm, coupled with a high sense of responsibility and ownership, in delivering on its mission. Imexpharm always creates a motivating working environment to fire the enthusiasm of every team member. “Valuing our work for more speedy performance”, Imexpharm people always value their work, so always managing to complete their assigned tasks without hesitation.

### 05 LEARNING & IMPROVEMENT - IF YOU THINK YOU’RE THE BEST, YOU’RE BEING LEFT BEHIND

In the midst of the rapid development of digital technologies, standing still while others are moving is also a step backwards. Therefore, Imexpharm does not allow satisfaction on its achievements. This is clearly reflected in Imexpharm’s 45-year history of development and its ambitious and strategic goals for future expansion. We always stay humble about our achievements, and embrace the same energy and motivation as when we started our business.



### 06 EFFICIENCY DRIVE - LET’S WORK TOGETHER BY NUMBERS



Transparent and effective governance towards sustainable development remains an Imexpharm’s top priority. Targeting global reach with an aspiration to lead cannot be built on emotions. Therefore, at Imexpharm, performance must be measured in numbers as the first criterion. Being measurable means being controllable. Imexpharm encourages transparent and open ways of working based on reliable and standardized data.



## THE BUSINESS PHILOSOPHY

**1000 years later, lotus still in bloom**

To confirm a philosophy, determination, and steadfastly following customer service commitments and for the community that Imexpharm has outlined under the target strategy. Despite all the harsh hardships of life and business, Imexpharm is still confident to succeed in the end, like the longevity, development, and exaltation of the noble lotus. The flower has been transformed into Imexpharm image, brand, and people.



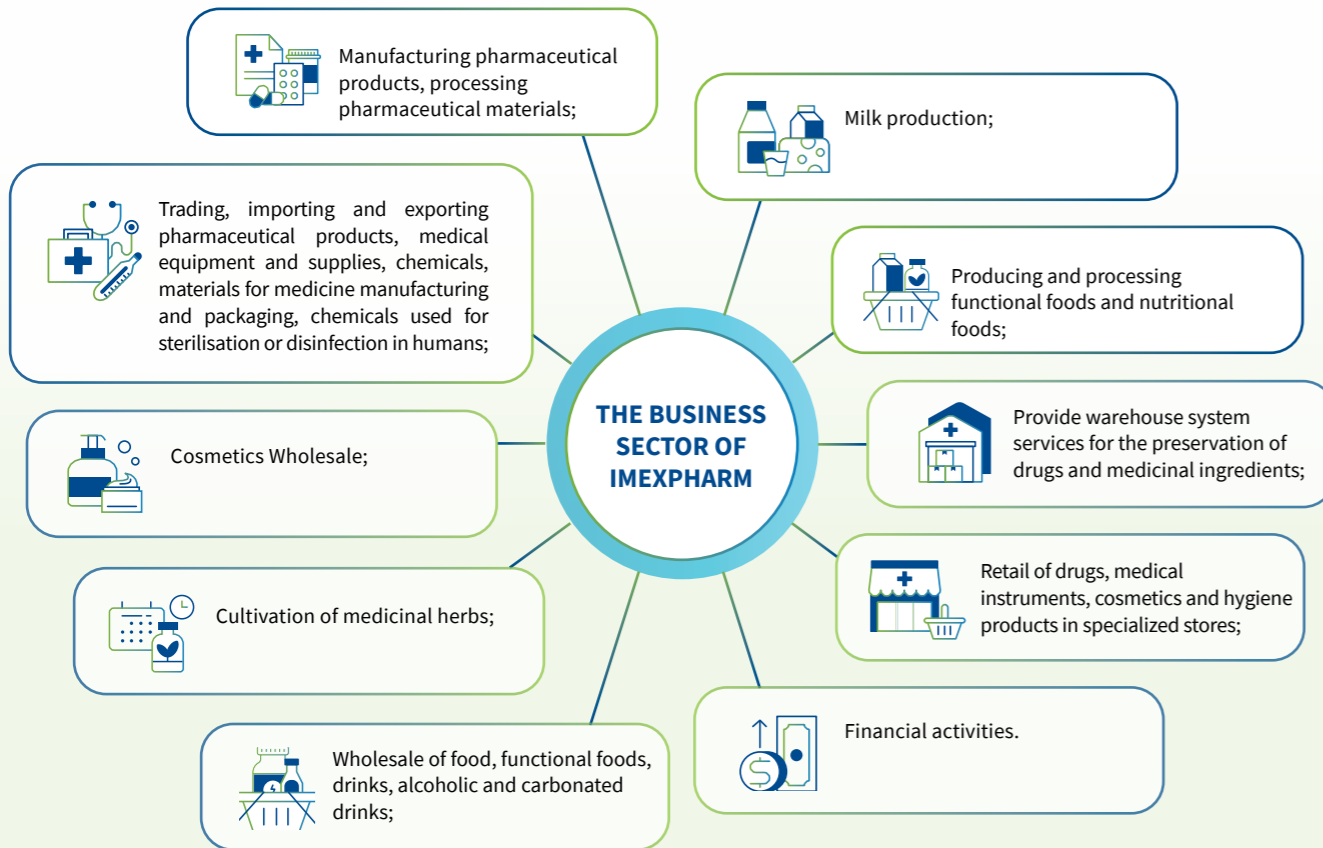
## BUSINESS LINES AND MARKET REGIONS

### BUSINESS LINES

In particular, the main business is manufacturing and trading pharmaceutical products with the main product lines being Betalactam antibiotics and special treatment groups, analgesics, antipyretics, digestive.

- Betalactam antibiotic group: oral antibiotics and injectable antibiotics
- Pain reliever and fever reducer group
- Cough medicine group
- Digestive, hepatobiliary group
- Anti-inflammatory group
- Musculoskeletal group
- Special treatment group: cardiovascular, diabetes, antihistamine and antiallergic, peripheral vasodilatation and brain activation...
- Group of vitamins and other products

### ACCORDING TO THE BUSINESS REGISTRATION LICENSE, THE PRINCIPAL ACTIVITIES OF THE COMPANY ARE:



In particular, realizing the potential of the segment of health food and herbal medicine, in recent years, Imexpharm has invested in a health food factory, researched the product portfolio, produced and Launching high quality and effective health protection food products. The outstanding products of the line of health foods being distributed in the market are typical: SuperMaxgo, FlexoMAX, Festale, MaxGO-Lutein, Pumflex 300 ...

**The potential of the health food and herbal medicine segment has been growing and developing significantly in recent years.**



## BUSINESS LINES AND MARKET REGIONS

### BUSINESS LINES (CONTINUED)

#### SUPERMAXGO: HELPS KEEP YOUR EYES HEALTHY AND SMART.



##### Composition:

Each soft capsule contains:

- Vitamin A (Retinyl acetat) 1000 UI, Vitamin E (D-alpha-tocopheryl acetat) 100 UI,
- Superberry extract 25 mg, Natri chondroitin sulfat 12 mg, Zinc gluconat 2.5mg,
- Lutein 2.5 mg, Vitamin B2 (Riboflavin) 1 mg, Zeaxanthin 0.5 mg, Selenium (selenium proliferative enzyme) 4 mg.

##### Effects:

- Supplementing with lutein, zeaxanthin and vitamins for healthy eyes
- Supports eye protection, helps reduce the risk of: Macular degeneration, cataracts.
- Helps relieve dry eyes, eye fatigue, eye pain.

#### FLEXOMAX: HELPS INCREASE JOINT FLUID, HELP RELIEVE PAIN CAUSED BY DRY JOINTS, ARTHRITIS AND REDUCE THE RISK OF OSTEOARTHRITIS.



##### Composition:

###### Pill No. 1 (01 hard capsule):

- Native Collagen type II (NC-II) 40 mg
- Vitamin C (Acid ascorbic) 30 mg
- Bromelain 60 GDU (equivalent to about 30 mg)
- Acid hyaluronic 3,3 mg

###### Pill No. 2 (01 hard capsule):

- Salix alba extract (White willow bark extract) 125 mg
- Zingiber officinale extract 85 mg
- Boswellia serrata extract gum 75 mg
- Turmeric extract 50 mg

###### Pill No. 3 (01 film coated tablet):

- Glucosamin (Glucosamin sulfat.2KCl) 125 mg
- Natri chondroitin sulfat 100 mg
- Methyl Sulfonyl Methan 25 mg

##### Effects:

- Supports joint fluid proliferation
- Helps relieve pain caused by dry joints, arthritis.
- Helps reduce the risk of osteoarthritis.

#### FESTALE: HELPS COOL THE LIVER, BENEFITS BILE, AND SUPPORTS THE DETOXIFICATION FUNCTION OF THE LIVER.



##### Composition:

Each Film coated tablets contain:

- Dried Turmeric (Extractum siccum Rhizoma Curcumae longae) 50 mg (Equivalent to 625 mg of turmeric stem)
- Dried pork bile (Extractum siccum Fellis) 25 mg (Equivalent to 250 mg of fresh pork bile)
- Dried artichoke (Extractum siccum Cynarae scolymi) 25 mg (Equivalent to 625 mg of fresh artichoke leaves)
- Ingredients just enough for 1 tablet

##### Effects:

- Helps cool the liver, benefits bile, supports the detoxification function of the liver.

#### MAXGO-LUTEIN: HELPS REDUCE EYE DRYNESS, EYE FATIGUE, EYE STRAIN AND HELPS REDUCE THE RISKS OF: MACULAR DEGENERATION, CATARACTS.



##### Composition:

Each soft capsule contains:

- Lutein 2,5 mg
- Zeaxanthin.0,5 mg
- Vitamin A (Retinyl acetat)1.000 IU
- Vitamin E (D-α-Tocopheryl acetat) 100 IU

Dosage form: Soft, ovoid capsule.

- Color: Yellow capsule.

##### Effects:

- Helps reduce eye dryness, eye fatigue, eye strain.
- Helps reduce the risks of: macular degeneration, cataracts.

#### PUMFLEX 300: HELPS REDUCE SYMPTOMS OF DYSURIA, NOCTURIA, FREQUENT URINATION DUE TO BENIGN PROSTATIC HYPERTROPHY.



##### Composition:

Each soft capsule contains:

- Pumpkin seed oil (Cucurbita pepo L. seed oil) 300 mg
- Ingredients just enough for 1 capsule

##### Effects:

- Helps reduce symptoms of dysuria, nocturia, frequent urination due to benign prostatic hypertrophy.



## BUSINESS LINES AND MARKET REGIONS

### MARKET REGIONS

#### DOMESTIC LOCATION

After 45 years of establishment and development, Imexpharm is proud to have built up a network of 20 sales branches spreading from North to South.

Along with improving team capacity, applying 4.0 into practice, focusing on improving the model to go deeper, Imexpharm's sales branch network gradually becomes professional, synchronous and modern. In the near future, the Company plans to open a new branch in the Northern region, in order to gradually realize the goal of increasing the coverage of Imexpharm products, maintaining its commitment from the beginning to bring quality experiences to Vietnamese consumers, affirming the leading pharmaceutical manufacturer brand in Vietnam.

#### OVERSEAS LOCATION

With quality standards built up, Imexpharm believes that the journey of "Integrated into the World", penetrating into vibrant markets and competing directly with international businesses is inevitable. The 2023-2027 term will be the period that Imexpharm expands the market and promotes the export of products, especially those that already have a European Visa.



**20** sales branches

Spread from North to South.





## TYPICAL AWARDS OF 2022



### TOP 50 Vietnamese attractive employers in 2022

The conference on November 9, 2022 organized by Anphabe, Imexpharm Corporation received the award of Top 50 Vietnamese attractive employers – Pharmaceutical/Medical Equipment/Health Care Sector. This is a prestigious award category in Vietnam, granted by Anphabe with the patronage of the Vietnam Chamber of Commerce and Industry (VCCI). Data is collected from a survey on nearly 58,000 employees of 515 recent leading businesses, from April to September 2022.

This award has proven that the working environment at Imexpharm with the good policies and remuneration of the Company's Board of Directors for employees is increasingly attract and retain talents, to jointly implement the strategic goals in the future development direction.

### Shares of Imexpharm Corporation are included in the Sustainable Development Index (VNSI) basket.

IMP is also the only stock in the Healthcare sector that is included in this group of stocks. The sustainable development index basket includes 20 stocks of 20 companies with the highest sustainability scores on HOSE.

This is the basis for HOSE to build the VNSI sustainable development index to create a reference tool, act as a base asset for ETF products and index derivatives in the future, help investors identify investment opportunities that have the potential to provide long-term value.



### TOP 10 Annual Reports (AR) Award in 2022 - mid-cap group

This award is within the framework of the Vietnam Listed Company Awards (VLCA) 2022 jointly organized by the Ho Chi Minh Stock Exchange (HOSE), the Hanoi Stock Exchange (HNX) and the Investment Newspaper.

This award once again contributes to strengthening the value of Imexpharm brand and the trust of customers, partners, shareholders and investors in the brand, continuing to maintain the image of a business with the transparent and reliable governance for sustainable development, deeper and broader integration in the global market.



### TOP 50 Efficient Listed Businesses in Vietnam

This award is presented by Nhip Cau Dau Tu Magazine. The award focuses mainly on the growth of 3 indicators: Revenue, return after tax on equity (ROE) and the market value price per share on earnings per share (P/E) over the past 3 years to evaluate business performance of an enterprise.

As a result, the voting system has always received high praise from the Vietnamese business community on the stock exchange because of the professionalism and reliability of the evaluation results.

This is the third year in a row and also the fourth time Imexpharm has been rated on this list



### TOP 10 Pharmacy reputation award 2022 - group of health care, medical equipment sector

On November 24, 2022, Vietnam Report Joint Stock Company (Vietnam Report) officially announced the Top 10 pharmacy reputation award in 2022.

The evaluation criteria include: financial capacity, media reputation, and survey of related subjects. This is an independent and objective research result by Vietnam Report published annually since 2016, based on the Media Coding method.

### IMP3 and IMP4 factories are recognized for their achievements in environmental protection

In December 2022, Imexpharm's Betalactam High-tech Factory in Binh Duong (IMP 3) and Binh Duong High-Tech Factory (IMP4) are located at Vietnam - Singapore II industrial park in Thu Dau Mot city (Binh Duong province) were recognized by the People's Committee of Binh Duong province for "Excellent achievements in environmental work".

The above recognition demonstrated the improvements in production technology over the years to be a sustainable and environmentally friendly business that have been recognized by the local government. This showed Imexpharm's commitment from the very beginning to the society and environment, which is the Company's top priority in production development associated with the protection of the living environment for the community.





Along with the in-depth engagement of the strategic shareholder - SK Group (South Korea), Imexpharm's operating model gradually becomes more streamlined, efficient, and aligned with future development strategy of the Company.



## CORPORATE MODEL OF IMEXPHARM

From a legal perspective, Imexpharm Corporation currently operates under the model of a joint stock company with the General Meeting of Shareholders to be the highest competent unit. Heading to transparent corporate governance, Imexpharm's operating model is a harmonious combination of points a and b, clause 1, Article 137 of the Law on Enterprise 2020 as the Company has both a Supervisory Board and an Internal Audit Subcommittee.

In terms of operating model, in addition to the Head Office in Cao Lanh City, Dong Thap Province, Imexpharm also has affiliated branches, factories, and associated companies, specifically as follows:

### AFFILIATED BRANCHES, FACTORIES



**4 factory clusters**  
including 7 factories and production workshops in Dong Thap, Ho Chi Minh City, and Binh Duong.



**2 branch offices**  
in Ho Chi Minh City



**20 sales branches**  
spread across the country



**2 general warehouses**  
in Ho Chi Minh City and Dong Thap

Agimexpharm Pharmaceutical Joint Stock Company - An Giang province

**32.99%**

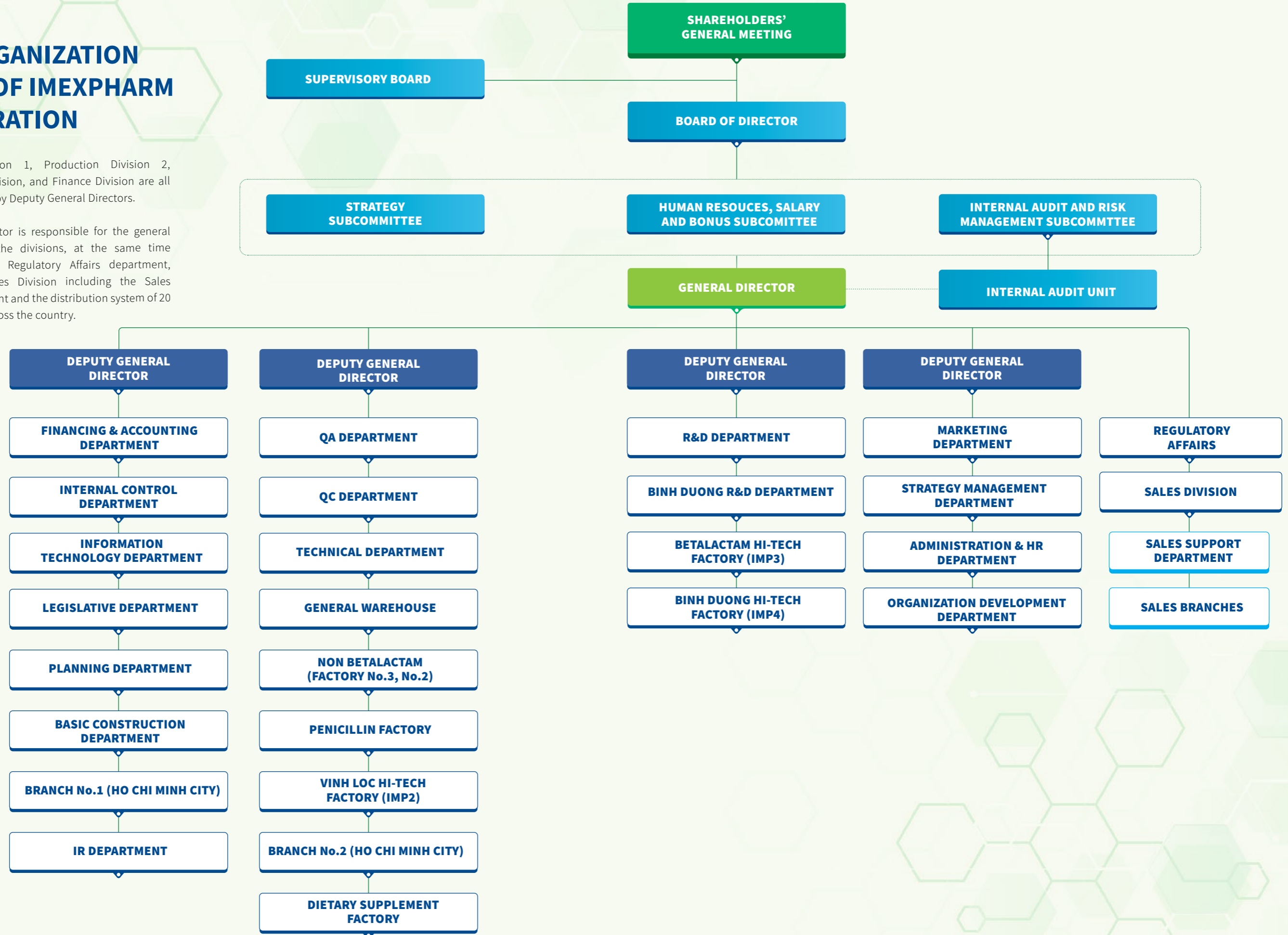
Dong Thap Muoi Medical Research and Conservation Development JSC. - Long An province

**23.56%**

# THE ORGANIZATION CHART OF IMEXPHARM CORPORATION

Production Division 1, Production Division 2, Administration Division, and Finance Division are all managed and led by Deputy General Directors.

The General Director is responsible for the general management of the divisions, at the same time directly runs the Regulatory Affairs department, operates the Sales Division including the Sales Support Department and the distribution system of 20 sales branches across the country.



## INTRODUCTION TO THE BOARD OF DIRECTOR & ASSIGNMENT OF DUTIES



**Ms. TRAN THI DAO**  
Vice Chairwoman of the BOD - General Director

**Short bio:**

- Year of birth: 1952
- Place of birth: Hong Ngu Town, Dong Thap
- Nationality: Vietnam
- Education background: Bachelor of Science in Pharmacy

**Duties:**

- Head of the Strategic Subcommittee of the Board of Directors;
- Monitoring development objectives and strategies of the Company and targets of the Sales Division;
- Directly managing and supervising operations of Binh Duong high tech plant (IMP4);
- Supervising production and business activities and participating in the governance of affiliate companies
- Perform other rights and duties in accordance with the law, the Company's Charter and the Decision of the Board of Directors.

**Employment history:**

- 1984 - 1998: Director of Dong Thap Pharmaceutical Company
- 1999 - 2000: Director of Central Pharmaceutical Company No. 7.
- August 2001 - April 2013: Chairwoman of the Board of Directors, General Director of Imexpharm Corporation.
- May 2013 to present: Vice Chairwoman of the BOD - General Director of Imexpharm.

**Positions in other organizations:**

- Member of the Board of Directors of Agimexpharm Pharmaceutical Joint Stock Company (currently listed on the Upcom), an affiliate of Imexpharm.
- Vice Chairwoman of Vietnam Pharmaceutical Companies Association (VNPCA).

**Mr. NGUYEN QUOC DINH**  
Chairman of the BOD, Deputy General Director

**Short bio:**

- Year of birth: 1962
- Place of birth: Dong Thap
- Nationality: Vietnam
- Education background: Bachelor's Degree in Finance & Accounting

**Duties:**

- Being in charge of general management of the activities of the Board of Directors;
- Supervising implementation of Resolutions and Decisions of the BOD;
- Monitoring the progress, quality and budget of the Company's investment projects;
- Being a member of the Strategic Subcommittee and Human Resources, Salary and Bonus Subcommittee;
- Devising operational plan and working agenda of the Board of Directors;
- Monitoring apply of strategies and sustainable development goals of the Company;
- Supervising implementation of strategic objectives of the Finance division;
- Supervising production and business activities and participating in the governance of associated companies;
- Being in charge of public relations and information disclosure;
- Perform other rights and duties in accordance with the law, the Company's Charter and the Decision of the Board of Directors.

**Employment history:**

- 1992 - 1995: Deputy Head of Industry Finance Board, Dong Thap Finance Department Department of Finance
- 1995 - 1999: Manager of Professional Department I - Bureau for State Property Management at Enterprises in Dong Thap province.
- 1999 - July 2001: Deputy Director of Central Pharmaceutical Company No.7.
- August 2001 - April 2013: Member of the Board of Directors, Deputy General Director of Imexpharm Corporation.
- May 2013 to present: Chairman of the BOD, Deputy General Director of Imexpharm.

**Positions in other organizations:**

- Member of the Board of Directors of Agimexpharm Pharmaceutical Joint Stock Company (currently listed on the Upcom floor), an affiliate company of Imexpharm.

**Ms. HAN THI KHANH VINH**  
Non-executive BOD member

**Short bio:**

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

**Duties:**

- Head of the Internal Audit and Risk Management Subcommittee of the Board of Directors (since May 24th, 2022)
- Update the production and business situation of Vietnam's pharmaceutical industry;
- Advise on financial activities of the Company;
- Consulting on corporate governance, external relations with industry partners and investors.
- Perform other rights and duties in accordance with the law, the Company's Charter and the Decision of the Board of Directors.

**Employment history:**

- 1999 - 2002: Accountant at Daewoo Hanel Limited Co., Ltd; Accountant cum Assistant to Finance Director of Canon Vietnam
- 2002 - 2013: Chief Accountant of Language Link Vietnam; Chief Accountant of KinderWorld Vietnam International JSC.
- 2013 - 2016: Chief Financial Officer of Pegasus Investment and Consulting JSC.
- 2016 to present: Deputy General Director of Viet Phuong Investment Group JSC. (unlisted)
- Dec 2016 - Feb 2017: Member of Board of Directors of Vietnam Pharmaceutical Corporation (VINAPHARM) (unlisted)
- Feb 2017 to present: BOD Member cum Deputy General Director of Vietnam Pharmaceutical Corporation (Listed on Upcom)
- Ms. Han Thi Khanh Vinh was elected as a member of the Board of Directors of Imexpharm for the first time on April 28, 2018.

**Positions in other organizations:**

- Chairwoman of the Board of Directors of Central Pharmaceutical Joint Stock Company CPC1;
- Member of the Board of Directors of OPC Pharma;
- Member of the Board of Directors at Sanofi Synthelabo Vietnam Pharmaceutical Joint Stock Company;
- Deputy General Director of Viet Phuong Investment Group Joint Stock Company.

**Mr. LE VAN NHA PHUONG**  
Member of the BOD, Deputy General Director

**Short bio:**

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

**Duties:**

- Member of the Internal Audit and Risk Management Subcommittee; Member of Strategic Subcommittee;
- Supervising and reporting the implementation of strategic objectives of Production Division, the implementation of GMP and Safet - Quality - Environment - Control Expenses in factories;
- Managing the Betalactam High- technology factory in Binh Duong (IMP3) and the Dietary Supplement Factory;
- Supervising the implementation of the R&D Strategies of the Company;
- Perform other rights and duties in accordance with the law, the Company's Charter and the Decision of the Board of Directors.

**Employment history:**

- October 2004 - April 2005: R&D employee at Domesco Medical Import Export Joint Stock Corporation
- April 2005 - August 2006: Deputy Director of R&D Department at Domesco.
- August 2006 - August 2008: Director of Department of Export - Supplies and International Cooperation at Domesco.
- October 2010 - October 2011: Director of R&D Department at Domesco.
- October 2011 - March 2014: Deputy General Director of Domesco.
- April 2014 - December 2016: Director of the plant of AMPHARCO.
- January 2017 to April 2018: Deputy General Director of Imexpharm Corporation
- April 2018 to present: Member of Board of Directors, Deputy General Director of Imexpharm Corporation.

## INTRODUCTION TO THE BOARD OF DIRECTOR & ASSIGNMENT OF DUTIES



**Mr. NGO MINH TUAN**  
Member of the BOD, Deputy General Director

**Mr. TRUONG MINH HUNG**  
Non-executive BOD member

#### Short bio:

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

#### Duties:

- Head of the Human Resources, Salary and Bonus Subcommittee (since May 24th, 2022), member of the the Internal Audit and Risk Management Subcommittee and Strategic Subcommittee of the Board of Directors;
- Supervising implementation of the Company's strategic objectives with BSC;
- Supervising the implementation of the Company's strategic human resource development: the Imexpharm Corporate Culture, working conditions, salary and benefits, training for career development;
- Supervising the implementation and effective control of marketing;
- Managing business of health protection food;
- Perform other rights and duties in accordance with the law, the Company's Charter and the Decision of the Board of Directors.

#### Employment history:

- 2004 - 2014: Secretary to the BOD, Secretary to the General Director
- 2014 - March 2015: Head of the Board of Strategy and Development, Assistant to the General Director
- April 2015 to present: BOD Member, Deputy General Manager of Imexpharm.
- Mr. Ngo Minh Tuan was appointed to the position of BOD member at Imexpharm as from 30 March 2015, which was ratified by the General Meeting of Shareholders on 24 April 2015.

#### Short bio:

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

#### Duties:

- Member of the Strategy Subcommittee of the Board of Directors;
- Supporting the expansion of raw materials sources and developing new products;
- Helping to develop export markets for Imexpharm products;
- External development and provide governance advisory for the Company;
- Support for fund raising and financial investment;
- Perform other rights and duties in accordance with the law, the Company's Charter and the Decision of the Board of Directors.

#### Employment history:

- 2001 - 2005: Auditors of VACO and Deloitte Vietnam;
- 2008 - 2011: Senior Officer, Head of Investment Department at Infrastructure Investment Fund and VinaCapital;
- 2011 - 2018: Investment Department - Manager, Investment Department - Senior Manager of Vietnam-Oman Investment Joint Stock Company;
- 2018 - 2019: Deputy General Director, Investment Director of PVI Fund Management Joint Stock Company;
- 2019 to present: Senior Investment Director at SK Vietnam.
- Mr. Truong Minh Hung was elected as a member of the Board of Directors of Imexpharm for the first time on 30 May 2020.

The Board of Directors, together with the Executive Board and the Supervisory Board, had made every effort to successfully achieved the business production goals for the 2018-2022 term, while ensuring balanced development and benefits for all relevant parties. This also serves as the foundation for Imexpharm to set strategic objectives for the 2023-2027 term, with stable growth in business production, while continuing to pursue environmental protection goals, investing in healthcare and education at both local and national levels, and fulfilling the mission of community health care, aiming for sustainable development.





## INTRODUCTION OF THE BOARD OF MANAGEMENT

### EFFORTFULLY ESTABLISHING A LEGACY

In our 45 years of establishment and development, Imexpharm fortunately has the utmost dedication of a “golden generation” consisting of members with sharp minds, the far and wide vision for the Company’s development, and the fierceness in every decision. Above all are the Heart – Talent – Strength fully given to Imexpharm. Together they have set up an Imexpharm with firm power of the present, they are the foundation to reach higher and further goals of the future.



“As a leader, I always have to be decisive, because I understand that opportunities are always present but time waits for no man”

THE PEOPLE’S DOCTOR,  
PHARMACIST  
**TRAN THI DAO**  
General Director

Holding the core leading role through the years, bringing Imexpharm from a small factory in the unnoticable province of Dong Thap to an enterprise within Top 5 leading Pharmaceutical organisations in Vietnam, each event, each milestone all bears the efforts of The People’s Doctor, Pharmacist Tran Thi Dao. From the arduous trip to the wholesale market of District 10 (HCMC) in the 1980s to find the right path for the Company, to the journey to European lands to find cooperation partners for production franchising, and also the equitisation in 2001, making Imexpharm into the first enterprise within Vietnam General Pharmaceutical Corporation to successfully switch its model. All of which are the footsteps of a pioneer, highly difficult, but also a display of a leader’s strength.

“As a leader, I always have to be decisive, because I understand that opportunities are always present but time waits for no man”, this line still has its value to this day and is proven by several actual results. One can say the current prosperity and stable development of Imexpharm – the legacy that the “golden generation” legates for the inheriting generation – have the vastly significant contribution of The People’s Doctor. Closing the 2018 – 2022 term with many noticable achievements considered to be the base for a new journey, Imexpharm will continue to witness the upcoming changes and breakthroughs, and will still firmly believe in her brilliant leadership.

Some exemplary personal honorary titles of The People’s Doctor, Pharmacist Tran Thi Dao in her 40 years of contribution:

- 1 Titles of “Elite Doctor” and “People’s Doctor”, granted by the President (2008, 2014)
- 2 Second Class Labor Medal, granted by the President (2005)
- 3 Title of Labor Hero, granted by the President (2009)
- 4 Title of Representative Businesswoman (Golden Rose cup), granted by Vietnam Chamber of Commerce and Industry (VCCI) and the Central Committee of Vietnam Women’s Union (2005, 2008, 2014, 2021)
- 5 Top 20 influential businesswomen in Vietnam, voted by Vietnam Forbes magazines (2019).

*(For details of Madame. Tran Thi Dao’s bio, please see the Introduction of the Board of Directors)*

### THE ROLES & RESPONSIBILITIES OF A GENERAL DIRECTOR IN SUSTAINABLE DEVELOPMENT TOPICS (GRI 102-20, 32)

At Imexpharm, the General Director is the highest-ranking individual responsible for the results of sustainable development goals. They directly oversee the implementation and ensure the effectiveness of the plans.

In order to achieve this, the General Director has established the Sustainable Development Committee, which serves as an advisory body to the General Director in setting targets and providing guidance for the company’s sustainable development.

The members of the Sustainable Development Committee are specialists who are closely involved in the economic, social, and environmental aspects, ensuring effectiveness and a close alignment with the company’s operational reality.

The Investor Relations Department, under the guidance of the Board of Management, is responsible for compiling sustainable development reports. These reports are built based on international practices, Vietnamese regulations, and are aligned with the company’s actual situation.



## INTRODUCTION OF THE BOARD OF MANAGEMENT



**Mr. NGUYEN QUOC DINH**  
Deputy General Director

One of the legacies Imexpharm leaves for the inheriting generations is the equitisation, changing the operating model from a Governmental business to Joint stock company. If one says Pharmacist Tran Thi Dao is in the decider's role, then Mr. Nguyen Quoc Dinh can be considered the "grand architect" who orchestrated the whole process. He and the partners had successfully executed the change, made Imexpharm into the first enterprise within Vietnam General Pharmaceutical Corporation to perform equitisation. Simultaneously, Mr. Đĩnh also had great contribution in bringing Imexpharm to the stock exchange, reinforce the franchise's trustworthiness and maintain the trust of shareholders and investors in the Company's operations.

With ever-increasing trust from others, in recent years Mr Nguyen Quoc Dinh continued to hold other important roles in Imexpharm, such as: President of the General Assembly (since 2013) and was delegated as the information announcer, Leader of the Stable development Council (since 2018), General Assembly member at Agimexpharm Pharmaceutical JSC – an Imexpharm's associate, Chairman of Dong Thap leading enterprises club (since 2016), ...

*(For details of Mr. Nguyen Quoc Dinh's bio, please see the Introduction of the Board of Directors)*

**Mr. HUYNH VAN NHUNG**  
Deputy General Director

**Short bio:**

Year of birth: 1973

Place of birth: Dong Thap

Nationality: Vietnam

Education background: Postgraduate Education Junior (PGJ) in Pharmacy

**Employment history:**

- 1998 - 2007: Deputy Director of Quality Assurance (QA) of Imexpharm.
- 2007 - 2012: Director of Quality Assurance (QA) of Imexpharm.
- 2012 - May 2013: Deputy General Director.
- April 2014 - May 2020: BOD Member, Deputy General Manager of Imexpharm.
- June 2020 to present: Deputy General Director of Imexpharm Corporation.

**Duties:**

Mr. Nhung is a PGJ (Postgraduate Education Junior) with many years of experience in leading and organizing the implementation of drug quality assurance, providing professional, technical guidance on pharmaceutical work, etc. In addition to his expertise, he also has the ability of a good and passionate manager. Since 2012, Mr. Nhung was officially appointed as Deputy General Director of Imexpharm. He is in charge of managing important areas of Production Division 1 including quality assurance system (QA), quality control system (QC), Vinh Loc High-Tech Antibiotic Factory (IMP2), Non-Betalactam Factory and Penicillin Factory. Concurrently, Mr. Nhung is also a member of the Company's Sustainable Development Committee, in charge of the environment (ISO 14001), using energy, water, and occupational safety and health, jointly leading Production Division 1 operating in the right direction and making many contributions to the development of the whole Company.

## INTRODUCTION OF THE BOARD OF MANAGEMENT



**Mr. LE VAN NHA PHUONG**  
Deputy General Director

Mr. Le Van Nha Phuong is a Doctor of Pharmacy train in France. In early 2017, Mr. Phuong joined and held the position of Deputy General Director at Imexpharm. Mr. Phuong is the Deputy General Manager in charge of Production Division 2, export market development and held the position of Director of Research and Development. With a wealth of experience and highly expertise in the pharmaceutical industry, Mr. Phuong has made a great contribution to the development of the product portfolio with R&D activities at Imexpharm. Binh Duong Betalactam High-tech Factory (IMP3) also operates effectively under the management of Mr. Nha Phuong when it is the first factory of the Company to meet EU-GMP standards. At the same time, he is also a member of the Sustainable Development Committee, in charge of quality goals for the Division that he runs, including environment in production, using energy, water, occupational safety and health.

*(For details of Mr. Le Van Nha Phuong's bio, please see the Introduction of the Board of Directors)*

**Mr. NGO MINH TUAN**  
Deputy General Director

It can be said that Mr. Tuan is a manager with deeply understanding of Imexpharm's production, business activities, culture and people. Joining Imexpharm in 2004, Mr. Tuan has been with the company for more than 18 years. In March 2015, Mr. Tuan held the position of Deputy General Director in charge of Administration Division, on business activities and Human Resource development. In addition, he is also in charge of the BSC segment - an effective model to measure the performance of the whole Company. Mr. Tuan also directs the activities of the Administration & Human Resources Department and Organization Development Department to meet the Company's requirements in building the working environment and Company Culture, attracting talents, arranging Human resources, recruitment, development of policies and remuneration, training, relations with employees ... At the same time, Mr. Tuan also manages the Marketing strategy, and is in charge of the distribution of dietary supplement of Imexpharm.

*(For details of Mr. Ngo Minh Tuan's bio, please see the Introduction of the Board of Directors)*

*"Change in BOARD OF MANAGEMENT 2022: In 2022, there will be no change in Imexpharm's Board of Directors."*

## INTRODUCTION OF THE BOARD OF MANAGEMENT



**Mr. TRAN HOAI HANH**  
Chief Accountant

**Short bio:**

- Year of birth: 1963
- Place of birth: Dong Thap
- Nationality: Vietnam
- Education background: Bachelor's Degree in Finance & Accounting

**Employment history:**

- 1988: Employee at Department of Finance and Prices of Hong Ngu District.
- 1990 - 1995: Employee at Department of Finance and Prices of Tan Hong District.
- Jul 1997 - Feb 2005: Employee at Finance and Accounting Department of Imexpharm Corporation.
- Mar 2005 - Jul 2014: Deputy Manager of the Finance and Accounting Department of Imexpharm Corporation.
- 2014 to present: Chief Accountant of Imexpharm Corporation.

Mr. Hanh has been with Imexpharm for 25 years and held the position of Chief Accountant for more than 8 years. With a high sense of responsibility and dedication in his profession, Mr. Hanh has strived to maintain a healthy and transparent financial system, contributing to improving Imexpharm's reputation and image to credit partners domestically and internationally. Especially, the commendable efforts of Mr. Hanh and the Finance and Accounting Department when implementing regulations well to access a loan of 8 million USD from the Asian Development Bank (ADB).

Mr. Hanh also manages the financial decentralization and risk management at the branches, especially the sales branches of the Company. In addition, he is also responsible for managing the operating budget, managing cash flow, and always meeting the capital source for Imexpharm's production, business and investment activities well.



## INTRODUCTION TO THE SUPERVISORY BOARD



**Ms. LE THI KIM CHUNG**  
Head of the Supervisory Board

**Short bio:**

- Year of birth: 1960
- Place of birth: An Giang
- Nationality: Vietnamese
- Education background: Bachelor's Degree in Economics, Bachelor's Degree in Law

**Employment history:**

- 1992 - 2006: Secretary, Trial judge cum Head of Review and Inspection Department of People's Court of Dong Thap Province.
- 2007 - 2016: Lawyer, Head of Legal Department of Imexpharm.
- 2016 to present: Lawyer, Head of Legal Department of Imexpharm.

Ms. Le Thi Kim Chung has held the position of member of Imexpharm's Supervisory Board since 2008 and was appointed Head of Supervisory Board on April 25, 2022. In her position, Ms. Kim Chung always ensures compliance for all administrative activities at Imexpharm, especially monitoring operational risks of the sales system.

**Ms. DO THI THANH THUY**  
Member of the Supervisory Board

**Short bio:**

- Year of birth: 1965
- Place of birth: Dong Thap
- Nationality: Vietnamese
- Education background: Bachelor's Degree in Finance and Accounting

**Employment history:**

- 1991 - 2004: Manager of Corporate Finance Division under Department of Finance of Dong Thap.
- 2004 - Feb 2015: Deputy, Head of Management Accounting Department
- Mar 2015 to Dec 2021 : Head of Internal Audit Department of Imexpharm

Ms. Do Thi Thanh Thuy has held the position of member of Imexpharm's Supervisory Board since 2005 to present. With many years of working experience at Imexpharm and deeply understanding of the internal control system, Ms. Thanh Thuy currently held an active role in the supervisory activities of the Supervisory Board.

*Change of Supervisory Board 2022:*

*"In 2022, Mr. Nguyen Duc Tuan was dismissed from the position of Head of Supervisory Board by the General Meeting of Shareholders from April 25, 2022.*

*Ms. Le Thi Kim Chung was elected as Head of the Supervisory Board from April 25, 2022."*



## COMPANY'S CODE OF ETHICS & COMPLIANCE (GRI 102-16)

### TRANSPARENCY & INTEGRITY

are the two key values that we have chosen to build a sustainable, modern, pioneering, and customer-friendly Imexpharm.

In its role as a healthcare company, Imexpharm places high importance on integrity in all of its activities. To achieve greater strength in the future, it is the duty of the entire team to maintain and uphold the reputation of the Imexpharm brand, based on respect for transparency and ethical values. Therefore, Imexpharm issued the Code of Ethics & Compliance on the company's website in April 2020 for all employees, especially the management team and other relevant parties. Additionally, in 2022, the IR Department collaborated with the HR Department to transform the code into a video e-learning format, incorporating its content into the orientation training programs for new employees.

The Code of Ethics and Compliance serves as the foundation for all employees, regardless of their positions, to always conduct themselves in line with the position of being a leading pharmaceutical manufacturer in Vietnam, with the mission of "Offering effective solutions for social health care", the vision of "Top Quality - European Standard," and the commitment made from the beginning. These values have been diligently built by Imexpharm.



#### The content of Imexpharm's Code of Ethics and Compliance consists of six main sections:

- 01** Core Values: Integrity and Transparency to build a sustainable, modern, pioneering, and friendly Imexpharm.
- 02** Imexpharm's Commitments and Responsibilities to Customers and Users.
- 03** Imexpharm's Commitments and Responsibilities to Partners.
- 04** Imexpharm's Commitments and Responsibilities to Shareholders and Investors.
- 05** Imexpharm's Commitments and Responsibilities to Employees - Ethics and Standards of Imexpharm Employees.
- 06** Imexpharm's Commitments and Responsibilities to the Community, Localities, Society, and the Environment.

To view the detailed content, please visit the link: <https://www.imexpharm.com/nha-dau-tu/quan-tri-cong-ty/bo-quy-tac-dao-duc-va-tuan-thu>

Imexpharm's Code of Ethics and Compliance is a tool for the company to declare its business conduct principles, identifying behaviors that the company's leadership deems inappropriate and unethical. It contributes to the current success of Imexpharm, affirms the company's reputation, maintains its brand image with customers, instills trust in shareholders, and garners respect from Imexpharm's partners. Additionally, the Code serves as a guide for every Imexpharm employee to act correctly and ethically in business situations and daily interactions within the company.



# 02 SUSTAINABLE DEVELOPMENT AT IMEXPHARM

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# GLOBAL AND VIETNAMESE CONTEXT OF SUSTAINABLE DEVELOPMENT

## GLOBAL CONTEXT OF SUSTAINABLE DEVELOPMENT

The Covid-19 pandemic, the Russia-Ukraine conflict, and the increasing issue of climate change have converged to form a crisis that has strongly impacted the 17 Sustainable Development Goals (SDGs), according to the United Nations' Sustainable Development Goals Report 2022.



### THE COVID-19 PANDEMIC

OVER

**500** MILLION PEOPLE

have been infected with Covid-19, with approximately 15 million deaths directly or indirectly attributed to Covid-19 (as of mid-2022).

*The pandemic has also claimed the lives of 115,500 frontline healthcare workers.*

**92%** OF COUNTRIES WORLDWIDE

have experienced disruptions in essential healthcare services, increasing the risk of outbreaks of other deadly diseases.

*The number of deaths caused by tuberculosis has increased for the first time since 2005.*

### THE RUSSIA-UKRAINE CONFLICT

**6.5** MILLION REFUGEES

have fled Ukraine alone, predominantly women and children (as of the end of May 2022).

It is estimated that the war may

**REDUCE GLOBAL ECONOMIC GROWTH BY 0.9%**

### CLIMATE CHANGE

GLOBALLY, ONLY

**55%**

of municipal solid waste is managed in controlled facilities (2022).

Global greenhouse gas emissions have increased by

**NEARLY 14% OVER THE PAST 10 YEARS.**

**99%**

of the urban population worldwide breathes air that is polluted (with PM2.5 levels below 5 ug/m3, according to the World Health Organization's new air quality guidelines).



AN ADDITIONAL

**8 million workers**

have been pushed into extreme poverty, causing the poverty rate among workers to increase for the first time in two decades.

**IT HAS UNDERMINED GLOBAL FOOD SECURITY, WEAKENING THE OVERALL FOOD SECURITY SITUATION WORLDWIDE.**

On average, 1 in 10 people is experiencing hunger

**nearly one-third** of the global population lacks regular access to adequate food (as of 2020).

The transition to a more

**sustainable and green economy**

**HAS BEEN DELAYED**

Development aid to

**impoverished populations worldwide**

**HAS BEEN RESTRICTED**

To ensure sustainable development globally, the United Nations calls for prioritizing support to the most vulnerable individuals, communities, and nations. It urges more decisive and bold actions to create a global economy that is inclusive for all. Additionally, there is a need to invest more in data infrastructure as a foundation for making future demand predictions, avoiding crises that may lead to comprehensive conflicts. Alongside this, it is crucial to plan for urgent steps to achieve the targets of the 2030 Agenda for Sustainable Development.

# GLOBAL AND VIETNAMESE CONTEXT OF SUSTAINABLE DEVELOPMENT (CONTINUED)

## VIETNAMESE CONTEXT OF SUSTAINABLE DEVELOPMENT

In Vietnam, the 17 global Sustainable Development Goals (SDGs) have been transformed into 115 Vietnam-specific SDGs (VSDGs) within the “National Action Plan for the Implementation of the 2030 Agenda for Sustainable Development” of Vietnam, based on the country’s context and development priorities.

In Vietnam, the Sustainable Development Goals (SDGs) have become a guiding framework for ministries, sectors, localities, and agencies in the process of implementing policies, especially the Socio-Economic Development Strategy for the period 2021-2030, corresponding to the UN’s 2030 Agenda. In the spirit of “Leaving No One Behind,” sector-specific policies have comprehensively integrated these goals, paying particular attention to and effectively integrating vulnerable groups such as the poor, ethnic minorities, children, and women. Additionally, there is a focus on environmental protection, natural resources, biodiversity, and climate change adaptation.

In terms of progress, Vietnam has been evaluated relatively well in terms of implementation, particularly in the Asian region. When compared to countries with similar income levels, Vietnam has shown relatively impressive performance, ranking third out of 54 countries with low average income (after Ukraine and Kyrgyzstan) and twelfth out of 88 countries with medium average income according to the 2021 ranking index. However, in the current context, Vietnam is not exempt from the impacts of widespread crises, including the Covid-19 pandemic, the Russia-Ukraine conflict, and the increasing challenges of climate change.



After a strong recovery following the pandemic, Vietnam is now facing significant challenges, especially towards the end of 2022, which requires the government to take decisive and timely actions to stabilize the macroeconomic environment in a context of high openness. These actions include tightening monetary policies, controlling inflation, and thereby maintaining social and economic stability. The sustainable development goals are also affected and subject to certain impacts.





## SUSTAINABLE DEVELOPMENT CONTEXT OF THE PHARMACEUTICAL INDUSTRY IN VIETNAM

The pharmaceutical industry in Vietnam is not exempt from the common global and economic influences, and it has also experienced significant impacts from the Covid-19 pandemic, political conflicts, and climate change issues.

Among these, the Covid-19 pandemic has brought both challenges and opportunities.

### The Covid-19 pandemic has brought both opportunities and challenges to the pharmaceutical industry.

#### Motivational impact

- Advances in production technology Covid-19 vaccine
- The acceleration of grant procedures
- Strengthen cooperation between the global pharmaceutical company
- Promoting digitization in the industry medicine
- Refactoring operations and push fast innovation of enterprise



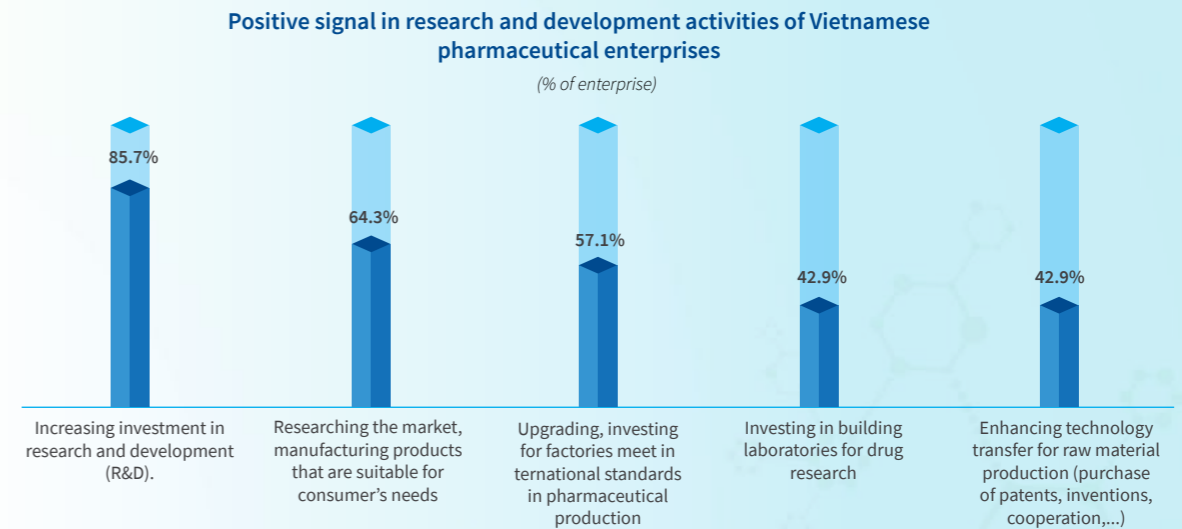
#### Barriers, Challenges

- Supply chain disruption
- The escalation of raw material costs, packing, shipping and generating
- Implemented sales plan
- Changing consumer needs
- Ensuring production and business continuity

Furthermore, global uncertainties and political tensions are considered the leading causes of supply chain disruptions. This is particularly concerning for the pharmaceutical industry in Vietnam, as it relies heavily on importing pharmaceutical raw materials, accounting for 80-90% of its supplies. However, despite these challenges, businesses in the industry have achieved positive outcomes. According to a survey conducted by Vietnam Report in October-November 2022, nearly 90% of pharmaceutical manufacturing, distribution, and trading

companies reported increased revenue, while nearly 80% of businesses noted profit growth in the first nine months of 2022 compared to the same period in 2021.

Additionally, positive transformations have been observed in recent times, with a focus on investing in the production of high-quality products instead of conventional ones. This demonstrates the strong impact of the sustainable development trend on businesses in the industry.



According to a survey conducted by Vietnam Report, 57.1% of respondents stated that they are concentrating on upgrading and investing in internationally standardized manufacturing plants. Meanwhile, 42.9% of companies are opting to establish laboratories for drug research and enhance technology transfer for raw material production (through inventions, patents, collaborations, etc.). Particularly noteworthy is the fact that 85.7% of companies in the industry increased their expenditure on research and development in the past year.

Furthermore, businesses have intensified market research and produced medications that are suitable for the population, with a survey rate of 64.3% indicating such efforts. These figures demonstrate that the pharmaceutical sector is trending towards the production of scientifically and technically advanced products that are genuinely suitable for domestic consumption. The strengthening of research and development activities is also commendable, considering Vietnam's diverse sources of medicinal materials, despite the high reliance on imported raw materials. These developments hold promising prospects for the pharmaceutical industry in the future.

### THE PROGRAM FOR THE DEVELOPMENT OF THE DOMESTIC PHARMACEUTICAL INDUSTRY AND MEDICINAL MATERIALS PRODUCTION UNTIL 2030, VISION UNTIL 2045

#### By 2025

Domestic drug production reaches 75% of the total quantity used and 60% of the market value. The utilization rate of domestically sourced medicinal materials and pharmaceutical raw materials increases by at least 10% compared to 2020.

#### Until 2030

Domestic drug production achieves approximately 80% of the total quantity used and 70% of the market value. The utilization rate of domestically sourced medicinal materials and pharmaceutical raw materials increases by at least 30% compared to 2020.

#### Until 2045

The pharmaceutical industry's total value contributes over \$20 billion to the GDP.

## IMEXPHARM'S STRATEGIC ORIENTATION IN SUSTAINABLE DEVELOPMENT

Imexpharm remains committed to the spirit of Creating Shared Value (CSV) in sustainable development and prioritizes the balanced development of benefits for all stakeholders. The company consolidates and strengthens its internal capabilities to accompany long-term development for all parties involved.

Imexpharm's strategic orientation for sustainable development includes:



## VALUE CREATION FOR STAKEHOLDERS

STAKEHOLDERS	EXCHANGING METHOD	EXPECTATION	IMEXPHARM'S RESPONSE
 <p><b>Shareholders Investors</b></p>	<ul style="list-style-type: none"> <li>Annual General Meetings of Shareholders</li> <li>Periodic reports: Financial statements, Corporate governance reports, Annual reports, Sustainability reports, etc.</li> <li>Monthly and Quarterly IR Newsletter</li> <li>Periodic and ad hoc information disclosure on the stock market</li> <li>Information exchange through Investor Relations Department.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable development</li> <li>Dividends</li> <li>Image and brand</li> <li>Voting rights</li> </ul>	<ul style="list-style-type: none"> <li>Clear and effective orientation and strategy</li> <li>Ensured high return for shareholders in line with the Company's medium and long-term goals</li> <li>Strengthened corporate governance capability</li> <li>Investment in product quality, enhancement of the Company's position and image in the market</li> <li>Ensured transparency of information disclosed</li> <li>Code of Ethics in compliance, highlighting the rights of shareholders (including the right to equal treatment)</li> </ul>
 <p><b>Customers</b></p>	<ul style="list-style-type: none"> <li>Pharmaceutical sales representatives</li> <li>Marketing, customer care, market survey departments</li> <li>Media (call center, website, fan page, etc.)</li> <li>Periodic survey</li> <li>ImexForum Medical Forum</li> </ul>	<ul style="list-style-type: none"> <li>Product quality</li> <li>Price</li> <li>Sales policy</li> <li>After-sales service</li> </ul>	<ul style="list-style-type: none"> <li>Investment in technology, production line upgrade to EU-GMP standards</li> <li>Price advantage to compete with imported drugs of equivalent quality standards</li> <li>Professional sales team</li> <li>Customer care services designed according to the top Core Value in the Company's culture: Customer-oriented - Leading services</li> </ul>



# VALUE CREATION FOR STAKEHOLDERS (CONTINUED)

STAKEHOLDERS	EXCHANGING METHOD	EXPECTATION	IMEXPHARM'S RESPONSE
 <p><b>Employees</b></p>	<ul style="list-style-type: none"> <li>Company's internal website</li> <li>Quarterly meetings and Sales - Marketing meetings</li> <li>Sales and Marketing Congress (For Sales staff)</li> <li>Year-end summary (For Production and Office staff)</li> <li>Internal broadcasting</li> <li>Directions via e-mail and Base system</li> </ul>	<ul style="list-style-type: none"> <li>Good working environment, good salary and benefits.</li> <li>Ensured safety and health at work</li> <li>Recognition and respect</li> <li>Sustainable career development, clear career path and promotion opportunities</li> <li>Mental life</li> </ul>	<ul style="list-style-type: none"> <li>The average income of employees in 2022 is VND18.1 million/person/month, an increase of more than 15% compared to 2021.</li> <li>Maintained bonus and welfare fund (deducting 12% from annual profit after tax)</li> <li>Friendly working environment with Professionalism - Discipline - Efficiency.</li> <li>Top 50 attractive employer brands in 2022, moving towards building "Happy Workplace".</li> <li>Occupational health and safety policy</li> <li>Human Resources, Salary, and Bonus Subcommittee under the Board of Directors.</li> <li>Human Resource Development Department in charge of recruiting, training employees, building and developing the Company's culture.</li> </ul>
 <p><b>Suppliers</b></p>	<ul style="list-style-type: none"> <li>Communication via email/phone</li> <li>Surveys</li> </ul>	<ul style="list-style-type: none"> <li>Fair and equal policies</li> <li>Public bidding process</li> <li>On-time and in-full payment</li> <li>Feedback for quality improvement</li> </ul>	<ul style="list-style-type: none"> <li>Ensured transparent purchasing regulations</li> <li>Win-win relationship</li> </ul>
 <p><b>Credit institution</b></p>	<ul style="list-style-type: none"> <li>In-person meetings and discussions</li> <li>Factory visits and surveys</li> <li>Communication via email/phone</li> </ul>	<ul style="list-style-type: none"> <li>Full compliance with the obligations in the credit contract</li> <li>On time interest payment and principal return</li> <li>Development goals, benefits to the community</li> </ul>	<ul style="list-style-type: none"> <li>Full performance of contractual obligations</li> <li>Efficient business performance</li> <li>Maintained safe cash flow management, ensured on-time payment</li> <li>Sustainable development activity promotion, especially gender equality.</li> </ul>

STAKEHOLDERS	EXCHANGING METHOD	EXPECTATION	IMEXPHARM'S RESPONSE
 <p><b>Government</b></p>	<ul style="list-style-type: none"> <li>Meetings, inspections</li> <li>Periodic reports</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with the provisions of the law</li> </ul>	<ul style="list-style-type: none"> <li>Ensures compliance with legal policies</li> </ul>
 <p><b>Local communities</b></p>	<ul style="list-style-type: none"> <li>Community activities</li> <li>Media</li> </ul>	<ul style="list-style-type: none"> <li>Contribution to the State Budget</li> <li>Operation of environmentally friendly factories</li> <li>Social responsibility enhancement</li> </ul>	<ul style="list-style-type: none"> <li>Ensured compliance with full tax payment and budget in accordance with regulations.</li> <li>Compliance with the regulations of the law on environment</li> <li>Implementation of projects related to energy efficiency</li> <li>Maintained budget for study promotion, talent encouragement and charity activities</li> </ul>
 <p><b>Industry Association</b></p>	<ul style="list-style-type: none"> <li>Forum, dialogues</li> <li>Meetings</li> <li>Administrative documents</li> <li>Email exchange</li> </ul>	<ul style="list-style-type: none"> <li>Role of focal point to connect and develop the industry in the region</li> <li>Active information sharing</li> </ul>	<ul style="list-style-type: none"> <li>Member of the Executive Committee of Vietnam Pharmaceutical Companies Association with the role of Vice Chairperson of the Association.</li> <li>Support in information provision and active cooperation with industry associations</li> <li>Annual membership fee contribution</li> </ul>





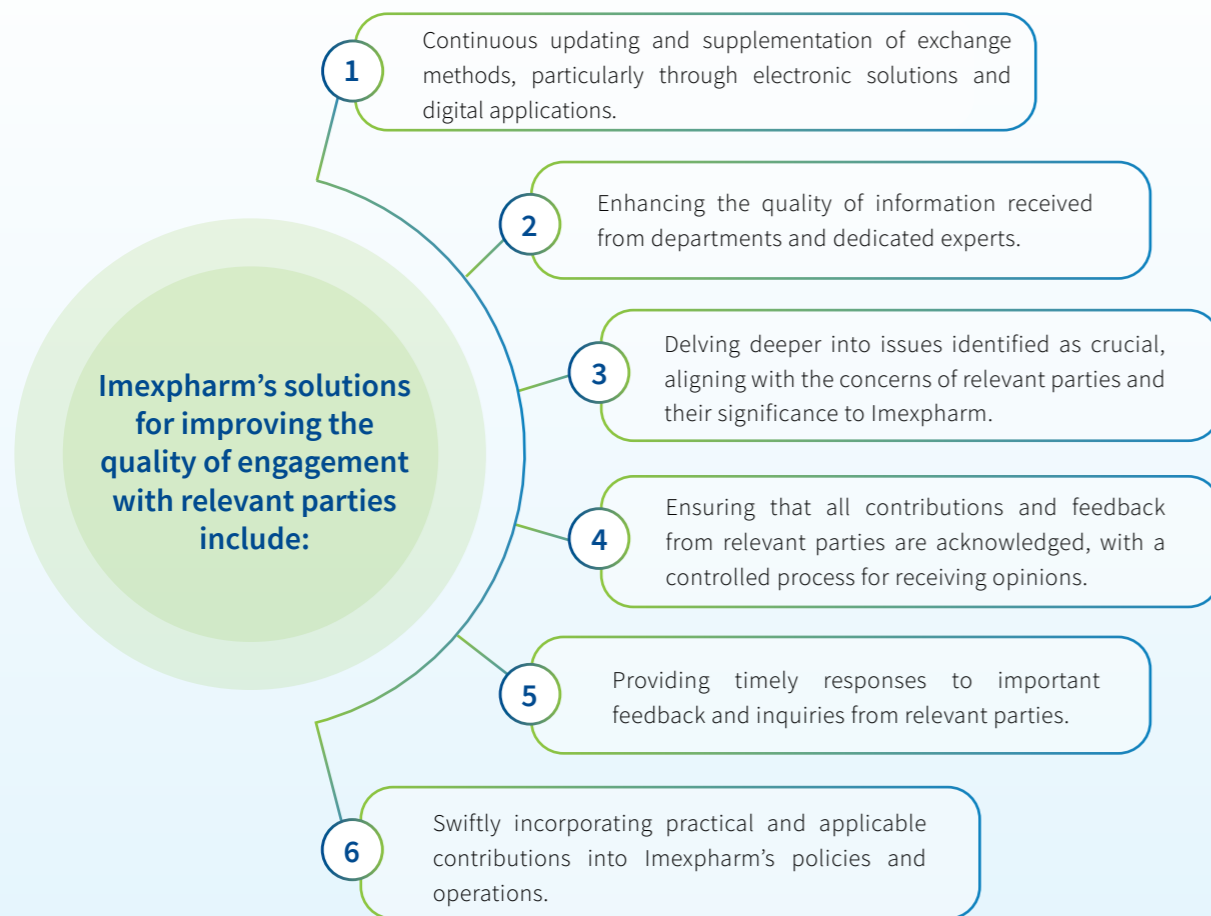
## CONTINUOUS IMPROVEMENT AND STAKEHOLDER ENGAGEMENT (GRI 102-43, 44)

The way stakeholders participate in the preparation of the Sustainability Report is as follows:



Imexpharm places great importance on ensuring that its sustainable development goals meet the harmonious interests of all relevant parties. Shareholders, partners, investors, employees, suppliers, local communities, and others have an equal voice and the ability to contribute their opinions, all in the spirit of equality and mutual benefit.

Imexpharm's solutions for improving the quality of engagement with relevant parties include:



## KEY FOCUS AREAS

After analyzing the materiality of the issues on the basis of the respective impact and influence assessment, Imexpharm determined the scope of reporting topics including:



ECONOMY



ENVIRONMENT



SOCIETY

GRI 201  
**Economic performance**

GRI 203  
**Indirect economic impacts**

GRI 202  
**Market presence**

GRI 207  
**Tax**

GRI 301  
**Materials**

GRI 303  
**Water**

GRI 306  
**Effluents and wastes**

GRI 302  
**Energy**

GRI 305  
**Emissions**

GRI 307  
**Environmental compliance**

GRI 401  
**Employment**

GRI 404  
**Training and Education**

GRI 413  
**Local communities**

GRI 419  
**Socio-economic compliance**

GRI 403  
**Occupational health and safety**

GRI 405  
**Diversity & Equal Opportunity**

GRI 416  
**Customer health and safety**

Meet the following criteria of the United Nations' 17 sustainable development goals (SDGs):



Meet the following criteria of the United Nations' 17 sustainable development goals (SDGs):



Meet the following criteria of the United Nations' 17 sustainable development goals (SDGs):

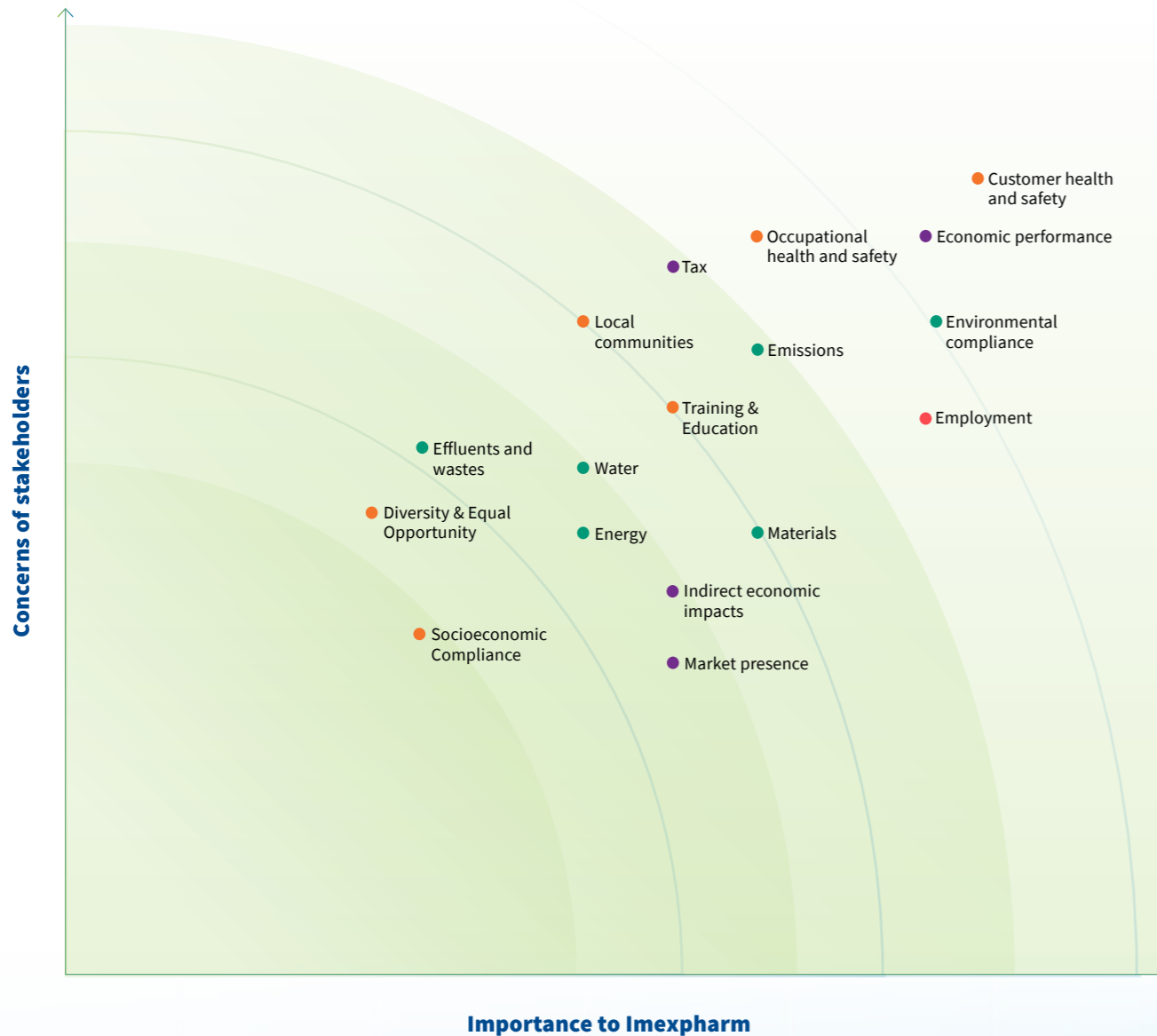






## KEY FOCUS AREAS (CONTINUED)

Considering the reporting criteria determined based on the GRI standards, Imexpharm proposes its matrix of materiality as follows:



- ECONOMY
- ENVIRONMENT
- SOCIETY



## LIST OF KEY RISKS

To ensure effective and sustainable development, all production and business activities of Imexpharm are subject to evaluation by the Board of Directors, Executive Board, and Supervisory Board regarding relevant risks. These risks are quantified into specific criteria to develop adaptive and appropriate management solutions.

Imexpharm defines its risks as follows:

### 01 Specific risks in the pharmaceutical industry: High

- ▶ Risks related to input materials
- ▶ Risks related to market demand and competitive pressure

### 02 Brand risks: High

### 03 Operational risks: Moderate

- ▶ Compliance risks
- ▶ Human resource management risks
- ▶ Legal risks

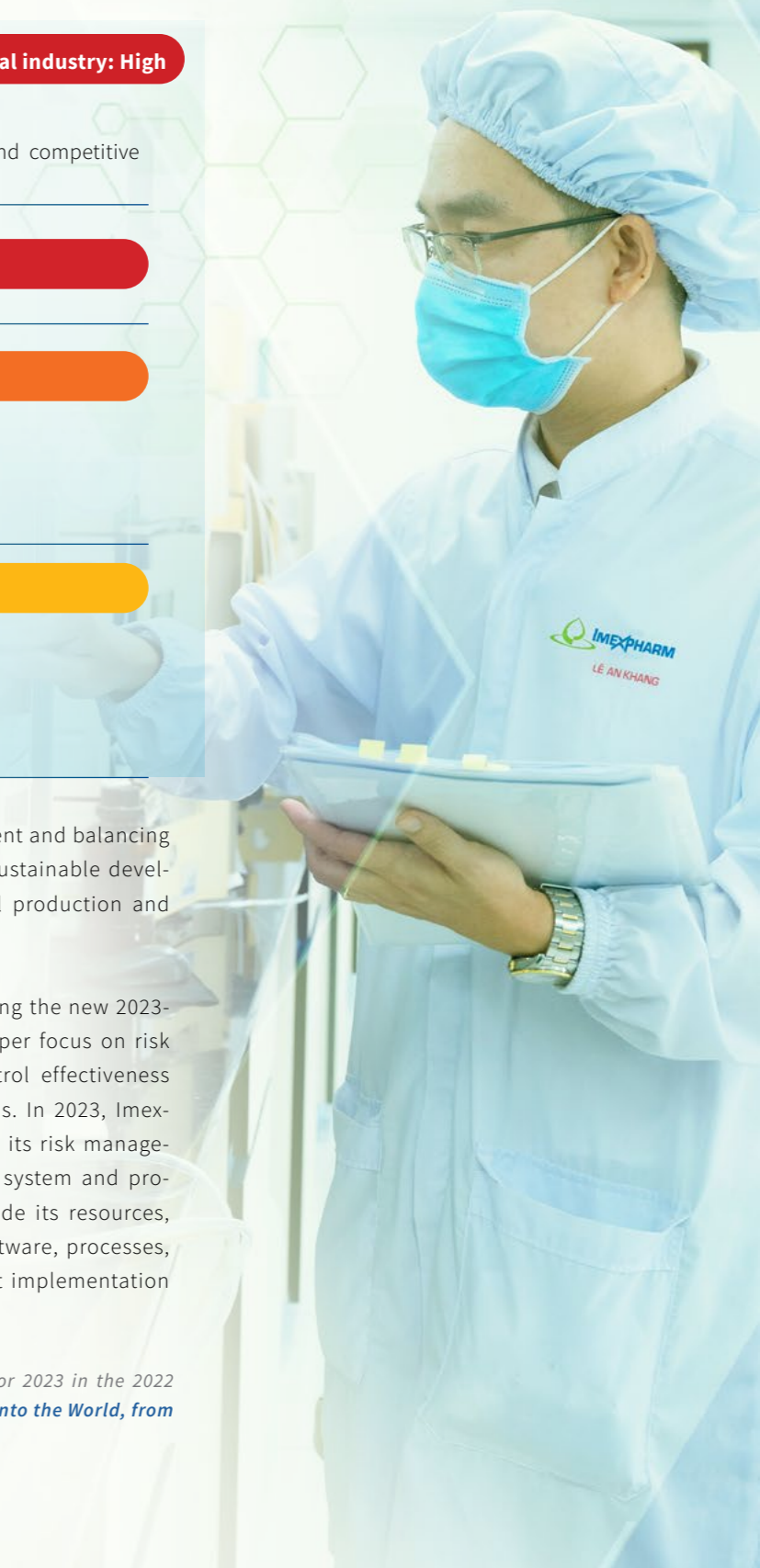
### 04 Financial risks: Low

- ▶ Credit risks
- ▶ Interest rate risks
- ▶ Exchange rate risks
- ▶ Non-performing loan risks

Imexpharm focuses on sustainable development and balancing the interests of all stakeholders. Therefore, sustainable development goals are integrated into the overall production and business objectives of the company.

2023 serves as the foundation for implementing the new 2023-2027 strategic plan, which emphasizes a deeper focus on risk management activities to enhance risk control effectiveness and maintain sustainable business operations. In 2023, Imexpharm will continue to maintain and operate its risk management activities according to the established system and processes. Additionally, the company will upgrade its resources, including human resources, management software, processes, and necessary equipment, to ensure the best implementation of risk management objectives.

Refer to the Risk Management Operational Plan for 2023 in the 2022 Annual Report: *Grounded in Heritage - Integrated into the World*, from page 126 to 131 for more information.





# 03 SHARING WITH THE ECONOMY (GRI 200)

Economic performance (GRI 201)	68
Market presence (GRI 202)	70
Indirect economic impact (GRI 203)	71
Tax (GRI 207)	72

## ECONOMIC PERFORMANCE

### GRI 201

The government's success in pandemic control was a notable highlight in 2022. The economy has gradually recovered after two years of being affected by the Covid-19 pandemic, paving the way for strong growth and breakthroughs for businesses. Among them, pharmaceutical manufacturing units have shown impressive recovery. According to a survey conducted by Vietnam Report in October-November 2022, nearly 90% of pharmaceutical production, distribution, and trading companies reported increased revenue, while almost 80% of businesses recorded profit growth in the first nine months of 2022 compared to the same period in 2021.

Imexpharm, as one of the top 5 leading pharmaceutical companies, has also achieved remarkable results.



Thanks to these results, Imexpharm has also increased the allocation of economic values to stakeholders. Specifically:

- ▶ Income of employees in 2022 ranged from 17 to 21 months' salary, with an average of 18.1 million VND per person per month.
- ▶ Ensuring benefits for employees: 100% of employees participate in social insurance, receive regular health check-ups, etc.
- ▶ Expected dividend payout ratio to shareholders: 15% of charter capital (10% in cash and 5% in shares, equivalent to 100.0 billion VND, 37.8% of distributed profits).
- ▶ Payments to suppliers: over 705 billion VND.
- ▶ Payments to the government: over 133 billion VND.
- ▶ Investments for the community: nearly 1.5 billion VND.



Furthermore, with a sustainable development approach and a focus on harmonizing the interests of all stakeholders, Imexpharm always sets strategic vision and development goals that are appropriate and meet the expectations of all parties. It balances short-term and long-term benefits while ensuring risk management within a moderate and low appetite.

#### Strategic objectives for the 2023-2027 term:

##### Main objectives for 2023:

PLANNED NET REVENUE FOR 2023

**1,750** BILLION VND

**6.5%**



PLANNED PROFIT FOR 2023

**350** BILLION VND

**20.1%**



##### Objectives for 2027:

PLANNED NET REVENUE FOR 2027

**3,200** BILLION VND

(CAGR: 16.3%)



PLANNED PROFIT FOR 2027

**640** BILLION VND

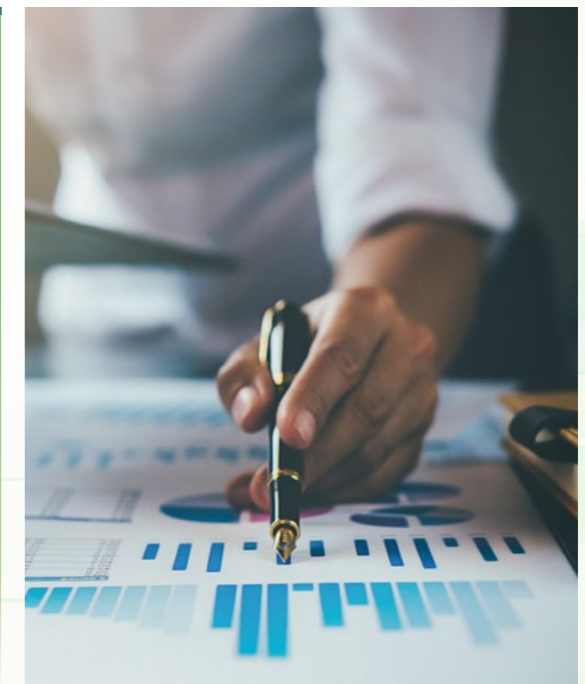
(CAGR: 16.3%)



To ensure the effectiveness of these objectives, the Board of Directors is committed to closely monitoring them using their tools and ensuring that the Executive Board executes them well, meeting the targets as set out in the General Meeting of Shareholders on schedule.

*(Refer to the Planning Objectives of the Board of Directors for 2023 and the 2023-2027 term in Imexpharm's 2023 Annual Report:*

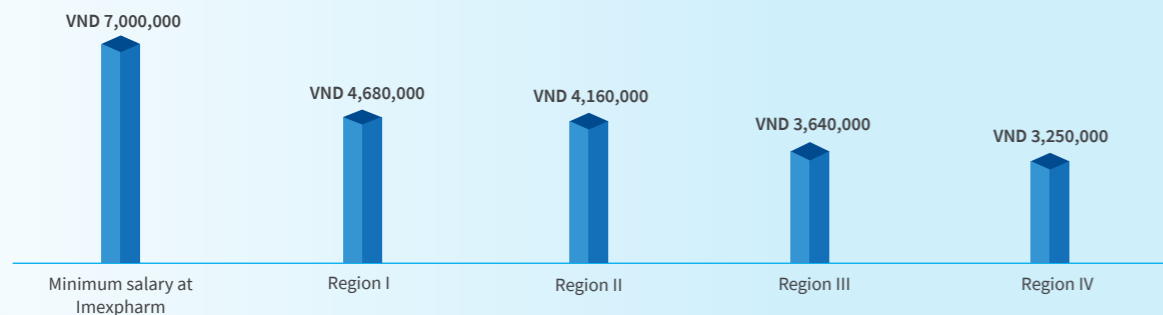
*Grounded in Heritage - Integrated into the World, pages 66-67)*



## MARKET PRESENCE GRI 202

At Imexpharm, employees are comprehensively cared for to ensure high satisfaction, allowing the workforce to work with peace of mind and achieve the best possible job performance. Ensuring a minimum standard of living is a necessary concern of the company's leadership.

At Imexpharm, the minimum salary for employees in 2022 is 1.5 to 2.2 times higher than the regional minimum salary according to Decree No. 38 issued by the Government.



(Under Article 3, Clause 1 of Decree No. 38/2022/ND-CP, effective from July 1, 2022)

On average, the income level for full-time employees at Imexpharm is reported to be between 3.9 and 5.6 times the regional minimum salary in 2022. This result demonstrates Imexpharm's commitment to fully adhering to Core Value No. 1: Customer focus, within Imexpharm's corporate culture. Taking care of and satisfying "Internal Customers" is the first priority that Imexpharm's leadership aims for.

**The average income when working full-time at Imexpharm is 3.9 to 5.6 times the regional minimum wage in 2022.**

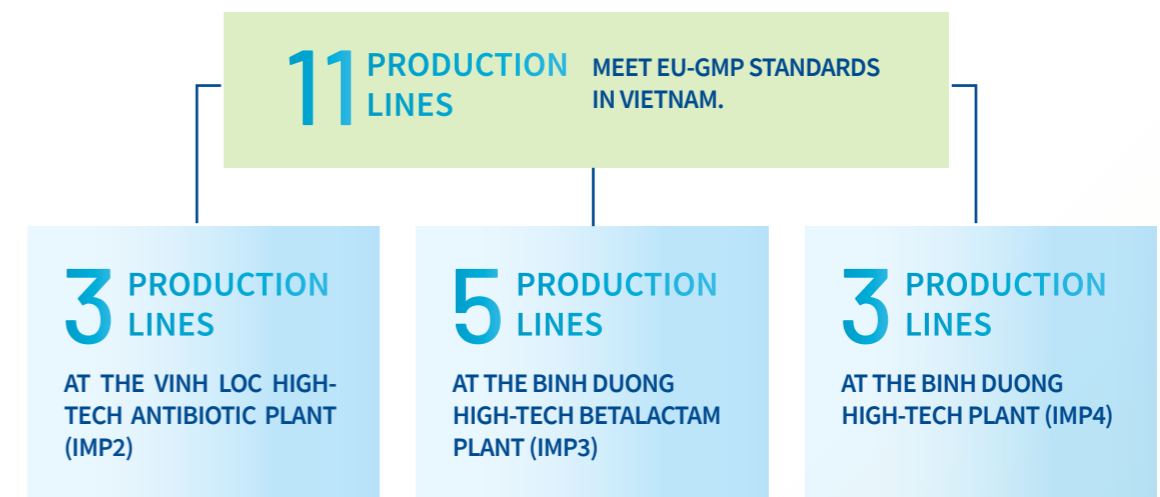
Furthermore, Imexpharm has its origins as a Grade II Pharmaceutical Company, established in the land of pink lotus, Dong Thap. It has gradually grown and prospered to its current state. For Imexpharm, Dong Thap is not only its homeland but also the root of all its development. Therefore, having all members of the Board of Directors hailing from Dong Thap (refer to the Introduction of the Board of Directors, pages 46-50, Annual Report 2022: Grounded in Heritage - Integrated into the World), is believed to contribute to the stimulation of local human resources, increase economic and social benefits for the region, and effectively capture the culture and market needs within the local and national area.



## INDIRECT ECONOMIC IMPACT GRI 203

With the mission of "Offering effective solutions for social health care", Imexpharm identifies the core capability of the company as investing in product standards and quality. At the same time, aiming for the vision of "Top quality - European standard," the collective team of employees continuously improves manufacturing technology to gradually create products that meet the highest standards in the global pharmaceutical industry.

Currently, Imexpharm owns the highest number of EU-GMP standard production lines in Vietnam, including:



In addition, the units including the Penicillin Workshop, Non-Betalactam Workshop, and the Dietary Supplement Factory (also known as Workshop 24) in Cao Lanh City, Dong Thap Province, maintain production quality according to WHO-GMP standards.

Furthermore, Imexpharm also promotes and invests significant resources in research and development (R&D) activities. By the end of 2022, Imexpharm had obtained 326 drug registration numbers. Among them, 12 registration numbers were granted European visas, and 15 products were declared bioequivalent (excluding 3 products undergoing testing and seeking approval).

Through pursuing its Vision, Mission, and focusing on investing resources in R&D, Imexpharm indirectly creates value for the economy, establishing infrastructure that

meets high standards in the Pharmaceutical industry (1) and possesses a significant amount of intellectual assets (2). This sustainable development direction was set forth as a commitment from the beginning, for the overall development of the Vietnamese Pharmaceutical industry in line with advanced international standards.

With stable and sustainable growth, Imexpharm also provides employment opportunities for 1,260 workers. Considering factors such as gender, age, region, management level, etc., Imexpharm ensures honesty, objectivity, diversity, and equal treatment, where everyone enjoys the same rights and benefits. From these commonalities, employees can work with confidence and dedicate themselves to the development of their careers, families, and the company. In turn, they contribute significantly to the social stability and welfare of the local community and the country as a whole.

## TAX GRI 207

With a high regard for upholding the rule of law, Imexpharm places special emphasis on complying with tax regulations and fulfilling its obligations to the state budget.

Throughout the year, Imexpharm has had no recorded incidents or investigations related to corruption, bribery, or fraudulent activities, including tax evasion.

In 2022, the company did not incur any penalties for administrative tax violations.

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**In 2022, the company did not incur any penalties for administrative tax violations.**

To achieve these results, Imexpharm places a strong emphasis on compliance and maintains regular communication with local tax authorities to ensure the smooth flow of information and requirements. The tax authorities monitor the company's monthly tax declarations, and if any errors or issues arise, they directly contact the responsible department within the company to provide reminders and make necessary adjustments.

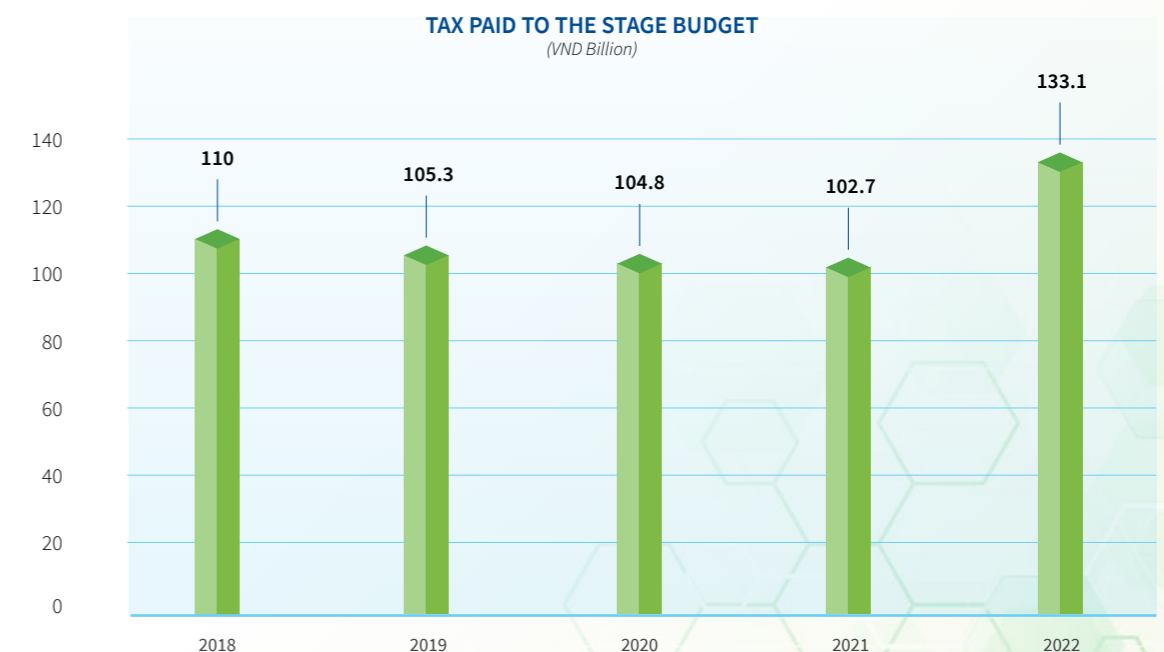
In 2022, Imexpharm recognized some changes in tax policies and regulations. Although the impact of these adjustments was not significant, the company did not seek assistance from tax advisory agencies. Instead, the financial accounting department, headed by the Chief Accountant, and supported by the Legal Department, collaborated to update and implement legal documents (Circulars, Decrees, etc.) across relevant departments to apply them to their work.

**Thanks to proactive measures, Imexpharm's tax settlement work consistently ensures transparency and upholds the principles of legal compliance, integrity, and honesty in all transactions. These values are considered fundamental to the company.**



The total amount of taxes paid by Imexpharm to the State Budget in 2022 amounted to over 133 VND Billion, representing a 29.6% increase compared to the same period last year.

CRITERIA (VND BILLION)	2018	2019	2020	2021	2022
Total amount of Tax paid to the state budget	110.0	105.3	104.8	102.7	133.1



# 04 ENVIRONMENTAL PROTECTION TOGETHER (GRI 300)

Materials (GRI 301)	76
Energy (GRI 302)	78
Water (GRI 303)	80
Emissions (GRI 305)	82
Effluents and Waste (GRI 306)	88
Environmental Compliance (GRI 307)	92



# MATERIALS

## GRI 301

Up until the end of 2022, IMEXPHARM HAD **3** FACTORIES THAT ACHIEVED EU-GMP



As of the end of 2022, Imexpharm has three plants that meet EU-GMP standards. This standard requires strict compliance with all aspects of the product manufacturing process. One of the requirements is the quality of raw materials. In addition, products with European visas and group 1 tenders require **raw materials to meet the CEP** (Certificate of Suitability to the Monographs of the European Pharmacopoeia) standard. This requires a thorough assessment of the raw materials before registration with the Ministry of Health and production. While the safety and effectiveness of a pharmaceutical product depend on various factors, the most important is still the quality of the input materials. Therefore, Imexpharm always prioritizes the search for raw material sources that ensure quality.

Imexpharm has established evaluation criteria and standards for environmental and social aspects to assess the level of compliance of suppliers. The criteria for selecting suppliers by Imexpharm are based on GMP certification. To meet the GMP standard, the supplier must strictly comply with conditions related to hygiene, environment, employee health, facilities and equipment, production processes, and product preservation and distribution. Additionally, the company has implemented standardized operating procedures for “Supplier Evaluation” to guide the evaluation and selection of reliable suppliers who can meet Imexpharm’s quality requirements, and to provide a basis for reviewing and reducing the frequency of testing for purchased raw materials.

Along with the diversity of pharmaceutical products such as tablets (capsules, compressed tablets, coated tablets, effervescent tablets, etc.) and pharmaceutical formulations in powder, liquid, and suspension forms, the raw materials used in production are also extremely diverse. As a pharmaceutical manufacturing and supply company, Imexpharm utilizes a wide range of materials, including active pharmaceutical ingredients, excipients, and packaging materials. In material management, the company does not classify materials based on their recyclability. Due to the strict regulations in the pharmaceutical industry, recycling and reusing materials and packaging are currently challenging. Therefore, Imexpharm mainly collects recyclable items such as cardboard boxes, plastic packaging, aluminum foils, etc., for disposal by waste management providers. Currently, the company does not actively manage this issue as the volume of recyclable materials is negligible.

Imexpharm **implements material control activities through the SAP-ERP software**. Within this software, materials are managed according to unique identification codes to enhance the efficiency of material and inventory management. The Materials Department has issued standardized procedures for material procurement, and the Quality Assurance (QA) Department has its own procedures to support the material assessment process prior to warehouse entry. The Planning Department, under the Finance Division, plays a role in connecting with the Sales and Production departments to plan and forecast goods procurement, efficiently manage inventory to meet market demands. Forecasting plays a crucial role in production and product sales as it not only affects inventory but also product quality. Imexpharm has policies to periodically evaluate inventory of raw materials every 6 months in accordance with current laws. However, related departments also perform regular monthly and quarterly checks and statistics on raw materials to take appropriate preventive measures to cope with price increases and shortages caused by objective conditions.

In 2022, the domestic pharmaceutical industry, including Imexpharm, faced significant challenges regarding the importation and stockpiling of raw materials. The majority of Imexpharm’s raw materials are imported from foreign countries such as China and India, which means the company cannot proactively control the supply of raw materials. Depending on imported materials also exposes Imexpharm to external factors such as exchange rate fluctuations and disruptions in the supply chain. Additionally, the costs associated with importation and transportation have increased the input costs of production in 2022.

The quantities of the raw materials used in 2022 were as follows:

STT	CRITERIA	UNIT	2021	2022	(+/-) 2022/2021
1	Main material	Ton	379	405	7%
2	Excipients	Ton	280	332	19%
3	Auxiliary materials	Million units	586	539	-8%
	<b>Among which:</b>				
3.1	Capsule	Million units	425	363	-15%
3.2	Packaging	Million units	166	176	9%

ACHIEVED A TOTAL PRODUCTION OUTPUT OF OVER

**1.11** BILLION UNITS

29.2% increased compared to 2021

In 2022, Imexpharm achieved a total production output of over 1.11 billion units, representing a 29.2% increased compared to 2021. As a result, the quantities of major raw materials, excipients, and packaging materials also increased compared to the same period. The total value of imported materials by the company in 2022 amounted to VND 278.3 billion.



# ENERGY

## GRI 302

Every year, Imexpharm sets energy-saving targets for both its production and office operations. At the same time, the company encourages and promotes innovative initiatives and improvements to enhance energy efficiency. To evaluate the effectiveness of factory operations and improve the management practices of executives, the company has established energy-saving targets within the Balanced Scorecard (BSC).

### ENERGY CONSUMPTION IN THE ORGANIZATION (GRI 302-1)

At Imexpharm, electricity and Diesel Oil (DO) were the primary sources of energy for production activities at the factories and for various operations at the headquarters and nationwide branches. In 2022, the energy consumption breakdown was as follows:

TOTAL CONSUMPTION OF NON-RENEWABLE FUEL IN THE COMPANY, SPECIFICALLY DIESEL OIL (DO), AMOUNTED TO

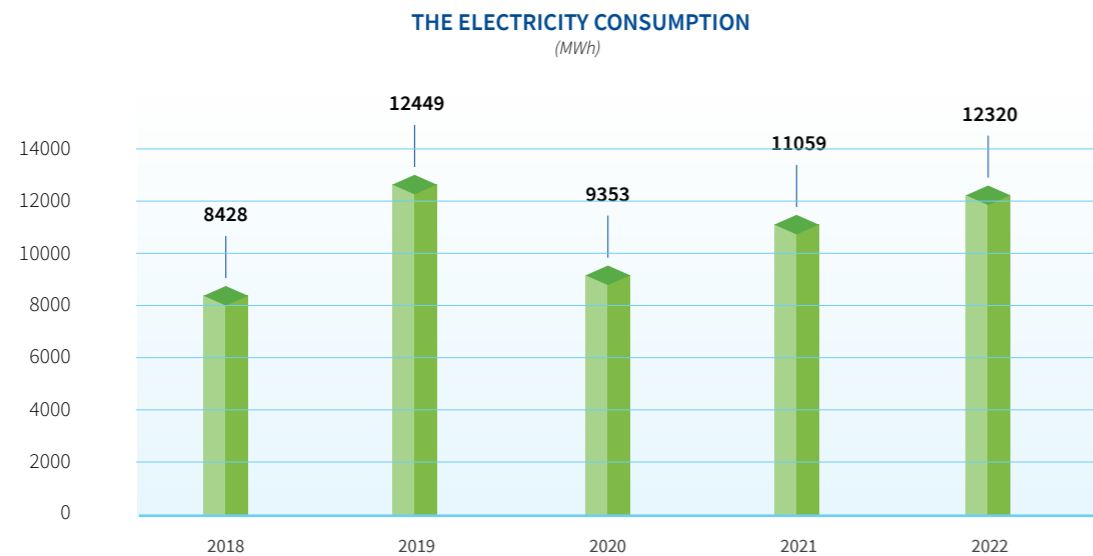
# 225,470

LITERS

TOTAL CONSUMPTION OF RENEWABLE ENERGY FROM THE ELECTRICITY SOURCE WAS

# 12,319,538

KWH



**Total energy consumption within the company = the sum of non-renewable fuel consumed + renewable fuel consumed**

**5,807 + 44,350,337 = 44,356,144 MJ**

*Notes for conversion reference: 1 liter DO = 0.8 kg    1kg = 7,700 cal    1 kcal = 4,181 Jun    1 kwh = 3.6 \* 106 Jun    1 MJ = 106 Jun*

The total electricity consumption in 2022 was approximately 12.3 million kWh, which is an 11% increase compared to 2021. Amongst the facilities, IMP2 factory experienced the highest increase in electricity consumption, with a 37% growth compared to the same period. In 2022, the IMP2 factory produced 68.5 million units of finished pharmaceutical products, representing a substantial production increase of 125% compared to 2021.

#### THE ELECTRICITY CONSUMPTION AT IMP1, IMP2, AND IMP3 FACTORIES IN 2022 WERE AS FOLLOWS:

FACTORY	TOTAL ELECTRICITY CONSUMPTION (KWH)		(+/-) 2022/2021
	2021	2022	
IMP1	5,163,665	5,887,685	14%
IMP2	1,818,735	2,482,609	37%
IMP3	4,076,800	3,949,244	-3%
<b>Total</b>	<b>11,059,200</b>	<b>12,319,538</b>	<b>11%</b>

#### THE SITUATION OF USING DO OIL AT FACTORIES IN 2022:

FACTORY	USE DO OIL (LITER)		(+/-) 2022/2021
	2021	2022	
IMP1	52,990	57,320	8%
IMP2	485	750	55%
IMP3	175,400	167,400	-5%
<b>Total</b>	<b>228,875</b>	<b>225,470</b>	<b>-1%</b>

The results of the 2022 targets for quality and environmental intensity of electricity consumption at the factories were as follows:

(KWH/UNIT BILLION)	PLAN 2022	RESULTS OF THE 2022 PERFORMANCE	NOTE
IMP1	14,476	12,137	<b>achieved</b>
IMP2	55,000	36,249	<b>achieved</b>
IMP3	22,500	17,949	<b>achieved</b>

In 2022, the Imexpharm leadership set regulations for energy-saving in various departments within the company. Additionally, the monitoring department was responsible for providing quarterly electricity consumption data to other departments for awareness and improvement purposes. The year 2022 was notable for its achievements in reducing energy consumption at Imexpharm. The intensity of electricity usage decreased across the factories and met the set targets.

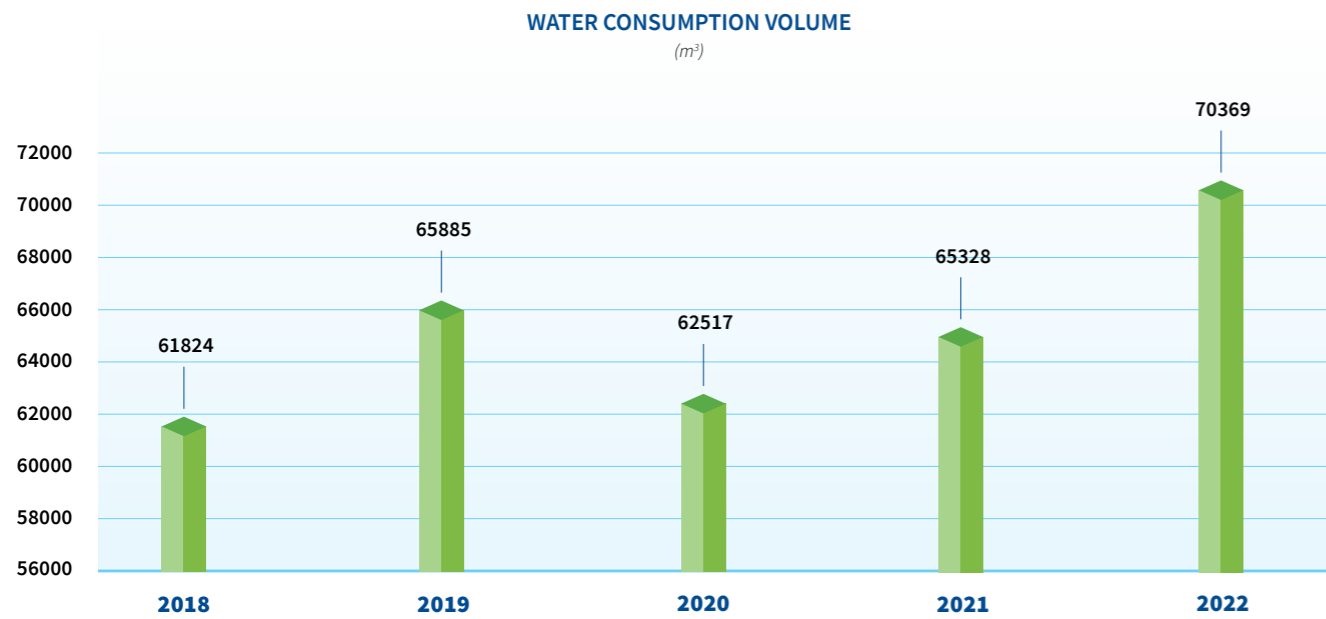
Particularly, the IMP2 factory increased its operational capacity in 2022, resulting in a production increase of 125% compared to the previous year. However, the intensity of electricity usage was more efficient, reaching 36,249 kWh per million units, a 39% reduction compared to the same period. This contributed to both the economic efficiency of Imexpharm and the preservation of the environment and ecosystems in the areas where the company operates.



# WATER GRI 303

### The total volume of incoming water, categorized by the following sources:

- Surface water, including water from swamps, rivers, lakes, and oceans: 0 m3 (not used)
- Groundwater: 0 m3 (not used)
- Rainwater directly collected and stored by the organization: 0 m3 (not used)
- Wastewater from other organizations: 0 m3 (not used)
- Other urban water supply sources or public/private water utilities: The water used in Imexpharm’s factories is sourced from the municipal water supply. Before being used in production, it undergoes treatment to meet safety standards required for the pharmaceutical industry.



The company monitors its water usage on a monthly basis through water utility bills. The accounting department consolidates the water usage costs and reports them to the respective factories for monitoring purposes and implementing timely adjustments to control expenses. With the slogan **“Save Today - Sustainable Future”** that Imexpharm has set, all employees are committed to practicing efficient and economical consumption to preserve valuable resources. In particular, the company plans its production schedule rationally to minimize the need for equipment and machinery cleaning, thereby saving water.

### WATER CONSUMPTION SITUATION AT FACTORIES IN 2022

WATER CONSUMPTION VOLUME (M³)	2020	2021	2022	(+/-) 2022/2021
IMP1	29,175	32,085	33,658	5%
IMP2	8,448	8,976	9,437	5%
IMP3	24,894	24,267	27,274	12%
<b>Total</b>	<b>62,517</b>	<b>65,328</b>	<b>70,369</b>	<b>8%</b>

The significant increase in production output in 2022 was accompanied by a mere 8% increase in water consumption, indicating a remarkable 34% reduction in water consumption intensity compared to 2021. This achievement demonstrates the notable effectiveness of Imexpharm’s water conservation efforts implemented by the entire team.

### THE INTENSITY OF WATER CONSUMPTION AT THE PLANTS WERE AS FOLLOWS:

UNIT: M3/UNIT BILLION	2020	2021	2022	(+/-) 2022/2021
IMP1	39,3	57,4	44,3	-23%
IMP2	167,2	294,3	137,8	-53%
IMP3	76,8	109,6	124,0	13%
<b>Total</b>	<b>283,3</b>	<b>461,3</b>	<b>306,0</b>	<b>-34%</b>



# EMISSIONS GRI 305

The main sources of greenhouse gas emissions at Imexpharm include: Electricity consumption, Fossil fuel usage in production, Direct emissions from employees.

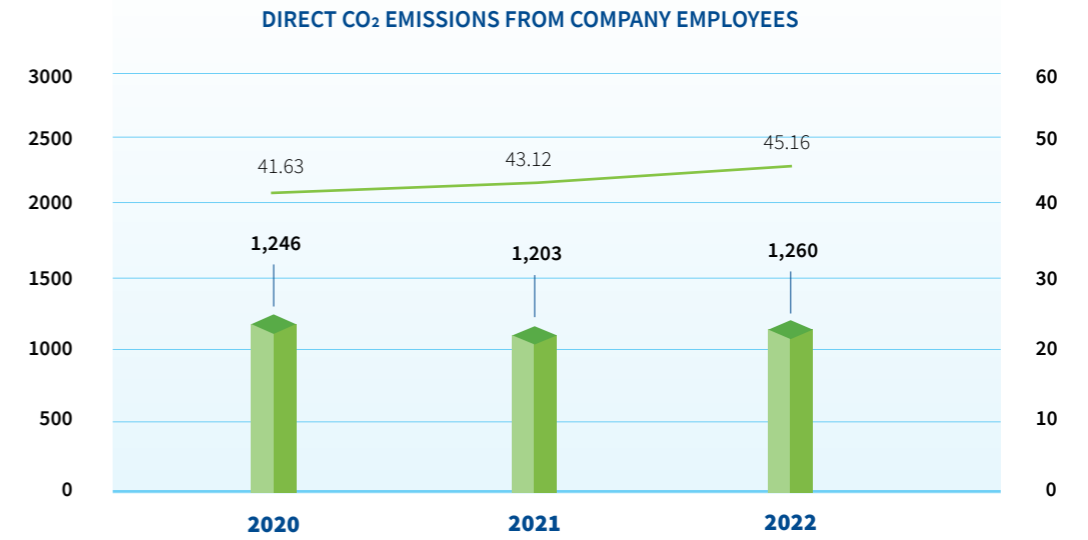
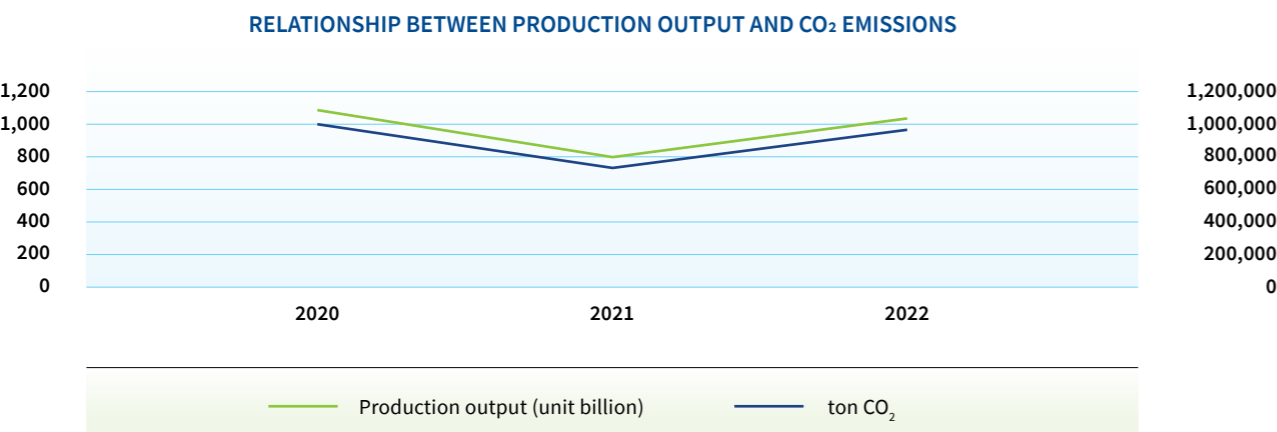
The total greenhouse gas emissions at the company can be measured in three scopes:

- Scope 1:** Includes all direct greenhouse gas emissions from the company's factories and operations that are under the company's direct control. This includes the use of diesel oil in boiler operations, as well as **gasoline and diesel for company vehicles.**
- Scope 2:** Consists of indirect emissions resulting from the company's purchase of electricity and energy for use in its production and business operations. This includes the emissions associated **with electricity use for lighting and the operation of machinery and equipment.**
- Scope 3:** Encompasses all other indirect emissions that arise from activities related to the value chain, originating from sources that the company does not own or control. **Imexpharm did not apply Scope 3 emissions accounting.**

The amount of CO2 emissions increases or decreases proportionally with the production output. This follows the law of cause and effect, as increased production requires higher usage of electricity, water, and diesel oil. Consequently, the amount of CO2 emissions in 2022 also increases as production increases.

CO<sub>2</sub> EMISSIONS FROM PRODUCTION ACTIVITIES WERE AS FOLLOWS:

FACTORY	TOTAL PRODUCTION OUTPUT (UNIT)			CO <sub>2</sub> EMISSIONS (TON)			
	2020	2021	2022	2020	2021	2022	
IMP1	743.108.789	558.610.000	760.498.915	678.450	510.013	694.331	
IMP2	37.773.723	30.498.226	68.497.733	34.487	27.845	62.538	
IMP3	323.984.310	221.428.387	220.027.177	294.826	201.500	200.225	
<b>Total</b>	<b>1.104.866.822</b>	<b>810.536.613</b>	<b>1.049.023.825</b>	<b>1.007.763</b>	<b>739.358</b>	<b>957.093</b>	



THE TOTAL AMOUNT OF DO OIL USED AT 3 FACTORIES OF THE COMPANY AND CO<sub>2</sub> CONVERSION ACCORDING TO THE FORMULA OF IPCC IN 2006 WAS AS FOLLOWS:

FACTORY	USE DO (LITER)			CO <sub>2</sub> EMISSIONS (TON)			(+/-) 2022/2021
	2020	2021	2022	2020	2021	2022	
IMP1	53,269	52,990	57,320	144.77	142.29	153.92	8.2%
IMP2	470	485	750	1.28	1.32	2.05	55.5%
IMP3	166,500	175,400	167,400	452.51	476.70	457.00	-4.1%
<b>Total</b>	<b>220,239</b>	<b>228,875</b>	<b>225,470</b>	<b>598.56</b>	<b>620.31</b>	<b>612.97</b>	<b>-1.2%</b>

The production output of the IMP2 plant increased by 125% in 2022, resulting in a corresponding increased in CO2 emissions from the plant. However, the emissions intensity (CO2 emissions per unit of production) remains significantly lower than the allowable limits. Overall, the total CO2 emissions of the company in 2022 decreased by 1.2% compared to 2021, indicating effective management of production capacity at the manufacturing plants.

In addition, Imexpharm also uses gasoline and diesel fuel for company vehicles.

FUEL	YEAR			CO <sub>2</sub> EMISSIONS (TON)			(+/-) 2022/2021
	2020	2021	2022	2020	2021	2022	
The total amount of gasoline (liters)	25,007	14,867	28,189	57.48	34.17	64.79	89.6%
The total amount of diesel fuel (liters)	48,245	43,784	48,746	131.12	118.99	132.48	11.3%
<b>Total</b>	<b>73,252</b>	<b>58,651</b>	<b>76,935</b>	<b>188.59</b>	<b>153.16</b>	<b>197.27</b>	<b>28.8%</b>

## EMISSIONS (CONTINUED) GRI 305

In 2022, Imexpharm increased its activities after the travel restrictions due to the COVID-19 pandemic. The company implemented marketing programs, customer care initiatives, conferences, healthcare forums, and as a result, there was an increase in business travel compared to the previous year. The total amount of gasoline and diesel fuel consumed in 2022 was 76,935 liters, equivalent to emitting 197 tons of CO<sub>2</sub>.

### CO<sub>2</sub> EMISSIONS FROM THE USE OF ELECTRICITY FROM THE NATIONAL GRID IN 2022

FACTORY	TOTAL POWER CONSUMPTION (KWH)			CO <sub>2</sub> EMISSIONS (TON)			(+/-) 2022/2021
	2020	2021	2022	2020	2021	2022	
IMP1	3,461,964	5,163,665	5,887,685	2,928.13	4,367.43	4,251.50	-3%
IMP2	1,831,324	1,818,735	2,482,609	1,548.93	1,538.29	1,792.69	17%
IMP3	4,084,800	4,076,800	3,949,244	3,454.92	3,448.16	2,851.75	-17%
<b>Total</b>	<b>9,378,088</b>	<b>11,059,200</b>	<b>12,319,538</b>	<b>7,932</b>	<b>9,354</b>	<b>8,896</b>	<b>-5%</b>

In 2022, the total CO<sub>2</sub> emissions from electricity use in the production activities amounted to 8,896 tons of CO<sub>2</sub>, a 5% decrease compared to the previous year. The significant reduction in emissions was primarily due to the IMP3 plant. This demonstrates the effective implementation of production management by the plant's staff.

Imexpharm regularly maintains its vehicles, machinery, and equipment that use gasoline and diesel to minimize environmental pollution. Additionally, the company has measures in place to suspend the operation of vehicles, such as cars and trucks, if they emit excessive pollutants.

Furthermore, Imexpharm has made improvements such as implementing online meeting systems in conference rooms to reduce the frequency of long-distance travel by cars and airplanes from branches across the country. Moreover, the company restricts the use of plastic, promotes the use of recycled materials, and increases the planting of trees. These activities contribute to reducing carbon emissions within the company's operations.

## ENVIRONMENTAL MONITORING AT THE FACTORIES

In addition to equipping emission treatment systems at the factories, Imexpharm also conducts regular monitoring and measurement of emissions every 3 months and provides complete reports as required by environmental management authorities. This activity is carried out by licensed environmental monitoring organizations.

Imexpharm has conducted regular measurements at the factories in accordance with regulations, and the company has not recorded any abnormal indices or any indices exceeding the permissible limits at its factories.

### MEASUREMENT AND MONITORING RESULTS OF CO EMISSIONS AT IMP1

Unit: mg/Nm<sup>3</sup>

VỊ TRÍ	Q1 (MAR 29)	Q2 (JUNE 09)	Q3 (AUG 17)	Q4 (NOV 04)	QCVN 19:2019/BTNMT (COLUMN B)
Flue pipe of boiler 01.	38.4	KPH (<IDL=1.14)	8.4	15.6	<b>1000</b>
Flue pipe of boiler 02.	33.1	KPH (<IDL=1.14)	12.2	28.5	<b>1000</b>
Emission control equipment testing area	KPH (MDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	<b>1000</b>
Peni workshop emission control equipment area	KPH (MDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	<b>1000</b>
Functional food production workshop area	KPH (MDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	<b>1000</b>
Non Betalactam compounding workshop area	KPH (MDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	<b>1000</b>
Non Betalactam film packaging machine area	KPH (MDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	KPH (<IDL=1.14)	<b>1000</b>

The results were obtained using the SOP-D-KT01 method.

### MEASUREMENT AND MONITORING RESULTS OF DUST AT IMP1

Unit: mg/Nm<sup>3</sup>

LOCATION	Q1 (MAR 29)	Q2 (JUNE 09)	Q3 (AUG 17)	Q4 (NOV 04)	QCVN 19:2019/BTNMT (COLUMN B)
Flue pipe of boiler 01.	64	75	57	63	<b>200</b>
Flue pipe of boiler 02.	62	79	55	65	<b>200</b>
Emission control equipment testing area	71	66	63	66	<b>200</b>
Peni workshop emission control equipment area	53	52	61	55	<b>200</b>
Functional food production workshop area	67	54	60	55	<b>200</b>
Non Betalactam compounding workshop area	73	60	56	63	<b>200</b>
Non Betalactam film packaging machine area	57	50	55	57	<b>200</b>

Results were performed using US EPA Method 5



# EMISSIONS (CONTINUED)

## GRI 305

### RESULTS OBTAINED FROM MONITORING AND MEASUREMENT OF NO2 EMISSIONS AT IMP1

Unit: mg/Nm<sup>3</sup>

LOCATION	Q1 (MAR 29)	Q2 (JUNE 09)	Q3 (AUG 17)	Q4 (NOV 04)	QCVN 19:2019/BTNMT (COLUMN B)
Flue pipe of boiler 01.	KPH (MDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	850
Flue pipe of boiler 02.	KPH (MDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	850
Emission control equipment testing area	KPH (MDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	850
Peni workshop emission control equipment area	KPH (MDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	850
Functional food production workshop area	KPH (MDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	850
Non Betalactam compounding workshop area	KPH (MDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	850
Non Betalactam film packaging machine area	KPH (MDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	KPH (<IDL=1.88)	850

The results were performed by the method SOP-ĐD-KT01

### RESULTS OF MEASUREMENT AND MONITORING SO2 EMISSIONS AT IMP1

Unit: mg/Nm<sup>3</sup>

LOCATION	Q1 (MAR 29)	Q2 (JUNE 09)	Q3 (AUG 17)	Q4 (NOV 04)	QCVN 19:2019/BTNMT (COLUMN B)
Flue pipe of boiler 01.	KPH (MDL=2.62)	KPH (<IDL=2.62)	4.4	KPH (<IDL=2.62)	500
Flue pipe of boiler 02.	KPH (MDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	500
Emission control equipment testing area	KPH (MDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	500
Peni workshop emission control equipment area	KPH (MDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	500
Functional food production workshop area	KPH (MDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	500
Non Betalactam compounding workshop area	KPH (MDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	500
Non Betalactam film packaging machine area	KPH (MDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	KPH (<IDL=2.62)	500

The results were performed by the method SOP-ĐD-KT01

**Note:**

- ▶ KPH: Not detected; MDL: Method detection limit
- ▶ SOP-ĐD-KT01: Standard Operating Procedure for on-site rapid measurement

### EMISSION MONITORING RESULTS AT VINH LOC IMP2 FACTORY

NO.	LOCATION	DATE	RESULTS			
			DUST (MG/M <sup>3</sup> )	SO2 (MG/M <sup>3</sup> )	NO <sub>2</sub> (MG/M <sup>3</sup> )	CO (MG/M <sup>3</sup> )
1	The entrance area of the Company	2/3/2022	0,231	0,098	0,081	<8,3
		7/6/2022	0,354	0,196	0,098	<8,3
		16/09/2022	0,245	0,089	0,069	<8,3
		28/11/2022	0,411	0,281	0,106	<8,3
2	The area between 2 production workshops	02/03/2022	0,239	0,085	0,072	<8,3
		7/6/2022	0,639	0,348	0,132	<8,3
		16/09/2022	0,241	0,081	0,065	<8,3
		28/11/2022	0,507	0,352	0,119	<8,3
<b>QCVN 02/2019/BYT</b>			<b>8</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>QCVN 03/2019/BYT</b>			<b>-</b>	<b>10</b>	<b>10</b>	<b>40</b>

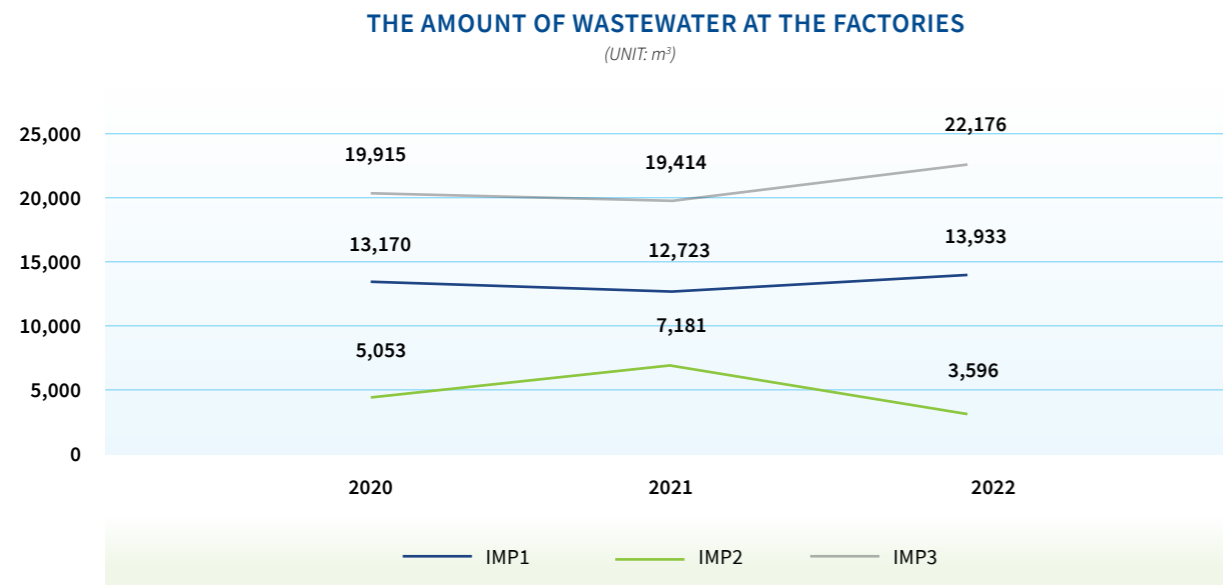
### GAS MONITORING RESULTS AT THE BOILER CHIMNEY OF IMP3 BINH DUONG FACTORY

NO.	LOCATION	DATE	RESULTS			
			DUST (MG/M <sup>3</sup> )	SO2 (MG/M <sup>3</sup> )	NO <sub>2</sub> (MG/M <sup>3</sup> )	CO (MG/M <sup>3</sup> )
1	Boiler chimney	2/3/2022	34	62	117	239
		7/6/2022	37	65	121	245
		16/09/2022	29	0	76	143
		28/11/2022	45	12	149	311
<b>QCVN 19:2009/ BTNMT, column B</b>			<b>200</b>	<b>500</b>	<b>850</b>	<b>1000</b>

# EFFLUENTS AND WASTE

## GRI 306

### THE TOTAL AMOUNT OF WASTEWATER VARIES BASED ON ITS QUALITY AND LOCATION (GRI 306-1)



The wastewater treatment at Imexpharm is always carried out in compliance with regulations and complete procedures. For the pharmaceutical industry, especially antibiotic production like Imexpharm, wastewater treatment is particularly important to avoid impacting the water environment. The wastewater from production activities is treated by the company and then discharged into the river according to the local government's regulations on wastewater discharge or the treated wastewater is discharged into the industrial zone's wastewater system.

For IMP1 factory, Imexpharm has constructed a wastewater treatment system that meets all environmental protection criteria. After undergoing treatment, the wastewater is measured for concentration levels of various substances to ensure compliance with the established thresholds before being discharged into the city's wastewater system. Independent third-party organizations with expertise in environmental monitoring are hired by the company to measure and report environmental indicators. Environmental monitoring is conducted regularly on a quarterly basis, and the monitoring is performed by the Environmental Resources and Monitoring Center of Dong Thap Province. The survey and measurement of environmental parameters are carried out at the Environmental Technology and Occupational Health Consultancy Center.

### THE QUALITY OF WASTEWATER AFTER PASSING THROUGH THE TREATMENT SYSTEM AT IMP1 FACTORY

NO.	CRITERIA	TEST METHODS	UNIT	QCVN 40 BTNMT COLUMN A	2022
1	pH	Measuring machine	-	6-9	7.30
2	BOD5	Sensor	mg/l	30	13
3	COD	Method 8000	mg/l	75	20
4	TSS	TCVN6625-2000	mg/l	50	<5
5	Total Nitrogen	TCVN 5987-1995	mg/l	15	5.04
6	Total phosphorus (inP)	Method 8180	mg/l	4	0.07
7	Clorin	Method 8021/DR5000	mg/l	1	<0.04
8	Amoni	TCVN 5988-1995	mg/l	5	0.06
9	Mangan	Method 8034/DR5000	mg/l	0,5	<0.013
10	Colifrom	TCVN6187-2:1996	MPN/100ml	3,000	240
11	Amoxicillin stains	Less than detection limit		Achieved	Achieved

For IMP2 and IMP3 factories, Imexpharm also constructs initial wastewater treatment systems according to European standards. The treated wastewater will be discharged into the industrial wastewater system located within the industrial park where the factories are located.

Wastewater quality standards after going through the treatment system at the IMP2 plant were as follows:

NO.	CRITERIA	UNIT	TEST METHODS	RESULT EXPERIMENT	QCVN 40:2011/BTNMT COLUMN B
1	Color	Pt/Co	TCVN 6185:1996	<15	150
2	pH	-	TCVN 6492:2011	5.8	5,5-9
3	TSS	mg/l	TCVN 6625:2000	8.7	100
4	BOD5	mg/l	TCVN 6001-1:2008	7.6	50
5	COD	mg/l	SMEWW 5220C:2012	19.1	150
6	Total Nitrogen	mg/l	TCVN 6638:2000	19.6	40
7	N-NH4+	mg/l	TCVN 5988:1995	KPH	10
8	N-NO3-	mg/l	TCVN 6638:2000	15.8	-
9	Total Photpho	mg/l	TCVN 6202:2008	0.12	6
10	Residual Clo	mg/l	TCVN 6225-3:2011	KPH	2
11	ASen	mg/l	SMEWW 3113B:2012	KPH	0.1
12	Mercury	mg/l	SMEWW 3112B:2012	KPH	0.01
13	Iron	mg/l	SMEWW 3111B:2012	KPH	5
14	Coliform	MPN/100ml	TCVN 6187-2:1996	KPH	5,000

At the IMP3 factory, wastewater monitoring is conducted four times a year, and it meets the VSIP industrial park's wastewater standards. Wastewater quality standards after going through the treatment system at the IMP3 plant are as follows:

NO.	PARAMETER	UNIT	MONITORING RESULTS				VSIP INDUSTRIAL PARK WASTEWATER STANDARDS
			02/03/2022	07/06/2022	16/09/2022	28/11/2022	
1	pH	-	7.22	7.29	7.05	7.03	6-9
2	TSS	mg/l	49	51	37	47	400
3	BOD5 (20oC)	mg/l	31	36	42	32	600
4	COD	mg/l	57	59	76	65	400
5	N-NH4+	mg/l	6.9	7.2	5.9	4.1	8
6	Total Nitrogen	mg/l	10.5	11.9	11.4	10.6	20
7	Total phosphorus (in P)	mg/l	0.96	0.98	0.87	0.81	5
8	Pb	mg/l	KPH	KPH	KPH	KPH	0.08
9	Asen (As)	mg/l	KPH	KPH	KPH	KPH	0.04
10	Mercury (Hg)	mg/l	KPH	KPH	KPH	KPH	0.004
11	Cadimi (Cd)	mg/l	KPH	KPH	KPH	KPH	0.004
12	Mineral oil	mg/l	KPH	KPH	KPH	KPH	10
13	Total Coliform	MPN/100 ml	240	210	930	460	5,000

In 2022, Imexpharm strictly adhered to wastewater treatment practices, and no violations related to wastewater discharge occurred.



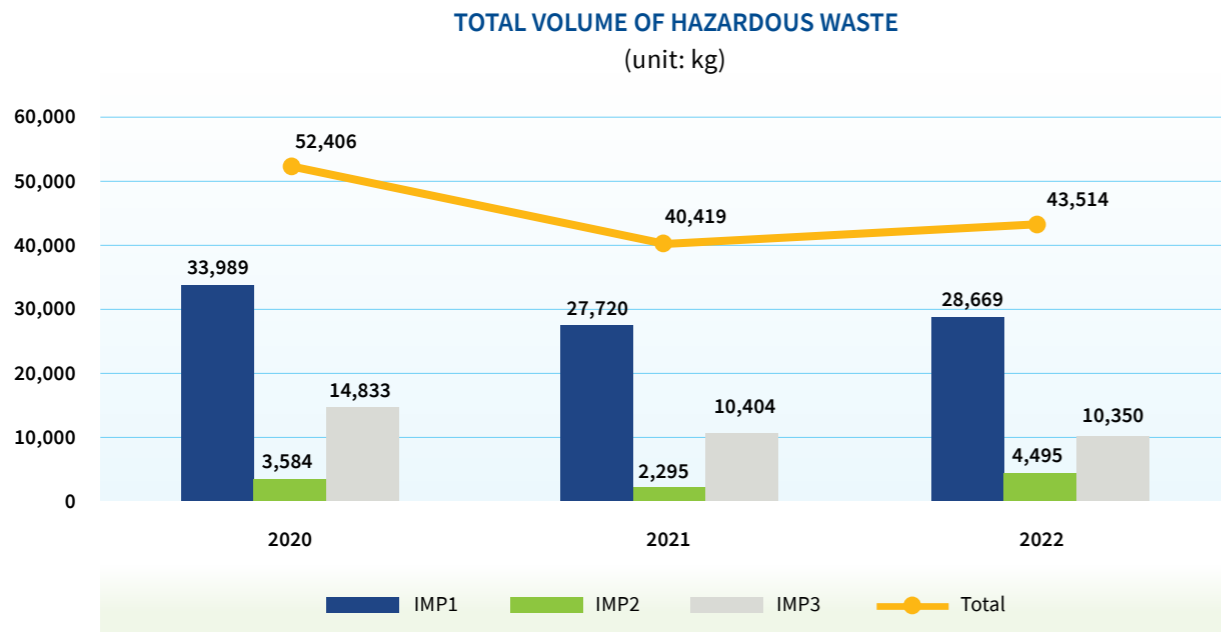
## EFFLUENTS AND WASTE (CONTINUED)

### GRI 306

#### TOTAL AMOUNT OF WASTE BY TYPE AND TREATMENT METHOD (GRI 306-2)

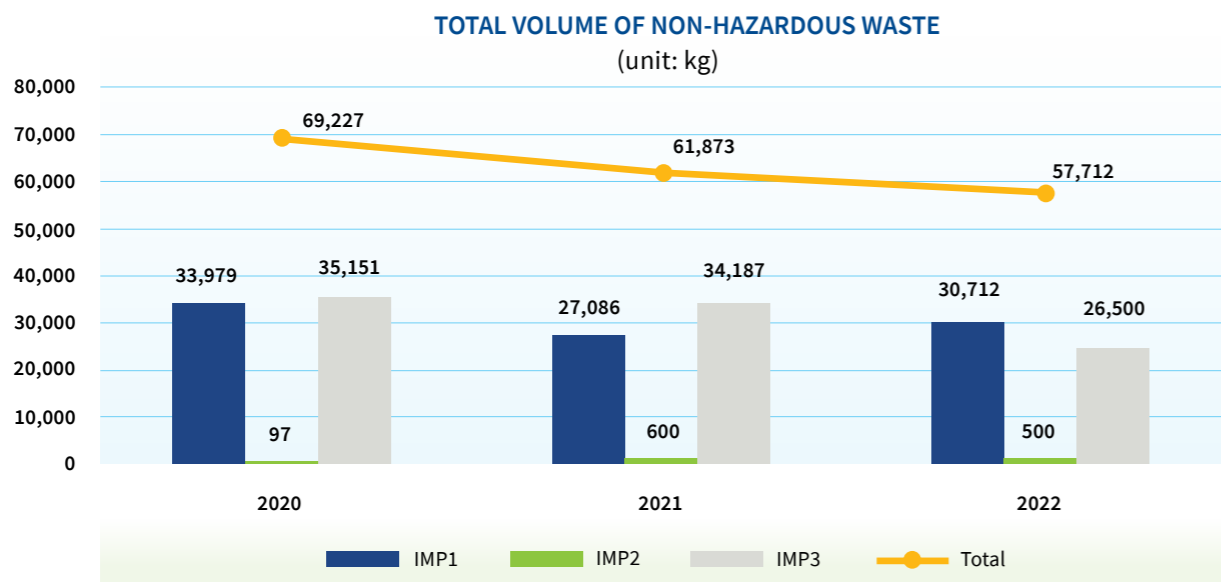
As a pharmaceutical manufacturing enterprise, Imexpharm pays special attention to waste treatment so as not to affect the environment. The Company issues a Manual for Quality & Environmental Management to regulate waste management policies. At Imexpharm, waste is classified according to hazardous waste and non-hazardous waste.

Total volume of hazardous waste:



For hazardous solid waste, the company collects and stores the waste in designated storage areas before handing it over to waste treatment facilities. Imexpharm has partnered with Vietnam-Australia Environment Joint Stock Company for hazardous waste treatment at IMP2 plant. Additionally, the company has signed a contract with Binh Duong Environment Joint Stock Company for the treatment of solid waste and hazardous waste at the IMP3 plant. Other hazardous waste is entrusted to Sen Vang Environment Limited Liability Company for disposal. These companies are legally qualified to handle hazardous waste according to Vietnamese regulations. Imexpharm conducts inspections and acceptance tests after the waste treatment process to ensure compliance with regulations.

Total volume of non-hazardous waste:



Non-hazardous waste includes materials that can be recycled, such as paper packaging, plastic packaging, clean nylon, cardboard boxes, and generated paper waste during the product packaging process. Imexpharm did not recycle non-hazardous waste but instead collects and sells it to purchasing units for recycling.

In 2022, the amount of non-hazardous solid waste decreased by 6.7% compared to the previous year. Despite an increase in production output, the significant reduction in non-hazardous waste indicates effective waste management practices.



#### HAZARDOUS WASTE TRANSPORTATION (GRI 306-4)

At Imexpharm, there is a dedicated department responsible for labeling hazardous waste and strict management of each waste type during storage and transportation.

The company has signed contracts with specialized units for the collection, transportation, and treatment of hazardous waste, including:

- ▶ Vietnam-Australia Environment Joint Stock Company
- ▶ Binh Duong Environment Joint Stock Company
- ▶ Sen Vang Environment Limited Liability Company
- ▶ Siam City Cement (Vietnam) Limited Liability Company
- ▶ Tien Phat Environment Production Trading Service Limited Liability Company

RESULTS OF IMPLEMENTATION OF QUALITY & ENVIRONMENTAL GOALS IN 2022 on hazardous waste at factories::

IMP1	PLAN 2022	RESULT 2022	NOTE
Hazardous waste (kg/unit million)	≤ 25	22.5	Achieved

IMP2	PLAN 2022	RESULT 2022	NOTE
Engineering (Hazardous Waste)	285 kg	482.2	Not Achieved
Production (Total volume of hazardous waste/Total units of products in stock)	≤ 0,19g/unit	0,099 g/unit	Achieved

The total hazardous waste at IMP2 plant did not meet the target in 2022 due to the following reasons:

- ▶ Replacement of HEPA and F9 filters in Grade D and C cleanrooms on a 5-year periodic basis.
- ▶ Unexpected replacement of USP batteries after their usage period.
- ▶ Replacement of damaged fluorescent bulbs at the plant.

IMP3	PLAN 2022	RESULT 2022	NOTE
Hazardous waste (kg/unit million)	≤ 56	47	Achieved

# ENVIRONMENTAL COMPLIANCE

## GRI 307

Imexpharm is committed to sustainable development by:

- ▶ Fully complying with the requirements of ISO 14001 standard and environmental protection laws.
- ▶ Continuously improving the effectiveness of the management system to prevent environmental pollution.
- ▶ Conserving energy, water, and utilizing resources efficiently.
- ▶ Ensuring that all staff members have a clear understanding and are provided with the best conditions to implement the Company's environmental policy.

In 2022, Imexpharm did not record any violations of laws and regulations regarding the environment.

Based on the regular environmental monitoring reports conducted four times a year by Imexpharm, the environmental indicators remained within the prescribed limits. The results of air and wastewater monitoring met the required standards.

Imexpharm focuses on investing in quality standards for its manufacturing plants to minimize negative impacts on the environment. Additionally, the company fully complies with legal regulations in production, wastewater treatment, and waste management, demonstrating its responsibility for preserving the environment for the community.

**In 2022, Imexpharm has not recorded any cases of non-compliance with laws and regulations regarding the environment.**

In 2022, **IMP1 plant received environmental protection certificate (phase 2) for its pharmaceutical production facility from the Department of Natural Resources and Environment of Dong Thap province.** Furthermore, **IMP3 and IMP4 plants were awarded commendations by the Chairman of the People's Committee of Binh Duong province** for their outstanding achievements in environmental protection within the province.

Every year, Imexpharm allocates funds for environmental protection activities and responsible production practices to handle wastewater, air emissions, and hazardous waste. The company hires independent third parties to measure environmental indicators for reporting purposes and to handle hazardous waste.

### THE TOTAL ENVIRONMENTAL TREATMENT COST IN 2022:

IMP1 (UNIT: VND)	2021	2022	% GROWTH
Wastewater treatment system	190,000,000	210,000,000	10.5%
Air pollution control system	215,080,000	220,000,000	2.3%
Hazardous waste management	346,946,000	340,000,000	-2.0%
<b>Total</b>	<b>752,026,000</b>	<b>770,000,000</b>	<b>2.4%</b>

IMP2 (UNIT: VND)	2021	2022	% GROWTH
Wastewater treatment system	85,257,795	88,101,867	3.3%
Air pollution control system	610,900,000	637,504,000	4.4%
Hazardous waste management	17,999,960	24,976,080	38.8%
<b>Total</b>	<b>714,157,755</b>	<b>750,581,947</b>	<b>5.1%</b>

IMP3 (UNIT: VND)	2021	2022	% GROWTH
Wastewater treatment system	150,458,500	171,864,000	14.2%
Air pollution control system	130,000,000	150,000,000	15.4%
Hazardous waste management	83,232,000	82,800,000	-0.5%
<b>Total</b>	<b>363,690,500</b>	<b>404,664,000</b>	<b>11.3%</b>



# 05 CREATING SOCIAL VALUES TOGETHER (GRI 400)

Employment (GRI 401)	96
Occupational Health and Safety (GRI 403)	100
Training and Education (GRI 404)	104
Diversity and equal opportunity (GRI 405)	108
Local communities (GRI 413)	110
Customer health and safety (GRI 416)	118
Socioeconomic compliance (GRI 419)	121



# EMPLOYMENT

## GRI 401

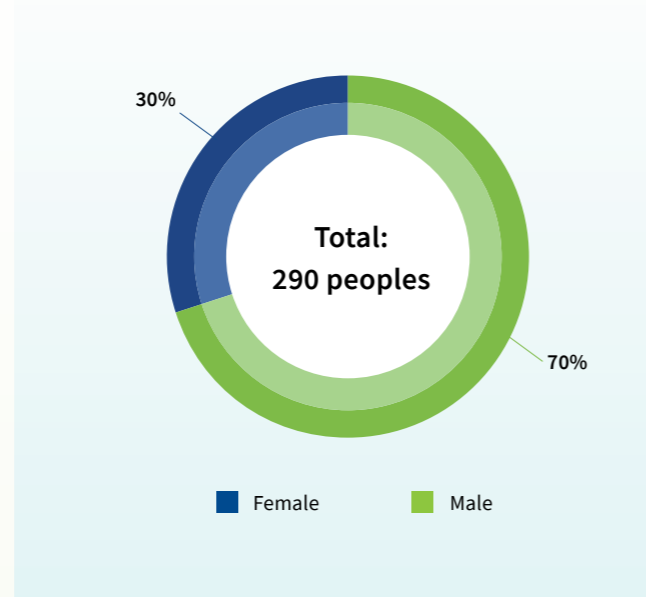
### NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (GRI 401-1)

In 2022, amidst significant unpredictable fluctuations in the labor market, the company focused on its human resources recruitment activities to meet the production and business demands of its departments. The recruitment processes underwent various improvements through digital transformation, including the digitization of candidate profile collection, screening, statistics, interview procedures, and the establishment of an employer branding strategy to enhance both the quantity and quality of candidates.

As of December 31, 2022, the number of employees at Imexpharm was 1,260, representing a 4.7% increase compared to 2021. Notably, the new recruitment rate exceeded 23% (compared to over 8% in 2021). Imexpharm adheres to a fair recruitment policy that ensures equal treatment of all candidates regardless of gender. The evaluation and selection process is based on the candidates' abilities. The company consistently provides equal employment opportunities for both male and female employees. However, due to the specific nature of the manufacturing industry, certain positions are more suitable for male candidates, and female candidates typically do not apply for these positions.

The number of employees who resigned from Imexpharm in 2022 was 245, with a resignation rate of 19.9%. For each case of employee resignation, the Organization Development Department of the company always conducts surveys to gather employees' opinions on the reasons for their departure. All cases of resignation were voluntary and proactive, and the company did not record any resignations related to unfair treatment. Furthermore, Imexpharm fully complies with its obligations towards departing employees and has received no complaints from any employees.

STATISTICAL DATA ON THE NUMBER OF NEWLY RECRUITED EMPLOYEES.



### BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PARTTIME EMPLOYEES (GRI 401-2)

Imexpharm has implemented a process called "Sending, Receiving, and Responding to Work-related Information" to ensure the exchange of information within the company when there are any changes that impact the rights and benefits of employees. Management levels are responsible for notifying staff members about the content of changes with a minimum timeframe before the changes take effect. Additionally, the company organizes departmental or team meetings to disseminate and ensure that employees understand the details of the changes.

The motto of Imexpharm is "People are our most valuable asset." The quality of welfare provided to employees is a crucial factor in attracting and retaining talented managers and staff, reducing turnover and related costs.

Since 2018, the company has adopted a human resource development philosophy based on three pillars: "Excellence in expertise, Physical well-being, and Resilience in spirit." With this comprehensive development philosophy, Imexpharm is proud to have a team of employees who possess a positive attitude and the knowledge and skills to meet development requirements

#### Imexpharm is committed to providing 100% of its employees with welfare policies in accordance with regulations.

The company has established several prominent policies to ensure the well-being of its staff and increase their engagement:

- ▶ 100% of employees receive timely and full salary payments. Each employee can transparently check their personal income information on the HR administration portal software.
- ▶ 100% of Imexpharm employees participate in social insurance, health insurance, and unemployment insurance as regulated by the government.
- ▶ 100% of staff members are provided with uniforms to wear while working, and they receive a new set of uniforms each year.
- ▶ 100% of employees undergo regular health check-ups at reputable and high-quality hospitals. Each year, the HR administration department presents a budget for regular health check-ups to the Board of Directors and the Occupational Safety and Health Council for approval. In 2022, the company spent nearly VND 1.2 billion on regular health check-ups.
- ▶ Annually, the company allocates a budget from the Welfare Fund to organize trips and vacations combined with training for employees, aiming to foster unity, cohesion, and harmonious collaboration within the team.
- ▶ The company provides incentives to employees on special occasions such as holidays and festivals throughout the year, including February 27th, Lunar New Year, April 30th, and the establishment anniversary on August 1st.
- ▶ In addition to the monthly rewards for outstanding employees, Imexpharm has an incentive policy based on performance evaluation and recognition through the reward and recognition system.
- ▶ The company has a timely reward policy for individuals and teams who have made contributions to Imexpharm. This includes regular and ad hoc rewards, as well as rewards for innovative ideas that improve work efficiency.
- ▶ Imexpharm ensures that its managerial staff receive attention and competitive income levels compared to leading organizations in the industry. In addition to salary and bonuses, the company regularly implements an Employee Stock Ownership Plan (ESOP) to encourage loyalty and dedication from its team.
- ▶ Imexpharm has programs to care for the children of its employees, including activities during the Mid-Autumn Festival, International Children's Day, support for education, and rewards for children who achieve good academic performance.
- ▶ Furthermore, Imexpharm provides retirement benefits to its employees in accordance with collective labor agreements.

# EMPLOYMENT (CONTINUED)

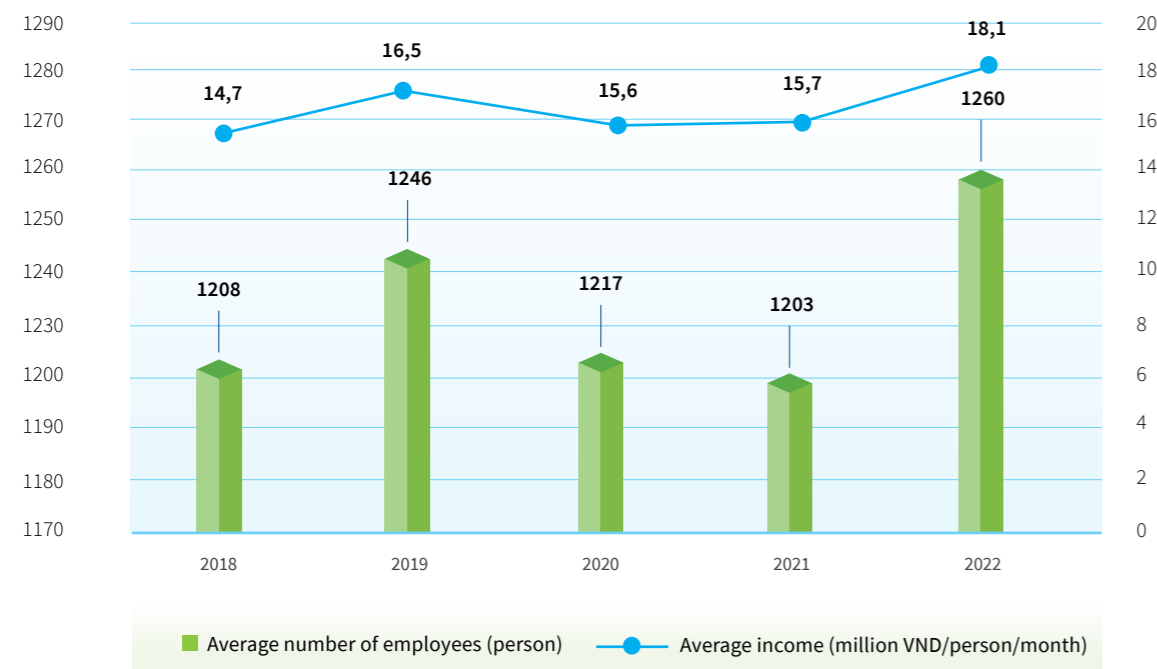
## GRI 401

### BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PARTTIME EMPLOYEES (GRI 401-2) (NEXT)

In 2022, the income of company employees varied depending on their positions, responsibilities, capabilities, and job performance, ranging from 17 to 21 months' salary. The salary, bonus, and welfare policies for employees are continuously adjusted and supplemented to attract and retain talented individuals. Additionally, in the same year, Imexpharm implemented the development of a 3P salary policy for key personnel at its EU-GMP factories. This new salary policy is based on the position, performance, and capabilities of each employee, ensuring fairness and increasing employee motivation at Imexpharm.

In 2022, the company achieved positive results in terms of revenue and profit growth. Therefore, the efforts of all employees were rewarded with significantly improved incomes throughout the year. The average income of Imexpharm employees was VND 18.1 million per person per month, representing a growth of over 15% compared to 2021. Over the period of 2018-2022, the average compounded growth rate of the workforce was 1.1%, and the average compounded growth rate of income was 5.3%. In addition to the steady annual increase in average income per capita, the company continually improves its welfare policies to enhance competitiveness and attractiveness for talented individuals in the industry.

**AVERAGE INCOME PER PERSON PER MONTH**  
(million VND)



### PARENTAL LEAVE (GRI 401-3)

Imexpharm fully complies with the legal regulations regarding maternity leave for women. Female employees going on maternity leave are entitled to 100% social insurance benefits, health insurance, and the designated leave duration as stipulated by the law. The company ensures that all employees are able to return to work after their maternity leave and there is no discrimination or bias in this regard. In 2022, the company had a total of 48 employees who enjoyed maternity leave benefits, including 26 female employees and 22 male employees.

CRITERIA	ĐVT	2021	2022	(+/-) 2022/2021
Number of employees entitled to maternity leave		71	48	-32%
In which:	Female	31	26	-16%
	Male	40	22	-45%
Number of employees on maternity leave		71	48	-32%
In which::	Female	31	26	-16%
	Male	40	22	-45%
Number of employees returning to work after the end of maternity leave		69	37	-46%
In which:	Female	29	17	-41%
	Male	40	20	-50%
Number of employees who returned to work after ending maternity leave and were still employed 12 months after returning to work		69	37	-46%
In which:	Female	29	17	-41%
	Male	40	20	-50%
Rate of return to work after maternity leave	Female	94%	65%	-30%
	Male	100%	91%	-9%
Employee retention rate after maternity leave	Female	94%	65%	-30%
	Male	100%	91%	-9%

# OCCUPATIONAL HEALTH AND SAFETY

## GRI 403

Currently, Imexpharm widely applies the EU-GMP (European Good Manufacturing Practice) standards, which are among the most advanced standards in the world. Therefore, the health and safety of the employees are strictly managed. In 2022, Imexpharm did not record any occupational safety issues. All production and business activities are consistently maintained. The company always ensures that 100% of employees undergo annual health check-ups at reputable healthcare facilities. As a result, the employees can work with peace of mind, dedicate themselves, and collaborate in development. Statistics of occupational safety over the years:

### STATISTICS ON WORKPLACE SAFETY OVER THE YEARS

No.	CRITERIA	2020	2021	2022
1	Rate of occupational diseases (ODR)	0%	0%	0%
2	Rate of days off work due to work accidents and occupational diseases (LDR)	0%	0%	0%
3	Percentage of employees absent due to work accidents and occupational diseases (AR)	0%	0%	0%
4	Work-related deaths	none	none	none

The right to a safe and healthy workplace has been recognized as a human right and has been addressed in many effective international documents. Understanding this, Imexpharm has always ensured the health and safety of all employees at the workplace. 100% of employees have participated in Occupational Health and Safety training courses organized by the Human Resources Development Department.

At Imexpharm, there are three personnel responsible for EHS (Environment, Health, and Safety):

- ▶ 1 officer responsible for the entire company.
- ▶ 1 employee responsible for the factory cluster in Cao Lanh City (Dong Thap).
- ▶ 1 employee responsible for the factory cluster in Ho Chi Minh City and Binh Duong.

There are 56 safety and hygiene officers in charge at the factories:

- ▶ Factories in Cao Lanh and the headquarters: 26 people.
- ▶ IMP2 factory and warehouse in Ho Chi Minh City: 11 people.
- ▶ IMP3 factory: 9 people.
- ▶ IMP4 factory: 10 people.

100%

OF EMPLOYEES  
have participated in



OCCUPATIONAL HEALTH AND  
SAFETY TRAINING COURSES

“ AT IMEXPHARM, THE SAFETY AND HEALTH OF OUR EMPLOYEES ARE CLOSELY MONITORED AND SUPERVISED BY THE COMPANY’S GRASSROOTS TRADE UNION, WITH THE UNION PRESIDENT SERVING AS THE REPRESENTATIVE. THIS ORGANIZATION PLAYS A CRUCIAL ROLE IN PROPOSING RECOMMENDATIONS TO THE EXECUTIVE BOARD, AIMING TO ENSURE THE WELL-BEING AND SAFETY OF BOTH UNION MEMBERS AND WORKERS AT IMEXPHARM.”

### WORKPLACE SAFETY STATISTICS OVER THE YEARS:

No.	CRITERIA	UNIT	2020	2021	2022
<b>I Labor</b>					
1	Total number of employees at the end of the period	Person	1,253	1,203	1,260
2	Occupational safety and health worker	Person	3	3	3
3	Health worker	Person	4	3	2
4	Female workers	Person	481	461	468
5	Labor working in arduous, hazardous and dangerous conditions (class IV, V, VI working conditions)	Person	643	617	646
6	Labor is a minor	Person	-	0	0
8	People under 15 years old	Person	2	2	2
9	People with disabilities	Person	7	5	3
<b>II Labor is the elderly</b>					
1	Total number of occupational accidents	case	-	-	0
2	Total number of people with occupational accidents	Person	-	-	0
3	Total cost for occupational accident	VND million	-	-	0
<b>III Occupational disease</b>					
1	Total number of people suffering from occupational diseases at the time of reporting	Person	-	0	0
2	Number of people who have to retire before retirement age due to occupational diseases	Person	-	0	0
3	Total expenses for people suffering from occupational diseases	VND million	-	0	0



## OCCUPATIONAL HEALTH AND SAFETY (CONTINUED)

### GRI 403

No.	CRITERIA	UNIT	2020	2021	2022
<b>IV</b>	<b>Result of employee's health classification</b>				
	Type I	Person	57		79
	Type II	Person	845	No periodic health check for employees due to covid 19	718
	Type III	Person	182		210
	Type IV	Person	38		46
	Type V	Person	3		2
<b>V</b>	<b>Safety training - Occupational hygiene</b>				
1	Number of Trained Employers/Total Number of Existing Employers	Person / Person	65/66	58/58	58/58
2	Number of trained occupational safety and health officers/Total number of existing occupational safety and health officers	Person / Person	12/12	6/6	6/6
3	Number of people operating strict equipment and using chemicals trained / Total number of operators of strict equipment available	Person / Person	324/324	261/261	318/318
4	Number of Trained Health Officers/total number of Health Officers available	Person / Person	1/4	4/5	5/5
5	Number of Student Safety Trained/Total Number of Student Safety available	Person	45/52	50/50	59/59
6	Number of other workers trained	Person	523	499	978
7	Total cost of training	VND million	84,6	72,3	111,5
<b>VI</b>	<b>Machines, equipment and supplies with strict requirements on occupational safety and hygiene</b>				
1	Machines, equipment and supplies with strict requirements on occupational safety and health are being used	Pieces	63	76	76
2	Verified number	Pieces	63	76	76
3	Number declared	Pieces	63	76	76
<b>VII</b>	<b>Time to work, time to rest</b>				
1	Total number of overtime workers in the year	Person	864	756	439
2	Total overtime hours in the year	Times	110,381	145,555	115,202
3	The highest number of overtime hours in a month	Times	19.5	18,285	17,191
<b>VIII</b>	<b>In-kind anti-toxic treatment</b>				
1	Total number of people	Person	530	483	522
2	Total cost	VND million	1.689	1.733	1.996



No.	CRITERIA	UNIT	2020	2021	2022
<b>IX</b>	<b>Working environment monitoring</b>				
1	Number of samples of working environment monitoring	sample	420		361
2	Number of samples that do not meet the standards	sample	24		15
3	Number of samples meeting allowable standards/Total number of measured samples	sample / sample	396/420		346/361
4	Temperature	sample / sample	0/53		0/44
5	Humidity	sample / sample	2/53	Did not measure working environment conditions in 2021 due to the covid 19 epidemic	5/44
6	Wind speed	sample / sample	0/53		0/44
7	Light (lux)	sample / sample	18/53		6/44
8	Dust	sample / sample	0/4		0/44
9	Noise	sample / sample	4/42		5/44
10	vibration	sample / sample	0/12		0/20
11	CO2	sample / sample	0/42		0/44
12	Electromagnetic fields	sample / sample	0/31		0/32
13	Employee psychology	sample / sample	0/1		0/01
<b>X</b>	<b>Expenses for implementation of the occupational safety and health plan</b>				
1	Technical safety measures	VND million	200	200	132
2	Hygienic technical measures	VND million	600	300	541
3	Equip personal protective equipment	VND million	500	400	661
4	Employee health care	VND million	1,100	1,733	2,883
5	Propaganda and training	VND million	90	73	111.5
	<b>Total cost</b>	<b>VND million</b>	<b>2,490</b>	<b>2,706</b>	<b>3,328.5</b>

# TRAINING AND EDUCATION

## GRI 404

### AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE (GRI 404-1)

For Imexpharm, human resources are considered an extremely important factor contributing to the company's success and sustainable development. "Learning and improvement - If you think you are the best, you're being left behind" is also one of the six pairs of Core Values - Cultural principles at Imexpharm. Nothing lasts forever, and no position remains dominant forever. Every success originates from the maturity of the team, and every maturity originates from learning. Therefore, training and mentoring are among the important activities of the company to enhance the capacity and development of employees, thereby increasing the quality and effectiveness of work, helping employees have better income, and fostering stronger loyalty to the company.

In 2022, the training work at the company underwent significant changes in terms of quality, content, and training methods, with a focus on E-learning (Micro-learning and nano-learning). Imexpharm organized approximately 100 internal and external training courses, with a budget of over 3 billion Vietnamese Dong allocated for training in 2022. The average training hours in 2022 were 43 hours per person, an increase of 17% compared to 2021. Among these, the total training hours for middle-level managers were 5,867 hours, and for employees, it was 48,325 hours.



In particular, for Imexpharm, its internal culture has been built throughout its 45-year history of formation and development. For Imexpharm employees, this is an intangible asset that the "golden generation" has passed on to the next generations. Therefore, the maintenance and development of this culture are highly prioritized by the company's leadership. Currently, the Deputy General Director of the Administration Department is responsible for ensuring the effectiveness of cultural implementation within the company. Assisting the Deputy General Director in this role is the Organization Development Department, specifically the Culture Division under that department.

### THE AVERAGE NUMBER OF TRAINING HOURS THAT IMEXPHARM'S EMPLOYEES PARTICIPATED IN DURING 2022 WAS AS FOLLOWS:

AVERAGE HOURS OF TRAINING	2021	2022	GROWTH	AVERAGE HOURS OF TRAINING	2021	2022	GROWTH
Male	37.3	42.9	15%	Managers level	21.1	23.6	12%
Femal	35.8	43.2	21%	Employee level	38.6	45.3	17%
Company average	36.7	43.0	17%				



The activities implemented to enforce and maintain the culture in 2022 include:

- ▶ Incorporating culture into the onboarding training program for newly recruited members.
- ▶ Conducting regular monthly cultural tests for all staff and employees.
- ▶ Implementing an internal broadcasting program (weekly, from Monday to Friday).
- ▶ Carrying out criteria for evaluating Outstanding Employees of the month/year.
- ▶ Promoting initiatives and improvements through competition activities (enforcing Core Value #5).

Annually, the Organization Development Department conducts a review of the culture and job descriptions of the staff and employees, ensuring the effectiveness of culture enforcement and maintenance to achieve the goals set by the strategy and plans.

## GRI 404 (CONTINUED)

### PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS (GRI 404-2)

At Imexpharm, the internal training programs include: Onboarding and disseminating company regulations and policies; DMS training for sales branches; SAP-ERP training for R&D and high-tech factories; Product knowledge training for nationwide medical representatives. Additionally, the company also organizes mandatory training classes in accordance with legal regulations, such as fire prevention and firefighting training, and occupational health and safety training.

Furthermore, there are a wide range of comprehensive external training programs, primarily aimed at enhancing the professional expertise and job skills of employees and middle-level managers, particularly in R&D, sales teams, the production unit in Dong Thap, and high-tech factories.

#### THE NOTABLE TRAINING AND DEVELOPMENT PROGRAMS IN 2022 INCLUDED:

- 1 Organizing seminars to share ETC sales experience in the Central Highlands and Central regions.
- 2 Conducting training courses for management staff in Dong Thap, Ho Chi Minh City, Binh Duong, and sales branches: Motivation skills and ISO 9001:2015.
- 3 Hosting major training courses for sales management and medical representatives in the Sales Division: Kaizen and 5S, Debt Recovery.
- 4 Summarizing the Sales Succession Class 2 and Basic Management Skills Class.
- 5 Organizing the Excellent Medical Representative competition at the Sales and Marketing Conference 2022.
- 6 Implementing the Mentorship policy - Advisors for Production Unit 1 and Production Unit 2.
- 7 Developing training video clips for the Production, Finance, Administration, and Sales departments.
- 8 Conducting Product Manager (PM) training and ETC sales skills training.
- 9 Organizing Basic Management Skills K2 training (Problem-solving, Motivation, and Leadership Style) for grassroots-level managers.



### PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (GRI 404-3)

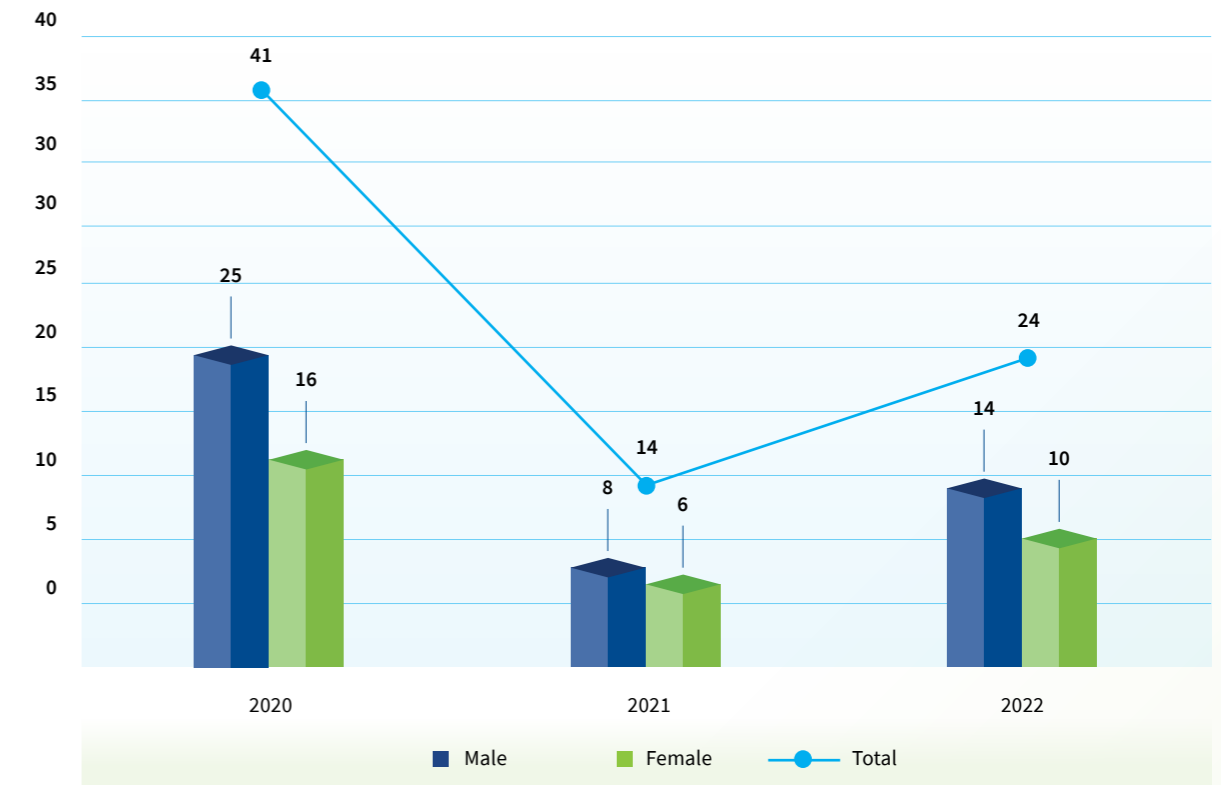
At Imexpharm, the effectiveness of work and career development was regularly evaluated to enhanced employee satisfaction, promoted fairness, and provided motivation for individual employees.

Work performance was evaluated based on Key Performance Indicators (KPIs) at specified intervals. In 2022, 100% of employees were evaluated monthly. For middle-level managers, the evaluation was based on the Balanced Scorecard (BSC) of each department. In addition, individual

and team competitions, as well as recognition for outstanding employees, had created a healthy atmosphere of competition and motivation to achieved high performance within the company on a monthly/quarterly basis.

With the goal of promoting and developing talents within the company, outstanding individuals with notable achievements were considered for promotion to middle-level positions.

#### MID - LEVEL MANAGERS WERE APPOINTED



In 2022, there were a total of 24 newly appointed middle managers, an increased of 10 members compared to the number of appointed managers in 2021.



# DIVERSITY AND EQUAL OPPORTUNITY

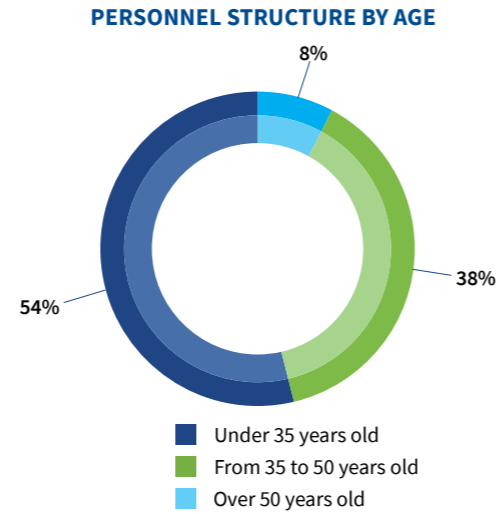
## GRI 405

### DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES (GRI 405-1)

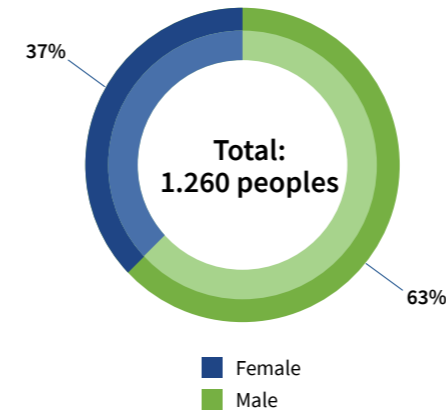
The total number of personnel at Imexpharm in 2022 was 1,260, with female employees accounting for 37.1% of the total workforce. Among them, the proportion of women in managerial positions was 37.04%.

Specifically, the number of mid-level managers was 135, representing 10.7% of the total number of employees. Among them, the proportion of female managers was 36.3% of the total mid-level managerial staff.

The company also has a young workforce, with 92% of employees under the age of 50.



### PERSONNEL STRUCTURE BY GENDER



### RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN (GRI 405-2)

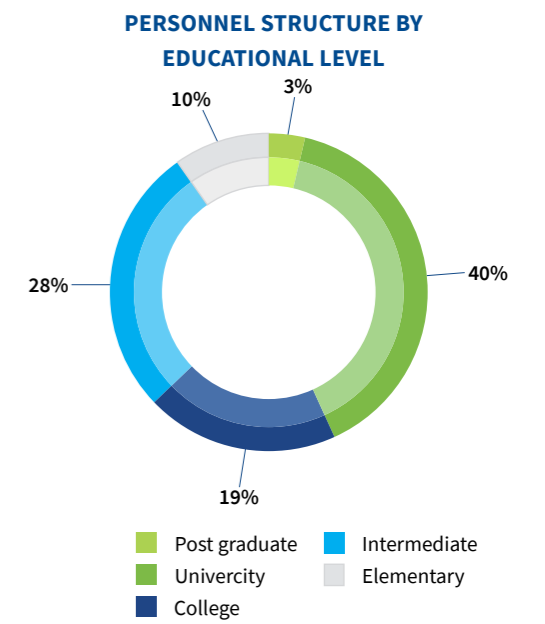
Gender equality in the workplace does not necessarily mean maintaining a balanced ratio between men and women. It means that all employees have equal access to opportunities and resources, are treated fairly, and receive deserved compensation based on their efforts and capabilities, without discrimination based on gender. Income equality is also an important factor in retaining effective employees. At Imexpharm, all employees work in an equal environment, free from harassment or prejudice.

In addition to equal training programs for both men and women, the company also organizes activities to appreciate and honor women in March and October each year.

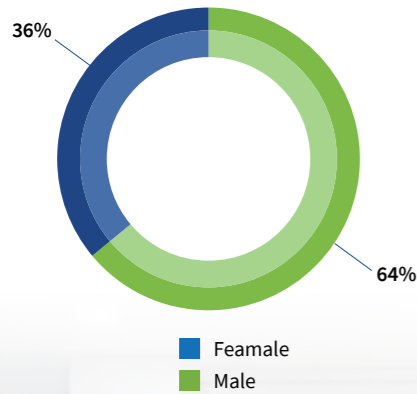
In March 2022, Imexpharm successfully held a seminar titled “Gender Equality - The Secret to Success in the Workplace,” attracting a significant number of male and female employees to participate both online and offline. Then, in October 2022, the Imexpharm Trade Union also successfully organized a seminar on the topic of “Gender Equality and Career Development, Self-Development” for all staff and employees of Imexpharm. With the sharing of speaker Pham Thi Thuy - a doctorate in sociology, a master’s degree in psychology, and also a lecturer at the National Academy of Public Administration, along with over 400 employees at the main headquarters in Cao Lanh and various online platforms nationwide.

Imexpharm has created a Facebook page called “Women of Imexpharm” to provided a platform for female employees to shared knowledge, experiences in personal development, enhanced professional skills, maintained harmonious and happy family relationships, and encouraged dialogue on gender equality. In addition, the Women’s Committee has disseminated information to all Imexpharm employees about existing support services for issues related to working conditions, health, and domestic violence, including internal and external hotlines. The company raises awareness about sexual harassment, gender bias, and gender-based violence through communication campaigns.

This information was communicated through internal radio programs and displayed on posters placed in the factories and company offices.

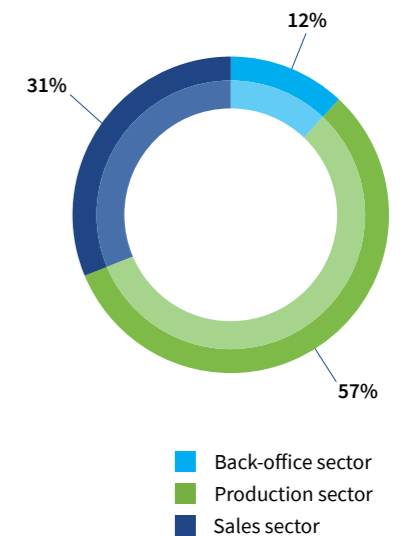


### MID - LEVEL MANAGEMENT STRUCTURE



As Imexpharm is a pharmaceutical manufacturing company, the majority of employees in the production department are male. The health of employees must be ensured in the production processes, and the operations of the manufacturing facilities, especially the injection line, must strictly adhere to EU-GMP standards. However, the company always ensures equal rights and did not discriminate based on gender. All employees were treated equally at Imexpharm.

### STATISTICS BY FUNCTIONAL GROUPS



Imexpharm is committed to not using child labor (including adolescent labor) or forced labor and ensures equal treatment and non-discrimination within the company and for suppliers.



# LOCAL COMMUNITIES

## GRI 413

### REDUCING NOISE EMISSIONS FROM IMP1 FACTORY

According to the GRI definition, the local community refers to individuals or groups of people living and/or working in any area affected economically, socially, or environmentally, including those residing near the organization's operations. Therefore, in this report, Imexpharm will present the results of noise impact in the area surrounding the factory in Cao Lanh City (referred to as IMP1) and the company premises to assess the level of noise impact on the local community. Imexpharm identifies the sources of noise as originating from production equipment (such as tablet presses, blister packaging machines), auxiliary equipment like air compressors, central air conditioning, and wastewater treatment systems.

To ensure noise management, Imexpharm has organized measurements conducted by the Resource and Environmental Monitoring Center of the Department of Natural Resources and Environment of Dong Thap Province. The measurements are conducted quarterly and follow the approved Environmental Impact Assessment (EIA) plan (at 7 locations). The measurement and monitoring results are sent to the Department of Natural Resources and Environment of Dong Thap Province for annual reporting.

#### NOISE MEASUREMENT AND MONITORING RESULTS AT IMP1 & COMPANY CAMPUS

Unit: dBA

LOCATION	Q1 MAR 29	Q2 JUNE 09	Q3 AUG 17	Q4 NOV 04	QCVN 03:2019/BYT
Boiler area 01	64.3	69.4	63.1	61.9	85 <sup>(B)</sup>
Boiler area 02	65.7	65.3	61.5	62.0	85 <sup>(B)</sup>
Area of experimental exhaust gas treatment equipment	61.4	64.0	60.0	59.2	85 <sup>(B)</sup>
The area of exhaust gas treatment equipment at Peni workshop	61.8	66.1	66.3	60.2	85 <sup>(B)</sup>
Functional food factory area	62.5	66.3	66.5	62.3	85 <sup>(B)</sup>
Non Betalactam factory preparation area	60.1	65.9	60.2	58.5	85 <sup>(B)</sup>
Non Betalactam factory film coating machine area	60.2	67.1	62.0	61.1	85 <sup>(B)</sup>
Company campus		60.1		60.1	85 <sup>(B)</sup>

The results are carried out by the method TCVN 7878-2:2010

Noise and vibration are inherent characteristics of the Pharmaceutical industry, particularly in the manufacturing sector. Therefore, Imexpharm always prioritizes noise management and is COMMITTED to minimizing the impact of noise generated by the production areas in its factories located in Cao Lanh City (Dong Thap Province), which are in close proximity to residential areas.

Based on the obtained results, the noise levels in the measured and monitored areas are ensured to be below the permissible thresholds. In addition, Imexpharm has implemented various measures to minimize noise, including:

- ▶ Constructing high walls in areas with noise generation.
- ▶ Installing sound-reducing devices for noisy production equipment.
- ▶ Removing or replacing high-noise equipment with low-noise alternatives. In 2022, the company replaced the central air compression unit.
- ▶ Designing soundproof rooms or partitions to reduce noise levels for air compressor clusters.

Regarding the workforce working in areas with high noise levels, Imexpharm implements the isolation of glass rooms for equipment generating noise for workers. However, for equipment that cannot be isolated due to specific conditions, the company provides personal protective equipment for employees and arranges working hours in accordance with regulations. In addition, employees undergo regular health check-ups to timely detect and treat occupational health-related illnesses.

In addition to the aforementioned results, Imexpharm continues to share value with the community through activities that support disadvantaged groups and focuses its resources on social development, particularly through education.





## LOCAL COMMUNITIES (CONTINUED)

### GRI 413

# “No one is left behind”



“No one is left behind” is also the spirit of the “National Action Plan for the Implementation of the 2030 Agenda for Sustainable Development” developed by Vietnam (See more about the context of sustainable development in Vietnam, page 54). In reality, many policies in various sectors and fields issued by the State and local authorities have effectively integrated support for vulnerable groups such as the poor, ethnic minorities, children, and women.

In line with this goal, Imexpharm also fulfills its social responsibility by collaborating with hospitals and clinics to provide free medication to those in difficult circumstances.

No.	ACTIVITIES	BENEFICIARIES	TIME	FORMS OF SPONSORSHIP
1	Participating in the Spring Blood Donation Festival	Patients	Jan 2022	Blood units
2	Charitable sponsorship for healthcare services in Khanh Hoa province	Elderly people over 55 years old and children under 10 years old	Apr 2022	Artifacts (drugs)
3	Participating in the Pink Lotus Blood Donation Festival	Patients	Jul 2022	Blood units
4	Awarding scholarships to Dang Thanh Cao, a student of Dong Thap Medical College	Underprivileged students and scholars	Jul 2022	Cash
5	Awarding Scholarship to Bui Bao Yen, a student at Can Tho University	Underprivileged students and scholars	Jul 2022	Cash
6	Visit and Gift Giving for Children at the Social Protection Center in Dong Thap Province during Mid-Autumn Festival	Homeless children	Sep 2022	Gifts and essential supplies
7	Provision of Free Medical Check-ups and Medication Sponsorship in Binh Duong Province	Disadvantaged people	Dec 2022	Artifacts (drugs)
8	Donating a Virtue Learning Bookshelf	Students from elementary schools in remote areas		Books and equipment

At Imexpharm, the collective organizations (Party Committee, Trade Union, Youth Union, etc.) play an indispensable role as an extended arm of the Company's Leadership Board in supporting and assisting underprivileged groups.

With diverse forms of sponsorship, targeting the right beneficiaries, and promptly meeting their needs, Imexpharm demonstrates its genuine concern and effectiveness in supporting underprivileged groups, adhering to the principle of leaving no one behind.

While the total funding provided by Imexpharm to these target groups may not be substantial, amounting to just over 150 million Vietnamese dong, we commit to ensuring that it reaches the hands of those who truly need it.

**TOTAL FUNDING PROVIDED BY IMEXPHARM OVER VND**  
**150,000,000**

**LOCAL COMMUNITIES (CONTINUED)**  
GRI 413

**“USING EDUCATION AS THE FOUNDATION FOR FUTURE DEVELOPMENT”**



Since our country independence gained, The Communist Party of Viet Nam (CPV) and President Ho Chi Minh have shown great interest, dedicated attention to the development of the education sector and considered it a top national priority and a crucial driving force for the nation’s development. Therefore, our country consistently has recognized education and learning as the foundation for sustainable development.

Furthermore, our investments in education reflect a long-term vision, focusing on investing in the “future” rather than solely present addressing circumstances. This requires the implementation of a comprehensive long-term strategy. Notable examples include our participation in ceremonies to commend and reward outstanding teachers, university students and pupils in Dong Thap, as well as our sponsorship of the Huynh Thuc Khang Talent Encouragement Award in Da Nang over the past 20 years.

In line with this spirit, Imexpharm has made significant investments and allocated substantial resources to the field of education. Following the message of “promoting education, nurturing talent,” Imexpharm’s initiatives in this area are not based on strict conditions or limited circumstances, but rather aim to contribute to the establishment of a strong foundation for development the of key individuals and talents through education.

No.	ACTIVITIES	BENEFICIARIES	TIME	SPONSORSHIP AMOUNT IN 2022
1	Praise and reward teachers, scholars and students with excellent achievements in Dong Thap	Students won prizes in the national competition for excellent students in culture, won high prizes in the national science and technology contest, achieved high results in the 2022 high school graduation exam, and the teachers won prizes. in national competitions etc.	Over 20 years	VND 251,000,000
2	Huynh Thuc Khang Talent Promotion Award (Da Nang)	Students in grade 9, grade 12 have high academic achievement, have high GPA in 4 years and win prizes at city level exams and above, regardless of family background.	18 years, from the school year 1998 - 1999	VND 137,900,000
3	Training and capacity building class for modern teachers in Dong Thap province	Principals, vice principals, administrators of junior high schools and high schools in the province.	3 years, from the school year 2020 - 2021	VND 320,000,000

Not stopping there, Imexpharm always has the intention of multiplying its value and reaching as many beneficiaries as possible. From this perspective, the project of enhancing the capabilities of current teachers in Dong Thap province is being implemented. With the belief that “knowledge” from principals, vice principals, and administrators will directly impact students, the beneficiaries now extend beyond a few individuals and encompass multiple generations. Still guided by the vision of investing in the “future,” the current results may not fully reflect the desired outcomes, but Imexpharm is committed to persistently pursuing that goal.

**Investing heavily in education in my home province of Dong Thap is also Imexpharm’s way of repaying and continuing the legacy of the land that gave birth to our brand, laying the foundation for sustainable development at present.**

**LOCAL COMMUNITIES (CONTINUED)**  
GRI 413

**“SUPPORTING THE LOCAL  
STARTUP MOVEMENT”**



In 2016, Imexpharm participated in the Leading Brand Club in Dong Thap (LBC-D), actively contributing to the support and development of small and medium-sized enterprises and startup businesses in the province, in line with the directives of The Party Committee and the People’s Committee of Dong Thap province.. Since then, under the leadership of Mr. Nguyen Quoc Dinh, Chairman of the Board of Directors of Imexpharm Pharmaceutical Joint Stock Company, LBC-D has organized and implemented numerous meaningful and practical activities to support the local startup movement.

**ACTIVITIES THAT IMEXPHARM AND LBC-D HAVE CARRIED OUT:**

No.	ROLES/DUTIES	ACTIVITIES
1	Mentor	Organizing training courses, mentoring projects Organizing tours, learning experiences in medicinal herbs farming areas for start-up projects
2	Advise	Project evaluation “Circle of connection”: the program of meeting & products suggestion Be a judge of startup competitions
3	Connect	Introducing investors to start-up projects Help access loan capital (after appraisal)
4	Support to buy start-up products	Prioritize ordering start-up products when needed
5	Public policy consultation	Advise provincial leaders on decisions related to economic and business management activities in the area...



With the mentioned contributions, LBC-D has been recognized and highly praised by the provincial leadership and the business community in Dong Thap. This serves as a vivid testament to the spirit of creating shared values in accordance with global CSV standards at Imexpharm. Simultaneously, through these activities, Imexpharm has reaffirmed its philosophy of sustainable development and demonstrated a high level of responsibility towards the community and society.

## CUSTOMER HEALTH AND SAFETY

### GRI 416

With the mission of *“Offering effective solutions for social health care”*, Imexpharm not only focuses on investing in human resources, raw materials, and infrastructure but also applies scientific research and technological advancements to produce efficient and optimally high-quality products, aiming to deliver the best value solutions to customers.

The company has emphasized the use of antibiotic ingredients produced through enzymatic technology, which is a natural fermentation process. This ensures prolonged stability of the products and enhances safety for patient health, while also being environmentally friendly in the production process. Additionally, minimizing the use of excessive excipients to mask flavors and odors increases the value of the products and facilitates better absorption for users.

In addition, Imexpharm also pays special attention to the portfolio of drugs manufactured from active pharmaceutical ingredients granted a Certificate of Suitability to the Monographs of the European Pharmacopoeia (CEP). According to regulations, products with European Visas and group 1 tender requirements must meet this standard. Thanks to this, Imexpharm ensures compliance with regulations, and as of the end of 2022, the company had obtained 12 registrations for 7 products in Europe. Achieving this result is a way for Imexpharm to strengthen customer confidence in the quality of its products.

To respond to the World Antibiotic Awareness Week, in 2022 Imexpharm organized a series of seminars entitled “Consultation and Antibiotic Selection in the Treatment of Respiratory Infections in the Antibiotic Resistance Era” for its loyal customers in 9 cities: Cao Lanh, Can Tho, Da Nang, Nha Trang, Rach Gia, Ho Chi Minh City, Quy Nhon, Vinh, and Da Lat. The purpose of these seminars was to exchange and share practical experiences in antibiotic selection.

Imexpharm takes pride in being a leading domestic pharmaceutical company that applies advanced technical standards to enhance product quality. Particularly in 2022, the IMP4 factory completed and obtained EU-GMP certification. This was a significant effort from the collective workforce of the factory and related departments throughout the entire process, from project implementation to the completion of the EU-GMP assessment. Currently, Imexpharm owns three manufacturing facilities with 11 production lines that meet EU-GMP standards, which serves as a clear testament to the quality of the products the company delivers to customers.

At Imexpharm, we highly prioritize the responsibility for the products we manufacture and provide to consumers. Imexpharm places special emphasis on the design and content of drug labels to convey maximum information to customers regarding the ingredients and functions of the products. The labeling of pharmaceutical products brings significant value to the company and consumers alike, showcasing professionalism and high expertise for the medications supplied by Imexpharm to the market. This increases trust and brand value for the company in the eyes of consumers.

It can be said that the issue of counterfeit drugs is not only limited to Vietnam but is also a global problem. Among antibiotics, Amoxicillin is the most commonly counterfeited drug. Similarly, Claminat, one of Imexpharm’s flagship products, is not exempt from this issue. Therefore, the company’s leadership directed the Regulatory Affairs department and other relevant departments to work with the Department of Health, the Drug Administration, and collaborate with law enforcement agencies and market regulators to thoroughly address the case of counterfeit Claminat. With a commitment from the beginning, Imexpharm always aims to provide safe and reliable use of high-quality products, protect public health, and improve the lifespan of individuals.

In addition to advanced manufacturing technology, Imexpharm has a professional customer care department that addresses any inquiries and complaints from customers through a 24/7 hotline (Hotline: 1800 5555 35). The customer care department collects complaints throughout the month, reviews outstanding issues that need resolution, seeks input from relevant superiors, and provides feedback to customers. In 2022, the company did not record any product-related incidents.



Imexpharm has established a system for pharmaceutical vigilance, complaint procedures, and product recall as the basis for addressing customer-related recommendations regarding products, as follows:



#### Pharmaceutical Vigilance System:

- Complying with all legal requirements regarding the responsibilities and tasks of pharmaceutical vigilance.
- Preventing the occurrence of harmful reactions in individuals when using pharmaceutical products circulating in the market or due to occupational exposure.
- Promoting the use of safe and effective medications by providing timely drug safety information to patients, healthcare professionals, and the public.
- Contributing to the protection of patient health and community well-being.



#### Customer Complaint Resolution Process:

- Ensuring that quality, safety, and efficacy defects of a product, as well as deviations in the quality of raw materials, production processes, packaging, and testing, can be rectified.
- Upholding the company’s reputation with customers.



#### Product Recall Process:

- When manufacturing flaws are detected, the affected product batch undergoing the deviation process is promptly recalled to minimize the impact on consumers.



#### Product Return Process:

- When a product defect is identified by the customer (e.g., quality, product, information, raw material), the product is quickly examined and returned to the company according to the appropriate procedure.

OUR QUALITY POLICY

# “Initially being committed” to community health

WE ARE COMMITTED TO

- 1 Ensure our customers receive high-quality products & services in the right quantities and right time as agreements
- 2 Be responsible to physicians and patients who introduce and use our products for quality, safety, and effectiveness.
- 3 Facilitate all staff understanding of our quality policy and the best conditions to implement the policy.
- 4 Improve the effectiveness of the quality management systems continually, enhance management capability and products & service quality.
- 5 Comply with requirements of ISO 9001, GMP, and the laws.

## SOCIOECONOMIC COMPLIANCE GRI 419

### LỄ TRAO GIẢI CUỘC BÌNH CHỌN DOANH NGHIỆP NIÊM YẾT 2022 TOP 10 BÁO CÁO THƯỜNG NIÊN TỐT NHẤT NHÓM VỐN HÓA VỪA



On its 45-year journey of formation and development, Imexpharm has always adhered to laws and regulations in the economic and social sectors. The company remains steadfast in its commitment to building a robust risk prevention system to minimize any potential damages related to compliance activities.

With its reputation and transparency in business operations, coupled with a sustainable development strategy, Imexpharm received a favorable assessment from the Asian Development Bank (ADB) in 2022 regarding its compliance activities. Through the ADB transaction, Imexpharm’s name will increasingly become known globally as the bank publishes the company’s economic, environmental, and social appraisal report on its official website.

“In 2022, there were no significant violations at Imexpharm.

The noteworthy penalties and non-monetary sanctions for non-compliance with laws and regulations in the economic and social sectors are as follows:

TOTAL VALUE OF SIGNIFICANT MONETARY PENALTIES:	TOTAL NUMBER OF NON-MONETARY SANCTIONS	CASES RESOLVED THROUGH DISPUTE RESOLUTION MECHANISMS
0.00 VND	None	None

In 2022, various legal documents directly impacting the company’s production and business activities were issued by state management agencies. Under the guidance of the Executive Board, specialized departments promptly updated, studied, and implemented the relevant provisions in the legal regulations within their respective functional areas to ensure Imexpharm’s compliance and respect for the law. Furthermore, the company’s Legal Compliance work continues to be maintained and enhanced to ensure effective risk management and sustainable development.

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