



## MEETING AGENDA OF ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

**Time:** 13:30, Friday, August 15, 2025

**Location:** Online at 31 Ngo Van So, Lam Vien Ward – Da Lat, Lam Dong Province

No.	Content	Time
<b>I</b>	<b>Welcoming Shareholders and Opening Ceremony</b>	<b>13:30 – 14:30</b>
1	Online connection to welcome delegates and shareholders	13:30 – 14:00
2	Statement of reasons, introduction of the Chairman and delegates	14:00 – 14:30
3	Report on the results of examination of voting shares of shareholders	
4	Approved the composition of the Presidium, the Vote Counting Committee	
5	Approval of the Working Regulations, Election Regulations and congress programs	
<b>II</b>	<b>Meeting content</b>	<b>14:30-15:45</b>
1	Report to the Board of Directors on production and business results in 2024 and production and business plan in 2025.	14:30 – 15:15
2	Evaluation report of independent members of the Board of Directors on the activities of the Board of Directors in 2024	
3	Report on the activities of the Supervisory Board in 2024 and the plan for 2025	
3	Report to the General Meeting of Shareholders: <ul style="list-style-type: none"><li>- Approved the audited 2024 financial statements</li><li>- Distribution of profits and remuneration of the Board of Directors 2024</li><li>- Dividend payment plan in 2024</li><li>- Production and business plan in 2025</li><li>- Selection of independent auditors 2025</li><li>- Remuneration of the Board of Directors, Supervisory Board in 2025</li><li>- Election of members of the Board of Directors and Supervisory Board for the new term 2025-2030</li></ul>	



	- Other contents related to the company's activities	
4	Discussion of meeting contents	15:15 – 15:30
5	Guidelines for Voting and Voting for Approval of Reports and Submissions	15:30 – 15:35
6	Announcement of vote counting results	15:35 – 15:40
7	Election of members of the Board of Directors and Supervisory Board for the new term 2025-2030	15:40 – 15:45
<b>III</b>	<b>Break – Election Vote Count</b>	<b>15:45 – 16:00</b>
1	Announcement of election vote counting results	16:00 - 16:05
<b>IV</b>	<b>Approval of the minutes and resolutions of the General Meeting of Shareholders</b>	<b>16:05 – 16:20</b>
1	The Secretariat reads the draft Minutes and Resolution of the General Meeting of Shareholders	16:05 – 16:20
2	Approval of the Minutes and Resolutions of the congress	
3	Closing of the congress	

**ORGANIZING COMMITTEE OF THE  
CONGRESS**

**REGULATIONS ON NOMINATION, CANDIDACY AND ELECTION**

**BOARD OF DIRECTORS AND SUPERVISORY BOARD FOR THE TERM 2025 – 2030**

**LAM DONG FOODSTUFFS JOINT STOCK COMPANY**

**Base:**

- *Law on Enterprises No. 59/2020/QH14 dated 17/06/2020 and amendments and supplementary documents;*
- *Law on Securities No. 54/2019/QH14 dated 26/11/2019 and amendments and supplements;*
- *Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities adopted on December 31, 2020;*
- *Charter of Organization and Operation of Lam Dong Foodstuffs Joint Stock Company;*
- *Internal regulations on governance of Lam Dong Foodstuffs Joint Stock Company;*
- *Operating regulations of the Board of Directors of Lam Dong Foodstuffs Joint Stock Company;*
- *Operating regulations of the Supervisory Board of Lam Dong Foodstuffs Joint Stock Company;*

The Vote Counting Committee of the General Meeting announces the Regulation on nomination, candidacy and election of the Board of Directors and the Supervisory Board at the 2025 Annual General Meeting of Shareholders of Lam Dong Foodstuffs Joint Stock Company as follows:

**I. Explanation of terms/abbreviations:**

- Company : Lam Dong Foodstuffs Joint Stock Company
- BOM : Board of Directors.
- SB : Supervisory Board.
- TOCC : The Organizing Committee of the Congress.
- Deputy : Shareholders, representatives (authorized persons).

**II. Chairman at the congress:**

The presiding officer at the congress shall have to preside over the election with the following specific matters:

- Introducing the list of nominations and candidates for the Board of Directors and the Supervisory Board;
- Supervising the voting and counting of votes;



- Resolve election complaints *(if any)*

**III. Regulations on nomination and candidacy for the Board of Directors**

- Number of members of the Board of Directors: 05 people
- Term: 2025 – 2030
- Maximum number of candidates for the Board of Directors: no limit

**1. Right to nominate and run for the Board of Directors:** *(according to Article 25 of the company's Charter)*

Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter.

Nominated candidates must fully meet the criteria specified in Section 2 below.

In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient for the necessary number, the incumbent Board of Directors may nominate additional candidates or nominate organizations according to a mechanism prescribed by the company in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors. The procedures for the incumbent Board of Directors to recommend candidates for the Board of Directors must be clearly announced and must be approved by the General Meeting of Shareholders before making the nomination in accordance with law.

**2. Criteria for candidates to join the Board of Directors:** *Candidates for the Board of Directors must fully meet the following criteria and conditions (according to Article 155 of the Law on Enterprises 59/2020/QH14, Decree 155/2020/ND-C, Article 6 of the Regulation on operation of the Board of Directors)*

- Having full civil act capacity, not subject to enterprise management specified in Clause 2, Article 17 of the Law on Enterprises 2020;
- Having professional qualifications and experience in business administration or in the company's business fields, lines and lines and not necessarily being a shareholder of the company, unless otherwise provided for by the company's charter;
- A member of the Board of Directors of a company may also be a member of the Board of Directors of another company.
- For state-owned enterprises as prescribed at Point b, Clause 1, Article 88 of the Law on Enterprises and subsidiaries of state-owned enterprises as prescribed in Clause 1, Article 88 of the Law on Enterprises, members of the Board of Directors must not be persons who have

family relations of the general director and other managers of the company; of managers, persons competent to appoint managers of parent companies

- Other regulations under the Law on Enterprises and the Charter and regulations of the Company.

#### **IV. Regulation on nomination of candidates for the Supervisory Board:**

- Number of members of the Supervisory Board: 03 people
- Term: 2025 – 2030
- Maximum number of candidates for the Supervisory Board: no limit.

##### **1. Right to nominate and candidate:** *(according to Article 36 of the company's charter)*

Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates for the Supervisory Board in accordance with the provisions of the Law on Enterprises and the company's Charter.

Nominated candidates must fully meet the criteria specified in Section 2 below.

In case the number of candidates for the Supervisory Board approved and nominated is still insufficient for the necessary number, the incumbent Supervisory Board may nominate additional candidates or organize the nomination according to the mechanism specified by the company in the Internal Regulation on Corporate Governance and the Regulation on Operation of the Supervisory Board. The current Supervisory Board's recommendation of candidates for the Board of Directors must be clearly announced and approved by the General Meeting of Shareholders before making the nomination in accordance with law.

##### **2. Criteria for candidacy for members of the Supervisory Board:** *Candidates for the Supervisory Board must meet all the following criteria and conditions (specified in Article 169 of the Law on Enterprises and Clause 2, Article 37 of the Company's Charter)*

- Not working in the accounting and finance department of the Company;
- Not being a member or employee of an independent auditing firm that audits the company's financial statements in the preceding 03 consecutive years.

#### **V. Election principles:**

- Strictly comply with the provisions of law and the Company's Charter.
- The right to vote is calculated according to the number of shares owned and represented by ownership. The election result is calculated on the number of voting shares of shareholders attending the meeting.

- Each election, a shareholder delegate is only allowed to use one vote corresponding to the number of shares owned and the ownership representative.
- The vote counting committee is nominated by the Chairman of the delegation and approved by the congress. Members of the vote counting committee must not be on the list of nominations and candidates for the Board of Directors or the Control Board.

#### **VI. Election method:**

- Comply with the method of accumulating votes (*According to Clause 3, Article 148 of the Law on Enterprises 2020*)
  - Implemented by the method of accumulating votes: whereby each shareholder has a total number of voting votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors or the Supervisory Board.
  - Delegates have the right to give all their votes to one or several candidates.
- Delegates attending online access the electronic voting system and conduct their elections (note that delegates vote during the electronic voting period specified in the Working Regulations)
- In case of a wrong choice: Delegates shall access the electronic voting system and re-exercise their election (note that delegates shall vote during the electronic voting period specified in the Working Regulations)

#### **VII. Ballot papers**

##### **1. Contents of the Ballot Papers**

- Ballot papers (ballots) are **Online Ballot Papers**

In case, the shareholder who conducts the vote shall record the number: An invalid ballot is a ballot with a total number of votes for candidates greater than the total number of votes allowed to vote calculated at the time of counting election votes.

#### **VIII. Conducting elections and determining the results**

##### **1. Voting and Vote Counting**

- How to record a ballot paper:
  - ✓ Delegates elect a maximum number of candidates equal to the number of members to be elected;
  - ✓ If the vote is all for one or all the votes are divided equally among the candidates, the delegate ticks the box "**Vote evenly**" of the respective candidates.

- ✓ If the number of votes is uneven for each candidate, the delegate shall specify the number of votes in the box "**Number of votes**" of the corresponding candidates.

**Note:**

- In case of errors, shareholders can change the election results (but cannot cancel the election results); including election results to supplement issues arising outside the Congress program. The online system only records the vote counting for the final election results at the end of the electronic voting of each vote counting specified in the working regulations of the congress.
- After the voting is over, the system will record the end of the vote counting by itself.
- The vote counting committee is responsible for making a record of vote counting, announcing the results and working with the presiding judge to settle questions and complaints of shareholders (if any).
- For sensitive issues and if requested by shareholders, the Company must appoint an independent organization to carry out the collection and counting of votes.

**2. Principles for selecting candidates:**

- The winner is determined by the number of votes cast from high to low, starting from the candidate with the highest number of votes until the number of members to be voted for is sufficient.
- In case there are two (02) or more candidates with the same number of votes elected for the last member, a re-election will be conducted among the candidates with the same number of votes.
- If the results of the first election are not enough to be elected, the election will be conducted until the number of members to be elected is sufficient.

**IX. Dossier of participation in nomination and candidacy for election to the Board of Directors, Supervisory Board:**

Dossiers of candidacy and nomination for election to the Board of Directors and the Supervisory Board include:

- Application for candidacy/nomination to be elected to the Board of Directors and the Supervisory Board (*according to the form*).
- Curriculum vitae (*according to the template*).
- Copies of the following documents: ID /Passport.
- Qualifications certifying cultural qualifications and professional qualifications (if any).



Head office: 31 Ngo Van So, Lam Vien Ward – Da Lat, Lam Dong Province

Phone: 02633 520 290 Fax: 02633 825 291 Website: [www.ladofoods.vn](http://www.ladofoods.vn)

The dossier should be sent to Lam Dong Foodstuffs Joint Stock Company before **16:00** on **August 1, 2025** at the following address:

**Office of Lam Dong Foodstuffs Joint Stock Company**

**Address: 31 Ngo Van So, Lam Vien Ward – Da Lat, Lam Dong Province**

**Phone: 02633 520 290      Fax: 02633 825 291**

The above is the entire regulation on candidacy for election to the Board of Directors and the Supervisory Board at the 2025 Annual General Meeting of Shareholders of Lam Dong Foodstuffs Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

**This Regulation takes effect immediately after being approved by the General Meeting of Shareholders.**

**ON BEHALF OF THE BOARD OF  
DIRECTORS**

**Recipient:**

- General Meeting of Shareholders;
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save: office, Secretary.

**CHAIRPERSON**



**DINH THI MONG VAN**

**WORKING REGULATIONS  
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025  
LAM DONG FOODSTUFFS JOINT STOCK COMPANY**

**Base:**

- *Law on Enterprises No. 59/2020/QH14 dated 17/06/2020 and amendments and supplementary documents;*
- *Law on Securities No. 54/2019/QH14 dated 26/11/2019 and amendments and supplements;*
- *Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities adopted on December 31, 2020;*
- *Charter of organization and operation of Lam Dong Foodstuffs Joint Stock Company;*
- *Internal regulations on the governance of Lam Dong Foodstuffs Joint Stock Company.*

In order to ensure that the 2025 Annual General Meeting of Shareholders of Lam Dong Foodstuffs Joint Stock Company takes place successfully, the Board of Directors develops regulations, working principles, behavior, and voting in the General Meeting for the General Meeting of Shareholders to approve as follows:

**Article 1. Purpose:**

- Ensure that the order, principles of conduct and voting at the Annual General Meeting of Shareholders of Lam Dong Foodstuffs Joint Stock Company take place in accordance with regulations and are a great success.
- The resolutions of the General Meeting of Shareholders show the unified will of the General Meeting of Shareholders, meet the aspirations and interests of shareholders and comply with the law.

## Article 2. Target and scope:

- Subjects of application: All shareholders, representatives (authorized persons) of shareholders who own shares of Lam Dong Foodstuffs Joint Stock Company and guests attending the Annual General Meeting of Shareholders of Lam Dong Foodstuffs Joint Stock Company must comply with the provisions of this Regulation, the Company's Charter and current provisions of law.
- Scope of application: This Regulation is used for the organization of the 2025 Annual General Meeting of Shareholders of Lam Dong Foodstuffs Joint Stock Company.

### Article 3. Explanation of terms/acronyms

- Company : Lam Dong Foodstuffs Joint Stock Company
- BOM : Board of Directors
- SB : Supervisory Board
- Deputy : Shareholders, representatives (*authorized persons*)

- Livestream system of the General Meeting of Shareholders : The system broadcasts the video of the General Meeting of Shareholders directly on [the https://ezgsm.fpts.com.vn](https://ezgsm.fpts.com.vn) and [www.youtube.com](http://www.youtube.com) websites
- Congress : General Meeting of Shareholders

**Article 4. Conditions for conducting the General Meeting of Shareholders**

- The General Meeting of Shareholders is conducted when the number of delegates attending the meeting represents more than 50% of the total number of votes<sup>1</sup>.
- In case the first meeting does not meet the conditions specified in Clause 1, Article 19 of the Company's Charter, the notice of invitation to the second meeting shall be sent within 30 days from the date of the planned first meeting. The second convened General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents 33% or more of the total number of votes.
- In case the second meeting is not eligible to be conducted as prescribed in Clause 2, Article 19 of the Company's Charter, the notice of invitation to the third meeting shall be sent within 20 days from the date of the second meeting. The Third General Meeting of Shareholders is conducted regardless of the total number of votes of shareholders attending the meeting.

**Note:** The percentage of shareholders attending the General Meeting of Shareholders in the online form is determined when the delegates have made the "Confirmation of attendance at the General Meeting of Shareholders online" at the electronic voting system as prescribed in Article 5 of this Regulation.

**Article 5. Delegates attending the Annual General Meeting of Shareholders in 2025**

- All shareholders of the Company according to the closing list on July 14, 2025 have the right to attend the General Meeting of Shareholders online through the electronic voting system or authorize their representatives to attend. In case more than one representative authorized by law is sent to attend, the number of shares of each representative must be specified.
- When attending online, delegates noted:
  - **Technical requirements:** Shareholders need to have electronic devices connected to the internet (for example, computers, tablets, mobile phones, other electronic devices with internet connection).
  - **How to do it:** Delegates access the link, log in according to the information provided to attend the General Meeting of Shareholders online and vote electronically.
  - **How to record Delegates attending the General Meeting of Shareholders online:** Delegates are recorded by the electronic voting system as attending the Online General Meeting of Shareholders when Delegates access the system with the access information provided in the notice of invitation to the meeting and have made "**confirmation of attendance at the General Meeting of Shareholders online**" at the system electronic voting.

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<sup>1</sup> Clause 1, Article 19 of the Company's Charter

- **Confirmation time: from 8:30 a.m. on 12/08/2025**

**Article 6. Guests at the Congress**

- As managers of the Company, guests and members of the Organizing Committee of the General Meeting are not shareholders of the Company but are invited to attend the General Meeting.
- Guests do not participate in speaking at the Congress *(unless invited by the Chairperson of the Congress, or have registered in advance with the Organizing Committee of the Congress and agreed by the Chairperson of the Congress)*.

**Article 7. Chairperson and Chairperson's Delegation**

- The presiding delegation consists of 4 people, including 01 Presiding Officer and 3 Members. The Chairperson of the Board of Directors is the Chairperson of the Delegation and the Chairperson of the General Meeting of Shareholders or the Chairperson of the Board of Directors authorizes other members of the Board of Directors to be the Chairperson of the General Meeting. Specifically, as follows:

STT	Member Name	Duty
1	Dinh Thi Mong Van	Chairperson of the Board of Directors
2	Do Thanh Trung	Member of the Board of Directors
3	Tran Chi Son	Member of the Board of Directors
4	Nguyen Luong Tam	Member of the Board of Directors

- In case the Chairperson is absent or temporarily unable to work, the remaining members of the Managing Board shall elect one of them to chair the meeting on the principle of majority. In case of failure to elect the Chairperson, the Head of the Executive Control Board shall allow the General Meeting of Shareholders to elect the Chairperson of the meeting among the participants and the person with the highest votes to be the Chairperson of the meeting;
- In other cases, the signatory to the convening of the General Meeting of Shareholders shall preside over the election of the Chairperson of the meeting by the General Meeting of Shareholders and the person with the highest number of votes shall be appointed as the Chairperson of the meeting.
- The Chairperson has the right to take necessary measures to control the meeting in a reasonable, orderly manner, in accordance with the approved program and reflect the wishes of the majority of the participants.
- Tasks of the Presiding Delegation
  - To control the Congress in accordance with the contents of the agenda, rules and regulations approved by the Congress.
  - Assign and introduce representatives of members of the Board of Directors, the Company's Supervisory Board to present reports at the General Meeting;
  - Introducing the composition of the Vote Counting Committee for the Congress to vote;
  - Introduce the members of the Presiding Delegation for the Congress to vote (if any);

## ***Regulations on working online at the Annual General Meeting of Shareholders in 2025***

- Guide the Congress to discuss, collect votes on issues within the agenda of the Congress and related issues during the Congress.
- Answering and acknowledging issues in the content of the program approved by the Congress;
- Solve problems that arise during the Congress.
- To ratify and promulgate documents, results, minutes and resolutions of the Congress after the end of the Congress.
- The Chairperson works according to the principle of democratic centralization and majority decision-making.

### **Article 8. Delegate Qualification Examination Committee**

- The Committee for Checking the Qualifications of Delegates of the General Meeting consists of 2 people, including 01 Head and 01 member, responsible to the Presidium and the General Meeting of Shareholders for their duties.

The committee for examination of delegate eligibility is specifically introduced by the Chairperson as follows:

STT	Member Name	Notes
1	Mr. Pham Huu Ha	Head of Department
2	Mr. Dinh Ngoc Son	Member

- Task:
- Check the status of shareholders when the Shareholders or Persons Authorized to Attend the Meeting carry out the procedures for registration to attend the meeting
- Receive documents of shareholders (if any), compare and check the validity of shareholders attending online.
- Report to the General Meeting of Shareholders on the results of the examination of shareholder status before the General Meeting of Shareholders is officially conducted.
- Coordinate with the vote counting committee to guide, support and supervise voting.

### **Article 9. Secretariat of the Congress:**

- The Secretariat of the General Meeting consists of 02 persons appointed by the Chairperson, responsible to the Presidium and the General Meeting of Shareholders for their tasks and under the management of the Presidium. Specifically, as follows:

STT	Member Name	Duty
1	Mr. Vu Dinh Hai Duong	Head of Department
2	Ms. Tran Thi Ai Nhu	Member

- Task:
- Receive and review the registration form to express the opinions of shareholders, transfer it to the Presiding Delegation for decision;

- Record the minutes of the General Meeting of Shareholders fully and honestly all the contents of the General Meeting and the issues that have been approved by the shareholders or are still noted at the General Meeting.
- Assisting the Chairperson in announcing the draft Minutes of the Congress and Resolutions on issues passed at the Congress.

**Article 10. Vote Counting Board**

- The vote counting committee introduced by the Chairperson consists of 02 people, including 01 Head and 01 member.
- The vote counting committee consists of:

STT	Member Name	Notes
1	Mr. Phan Anh Tu	Head of Department
2	Ms. Dang Thi Thanh Huyen	Member

- Rights and obligations of the Vote Counting Board:
  - Counting of Ballot Papers and Ballot Papers
  - Making minutes and publicly announcing the minutes of counting votes and election votes before the General Meeting of Shareholders
  - Handing over the Vote Counting Minutes and all sealed Voting Papers and Election Papers to the Organizing Committee of the General Meeting of Shareholders
  - Take responsibility for the truthfulness and accuracy of the data, check and make records of vote counting and publicly announce the results of vote counting.
  - After conducting the vote counting, the vote counting committee will make a record of the vote counting and announce the vote counting results immediately before the closing of the meeting

**Article 11. Discussion at the General Meeting**

**1. Principle:**

- The discussion is only carried out within the prescribed time and within the scope of the issues presented in the program and content of the General Meeting of Shareholders;
- Only delegates are allowed to participate in the discussion;
- Delegates have opinions to register the discussion content in the form prescribed as follows:
  - Delegates can ask questions in the Discussion section of the online congress attendance interface at the <http://ezgsm.fpts.com.vn> link or send an email to the address: [ngoc.pham@megram.vn](mailto:ngoc.pham@megram.vn) (before the discussion time). *(Questions are valid when sent from the email registered in the list of shareholders provided by the Vietnam Securities Depository and Clearing Corporation or the email by the Shareholder who has registered the information in the Registration Form for meeting or authorization that has been sent to the Company in hard copy).*
  - The Secretariat will arrange the contents of the delegates' questions and forward them to the Chairperson.

2. Answering the opinions of the delegates:

- On the basis of the delegate's questionnaire, the Chairperson or the member appointed by the Chairperson will answer the delegates' opinions;
- In case due to time limitations, questions that have not been answered directly at the General Meeting will be answered by the Company in other forms.

**Article 12. Voting at the Congress**

1. Principle:

- All issues in the agenda and content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders. Delegates can choose to vote by voting electronically at the link: <http://ezgsm.fpts.com.vn>

2. Electronic voting:

- How to vote:
  - Delegates choose one of three voting options "Approve", "Disapprove" or "No opinion" for each issue to be voted on at the Congress that has been installed in the electronic voting system.
  - After that, the delegates confirmed the vote so that the electronic voting system recorded the results.
- Election voting method (specified in the election regulations)
- Some other regulations when implementing electronic voting:
  - In case the delegates fail to carry out all the voting and election issues according to the contents of the congress program, the issues that have not yet been voted on or elected shall be considered as the delegates do not vote on such issues.
  - In case of problems arising outside the submitted congress program, delegates can vote and vote for additional elections. If the delegates do not vote or vote on the arising issues, it is considered that the delegates do not conduct the voting and election on such arising issues.
  - Delegates may change the voting and election results (but cannot cancel the voting and election results); including voting and election results to supplement issues arising outside the Congress program. The online system only records the vote counting for the final voting and election results at the end of the electronic voting of each vote counting specified in the working regulations of the congress.
- E-voting time

The time for electronic voting is specified as follows:

- Voting content of the 1st meeting (including the Program of the Congress; Regulations on working at the Congress; Election Regulations; through the personnel of the Presiding Delegation, the Vote Counting Committee) Delegates shall vote from 8:30 a.m. on August 13, 2025 to before the Organizing Committee announces the end of the voting period for the 1st voting contents.
- Voting content of the 2nd time (including Reports and approving the contents of the Proposals at the Congress) Delegates vote from 8:30 a.m. on August 13, 2025 to before the Organizing Committee announces the end of the voting period for the 2nd voting contents.

- Election content: Delegates will vote from 8:30 a.m. on August 13, 2025 to before the Congress approves the election contents.
- Voting content of the 3rd time (Approval of the Minutes and Resolution of the Congress): Delegates vote from 8:30 a.m. on August 13, 2025 to before the Organizing Committee announces the end of the voting period for the 3rd voting contents.
- Delegates can access the electronic voting system and vote 24 hours a day and 07 days a week, except for system maintenance or other reasons beyond the control of the Company. At the end of the voting period, the system does not record any more electronic voting results from delegates.

**3. Voting rules:**

- Every 01 (one) share is equivalent to one voting right. Each delegate in attendance represents one or more voting rights.
- At the closing date of the list of shareholders (14/07/2025), the total number of voting shares of the Company is: 14,657,150 shares, equivalent to 14,657,150 voting rights.
- Issues that need to be voted on at the General Meeting shall only be approved when the number of shareholders owning more than 50% of the total votes of all shareholders attending the meeting approves. Particularly for some cases where voting issues are specified in Clause 1, Article 21 of the Company's Charter, there must be the consent of 65% or more of the total number of votes of all shareholders attending the meeting.
- Note:
- Shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions valued at 35% or more of the total value of the Company's assets stated in the latest financial statements; these contracts or transactions are only approved when the number of shareholders/authorized representatives owns from 65% of the total remaining votes in favor (according to Clause 4, Article 167, Law on Enterprises 2020).
- Shareholders/authorized representatives of shareholders owning 51% or more of the total number of voting shares or related persons of such shareholders do not have voting rights for contracts and transactions with a value greater than 10% (the total value of the Company's assets recorded in the latest financial statements) between the Company and such shareholders (according to Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).

**4. Record voting/election results**

- The vote counting committee will check, synthesize and report to the Chairperson the vote counting results of each issue according to the content of the congress program. The results of the vote counting will be announced by the Chairperson or the Vote Counting Committee immediately before the closing of the meeting.

**Article 14. Election of the Board of Directors and Supervisory Board**

The election of members of the Board of Directors and members of the Supervisory Board must be carried out in accordance with the Regulation on Election of Members of the Board of Directors and Members of the Supervisory Board and voted and approved by the General Meeting of Shareholders at the meeting.

**Article 15. Minutes and resolutions of the General Meeting of Shareholders**

All contents at the General Meeting of Shareholders must be recorded by the Secretary of the General Meeting in the Minutes of the General Meeting of Shareholders. The minutes of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

**Article 16. Implementation of the Regulation**

This organizational regulation shall be read publicly before the 2025 Annual General Meeting of Shareholders and will take effect as soon as the General Meeting of Shareholders of Lam Dong Foodstuffs Joint Stock Company votes to approve.


Shareholders, authorized representatives and guests who violate this Regulation shall, depending on the specific severity, consider and take action according to the Company's Charter and the Law on Enterprises.

***This Regulation takes effect immediately after being voted and approved by the Company's General Meeting of Shareholders***

***Recipient:***

- General Meeting of Shareholders;
- member of the Board of Directors, Board of Directors, Supervisory Board;
- Save: office, Secretary.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRPERSON**



**DINH THI MONG VAN**

CÔNG TY CỔ PHẦN THỰC PHẨM LÂM ĐỒNG

**BOARD REPORT ON  
RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024 AND  
PRODUCTION AND BUSINESS PLAN IN 2025**

To: Shareholders of Lam Dong Foodstuffs Joint Stock Company

Implementing the Resolution of the Ordinary General Meeting of Shareholders in 2024, the Board of Directors has directed the Executive Board to synchronously implement solutions to achieve the set production and business objectives.

The Board of Directors submits to the General Meeting of Shareholders to report the results of production and business activities in 2024 and the plan for 2025 as follows:

**PART I:**

**PRODUCTION AND BUSINESS RESULTS 2024**

**I. Production and business results in 2024**

**1/ Results of implementation of targets**

Based on the Resolutions of the General Meeting of Shareholders and the actual situation of the market, the Board of Directors has issued documents directing and assigning the Executive Board to implement, achieving the following results:

T T	Quota	Unit	2023	GOAL 2024	RES ULT 2024	Comparison (%)	
						2024/2 023	result/ goal
1	Revenue from sales and provision of services	Billion VND	202,5	107,7	72,6	35,8	67,4
2	Profit before tax	Billion VND	-21,5	1,8	0,496	102,3	27,6

*Note: Realized revenue in 2024 has excluded VND 20.8 billion of excise tax.*

Although it has not reached the planned target, the business results in 2024 still have a positive signal when the Company recorded a positive profit, a significant improvement compared to the loss of VND 21.5 billion in 2023. The main reason for the decrease in revenue is the comprehensive restructuring process: The company has terminated cashew production activities, liquidated machinery and equipment, and handled old backlogs.

**2. The situation of organization of production and business activities**

**2.1 Organisation**

The company has completed the merger of Lam Dong Cashew Export Processing Co., Ltd. into Lam Dong Foodstuffs Joint Stock Company as planned.

## **2.2. Financial management**

- Develop a financial plan periodically, ensuring that the capital source meets the needs of the company with the lowest capital use cost.
- Supervising the implementation of financial plans, costs and capital management at companies, promptly adjusting the Company's production and business activities in accordance with market developments.
- Perform an independent audit of the fiscal year in accordance with regulations. According to the authorization of the 2024 General Meeting of Shareholders, the Board of Directors has selected the auditing unit for the Company's 2024 financial statements, which is AASC Auditing Firm Co., Ltd.
- Reporting, disclosing information, and publicizing the company's production and business results to the State Securities Commission and the Hanoi Stock Exchange as prescribed.

## **2.3. Alcohol production and trading activities**

### **a) Manufacturing plants**

- In 2024, the Company will continue to maintain stable production activities at the machine, focus on quality management, equipment protection, and improve the professional skills of the team. The main goal is to ensure product quality and full compliance with regulations on food hygiene and safety.
- The supply of hazardous materials in the forecast is generally stable in terms of both resources and resources, promptly meeting production demand. For suppliers who meet their needs, the company has actively requested to remedy or convert to a new supplier.
- Some imported goods are affected by the scarcity of materials and price fluctuations due to geographical conflicts. The transportation time is long, the cost is high, the company has found a suitable replacement solution to ensure the production progress.
- In order to reduce operating expenses but still ensure employees' income, the Company has continued to implement cyclical concentrated production, optimize labor costs, save costs, estimates and materials.
- Finished product production is planned. Semi-finished fermentation exceeded 72.5% of the plan (due to low raw material prices, increased production reserves).
- Reduce investment in equipment and basic construction, only invest in implementation by 28% compared to the original plan.
- During the year, the Company did not allow occupational accidents, fires and explosions, and no employees suffered from occupational diseases.

### **Technology, production, quality management:**

- Ladofoods continues to affirm its leading position in the domestic wine market, not only thanks to the increase in market share but also because of the production force according to European standards. Echoes. All products are strictly inspected for subtlety, sensory and microbiological conditions when put on the market.

- The company maintains and improves the quality management system , applies ISO 22000:2018 standards and HACCP guidelines in food safety inspection, ensuring reliability for consumers.
- Technology management is strictly implemented and complies with internal regulations. Problems in the production process are recorded and handled in a timely manner. Safety regulations on the use of materials and materials are regularly updated to ensure safety in operation and production efficiency.

**Research, testing, product development:**

- The company continues to promote research and development (R&D) activities, focusing on product diversification, reducing production costs, improving quality and testing many products according to new consumer trends expected to be launched in 2025. During the year, new product lines such as: Chateau Dalat Cuvve; Chateau Dalat Sauvignon blanc light; Passion fruit-flavored grape juice; Improving the beehive, creating many samples according to the requirements of OEM customers is expected to receive positive feedback from consumers. Improve the production process in accordance with actual conditions.
- In 2024, departments have registered to implement 14 Kaizen, of which 13 improvements have been effectively applied in production and daily life.

**b) Sales Activities**

**Inland towns:**

- In 2024, Ladofoods will continue to maintain its role as a leading unit in wine production in Vietnam. Currently, other wine producers in Vietnam have decreased and shifted to importing bottled water, Ladofoods' market share has gradually increased and accounted for 80% of the market share of wine produced in the contract. The company's wine and beverage products are widely distributed throughout the country through the system of supermarkets, convenient doors and traditional channels.
- The modern distribution channel (MT) is focused on thriving and developing. The proportion of Vivazz Sparkling Juice and Vivazz Sangria continues to maintain a large market share in the MT channel thanks to its suitability for young people, more accessibility and flexible use.
- Da Lat wine continues to be consumed stably in tourist destinations and large cities. With tourism improving more and more, Da Lat wine is chosen by foreign tourists when traveling to Vietnam (mainly Russian and Korean tourists choose to use) and during the traditional Tet holiday, Da Lat wine products are the preferred choice in gift baskets.
- Chateau Dalat products continue to affirm their position as domestic high-end wines, chosen by businesses and authorities as gifts, products for reception, use at events, the proportion of Chateau Dalat products is stable at 15%/revenue of product lines.

**The context of the use to challenge the market:**

- The economic situation continues to drag on from the post-pandemic period and major political and major global upheavals. Inflationary pressures and economic slowdown have caused consumers to tighten spending, prioritizing essential products such as food, healthcare, cosmetics and limiting the use of microbes, not essential beer, wine and luxury.
- Geopolitical fluctuations have caused the demand for imports of garment and footwear products in exporting countries to drop sharply, manufacturers in Vietnam no longer have many orders, so many units have to stop operating, and people have lost their jobs and left the labor market. Real estate continues to freeze, following the decline of many auxiliary businesses.
- Consumption habits have changed significantly: consumers have switched to products with practical value, choosing gift baskets as essential items instead of wine. If there is a demand for donated wine, the trend shifts to reputable international brands, high value and symbolism.
- Wine products – belonging to the group of alcoholic beverages – have been given a reduced priority in consumption. This is also the current trend of young people. In addition, the government's tightening decrees on alcohol and traffic applied at the end of 2024 also strongly affect the consumption of alcoholic products. 2024 will also record a decrease in the market share of Soju and beer lines.

#### **Photos from the tourism industry:**

- As a specialty product associated with the geographical indications of Da Lat and Vietnam, Ladofoods' products are directly associated with tourism. In 2024, the number of tourists to Vietnam is considered to have recovered and had a good impact on the consumption of Ladofoods' products. However, the number of tourists who consumed as strongly as in previous years was Russian tourists has not yet recovered to return to Vietnam.
- Korean tourists consume Ladofoods' products but the usability is not high, the products selected in the tour packages are package products, so they tend to be cheap.
- Domestic tourism has grown, but domestic consumers have not had an impact on the increase in consumption of wine products and domestic tourism in recent years towards non-alcoholic tourism, spending has also decreased.

#### **Challenges from the distribution channel:**

- Many business partners, agents, and customers have encountered major problems, prolonging the time for clearing cases, tightening inventory, reducing the number of cases and prioritizing the disclosure of essential groups.
- In 2024, the market management agency will strictly inspect retail and wholesale licenses, so many points of sale will also stop operating, and the number of points of sale will decrease sharply.
- The B2B channel noted that businesses limited their choice of alcoholic products.

#### **International Business Markets:**

- Ladofoods is currently the only domestic wine producer in Vietnam that is invested synchronously from raw materials to modern technology according to European standards.
- In 2024, the Company will continue to effectively exploit potential international markets such as Japan, Singapore, and Laos – where there is a good brand recognition.
- Laos is currently the best import market for Ladofoods' products and has the highest growth while recording a decline in the Japanese import market and through exchange, currently the restaurant system in Japan is also struggling in terms of consumption and decreased revenue.

#### **c) Marketing and communication activities**

Ladofoods identifies brand communication as a core part of its sustainability strategy. In 2024, the Company will continue to promote communication towards building the brand image of Da Lat Wine and Chateau Dalat associated with modern consumer culture and sophisticated lifestyle.

Some typical activities have been implemented:

- POSM for Da Lat key town.
- Exhibition activities at Da Lat Restaurant, Da Lat keyshop with delicious products at 20 Da Lat restaurants (from April 2024 to the end of March 2025)
- The event "Tourism Week – LamDong Province" in 2024 (4/2024)
- Attending the Dalat Flower Festival 2024
- Participate in the Vietbuild support program
- Participating in the agricultural fair program at Long Bien Park
- Participating in the Hoang Quoc Viet craft village fair program
- Sponsorship of the "Czech National Day" event
- Participated in the "24th International Agricultural Exhibition"
- Participating in product promotion program at Lotte Hotel's 10th anniversary event
- Hoa Binh – Hanoi trade connection conference
- Thanh Cuisine Culture Festival in 2024
- Running the Wine Tasting Workshop program on 29/12/2024
- Participate in promoting and introducing products to the National GT Customer Conference
- Personalized OEM iTVC Manufacturing
- Deploying marketing on social networking platforms: Facebook, Youtube, Tiktok...
- Implementing Tet gift sets, kick off programs to introduce products, product display activities at Key markets nationwide with 103 display points from December 12, 2024 to the end of January 2025.
- Building Tet Gift Sets 2025 and communication activities for products.

#### **d) Activities in the area of high-quality wine grape raw materials**

The company continues to maintain and develop the wine grape raw material area in Ninh Thuan and some other suitable climatic areas, ensuring the supply of standard raw materials for wine production activities.

- The processes of care, cultivation and harvesting are closely monitored in accordance with technical standards.
- Equipment in the garden is maintained periodically, ensuring efficient operation. Putting into use new weeding equipment in accordance with the actual conditions in the garden is initially effective.
- In 2024, grape production will increase compared to the previous year. However, the prolonged rainfall at the time of harvest caused a certain rate of loss.

This is an important foundation for Ladofoods to gradually improve its initiative in input materials, reduce dependence on the market and increase competitiveness in quality.

### **III. Activities of the Board of Directors**

#### **1. Meeting organization and administration**

In 2024, the Board of Directors has held regular and extraordinary meetings to promptly make decisions related to production and business operations, finance, human resources and the Company's restructuring strategy.

Pursuant to the provisions of law and the Company's Charter, the Board of Directors has properly performed its functions, tasks and powers in terms of corporate governance and supervision, direction and issuance of resolutions and decisions as a basis for the Executive Board to organize the implementation.

At the meetings, the Board of Directors fully attended to report and explain important contents and make proposals and handling plans in accordance with the actual situation.

The Board of Directors highly appreciates the proactive, responsible and drastic spirit of the Board of Directors in implementing solutions to respond to adverse fluctuations from the business environment.

#### **2. Regarding transactions with related parties**

The Company has made the announcement in the 2024 audited financial statements and the 2024 Corporate Governance Report.

#### **3. Supervisory activities of the Board of Directors of the Board of Directors**

The Board of Directors regularly monitors and inspects the implementation of resolutions of the General Meeting of Shareholders and decisions of the Board of Directors to ensure that the Company's activities comply with the law, are effective and in accordance with the strategic orientation.

All arising arising under the jurisdiction of the Board of Directors shall be submitted by the Executive Board for consultation and implemented after written agreement.

The Board of Directors recognizes and appreciates the solidarity and efforts of the Board of Directors and all employees of the Company in stabilizing production, ensuring finances and maintaining effective operations in a volatile period.

#### 4. Report on remuneration of the Board of Directors and salary paid by the Board of Directors in 2024

Name	Duty	01/04/2024 – 31/3/2025
		<b>Amount received (VND)</b>
Dinh Thi Mong Van	Chairperson of the Board of Directors	37.000.000
Tran Chi Son	Member of the Board of Directors	31.000.000
Do Thanh Trung	Member of the Board of Directors General Director	1.000.000
Nguyen Luong Tam	Member of the Board of Directors (appointed 27/9/2024)	15.000.000
Nguyen Phu Cuong	Member of the Board of Directors (appointed 27/9/2024)	9.000.000
Nguyen Cong Lam	Member of the Board of Directors (dismissed 27/9/2024)	16.000.000
Le Trung Thanh	Member of the Board of Directors (dismissed 27/9/2024)	16.000.000
Dang Minh Tuyen	Deputy General Director	571.685.000
Le Thuy Hang	Deputy General Director	161.017.308
Phan Thi Cuc Huong	Chief Financial Officer	127.782.692
Nguyen Cong Lam	General Director (Retired on August 15, 2024)	193.348.077
Phan Anh Tu	Chief Accountant	348.940.000

## PART II:

### PRODUCTION AND BUSINESS PLAN IN 2025

#### I. Production and business plan

Entering 2025, Ladofoods continues to face many difficulties and challenges due to the economic context inside and outside the country has not fully recovered. In particular, the implementation of Decree 168/2024/ND-CP on sanctioning violations of alcohol concentration when participating in traffic has significantly affected consumer sentiment for alcoholic beverage products.

Faced with that situation, the Company determined that it is necessary to promote product restructuring activities, focus on developing non-alcoholic beverage lines, and maintain strengths in the field of traditional wine to ensure stable operations, maintain jobs and income for employees.

The business plan for 2025 is as follows:

STT	Quota	Residents	Implementat ion 2024	Plan 2025	Plan 2025/Impl ement 2024 (%)
1	Revenue from sales and provision of services	Billion VND	72,6	104,5	143,9%
2	Profit before tax	Billion VND	0,496	1,42	286,3%

## II. Main solutions to implement the production and business plan 2025

### 1. Production Organization:

- Proactively plan the production schedule flexibly and rhythmically. Every month, closely coordinate with trade to grasp the actual needs of the market, fully and promptly meet them.
- Continue to implement flexible production plans to meet diverse consumption needs and reduce fuel, electricity and water costs.
- Strengthen control on the production line, quality of finished products, and closely supervise regulations in production. Ensure product quality, minimize defective products on the market; reduce the rate of reprocessing.
- Ensuring food hygiene and safety, labor safety;
- Reorganize the teams at the Workshop to arrange and assign labor reasonably and effectively;
- Control costs in production. Good management of goods, supplies, raw materials, machinery and equipment.
- Maintain the implementation of 5S and kaizen.

### 2. Product Development:

- Develop a detailed R&D plan, follow the time to research and bring the product out in time. Closely coordinate with departments at the Factory and trade to evaluate product quality, collect customer feedback to adjust product quality to meet the needs of the plan.

### 3. Supply of raw materials and supplies:

- Formulate detailed plans and schedules for the supply of materials and raw materials on a monthly and quarterly basis, ensuring sufficient supply of raw materials and safe reserve levels; quality, reasonable price; closely follow the development of the fruit crop to have a procurement plan to achieve the set output.
- Collecting information on the general situation and prices of the main materials of the factory. Look for new sources that meet the criteria of quality, time and price. Find new suppliers, stabilize supply and price.
- Flexibly meet the demand for materials and raw materials for new market developments, for the development of new products and testing products.

### 4. Quality and environmental management:

- Inspect and control input materials, quality of semi-finished products, finished products produced, promptly solve complaints and questions of customers.
- Continue to maintain the operation of the quality management system to meet the requirements of the ISO 22000-2018 and HACCP quality management system, control the implementation at all parts in the factory.
- Properly manage environmental protection, control environmental treatment and update environmental records at the factory, update legal documents and implement in accordance with requirements.
- Review and edit labeling information and quality declaration dossiers in a timely manner when there is a new batch of label printing, update changes in a timely manner

#### **5. Financial work:**

- Ensure timely and adequate capital needs for the procurement of fruit raw materials and other major materials for 2025 effectively.
- Inspect and control the implementation of financial regulations and savings policies; Approved cost plan
- Maintain and operate ERP management software, apply software to better serve the company's management.

#### **6. Organization and personnel:**

- Recruit appropriate personnel, continue to maintain policies to support professional and skilled workers to stabilize human resources.
- Implement the policy of paying salaries to employees according to work efficiency, stimulate employees' contributions to enterprises, ensure harmonious interests between enterprises and employees; building a positive cultural foundation in the factory.
- Implement the 2025 training plan. Strengthen internal training on OES software to improve professional qualifications and working experience for newly recruited employees and improve skills for workers. Encourage self-study as well as initiative...

#### **7. Consumption Market:**

- Focus on the daily Wine project through opening touch points, approaching each customer group and residential area to supply Wine more regularly and conveniently to customers and aiming for the story "Every day 01 glass of Wine for health".
- To develop key markets and tourism through channels suitable for tourists to Vietnam such as hotels, restaurants, mini mart chains, and tourist attractions.
- Enhance product and service personalization.
- Closely coordinate with supermarkets to ensure product display and coverage and promote effective promotions.
- Maintain existing market share, take advantage of opportunities to expand in MT and e-commerce channels.
- Developing more Da Lat Specialty product lines and is the story of leading new consumers and younger consumers to Ladofoods.
- Develop non-alcoholic, lightweight product lines to catch up with the growing and replacing young generation of consumers.

## 8. Marketing – Communication:

- Strengthen the promotion of target product lines and new products according to the development strategy and reach the target audience of the product.
- Strengthening the opening of liquor sales points in Hanoi and Ho Chi Minh. Opening showrooms in Hanoi and Da Lat. Implementing experience, sampling, and activation programs at Vang points of sale on a daily basis, ensuring access to attract consumers around the point of sale and CRM activities to attract consumers back to buy again and increase customer life cycles.
- Investment in the development of online channel sales
- Developing packaging and identifying new products Ladofoods 2025.

## 9. Applying technology in production, business, work and training:

Strongly implement digital transformation, use proficient software in planning and controlling work performance, production and business control in order to increase work efficiency, increase production productivity and work efficiency.

### **Recipient:**

- Shareholder;
- BOM;
- Save: office.

ON BEHALF OF THE BOARD  
CHAIRPERSON



**Dinh Thi Mong Van**

**EVALUATION REPORT OF THE  
INDEPENDENT MEMBER OF THE BOARD OF  
DIRECTORS ABOUT BOARD OF DIRECTORS  
ACTIVITIES IN 2024**

The Board of Directors of Lam Dong Foodstuffs Joint Stock Company ("BOD") for the term 2020 - 2025 consists of 05 members, including 01 independent member. Below is the Report on the activities of the independent members of the Board of Directors and the results of the evaluation of the independent members of the Board of Directors on the activities of the Board of Directors in 2024.

**1. Activities of independent members of the Board of Directors in 2024**

- In 2024, independent members of the Board of Directors have fully attended 100% of the meetings of the Board of Directors. At the meetings, independent members actively studied, commented and voted on the contents under the jurisdiction of the Board of Directors, with a consensus rate of 100% for the approved resolutions.
- In addition to participating in meetings, independent members have fulfilled their supervisory role through:
  - Monitoring the organization, implementation and promulgation of Resolutions of the Board of Directors;
  - Supervise the implementation of the Resolutions of the Board of Directors of the Executive Board, including the mechanism of decentralization and coordination between the two levels of management.
- Some specific activities in the year:
  - Supervise the compliance with the law, the Company's Charter and the implementation of the Resolutions of the General Meeting of Shareholders ("AGM"), the Board of Directors and the Board of Directors;
  - Make an independent report at the Annual General Meeting of Shareholders on activities and supervisory results in 2024;
  - Attend regular and irregular meetings of the Board of Directors, and at the same time give independent opinions and objective criticism of the contents submitted at the meeting;
  - Highly appreciate the fact that the Board of Directors organized scientific meetings, complete documents, in accordance with the prescribed order and process;
  - Effectively coordinate with other members of the Board of Directors, Board of

Directors and management team. The independent member acknowledged the active cooperation and support from stakeholders in the process of implementing the task throughout 2024.

## **2. Evaluation of independent members of the Board of Directors on the activities of the Board of Directors and the Board of Directors**

- The Board of Directors has implemented activities in the right direction according to the Resolution of the General Meeting of Shareholders, complying with the Company's Charter and internal governance regulations.
- Members of the Board of Directors show a high sense of responsibility, work professionally, fully perform their assigned roles and obligations, especially in protecting the legitimate interests of the Company and shareholders.
- The Board of Directors has proactively developed and operated development programs and plans in accordance with the strategy approved by the General Meeting of Shareholders. The organization of periodic meetings, extraordinary meetings and collection of written opinions is carried out in a timely manner, meeting the needs of flexible management in the practical context.
- Members of the Board of Directors who concurrently hold roles in the Board of Directors have actively participated in the Board of Directors meeting and effectively coordinated in the management work. Important issues are exchanged, discussed and criticized to make appropriate decisions, ensuring common interests.
- Members of the Board of Directors share, accompany and support the Board of Directors in professional work, governance and strategic decision-making.
- In the context of the economy facing many challenges and impacts from global geopolitical developments, the Company still maintains stability and growth thanks to drastic and consistent management and the spirit of solidarity between the Board of Directors and the Board of Directors.

**In summary**, in 2024, the Board of Directors of the Company has well performed its governance role, ensuring transparency, complying with legal regulations for public companies, and clearly demonstrating its leadership role in the sustainable development of the Company.

**Independent Member of the Board of Directors**



NGUYỄN PHU CUONG

**REPORT OF THE SUPERVISORY BOARD  
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

- Pursuant to the functions and tasks of the Supervisory Board in accordance with the provisions of the Law on Enterprises 2020, the Law on Securities 2019 and the Charter of Lam Dong Foodstuffs Joint Stock Company (as amended and supplemented from time to time) (the "**Company**");
- Pursuant to the Company's Financial Statements for 2024 (fiscal year ending 31/03/2025) which have been audited by AASC Auditing Firm Co., Ltd.

The Supervisory Board respectfully reports to the General Meeting of Shareholders on the activities of the Supervisory Board in the fiscal year 2024 and the operational plan for the fiscal year 2025 as follows:

**A. OPERATION OF THE SUPERVISORY BOARD IN 2024**

**I. Activities of the Supervisory Board in 2024**

**1. About the organization**

The Supervisory Board of Lam Dong Food Joint Stock Company (Ladofoods) consists of 03 members, of which 01 Head of the Board is in charge of general and 02 members monitor the activities assigned by the Head of the Board.

Personnel of the Supervisory Board (SB) include:

- Mr. Nguyen Dinh Chuong – Head of the Supervisory Board
- Mr. Pham Huu Ha – Member
- Ms. Nguyen Thi Yen – Member

**2. Activities of the Supervisory Board**

The Supervisory Board has performed its functions and tasks as prescribed in the Charter and the Company's regulations, in 2024, the Supervisory Board has held 02 meetings and exchanged work via email and phone between members, controlling production and business activities through reports, dossiers and other documents and attend meetings of the Board of Directors and the Company's Executive Board, including:

- To supervise the activities of the Board of Directors ("BOD") and the General Director in compliance with the provisions of law and the Company's Charter; consider the appropriateness of the decisions of the Board of Directors and the General Director.
- Supervise the implementation of the business plan in 2024; supervise the implementation of Resolutions of the General Meeting of Shareholders.
- Examine the reasonableness, honesty and prudence in organizing accounting work and making financial statements according to Accounting Standards.
- Review the report of the independent auditor and reports on the Company's internal control systems before approval by the Board of Directors. Production and business results and accounting data have been strictly checked, ensuring accuracy and reasonableness in recording data. The financial statements of the Company and its subsidiaries have been audited by AASC Auditing Firm Limited.

- Consider the business report, quarterly and annual financial statements of the Company, and the report on the evaluation of the management of the Board of Directors. Review the documents of the General Meeting of Shareholders.

## **II. Financial situation and business situation of the Company in 2024**

### **1. Results of auditing the financial statements in 2024**

The Supervisory Board has reviewed the Company's 2024 financial statements audited by AASC Auditing Firm Co., Ltd. and confirmed the results as follows:

- The financial statements for 2024 have been audited in accordance with Vietnamese accounting standards, reflecting honestly and reasonably on key aspects of the Company's financial position as at March 31, 2025, business results and cash flow from April 1, 2024 to March 31, 2025 in accordance with Vietnam Accounting Standards, The accounting regime of Vietnamese enterprises and legal regulations related to the preparation and presentation of consolidated financial statements.
- The Supervisory Board agrees with the figures as well as the comments made by the Auditor in the audited financial statements of the Company

### **2. Performance**

STT	Quota	Unit	Implement 2023	Plan 2024	Implement 2024	Comparison (%)	
						2024/2023	Implement/Plan
1	Total assets	Billion VND	176,5		176,7	100,1%	-
1	Sales revenue	Billion VND	202,5	107,7	72,7	35,8%	67,4%
2	Profit before tax	Billion VND	-21,5	1,8	0,5	102,3%	27,6%

The Supervisory Board agreed with the 2024 production and business activity report of the Board of Directors.

The production and business plan has been closely followed by the Board of Directors and the Board of Directors in 2024. However, revenue only reached approximately plan (67.5% plan) and profit before tax (27.8% plan) did not meet the plan, mainly due to unfavorable macro conditions, shrinking market and declining demand. Besides, it is due to the comprehensive restructuring process: The company has terminated cashew production activities, liquidated machinery and equipment, and handled old backlogs.

### **III. Supervisory results for the Board of Directors**

- In 2024, the Board of Directors has fully complied with the provisions of the law and the Company's Charter, implemented and well implemented the Resolutions of the General Meeting of Shareholders.
- The Board of Directors has held quarterly meetings in accordance with the law and the Company's Charter. In 2024, the Board of Directors will have appropriate activities, closely coordinate with the General Director and the Board of Directors to provide orientations as well as promptly solve arising problems related to the Company's production and business activities.
- Resolutions of the Board of Directors are issued in accordance with the functions and powers prescribed by law and the Company's Charter.

### **IV. Supervision results for the Executive Board**

- The Company's Executive Board has fully and promptly implemented the decisions and resolutions of the Board of Directors and the General Meeting of Shareholders, implementing the Company's production and business plan; proactively make plans for management and

administration of production and business; promote the effectiveness of the Company's organizational and management apparatus.

- The Board of Directors of the Company regularly holds meetings on the implementation of the production and business plans of the Company and its subsidiaries, and at the same time gives directions, corrections and measures to overcome shortcomings and shortcomings.

**V. Coordinate with the Supervisory Board and the Board of Directors, the Executive Board and shareholders**

- The coordination between the Supervisory Board and the Board of Directors, the Board of Directors and other managers of the Company always ensures the principle of compliance with the provisions of the law, the Company's regulations and for the common benefit of the Company and shareholders.
- The Board of Directors and the Executive Board create favorable conditions for the Supervisory Board to perform its functions and tasks. Periodic meetings of the Board of Directors and important issues of the Company are attended by representatives of the Supervisory Board. The recommendations and proposals of the Supervisory Board are considered and directed by relevant units to be implemented by the Board of Directors and the Executive Board.
- The Supervisory Board did not notice any abnormal signs in the Company's business administration activities. The activities of the Board of Directors and the Executive Board comply with the Law on Enterprises, the Charter and the Company's regulations and regulations.

**VI. Remuneration, operating expenses and other benefits of the Control Board and each member of the Control Board**

Full name	Duty	Remuneration from 01/4/2024 – 31/3/2025 (VND)
Nguyen Dinh Chuong	Head of Department	30.000.000
Nguyen Thi Yen	Member (Appointed September 27, 2024)	6.000.000
Nguyen Luong Tam	Member (Relieved on September 27, 2024)	6.000.000
Pham Huu Ha	Member	12.000.000
<b>Sum</b>		<b>54.000.000</b>

**VII. An evaluation report on transactions between the Company, its subsidiaries or companies under the control of more than 50% of charter capital with members of the Board of Directors, the General Director, executives and related persons of such subjects; transactions between the Company and a company in which members of the Board of Directors, General Directors and other executives of the enterprise are founding members or managers of the enterprise in the last 03 years prior to the time of transaction**

Consistent with the information published in the audited financial statements for 2024 and the Management Report for 2024.

**B. OPERATION PLAN OF THE SUPERVISORY BOARD IN 2025**



LAM DONG FOODSTUFFS  
JOINT STOCK COMPANY  
No. ~~176~~ /Ttr-CPTP-HDQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Lam Dong, August 15, 2025

**PROPOSAL ON ISSUES**  
**AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**LAM DONG FOODSTUFFS JOINT STOCK COMPANY**

**Sincerely:** General Meeting of Shareholders of Lam Dong Foodstuffs Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and its amendments and supplements;
- Pursuant to the Charter of Lam Dong Foodstuffs Joint Stock Company,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the contents under the competence of the General Meeting of Shareholders which are presented in detail as follows:

**I. Audited financial statements for 2024 of the Company**

The Company's audited financial statements for 2024 have been published on the Company's website: <https://ladofoods.vn> (including separate financial statements and audited consolidated financial statements).

Some basic financial targets in 2024 are as follows:

No.	QUOTA	AMOUNT (VND)
<b>I</b>	<b>Financial situation</b>	
1	Short-term assets	133.215.969.960
2	Long-term assets	43.440.674.677
	<b><u>PLUS ASSETS</u></b>	<b><u>176.656.644.637</u></b>
1	Liabilities	4.744.697.370
2	Owner	171.911.947.267
	<b><u>PLUS CAPITAL</u></b>	<b><u>176.656.644.637</u></b>
<b>II</b>	<b><u>Business Results</u></b>	
1	Revenue from sales and provision of services	72.680.886.007
2	Profit before tax	496.420.984

3	Profit after corporate income tax	496.420.984
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(Source: Audited consolidated financial statements for 2024)

## **II. Plan for profit distribution and setting up funds in 2024**

No.	Content	Amount (VND)
<b>I</b>	<b>Charter capital</b>	<b>146.571.500.000</b>
<b>II</b>	<b>Profit after tax in 2024</b>	<b>496.420.984</b>
<b>III</b>	<b>Undistributed profit after tax as of 31/03/2025</b>	<b>25.340.447.267</b>
<b>IV</b>	<b>Profit Distribution</b>	
1	Dividend payout ratio (%)	15%
2	Expected value at par value	21.985.725.000
3	Forms of payment	Cash
<b>V</b>	<b>Remaining undistributed profit after tax</b>	<b>3.354.722.267</b>

## **III. Dividend payment plan in 2024 in cash**

- Dividend payment rate: 15%/share (01 share receives 1,500 VND)
- Form of dividend payment: Cash dividend payment
- Source: From Undistributed Profit after Tax of the Audited Financial Statements for the year ended 31/03/2025.
- The General Meeting of Shareholders assigns the Board of Directors to:
  - + Select and decide on the last registration date and dividend payment date. The latest dividend payment period is within 06 months from 15/08/2025.
  - + Carry out dividend payment procedures in accordance with the law and company regulations.

## **IV. Production and business plan in 2025**

The Board of Directors respectfully submits to the General Meeting of Shareholders the production and business plan for 2025 as follows:

STT	Quota	Residents	Implementation in 2024	Plan for 2025	Plan 2025/Implementation 2024 (%)
1	Turnover	Billion VND	72,6	104,5	143,9%
2	Profit before tax	Billion VND	0,496	1,42	286,3%

The General Meeting of Shareholders authorizes the Board of Directors to develop and implement specific strategies to implement the production and business plan in 2025.

#### **V. Selection of financial statement auditor in 2025**

Based on the proposal of the Supervisory Board, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the list of auditing units to audit the Company's 2024 financial statements, specifically:

1. List of auditing units:

- A&C Auditing and Consulting Co., Ltd.
- AAC Auditing and Accounting Co., Ltd.
- AASC Auditing Firm Co., Ltd.

2. The General Meeting of Shareholders authorizes the Board of Directors to select one of the auditing companies on the above list to audit the 2025 financial statements.

In case the Board of Directors fails to negotiate the terms with the above auditing unit, the General Meeting of Shareholders authorizes the Board of Directors to select another auditing unit from the list of independent auditing units approved by the State Securities Commission.

#### **VI. Remuneration of the Board of Directors and the Supervisory Board in 2025**

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the remuneration in 2025 of the members of the Board of Directors and the Supervisory Board as follows:

Duty	Remuneration/month
<b>Board of Directors:</b>	
- Chairman of the Board of Directors	3.000.000 VND
- Member of the Board of Directors	2.500.000 VND
- Secretary of the Board of Directors/Person in charge of Corporate Administration	1.000.000 VND

<b>Supervisory Board:</b>	
- Head of the Supervisory Board	2.500.000 VND
- Supervisory Board members	1.000.000 VND

**VII. Election of members of the Board of Directors, Supervisory Board for the term 2025-2030**

2025 is the first year in the 2025-2030 term of the Board of Directors and the Supervisory Board. Pursuant to the provisions of the Law on Enterprises and the Company's Charter, the Board of Directors submits to the General Meeting of Shareholders the election of members of the Board of Directors and the Supervisory Board for the new term.

- The list of candidates to be elected to the Board of Directors and the Supervisory Board for the term 2025-2030 is as follows:

**1. List of candidates/nominations for members of the Board of Directors:**

- Ms. Dinh Thi Mong Van
- Mr. Do Thanh Trung
- Mr. Nguyen Luong Tam
- Ms. Pham Thu Hien
- Ms. Hoang Thi Ha

**2. List of candidates/nominees for members of the Supervisory Board:**

- Mr. Nguyen Dinh Chuong
- Mr. Pham Huu Ha
- Ms. Nguyen Thi Yen

*(Detailed information of the candidates is attached to the report).*

The above are the contents to be submitted to the General Meeting of Shareholders for approval.

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**Recipient:**

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**ON BEHALF OF THE BOARD  
CHAIRPERSON OF THE BOARD OF  
DIRECTORS**



**Dinh Thi Mong Van**



**SUMMARY INFORMATION**  
**CANDIDATES/NOMINEES FOR ELECTION OF MEMBERS OF THE**  
**BOARD OF DIRECTORS & SUPERVISORY BOARD**  
**TERM 2025-2030**

**I. Ms. Dinh Thi Mong Van - candidate for the Board of Directors**

1. Date of birth: 24/2/1984
2. Place of birth: Hanoi      Nationality: Vietnam
3. Ethnicity: Muong      Hometown: Hanoi
4. Permanent address: Trung Van, Tu Liem, Hanoi
5. Qualifications: Bachelor of Economic Law
6. Work process:

<b>Time</b>	<b>Workplace/work</b>	<b>Location</b>
Before 2008	Smic Law Office	Investment Legal Department Staff
2008 - 2012	Cuu Phu Trading Co., Ltd.	Deputy Head of Legal Department
2012 - 2014	Hanoi Green Trade Investment Joint Stock Company	Legal Specialist;
From 2014 to 2019	Elmich Joint Stock Company	- Deputy Director of Elmich Household Appliances Manufacturing Co., Ltd. - Head of the Internal Control Board; - Director of Internal Affairs.
From 2019 to now	Megram Joint Stock Company	Deputy General Director

From 2020 to now	Lam Dong Foodstuffs Joint Stock Company	Chairman of the Board of Directors
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7. Current working position: Chairman of the Board of Directors of Lam Dong Foodstuffs Joint Stock Company

8. Positions currently held at other organizations:

+ Megram Joint Stock Company: Deputy General Director

+ Da Nang Pharmaceutical Joint Stock Company: Member of the Board of Directors

9. Number of shares currently held: No

10. Holding commitments (if any): No

11. Related persons holding shares of VDL or management positions at the Company:

Megram Joint Stock Company, owns 7,475,282 shares, accounting for 51% of charter capital

Relationship: Deputy General Manager

12. Related interests or conflicts (if any): No

13. Nomination Organization/Group: Megram Joint Stock Company (Parent company accounts for 51% of charter capital)

## II. Mr. Do Thanh Trung - candidate for the Board of Directors

1. Date of birth: 05/11/1972

2. Place of birth: Hung Yen

Nationality: Vietnamese

3. Ethnicity: Kinh

Hometown: Hung Yen

4. Permanent address: Trung Hoa, Cau Giay, Hanoi

5. Qualification: MBA

6. Work experience:

From May to May	What to do/what position	Workplace
From 1995 to the present	CEO	Elmich Group in the Czech Republic
2011 to present	Chairman of the Board of Directors	Elmich Joint Stock Company

2011 to present	Chairman of the Board of Directors, General Director	Megram Joint Stock Company
2016 to present	Member of the Board of Directors	Da Nang Pharmaceutical Joint Stock Company
2018 to present	CEO	Lam Dong Foodstuffs Joint Stock Company

7. Current position at Lam Dong Foodstuffs Joint Stock Company: Member of the Board of Directors
  8. Participation in other units and organizations (if any):
    - + Megram Joint Stock Company: Chairman of the Board of Directors, General Director
    - + Da Nang Pharmaceutical Joint Stock Company: Member of the Board of Directors
    - + Elmich Joint Stock Company: Chairman of the Board of Directors
  9. Number of shares held:
    - + Representative of Megram Joint Stock Company owns: 7,475,282 shares, accounting for 51% of charter capital
    - + Individual owners: 324,822 shares, accounting for 2.21% of charter capital
  10. Holding commitments (if any): Comply with regulations of the State Securities Commission
  11. Conflicting interests with public companies (if any): None
  12. Related interests or conflicts (if any): No
- Nomination Organization/Group: Megram Joint Stock Company (Parent company accounts for 51% of charter capital)

### **III. Mr. Nguyen Luong Tam - candidate for the Board of Directors**

1. Date of birth: 20/5/1985
2. Place of birth: Hung Yen Nationality: Vietnamese
3. Ethnicity: Kinh Hometown: Hung Yen
4. Permanent address: P606 B3A Nam Trung Yen, Trung Hoa, Cau Giay, Hanoi
5. Qualification: Accountant
6. Current position: Member of the Board of Directors
7. Work experience:

<b>From May to May</b>	<b>What to do/what position</b>	<b>Workplace</b>
April 2025 - Present	Member of the Board of Directors, General Director	Da Nang Pharmaceutical Joint Stock Company
Year 2024 - present	Member of the Board of Directors	Lam Dong Foodstuffs Joint Stock Company
Year 2022-2025	Deputy General Director	Megram Joint Stock Company
8/2021 – 1/2022	Deputy Chief Financial Officer	FPT Telecom Joint Stock Company
7/2019 – 1/2022	Head of the Internal Audit Department Head of the Supervisory Board	FPT Telecom Joint Stock Company
7/2014 – 6/2019	Head of Audit Department	Deloitte Vietnam – Hanoi Office
Year 2009 - 2014	Audit Team Leader	Deloitte Vietnam – Hanoi Office

8. Number of VDL shares held: None

9. Holding commitments (if any): None

10. Participation in other units and organizations (if any):

+ Da Nang Pharmaceutical Joint Stock Company: Member of the Board of Directors, General Director

11. Violations of law (if any): none

12. Related benefits for public companies (if any): none

13. Conflicting interests with public companies (if any): no

14. Nomination Organization/Group: Megram Joint Stock Company (Parent company accounts for 51% of charter capital)

#### **IV. Ms. Pham Thu Hien - candidate for the Board of Directors**

1. Date of birth: 25/08/1979

2. Place of birth: Hanoi Nationality: Vietnam
3. Ethnicity: Kinh Hometown: Hanoi
4. Permanent address: No. 8, alley 376/31 Buoi Street, Ba Dinh, Hanoi.
5. Professional qualifications: Master of Accounting and Economic Analysis, Vietnam Auditor Certificate (CPA), Vietnam Valuation Certificate
6. Work process:

Time	Workplace/work	Location
From 2001 to 2003	Tax Accounting	Tay Ho Investment and Trading Company
From 2004 to 2005	Chief Accountant	MSP Pharmaceutical Company
From 2005 to 2008	Audit	AASC Auditing Co., Ltd.
From 2009 to 2014	Deputy Director	Vietnam Auditing Accounting Co., Ltd.
From 2015 to 2020	Chief Financial Officer	Megram Joint Stock Company
From 2020-present	Director	Elmich Joint Stock Company

7. Current working position at VDL: No
8. Positions currently held at other organizations: Director of Elmich Joint Stock Company
9. Number of shares currently held: 0 Stock
10. Holding commitments (if any): No
11. Related persons holding shares of VDL or management positions at the Company: No
12. Related interests or conflicts (if any): No
13. Nomination Organization/Group: Megram Joint Stock Company (Parent company accounts for 51% of charter capital)

#### **V. Ms. Hoang Thi Ha - Candidate for the Board of Directors**

1. Date of birth: 27/11/1981
2. Place of birth: Tan Dan Commune, Khoai Chau District, Hung Yen Province is now Trieu Viet Vuong Commune, Hung Yen Province
3. Nationality: Vietnamese.

4. Permanent residence address according to household registration: TDP Tan Nhue, Thuy Phuong, Bac Tu Liem Hanoi is now Tan Nhue Street, Dong Ngac Ward, Hanoi City, Vietnam
5. Current residence: Lane 73 Tan Nhue Street, Dong Ngac Ward, Hanoi City, Vietnam
6. Educational level: Bachelor of Economics Professional qualification: Finance and accounting
7. Contact Number: 0393423222 Email:ha.ht@vilico.vn
8. Professional learning and training process:

From May to May	Training Place	Training Expertise
Year 2000-2005	Academy of Finance and Accounting	Finance and Accounting
Year 2008-2015		

9. Work experience:

From May to May	What to do/what position	Workplace
Year 2005-2008	General accountant of 573 Construction Joint Stock Company of Ciecnc05	573 Construction Joint Stock Company of Ciecnc05
Year 2008-2015	General Accountant of the Central Hospital of Transport	National Hospital for Transport
Year 2016-2020	Member of the Supervisory Board	Transport Hospital Joint Stock Company
Year 2017-2022	Acting Chief Accountant of Vietnam Livestock Corporation-Joint Stock Company	Vietnam Livestock Corporation-CTPC
2017-present	Chief Accountant of An Khanh Animal Feed Enterprise and General	Vietnam Livestock

	Equipment Trading Center - Vietnam Livestock Corporation - Joint Stock Company	Corporation-CTPC
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10. Current working position at Lam Dong Foodstuffs Joint Stock Company (if any): none

11. Positions held at other organizations (if any)

Name of organization or unit	Address	Business Registration Certificate	Date of issue/ Place of issue	Duty
Hanoi Seafood Import Export Joint Stock Company	20 Lang Ha Street, Lang Ward, Hanoi City	0100102848	22/12/2006 Hanoi Department of Planning and Investment.	Assistant General Manager

12. Number of VDL shares: 5,613,217 shares, accounting for 38.30.% of charter capital, of which:

+ Representative owner: 5,613,217 shares, accounting for 38.30% of charter capital

+ Individual owner: 0 shares accounting for 0% of charter capital

13. Holding commitments (if any): none

14. Violations of law (if any): none

15. Related benefits for public companies (if any): none

16. Conflicting interests with public companies (if any): no

17. Nomination Organization/Group: Vietnam Livestock Corporation-CTPC (Major shareholder accounting for 38.3% of charter capital)

## **VI. Mr. Nguyen Dinh Chuong - Candidate of the Supervisory Board**

1. Date of birth: 29/11/1988
2. Place of birth: Ho Chi Minh City. HCM
3. Nationality: Vietnamese
4. Ethnicity: Kinh
5. Contact address: G54, My Hoa 2, Xuan Thoi Dong, Hoc Mon, Ho Chi Minh City
6. Phone: 0938 777 437

7. Email Address: nguyenchuong009@gmail.com
8. Education: University
9. Qualifications:
  - Bachelor of Accounting - Auditing, University of Banking Ho Chi Minh City;
  - Certificate of chief accountant (Ministry of Finance);
  - Certified Public Accountant (ACCA) – Supplementing
10. Summary of the work process:
  - From 07/2021 to now, in charge of financial consulting, capital mobilization and project budget management for Les Vergers Du Mekong JSC ("Le Fruit").
  - From 05/2020 to 06/2021, Head of Finance Department of Rigel Technology Co., Ltd. (Indochina).
  - From 07/2018 to 04/2020, financial control of Philips Vietnam Co., Ltd.
  - From 10/2014 to 06/2018, Chief Financial Controller of Cuu Long Fruit Garden Joint Stock Company - Les Vergers Du Mekong JSC ("Le Fruit"), operating in the field of producing juices, coffee and jams for the domestic and export high-end markets.
  - From 07/2011 to 09/2014, auditor and audit team leader of Grant Thornton Vietnam Co., Ltd.
11. Current Positions:
  - Financial consultancy and budget management of agricultural projects, Les Vergers Du Mekong JSC ("Le Fruit").
  - Head of the Supervisory Board of Lam Dong Foodstuffs Joint Stock Company.
12. Number of VDL shares held: 0 shares
13. Holding commitments (if any): none
14. Violations of law (if any): none
15. Related benefits for public companies (if any): none
16. Conflicting interests with public companies (if any): no
17. Nomination Organization/Group: Re-election

## **VII. Mr. Pham Huu Ha - Candidate of the Supervisory Board**

1. Date of birth: 12/3/1967
2. Place of birth: Tam Hai Commune, Nui Thanh District, Quang Nam Province
3. Nationality: Vietnamese
4. Permanent residence address according to household registration: 58/3 Hung Vuong, Ward 9, Da Lat.
5. Current residence: 58/3 Hung Vuong, Ward 9, Da Lat.

6. Educational level: 12/12. Professional qualifications: University of Business Administration, Intermediate School of Accounting
7. Current working position at VDL: Head of Human Resources and Administration Department, Member of the Supervisory Board
8. Contact number: 0979.831.682 Email: huuhath@ladofoods.vn
9. Professional learning and training process:

From May to May	Training Place	Training Expertise
1986-1989	Food School 2 Da Nang	Accounting Intermediate
1995-1999	Dalat University	Business Administration

10. Work experience:

From May to May	What to do/what position	Workplace
From 1989 to 1992	chief accountant	Food in Da Lat City
From 1992 to 1995	Workshop foreman	Wool Textile Company - Hoang Hoa - Finance Board of Lam Dong Provincial Party Committee
From 03/1995 to 12/2000	Sales Department	Lam Dong Foodstuffs JSC
From 01/2001 to 02/2011	Human Resources and Administration Staff	Lam Dong Foodstuffs JSC
From 03/2011 to 11/2012	Deputy Head of Human Resources and Administration Department	Lam Dong Foodstuffs JSC
From 03/2013 to 04/2014	Head of Human Resources and Administration Department	Ladofoods One Member Limited Liability Company

From 05/2014 to now	Head of Human Resources and Administration Department	Lam Dong Foodstuffs JSC
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11. Positions held at other organizations: not
12. Number of VDL shares: 97 shares
13. Holding commitments (if any): none
14. Acts of violating the law (if any): not
15. Related benefits for public companies (if any): none
16. Conflicting interests with public companies (if any): none
17. Nomination Organization/Group: Re-election

#### **VIII. Ms. Nguyen Thi Yen - candidate for the Supervisory Board**

1. Date of birth: 04/03/1995
2. Qualifications: Bachelor of Auditing
3. Work process:

<b>From May to May</b>	<b>What to do/what position</b>	<b>Workplace</b>
07/2017 – 07/2018	General Accounting	Panasonic System Networks Viet Nam Limited Liability Company
07/2018- 01/2022	General Accounting	JCU Vietnam Co., Ltd.
02/2022 to present	Accounting – Accounting Control	Megram Joint Stock Company

4. Current working position at VDL: Member of the Supervisory Board
5. Positions held at other organizations (if any):
  - + Megram Joint Stock Company: Accounting
  - + Lam Dong Foodstuffs Joint Stock Company: Member of the Supervisory Board
6. Number of VDL shares: 0 shares, accounting for 0% of charter capital
7. Holding commitments (if any): none

8. Violations of law (if any): no

9. Related benefits for public companies (if any): none

10. Conflicts of interest with public companies (if any): no

11. Nomination Organization/Group: Re-election

