

No.: 01/2026/BCQT-LHC

Lam Dong, on 28 January 2026

**REPORT ON THE GOVERNANCE OF LISTED COMPANIES
(Annual 2025)**

Dear: - **State Securities Commission**
 - **Hanoi Stock Exchange**

- Name of the general company: **Lam Dong Investment and Hydraulic Construction Joint Stock Company**
- Head office address: No. 87 Phu Dong Thien Vuong, Ward Lam Vien - Da Lat, Lam Dong.
- Phone: 0263 3821 854 Fax: 0263 3832 542 Email: xdthuyloild@gmail.vn
- Charter capital: VND 144,000,000,000 (144 billion VND)
- Stock code: **LHC**
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, General Director.
- Regarding the implementation of the internal audit function: Implemented.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS.

In 2025, the Company held 01 meeting of the 25th Annual General Meeting of Shareholders in 2025.

| No. | Number of Resolutions | Date of Issue | Content |
|-----|-----------------------|---------------|--|
| 01 | 01/NQ-DHDCD25-LHC | 20/04/2025 | <p>Article 1. The AGM has approved the following resolutions:</p> <p>1. SEPARATE AND CONSOLIDATED FINANCIAL STATEMENTS for 2024 AUDITED BY RSM VIETNAM AUDITING & CONSULTING COMPANY LIMITED, INCLUDING:</p> <ul style="list-style-type: none">- Report of the executive Board;- Independent audit report;- Balance sheet;- Statement of business results;- Cash flow statements;- Notes to the financial statements. <p>Approval voting ratio: 100 %</p> <p>2. REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2024,</p> <p>including: Business performance and activities of the Board of Directors report for 2024; Report of the independent BOD</p> |

| No. | Number of Resolutions | Date of Issue | Content | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----|---|-------------------|--|----|---|-------------------|---|-------------|-----------|---|--------------------|---------|---|--------------|---------|---|-------------------|-------|---|-----------------|-------|---|---------------|-------|---|---------------------------|--------|---|-------------------------------------|---------|---|--------------|--------|----|-------------|-------|----|---------------|--------|----|------------------------------------|---------|----|--------------------------------------|--------|----|---------------------------------------|---------|----|-----------------------------------|---------|----|------------------------------------|--------|----|--|--------|----|--------------------------------------|-------|----|------------------------------|-------|
| | | | <p>member for 2024.</p> <p>Key financial indicators for 2024:</p> <table><tr><th>No</th><th>Consolidated business performance results in 2024</th><th>Unit: VND Million</th></tr><tr><td>1</td><td>Net revenue</td><td>1.204.783</td></tr><tr><td>2</td><td>Cost of goods sold</td><td>982.364</td></tr><tr><td>3</td><td>Gross profit</td><td>242.418</td></tr><tr><td>4</td><td>Financial revenue</td><td>3.398</td></tr><tr><td>5</td><td>Financial costs</td><td>3.686</td></tr><tr><td>6</td><td>Cost of sales</td><td>4.951</td></tr><tr><td>7</td><td>Business management costs</td><td>95.469</td></tr><tr><td>8</td><td>Net profit from business activities</td><td>121.711</td></tr><tr><td>9</td><td>Other income</td><td>28.984</td></tr><tr><td>10</td><td>Other costs</td><td>3.482</td></tr><tr><td>11</td><td>Other profits</td><td>25.502</td></tr><tr><td>12</td><td>Total accounting profit before tax</td><td>147.213</td></tr><tr><td>13</td><td>Current corporate income tax expense</td><td>32.305</td></tr><tr><td>14</td><td>Deferred corporate income tax expense</td><td>(2.028)</td></tr><tr><td>15</td><td>Profit after corporate income tax</td><td>116.936</td></tr><tr><td>16</td><td>Profit after tax of parent company</td><td>66.967</td></tr><tr><td>17</td><td>Profit after tax of non-controlling shareholders</td><td>49.969</td></tr><tr><td>18</td><td>Basic earnings per share (EPS) (VND)</td><td>4.650</td></tr><tr><td>19</td><td>Declining earnings per share</td><td>4.650</td></tr></table> <p>Approval voting ratio: 100%</p> <p>3. REPORT ON THE INSPECTION OF THE SUPERVISORY BOARD IN 2024.</p> <p>Approval voting ratio: 100%</p> | No | Consolidated business performance results in 2024 | Unit: VND Million | 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 | 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 |
| No | Consolidated business performance results in 2024 | Unit: VND Million | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No. | Number of Resolutions | Date of Issue | Content | | | | | | | | | | | | | | | | | | | | | | | | |
|-----|-----------------------------------|---------------|--|----|------------|------|----------|---|------------------|--|----------------|---|--------------------------|--|--|--|-----------------------------------|---|----------------|--|------------------------|---|---|--|-----------------------------|---|---|
| | | | <p>4. PLAN FOR DISTRIBUTION OF CONSOLIDATED PROFITS (LHC) FOR 2024.</p> <table border="1"> <thead> <tr> <th>No</th><th>Indicators</th><th>Rate</th><th>For 2024</th></tr> </thead> <tbody> <tr> <td>1</td><td>Profit after tax</td><td></td><td>51.840.445.522</td></tr> <tr> <td>2</td><td>Profit distribution plan</td><td></td><td></td></tr> <tr> <td></td><td>Dividend 25%/total current shares</td><td>%</td><td>36.000.000.000</td></tr> <tr> <td></td><td>Bonus and welfare fund</td><td>%</td><td>0</td></tr> <tr> <td></td><td>Development investment fund</td><td>%</td><td>0</td></tr> </tbody> </table> <p>Assign the Accounting and Finance Department to perform in accordance with the provisions of the Accounting Law.</p> <p>Approval voting ratio: 100%</p> <p>5. 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</p> <p>5.1. Finalization of remuneration for the BOD and Supervisory Board in 2024: 970.000.000 VND. 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.</p> <p>2. Salary, remuneration, bonus plan for the BOD and Supervisory Board in 2025:</p> <ul style="list-style-type: none"> - Chairman of the board: 60.000.000 VND/month (Excluding mandatory insurance contributions) - Vice Chairman of the Board: 10.000.000 VND/month. - BOD members, Head of the Supervisory Board: 5.000.000 VND/person/month. - Supervisory Board members: 2.000.000 VND/person/month <p>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).</p> <p>Approval voting ratio: 100%</p> <p>6. Approval of the production, business, dividend and</p> | No | Indicators | Rate | For 2024 | 1 | Profit after tax | | 51.840.445.522 | 2 | Profit distribution plan | | | | Dividend 25%/total current shares | % | 36.000.000.000 | | Bonus and welfare fund | % | 0 | | Development investment fund | % | 0 |
| No | Indicators | Rate | For 2024 | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Profit after tax | | 51.840.445.522 | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Profit distribution plan | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Dividend 25%/total current shares | % | 36.000.000.000 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bonus and welfare fund | % | 0 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Development investment fund | % | 0 | | | | | | | | | | | | | | | | | | | | | | | | |

| No. | Number of Resolutions | Date of Issue | Content | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----|---------------------------------------|-------------------------|--|-----|------------|----------------------|-------------------|---|---------------------------|---------|-----------|---|---------------------------------|--------|---------|---|---------------------------|-----------|---|---|---------------------------------------|------------------------|---|---|------------------------------|------------------------|---|---|----------------------------|-------------------------|---|
| | | | <p>investment plan for 2025.</p> <p>The AGM of Shareholders approved the 2025 production, business, dividend and investment plan. Specifically as follows:</p> <table border="1"> <thead> <tr> <th>No.</th><th>Indicators</th><th>Parent company – LHC</th><th>Consolidated Plan</th></tr> </thead> <tbody> <tr> <td>1</td><td>Net revenue (VND Billion)</td><td>245,000</td><td>1,190,000</td></tr> <tr> <td>2</td><td>Profit before tax (VND Billion)</td><td>84,775</td><td>153,000</td></tr> <tr> <td>3</td><td>Dividends to shareholders</td><td>10% ÷ 15%</td><td>-</td></tr> <tr> <td>4</td><td>Investment in purchasing fixed assets</td><td>04 tỷ ÷ 10 Billion VND</td><td>-</td></tr> <tr> <td>5</td><td>Depreciation of fixed assets</td><td>03 tỷ ÷ 06 Billion VND</td><td>-</td></tr> <tr> <td>6</td><td>Investment in Subsidiaries</td><td>Maximum 250 Billion VND</td><td>-</td></tr> </tbody> </table> <p>Authorized the BOD to make decisions depending on the business and production situation in 2025</p> <p>Approval voting ratio: 100%</p> <p>7. SELECTION OF AUDITING FIRM FOR 2025 FINANCIAL STATEMENTS</p> <p>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:</p> <ol style="list-style-type: none"> 1. RSM Vietnam Auditing & Consulting Limited; 2. AASC Auditing Firm Company Limited; 3. A&C Auditing and Consulting Company Limited. <p>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.</p> <p>Approval voting ratio: 100%</p> <p>8. APPROVING THE CANCELLATION OF THE CONTENT OF INCREASING THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS OF THE COMPANY FROM 05</p> | No. | Indicators | Parent company – LHC | Consolidated Plan | 1 | Net revenue (VND Billion) | 245,000 | 1,190,000 | 2 | Profit before tax (VND Billion) | 84,775 | 153,000 | 3 | Dividends to shareholders | 10% ÷ 15% | - | 4 | Investment in purchasing fixed assets | 04 tỷ ÷ 10 Billion VND | - | 5 | Depreciation of fixed assets | 03 tỷ ÷ 06 Billion VND | - | 6 | Investment in Subsidiaries | Maximum 250 Billion VND | - |
| No. | Indicators | Parent company – LHC | Consolidated Plan | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Net revenue (VND Billion) | 245,000 | 1,190,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Profit before tax (VND Billion) | 84,775 | 153,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Dividends to shareholders | 10% ÷ 15% | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Investment in purchasing fixed assets | 04 tỷ ÷ 10 Billion VND | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Depreciation of fixed assets | 03 tỷ ÷ 06 Billion VND | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Investment in Subsidiaries | Maximum 250 Billion VND | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No. | Number of Resolutions | Date of Issue | Content |
|-----|-----------------------|---------------|--|
| | | | <p>(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.</p> <p>Approval voting ratio: 100%</p> <p>9. APPROVAL OF DISMISSAL OF BODS MEMBERS AND ELECTION OF REPLACEMENT MEMBER.</p> <p>Approving the dismissal of Mr. Ly Chu Hung and Mr Phan Cong Ngon from the BODs.</p> <p>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.</p> <p>Approval voting ratio: 100%</p> <p>10. CANDIDATES FOR ADDITIONAL ELECTION OF THE BOARD MEMBER FOR THE REMAINING TERM (2021-2025).</p> <p>Candidate information:</p> <p style="text-align: center;">1st CANDIDATE</p> <p>Mr: NONG VUONG HUNG</p> <p>Date of birth: 04/03/1967 Nationality: Viet Nam</p> <p>National ID Card: 068067003949 Place of issue: Police Department Administrative management of social order</p> <p>Date of issue: 12/09/2021</p> <p>Permanent address: B1, Tran Quang Dieu, 10 ward, Da Lat city, Lam Dong Province.</p> <p>Education: 12/12. Specialification: Bachelor of Business Administration</p> <p style="text-align: center;">2nd CANDIDATE</p> <p>Mrs: LAM BOI NGOC</p> <p>Date of birth: 05/06/1988 Nationality: Viet Nam</p> <p>National ID Card: 079188037142 Place of issue: Police Department Administrative management of social order</p> <p>Date of issue: 10/08/2021</p> <p>Permanent address: 25/9 Thanh My, 8 ward, Tan Binh District, HCM city</p> <p>Education: 12/12. Specialification: Master of Law in International Trade and Economics</p> |

| No. | Number of Resolutions | Date of Issue | Content |
|-----|-----------------------|---------------|--|
| | | | <p>Approval voting ratio: 100%</p> <p>11. ELECTION RESULTS FOR THE BOARD MEMBER FOR THE REMAINING TERM OF THE CURRENT BOARD OF DIRECTORS (2021-2025):</p> <p>11.1. Mr: NONG VUONG HUNG</p> <p>Date of birth: 04/03/1967 Nationality: Viet Nam</p> <p>National ID Card:: Place of issue: Police 068067003949, Date of issue: Department Administrative management of social order 12/09/2021</p> <p>Permanent address: B1, Tran Quang Dieu, 10 ward, Da Lat city, Lam Dong Province.</p> <p>Education: 12/12. Specialification: Bachelor of Business Administration</p> <p>11.2 Mrs: LAM BOI NGOC</p> <p>Date of birth: 05/06/1988 Nationality: Viet Nam</p> <p>National ID Card:: Place of issue: Police 079188037142, Date of issue: Department Administrative management of social order 10/08/2021</p> <p>Permanent address: 25/9 Thanh My, 8 ward, Tan Binh District, HCM city</p> <p>Education: 12/12. Specialification: Master of Law in International Trade and Economics</p> <p>List of Board of Directors for the 2021-2025 term after supplemental election</p> <p>1. Mr: Le Dinh Hien - Chairman</p> <p>2. Mr: Tran Viet Thang - Vice Chairman</p> <p>3. Mrs: Ngo Thu Huong - Member</p> <p>4. Mr: Nong Vuong Hung - Independent member</p> <p>5. Mrs: Lam Boi Ngoc - Independent member</p> <p>Approval voting ratio: 100%</p> <p>Article 2. Implementation Provisions.</p> <p>1.This resolution takes effect from the date of approval.</p> <p>2.Shareholders, the Board of Directors, the Supervisory Board, the Executive Board, and relevant individuals shall be responsible for</p> |

| No. | Number of Resolutions | Date of Issue | Content |
|-----|-----------------------|---------------|---------------------------------|
| | | | implementating this Resolution. |

II. THE BOARD OF DIRECTORS:

1. Information about members of the Board of Directors (BOD)

| No. | Member of the Board of Directors | Duty | Start/no longer a date BOARD OF DIRECTORS/INDEPENDENT BOARD OF DIRECTORS | |
|-----|----------------------------------|---|---|-------------------|
| | | | Date of Appointment | Date of dismissal |
| 1 | Mr. Le Dinh Hien | Chairman of the Board of Directors | 25/07/2000 | |
| 2 | Mr. Tran Viet Thang | Deputy Chairman of the Board of Directors non-executive | 25/04/2021 | |
| 3 | Ms. Ngo Thu Huong | Non-executive members of the Board of Directors | 20/04/2024 | |
| 4 | Mr. Nong Vuong Hung | Member of the Board of Directors independent | 20/04/2025 | |
| 5 | Ms. Lam Boi Ngoc | Member of the Board of Directors independent | 20/04/2025 | |
| 6 | Mr. Ly Chu Hung | Non-executive members of the Board of Directors | 25/04/2021 | 20/04/2025 |
| 7 | Mr. Phan Cong Ngon | Member of the Board of Directors independent | 25/04/2021 | 20/04/2025 |

2. Board of Directors meetings:

In 2025, the Board of Directors will hold 13 meetings and 02 written opinions

| No | Member of the Board of Directors | Number of Meetings BOM partake | Proportion Attend the meeting | Reason Not attending |
|----|----------------------------------|--------------------------------|-------------------------------|---|
| 1 | Mr. Le Dinh Hien | 13/13 | 100% | |
| 2 | Mr. Tran Viet Thang | 13/13 | 100% | |
| 3 | Ms. Ngo Thu Huong | 09/13 | 100% | Out of 13 meetings, Mrs. Ngo Thu Huong delegated her attendance in 04 meetings. Specifically: - 01 meeting delegated to Mr. Hau |

| No | Member of the Board of Directors | Number of Meetings BOM partake | Proportion Attend the meeting | Reason Not attending |
|----|----------------------------------|--------------------------------|-------------------------------|---|
| | | | | Van Tuan - Chief Financial Officer. - 01 meeting delegated to Mr. Le Dinh Hien – Chairman of the Board of Directors. - 02 meetings delegated to Mr. Bui Huu Quynh – a major shareholder of the company. |
| 4 | Mr. Nong Vuong Hung | 6/7 | 100% | - Effective from 20/04/2025. - Out of 7 meetings, in 01 meeting Mr. Nong Vuong Hung delegated his attendance to Mr. Hau Van Tuan – Chief Financial Officer. |
| 5 | Ms. Lam Boi Ngoc | 6/7 | 100% | - Effective from 20/04/2025. - Out of 7 meetings, in 01 meeting Mrs. Lam Boi Ngoc delegated her attendance to Mr. Tran Viet Thang – Vice Chairman of the Board of Directors. |
| 6 | Mr. Ly Chu Hung | 0 | 0% | - Resigned from position effective 10/07/2024. - Dismissed from position effective 20/04/2025 |
| 7 | Mr. Phan Cong Ngon | 4/6 | 66% | - Dismissed from position effective 20/04/2025 - Mr. Phan Cong Ngon authorized Mr. Le Dinh Hien, Chairman of the Board, to attend two meetings on his behalf. |

3. Supervisory activities of the Board of Directors over the Board of Directors.

The Board of Directors regularly supervises the activities of the Board of Directors, departments, and construction sites under the Company, implements in accordance with the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors, ensuring the harmony of interests of Shareholders and the Company.

At meetings of the Board of Directors, the Board of Directors and the Head of the Supervisory Board are invited to participate in listening to reports on production and business activities, members are invited to contribute opinions and receive timely direction.

Directing the main activities of the Board of Directors:

- Direct the implementation of the production and business plan in 2025.
- Directing the organization of the 25th Annual General Meeting of Shareholders in 2025.
- Supervise the administration of production, business and investment activities of the Board of Directors in accordance with the Resolution of the General Meeting of Shareholders and the Board of Directors.
- Inspect the implementation of the Charter, internal regulations and regulations, direct amendments and supplements in a timely manner in accordance with the provisions of law.

- Direct the amendment and supplementation of internal norms and unit prices for uniform application throughout the company.

4. Activities of subcommittees of the Board of Directors (if any).

On 07 January 2025, the Board of Directors established the Digital Project Management Committee, directly reporting to the Board, with the purpose of: Developing a master plan, Preparing the total investment budget for submission to the Board, Implementing the digitalization project across the entire corporation

The Digital Project Management Committee consists of six subcommittees, as follows:

- Construction Tender Subcommittee
- Fired Materials Subcommittee
- Unfired Materials Subcommittee
- Financial Subcommittee
- Equipment Management Subcommittee
- Centralized Procurement Subcommittee

5. Resolutions and Decisions of the Board of Directors:

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate |
|----|----------------------------------|---------------|--|---------------|
| 01 | No: 01/2025/NQ-HĐQT/LHC | 07/01/2025 | <p>Article 1: The BOD 100% agreed to invest 02 brand new Foton Auman ETX D240 vehicles, manufactured in 2024. Capacity: 336 Ps/1.900 round/minute. Warranty: 2 years or 50,000km whichever comes first. Delivery: In Lam Dong province. Value: VND 2,682,000,000/02 vehicles (Including VAT and vehicle registration service).</p> <p>Article 2: The BOD 100% agreed to establish a Digital Project Management Board as follows: <u>1. Personnel includes:</u> 1. Mr. Le Dinh Hien (Chairman of the BOD of LHC, LBM and L40) Head of the Board 2. Mr. Tran Viet Thang (Vice Chairman of LHC) - Deputy Head of the Board 3. Mr. Hau Van Tuan (Finance Director) - Deputy Head of the Board 4. Mr. Nguyen An Thai (Vice Chairman of LBM) - Deputy Head of the Board 5. BOD, Chief Accountant of LHC, LBM and L40 - Members 6. Digital Team - Member <u>2. Duties of the project Management Board:</u> - Build a general plan; - Build total investment and submit to the BOD for approval; - Implement the project. 3. Duties of subcommittees and Management diagram: To attached file.</p> <p>Article 3: The BOD 100% agreed as follows: 1. Approve the draft contract to hire a project consultant to deploy ERP software and integrate the Company's IT systems. 2. Appoint Mr. Tran Viet Thang - Vice Chairman of the BOD, to</p> | 100% |

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| | | | represent the Company to negotiate and sign a contract with the above consulting expert. Article 4: Members of the BOD, Board of Supervisors, Board of General Directors and related individuals are responsible for implementing this Resolution. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 02 | No: 02/2025/NQ-HDQT/LHC | 21/01/2025 | Article 1: The BOD approved the 2024 business and production results as follows: Business results at parent company LHC: <table><tr><th>Target</th><th>Plan of 2024</th><th>2024 performance result</th><th>Rate</th></tr><tr><td>Net revenue</td><td>200 Billion VND</td><td>98,446 Billion VND</td><td>49,22%</td></tr><tr><td>Profit before tax</td><td>28,8 Billion VND</td><td>53,104 Billion VND</td><td>184,39%</td></tr><tr><td>Fixed Asset Investment</td><td>4-10 Billion VND</td><td>0,036 Billion VND</td><td></td></tr><tr><td>Depreciation of fixed assets</td><td>4-10 Billion VND</td><td>3,219 Billion VND</td><td></td></tr></table> Article 2: The BOD agrees 100% on the 2025 production, business and investment plan 2025 submitted by the General Director. The BOD will submit the 2025 AGM of Shareholders for approval as follows: <table><tr><th>No.</th><th>Target</th><th>Production and business plan of parent company LHC in 2025</th></tr><tr><td>1</td><td>Net revenue</td><td>245 Billion VND</td></tr><tr><td>2</td><td>Profit before tax</td><td>39,50 Billion VND</td></tr><tr><td></td><td>- From production and business</td><td>10,00 Billion VND</td></tr><tr><td></td><td>- Profit from LBM (10%)</td><td>25,90 Billion VND</td></tr><tr><td></td><td>- Profit from L40.10 (10%)</td><td>3,60 Billion VND</td></tr><tr><td>3</td><td>Fixed Asset Investment</td><td>4-10 Billion VND</td></tr><tr><td>4</td><td>Depreciation of fixed assets</td><td>4-10 Billion VND</td></tr></table> Article 3: The BOD approves the office salary fund, the salary of the Executive Board, Chief Accountant and the conditions for salary increase or decrease as follows: * Company Office Salary Fund Deducted 3% of net revenue, including: - Salary of CEO approved by BOD on January 20, 2022; - Deputy General Director and Chief Accountant: General Director reviews and pays monthly salary not exceeding 50,000,000 VND/person/month; Office staff will be reviewed and paid by the General Director. * Conditions for salary increase or decrease: | Target | Plan of 2024 | 2024 performance result | Rate | Net revenue | 200 Billion VND | 98,446 Billion VND | 49,22% | Profit before tax | 28,8 Billion VND | 53,104 Billion VND | 184,39% | Fixed Asset Investment | 4-10 Billion VND | 0,036 Billion VND | | Depreciation of fixed assets | 4-10 Billion VND | 3,219 Billion VND | | No. | Target | Production and business plan of parent company LHC in 2025 | 1 | Net revenue | 245 Billion VND | 2 | Profit before tax | 39,50 Billion VND | | - From production and business | 10,00 Billion VND | | - Profit from LBM (10%) | 25,90 Billion VND | | - Profit from L40.10 (10%) | 3,60 Billion VND | 3 | Fixed Asset Investment | 4-10 Billion VND | 4 | Depreciation of fixed assets | 4-10 Billion VND | 100% |
| Target | Plan of 2024 | 2024 performance result | Rate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Net revenue | 200 Billion VND | 98,446 Billion VND | 49,22% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 28,8 Billion VND | 53,104 Billion VND | 184,39% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fixed Asset Investment | 4-10 Billion VND | 0,036 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Depreciation of fixed assets | 4-10 Billion VND | 3,219 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| No. | Target | Production and business plan of parent company LHC in 2025 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Net revenue | 245 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Profit before tax | 39,50 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | - From production and business | 10,00 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | - Profit from LBM (10%) | 25,90 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | - Profit from L40.10 (10%) | 3,60 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Fixed Asset Investment | 4-10 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Depreciation of fixed assets | 4-10 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate |
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| | | | <p>If pre-tax profit increases by more than 10 billion VND compared to the assigned plan, the salary of the Executive Board and Chief Accountant will be increased at a rate of 1.5 times the profit increase rate (calculated from the increase exceeding 10 billion VND).</p> <p>If pre-tax profit decreases by 9 billion VND or less compared to the assigned plan, the salary of the Executive Board and Chief Accountant will decrease correspondingly according to the corresponding percentage of decreased profit (calculated from the decrease of 9 billion VND).</p> <p>Article 4: The BOD approved the settlement of the Company's office salary fund for 2024 and other expenses with a total amount of VND 5,456,638,162. Including:</p> <ul style="list-style-type: none"> - Vacation expenses in 2024: 442.992.037 VND - Salary of 13th month (2.5 months of social insurance salary): 1.065.646.125 VND - Office salary fund: 3.948.000.000 VND <p>In which:</p> <ul style="list-style-type: none"> + Salary of CEO and Chief Accountant: 2.376.000.000 VND + Office salary fund: 1.572.000.000 VND <p>Article 5: Members of the BOD, Board of Supervisors, Board of General Directors and related individuals are responsible for implementing this Resolution.</p> | |
| 03 | No: 03/2025/NQ-HĐQT/LHC | 15/02/2025 | <p>Article 1. The BOD agreed to terminate the use of 5,200,000 LBM shares owned by Lam Dong Investment and Hydraulic Construction Joint Stock Company as collateral for the loan/guarantee/credit limit obligations of 40.10 Investment and Construction Joint Stock Company at BIDV Gia Dinh branch from February 15, 2025.</p> <p>Article 2. The BOD approved the total investment for enterprise digitalization project - phase 1 as follows:</p> <p>Total investment and consulting fee: VND 11,744,128,000 + VND 600,000,000 = VND 12,344,128,000.</p> <ul style="list-style-type: none"> - Maintenance fee for 2026: VND 2,293,854,893. - Maintenance fee from 2027: VND 2,693,854,893. <p>Note: The above investment costs do not include separately invested hardware.</p> <p>Article 3. The BOD approved the selection of the software provider and the implementation of the software investment package for the operation of the concrete batching plant and weighing stations as follows:</p> <ul style="list-style-type: none"> - Software provider: Hoang Thinh Engineering Joint Stock Company. - Total investment cost: VND 1,438,000,000. - Annual maintenance cost: VND 150,000,000. - The General Director of LBM Company is assigned to negotiate and sign the contract for the purchase of this software investment package. <p>Article 4. The BOD approved the restructuring of 40 Investment and Construction Joint Stock Company - L40 in accordance with</p> | 100% |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate |
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| | | | <p>the policy approved by the BOD as follows:</p> <p>Approval of the transfer of 1,836,000 L40 shares (51%) at the price of VND 41,000/share and collection of organization, guarantee fees for L40 after the transfer of VND 6,000,000,000. Specifically:</p> <ul style="list-style-type: none"> - Value of 1,836,000 shares sold x VND 41,000 : 75,276,000,000 VND. - Organization and guarantee fees for L40 after the sale: 6,000,000,000 VND. <p>Total collected price: 81,276,000,000 VND.</p> <ul style="list-style-type: none"> - Investment value: 34,340,427,500 VND. - Profit earned : 46,935,572,500 VND. - Corporate income tax of 20% to be paid: 9,387,114,500 VND. - Profit after corporate income tax: 37,548,458,000 VND. <p>2. Time for share transfer implementation:</p> <ul style="list-style-type: none"> - From March 3, 2025 to March 5, 2025: transactions of small shareholders. - March 6, 2025: transactions of shareholder Bui Huu Quynh (22.63%). - March 7, 2025 morning: transactions of shareholder LHC (51%). <p>3. Organizing extraordinary General Meeting of shareholders of L40 Company.</p> <ul style="list-style-type: none"> - On the morning of March 7, 2025, LHC Company completed the transfer of 1,836,000 L40 shares (51%); the remaining members of the Board of Directors of L40 submitted their resignation letters. - Support the Buyer to successfully organize the extraordinary General Meeting of Shareholders of L40 in the afternoon of March 7, 2025. - Appoint Mr. Tran Viet Thang to participate as a member of the Board of Directors of L40 from March 7, 2025 and the General Director of L40.10 Company to participate in the Executive Board, holding the position of Deputy General Director, and concurrently the legal representative. To resolve the existing problems according to the Agreement between the L40 Shareholder Representative before the transfer and the Transferee. <p>4. Transfer of L40.10 shares to existing L40 shareholders.</p> <ul style="list-style-type: none"> - Transfer recipients: All L40 shareholders whose names are on the list closed on February 5, 2025 provided by VSDC and sold shares from March 3, 2025 to March 6, 2025 at a price of VND 41,000/share. - Transfer acceptance ratio: Maximum ratio is 1:1, meaning that a shareholder owning 01 L40 share will be entitled to buy a maximum of 01 L40.10 share. - Transfer price: VND 10,200/share. - Deadline for payment: Until the end of March 11, 2025. <p>Note: L40 shareholders must send information about selling L40 shares within the time specified above to LHC Company to be entitled to buy shares of L40.10 Company. If L40 shareholders do not buy shares of L40.10 Company, they will not be given away or sell the rights to others and do not pay until the end of March 11, 2025, it</p> | |

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| | | | <p>is considered a refusal to buy rights and no complaints will be accepted later.</p> <p>Article 5. The BOD approved the nomination of 02 candidates for the position of member of the Board of Directors of Investment and Construction Joint Stock Company 40 at the extraordinary General Meeting of Shareholders on March 7, 2025, including:</p> <p>1. Mr: Tran Viet Thang</p> <ul style="list-style-type: none"> - Date of birth: 06/02/1973 Nationality: Viet Nam - ID card No.: 027073000522 - Permanent address: 497 Gia Phu, 3 ward , 6 district, Ho Chi Minh City. - Professional qualification: Bachelor of Economics. - Currently directly owning voting shares of Company L40: 15.500 Shares. <p>Related persons owning voting shares of Company L40: 76.400 Shares.</p> <p>Currently indirectly owning voting shares of Company L40: 0 shares.</p> <p>2. Ông/Mr: Đỗ Tan Cuong</p> <ul style="list-style-type: none"> - Date of birth: 12/02/1982 Nationality: Việt Nam - ID card No.: 049082022493 - Permanent address: 19C, 2 street, Quoc Tuan, Phuoc Tan, Nha Trang, Khanh Hoa. - Currently directly owning voting shares of Company L40: 0 Shares. <p>Candidates who fully meet the criteria and conditions to become members of the Board of Directors of L40 Company.</p> <p>Article 3. The BOD agreed agreed to convene the 2025 Annual General Meeting of Shareholders and pay 10% by cash the second interim dividend of 2024 as follows:</p> <ul style="list-style-type: none"> - Record date for shareholders to exercise the right to attend the General Meeting and pay the second interim dividend 10% by cash in 2024: 20/3/2025. - Dividend interim payment date: 18/4/2025. - Date of the AGM of Shareholders: 20/4/2025. <p>Article 7. Members of the BOD, Board of Supervisors, Board of General Directors and related individuals are responsible for implementing this Resolution. The Resolution takes effect from the date of signing.</p> | |
| 04 | No: 04/2025/NQ-HĐQT/LHC | 15/02/2025 | <p>Article 1. Approving the adjustment of borrowing, guaranteeing, opening L/C of Lam Dong Investment and Hydraulic Construction Joint Stock Company at Joint stock Commercial Bank for Investment and Development of Viet Nam – Lam Dong Branch (hereinafter referred to as "Bank") to serve production and business activities in the form of credit limit/per item. Specifically as follows:</p> <ul style="list-style-type: none"> - The credit limit has been approved according to Resolution No. 08/2024/NQ-HĐQT/LHC dated August 5, 2024 of the BOD: VND 250,000,000,000 (In words: Two hundred and fifty billion VND), | 100% |

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| | | | <p>including:</p> <ul style="list-style-type: none"> + Working capital loan limit: VND 50,000,000,000 (In words: Fifty billion VND). + Credit guarantee limit: VND 200,000,000,000 (In words: Two hundred billion VND). - Adjusted credit limit: VND 400,000,000,000 (In words: Four hundred billion VND), including: <ul style="list-style-type: none"> + Working capital loan limit: VND 50,000,000,000 (In words: Fifty billion VND). + Credit guarantee limit: VND 350,000,000,000 (In words: Three hundred, fifty billion VND). - Purpose: Borrowing working capital, issuing guarantees, opening L/c to serve the production and business needs 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. Approving additional loan security measures.</p> <p>Approving additional mortgages of assets under the Company's ownership and usage rights and other assets mobilized from third parties (if any) at the Bank to ensure the performance of payment obligations to the Bank for the above-mentioned loans/guarantees/L/c.</p> <p>Additional collateral includes:</p> <ul style="list-style-type: none"> - 6,160,000 LBM shares listed on HOSE stock exchange are owned by Lam Dong Investment and Hydraulic Construction Joint Stock Company to ensure the payment obligations to the Bank for the above loan/guarantee/L/c. - The assets owned by Lam Dong Investment and Hydraulic Construction Joint Stock Company are all means of transport, mechanical construction vehicles, machinery, equipment, and production lines. <p>Article 3. Representative of Lam Dong Investment and Hydraulic Construction Joint Stock Company negotiates, discusses, approves and signs the contract with the Bank.</p> <p>1. Assign Mr. Le Dinh Hien - Chairman of the BOD and Mr. Le Van Quy - General Director, who is also the legal representative of the Company to represent the Company: Negotiate, discuss, approve, sign and execute contracts and documents related to borrowing, mortgaging, and pledging assets at the Bank, including but not limited to: Loan application; Application for issuance of guarantee, opening of L/c; Credit limit contract; Guarantee issuance contract; Capital withdrawal list/Specific credit contract; Disbursement request; Disbursement plan declaration; Secured transaction registration form; Minutes of handover of documents and papers related to each disbursement; Minutes of asset valuation and other related documents and papers...</p> | |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | | | <p>2. Mr. Le Dinh Hien and Mr. Le Van Quy are allowed to authorize another person to represent the Company to perform the above tasks. This authorization is made in a separate document.</p> <p>3. The BOD of the Company is responsible for all documents, contracts and materials signed by Mr. Le Dinh Hien and Mr. Le Van Quy or the person authorized by Mr. Le Dinh Hien and Mr. Le Van Quy to represent Lam Dong Investment and Hydraulic Construction Joint Stock Company with the Bank in accordance with the contents stated in this Resolution.</p> <p>Article 4. Members of the BOD, Board of Supervisors, Board of General Directors and related Departments are responsible for implementing this Resolution. The Resolution takes effect from the date of signing.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 05 | No: 05/2025/NQ-HDQT/LHC | 17/02/2025 | <p>Article 1. The Board of Directors has agreed as follows:</p> <p>1. Approve the draft contract for the provision of software licensing and implementation services for enterprise performance management software with the following key contents:</p> <p>a. Service provider (Party B): FOXAI TECHNOLOGY JOINT STOCK COMPANY.</p> <p>b. Total estimated contract value: VND 10,697,935,760.</p> <p>2. Authorize Mr. Le Van Quy - General Director of LHC Company, on behalf of the Company – to sign the contract with the aforementioned service provider.</p> <p>Article 2. Members of the BOD, Board of Supervisors, Board of General Directors and related individuals are responsible for implementing this Resolution. The Resolution takes effect from the date of signing.</p> | 100% | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 06 | No: 06/2025/NQ-HDQT/LHC | 17/02/2025 | <p>Article 1: The BOD agrees 100% on the 2025 production, business and investment plan 2025. The BOD will submit the 2025 AGM of shareholders for approval as follows:</p> <table><tr><th>No.</th><th>Target</th><th>Production and business plan of LHC in 2025</th><th>Consolidated plan in 2025</th></tr><tr><td>1</td><td>Net revenue</td><td>245 Billion VND</td><td>1.190 Billion VND</td></tr><tr><td>2</td><td>Profit before tax</td><td>90,775 Billion VND</td><td>158,94 Billion VND</td></tr><tr><td>3</td><td>Fixed Asset investment</td><td>4-10 Billion VND</td><td>-</td></tr><tr><td>4</td><td>Depreciation of fixed assets</td><td>3-6 Billion VND</td><td>-</td></tr><tr><td>5</td><td>Investments in subsidiaries</td><td>max: 150 Billion VND</td><td>-</td></tr><tr><td>6</td><td>Dividend</td><td colspan="2">15-25%</td></tr></table> | No. | Target | Production and business plan of LHC in 2025 | Consolidated plan in 2025 | 1 | Net revenue | 245 Billion VND | 1.190 Billion VND | 2 | Profit before tax | 90,775 Billion VND | 158,94 Billion VND | 3 | Fixed Asset investment | 4-10 Billion VND | - | 4 | Depreciation of fixed assets | 3-6 Billion VND | - | 5 | Investments in subsidiaries | max: 150 Billion VND | - | 6 | Dividend | 15-25% | | 100% |
| No. | Target | Production and business plan of LHC in 2025 | Consolidated plan in 2025 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Net revenue | 245 Billion VND | 1.190 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Profit before tax | 90,775 Billion VND | 158,94 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Fixed Asset investment | 4-10 Billion VND | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 5 | Investments in subsidiaries | max: 150 Billion VND | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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|------------------------|----------------------------------|---------------|---|---------------------------|----------|---------|------------------------------|---------------------------|------------------------|---------------------------|--------------|---------|-----|------------------------|--------------------|--------------|---------|-----|--|
| | | | <p>Article 2. The Board of Directors approved the General Director's report on the transfer of 1,836,000 shares of Company L40 (51%) at VND 41,000 per share, in accordance with the previously approved Board resolution.</p> <ul style="list-style-type: none"> - The Board instructs the Chairman and General Director L40.10 to proceed with the following tasks after the L40 share transfer: - Complete the office register issuance procedure for Company L40.10 in 2026. - Implement the issuance of the shareholder register for Company L40.10 as required. - Adjust the charter capital from the current VND 36.2 billion to VND 36 billion and update the business registration certificate (completion by April 2025). - Liquidate the BMW vehicle 49A.144.06 to the Chairman of the Board of Directors of Company LHC for VND 200 million (including tax). <p>Article 3. The Board of Directors approved the report by the Company's Financial Director on the completion of the share transfer of L40.10 Company's shares to the existing L40 shareholders. Specifically:</p> <ul style="list-style-type: none"> - Valid number of shareholders eligible to purchase L40.10 shares: 40 shareholders. - Valid number of L40.10 shares registered for purchase: 1,649,080 shares, representing 44.55% of the charter capital of L40.10 Company. - Valid amount paid for the purchase of L40.10 shares: VND 16,820,616,000. - Number of L40.10 shares proposed for transfer to L40 shareholders: 1,649,080 shares (representing 44.55% of the charter capital of L40.10 Company). - Number of L40.10 shares remaining held by LHC Company after the sale to valid L40 purchasing shareholders: 1,950,920 shares, representing 53.89% of the charter capital of L40.10 Company. <p>Article 4. The Board of Directors has agreed to appoint the Company's capital representative at L40.10 Joint-stock Company.</p> <table border="1"> <thead> <tr> <th>Name of Representative</th><th>Position</th><th>CIC No.</th><th>Number of shares represented</th><th>Representation percentage</th></tr> </thead> <tbody> <tr> <td>1. LE DINH HIEN</td><td>Chairman of the BOD's LHC</td><td>034064023979</td><td>975.460</td><td>50%</td></tr> <tr> <td>2. HAU VAN TUAN</td><td>Financial Director</td><td>046066002055</td><td>487.730</td><td>25%</td></tr> </tbody> </table> | Name of Representative | Position | CIC No. | Number of shares represented | Representation percentage | 1. LE DINH HIEN | Chairman of the BOD's LHC | 034064023979 | 975.460 | 50% | 2. HAU VAN TUAN | Financial Director | 046066002055 | 487.730 | 25% | |
| Name of Representative | Position | CIC No. | Number of shares represented | Representation percentage | | | | | | | | | | | | | | | |
| 1. LE DINH HIEN | Chairman of the BOD's LHC | 034064023979 | 975.460 | 50% | | | | | | | | | | | | | | | |
| 2. HAU VAN TUAN | Financial Director | 046066002055 | 487.730 | 25% | | | | | | | | | | | | | | | |

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| | | | 3. NGO VAN MINH | Chairman of the BOD's L40.10 | 001086011527 | 487.730 | 25% | |
| | | | <p>Note:</p> <ul style="list-style-type: none"> - In the event the Company increases or decreases its number of shares in the above company, the percentage of capital contribution representation assigned to the individuals above shall remain unchanged. - The period of capital representation is effective from the date the Board of Directors issues this resolution until a subsequent resolution of the Board supersedes it. <p>Article 5. The Board of Directors approved the appointment of Mr. Le Dinh Hien, Chairman, together with Mr. Hau Van Tuan, as his assistant, to direct Mr. Nguyen Van Son, Deputy General Director and legal representative of Company L40, to continue settling outstanding debts, contracts, and other pending matters in accordance with the agreed terms between the Company and the transferee at L40 Company.</p> <p>Article 6. The Board of Directors approved authorizing the Company's General Director to sign contracts and conduct transactions with a value not exceeding 35% of the Company's total assets as per the audited financial statements as of December 31, 2024, with the following counterparties:</p> <ol style="list-style-type: none"> 1.Lam Dong Minerals and Buildings Materials Joint-Stock Company. 2.40.10 Investment and Construction Joint-Stock Company. 3.Phuoc Hoa Joint-Stock Company. 4.Hiep Thanh Brick Co., Ltd. 5.LBM Dak Nong Concrete One-Member Co., Ltd. 6.LBM Tan Phu One-Member Co., Ltd. 7.LBM Loc Son One-Member Co., Ltd. 8.Hiep Thinh Phat One-Member Co., Ltd. <p>Transaction Scope:</p> <ul style="list-style-type: none"> - Purchase and sale of goods and construction materials for production and construction projects. - Purchase and sale of equipment and machinery for business operations. - Leasing and subleasing of machinery, mechanized equipment, and production support equipment. - Awarding and assigning contracts in support of business operations. <p>Article 7. The Board of Directors approved the establishment of the IT and Centralized Procurement Department effective from April 01, 2025. Details as follows:</p> <p>1. Functions and Duties</p> <p>The IT and Centralized Procurement Department is responsible for</p> | | | | | |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate |
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| | | | <p>researching and developing strategic directions; advising, organizing the implementation, and managing:</p> <ul style="list-style-type: none"> - The entire information technology system of the enterprise, including IT infrastructure, network systems, database systems, hardware systems, software systems, and enterprise applications; - The complete centralized procurement module; - The entire asset management module, including maintenance, servicing, and equipment repairs. <p>* Specific Functions and Duties:</p> <p>Through the “SAP B1 Enterprise Human Resources Management System” project, the IT and Centralized Procurement Department shall ensure:</p> <p>1.1. The IT systems across the Company operate stably and accurately, thereby effectively supporting business management activities;</p> <p>1.2. The centralized procurement process is efficiently managed across the Company;</p> <p>1.3. All assets are effectively managed and the maintenance and servicing of the Company's equipment are carried out, with the following objectives:</p> <p>* Short-Term Objectives: To manage the repair and maintenance costs of equipment across the Company. The key tasks during this phase include:</p> <ul style="list-style-type: none"> - Coordinating with consulting experts for the ERP software implementation project and integrating the Company’s IT systems; - Working closely with the software licensing provider and the enterprise performance management software implementation service provider—under the “SAP B1 Enterprise Human Resources Management System” project—to ensure the project is operational across the Company from January 1, 2026; - Effectively managing the repair and maintenance costs of equipment throughout the Company. <p>* Long-Term Objectives: To manage all of the Company’s assets, including:</p> <p>(1) Managing equipment maintenance and servicing;</p> <p>(2) Managing equipment repairs.</p> <p>2. Organizational structure and Staffing</p> <p>The IT and Centralized Procurement Department, under the Company, shall be structured as follows:</p> <ul style="list-style-type: none"> - Department Head; - Deputy Heads; - Staffs. <p>Proposed staffing upon establishment:</p> <ul style="list-style-type: none"> - Department Manager: Mr. Tran Dai Hien, concurrently serving as Vice General Director; - Department Vice Manager: Temporarily reassigned from the Digitalization Department: <p>+ Mr. Pham Dinh Nam;</p> | |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate |
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| | | | <p>+ Mr. Dinh Quoc Khanh; + Other Personnel: Specific assignments will be proposed by the Department Manager, with recruitment conducted to ensure the fulfillment of the Department's tasks.</p> <p>Effectiveness: From 01/04/2025</p> <p>Article 8. The Board of Directors approved the nomination of: Mr. PHAM GIA SAM CIC No.: 068063000196 Issue Date: April 03, 2021 Place of Issue: Department of Administrative Police on Social Order. Permanent Address: 03 Doan Thi Diem, Ward 4, Da Lat, Lam Dong province. Education: 12/12 Majors: Bachelor of Economics – Business Administration; Education – Phculty of Physics.</p> <p>As a candidate to join the Independent Board of Directors of LBM Company for the remaining term of the incumbent Board (2021–2025) at the LBM Annual General Meeting on April 19, 2025.</p> <p>Article 9. The Board of Directors approved the nomination submitted by the shareholder groups for the candidates to be elected as members of the Board of Directors of LHC Company for the remaining term of the current Board (2021–2025) at the 2025 Annual General Meeting on April 20, 2025, as follows:</p> <p>1. Independent candidate Name: Ms. LAM BOI NGOC Date of Birth: 05/06/1988 Nationality: Vietnamese ID Number: 079188037142; Issued on: 10/08/2021 by the Department of Administrative Police on Social Order. Permanent Address: 25/9 Thanh My, Ward 8, Tan Binh, Ho Chi Minh City Education: 12/12; Specialized in Economic and Commercial Law (Master's level) Current Shareholding: 0 shares (No shares)</p> <p>2. Independent candidate Name: Mr. NONG VUONG HUNG Date of Birth: 04/03/1967 Nationality: Vietnamese ID Number: 068067003949; Issued on: 12/08/2021 by the Department of Administrative Police on Social Order. Permanent Address: B1 Tran Quang Dieu, Ward 10, Da Lat, Lam Dong Education:12/12; Specialized in Business Administration (Bachelor's level) Current Shareholding: 0 shares (No shares)</p> | |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | | | <p>Based on the board member standards under Article 155 of the Enterprise Law; Article 275 of Government Decree No. 155/2020/ND-CP; and Article 25 of the Company’s Charter.</p> <table><tr><td>1. Eligibility criteria of a Board member</td><td>Candidate’s qualification LAM BOI NGOC</td><td>Candidate’s qualification NONG VUONG HUNG</td></tr><tr><td>Having full legal capacity and not being prohibited from enterprise management as per Clause 2, Article 17, Law on Enterprises 2020.</td><td>Qualified</td><td>Qualified</td></tr><tr><td>Have professional qualifications and experience in business management of LHC Company and do not necessarily have to be a shareholder of LHC Company.</td><td>Qualified</td><td>Qualified</td></tr><tr><td>A BOD member of LHC may concurrently be a member of the Board of Directors of a maximum of 05 other companie.</td><td>Qualified</td><td>Qualified</td></tr><tr><td>2. Additional criteria for independent board members</td><td>Candidate’s qualification LAM BOI NGOC</td><td>Candidate’s qualification NONG VUONG HUNG</td></tr><tr><td>1.Not currently or previously employed by the Company, Parent Company, or Subsidiaries for at least the past three years.</td><td>Qualified</td><td>Qualified</td></tr><tr><td>2. Not receiving salary or remuneration from the Company, except for the allowances as regulated for the Board of Directors.</td><td>Qualified</td><td>Qualified</td></tr><tr><td>3. Not having a spouse, biological/adoptive parents, biological/adoptive children, or full siblings who are major shareholders, executives of the Company, or its Subsidiaries.</td><td>Qualified</td><td>Qualified</td></tr><tr><td>4. Not directly or indirectly owning at least 1% of the total voting shares of the Company.</td><td>Qualified</td><td>Qualified</td></tr><tr><td>5. Not having a served as a Board of Director member or Supervisory Board member of the Company for at least five consecutive years, except for cases of continuous appointment for two consecutive terms.</td><td>Qualified</td><td>Qualified</td></tr></table> <p>The Board of Directors will submit the above-mentioned candidates to the General Meeting of Shareholders for election as</p> | 1. Eligibility criteria of a Board member | Candidate’s qualification LAM BOI NGOC | Candidate’s qualification NONG VUONG HUNG | Having full legal capacity and not being prohibited from enterprise management as per Clause 2, Article 17, Law on Enterprises 2020. | Qualified | Qualified | 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 | A BOD member of LHC may concurrently be a member of the Board of Directors of a maximum of 05 other companie. | Qualified | Qualified | 2. Additional criteria for independent board members | Candidate’s qualification LAM BOI NGOC | Candidate’s qualification NONG VUONG HUNG | 1.Not currently or previously employed by the Company, Parent Company, or Subsidiaries for at least the past three years. | Qualified | Qualified | 2. Not receiving salary or remuneration from the Company, except for the allowances as regulated for the Board of Directors. | Qualified | Qualified | 3. Not having a spouse, biological/adoptive parents, biological/adoptive children, or full siblings who are major shareholders, executives of the Company, or its Subsidiaries. | Qualified | Qualified | 4. Not directly or indirectly owning at least 1% of the total voting shares of the Company. | Qualified | Qualified | 5. Not having a served as a Board of Director member or Supervisory Board member of the Company for at least five consecutive years, except for cases of continuous appointment for two consecutive terms. | Qualified | Qualified | |
| 1. Eligibility criteria of a Board member | Candidate’s qualification LAM BOI NGOC | Candidate’s qualification NONG VUONG HUNG | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Having full legal capacity and not being prohibited from enterprise management as per Clause 2, Article 17, Law on Enterprises 2020. | Qualified | Qualified | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A BOD member of LHC may concurrently be a member of the Board of Directors of a maximum of 05 other companie. | Qualified | Qualified | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2. Additional criteria for independent board members | Candidate’s qualification LAM BOI NGOC | Candidate’s qualification NONG VUONG HUNG | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.Not currently or previously employed by the Company, Parent Company, or Subsidiaries for at least the past three years. | Qualified | Qualified | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2. Not receiving salary or remuneration from the Company, except for the allowances as regulated for the Board of Directors. | Qualified | Qualified | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3. Not having a spouse, biological/adoptive parents, biological/adoptive children, or full siblings who are major shareholders, executives of the Company, or its Subsidiaries. | Qualified | Qualified | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4. Not directly or indirectly owning at least 1% of the total voting shares of the Company. | Qualified | Qualified | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5. Not having a served as a Board of Director member or Supervisory Board member of the Company for at least five consecutive years, except for cases of continuous appointment for two consecutive terms. | Qualified | Qualified | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | | | <p>additional members of the Board of Directors, in accordance with the regulations.</p> <p>Article 10. The Board of Directors approved the following documents presented at the 2025 Annual General Meeting of Shareholders:</p> <p>1. Corporate Governance Report The 2024 Corporate governance report by the Board of Directors.</p> <p>2. Matters to be presented at the AGM Approval of the 2024 governance report of the Board of Directors Approval of the 2024 Supervisory Board report. Approval of the audited 2024 financial statements. Approval of the 2024 profit distribution plan. Approval of the 2024 final settlement of remuneration for the Board of Directors and the Supervisory Board, and the 2025 remuneration plan. Approval of the 2025 business plan: Approval of the list of auditing firms for the 2025 financial statements as proposed by the Supervisory Board for the AGM. Approval of the dismissal of Board Members Ly Chu Hung and Phan Cong Ngon. Approval of the nomination of two candidates to serve the remaining term of the current Board (2021–2025): Ms. Lam Boi Ngoc and Mr. Nong Vuong Hung. Cancellation of the previously approved 2024 resolution to increase the number of Board members to 07 members, maintaining the current 5 members.</p> <p>3. Additional Approvals Announcement and invitation to the 2025 AGM, along with the proxy form and shareholder feedback letter. Approval of the designs for voting cards, ballots, and electoral ballots. Formation of the Shareholder’s Eligibility Verification Committee of the 2025 AGM, composed of:</p> <ul style="list-style-type: none"> ▪ Mr. Tran Dai Hien – Vice General Director (Head Board). ▪ Mrs. Nguyen Thi Thu Huong – Chief Accountant (Member). ▪ Mr. Vu Viet Dung – Administrative Staff, Personnel & Administration Department (Member). ▪ Mrs. Le Thi Thuy – Administrative Staff, Personnel & Administration Department (Member). ▪ Ms. Nguyen Thi Thuy – Staff, Accounting Department (Member). <p>(The Chairman of the Board signs the decision on behalf of the Board.)</p> <p>4. Draft documents for the AGM Draft AGM Program. Draft Working Regulations and Voting Rules for the AGM. Draft Election Regulations.</p> | |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | | | <p>Draft AGM Resolution.</p> <p>Article 11. The Board of Directors approved the content at the 2025 Annual General Meeting of Shareholders regarding the bonus share issuance plan at a 2:1 ratio, with the objective to complete the issuance within 2025.</p> <p>The Board of Directors instructs Mr. Hau Van Tuan, Financial Director, to engage a consulting firm to develop a detailed plan for submission and approval at the 2025 AGM.</p> <p>Article 12. The Board of Directors approved the proposal of the 2025 Annual General Meeting of Shareholders the cancellation of the 2024 AGM resolution that increased the number of Board of Directors members from 5 to 7 members.</p> <p>Article 13. Members of the BOD, Board of Supervisors, Board of General Directors and related individuals are responsible for implementing this Resolution. The Resolution takes effect from the date of signing.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 07 | No: 07/2025/NQ-HDQT/LHC | 18/04/2025 | <p>Article 1: The BOD agrees 100% the business results for the first quarter 2025 as follows:</p> <p>Business results at parent company LHC:</p> <table><tr><th>Target</th><th>Plan of 2025</th><th>1st quarter 2025 performance result</th><th>Rate</th></tr><tr><td>Net revenue</td><td>245 Billion VND</td><td>28,95 Billion VND</td><td>11,82%</td></tr><tr><td>Profit before tax</td><td>84,775 Billion VND</td><td>52,934 Billion VND</td><td>62,44%</td></tr></table> <p>Article 2. The Board of Directors approved the amendment of the materials for the 2025 AGM of Shareholders, as follows:</p> <p>1. Amendment to Item No. 5 of the AGM Proposal: Business Plan, dividend distribution and investment Plan for 2025.</p> <table><tr><th rowspan="2">No.</th><th rowspan="2">Indicator</th><th colspan="2">Approved</th><th colspan="2">Adjusted</th></tr><tr><th>Plan of 2025 of LHC</th><th>Consolidated plan of 2025</th><th>Plan of 2025 of LHC</th><th>Consolidated plan of 2025</th></tr><tr><td>1</td><td>Net Revenue</td><td>245 Billion VND</td><td>1.190 Billion VND</td><td>245 Billion VND</td><td>1.190 Billion VND</td></tr><tr><td>2</td><td>Profit Before Tax</td><td>90,775 Billion VND</td><td>158,94 Billion VND</td><td>84,775 Billion VND</td><td>153 Billion VND</td></tr></table> | Target | Plan of 2025 | 1 st quarter 2025 performance result | Rate | Net revenue | 245 Billion VND | 28,95 Billion VND | 11,82% | Profit before tax | 84,775 Billion VND | 52,934 Billion VND | 62,44% | No. | Indicator | Approved | | Adjusted | | Plan of 2025 of LHC | Consolidated plan of 2025 | Plan of 2025 of LHC | Consolidated plan of 2025 | 1 | Net Revenue | 245 Billion VND | 1.190 Billion VND | 245 Billion VND | 1.190 Billion VND | 2 | Profit Before Tax | 90,775 Billion VND | 158,94 Billion VND | 84,775 Billion VND | 153 Billion VND | 100% |
| Target | Plan of 2025 | 1 st quarter 2025 performance result | Rate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Net revenue | 245 Billion VND | 28,95 Billion VND | 11,82% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 84,775 Billion VND | 52,934 Billion VND | 62,44% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| No. | Indicator | Approved | | Adjusted | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Plan of 2025 of LHC | Consolidated plan of 2025 | Plan of 2025 of LHC | Consolidated plan of 2025 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Net Revenue | 245 Billion VND | 1.190 Billion VND | 245 Billion VND | 1.190 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Profit Before Tax | 90,775 Billion VND | 158,94 Billion VND | 84,775 Billion VND | 153 Billion VND | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | | | 3 | Dividend to Shareholders | 15%÷25 % | | 10%÷15 % (Reason: reserve shares for 2:1 bonus issue in 2026) | | | | | | |
| | | | 4 | Investment–fixed Assets | 04 ÷ 10 Billion VND | | 04 ÷ 10 Billion VND | | | | | | |
| | | | 5 | Depreciation of fixed Assets | 03÷06 Billion VND | | 03÷06 Billion VND | | | | | | |
| | | | 6 | Investment in subsidiaries | Up to VND 150 billion | | Up to VND 250 billion | | | | | | |
| | | | After approval by the AGM, the BOD is authorized to finalize and execute these targets in accordance with the Company’s actual operating results in 2025. | | | | | | | | | | |
| | | | 2. Deletion of Item 9 – 2025 Bonus Share Issuance | | | | | | | | | | |
| | | | <table><tr><th>Original Proposal (Item 9)</th><th>Adjustment</th></tr><tr><td>Issue bonus shares at a 2:1 ratio, to be completed in 2025. Detailed issuance plan to be finalized by advisors.</td><td>– Not to be presented at the 2025 AGM. – Bonus share issuance at 2:1 will be executed in 2026. Reason: 2025 half-year financial statements will be audited first; full-year audited statements are required for issuance approval by the State Securities Commission.</td></tr></table> | | | | | | | Original Proposal (Item 9) | Adjustment | Issue bonus shares at a 2:1 ratio, to be completed in 2025. Detailed issuance plan to be finalized by advisors. | – Not to be presented at the 2025 AGM. – Bonus share issuance at 2:1 will be executed in 2026. Reason: 2025 half-year financial statements will be audited first; full-year audited statements are required for issuance approval by the State Securities Commission. |
| | | | Original Proposal (Item 9) | Adjustment | | | | | | | | | |
| | | | Issue bonus shares at a 2:1 ratio, to be completed in 2025. Detailed issuance plan to be finalized by advisors. | – Not to be presented at the 2025 AGM. – Bonus share issuance at 2:1 will be executed in 2026. Reason: 2025 half-year financial statements will be audited first; full-year audited statements are required for issuance approval by the State Securities Commission. | | | | | | | | | |
| | | | Article 3. Members of the BOD, Board of Supervisors, Board of General Directors and related individuals are responsible for implementing this Resolution. The Resolution takes effect from the date of signing. | | | | | | | | | | |
| 08 | No: 08/2025/NQ-HDQT/LHC | 31/05/2025 | Article 1: The Board of Directors approved the appointment of RSM Vietnam Auditing & Consulting Co., Ltd. as the audit firm to provide advisory and financial audit services for the fiscal year 2025 of the Company, its subsidiaries, and the consolidated financial statements. The Board of Directors authorizes the General Director to negotiate and sign the audit service contract with the aforementioned audit firm. Article 2. Members of the BOD, Board of Supervisors, Board of General Directors and related individuals are responsible for | | | | | | 100% | | | | |

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| | | | implementing this Resolution. The Resolution takes effect from the date of signing. | |
| 09 | No: 09/2025/NQ-HĐQT/LHC | 31/05/2025 | <p>Article 1: The Board of Directors approved the investment and the disposal of assets from LHC Company as follows:</p> <p>1. Investment in 01 Kobelco SK330-10 Crawler Excavator Condition: Used. Country of origin: Japan Year of manufacture: 2019. Bucket capacity: 1.4 m³ Serial number: LC14020012. Warranty: 8 months or 2,000 operating hours (whichever comes first) from the date of handover. Delivery location: At the Buyer's project site. Investment value: VND 2,300,000,000 (including VAT).</p> <p>2. Asset disposal: Komatsu PC350-10 Crawler Excavator Condition: Used. Country of origin: Japan. Year of manufacture: 2013. Bucket capacity: 1.4 m³. Serial number: PC242T02070370. Delivery location: Lam Dong. Liquidation value: VND 2,300,000,000 (including VAT).</p> <p>Article 2: The Board of Directors approved the investment policy for asset serving the business operations of LBM Company, including:</p> <ul style="list-style-type: none"> - 01 Zoomlion 10020R truck-mounted concrete pump. - 10 CNHTC tractor trucks, model 440 with oil axle. - 08 Yunli dump semi-trailers, model LG9403Z, 3 axles. - 02 Doosung cement tanker semi-trailers, model DV-BS3S-300E-2. - 02 CNHTC/Sinotruk concrete mixer trucks (3m³). - 01 Hyundai New Porter H150 sample transport truck. - 02 used Komatsu PC300-11 excavators. - 01 Komatsu PC350-10 crawler excavator (acquired through liquidation from LHC Company) <p>(Details as per the proposal of the General Director)</p> <p>Article 3: The Board of Directors approved the asset procurement policy for business operations and asset disposal of L40.10 Company, as follows:</p> <ul style="list-style-type: none"> - Liquidation of a 2014 Toyota Camry. - Investment in 01 brand new Ford Everest, manufactured in 2025. - Investment in 01 Komatsu PC210-11 crawler excavator. - Investment in 01 Komatsu PC200-11 crawler excavator. <p>(Details as per the proposal of the General Director)</p> <p>Note:</p> <ul style="list-style-type: none"> - Procurement method: Centralized procurement. - Implementation: In accordance with the contents of the proposal. <p>Article 4. Members of the BOD, Board of Supervisors, Board of General Directors and related individuals are responsible for implementing this Resolution. The Resolution takes effect from the date of signing.</p> | 100% |
| 10 | No: 10/2025/NQ- | 11/08/2025 | <p>Article 1: The BOD agrees 100% the business results for the first six month of 2025 as follows:</p> | 100% |

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|-------------------|------------------------------------|---|---|--------------------|-------------------------------|---|------|-------------|-----|-------|--------|-------------------|--------|-------|--------|--------|-------------------------------|---|------|-------------|-------|--------|--------|-------------------|--------|--------|--------|----|------------------|-------------------------------------|----------------------------------|--------------------|---|--------------------------|--------|--------|------|---|------------------------------------|-------|--------|------|---|----------------------|----------|----------|------|---|--------------------------------|--------|--------|------|--|
| | HDQT/LHC | | <div><div>1. Business results at parent company LHC:</div><table><tr><th>Target</th><th>Plan of 2025 (Billion VND)</th><th>Six month of 2025 performance result (Billion VND)</th><th>Rate</th></tr><tr><td>Net revenue</td><td>245</td><td>71,49</td><td>29,18%</td></tr><tr><td>Profit before tax</td><td>84,775</td><td>63,64</td><td>75,07%</td></tr></table><div>2. Consolidated business results:</div><table><tr><th>Target</th><th>Plan of 2025 (Billion VND)</th><th>Six month of 2025 performance result (Billion VND)</th><th>Rate</th></tr><tr><td>Net revenue</td><td>1.190</td><td>741,64</td><td>62,23%</td></tr><tr><td>Profit before tax</td><td>153,00</td><td>134,52</td><td>87,92%</td></tr></table><div>Article 2: Based on the actual business performance during the first six months of 2025 and forecasts for the remainder of the year, the Board of Directors approved 100% the adjustment of the 2025 business plan previously approved by the Annual General Meeting of Shareholders.</div><div>The details are as follows:</div><table><tr><th>No</th><th>Target indicator</th><th>AGM-approve d Plan (VND billion)</th><th>Adjuste d PLa n (VND billion)</th><th>Increase/ Decrease</th></tr><tr><td>1</td><td>Parent Company’s revenue</td><td>245,00</td><td>185,00</td><td>-25%</td></tr><tr><td>2</td><td>Parent Company’s profit before tax</td><td>84,78</td><td>132,48</td><td>+56%</td></tr><tr><td>3</td><td>Consolidated revenue</td><td>1.190,00</td><td>1.313,00</td><td>+10%</td></tr><tr><td>4</td><td>Consolidated profit before tax</td><td>153,00</td><td>235,94</td><td>+54%</td></tr></table><div>Note: The assessment of performance for the purposes of salary bonuses.</div></div> | Target | Plan of 2025 (Billion VND) | Six month of 2025 performance result (Billion VND) | Rate | Net revenue | 245 | 71,49 | 29,18% | Profit before tax | 84,775 | 63,64 | 75,07% | Target | Plan of 2025 (Billion VND) | Six month of 2025 performance result (Billion VND) | Rate | Net revenue | 1.190 | 741,64 | 62,23% | Profit before tax | 153,00 | 134,52 | 87,92% | No | Target indicator | AGM-approve d Plan (VND billion) | Adjuste d PLa n (VND billion) | Increase/ Decrease | 1 | Parent Company’s revenue | 245,00 | 185,00 | -25% | 2 | Parent Company’s profit before tax | 84,78 | 132,48 | +56% | 3 | Consolidated revenue | 1.190,00 | 1.313,00 | +10% | 4 | Consolidated profit before tax | 153,00 | 235,94 | +54% | |
| Target | Plan of 2025 (Billion VND) | Six month of 2025 performance result (Billion VND) | Rate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Net revenue | 245 | 71,49 | 29,18% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 84,775 | 63,64 | 75,07% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Target | Plan of 2025 (Billion VND) | Six month of 2025 performance result (Billion VND) | Rate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Net revenue | 1.190 | 741,64 | 62,23% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 153,00 | 134,52 | 87,92% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| No | Target indicator | AGM-approve d Plan (VND billion) | Adjuste d PLa n (VND billion) | Increase/ Decrease | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Parent Company’s revenue | 245,00 | 185,00 | -25% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Parent Company’s profit before tax | 84,78 | 132,48 | +56% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Consolidated revenue | 1.190,00 | 1.313,00 | +10% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Consolidated profit before tax | 153,00 | 235,94 | +54% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----|----------------------------------|---------------|--|---------------|------|---------------|---------------------|---------------|---|--------------|------------|------|---|---|--------------|------------|------|---|---|--------------|------------|------|---|---|--------------|------------|------|---|--|
| | | | <p>performance-based rewards, and other year-end additional payments will be based on the business targets approved by the 2025 AGM of Shareholders, not on the adjusted plan.</p> <p>Article 3: The Board of Directors 100% approved the policy on liquidation and investment in new dump trucks as follows:</p> <p>1. Liquidation of old vehicles</p> <table border="1"> <thead> <tr> <th>No.</th><th>Type</th><th>License plate</th><th>Year of manufacture</th><th>Quantity (PC)</th></tr> </thead> <tbody> <tr> <td>1</td><td>Daewoo Truck</td><td>49C-077.37</td><td>2010</td><td>1</td></tr> <tr> <td>2</td><td>Daewoo Truck</td><td>49C-077.95</td><td>2010</td><td>1</td></tr> <tr> <td>3</td><td>Daewoo Truck</td><td>49C-078.68</td><td>2010</td><td>1</td></tr> <tr> <td>4</td><td>Daewoo Truck</td><td>49C-076.76</td><td>2010</td><td>1</td></tr> </tbody> </table> <p>Net book value: 0 VND.</p> <p>The Board of Directors authorizes the Chairman of the Board of Directors to review and approve the timing of implementation and the liquidation value of the aforementioned equipment.</p> <p>2. Investment in new vehicles</p> <p>Based on actual operational needs, the Executive Board shall submit to the Board of Directors specific investment proposals for equipment after the completion of the liquidation of the above-mentioned equipment.</p> <p>Article 4: Approved 100% for the addition of Clause 8.5 to Article 8 of the Company's Regulation on Financial Management and Capital Representative, which was issued under Decision No. 04/2021/QĐ-HĐQT/LHC dated May 21, 2021. The additional content is as follows:</p> <p>“8.5 Regulation on Authorization for non-cash payments on behalf of the Company:</p> <p>a. Entities eligible for authorization to make non-cash payments on behalf of the Company include:</p> <ul style="list-style-type: none"> - The legal representative of the Company; - Employees who are salaried and under the management, direction, and supervision of the employer, and must be authorized in writing by the legal representative of the Company. <p>b. The maximum amount authorized for payment on behalf of the Company shall not exceed VND 20,000,000 (twenty million Vietnamese Dong) per day per supplier of goods or services.”</p> <p>All other provisions of the Regulation shall remain unchanged and in full force.</p> <p>Article 5: Approved 100% the policy to present to the 2026 Annual General Meeting of Shareholders of LHC for consideration of a bonus share issuance plan at a ratio of 1:1, replacing the 2025 plan to distribute cash dividends at a rate of 10–15%.</p> <p>The objective is to strengthen the Company's financial capacity and enhance its internal resources to meet investment and development</p> | No. | Type | License plate | Year of manufacture | Quantity (PC) | 1 | Daewoo Truck | 49C-077.37 | 2010 | 1 | 2 | Daewoo Truck | 49C-077.95 | 2010 | 1 | 3 | Daewoo Truck | 49C-078.68 | 2010 | 1 | 4 | Daewoo Truck | 49C-076.76 | 2010 | 1 | |
| No. | Type | License plate | Year of manufacture | Quantity (PC) | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Daewoo Truck | 49C-077.37 | 2010 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Daewoo Truck | 49C-077.95 | 2010 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Daewoo Truck | 49C-078.68 | 2010 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Daewoo Truck | 49C-076.76 | 2010 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate |
|----|----------------------------------|---------------|--|---------------|
| | | | needs in the upcoming period. Article 6. Members of the BOD, Board of Supervisors, Board of General Directors and related individuals are responsible for implementing this Resolution. The Resolution takes effect from the date of signing. | |
| 11 | No: 11/2025/NQ-HĐQT/LHC | 26/09/2025 | <p>Article 1: Approval of Credit Facilities.</p> <p>To approve the Company's entry into credit facilities with the Joint Stock Commercial Bank for Investment and Development of Vietnam - Lam Dong Branch (hereinafter referred to as the "Bank") to serve its production and business activities.</p> <p>The specifics are as follows:</p> <ul style="list-style-type: none"> - Total facility amount: VND 400,000,000,000 (in words: Four hundred billion Vietnamese Dong), including: <ul style="list-style-type: none"> + Working capital facility: VND 50,000,000,000 (in words: Fifty billion Vietnamese Dong). + Guarantee facility: VND 350,000,000,000 (in words: Three hundred fifty billion Vietnamese Dong). - Purpose: To obtain working capital loans, issue guarantees, and open Letter of Credit (L/C) to serve the Company's production and business needs. - Loan Term: To be determined by the Bank. - Interest rate and conditions: To be determined by the Bank and as set forth in the credit agreement(s) to be entered into between the Company and the Bank. <p>Article 2. Approval of security.</p> <p>To approve the pledge and mortgage of assets under the Company's right of ownership and use, as well as other assets provided by third parties (if any), to the Bank to secure all payment obligations to the Bank arising from the aforementioned credit facilities.</p> <p>The specific assets include:</p> <ul style="list-style-type: none"> - Assets owned by Lam Dong Investment and Hydraulic Construction Joint Stock Company, comprising all transportation vehicles, construction machinery, equipment, and production lines. - 16,160,000 LBM shares listed on the HOSE, owned by Lam Dong Investment and Hydraulic Construction Joint Stock Company. - Term deposit contracts. <p>Article 3. Authorization of representative</p> <p>1. To authorize Mr. Le Van Quy - General Director, the legal representative of the Company, to act on behalf of the Company in: Negotiating, approving, signing, and executing all contracts and documents related to the credit facilities, mortgage, and pledge of assets at the Bank, including but not limited to: Loan application; Application for guarantee issuance/L/C opening; Credit facility agreement; Guarantee agreement; Drawdown request/specific credit agreement; Disbursement request; Disbursement plan; Application for security transaction registration; Minutes of handover of</p> | 100% |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------|----------------------------------|--|---|---------------|-------------------------------|--|------|-------------|-----|---------|--------|-------------------|--------|--------|--------|--------|-------------------------------|--|------|-------------|-------|-------|--------|-------------------|--------|--------|--------|------|
| | | | <p>documents; Asset valuation minutes, and other related documents and materials.</p> <p>2. Mr. Le Van Quy shall have the right to delegate his authority to another person to carry out the aforementioned tasks. Such delegation must be made by a separate written instrument.</p> <p>3. The Company shall be fully bound by all documents, contracts, and materials signed by Mr. Le Van Quy, or by the person to whom he delegates authority, on behalf of Lam Dong Investment and Hydraulic Construction Joint Stock Company with the Bank, in accordance with the contents of this Resolution.</p> <p>Article 4. Effectiveness. This resolution shall take effect upon signing.</p> <p>Article 5. Implementation The members of the Board of Directors, the Board of Supervisors, the Board of Management, and the Company's departments are responsible for the implementation of this Resolution.</p> | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 | No: 12/2025/NQ-HDQT/LHC | 11/11/2025 | <p>Article 1: The BOD agrees 100% the business results for the first nine month of 2025 as follows:</p> <p>1.Business results at parent company LHC:</p> <table><tr><th>Target</th><th>Plan of 2025 (Billion VND)</th><th>Nine month of 2025 performance result (Billion VND)</th><th>Rate</th></tr><tr><td>Net revenue</td><td>185</td><td>131,963</td><td>71,33%</td></tr><tr><td>Profit before tax</td><td>132,48</td><td>63,962</td><td>48,28%</td></tr></table> <p>2. Consolidated business results:</p> <table><tr><th>Target</th><th>Plan of 2025 (Billion VND)</th><th>Nine month of 2025 performance result (Billion VND)</th><th>Rate</th></tr><tr><td>Net revenue</td><td>1.313</td><td>1.066</td><td>81,19%</td></tr><tr><td>Profit before tax</td><td>235,94</td><td>169,29</td><td>71,75%</td></tr></table> <p>Article 2. Members of the BOD, BOS, Board of General Directors and related individuals are responsible for implementing this Resolution. The Resolution takes effect from the date of signing.</p> | Target | Plan of 2025 (Billion VND) | Nine month of 2025 performance result (Billion VND) | Rate | Net revenue | 185 | 131,963 | 71,33% | Profit before tax | 132,48 | 63,962 | 48,28% | Target | Plan of 2025 (Billion VND) | Nine month of 2025 performance result (Billion VND) | Rate | Net revenue | 1.313 | 1.066 | 81,19% | Profit before tax | 235,94 | 169,29 | 71,75% | 100% |
| Target | Plan of 2025 (Billion VND) | Nine month of 2025 performance result (Billion VND) | Rate | | | | | | | | | | | | | | | | | | | | | | | | | |
| Net revenue | 185 | 131,963 | 71,33% | | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 132,48 | 63,962 | 48,28% | | | | | | | | | | | | | | | | | | | | | | | | | |
| Target | Plan of 2025 (Billion VND) | Nine month of 2025 performance result (Billion VND) | Rate | | | | | | | | | | | | | | | | | | | | | | | | | |
| Net revenue | 1.313 | 1.066 | 81,19% | | | | | | | | | | | | | | | | | | | | | | | | | |
| Profit before tax | 235,94 | 169,29 | 71,75% | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13 | No: 13/2025/NQ-HDQT/LHC | 19/12/2025 | <p>Article 1: The BOD unanimously approves the acceptance of the liquidation of two (02) used Komatsu crawler excavators, models PC200-11 and PC210-11, from Company L40.10, with details as follows:</p> <p>1. Komatsu PC210-11 crawler excavator, manufactured in Japan in 2019. Investment value: VND 1,400,000,000.</p> | | | | | | | | | | | | | | | | | | | | | | | | | |

| No | Number of Resolutions/ Decisions | Date of Issue | Content | Approval rate |
|----|----------------------------------|---------------|--|---------------|
| | | | <p>2. Komatsu PC200-11 crawler excavator, manufactured in Japan in 2018. Investment value: VND 1,250,000,000. Total value: VND 2,650,000,000 (inclusive of VAT).</p> <p>Article 2. Members of the BOD, BOS, Board of General Directors and related individuals are responsible for implementing this Resolution. The Resolution takes effect from the date of signing.</p> | |

III. BOARD OF SUPERVISORS (BOS)

1. Information about members of the Board of Supervisors (BOS):

| No | Full name | Duty | Start date/no longer a member of the BOS | Degree professional knowledge |
|----|---------------------|-------------|--|-------------------------------|
| 1 | Mr. Le Huy Sau | Head of BOS | 25/04/2021 | Irrigation Engineer |
| 2 | Ms. Nguyen Thi Lien | Member BOS | 29/04/2016 | Bachelor of Accounting |
| 3 | Ms. Hoang Thi Lua | Member BOS | 25/04/2021 | Intermediate Accounting |

2. Meetings of the Supervisory Board:

| No | Full name | Duty | Number of Meetings BOD partake | Proportion Attend the meeting | Proportion on Vote | Reason Not attending |
|----|---------------------|-------------|--------------------------------|-------------------------------|--------------------|----------------------|
| 1 | Mr. Le Huy Sau | Head of BOS | 2/2 | 100% | 100% | |
| 2 | Ms. Nguyen Thi Lien | Member BOS | 2/2 | 100% | 100% | |
| 3 | Ms. Hoang Thi Lua | Member BOS | 2/2 | 100% | 100% | |

3. Supervisory Board's supervisory activities for the Board of Directors, the Board of Directors and shareholders:

The Supervisory Board (BOS) regularly inspects and supervises to ensure that the Company operates in accordance with the Law on Business Regulations, the Company's Charter and the Resolution of the General Meeting of Shareholders. The Head of the Supervisory Board attends meetings of the Board of Directors and contributes opinions within the scope of his responsibilities and powers. Examine and appraise the 2024 financial statements, participate in the selection of an auditing company to audit the Company's 2025 financial statements. Regularly exchange relevant information and documents to perform the tasks of the Control Board. Presenting the report of the Supervisory Board at the General Meeting of Shareholders.

4. Coordinate activities between the Supervisory Board and the activities of the Board of Directors and other managers.

In 2025, the Supervisory Board has received full information and documents related to the production and business situation and other activities of the Company. The Supervisory Board has contributed and proposed to the Board of Directors and the Board of Directors about the Company's production and business activities.

5. Other activities of the Supervisory Board (if any): None.

IV. BOARD OF MANAGEMENT

| No | Full name | Date of birth | Qualification | Day Appointment |
|----|----------------|---------------|---|-----------------|
| 1 | Le Van Quy | 24/03/1976 | Master's Degree Construction Management | 01/04/2020 |
| 2 | Tran Dai Hien | 22/10/1972 | Bachelor of Science in Production and Business Management | 20/01/2022 |
| 3 | Nguyen Van Son | 20/04/1970 | Master of water construction | 06/11/2024 |

V. CHIEF ACCOUNTANT

| No | Full name | Date of birth | Degree professional knowledge | Date of Appointment |
|----|----------------------|---------------|---|------------------------|
| 1 | Nguyen Thi Thu Huong | 05/01/1987 | Bachelor of Business Administration Bachelor of Finance and Accounting | 01/10/2023 |

VI. TRAINING COURSES ON CORPORATE GOVERNANCE

Without.

VII. THE LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY (SEMI – ANNUAL REPORT) AND TRANSACTIONS OF AFFILIATED PERSONS OF THE COMPAN.

1. List of affiliated persons of the company

(Presented in Appendix 1 attached to the Report).

2. Transactions between the company and its affiliated persons or between the company and its major shareholders, internal persons and affiliated persons:

| STT | Name of Organization/Individual | Relationship With LHC | NSH No, Date of Issue, Place of issue | Address | Time of transaction with LHC | Resolution no or Decision no approved by the General Meeting of Shareholders/Board of Directors (if any) | Content, quantity, total value of transaction (including VAT) | Notes |
|-----|---------------------------------|--|--|---|------------------------------|--|--|-------|
| 1 | Le Dinh Hien | Executive Chairman of the Board of Directors; Legal Representative | 034064023979 issued on 27/03/2024 by the Police Department Administrative management of social order | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | In 2025 | | - Sold 17,700 L40.10 shares: 180,540,000 VND - Car disposal: 200,000,000 VND - LHC dividend payment: 1,072,000,000 VND - Advance for materials: 9,300,000,000. Advance balance as of Dec 31, 2025: 0 VND. | |
| 2 | Hau Van Tuan | Chief Financial Officer and Head of Internal Audit | 046066002055 issued on 01/05/2021 by the Police Department Administrative management of social order | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 6,600,000 VND - Advance for materials: 2,800,000,000. Advance balance as of Dec 31, 2025: 0 VND. | |
| 3 | Le Van Quy | General Director; Legal Representative | 036076012175 issued on 30/11/2022 by the Police Department Administrative management of social order | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 91,600,000VND - Advance for materials: 5,300,000,000. Advance balance as of Dec 31, 2025: 0 VND. | |

| | | | | | | | | |
|---|-----------------------------|--|---|--|---------|--|---|--|
| 4 | Nguyen Van Son | Deputy General Director | 042070013606 issued on 10/07/2021 by the Police Department Administrative management of social order | 649/24 B Dien Bien Phu, Thanh My Tay Ward,, Ho Chi Minh City | In 2025 | | - Sold 180.500 L40.10 shares: 1.841.100.000 VND - Purchased 10.000 L40.10 shares: 100.000.000 VND - LHC dividend payment: 1.200.000 VND | |
| 5 | Nguyen Thi Thu Huong | Chief Accountant of the Company Authorized Person to Disclose Information | 0141870000015 issued on 08/09/2022 by the Police Department Administrative management of social order | C402 Nguyen Luong Bang Apartment, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - Sold 16.300 L40.10 shares: 180.540.000 VND - LHC dividend payment: 35.504.000 VND - Advance for materials: 1.100.000.000 VND. Advance balance as of Dec 31, 2025: 0 VND. | |
| 6 | Tran Viet Thang | Non-executive Vice Chairman of the Board of Directors; Major Shareholder | 027073000522 issued on 18/11/2019 by the Police Department Administrative management of social order | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | In 2025 | | - Sold 19.500 L40.10 shares: 198.900.000 VND - LHC dividend payment: 1.285.600.000 VND | |
| 7 | Nguyen Thi Mai Lan | Mother of Mr. Tran Viet Thang – Non-executive Vice Chairman of the Board of Directors; Major Shareholder | 027147006093 issued on 22/07/2021 by the Police Department Administrative management of | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | In 2025 | | - Sold 76.400 L40.10 shares: 779.280.000 VND - LHC dividend payment: 1.213.600.000 VND | |

| | | | | | | | | |
|----|------------------------|--|--|--|---------|--|---|--|
| | | | social order | | | | | |
| 8 | Pham Thi Thuy | Wife of Mr. Tran Viet Thang – Non-executive Vice Chairman of the Board of Directors; Major Shareholder | 034190010983 issued on 20/07/2023 by the Police Department Administrative management of social order | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | In 2025 | | - LHC dividend payment: 99.700.000 VND | |
| 9 | Tran Ngoc Hue | Younger sister of Mr. Tran Viet Thang – Non-executive Vice Chairman of the Board of Directors; Major Shareholder | 027176007749 issued on 22/07/2021 by the Police Department Administrative management of social order | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | In 2025 | | - LHC dividend payment: 608.900.000 VND | |
| 10 | Nong Vuong Hung | Independent Non-executive Member of the Board of Directors | 068067003949 issued on 12/08/2021 by the Police Department Administrative management of social order | B1 Tran Quang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 4.000.000 VND | Appointed on 20/04/2025 |
| 11 | Nguyen Thi Oanh | Wife of Mr. Phan Cong Ngon – Independent Non-executive Member of the Board of Directors | 068159000135 issued on 26/03/2021 by the Police Department Administrative | 28b Hoang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 10.000.000 VND | Dismissal of Mr. Phan Cong Ngon effective from |

| | | | | | | | | |
|----|--------------------------------------|---|--|--|---------|--|---|------------|
| | | | management of social order | | | | | 20/04/2025 |
| 12 | Ngo Thu Huong | Non-executive member of the Board of Directors | 001177045450 issued on 12/11/2021 by the Police Department Administrative management of social order | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | In 2025 | | - LHC dividend payment: 127.500.000 VND | |
| 13 | Ngo Thu Ha | Elder sister of Ms. Ngo Thu Huong – Non-executive Member of the Board of Directors | 001071043289 issued on 26/12/2021 by the Police Department Administrative management of social order | 33 Nguyen Dang Giai, An Khanh Ward, Thu Duc City, Ho Chi Minh City | In 2025 | | - LHC dividend payment: 20.000.000 VND | |
| 14 | Phuoc Hoa Joint Stock Company | - Major shareholder of LHC - Mr. Le Dinh Hien – Chairman of the Board of Directors of LHC is a member of the Board of Directors - Ms. Ngo Thu Huong – Member of the Board of Directors of LHC is the Chief Accountant | Business registration certificate No.: 3700793085, initially issued on 11/04/2007, amended 6th time on 13/12/2023, by the Binh Duong Department of Planning and Investment | 212/47 Phuoc Hoa Dam Road, Phuoc Thanh Commune, Ho Chi Minh City | In 2025 | | - LHC dividend payment: 760.800.000 VND | |

| | | | | | | | | |
|----|------------------------|--|--|--|---------|--|---|--|
| 15 | Le Huy Sau | Head of the Supervisory Board | 038068036765 issued on 24/06/2022 by the Police Department Administrative management of social order | 32E4 DD5 Street, Tan Hung Thuan Ward, Ho Chi Minh City | In 2025 | | - Sold 21.900 L40.10 shares: 223.380.000 VND - LHC dividend payment: 205.000.000 VND | |
| 16 | Nguyen Thi Lien | Member of the Supervisory Board | 024172003605 issued on 02/04/2022 by the Police Department Administrative management of social order | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 165.000.000 VND | |
| 17 | Phan Minh Dat | Husband of Mrs. Nguyen Thi Lien – Member of the Supervisory Board | 049070002948 issued on 25/02/2022 by the Police Department Administrative management of social order | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 51.960.000 VND | |
| 18 | Phan Minh Hieu | Biological child of Mrs. Nguyen Thi Lien – Member of the Supervisory Board | 068203002996 issued on 25/02/2022 by the Police Department Administrative management of social order | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 181.800.000 VND | |

| | | | | | | | | |
|----|------------------------|--|--|--|---------|--|---|--|
| 19 | Hoang Thi Lua | Member of the Supervisory Board | 034167007768 issued on 12/01/2022 by the Police Department Administrative management of social order | C14.11 H1-10 Apartment, Group 20, Cat Lai Ward, Ho Chi Minh City | In 2025 | | - LHC dividend payment: 328.000.000 VND | |
| 20 | Tran Tuan Tu | Biological child of Mrs. Hoang Thi Lua – Member of the Supervisory Board | 068095002323 issued on 10/08/2022 by the Police Department Administrative management of social order | C14.11 H1-10 Apartment, Group 20, Cat Lai Ward, Ho Chi Minh City | In 2025 | | - Sold 5.000 L40.10 shares: 51.000.000 VND - LHC dividend payment: 2.200.000 VND | |
| 21 | Tran Hoang Tuan | Biological child of Mrs. Hoang Thi Lua – Member of the Supervisory Board | 068091000121 issued on 05/11/2018 by the Police Department Administrative management of social order | 124/52 Xo Viet Nghe Tinh, Group 47, Group 3, Thanh My Tay Ward, Ho Chi Minh City | In 2025 | | - Sold 5.000 L40.10 shares: 51.000.000 VND - LHC dividend payment: 5.500.000 VND | |
| 22 | Hoang Thi Son | Sister of Mrs. Hoang Thi Lua – Member of the Supervisory Board | 034164005599 issued on 28/05/2018 by the Police Department Administrative management of | 213A Nam Hoa Street, Group 10, Phuoc Long Ward, Ho Chi Minh | In 2025 | | - Sold 20.000 L40.10 shares: 204.000.000 VND - LHC dividend payment: 160.000 VND | |

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|----|-------------------------|--|---|--|---------|--|---|--|
| | | | social order | | | | | |
| 23 | Bui Huu Quynh | Major shareholder | 001062047134 issued on 10/07/2021 tại Cục Cảnh sát QLHC về TTXH | 177 Tran Quoc Thao, Nhieu Loc Ward, Ho Chi Minh City | In 2025 | | - Sold 815.000 L40.10 shares: 8.313.000.000 VND - LHC dividend payment: 803.400.000 VND | |
| 24 | Bui Huu Vu Hoang | Biological child of Mr. Bui Huu Quynh – Major Shareholder | 079202006771 issued on 13/05/2021 by the Police Department Administrative management of social order | 177 Tran Quoc Thao, Nhieu Loc Ward, Ho Chi Minh City | In 2025 | | - LHC dividend payment: 216.000.000 VND | |
| 25 | Pham Van Hoan | Deputy General Director of L40.10 Company – a subsidiary of LHC | 033083011912 issued on 26/09/2023 by the Police Department Administrative management of social order | B8.01 Linh Tay Apartment, Group 1, Linh Xuan Ward, Ho Chi Minh City | In 2025 | | - Sold 73.500 L40.10 shares: 779.280.000 VND | |
| 26 | Le Thi Thuy | Member of the Supervisory Board of L40.10 Company | 036187015077 issued on 20/12/2021 by the Police Department Administrative management of social order | 8.17 326/1 Ung Van Khiem Apartment, Thanh My Tay Ward, Ho Chi Minh city | In 2025 | | - Sold 25.000 L40.10 shares: 255.000.000 VND | |

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|----|-----------------------------|--|--|---|---------|--|---|--|
| 27 | Pham Thi Thanh Huong | Wife of Mr. Le Dinh Hien – Chairman of the Board of Directors | 036170023211 issued on 27/12/2021 by the Police Department Administrative management of social order | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | In 2025 | | - Sold 2.000 L40.10 shares: 20.400.000 VND - LHC dividend payment: 504.400.000 VND | |
| 28 | Le Huong Giang | Biological children of Mr. Le Dinh Hien – Chairman of the Board of Directors | 068191000214 issued on 27/07/2022 by the Police Department Administrative management of social order | 8A/7B2 Thai Van Lung, P. Saigon, Ho Chi Minh City | In 2025 | | - Sold 1.000 L40.10 shares: 10.200.000 VND | |
| 29 | Le Thi Thuy | Younger sister of Mr. Le Dinh Hien – Chairman of the Board of Directors | 034176012442 issued on 01/05/2021 by the Police Department Administrative management of social order | 15 Le Hong Phong Street, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 8.700.000 VND | |
| 30 | Dinh Van Dien | Brother-in-law of Mr. Le Dinh Hien – Chairman of the Board of Directors | 042069003324 issued on 01/05/2021 by the Police Department Administrative management of social order | 15 Le Hong Phong Street, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 73.600.000 VND | |

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|----|-----------------------|--|--|---|---------|--|---|--|
| 31 | Tran Xuan Tam | Secretary & Corporate Administrator | 068076000746 issued on 01/05/2021 by the Police Department Administrative management of social order | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 200.000 VND | |
| 32 | Le Cao Quang | General Director of LBM Company – a subsidiary of LHC | 056081001168 issued on 01/05/2021 by the Police Department Administrative management of social order | 33 Van Hanh, Lam Vien - Da Lat Ward, Lam Dong | In 2025 | | - Sold 8.900 L40.10 shares: 90.780.000 VND - LHC dividend payment: 182.900.000 VND | |
| 33 | Hoang Trong Tu | Chief Accountant of L40.10 Company – a subsidiary of LHC | 038090035053 issued on 27/12/2021 by the Police Department Administrative management of social order | 4/9/15 Ly Thuong Kiet, Thang Loi 1 Residential Area, Di An Ward, Ho Chi Minh City | In 2025 | | - Sold 2.000 L40.10 shares: 20.400.000 VND | |
| 34 | Ngo Van Minh | Member of the Board of Directors of LBM – a subsidiary of LHC; Vice Chairman of the Board of Directors of L40.10 – a subsidiary of LHC | 001086011527 issued on 23/04/2019 by the Police Department Administrative management of social order | 17 Group 2 Giap Nhat, Yen Hoa Ward, Hanoi City | In 2025 | | - LHC dividend payment: 152.400.000 VND | |

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|----|---|---|---|---|---------|---|--|--|
| 35 | Mai Nam Duong | Member of the Board of Directors of LBM – a subsidiary of LHC | 034053016632 issued on 05/07/2021 by the Police Department Administrative management of social order | 2/1 Huynh Thuc Khang, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 113.000.000 VND | |
| 36 | Lam Dong Minerals and Construction Materials Joint Stock Company (LBM) | <ul style="list-style-type: none"> - A subsidiary of LHC - Mr. Le Dinh Hien – Chairman of the Board of Directors of LHC, also serves as Chairman of the Board of Directors of LBM - Mr. Le Van Quy – General Director of LHC, is a Member of the Board of Directors of LBM - Mr. Hau Van Tuan – Chief Financial Officer, is a Member of the Board of Directors of LBM - Mrs. Nguyen Thi Thu Huong – Chief Accountant of LHC, is a Member of the Supervisory Board of LBM. - Mr. Tran Xuan Tam | Business Registration No. 5800391633, issued on 05/08/2022 by the Lam Dong Department of Planning and Investment. | No. 87 Phu Dong Thien Vuong Street, Lam Vien - Da Lat Ward , Lam Dong | In 2025 | Board of Directors' Resolution No. 06/2025/NQ-HĐQT/LHC dated 27/03/2025 | <ul style="list-style-type: none"> - The Company received dividends from LBM JSC in the amount of VND 71.390.946.000. - During the period, the Company lent VND 41,000,000,000 to LBM. LBM repaid a loan of VND 56,000,000,000. The outstanding loan balance to LBM as of Dec 31, 2025, was VND 0. - Interest income from the loan to LBM: VND 845,558,905. - The Company sold goods and services to LBM with a total value of VND 62.527.553.275. - The Company purchased goods and services from LBM with a total value of VND 5.449.566.386. | |

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| | | – Secretary; Person in charge of Corporate Administration of LHC is Secretary; Person in charge of Corporate Administration of LBM | | | | | | |
| 37 | Investment and Construction Joint Stock Company 40 (L40) | <ul style="list-style-type: none"> - A subsidiary of LHC - Mr. Tran Viet Thang – Vice Chairman of the Board of Directors of LHC, is a Member of the Board of Directors of L40 - Mr. Nguyen Van Son – Deputy General Director of LHC, also serves as Deputy General Director of L40. | Business Registration No. 1800421390, issued on 10/01/2022 by the Ho Chi Minh City Department of Planning and Investment | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | In 2025 | | <ul style="list-style-type: none"> - On March 7, 2025, LHC transferred all of its 51% stake and is no longer the parent company of L40. - Goods and services sold to L40 amounted to VND 4.337.285.973 | No longer a subsidiary of LHC as of March 7, 2025. |

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|----|---|--|---|--|---------|---|---|--|
| 38 | Investment and Construction Joint Stock Company 40.10 (L40.10) | <ul style="list-style-type: none"> - A subsidiary of LHC - Mr. Le Dinh Hien – Chairman of the Board of Directors of LHC, also serves as Chairman of the Board of Directors of L40.10 - Mr. Hau Van Tuan – Chief Financial Officer, is Head of the Supervisory Board of L40.10 - Mr. Nguyen Van Son – Deputy General Director of LHC, also serves as General Director of L40.10 | Business Registration No. 0318456411, issued on May 15, 2024, by the Ho Chi Minh City Department of Planning and Investment | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | In 2025 | Board of Directors' Resolution No. 06/2025/NQ-HĐQT/LHC dated 27/03/2025 | <ul style="list-style-type: none"> - The Company sold goods and services to L40.10 with a total value of VND 2.710.791.800. - The Company purchased goods and services from L40.10 with a total value of VND 20.082.546.612. - During the period, the Company lent VND 10,000,000,000 to L40.10 The outstanding loan balance to L40.10 as of Dec 31, 2025, was VND 10.000.000.000. - Interest income from the loan to L40.10: VND 50.109.589. - An additional 20,000 shares of L40.10 were purchased for VND 200,000,000, increasing the ownership stake in L40.10 to 54.45%. | |
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|----|---|---|--|--|---------|---|--|--|
| 39 | LBM Loc Son One Member Limited Liability Company (LBM Loc Son) | Indirect subsidiaries | Business registration certificate No. 5801500860 issued on 11/04/2023 by the Department of Planning and Investment of Lam Dong | Loc Son Industrial Park, B'Lao Ward, Lam Dong Province | In 2025 | Board of Directors' Resolution No. 06/2025/NQ-HĐQT/LHC dated 27/03/2025 | - The Company purchased goods and services from LBM Loc Son with a total value of VND 3.734.557.500 - The Company sold goods and services from LBM Loc Son with a total value of VND 11.525.880.352 | |
| 40 | LBM Dak Nong One Member Limited Liability Company (LBM Dak Nong) | Indirect subsidiaries | Business registration certificate No. 6400188526 | Thuan Nam Hamlet, Thuan An Commune, Lam Dong Province | In 2025 | Board of Directors' Resolution No. 06/2025/NQ-HĐQT/LHC dated 27/03/2025 | - The Company sold goods and services from LBM Dak Nong with a total value of VND 12.348.897.199 | |
| 41 | Hiep Thanh Brick Limited Liability Company | - Indirect subsidiaries - Mr. Tran Dai Hien – Deputy General Director of LHC, is member of the Supervisory Board of Hiep Thanh Company | Business registration certificate No. 5800255574 | 14, Hiep Thanh 1 Hamlet, Lam Dong Province | In 2025 | Board of Directors' Resolution No. 06/2025/NQ-HĐQT/LHC dated 27/03/2025 | - The Company sold goods and services from Hiep Thanh with a total value of VND 44.037.271 | |
| 42 | Tran Bac Viet | Member of the Board of Directors of L40.10 – a subsidiary of LHC | 033064007359 issued on 01/05/2021 by the Police Department Administrative management of social order | 95J3, Group 1, Dong Hung Thuan Ward, Ho Chi Minh City | In 2025 | | - Sold 35.000 L40.10 shares: 357.000.000 VND - Purchased 10.000 L40.10 shares: 100.000.000 VND | |

| | | | | | | | | |
|----|----------------------------|---|--|---|---------|--|--|--|
| 43 | Nguyen Thi Suong | Wife of Mr. Hau Van Tuan – Chief Financial Officer and Person in charge of Internal Audit | 068169000927 issued on 01/05/2021 by the Police Department Administrative management of social order | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 3.000.000 VND | |
| 44 | Hau Nguyen Nhat Duy | Biological child of Mr. Hau Van Tuan – Chief Financial Officer and Person in charge of Internal Audit | 068094006484 issued on 27/12/2021 by the Police Department Administrative management of social order | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 500.000 VND | |
| 45 | Doan Khai | Brother-in-law of Mr. Hau Van Tuan – Chief Financial Officer and Person in charge of Internal Audit | 046060001640 issued on 01/05/2021 by the Police Department Administrative management of social order | 39A Nguyen Luong Bang, Xuan Huong - Da Lat Ward, Lam Dong | In 2025 | | - LHC dividend payment: 700.000 VND | |
| 46 | Duong Van Vang | Member of the Supervisory Board of L40.10 – a subsidiary of LHC | 035064000452 issued on 27/04/2016 by the Police Department Administrative management of social order | 132/84 Nguyen Huu Canh, Thanh My Tay Ward, Ho Chi Minh city | In 2025 | | - Sold 38.300 L40.10 shares: 390.660.000 VND | |

3. Transactions between internal persons of listed companies and related persons of internal persons and subsidiaries and companies controlled by listed companies:

3.1. Mr. Le Dinh Hien - Chairman of the Board of Directors of the Company and concurrently Chairman of the Board of Directors of 40.10 Investment and Construction Joint Stock Company. In 2025, Mr. Le Dinh Hien provided a loan to 40.10 Investment and Construction Joint Stock Company with an annual interest rate of 0.2%.

Details are as follows:

- Loan balance as of January 1, 2025: VND 1,753,533,334
- Additional loan granted during 2025: VND 1,000,000,000
- Loan balance as of December 31, 2025: VND 2,753,533,334

3.2. Mr. Le Dinh Hien - Chairman of the Board of Directors of the Company and concurrently Chairman of the Board of Directors of Lam Dong Minerals and Building Materials Joint Stock Company. In 2025, Mr. Le Dinh Hien had an advance for business expenses from Lam Dong Minerals and Building Materials Joint Stock Company totaling VND 800,000,000. The outstanding advance as of December 31, 2025, was VND 800,000,000.

3.3. Mr. Hau Van Tuan – Chief Financial Officer and Head of Internal Audit of the Company, concurrently Head of the Supervisory Board of 40.10 Investment and Construction Joint Stock Company. In 2025, Mr. Hau Van Tuan provided a loan to 40.10 Investment and Construction Joint Stock Company, with an annual interest rate of 0.2%. Details are as follows:

- Loan balance as of January 1, 2025: VND 0
- Additional loan granted during 2025: VND 3,000,000,000
- Loan repayment during 2025: VND 1,000,000,000
- Loan balance as of December 31, 2025: VND 2,000,000,000

4. Transactions between the company and other objects:

4.1. Company-to-company transactions in which members of the Board of Directors, members of the Supervisory Board, and the CEO have been founding members or members of the Board of Directors, General Directors in the past three (03) years:

| No | Company Name | Relationship with LHC | Transactions Arising |
|-----------|---|--|--|
| 1 | Lam Dong Minerals & Building Materials Joint Stock Company (LBM) | <ul style="list-style-type: none">- Mr. Le Dinh Hien – Chairman of the Board of Directors of LHC is also the Chairman of the Board of Directors of LBM.- Mr. Le Van Quy – General Director of LHC is a Member of the Board of Directors of LBM.- Mr. Hau Van Tuan – Chief Financial Officer is a Member of the Board of Directors of LBM.- Ms. Nguyen Thi Thu Huong – Chief Accountant of LHC is a Member of the Supervisory Board of LBM.- Mr. Tran Xuan Tam – Secretary; Person in charge of Corporate Administration of LHC is Secretary; Person in charge of Corporate Administration of LBM | <ul style="list-style-type: none">- Purchase and sale of goods and services- Lending and loan interest- Shares transactions- Dividends received |

| | | | |
|---|---|---|---|
| 2 | 40.10 Investment and Construction Joint Stock Company (L40.10) | <ul style="list-style-type: none"> - Mr. Le Dinh Hien – Chairman of the Board of Directors of LHC is also Chairman of the Board of Directors of L40.10. - Mr. Hau Van Tuan – Chief Financial Officer of LHC is Head of the Supervisory Board of L40.10. - Mr. Nguyen Van Son – Deputy General Director of LHC is General Director of L40.10. | <ul style="list-style-type: none"> - Purchase and sale of goods and services - Lending and loan interest - Shares transactions - Dividends received |
| 3 | 40 Investment and Construction Joint Stock Company (L40) | <ul style="list-style-type: none"> - Mr. Tran Viet Thang – Vice Chairman of the Board of Directors of LHC is a Member of the Board of Directors of L40. - Mr. Nguyen Van Son – Deputy General Director of LHC is General Director of L40.10. | <ul style="list-style-type: none"> - Purchase and sale of goods and services - Shares transactions - Dividends received |

4.2. Company-to-company transactions in which related persons of members of the Board of Directors, members of the Supervisory Board, and the Chief Executive Officer are members of the Board of Directors or the Chief Executive Officer: **none**.

4.3. Other transactions of the company that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, and the Chief Executive Officer: **none**.

VIII. TRADING OF SHARES OF INSIDERS AND RELATED PERSONS OF INSIDERS

1. The list of internal and their affiliated persons

(Presented in Appendix 2 enclosed with the report).

2. Transactions of internal persons and affiliated persons shares of the company:

| No | Transaction Executioner | Relations with internal persons | Number of Shares Owned at the beginning of the period | | Number of Shares Owned at the end of the period | | Reasons for increasing, decreasing (buy, sell, convert, bonus...) |
|----|-------------------------|--|---|------------|---|------------|---|
| | | | Number of Shares | Percentage | Number of Shares | Percentage | |
| 1 | Le Thi Thuy | Younger sister of Chairman of the Board of Directors | 8.300 | 0,06% | 8.500 | 0,06% | Buy 2.000 shares Sell 1.800 shares |
| 2 | Nguyen Thi Thu Huong | Chief Accountant | 25,004 | 0,17% | 35.604 | 0,247% | Buy 10.600 shares |
| 3 | Hau Van Tuan | Chief Financial Officer and Head of Internal Audit | 6.600 | 0,03% | 0 | 0% | Buy 13.000 shares Sell 19.600 shares |
| 4 | Nguyen Thi Suong | Wife of the Chief Financial Officer and Head of Internal Audit | 500 | 0,004% | 400 | 0,003% | Buy 20.800 shares Sell 20.900 shares |

| | | | | | | | |
|----|---------------------|---|-----------|--------|-----------|--------|---|
| 5 | Hau Nguyen Nhat Duy | Biological child of the Chief Financial Officer and Head of Internal Audit | 0 | 0% | 700 | 0,005% | Buy 700 shares |
| 6 | Doan Khai | Brother-in-law of the Chief Financial Officer and Head of Internal Audit | 400 | 0,003% | 600 | 0,004% | Buy 700 shares Sell 500 shares |
| 7 | Tran Xuan Tam | Secretary, Person in charge of corporate governance | 200 | 0,001% | 300 | 0,002% | Buy 100 shares |
| 8 | Tran Viet Thang | Non-executive Vice Chairman of the Board of Directors; Major shareholder; | 1.285.600 | 8,93% | 1.402.200 | 9,74% | Buy 116.600 shares |
| 9 | Nguyen Thi Mai Lan | Mother of Non-executive Vice Chairman of the Board of Directors; Major shareholder; | 1.213.600 | 8,43% | 1.209.200 | 8,40% | Buy 81.200 shares Sell 85.600 shares |
| 10 | Pham Thi Thuy | Wife of Non-executive Vice Chairman of the Board of Directors | 99.700 | 0,69% | 149.700 | 1,04% | Buy 50.000CP |
| 11 | Nguyen Thi Lien | Supervisory Board member | 165.000 | 1,15% | 52.360 | 0.36% | Buy 4.800 shares |
| 12 | Phan Minh Dat | Husband of supervisory board member Nguyen Thi Lien | 47.460 | 0,33% | 152.500 | 1,06% | Buy 4.900 shares |
| 13 | Phan Minh Hieu | Biological child of Supervisory Board member Nguyen Thi Lien | 181.800 | 1,26% | 210.500 | 1,46% | Buy 3.700 shares Sell 33.000 shares |
| 14 | Ngo Thu Huong | Non-executive member of the Board of Directors | 127.500 | 0,88% | 210.500 | 1,46% | Buy 83,000 shares |
| 15 | Hoang Thi Lua | Supervisory Board member | 328.000 | 2.28% | 326.700 | 2,27% | Buy 1.300 shares Sell 2.600 shares |

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|----|----------------------|---|---------|--------|---------|--------|---------------------------------------|
| 16 | Tran Hoang Tuan | Biological child of Supervisory Board member Hoang Thi Lua | 6.000 | 0,041% | 3.000 | 0,021% | Sell 3.000 shares |
| 17 | Tran Tuan Tu | Biological child of Supervisory Board member Hoang Thi Lua | 1.700 | 0,012% | 4.700 | 0,033% | Buy 4.300 shares Sell 1.300 shares |
| 18 | Cong ty CP Phuoc Hoa | Major shareholder | 760.800 | 5,28% | 884.800 | 6,14% | Buy 124.000 shares |
| 19 | Bui Huu Quynh | Major Shareholder; Chairman of the Board of Directors of Phuoc Hoa Joint Stock Company | 715.400 | 4,97% | 803.400 | 5,58% | Buy 88.000 shares |
| 20 | Bui Huu Vu Hoang | Biological child of Mr. Bui Huu Quynh (Mr. Bui Huu Quynh is a major shareholder of LHC and the Chairman of the Board of Directors of Phuoc Hoa Joint Stock Company) | 0 | 0% | 440.300 | 3,06% | Buy 440.300 shares |

VIII. Other issues to note: None.

CHAIRMAN OF THE BOD

(Signed, full name and sealed)



LE DINH HIEN

Appendix 01: The list of affiliated persons of the Company
(Attached to the Company's 2025 Governance Report)

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|--|---------------------------------|-------------------------------------|--|-------------------------------|--------|---------------|----------------|--|--|--|--------------|
| I. BOARD OF DIRECTORS | | | | | | | | | | | |
| Persons related to Mr. Le Dinh Hien - Chairman of the Executive Board - Legal Representative | | | | | | | | | | | |
| 1 | Le Dinh Hien | | Executive Chairman of the Board of Directors; Legal Representative | | | | | No. 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 25/07/2000 | | |
| 2 | Le Dinh Phuong | | | Father | | | | A Sao Commune, Hung Yen Province | 25/07/2000 | | |
| 3 | Pham Quang Trien | | | Father-in-law | | | | 49A Dinh Tien Hoang, Xuan Huong - Da Lat Ward, Lam Dong province | 25/07/2000 | 27/08/2025 | The deceased |
| 4 | Pham Thi Thanh Huong | | | Wife | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 25/07/2000 | | |
| 5 | Le Huong Giang | | Secretary | Biological children | | | | 8A/7B2 Thai Van Lung Street, Saigon Ward, Ho Chi Minh City | 25/07/2000 | | |
| 6 | Dinh Quoc Khanh | | Deputy Head of IT and Centralized Procurement Department | Son-in-law | | | | 8A/7B2 Thai Van Lung Street, Saigon Ward, Ho Chi Minh City | 01/01/2018 | | |
| 7 | Le Anh Duong | | | Biological children | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 25/07/2000 | | |
| 8 | Le Uyen Nhi | | | Biological children | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 07/03/2007 | | |
| 9 | Le Uyen Vy | | | Biological children | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 19/12/2018 | | |
| 10 | Le Thi Dung | | | Sister | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 25/07/2000 | | |
| 11 | Nguyen Xuan Chien | | | Brother-in-law | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 25/07/2000 | | |
| 12 | Le Thi Hanh | | | Older sister | | | | 15 Ga street, Thanh Dong Ward, Hai Phong City | 25/07/2000 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|--|-------------------------------------|----------------------------------|---|--------|---------------|----------------|---|--|--|---|
| 13 | Pham Van Thanh | | | Brother-in-law | | | | 15 Ga street, Thanh Dong Ward, Hai Phong City | 25/07/2000 | | |
| 14 | Le Dinh Tuan | | | Younger brother | | | | A Sao Commune, Hung Yen Province | 25/07/2000 | | |
| 15 | Nguyen Thi Ly | | | Sister-in-law | | | | A Sao Commune, Hung Yen Province | 25/07/2000 | | |
| 16 | Le Thi Nam | | | Younger sister | | | | A Sao Commune, Hung Yen Province | 25/07/2000 | | |
| 17 | Ngo Viet Tu | | | Brother-in-law | | | | A Sao Commune, Hung Yen Province | 25/07/2000 | | |
| 18 | Le Thi Thuy | | Employee | Younger sister | | | | 15 Le Hong Phong Street, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 19 | Dinh Van Dien | | Employee | Brother-in-law | | | | 15 Le Hong Phong Street, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 20 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Mr. Le Dinh Hien holds the position of Chairman of the Board of Directors; Legal Representative | | | | No. 87 Phu Dong Thien Vuong Street, Lam Vien - Da Lat Ward, Lam Dong Province | 19/01/2006 | | Subsidiaries of LHC |
| 21 | Investment and Construction Joint Stock Company 40 | | | Mr. Le Dinh Hien holds the position of Chairman of the Board of Directors; Legal Representative | | | | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | 22/12/2015 | 07/03/2025 | LHC Company completed the transfer of all its shares effective from March 7, 2025 |
| 22 | 40.10 Investment and Construction Joint Stock Company | | | Mr. Le Dinh Hien holds the position of Chairman of the Board of Directors; Legal Representative | | | | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | 29/06/2025 | | Subsidiaries of LHC |
| 23 | Phuoc Hoa Hydropower Joint Stock Company | 058C900999 | | Mr. Le Dinh Hien holds the position of member of the Board of Directors | | | | 212/47 Dap Phuoc Hoa Road, Phuoc Thanh Commune, Ho Chi Minh City | 02/12/2023 | 30/10/2025 | Resign |

Persons related to Mr. Tran Viet Thang – Non-executive Vice Chairman of the Board of Directors

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|--|-------------------------------------|---|---|--------|---------------|----------------|---|--|--|---------|
| 1 | Tran Viet Thang | | Non-executive Vice Chairman of the Board of Directors | | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 25/04/2021 | | |
| 2 | Nguyen Thi Mai Lan | | | Biological mother | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 25/04/2021 | | |
| 3 | Tran Viet Khoai | | | Biological father | | | | 497 Gia Phu Street, Binh Phu Ward, Ho Chi Minh City | 25/04/2021 | | |
| 4 | Tran Ngoc Hue | | | Younger sister | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 25/04/2021 | | |
| 5 | Tran Si Thai | | | Older brother | | | | 172 Long Thuan, Long Phuoc Ward, Ho Chi Minh City | 25/04/2021 | | |
| 6 | Pham Thi Thuy | | | Wife | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 25/04/2021 | | |
| 7 | Tran Bao Binh | | | Biological child | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 25/04/2021 | | |
| 8 | Tran Viet Thien | | | Biological child | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 25/04/2021 | | |
| 9 | Pham Van Bao | | | Father-in-law | | | | Thai Thuy, Thai Tho, Hung Yen Province | 25/04/2021 | | |
| 10 | Nguyen Thi Hai Yen | | | Sister-in-law | | | | 172 Long Thuan, Long Phuoc Ward, Ho Chi Minh City | 25/04/2021 | | |
| 11 | LVA Trading and Services Joint Stock | | | Mr. Tran Viet Thang holds the position of Vice Chairman of the Board of Directors | | | | 121 Ba Trieu, Group 11, Hai Ba Trung Ward, Ha Noi city | 05/12/2024 | | |
| 12 | Anphatek Joint Stock Company | | | Mr. Tran Viet Thang holds the position of Chairman of the Board of Directors | | | | No. 5, N1 Street, Lacasa Residential Area, Phu Thuan Ward, Ho Chi Minh City | 25/04/2021 | | |
| 13 | Investment and Construction Joint Stock Company 40 | | | Mr. Tran Viet Thang holds the position of Member of the Board of Directors | | | | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | 07/03/2025 | 05/09/2025 | Resign |

Persons related to Ms. Ngo Thu Huong – Non-executive Member of the Board of Directors (Appointed from 20/04/2024)

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|---|-------------------------------------|--|--|--------|---------------|----------------|--|--|--|--------------------------|
| 1 | Ngo Thu Huong | | Non-executive member of the Board of Directors | | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |
| 2 | Ngo Trong Nhiem | | | Father | | | | 51 Nguyen Ba Tuyen, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |
| 3 | Ngo Thu Ha | | | Older sister | | | | 33 Nguyen Dang Giai, An Khanh Ward, Thu Duc City, Ho Chi Minh City | 20/04/2024 | | |
| 4 | Ngo Trung Hung | | | Older brother | | | | 51 Nguyen Ba Tuyen, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |
| 5 | Ngo Tuan Anh | | | Younger sibling | | | | 51 Nguyen Ba Tuyen, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |
| 6 | Ho Thanh Truong | | | Husband | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |
| 7 | Ho Truc Linh | | | Child | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |
| 8 | Ho Huong Giang | | | Child | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | Still small |
| 9 | Ho Van Tuan | | | Father-in-law | | | | 192 Nguyen Ba Tong, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |
| 10 | Nguyen Thi Nhung | | | Mother-in-law | | | | 192 Nguyen Ba Tong, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |
| 11 | Nguyen Giao An | | | Brother-in-law | | | | 58 C18 Street, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |
| 12 | Nguyen Que An | | | Sister-in-law | | | | J14 Phu Lam A Compound, Phu Lam Ward, Ho Chi Minh City | 20/04/2024 | | |
| 13 | Irrigation Construction Consulting Joint Stock Company II | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | 169 Tran Quoc Thao, Nhieu Loc Ward, Ho Chi Minh City | 20/04/2024 | | |
| 14 | Phuoc Hoa Joint Stock Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | 212/47 Dap Phuoc Hoa Road, Phuoc Thanh Commune, Ho Chi Minh City | 20/04/2024 | | Major shareholder of LHC |
| 15 | AE One Member Limited Liability Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | Land parcel No. 98, map sheet No. 2, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City | 20/04/2024 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|--|-------------------------------------|----------------------------------|--|--------|---------------|----------------|---|--|--|---------|
| 16 | T&K One Member Limited Liability Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | Land parcel No. 49, map sheet No. 1, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City | 20/04/2024 | | |
| 17 | Best Farm One Member Limited Liability Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | Land parcel No. 209, map sheet No. 2, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City | 20/04/2024 | | |
| 18 | Song Cau Green Energy Joint Stock Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | No. 86 Nguyen Hao Su Street, Tuy Hoa Ward, Dak Lak | 20/04/2024 | | |
| 19 | Phu Giao Energy Joint Stock Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | No. 166, DH 513 Street, Bung Rieng Hamlet, Phuoc Hoa Commune, Ho Chi Minh City | 15/09/2025 | | |

People related to Ms. Lam Boi Ngoc - Independent Non-executive Member of the Board of Directors (Appointed from April 20, 2025)

| | | | | | | | | | | | |
|---|------------------------------------|--|--|---|--|--|--|---|------------|--|--|
| 1 | Lam Boi Ngoc | | Independent Non-executive Member of the Board of Directors | | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 20/04/2025 | | |
| 2 | Lam Cam Xuan | | | Father | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 20/04/2025 | | |
| 3 | Pham Thi Tuyet Van | | | Mother | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 20/04/2025 | | |
| 4 | Lam Hai | | | Older Brother | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 20/04/2025 | | |
| 5 | To Thi Ngoc Dung | | | Sister-in-law | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 20/04/2025 | | |
| 6 | Lam Ngoc Yen | | | Younger sister | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 20/04/2025 | | |
| 7 | LegumNTN Law Company Limited | | | Ms. Lam Boi Ngoc is the Director | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 20/04/2025 | | |
| 8 | BigtreeX Media Joint Stock Company | | | Ms. Lam Boi Ngoc holds the position of Chairwoman of the Members' Council | | | | L18-11-13, 18th floor, Vincom Center Dong Khoi building, 72 Le Thanh Ton, Saigon Ward, Ho Chi Minh City | 20/04/2025 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|----------------------------------|-------------------------------------|----------------------------------|----------------------------------|--------|---------------|----------------|---|--|--|---------|
| 9 | Infinity Academy Company Limited | | | Ms. Lam Boi Ngoc is the Director | | | | L18-11-13, 18th floor, Vincom Center Dong Khoi building, 72 Le Thanh Ton, Saigon Ward, Ho Chi Minh City | 20/04/2025 | | |
| 10 | STARX Media Joint Stock Company | | | Ms. Lam Boi Ngoc is the Director | | | | L18-11-13, 18th floor, Vincom Center Dong Khoi building, 72 Le Thanh Ton, Saigon Ward, Ho Chi Minh City | 20/04/2025 | | |

Related persons of Mr. Nong Vuong Hung – Independent Non-executive Member of the Board of Directors (Appointed since April 20, 2025)

| | | | | | | | | | | | |
|---|---------------------|--|--|------------------|--|--|--|---|------------|--|--|
| 1 | Nong Vuong Hung | | Independent Non-executive Member of the Board of Directors | | | | | B1 Tran Quang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 20/04/2025 | | |
| 2 | Tong Thi Thuy | | | Wife | | | | B1 Tran Quang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 20/04/2025 | | |
| 3 | Nong Thi Tu Uyen | | | Biological child | | | | B1 Tran Quang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 20/04/2025 | | |
| 4 | Nong Thi Tu Anh | | | Biological child | | | | Ministry of Public Security Apartment, 50 Street No. 3, Dong Hoa Ward, Ho Chi Minh City | 20/04/2025 | | |
| 5 | Tong Truong Minh | | | Father-in-law | | | | Group 2B, DaTeh Commune, Lam Dong Province | 20/04/2025 | | |
| 6 | Nong Quang Hien | | | Older brother | | | | 31 Pham Ngu Lao, Duc Trong Commune, Lam Dong Province | 20/04/2025 | | |
| 7 | Kim Thi Thuy Phuong | | | Sister-in-law | | | | 31 Pham Ngu Lao, Duc Trong Commune, Lam Dong Province | 20/04/2025 | | |
| 8 | Nong Thi Ngoc Huong | | | Younger sibling | | | | Group 2A, DaTeh Commune, Lam Dong Province | 20/04/2025 | | |
| 9 | Vu Van Bao | | | Brother-in-law | | | | Group 2A, DaTeh Commune, Lam Dong Province | 20/04/2025 | | |

Persons related to Mr. Phan Cong Ngon – Independent Non-executive Member of the Board of Directors (Dismissed as of April 20, 2025)

| | | | | | | | | | | | |
|---|-----------------|--|--|------|--|--|--|--|------------|------------|--------------------------------|
| 1 | Phan Cong Ngon | | Independent Non-executive Member of the Board of Directors | | | | | 28b Hoang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 25/04/2021 | 20/04/2025 | Dismissed as of April 20, 2025 |
| 2 | Nguyen Thi Oanh | | | Wife | | | | 28b Hoang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 25/04/2021 | 20/04/2025 | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|---------------------------------|-------------------------------------|----------------------------------|-------------------------------|--------|---------------|----------------|---|--|--|---------|
| 3 | Phan Cong Hanh Chuyen | | | Biological child | | | | Sydney, Australia | 25/04/2021 | 20/04/2025 | |
| 4 | Phan Cong Nhat Huy | | | Biological child | | | | Sydney, Australia | 25/04/2021 | 20/04/2025 | |
| 5 | Phan Cong Ton | | | Biological brother | | | | Utah, USA | 25/04/2021 | 20/04/2025 | |
| 6 | Phan Cong Nghiem | | | Biological brother | | | | Utah, USA | 25/04/2021 | 20/04/2025 | |
| 7 | Phan Cong Trung | | | Biological brother | | | | 34 Tran Hung Dao, Xuan Huong - Da Lat Ward, Lam Dong | 25/04/2021 | 20/04/2025 | |
| 8 | Duong Thi Mai | | | Sister-in-law | | | | 34 Tran Hung Dao, Xuan Huong - Da Lat Ward, Lam Dong | 25/04/2021 | 20/04/2025 | |
| 9 | Phan Thi Cong Hanh | | | Biological younger sibling | | | | C4 Dang Thai Than, Xuan Huong - Da Lat Ward, Lam Dong | 25/04/2021 | 20/04/2025 | |
| 10 | Tran Duy Quang | | | Brother-in-law | | | | C4 Dang Thai Than, Xuan Huong - Da Lat Ward, Lam Dong | 25/04/2021 | 20/04/2025 | |

Persons related to Mr. Ly Chu Hung – Member of the Board of Directors of the company (Resignation from 01/10/2024)

| | | | | | | | | | | | |
|----|---------------------|--|----------------------------|-----------------|--|--|--|---|------------|------------|---|
| 1 | Ly Chu Hung | | Non-Executive Board Member | | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | Resigned from 01/10/2024; Dismissed from 20/04/2025 |
| 2 | Ly Xay Xinh | | | Father | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 3 | Phun Thi Vinh Sinh | | | Mother | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 4 | Ha Thi Tam | | | Wife | | | | Ai Thuong, Dien Lu, Thanh Hoa Province | 25/04/2021 | 01/10/2024 | |
| 5 | Nghiem Thi Keo | | | Sister-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 6 | Ly Chu Soi | | | Older brother | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 7 | Nghiem Thi Hien | | | Sister-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 8 | Ly Chu Voong | | | Older brother | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 9 | Duong Thi Yen | | | Sister-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 10 | Ly Thi Lan | | | Older sister | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 11 | Ha Van Sang | | | Brother-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 12 | Ly Chu Tuat | | | Younger brother | | | | Phu Tan, Binh Phuoc Ward, Dong Nai Province | 25/04/2021 | 01/10/2024 | |
| 13 | Nguyen Thi Cao Sang | | | Sister-in-law | | | | Phu Tan, Binh Phuoc Ward, Dong Nai Province | 25/04/2021 | 01/10/2024 | |

II. BOARD OF SUPERVISORS (BOS)

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|--|---------------------------------|-------------------------------------|------------------------------------|-------------------------------|--------|---------------|----------------|--|--|--|---------------------|
| People related to Mr. Le Huy Sau – Head of the Board of Supervisors | | | | | | | | | | | |
| 1 | Le Huy Sau | | Head of the Board of Supervisors | | | | | 32E4 DD5 Street, Tan Hung Thuan Ward, Ho Chi Minh City | 24/04/2021 | | |
| 2 | Le Thi Hai Yen | | | Wife | | | | 32E4 DD5 Street, Tan Hung Thuan Ward, Ho Chi Minh City | 25/04/2021 | | |
| 3 | Le Gia Huy Hoang | | | Biological children | | | | 32E4 DD5 Street, Tan Hung Thuan Ward, Ho Chi Minh City | 25/04/2021 | | |
| 4 | Le Huy Ngoc Nhi | | | Biological children | | | | 32E4 DD5 Street, Tan Hung Thuan Ward, Ho Chi Minh City | 25/04/2021 | | |
| 5 | Le Ngoc Mau | | | Father-in-law | | | | Bien Hoa, Dong Nai Province | 25/04/2021 | | |
| 6 | Ngo Thi Oanh | | | Mother-in-law | | | | Bien Hoa, Dong Nai Province | 25/04/2021 | | |
| 7 | Le Huy Vinh | | | Brother | | | | Sao Vang, Thanh Hoa Province | 25/04/2021 | | |
| 8 | Le Thi Lon | | | Sister-in-law | | | | Sao Vang, Thanh Hoa Province | 25/04/2021 | 01/01/2025 | <i>The deceased</i> |
| 9 | Le Thi Quang | | | Sister | | | | Lam Son, Thanh Hoa Province | 25/04/2021 | | |
| 10 | Nguyen Thanh Dinh | | | Brother-in-law | | | | Lam Son, Thanh Hoa Province | 25/04/2021 | | |
| 11 | Le Van Thanh | | | Brother | | | | Sao Vang, Thanh Hoa Province | 25/04/2021 | | |
| 12 | Le Thi Sop | | | Sister-in-law | | | | Lam Son, Thanh Hoa Province | 25/04/2021 | | |
| 13 | Le Thi Tich | | | Sister | | | | IALE, Gia Lai Province | 25/04/2021 | | |
| 14 | Le Thi But | | | Sister | | | | IALE, Gia Lai Province | 25/04/2021 | | |
| 15 | Le Dinh Nam | | | Brother-in-law | | | | IALE, Gia Lai Province | 25/04/2021 | | |
| 16 | Le Thi Bay | | | Sister | | | | Sao Vang, Thanh Hoa Province | 25/04/2021 | | |
| 17 | Do Xuan Hieu | | | Brother-in-law | | | | Sao Vang, Thanh Hoa Province | 25/04/2021 | | |
| 18 | Le Huy Long | | | Brother | | | | Buon Ma Thuot, Dak Lak Province | 25/04/2021 | | |
| 19 | Do Van Anh | | | Sister-in-law | | | | Buon Ma Thuot, Dak Lak Province | 25/04/2021 | | |
| Persons related to Ms. Hoang Thi Lua – Member of the Board of Supervisors | | | | | | | | | | | |
| 1 | Hoang Thi Lua | | Member of the Board of Supervisors | | | | | C14.11 H1-10 Apartment, Group 20, Cat Lai Ward, Ho Chi Minh City | 24/04/2021 | | |
| 2 | Tran Hoang Tuan | | | Biological children | | | | 124/52 Xo Viet Nghe Tinh, Group 47, Group 3, Thanh My Tay Ward, Ho Chi Minh City | 25/04/2021 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|---------------------------------|-------------------------------------|----------------------------------|-------------------------------|--------|---------------|----------------|--|--|--|---------|
| 3 | Tran Tuan Tu | | | Biological children | | | | C14.11 H1-10 Apartment, Group 20, Cat Lai Ward, Ho Chi Minh City | 25/04/2021 | | |
| 4 | Tran Quoc Huy | | | Biological children | | | | C14.11 H1-10 Apartment, Group 20, Cat Lai Ward, Ho Chi Minh City | 25/04/2021 | | |
| 5 | Hoang Thi Ninh | | | Sister | | | | Hamlet 5, Village 6, Bao Lam 2 Commune, Lam Dong Province | 25/04/2021 | | |
| 6 | Hoang Trong An | | | Brother-in-law | | | | Hamlet 5, Village 6, Bao Lam 2 Commune, Lam Dong Province | 25/04/2021 | | |
| 7 | Hoang Thi Hoi | | | Sister | | | | 117 Nguyen Cong Tru, An Hai Ward, Da Nang City | 25/04/2021 | | |
| 8 | Pham Si Dac | | | Brother-in-law | | | | 117 Nguyen Cong Tru, An Hai Ward, Da Nang City | 25/04/2021 | | |
| 9 | Hoang Thi Son | | | Sister | | | | 213A Nam Hoa Street, Group 10, Phuoc Long Ward, Ho Chi Minh | 25/04/2021 | | |
| 10 | Nguyen Van Tiem | | | Brother-in-law | | | | 213A Nam Hoa Street, Group 10, Phuoc Long Ward, Ho Chi Minh | 25/04/2021 | | |
| 11 | Hoang Van Hoa | | | Brother | | | | Hamlet 5, Village 6, Bao Lam 2 Commune, Lam Dong Province | 25/04/2021 | | |
| 12 | Nguyen Thi Thu Ha | | | Sister-in-law | | | | Hamlet 5, Village 6, Bao Lam 2 Commune, Lam Dong Province | 25/04/2021 | | |

Persons related to Ms. Nguyen Thi Lien – Member of the Board of Supervisors

| | | | | | | | | | | | |
|----|-----------------------|--|------------------------------------|---------------------|--|--|--|--|------------|--|--|
| 1 | Nguyen Thi Lien | | Member of the Board of Supervisors | | | | | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 2 | Nguyen Thi Oanh | | | Mother | | | | 07 Lam Vien Circle, Lam Vien - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 3 | Nguyen Thi Thoa | | | Sister | | | | H32 Ho Xuan Huong, Lam Vien - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 4 | Dinh Phuong Cham | | | Brother-in-law | | | | H32 Ho Xuan Huong, Lam Vien - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 5 | Nguyen Thi Lan | | | Sister | | | | 13/5 Lu Gia, Lam Vien - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 6 | Le Van Dai | | | Brother-in-law | | | | Don Duong Commune, Lam Dong Province | 29/04/2016 | | |
| 7 | Nguyen Thi Hoa | | | Sister | | | | 23/1 Hung Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 8 | Luu Thanh Phuong | | | Brother-in-law | | | | 23/1 Hung Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 9 | Nguyen Van Giap | | | Brother | | | | 07 Lam Vien Circle, Lam Vien - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 10 | Hoang Thi Hoa | | | Sister-in-law | | | | 07 Lam Vien Circle, Lam Vien - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 11 | Nguyen Van Thin | | | Brother | | | | 6/1 No 3/4 Street, Xuan Huong - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 12 | Nguyen Thi Hoang Oanh | | | Sister-in-law | | | | 6/1 No 3/4 Street, Xuan Huong - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 13 | Phan Minh Dat | | | Husband | | | | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 14 | Phan Bao Ngoc | | | Biological children | | | | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | 29/04/2016 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|---------------------------------|-------------------------------------|----------------------------------|-------------------------------|--------|---------------|----------------|--|--|--|---------|
| 15 | Phan Minh Hieu | | | Biological children | | | | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | 29/04/2016 | | |
| 16 | Phan Dang | | | Father-in-law | | | | Hoa An, Dien Ban Tay, Da Nang | 29/04/2016 | | |
| 17 | Tran Thi Sao | | | Mother-in-law | | | | Hoa An, Dien Ban Tay, Da Nang | 29/04/2016 | | |

III. CHIEF FINANCIAL OFFICER

Persons related to Mr. Hau Van Tuan – Chief Financial Officer and Head of Internal Audit

| | | | | | | | | | | | |
|----|---------------------|--|--|---------------------|--|--|--|---|------------|--|--|
| 1 | Hau Van Tuan | | Chief Financial Officer and Head of Internal Audit | | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 2 | Hau Quanh | | | Father | | | | Vinh Loc Commune, Hue City | 25/07/2000 | | |
| 3 | Nguyen Thi Suong | | | Wife | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 4 | Hau Nguyen Nhat Duy | | | Biological children | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 5 | Hau Nguyen Bao Ngoc | | | Biological children | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 6 | Hau Thi Lieu | | | Sister | | | | Phu Loc Commune, Hue City | 25/07/2000 | | |
| 7 | Doan Van Hat | | | Brother-in-law | | | | Phu Loc Commune, Hue City | 25/07/2000 | | |
| 8 | Hau Thi Hoa | | | Sister | | | | 39A Nguyen Luong Bang, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 9 | Doan Khai | | | Brother-in-law | | | | 39A Nguyen Luong Bang, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 10 | Hau Van Vy | | | Brother | | | | 568 Thanh Nien, Hamlet 74, Vinh Loc Commune, Ho Chi Minh City | 25/07/2000 | | |
| 11 | Truong Thi Cuc | | | Sister-in-law | | | | 568 Thanh Nien, Hamlet 74, Vinh Loc Commune, Ho Chi Minh City | 25/07/2000 | | |
| 12 | Hau Van Vy | | | Brother | | | | Vinh Loc Commune, Hue City | 25/07/2000 | | |
| 13 | Doan Thi Can | | | Sister-in-law | | | | Vinh Loc Commune, Hue City | 25/07/2000 | | |
| 14 | Hau Thi Thu Thuy | | | Sister | | | | Parcel 446, Residential Group 93, T21, An Son, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 15 | Hoang Van Quyet | | | Brother-in-law | | | | Parcel 446, Residential Group 93, T21, An Son, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 16 | Hau Van Ty | | | Brother | | | | Vinh Loc Commune, Hue City | 25/07/2000 | | |
| 17 | Nguyen Thi Truc Mai | | | Sister-in-law | | | | Group 2, Hamlet 3, Dinh Quan Commune, Dong Nai Province | 25/07/2000 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|--|-------------------------------------|----------------------------------|---|--------|---------------|----------------|---|--|--|--------------------------|
| 18 | 40.10 Investment and Construction Joint Stock Company | | | Mr. Hau Van Tuan holds the position of Head of the Supervisory Board | | | | 201/58 Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City | 26/09/2025 | | Direct subsidiary of LHC |
| 19 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Mr. Hau Van Tuan holds the position of Member of the Board of Directors | | | | No. 87 Phu Dong Thien Vuong, Lam Vien - Da Lat Ward, Lam Dong | 08/03/2013 | | Direct subsidiary of LHC |

IV. BOARD OF MANAGEMENT

Persons related to Mr. Le Van Quy – General Director; Legal Representative

| | | | | | | | | | | | |
|----|--|--|--|---|--|--|--|---|------------|--|--------------------------|
| 1 | Le Van Quy | | General Director; Legal Representative | | | | | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | 30/01/2012 | | |
| 2 | Le Huu Tim | | | Father | | | | Truc Ninh, Nam Dinh Province | 30/01/2012 | | |
| 3 | Phan Thi Cam | | | Mother | | | | Residential Area 2, Co Le Town, Truc Ninh District, Nam Dinh Province | 30/01/2012 | | |
| 4 | Nguyen Thi Huong | | | Wife | | | | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | 30/01/2012 | | |
| 5 | Le Minh | | | Child | | | | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | 30/01/2012 | | |
| 6 | Le Viet Ha | | | Biological children | | | | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | 30/01/2012 | | |
| 7 | Le Thi Lien | | | Sister | | | | Truc Ninh, Nam Dinh Province | 30/01/2012 | | |
| 8 | Le Thi Hanh | | | Sister | | | | Truc Ninh, Nam Dinh Province | 30/01/2012 | | |
| 9 | Le Van Giap | | | Brother | | | | 79/9 Hung Vuong, Lam Vien Ward - Da Lat, Lam Dong | 30/01/2012 | | |
| 10 | Le Thi Thien | | | Sister-in-law | | | | 79/9 Hung Vuong, Lam Vien Ward - Da Lat, Lam Dong | 30/01/2012 | | |
| 11 | Tran Tat Quan | | | Brother-in-law | | | | Truc Ninh, Nam Dinh Province | 30/01/2012 | | |
| 12 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Mr. Le Van Quy holds the position of Chairman of the Board of Directors | | | | No. 87 Phu Dong Thien Vuong, Lam Vien - Da Lat Ward, Lam Dong | 30/01/2012 | | Direct subsidiary of LHC |

Persons related to Mr. Tran Dai Hien – Deputy General Director of the Company, concurrently Head of the Administration and Organization Department; concurrently Head of the IT and Centralized Procurement Department

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|---------------------------------|-------------------------------------|---|-------------------------------|--------|---------------|----------------|---|--|--|----------------------|
| 1 | Tran Dai Hien | | Deputy General Director concurrently Head of the Administration and Organization Department; concurrently Head of the IT and Centralized Procurement Department | | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 20/01/2022 | | |
| 2 | Ho Thi Tam | | | Biological mother | | | | 78 Hoang Dieu, Ward Tay Loc, Thua Thien Hue | 20/01/2022 | | |
| 3 | Nguyen Thi Tam | | | Mother-in-law | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 20/01/2022 | | |
| 4 | Le Nguyen Hoai Thu | | | Wife | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 20/01/2022 | | |
| 5 | Tran Dai Quang | | | Biological children | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 20/01/2022 | | |
| 6 | Pham Bao Tran | | | Daughter-in-law | | | | 15 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 24/04/2023 | | |
| 7 | Tran Dai Nam | | | Grandchild | | | | 15 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 18/07/2023 | | Still small |
| 8 | Tran Dai Nhat | | | Biological children | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 20/01/2022 | | |
| 9 | Tran Dai Hoa | | | Biological older brother | | | | 234/cypress ave sanpablo CA 94806 USA | 20/01/2022 | | Overseas Immigration |
| 10 | Mary Tran | | | Sister-in-law | | | | 234/cypress ave sanpablo CA 94806 USA | 20/01/2022 | | Overseas Immigration |
| 11 | Tran Dai Thang | | | Biological older brother | | | | 63/46 Pham Thi Lien, Kim Long Ward, Thua Thien Hue | 20/01/2022 | | |
| 12 | Ton Nu Van Dai | | | Sister-in-law | | | | 63/46 Pham Thi Lien, Kim Long Ward, Thua Thien Hue | 20/01/2022 | | |
| 13 | Tran Dai Phuoc | | | Biological older brother | | | | Ngo The Lam, Tay Loc Ward, Hue City, Thua Thien Hue | 20/01/2022 | | |
| 14 | Pham Thi Thanh Minh | | | Sister-in-law | | | | 8/87 Ngo The Lam, Tay Loc Ward, Hue City, Thua Thien Hue | 20/01/2022 | | |
| 15 | Tran Thi Nhon | | | Biological older sister | | | | 5/7 Tran Khanh Du, Tay Loc Ward, Hue City, Thua Thien Hue | 20/01/2022 | | |
| 16 | Tran Dai Thien | | | Biological older brother | | | | 578/38 Le Quang Dinh, Hanh Thong Ward, Ho Chi Minh City | 20/01/2022 | | |
| 17 | Ho Thi Kim Phuong | | | Sister-in-law | | | | 578/38 Le Quang Dinh, Hanh Thong Ward, Ho Chi Minh City | 20/01/2022 | | |
| 18 | Tran Dai Hieu | | | Biological younger sibling | | | | 180/2 Phan Boi Chau, Thuan Hoa Ward, Thua Thien Hue | 20/01/2022 | | |
| 19 | Nguyen Thi Minh | | | Sister-in-law | | | | 180/2 Phan Boi Chau, Thuan Hoa Ward, Thua Thien Hue | 20/01/2022 | | |
| 20 | Tran Dai Hanh | | | Biological younger sibling | | | | 78 Hoang Dieu, Tay Loc Ward, Hue City, Thua Thien Hue | 20/01/2022 | | |
| 21 | Hoang Nhu Quy | | | Sister-in-law | | | | 78 Hoang Dieu, Tay Loc Ward, Hue City, Thua Thien Hue | 20/01/2022 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|--|-------------------------------------|----------------------------------|---|--------|---------------|----------------|--|--|--|---------------------------|
| 22 | Hiep Thanh Brick Limited Liability Company | | | Mr. Tran Dai Hien holds the position of Member of the Supervisory Board | | | | No 14, Hiep Thanh 1 Village, Lam Dong. | 31/03/2017 | | LHC's indirect subsidiary |

Persons related to Mr. Nguyen Van Son – Deputy General Director of the Company

| | | | | | | | | | | | |
|----|---|--|-------------------------|---|--|--|--|---|------------|--|--------------------------|
| 1 | Nguyen Van Son | | Deputy General Director | | | | | 649/24 B Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 06/11/2024 | | |
| 2 | Nguyen Thi Vien | | | Sister | | | | Thach Ha, Ha Tinh Province | 06/11/2024 | | |
| 3 | Nguyen Van Khuyen | | | Brother | | | | 11/01/115 Nguyen Tuong Loan, Hang Kenh Ward, Hai Phong | 06/11/2024 | | |
| 4 | Nguyen Van Tri | | | Brother | | | | 35 Phan Dinh Giot, Nam Ha Ward, Ha Tinh City | 06/11/2024 | | |
| 5 | Nguyen Van Thuy | | | Brother | | | | Thanh Sen Ward, Ha Tinh Province | 06/11/2024 | | |
| 6 | Dang Thi Xuyen | | | Sister-in-law | | | | 11/01/115 Nguyen Tuong Loan, Hang Kenh Ward, Hai Phong | 06/11/2024 | | |
| 7 | Nguyen Thi Thuy | | | Sister-in-law | | | | Group 8, Thanh Sen Ward, Ha Tinh City | 06/11/2024 | | |
| 8 | Truong Thi Nguyet | | | Sister-in-law | | | | Thanh Sen Ward, Ha Tinh Province | 06/11/2024 | | |
| 9 | Nguyen Thi Oanh | | | Wife | | | | C2A Tan Cang Compound, Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 06/11/2024 | | |
| 10 | Nguyen Tran Quoc | | | Biological children | | | | 649/24 B Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 06/11/2024 | | |
| 11 | Nguyen Quoc Hung | | | Biological children | | | | 649/24 B Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 06/11/2024 | | |
| 12 | Nguyen Bao Tran | | | Biological children | | | | 649/24 B Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 06/11/2024 | | Still small |
| 13 | Investment and Construction Joint Stock Company 40 | | | Mr. Nguyen Van Son holds the position of Deputy General Director | | | | 201/58 Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City | 06/11/2024 | | |
| 14 | Investment and Construction Joint Stock Company 40.10 | | | Mr. Nguyen Van Son holds the position of General Director; Legal Representative | | | | 201/58 Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City | 06/11/2024 | | Direct subsidiary of LHC |

V. CHIEF ACCOUNTANT - PERSON AUTHORIZED TO DISCLOSE INFORMATION

Persons related to Ms. Nguyen Thi Thu Huong – Chief Accountant of the Company; Person authorized to disclose information

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|--|-------------------------------------|--|--|--------|---------------|----------------|--|--|--|--------------------------|
| 1 | Nguyen Thi Thu Huong | | Chief Accountant of the Company; Person authorized to disclose information | | | | | C402 Nguyen Luong Bang Apartment, Xuan Huong - Da Lat Ward, Lam Dong | 01/10/2023 | | |
| 2 | Nguyen Xuan Chien | | | Biological father | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 01/10/2023 | | |
| 3 | Le Thi Dung | | | Biological mother | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 01/10/2023 | | |
| 4 | Tran Mai Lan | | | Mother-in-law | | | | 01 Me Linh, Lam Vien - Da Lat Ward, Lam Dong | 01/10/2023 | | |
| 5 | Dam Thanh Long | | | Husband | | | | 01 Me Linh, Lam Vien - Da Lat Ward, Lam Dong | 01/10/2023 | | |
| 6 | Dam Anh Khoi | | | Biological children | | | | 01 Me Linh, Lam Vien - Da Lat Ward, Lam Dong | 01/10/2023 | | Still small |
| 7 | Nguyen Tien Dung | | | Older brother | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 01/10/2023 | | |
| 8 | Nguyen Thi Thanh Hoa | | | Sister-in-law | | | | Voi Phuc Group, Gia Lam Commune, Hanoi | 01/10/2023 | | |
| 9 | Nguyen Van Hung | | | Younger brother | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 01/10/2023 | | |
| 10 | Nguyen Thi Thuy | | | Sister-in-law | | | | Group 6, Viet Hung Ward, Hanoi | 01/10/2023 | | |
| 11 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Ms. Nguyen Thi Thu Huong holds the position of Member of the Supervisory Board | | | | No. 87 Phu Dong Thien Vuong Street, Lam Vien - Da Lat Ward, Lam Dong | 30/06/2012 | | Direct subsidiary of LHC |

VI. SECRETARY - PERSON IN CHARGE OF CORPORATE GOVERNANCE

Persons related to Mr. Tran Xuan Tam – Secretary; Person in charge of Corporate Administration

| | | | | | | | | | | | |
|---|--------------------|--|------------------------------------|------------------|--|--|--|---|------------|--|--|
| 1 | Tran Xuan Tam | | Secretary; Corporate Administrator | | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 2 | Tran Xuan Viet | | | Father | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 3 | Phan Thi Nga | | | Mother | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 4 | Nguyen Thuan | | | Father-in-law | | | | 1/7 Lu Gia Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 5 | Nguyen Thi Sen | | | Mother-in-law | | | | Tran Quy Cap Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 6 | Nguyen Thi Kim Lan | | | Wife | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 7 | Tran Xuan Duc | | | Biological child | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 8 | Tran Xuan Mai | | | Biological child | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 9 | Tran Thi Xuan Thu | | | Older sister | | | | No. 150 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----|--|-------------------------------------|----------------------------------|---|--------|---------------|----------------|--|--|--|--------------------------|
| 10 | Ho Ta Thanh | | | Brother-in-law | | | | No. 150 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 11 | Tran Xuan Hung | | | Older brother | | | | 138B Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 12 | Tran Thi Kim Lien | | | Sister-in-law | | | | 138B Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 13 | Tran Thi Xuan Huong | | | Younger sister | | | | No. 12 Pham Hong Thai Street, Xuan Huong - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 14 | Nguyen The Hanh | | | Brother-in-law | | | | No. 12 Pham Hong Thai Street, Xuan Huong - Da Lat Ward, Lam Dong | 21/05/2021 | | |
| 15 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Mr. Tran Xuan Tam holds the position of Secretary, Person in charge of corporate governance | | | | No. 87 Phu Dong Thien Vuong Street, Lam Vien - Da Lat Ward, Lam Dong | 21/05/2021 | | Direct subsidiary of LHC |

VII. SUBSIDIARIES

| | | | | | | | | | | | |
|------------|---|--|--|--|--|--|--|---|-------------|--|--|
| 1 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Direct Subsidiaries | | | | No. 87 Phu Dong Thien Vuong Street, Lam Vien - Da Lat Ward, Lam Dong | 2013 | | |
| 1.1 | Board of Directors | | | | | | | | | | |
| | Le Dinh Hien | | Chairman of the Board of Directors; Legal Representative | Chairman of the Board of Directors; Legal Representative | | | | No 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong | 19/01/2006 | | |
| | Nguyen An Thai | | | Vice Chairman of the Board of Directors | | | | 127 Hung Vuong, Xuan Truong - Da Lat Ward, Lam Dong | 01/07/2011 | | |
| | Le Van Quy | | General Director; Legal Representative | Non-executive Member of the Board of Directors | | | | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | 24/04/2021 | | |
| | Hau Van Tuan | | Chief Financial Officer and Head of Internal Audit | Non-executive Member of the Board of Directors | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 08/03/2013 | | |
| | Mai Nam Duong | | | Non-executive Member of the Board of Directors | | | | 2/1 Huynh Thuc Khang, Xuan Huong - Da Lat Ward, Lam Dong | 24/04/2021 | | |
| | Pham Gia Sam | | | Independent Non-executive Member of the Board of Directors | | | | 03 Doan Thi Diem, Xuan Huong - Da Lat Ward, Lam Dong | 24/04/2021 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|------------|--|-------------------------------------|---|--|--------|---------------|----------------|--|--|--|--|
| | Ngo Van Minh | | | Independent Non-executive Member of the Board of Directors | | | | No. 17, Group 2, Giap Nhat, Yen Hoa Ward, Hanoi City | 24/04/2021 | | |
| 1.2 | Supervisory Board | | | | | | | | | | |
| | Pham Hong Hai | | | Head of the Supervisory Board | | | | No. 151 Hai Ba Trung, Cam Ly - Da Lat Ward, Lam Dong Province | 01/05/2023 | | |
| | Nguyen Thi Thu Huong | | Chief Accountant cum Authorized Person for Information Disclosure | Member of the supervisory board | | | | C402 Nguyen Luong Bang Apartment, Xuan Huong - Da Lat Ward, Lam Dong Province | 30/06/2012 | | |
| | Dang Thi Hang | | Deputy Head of Technical Planning Department | Member of the supervisory board | | | | 211/40 Da Thien, Lam Vien - Da Lat Ward, Lam Dong Province | 19/04/2024 | | |
| 1.3 | Board of Directors | | | | | | | | | | |
| | Nguyen An Thai | | | General Director; Legal Representative | | | | 127 Hung Vuong, Xuan Truong - Da Lat Ward, Lam Dong | 01/07/2011 | 01/01/2025 | Resign from 01/01/2025 |
| | Le Cao Quang | | | General Director; Legal Representative | | | | No 33 Van Hanh, Lam Vien - Da Lat Ward, Lam Dong | 08/05/2016 | | Appointed as General Director from January 1, 2025 |
| | Nguyen Quang Duyet | | | Deputy General Director; Legal Representative | | | | Parcel 1228 Map Sheet No. 7, Lam Vien - Da Lat Ward, Lam Dong | 07/11/2016 | | |
| | Tran Van Hien | | | Deputy General Director | | | | 278 Thai Lam residential area, Nguyen Trung Truc, Xuan Huong - Da Lat Ward, Lam Dong | 03/08/2018 | | |
| | Nguyen Thanh Toan | | | Deputy General Director | | | | 18/3 Ho Xuan Huong, Lam Vien - Da Lat Ward, Lam Dong | 01/08/2019 | 01/01/2025 | Dismissal from 01/01/2025 |
| | Le Thanh Hoa | | | Deputy General Director | | | | Parcel 243, Map Sheet 16 Van Hanh, Lam Vien - Da Lat Ward, Lam Dong | 21/06/2022 | | |
| | Le Nam Dong | | | Deputy General Director/Chief Accountant | | | | 52/4 Van Hanh Street, Lam Vien - Da Lat Ward, Lam Dong | 01/02/2014 | | |
| 1.4 | Secretary; Person in charge of Corporate Administration | | | | | | | | | | |
| | Tran Xuan Tam | | Secretary; Person in charge of Corporate Administration | Secretary; Person in charge of Corporate Administration | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 18/10/2019 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|-----|---|-------------------------------------|---|---|--------|---------------|----------------|---|--|--|--|
| 1.5 | Internal Audit Department | | | | | | | | | | |
| | Nguyen Thi Ngoc Duc | | | Head of Internal Audit Department | | | | 57 Cao Ba Quat, Lang Biang - Da Lat Ward, Lam Dong | 14/01/2022 | 30/09/2025 | |
| | Tran Quang Thuc | | | Member of the Internal Audit Department | | | | 3B Hoang Dieu, Cam Ly - Da Lat Ward, Lam Dong | 14/01/2022 | | |
| | Huynh Thi Que Huong | | | Member of the Internal Audit Department | | | | 27/15 Le Hong Phong, Xuan Huong - Da Lat Ward, Lam Dong | 14/01/2022 | 30/09/2025 | |
| | Le Thi Thuy Dieu | | | Head of Internal Audit Department | | | | 45/4 Ho Xuan Huong, Lam Vien - Da Lat Ward, Lam Dong | 30/09/2025 | | |
| | Nguyen Thi Huong | | | Member of the Internal Audit Department | | | | 18/1 Khoi Nghia Bac Son, Xuan Huong - Da Lat Ward, Lam Dong | 30/09/2025 | | |
| 2 | Investment and Construction Joint Stock Company 40 | | | Direct Subsidiaries | | | | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | 2015 | 07/03/2025 | LHC completed the transfer of all its shares effective from March 7, 2025 |
| 2.1 | Board of Directors | | | | | | | | | | |
| | Le Dinh Hien | | Chairman of the Executive Board; Legal Representative | Chairman of the Executive Board; Legal Representative | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong | 19/01/2006 | 07/03/2025 | |
| | Ha Huy Khanh | | | Board member | | | | 206 Nguyen Xi, Thanh My Tay Ward, Ho Chi Minh City | 5/2012 | 07/03/2025 | |
| | Tran Bac Viet | | | Board member | | | | 95J3, Group 1, Dong Hung Thuan Ward, Ho Chi Minh City | 28/01/2022 | 07/03/2025 | |
| 2.2 | Supervisory Board | | | | | | | | | | |
| | Nguyen Thi Hoa | | | Head of the Supervisory Board | | | | 441/15B – Dien Bien Phu, Thanh My Tay, Ho Chi Minh City | 11/04/2020 | 07/03/2025 | |
| | Le Thi Thuy | | | Member of the supervisory board | | | | 8.17 326/1 Ung Van Khiem Apartment, Thanh My Tay Ward, Ho Chi Minh City | 11/04/2020 | 07/03/2025 | |
| | Duong Van Vang | | | Member of the supervisory board | | | | 132/84 Nguyen Huu Canh, Thanh My Tay Ward, Ho Chi Minh City | 01/03/2016 | 07/03/2025 | |
| 2.3 | Board of Directors | | | | | | | | | | |
| | Nguyen Van Son | | Deputy General Director | General Director | | | | 649/24B Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 15/11/2021 | 07/03/2025 | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|------------|--|-------------------------------------|---|---|--------|---------------|----------------|---|--|--|-----------|
| | Pham Van Hoan | | | Deputy General Manager | | | | B8.01 Linh Tay Apartment, Group 1, Linh Xuan Ward, Ho Chi Minh City | 15/11/2021 | 07/03/2025 | |
| 2.4 | Chief Accountant | | | | | | | | | | |
| | Nguyen Thanh Trung | | | Chief Accountant | | | | Phuoc Son, Ninh Phuoc, Ninh Thuan | 01/09/2022 | 07/03/2025 | |
| 3 | Investment and Construction Joint Stock Company 40.10 | | | Direct Subsidiaries | | | | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | 15/05/2024 | | |
| 3.1 | Board of Directors | | | | | | | | | | |
| | Le Dinh Hien | | Chairman of the Executive Board; Legal Representative | Chairman of the Executive Board; Legal Representative | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong | 29/06/2025 | | |
| | Tran Bac Viet | | | Board member | | | | 95J3, Group 1, Dong Hung Thuan Ward, Ho Chi Minh City | 15/05/2024 | | |
| | Ngô Văn Minh | | | Chairman of the Executive Board; Legal Representative | | | | No. 17, Group 2, Giap Nhat, Yen Hoa Ward, Hanoi City | 15/05/2024 | 29/06/2025 | |
| | Ngô Văn Minh | | | Vice Chairman of the Board of Directors | | | | No. 17, Group 2, Giap Nhat, Yen Hoa Ward, Hanoi City | 29/06/2025 | | |
| | Nguyen Van Son | | Deputy General Director | Board member | | | | 649/24B Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City | 15/05/2024 | 29/06/2025 | Dismissed |
| 3.2 | Supervisory Board | | | | | | | | | | |
| | Hau Van Tuan | | Chief Financial Officer and Head of Internal Audit | Head of the Supervisory Board | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 29/06/2025 | | |
| | Nguyen Thi Hoa | | | Head of the Supervisory Board | | | | 441/15B – Dien Bien Phu, Ward 25, Binh Thanh District, Ho Chi Minh City | 15/05/2024 | 29/06/2025 | Resign |
| | Le Thi Thuy | | | Member of the supervisory board | | | | 8.17 326/1 Ung Van Khiem Apartment, Thanh My Tay Ward, Ho Chi Minh city | 15/05/2024 | | |
| | Duong Van Vang | | | Member of the supervisory board | | | | 132/84 Nguyen Huu Canh, Thanh My Tay Ward, Ho Chi Minh city | 15/05/2024 | | |
| 3.3 | Board of Directors | | | | | | | | | | |
| | Nguyen Van Son | | Deputy General Director | General Director; Legal Representative | | | | 649/24B Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City | 15/05/2024 | | |
| | Pham Van Hoan | | | Deputy General Director | | | | B8.01 Linh Tay Apartment, Group 1, Linh Xuan Ward, Ho Chi Minh City | 28/02/2025 | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|-----|--|-------------------------------------|--|---|--------|---------------|----------------|---|--|--|---------------------------------|
| 3.4 | Chief Accountant | | | | | | | | | | |
| | Nguyen Thanh Trung | | | Chief Accountant | | | | Phuoc Son, Ninh Phuoc, Ninh Thuan | 15/05/2024 | 20/03/2025 | Resign |
| | Hoang Trong Tu | | | Chief Accountant | | | | 4/9/15 Ly Thuong Kiet, Thang Loi 1 Residential Area, Di An Ward, Ho Chi Minh City | 20/03/2025 | | |
| 4 | Hiep Thinh Phat One Member Limited Liability Company | | | Indirect subsidiaries | | | | No. 87 Phu Dong Thien Vuong, Lam Vien Ward - Da Lat, Lam Dong | 03/07/195 | | |
| 4.1 | Nguyen An Thai | | | Chairman, Legal Representative | | | | 127 Hung Vuong, Xuan Truong - Da Lat Ward, Lam Dong | 28/09/2011 | 01/01/2025 | Resign from 01/01/2025 |
| 4.2 | Le Cao Quang | | | Chairman, Legal Representative | | | | 33 Van Hanh, Lam Vien - Da Lat Ward, Lam Dong | 01/01/2025 | | Appointed since January 1, 2025 |
| 4.3 | Ho Tan Dung | | | Director, Legal Representative | | | | 24/5 Phan Chu Trinh alley, Duc Trong Commune, Lam Dong Province | 28/09/2011 | | |
| 4.4 | Nguyen Thi Phu | | | Chief accountant | | | | 55/8A Ngo Quyen Street, Cam Ly - Da Lat Ward, Lam Dong Province | 06/08/2021 | | |
| 5 | Hiep Thanh Brick Limited Liability Company | | | Indirect subsidiaries | | | | No 14, Hiep Thanh 1 Hamlet, Lam Dong Province. | 08/05/2016 | | |
| 5.1 | Nguyen An Thai | | | Chairman, Legal Representative | | | | 127 Hung Vuong, Xuan Truong - Da Lat Ward, Lam Dong | 08/05/2016 | 01/01/2025 | Resign from 01/01/2025 |
| 5.2 | Le Cao Quang | | | Chairman, Legal Representative | | | | 33 Van Hanh, Lam Vien - Da Lat Ward, Lam Dong | 01/01/2025 | | Appointed since January 1, 2025 |
| 5.3 | Le Nam Dong | | | Member of the supervisory board, capital representative | | | | 52/4 Van Hanh Street, Lam Vien - Da Lat Ward, Lam Dong | 31/03/2017 | | |
| 5.4 | Pham Ngoc Son | | | Head of the Supervisory Board | | | | Lot 868, Bach Dang - Ngo Quyen Resettlement Area, Cam Ly - Da Lat Ward, Lam Dong | 31/03/2027 | | |
| 5.5 | Tran Dai Hien | | Deputy General Director cum Head of Administration Department; cum Head of IT and Centralized Procurement Department | Member of the Supervisory Board | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 31/03/2017 | | |
| 5.6 | Tran Quoc Hao | | | Director | | | | 272B Phan Dinh Phung, Lam Vien - Da Lat Ward, Lam Dong | 01/09/2022 | 01/01/2025 | Dismissed |

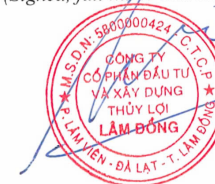
| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|----------|---|-------------------------------------|----------------------------------|--------------------------------|--------|---------------|----------------|---|--|--|---------------------------------|
| 5.7 | Nguyen Van Hoa | | | Director; Legal Representative | | | | Nghia Lap 4 Residential Group, Don Duong Commune, Lam Dong Province | 01/01/2025 | | |
| 5.8 | Nguyen Xuan Vinh | | | Deputy Director | | | | Group 16, Di Linh Commune, Lam Dong Province | 01/10/2020 | | |
| 5.9 | Huynh Thi Thuy Loan | | | Chief accountant | | | | Tan Nghia Hamlet, Di Linh Commune, Lam Dong Province | 01/10/2021 | | |
| 6 | LBM Dak Nong Concrete One Member Limited Liability Company | | | Indirect subsidiaries | | | | Thuan Nam Hamlet, Thuan An Commune, Lam Dong Province | 2013 | | |
| 6.1 | Nguyen An Thai | | | Chairman, Legal Representative | | | | 127 Hung Vuong, Xuan Truong - Da Lat Ward Lam Dong | 20/07/2016 | 01/01/2025 | Resign |
| 6.2 | Le Cao Quang | | | Chairman, Legal Representative | | | | 33 Van Hanh, Lam Vien - Da Lat Ward, Lam Dong | 01/01/2025 | | Appointed since January 1, 2025 |
| 6.3 | Tran Van Hien | | | Director, Legal Representative | | | | 278 Thai Lam residential area, Nguyen Trung Truc Street, Xuan Huong - Da Lat Ward, Lam Dong | 03/08/2018 | | |
| 6.4 | Le Nam Dong | | | Chief accountant | | | | 52/4 Van Hanh Street, Lam Vien - Da Lat Ward, Lam Dong | 20/07/2016 | 01/03/2025 | Resign |
| 6.5 | Duong Thi Thuy | | | Chief accountant | | | | Village 6, Kien Thanh Commune, Dak R'Lap District, Dak Nong Province | 01/03/2025 | | |
| 7 | LBM Tan Phu One Member Limited Liability Company | | | Indirect subsidiaries | | | | 368, Phu Hop B Hamlet, Phu Lam Commune, Dong Nai Province | 16/03/2022 | | |
| 7.1 | Nguyen An Thai | | | Chairman, Legal Representative | | | | 127 Hung Vuong, Xuan Truong - Da Lat Ward, Lam Dong | 16/03/2022 | 01/01/2025 | Resign from 01/01/2025 |
| 7.2 | Le Cao Quang | | | Chairman, Legal Representative | | | | 33 Van Hanh, Lam Vien - Da Lat Ward, Lam Dong | 01/01/2025 | | Appointed since January 1, 2025 |
| 7.3 | Nguyen Quang Duyet | | | Director, Legal Representative | | | | Parcel 1228 Map Sheet No. 7, Lu Gia, Lam Vien - Da Lat Ward, Lam Dong Province. | 01/01/2025 | | |
| 7.4 | Le Nam Dong | | | Chief accountant | | | | 52/4 Van Hanh Street, Lam Vien - Da Lat Ward, Lam Dong | 16/03/2022 | | |
| 8 | LBM Loc Son One Member Limited Liability Company | | | Indirect subsidiaries | | | | Loc Son Industrial Park, B'Lao Ward, Lam Dong Province | 11/04/2023 | | |
| 8.1 | Nguyen An Thai | | | Chairman, Legal Representative | | | | 127 Hung Vuong, Xuan Truong - Da Lat Ward Lam Dong | 11/04/2023 | 01/01/2025 | Resign from 01/01/2025 |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|---------------------------------|---|-------------------------------------|--|---|--------|---------------|----------------|---|--|--|---|
| 8.2 | Le Cao Quang | | | Chairman, Director, Legal Representative | | | | 33 Van Hanh, Lam Vien - Da Lat Ward, Lam Dong | 11/04/2023 | | Appointed Chairman from January 1, 2025 |
| 8.3 | Le Nam Dong | | | Chief accountant | | | | 52/4 Van Hanh Street, Lam Vien - Da Lat Ward, Lam Dong | 11/04/2023 | | |
| VIII. MAJOR SHAREHOLDERS | | | | | | | | | | | |
| 1 | Le Dinh Hien | | Executive Chairman of the Board of Directors; Legal Representative | Major shareholder | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong | 25/07/2000 | | |
| 2 | Tran Viet Thang | | Non-executive Vice Chairman of the Board of Directors | Major shareholder | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 2022 | | |
| 3 | Nguyen Thi Mai Lan | | | Major shareholder | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 12/11/2020 | | |
| 4 | Phuoc Hoa Joint Stock Company | | | Major shareholder | | | | 212/47 Phuoc Hoa Dam Road, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City | 15/11/2023 | | |
| 5 | Bui Huu Quynh | | | Major Shareholder; Chairman of the Board of Directors of Phuoc Hoa Joint Stock Company | | | | 177 Tran Quoc Thao, Nhieu Loc Ward, Ho Chi Minh City | 11/02/2025 | | |
| 6 | Group of investors holding 5% or more of the shares | | | | | | | | | | |
| 6.1 | <i>Phuoc Hoa Joint Stock Company</i> | | | <i>Major shareholder</i> | | | | <i>212/47 Phuoc Hoa Dam Road, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City</i> | <i>15/11/2023</i> | | |
| 6.2 | <i>Bui Huu Quynh</i> | | | <i>Major Shareholder; Chairman of the Board of Directors of Phuoc Hoa Joint Stock Company</i> | | | | <i>177 Tran Quoc Thao, Nhieu Loc Ward, Ho Chi Minh City</i> | <i>11/02/2025</i> | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons |
|-----|---------------------------------|-------------------------------------|--|---|--------|---------------|----------------|--|--|--|---------|
| 6.3 | Bui Huu Vu Hoang | | | Biological child of Mr. Bui Huu Quynh (Mr. Bui Huu Quynh is a major shareholder of LHC and the Chairman of the Board of Directors of Phuoc Hoa Joint Stock Company) | | | | 177 Tran Quoc Thao, Nhiêu Loc Ward, Ho Chi Minh City | 11/02/2025 | | |
| 6.4 | Ngo Thu Huong | | Non-executive member of the Board of Directors | Ms. Ngo Thu Huong holds the position of Chief Accountant of Phuoc Hoa Joint Stock Company | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 20/04/2024 | | |

CHAIRMAN OF THE BOD

(Signed, full name and sealed)



LE DINH HIEN

Appendix 02: The list of internal persons and their affiliated persons
(Attached to the Company's 2025 Governance Report)

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|--|---------------------------------|-------------------------------------|--|-------------------------------|--------|---------------|----------------|--|---|--|--------------|
| I. BOARD OF DIRECTORS | | | | | | | | | | | |
| Persons related to Mr. Le Dinh Hien - Chairman of the Executive Board - Legal Representative | | | | | | | | | | | |
| 1 | Le Dinh Hien | | Executive Chairman of the Board of Directors; Legal Representative | | | | | No. 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 1,072,000 | 7.44% | |
| 2 | Le Dinh Phuong | | | Father | | | | A Sao Commune, Hung Yen Province | 0 | 0% | |
| 3 | Pham Quang Trien | | | Father-in-law | | | | 49A Dinh Tien Hoang, Xuan Huong - Da Lat Ward, Lam Dong province | 0 | 0% | The deceased |
| 4 | Pham Thi Thanh Huong | | | Wife | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 504,400 | 3.50% | |
| 5 | Le Huong Giang | | Secretary | Biological children | | | | 8A/7B2 Thai Van Lung Street, Saigon Ward, Ho Chi Minh City | 0 | 0% | |
| 6 | Dinh Quoc Khanh | | Deputy Head of IT and Centralized Procurement Department | Son-in-law | | | | 8A/7B2 Thai Van Lung Street, Saigon Ward, Ho Chi Minh City | 0 | 0% | |
| 7 | Le Anh Duong | | | Biological children | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 0 | 0% | |
| 8 | Le Uyen Nhi | | | Biological children | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 0 | 0% | |
| 9 | Le Uyen Vy | | | Biological children | | | | 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong province | 0 | 0% | |
| 10 | Le Thi Dung | | | Sister | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 0 | 0% | |
| 11 | Nguyen Xuan Chien | | | Brother-in-law | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 0 | 0% | |
| 12 | Le Thi Hanh | | | Older sister | | | | 15 Ga street, Thanh Dong Ward, Hai Phong City | 0 | 0% | |
| 13 | Pham Van Thanh | | | Brother-in-law | | | | 15 Ga street, Thanh Dong Ward, Hai Phong City | 0 | 0% | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|---|--|-------------------------------------|---|---|--------|---------------|----------------|---|---|--|---|
| 14 | Le Dinh Tuan | | | Younger brother | | | | A Sao Commune, Hung Yen Province | 0 | 0% | |
| 15 | Nguyen Thi Ly | | | Sister-in-law | | | | A Sao Commune, Hung Yen Province | 0 | 0% | |
| 16 | Le Thi Nam | | | Younger sister | | | | A Sao Commune, Hung Yen Province | 0 | 0% | |
| 17 | Ngo Viet Tu | | | Brother-in-law | | | | A Sao Commune, Hung Yen Province | 0 | 0% | |
| 18 | Le Thi Thuy | | Employee | Younger sister | | | | 15 Le Hong Phong Street, Xuan Huong - Da Lat Ward, Lam Dong | 8,500 | 0.06% | |
| 19 | Dinh Van Dien | | Employee | Brother-in-law | | | | 15 Le Hong Phong Street, Xuan Huong - Da Lat Ward, Lam Dong | 73,600 | 0.51% | |
| 20 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Mr. Le Dinh Hien holds the position of Chairman of the Board of Directors; Legal Representative | | | | No. 87 Phu Dong Thien Vuong Street, Lam Vien - Da Lat Ward, Lam Dong Province | 0 | 0% | Subsidiaries of LHC |
| 21 | Investment and Construction Joint Stock Company 40 | | | Mr. Le Dinh Hien holds the position of Chairman of the Board of Directors; Legal Representative | | | | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | 0 | 0% | LHC Company completed the transfer of all its shares effective from March 7, 2025 |
| 22 | 40.10 Investment and Construction Joint Stock Company | | | Mr. Le Dinh Hien holds the position of Chairman of the Board of Directors; Legal Representative | | | | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | 0 | 0% | Subsidiaries of LHC |
| 23 | Phuoc Hoa Hydropower Joint Stock Company | | | Mr. Le Dinh Hien holds the position of member of the Board of Directors | | | | 212/47 Dap Phuoc Hoa Road, Phuoc Thanh Commune, Ho Chi Minh City | 760,800 | 5.28% | Major shareholders of LHC |
| Persons related to Mr. Tran Viet Thang – Non-executive Vice Chairman of the Board of Directors | | | | | | | | | | | |
| 1 | Tran Viet Thang | | Non-executive Vice Chairman of the Board of Directors | | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 1,402,200 | 9.74% | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|----|--|-------------------------------------|----------------------------------|---|--------|---------------|----------------|---|---|--|-------|
| 2 | Nguyen Thi Mai Lan | | | Biological mother | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 1,209,200 | 8.40% | |
| 3 | Tran Viet Khoai | | | Biological father | | | | 497 Gia Phu Street, Binh Phu Ward, Ho Chi Minh City | 0 | 0% | |
| 4 | Tran Ngoc Hue | | | Younger sister | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 608,900 | 4.23% | |
| 5 | Tran Si Thai | | | Older brother | | | | 172 Long Thuan, Long Phuoc Ward, Ho Chi Minh City | 0 | 0% | |
| 6 | Pham Thi Thuy | | | Wife | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 149,700 | 1.04% | |
| 7 | Tran Bao Binh | | | Biological child | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 0 | 0% | |
| 8 | Tran Viet Thien | | | Biological child | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 0 | 0% | |
| 9 | Pham Van Bao | | | Father-in-law | | | | Thai Thuy, Thai Tho, Hung Yen Province | 0 | 0% | |
| 10 | Nguyen Thi Hai Yen | | | Sister-in-law | | | | 172 Long Thuan, Long Phuoc Ward, Ho Chi Minh City | 0 | 0% | |
| 11 | LVA Trading and Services Joint Stock | | | Mr. Tran Viet Thang holds the position of Vice Chairman of the Board of Directors | | | | 121 Ba Trieu, Group 11, Hai Ba Trung Ward, Ha Noi city | 0 | 0% | |
| 12 | Anphatek Joint Stock Company | | | Mr. Tran Viet Thang holds the position of Chairman of the Board of Directors | | | | No. 5, N1 Street, Lacasa Residential Area, Phu Thuan Ward, Ho Chi Minh City | 0 | 0% | |
| 13 | Investment and Construction Joint Stock Company 40 | | | Mr. Tran Viet Thang holds the position of Member of the Board of Directors | | | | 201/58 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City | 0 | 0% | |

Persons related to Ms. Ngo Thu Huong – Non-executive Member of the Board of Directors (Appointed from 20/04/2024)

| | | | | | | | | | | | |
|---|-----------------|--|--|--------------|--|--|--|--|---------|-------|--|
| 1 | Ngo Thu Huong | | Non-executive member of the Board of Directors | | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 210,500 | 1.46% | |
| 2 | Ngo Trong Nhiem | | | Father | | | | 51 Nguyen Ba Tuyen, Bay Hien Ward, Ho Chi Minh City | 0 | 0% | |
| 3 | Ngo Thu Ha | | | Older sister | | | | 33 Nguyen Dang Giai, An Khanh Ward, Thu Duc City, Ho Chi Minh City | 20,000 | 0.14% | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|----|---|-------------------------------------|----------------------------------|--|--------|---------------|----------------|---|---|--|--------------------------|
| 4 | Ngo Trung Hung | | | Older brother | | | | 51 Nguyen Ba Tuyen, Bay Hien Ward, Ho Chi Minh City | 0 | 0% | |
| 5 | Ngo Tuan Anh | | | Younger sibling | | | | 51 Nguyen Ba Tuyen, Bay Hien Ward, Ho Chi Minh City | 0 | 0% | |
| 6 | Ho Thanh Truong | | | Husband | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 0 | 0% | |
| 7 | Ho Truc Linh | | | Child | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 0 | 0% | |
| 8 | Ho Huong Giang | | | Child | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 0 | 0% | Still small |
| 9 | Ho Van Tuan | | | Father-in-law | | | | 192 Nguyen Ba Tong, Bay Hien Ward, Ho Chi Minh City | 0 | 0% | |
| 10 | Nguyen Thi Nhung | | | Mother-in-law | | | | 192 Nguyen Ba Tong, Bay Hien Ward, Ho Chi Minh City | 0 | 0% | |
| 11 | Nguyen Giao An | | | Brother-in-law | | | | 58 C18 Street, Bay Hien Ward, Ho Chi Minh City | 0 | 0% | |
| 12 | Nguyen Que An | | | Sister-in-law | | | | J14 Phu Lam A Compound, Phu Lam Ward, Ho Chi Minh City | 0 | 0% | |
| 13 | Irrigation Construction Consulting Joint Stock Company II | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | 169 Tran Quoc Thao, Nhieu Loc Ward, Ho Chi Minh City | 0 | 0% | |
| 14 | Phuoc Hoa Joint Stock Company | | | Ms. Ngo Thu Huong holds the positions of Member of the Board of Directors and Chief Accountant | | | | 212/47 Dap Phuoc Hoa Road, Phuoc Thanh Commune, Ho Chi Minh City | 884,800 | 6.14% | Major shareholder of LHC |
| 15 | AE One Member Limited Liability Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | Land parcel No. 98, map sheet No. 2, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City | 0 | 0% | |
| 16 | T&K One Member Limited Liability Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | Land parcel No. 49, map sheet No. 1, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City | 0 | 0% | |
| 17 | Best Farm One Member Limited Liability Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | Land parcel No. 209, map sheet No. 2, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City | 0 | 0% | |
| 18 | Song Cau Green Energy Joint Stock Company | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | No. 86 Nguyen Hao Su Street, Tuy Hoa Ward, Dak Lak | 0 | 0% | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|---|--------------------------------------|-------------------------------------|--|---|--------|---------------|----------------|---|---|--|-------|
| 19 | Phu Giao Energy Joint Stock Company. | | | Ms. Ngo Thu Huong holds the position of Chief Accountant | | | | No. 166, DH 513 Street, Bung Rieng Hamlet, Phuoc Hoa Commune, Ho Chi Minh City | 0 | 0% | |
| People related to Ms. Lam Boi Ngoc - Independent Non-executive Member of the Board of Directors (Appointed from April 20, 2025) | | | | | | | | | | | |
| 1 | Lam Boi Ngoc | | Independent Non-executive Member of the Board of Directors | | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 0 | 0.00% | |
| 2 | Lam Cam Xuan | | | Father | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 0 | 0% | |
| 3 | Pham Thi Tuyet Van | | | Mother | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 0 | 0% | |
| 4 | Lam Hai | | | Older Brother | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 0 | 0% | |
| 5 | To Thi Ngoc Dung | | | Sister-in-law | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 0 | 0% | |
| 6 | Lam Ngoc Yen | | | Younger sister | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 0 | 0% | |
| 7 | LegumNTN Law Company Limited | | | Ms. Lam Boi Ngoc holds the position of Chairwoman of the Members' Council | | | | 25/9 Thanh My, Tan Hoa Ward, Ho Chi Minh City | 0 | 0% | |
| 8 | BigtreeX Media Joint Stock Company | | | Ms. Lam Boi Ngoc holds the position of Director | | | | L18-11-13, 18th floor, Vincom Center Dong Khoi building, 72 Le Thanh Ton, Saigon Ward, Ho Chi Minh City | 0 | 0% | |
| 9 | Bigtree Consulting Company Limited | | | Ms. Lam Boi Ngoc holds the position of Director | | | | L18-11-13, 18th floor, Vincom Center Dong Khoi building, 72 Le Thanh Ton, Saigon Ward, Ho Chi Minh City | 0 | 0% | |
| 9 | STARX Media Joint Stock Company | | | Ms. Lam Boi Ngoc is the Director | | | | L18-11-13, 18th floor, Vincom Center Dong Khoi building, 72 Le Thanh Ton, Saigon Ward, Ho Chi Minh City | 0 | 0% | |
| Related persons of Mr. Nong Vuong Hung – Independent Non-executive Member of the Board of Directors (Appointed since April 20, 2025) | | | | | | | | | | | |
| 1 | Nong Vuong Hung | | Independent Non-executive Member of the Board of Directors | | | | | B1 Tran Quang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0.00% | |
| 2 | Tong Thi Thuy | | | Wife | | | | B1 Tran Quang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|----|---------------------------------|-------------------------------------|----------------------------------|-------------------------------|--------|---------------|----------------|---|---|--|-------|
| 3 | Nong Thi Tu Uyen | | | Biological child | | | | B1 Tran Quang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 4 | Nong Thi Tu Anh | | | Biological child | | | | Ministry of Public Security Apartment, 50 Street No. 3, Dong Hoa Ward, Ho Chi Minh City | 0 | 0% | |
| 5 | Tong Truong Minh | | | Father-in-law | | | | Group 2B, DaTeh Commune, Lam Dong Province | 0 | 0% | |
| 6 | Nong Quang Hien | | | Older brother | | | | 31 Pham Ngu Lao, Duc Trong Commune, Lam Dong Province | 0 | 0% | |
| 7 | Kim Thi Thuy Phuong | | | Sister-in-law | | | | 31 Pham Ngu Lao, Duc Trong Commune, Lam Dong Province | 0 | 0% | |
| 8 | Nong Thi Ngoc Huong | | | Younger sibling | | | | Group 2A, DaTeh Commune, Lam Dong Province | 0 | 0% | |
| 9 | Vu Van Bao | | | Brother-in-law | | | | Group 2A, DaTeh Commune, Lam Dong Province | 0 | 0% | |

Persons related to Mr. Phan Cong Ngon – Independent Non-executive Member of the Board of Directors (Dismissed as of April 20, 2025)

| | | | | | | | | | | | |
|----|-----------------------|--|--|----------------------------|--|--|--|---|--------|-------|--------------------------------|
| 1 | Phan Cong Ngon | | Independent Non-executive Member of the Board of Directors | | | | | 28b Hoang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0.00% | Dismissed as of April 20, 2025 |
| 2 | Nguyen Thi Oanh | | | wife | | | | 28b Hoang Dieu, Xuan Huong - Da Lat Ward, Lam Dong | 10,000 | 0.07% | |
| 3 | Phan Cong Hanh Chuyen | | | Biological child | | | | Sydney, Australia | 0 | 0% | |
| 4 | Phan Cong Nhat Huy | | | Biological child | | | | Sydney, Australia | 0 | 0% | |
| 5 | Phan Cong Ton | | | Biological brother | | | | Utah, USA | 0 | 0% | |
| 6 | Phan Cong Nghiem | | | Biological brother | | | | Utah, USA | 0 | 0% | |
| 7 | Phan Cong Trung | | | Biological brother | | | | 34 Tran Hung Dao, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 8 | Duong Thi Mai | | | Sister-in-law | | | | 34 Tran Hung Dao, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 9 | Phan Thi Cong Hanh | | | Biological younger sibling | | | | C4 Dang Thai Than, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 10 | Tran Duy Quang | | | Brother-in-law | | | | C4 Dang Thai Than, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |

Persons related to Mr. Ly Chu Hung – Member of the Board of Directors of the company (Resignation from 01/10/2024)

| | | | | | | | | | | | |
|---|-------------|--|----------------------------|--|--|--|--|---|-------|-------|---|
| 1 | Ly Chu Hung | | Non-Executive Board Member | | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 4,200 | 0.03% | Resigned from 01/10/2024; Dismissed from 20/04/2025 |
|---|-------------|--|----------------------------|--|--|--|--|---|-------|-------|---|

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|----|---------------------------------|-------------------------------------|----------------------------------|-------------------------------|--------|---------------|----------------|---|---|--|-------|
| 2 | Ly Xay Xinh | | | Father | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 3 | Phun Thi Vinh Sinh | | | Mother | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 4 | Ha Thi Tam | | | Wife | | | | Ai Thuong, Dien Lu, Thanh Hoa Province | 0 | 0% | |
| 5 | Nghiem Thi Keo | | | Sister-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 6 | Ly Chu Soi | | | Older brother | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 7 | Nghiem Thi Hien | | | Sister-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 8 | Ly Chu Voong | | | Older brother | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 9 | Duong Thi Yen | | | Sister-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 10 | Ly Thi Lan | | | Older sister | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 11 | Ha Van Sang | | | Brother-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 12 | Ly Chu Tuat | | | Younger brother | | | | Phu Tan, Binh Phuoc Ward, Dong Nai Province | 0 | 0% | |
| 13 | Nguyen Thi Cao Sang | | | Sister-in-law | | | | Phu Tan, Binh Phuoc Ward, Dong Nai Province | 0 | 0% | |

II. BOARD OF SUPERVISORS (BOS)

People related to Mr. Le Huy Sau – Head of the Board of Supervisors

| | | | | | | | | | | | |
|---|------------------|--|----------------------------------|---------------------|--|--|--|---|---------|-------|--------------|
| 1 | Le Huy Sau | | Head of the Board of Supervisors | | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 205,000 | 1.42% | |
| 2 | Le Thi Hai Yen | | | Wife | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 3 | Le Gia Huy Hoang | | | Biological children | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 4 | Le Huy Ngoc Nhi | | | Biological children | | | | Ai Thuong, Dien Lu, Thanh Hoa Province | 0 | 0% | |
| 5 | Le Ngoc Mau | | | Father-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 6 | Ngo Thi Oanh | | | Mother-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 7 | Le Huy Vinh | | | Brother | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 8 | Le Thi Lon | | | Sister-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | The deceased |
| 9 | Le Thi Quang | | | Sister | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|----|---------------------------------|-------------------------------------|----------------------------------|-------------------------------|--------|---------------|----------------|---|---|--|-------|
| 10 | Nguyen Thanh Dinh | | | Brother-in-law | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 11 | Le Van Thanh | | | Brother | | | | Hamlet 5, Binh Tan Commune, Dong Nai Province | 0 | 0% | |
| 12 | Le Thi Sop | | | Sister-in-law | | | | Phu Tan, Binh Phuoc Ward, Dong Nai Province | 0 | 0% | |
| 13 | Le Thi Tich | | | Sister | | | | Phu Tan, Binh Phuoc Ward, Dong Nai Province | 0 | 0% | |
| 14 | Le Thi But | | | Sister | | | | IALE, Gia Lai Province | 0 | 0% | |
| 15 | Le Dinh Nam | | | Brother-in-law | | | | IALE, Gia Lai Province | 0 | 0% | |
| 16 | Le Thi Bay | | | Sister | | | | Sao Vang, Thanh Hoa Province | 0 | 0% | |
| 17 | Do Xuan Hieu | | | Brother-in-law | | | | Sao Vang, Thanh Hoa Province | 0 | 0% | |
| 18 | Le Huy Long | | | Brother | | | | Buon Ma Thuot, Dak Lak Province | 0 | 0% | |
| 19 | Do Van Anh | | | Sister-in-law | | | | Buon Ma Thuot, Dak Lak Province | 0 | 0% | |

Persons related to Ms. Hoang Thi Lua – Member of the Board of Supervisors

| | | | | | | | | | | | |
|----------|----------------------|--|---|---------------------|--|--|--|--|----------------|--------------|--|
| 1 | Hoang Thi Lua | | Member of the Board of Supervisors | | | | | C14.11 H1-10 Apartment, Group 20, Cat Lai Ward, Ho Chi Minh City | 326,700 | 2.27% | |
| 2 | Tran Hoang Tuan | | | Biological children | | | | 124/52 Xo Viet Nghe Tinh, Group 47, Group 3, Thanh My Tay Ward, Ho Chi Minh City | 3,000 | 0.02% | |
| 3 | Tran Tuan Tu | | | Biological children | | | | C14.11 H1-10 Apartment, Group 20, Cat Lai Ward, Ho Chi Minh City | 4,700 | 0.03% | |
| 4 | Tran Quoc Huy | | | Biological children | | | | C14.11 H1-10 Apartment, Group 20, Cat Lai Ward, Ho Chi Minh City | 0 | 0% | |
| 5 | Hoang Thi Ninh | | | Sister | | | | Hamlet 5, Village 6, Bao Lam 2 Commune, Lam Dong Province | 0 | 0% | |
| 6 | Hoang Trong An | | | Brother-in-law | | | | Hamlet 5, Village 6, Bao Lam 2 Commune, Lam Dong Province | 0 | 0% | |
| 7 | Hoang Thi Hoi | | | Sister | | | | 117 Nguyen Cong Tru, An Hai Ward, Da Nang City | 0 | 0% | |
| 8 | Pham Si Dac | | | Brother-in-law | | | | 117 Nguyen Cong Tru, An Hai Ward, Da Nang City | 0 | 0% | |
| 9 | Hoang Thi Son | | | Sister | | | | 213A Nam Hoa Street, Group 10, Phuoc Long Ward, Ho Chi Minh | 160 | 0% | |
| 10 | Nguyen Van Tiem | | | Brother-in-law | | | | 213A Nam Hoa Street, Group 10, Phuoc Long Ward, Ho Chi Minh | 0 | 0% | |
| 11 | Hoang Van Hoa | | | Brother | | | | Hamlet 5, Village 6, Bao Lam 2 Commune, Lam Dong Province | 0 | 0% | |

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|---|---------------------------------|-------------------------------------|------------------------------------|-------------------------------|--------|---------------|----------------|---|---|--|-------|
| 12 | Nguyen Thi Thu Ha | | | Sister-in-law | | | | Hamlet 5, Village 6, Bao Lam 2 Commune, Lam Dong Province | 0 | 0% | |
| Persons related to Ms. Nguyen Thi Lien – Member of the Board of Supervisors | | | | | | | | | | | |
| 1 | Nguyen Thi Lien | | Member of the Board of Supervisors | | | | | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | 169,800 | 1.18% | |
| 2 | Nguyen Thi Oanh | | | Mother | | | | 07 Lam Vien Circle, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 3 | Nguyen Thi Thoa | | | Sister | | | | H32 Ho Xuan Huong, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 4 | Dinh Phuong Cham | | | Brother-in-law | | | | H32 Ho Xuan Huong, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 5 | Nguyen Thi Lan | | | Sister | | | | 13/5 Lu Gia, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 6 | Le Van Dai | | | Brother-in-law | | | | Don Duong Commune, Lam Dong Province | 0 | 0% | |
| 7 | Nguyen Thi Hoa | | | Sister | | | | 23/1 Hung Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 8 | Luu Thanh Phuong | | | Brother-in-law | | | | 23/1 Hung Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 9 | Nguyen Van Giap | | | Brother | | | | 07 Lam Vien Circle, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 10 | Hoang Thi Hoa | | | Sister-in-law | | | | 07 Lam Vien Circle, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 11 | Nguyen Van Thin | | | Brother | | | | 6/1 No 3/4 Street, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 12 | Nguyen Thi Hoang Oanh | | | Sister-in-law | | | | 6/1 No 3/4 Street, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 13 | Phan Minh Dat | | | Husband | | | | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | 52,360 | 0.36% | |
| 14 | Phan Bao Ngoc | | | Biological children | | | | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 15 | Phan Minh Hieu | | | Biological children | | | | Lot No. 7, KQHDC T21, Xuan Huong - Da Lat Ward, Lam Dong | 152,500 | 1.06% | |
| 16 | Phan Dang | | | Father-in-law | | | | Hoa An, Dien Ban Tay, Da Nang | 0 | 0% | |
| 17 | Tran Thi Sao | | | Mother-in-law | | | | Hoa An, Dien Ban Tay, Da Nang | 0 | 0% | |
| III. CHIEF FINANCIAL OFFICER | | | | | | | | | | | |
| Persons related to Mr. Hau Van Tuan – Chief Financial Officer and Head of Internal Audit | | | | | | | | | | | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|----|--|-------------------------------------|--|---|--------|---------------|----------------|---|---|--|--------------------------|
| 1 | Hau Van Tuan | | Chief Financial Officer and Head of Internal Audit | | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0.00% | |
| 2 | Hau Quanh | | | Father | | | | Vinh Loc Commune, Hue City | 0 | 0% | |
| 3 | Nguyen Thi Suong | | | Wife | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 4,000 | 0.03% | |
| 4 | Hau Nguyen Nhat Duy | | | Biological children | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 700 | 0% | |
| 5 | Hau Nguyen Bao Ngoc | | | Biological children | | | | 36/5 Trieu Viet Vuong, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 6 | Hau Thi Lieu | | | Sister | | | | Phu Loc Commune, Hue City | 0 | 0% | |
| 7 | Doan Van Hat | | | Brother-in-law | | | | Phu Loc Commune, Hue City | 0 | 0% | |
| 8 | Hau Thi Hoa | | | Sister | | | | 39A Nguyen Luong Bang, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 9 | Doan Khai | | | Brother-in-law | | | | 39A Nguyen Luong Bang, Xuan Huong - Da Lat Ward, Lam Dong | 600 | 0.004% | |
| 10 | Hau Van Vy | | | Brother | | | | 568 Thanh Nien, Hamlet 74, Vinh Loc Commune, Ho Chi Minh City | 0 | 0% | |
| 11 | Truong Thi Cuc | | | Sister-in-law | | | | 568 Thanh Nien, Hamlet 74, Vinh Loc Commune, Ho Chi Minh City | 0 | 0% | |
| 12 | Hau Van Vy | | | Brother | | | | Vinh Loc Commune, Hue City | 0 | 0% | |
| 13 | Doan Thi Can | | | Sister-in-law | | | | Vinh Loc Commune, Hue City | 0 | 0% | |
| 14 | Hau Thi Thu Thuy | | | Sister | | | | Parcel 446, Residential Group 93, T21, An Son, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 15 | Hoang Van Quyet | | | Brother-in-law | | | | Parcel 446, Residential Group 93, T21, An Son, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 16 | Hau Van Ty | | | Brother | | | | Vinh Loc Commune, Hue City | 0 | 0% | |
| 17 | Nguyen Thi Truc Mai | | | Sister-in-law | | | | Group 2, Hamlet 3, Dinh Quan Commune, Dong Nai Province | 0 | 0% | |
| 18 | 40.10 Investment and Construction Joint Stock Company | | | Mr. Hau Van Tuan holds the position of Head of the Supervisory Board | | | | 201/58 Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City | 0 | 0% | Direct subsidiary of LHC |
| 19 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Mr. Hau Van Tuan holds the position of Member of the Board of Directors | | | | No. 87 Phu Dong Thien Vuong, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | Direct subsidiary of LHC |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|---|--|-------------------------------------|---|---|--------|---------------|----------------|---|---|--|--------------------------|
| IV. BOARD OF MANAGEMENT | | | | | | | | | | | |
| Persons related to Mr. Le Van Quy – General Director; Legal Representative | | | | | | | | | | | |
| 1 | Le Van Quy | | General Director; Legal Representative | | | | | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | 91,600 | 0.64% | |
| 2 | Le Huu Tim | | | Father | | | | Truc Ninh, Nam Dinh Province | 0 | 0% | |
| 3 | Phan Thi Cam | | | Mother | | | | Residential Area 2, Co Le Town, Truc Ninh District, Nam Dinh Province | 0 | 0% | |
| 4 | Nguyen Thi Huong | | | Wife | | | | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 5 | Le Minh | | | Child | | | | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 6 | Le Viet Ha | | | Biological children | | | | 79/10 Hung Vuong, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 7 | Le Thi Lien | | | Sister | | | | Truc Ninh, Nam Dinh Province | 0 | 0% | |
| 8 | Le Thi Hanh | | | Sister | | | | Truc Ninh, Nam Dinh Province | 0 | 0% | |
| 9 | Le Van Giap | | | Brother | | | | 79/9 Hung Vuong, Lam Vien Ward - Da Lat, Lam Dong | 0 | 0% | |
| 10 | Le Thi Thien | | | Sister-in-law | | | | 79/9 Hung Vuong, Lam Vien Ward - Da Lat, Lam Dong | 0 | 0% | |
| 11 | Tran Tat Quan | | | Brother-in-law | | | | Truc Ninh, Nam Dinh Province | 0 | 0% | |
| 12 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Mr. Le Van Quy holds the position of Chairman of the Board of Directors | | | | No. 87 Phu Dong Thien Vuong, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | Direct subsidiary of LHC |
| Persons related to Mr. Tran Dai Hien – Deputy General Director of the Company, concurrently Head of the Administration and Organization Department; concurrently Head of the IT and Centralized Procurement Department | | | | | | | | | | | |
| 1 | Tran Dai Hien | | Deputy General Director concurrently Head of the Administration and Organization Department; concurrently Head of the IT and Centralized Procurement Department | | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 0 | 0% | |
| 2 | Ho Thi Tam | | | Biological mother | | | | 78 Hoang Dieu, Ward Tay Loc, Thua Thien Hue | 0 | 0% | |

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|--|--|-------------------------------------|----------------------------------|---|--------|---------------|----------------|---|---|--|-----------------------------|
| 3 | Nguyen Thi Tam | | | Mother-in-law | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 0 | 0% | |
| 4 | Le Nguyen Hoai Thu | | | Wife | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 0 | 0% | |
| 5 | Tran Dai Quang | | | Biological children | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 0 | 0% | |
| 6 | Pham Bao Tran | | | Daughter-in-law | | | | 15 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 0 | 0% | |
| 7 | Tran Dai Nam | | | grandchild | | | | 15 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 0 | 0% | <i>still small</i> |
| 8 | Tran Dai Nhat | | | Biological children | | | | 14 Ngo Huy Dien, Cam Ly - Da Lat Ward, Lam Dong | 0 | 0% | |
| 9 | Tran Dai Hoa | | | Biological older brother | | | | 234/cypress ave sanpablo CA 94806 USA | 0 | 0% | <i>Overseas Immigration</i> |
| 10 | Mary Tran | | | Sister-in-law | | | | 234/cypress ave sanpablo CA 94806 USA | 0 | 0% | <i>Overseas Immigration</i> |
| 11 | Tran Dai Thang | | | Biological older brother | | | | 63/46 Pham Thi Lien, Kim Long Ward, Thua Thien Hue | 0 | 0% | |
| 12 | Ton Nu Van Dai | | | Sister-in-law | | | | 63/46 Pham Thi Lien, Kim Long Ward, Thua Thien Hue | 0 | 0% | |
| 13 | Tran Dai Phuoc | | | Biological older brother | | | | Ngo The Lam, Tay Loc Ward, Hue City, Thua Thien Hue | 0 | 0% | |
| 14 | Pham Thi Thanh Minh | | | Sister-in-law | | | | 8/87 Ngo The Lam, Tay Loc Ward, Hue City, Thua Thien Hue | 0 | 0% | |
| 15 | Tran Thi Nhon | | | Biological older sister | | | | 5/7 Tran Khanh Du, Tay Loc Ward, Hue City, Thua Thien Hue | 0 | 0% | |
| 16 | Tran Dai Thien | | | Biological older brother | | | | 578/38 Le Quang Dinh, Hanh Thong Ward, Ho Chi Minh City | 0 | 0% | |
| 17 | Ho Thi Kim Phuong | | | Sister-in-law | | | | 578/38 Le Quang Dinh, Hanh Thong Ward, Ho Chi Minh City | 0 | 0% | |
| 18 | Tran Dai Hieu | | | Biological younger sibling | | | | 180/2 Phan Boi Chau, Thuan Hoa Ward, Thua Thien Hue | 0 | 0% | |
| 19 | Nguyen Thi Minh | | | Sister-in-law | | | | 180/2 Phan Boi Chau, Thuan Hoa Ward, Thua Thien Hue | 0 | 0% | |
| 20 | Tran Dai Hanh | | | Biological younger sibling | | | | 78 Hoang Dieu, Tay Loc Ward, Hue City, Thua Thien Hue | 0 | 0% | |
| 21 | Hoang Nhu Quy | | | Sister-in-law | | | | 78 Hoang Dieu, Tay Loc Ward, Hue City, Thua Thien Hue | 0 | 0% | |
| 22 | Hiep Thanh Brick Limited Liability Company | | | Mr. Tran Dai Hien holds the position of Member of the Supervisory Board | | | | No 14, Hiep Thanh 1 Village, Lam Dong. | 0 | 0% | LHC's indirect subsidiary |
| Persons related to Mr. Nguyen Van Son – Deputy General Director of the Company | | | | | | | | | | | |
| 1 | Nguyen Van Son | | Deputy General Director | | | | | 649/24 B Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 1,200 | 0.01% | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|----|---|-------------------------------------|----------------------------------|---|--------|---------------|----------------|---|---|--|--------------------------|
| 2 | Nguyen Thi Vien | | | Sister | | | | Thach Ha, Ha Tinh Province | 0 | 0% | |
| 3 | Nguyen Van Khuyen | | | Brother | | | | 11/01/115 Nguyen Tuong Loan, Hang Kenh Ward, Hai Phong | 0 | 0% | |
| 4 | Nguyen Van Tri | | | Brother | | | | 35 Phan Dinh Giot, Nam Ha Ward, Ha Tinh City | 0 | 0% | |
| 5 | Nguyen Van Thuy | | | Brother | | | | Thanh Sen Ward, Ha Tinh Province | 0 | 0% | |
| 6 | Dang Thi Xuyen | | | Sister-in-law | | | | 11/01/115 Nguyen Tuong Loan, Hang Kenh Ward, Hai Phong | 0 | 0% | |
| 7 | Nguyen Thi Thuy | | | Sister-in-law | | | | Group 8, Thanh Sen Ward, Ha Tinh City | 0 | 0% | |
| 8 | Truong Thi Nguyet | | | Sister-in-law | | | | Thanh Sen Ward, Ha Tinh Province | 0 | 0% | |
| 9 | Nguyen Thi Oanh | | | Wife | | | | C2A Tan Cang Compound, Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 0 | 0% | |
| 10 | Nguyen Tran Quoc | | | Biological children | | | | 649/24 B Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 0 | 0% | |
| 11 | Nguyen Quoc Hung | | | Biological children | | | | 649/24 B Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 0 | 0% | |
| 12 | Nguyen Bao Tran | | | Biological children | | | | 649/24 B Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City | 0 | 0% | Still small |
| 13 | Investment and Construction Joint Stock Company 40 | | | Mr. Nguyen Van Son holds the position of Deputy General Director | | | | 201/58 Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City | 0 | 0% | |
| 14 | Investment and Construction Joint Stock Company 40.10 | | | Mr. Nguyen Van Son holds the position of General Director; Legal Representative | | | | 201/58 Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City | 0 | 0% | Direct subsidiary of LHC |

V. CHIEF ACCOUNTANT - PERSON AUTHORIZED TO DISCLOSE INFORMATION

Persons related to Ms. Nguyen Thi Thu Huong – Chief Accountant of the Company; Person authorized to disclose information

| | | | | | | | | | | | |
|---|----------------------|--|--|-------------------|--|--|--|--|--------|-------|--|
| 1 | Nguyen Thi Thu Huong | | Chief Accountant of the Company; Person authorized to disclose information | | | | | C402 Nguyen Luong Bang Apartment, Xuan Huong - Da Lat Ward, Lam Dong | 35,504 | 0.25% | |
| 2 | Nguyen Xuan Chien | | | Biological father | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 0 | 0% | |
| 3 | Le Thi Dung | | | Biological mother | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 0 | 0% | |

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|----|--|-------------------------------------|----------------------------------|---|--------|---------------|----------------|--|---|--|--------------------------|
| 4 | Tran Mai Lan | | | Mother-in-law | | | | 01 Me Linh, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 5 | Dam Thanh Long | | | Husband | | | | 01 Me Linh, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 6 | Dam Anh Khoi | | | Biological children | | | | 01 Me Linh, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | Still small |
| 7 | Nguyen Tien Dung | | | Older brother | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 0 | 0% | |
| 8 | Nguyen Thi Thanh Hoa | | | Sister-in-law | | | | Voi Phuc Group, Gia Lam Commune, Hanoi | 0 | 0% | |
| 9 | Nguyen Van Hung | | | Younger brother | | | | No. 1011, Kien Thanh Residential Group, Gia Lam Commune, Hanoi | 0 | 0% | |
| 10 | Nguyen Thi Thuy | | | Sister-in-law | | | | Group 6, Viet Hung Ward, Hanoi | 0 | 0% | |
| 11 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Mrs. Nguyen Thi Thu Huong holds the position of Member of the Supervisory Board | | | | No. 87 Phu Dong Thien Vuong Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | Direct subsidiary of LHC |

VI. SECRETARY - PERSON IN CHARGE OF CORPORATE GOVERNANCE

Persons related to Mr. Tran Xuan Tam – Secretary; Person in charge of Corporate Administration

| | | | | | | | | | | | |
|----|--------------------|--|------------------------------------|------------------|--|--|--|---|-----|--------|--|
| 1 | Tran Xuan Tam | | Secretary; Corporate Administrator | | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 300 | 0.002% | |
| 2 | Tran Xuan Viet | | | Father | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 3 | Phan Thi Nga | | | Mother | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 4 | Nguyen Thuan | | | Father-in-law | | | | 1/7 Lu Gia Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 5 | Nguyen Thi Sen | | | Mother-in-law | | | | Tran Quy Cap Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 6 | Nguyen Thi Kim Lan | | | Wife | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 7 | Tran Xuan Duc | | | Biological child | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 8 | Tran Xuan Mai | | | Biological child | | | | 58/34 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 9 | Tran Thi Xuan Thu | | | Older sister | | | | No. 150 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 10 | Ho Ta Thanh | | | Brother-in-law | | | | No. 150 Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|----|--|-------------------------------------|----------------------------------|---|--------|---------------|----------------|--|---|--|--------------------------|
| 11 | Tran Xuan Hung | | | Older brother | | | | 138B Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 12 | Tran Thi Kim Lien | | | Sister-in-law | | | | 138B Nguyen Huu Cau Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | |
| 13 | Tran Thi Xuan Huong | | | Younger sister | | | | No. 12 Pham Hong Thai Street, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 14 | Nguyen The Hanh | | | Brother-in-law | | | | No. 12 Pham Hong Thai Street, Xuan Huong - Da Lat Ward, Lam Dong | 0 | 0% | |
| 15 | Lam Dong Minerals and Construction Materials Joint Stock Company | | | Mr. Tran Xuan Tam holds the position of Secretary, Person in charge of corporate governance | | | | No. 87 Phu Dong Thien Vuong Street, Lam Vien - Da Lat Ward, Lam Dong | 0 | 0% | Direct subsidiary of LHC |

VII. MAJOR SHAREHOLDERS

| | | | | | | | | | | | |
|-----|--|-------------------|--|--|--|--|--|---|------------------|---------------|--|
| 1 | Le Dinh Hien | | Executive Chairman of the Board of Directors; Legal Representative | Major shareholder | | | | No. 70 Pasteur, Xuan Huong - Da Lat Ward, Lam Dong | 1,072,000 | 7.44% | |
| 2 | Tran Viet Thang | | Non-executive Vice Chairman of the Board of Directors | Major shareholder | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 1,287,600 | 8.94% | |
| 3 | Nguyen Thi Mai Lan | | | Major shareholder | | | | 58 Xuan Thuy Street, An Khanh Ward, Ho Chi Minh City | 1,294,800 | 8.99% | |
| 4 | Phuoc Hoa Joint Stock Company | | | Major shareholder | | | | 212/47 Phuoc Hoa Dam Road, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City | 760,800 | 5.28% | |
| 5 | Bui Huu Quynh | | | Major Shareholder; Chairman of the Board of Directors of Phuoc Hoa Joint Stock Company | | | | 177 Tran Quoc Thao, Nhieu Loc Ward, Ho Chi Minh City | 803,400 | 5.58% | |
| 6 | Group of investors holding 5% or more of the shares | | | | | | | | 2,339,000 | 16.24% | |
| 6.1 | <i>Phuoc Hoa Joint Stock Company</i> | <i>058C900999</i> | | <i>Major shareholder</i> | | | | <i>212/47 Phuoc Hoa Dam Road, Hamlet 4, Phuoc Thanh Commune, Ho Chi Minh City</i> | <i>884,800</i> | <i>6.14%</i> | |

| No | Name of Organization/Individual | Securities trading account (if any) | Position at the company (if any) | Relationship with the company | NSH No | Date of Issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|-----|---------------------------------|-------------------------------------|--|---|--------|---------------|----------------|--|---|--|-------|
| 6.2 | Bui Huu Quynh | 058C800780 | | Major Shareholder; Chairman of the Board of Directors of Phuoc Hoa Joint Stock Company | | | | 177 Tran Quoc Thao, Nhieu Loc Ward, Ho Chi Minh City | 803,400 | 5.58% | |
| 6.3 | Bui Huu Vu Hoang | 058C800780 | | Biological child of Mr. Bui Huu Quynh (Mr. Bui Huu Quynh is a major shareholder of LHC and the Chairman of the Board of Directors of Phuoc Hoa Joint Stock Company) | | | | 177 Tran Quoc Thao, Nhieu Loc Ward, Ho Chi Minh City | 440,300 | 3.06% | |
| 6.4 | Ngo Thu Huong | | Non-executive member of the Board of Directors | Ms. Ngo Thu Huong holds the position of Chief Accountant of Phuoc Hoa Joint Stock Company | | | | No. 27 C27 Street, Bay Hien Ward, Ho Chi Minh City | 210,500 | 1.46% | |

CHAIRMAN OF THE BOD
(Signed, full name and sealed)



LE DINH HIEN