



CÔNG TY CP ĐẦU TƯ VÀ XÂY DỰNG THỦY LỢI LÂM ĐỒNG
LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION
JOINT STOCK COMPANY

ĐC/Addr: 87 Phù Đồng Thiên Vương, phường 8, Tp. Đà Lạt, tỉnh Lâm Đồng

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Số/No.: 01/NQ-ĐHĐCĐ25-LHC

Lâm Đồng, ngày 20 tháng 4 năm 2025

Lamdong province, April, 20th, 2025

NGHỊ QUYẾT ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN
LẦN THỨ 25 NĂM 2025

CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG THỦY LỢI LÂM ĐỒNG
THE RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
LAM DONG INVESTMENT & HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY

Căn cứ/Pursuant to:

- *Luật Doanh nghiệp số 59/2020/QH14, QH thông qua ngày 17/6/2020;*
The Law on Enterprise No. 59/2020/QH14, passed by the National Assembly on 17/06/2020;
- *Điều lệ hiện hành của Công ty Cổ phần Đầu tư và Xây dựng Thủy lợi Lâm Đồng;*
The current Charter of Lamdong Investment & Hydraulic Construction J/S Company;
- *Tài liệu họp Đại hội Đại hội đồng cổ đông thường niên năm 2025 của Công ty Cổ phần Đầu tư và Xây dựng Thủy lợi Lâm Đồng;*
The documents of the 2025 Annual General Meeting of Shareholders of Lamdong Investment & Hydraulic Construction J/S Company;
- *Căn cứ Biên bản họp ĐHĐCĐ thường niên năm 2025 số: 01/2025/BBH-ĐHĐCĐ/LBM ngày 20 tháng 4 năm 2025 của Công ty Cổ phần Đầu tư và Xây dựng Thủy lợi Lâm Đồng.*
The Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/BBH-ĐHĐCĐ/LHC dated April 20th, 2025 of Lamdong Investment & Hydraulic Construction J/S Company.

Đại hội đồng cổ đông thường niên năm 2025 (“**ĐHĐCĐ**”) của Công ty Cổ phần Đầu tư và Xây dựng Thủy lợi Lâm Đồng (“**LHC**” hoặc “**Công ty**”) tổ chức tại hội trường khách sạn Sài Gòn Đà Lạt, số 180 đường Ba Tháng Hai, Phường 4, Thành phố Đà Lạt, Lâm Đồng ngày 20 tháng 4 năm 2025,

The 2025 Annual General Meeting of Shareholders (“AGM”) of Lamdong Investment & Hydraulic Construction J/S Company (“LHC” or “the Company”) was held at the conference hall of Saigon Dalat hotel, 180 Ba Thang Hai street, Ward 4, Da Lat City, Lam Dong province, on April 20, 2025,

QUYẾT NGHỊ/HEREBY RESOLVED:

Điều 1. ĐHĐCĐ thường niên năm 2025 của Công ty đã thông qua Nghị quyết với các nội dung sau đây:

Article 1. The AGM has approved the following resolutions:

1. BÁO CÁO TÀI CHÍNH RIÊNG VÀ HỢP NHẤT NĂM 2024 ĐÃ ĐƯỢC CÔNG TY TNHH KIỂM TOÁN & TƯ VẤN RSM VIỆT NAM KIỂM TOÁN, GỒM:

- Báo cáo của Ban Tổng Giám đốc;
- Báo cáo kiểm toán độc lập;
- Bảng cân đối kế toán;
- Báo cáo kết quả hoạt động kinh doanh;
- Báo cáo lưu chuyển tiền tệ;
- Thuyết minh Báo cáo tài chính.

SEPARATE AND CONSOLIDATED FINANCIAL STATEMENTS for 2024 AUDITED BY RSM VIETNAM AUDITING & CONSULTING COMPANY LIMITED, INCLUDING:

- Report of the Executive Board;
- Independent audit report;
- Balance sheet;
- Statement of business results;
- Cash flow statements;
- Notes to the financial statements.

Tỷ lệ biểu quyết đồng ý/ Approval voting ratio: 100 %

2. BÁO CÁO KẾT QUẢ HOẠT ĐỘNG CỦA HỘI ĐỒNG QUẢN TRỊ CÔNG TY NĂM 2024, gồm: Báo cáo tình hình hoạt động sản xuất kinh doanh của Công ty năm 2024, báo cáo hoạt động của Hội đồng quản trị năm 2024, báo cáo của thành viên độc lập hội đồng quản trị năm 2024.

REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2024, including: Business performance and activities of the Board of Directors report for 2024; Report of the independent BOD member for 2024.

Kết quả sản xuất kinh doanh năm 2024 với các chỉ tiêu chính như sau:

Key financial indicators for 2024:

| STT No. | Kết quả hoạt động SX-KD hợp nhất năm 2024 Consolidated business performance results in 2024 | ĐVT: Triệu đồng Unit: VND Million |
|------------|--|--------------------------------------|
| 1 | Doanh thu thuần Net revenue | 1.204.783 |
| 2 | Giá vốn hàng bán Cost of goods sold | 982.364 |
| 3 | Lợi nhuận gộp | 242.418 |

| STT No. | Kết quả hoạt động SX-KD hợp nhất năm 2024 <i>Consolidated business performance results in 2024</i> | ĐVT: Triệu đồng <i>Unit: VND Million</i> |
|------------|---|---|
| | <i>Gross profit</i> | |
| 4 | Doanh thu hoạt động tài chính <i>Financial revenue</i> | 3.398 |
| 5 | Chi phí tài chính <i>Financial costs</i> | 3.686 |
| 6 | Chi phí bán hàng <i>Cost of sales</i> | 4.951 |
| 7 | Chi phí quản lý doanh nghiệp <i>Business management costs</i> | 95.469 |
| 8 | Lợi nhuận thuần từ hoạt động kinh doanh <i>Net profit from business activities</i> | 121.711 |
| 9 | Thu nhập khác <i>Other income</i> | 28.984 |
| 10 | Chi phí khác <i>Other costs</i> | 3.482 |
| 11 | Lợi nhuận khác <i>Other profits</i> | 25.502 |
| 12 | Tổng lợi nhuận kế toán trước thuế <i>Total accounting profit before tax</i> | 147.213 |
| 13 | Chi phí thuế thu nhập DN hiện hành <i>Current corporate income tax expense</i> | 32.305 |
| 14 | Chi phí thuế TNDN hoãn lại <i>Deferred corporate income tax expense</i> | (2.028) |
| 15 | Lợi nhuận sau thuế TNDN <i>Profit after corporate income tax</i> | 116.936 |
| 16 | Lợi nhuận sau thuế của công ty mẹ <i>Profit after tax of parent company</i> | 66.967 |
| 17 | LNST của cổ đông không kiểm soát <i>Profit after tax of non-controlling shareholders</i> | 49.969 |
| 18 | Lãi cơ bản trên cổ phiếu (EPS) (đồng) <i>Basic earnings per share (EPS) (VND)</i> | 4.650 |
| 19 | Lãi suy giảm trên cổ phiếu <i>Declining earnings per share</i> | 4.650 |

Tỷ lệ biểu quyết đồng ý/ *Approval voting ratio*: 100%

3. BÁO CÁO THẨM TRA HOẠT ĐỘNG CÔNG TY NĂM 2024 CỦA BAN KIỂM SOÁT.

REPORT ON THE INSPECTION OF THE SUPERVISORY BOARD IN 2024.

Tỷ lệ biểu quyết đồng ý/ *Approval voting ratio*: 100%

4. KẾ HOẠCH PHÂN PHỐI LỢI NHUẬN HỢP NHẤT (CÔNG TY MẸ) NĂM 2024.
PLAN FOR DISTRIBUTION OF CONSOLIDATED PROFITS (LHC) FOR 2024.

| STT No. | Diễn giải Indicators | Tỷ lệ Rate | Năm 2024 For 2024 |
|------------|--|---------------|----------------------|
| 1 | Lợi nhuận sau thuế Profit after tax | | 51.840.445.522 |
| 2 | Phân phối lợi nhuận Profit distribution plan | | |
| | - Chia cổ tức 25%/CP lưu hành Dividend 25%/total current shares | % | 36.000.000.000 |
| | - Quỹ khen thưởng và phúc lợi Bonus and welfare fund | % | 0 |
| | - Quỹ đầu tư phát triển Development investment fund | % | 0 |

Giao Phòng Kế toán - Tài vụ Công ty thực hiện theo Luật Kế toán.

Assign the Accounting and Finance Department to perform in accordance with the provisions of the Accounting Law.

Tỷ lệ biểu quyết đồng ý/ Approval voting ratio: 100%

5. QUYẾT TOÁN LƯƠNG, THÙ LAO HĐQT, BAN KIỂM SOÁT NĂM 2024 VÀ PHƯƠNG ÁN LƯƠNG, THÙ LAO, THƯỞNG CỦA HĐQT, BAN KIỂM SOÁT NĂM 2025

FINALIZATION OF SALARY, REMUNERATION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2024 AND SALARY, REMUNERATION AND REWARDS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2025

1. Quyết toán thù lao HĐQT và BKS năm 2024: 970.000.000 đồng.

Finalization of remuneration for the BOD and Supervisory Board in 2024.
970.000.000 VND.

Đã bao gồm tiền lương, thù lao, thưởng và lợi ích khác của Hội đồng quản trị và Ban kiểm soát, riêng Chủ tịch Hội đồng quản trị không bao gồm tiền đóng bảo hiểm bắt buộc từ ngày 01/07/2020 đến nay.

Including salary, remuneration, bonuses and other benefits of the Board of Directors and the Board of Supervisors, except for the Chairman, excluding compulsory insurance contributions from July 1, 2020 to present period.

2. Phương án lương, thù lao, thưởng HĐQT và BKS năm 2025:

Salary, remuneration, bonus plan for the BOD and Supervisory Board in 2025:

- Chủ tịch Hội đồng quản trị
Chairman of the board : 60.000.000 đồng/tháng.
: 60.000.000 VND/month.
(Không bao gồm tiền đóng bảo hiểm bắt buộc/*Excluding mandatory insurance contributions*)
- Phó chủ tịch HĐQT
Vice Chairman of the Board : 10.000.000 đồng/tháng.
: 10.000.000 VND/month.
- Thành viên HĐQT, Trưởng Ban kiểm soát
BOD members, Head of the Supervisory Board : 5.000.000 đồng/người/tháng.
: 5.000.000 VND/person/month.
- Thành viên Ban kiểm soát viên
Supervisory Board members : 2.000.000 đồng/người/tháng.
: 2.000.000 VND/person/month.

Mức trích thưởng: Thù lao được chi tăng thêm 10% của lợi nhuận vượt kế hoạch ĐHCĐ giao (Nguồn chi thưởng thù lao vượt kế hoạch đề nghị giao Hội đồng quản trị cân đối từ các Công ty trong hệ thống)

Bonus allocation: The remuneration shall be increased by 10% of the profit exceeding the target assigned by the AGM of shareholders (The source of additional remuneration for exceeding the target is proposed to be balanced by the BOD from companies within the system).

Tỷ lệ biểu quyết đồng ý/*Approval voting ratio: 100%*

6. THÔNG QUA KẾ HOẠCH SẢN XUẤT KINH DOANH, CHIA CỔ TỨC VÀ ĐẦU TƯ NĂM 2025.

Approval of the production, business, dividend and investment plan for 2025.

Đại hội đồng cổ đông thông qua kế hoạch sản xuất kinh doanh, chia cổ tức và đầu tư năm 2025. Cụ thể:

The AGM of Shareholders approved the 2025 production, business, dividend and investment plan. Specifically as follows:

| TT No. | Chỉ tiêu <i>Indicators</i> | Kế hoạch riêng công ty mẹ <i>Parent company – LHC</i> | Kế hoạch hợp nhất <i>Consolidated Plan</i> |
|-----------|--|---|---|
| 1 | Doanh thu thuần (Tỷ đồng) <i>Net revenue (VND Billion)</i> | 245,000 | 1,190,000 |
| 2 | Lợi nhuận trước thuế (Tỷ đồng) <i>Profit before tax (VND Billion)</i> | 84,775 | 153,000 |
| 3 | Cổ tức cho cổ đông <i>Dividends to shareholders</i> | 10%÷15% | - |
| 4 | Đầu tư mua sắm TSCĐ <i>Investment in purchasing fixed assets</i> | 04 tỷ ÷ 10 tỷ đồng/ <i>Billion VND</i> | - |
| 5 | Khấu hao TSCĐ <i>Depreciation of fixed assets</i> | 03 tỷ ÷ 06 tỷ đồng/ <i>Billion VND</i> | - |
| 6 | Đầu tư vào Công ty con <i>Investment in Subsidiaries</i> | Tối đa/ <i>Maximum 250</i> tỷ đồng/ <i>Billion VND</i> | - |

Giao Hội đồng quản trị quyết định tùy thuộc vào tình hình SXKD của năm 2025.

Authorized the BOD to make decisions depending on the business and production situation in 2025

Tỷ lệ biểu quyết đồng ý/ *Approval voting ratio: 100%*

7. THÔNG QUA VIỆC LỰA CHỌN CÔNG TY KIỂM TOÁN BÁO CÁO TÀI CHÍNH NĂM 2025.

SELECTION OF AUDITING FIRM FOR 2025 FINANCIAL STATEMENTS

Phê duyệt danh sách đơn vị kiểm toán Ban Kiểm soát giới thiệu và ủy quyền cho Hội đồng quản trị lựa chọn 01 trong 03 Công ty kiểm toán sau để thực hiện hoạt động kiểm toán Báo cáo tài chính của Công ty và các Công ty con trong năm tài chính 2025, gồm:

The AGM approves the list of independent auditing firms proposed by the Supervisory Board and authorizes the BOD to select one of the following three firms to audit the financial statements of the Company and its subsidiaries for the fiscal year 2025:

1. Công ty TNHH Kiểm toán & Tư vấn RSM Việt Nam;
RSM Vietnam Auditing & Consulting Limited;
2. Công ty TNHH Hãng Kiểm toán AASC;
AASC Auditing Firm Company Limited;
3. Công ty TNHH Kiểm toán và Tư vấn A&C.
A&C Auditing and Consulting Company Limited.

Ghi chú: Trong quá trình thực hiện, những đơn vị kiểm toán này không còn đủ điều kiện thực hiện kiểm toán theo quy định. HĐQT được quyền lựa chọn đơn vị kiểm toán khác nằm trong danh sách được UBCKNN chấp thuận để thực hiện việc kiểm toán theo quy định.

Note: During the implementation process, these audit firms are no longer qualified to perform audits as stipulated by the regulations. The BOD reserves the right to select another audit firm from the list approved by the State Audit Authority to conduct the audit as required.

Tỷ lệ biểu quyết đồng ý/ *Approval voting ratio: 100%*

8. THÔNG QUA VIỆC HỦY NỘI DUNG NÂNG SỐ THÀNH VIÊN HỘI ĐỒNG QUẢN TRỊ CÔNG TY TỪ 05 (NĂM) NGƯỜI LÊN 07 (BẢY) NGƯỜI ĐÃ ĐƯỢC ĐẠI HỘI ĐỒNG CỔ ĐÔNG NĂM 2024 THÔNG QUA ĐỀ PHÙ HỢP VỚI THỰC TẾ ĐIỀU HÀNH CỦA CÔNG TY HIỆN NAY.

APPROVING THE CANCELLATION OF THE CONTENT OF INCREASING THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS OF THE COMPANY FROM 05 (FIVE) TO 07 (SEVEN) PEOPLE APPROVED BY THE

**GENERAL MEETING OF SHAREHOLDERS IN 2024 TO BE IN LINE WITH
THE CURRENT OPERATING REALITY OF THE COMPANY.**

Tỷ lệ biểu quyết đồng ý/ *Approval voting ratio*: 100%

**9. THÔNG QUA MIỄN NHIỆM THÀNH VIÊN HỘI ĐỒNG QUẢN TRỊ VÀ
BẦU BỔ SUNG THÀNH VIÊN HĐQT.**

***APPROVAL OF DISMISSAL OF BODS MEMBERS AND ELECTION OF
REPLACEMENT MEMBER.***

- Thông qua việc miễn nhiệm thành viên Hội đồng quản trị đối với Ông: Lý Chủ Hưng và ông Phan Công Ngôn.
Approving the dismissal of Mr. Ly Chu Hung and Mr Phan Cong Ngon from the BODs.

- Thông qua việc bầu bổ sung 02 (hai) thành viên HĐQT để thực hiện quyền và nghĩa vụ của Hội đồng quản trị theo đúng quy định của pháp luật và Điều lệ công ty.

Approving the election of 02 (two) additional member of the BODs to exercise the rights and obligations of the BODs in accordance with the provisions of law and the Company Charter.

Tỷ lệ biểu quyết đồng ý/ *Approval voting ratio*: 100%

**10. ỨNG VIÊN ĐỀ BẦU CỬ BỔ SUNG THÀNH VIÊN HỘI ĐỒNG QUẢN TRỊ
THEO NHIỆM KỲ CÒN LẠI CỦA HỘI ĐỒNG QUẢN TRỊ ĐƯƠNG NHIỆM
(2021-2025).**

***CANDIDATES FOR ADDITIONAL ELECTION OF THE BOARD MEMBER
FOR THE REMAINING TERM (2021-2025).***

Thông tin về ứng viên như sau/*Candidate information*:

ỨNG VIÊN THỨ 1/1st CANDIDATE

- Ông/Mr.: **NÔNG VƯƠNG HÙNG**
- Sinh ngày/*Date of birth*: 04/03/1967 Quốc tịch/*Nationality*: Việt Nam
- CCCD số: 068067003949, Cấp ngày 12/09/2021 Nơi cấp: Cục CS QLHC về TTXD
- Địa chỉ đăng ký thường trú/ *Permanent address*: B1, Trần Quang Diệu, P.10, TP. Đà Lạt, tỉnh Lâm Đồng
- Trình độ học vấn/ *Education*: 12/12. Trình độ chuyên môn/ *Specialification*: Cử nhân quản trị kinh doanh/*Bachelor of Business Administration*

ỨNG VIÊN THỨ 2/2nd CANDIDATE

- Bà/Mrs: **LÂM BỘI NGỌC**
- Sinh ngày/*Date of birth*: 05/06/1988 Quốc tịch/*Nationality*: Việt Nam
- CCCD số: 079188037142, Cấp ngày 10/08/2021 Nơi cấp: Cục CS QLHC về TTXD
- Địa chỉ đăng ký thường trú/ *Permanent address*: 25/9 Thành Mỹ, Phường 08, Q. Tân Bình, TP. HCM

- Trình độ học vấn: 12/12. Trình độ chuyên môn/ *Specialification*: Thạc sĩ Luật kinh tế và Thương mại quốc tế/ *Master of Law in International Trade and Economics*

Tỷ lệ biểu quyết đồng ý/ *Approval voting ratio*: 100%

11. KẾT QUẢ TRÚNG CỬ THÀNH VIÊN HỘI ĐỒNG QUẢN TRỊ THEO NHIỆM KỲ CÒN LẠI CỦA HỘI ĐỒNG QUẢN TRỊ ĐƯƠNG NHIỆM (2021-2025) ĐỐI VỚI:

ELECTION RESULTS FOR THE BOARD MEMBER FOR THE REMAINING TERM OF THE CURRENT BOARD OF DIRECTORS (2021-2025):

1. Ông/Mr.: NÔNG VƯƠNG HÙNG

- Sinh ngày/ *Date of birth*: 04/03/1967 Quốc tịch/ *Nationality*: Việt Nam
- CCCD số: 068067003949, Cấp ngày 12/09/2021 Nơi cấp: Cục CS QLHC về TTXD
- Địa chỉ đăng ký thường trú/ *Permanent address*: B1, Trần Quang Diệu, P.10, TP. Đà Lạt, tỉnh Lâm Đồng
- Trình độ học vấn/ *Education*: 12/12. Trình độ chuyên môn/ *Specialification*: Cử nhân quản trị kinh doanh/ *Bachelor of Business Administration*

2. Bà/Mrs.: LÂM BỘI NGỌC

- Sinh ngày/ *Date of birth*: 05/06/1988 Quốc tịch/ *Nationality*: Việt Nam
- CCCD số: 079188037142, Cấp ngày 10/08/2021 Nơi cấp: Cục CS QLHC về TTXD
- Địa chỉ đăng ký thường trú/ *Permanent address*: 25/9 Thành Mỹ, Phường 08, Q. Tân Bình, TP. HCM
- Trình độ học vấn: 12/12. Trình độ chuyên môn/ *Specialification*: Thạc sĩ Luật kinh tế và Thương mại quốc tế/ *Master of Law in International Trade and Economics*

Danh sách Hội đồng quản trị nhiệm kỳ 2021-2025 sau khi bầu bổ sung:

List of Board of Directors for the 2021-2025 term after supplemental election

- 1. Ông/Mr.: Lê Đình Hiến - Chủ tịch/ *Chairman*
- 2. Ông/Mr. Trần Việt Thắng - Phó chủ tịch/ *Vice Chairman*
- 3. Bà/Mrs.: Ngô Thu Hương - Thành viên - *Member*
- 4. Ông/Mr.: Nông Vương Hùng - Thành viên độc lập - *Independent member*
- 5. Bà/Mrs.: Lâm Bích Ngọc - Thành viên độc lập - *Independent member*

Tỷ lệ biểu quyết đồng ý/ *Approval voting ratio*: 100%

Điều 2. Điều khoản thi hành

Article 2. Implementation Provisions.

- 1. Nghị quyết này có hiệu lực thi hành kể từ ngày được thông qua.

This resolution takes effect from the date of approval.

2. Cổ đông, Hội đồng quản trị, Ban kiểm soát, Ban Điều hành và những người có liên quan chịu trách nhiệm thi hành Nghị quyết này.

Shareholders, the Board of Directors, the Supervisory Board, the Executive Board, and relevant individuals shall be responsible for implementating this Resolution.

Nơi nhận/Recipients:

- Như Điều 2/*As per Article 2*;
- Website LHC;
- Lưu VP, TK/*Filed: office, Secretary.*

TM. ĐẠI HỘI ĐỒNG CỔ ĐÔNG
ON BEHALF OF THE AGM
CHỦ TỌA - CHỦ TỊCH HĐQT
CHAIRPERSON – CHAIRMAN OF THE BOD



Lê Đình Hiến





CÔNG TY CP ĐẦU TƯ VÀ XÂY DỰNG THỦY LỢI LÂM ĐỒNG

Lam Dong Investment & Hydraulic Construction Joint Stock Company

ĐC/Add: 87 Phù Đồng Thiên Vương, phường 8, Tp. Đà Lạt, tỉnh Lâm Đồng

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GCN ĐKDN: 580000042 do Sở KH-ĐT tỉnh Lâm Đồng cấp, thay đổi lần 14 ngày 12/8/2022

Business Registration Certificate: 580000042 issued by the Dept. of Planning and Investment of Lam Dong province.

BIÊN BẢN HỌP

**ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN LẦN THỨ 25 NĂM 2025
CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG THỦY LỢI LÂM ĐỒNG
MEETING MINUTES**

2025 ANNUAL GENERAL SHAREHOLDERS' MEETING

LAM DONG INVESTMENT & HYDRAULIC CONSTRUCTION J/S COMPANY

Thời gian khai mạc: 8h00 ngày 20 tháng 4 năm 2025.

Địa điểm họp : Hội trường khách sạn Sài Gòn Đà Lạt.

Địa chỉ : 180 đường Ba Tháng Hai, Phường 4, Đà Lạt, Lâm Đồng.

Hình thức tổ chức : Trực tiếp.

Commencement time : 8:00AM on April 20, 2025.

Venue of the AGM : Saigon Dalat Hotel Auditorium.

Address : 180 Ba Thang Hai st, ward 4, Da Lat city, Lam Dong.

Meeting format : In-person.

I. THÀNH PHẦN THAM DỰ

- **Cổ đông:** gồm các cổ đông/Người được ủy quyền của Cổ đông tham dự họp theo danh sách cổ đông chốt ngày 20/3/2025 do Tổng Công ty Lưu ký và Bù trừ chứng khoán Việt Nam ("VSDC") cung cấp.

- Hội đồng quản trị ("HĐQT")

Ông Lê Đình Hiền : Chủ tịch HĐQT.

Ông Trần Việt Thắng : Phó Chủ tịch, TV không điều hành.

Ông Phan Công Ngôn : Thành viên HĐQT độc lập.

- Ban kiểm soát ("BKS")

Bà Nguyễn Thị Liên : Thành viên BKS.

- Ban Điều hành và Giám đốc tài chính

Ông Lê Văn Quý : Tổng Giám đốc.

Ông Trần Đại Hiền : Phó TGD, Trưởng phòng TC-NS.

Bà Nguyễn Thị Thu Hương : Kế toán trưởng.

Ông Hầu Văn Tuấn : Giám đốc tài chính.

- **Các cán bộ chủ chốt và người lao động tại văn phòng Công ty.**

I. PARTICIPANTS:

- **Shareholders:** includes shareholders/Authorized representatives of Shareholders attending the meeting, according to the shareholders's list as of March 20, 2025, provided by Vietnam Securities Depository and Clearing Corporation ("VSDC").

- The Board of Directors ("BOD"):

Mr Lê Đình Hiền : Chairman.

Mr Trần Việt Thắng : Vice Chairman, non-executive member.

Mr Phan Công Ngôn : Independent member.

- The Supervisory Board:

Mrs Nguyễn Thị Liên : Member.

- The Management Board:

Mr Lê Văn Quý : General Director.

Mr Trần Đại Hiền : Vice G.Director, manager of Personnel Dept.

Mrs Nguyễn Thị Thu Hương: Chief Accountant.

Mr Hầu Văn Tuấn : Financial Director.

- Key officials and employees at the Company's head office.

II. DIỄN TIẾN CỦA ĐẠI HỘI

A. Thủ tục khai mạc Đại hội

1. Tuyên bố lý do:

Ông: Lê Văn Quý – Tổng Giám đốc Công ty, thay mặt Ban Tổ chức, tuyên bố lý do tổ chức Đại hội; Giới thiệu thành phần tham dự và các đơn vị gửi lẵng hoa chúc mừng Đại hội.

II. PROCEEDING OF THE MEETING

A. The opening procedures of the meeting

1. Opening statement

Mr. Le Van Quy, General Director - on behalf of the Organizing Committee of the AGM, presented the rationale for the meeting, introduced the delegates attending the meeting, and acknowledged the floral congratulatory gifts.

2. Báo cáo kết quả kiểm tra tư cách cổ đông tham dự Đại hội

Ông Trần Đại Hiền - Trưởng Ban kiểm tra tư cách cổ đông công bố Báo cáo kết quả kiểm tra tư cách cổ đông, đại diện cổ đông tham dự Đại hội.

Ban Kiểm tra tư cách cổ đông gồm:

+ Ông Trần Đại Hiền - Trưởng ban

+ Ông Vũ Việt Dũng - Thành viên

+ Bà Nguyễn Thị Thu Hương - Thành viên

+ Bà Nguyễn Thị Thủy - Thành viên

+ Bà Lê Thị Thùy - Thành viên

- Kết quả kiểm tra:

+ Tổng số cổ đông theo danh sách cổ đông chốt ngày 20/3/2025 do Tổng Công ty Lưu ký và Bù trừ chứng khoán Việt Nam ("VSDC") cung cấp: 401 cổ đông đại diện cho 14.400.000 cổ phần.

+ Tổng số cổ đông tham dự Đại hội (bao gồm cổ đông trực tiếp và cổ đông ủy quyền người khác tham dự) tại thời điểm khai mạc Đại hội lúc 8:00': 37 cổ đông, đại diện cho 11.105.536 cổ phần có quyền biểu quyết, chiếm 77,12% tổng số cổ phần có quyền biểu quyết của Công ty.

Tất cả cổ đông và đại diện cổ đông đều đủ tư cách và tiêu chuẩn tham gia Đại hội.

Căn cứ Luật Doanh nghiệp 2020 và Khoản 1, Điều 19 Điều lệ Công ty: Với tỷ lệ tham dự họp là 77,12% tổng số cổ phần có quyền biểu quyết của Công ty, Cuộc họp ĐHCĐ thường niên năm 2025 của Công ty đã hợp pháp và hợp lệ để tiến hành.

2. Report on the Verification of shareholder eligibility to attend the meeting.

Mr. Tran Dai Hien, as the Head of the Shareholder Eligibility Verification Committee, announced the report on the verification of shareholder eligibility and the representation of shareholders attending the Meeting.

- The Shareholder Eligibility Verification Committee included:

- | | |
|----------------------------|------------------|
| + Mr Trần Đại Hiền | - Head Committee |
| + Mr Vũ Việt Dũng | - Member |
| + Mrs Nguyễn Thị Thu Hương | - Member |
| + Mrs Nguyễn Thị Thủy | - Member |
| + Mrs Lê Thị Thùy | - Member |

- Verification results:

Total number of shareholders per the shareholders' list as March 20, 2025 provided by Vietnam Securities Depository and Clearing Corporation ("VSDC"):: 401 shareholders representing 14,400,000 shares..

+ Total number of shareholders attending the meeting (including both attendees and proxies) at the time of opening at 8:00 AM: 37 shareholders, representing 11.105.536 voting rights, accounting for 77,12% of the total voting shares of the Company.

All shareholders and their representatives meet the eligibility criteria and standards to participate in the meeting.

- Pursuant to the Enterprise Law 2020 and Clause 1, Article 19 of the Company's Charter, with a meeting attendance rate of 77,12 % of the total voting shares, the 2025 AGM is legally and validly convened.

3. Chủ tọa Đại hội

Ông Lê Đình Hiền - Chủ tịch HĐQT Công ty làm chủ tọa và điều hành Đại Hội.

Chairperson of the AGM

Mr. Le Dinh Hien - Chairman of the Board of Directors, presided over and managed the meeting.

4. Thư ký và Ban kiểm phiếu cuộc họp Đại hội

Chủ tọa giới thiệu Thư ký và Ban kiểm phiếu biểu quyết.

Thư ký: Ông Trần Xuân Tâm

→ Đại hội biểu quyết thông qua Thư ký Đại hội, tỷ lệ tán thành là 100%.

Thành phần Ban kiểm phiếu gồm:

- | | |
|---------------------------|--------------|
| + Ông Trần Đại Hiền | - Trưởng ban |
| + Ông Vũ Việt Dũng | - Thành viên |
| + Bà Nguyễn Thị Thu Hương | - Thành viên |
| + Bà Nguyễn Thị Thủy | - Thành viên |
| + Bà Lê Thị Thùy | - Thành viên |

Chủ tọa đề nghị Đại hội giới thiệu nhân sự tham gia Ban kiểm phiếu với tư cách kiểm tra, giám sát viên độc lập. Tuy nhiên, Đại hội không giới thiệu thêm nhân sự tham gia Ban kiểm phiếu.

→ Đại hội biểu quyết thông qua Ban kiểm phiếu, tỷ lệ tán thành là 100%.

4. Appointment of the secretary and Vote counting Committee

The chairperson introduced the Secretary and Voting counting Committee.
Secretary: Mr Trần Xuân Tâm

→ **The Meeting approved the appointment of the Secretary, approval rate of 100%.**

Vote counting Committee, including:

- | | |
|-----------------------------|----------------------------|
| 1. Mr Trần Đại Hiền | - Head of voting Committee |
| 2. Mr Vũ Việt Dũng | - Member |
| 3. Mrs Nguyễn Thị Thu Hương | - Member |
| 4. Mrs Nguyễn Thị Thủy | - Member |
| 5. Mrs Lê Thị Thùy | - Member |

The Chairperson proposed that the AGM introduce additional personnel to join the Vote Counting Committee as independent monitors and supervisors. However, the Meeting opted not to introduce additional personnel to the Voting Counting Committee.

→ **The Meeting approved Vote Counting Committee, approval rate of 100%.**

5. Thông qua Chương trình và các Quy chế làm việc của Đại hội

Ông Trần Việt Thắng – Phó Chủ tịch HĐQT trình bày các dự thảo: Chương trình Đại hội; Quy chế làm việc và thể lệ biểu quyết; Quy chế bầu cử.

→ **Đại hội đã biểu quyết thông qua từng nội dung trên. Tỷ lệ biểu quyết thống nhất thông qua là 100%.**

5. Approval of the Agenda and the AGM's working regulations

Mr. Tran Viet Thang, vice Chairman of the BOD, presented details drafts including the Meeting Agenda; the Working Regulations and Voting Procedures; and the Regulations for the election.

→ **The AGM approved all items with a 100% voting approval rate.**

B. NỘI DUNG CHÍNH TRÌNH ĐẠI HỘI

1. Thảo luận và biểu quyết - lần 1:

Nội dung số 09 của Tờ trình ngày 18/4/2025: Thông qua nội dung miễn nhiệm thành viên Hội đồng quản trị Lý Chủ Hưng và Phan Công Ngôn theo nguyện vọng cá nhân và bầu thành viên thay thế.

Nội dung số 10 của Tờ trình ngày 18/4/2025: Thông qua nội dung giới thiệu ứng viên Thành viên Hội đồng quản trị ông Nông Vương Hùng và bà Lâm Bội Ngọc để đưa vào danh sách bầu cử.

Chủ tọa trình bày thêm nội dung 02 tờ trình này để cổ đông tham dự Đại hội rõ. Đại hội thống nhất thông qua nội dung 02 tờ trình và không có ý kiến gì thêm.

*** Ban kiểm tra tư cách cổ đông cập nhật tình hình cổ đông tham dự Đại hội đến thời điểm biểu quyết lần 1. Đại hội đã tiến hành bỏ phiếu biểu quyết - lần 1.**

Ban kiểm phiếu phát phiếu, hướng dẫn Đại hội biểu quyết, thu phiếu và tiến hành kiểm phiếu.

B. MAIN ITEMS PRESENTED AT THE MEETING:

1. Discussion and voting – Round 1:

Matter 09 of the Proposal dated April 18, 2025: Approval of the dismissal BOD members Ly Chu Hung and Phan Cong Ngon and electing replacement members.

Matter 10 of the Proposal dated April 18, 2025: Approval of the proposal to include the BOD candidates, Mr Nong Vuong Hung and Ms Lam Boi Ngoc, in the election list.

The Chairperson presented the content of No 09 and 10 to clarify the matter for the shareholders. The meeting unanimously approved the proposal without any additional comments.

* **The shareholder Eligibility Verification Committee provided an updated status of the shareholders attending the Meeting as of the time of the first round voting.** The Meeting then proceeded with the first round of voting.

The Voting Counting Committee distributed the ballots, provided voting guidance, collected the ballots, and conducted the vote count.

2. Các Báo cáo tại Đại hội:

- **Báo cáo công tác quản trị Công ty năm 2024 của HĐQT** (Chi tiết tại báo cáo 01/2025/BC-ĐHĐCĐ ngày 27/3/2025 của HĐQT)

- **Báo cáo tài chính năm 2024 đã được kiểm toán** (Kèm báo cáo số 314-315/2025/KT-RSMHCM ngày 25/3/2025 của đơn vị kiểm toán báo cáo tài chính độc lập – Công ty TNHH Kiểm toán & Tư vấn RSM Việt Nam).

- **Báo cáo hoạt động của BKS năm 2024**
(Chi tiết tại báo cáo ngày 27/3/2025)

2. Reports presented at the Meeting:

- **Corporate Governance Report for 2024.** Presented by the BOD (Detailed in Report No. 01/2025/BC-ĐHĐCĐ dated 27/3/2025)

- **Audited Financial Statements for 2024** (Accompanied by Audit Report No. 314-315/2025/KT-RSMHCM dated 25/3/2025, prepared by the independent financial audit unit - RSM Vietnam Auditing & Consulting Company Limited)

- **Supervisory Board Operating Report for 2024**
(Details in report dated 27/03/2025)

3. Các nội dung trình Đại hội phê duyệt (Chi tiết theo tờ trình)

Nội dung 1: Thông qua báo cáo hoạt động của HĐQT năm 2024.

Nội dung 2: Thông qua báo cáo thẩm tra hoạt động năm 2024 của BKS.

Nội dung 3: Thông qua báo cáo tài chính đã kiểm toán năm 2024.

Nội dung 4: Thông qua việc phân phối lợi nhuận năm 2024.

Nội dung 5: Thông qua Kế hoạch sản xuất – Kinh doanh, đầu tư và cổ tức năm 2025.

Nội dung 6: Thông qua việc lựa chọn Công ty kiểm toán tài chính năm 2025.

Nội dung 7: Thông qua việc quyết toán thù lao HĐQT, BKS năm 2024 và phương án thù lao HĐQT, BKS năm 2025.

Nội dung 8: Thông qua việc hủy nội dung nâng số thành viên Hội đồng quản trị Công ty từ 05 người lên 07 người.

3. Matters presented for approval at the Meeting (Based on the BOD proposal)

Matter 1: Approve the Report on the performance of the Board of Directors in 2024.

Matter 2: Approve the Report on the inspection of the supervisory board in 2024.

Matter 3: Approve the financial statements for 2024 audited.

Matter 4: Approve the plan for distribution of consolidated profits for 2024.

Matter 5: Approve the production and business plan, investment and dividend for 2025.

Matter 6: Approve the selection of auditing firm for 2025 financial statements.

Matter 7: Approve the finalization of remuneration and rewards of the BOD and Supervisory Board in 2024; and salary, remuneration and rewards of the BOD and Supervisory Board in 2025.

Matter 8: Approval of cancellation of the content of increasing the number of BOD member from 05 to 07 members.

Chủ tọa trình bày tổng quan tình hình sản xuất kinh doanh và công tác quản trị Công ty năm 2024 và các Công ty con.

Trong năm 2024, Hội đồng quản trị Công ty đã triển khai thực hiện tất cả các nội dung Nghị quyết của Đại hội đồng cổ đông thường niên năm 2024 đã thông qua.

The Chairperson provided an overview of the business operations and corporate governance for 2024, including key points as follows:

In 2024, the Board of Directors implemented all the resolutions approved at the 2024 Annual Shareholders' Meeting.

4. Thảo luận

Chủ tọa chủ trì và điều khiển Đại hội việc thảo luận. Cổ đông đặt câu hỏi trực tiếp hoặc gửi câu hỏi cho chủ tọa.

Q&A session: The Chairperson presided over and managed the Q&A session. Shareholders asked questions directly or submitted questions to the chairperson.

| Stt No. | Câu hỏi Question | Chủ tọa trả lời Answer |
|------------|---|---|
| 1 | Cổ đông Nguyễn Hồng Tuấn tại Tp. HCM hỏi qua thư: Xin Ban Giám đốc Công ty chia sẻ về những dự án của Công ty trong tương lai và tầm nhìn trong 3 đến 5 năm tới. <i>Shareholder Nguyen Hong Tuan in Ho Chi Minh City asked via mail: Can the Company's Board of management share the Company's future projects and vision for the next 3 to 5 years?</i> | Cổ đông Nguyễn Hồng Tuấn đề nghị Ban Giám đốc phúc đáp nội dung này là chưa phù hợp với thẩm quyền, Chủ tọa thay mặt HĐQT trả lời cổ đông như sau: Trong chương trình 3-5 năm tới, Công ty LHC không trực tiếp đầu tư các dự án lớn. Công ty sẽ nâng hạn mức đầu tư từ 150-250 tỷ đồng để đầu tư gián tiếp tại các Công ty con. Cụ thể, Công ty LBM sẽ phát hành cổ phiếu trong 2025 cho cổ đông hiện hữu, nâng VDL từ 400 lên 500 tỷ đồng bằng hình thức chào bán cho cổ đông hiện hữu với tỷ lệ 4:1, giá 15.000 đồng/CP. Công ty LHC đang sở hữu 64,9% VDL tại LBM nên cần khoảng 100 tỷ đồng để góp vốn vào LBM. Vốn Chủ sở hữu LBM tại |

thời điểm 31/12/2024: khoảng 613 tỷ đồng. Công ty sẽ huy động thêm 150 tỷ đồng, phần lợi nhuận chưa phân phối để lại khoảng 800 tỷ đồng và vay vốn ngân hàng khoảng 400-500 tỷ đồng để thực hiện các dự án khai thác nguyên liệu phục vụ sản xuất trong hệ thống và một phần bán ra thị trường.

Vừa qua, LBM đã trúng đấu giá 03 mỏ nguyên liệu và đã được UBND tỉnh công nhận: Mỏ đá Gắn Reo – Đức Trọng, mỏ đá Ninh Gia – Đức Trọng, Mỏ Cát Tân Thanh - Lâm Hà. Công ty còn cần thêm các nguồn nguyên liệu khác để tiếp nối cho chu kỳ sản xuất đang hết chu kỳ khai thác: nguyên liệu sét cho 02 nhà máy gạch, bentonite cho nhà máy tại Tam Bô. Tại Đắk Nông, Công ty chưa có nguồn nguyên liệu khai thác, nguồn mua ngoài đang khan hiếm và giá đắt. Hy vọng trong năm 2025 sau khi Quốc Hội sửa đổi Luật khoáng sản, các bước cấp phép sẽ được rút ngắn hơn.

Công ty đang triển khai số hóa doanh nghiệp sâu trong toàn hệ thống. Dự kiến Quý 4/2025 chạy thử, sang năm 2026 sẽ vận hành chính thức trong toàn hệ thống.

Công ty đã thành lập phòng IT và Mua sắm tập trung trên môi trường số và quản lý thiết bị toàn hệ thống Công ty.

Shareholder Nguyen Hong Tuan requested the Board of Management to respond this question is not in accordance with the authority. The Chairman, on behalf of the BOD, responded to the shareholders as follows:

In the next 3-5 year program, LHC Company will not directly invest in large projects. The Company will increase the investment limit from 150-250 billion VND to indirectly invest in subsidiaries. Specifically, LBM Company will issue shares in 2025 to existing shareholders, increasing the charter capital from VND 400 to 500 billion by selling to existing shareholders at a ratio of 4:1, price of 15,000 VND/share. LHC Company currently owns 64.9% of charter capital at LBM, so we need about 100 billion VND to contribute capital to LBM. LBM's Owner's Equity as of

| | |
|---|---|
| | <p>December 31: about 613 billion VND. The company will mobilize 150 billion VND and the remaining undistributed profit of about 800 billion VND and borrow about 400-500 billion VND from banks to implement projects to exploit raw materials for production in the system and sell a part to the market.</p> <p>Recently, LBM won the auction of 03 material mines recognized by the Provincial People's Committee: Gan Reo Stone Mine - Duc Trong, Ninh Gia Stone Mine - Duc Trong, Tan Thanh Sand Mine - Lam Ha. We still need other raw materials to continue the production cycle that is ending: clay for 02 brick factories, bentonite for the factory in Hiep Thanh. In Dak Nong, there is no our source of raw materials, it is scarce and expensive. Hopefully in 2025, after the National Assembly amends the Mineral Law, the licensing steps will be shortened.</p> <p>The company is implementing deep digitalization of enterprises throughout the system. Expected to be tested in Q4/2025, and the entire system will be officially operated in 2026. Thereby, the Company has established an IT and centralized purchasing Department in the digital environment and managed the equipment of the entire Company system.</p> |
| 2 | <p>Cổ đông Phạm Duy Lộc góp ý: Trang web của công ty hiện tại thiếu những thông tin cần thiết cho cổ đông tìm kiếm thông tin đầu tư. Thiết kế web và ứng dụng chưa phù hợp với các ứng dụng hiện đại. Điều này làm hạn chế sự tiếp cận thông tin của nhà đầu tư.</p> <p>Shareholder Pham Duy Loc commented: The company's current website lacks the necessary information for shareholders to search for investment information. The web design and application are not suitable for modern applications. This limits investors' access to information.</p> <p>Thực tế, Công ty và các Công ty trong hệ thống hiện còn 02 lĩnh vực còn yếu. Đó là: Công nghệ thông tin – công tác truyền thông và Công tác pháp chế. Công ty đã nhận thấy vấn đề và đang trong quá trình xây dựng. Cụ thể:</p> <ul style="list-style-type: none"> - Phòng IT và Mua sắm tập trung vừa thành lập quý 1/2025, hiện đang tìm nhân sự phù hợp đáp ứng công việc. - Phòng Pháp chế đã được thành lập năm 2024. Tương tự, vẫn đang tuyển dụng nhân sự phù hợp đáp ứng công việc. <p>Trong thời gian qua, Công ty thuê luật sư tư vấn cho từng vụ việc. Trong lĩnh vực hoạt động của Công ty liên quan rất nhiều mặt pháp lý. Chẳng hạn về lĩnh vực đất đai, thường hay phát sinh các vướng mắc: Đất chồng lấn, đất không có sổ, việc cấp sổ sai, tọa độ lệch.... Có những vụ việc, Công ty thuê tư vấn từ nhiều văn phòng luật sư</p> |

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| | <p>nhưng khi triển khai vẫn bị vướng mắc. Công ty rất hoan nghênh và mong muốn cổ đông giới thiệu nhân sự phù hợp về mảng công nghệ thông tin và Pháp lý.</p> <p><i>In fact, LHC and subsidiaries in the system currently have 2 weak areas. These are: Information Technology - Communication and Legal Affairs. We have seen the problem and is in the process of building.</i></p> <p><i>- The IT and Purchasing Department was just established in the first quarter of 2025, and looking for suitable personnel to meet the job requirements.</i></p> <p><i>- The Legal Affairs Department was established in 2024 and are looking for suitable personnel to meet the job requirements.</i></p> <p><i>In the past time, we had to hire lawyers to advise on each case. In the Company's field of operation, there are many legal aspects involved. For example, in the field of land, there often arise: Overlapping land, land without a certificate, incorrect issuance of certificates, deviation of coordinates, etc. There are cases where the Company hires consultants from many law firms but still encounters difficulties during implementation. We welcome and hopes that shareholders will introduce suitable personnel in the fields of information technology and law.</i></p> |
| <p>Cổ đông Phạm Duy Lộc hỏi: Sắp tới tỉnh Lâm Đồng và Đồng Nai triển khai dự án cao tốc, Công ty tham gia khoảng bao nhiêu thị phần của cao tốc này và triển vọng lợi nhuận thu được như thế nào?</p> <p><i>Shareholder Pham Duy Loc asked: Lam Dong and Dong Nai provinces are about to implement the highway project. How much market share will the Company participate in this expressway and what is the profit prospect?</i></p> | <p>Tương lai hạ tầng của tỉnh sẽ có chuyển biến lớn trong thời gian tới, chẳng hạn: Dự án cao tốc Dầu Giây–Liên Khương và Đà Lạt–Nha Trang, nâng cấp sân bay Liên Khương, nâng cấp Quốc lộ 28...</p> <p>Đây là những dự án cao tốc lớn, ngoài tầm Công ty. Tuy nhiên, Công ty có thể tham gia vào 02 mảng: Nhà cung cấp nguyên liệu, nhà thầu phụ về công tác đất và cung cấp bê tông. Công ty đã chuẩn bị và triển khai việc này từ 05 năm trước nhằm đón đầu phục vụ các nút giao của cao tốc. Cụ thể, Công ty đã đầu tư đất mở trạm bê tông tại nút giao cao tốc Tân Phú. Đã triển khai đầu tư dựng trạm bê tông tại nút giao thứ 2 tại Đa Huoai để phục vụ dự án cao tốc này. Tại Bảo Lộc, Công ty đã có trạm tại bê</p> |

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| | <p>tông Tây Đại Lào, và đầu tư trạm Lộc Sơn hoạt động từ cuối 2024 để hỗ trợ trạm Tây Đại Lào. Nâng cấp trạm Tam Bồ - Di Linh để phục vụ hầm chui cao tốc. Khu vực Liên Khuong, Công ty đã có trạm N'thol Hạ và Hiệp An.</p> <p>Quan điểm quản trị của Công ty, việc đầu tư phải mang lại hiệu quả, hạn chế rủi ro về tài chính. Cụ thể bán hàng mà không thu được tiền.</p> <p><i>The province's infrastructure will have major changes in the coming time, for example: Dau Giay-Lien Khuong and Da Lat-Nha Trang highway projects, upgrading Lien Khuong airport, upgrading National Highway 28...</i></p> <p><i>These are large expressway projects, beyond the scope of the Company. However, the Company can participate in 2 areas: Supplier of raw materials, contractor for earthworks and concrete supply. The Company has prepared and implemented this work for 5 years to anticipate and serve the expressway intersections. Specifically, the Company has invested in land to open a concrete station at the Tan Phu expressway intersection. It has just invested in building a concrete station at the second intersection in Da Huoi to serve this expressway project.</i></p> <p><i>In Bao Loc, we have Tay Dai Lao concrete station, and opened Loc Son station to operate from the end of 2024 to support the Tay Dai Lao station. Upgrade Tam Bo-Di Linh station to serve the highway underpass. In Lien Khuong area, we have N'thol Ha and Hiep An stations.</i></p> <p><i>Company's management perspective is that investment must be effective and limit financial risks. Specifically, selling goods without collecting money.</i></p> |
| 4 | <p>Cổ đông Mai Nam Dương chia sẻ, việc Công ty đầu tư vào Công ty LBM và L40.10 trong thời gian qua là đúng hướng, mang lại hiệu quả cao. Tuy nhiên, phần vốn của Công ty còn lại phục vụ cho các dự án xây dựng thủy lợi</p> <p>Trong công tác thầu thủy lợi của Công ty hiện nay không gặp khó khăn về mặt tài chính. Thậm chí dư nguồn tài chính và đang cho ứng trước các Công ty con phục vụ sản xuất.</p> <p><i>Presently, we have no financial difficulty in the irrigation contracting work. We are even surplus and advance payment to subsidiaries for production.</i></p> |

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| | <p>bị hạn hẹp. Công ty có giải pháp nào không?</p> <p><i>Shareholder Mai Nam Duong shared said that Company's investment in LBM and L40.10 in the past was in the right direction, bringing high efficiency. However, the Company's remaining capital for irrigation construction projects is limited. Does the Company have any solutions?</i></p> | |
| 5 | <p>Cổ đông Trần Việt Thắng:</p> <p>Sắp tới Công ty đầu tư lớn, chắc chắn phải dùng đến nguồn vốn tín dụng từ Ngân hàng. Vậy tình hình tài chính của Công ty hiện nay và lãi vay tầm bao nhiêu?</p> <p><i>Shareholder Tran Viet Thang: The Company is going to make a big investment in the near future and will definitely have to use credit capital from the Bank. So what is the Company's current financial situation and interest rate?</i></p> | <p>Vốn của LHC đang góp tại LBM, Công ty LBM sẽ nâng vốn CSH lên 800 tỷ đồng để triển khai đầu tư 3 mỏ nguyên liệu. Thực tế 3 mỏ hiện nay là chưa đủ. Nếu đạt kỳ vọng 6 mỏ nguyên liệu: gồm 3 mỏ đã trúng đấu giá và 3 mỏ đang tìm, thì nhu cầu vốn cần khoảng 1.000 tỷ đồng mới có thể vận hành được. Hiện cần khoảng 400 tỷ đồng để làm vốn đối ứng và có thể vay tỷ lệ 1:1 với vốn CSH. Quan hệ hợp tác giữa Công ty và ngân hàng rất tốt trong thời gian qua.</p> <p><i>LHC's capital is currently contributed to LBM, LBM will increase its equity capital to 800 billion VND to invest in 3 raw material mines. In fact, the current 3-mines are not enough. If the expectation of 6 raw material mines is met: including 3 mines that have won the auction and 3 mines that are being searched for, the capital demand will be about 1,000 billion VND to be able to operate. Currently, about 400 billion VND is needed as counterpart capital and can borrow at a ratio of 1:1 with equity capital. The cooperative relationship between the Company and the bank has been very good in the past time.</i></p> |
| 6 | <p>Cổ đông Hậu Văn Tuấn: Đề nghị Đại hội thông qua việc giữ lại 15,8 tỷ đồng lợi nhuận chưa phân phối năm 2024.</p> <p><i>Shareholder Hau Van Tuan: Proposes the AGM to approve retaining 15.8 billion VND of undistributed profits in 2024.</i></p> | <p>Nội dung này, Hội đồng quản trị trình Đại hội thông qua việc giảm tỷ lệ chia cổ tức năm 2025 nhằm mục đích dành tiền để chia cổ phiếu thưởng vào năm 2026 với tỷ lệ 2:1 và nâng vốn điều lệ.</p> <p><i>The BOD submits to the AGM for approval to reduce the dividend rate in 2025 in order to reserve money to pay bonus shares in 2026 at a ratio of 2:1 and increase charter capital.</i></p> |

C. BIỂU QUYẾT THÔNG QUA CÁC NỘI DUNG TẠI ĐẠI HỘI:

Chủ tọa mời Ban kiểm phiếu công bố kết quả kiểm phiếu - lần 1.

1. Thông qua việc miễn nhiệm thành viên Lý Chủ Hưng, Phan Công Ngôn và giới thiệu ứng viên để bầu bổ sung TV Hội đồng quản trị.

Tổng số phiếu tham gia biểu quyết: 38 phiếu, đại diện cho 10.927.536 cổ phần có quyền biểu quyết.

Tổng số phiếu hợp lệ: 38 phiếu, đại diện cho 10.927.536 cổ phần có quyền biểu quyết.

Tổng số phiếu không hợp lệ: 0 phiếu.

C. VOTING ON THE AGENDA AT THE MEETING:

The Chairperson invited the Voting Counting Committee to announce the results of the first round of vote counting.

1. Approval of the dismissal of BOD member Ly Chu Hung and Phan Cong Ngon and present candidates for the election of an additional Board of Director.

Total vote cast: 38 votes, representing 10.927.536 voting shares.

Total valid votes: 38 votes, representing 10.927.536 voting shares.

Total invalid votes: 0 votes.

*** Kết quả kiểm phiếu/Voting counting results:**

| Nội dung biểu quyết <i>Voting content</i> | Số CP/tỷ lệ <i>Shares/ percent age</i> | Đồng ý <i>Agree</i> | Không đồng ý <i>Disagree</i> | Không có ý kiến <i>Blank</i> | Không hợp lệ <i>Invalid</i> | Không nộp phiếu <i>Not cast</i> |
|---|---|------------------------|------------------------------------|---------------------------------------|-----------------------------------|--|
| 1. Miễn nhiệm thành viên Hội đồng quản trị Lý Chủ Hưng và Phan Công Ngôn theo nguyện vọng (Nội dung 9 của tờ trình) <i>Dismissal of BOD members Ly Chu Hung and Phan Cong Ngon</i> | CP <i>Share</i> | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % <i>Ratio %</i> | 100% | 0 | 0 | 0 | 0 |
| 2. Thông qua ứng viên Hội đồng quản trị Ông: Nông Vương Hùng và Bà: Lâm Bội Ngọc để đưa vào danh sách bầu cử (Tờ trình số 10) <i>Approving candidates Mr Nong Vuong Hung and Ms Lam Boi Ngoc nominated by the BODs for additional election (Content 10 of the report)</i> | CP <i>Share</i> | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % <i>Ratio %</i> | 100% | 0 | 0 | 0 | 0 |

2. Biểu quyết các nội dung khác của tờ trình

Ban kiểm phiếu đã hướng dẫn Đại hội biểu quyết các nội dung, công tác bầu cử và tiến hành phát phiếu bầu.

Trên cơ sở các Báo cáo, nội dung Tờ trình và qua quá trình thảo luận, Đại hội đã tiến hành biểu quyết thông qua các nội dung dưới đây:

Tổng số phiếu tham gia biểu quyết: 38 phiếu, đại diện cho 10.927.536 cổ phần có quyền biểu quyết.

Tổng số phiếu hợp lệ: 38 phiếu, đại diện cho 10.927.536 cổ phần có quyền biểu quyết.

Tổng số phiếu không hợp lệ: 0 phiếu.

2. Voting on other contents of the proposal.

The Voting Counting Committee guided the voting process for the contents and the election procedure, and distributed ballots.

Based on the Reports, the Proposal contents, and the discussion, the Meeting conducted the voting and approved the following contents:

Total votes cast: 38 votes, representing 10.927.536 voting shares.

Total valid votes: 38 votes, representing 10.927.536 voting shares.

Total invalid votes: 0 votes.

* Kết quả kiểm phiếu/ Voting counting results:

| Nội dung biểu quyết Content | Số CP/tỷ lệ Shares/ percent age | Đồng ý Agree | Không đồng ý Disagree | Không có ý kiến Blank | Không hợp lệ Invalid | Không nộp phiếu Not cast |
|---|--|-----------------|--------------------------|--------------------------|-------------------------|-----------------------------|
| 1. Báo cáo kết quả hoạt động của Hội đồng quản trị; Kết quả hoạt động sản xuất kinh doanh năm 2024. Report of the Board of Directors; Results of production and business activities in 2024. | CP Share | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % Ratio % | 100% | 0 | 0 | 0 | 0 |
| 2. Báo cáo hoạt động của Ban kiểm soát năm 2024 Report of Supervisory Board in 2024. | CP Share | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % Ratio % | 100% | 0 | 0 | 0 | 0 |
| 3. Báo cáo tài chính riêng và hợp nhất năm 2024 đã được kiểm toán. Audited 2024 financial statements. | CP Share | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % Ratio % | 100% | 0 | 0 | 0 | 0 |
| 4. Kế hoạch phân phối lợi nhuận năm 2024. Profit distribution plan for 2024. | CP Share | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % Ratio % | 100% | 0 | 0 | 0 | 0 |
| 5. Kế hoạch sản xuất kinh doanh năm 2025. Production and business plan for 2025. | CP Share | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % Ratio | 100% | 0 | 0 | 0 | 0 |

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| 6. Lựa chọn Công ty kiểm toán tài chính năm 2025. <i>Select an independent audit firm for fiscal year 2025.</i> | CP Share | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % Ratio % | 100% | 0 | 0 | 0 | 0 |
| 7. Quyết toán thù lao HĐQT, BKS năm 2024 và phương án thù lao năm 2025. <i>Total remuneration and other benefits of the BOM, Supervisory Board of 2024 and plan for 2025.</i> | CP Share | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % Ratio % | 100% | 0 | 0 | 0 | 0 |
| 8. Bầu cử bổ sung TV HĐQT: Nông Vương Hùng và Lâm Bội Ngọc theo nhiệm kỳ của HĐQT (2021-2025). <i>Election of additional members of the BOM for the remaining term 2021-2025: Nong Vuong Hung and Lam Boi Ngoc.</i> | CP Share | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % Ratio % | 100% | 0 | 0 | 0 | 0 |
| 9. Hủy nội dung nâng số thành viên Hội đồng quản trị Công ty từ 05 người lên 07 người. <i>Cancellation of the content of increasing the number of BOD member from 05 to 07 members.</i> | CP Share | 10.927.536 | 0 | 0 | 0 | 0 |
| | Tỷ lệ % Ratio % | 100% | 0 | 0 | 0 | 0 |

3. Các nội dung đã được Đại hội đồng cổ đông thông qua theo kết quả biểu quyết và bầu cử nêu trên:

Theo khoản 1 và khoản 2, Điều 21, Điều lệ Công ty, các nội dung sau đây được Đại hội đồng cổ đông thông qua:

3. Contents approved by the AGM:

Based on Clause 1 and 2 of Article 21 of the Company's Charter, the following contents are approved by the 2025 AGM of Shareholders:

| STT No. | Nội dung đã được thông qua <i>Approved contents</i> | Tỷ lệ tán thành/tổng số phiếu biểu quyết <i>Percentage</i> |
|------------|--|--|
| 1 | Thông qua: Việc miễn nhiệm thành viên Hội đồng quản trị Lý Chủ Hưng, Phan Công Ngôn và bầu thành viên thay thế. <i>Approval: Dismissal of BOD members Ly Chu Hung and Phan Cong Ngon, and replacement election.</i> | 100% |
| 2 | Thông qua: Danh sách ứng viên bầu bổ sung thành viên Hội đồng quản trị (nhiệm kỳ thành viên 2024-2025): Ông: Nông Vương Hùng và Bà: Lâm Bội Ngọc. <i>Approval: Candidates Mr Nong Vuong Hung and Ms Lam Boi Ngoc nominated by the BODs for additional election.</i> | 100% |
| 3 | Thông qua: Báo cáo kết quả hoạt động của Hội đồng quản trị; | 100% |

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| | Hoạt động sản xuất kinh doanh năm 2024. <i>Approval: Report of the Board of Directors; Results of production and business activities in 2024.</i> | |
| 4 | Thông qua: Báo cáo hoạt động của Ban kiểm soát năm 2024. <i>Approval: Report of Supervisory Board in 2024.</i> | 100% |
| 5 | Thông qua: Báo cáo tài chính riêng và hợp nhất năm 2024 đã được kiểm toán. <i>Approval: Audited 2024 financial statements.</i> | 100% |
| 6 | Thông qua: Kế hoạch phân phối lợi nhuận năm 2024. <i>Approval: Profit distribution plan for 2024.</i> | 100% |
| 7 | Thông qua: Kế hoạch sản xuất kinh doanh, chia cổ tức và đầu tư năm 2025. <i>Approval: Production and business plan for 2025.</i> | 100% |
| 8 | Thông qua: Lựa chọn Công ty kiểm toán báo cáo tài chính năm 2025. <i>Approval: Select an independent audit firm for fiscal year 2025.</i> | 100% |
| 9 | Thông qua: Quyết toán thù lao HĐQT, BKS năm 2024 và phương án lương, thù lao năm 2025. <i>Approval: Total remuneration and other benefits of the BOM, Supervisory Board of 2024 and plan for 2025.</i> | 100% |
| 10 | Thông qua: Thành viên Hội đồng quản trị trúng cử: Nông Vương Hùng và Lâm Bội Ngọc theo nhiệm kỳ còn lại của HĐQT đương nhiệm (2021-2025). <i>Approval: Election of additional members of the BOM for the remaining term 2021-2025: Nong Vuong Hung and Lam Boi Ngoc.</i> | 100% |
| 11 | Hủy nội dung nâng số thành viên Hội đồng quản trị Công ty từ 05 người lên 07 người. <i>Cancellation of the content of increasing the number of BOD member from 05 to 07 members.</i> | 100% |

Căn cứ kết quả bầu cử, Ông: Nông Vương Hùng và Bà: Lâm Bội Ngọc đã được Đại hội bầu vào Hội đồng quản trị Công ty theo nhiệm kỳ còn lại của Hội đồng quản trị đương nhiệm 2021 – 2025.

Based on the election results, Mr Nong Vuong Hung and Ms Lam Boi Ngoc were elected by the BODM of the Company for the remaining term of the current Board 2021 - 2025.

Hội đồng quản trị Công ty sau khi bầu bổ sung gồm các thành viên, gồm:

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| 1. Ông Lê Đình Hiến | - Chủ tịch | (Nhiệm kỳ 2021-2025) |
| 2. Ông Trần Việt Thắng | - Phó Chủ tịch | (Nhiệm kỳ 2021-2025) |
| 3. Bà Ngô Thu Hương | - Thành viên | (Nhiệm kỳ 2024-2025) |
| 4. Ông Nông Vương Hùng | - Thành viên | (N kỳ còn lại 2025) |
| 5. Bà Lâm Bội Ngọc | - Thành viên | (N kỳ còn lại 2025) |

After the additional election, the BOD comprised the following members:

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| 1. Mr Lê Đình Hiến | - Chairman | (Term 2021-2025) |
| 2. Mr Trần Việt Thắng | - Vice chairman | (Term 2021-2025) |
| 3. Mrs Ngô Thu Hương | - Member | (Term 2024-2025) |
| 4. Mr Nong Vuong Hung | - Member | (Remaining term 2025) |
| 5. Ms Lam Boi Ngoc | - Member | (Remaining term 2025) |

4. Nội dung phát sinh ngoài chương trình đã thông qua: Không có.

Content arising outside the approved agenda: None.

III. THÔNG QUA BIÊN BẢN VÀ NGHỊ QUYẾT ĐẠI HỘI.

Ông Trần Xuân Tâm – Thư ký Đại hội, đọc toàn văn Biên bản và Nghị quyết Đại hội thường niên năm 2025.

Đại hội đã biểu quyết thông qua nội dung Biên bản và Nghị quyết với tỷ lệ thống nhất 100%.

Chủ tọa tuyên bố bế mạc Đại hội. Đại hội kết thúc lúc 11 giờ 45 phút cùng ngày.

III. APPROVAL OF THE MINUTES AND RESOLUTION OF THE MEETING

Mr. Tran Xuan Tam, the Secretary, read the full text of the AGM Minutes and the Resolutions of the 2025 AGM of Shareholders.

The Meeting approved the content of the Minutes and the Resolution, with a 100% approval rate.

The Chairman declared the AGM closing. The Meeting concluded at 11:45 AM on the same day.

THƯ KÝ
SECRETARY

Trần Xuân Tâm

CHỦ TỌA ĐẠI HỘI

CHAIRPERSON



Lê Đình Hiền





**LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION
JOINT STOCK COMPANY**

Add: 87 Phu Dong Thien Vuong, Ward 8, Da Lat City, Lam Dong Province
Phone: 0263.3821854 Fax: 0263.3832542
Website: www.lhc.com.vn E-mail: xdthuyloild@gmail.com ID: 5800000424

Lam Dong, April 18, 2025

MATTERS SUBMITTED TO THE 2025 AGM FOR APPROVAL

To: The 2025 Annual General Meeting of Shareholders.

THE BOARD OF DIRECTORS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and relevant legal documents;
- Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019 and other relevant legal documents;
- Pursuant to the current Charter of Lam Dong Investment and Hydraulic Construction Joint Stock Company ("Charter");
- Based on the audited Financial Report of LHC in 2024;
- Based on the production and business operations in recent years and fiscal year 2024;
- Consider the resignation application dated July 2, 2024 of Mr. Ly Chu Hung, member of the BOD for the 2021-2025 term;
- Consider the Report on the 2025 Production and Business Plan of the Company's General Director.
- The BODs respectfully presents to the 2025 AGM of Shareholders for discussion and approval of the following matters:

MATTER 1.

Approval of the BODs' Report with the main business performance targets for 2024:

| Consolidated business results 2024 | | Unit: Million VND |
|--|---|-------------------|
| 1. Net revenue | : | 1.204.783 |
| 2. Cost of goods sold | : | 982.364 |
| 3. Gross profit | : | 242.418 |
| 4. Financial revenue | : | 3.398 |
| 5. Financial costs | : | 3.686 |
| 6. Cost of sales | : | 4.951 |
| 7. Business management costs | : | 95.469 |
| 8. Net profit from business activities | : | 121.711 |
| 9. Other income | : | 28.984 |
| 10. Other costs | : | 3.482 |

| Consolidated business results 2024 | | Unit: Million VND |
|--|---|-------------------|
| 11. Other profits | : | 25.502 |
| 12. Total accounting profit before tax | : | 147.213 |
| 13. Current corporate income tax expense | : | 32.305 |
| 14. Deferred corporate income tax expense | : | (2.028) |
| 15. Profit after corporate income tax | : | 116.936 |
| 16. Profit after tax of parent company | : | 66.967 |
| 17. Profit after tax of non-controlling shareholders | : | 49.969 |
| 18. Basic earnings per share (EPS) (VND) | : | 4.650 |
| 19. Declining earnings per share | : | 4.650 |

MATTER 2.

Approval of the Audit Report of the Board of Supervisors in 2024

MATTER 3.

Approval of Audited Financial Statements for 2024

The separate financial statements and consolidated statements for 2024 are audited by RSM Vietnam Auditing and Consulting Co., Ltd.

The 2024 Financial Report (Separate and Consolidated Report) has been published and posted on the Company's website at: www.lhc.com.vn. Including:

1. Report of the Board of Managements;
2. Report of independent auditor;
3. Accounting balance sheet;
4. Reporting on business results;
5. Statements of cash flows;
6. Notes to the financial statements.

MATTER 4.

Profit distribution decision for 2024

| No. | Contents | Rate | For 2024 |
|-----|--------------------------------------|------|----------------|
| 1 | Profit after tax | | 51.840.445.522 |
| 2 | Profit distribution plan | | |
| | - Dividend ...%/total current shares | % | 36.000.000.000 |
| | - Bonus and welfare fund | % | 0 |
| | - Development investment fund | % | 0 |

Implementation time: after the 2024 AGM approve. The Company shall comply with the provisions of the Accounting Law.

MATTER 5.

Production and business plan, dividend and investment in 2025

The BODs submits to the AGM of Shareholder the business production, dividend and investment plan for 2025 with the following main targets:

| No. | Targets | 2025 plan for parent company | 2025 Consolidated Plan |
|-----|---------------------------------------|---|------------------------|
| 1 | Net revenue | 245 Billion VND | 1,190 Billion VND |
| 2 | Profit before tax | 84,775 Billion VND | 153 Billion VND |
| 3 | Dividends to shareholders | 10%÷15% (Reason: To save resources to divide bonus shares at a ratio of 2:1 in 2026) | |
| 4 | Investment in purchasing fixed assets | 4÷10 Billion VND | |
| 5 | Depreciation of fixed assets | 3÷6 Billion VND | |
| 6 | Investment in Subsidiaries | Maximum 250 Billion VND | |

After the AGM of Shareholders approve, we respectfully request the AGM to assign the BODs to decide depending on the production and business situation in 2025.

MATTER 6.

Selection of an Auditing Company for Financial Reports in 2025

On the proposal of the Board of Supervisors, the BODs respectfully submits to the AGM for approval the list of auditing companies approved by the State Securities Commission to audit organizations and securities trading units as follows:

1. RSM Vietnam Auditing & Consulting Limited.
2. AASC Auditing Firm Company Limited.
3. A&C Auditing and Consulting Company Limited.

The above auditing companies are all on the list approved by the State Securities Commission for auditing for listed companies.

Note: In the course of implementation, if the above-mentioned audit units no longer fully meet the prescribed conditions. The Board of Directors is entitled to select other auditing units on the list approved by the State Securities Commission to perform the audit according to regulations (on the basis of the proposal of the Supervisory Board)

MATTER 7.

Approval of the remuneration settlement for the Board of Directors and Board of Supervisors in 2024 and the remuneration payment plan for 2025

7.1. Finalization of remuneration for Board of Directors and Supervisory Board in 2024:

Remuneration of the Board of Directors and Board of Supervisors paid in 2024:

| No. | Full name | Position | Amount (VND) | Note |
|-----|-------------------|-----------------------------|----------------------|----------------------------|
| 1 | Lê Đình Hiền | Chairman | 720.000.000 | |
| 2 | Trần Việt Thắng | Vice Chairman | 120.000.000 | |
| 3 | Lý Chủ Hưng | Non-Executive Member | 30.000.000 | Resignation from 10/7/2024 |
| 4 | Ngô Thu Hương | Non-Executive Member | 40.000.000 | Membership from 4/20/2024 |
| 5 | Phan Công Ngôn | Independent Member | 60.000.000 | |
| 6 | Lê Huy Sáu | Head of Supervisory Board | 60.000.000 | |
| 7 | Nguyễn Thị Liên | Member of Supervisory Board | 24.000.000 | |
| 8 | Hoàng Thị Lụa | Member of Supervisory Board | 24.000.000 | |
| | Cộng/Total | | 1.078.000.000 | |

The total remuneration of the Board of Directors and the Board of Supervisors in 2024 included salary, remuneration, bonuses and other benefits of the Board of Directors and the Board of Supervisors. The Chairman does not include mandatory social insurance from July 1, 2020 to present.

7.2. Remuneration, bonus plan for 2025:

- Chairman of the board : 60.000.000 VND/person/month.
(excluding mandatory social insurance)
- Vice chairman of the board : 10.000.000 VND/person/month).
- BOD member, Supervisory Board head : 5.000.000 VND/person/month.
- Member of the Supervisory Board : 2.000.000 VND/person/month.

In addition, the Board of Directors and the Supervisory Board are also entitled to 10% of the profits exceeding the plan assigned by the AGM of Shareholders. The source of bonus and remuneration exceeds the plan, The BODs proposes the AGM assign the BODs to balance the source from the Companies in the system.

MATTER 8.

The Board of Directors respectfully submits to the General Meeting

Cancel the content of increasing the number of members of the Board of Directors of the company from five (05) to seven (07) people at the 2024 General Meeting of Shareholders approved to be in line with the current operating reality of the company.

MATTER 9.

Dismissal of BODs members and election of replacement members

Considering the resignation application dated July 2nd, 2024 of Mr. Ly Chu Hung, the member of the BODs for the 2021-2025 term; resignation letter dated 21/02/2025 of Mr. Phan Cong Ngon, member of the Independent Board of Directors for the term 2021-2025 BODs respectfully presents to the AGM of Shareholder:

- 10.1. Approving the dismissal of Mr. Ly Chu Hung from the BODs; and dismissed as an independent member of the Board of Directors for **Mr. Phan Cong Ngon**.
- 10.2. Approving the election of 01 additional member of the BODs and 01 independent member of the Board of Directors to exercise the rights and obligations of the BODs in accordance with the provisions of law and the Company Charter.

MATTER 10.

Candidate for election of additional members to the BODs

BODs respectfully presents to the AGM of Shareholder:

- 10.1. Approving the number of additional elected members of the BODs (remaining term of the current BODs 2021-2025): 02 (two) member.
- 10.2. Through candidates nominated by the BODs for additional election:

| 1ST CANDIDATE | |
|---|--|
| - Mr: NONG VUONG HUNG | |
| - CIC No: 068067003949, Issued date 12/09/2021 | Issuing authority: Police Department for Administrative Management of Social Order |
| - Permanent Residence Registration Address: B1, Tran Quang Dieu, Ward 10, Da Lat City, Lam Dong Province | |
| - Current residence: B1, Tran Quang Dieu, Ward 10, Da Lat City, Lam Dong Province | |
| - Education: 12/12. Qualifications: Bachelor of Business Administration | |
| - Working history: from the age of 18, a student of Thu Duc School of Commerce, somehow studied business administration; from 20 to 32 years old: Chief Accountant of Da Te Trading Company, Lam Dong Export Stone Industry; from 33 to 57 years old: Director of Apex Indochina Limited, Chief Financial Officer of Da Lat Apex Co., Ltd.; Currently: retirement, self-employed. | |
| - Other managerial titles (including the titles of the Board of Directors and managers of other companies): no | |
| - Company-related benefits: no | |
| + Directly owning voting shares of LHC: no | |
| + Relevant persons who own voting shares of the LHC: no | |
| - Benefits related to the Company's related parties: no | |
| 2ND CANDIDATE | |
| - Grandma: LAM BOI NGOC | |

| | |
|---|--|
| - CIC No: 079188037142, Issue Date 10/08/2021 | Issuing authority: Police Department for Administrative Management of Social Order |
| - Permanent residence registration address: 25/9 Thanh My, Ward 08, Tan Binh District, Ho Chi Minh City | |
| - Current residence: 25/9 Thanh My, Ward 08, Tan Binh District, Ho Chi Minh City | |
| - Education: 12/12. Qualifications: Master of International Trade and Economic Law | |
| - Working experience: 2006-2010: Bachelor of Commercial Law – Ho Chi Minh City University of Law; 2014-2015: Master of International Trade and Economic Law – University of the West of England (Bristol, UK). 2010-2014: Lawyer Trainee – Au Co Law Firm; 2015-2017: Legal Specialist - Success Dragon Vietnam Co., Ltd.; 2017-2025: Head of General Department - FECON South Joint Stock Company; 2019-2025: Founding Member – Legum NTN Law Firm | |
| - Other managerial titles (including the titles of the Board of Directors and managers of other companies): (1) Chairman of the Board of Directors – LegumNTN Law Firm; (2) Director – BigtreeX Media Joint Stock Company; (3) Director – Bigtree Consulting Co., Ltd.. | |
| - Company-related benefits: no | |
| + Directly owning voting shares of LHC: no | |
| + Relevant persons who own voting shares of the LHC: no | |
| - Benefits related to the Company's related parties: no | |

(Attach the candidate's detailed profile)

Compare with the standards for BODs members in Article 155 of the Law on Enterprises; Article 275 of Decree No. 155/2020/ND-CP of the Government and Article 25 of the Company Charter

| Standards and conditions | Candidate Criteria | |
|---|--------------------|---------------|
| | 1st Candidate | 2nd Candidate |
| I. Eligibility criteria of a Board member | | |
| 1. Having full legal capacity and not being prohibited from enterprise management as per Clause 2, Article 17, Law on Enterprises 2020.. | Qualified | Qualified |
| 2. Have professional qualifications and experience in business management of LHC Company and do not necessarily have to be a shareholder of LHC Company | Qualified | Qualified |
| 3. A BOD member of LHC may concurrently be a member of the Board of Directors of a maximum of 05 other companies | Qualified | Qualified |
| II. Additional Standards for Independent Board TV | | |
| 1. Not be a person who is working for the company, parent company or subsidiary of the company; not be a person who has worked | Qualified | Qualified |

REPORT
ON CORPORATE GOVERNANCE IN 2024
AT THE 25TH ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

I. ACTIVITIES OF THE BOARD OF DIRECTORS:

1. Composition and Structure of the Board of Directors.

The Board of Directors operates with 5 members, including:

| No | Member | Duty | Areas of responsibility |
|----|--------------------------------|------------------------------------|---|
| 01 | Mr. Le Dinh Hien | President Board of Directors | <p>To be in charge of and direct the implementation of the rights and obligations of the Board of Directors in accordance with the Law on Enterprises, the Company's Charter and other relevant provisions of law.</p> <ul style="list-style-type: none">- Formulate programs and plans for the operation of the Board of Directors. Monitor, direct and organize the implementation of Resolutions and decisions of the Board of Directors and Resolutions of the General Meeting of Shareholders, supervise all aspects of the company's activities.- Directly direct the investment, research on development strategies and long-term projects.- Directly in charge of shareholder and share relations and the company's emulation and reward work.- Other rights and duties as prescribed by law, Charter and decisions of the Board of Directors. |
| 02 | Mr. Trần Việt Thắng | Vice President BOM | <ul style="list-style-type: none">- Performing the duties of members of the Board of Directors specified in the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors.- Directly in charge of finance, accounting, statistics, assets of the company; Financial investment, inspection, supervision and assessment of capital use; Debt Control.- Public issuance of shares and capital mobilization;- Search and development of investment projects in the Southern region.- Other rights and duties as prescribed by law, Charter and decisions of the Board of Directors. |

| No | Member | Duty | Areas of responsibility |
|----|---|---|---|
| 03 | Mr. Lý Chủ Hưng (Resigned on 10/07/2024) | Member The Board of Directors does not operate | <ul style="list-style-type: none"> - Performing the duties of members of the Board of Directors specified in the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors. - Directly in charge of work: Economic-technical norms, coordinating with other members of the Board of Directors in price control. - Supporting communication and developing the company's brand. - Other rights and duties as prescribed by law, Charter and decisions of the Board of Directors. |
| 04 | Ms. Ngô Thu Hương (Appointed on 20/04/2024) | Member The Board of Directors does not operate | <ul style="list-style-type: none"> - Performing the duties of members of the Board of Directors specified in the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors. - In charge of communication and brand development of the company. - Directly in charge of the company's salary and training. - Monitoring and consulting on contents related to welfare policies for employees. - Other rights and duties as prescribed by law, Charter and decisions of the Board of Directors. |
| 05 | Mr. Phan Công Ngôn | Member BOM independent | <ul style="list-style-type: none"> - Performing the duties of members of the Board of Directors specified in the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors. - Monitor, supervise and consult on issues related to legal and operational regulations of the Board of Directors. - Supporting the administration of external affairs with central and local agencies, community relations, connecting internal and external resources. - Performing the duties of an independent member of the Board of Directors. - Other rights and duties as prescribed by law, Charter and decisions of the Board of Directors. |

2. Resolutions and Decisions of the Board of Directors in 2024.

In 2024, the Board of Directors will organize 11 face-to-face meetings and 04 times to collect written opinions in accordance with the prescribed order and procedures to promptly decide on the orientation and direction of issues related to the Company's production and business activities:

- Direct to closely follow the production and business plan assigned by the General Meeting of Shareholders, propose solutions, and promptly solve arising in production and business.
- The Board of Directors meetings all evaluate the implementation of the Company's production and business plan.
- Comply with the provisions of law and the Company's Charter.

- The consolidated production and business results in 2024 exceed the profit target according to the plan assigned by the general meeting of shareholders, bringing high benefits to shareholders and employees of the Company.

Through face-to-face meetings and written consultations, the Board of Directors has issued the following Resolutions:

| Following Resolutions. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---------------------------------------|-----------------------------|--|------------------------------|------------------------------|-----------------------------|------------|------------|-----|-----------|-------------------|----------------------|--------|-------|-------------------|---------------------------------------|--------------------|---------|--|----------------------------|-------|--|--|----------------------------|-----------|--------|-----------------|------------------------|------------------|------------------------|------------------|------------------|--|---|------------------------------|------------------|------------------|--|---|----------------------------|---------------------|-----------------|--|
| No | Number of Resolutions/Decisions | Day | Content | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 01 | 01a/2024/NQ-HĐQT/LHC | 02/02/24 | Article 1: Agree on production and business results in 2023 as follows: 1. Parent company's own production and business results | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | <table><tr><th>No</th><th>Quota</th><th>Plan</th><th>Implement</th><th>Proportion</th></tr><tr><td>1</td><td>Net sales</td><td>180 billion VND</td><td>131,3 billion VND</td><td>72,94%</td></tr><tr><td>2</td><td>Profit before tax</td><td>28,3 billion VND</td><td>36 billion VND</td><td>127,2%</td></tr><tr><td></td><td>In which:</td><td></td><td></td><td></td></tr><tr><td>3</td><td>Dividends</td><td>15-25%</td><td>Advance 1 - 15%</td><td></td></tr><tr><td>4</td><td>Fixed asset investment</td><td>7-10 billion VND</td><td>1,15 billion VND</td><td></td></tr><tr><td>5</td><td>Depreciation of fixed assets</td><td>7-10 billion VND</td><td>3,70 billion VND</td><td></td></tr><tr><td>6</td><td>Investment in Subsidiaries</td><td>Max 150 billion VND</td><td>145 billion VND</td><td></td></tr></table> | No | Quota | Plan | Implement | Proportion | 1 | Net sales | 180 billion VND | 131,3 billion VND | 72,94% | 2 | Profit before tax | 28,3 billion VND | 36 billion VND | 127,2% | | In which: | | | | 3 | Dividends | 15-25% | Advance 1 - 15% | | 4 | Fixed asset investment | 7-10 billion VND | 1,15 billion VND | | 5 | Depreciation of fixed assets | 7-10 billion VND | 3,70 billion VND | | 6 | Investment in Subsidiaries | Max 150 billion VND | 145 billion VND | |
| | | | No | Quota | Plan | Implement | Proportion | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 1 | Net sales | 180 billion VND | 131,3 billion VND | 72,94% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 2 | Profit before tax | 28,3 billion VND | 36 billion VND | 127,2% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | In which: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 3 | Dividends | 15-25% | Advance 1 - 15% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 4 | Fixed asset investment | 7-10 billion VND | 1,15 billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 5 | Depreciation of fixed assets | 7-10 billion VND | 3,70 billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 6 | Investment in Subsidiaries | Max 150 billion VND | 145 billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 2. Consolidated business results | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | <table><tr><th>No</th><th>Quota</th><th>Plan</th><th>Implement</th><th>Proportion</th></tr><tr><td>1</td><td>Net sales</td><td>1.200 billion VND</td><td>1.121,04 billion VND</td><td>93,42%</td></tr><tr><td>2</td><td>Profit before tax</td><td>144 billion VND</td><td>160,39 billion VND</td><td>111,38%</td></tr></table> | No | Quota | Plan | Implement | Proportion | 1 | Net sales | 1.200 billion VND | 1.121,04 billion VND | 93,42% | 2 | Profit before tax | 144 billion VND | 160,39 billion VND | 111,38% | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | No | Quota | Plan | Implement | Proportion | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 1 | Net sales | 1.200 billion VND | 1.121,04 billion VND | 93,42% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 2 | Profit before tax | 144 billion VND | 160,39 billion VND | 111,38% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Article 2: Agree on the production, business and investment plan to submit to the 2024 General Meeting of Shareholders as follows: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <table><tr><th rowspan="2">No</th><th rowspan="2">Quota</th><th colspan="2">Plan for 2024</th></tr><tr><th>Parent Company (Billion VND)</th><th>Consolidation (Billion VND)</th></tr><tr><td>1</td><td>Net sales</td><td>200</td><td>1.100</td></tr><tr><td>2</td><td>Profit before tax</td><td>28,8</td><td>103,5</td></tr><tr><td></td><td>- Profit from production and business</td><td>7,5</td><td></td></tr><tr><td></td><td>- Dividends from LBM (15%)</td><td>19,47</td><td></td></tr><tr><td></td><td>- Dividends from L40 (10%)</td><td>1,83</td><td></td></tr><tr><td>3</td><td>Fixed asset investment</td><td>4-10 billion VND</td><td></td></tr></table> | No | Quota | Plan for 2024 | | Parent Company (Billion VND) | Consolidation (Billion VND) | 1 | Net sales | 200 | 1.100 | 2 | Profit before tax | 28,8 | 103,5 | | - Profit from production and business | 7,5 | | | - Dividends from LBM (15%) | 19,47 | | | - Dividends from L40 (10%) | 1,83 | | 3 | Fixed asset investment | 4-10 billion VND | | | | | | | | | | | | | | |
| No | | | Quota | Plan for 2024 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Parent Company (Billion VND) | Consolidation (Billion VND) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Net sales | 200 | 1.100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Profit before tax | 28,8 | 103,5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | - Profit from production and business | 7,5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | - Dividends from LBM (15%) | 19,47 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | - Dividends from L40 (10%) | 1,83 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Fixed asset investment | 4-10 billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----|--|-------------------------|---|------------------------------|------------------|----|------|------------------------|---|--|-------------------------|---|-----------------------|---------------------|---|-----------------------------|---------------------|---|---------------------------|---------------------|---|-------------------------------|---------------------|---|------------------------------|---------------------|---|------------------------------------|---------------------|
| | | | 4 | Depreciation of fixed assets | 4-10 billion VND | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | <p><u>Note:</u> The profit plan of the parent company of VND 7.5 billion does not include expenses and profits calculated in the management report on profit analysis of production and business activities in 2023.</p> <p>Article 3: Unanimous appointment of personnel of the Internal Audit Department under the Board of Directors of the Company LHC gồm:</p> <ol style="list-style-type: none">1. Mr. Hau Van Tuan, Chief Financial Officer of the Board of Directors of the Company, is the Person in charge of internal audit.2. Other personnel who are internal auditors will be recruited by Mr. Hau Van Tuan or hired outside to perform audit work in accordance with the provisions of law. <p>The Company's existing internal personnel ensure the regulation includes:</p> <table><tr><th>No</th><th>Name</th><th>Professional knowledge</th></tr><tr><td>1</td><td>Đặng Thị Hằng – Deputy Head of Planning and Engineering Department</td><td>Civil Economic Engineer</td></tr><tr><td>2</td><td>Cù Tuấn Nam – Captain</td><td>Irrigation Engineer</td></tr><tr><td>3</td><td>Nguyễn Nhật Hoàng – Captain</td><td>Irrigation Engineer</td></tr><tr><td>4</td><td>Nguyễn Đức Toàn – Captain</td><td>Irrigation Engineer</td></tr><tr><td>5</td><td>Lê Văn Giáp – Technical Staff</td><td>Irrigation Engineer</td></tr><tr><td>6</td><td>Hầu Thế An – Technical Staff</td><td>Irrigation Engineer</td></tr><tr><td>7</td><td>Trần Xuân Phương – Technical Staff</td><td>Irrigation Engineer</td></tr></table> <p>Term of office: According to the term of office of the incumbent Board of Directors or when there is another decision to replace.</p> <p>Article 4: Agree on the plan to convene the Annual General Meeting of Shareholders in 2024 and pay the second dividend (10%) in 2023 as follows:</p> <ul style="list-style-type: none">- Closing date for the list of shareholders to exercise the right to attend the General Meeting and pay dividends in the 2nd phase of 2023: 20/3/2024.- Dividend payment date: 17/4/2024.- Date of the General Meeting of Shareholders: 20/4/2024. <p>Article 5: Members of the Board of Directors, the Supervisory Board, the Board of Directors and</p> | | | No | Name | Professional knowledge | 1 | Đặng Thị Hằng – Deputy Head of Planning and Engineering Department | Civil Economic Engineer | 2 | Cù Tuấn Nam – Captain | Irrigation Engineer | 3 | Nguyễn Nhật Hoàng – Captain | Irrigation Engineer | 4 | Nguyễn Đức Toàn – Captain | Irrigation Engineer | 5 | Lê Văn Giáp – Technical Staff | Irrigation Engineer | 6 | Hầu Thế An – Technical Staff | Irrigation Engineer | 7 | Trần Xuân Phương – Technical Staff | Irrigation Engineer |
| No | Name | Professional knowledge | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Đặng Thị Hằng – Deputy Head of Planning and Engineering Department | Civil Economic Engineer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Cù Tuấn Nam – Captain | Irrigation Engineer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Nguyễn Nhật Hoàng – Captain | Irrigation Engineer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Nguyễn Đức Toàn – Captain | Irrigation Engineer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Lê Văn Giáp – Technical Staff | Irrigation Engineer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Hầu Thế An – Technical Staff | Irrigation Engineer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | Trần Xuân Phương – Technical Staff | Irrigation Engineer | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content |
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| | | | relevant individuals shall be responsible for implementing this Resolution. |
| 02 | 01b/2023/NQ-HĐQT/LHC | 20/02/24 | <p>Article 1. To unanimously approve the salary fund of the office, the salary level of the Executive Board, the Chief Accountant and the conditions for salary increase or decrease as follows:</p> <ul style="list-style-type: none"> • Company Office Salary Fund The Company's office salary fund is deducted 3% on net revenue. The salary fund paid for the Company's office includes: <ul style="list-style-type: none"> - CEO according to the salary approved by the Board of Directors on 20/01/2022; - Deputy General Director and Chief Accountant: The general director shall consider and pay monthly salaries not exceeding VND 50,000,000/person/month. - Officers and employees of the Company's office shall be considered and paid by the general director. • Conditions for salary increase and decrease <ul style="list-style-type: none"> - If the pre-tax profit increases in excess of VND 7.5 billion compared to the assigned plan (excluding expenses and profits included in the management report on profit analysis of production and business activities in 2023), the salary of the Board of Directors and Chief Accountant will be increased at the rate of 1.5 times the rate of profit increase (calculated from the increase exceeding VND 7.5 billion VND). - If the pre-tax profit decreases from VND 6 billion or less compared to the assigned plan, the salary of the Board of Directors and the Chief Accountant will be reduced accordingly according to the corresponding proportion of the reduced profit (calculated from the decrease of VND 6 billion). <p>Article 2. Unanimously approve the settlement of the Company's office salary fund in 2023 and other expenses with a total amount of VND 5,165,225,000. Comprise:</p> <ol style="list-style-type: none"> 1. Resort expenses in 2023 (3.75 million VND/person): 217,500,000 VND. 2. 13th month salary (2.5 months of salary on which social insurance premiums are based): 1,008,125,000 VND. 3. Salary fund of the Company's Office: 3,939,600,000 VND. Temporarily withholding VND 900 million that has not been spent on the salary fund of the Company's Office. |

| No | Number of Resolutions/Decisions | Day | Content |
|----|---------------------------------|-----|---|
| | | | <p>After recovering the debt from Southeast Company, it will spend this 900 million VND.</p> <p>Article 3. Uniformly write off bad debts that have been set aside as provisions of the following units:</p> <ol style="list-style-type: none"> 1. Project Management Board for Investment and Construction of Public Works in Da Teh District: 2,033,760,000 VND Reason for debt cancellation: The non-business unit is not allocated capital for payment by the provincial People's Committee. 2. 508 Joint Stock Company: 57,338,000 VND. Reason for debt cancellation: The company keeps changing its address. 3. Tuyen Lam Lake Project Management Board: 89,104,790 VND. Reason for debt cancellation: Offsetting the debt payable to Tuoi Tre Company. <p>Total: 2,180,202,790 VND.</p> <p>Debt cancellation processing time: From 31/12/2023.</p> <p>The Executive Board continues to make a book to monitor recovery and accounting in accordance with current regulations of the State.</p> <p>Article 4. To agree on the elimination of long-standing liabilities of the following units:</p> <ol style="list-style-type: none"> 1. Tuoi Tre Investment and Technology Joint Stock Company : 290,814,262 VND. 2. Song Than Commercial Mechanical Construction Consulting Joint Stock Company: 22,100,330 VND. 3. Branch of Song Hong Construction Corporation: 100,005,000 VND. 4. Phuoc Tien Co., Ltd.: 416,630,156 VND. 5. Bao Loc City Investment and Construction Project Management Board: 5,130,000 VND. <p>Total: 834,679,748 VND.</p> <p>The Executive Board continues to make monitoring and accounting books in accordance with current regulations of the State.</p> <p>Article 5. Agree to approve the adjustment and supplementation of compulsory social insurance premiums for employees in the whole system. Including: Adjustment and supplementation of the number of salary grades; supplementing the salary coefficient; adjustment of position allowance coefficients; adjust the time to keep the salary grade.</p> <p>Details are as follows:</p> |

| No | Number of Resolutions/Decisions | Day | Content | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|------|--|---|--|----------|--------------------------|-------------|----------|----------|----------|--|--|--|--|-------|-------|-------|-------|-------|-------|-------|-------|---|------------------------------------|---|--|--|--|--|--|--|--|---|---|----------|----------|----------|----------|----------|----------|----------|----------|---|------------------|----------|----------|----------|----------|----------|----------|----------|----------|---|---|----------|----------|----------|----------|----------|----------|----------|----------|---|--|----------|----------|----------|----------|----------|----------|----------|----------|---|--|----------|----------|----------|----------|----------|----------|----------|----------|---|--------------------------|----------|----------|----------|----------|----------|----------|----------|----------|---|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|---|--------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----|--|----------|----------|----------|----------|----------|----------|----------|----------|----|--------------------------------------|--|--|--|--|--|--|--|--|------|---------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|------|---|----------|----------|----------|----------|----------|----------|----------|----------|
| | | | <p>1. Supplementing the "Number of salary grades": Supplementing the number of salary grades for positions with 05 current levels to 08 levels.</p> <p>2. Supplementation of "Salary coefficient": Supplementing the coefficient of salary scales and salary tables according to 8 salary levels as follows:</p> <table><tr><th rowspan="2">ST T</th><th rowspan="2">Nhóm/chức danh/công việc</th><th colspan="8">Hệ số lương</th></tr><tr><th>Bậc 1</th><th>Bậc 2</th><th>Bậc 3</th><th>Bậc 4</th><th>Bậc 5</th><th>Bậc 6</th><th>Bậc 7</th><th>Bậc 8</th></tr><tr><td>1</td><td>Chairman of the Board of Directors</td><td colspan="8">Applying the maximum salary according to the provisions of the Law on Social Insurance 2014</td></tr><tr><td>2</td><td>Chief Financial Officer of the Board of Directors</td><td>2,6 7</td><td>2,8 3</td><td>2,9 7</td><td>3,1 2</td><td>3,2 8</td><td>3,4 5</td><td>3,6 3</td><td>3,8 2</td></tr><tr><td>3</td><td>General Director</td><td>3,1 7</td><td>3,3 3</td><td>3,5 0</td><td>3,6 8</td><td>3,8 7</td><td>4,0 7</td><td>4,2 8</td><td>4,4 9</td></tr><tr><td>4</td><td>Deputy General Director; Chief Accountant</td><td>2,1 7</td><td>2,6 0</td><td>2,7 3</td><td>2,8 7</td><td>3,0 2</td><td>3,1 8</td><td>3,3 5</td><td>3,5 3</td></tr><tr><td>5</td><td>Head of Department; Captain; Head of the construction site command board</td><td>1,5 6</td><td>1,6 4</td><td>1,7 3</td><td>1,8 2</td><td>1,9 2</td><td>2,0 2</td><td>2,1 3</td><td>2,2 4</td></tr><tr><td>6</td><td>Deputy Head of Department; Deputy Captain; Deputy Head of the Site Command Board</td><td>1,5 6</td><td>1,6 4</td><td>1,7 3</td><td>1,8 2</td><td>1,9 2</td><td>2,0 2</td><td>2,1 3</td><td>2,2 4</td></tr><tr><td>7</td><td>University - level staff</td><td>1,5 6</td><td>1,6 4</td><td>1,7 3</td><td>1,8 2</td><td>1,9 2</td><td>2,0 2</td><td>2,1 3</td><td>2,2 4</td></tr><tr><td>8</td><td>College-level staff</td><td>1,3 2</td><td>1,3 9</td><td>1,4 6</td><td>1,5 4</td><td>1,6 2</td><td>1,7 1</td><td>1,8 0</td><td>1,8 9</td></tr><tr><td>9</td><td>Intermediate-level staff</td><td>1,2 2</td><td>1,2 9</td><td>1,3 6</td><td>1,4 3</td><td>1,5 1</td><td>1,5 9</td><td>1,6 7</td><td>1,7 6</td></tr><tr><td>10</td><td>Office Driving</td><td>1,1 4</td><td>1,2 0</td><td>1,2 6</td><td>1,3 3</td><td>1,4 0</td><td>1,4 7</td><td>1,5 5</td><td>1,6 3</td></tr><tr><td>11</td><td>Clerical staff, waiter, housekeeping, security guard</td><td>1,0 7</td><td>1,1 3</td><td>1,1 9</td><td>1,2 4</td><td>1,3 1</td><td>1,3 8</td><td>1,4 5</td><td>1,5 3</td></tr><tr><td>12</td><td>Workers driving for irrigation works</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>12.1</td><td>Driving trucks, cranes under 3.5 tons</td><td>1,1 7</td><td>1,2 3</td><td>1,3 0</td><td>1,3 7</td><td>1,4 4</td><td>1,5 2</td><td>1,6 0</td><td>1,6 8</td></tr><tr><td>12.2</td><td>Driving trucks and cranes from 3.5 tons to less than 7.5 tons</td><td>1,2 3</td><td>1,3 0</td><td>1,3 7</td><td>1,4 4</td><td>1,5 2</td><td>1,6 0</td><td>1,6 8</td><td>1,7 7</td></tr></table> | ST T | Nhóm/chức danh/công việc | Hệ số lương | | | | | | | | Bậc 1 | Bậc 2 | Bậc 3 | Bậc 4 | Bậc 5 | Bậc 6 | Bậc 7 | Bậc 8 | 1 | Chairman of the Board of Directors | Applying the maximum salary according to the provisions of the Law on Social Insurance 2014 | | | | | | | | 2 | Chief Financial Officer of the Board of Directors | 2,6 7 | 2,8 3 | 2,9 7 | 3,1 2 | 3,2 8 | 3,4 5 | 3,6 3 | 3,8 2 | 3 | General Director | 3,1 7 | 3,3 3 | 3,5 0 | 3,6 8 | 3,8 7 | 4,0 7 | 4,2 8 | 4,4 9 | 4 | Deputy General Director; Chief Accountant | 2,1 7 | 2,6 0 | 2,7 3 | 2,8 7 | 3,0 2 | 3,1 8 | 3,3 5 | 3,5 3 | 5 | Head of Department; Captain; Head of the construction site command board | 1,5 6 | 1,6 4 | 1,7 3 | 1,8 2 | 1,9 2 | 2,0 2 | 2,1 3 | 2,2 4 | 6 | Deputy Head of Department; Deputy Captain; Deputy Head of the Site Command Board | 1,5 6 | 1,6 4 | 1,7 3 | 1,8 2 | 1,9 2 | 2,0 2 | 2,1 3 | 2,2 4 | 7 | University - level staff | 1,5 6 | 1,6 4 | 1,7 3 | 1,8 2 | 1,9 2 | 2,0 2 | 2,1 3 | 2,2 4 | 8 | College-level staff | 1,3 2 | 1,3 9 | 1,4 6 | 1,5 4 | 1,6 2 | 1,7 1 | 1,8 0 | 1,8 9 | 9 | Intermediate-level staff | 1,2 2 | 1,2 9 | 1,3 6 | 1,4 3 | 1,5 1 | 1,5 9 | 1,6 7 | 1,7 6 | 10 | Office Driving | 1,1 4 | 1,2 0 | 1,2 6 | 1,3 3 | 1,4 0 | 1,4 7 | 1,5 5 | 1,6 3 | 11 | Clerical staff, waiter, housekeeping, security guard | 1,0 7 | 1,1 3 | 1,1 9 | 1,2 4 | 1,3 1 | 1,3 8 | 1,4 5 | 1,5 3 | 12 | Workers driving for irrigation works | | | | | | | | | 12.1 | Driving trucks, cranes under 3.5 tons | 1,1 7 | 1,2 3 | 1,3 0 | 1,3 7 | 1,4 4 | 1,5 2 | 1,6 0 | 1,6 8 | 12.2 | Driving trucks and cranes from 3.5 tons to less than 7.5 tons | 1,2 3 | 1,3 0 | 1,3 7 | 1,4 4 | 1,5 2 | 1,6 0 | 1,6 8 | 1,7 7 |
| ST T | Nhóm/chức danh/công việc | Hệ số lương | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Bậc 1 | Bậc 2 | Bậc 3 | Bậc 4 | Bậc 5 | Bậc 6 | Bậc 7 | Bậc 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Chairman of the Board of Directors | Applying the maximum salary according to the provisions of the Law on Social Insurance 2014 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Chief Financial Officer of the Board of Directors | 2,6 7 | 2,8 3 | 2,9 7 | 3,1 2 | 3,2 8 | 3,4 5 | 3,6 3 | 3,8 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | General Director | 3,1 7 | 3,3 3 | 3,5 0 | 3,6 8 | 3,8 7 | 4,0 7 | 4,2 8 | 4,4 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Deputy General Director; Chief Accountant | 2,1 7 | 2,6 0 | 2,7 3 | 2,8 7 | 3,0 2 | 3,1 8 | 3,3 5 | 3,5 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Head of Department; Captain; Head of the construction site command board | 1,5 6 | 1,6 4 | 1,7 3 | 1,8 2 | 1,9 2 | 2,0 2 | 2,1 3 | 2,2 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Deputy Head of Department; Deputy Captain; Deputy Head of the Site Command Board | 1,5 6 | 1,6 4 | 1,7 3 | 1,8 2 | 1,9 2 | 2,0 2 | 2,1 3 | 2,2 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | University - level staff | 1,5 6 | 1,6 4 | 1,7 3 | 1,8 2 | 1,9 2 | 2,0 2 | 2,1 3 | 2,2 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | College-level staff | 1,3 2 | 1,3 9 | 1,4 6 | 1,5 4 | 1,6 2 | 1,7 1 | 1,8 0 | 1,8 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 | Intermediate-level staff | 1,2 2 | 1,2 9 | 1,3 6 | 1,4 3 | 1,5 1 | 1,5 9 | 1,6 7 | 1,7 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 | Office Driving | 1,1 4 | 1,2 0 | 1,2 6 | 1,3 3 | 1,4 0 | 1,4 7 | 1,5 5 | 1,6 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 | Clerical staff, waiter, housekeeping, security guard | 1,0 7 | 1,1 3 | 1,1 9 | 1,2 4 | 1,3 1 | 1,3 8 | 1,4 5 | 1,5 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 | Workers driving for irrigation works | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12.1 | Driving trucks, cranes under 3.5 tons | 1,1 7 | 1,2 3 | 1,3 0 | 1,3 7 | 1,4 4 | 1,5 2 | 1,6 0 | 1,6 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12.2 | Driving trucks and cranes from 3.5 tons to less than 7.5 tons | 1,2 3 | 1,3 0 | 1,3 7 | 1,4 4 | 1,5 2 | 1,6 0 | 1,6 8 | 1,7 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content | | | | | | | | | |
|--|--|----------------------|-----------------------------|--|------|------|------|------|------|------|------|------|
| | | | 12.3 | Driving trucks and cranes of 7.5 tons or more | 1,29 | 1,36 | 1,43 | 1,51 | 1,59 | 1,67 | 1,76 | 1,85 |
| | | | 13 | Workers operating excavators and wheel loaders for irrigation works | | | | | | | | |
| | | | 13.1 | Bucket capacity is less than 0.3 m3 | 1,17 | 1,23 | 1,30 | 1,37 | 1,44 | 1,52 | 1,60 | 1,68 |
| | | | 13.2 | Bucket capacity from 0.3 m3/bucket to less than 0.5 m3/bucket | 1,23 | 1,30 | 1,37 | 1,44 | 1,52 | 1,60 | 1,68 | 1,77 |
| | | | 13.3 | Bucket capacity of 0.5 m3/bucket or more | 1,29 | 1,36 | 1,43 | 1,51 | 1,59 | 1,67 | 1,76 | 1,85 |
| | | | 14 | Workers operating bulldozers for irrigation works | | | | | | | | |
| | | | 14.1 | Bulldozers less than 140 CV | 1,23 | 1,30 | 1,37 | 1,44 | 1,52 | 1,60 | 1,68 | 1,77 |
| | | | 14.2 | Bulldozers from 140 CV and above | 1,29 | 1,36 | 1,43 | 1,51 | 1,59 | 1,67 | 1,76 | 1,85 |
| | | | 15 | Workers operating compactors and rollers for irrigation works | 1,29 | 1,36 | 1,43 | 1,51 | 1,59 | 1,67 | 1,76 | 1,85 |
| | | | 16 | Technical workers/Manual workers in the construction of irrigation works | 1,12 | 1,20 | 1,26 | 1,33 | 1,40 | 1,47 | 1,55 | 1,63 |
| 3. Adjustment of "Position allowance coefficient": Adjustment of position allowance coefficient as follows: | | | | | | | | | | | | |
| No | Duty | Coefficient in force | Coefficient New Adjustments | | | | | | | | | |
| 1 | General Director | 0.30 | 0.50÷1.00 | | | | | | | | | |
| 2 | Chief Financial Officer of the Board of Directors | 0.30 | 0.50 | | | | | | | | | |
| 3 | Deputy General Director; Chief Accountant | 0.20 | 0.50 | | | | | | | | | |
| 4 | Trưởng phòng; Đội trưởng; Trưởng BCHCT | 0.20 | 0.50 | | | | | | | | | |
| 5 | Deputy Head of Department; Deputy Captain; Deputy Head of the Site Command Board | 0.10 | 0.30 | | | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content | | | | | | |
|-----------------------------|--|------------------------------|--|-----------------------------|--|------------------------------|------|------|------|
| | | | <p>For the General Director, the "Position allowance coefficient" is ranked according to the revenue of the previous year adjacent to the following levels:</p> <table><tr><td>Smaller 500 billion/year</td><td>From 500 billion to 1,000 billion VND/year</td><td>Larger 1,000 billion/year</td></tr><tr><td>0.50</td><td>0.70</td><td>1.00</td></tr></table> <p>Incumbent General Director: The salary coefficient of grade 2 is increased according to the period of 02 years from the date of appointment.</p> <p>4. Adjustment of "Salary retention period":</p> <ul style="list-style-type: none">- For the titles of General Director; Finance Director under the Board of Directors; Deputy General Director; Chief accountant: 02 years from the date of appointment.- For managerial positions and positions of Head, Deputy or higher, University-level employees: 03 years from the date of working in the company's system.- For other lower titles: 02 years from the date of working in the company's system. <p>* Determining the salary on which social insurance premiums are paid:</p> <ul style="list-style-type: none">- Salary on which social insurance premiums are based = (Salary grade coefficient + Position allowance coefficient) x Minimum wage in region II (Da Lat city).- The regional minimum wage will change from time to time according to the Government's regulations. <p>The Board of Directors assigns the General Director of the Company to promulgate the system of salary scales, payrolls and accompanying regulations in accordance with the provisions of law.</p> <p>Application period: From 01/01/2024.</p> <p>Article 6: The Board of Directors has not approved the content of the report of the General Director on the employee wishing to pay compulsory social insurance according to the monthly salary received.</p> <p>The Board of Directors assigns the general director to hire a consultant and submit it to the Board of Directors in the next meeting.</p> <p>Article 7. The Board of Directors unanimously agrees on the liquidation of the system of equipment for drilling earthen concrete piles. The Board of Directors authorizes the Chairman of the Board of Directors to implement the.</p> | Smaller 500 billion/year | From 500 billion to 1,000 billion VND/year | Larger 1,000 billion/year | 0.50 | 0.70 | 1.00 |
| Smaller 500 billion/year | From 500 billion to 1,000 billion VND/year | Larger 1,000 billion/year | | | | | | | |
| 0.50 | 0.70 | 1.00 | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content |
|----|---------------------------------|----------|--|
| | | | Article 8.- Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution. |
| 03 | 01/2024/QĐ-HĐQT/LHC | 02/02/24 | <p>Article 1.</p> <p>1. Appointing Mr. Hau Van Tuan - Chief Financial Officer under the Board of Directors of the Company, as the Person in charge of internal audit. Term of office: According to the term of office of the incumbent Board of Directors or when there is another decision to replace it.</p> <p>2. Mr. Hau Van Tuan has the right to recruit the Company's internal personnel or hire an outside person to perform internal audit work in accordance with the law.</p> <p>Article 2. The functions and duties of the Internal Audit Department are specified in the "Regulation on Internal Audit of the Company".</p> <p>Article 3. Enforcement effect This Decision takes effect from the date of signing. This Decision replaces Article 3 of Resolution No. 01a/2024/NQ-HĐQT/LHC dated February 2, 2024 of the Board of Directors of the Company. Members of the Board of Directors, members of the Supervisory Board, the Board of General Directors, heads of Departments/Divisions, units affiliated to the Company, Internal Audit Departments/Auditors and relevant individuals shall be responsible for the implementation of this decision</p> |
| 04 | 02/2024/NQ-HĐQT/LHC | 28/03/24 | <p>Article 1: 100% agreement on the content of documents to be submitted to the 2024 Annual General Meeting of Shareholders, including:</p> <ol style="list-style-type: none"> 1. Report on the Company's governance in 2023. 2. Report: Audited financial statements for 2023; 3. Report: Profit distribution plan in 2023; 4. Report: Settlement of remuneration and bonuses of the Board of Directors and the Supervisory Board 2023; Remuneration payment plan in 2024; 5. Report: Production and business plan, dividend distribution and investment in 2024; 6. Report: Choosing a Financial Statement Auditing Firm in 2024; 7. Report: Dismissal of Tran Hung Phuong from the position of Chairman of the Board of Directors and election of replacement members. |

| No | Number of Resolutions/Decisions | Day | Content | | |
|-------------------------|---------------------------------|----------|--|-------------------------|-----------------|
| | | | <p>8. Notice of invitation to the General Meeting of Shareholders;</p> <p>9. The decision on the establishment of the Shareholder Qualification Examination Committee for the General Meeting includes::</p> <ul style="list-style-type: none">- Mr. Tran Dai Hien - Deputy General Director: Head of the Department- Mr. Vu Viet Dung - Organization – Administration Department: Member- Ms. Nguyen Thi Thuy - Planning – Technical Department: Member- Ms. Le Thi Thuy - Organization – Administration Department: Member <p>10. Draft Congress Program;</p> <p>11. Draft Working Regulations and Voting Rules of the General Meeting;</p> <p>12. Draft Regulation on Supplementary Election of the Board of Directors;</p> <p>13. Draft Resolution of the Congress;</p> <p>14. Contents of Votes – Voting Cards.</p> <p>Article 2: Uniform nomination</p> <p>Grandma: Dang Thi Hang. Born on 15/12/1988.</p> <p>CCCD number: 042188005143. Issued date: 21/5/2021 at the Department of Social Management.</p> <p>Permanent address: 211/40 Da Thien Street, Ward 8, Da Lat City, Lam Dong Province.</p> <p>Education: 12/12. Major: Engineer, Construction Economics.</p> <p>As a candidate for additional election as a member of the Supervisory Board of Lam Dong Minerals and Building Materials Joint Stock Company for the term of office of the incumbent Supervisory Board (2021-2025).</p> <p>Article 3: Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution.</p> | | |
| 05 | 03a/2024/NQ-HĐQT/LHC | 15/04/24 | <p>Article 1: Agree 100% to submit to the 2024 Annual General Meeting of Shareholders to amend Article 28 of the Company's current Charter as follows:</p> <table><tr><td>Current Company Charter</td><td>Suggested edits</td></tr></table> | Current Company Charter | Suggested edits |
| Current Company Charter | Suggested edits | | | | |

| No | Number of Resolutions/Decisions | Day | Content |
|----|---------------------------------|-----|--|
| | | | <p>Article 28. Remuneration, bonuses and other benefits of members of the Board of Directors</p> <p>2. Members of the Board of Directors are entitled to remuneration and bonuses. The remuneration for work is calculated according to the number of working days necessary to complete the tasks of the members of the Board of Directors and the remuneration level per day. The Board of Directors estimates the remuneration for each member on a unanimous basis. The total remuneration and bonus of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.</p> <p>3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, expressed in a separate section in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.</p> <p>Article 28. Salaries, remuneration, bonuses and other benefits of members of the Board of Directors</p> <p>2. Members of the Board of Directors are entitled to salaries, work remuneration and bonuses. The salary and remuneration for work shall be calculated according to the number of working days necessary to complete the tasks of the members of the Board of Directors and the salary and remuneration per day. The Board of Directors estimates the salary and remuneration for each member on the principle of unanimity. The total salary, remuneration and bonus of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.</p> <p>3. The salary and remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, expressed in a separate section in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.</p> <p>Article 2: Agree on 100% of the remuneration plan of the Board of Directors and the Supervisory Board approved annually by the General Meeting of Shareholders, which includes: Salaries, remuneration, bonuses and other benefits of members of the Board of Directors and the Supervisory Board. Particularly, the Chairman of the Board of Directors does not include compulsory social insurance premiums from 01/7/2020 until now.</p> <p>Article 3: To agree on 100% of the division of actual income paid to employees into income groups:</p> |

| No | Number of Resolutions/Decisions | Day | Content | | | | | | | | | | | | |
|-------------------|---------------------------------|-------------------|---|-------|------|-----------|----------|-----------|-----------------|-------------------|-------|-------------------|------------------|-------------------|-------|
| | | | <ul style="list-style-type: none"> - Basic salary by job/title: According to the salary scale issued by the Company. - Income not required to pay insurance: Diligence, work efficiency... - The amount to be paid to the employee is equivalent to the payment of compulsory insurance <i>(if any)</i>. Annually, the Board of Directors submits to the Board of Directors for approval the variable salary of the salary scale depending on business conditions <i>(if any)</i>. <p>Article 4: Agree 75% to adjust the draft Resolution to supplement the documents of the 2024 Annual General Meeting of Shareholders.</p> <p>Article 5: Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution.</p> | | | | | | | | | | | | |
| 06 | 04/2024/NQ-HDQT/LHC | 18/04/24 | <p>Article 1: The Board of Directors unanimously approves 100% business results in the first quarter of 2024:</p> <p>1. Results at the Parent Company:</p> <table border="1" data-bbox="660 1043 1465 1245"> <thead> <tr> <th>Quota</th><th>Plan</th><th>Implement</th><th>Complete</th></tr> </thead> <tbody> <tr> <td>Net sales</td><td>200 billion VND</td><td>7,437 billion VND</td><td>2,72%</td></tr> <tr> <td>Profit before tax</td><td>28,8 billion VND</td><td>0,677 billion VND</td><td>2,35%</td></tr> </tbody> </table> <p>Article 2: The Board of Directors unanimously approves the authorization of the Company's General Director to sign contracts and transactions with a value of less than 35% of the Company's total assets according to the audited financial statements as of December 31, 2023 with the following subjects:</p> <ol style="list-style-type: none"> 1. Lam Dong Minerals and Building Materials Joint Stock Company. 2. 40 Investment and Construction Joint Stock Company. 3. Phuoc Hoa Joint Stock Company. 4. Hiep Thanh Brick Co., Ltd.. 5. LBM Dak Nong Concrete Company Limited. 6. Tan Phu LBM One Member Company Limited. 7. Loc Son LBM One Member Company Limited. 8. Hiep Thinh Phat One Member Co., Ltd.. <p>* Contents of execution and transactions:</p> <ul style="list-style-type: none"> - Buying and selling goods and raw materials for construction of works; - Buying and selling equipment and machinery for production and business; | Quota | Plan | Implement | Complete | Net sales | 200 billion VND | 7,437 billion VND | 2,72% | Profit before tax | 28,8 billion VND | 0,677 billion VND | 2,35% |
| Quota | Plan | Implement | Complete | | | | | | | | | | | | |
| Net sales | 200 billion VND | 7,437 billion VND | 2,72% | | | | | | | | | | | | |
| Profit before tax | 28,8 billion VND | 0,677 billion VND | 2,35% | | | | | | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content |
|----|---------------------------------|----------|---|
| | | | <ul style="list-style-type: none"> - Lease and lease of machinery, mechanized equipment and equipment in service of production; - Receiving and assigning contracts to serve production and business tasks. <p>Article 2: The Board of Directors unanimously approves the contents of adjustments and supplements to documents for the 2024 Annual General Meeting of Shareholders, including::</p> <ol style="list-style-type: none"> 1. Adjustment of the "Draft Program of the 2nd Congress"; 2. Report 06: Addition of 01 Financial Statement Auditing Unit: A&C Auditing and Consulting Co., Ltd. 3. Report 07: Plan of salary, bonus of the Board of Directors and the Supervisory Board; 4. Proposal 10: Submission of candidates to the list of additional members of the Board of Directors; 5. Proposal 11: Amendments to Article 28 of the Company's Charter; 6. Proposal 12: Proposal of the Board of Directors to submit to the General Meeting of Shareholders in 2024 on the 2nd petition of major shareholders on the adjustment of Clause 1, Article 26 and Clause 2, Article 25 of the Company's Charter. <p>The Board of Directors discussed the content of the above recommendation, finding that:</p> <ul style="list-style-type: none"> - <i>The proposal to amend the Charter mentioned above is in accordance with the provisions of the Law on Enterprises and the company's Charter.</i> - <i>Because the General Meeting of Shareholders in 2024 was not implemented in time. The Board of Directors recommends:</i> <ul style="list-style-type: none"> o <i>Increase the number of members of the Board of Directors from 05 to 07.</i> o <i>Implementation time: Submit to the General Meeting to vote on the selection of the implementation time is at the Annual General Meeting of Shareholders in 2025 or the Annual General Meeting of Shareholders in 2026.</i> <ol style="list-style-type: none"> 7. Update the Draft Resolution to be submitted to the Congress. <p>Article 3. - Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution.</p> |
| 07 | 06/2024/QĐ-HĐQT/LHC | 24/04/24 | <p>Article 1: Promulgated together with this Decision is the Charter of Lam Dong Irrigation Investment and Construction Joint Stock Company in 2024 approved</p> |

| No | Number of Resolutions/Decisions | Day | Content | | | | | | | | | | | | | | | | | | | | |
|----|---|---------------------------|--|----|-----------------|---------------------------|---------|---|--|-----------|--|--|------------------|---------|--------------------------------|--|--|-----------|--------------------------------------|---|---|-----------|--|
| | | | <p>by the General Meeting of Shareholders on 20/04/2024.</p> <p>Article 2: This Decision takes effect from the date of signing and replaces the Charter of Lam Dong Irrigation Investment and Construction Joint Stock Company issued under Decision No. 12/2023/QĐ-HĐQT/LHC dated 21/04/2023.</p> <p>Article 3: Members of the Board of Directors, the Supervisory Board, the Board of General Directors, the Head of the Company's Operations Department, Directors of affiliated units, subsidiaries and related departments and individuals based on the Implementation Decision.</p> | | | | | | | | | | | | | | | | | | | | |
| 08 | 05/2024/NQ-HĐQT/LHC | 03/06/24 | <p>Article 1: The Board of Directors unanimously selects RSM Vietnam Auditing & Consulting Co., Ltd. as the unit to provide consultancy and audit of the 2024 financial statements of Lam Dong Irrigation Investment and Construction Joint Stock Company and audit the consolidated financial statements.</p> <p>The Board of Directors assigns the General Director to negotiate and sign the agreement with the above-mentioned audit unit.</p> <p>Article 2: Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution.</p> | | | | | | | | | | | | | | | | | | | | |
| 09 | 06/2024/NQ-HĐQT/LHC | 22/06/24 | <p>Article 1: The Board of Directors agrees to use the assets of 7,500,000 shares of Lam Dong Minerals and Building Materials Joint Stock Company, stock code "LBM" owned by Lam Dong Irrigation Construction and Investment Joint Stock Company, which is listed on the HOSE stock exchange as collateral for the obligation to borrow capital/guarantee/grant credit lines of subsidiaries.</p> <p>Specifically, as follows:</p> <table data-bbox="671 1736 1476 2168"> <tr> <th data-bbox="671 1736 746 1832">No</th><th data-bbox="746 1736 1011 1832">Subsidiary Name</th><th data-bbox="1011 1736 1209 1832">Amount LBM Stock Mortgage</th><th data-bbox="1209 1736 1476 1832">Purpose</th></tr> <tr> <td data-bbox="671 1832 746 1928">1</td><td data-bbox="746 1832 1011 1928">40 Investment and Construction Joint Stock Company</td><td data-bbox="1011 1832 1209 1928">4,900,000</td><td data-bbox="1209 1832 1476 1928"></td></tr> <tr> <td data-bbox="671 1928 746 1995"></td><td data-bbox="746 1928 1011 1995"><i>In which:</i></td><td data-bbox="1011 1928 1209 1995">150,000</td><td data-bbox="1209 1928 1476 1995">Mortgage at BIDV Lam Dong Bank</td></tr> <tr> <td data-bbox="671 1995 746 2063"></td><td data-bbox="746 1995 1011 2063"></td><td data-bbox="1011 1995 1209 2063">4,750,000</td><td data-bbox="1209 1995 1476 2063">Thế chấp tại Ngân hàng BIDV Gia Định</td></tr> <tr> <td data-bbox="671 2063 746 2168">2</td><td data-bbox="746 2063 1011 2168">40.10 Investment and Construction Joint Stock Company</td><td data-bbox="1011 2063 1209 2168">2,600,000</td><td data-bbox="1209 2063 1476 2168">Granting a credit line at BIDV Gia Định Bank</td></tr> </table> | No | Subsidiary Name | Amount LBM Stock Mortgage | Purpose | 1 | 40 Investment and Construction Joint Stock Company | 4,900,000 | | | <i>In which:</i> | 150,000 | Mortgage at BIDV Lam Dong Bank | | | 4,750,000 | Thế chấp tại Ngân hàng BIDV Gia Định | 2 | 40.10 Investment and Construction Joint Stock Company | 2,600,000 | Granting a credit line at BIDV Gia Định Bank |
| No | Subsidiary Name | Amount LBM Stock Mortgage | Purpose | | | | | | | | | | | | | | | | | | | | |
| 1 | 40 Investment and Construction Joint Stock Company | 4,900,000 | | | | | | | | | | | | | | | | | | | | | |
| | <i>In which:</i> | 150,000 | Mortgage at BIDV Lam Dong Bank | | | | | | | | | | | | | | | | | | | | |
| | | 4,750,000 | Thế chấp tại Ngân hàng BIDV Gia Định | | | | | | | | | | | | | | | | | | | | |
| 2 | 40.10 Investment and Construction Joint Stock Company | 2,600,000 | Granting a credit line at BIDV Gia Định Bank | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------|---------------------------------|--------------------|---|-----------|--|-------|------|-----------|----------|-----------|-----------------|--------------------|--------|-------------------|------------------|--------------------|--------|-------|------|-----------|----------|-----------|-------------------|--------------------|--------|-------------------|-------------------|-------------------|--------|
| | | | ,Total (1+2) | 7,500,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | <p>Article 2: The representative of the Company negotiates, negotiates, approves and signs contracts with the Bank.</p> <p>1. Assign Mr. Le Van Quy - General Director, as well as the legal representative of the Company, the Company's representative: Negotiate, negotiate, approve, sign and perform contracts, dossiers and documents related to the mortgage of shares, pledge of assets with the Bank and related parties.</p> <p>2. The Board of Directors of the Company is responsible for all documents, contracts and documents signed by Mr. Le Van Quy on behalf of Lam Dong Irrigation Investment and Construction Joint Stock Company with the Bank and related parties in accordance with the contents of this Resolution.</p> <p>Article 3.- This Resolution takes effect from the date of signing. Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 | 07/2024/NQ-HĐQT/LHC | 05/08/24 | <p>Article 1: The Board of Directors unanimously approves 100% of the business results for the 2nd quarter and 6 months of 2024:</p> <p>1. Results at the Parent Company:</p> <table><tr><th>Quota</th><th>Plan</th><th>Implement</th><th>Complete</th></tr><tr><td>Net sales</td><td>200 billion VND</td><td>37,832 billion VND</td><td>18,91%</td></tr><tr><td>Profit before tax</td><td>28,8 billion VND</td><td>22,619 billion VND</td><td>78,54%</td></tr></table> <p>2. Consolidation Results:</p> <table><tr><th>Quota</th><th>Plan</th><th>Implement</th><th>Complete</th></tr><tr><td>Net sales</td><td>1.100 billion VND</td><td>532,01 billion VND</td><td>48,36%</td></tr><tr><td>Profit before tax</td><td>103,5 billion VND</td><td>66,37 billion VND</td><td>64,12%</td></tr></table> <p>Article 2: The Board of Directors has received the resignation letter of Mr. Ly Chu Hung - member of the Board of Directors for the term 2021 – 2025. The Board of</p> | | | Quota | Plan | Implement | Complete | Net sales | 200 billion VND | 37,832 billion VND | 18,91% | Profit before tax | 28,8 billion VND | 22,619 billion VND | 78,54% | Quota | Plan | Implement | Complete | Net sales | 1.100 billion VND | 532,01 billion VND | 48,36% | Profit before tax | 103,5 billion VND | 66,37 billion VND | 64,12% |
| Quota | Plan | Implement | Complete | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Net sales | 200 billion VND | 37,832 billion VND | 18,91% | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 28,8 billion VND | 22,619 billion VND | 78,54% | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Quota | Plan | Implement | Complete | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Net sales | 1.100 billion VND | 532,01 billion VND | 48,36% | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 103,5 billion VND | 66,37 billion VND | 64,12% | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content |
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| | | | <p>Directors approved the resignation letter and announced it according to regulations.</p> <p>The Board of Directors unanimously submits to the General Meeting of Shareholders a letter of resignation according to the wishes of Mr. Ly Chu Hung. The approval of the dismissal and election of additional members will be carried out at the nearest General Meeting of Shareholders.</p> <p>Article 3: The Board of Directors unanimously approves the dividend advance for the 1st phase of 2024 as follows:</p> <ul style="list-style-type: none"> - The rate of cash dividend advance in the 1st installment of 2024 is 15% (equivalent to 1,500 VND/share). - Closing date: 29/8/2024. - Payment date: 16/9/2024. <p>Article 4: Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution.</p> |

| | | | |
|----|---------------------|----------|---|
| 11 | 08/2024/NQ-HĐQT/LHC | 05/08/24 | <p>Article 1. Through loans, guarantees, L/C opening. Through the loan, guarantee and opening of L/C of Lam Dong Irrigation Construction and Investment Joint Stock Company at Joint Stock Commercial Bank for Investment and Development of Vietnam - Lam Dong Branch (hereinafter referred to as "the Bank") to serve production and business activities in the form of credit line/item. Specifically, as follows:</p> <ul style="list-style-type: none"> - Credit limit: VND 250,000,000,000 (<i>In words: Two hundred and fifty billion VND</i>), including: <ul style="list-style-type: none"> o Working capital loan limit: 50,000,000,000 VND (<i>In words: Fifty billion VND</i>). o Guarantee limit: 200,000,000,000 VND (<i>In words: Two hundred billion VND</i>). - Purpose: Working capital loans, issuance of guarantees, opening L/C to serve the needs of production and business activities of the Company. - Loan term: According to the Bank's regulations. - Loan interest rate and loan conditions: According to the Bank's regulations and the agreement in the Credit Contract signed between the Company and the Bank. <p>Article 2. Approval of loan guarantee measures. Through the pledge and mortgage of assets under the Company's right to use and own and other assets mobilized by third parties (if any) at the Bank to ensure the fulfillment of payment obligations to the Bank for the above loan/guarantee/L/C. Specifically, the assets include:</p> <ul style="list-style-type: none"> - The assets under the ownership of Lam Dong Irrigation Investment and Construction Joint Stock Company are all means of transport, mechanized construction vehicles, machinery and equipment, production lines. - 10,000,000 LBM shares listed on HOSE are owned by Lam Dong Investment and Hydraulic Construction Joint Stock Company. - Forward Deposit Contract. <p>Article 3. The representative of Lam Dong Irrigation Investment and Construction Joint Stock Company negotiates, negotiates, approves and signs contracts with the Bank.</p> <ol style="list-style-type: none"> 1. Assign Mr. Le Van Quy - General Director, as well as the legal representative of the Company's representative company: Negotiate, negotiate, approve, sign and perform contracts and documents related to loans, mortgages, and pledge assets at the Bank, including but not limited to: Loan application; An application for issuance of a guarantee or opening of an L/C; Credit limit contract; Guarantee contract; Statement of capital withdrawal/specific credit |
|----|---------------------|----------|---|

| No | Number of Resolutions/Decisions | Day | Content |
|----|---------------------------------|-----|---|
| | | | <p>contract; Disbursement request; Distribution table of disbursement plan; Application for registration of secured transactions; Record of delivery and receipt of documents related to each disbursement; The record of asset valuation and other relevant documents and documents...</p> <p>2. Mr. Le Van Quy is entitled to re-authorize another person to represent the Company to perform the above tasks. This authorization shall be made in a separate document.</p> <p>3. The Board of Directors of the Company is responsible for all documents, contracts and documents signed with the Bank by Mr. Le Van Quy or the person authorized by Mr. Le Van Quy on behalf of Lam Dong Irrigation Investment and Construction Joint Stock Company in accordance with the contents specified in this Resolution.</p> <p>Article 4. This Resolution takes effect from the date of signing.</p> <p>Article 5. Members of the Board of Directors, the Supervisory Board, the Board of Directors and departments under the company are responsible for the implementation of this Decision.</p> |

| No | Number of Resolutions/Decisions | Day | Content | | | | | | | | | | | | | | | | | | | | | | | | |
|----|---|--------------------------------|---|----|-----------------|--------------------------------|---------|---|--|-----------|--|--|------------------|---------|--------------------------------|--|--|-----------|--------------------------------|---|---|-----------|--|--|-----------------|------------|--|
| 12 | 09/2024/NQ-HĐQT/LHC | 05/08/24 | <p>Article 1: The Board of Directors agrees to use the assets of 15,000,000 shares of Lam Dong Minerals and Building Materials Joint Stock Company, stock code "LBM" owned by Lam Dong Irrigation Construction and Investment Joint Stock Company, which is listed on the HOSE stock exchange as collateral for the obligation to borrow capital/guarantee/grant credit lines of subsidiaries. Specifically, as follows:</p> <table data-bbox="660 568 1474 1227"> <tr> <th data-bbox="660 568 751 712">No</th><th data-bbox="751 568 986 712">Subsidiary Name</th><th data-bbox="986 568 1166 712">Number of LBM Shares Mortgaged</th><th data-bbox="1166 568 1474 712">Purpose</th></tr> <tr> <td data-bbox="660 712 751 855">1</td><td data-bbox="751 712 986 855">40 Investment and Construction Joint Stock Company</td><td data-bbox="986 712 1166 855">9,800,000</td><td data-bbox="1166 712 1474 855"></td></tr> <tr> <td data-bbox="660 855 751 927"></td><td data-bbox="751 855 986 927"><i>Trong đó:</i></td><td data-bbox="986 855 1166 927">300,000</td><td data-bbox="1166 855 1474 927">Mortgage at BIDV Lam Dong Bank</td></tr> <tr> <td data-bbox="660 927 751 999"></td><td data-bbox="751 927 986 999"></td><td data-bbox="986 927 1166 999">9,500,000</td><td data-bbox="1166 927 1474 999">Mortgage at BIDV Gia Dinh Bank</td></tr> <tr> <td data-bbox="660 999 751 1164">2</td><td data-bbox="751 999 986 1164">40.10 Investment and Construction Joint Stock Company</td><td data-bbox="986 999 1166 1164">5,200,000</td><td data-bbox="1166 999 1474 1164">Granting a credit line at BIDV Gia Dinh Bank</td></tr> <tr> <td data-bbox="660 1164 751 1227"></td><td data-bbox="751 1164 986 1227">Tổng cộng (1+2)</td><td data-bbox="986 1164 1166 1227">15,000,000</td><td data-bbox="1166 1164 1474 1227"></td></tr> </table> <p>Article 2: The representative of the Company negotiates, negotiates, approves and signs contracts with the Bank.</p> <ol style="list-style-type: none"> 1. Assign Mr. Le Van Quy - General Director, as well as the legal representative of the Company, the Company's representative: Negotiate, negotiate, approve, sign and perform contracts, dossiers and documents related to stock loans, stock mortgages with subsidiaries and related parties. 2. The Board of Directors of the Company is responsible for all documents, contracts and documents signed by Mr. Le Van Quy on behalf of Lam Dong Irrigation Investment and Construction Joint Stock Company with the Bank and related parties in accordance with the contents of this Resolution. <p>Article 3: This Resolution takes effect from the date of signing and replaces Resolution No. 06/2024/NQ-HĐQT/LHC dated June 22, 2024. Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution.</p> | No | Subsidiary Name | Number of LBM Shares Mortgaged | Purpose | 1 | 40 Investment and Construction Joint Stock Company | 9,800,000 | | | <i>Trong đó:</i> | 300,000 | Mortgage at BIDV Lam Dong Bank | | | 9,500,000 | Mortgage at BIDV Gia Dinh Bank | 2 | 40.10 Investment and Construction Joint Stock Company | 5,200,000 | Granting a credit line at BIDV Gia Dinh Bank | | Tổng cộng (1+2) | 15,000,000 | |
| No | Subsidiary Name | Number of LBM Shares Mortgaged | Purpose | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 40 Investment and Construction Joint Stock Company | 9,800,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <i>Trong đó:</i> | 300,000 | Mortgage at BIDV Lam Dong Bank | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 9,500,000 | Mortgage at BIDV Gia Dinh Bank | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 40.10 Investment and Construction Joint Stock Company | 5,200,000 | Granting a credit line at BIDV Gia Dinh Bank | | | | | | | | | | | | | | | | | | | | | | | | |
| | Tổng cộng (1+2) | 15,000,000 | | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------|---------------------------------|--------------------|--|-------|------|-----------|----------|-----------|-----------------|-------------------|---------|-------------------|------------------|-------------------|---------|-------|------|-----------|----------|-----------|-------------------|--------------------|---------|-------------------|-------------------|-------------------|---------|
| 13 | 10/2024/NQ-HĐQT/LHC | 05/11/24 | <p>Article 1: The Board of Directors unanimously approves 100% business results for the 3rd quarter and 9 months of 2024:</p> <p>1. Results at the Parent Company:</p> <table border="1" data-bbox="655 398 1465 712"> <thead> <tr> <th>Quota</th><th>Plan</th><th>Implement</th><th>Complete</th></tr> </thead> <tbody> <tr> <td>Net sales</td><td>200 billion VND</td><td>52,51 billion VND</td><td>26,25 %</td></tr> <tr> <td>Profit before tax</td><td>28,8 billion VND</td><td>23,23 billion VND</td><td>80,69 %</td></tr> </tbody> </table> <p>2. Kết quả hợp nhất:</p> <table border="1" data-bbox="655 734 1465 1048"> <thead> <tr> <th>Quota</th><th>Plan</th><th>Implement</th><th>Complete</th></tr> </thead> <tbody> <tr> <td>Net sales</td><td>1.100 billion VND</td><td>813,40 billion VND</td><td>73,95 %</td></tr> <tr> <td>Profit before tax</td><td>103,5 billion VND</td><td>89,56 billion VND</td><td>86,53 %</td></tr> </tbody> </table> <p>Article 2: The Board of Directors unanimously appoints 100% of personnel to hold the position of Deputy General Director of the Company. The appointed personnel are as follows:</p> <p>Full name: NGUYEN VAN SON</p> <ul style="list-style-type: none"> - Date of birth: 20/4/1970 - Ethnicity: Kinh - Nationality: Vietnamese - ID number: 042070013606, issued on: 10/7/2021 at the Department of Social Management - Professional qualifications: Master of water construction. - Permanent address: 649/24B Dien Bien Phu, Ward 25, Binh Thanh, Ho Chi Minh City. - Appointed: Deputy General Director of the Company. - Appointment term: From 05/11/2024 to 30/4/2026 according to the remaining term of the incumbent Board of Directors 2021-2025, or when there is another decision to replace it. - Benefits: Salary, bonuses, regimes and other benefits at 40 Investment and Construction Joint Stock Company. <p>Article 3: Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution.</p> | Quota | Plan | Implement | Complete | Net sales | 200 billion VND | 52,51 billion VND | 26,25 % | Profit before tax | 28,8 billion VND | 23,23 billion VND | 80,69 % | Quota | Plan | Implement | Complete | Net sales | 1.100 billion VND | 813,40 billion VND | 73,95 % | Profit before tax | 103,5 billion VND | 89,56 billion VND | 86,53 % |
| Quota | Plan | Implement | Complete | | | | | | | | | | | | | | | | | | | | | | | | |
| Net sales | 200 billion VND | 52,51 billion VND | 26,25 % | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 28,8 billion VND | 23,23 billion VND | 80,69 % | | | | | | | | | | | | | | | | | | | | | | | | |
| Quota | Plan | Implement | Complete | | | | | | | | | | | | | | | | | | | | | | | | |
| Net sales | 1.100 billion VND | 813,40 billion VND | 73,95 % | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 103,5 billion VND | 89,56 billion VND | 86,53 % | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/Decisions | Day | Content |
|----|---------------------------------|----------|---|
| 14 | 11/2024/NQ-HĐQT/LHC | 25/11/24 | <p>Article 1: The Board of Directors unanimously approves 100% of the policy of purchasing shares of L40.10 Investment and Construction Joint Stock Company – "L40.10 Company" (a subsidiary of 40 Investment and Construction Joint Stock Company – "L40 Company") after being approved by the Extraordinary General Meeting of Shareholders on 26/11/2024 of L40 Company.</p> <ul style="list-style-type: none"> - Buying price : 10,000 VND/share. - Purchase amount : 1,800,000 shares/1,810,000 shares of L40.10 Company, equivalent to 99.45% of the charter capital of L40.10 Company. <p>Article 2: The Board of Directors unanimously approved 100% of the policy of transferring 51% of the Company's shares in L40 Company (1,836,000 shares) after finding a partner to transact the agreement to receive the transfer of L40 shares at the price of over 40,000 VND/share.</p> <p>Article 3: Members of the Board of Directors, the Supervisory Board, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution.</p> |

3. Holding of the Annual General Meeting of Shareholders:

On April 19, 2024, the Company held the 24th Annual General Meeting of Shareholders in 2024, which was approved by the General Meeting of Shareholders:

- Approving the report on the performance of the Board of Directors and production and business activities in 2023.
- Approved the 2023 Supervisory Board's Activity Report.
- Approved the Audited Financial Statements for 2023.
- Approved the profit distribution plan of the Parent Company in 2023.
- Approved the production and business plan, dividend distribution and investment in 2024.
- Approved the selection of the auditing unit for the financial statements in 2024.
- Approve the total remuneration of the Board of Directors and the Supervisory Board in 2023 and decide on the salary and remuneration of the Board of Directors and the Supervisory Board in 2024.
- Approved the content: Not to pay dividends at LBM Company 65% of profit after tax in 2023 to maintain business activities.
- Approved the dismissal of members of the Board of Directors and the election of additional members of the Board of Directors.
- Approved the information on the candidate Ms. Ngo Thu Huong to be included in the list of additional election members of the Board of Directors according to the remaining term of the incumbent Board of Directors (2021-2025).
- Approving the results of the election of additional members of the Board of Directors for the term 2021-2025.

- Approved the amendment of Clause 2, Clause 3, Article 28 of the company's charter.
- Approved the content of increasing the number of members of the Board of Directors of the company from 05 (five) people to 07 (seven) people.
- Approving the Resolution of the 24th Annual General Meeting of Shareholders in 2024.

1. REMUNERATION OF THE BOARD OF DIRECTORS

The total remuneration paid to the Board of Directors in 2024 is: **VND 970,000,000**.

Details of the total remuneration paid by the Board of Directors in 2024 are as follows:

Units: VND

| No | Full name | Duty | Remuneration Year 2024 | Notes |
|----|-----------------|------------------------------------|---------------------------|--|
| 1 | Lê Đình Hiễn | Chairman of the Board of Directors | 720,000,000 | |
| 2 | Trần Việt Thắng | Phó chủ tịch HĐQT | 120,000,000 | |
| 3 | Lý Chủ Hưng | Member of the Board of Directors | 30,000,000 | Pay received in the first 6 months of 2024 |
| 4 | Ngô Thu Hương | Member of the Board of Directors | 40,000,000 | Pay received in the last 8 months of 2024 |
| 5 | Phan Công Ngôn | Member of the Board of Directors | 60,000,000 | |
| | Total | | 970,000,000 | |

II. REPORTING ON TRANSACTIONS BETWEEN THE COMPANY AND ITS SUBSIDIARIES.

1. Transaction value with Lam Dong Minerals and Building Materials Joint Stock Company

- Purchase of goods and services : 7.664.131.643 VND.
- Service provision, construction : 45.318.071 VND.
- Selling supplies : 72.709.051 VND.
- Lend : 15.000.000.000 VND.
- Loan interest : 611.568.493 VND.
- Receive dividends : 45.430.602.000 VND.

2. Transaction value with 40 Investment and Construction Joint Stock Company

- Purchase of goods and services : 517.058.000 VND.
- Service provision, construction : 5.093.974.000 VND.
- Selling supplies : 1.120.416.333 VND.
- Receive dividends : 0 VND.
- Redemption of contributed capital : 18.000.000.000 VND.

3. Transaction value with 40.10 Investment and Construction Joint Stock Company

- Investment capital in subsidiaries : 18.000.000.000 VND.

4. Transaction value with LBM Loc Son Company Limited:

- Sale of goods and provision of services: 9.336.569.000 VND.

5. Transaction value with Hiep Thinh Phat Company Limited:

- Purchase of goods and provision of services: 1.166.400 VND.

Debts receivable to related parties are unsecured and will be paid in cash. No provision for bad debts is made for related party receivables.

The price of goods and services provided to related parties is the agreed price announced by the Company. The purchase of goods and services from related parties shall be carried out at the agreed price.

III. ACTIVITIES OF INDEPENDENT BOARD MEMBERS AND RESULTS OF INDEPENDENT BOARD MEMBERS' EVALUATION OF BOARD OF DIRECTORS ACTIVITIES

In the structure of the Board of Directors in 2024, there is 01 independent member, Mr. Phan Cong Ngon. Independent members participated in meetings of the Board of Directors, discussed and voted on issues raised.

Independent members of the Board of Directors will have a separate report to be submitted to the General Meeting of Shareholders in 2025.

IV. RESULTS OF THE BOARD OF DIRECTORS' SUPERVISION OF THE BOARD OF DIRECTORS.

1. Organization – management: The Company's organizational apparatus in 2024 is as follows:

- The Board of Directors consists of 03 members: General Director and 02 Deputy General Directors.
- Professional Department: including 03 departments: Organization - Administration Department; Accounting and Finance Department; Department of Planning and Engineering.
- Construction sites under the Company.
- Direct Subsidiaries:
 - o Lam Dong Minerals and Building Materials Joint Stock Company (LBM) is held by LHC with 64.9% of outstanding shares.
 - o 40 Investment and Construction Joint Stock Company (L40) is held by LHC with 51% of outstanding shares.
 - o 40.10 Investment and Construction Joint Stock Company (L40.10) is held by LHC with 99.45% of outstanding shares.
- Indirect subsidiaries:
 - o Hiep Thanh Brick Co., Ltd. is held by LBM with 94.39% of charter capital.
 - o Hiep Thinh Phat One Member Co., Ltd is 100% charter capital held by LBM.
 - o LBM Dak Nong Concrete One Member Co., Ltd is 100% charter capital held by LBM.
 - o LBM Tan Phu One Member Co., Ltd. is 100% charter capital held by LBM.
 - o LBM Loc Son One Member Co., Ltd. is 100% charter capital held by LBM.

2. Labor – Salary:

- January 1, 2024: 56 long-term workers
- 31/12/2024: 52 long-term workers.
- Average salary of employees in 2022: 11,000,000, VND/person/month.
- Average salary of employees in 2023: 10,400,000, VND/person/month.
- Average salary of employees in 2024: 10,700,000, VND/person/month

3. Fixed assets:

3.1. Tangible Fixed Assets

- Historical price as of 01/01/2024 : 88,222.103.550 VND
- Fixed asset investment in 2024 : 35.925.9262 VND
- Depreciation of fixed assets in 2024 : 3.068.401.113 VND
- Tangible fixed asset balance at the end of the period:

- Original cost : 88.258.029.476 VND
- Accumulated depreciation : 83.920.069.900 VND
- Residual value : 4.337.959.576 VND

3.2. Intangible fixed assets

- Historical price as of 01/01/2024 : 3.139.364.500 VND
- Fixed asset investment in 2024 : 150.750.000 VND
- Intangible fixed asset balance at the end of the period:
 - Original cost : 3.139.364.500 VND
 - Accumulated depreciation : 338.332.242 VND
 - Residual value : 2.801.032.258 VND

The above purchases and sales of Fixed Assets are in accordance with the Resolution of the Board of Directors.

4. Production and business results in 2024:

Units: Million VND

| No | Quota | Parent Company | | Consolidation | |
|----|--|----------------|---------|---------------|-----------|
| | | 2024 | 2023 | 2024 | 2023 |
| 01 | Net sales | 98.446 | 131.299 | 1.204.783 | 1.119.271 |
| 02 | Cost of goods sold | 86.225 | 124.825 | 982.364 | 842.466 |
| 03 | Gross Profit | 12.221 | 6.473 | 242.418 | 276.805 |
| 04 | Revenue from financial activities | 48.324 | 42.154 | 3.398 | 5.898 |
| 05 | Financial Costs | 80 | 52 | 3.686 | 4.671 |
| 05 | Cost of sales | - | - | 4.951 | 3.162 |
| 07 | Business management expenses | 7.462 | 13.897 | 95.469 | 119.001 |
| 08 | Net profit from production and business | 53.003 | 34.678 | 121.711 | 155.868 |
| 09 | Other income | 1.503 | 4.367 | 28.984 | 10.771 |
| 10 | Other expenses | 1.403 | 1.977 | 3.482 | 5.347 |
| 11 | Other Profits | 100 | 2.389 | 25.502 | 5.424 |
| 12 | Total accounting profit before tax | 53.104 | 37.067 | 147.213 | 161.293 |
| 13 | Current CIT expenses | 1.263 | (12) | 32.305 | 34.085 |
| 14 | Deferred CIT expenses | - | - | (2.028) | 933 |
| 15 | Profit after CIT | 51.840 | 37.080 | 116.936 | 126.274 |
| 16 | Profit after tax of the parent company | - | - | 66.967 | 81.668 |
| 17 | After-tax profit of non-controlling shareholders | - | - | 49.969 | 44.606 |
| 18 | Basic earnings per share (EPS) (VND) | - | - | 4.650 | 5.651 |

5. Indirect salary settlement:

- Net sales in 2024 : 98.446.290.055 VND
- Indirect salary fund paid in 2024 : 4.068.000.000 VND
- The indirect salary fund in 2024 will account for 4.1% of net revenue.

6. Business management expenses:

- In 2023, the cost of management is: 13,897,942,607 VND, accounting for 10.5%/total revenue.

- In 2024, the cost of land management is: 7,462,044,408 VND, accounting for 7.4%/total revenue.

7. **Tax:** In 2024, the Tax Department of Lam Dong province has not checked the company's tax finalization. Every year, the Company declares and pays taxes by itself in accordance with regulations, without tax arrears.

1. PRODUCTION, BUSINESS AND INVESTMENT PLAN FOR FISCAL YEAR 2025

Units: billion VND

| No | Explain | KH 2024 Parent company | TH 2024 Parent company | KH 2024 Consolidation | TH 2024 Consolidation | KH 2025 Parent company | KH 2025 Consolidation |
|----|------------------------------|------------------------------|------------------------------|--------------------------|--------------------------|------------------------------|--------------------------|
| 1 | Net sales | 200 | 200 | 1.100 | 1.204,783 | 245,00 | 1.190,00 |
| 2 | Profit before tax | 28,80 | 28,80 | 103,50 | 147,214 | 84,775 | 153 |
| 3 | Profit after tax | | | | | | |
| 4 | Dividends | 15÷25% | 15÷25% | | | 10÷15% | |
| 5 | Fixed asset investment | 4÷10 | 4÷10 | | | 4÷10 | |
| 6 | Depreciation of fixed assets | 4÷10 | 4÷10 | | | 3÷6 | |
| 7 | Investment in Subsidiaries | Maximal 150 | 181 | | | Maximal 250 | |

V. OTHER MEDIUM AND LONG-TERM PLANS.

The field of construction is facing many difficulties due to the high price of construction materials. At LHC Parent Company and L40 Subsidiary, focus on completing projects with low and fixed unit prices for handover; In the coming time, it is necessary to carefully select to bid for works with the best prices, rearrange payrolls, renovate machinery and equipment to minimize production costs, create the best project costs.

Production and trading of building materials at LBM subsidiary. Continue to invest in production expansion, research and investment in new industries when the opportunity is appropriate and has a competitive advantage.

Implement the project to digitize the entire group and is expected to be tested from 2026.

1. INFORMATION ABOUT SHAREHOLDERS AND SHAREHOLDER STRUCTURE

(According to the closing list dated 24/03/2025 of the Vietnam Securities Depository and Clearing Corporation)

1. Shareholder Structure

| No | Shareholder | Number of Shareholders | Number of Shares Holding | Holding Rate |
|-----------|------------------------------|------------------------|--------------------------|---------------|
| I | Domestic shareholders | 382 | 14.319.420 | 99,44% |
| 1 | State shareholders | 0 | 0 | 0,00% |
| 2 | Institutional Shareholders | 2 | 761.800 | 5,29% |
| 3 | Individual Shareholders | 380 | 13.557.620 | 94,15% |
| II | Foreign shareholders | 19 | 80.580 | 0,56% |
| 1 | Organization | 4 | 40.000 | 0,28% |
| 2 | Individual | 15 | 40.580 | 0,28% |
| | Total | 401 | 14.400.000 | 100% |

2. List of major shareholders

| No | Organizations/Individuals | ID number/passport/business registration | Number of shares held | Proportion |
|----|----------------------------------|--|--------------------------|---------------|
| 1 | Trần Việt Thắng | 027073000522 | 1.285.600 | 8,93% |
| 2 | Nguyễn Thị Mai Lan | 027147006093 | 1.213.600 | 8,43% |
| 3 | Lê Đình Hiền | 034064023979 | 1.072.000 | 7,44% |
| 4 | Bùi Hữu Quỳnh | 001062047134 | 803.400 | 5,58% |
| 5 | Phuoc Hoa Joint Stock Company | 3700793085 | 760.800 | 5,28% |
| | Total | | 5.135.400 | 35,66% |

VI. GENERAL REVIEW

In 2024, the world economy in general and Vietnam in particular is facing many difficulties, the currency is depreciating, input prices for production are increasing, and the world economy is showing signs of recession. In the face of those difficulties, the Board of Directors and the Board of Directors have made a lot of efforts in governance and administration to bring the best business results to the Company and shareholders. The Board of Directors and the Board of Directors of the Company are looking forward to receiving many comments from shareholders in this General Meeting of Shareholders so that the Board of Directors and the Board of Directors of the Company for the term 2021 – 2025 can better manage and operate for the goal of sustainable development. interests of shareholders and the Company.

Thank you very much!

On behalf of the BOM
Chairman



LÊ ĐÌNH HIỀN

BẢNG TỔNG HỢP KẾT QUẢ KINH DOANH GIAI ĐOẠN 2020 - 2024
SUMMARY TABLE OF BUSINESS RESULTS FOR THE PERIOD OF 2020 - 2024

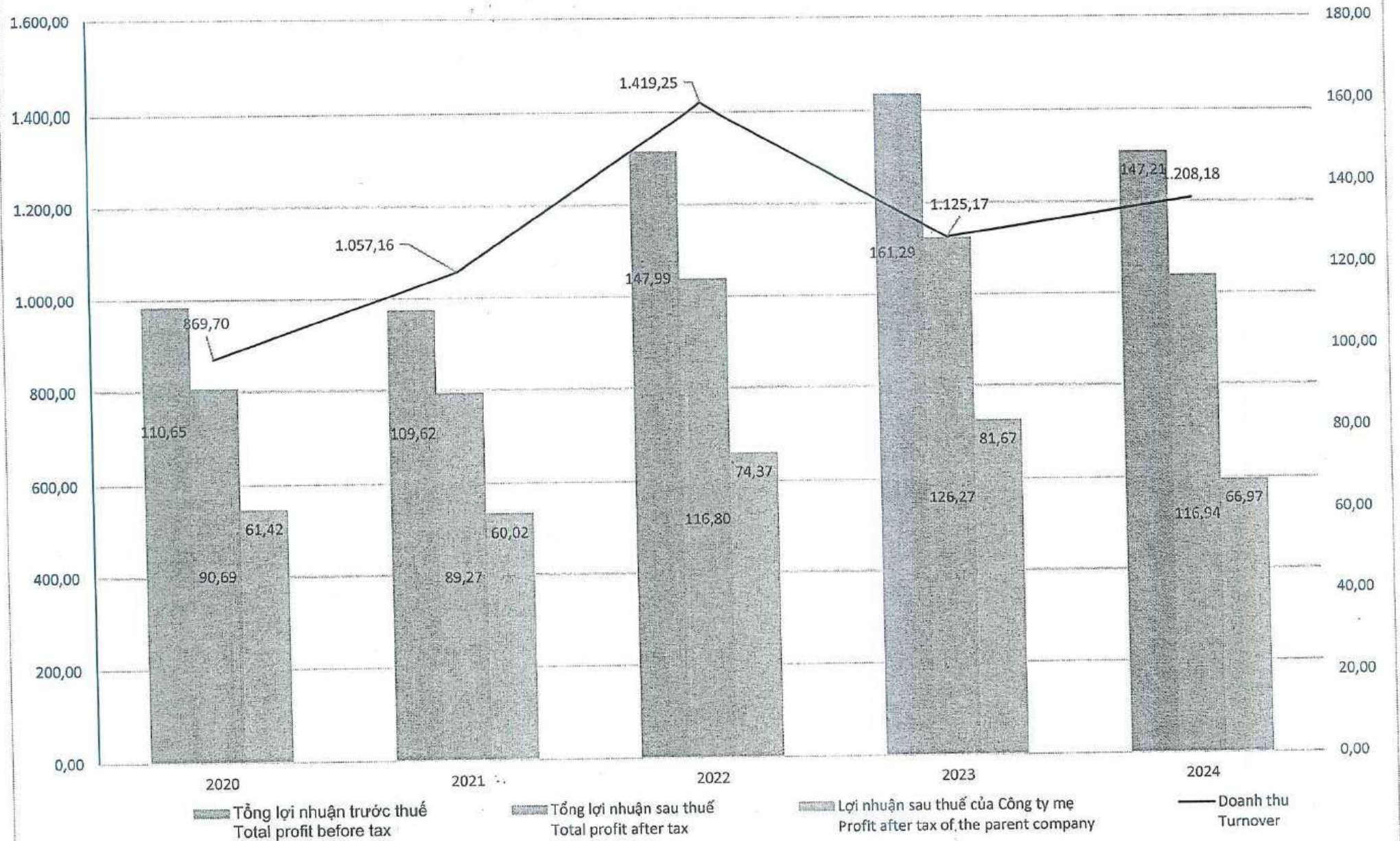
| TT | NỘI DUNG CONTENT | NĂM/YEAR 2020 | NĂM/YEAR 2021 | NĂM/YEAR 2022 | NĂM/YEAR 2023 | NĂM/YEAR 2024 | GHI CHÚ NOTES |
|-----|---|------------------|------------------|-------------------|-------------------|-------------------|------------------|
| I | VỐN CHỦ SỞ HỮU EQUITY | | | | | | |
| A | CÔNG TY MẸ PARENT COMPANY | | | | | | |
| | VỐN CHỦ SỞ HỮU EQUITY | 174.989.454.970 | 166.644.669.756 | 162.283.261.358 | 170.563.801.693 | 186.104.247.215 | |
| | VỐN ĐẦU TƯ CỦA CHỦ SỞ HỮU OWNER'S INVESTMENT CAPITAL | 72.000.000.000 | 72.000.000.000 | 144.000.000.000 | 144.000.000.000 | 144.000.000.000 | |
| 1 | Đầu tư vào Công ty con Investment in Subsidiaries | 145.115.896.500 | 145.115.896.500 | 145.115.896.500 | 145.115.896.500 | 181.115.896.500 | |
| 2 | Vốn chủ sở hữu còn lại tại Công ty mẹ Remaining equity at the Parent Company | 29.873.558.470 | 21.528.773.256 | 17.167.364.858 | 25.447.905.193 | 4.988.350.715 | |
| 2.1 | Giá trị còn lại của TSCĐ Residual value of fixed assets | 12.289.003.685 | 11.487.083.267 | 9.887.403.042 | 10.322.217.021 | 7.138.991.834 | |
| 2.2 | Vốn lưu động Working capital | 17.584.554.785 | 10.041.689.989 | 7.279.961.816 | 15.125.688.172 | -2.150.641.119 | |
| B | HỢP NHẤT CONSOLIDATION | | | | | | |
| | VỐN CHỦ SỞ HỮU EQUITY | 474.778.384.192 | 518.801.313.250 | 612.642.985.430 | 689.583.537.450 | 746.193.716.730 | |
| 1 | Vốn chủ sở hữu của Công ty mẹ Equity of the Parent Company | 304.212.638.320 | 331.361.344.278 | 391.181.373.223 | 444.050.123.924 | 474.983.228.495 | |
| 2 | Đầu tư vào Công ty con Investment in Subsidiaries | 145.115.896.500 | 145.115.896.500 | 145.115.896.500 | 145.115.896.500 | 181.115.896.500 | |
| 3 | Vốn chủ sở hữu còn lại tại Công ty mẹ Remaining equity at the Parent Company | 29.873.558.470 | 21.528.773.256 | 17.167.364.858 | 25.447.905.193 | 4.988.350.715 | |
| 4 | Vốn chủ sở hữu còn ở công ty con Equity in subsidiaries | 129.223.183.350 | 164.716.674.522 | 228.898.111.865 | 273.486.322.231 | 288.878.981.280 | |
| 5 | Tổng tài sản Total assets | 733.550.458.879 | 910.909.405.950 | 1.030.889.648.816 | 1.098.510.172.732 | 1.196.612.481.770 | |

| TT | NỘI DUNG CONTENT | NĂM/YEAR 2020 | NĂM/YEAR 2021 | NĂM/YEAR 2022 | NĂM/YEAR 2023 | NĂM/YEAR 2024 | GHI CHÚ NOTES |
|-----|--|------------------|------------------|------------------|------------------|------------------|------------------|
| II | KẾT QUẢ KINH DOANH BUSINESS RESULTS | | | | | | |
| A | CÔNG TY MẸ PARENT COMPANY | | | | | | |
| 1 | Doanh thu Turnover | 163.233.566.999 | 158.383.229.129 | 182.493.707.023 | 173.453.808.653 | 146.770.746.694 | |
| 1.1 | Doanh thu thuần bán hàng và CCDV Net revenue from sales and provision of services | 144.471.597.026 | 139.534.806.711 | 167.124.529.168 | 131.299.353.643 | 98.446.290.055 | |
| 1.2 | Doanh thu tài chính Financial revenue | 18.761.969.973 | 18.848.422.418 | 15.369.177.855 | 42.154.455.010 | 48.324.456.639 | |
| 2 | Tổng chi phí Total cost | 130.411.538.083 | 133.296.965.074 | 172.631.477.088 | 138.775.788.657 | 93.767.472.449 | |
| 2.1 | Chi phí giá vốn Cost Cost | 122.034.862.531 | 121.975.036.931 | 157.828.060.392 | 124.825.705.309 | 86.224.976.471 | |
| 2.2 | Chi phí tài chính Financial Costs | 123.910.910 | 149.456.836 | 77.534.550 | 52.140.741 | 80.451.570 | |
| 2.3 | Chi phí quản lý doanh nghiệp Business management expenses | 8.252.764.642 | 11.172.471.307 | 14.725.882.146 | 13.897.942.607 | 7.462.044.408 | |
| 3 | Lợi nhuận khác Other Profits | 1.752.537.482 | 1.541.413.491 | 496.665.656 | 2.389.659.853 | 100.381.483 | |
| 3.1 | Thu nhập khác Other income | 2.019.611.762 | 2.025.098.321 | 531.361.569 | 4.367.550.131 | 1.503.408.812 | |
| 3.2 | Chi phí khác Other expenses | 267.074.280 | 483.684.830 | 34.695.913 | 1.977.890.278 | 1.403.027.329 | |
| 4 | Tổng lợi nhuận trước thuế Total profit before tax | 34.574.566.398 | 26.627.677.546 | 10.358.895.591 | 37.067.679.849 | 53.103.655.728 | |
| 5 | Chi phí thuế TNDN hiện hành Current corporate income tax expenses | 2.409.477.195 | 1.707.373.557 | 0 | -12.860.486 | 1.263.210.206 | |
| 6 | Tổng lợi nhuận sau thuế Total profit after tax | 32.165.089.203 | 24.920.303.989 | 10.358.895.591 | 37.080.540.335 | 51.840.445.522 | |
| 6.1 | Cổ tức nhận từ công ty con Dividends received from subsidiaries | 17.694.015.000 | 18.428.415.000 | 14.278.189.200 | 37.642.498.800 | 45.430.602.000 | |
| 6.2 | Lợi nhuận của công ty mẹ Profit of the parent company | 14.471.074.203 | 6.491.888.989 | -3.919.293.609 | -561.958.465 | 6.409.843.522 | |

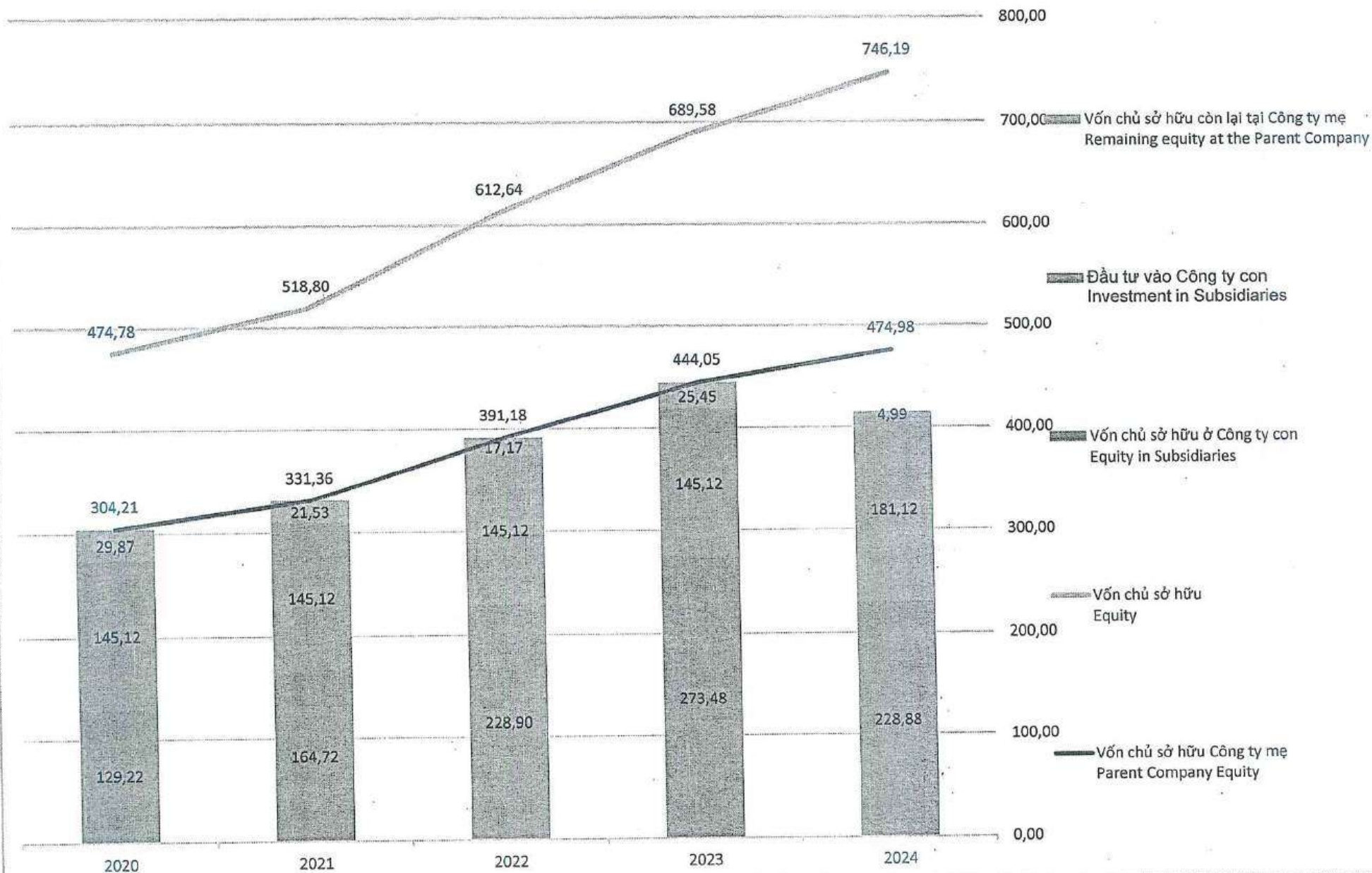
| TT | NỘI DUNG CONTENT | NĂM/YEAR 2020 | NĂM/YEAR 2021 | NĂM/YEAR 2022 | NĂM/YEAR 2023 | NĂM/YEAR 2024 | GHI CHÚ NOTES |
|----------|--|------------------------|--------------------------|--------------------------|--------------------------|--------------------------|------------------|
| B | HỢP NHẤT CONSOLIDATION | | | | | | |
| 1 | Doanh thu Turnover | 869.696.587.449 | 1.057.162.711.991 | 1.419.246.497.251 | 1.125.170.091.517 | 1.208.182.336.160 | |
| 1.1 | Doanh thu thuần bán hàng và CCDV Net revenue from sales and provision of services | 866.888.005.671 | 1.054.939.540.593 | 1.416.508.809.812 | 1.119.271.133.177 | 1.204.783.581.903 | |
| 1.2 | Doanh thu tài chính Financial revenue | 2.808.581.778 | 2.223.171.398 | 2.737.687.439 | 5.898.958.340 | 3.398.754.257 | |
| 2 | Tổng chi phí Total cost | 759.888.473.661 | 950.032.174.806 | 1.278.063.719.530 | 969.301.322.287 | 1.086.471.196.349 | |
| 2.1 | Chi phí giá vốn Cost Cost | 680.742.465.288 | 848.934.637.317 | 1.141.789.980.892 | 842.466.132.340 | 982.364.750.141 | |
| 2.2 | Chi phí tài chính Financial Costs | 283.722.051 | 661.897.394 | 1.449.583.010 | 4.671.139.745 | 3.686.600.668 | |
| 2.3 | Chi phí bán hàng Cost of sales | 2.338.852.150 | 2.664.174.044 | 3.342.499.860 | 3.162.427.454 | 4.950.872.868 | |
| 2.4 | Chi phí quản lý doanh nghiệp Business management expenses | 76.523.434.172 | 97.771.466.051 | 131.481.655.768 | 119.001.622.748 | 95.468.972.672 | |
| 3 | Lợi nhuận khác Other Profits | 841.130.803 | 2.488.737.941 | 6.810.222.198 | 5.424.676.047 | 25.502.648.305 | |
| 3.1 | Thu nhập khác Other income | 2.336.951.937 | 4.650.889.246 | 9.591.036.721 | 10.771.762.997 | 28.984.374.344 | |
| 3.2 | Chi phí khác Other expenses | 1.495.821.134 | 2.162.151.305 | 2.780.814.523 | 5.347.086.950 | 3.481.726.039 | |
| 4 | Tổng lợi nhuận trước thuế Total profit before tax | 110.649.244.591 | 109.619.275.126 | 147.992.999.919 | 161.293.445.277 | 147.213.788.116 | |
| 5 | Chi phí thuế TNDN hiện hành Current corporate income tax expenses | 19.641.187.351 | 21.569.033.757 | 31.732.287.333 | 34.085.387.490 | 32.305.544.756 | |
| 6 | Tổng lợi nhuận sau thuế Total profit after tax | 320.061.002 | -1.214.581.567 | -539.774.381 | 933.304.567 | -2.028.050.445 | |
| 7 | Tổng lợi nhuận sau thuế Total profit after tax | 90.687.996.238 | 89.264.822.936 | 116.800.486.967 | 126.274.753.220 | 116.936.293.805 | |
| 7.1 | Lợi nhuận sau thuế của Công ty mẹ Profit after tax of the parent company | 61.419.563.282 | 60.017.548.031 | 74.369.722.991 | 81.668.750.701 | 66.967.012.999 | |

| TT | NỘI DUNG CONTENT | NĂM/YEAR 2020 | NĂM/YEAR 2021 | NĂM/YEAR 2022 | NĂM/YEAR 2023 | NĂM/YEAR 2024 | GHI CHÚ NOTES |
|-----|---|------------------|------------------|------------------|------------------|------------------|---|
| III | CÁC CHỈ TIÊU INDICATORS | | | | | | |
| 1 | Lãi cơ bản trên cổ phiếu - Hợp nhất (EPS) Basic earnings per share - Consolidated (EPS) | 8.530 | 8.336 | 5.165 | 5.651 | 4.650 | Lợi nhuận sau thuế của công ty mẹ Profit after tax of the parent company Số cổ phiếu lưu hành Number of outstanding shares |
| 2 | Giá trị sổ sách của một cổ phiếu - Hợp nhất (BVPS) Book Value of a Share - Consolidated (BVPS) | 42.252 | 46.022 | 27.165 | 30.837 | 32.985 | Vốn CSH của công ty mẹ Equity of the parent company Số cổ phiếu lưu hành Number of outstanding shares |
| 3 | Tỷ suất sinh lời của vốn chủ sở hữu - Hợp nhất (ROE) % Return on Equity – Consolidated (ROE) % | 19,10 | 17,21 | 19,07 | 18,31 | 15,67 | Lợi nhuận sau thuế Profit after tax Vốn chủ sở hữu Equity |
| 4 | Return on assets - Consolidated (ROA) % | 12,36 | 9,80 | 11,33 | 11,50 | 9,77 | Lợi nhuận sau thuế Profit after tax Tổng tài sản Total assets |

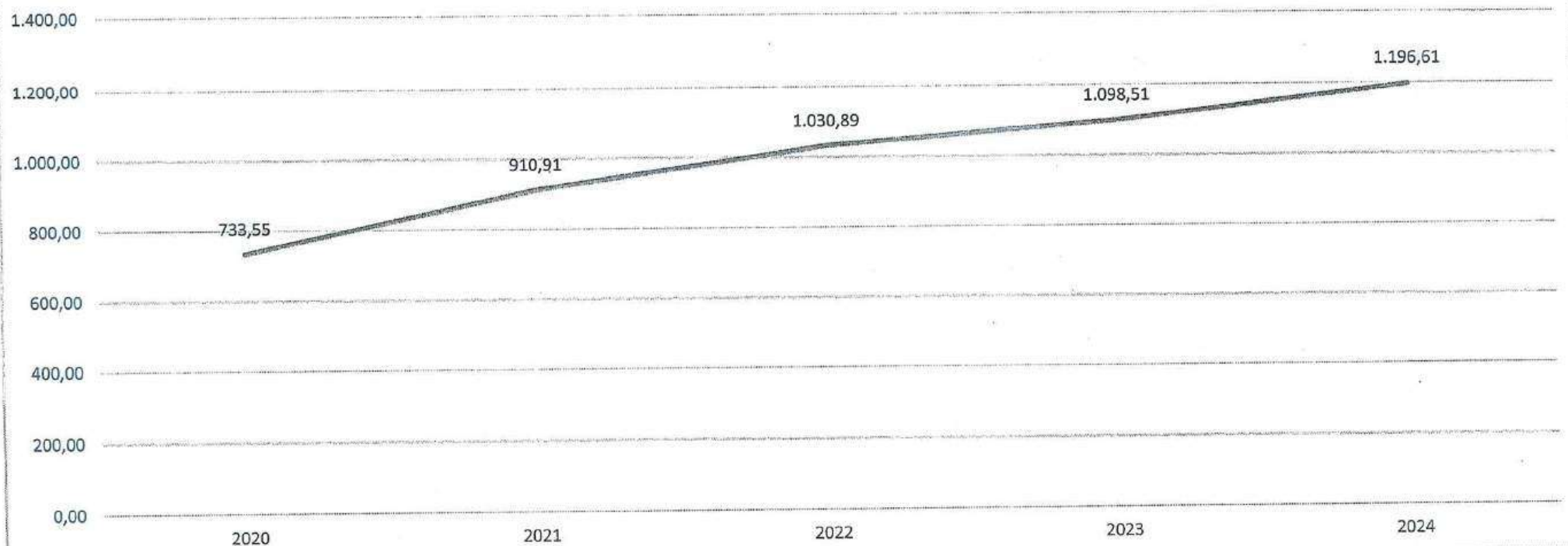
DOANH THU & LỢI NHUẬN - HỢP NHẤT REVENUE & PROFIT - CONSOLIDATED



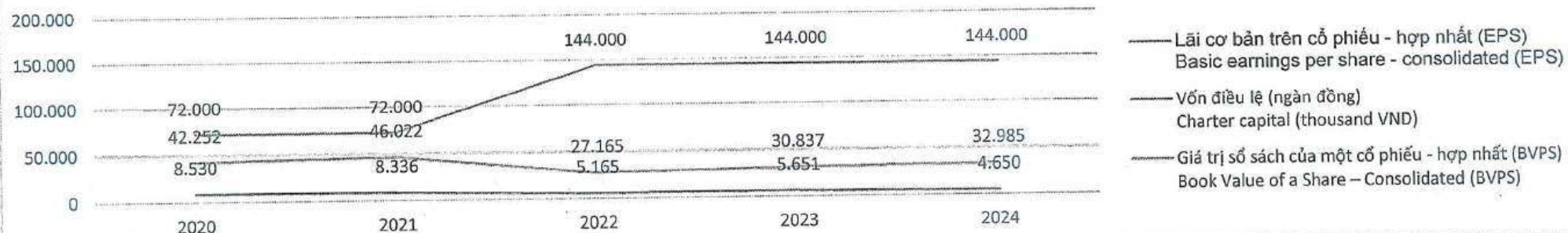
VỐN CHỦ SỞ HỮU - HỢP NHẤT EQUITY - CONSOLIDATED



TỔNG TÀI SẢN TOTAL ASSETS



GIÁ TRỊ SỔ SÁCH - EPS BOOK VALUE - EPS

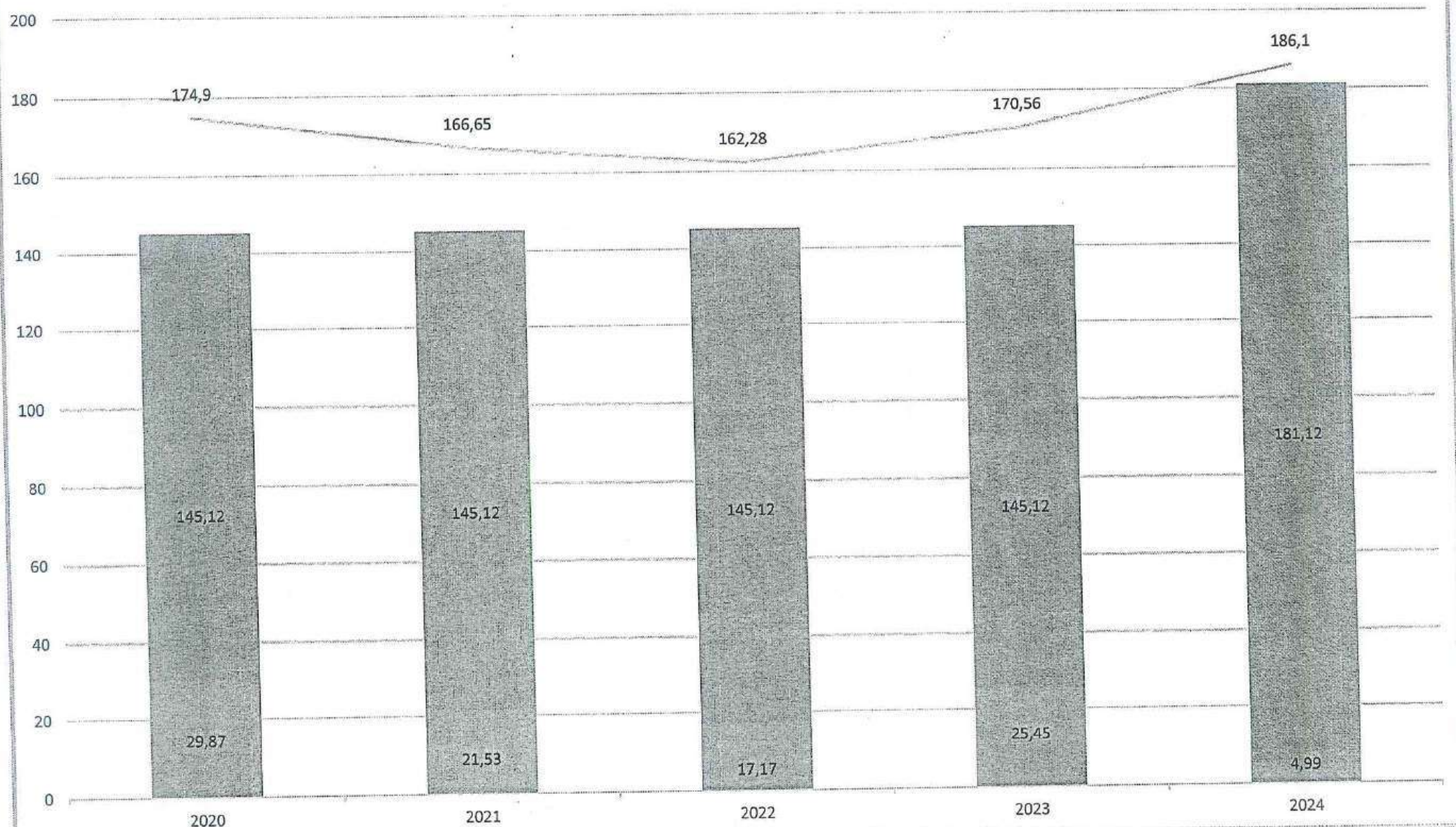


VỐN CHỦ SỞ HỮU CÔNG TY MẸ PARENT COMPANY EQUITY

Đầu tư vào Công ty con
Investment in Subsidiaries

Vốn chủ sở hữu còn lại tại Công ty mẹ
Remaining equity at the Parent Company

Vốn chủ sở hữu
Equity



**LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION
JOINT STOCK COMPANY**

Address: 87 Phu Dong Thien Vuong, Ward 8, Da Lat City, Lam Dong
Phone: 0263.3821854 Fax: 0263.3832542

Da Lat, February 25, 2025

**EVALUATION REPORT OF INDEPENDENT MEMBERS
OF THE BOARD OF DIRECTORS
ON THE OPERATION OF THE BOARD OF DIRECTORS IN 2024**

According to Article 284 of Decree 155/2020/ND-CP dated 31/12/2020.

Independent members of the Board of Directors report on the evaluation of the activities of the Board of Directors of Lam Dong Irrigation Investment and Construction Joint Stock Company in 2024 as follows:

1. Organizational structure:

The Annual General Meeting of Shareholders in 2021 elected 05 members of the Board of Directors for the term 2021 – 2025, including 01 independent member. The organizational structure of the Board of Directors in 2024 ensures compliance with the Charter and the law on the number, standards, conditions of members and the structure of independent members. However, in the first quarter of 2024, one member of the Board of Directors resigned, in the third quarter an additional member and another member resigned, so by the end of 2024, the Board of Directors will have 4 members left.

Independent members of the Board of Directors perform their duties in accordance with the charter, internal regulations on corporate governance, operation regulations of the Board of Directors, and assignment of tasks of the Board of Directors.

2. Mechanism of operation:

- The meetings of the Board of Directors are fully and validly organized in accordance with the order and procedures specified in the Charter and the Regulation on Corporate Governance. In addition to regular meetings, there are 4 extraordinary meetings during the year on March 27, 2024, October 16, 2024, November 25, 2024, and December 15, 2024, to handle affairs under its jurisdiction.

- The content of the meetings is discussed, criticized, fully and carefully evaluated by members of the Board of Directors to come up with the best orientations and solutions for the Company. The written consultation of the Board of Directors is carried out in accordance with regulations, on that basis, the Resolutions are issued in an appropriate format as prescribed.

- Issues related to business strategy, financial strategy, explanation of shareholders' opinions, etc. are strictly discussed and controlled between the Board of Directors and the Board of Directors.



3. Results of administration and supervision:

In 2024, the Board of Directors has strictly performed its functions and tasks in accordance with the Law and the Company's Charter as follows:

- Direct the successful organization of the General Meeting of Shareholders in 2024.

- Directed the Company to make efforts to complete the targets of the production and business plan approved by the General Meeting of Shareholders.

- Fully fulfill obligations to the State, be responsible to the community, fully ensure the interests of shareholders and employees.

4. Regarding remuneration:

In 2024, independent members of the Board of Directors have received VND 60 million in remuneration, VND 42 million in bonuses and have paid personal income tax in accordance with regulations.

5. General conclusion on the activities of the Board of Directors:

- The activities of the Board of Directors in 2024 shall comply with the Resolution of the General Meeting of Shareholders and comply with the Company's Charter and the Company's Governance Regulations. In particular, completing the set business plan targets; Fully fulfill obligations to the State, responsibilities to the community, fully ensure the interests of shareholders and employees.

Independent Member of the Board of Directors



Phan Cong Ngon



**LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION
JOINT STOCK COMPANY**

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Phone: 0263.3821854

Fax: 0263.3832542

Website: www.lhc.com.vn E-mail: xdthuyloild@gmail.com Business ID: 5800000424

Da Lat, March 27, 2025

SUPERVISORY BOARD REPORT 2024

To: Dear Shareholders of

Lam Dong Investment and Hydraulic Construction Joint Stock Company

- Pursuant to the Law on Enterprises.
- Pursuant to the Charter of Lam Dong Investment and Hydraulic Construction Joint Stock Company.
- Based on the functions, tasks and powers of the Control Board, members of the Control Board specified in the Law on Enterprises.
- Based on the results of inspection and supervision activities of the Supervisory Board in 2024.

The Supervisory Board (BOC) reports to the 25th Annual General Meeting of Shareholders in 2025 on the activities of the BOC and the results of inspection and supervision as follows:

PART I

SUMMARY OF BKS'S ACTIVITIES IN 2024

1. Activities of the Supervisory Board in 2024.

1. Members and structure of the Supervisory Board.

In 2024, the Supervisory Board consists of 03 (three) members, as the representative of shareholders, to inspect, supervise and propose necessary changes in the fields of risk management and improve the quality of corporate governance at the Company.

2. Remuneration of the Supervisory Board in 2024.

The remuneration of the Supervisory Board according to the Resolution of the General Meeting of Shareholders in 2004 is: 108,000,000 VND, the remuneration of the Supervisory Board in 2024 is: 108,000,000 VND, the rate of 100%.

In addition, in 2024, the Supervisory Board has received an additional amount of 25,000,000 million VND in remuneration from the bonus source exceeding the plan at the subsidiary, Lam Dong Minerals and Building Materials Joint Stock Company (LBM).

The detailed table of remuneration of the Supervisory Board is as follows:

| No | Full name | Title | Remuneration 2024 at the LHC | 2024 Rewards at LBM | Total |
|----|-----------------|-----------------------|------------------------------------|------------------------|------------|
| 1 | Lê Huy Sáu | Head of Department | 60.000.000 | 15.000.000 | 75.000.000 |
| 2 | Hoàng Thị Lụa | Member | 24.000.000 | 5.000.000 | 29.000.000 |
| 3 | Nguyễn Thị Liên | Member | 24.000.000 | 5.000.000 | 29.000.000 |

a. Contents of the Supervisory Board meetings in 2024.

In 2024, the Supervisory Board will convene 02 face-to-face meetings to discuss the following issues:

Meeting 1. Considering the company's production and business results, financial statements for the first 6 months of 2024.

- The results of production and business activities in the first 6 months of the consolidated year were VND 532.01 billion, completing 48.36% of the revenue plan and VND 66.37 billion, completing 64.12% of the pre-tax profit plan.
- The company's management and operation activities in the first 6 months of 2024 of the Board of Directors and the Board of Directors of the company are transparent, in accordance with the provisions of the Law on Enterprises and the company's Charter.
- It is proposed that the Board of Directors and the Board of Directors take positive measures to promote production and business in the last 6 months of the year to complete the plan set out in 2024.
- Cash dividend advance in phase 1 of 2024 at the rate of 15%. The closing date of the list is 29/8/2024. Payment date 16/9/2024.
- The Board of Directors unanimously submitted to the General Meeting of Shareholders the resignation letter according to the wishes of Mr. Ly Chu Hung at the latest General Meeting of Shareholders.

Meeting 2. Review the company's production and business results report in 2024 and the company's production and business plan in 2025.

- The Supervisory Board agrees with the data on the company's financial statements, thereby recording some of the main indicators of the accounting year 2024 as follows:
 - + In 2024, the parent company will only reach VND 98.45 billion in revenue, completing 49.22% of the revenue plan and profit before tax will reach VND 53.1 billion, completing 184.39% of the plan.
 - + The reason is that due to the general difficult situation of the construction market, the Investor has not been able to remove the problems in the ground

of the construction bidding packages.

- Orientation of the production and business plan in 2025 to be submitted to the General Meeting of Shareholders.
- It is proposed that the Board of Directors and the Board of Directors take active measures to promote production and business to complete the plan of the General Meeting of Shareholders in the following years.
- Evaluation of production and business results in 2024. Discuss and agree to submit the Supervisory Board report at the 2025 Annual General Meeting of Shareholders.

b. *Content of the activities of the Supervisory Board in 2024.*

In 2024, the Supervisory Board has carried out the work contents according to the functions and tasks of the Supervisory Board specified in the Company's Charter. Specifically, the activities carried out by the Supervisory Board in 2024 are as follows:

- Participate in meetings of the Board of Directors with the General Director and the Board of Directors of the Company. Representatives of the Supervisory Board participated in the Company's periodic briefings.
- Examining books, recording and archiving accounting vouchers and documents related to the Company's production and business activities at the company's offices and affiliated units.
- Evaluate the operational results, management situation, legality of projects implemented at the parent company and subsidiaries.
- Supervise the implementation of the contents approved in the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors (BOD) in 2024.
- Supervise the compliance with legal regulations, Charters, internal regulations and processes of the Company as well as the reasonableness in issuing resolutions and decisions of the Board of Directors and the Company's Executive Board. Oversee the financial management and other regulations of the company.
- Supervise business operations, allocate resources, balance capital to implement business plans and distribute profits of the Company.
- Supervise transactions between the Company and related persons of the Company in accordance with the provisions of law and the Charter.
- Supervise the payment of salaries, bonuses, remuneration, and benefits of the Company's managers in accordance with the plan approved at the 2024 Annual General Meeting of Shareholders.
- Supervise the company's financial and accounting situation. To examine and supervise the annual financial statements in order to assess the legality, completeness and truthfulness of financial figures.

- Supervise the selection of an independent auditor to audit the Company's separate and consolidated financial statements. Accordingly, RSM Vietnam Auditing and Consulting Co., Ltd. was selected as the auditing unit for the Company in 2024
- Review the auditor's reports.
- Discuss and agree on the report of the Supervisory Board to be submitted to the General Meeting of Shareholders.
- Perform other tasks in accordance with the Law on Enterprises and the company's charter.

PART II

REPORT ON APPRAISAL RESULTS OF THE SUPERVISORY BOARD

1. Evaluate the Company's operating results.

1.1. Basic financial targets in 2024.

On the basis of the 2024 financial statements audited by RSM Vietnam Auditing Co., Ltd., the Supervisory Board appraised and made the following comments:

- The company's financial statements fully reflect the company's business activities and financial situation and are presented in accordance with the provisions of law, accounting standards, Vietnam's financial regime and audited in accordance with current regulations.
- The company's accounting system is clear and reliable. The accounting figures in the financial statements have honestly reflected the financial situation, investment values and business results of the company during the year.
- The Supervisory Board agrees with the data on the audited financial statements, thereby recording some of the main indicators of the accounting year 2024 as follows:

a. Investment business results

Units: Billion VND

| No | Explain | Real appear 2024 Compan y mother | Real appear 2023 Compan y mother | Compari son 2024 with 2023 Compan y mother (%) | Real appear Consolid ation 2024 | Real appear Consolid ation 2023 | Compari son 2024 with 2023 Consolid ation (%) |
|----|------------------------------------|-------------------------------------|-------------------------------------|---|---------------------------------|---------------------------------|--|
| 1 | Net sales | 98,45 | 131,30 | (25,02) | 1.204,78 | 1.121,04 | 7,47 |
| 2 | Profit before corporate income tax | 53,10 | 37,07 | 43,24 | 147,21 | 160,39 | (8,22) |
| 3 | Profit after corporate income tax | 51,84 | 37,08 | 39,81 | 116,94 | 124,37 | (5,97) |
| 4 | Cost | | | | | | |
| a | Cost of goods sold | 86,22 | 124,83 | (30,93) | 982,36 | 843,11 | 16,52 |
| b | Cost of sales | | | | 4,95 | 3,16 | 56,65 |
| c | Business management expenses | 7,46 | 13,90 | (46,33) | 95,47 | 121,05 | 21,13) |

b. Fundamental Financial Indicators:

| No | QUOTA | Units | Parent Company | Consolidation |
|----------|---------------------------------------|------------|------------------------|--------------------------|
| A | Total assets (A=1+2) | VND | 384.523.438.631 | 1.196.612.481.770 |
| 1 | Short-term assets | VND | 196.268.550.297 | 607.500.811.700 |
| | Cash and cash equivalents | VND | 119.917.252.562 | 273.024.811.700 |
| | Short-term receivables | VND | 61.321.154.069 | 183.545.416.398 |
| | Inventory | VND | 14.995.413.592 | 143.920.667.536 |
| | Other short-term assets | VND | | 7.009.968.950 |
| 2 | Long-term assets | VND | 188.254.888.334 | 589.111.617.186 |
| | Long-term financial investment | VND | 181.115.896.500 | |
| | Fixed assets | VND | 7.138.991.834 | 372.307.673.613 |
| | Long-term unfinished assets | VND | | 184.501.067.484 |
| | Long-term receivables | VND | | 3.202.601.466 |
| | Other long-term assets | VND | | 29.100.274.623 |
| B | Total Funding (B=1+2) | VND | 384.523.438.631 | 1.196.612.481.770 |
| 1 | Liabilities | VND | 198.419.191.416 | 450.418.765.040 |
| | Short-term debt | VND | 198.419.191.416 | 418.159.819.306 |
| | Long-term debt | VND | | 32.258.945.734 |
| 2 | Equity | VND | 186.104.247.215 | 746.193.716.730 |
| | Owner's contributed capital | VND | 144.000.000.000 | 144.000.000.000 |
| | Equity surplus | VND | 9.052.708.180 | 9.052.708.180 |
| | Development Investment Fund | VND | 2.811.093.513 | 213.784.472.806 |
| | Undistributed profit after tax | VND | 30.240.445.522 | 108.146.047.509 |
| | Non-controlling shareholder interests | VND | | 271.210.488.235 |
| C | Capital and asset structure | | | |
| 1 | Asset Structure | | | |
| | Short-Term Assets/Total Assets | % | 51,04 | 50,77 |
| | Long-Term Assets/Total Assets | % | 48,96 | 49,23 |
| 2 | Structure of capital sources | | | |
| | Liabilities/Total Capital | % | 51,60 | 37,64 |
| | Liabilities/Equity | % | 106,62 | 60,36 |
| | Equity/Total Capital | % | 48,40 | 62,36 |
| 3 | Profitability | | | |
| | Profit before tax/Net sales | % | 53,94 | 12,22 |
| | Profit after tax/Net revenue | % | 52,66 | 9,71 |
| | Profit after tax/Total assets | % | 13,48 | 9,78 |
| | Profit after tax/Equity | % | 27,86 | 15,67 |
| 4 | Financial growth rate | % | | |
| | Revenue growth rate | % | (25,02) | 7,47 |
| | Equity Growth | % | 9,11 | 8,21 |
| | Earnings per share (EPS) | VND | 3.600 | 4.650 |
| 5 | Income Rate | | | |
| | Cash dividends | % | 25 | |

- Dividends received from subsidiaries in 2024 are as follows:

+ Lam Dong Minerals and Building Materials Joint Stock Company is:
45,430,602,000 VND.

+ 40 Investment and Construction Joint Stock Company is: 0 VND.

+ 40 Investment and Construction Joint Stock Company is: 0 đồng.

- The provision fund for bad debts is 3.53 billion VND.
- The project warranty reserve fund is 4.61 billion VND.

1.2. Assessment of the Supervisory Board on the implementation of the Resolution of the General Meeting of Shareholders.

a. Regarding the implementation of the production and business plan in 2024.

- Production and business results of the parent company: In 2024, revenue does not complete the plan and profit exceeds the plan set by the General Meeting of Shareholders.
- Consolidated production and business results: In 2024, revenue and profit will exceed the plan set by the General Meeting of Shareholders.
- Financial situation: The financial situation is stable, promptly meeting the demand for capital for production and business activities.

Qua BCTC năm 2024 đã được kiểm toán, BKS không phát hiện trường hợp bất thường nào trong hoạt động sản xuất kinh doanh. BCTC phản ánh đầy đủ và rõ ràng, tình hình tài chính của công ty lành mạnh.

The Supervisory Board agrees with the report of the Board of Directors on corporate governance in 2024. Regarding the situation of profit distribution and dividend payment in 2024.

The company has distributed profits in 2024 according to the Resolution of the General Meeting of Shareholders, paid dividends in 2024 in cash to shareholders at the rate of 25% with the amount of: VND 36,000,000,000.

b. Regarding the salary and remuneration of the Board of Directors in 2024.

The Company has paid remuneration to each member of the Board of Directors in accordance with the Resolution of the 2024 General Meeting of Shareholders.

c. About choosing an audit unit.

RSM Vietnam Auditing and Consulting Co., Ltd. has been selected by the Board of Directors to audit the Company's 2024 financial statements in accordance with the Resolution of the General Meeting of Shareholders dated 20/04/2024. The Supervisory Board has appraised the Company's Quarterly Financial Statements and Audited Financial Statements for 2024. Through appraisal, the Supervisory Board agreed on the company's 2024 financial statements. The financial statements for 2024 are presented honestly, reasonably, and in accordance with current regulations.

2. Supervision of information disclosure activities.

The company has seriously implemented information disclosure activities in 2024 according to Circular 96/2020/TT-BTC dated November 16, 2020 regulating

information disclosure of public companies on the stock market.

3. Evaluation of transactions between LHC and related parties.

a. Investment in subsidiaries.

| No | Subsidiary Name | Capital Charter at 31/12/2024 (billion VND) | Capital contribution rate (%) | | | | | Proportion benefit of Company mother (%) |
|----|--|---|-------------------------------|-----------|-----------|-----------|-----------|--|
| | | | Year 2020 | Year 2021 | Year 2022 | Year 2023 | Year 2024 | |
| I | Direct Subsidiaries: | | | | | | | |
| 1 | Lam Dong Minerals and Building Materials Joint Stock Company | 200 | 64,9 | 64,9 | 64,9 | 64,9 | 64,9 | 64,9 |
| 2 | 40 Investment and Construction Joint Stock Company | 36 | 51 | 51 | 51 | 51 | 51 | 51 |
| 3 | 40.10 Investment and Construction Joint Stock Company | 36 | | | | | 99,45 | 99,45 |
| II | Indirect subsidiary held by LBM: | | | | | | | |
| 1 | Hiep Thanh Brick Co., Ltd | 12,6 | 80,72 | 91,72 | 93,60 | 94,39 | 94,39 | 61,26 |
| 2 | Hiep Thinh Phat One Member Co., Ltd | 5 | 100 | 100 | 100 | 100 | 100 | 64,9 |
| 3 | LBM Dak Nong Concrete One Member Co., Ltd | 50 | 100 | 100 | 100 | 100 | 100 | 64,9 |
| 4 | LBM Tan Phu One Member Co., Ltd | 30 | | | 100 | 100 | 100 | 64,9 |
| 5 | LBM Loc Son One Member Co., Ltd | 30 | | | 100 | 100 | 100 | 64,9 |

b. Evaluation of transactions between LHC and related parties

| | List of Stakeholders | Relationship |
|----|--|--------------------------|
| 1. | Lam Dong Minerals and Building Materials Joint Stock Company | Direct Subsidiaries |
| 2. | 40 Investment and Construction Joint Stock Company | Direct Subsidiaries |
| 3. | 40.10 Investment and Construction Joint Stock Company | Direct Subsidiaries |
| 4. | Hiep Thanh Brick Co., Ltd | Indirect subsidiaries |
| 5. | Hiep Thinh Phat One Member Co., Ltd | Indirect subsidiaries |
| 6. | LBM Dak Nong Concrete One Member Co., Ltd | Indirect subsidiaries |
| 7. | LBM Tan Phu One Member Co., Ltd | Indirect subsidiaries |
| 8. | LBM Loc Son One Member Co., Ltd | Indirect subsidiaries |
| 9. | Board of Directors, Board of Directors, Supervisory Board | Key management personnel |

As of December 31, 2024, the balance receivable (payable) with related parties is as follows:

| | As of 31/12/2024 VND | As of 01/01/2024 VND |
|--|-------------------------|-------------------------|
| Short-term customer receivables: | | |
| 40 Investment and Construction Joint Stock Company | 2.157.967.483 | 2.690.539.800 |
| Lam Dong Minerals and Building Materials Joint Stock Company | - | 85.770.000 |
| Total | 2.157.967.483 | 2.776.309.800 |
| Commercial Advance: | | |
| 40 Investment and Construction Joint Stock Company | 9.998.553.000 | 4.214.826.758 |
| Receivables from short-term loans: | | |
| Lam Dong Minerals and Building Materials Joint Stock Company | 15.000.000.000 | 15.000.000.000 |
| Loan interest receivables: | | |
| Lam Dong Minerals and Building Materials Joint Stock Company | 43.315.068 | 111.986.301 |
| Payable to short-term sellers: | | |
| Lam Dong Minerals and Building Materials Joint Stock Company | (1.302.535.622) | (69.622.793) |
| Investment capital contribution to the subsidiary: | | |
| 40.10 Investment and Construction Joint Stock Company | 36.000.000.000 | |

In 2024, the Company has had major transactions with stakeholders as follows
(Value includes VAT):

| | In 2024 VND | Year 2023 VND |
|--|-----------------------|-----------------------|
| Works and service provision: | | |
| LBM Loc Son One Member Co., Ltd | 9.336.569.000 | - |
| 40 Investment and Construction Joint Stock Company | 5.093.974.000 | 6.897.682.000 |
| Lam Dong Minerals and Building Materials Joint Stock Company | 45.318.071 | 3.350.886.354 |
| Total | 14.475.861.071 | 10.248.568.354 |
| Selling Supplies: | | |
| 40 Investment and Construction Joint Stock Company | 1.120.416.333 | - |
| Lam Dong Minerals and Building Materials Joint Stock Company | 72.709.051 | 18.115.500 |
| Total | 1.193.125.384 | 18.115.500 |
| Purchase of supplies, fuel, and services: | | |
| Lam Dong Minerals and Building Materials Joint Stock Company | 7.664.131.643 | 11.004.662.789 |
| 40 Investment and Construction Joint Stock Company | 517.058.000 | 5.330.155.840 |
| Total | 8.181.189.643 | 16.334.818.629 |
| Loan interest: | | |
| Lam Dong Minerals and Building Materials Joint Stock Company | 611.568.493 | 111.986.301 |
| Receive Dividends: | | |

| | In 2024 VND | Year 2023 VND |
|--|----------------|------------------|
| Lam Dong Minerals and Building Materials Joint Stock Company | 45.430.602.000 | 37.642.498.800 |
| Acquisition of contributed capital: | 18.000.000.000 | |
| 40 Investment and Construction Joint Stock Company | | |
| Investment capital in subsidiaries: | | |
| 40 Investment and Construction Joint Stock Company | 18.000.000.000 | |

Debts receivable to related parties are unsecured and will be paid in cash. No provision for bad debts is made for related party receivables.

The prices of goods and services provided to related parties are according to the agreed prices. The purchase of goods and services from related parties shall be carried out at the agreed price.

According to the assessment of the Supervisory Board, LHC Company and its subsidiaries in the year have supported each other in good production and business activities, there has been a transfer of vehicles, machinery and equipment between units to use machinery and equipment effectively. The transfer of vehicles, machinery and equipment is clearly carried out through contracts for leasing vehicles, machinery and equipment.

4. Results of supervision of the Board of Directors, General Director and other executives.

4.1. For the Board of Directors.

- The Board of Directors of the company in 2024 has 05 members, including 01 independent member, ensuring the structure of members of the Board of Directors as prescribed. On July 2, 2024, 01 member of the Board of Directors, Ly Chu Hung, submitted his resignation from July 10, 2024 for personal reasons.
- The Board of Directors of the company has held quarterly and extraordinary meetings when necessary chaired by the Chairman of the Board of Directors.
- The Board of Directors strictly implements the Resolutions of the 2024 General Meeting of Shareholders. The Resolutions of the Board of Directors are issued in accordance with the functions and powers prescribed by law and the company's Charter.
- Strictly comply with the information disclosure regime in accordance with the Securities Law.
- The Board of Directors of the Company has directed, supervised and supported the Board of Directors to operate the company's production and business.
- The Supervisory Board assesses that the activities of the Board of Directors comply with the provisions of the Law, the Company's Charter and corporate governance regulations. The Board of Directors has directed and supervised the implementation of plans and objectives and closely monitored all activities of the Company with a high sense of responsibility.

4.2. For the Board of Directors and managers.

- In 2024, the parent company did not complete the revenue plan due to the general difficult situation of the construction market, but the profit exceeded the plan. Regarding consolidation, revenue and profit exceeded the plan set by the General Meeting of Shareholders in 2024.
- In the process of operating production and business activities, the Board of Directors has proactively come up with solutions to reduce costs. Construction and installation business results in 2024, Net revenue will only reach 49.22% of the plan, but Profit before tax from production and business activities has reached 102.32% of the plan.
- The low revenue in 2024 is due to the contracted bidding packages, but the Investor has not yet removed the obstacles in the ground to implement the construction:
 - + Package No. 10: Ho Ta Hoet focal cluster is entangled in the site and security work.
 - + Package No. 13: Dong Thanh Lake focal cluster is temporarily suspending construction pending approval of the landslide treatment plan.
 - + Package No. 18: Canal and Dong Thanh Railway Station are waiting for the handover of the construction site.

The Board of Directors has worked with a sense of responsibility and prudence in implementing the Resolutions of the General Meeting of Shareholders, the Board of Directors, administering daily production and business activities in accordance with the provisions of law and the Company's regulations. Information disclosure activities are carried out in a timely manner and comply with relevant regulations applicable to listed companies.

5. Evaluate the coordination between the Supervisory Board and the Board of Directors, General Director and shareholders.

- The Board of Directors and the General Director have seriously implemented the provision of information, creating conditions for the Supervisory Board to access the information in an honest and objective manner on the basis of documents that have been checked or through the Company's financial reporting system.
- The Supervisory Board is invited to attend all meetings of the Board of Directors. At the meetings, the Supervisory Board discussed the issues of production and business results and the company's governance situation within the scope of the Supervisory Board's functions.
- The Supervisory Board shall promptly notify the results of the Supervisory Board's activities and necessary recommendations to the Board of Directors and the Executive Board within the scope of their duties.
- During the year, the Supervisory Board did not receive any complaint letters or requests to check financial issues as well as management from shareholders.

6. Recommendations of the Supervisory Board to the Board of Directors and the Executive Board in 2025.

- The company needs to promote surveys and research to find new projects and at the same time remove obstacles from ongoing projects to promote the development of the construction business.
- Construction is the traditional field of the parent company but it is increasingly difficult and inefficient. Therefore, the Board of Directors needs to study a new mechanism that is more suitable for the construction and installation sector to manage and improve operational efficiency.
- The Board of Directors needs to pay more attention to recruiting and training the next generation, ensuring the sustainable development of the company.

PART III

OPERATIONAL ORIENTATION OF BKS IN 2025

- Continue to maintain the function of inspecting and supervising the economic targets and economic contents of the plan approved by the Resolution of the General Meeting of Shareholders, ensuring efficiency, transparency and publicity for the benefit of shareholders and the Company;
- Coordinate with the Internal Audit Department to collect information and make recommendations to the Board of Directors and the Board of Directors on cost control and capital control at subsidiaries.
- Coordinate with the Internal Control Department, the Labor Quality and Safety Assurance Department to review costs and evaluate the economic efficiency of a number of completed works. In case of necessity, it is possible to propose the use of independent consultants who are independent audit firms.

The above is the report on the performance of the Supervisory Board of the company in 2024 and the direction of operation in 2025, submitted to the Annual General Meeting of Shareholders.

I wish the Congress success.

Sincerely, greetings./.

**On behalf of the Supervisory Board
Head of Department**

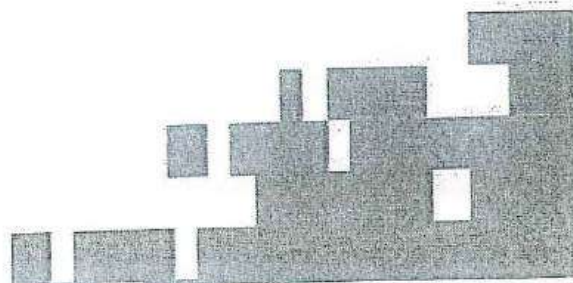


Lê Huy Sáu



**LAM DONG INVESTMENT
AND HYDRAULIC CONSTRUCTION
JOINT STOCK COMPANY**

AUDITED SEPARATE FINANCIAL STATEMENTS
For the financial year ended 31 December 2024



MANAGEMENT'S REPORT

Management of Lam Dong Investment and Hydraulic Construction Joint Stock Company (hereinafter referred to as "the Company") hereby presents its report and the audited separate financial statements of the Company for the financial year ended 31 December 2024.

MEMBERS OF THE BOARD OF DIRECTORS, THE SUPERVISORY COMMITTEE AND MANAGEMENT

Members of the Board of Directors during the year and on the date of this report include:

| <u>Full name</u> | <u>Position</u> |
|---------------------|-------------------------------------|
| Mr. Le Dinh Hien | Chairperson |
| Mr. Tran Viet Thang | Member |
| Mr. Ly Chu Hung | Member – Resigned on 10 July 2024 |
| Mr. Phan Cong Ngan | Member |
| Ms. Ngo Thu Huong | Member – Appointed on 20 April 2024 |

Members of the Supervisory Committee during the year and on the date of this report include:

| <u>Full name</u> | <u>Position</u> |
|---------------------|-----------------|
| Mr. Le Huy Sau | Head |
| Ms. Hoang Thi Lua | Member |
| Ms. Nguyen Thi Lien | Member |

Members of management during the year and on the date of this report include:

| <u>Full name</u> | <u>Position</u> |
|--------------------------|---|
| Mr. Le Van Quy | General Director |
| Mr. Tran Dai Hien | Vice General Director |
| Mr. Nguyen Van Son | Vice General Director – Appointed on 05 November 2024 |
| Mr. Hau Van Tuan | Finance Director |
| Ms. Nguyen-Thi Thu Huong | Chief Accountant |

AUDITOR

The accompanying separate financial statements of the Company for the financial year ended 31 December 2024 were audited by RSM Vietnam Auditing & Consulting Company Limited, a member firm of RSM International.

RESPONSIBILITY OF MANAGEMENT

The Company's management is responsible for preparing the separate financial statements of each period which give a true and fair view of the financial position of the Company and the results of its operations and its cash flows. In preparing these separate financial statements, management is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable accounting principles have been followed, subject to any departures that need to be disclosed and explained in the separate financial statements.
- Prepare the separate financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business; and
- Design and implement the internal control system effectively for a fair preparation and presentation of the separate financial statements so as to mitigate error or fraud.

LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY
Address: No. 87 Phu Dong Thien Vuong, Ward 08, Da Lat city, Lam Dong province, Vietnam.

MANAGEMENT'S REPORT (CONTINUED)

Management is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the financial position of the Company and ensure that the separate financial statements comply with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System, and prevailing accounting regulations in Vietnam. Management is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Management confirms that the Company has complied with the above requirements in preparing these separate financial statements.

STATEMENT BY MANAGEMENT

In management's opinion, the accompanying separate financial statements give a true and fair view of the financial position of the Company as at 31 December 2024 and the results of its operations and its cash flows for the financial year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System, and prevailing accounting regulations in Vietnam.

For and on behalf of management,



Le Van Quy
General Director

Lam Dong, 25 March 2025



RSM

RSM Vietnam

3A Floor, L'Mak The Signature Building
147-147Bis Hai Ba Trung Street
Vo Thi Sau Ward, District 3
Ho Chi Minh City, Vietnam

T +8428 3827 5026

contact_hcm@rsm.com.vn

www.rsm.global/vietnam

No: 314/2025/KT-RSMHCM

INDEPENDENT AUDITOR'S REPORT

To: **Shareholders
The Board of Directors
Management
LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY**

Report on the separate financial statements

We have audited the accompanying separate financial statements of Lam Dong Investment and Hydraulic Construction Joint Stock Company (hereinafter referred to as "the Company") prepared on 25 March 2025 as set out from page 05 to page 38, which comprise the statement of financial position as at 31 December 2024, and the income statement and cash-flow statement for the financial year then ended, and the notes to the financial statements.

Management's Responsibility

Management is responsible for the preparation and fair presentation of these separate financial statements in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System and relevant legislation as to the preparation and presentation of separate financial statements and for such internal control as management determines is necessary to enable the preparation and presentation of the separate financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these separate financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the separate financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the separate financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the separate financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the separate financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the separate financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

THE POWER OF BEING UNDERSTOOD
ASSURANCE | TAX | CONSULTING

RSM Vietnam is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Opinion

In our opinion, the accompanying separate financial statements give a true and fair view of the financial position of Lam Dong Investment and Hydraulic Construction Joint Stock Company as at 31 December 2024, and of the results of its financial performance and its cash flows for the financial year then ended in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System issued under Circular 200/2014/TT-BTC dated 22 December 2014 and Circular 53/2016/TT-BTC dated 21 March 2016 by Ministry of Finance and relevant legislation as to the preparation and presentation of separate financial statements.

pp GENERAL DIRECTOR**Phan Hoai Nam**
Director

Audit Practice Registration Certificate:
3527-2021-026-1
(Under the Power of Attorney No. 10/2024-25/UQ-
RSM dated 31 December 2024 by the General
Director)

Le Vo Thuy Linh
Auditor

Audit Practice Registration Certificate:
3525-2021-026-1

RSM Vietnam Auditing & Consulting Company Limited*Ho Chi Minh, 25 March 2025*

As disclosed in Note 2.1 to the separate financial statements, the accompanying separate financial statements are not intended to present the financial position, financial performance, and cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Vietnam.

STATEMENT OF FINANCIAL POSITION
As at 31 December 2024

Expressed in VND

| ASSETS | Code | Notes | As at 31 Dec. 2024 | As at 01 Jan. 2024 |
|--|------------|------------|------------------------|------------------------|
| A. CURRENT ASSETS | 100 | | 196,268,550,297 | 163,135,154,397 |
| I. Cash and cash equivalents | 110 | 4.1 | 119,917,252,562 | 74,493,281,520 |
| 1. Cash | 111 | | 31,917,252,562 | 9,493,281,520 |
| 2. Cash equivalents | 112 | | 88,000,000,000 | 65,000,000,000 |
| II. Current account receivables | 130 | | 61,321,154,069 | 73,190,943,830 |
| 1. Trade receivables | 131 | 4.3 | 17,580,561,748 | 31,065,507,500 |
| 2. Advances to suppliers | 132 | 4.4 | 30,787,059,437 | 27,638,289,744 |
| 3. Current loan receivables | 135 | 4.5 | 15,000,000,000 | 19,100,000,000 |
| 4. Other current receivables | 136 | 4.6 | 1,481,732,884 | 1,773,087,036 |
| 5. Provision for doubtful debts | 137 | 4.7 | (3,528,200,000) | (6,385,940,450) |
| III. Inventories | 140 | | 14,995,413,592 | 14,607,410,524 |
| 1. Inventories | 141 | 4.8 | 14,995,413,592 | 14,607,410,524 |
| IV. Other current assets | 150 | | 34,730,074 | 843,518,523 |
| 1. Current prepayments | 151 | | 34,730,074 | - |
| 2. Tax and other receivables from the state budget | 153 | 4.13 | - | 843,518,523 |
| B. NON-CURRENT ASSETS | 200 | | 188,254,888,334 | 155,438,113,521 |
| I. Fixed assets | 220 | | 7,138,991,834 | 10,322,217,021 |
| 1. Tangible fixed assets | 221 | 4.9 | 4,337,959,576 | 7,370,434,763 |
| Cost | 222 | | 88,258,029,476 | 88,222,103,550 |
| Accumulated depreciation | 223 | | (83,920,069,900) | (80,851,668,787) |
| 2. Intangible fixed assets | 227 | 4.10 | 2,801,032,258 | 2,951,782,258 |
| Cost | 228 | | 3,139,364,500 | 3,139,364,500 |
| Accumulated amortisation | 229 | | (338,332,242) | (187,582,242) |
| II. Non-current financial investments | 250 | | 181,115,896,500 | 145,115,896,500 |
| 1. Investments in subsidiaries | 251 | 4.2 | 181,115,896,500 | 145,115,896,500 |
| TOTAL ASSETS (270 = 100 + 200) | 270 | | 384,523,438,631 | 318,573,267,918 |

(See the next page)

STATEMENT OF FINANCIAL POSITION (CONTINUED)
As at 31 December 2024

Expressed in VND

| RESOURCES | Code | Notes | As at 31 Dec. 2024 | As at 01 Jan. 2024 |
|---|------------|-------|------------------------|------------------------|
| C. LIABILITIES | 300 | | 198,419,191,416 | 148,009,466,225 |
| I. Current liabilities | 310 | | 198,419,191,416 | 148,009,466,225 |
| 1. Trade payables | 311 | 4.11 | 20,483,486,799 | 11,355,121,178 |
| 2. Advances from customers | 312 | 4.12 | 130,732,274,292 | 125,013,189,735 |
| 3. Taxes and amounts payable to the state budget | 313 | 4.13 | 1,417,326,288 | 255,083,687 |
| 4. Payables to employees | 314 | | 2,990,146,125 | 2,808,125,600 |
| 5. Accrued expenses | 315 | 4.14 | 534,693,767 | 2,687,665,535 |
| 6. Other current payables | 319 | 4.15 | 170,912,287 | 306,910,019 |
| 7. Current loans and obligations under finance leases | 320 | 4.16 | 37,030,000,000 | 40,000,000 |
| 8. Current provisions | 321 | 4.17 | 4,395,410,156 | 4,671,365,732 |
| 9. Bonus and welfare fund | 322 | | 664,941,702 | 872,004,739 |
| D. OWNER'S EQUITY | 400 | | 186,104,247,215 | 170,563,801,693 |
| I. Equity | 410 | 4.18 | 186,104,247,215 | 170,563,801,693 |
| 1. Owner's contributed capital | 411 | | 144,000,000,000 | 144,000,000,000 |
| 2. Share premiums | 412 | | 9,052,708,180 | 9,052,708,180 |
| 3. Investment and development fund | 418 | | 2,811,093,513 | 2,030,553,178 |
| 4. Retained earnings | 421 | | 30,240,445,522 | 15,480,540,335 |
| Retained earnings of the current year | 421b | | 30,240,445,522 | 15,480,540,335 |
| TOTAL RESOURCES (440 = 300 + 400) | 440 | | 384,523,438,631 | 318,573,267,918 |



Le Van Quy
General Director
Lam Dong, 25 March 2025

Nguyen Thi Thu Huong
Chief accountant

INCOME STATEMENT
For the financial year ended 31 December 2024

Expressed in VND

| ITEMS | Code | Notes | Year 2024 | Year 2023 |
|--|------|-------|-----------------|-----------------|
| 1. Revenue | 01 | 5.1 | 100,438,777,546 | 131,745,479,598 |
| 2. Deductions | 02 | 5.2 | 1,992,487,491 | 446,125,955 |
| 3. Net revenue | 10 | | 98,446,290,055 | 131,299,353,643 |
| 4. Cost of sales | 11 | 5.3 | 86,224,976,471 | 124,825,705,309 |
| 5. Gross profit | 20 | | 12,221,313,584 | 6,473,648,334 |
| 6. Finance income | 21 | 5.4 | 48,324,456,639 | 42,154,455,010 |
| 7. Finance expense | 22 | 5.5 | 80,451,570 | 52,140,741 |
| <i>Of which, interest expense</i> | 23 | | 2,300,000 | 15,652,083 |
| 8. General and administrative expense | 26 | 5.6 | 7,462,044,408 | 13,897,942,607 |
| 9. Operating profit/(loss) | 30 | | 53,003,274,245 | 34,678,019,996 |
| 10. Other income | 31 | 5.7 | 1,503,408,812 | 4,367,550,131 |
| 11. Other expense | 32 | 5.8 | 1,403,027,329 | 1,977,890,278 |
| 12. Net other income/(loss) | 40 | | 100,381,483 | 2,389,659,853 |
| 13. Accounting profit/(loss) before tax | 50 | | 53,103,655,728 | 37,067,679,849 |
| 14. Current corporate income tax expense | 51 | 5.10 | 1,263,210,206 | (12,860,486) |
| 15. Net profit/(loss) after tax | 60 | | 51,840,445,522 | 37,080,540,335 |



Le Van Quy
General Director

Lam Dong, 25 March 2025

Nguyen Thi Thu Huong
Chief accountant

CASH FLOW STATEMENT
(Indirect method)
For the financial year ended 31 December 2024.

Expressed in VND

| ITEMS | Code | Notes | Year 2024 | Year 2023 |
|---|------|-------|------------------|------------------|
| I. CASH FLOWS FROM OPERATING ACTIVITIES | | | | |
| 1. Net profit /(loss) before taxes | 01 | | 53,103,655,728 | 37,067,679,849 |
| 2. Adjustment for: | | | | |
| Depreciation and amortisation | 02 | 5.9 | 3,219,151,113 | 3,699,860,485 |
| Provisions | 03 | | (3,133,696,026) | 1,573,237,957 |
| Gains/losses from investment | 05 | | (48,281,141,571) | (43,136,128,331) |
| Interest expense | 06 | | 2,300,000 | 15,652,083 |
| 3. Operating profit /(loss) before adjustments to working capital | 08 | | 4,910,269,244 | (779,697,957) |
| Increase or decrease in accounts receivable | 09 | | 11,109,754,545 | 37,230,179,936 |
| Increase or decrease in inventories | 10 | | (388,003,068) | (1,579,757,405) |
| Increase or decrease in accounts payable (excluding interest expense and CIT payable) | 11 | | 13,589,964,706 | (30,995,306,860) |
| Increase or decrease prepaid expenses | 12 | | (34,730,074) | 324,074,074 |
| Interest paid | 14 | | (2,300,000) | (15,652,083) |
| Corporate income tax paid | 15 | | (632,451,987) | (9,742,703) |
| Other cash outflows from operating activities | 17 | | (507,063,037) | (295,357,094) |
| Net cash from operating activities | 20 | | 28,045,440,329 | 3,878,739,908 |
| II. CASH FLOWS FROM INVESTING ACTIVITIES | | | | |
| 1. Acquisition and construction of fixed assets and other long-term assets | 21 | | (35,925,926) | (4,084,508,080) |
| 2. Proceeds from disposals of fixed assets and other long-term assets | 22 | | - | 1,013,299,664 |
| 3. Loans to other entities and payments for purchase of debt instruments of other entities | 23 | | (9,000,000,000) | (19,000,000,000) |
| 4. Repayments from borrowers and proceeds from sales of debts instruments of other entities | 24 | | 13,100,000,000 | 2,000,000,000 |
| 5. Investments in other entities | 25 | | (36,000,000,000) | - |
| 6. Interest and dividends received | 27 | | 48,324,456,639 | 40,636,684,967 |
| Net cash from investing activities | 30 | | 16,388,530,713 | 20,565,476,551 |

(See the next page)

LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY
 Address: No. 87 Phu Dong Thien Vuong, Ward 08, Da Lat city, Lam Dong province, Vietnam.

Form B 03 - DN

CASH FLOW STATEMENT
 (Indirect method)
 For the financial year ended 31 December 2024

Expressed in VND

| ITEMS | Code | Notes | Year 2024 | Year 2023 |
|---|------|-------|------------------|------------------|
| III. CASH FLOWS FROM FINANCING ACTIVITIES | | | | |
| 1. Proceeds from borrowings | 33 | 6.1 | 37,000,000,000 | 50,000,000 |
| 2. Repayment of borrowings | 34 | 6.2 | (10,000,000) | (597,000,000) |
| 3. Dividends paid | 36 | | (36,000,000,000) | (28,800,000,000) |
| Net cash from financing activities | 40 | | 990,000,000 | (29,347,000,000) |
| NET INCREASE/(DECREASE) IN CASH (50 = 20+30+40) | 50 | | 45,423,971,042 | (4,902,783,541) |
| Cash and cash equivalents at beginning of year | 60 | | 74,493,281,520 | 79,396,065,061 |
| CASH AND CASH EQUIVALENTS AT END OF YEAR (70 = 50+60+61) | 70 | 4.1 | 119,917,252,562 | 74,493,281,520 |



Le Van Quy
 General Director

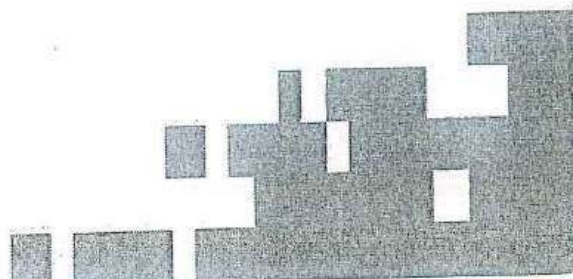
Lam Dong, 25 March 2025

Nguyen Thi Thu Huong
 Chief accountant



**LAM DONG INVESTMENT AND HYDRAULIC
CONSTRUCTION JOINT STOCK COMPANY
AND ITS SUBSIDIARIES**

AUDITED CONSOLIDATED FINANCIAL STATEMENTS
For the financial year ended 31 December 2024



**LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY
AND ITS SUBSIDIARIES**

Address: 87 Phu Dong Thien Vuong Street, Ward 8, Da Lat city, Lam Dong province, Vietnam.

MANAGEMENT'S REPORT

Management of Lam Dong Investment and Hydraulic Construction Joint Stock Company (hereinafter referred to as "the Company") hereby presents its report and the audited consolidated financial statements of the Company and its subsidiaries (together with the Company hereinafter referred to as "the Group") for the financial year ended 31 December 2024.

MEMBERS OF THE BOARD OF DIRECTORS, THE SUPERVISORY COMMITTEE AND MANAGEMENT

Members of the Board of Directors of the Company during the year and on the date of this report include:

| <u>Full name</u> | <u>Position</u> |
|---------------------|-------------------------------------|
| Mr. Le Dinh Hien | Chairperson |
| Mr. Tran Viet Thang | Member |
| Mr. Ly Chu Hung | Member – Resigned on 10 July 2024 |
| Mr. Phan Cong Ngan | Member |
| Ms. Ngo Thu Huong | Member – Appointed on 20 April 2024 |

Members of the Supervisory Committee of the Company during the year and on the date of this report include:

| <u>Full name</u> | <u>Position</u> |
|---------------------|-----------------|
| Mr. Le Huy Sau | Head |
| Ms. Hoang Thi Lua | Member |
| Ms. Nguyen Thi Lien | Member |

Members of management of the Company during the year and on the date of this report include:

| <u>Full name</u> | <u>Position</u> |
|--------------------------|---|
| Mr. Le Van Quy | General Director |
| Mr. Tran Dai Hien | Vice General Director |
| Mr. Nguyen Van Son | Vice Director – Appointed on 05 November 2024 |
| Mr. Hau Van Tuan | Finance Director |
| Ms. Nguyen Thi Thu Huong | Chief Accountant |

AUDITOR

The accompanying consolidated financial statements of the Group for the financial year ended 31 December 2024 were audited by RSM Vietnam Auditing & Consulting Company Limited, a member firm of RSM International.

RESPONSIBILITY OF MANAGEMENT

The Group's management is responsible for preparing the consolidated financial statements of each period which give a true and fair view of the consolidated financial position of the Group and the consolidated results of its operations and its consolidated cash flows. In preparing these consolidated financial statements, management is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable accounting principles have been followed, subject to any departures that need to be disclosed and explained in the consolidated financial statements.
- Prepare the consolidated financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business; and

**LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY
AND ITS SUBSIDIARIES**

Address: 87 Phu Dong Thien Vuong Street, Ward-8, Da Lat-city, Lam-Dong province, Vietnam.

MANAGEMENT'S REPORT (CONTINUED)

- Design and implement the internal control system effectively for a fair preparation and presentation of the consolidated financial statements so as to mitigate error or fraud.

Management confirms that the Group has complied with the above requirements in preparing these consolidated financial statements.

Management is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the consolidated financial position of the Group and ensure that the consolidated financial statements comply with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System, and prevailing accounting regulations in Vietnam. Management is also responsible for safeguarding the assets of the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT BY MANAGEMENT

In management's opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2024 and the consolidated results of its operations and its consolidated cash flows for the financial year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and prevailing accounting regulations in Vietnam.

For and on behalf of management,



Le Van Quy
General Director

Lam Dong, 25 March 2025



RSM Vietnam

3A Floor, L'Mak The Signature Building
147-147Bis Hai Ba Trung Street
Vo Thi Sau Ward, District 3
Ho Chi Minh City, Vietnam

T +8428 3827 5026
contact_hcm@rsm.com.vn
www.rsm.global/vietnam

No: 315/2025/KT-RSMHCM

INDEPENDENT AUDITOR'S REPORT

To: Shareholders
The Board of Directors
Management
LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY

Report on the consolidated financial statements

We have audited the accompanying consolidated financial statements of Lam Dong Investment and Hydraulic Construction Joint Stock Company and its subsidiaries prepared on 25 March 2025 as set out from page 05 to page 55, which comprise the consolidated statement of financial position as at 31 December 2024, and the consolidated income statement, and consolidated cash flow statement for the financial year then ended, and the notes to the consolidated financial statements.

Management's Responsibility

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System and relevant legislation as to the preparation and presentation of consolidated financial statements and for such internal control as management determines is necessary to enable the preparation and presentation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

THE POWER OF BEING UNDERSTOOD
ASSURANCE | TAX | CONSULTING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Opinion

In our opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of Lam Dong Investment and Hydraulic Construction Joint Stock Company and its subsidiaries as at 31 December 2024, and of the consolidated results of its financial performance and its consolidated cash flows for the financial year then ended in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System issued under Circular 200/2014/TT-BTC dated 22 December 2014, Circular 53/2016/TT-BTC dated 21 March 2016 and guidance on preparation and presentation of consolidated financial statements under Circular 202/2014/TT-BTC dated 22 December 2014 by Ministry of Finance and relevant legislation as to the preparation and presentation of consolidated financial statements.

pp GENERAL DIRECTOR

**Phan Hoai Nam**
Audit DirectorAudit Practice Registration Certificate:
3527-2021-026-1(Under the Power of Attorney No. 10/2024-
25/UQ-RSM dated 31 December 2024 by the
General Director)**Le Vo Thuy Linh**
AuditorAudit Practice Registration Certificate:
3525-2021-026-1**RSM Vietnam Auditing & Consulting Company Limited**

Ho Chi Minh City, 25 March 2025

As disclosed in Note 2.1 to the consolidated financial statements, the accompanying consolidated financial statements are not intended to present the consolidated financial position, consolidated financial performance and consolidated cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Vietnam.

**LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY
AND ITS SUBSIDIARIES**

Address: 87 Phu Dong Thien Vuong Street, Ward 08, Da Lat city, Lam Dong province, Vietnam.

Form B 01 - DN/HN

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
As at 31 December 2024

Expressed in VND

| ASSETS | Code | Notes | As at 31 Dec. 2024 | As at 01 Jan. 2024 |
|--|------------|------------|--------------------------|--------------------------|
| A. CURRENT ASSETS | 100 | | 607,500,864,584 | 660,825,539,644 |
| I. Cash and cash equivalents | 110 | 4.1 | 273,024,811,700 | 197,316,312,274 |
| 1. Cash | 111 | | 110,019,595,427 | 67,316,312,274 |
| 2. Cash equivalents | 112 | | 163,005,216,273 | 130,000,000,000 |
| II. Current account receivables | 130 | | 183,545,416,398 | 314,255,883,185 |
| 1. Trade receivables | 131 | 4.2 | 119,700,325,386 | 123,756,848,032 |
| 2. Advances to suppliers | 132 | 4.3 | 59,966,949,287 | 124,783,227,709 |
| 3. Current loan receivables | 135 | | - | 4,100,000,000 |
| 4. Other current receivables | 136 | 4.4 | 35,495,313,302 | 95,798,166,974 |
| 5. Provision for doubtful debts | 137 | 4.5 | (31,617,171,577) | (34,182,359,530) |
| III. Inventories | 140 | 4.6 | 143,920,667,536 | 141,717,841,616 |
| 1. Inventories | 141 | | 145,471,472,405 | 143,268,646,485 |
| 2. Provision for decline in value of inventories | 149 | | (1,550,804,869) | (1,550,804,869) |
| IV. Other current assets | 150 | | 7,009,968,950 | 7,535,502,569 |
| 1. Current prepayments | 151 | | 296,244,632 | - |
| 2. Value added tax deductible | 152 | 4.13 | 6,591,732,881 | 4,331,470,070 |
| 3. Tax and other receivables from the state budget | 153 | 4.13 | 121,991,437 | 3,204,032,499 |
| B. NON-CURRENT ASSETS | 200 | | 404,610,549,702 | 437,684,633,088 |
| I. Non-current account receivables | 210 | | 3,202,601,466 | 3,085,352,449 |
| 1. Other non-current receivables | 216 | 4.4 | 3,202,601,466 | 3,085,352,449 |
| II. Fixed assets | 220 | | 372,307,673,613 | 369,259,215,070 |
| 1. Tangible fixed assets | 221 | 4.9 | 355,304,531,029 | 333,819,244,946 |
| Cost | 222 | | 1,002,877,881,408 | 911,618,466,798 |
| Accumulated depreciation | 223 | | (647,573,350,379) | (577,799,221,852) |
| 2. Intangible fixed assets | 227 | 4.10 | 17,003,142,584 | 35,439,970,124 |
| Cost | 228 | | 23,069,091,474 | 41,069,091,474 |
| Accumulated amortisation | 229 | | (6,065,948,890) | (5,629,121,350) |
| III. Investment property | 230 | | - | 1,727,587,500 |
| Cost | 231 | | - | 2,103,150,000 |
| Accumulated depreciation | 232 | | - | (375,562,500) |
| IV. Non-current assets in progress | 240 | | 184,501,067,484 | 38,750,707,333 |
| 1. Construction in progress | 242 | 4.7 | 184,501,067,484 | 38,750,707,333 |
| V. Other non-current assets | 260 | | 29,100,274,623 | 24,861,770,736 |
| 1. Non-current prepayments | 261 | 4.8 | 25,026,466,627 | 22,816,013,185 |
| 2. Deferred income tax assets | 262 | 4.19 | 4,073,807,996 | 2,045,757,551 |
| TOTAL ASSETS (270 = 100 + 200) | 270 | | 1,012,111,414,286 | 1,098,510,172,732 |

**LAM DONG-INVESTMENT AND HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY
AND ITS SUBSIDIARIES**
Address: 87 Phũ Dong Thien Vuong Street, Ward 08, Da Lat city, Lam Dong province, Vietnam.

Form B 01 - DN/HN

CONSOLIDATED STATEMENT OF FINANCIAL POSITION (CONTINUED)
As at 31 December 2024

Expressed in VND

| RESOURCES | Code | Notes | As at | |
|---|------------|-------------|--------------------------|--------------------------|
| | | | 31 Dec. 2024 | 01 Jan. 2024 |
| C. LIABILITIES | 300 | | 450,418,765,040 | 408,926,635,282 |
| I. Current liabilities | 310 | | 418,159,819,306 | 364,537,689,548 |
| 1. Trade payables | 311 | 4.11 | 91,718,218,506 | 59,635,363,960 |
| 2. Advances from customers | 312 | 4.12 | 156,004,064,106 | 195,409,065,572 |
| 3. Taxes and amounts payable to the state budget | 313 | 4.13 | 19,593,617,875 | 7,158,113,947 |
| 4. Payables to employees | 314 | 4.18 | 38,020,916,634 | 38,554,187,743 |
| 5. Accrued expenses | 315 | 4.14 | 5,815,833,899 | 8,466,870,885 |
| 6. Intra-company payables | 316 | | 9,265,809 | 10,465,939 |
| 7. Other current payables | 319 | 4.15 | 2,173,314,768 | 4,560,342,774 |
| 8. Current loans and obligations under finance leases | 320 | 4.16 | 97,701,700,756 | 39,987,716,220 |
| 9. Current provisions | 321 | 4.17 | 5,143,515,371 | 8,535,030,889 |
| 10. Bonus and welfare fund | 322 | | 1,979,371,582 | 2,220,531,619 |
| II. Non-current liabilities | 330 | | 32,258,945,734 | 44,388,945,734 |
| 1. Other non-current payables | 337 | 4.15 | 4,272,445,734 | 4,402,445,734 |
| 2. Non-current loans and obligations under finance leases | 338 | 4.16 | 27,000,000,000 | 39,000,000,000 |
| 3. Non-current provisions | 342 | 4.17 | 986,500,000 | 986,500,000 |
| D. OWNERS' EQUITY | 400 | | 746,193,716,730 | 689,583,537,450 |
| I. Equity | 410 | 4.20 | 746,193,716,730 | 689,583,537,450 |
| 1. Owners' contributed capital | 411 | | 144,000,000,000 | 144,000,000,000 |
| Ordinary shares carrying voting rights | 411a | | 144,000,000,000 | 144,000,000,000 |
| 2. Share premium | 412 | | 9,052,708,180 | 9,052,708,180 |
| 3. Investment and development fund | 418 | | 213,784,472,806 | 212,272,033,188 |
| 4. Retained earnings | 421 | | 108,146,047,509 | 78,725,382,556 |
| Beginning accumulated retained earnings | 421a | | 62,512,942,938 | 18,656,631,855 |
| Retained earnings of the current year | 421b | | 45,633,104,571 | 60,068,750,701 |
| 5. Non-controlling interest | 429 | | 271,210,488,235 | 245,533,413,526 |
| TOTAL RESOURCES (440 = 300 + 400) | 440 | | 1,196,612,481,770 | 1,098,510,172,732 |

Prepared by



Approved by

Le Van Quy
General Director
Lam Dong, 25 March 2025

Nguyen Thi Thu Huong
Chief Accountant

**LAM DONG INVESTMENT AND HYDRAULIC CONSTRUCTION JOINT STOCK COMPANY
AND ITS SUBSIDIARIES**
Address: 87 Phu Dong Thien Vuong Street, Ward 08, Da Lat city, Lam Dong province, Vietnam.

Form B 02 - DN/HN

CONSOLIDATED INCOME STATEMENT
For the financial year ended 31 December 2024

Expressed in VND

| ITEMS | Code | Notes | Year 2024 | Year 2023 |
|--|------|--------|-------------------|-------------------|
| 1. Revenue | 01 | 5.1 | 1,206,792,016,202 | 1,119,808,512,341 |
| 2. Deductions | 02 | | 2,008,434,299 | 537,379,164 |
| 3. Net revenue | 10 | | 1,204,783,581,903 | 1,119,271,133,177 |
| 4. Cost of sales | 11 | 5.2 | 982,364,750,141 | 842,466,132,340 |
| 5. Gross profit | 20 | | 222,418,831,762 | 276,805,000,837 |
| 6. Finance income | 21 | 5.3 | 3,398,754,257 | 5,898,958,340 |
| 7. Finance expense | 22 | 5.4 | 3,686,600,668 | 4,671,139,745 |
| Of which, interest expense | 23 | | 3,390,950,749 | 4,298,962,979 |
| 8. Selling expense | 25 | 5.5 | 4,950,872,868 | 3,162,427,454 |
| 9. General and administrative expense | 26 | 5.6 | 95,468,972,672 | 119,001,622,748 |
| 10. Operating profit/(loss) | 30 | | 121,711,139,811 | 155,868,769,230 |
| 11. Other income | 31 | 5.7 | 28,984,374,344 | 10,771,762,997 |
| 12. Other expense | 32 | 5.8 | 3,481,726,039 | 5,347,086,950 |
| 13. Net other income/(loss) | 40 | | 25,502,648,305 | 5,424,676,047 |
| 14. Accounting profit/(loss) before taxation | 50 | | 147,213,788,116 | 161,293,445,277 |
| 15. Current corporate income tax expense | 51 | 5.10 | 32,305,544,756 | 34,085,387,490 |
| 16. Deferred corporate income tax expense | 52 | 5.11 | (2,028,050,445) | 933,304,567 |
| 17. Net profit/(loss) after taxation | 60 | | 116,936,293,805 | 126,274,753,220 |
| 18. Owners of the parent company | 61 | | 66,967,012,999 | 81,668,750,701 |
| 19. Non-controlling interests | 62 | | 49,969,280,806 | 44,606,002,519 |
| 20. Basic earnings per share | 70 | 4.20.4 | 4,650 | 5,651 |
| 21. Diluted earnings per share | 71 | 4.20.4 | 4,650 | 5,651 |



Approved by
Le Van Quy
General Director
Lam Dong, 25 March 2025

Prepared by

Nguyen Thi Thu Huong
Chief Accountant

CONSOLIDATED CASH FLOW STATEMENT
(Indirect method)
For the financial year ended 31 December 2024

Expressed in VND

| ITEMS | Code | Notes | Year 2024 | Year 2023 |
|--|------|-------|--------------------------|--------------------------|
| I. CASH FLOWS FROM OPERATING ACTIVITIES | | | | |
| 1. Net profit /(loss) before taxation | 01 | | 147,213,788,116 | 161,293,445,277 |
| 2. Adjustment for: | | | | |
| Depreciation and amortisation | 02 | 5.9 | 81,085,566,179 | 84,696,398,933 |
| Provisions | 03 | | (5,956,703,471) | 6,516,013,892 |
| Unrealised foreign exchange gains/losses from revaluation of foreign currency monetary items | 04 | | (5,829,067) | 14,309,439 |
| Gains/losses from investment | 05 | | (28,666,358,935) | (9,323,622,390) |
| Interest expense | 06 | 5.4 | 3,390,950,749 | 4,298,962,979 |
| 3. Operating profit /(loss) before adjustments | 08 | | 197,061,413,571 | 247,495,508,130 |
| Increase or decrease in accounts receivable | 09 | | 128,996,123,343 | (94,101,065,432) |
| Increase or decrease in inventories | 10 | | (2,202,825,920) | 12,192,879,697 |
| Increase or decrease in accounts payable (excluding interest expense and CIT payable) | 11 | | (10,795,185,761) | 100,483,216,932 |
| Increase or decrease prepaid expenses | 12 | | (2,506,698,074) | 974,623,207 |
| Interest paid | 14 | | 20,828,757,260 | (3,937,680,788) |
| Corporate income tax paid | 15 | 4.13 | (21,831,071,700) | (53,661,699,491) |
| Other cash outflows from operating activities | 17 | | (541,160,037) | (325,607,094) |
| Net cash flow from operating activities | 20 | | 309,009,352,682 | 209,120,175,161 |
| II. CASH FLOWS FROM INVESTING ACTIVITIES | | | | |
| 1. Acquisition and construction of fixed assets and other long-term assets | 21 | | (276,401,832,883) | (194,064,534,289) |
| 2. Proceeds from disposals of fixed assets and other long-term assets | 22 | | 49,993,122,804 | 11,389,558,922 |
| 3. Loans to other entities and payments for purchase of debt instruments of other entities | 23 | | (9,000,000,000) | (4,000,000,000) |
| 4. Repayments from borrowers and proceeds from sales of debts instruments of other entities | 24 | | 13,100,000,000 | 2,000,000,000 |
| 5. Interest and dividends received | 27 | | 3,310,244,194 | 4,326,967,282 |
| Net cash flow from investing activities | 30 | | (218,998,465,885) | (180,348,008,085) |

(See the next page)

AND ITS SUBSIDIARIES
Address: 87 Phu Dong Thien Vuong Street, Ward 08, Da Lat city, Lam Dong province, Vietnam.

CONSOLIDATED CASH FLOW STATEMENT (CONTINUED)
(Indirect method)

For the financial year ended 31 December 2024

Expressed in VND

Approved by



Le Van Quy
General Director
Lam Dong, 25 March 2025

Phong

Nguyen Thi Thu Huong
Chief Accountant

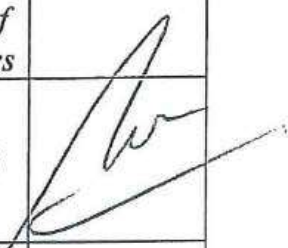
CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập – Tự do – Hạnh Phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

ĐƠN ĐỀ CỬ ỨNG CỬ VIÊN THAM GIA HỘI ĐỒNG QUẢN TRỊ
CÔNG TY CP ĐẦU TƯ VÀ XÂY DỰNG THỦY LỢI LÂM ĐỒNG – LHC
LETTER FOR NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS
LAM DONG INVESTMENT & HYDRAULIC CONSTRUCTION J/S COMPANY (“LHC”)
TERM OF THE MEMBERSHIP 2021 – 2025

Hôm nay, ngày 24/03/2025, tại Văn phòng Công ty LHC, chúng tôi là những cổ đông của Công ty LHC cùng nhau nắm giữ 1.576.400 cổ phần, chiếm 10,94% số cổ phần có quyền biểu quyết của Công ty LHC, có tên trong Danh sách dưới đây:

Today, 24/3/2025, at the Company's head office, we are the shareholders of LHC Company holding 1.576.400 shares, representing 10,94% of the voting shares of LHC Company, whose names are listed below:

| TT No. | Cổ đông Shareholders | Số CCCD/ĐKKD ID/Passport No. | Địa chỉ Address | Số cổ phần sở hữu Share owning | Thời gian chốt danh sách cổ đồng Closing date of the list of shareholders | Ký tên Signature |
|-----------|----------------------------|------------------------------------|---|--|---|---|
| 1 | Lê Đình Hiển | 034064023979 | 70 Pasteur, phường 4, Đà Lạt, Lâm Đồng | 1.072.000 (Tỷ lệ 7,44%) | 20/3/2025 |  |
| 2 | Phạm Thị Thanh Hương | 036170023211 | 70 Pasteur, phường 4, Đà Lạt, Lâm Đồng | 504.400 (tỷ lệ 3,50%) | 20/3/2025 | |
| | | | Tổng cộng <i>Total</i> | 1.576.400 CP Shares (10,94%) | 20/3/2025 | |

Sau khi nghiên cứu các quy định về quyền của cổ đông và các tiêu chuẩn thành viên Hội đồng Quản trị độc lập của Luật doanh nghiệp và tại Điều lệ Công ty LHC, chúng tôi cùng nhất trí đề cử ứng viên tham gia bầu cử bổ sung vào Hội đồng Quản trị độc lập Công ty LHC, theo nhiệm kỳ còn lại của Hội đồng quản trị đương nhiệm 2021-2025, cụ thể như sau:

After studying the regulations on shareholders' rights and the standards for members of the BOD on the Enterprise Law and the Charter of LHC Company, we unanimously agree to nominate candidates to participate in the additional election to the independent BOD of LHC Company, according to the remaining term of the incumbent independent BOD 2021-2025, specifically as follows:

Ông/Mr: NÔNG VƯƠNG HÙNG. Sinh ngày: 04/03/1967.

Số CCCD/ID No.: 068067003949. Ngày cấp/Issued date: 12/9/2021

Nơi cấp/Place of issue: Cục CS QLHC về TTXH/Department of Administrative Police on Social Order.

Địa chỉ thường trú/Permanent residence address: B1 Trần Quang Diệu, phường 10, Đà Lạt, Lâm Đồng.

Trình độ học vấn/Education level: 12/12. Chuyên ngành/Professional qualifications: Cử nhân Quản trị Kinh doanh/Bachelor of Business Administration.

Hiện đang sở hữu/Owns voting shares: 0 cổ phần/shares (Bằng chữ/in words: Không/Zero cổ phần/shares)

Làm ứng cử viên tham gia thành viên HĐQT độc lập của Công ty LHC theo nhiệm kỳ còn lại của HĐQT đương nhiệm 2021-2025 tại kỳ họp Đại hội cổ đông thường niên năm 2025 vào ngày 20/4/2025.

To be a candidate for the independend BOD of LHC Company for the term of membership 2021 - 2025 at the 2025 Annual General Meeting of Shareholders on 20/4/2025.

Chúng tôi cam kết Ông NÔNG VƯƠNG HÙNG đáp ứng đầy đủ các tiêu chuẩn, điều kiện trở thành thành viên HĐQT độc lập Công ty LHC và chịu trách nhiệm về tính chính xác, trung thực và hợp pháp của việc đề cử này.

We commit that Mr NONG VUONG HUNG fully meets the standards and conditions to become a member of the independend Board of Directors of LHC Company and are responsible for the accuracy, honesty and legality of this nomination.

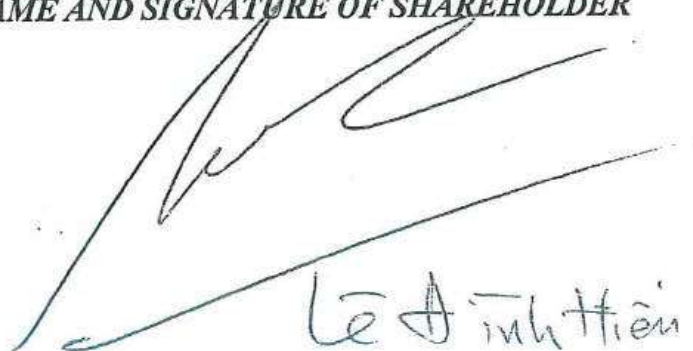
Đề nghị Ban tổ chức Đại hội đồng cổ đông Công ty LHC ghi nhận danh sách ứng cử viên tham gia Hội đồng Quản trị Công ty LHC nhiệm kỳ 2025 của nhóm cổ đông nêu trên.

We respectfully request that the Organizing Committee of the AGM of LHC Shareholders acknowledge the candidate for election to the BOD of LHC Company for the 2025 term of the above group of shareholders.

Chúng tôi xin đính kèm Sơ yếu lý lịch của ứng cử viên theo đơn này.

We hereby attach the candidate's Curriculum vitae to this Letter.

**HỌ TÊN VÀ CHỮ KÝ CỦA NGƯỜI ĐỀ CỬ
FULL NAME AND SIGNATURE OF SHAREHOLDER**



Lê Anh Hiền

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập – Tự do – Hạnh Phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

**ĐƠN ỨNG CỬ ỨNG VIÊN THAM GIA HỘI ĐỒNG QUẢN TRỊ
CÔNG TY CP ĐẦU TƯ VÀ XÂY DỰNG THỦY LỢI LÂM ĐỒNG
("CÔNG TY LHC")**

NHIỆM KỲ HĐQT VIÊN 2021 – 2025
*APPLICATION FOR CANDIDATES FOR THE BOARD OF DIRECTORS
LAM DONG INVESTMENT & HYDRAULIC CONSTRUCTION J/S COMPANY
("LHC COMPANY")
TERM OF THE MEMBERSHIP 2021 – 2025*

Kính gửi: HỘI ĐỒNG QUẢN TRỊ CÔNG TY LHC.
To : *THE BOARD OF DIRECTORS OF LHC COMPANY.*

Tôi là/I am: **NÔNG VƯƠNG HÙNG** Quốc tịch/Nationality: **Việt nam**
Ngày sinh/Date of birth: **04/03/1967** Nơi sinh/Place of birth: **Lâm Đồng**
CCCD/ Hộ chiếu/ GĐKKD số ID/Passport/Business registration No.: **068067003949**
Ngày cấp/Issued date: **12/09/2021** Nơi cấp/Place of issue: **Cục CSQLHCVTXXH/**
Department for Administrative Management on Social Order.
Địa chỉ thường trú/Permanent residence address: **B1 Trần Quang Diệu, p.10, Đà Lạt.**
Đơn vị Công tác/ Working at: **Nghỉ hưu - Kinh Doanh tự do/Retired-Engaged in**
freelance business.
Trình độ học vấn Education level: **12/12.**
Trình độ chuyên môn Professional qualifications: **Đại Học/University level.**
Hiện đang sở hữu/Owns voting shares: **0** cổ phần Công ty LHC/shares of LHC (Bằng
chữ/in words: **không/No** cổ phần/shares)
Những người liên quan sở hữu Related people own voting shares: **0** cổ phần của Công ty
LHC/shares of LHC.

Sau khi nghiên cứu và xét thấy bản thân đã thỏa mãn các điều kiện của pháp luật
hiện hành và Điều lệ Công ty, tôi làm đơn này đề nghị được tham gia tự ứng cử vào
vị trí thành viên Hội đồng quản trị độc lập ("HĐQT") Công ty nhiệm kỳ 2025.

*After studying and considering that I have satisfied the conditions of current laws and the
Company's Charter, I hereby submit this application to apply for the position of independend
member of the Board of Directors ("BOD") of the Board of Directors of the Company for the 2025
term.*

Tôi cam kết chịu trách nhiệm về tính chính xác, trung thực của nội dung văn bản và
hồ sơ kèm theo, đồng thời cam kết tuân thủ đầy đủ theo quy định của Điều lệ Công
ty và Quy chế bầu cử thành viên HĐQT tại Đại hội của Công ty.

*I commit to take responsibility for the accuracy and honesty of the content of the document and
attached documents, and commit fully comply with the provisions of the Company Charter and the
Regulations on election of Board members at the Company's Annual General Meeting.*

Trân trọng/Best regards!

Hồ sơ kèm theo:

Hồ sơ kèm theo/Candidate profile attached:

- Bản sao CCCD/Copy of ID;
- Sơ yếu lý lịch của ứng viên có dán ảnh; (hoặc Phiếu lý lịch tư pháp cho người không có quốc tịch Việt Nam)/Candidate's CV with photo attached; (or record for non-Vietnamese citizens);
- Bảng kê khai người có liên quan với ứng viên/List of people related to the candidate;
- Bản sao công chứng các văn bằng, chứng chỉ chuyên môn/Notarized copies of diplomas and professional certificates.

Ngày/day 24 tháng/month 03 năm/year 2025

Người ứng cử/Candidate

(Ký, đóng dấu và ghi rõ họ tên/Sign, stamp and full name)



Nông Vương Hùng

SƠ YẾU LÝ LỊCH/ CIRRICULAR VITAE

(Ứng viên đối với vị trí Thành viên Hội đồng quản trị nhiệm kỳ 2021-2025)
For candidates applying for the position of Board Member for the 2025-2030 term

1. Về bản thân/Personal information

- Họ và tên khai sinh/Full name (as per birth Certificate): **Nông Vương Hùng**
- Họ và tên thường gọi/Commonly used name: **Nông Vương Hùng**
- Bí danh/Alias: **Không/No**
- Ngày tháng năm sinh/Date of birth: **04/03/1967**
- Nơi sinh/ Place of birth: **Lâm Đồng.**



- Quốc tịch (các quốc tịch hiện có) Nationality (all current nationalities): **Việt Nam**

- Địa chỉ đăng ký hộ khẩu thường trú; địa chỉ theo căn cước công dân; Nơi ở hiện nay/Permanent address: **B1 Trần Quang Diệu, P.10, Đà Lạt.**

- Số CCCD, nơi cấp, ngày cấp hoặc số hộ chiếu hoặc số giấy tờ chứng thực cá nhân khác/Citizen ID Number, place of issuance, date of issuance (or passport number or other personal identification documents): **068067003949**

- Tên và địa chỉ pháp nhân mà mình đại diện, tỷ lệ vốn góp được đại diện (trường hợp là người đại diện phần vốn góp của cổ đông pháp nhân)/Legal entity represented, address, and shareholding percentage represented (If acting as a representative of an institutional shareholder): **Không/No.**

2. Trình độ chuyên môn/Professional qualifications:

Tên trường; tên thành phố, quốc gia nơi trường đặt trụ sở chính; tên khóa học; thời gian học; tên bằng (liệt kê những bằng cấp, chương trình đào tạo liên quan đến tiêu chuẩn, điều kiện của chức danh được bầu, bổ nhiệm)/Name of institution; city and country of Institution's headquarters; course name; study duration; degree/certificate earned (list degrees, training programs relevant to the qualifications and requirements of the elected or appointed position):
Đại Học Quản Trị Kinh Doanh/Bachelor of Business Administration.

3. Quá trình công tác/Working experience:

- Quá trình công tác, nghề nghiệp và chức vụ đã qua (từ năm 18 tuổi đến nay) làm gì, ở đâu, tóm tắt đặc điểm chính/Employment history, occupations, and positions held (from the age of 18 to the present) specifying roles, organizations, and key responsibilities:

- Từ năm 18 tuổi học trường Thương Nghiệp Thủ Đức, TPHCM, sau đó học Đại Học QTKD.

At the age of 18, attended Thu Duc School of Commerce, Ho Chi Minh City, and subsequently pursued studies in Business Administration at the university level.

- Năm 20 tuổi đến 32 tuổi, làm Kế Toán Trưởng tại các cty Công Ty Thương Nghiệp Đa Tê, Cty Đá Xuất Khẩu Lâm Đồng.

From the age of 20 to 32, served as Chief Accountant at Da Te Trading Company and Lam Dong Stone Export Company.

- Năm 33 tuổi đến năm 57 tuổi làm Giám Đốc tài chính tập đoàn Apex Indochina Limited, Doanh Nghiệp 100% đầu tư nước ngoài. Giám đốc tài chính cty TNHH Đà Lạt Apex.

From the age of 33 to 57, held the position of Chief Financial Officer at Apex Indochina Limited Group, a 100% foreign-invested enterprise, and also served as the CFO of Da Lat Apex Co., Ltd.

- Hiện nay: Nghỉ hưu, kinh doanh tự do.
Currently: Retired and engaged in freelance business.

- Chức vụ hiện nay đang nắm giữ tại Công ty/*Current position held at the Company:*
Kinh Doanh tự do/Engaged in freelance business.

- Chức vụ hiện nay đang nắm giữ tại các tổ chức khác/*Current positions held at other organizations:* **Không/No.**

Đang sở hữu/*Owning:* **0** cổ phần của Công ty LHC/*Share of LHC.*

Những người liên quan sở hữu/*Related people own:* **0** cổ phần Công ty LHC/*Share of LHC.*

Đang sở hữu/*Owning:* **0** cổ phần của Công ty gián tiếp có quyền biểu quyết/*Shares of the Company indirect voting rights.*

Những người liên quan sở hữu/*Related people own:* **0** cổ phần của Công ty gián tiếp có quyền biểu quyết/*Shares of the Company indirect voting rights.*

- Những khoản nợ đối với Công ty/*Outstanding debts to the Company:* **Không/No.**

- Lợi ích liên quan đối với Công ty/*Interests related to the Company:* **Không/No.**

- Quyền lợi mâu thuẫn với Công ty/*Conflicting Interests with the Company:* **Không/No.**

Căn cứ quy định Luật Doanh nghiệp và Điều lệ Công ty, với tư cách ứng viên cho vị trí thành viên Hội đồng quản trị độc lập nhiệm kỳ 2021 – 2025, tôi cam kết mình có đủ điều kiện, tiêu chuẩn để tham gia vào vị trí thành viên Hội đồng quản trị độc lập và cam kết thực hiện nhiệm vụ của mình một cách cẩn trọng, trung thực trong trường hợp được ĐHĐCĐ tín nhiệm bổ nhiệm.

Pursuant to the Law on Enterprises and the Company's Charter, as a candidate for the position of member/ independent member of the Board of Directors for the 2021-2025 term, I hereby certify that I meet all the qualifications and requirements for the position and commit to fulfilling my duties with diligence and integrity if appointed by the General Meeting of Shareholders.

Tôi, **Nông Vương Hùng** cam kết và chịu trách nhiệm về tính chính xác, trung thực của nội dung trên. Đồng thời cam kết tuân thủ đầy đủ nghĩa vụ, trách nhiệm được quy định tại Điều lệ và pháp luật doanh nghiệp.

I, Nong Vuong Hung certify the accuracy and truthfulness of the information provided above. I also commit to fully complying with the obligations and responsibilities as stipulated in the Company's Charter and the Law on the Enterprise.

Trân trọng/*Sincerely,*

Lâm Đồng, ngày/day 24 tháng/month 03 năm/year 2025

Người khai/*Declarant*

(Ký tên và ghi rõ họ tên/*Signature*)

Xác nhận của cơ quan có thẩm quyền
Confirmation by the competent authority


Nông Vương Hùng

Lưu ý/Note:

- Sơ yếu lý lịch phải có xác nhận của Ủy ban nhân dân cấp có thẩm quyền về việc người khai đăng ký hộ khẩu thường trú tại địa bàn hoặc cơ quan về việc người khai đang làm việc ở cơ quan đó hoặc công chứng chứng thực chữ ký của người khai.

The CV must have be certified by the competent People's Committee regarding the candidate's registered permanent residence or by the candidate's current employer or notarized for signature authentication.

- Ngoài những nội dung cơ bản trên, người khai có thể bổ sung các nội dung khác nếu thấy cần thiết.
In addition to the mandatory information above, the candidate may include additional relevant details if necessary.

- Bản sao các văn bằng, chứng chỉ chuyên môn và nghiệp vụ.

A certified copy of degrees, professional certificates, and qualifications must be attached.

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

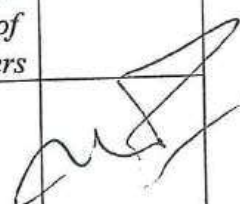
Độc lập – Tự do – Hạnh Phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

BIÊN BẢN HỌP NHÓM
ĐỀ CỬ ỨNG CỬ VIÊN THAM GIA HỘI ĐỒNG QUẢN TRỊ
CÔNG TY CP ĐẦU TƯ VÀ XÂY DỰNG THỦY LỢI LÂM ĐỒNG – LHC

--GROUP-MEETING MINUTES
FOR NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS
LAM DONG INVESTMENT & HYDRAULIC CONSTRUCTION J/S COMPANY ("LHC")
TERM OF THE MEMBERSHIP 2021 – 2025

Hôm nay, ngày 24/03/2025, tại Thành Phố Hồ Chí Minh, chúng tôi là những cổ đông của Công ty LHC cùng nhau nắm giữ 1.894.000 cổ phần, chiếm 13.15% số cổ phần có quyền biểu quyết của Công ty LHC, có tên trong Danh sách dưới đây:

Today, March 24th, 2025, at Hochiminh city, we are the shareholders of LHC Company holding 1.894.000 shares, representing 13.15 % of the voting shares of LHC Company, whose names are listed below:

| TT No. | Cổ đông Shareholders | Số CCCD/ĐKKD ID/Passport No. | Địa chỉ Address | Số cổ phần sở hữu Share owning | Thời gian chốt danh sách cổ đồng Closing date of the list of shareholders | Ký tên Signature |
|-----------|-------------------------|---------------------------------------|---|--|---|---|
| 1 | Trần Việt Thắng | 027073000522 | 497 Gia Phú, Phường 3, Quận 6, TP. HCM | 1.285.100 | |  |
| 2 | Trần Ngọc Huệ | 027176007749 | 54 Xuân Thủy, p-Thảo Điền, TP Thủ Đức, HCM | 608.900 | | |
| | | | Tổng cộng Total | 1.894.000 Shares | | |

Sau khi nghiên cứu các quy định về quyền của cổ đông và các tiêu chuẩn thành viên Hội đồng Quản trị của Luật doanh nghiệp và tại Điều lệ Công ty LHC, chúng tôi cùng nhất trí đề cử ứng cử viên tham gia bầu cử bổ sung vào Hội đồng Quản trị Công ty LHC, theo nhiệm kỳ còn lại của Hội đồng quản trị đương nhiệm 2021-2025, cụ thể như sau:

After studying the regulations on shareholders' rights and the standards for members of the BOD on the Enterprise Law and the Charter of LHC Company, we unanimously agree to nominate candidates to participate in the additional election to the BOD of LHC Company, according to the remaining term of the incumbent BOD 2021-2025, specifically as follows:

Bà/Mrs: LAM BOI NGOC

Số CCCD/ID No.: 079188037142. Ngày cấp/Issued date: 10/8/2021 Nơi cấp/Place of issue: Cục CS QLHC về TTXH/Department of Administrative Police on Social Order.
Địa chỉ thường trú/Permanent residence address: 25/9 Thành Mỹ, phường 8, Tân Bình, Tp. Hồ Chí Minh.

Trình độ học vấn *Education level*: 12/12. Chuyên ngành/*Professional qualifications*:
Thạc sỹ luật kinh tế và thương mại/*Master of Economic and Commercial Law*.
Hiện đang sở hữu/*Owns voting shares*: 0 cổ phần/*shares* (Bằng chữ/*in words*:
Không/*zero cổ phần/shares*)

Làm ứng cử viên tham gia HĐQT của Công ty LHC theo nhiệm kỳ còn lại của
HĐQT đương nhiệm 2021-2025 tại kỳ họp Đại hội cổ đông thường niên năm 2025
vào ngày 20/4/2025.

*To be a candidate for the BOD of LHC Company for the remaining term of membership 2021 -
2025 at the 2025 Annual General Meeting of Shareholders on 20/4/2025.*

Chúng tôi cam kết Bà LAM BOI NGOC đáp ứng đầy đủ các tiêu chuẩn, điều kiện trở
thành thành viên HĐQT Công ty LHC và chịu trách nhiệm về tính chính xác, trung thực
và hợp pháp của việc đề cử này.

*We commit that Mrs. Lam Boi Ngoc fully meets the standards and conditions to become a
member of the Board of Directors of LHC Company and are responsible for the accuracy,
honesty and legality of this nomination.*

Đề nghị Ban tổ chức Đại hội đồng cổ đông Công ty LHC ghi nhận danh sách ứng cử viên
tham gia Hội đồng Quản trị Công ty LHC nhiệm kỳ 2025 của nhóm cổ đông nêu trên.

*We respectfully request that the Organizing Committee of the AGM of LHC Shareholders
acknowledge the candidate for election to the BOD of LHC Company for the 2025 term of the
above group of shareholders.*

Chúng tôi xin đính kèm Sơ yếu lý lịch của ứng cử viên theo Biên bản này.

We hereby attach the candidate's Curriculum vitae to this Minute.

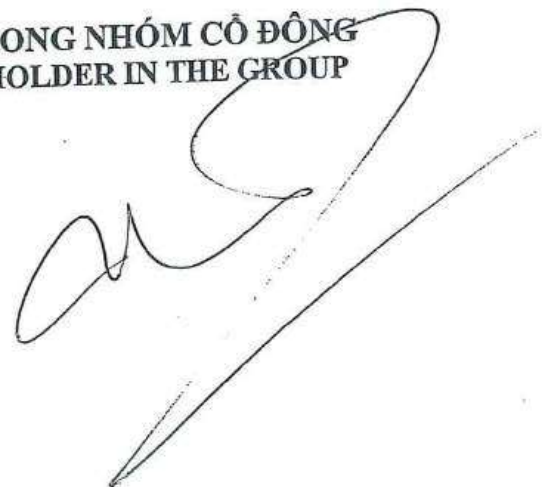
Biên bản này gồm 02 trang, được lập vào lúc giờ, ngày 24/3/2025 tại Tp. Hồ
Chí Minh và được đọc lại cho nhóm cổ đông cùng nghe, cùng thống nhất và cùng ký tên
dưới đây.

*This record consists of 02 pages, made at o'clock, on March 24th, 2025 at Hochiminh
city and is read to the group of shareholders, agreed upon and signed below.*

HỌ TÊN VÀ CHỮ KÝ CỦA TỪNG CỔ ĐÔNG TRONG NHÓM CỔ ĐÔNG
FULL NAME AND SIGNATURE OF EACH SHAREHOLDER IN THE GROUP



TRẦN NGỌC HUỆ



CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập – Tự do – Hạnh Phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

**ĐƠN ỨNG CỬ ỨNG VIÊN THAM GIA HỘI ĐỒNG QUẢN TRỊ
CÔNG TY CP ĐẦU TƯ VÀ XÂY DỰNG THỦY LỢI LÂM ĐỒNG
("CÔNG TY LHC")**

NHIỆM KỲ HĐQT VIÊN 2021 – 2025
APPLICATION FOR CANDIDATES FOR THE BOARD OF DIRECTORS
LAM DONG INVESTMENT & HYDRAULIC CONSTRUCTION J/S COMPANY
("LHC COMPANY")
TERM OF THE MEMBERSHIP 2021 – 2025

Kính gửi: HỘI ĐỒNG QUẢN TRỊ CÔNG TY LHC.
To : THE BOARD OF DIRECTORS OF LHC COMPANY.

Tôi là/I am: LÂM BỘI NGỌC

Quốc tịch/Nationality: Việt Nam

Ngày sinh/Date of birth: 05/06/1988

Nơi sinh/Place of birth: Tp. Hồ Chí Minh

CCCD/ Hộ chiếu/ GĐKKD số ID/Passport/Business registration No.: 079188037142

Ngày cấp/Issued date: 10/08/2021 Nơi cấp/Place of issue: Cục CS QLHC về TTXH

Địa chỉ thường trú/Permanent residence address: 25/9 Thành Mỹ Phường 08 Tân Bình, Tp. HCM

Đơn vị Công tác/ Working at: Công ty luật TNHH LegumNTN

Trình độ học vấn Education level: Thạc sĩ

Trình độ chuyên môn Professional qualifications: Thạc sĩ Luật kinh tế và Thương mại

Quốc tế

Hiện đang sở hữu/Owns voting shares: cổ phần Công ty LHC/shares of LHC (Bằng chữ/in words:.....cổ phần/shares)

Những người liên quan sở hữu Related people own voting shares:
cổ phần của Công ty LHC/shares of LHC.

Sau khi nghiên cứu và xét thấy bản thân đã thỏa mãn các điều kiện của pháp luật hiện hành và Điều lệ Công ty, tôi làm đơn này đề nghị được tham gia tự ứng cử vào vị trí thành viên Hội đồng quản trị ("HĐQT")/ thành viên độc lập Hội đồng quản trị Công ty nhiệm kỳ 2025.

After studying and considering that I have satisfied the conditions of current laws and the Company's Charter, I hereby submit this application to apply for the position of member of the Board of Directors ("BOD")/independent member of the Board of Directors of the Company for the 2025 term.

Tôi cam kết chịu trách nhiệm về tính chính xác, trung thực của nội dung văn bản và hồ sơ kèm theo, đồng thời cam kết tuân thủ đầy đủ theo quy định của Điều lệ Công ty và Quy chế bầu cử thành viên HĐQT tại Đại hội của Công ty.

I commit to take responsibility for the accuracy and honesty of the content of the document and attached documents, and commit fully comply with the provisions of the Company Charter and the Regulations on election of Board members at the Company's Annual General Meeting.

Trân trọng/Best regards!

Hồ sơ kèm theo:

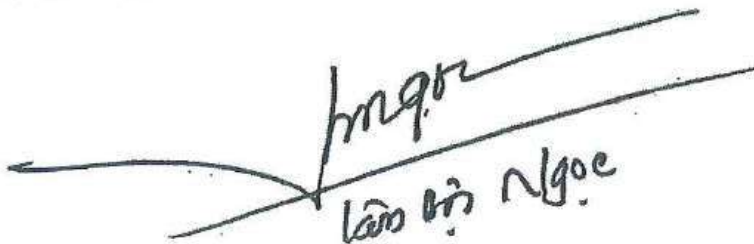
Hồ sơ kèm theo/Candidate profile attached:

- Bản sao CCCD/Copy of ID;
- Sơ yếu lý lịch của ứng viên có dán ảnh; (hoặc Phiếu lý lịch tư pháp cho người không có quốc tịch Việt Nam)/Candidate's CV with photo attached; (or record for non-Vietnamese citizens);
- Bảng kê khai người có liên quan với ứng viên/List of people related to the candidate;
- Bản sao công chứng các văn bằng, chứng chỉ chuyên môn/Notarized copies of diplomas and professional certificates.

Ngày/day 24 tháng/month 03 năm/year 2025

Người ứng cử/Candidate

(Ký, đóng dấu và ghi rõ họ tên/Sign, stamp and full name)


Lam Thi Ngoc

SƠ YẾU LÝ LỊCH/ CIRRICULAR VITAE

(Ứng viên đối với vị trí Thành viên Hội đồng quản trị nhiệm kỳ 2021-2025)
For candidates applying for the position of Board Member for the 2025-2030 term

1. Về bản thân/Personal information

- Họ và tên khai sinh/Full name (as per birth Certificate): LÂM BỘI NGỌC
- Họ và tên thường gọi/Commonly used name:
- Bí danh/Alias:
- Ngày tháng năm sinh/Date of birth: 05/06/1988.
- Nơi sinh/ Place of birth: Thành phố Hồ Chí Minh
- Quốc tịch (các quốc tịch hiện có) Nationality (all current nationalities): Việt Nam
- Địa chỉ đăng ký hộ khẩu thường trú; địa chỉ theo căn cước công dân; Nơi ở hiện nay/Permanent address: 25/9 Thành Mỹ Phường 08 Tân Bình, Tp. HCM
- Số CCCD, nơi cấp, ngày cấp hoặc số hộ chiếu hoặc số giấy tờ chứng thực cá nhân khác/Citizen ID Number, place of issuance, date of issuance (or passport number or other personal identification documents): 079188037142 Cấp ngày 10/08/2021 bởi Cục cảnh sát QLHC về TTXH
- Tên và địa chỉ pháp nhân mà mình đại diện, tỷ lệ vốn góp được đại diện (trường hợp là người đại diện phần vốn góp của cổ đông pháp nhân)/Legal entity represented, address, and shareholding percentage represented (If acting as a representative of an institutional shareholder):.....

Ảnh hộ
chiếu

Passport-
sized photo
(4x6cm)

2. Trình độ chuyên môn/Professional qualifications:

Tên trường; tên thành phố, quốc gia nơi trường đặt trụ sở chính; tên khóa học; thời gian học; tên bằng (liệt kê những bằng cấp, chương trình đào tạo liên quan đến tiêu chuẩn, điều kiện của chức danh được bầu, bổ nhiệm)/Name of institution; city and country of Institution's headquarters; course name; study duration; degree/certificate earned (list degrees, training programs relevant to the qualifications and requirements of the elected or appointed position):
2014-2015: Thạc sĩ Luật Kinh tế và Thương mại quốc tế - Đại học Tây Anh Quốc (Bristol, UK)
2006-2010: Cử nhân Luật Thương Mại – Đại học Luật Tp. HCM (Tp. HCM, Việt Nam)

3. Quá trình công tác/Working experience:

- Quá trình công tác, nghề nghiệp và chức vụ đã qua (từ năm 18 tuổi đến nay) làm gì, ở đâu, tóm tắt đặc điểm chính/Employment history, occupations, and positions held (from the age of 18 to the present) specifying roles, organizations, and key responsibilities:
 1. 2010-2014: Luật sư tập sự – Công ty Luật TNHH Âu Cơ:
 - Tư vấn quản lý doanh nghiệp và đầu tư nước ngoài;
 - Rà soát hoạt động doanh nghiệp;
 - Triển khai DD và hoạt động M&A;
 2. 2015-2017: Chuyên viên pháp chế - Công ty TNHH Success Dragon Vietnam
 - Giám sát/ kiểm soát tuân thủ hoạt động của các bộ phận trong doanh nghiệp;
 - Tư vấn pháp lý và đánh giá rủi ro trong hoạt động công ty;
 - Tư vấn pháp lý trong các giao dịch và đầu tư;
 3. 2017-2025: Trưởng phòng tổng vụ - Công ty cổ phần FECON South
 - Quản lý kiểm soát và vận hành các chức năng: Hành chính – Nhân sự - CNTT – Truyền thông – Pháp chế - Chiến lược Công ty;

- Tư vấn và triển khai các mục tiêu chiến lược trong khối vận hành;
- Tư vấn pháp lý và đại diện doanh nghiệp trong các tranh chấp;
- 4. 2019-2025: Thành viên sáng lập – Công ty Luật TNHH LegumNTN
- Tư vấn pháp lý và quản lý doanh nghiệp;
- Nghiên cứu thị trường và tư vấn đầu tư;
- Đại diện pháp lý.

- Chức vụ hiện nay đang nắm giữ tại Công ty/*Current position held at the Company:*
Không có

- Chức vụ hiện nay đang nắm giữ tại các tổ chức khác/*Current positions held at other organizations:*

1. Công ty Luật TNHH LegumNTN: Chủ tịch HĐQT
2. Công ty cổ phần truyền thông BigtreeX: Giám đốc
3. Công ty TNHH tư vấn Bigtree: Giám đốc

Đang sở hữu/*Owning:* cổ phần của Công ty LHC/*Share of LHC.*

Những người liên quan sở hữu/*Related people own:*cổ phần Công ty LHC/*Share of LHC.*

Đang sở hữu/*Owning:*..... cổ phần của Công ty gián tiếp có quyền biểu

quyết/*Shares of the Company indirect voting rights.*

Những người liên quan sở hữu/*Related people own:*..... cổ phần của Công ty gián tiếp có quyền biểu quyết/*Shares of the Company indirect voting rights.*

- Những khoản nợ đối với Công ty/*Outstanding debts to the Company:*

- Lợi ích liên quan đối với Công ty/*Interests related to the Company:*

- Quyền lợi mâu thuẫn với Công ty/*Conflicting Interests with the Company:*

Căn cứ quy định Luật Doanh nghiệp và Điều lệ Công ty, với tư cách ứng viên cho vị trí thành viên Hội đồng quản trị/ Hội đồng quản trị độc lập nhiệm kỳ 2021 – 2025, tôi cam kết mình có đủ điều kiện, tiêu chuẩn để tham gia vào vị trí thành viên Hội đồng quản trị/ Hội đồng quản trị độc lập và cam kết thực hiện nhiệm vụ của mình một cách cẩn trọng, trung thực trong trường hợp được ĐHĐCĐ tín nhiệm bổ nhiệm.

Pursuant to the Law on Enterprises and the Company's Charter, as a candidate for the position of member/ independent member of the Board of Directors for the 2021-2025 term, I hereby certify that I meet all the qualifications and requirements for the position and commit to fulfilling my duties with diligence and integrity if appointed by the General Meeting of Shareholders.

Tôi, Lâm Bội Ngọc cam kết và chịu trách nhiệm về tính chính xác, trung thực của nội dung trên. Đồng thời cam kết tuân thủ đầy đủ nghĩa vụ, trách nhiệm được quy định tại Điều lệ và pháp luật doanh nghiệp.

I, Lam Boi Ngoc certify the accuracy and truthfulness of the information provided above. I also commit to fully complying with the obligations and responsibilities as stipulated in the Company's Charter and the Law on the Enterprise.

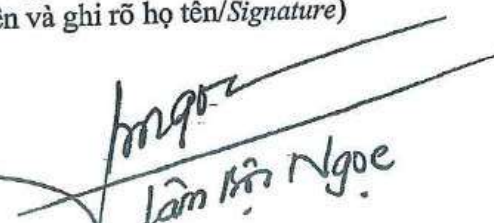
Trân trọng/*Sincerely,*

Tp. Hồ Chí Minh, ngày/day 24 tháng/month 03 năm/year 2025

Người khai/*Declarant*

(Ký tên và ghi rõ họ tên/*Signature*)

Xác nhận của cơ quan có thẩm quyền
Confirmation by the competent authority


Lâm Bội Ngọc