

**CÔNG TY CP DƯỢC LÂM ĐỒNG**  
**(LADOPHAR)**  
**LAM DONG PHARMACEUTICAL**  
**JOINT STOCK COMPANY**

**CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM**  
**Độc lập - Tự do - Hạnh phúc**  
**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom - Happiness**

Số/No: 13/CBTT-LDP/2026

*Lâm Đồng, ngày 10 tháng 06 năm 2026*

*Lam Dong, June 10, 2026*

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG**  
***EXTRAORDINARY INFORMATION DISCLOSURE***

Kính gửi: - Ủy ban Chứng khoán Nhà nước;  
- Sở Giao dịch Chứng khoán Hà Nội.

To: - *State Securities Commission;*  
- *Hanoi Stock Exchange.*

1. Tên tổ chức/Name of organization: **CÔNG TY CP DƯỢC LÂM ĐỒNG (LADOPHAR)/ LAM DONG PHARMACEUTICAL JOINT STOCK COMPANY**
  - Mã chứng khoán/Stock code: LDP
  - Địa chỉ/Address: Số 18 Ngô Quyền, Phường Cam Ly - Đà Lạt, Tỉnh Lâm Đồng/No. 18 *Ngo Quyen Road, Ward CamLy – Dalat, Lam Dong Province.*
  - Điện thoại liên hệ/Tel: (84-263) 3821228 – 3817937
  - E-mail: [thukyhdt@ladophar.com](mailto:thukyhdt@ladophar.com)

2. Nội dung thông tin công bố/*Contents of disclosure:*

Ngày 10/06/2026 Công ty CP Dược Lâm Đồng (Ladophar) nhận được Bản án số 03/2026/LD-PT ngày 06/05/2026 về việc về tranh chấp về xử lý kỉ luật, sa thải; đơn phương chấm dứt hợp đồng lao động với Bà Lê Thị Minh Thùy.

*On June 10, 2026, Lam Dong Pharmaceutical Joint Stock Company (Ladophar) received Judgment No. 03/2026/LD-PT dated May 6, 2026 Dispute regarding disciplinary action, dismissal; unilateral termination of employment contract with Ms. Lê Thị Minh Thùy.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 10/06/2026 tại đường dẫn <https://ladophar.com/quan-he-co-dong/>

*This information was published on the company's website on June 10, 2026, as in the links [https://ladophar.com/quan-he-co-dong](https://ladophar.com/quan-he-co-dong/)*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/

*We hereby certify that the information provided is true and correct and we bear the full responsibility to the law./.*

**Tài liệu đính kèm/Attached documents:**

Bản án số 03/2026/LD-PT ngày 06/05/2026.

*Civil Appeal Judgment No. 03/2026/LD-PT dated May 6, 2026.*

**Nơi nhận:**

- Như trên/As above;
- Lưu: TKHĐQT, VP/  
*Secretariat, LDP Office.*

**ĐẠI DIỆN TỔ CHỨC  
NGƯỜI ĐẠI DIỆN THEO PHÁP LUẬT  
CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ  
ORGANIZATION REPRESENTATIVE  
LEGAL REPRESENTATIVE  
CHAIRMAN OF THE BOARD OF DIRECTORS**



**PHẠM TRUNG KIÊN**

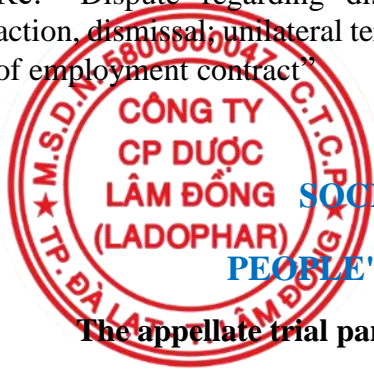
**PEOPLE'S COURT  
OF LAM DONG PROVINCE**

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness**

Judgment No.: 03/2026/LD-PT

Date: May 06, 2026

Re: “Dispute regarding disciplinary  
action, dismissal; unilateral termination  
of employment contract”



**IN THE NAME OF  
SOCIALIST REPUBLIC OF VIETNAM  
PEOPLE'S COURT OF LAM DONG PROVINCE**

**The appellate trial panel consists of:**

Judge - Presiding Judge: Mr. Bui Dang

Judges: Mr. Huynh Chau Thach

Mr. Nguyen Van Thanh

**Court Clerk:** Ms. Hoang Thi Mai - Clerk of the People's Court of Lam Dong Province.

**Representative of the People's Procuracy of Lam Dong Province:** Mr. Do Van Phuong - Prosecutor participating in the trial.

On April 29 and May 06, 2026, at the headquarters of the People's Court of Lam Dong Province, a public appellate trial was held for labor case No. 03/2026/TLPT-LD dated March 04, 2026, regarding the "Dispute over disciplinary action, dismissal; unilateral termination of employment contract".

Due to the first-instance judgment No. 01/2025/LD-ST dated September 23, 2025, of the People's Court of Region 1 - Lam Dong being appealed and protested.

Pursuant to the Decision to bring the case to appellate trial No. 177/2026/QD-PT dated March 12, 2026; Notice No. 311/TB-PT dated May 04, 2026, on reopening the appellate trial, between the parties:

1. Plaintiff: Ms. Le Thi Minh Thuy, born in 1985; address: No. 52/5 Hamlet 55, Ba Diem Commune, Ho Chi Minh City.

Authorized representative of the plaintiff: Mr. Nguyen Van Tinh, born in 1992; address: No. 11A Tran Le, Xuan Huong Ward - Da Lat, Lam Dong Province. Authorization document dated December 14, 2024.

2. Defendant: Lam Dong Pharmaceutical Joint Stock Company Ladophar; address: No. 18 Ngo Quyen, Cam Ly Ward - Da Lat, Lam Dong Province.

Authorized representative of the defendant: Mr. Ngo Van Tri, born in 1977; address: No. 34/3 Nguyen Du, Hanh Thong Ward, Ho Chi Minh City. Authorization document dated April 07, 2026.

Ms. Phan Thi Cam Hong, born in 1981; address: No. 243A Vuon Lai, Phu Tho Hoa Ward, Ho Chi Minh City. Authorization document dated March 10, 2026.

Legal defender of the defendant: Lawyer Nguyen Quoc Toan – IAM Law Company Limited; address: No. 243A Vuon Lai, Phu Tho Hoa Ward, Ho Chi Minh City.

3. Appellant: Plaintiff Ms. Le Thi Minh Thuy.

4. Protesting party: Chief Prosecutor of the People's Procuracy of Region 1 - Lam Dong Province.

Ms. Le Thi Minh Thuy, Mr. Nguyen Van Tinh, Mr. Ngo Van Tri, Ms. Phan Thi Cam Hong, and Lawyer Nguyen Quoc Toan are present.

### **CONTENT OF THE CASE:**

Plaintiff Ms. Le Thi Minh Thuy stated: She was an employee working at Lam Dong Pharmaceutical Joint Stock Company (abbreviated as Ladophar Company) under an indefinite-term employment contract signed on December 01, 2022. At the time of employment, she held the position of General Director of Ladophar Company according to Board of Directors Resolution No. 66/NQ-HDQT dated August 01, 2024, of Ladophar Company.

On December 20, 2023, Ladophar Company held an extraordinary General Meeting of Shareholders for 2023, through which her position as General Director was dismissed. The dismissal is reflected in Board of Directors Resolution No. 180/NQ-HDQT/LDP. Disagreeing with the content of the dismissal, she filed a request for Ladophar Company to inform her about the sequence and procedures for organizing the extraordinary General Meeting of Shareholders and the reason for her dismissal from the position of General Director. However, Ladophar Company did not provide any response to her regarding this matter.

On June 12, 2024, Ladophar Company issued Disciplinary Decision No. 32/QD-TGD/2024 and Disciplinary Notice No. 20/TB-LDP/2024 dated June 12, 2024, to dismiss her. The fact that Ladophar Company dismissed her from the position of General Director without a legitimate reason, and then continued to issue a disciplinary decision and disciplinary notice to dismiss her, is incorrect.

On December 20, 2023, Ladophar Company held an extraordinary General Meeting of Shareholders and dismissed her from the position of General Director, but to this day she does not know the reason for her dismissal. This is not in accordance with the provisions of the law; based on the provisions of Article 165 of the 2020 Law on Enterprises, Ladophar Company could only dismiss her from the position of General Director when she did not meet the conditions prescribed by law. However, throughout the process of working and holding the position, she always fulfilled her responsibilities and completed the assigned tasks and functions well.

Ladophar Company signed an indefinite-term employment contract with her, so after Ladophar Company dismissed her from the position of General Director, it would not automatically terminate the employment relationship between her and Ladophar Company. At the same time,

after dismissing her from the position of General Director, Ladophar Company did not arrange another position for her commensurate with the position she held previously.

Ladophar Company's claim that she did not come to the office to work since December 21, 2023, is not true to reality. On December 20, 2023, while the extraordinary General Meeting of Shareholders was taking place, after announcing her dismissal from the position of General Director, Ladophar Company requested security staff to lock her office door, preventing her from entering to retrieve her personal belongings, so she could not come to Ladophar Company to work. She is an employee who is always responsible for her work, dedicated to building Ladophar Company in the best way in her position. Throughout the working process, there was never any disagreement between her and Ladophar Company. On December 20, 2023, the Board of Directors convened an extraordinary General Meeting of Shareholders, through which she was dismissed from the position of General Director, and to this day she does not know the reason, and then she was dismissed, which is contrary to the provisions of the law, seriously affecting her legitimate rights and interests. Now she is filing a lawsuit, requesting the Court to resolve the following issues:

- Determine that Ladophar Company's dismissal of Ms. Le Thi Minh Thuy from the position of General Director is illegal.

- Cancel Disciplinary Decision No. 32/QD-TGD/2024. Compel Ladophar Company to pay salary and social insurance contributions to Ms. Thuy from December 2023 until the case is resolved in accordance with the law. Provisionally calculate the salary and social insurance contributions that Ladophar Company must pay to Ms. Thuy from December 2023 to December 2024. Specifically:

- + Owed salary for December 2023 and personal income tax is: 121,003,308 VND.
- + Salary from January 2024 – December 2024 is: 1,200,000,000 VND.
- + Insurance contributions: Social insurance 25.5%; Health insurance: 4.5%; Unemployment insurance 2%:  $32\% = 8,320,000 \text{ VND/month}$  calculated from January 2024 – December 2024 is: 99,840,000 VND.
- + Personal income tax from January 2024 – December 2024 is: 252,039,694 VND.
- + Board of Directors remuneration (last 6 months of 2023) is: 60,000,000 VND.
- + Compensation for two months' salary as prescribed (Actual salary received + Personal income tax + insurance types) is: 258,646,616 VND.

Total: 1,991,646,617 VND.

Defendant Lam Dong Pharmaceutical Joint Stock Company Ladophar stated:

Ms. Thuy was an employee working at Ladophar Company under an indefinite-term employment contract signed on December 01, 2022, as General Director; her powers and responsibilities in this position were clearly defined in the operating charter of Ladophar Company.

However, during her tenure, Ms. Thuy did not complete her work, could not manage all operations of Ladophar Company, leading to a serious loss in business revenue in 2023, affecting the rights and interests of shareholders, the survival of Ladophar Company, and indirectly affecting the jobs and income of all employees. In addition, during her tenure, besides the excessively high salary received, Ms. Thuy also abused her position and power to seek personal gain by creating expenses through car rental contracts with family members to transfer company money to pay for these contracts, profiting personally. Unable to continue accepting the violations committed by Ms. Thuy, on December 20, 2023, Ladophar Company held an extraordinary General Meeting of Shareholders for 2023, through which Ms. Thuy was dismissed from the position of General Director. The dismissal is reflected in Board of Directors Resolution No. 180/NQ-HDQT/LDP.

After being dismissed, Ms. Thuy took opposing actions, violated the law, misappropriated the seal of Ladophar Company, did not come to the company to work, and continuously harassed the company demanding payment of benefits and regimes at a time when the company had not yet dismissed her. Ladophar Company continuously invited Ms. Thuy to work to hand over work, the seal, and arrange a new position, but Ms. Thuy did not cooperate, aiming to exert pressure and cause internal disorder at Ladophar Company. Ladophar Company recorded this incident with a notarized document. Not accepting Ms. Thuy's wrongful actions, on June 12, 2024, Ladophar Company issued Disciplinary Decision No. 32/QD-TGD/2024 and Disciplinary Notice No. 20/TB-LDP/2024 dated June 12, 2024, to dismiss Ms. Thuy.

Ladophar Company's dismissal of Ms. Thuy from the position of General Director was for a legitimate reason. Because:

From the time she was appointed to the position of General Director, Ms. Thuy received a very high salary for her position but had no responsibility for her work, had not made any contribution to Ladophar Company, and lacked the capacity to manage the business, causing Ladophar Company's 2023 revenue to lose more than 20 billion VND, as shown in the 2023 Financial Statement prepared by the auditing firm, and she also sought personal gain, bringing Ladophar Company to the brink of bankruptcy. It was precisely to protect the rights and interests of the business, shareholders, and the collective of employees that the Board of Directors of Ladophar Company held an extraordinary General Meeting of Shareholders to dismiss Ms. Thuy from the position of General Director; this dismissal was also to restructure the company and bring in new management to resolve the damages caused by Ms. Thuy. Ms. Thuy clearly understood the difficult situation of Ladophar Company.

After Ladophar Company dismissed her from the position of General Director, it would not automatically terminate the employment relationship between Ms. Thuy and Ladophar Company. However, Ms. Thuy was not present at Ladophar Company to continue working in the following days without any reason or notice to Ladophar Company. Ms. Thuy's excuse that Ladophar Company requested security staff to lock her office door, preventing her from entering to retrieve her personal belongings, so she could not come to Ladophar Company to work, is groundless. Meanwhile, Ladophar Company has attendance sheets and confirmations from the HR department and company security, proving that since the day of dismissal, Ms. Thuy was not present at Ladophar Company on any day. Because Ms. Thuy was not present at Ladophar Company, no meeting could be held to discuss and exchange with Ms. Thuy in order to restructure her new position.

Ms. Thuy claimed that she was an employee who was always responsible for her work, dedicated to building Ladophar Company in the best way in her position. But in reality, during her tenure, Ms. Thuy could not manage the operations of Ladophar Company, there was no business efficiency, but she still received a very high salary and regular monthly position allowances, despite Ladophar Company facing countless difficulties and the risk of bankruptcy. Ms. Thuy also sought personal gain to misappropriate company money by creating car rental contracts with relatives to regularly misappropriate a large amount of company money every month, and misappropriated the seal for a long time, affecting all transaction activities of Ladophar Company.

From December 21, 2023, to date, Ms. Thuy was not present at Ladophar Company on any day. Since the day of dismissal, Ms. Thuy has not come to Ladophar Company to work, has not complied with any request from Ladophar Company to come up to discuss work and receive a new position, and Ms. Thuy has blatantly and voluntarily abandoned her job completely. Ladophar Company has settled salary and benefits for Ms. Thuy until the end of December 2023. Ladophar Company no longer has any obligation or responsibility to Ms. Thuy. Ladophar Company does not agree with Ms. Thuy's lawsuit request.

At the first-instance trial, Ms. Thuy changed her lawsuit request for the amount of 1,991,646,617 VND; on March 03, 2025, the defendant voluntarily transferred 66,666,667 VND to Ms. Thuy's account, so the remaining amount Ms. Thuy requested is 1,924,979,959 VND, and she did not request to declare the termination of the employment contract.

The first-instance judgment No. 01/2025/LD-ST dated September 23, 2025, of the People's Court of Region 1 - Lam Dong ruled:

Do not accept the lawsuit request of Ms. Le Thi Minh Thuy regarding the "Dispute over disciplinary action, dismissal; unilateral termination of employment contract" with Lam Dong Pharmaceutical Joint Stock Company.

In addition, the judgment's decision also declared court fees, the right to appeal, and the responsibility for judgment enforcement of the parties.

According to the appeal dated September 30, 2025, of Ms. Le Thi Minh Thuy, requesting the Court to amend the first-instance judgment in the direction of accepting the entire lawsuit request of the plaintiff.

According to the appellate protest decision No. 02/QD-VKS-LD dated October 06, 2025, of the Chief Prosecutor of the People's Procuracy of Region 1 - Lam Dong Province, requesting to cancel the first-instance judgment and transfer the case file to the People's Court of Region 1 - Lam Dong Province for retrial in accordance with the law.

At the appellate trial,

Ms. Le Thi Minh Thuy and Mr. Nguyen Van Tinh requested the Court to amend the first-instance judgment in the direction of accepting the entire lawsuit request of the plaintiff.

Regarding the protest of the Chief Prosecutor of the People's Procuracy of Region 1 - Lam Dong Province requesting to cancel the first-instance judgment because the first-instance level had not collected the minutes of the Board of Directors meetings of Ladophar Company to consider Ladophar Company's dismissal of Ms. Thuy. However, at the appellate stage, the appellate level

has rectified this by collecting evidence, therefore at the trial, the Representative of the People's Procuracy of Lam Dong Province withdrew the entire protest of the Chief Prosecutor of the People's Procuracy of Region 1 - Lam Dong Province.

Authorized representative of the defendant, and Legal defender of the defendant: Do not accept the plaintiff's appeal, and request to uphold the first-instance judgment.

The representative of the People's Procuracy of Lam Dong Province participating in the trial expressed their opinion: Regarding proceedings: The compliance with the law by the Judge, the trial panel, and the parties was in accordance with the provisions of the Civil Procedure Code.

Regarding content: Request the trial panel, based on Clause 1 Article 308 of the Civil Procedure Code, not to accept Ms. Thuy's appeal and to uphold the first-instance judgment.

### **COURT'S OPINION:**

[1] Regarding proceedings:

[1.1] Regarding the statute of limitations for requesting resolution of labor disputes, it is still within the statute of limitations for filing a lawsuit according to the provisions of Clause 3 Article 190 of the 2019 Labor Code.

[1.2] Regarding the dispute relationship between the parties, it has been correctly determined by the first-instance Court in accordance with the law; the appeal of Ms. Le Thi Minh Thuy and the protest decision were within the statutory time limit, and the procedures for appeal and protest were carried out in accordance with the provisions of Articles 271, 272, 273, 278, 279, 280, and 281 of the Civil Procedure Code, so there are sufficient conditions for the appellate trial panel to consider and resolve according to appellate procedures.

[1.3] Regarding the protest of the Chief Prosecutor of the People's Procuracy of Region 1 – Lam Dong protesting to cancel the first-instance judgment because they believed the first-instance Court had not collected the minutes of the Board of Directors meetings of Ladophar Company to consider Ladophar Company's dismissal of Ms. Thuy. However, these documents have been rectified at the appellate stage, therefore at the trial, the representative of the People's Procuracy of Lam Dong Province withdrew the protest. Therefore, the appellate trial panel terminates the protest of the Chief Prosecutor of the People's Procuracy of Region 1 – Lam Dong.

[2] Considering the appeal of the plaintiff Ms. Le Thi Minh Thuy, it is found that:

[2.1] On December 01, 2022, Ms. Thuy and Lam Dong Pharmaceutical Joint Stock Company Ladophar signed an Employment Contract. Type of contract: Indefinite-term from December 01, 2022; Position: General Director.

Defendant Ladophar Company claimed that during her tenure as General Director, Ms. Thuy did not complete her work, could not manage all operations of Ladophar Company, leading to a serious loss in business revenue in 2023, affecting the rights and interests of shareholders, the survival of Ladophar Company, and indirectly affecting the jobs and income of all employees. Ms. Thuy received an excessively high salary and also abused her position and power during her tenure to seek personal gain by creating expenses through car rental contracts with relatives to transfer company money to pay for these contracts, profiting personally. Unable to continue accepting the



violations committed by Ms. Thuy, on December 20, 2023, Ladophar Company held an extraordinary General Meeting of Shareholders for 2023, through which Ms. Thuy was dismissed from the position of General Director. The dismissal is reflected in Board of Directors Resolution No. 180/NQ-HDQT/LDP.

According to Article 160 of the 2020 Law on Enterprises, the General Meeting of Shareholders has the right to dismiss members of the Board of Directors in a Joint Stock Company. The employment contract dated December 01, 2022, and the provisions of Point i, Clause 2, Article 26 of the Charter of Ladophar Company, 15th amendment dated April 26, 2021, stipulate that the Board of Directors has the following powers and obligations: "Elect, dismiss, remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts, terminate contracts for the General Director".

Therefore, on December 20, 2023, the Board of Directors of Ladophar Company held a board meeting and issued Resolution No. 180/NQ-HDQT/LDP on dismissing Ms. Thuy from the position of General Director, with 5 members participating in the meeting and 5/5 members voting in favor of dismissing Ms. Thuy from the position of General Director, which is in accordance with the Charter of Ladophar Company and the Law on Enterprises.

[2.2] Regarding Ladophar Company issuing Decision No. 32 dated June 12, 2024, on labor discipline regarding the dismissal of Ms. Thuy.

According to Ladophar Company, after Ms. Thuy was dismissed from the position of General Director, Ms. Thuy did not come to Ladophar Company to work from December 20, 2023, to date.

Ms. Thuy and Mr. Tinh also admitted that Ms. Thuy received notices from Ladophar Company but argued that because the notices were general and did not clearly state an invitation for Ms. Thuy to come to be assigned a new position, Ms. Thuy did not come. However, according to Notice No. 06/TB-LDP/2024 dated March 06, 2024, Ladophar Company notified Ms. Thuy that she had to be present at Ladophar Company on March 15, 2024, to hand over work and be assigned a new position, but Ms. Thuy was not present. Therefore, Ms. Thuy's statement is groundless.

According to the attendance sheets from December 2023 to June 2024 of Ladophar Company, it shows that Ms. Thuy was not present to work at Ladophar Company from December 21, 2023.

Thus, Ms. Thuy committed an act of labor discipline violation by voluntarily abandoning her job from December 21, 2023, to date, so Ladophar Company applied the form of disciplinary dismissal against Ms. Thuy, which is in accordance with the provisions of Clause 4, Article 125 of the 2019 Labor Code.

Clause 4, Article 125 stipulates: The form of disciplinary dismissal is applied by the employer in the following cases:

"The employee voluntarily abandons the job for 05 cumulative days within 30 days or 20 cumulative days within 365 days calculated from the first day of voluntary abandonment without a legitimate reason.

Cases considered to have a legitimate reason include natural disasters, fires, the employee or their relatives being ill with confirmation from a competent medical examination and treatment facility, and other cases specified in the internal labor regulations".

Regarding the statute of limitations for labor discipline, the sequence and procedures for labor discipline, and the form of labor discipline, they were implemented by Ladophar Company ensuring compliance with the provisions of Articles 122, 123, 124, and 125 of the 2019 Labor Code and Article 70 of Decree No. 145/2020/ND-CP dated December 14, 2020, of the Government detailing and guiding the implementation of a number of articles of the Labor Code on labor conditions and labor relations.

Thus, from December 21, 2023, to June 12, 2024, Ms. Thuy did not come to Ladophar Company to work. On June 12, 2024, Ladophar Company issued Disciplinary Decision No. 32/QD-TGD/2024 and Disciplinary Notice No. 20/TB-LDP/2024 dated June 12, 2024, to dismiss Ms. Thuy, which is well-founded and in accordance with regulations.

Because the disciplinary action in the form of dismissing Ms. Thuy is legally well-founded, based on Article 99 of the 2019 Labor Code, Ladophar Company does not have to pay salary and other amounts as requested by Ms. Thuy, which is well-founded.

[2.3] At the appellate trial, Ms. Thuy and Mr. Tinh confirmed that Ms. Thuy had received full salary until December 2023, had closed her insurance book, had received her social insurance book, and had also withdrawn social insurance once in September 2025; Ms. Thuy had no further opinions, so the settlement of salary, completion of procedures for confirming insurance contribution time, and returning the insurance book were implemented by Ladophar Company in accordance with Article 48 of the 2019 Labor Code.

From the analyses mentioned above, it shows that the first-instance Court's ruling not to accept the plaintiff's lawsuit request is well-founded.

[2.5] At the appellate trial, Ms. Thuy appealed but could not provide any new documents or evidence, so there is no basis to accept it. The appellate trial panel upholds the first-instance judgment as the opinion of the representative of the People's Procuracy of Lam Dong Province is appropriate.

[3] Ms. Thuy is exempted from appellate labor court fees as prescribed.

[4] Other decisions of the first-instance judgment that were not appealed or protested shall take legal effect from the date the time limit for appeal and protest expires.

*For the above reasons,*

### **DECISION:**

Pursuant to Clause 1, Article 308 of the Civil Procedure Code.

1. Do not accept the appeal of Ms. Le Thi Minh Thuy. Uphold the first-instance Judgment No. 01/2025/LD-ST dated September 23, 2025, of the People's Court of Region 1 - Lam Dong.

2. Terminate the protest of the Chief Prosecutor of the People's Procuracy of Region 1 – Lam Dong.

Pursuant to Clause 1, Article 32, Point a, Clause 1, Article 35, Point a, Clause 1, Article 39, Articles 147, 235, 266, 271, 273, 278, and 284 of the 2015 Civil Procedure Code;

Pursuant to Articles 34, 99, 122, 123, 124, 125, and Article 190 of the 2019 Labor Code;

Pursuant to Articles 12 and 29 of Resolution No. 326/2016/UBTVQH14 of the National Assembly Standing Committee dated December 30, 2016, on court fees and charges.

**Ruling:**

1. Do not accept the lawsuit request of the plaintiff Ms. Le Thi Minh Thuy regarding the "Dispute over disciplinary action, dismissal; unilateral termination of employment contract" with the defendant Lam Dong Pharmaceutical Joint Stock Company.
2. Plaintiff Ms. Le Thi Minh Thuy is exempted from appellate labor court fees.
3. Other decisions of the first-instance judgment that were not appealed or protested shall take legal effect from the date the time limit for appeal and protest expires.
4. The appellate judgment shall take legal effect from the date of pronouncement./.

***Recipients:***

- People's Procuracy of Lam Dong Province;
- People's Court of Region 1 - Lam Dong (02);
- Civil Judgment Enforcement Department of Region 1 - Lam Dong;
- Parties;
- Archive: Case file, Administrative and Judicial Support Team, Civil Court.

**ON BEHALF OF THE APPELLATE PANEL  
JUDGE - PRESIDING JUDGE**

**Bui Dang**