

Hanoi, March 20th, 2026

PERIODIC INFORMATION DISCLOSURE

To: - State Securities Commission
- Ho Chi Minh City Stock Exchange

1. Organization Name: **LILAMA10 JOINT STOCK COMPANY**

- Stock code: **L10**
- Address: Lilama 10 Building, To Huu Street, Dai Mo Ward, Hanoi City.
- Phone: 024 38649584 Fax: 024 38649581
- Email: info@lilama10.com

2. Content of the published information:

- Resolution of the Board of Directors of Lilama10 Joint Stock Company on the approval of the program and documents for the 2026 Annual General Meeting of Shareholders and the restructuring of the Board of Directors' personnel (attached to Resolution No. 12/Lilama 10/HĐQT dated March 20, 2026).

- The complete documents for the 2026 Annual General Meeting of Shareholders include: Notice of Meeting, sample attendance confirmation or proxy form, meeting agenda, and discussion documents serving as the basis for approval by the General Meeting for each item on the agenda.

3. This information will be published on the Company's website on March 20th, 2026 at the address: **www.lilama10.com.vn**;

- **Shareholder Relations**
- **Shareholders' Meeting Documents**

We hereby declare that the information published above is true and accurate, and we assume full legal responsibility for the content of the information we have published.

Organization representative
Authorized person to disclose information
(Signature, full name, title, and seal)

Attached documents:

1. Resolution No. 12 /Lilama10/HĐQT;
2. Announcement No.: 12/Lilama10/ HĐQT.



Trịnh Ngọc Tuấn Hùng

No.: 12/Lilama10/BOD

Hanoi, March 20, 2026

RESOLUTION

BOARD OF DIRECTORS OF LILAMA10 JOINT STOCK Approval of the agenda and documents for the 2026 Annual General Meeting of Shareholders and the consolidation of the Board of Directors' personnel

Pursuant to:

- *The Law on Enterprises and guiding documents;*
- *The Law on Securities and guiding documents;*
- *The Charter of Organization and Operation of LILAMA10 Joint Stock Company;*
- *The Minutes of the Board of Directors meeting dated March 20, 2026;*

RESOLVES:

Article 1. Approval of the organization of the 2026 Annual General Meeting of Shareholders

1. **Time:** 08:30 AM, April 18, 2026 (Saturday)
2. **Venue:** LILAMA10 Building – To Huu Street, Dai Mo Ward, Hanoi

Article 2. Approval of the dismissal of Board of Directors members

Approve the dismissal of 03 members of the Board of Directors for the 2022–2027 term, based on their personal requests, to be submitted to the 2026 Annual General Meeting of Shareholders for consideration and decision:

1. Mr. Pham Khac Tuyen
2. Mr. Nguyen Hong Dang
3. Mr. Dang Hao Quang

Article 3. Approval of nomination and candidacy procedures for additional Board members

1. Purpose:

To establish procedures for nomination and self-nomination to elect additional members of the Board of Directors and independent Board members for the 2022–2027 term, ensuring the consolidation of the Board at the 2026 Annual General Meeting of Shareholders.

2. Application dossier includes:

- Nomination letter (for candidates nominated by shareholders/shareholder groups);
- Application form (for self-nominated candidates);
- Curriculum vitae and declaration of related organizations/individuals in accordance with the law;
- Certified copies of:
 - ID card/Citizen ID/Passport;
 - Professional degrees and certificates (if any);
 - Commitment of the candidate to meet the standards and conditions for Board membership as prescribed by law and the Company's Charter;

- For independent Board member candidates: a commitment of independence in accordance with legal regulations.
(Templates attached)

3. **Submission deadline:**

- **Final deadline:** 3:00 PM, April 5, 2026
- **Submission address:** LILAMA10 Joint Stock Company, LILAMA10 Building – To Huu Street, Dai Mo Ward, Hanoi

Article 4. Establishment of the Candidate Evaluation Team

The Board of Directors establishes a Candidate Evaluation Team for Board member applications, including:

1. Mr. Dang Van Long – **Chairman of the Board** – Head of the Team
2. Mr. Trinh Ngoc Tuan Hung – Member

Responsibilities:

- Review the validity and completeness of candidate dossiers;
- Assess compliance with legal and Charter requirements;
- Compile the list of qualified candidates and report to the Board for submission to the General Meeting of Shareholders for consideration and election.

Article 5. Publication of candidate list

The list of qualified Board candidates will be published on the Company's website at least 10 days prior to the date of the General Meeting.

Article 6. Approval of documents submitted to the 2026 Annual General Meeting of Shareholders

The Board of Directors approves the following documents, reports, and submissions:

1. Meeting agenda;
2. Meeting regulations;
3. Regulations on nomination, candidacy, and election of additional Board members and independent Board members for the 2022–2027 term;
4. Report on business performance in 2025 and plan for 2026;
5. Audited financial statements for 2025;
6. Financial and credit plan for 2026;
7. Report on Board of Directors' activities in 2025 and plan for 2026;
8. Report on Supervisory Board's activities in 2025 and plan for 2026;
9. Proposal for selection of the auditing firm for 2026;
10. Profit distribution and dividend plan for 2025;
11. Proposal on remuneration and compensation for the Board of Directors, Supervisory Board, and management in 2025 and plan for 2026;
12. Proposal on dismissal and additional election of Board members and independent Board members for the 2022–2027 term;
13. Other matters within the authority of the General Meeting of Shareholders (if any).

(Detailed documents attached)

Article 7. Implementation

The General Director, departments, and affiliated units are assigned to implement this Resolution in accordance with legal regulations and the Company's Charter.

Recipients:

As stated in Article 2;
State Securities Commission; Ho Chi Minh City Stock Exchange;
Filed at the Board of Directors Office

ON BEHALF OF THE BOARD OF DIRECTORS





LILAMA10, JSC
www.lilama10.com
www.lilama10.com.vn

TỔNG CÔNG TY LẮP MÁY VIỆT NAM (LILAMA CORPORATION)
CÔNG TY CỔ PHẦN LILAMA10 (LILAMA10, JSC)
Trụ sở: Tòa nhà Lilama10, Phố Tố Hữu, Phường Đại Mỗ,
Thành phố Hà Nội, Việt Nam.
Tel: 0243.8649584 Fax: 0243.8649581
Email: info@lilama10.com

ISO 9001:2015
ISO 14001:2015
ISO 45001:2018
ISO 3834-2
EN1090
ASME - "S", "U"

No.: ~~MC~~/LILAMA10/BOD

Hanoi, March 20, 2026

NOTICE

INVITATION TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Shareholders of LILAMA10 Joint Stock Company (Ticker: L10)

The Board of Directors of LILAMA10 Joint Stock Company (Enterprise Registration Certificate No. 5400101273 issued by the Hanoi Department of Planning and Investment on December 29, 2006; headquarters located at LILAMA10 Building, To Huu Street, Trung Van Ward, Nam Tu Liem District, Hanoi) respectfully invites our valued shareholders to attend the 2026 Annual General Meeting of Shareholders, organized as follows:

- Venue:**
16th Floor Hall – LILAMA10 Building
(To Huu Street, Dai Mo Ward, Hanoi)
- Time:**
08:30 AM, April 18, 2026
- Agenda:**
As per the meeting program (attached)
- Participants:**
All shareholders holding voting shares of LILAMA10 Joint Stock Company according to the shareholder list finalized on the record date of March 11, 2026.
- Meeting Documents:**
Documents will be published in detail on the Company's website:
www.lilama10.com.vn; www.lilama10.com from March 20, 2026.
Shareholders are kindly requested to access the above addresses to download materials.
- Registration Procedures:**
To facilitate shareholders in exercising their rights and obligations, please confirm attendance using the provided form (attached or downloadable from the Company's website) and send it to the Company before **10:30 AM, April 16, 2026** via fax, email, postal mail, or direct phone call. In case a shareholder cannot attend in person, a written authorization may be granted to a representative or a member of the Board of Directors using the provided form (attached or downloadable from the Company's website), to be sent to the Company before **10:30 AM, April 16, 2026**.
- Contact Information:**
 - Address: LILAMA10 Building, To Huu Street, Dai Mo Ward, Hanoi
 - Tel: 0243.8649.587 | Fax: 0243.8649.581
 - Or contact Mr. Nguyen Hong Dang: 0912.573.975
 - Email: info@lilama10.com; tochucl10@gmail.com
- Attendance Requirements:**
Shareholders or authorized representatives attending the meeting are requested to bring:
 - o Original registration/authorization documents
 - o ID card (Citizen ID) or passport
 - o A valid copy of the enterprise registration certificate (if attending as the legal representative of an organizational shareholder)**We look forward to welcoming our valued shareholders to the meeting.**

Recipient:

- As above
- State Securities Commission; Ho Chi Minh City Stock Exchange
- Filed at the Company's Board of Directors Office



On behalf of the Board of Directors

CHỦ TỊCH H.Đ.Q.T
Dặng Văn Long

AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

LILAMA10 JOINT STOCK COMPANY

Time: From 08:30 AM, April 18, 2026

Venue: 16th Floor Hall – LILAMA10 Building, Dai Mo Ward, Hanoi

No.	Content	Time
1	Shareholder Reception - Registration and verification of shareholder eligibility - Preparation of attendance list - Distribution of documents, voting ballots, and voting cards	08:00 – 08:30
2	Opening of the Meeting - Declaration of reasons and introduction of delegates - Report on shareholder eligibility verification and quorum - Introduction and approval of the Presidium - Approval of the Secretariat and Vote Counting Committee - Invitation to the Presidium to chair the Meeting	08:30 – 08:50
3	Approval of Meeting Regulations and Agenda - Approval of working regulations and voting procedures - Approval of the Meeting agenda	08:50 – 09:00
4	Presentation of Reports and Proposals Part 1: Reports and submissions 4.1- Business performance report for 2025 and plan for 2026 4.2- Audited financial statements for 2025 4.3- Financial and credit plan for 2026 4.4- Board of Directors' report for 2025 and plan for 2026 4.5- Supervisory Board's report for 2025 and plan for 2026 4.6- Proposal for selection of the auditing firm for 2026 4.7- Profit distribution and dividend plan for 2025 4.8- Proposal on remuneration and compensation for the Board of Directors and Supervisory Board in 2025 and plan for 2026 4.9- Other matters under the authority of the Meeting (if any) The Presidium, Supervisory Board, and relevant members will respond to shareholders' questions	9:00 – 10:00
5	Part 2: Election - Approval of dismissal of Board members for the 2022–2027 term - Approval of election regulations for Board members and independent Board members - Report on list of nominees and candidates from shareholders/shareholder groups - Report on verification of candidate dossiers	10:00 – 10:20
	Discussion and Q&A - Shareholder discussion - Responses from the Presidium, Board of Directors, and Supervisory Board	10:20 – 10:40
	Voting Procedures - Distribution and instruction on voting ballots - Shareholders cast votes for elections and resolutions	10:50 – 11:00
6	Break – Vote Counting - Vote Counting Committee works - Announcement of voting results on reports and proposals and results of additional Board member elections for the 2022–2027 term	11:00 – 11:30
7	Announcement of Results - Report on voting results - Report on Board election results	11:30 – 11:40
8	Approval of Minutes and Resolution of the General Meeting of Shareholders	11:40 – 12:00
9	Closing of the Meeting	12:00



LILAMA10, JSC
www.lilama10.com
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TỔNG CÔNG TY LẬP MÁY VIỆT NAM (LILAMA CORPORATION)
CÔNG TY CỔ PHẦN LILAMA10 (LILAMA10, JSC)
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ISO 3834-2
EN1090
ASME - "S", "U"

Hanoi, date month year 2026

CONFIRMATION LETTER OF ATTENDANCE / OR AUTHORIZATION TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The Board of Directors of LILAMA10 Joint Stock Company

Name of individual/organization:.....

Being a shareholder of LILAMA10 Joint Stock Company (Ticker: L10)

ID/Passport/Business Registration No.: issued on/...../..... at

Address:

Contact phone number:

Total number of shares owned (as of record date March 11, 2026):

Based on the Invitation Letter to attend the 2026 Annual General Meeting of Shareholders of LILAMA10 Joint Stock Company, to be held on April 18, 2026, I hereby confirm my participation as follows:

1. Attend in person ☐

2. Authorize the following individual/organization:

Name:

ID/Passport/Business Registration No.: issued on/...../..... at

3. Hoặc uỷ quyền cho:

* Mr Dang Van Long	Chairman of the Board of Directors	☐
* Mr Trinh Nguyen Tuan Hung	Member of the Board of Directors	☐
* Mr Pham Khac Tuyen	Member of the Board of Directors	☐
* Mr Nguyen Hong Dang	Member of the Board of Directors	☐
* Mr Dang Hao Quang	Member of the Board of Directors	☐

The authorized person is entitled to represent me in attending and voting on all matters within the agenda of the 2026 Annual General Meeting of Shareholders of LILAMA10 Joint Stock Company.

This confirmation letter takes effect from the date of signing and terminates upon completion of the assigned tasks.

I hereby commit not to make any complaints regarding the voting results made by my authorized representative.

AUTHORIZED PERSON

ATTENDEE / AUTHORIZING SHAREHOLDER

(Signature and full name)

(Signature and full name)

Note: Each shareholder may authorize only one individual/organization. Shareholders must fully provide the name, ID/Passport/Business Registration No., place and date of issue of the authorized person/organization. If attending in person or authorizing a Board member, please mark "X" in the appropriate box. Please confirm attendance or authorization and send this form to the Company before 10:30 AM, April 16, 2026.

DỰ THẢO

WORKING REGULATIONS

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

LILAMA 10 JOINT STOCK COMPANY

Pursuant to:

- Business Law and its guiding documents;
- Securities Law and its guiding documents;
- Charter of organization and operation of Lilama 10 Joint Stock Company;
- regulations on corporate governance issued in accordance with the Resolution of the Annual General Meeting of Shareholders in 2026 on April 18, 2026;
- Based on relevant legal documents;

The Board of Directors of Lilama10 Joint Stock Company has drafted the "Rules of Procedure" for the Annual General Meeting of Shareholders of Lilama10 Joint Stock Company in 2026 as follows:

1. Purpose and requirements:

- Ensure that the procedures, working principles, and voting processes at the Company's annual general meeting of shareholders are conducted in accordance with the law and are successful.
- The resolution of the General Meeting of Shareholders reflects the unified will and fulfills the aspirations and rights of shareholders in accordance with the law.

2. Target audience and scope of application:

- ***Applicable parties*** : All shareholders, legal representatives (authorized persons), and guests attending the Company 's 2026 Annual General Meeting of Shareholders must comply with the provisions of this Regulation, the Company's Charter, and current legal regulations .
- ***Scope of application***: This regulation applies to the Annual General Meeting of Shareholders of Lilama 10 Joint Stock Company in 2026.

3. Explanation of terms/abbreviations:

- Company: Lilama 10 Joint Stock Company.
- HĐQT: Board of Directors
- BKS: Supervisory Board.

- BTC : Organizing Committee of the Congress.
- DHĐCĐ: Shareholder: Shareholders' General Meeting.
- Attendees: Shareholders, representatives (authorized persons) , guests .

4. Contents of the regulations:

4.1 Conditions for holding a General Meeting of Shareholders:

- The Company's General Meeting of Shareholders can only be held if the number of attending delegates represents more than 50% of the total voting rights.
- In the event that there is not a sufficient number of voting shares, within thirty (30) minutes from the time set for the opening of the meeting, the convener of the meeting shall decide to cancel the meeting.
- Meeting of Shareholders must be reconvened within thirty (30) days from the date of the first General Meeting of Shareholders. The reconvened General Meeting of Shareholders can only be held when the attending members are shareholders and authorized representatives representing at least 33% of the voting shares.
- In the event that the second general meeting cannot be held due to insufficient number of shares; within thirty (30) minutes from the scheduled opening time of the meeting, the third general meeting of shareholders may be convened within twenty (20) days from the date of the planned second general meeting ; and in this case the meeting shall be held regardless of the number of shareholders or authorized representatives attending and shall be deemed valid, having the right to decide all matters intended to be approved at the first general meeting of shareholders.

4.2 Conditions for shareholders to attend the General Meeting:

Shareholders of the Company, as listed as of **March 11, 2026**, are entitled to attend the General Meeting of Shareholders; they may attend in person or authorize a representative. If more than one authorized representative is appointed to attend, the number of shares and votes of each representative must be specifically identified.

4.3 Guests at the Congress:

- Vietnam Machinery Installation Corporation - JSC (Affiliated company); Auditing company B, financial statements for the year 2025 UHY.
- These are management positions within the Company; members of the General Meeting Organizing Committee who are not shareholders of the Company are invited to attend the General Meeting.
- Guests may only speak at the Congress if invited by the Congress Chairman, or if they have registered in advance with the Congress Organizing Committee and received the Chairman's approval.

4.4 Delegates attending the Congress must comply with the following regulations:

- Be punctual, dress appropriately, comply with medical and security checks (if any), present identification documents, etc., as required by the Organizing Committee of the Congress.

- Receive Congress documents at the reception desk in front of the Congress hall.

But Shareholders arriving late have the right to register to attend and participate in voting immediately at the General Meeting. The Chairman of the General Meeting is not obligated to stop the meeting to allow late-arriving shareholders to register; the results of voting on items that were voted on before their arrival will not be affected.

- Delegates attending the meeting must put their phones on silent mode or turn them off. If a conversation is necessary, they must go outside the meeting room.

- The person authorized to attend the General Meeting may not delegate their authority to a third party, except as stipulated in point b, clause 2, Article 16 of the Company's Charter on Organization and Operation.

- No private conversations or smoking are allowed in the conference hall.

- Comply with the regulations of the Organizing Committee and the Chairman of the Congress.

- In the event that a delegate fails to comply with the regulations on inspection or the aforementioned measures and rules, the Chairman of the Congress, after careful consideration, may refuse or expel the delegate from the venue to ensure that the Congress proceeds normally according to the program.

4.5 Chairperson of the Congress and the Presidium:

- The Presidium consists of 5 members of the Board of Directors; the Chairman of the Board of Directors of the Company is the Chairman of the Presidium and the Chairperson of the General Meeting of Shareholders.

- The Chairperson presides over the proceedings of the General Meeting according to the agenda that the Board of Directors intends to present to the General Meeting for voting and approval.

- The responsibilities of the Presidium:

- Conduct the activities of the General Meeting of Shareholders according to the agenda approved by the General Meeting of Shareholders;
- Instructing delegates and the Congress to discuss the items on the agenda;
- Present drafts and conclusions on necessary issues for the Congress to vote on;
- Respond to questions related to the program content as requested by the Congress;
- Addressing and resolving issues that arise throughout the Congress;

- Working principles of the Presidium: The Presidium operates on the principles of collective decision-making, democratic centralism, and majority rule.

4.6 Congress Secretary:

- Consisting of one or more individuals approved by a vote of the General Meeting of Shareholders.

- Duties and responsibilities:

- Record the contents of the Congress fully and accurately;
- Receive the registration forms from delegates wishing to speak;
- Prepare meeting minutes and draft resolutions for the General Shareholders' Meeting;
- Assist the Chairperson in announcing information related to the General Meeting of Shareholders and notifying shareholders in accordance with the law and the Company's Articles of Association.

- The chairperson and secretary of the General Meeting of Shareholders have the right to take necessary measures to conduct the meeting carefully. It was reasonable, orderly, followed the approved agenda, and reflected the wishes of the majority of delegates attending the meeting.

4.7 Shareholder eligibility verification committee:

- The Shareholder Eligibility Verification Committee of the General Meeting consists of 3 people (including 1 Chairman and 2 members), established by the Board of Directors and nominated to the General Meeting by the Presidium.

- The responsibilities of the Shareholder Eligibility Verification Committee:

- Verification Committee of the General Meeting is responsible for verifying the eligibility and status of shareholders and shareholder representatives attending the meeting.
- Verification Committee is responsible for reporting to the General Meeting of Shareholders on the attendance of shareholders at the meeting.

4.8 Vote counting committee:

- The vote counting committee is nominated and approved by the Chairman at the General Meeting. Members of the vote counting committee must not be individuals whose names are on the list of candidates or nominees for the Board of Directors (if any).

- The responsibilities of the vote counting committee:

- Disseminate the principles, rules, and guidelines for the voting process;
- Review and report to the Congress any cases of violations of voting rules or complaints regarding voting results.
- Guidelines on the principles and procedures for electing members of the Board of Directors, and election regulations (if any).
- Proceed with distributing, collecting, and counting ballots (if applicable).
- Count and record the ballots, prepare a vote counting report, and announce the results; forward the report to the Chairperson to request the General Meeting of Shareholders to approve the voting results;
- Announce the voting results to the Congress Secretary;

4.9 Speaking at the Congress:

Delegates attending the congress who wish to speak must obtain the permission of the Congress Chairman. Delegates should speak concisely, focusing on the key issues to be discussed, in accordance with the agenda approved by the Congress, or submit their opinions in writing to the Congress Secretary for compilation and reporting to the Chairman.

The Chairman of the General Meeting will arrange for delegates to speak in the order of registration, and may also directly answer shareholders' questions at the meeting or record them for a written response later.

4.10 Voting on issues at the Congress:

4.10.1. Principles

- All matters on the agenda and content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.
- Voting cards, ballots, and election ballots (if any) are printed, stamped, and sent directly to delegates at the General Meeting by the Company (along with the set of documents for attending the General Meeting of Shareholders). The voting cards, ballots, and election ballots clearly state the delegate's code, full name, number of shares owned, and authorized voting rights.
- The chairperson proposes the voting methods for each item on the agenda for the Congress to approve.

- The voting procedure is as follows:

- Voting by raising voting cards: This method is used to approve issues such as: the Congress program; the working regulations of the Congress; the election regulations; the personnel of the Presidium; the personnel of the Vote Counting Committee; the minutes of the Congress; the resolutions of the Congress; and other contents of the Congress (if any).
- Voting by filling out a ballot: This method is used to approve the following issues: Report of the Board of Directors; Report of the Supervisory Board; business performance in 2025 and plan for 2026; and to vote on the contents of the proposals presented at the General Meeting; and other matters within the authority of the General Meeting (if any).

4.10.2. Voting Method

- Delegates vote to *approve, disapprove, or abstain from voting* on an issue put to a vote at the Congress by raising their Voting Cards or filling in the options on the ballot corresponding to the issues to be voted on, as stipulated in section 4.10.1.
- When voting by raising a Voting Card, the front of the Voting Card must be raised high towards the Presiding Committee. If a delegate does not raise a Voting Card in all three times of voting for, against, or abstaining from an opinion on an issue, it will be considered as a vote in favor of that issue. If a delegate raises a Voting Card more than one (01) time when voting for, against, or abstaining from an opinion on an issue, it will be considered as an invalid vote.

- When voting by filling out a ballot, for each item, delegates choose one of the three options "Agree," "Disagree," or "No opinion" printed on the ballot by marking "X" or " v " in the box they choose. After completing all items requiring a vote at the Congress, delegates submit

The ballots were placed in sealed ballot boxes at the Congress in accordance with the instructions of the Ballot Counting Committee. The ballots must be signed and clearly state the full name of the delegate.

4.10.3. Validity of the Ballot:

=> **The ballot for the meeting** is a pre-printed form issued by the General Meeting Organizing Committee, bearing the company's red seal, and must not be altered, erased, torn, or damaged. No additional content beyond what is stipulated for this ballot must be written, and it must be signed, with the full handwritten name of each attending delegate below the signature.

On the ballot, the voting content (Report, Presentation) is valid when the delegate marks one (01) of the three (03) voting squares.

=> Form The vote is invalid:

- Add other information to the ballot;
- Voting ballots that are not in the pre-printed format issued by the General Meeting Organizing Committee, ballots without the company's red seal, or that have been erased, altered, or have additional content beyond what is permitted for voting ballots, ballots without signatures, or ballots that do not contain the full names of delegates, will all voting content on the ballots be considered invalid.

4.10.4. Voting rules

Each 01 (one) common share is equivalent to one voting right. Each attending delegate representing one or more voting rights will be issued a Voting Card and a Voting Slip.

As of the shareholder record date (March 11, 2026) , the total number of shares of the Company is 9,890,000 shares , equivalent to 9,890,000 voting rights.

Issues requiring a vote at the General Meeting shall only be approved when supported by shareholders holding more than 50% of the total voting rights of all shareholders present at the meeting. In certain cases , as stipulated in Clause 4, Article 21 of the Company's Charter, the voting issue must be approved by 65% or more of the total voting rights of all shareholders present at the meeting.

4.10.5. Record the voting results.

Shareholders ' General Meeting will approve the Voting Committee.

The Ballot Counting Committee is responsible for collecting ballots and election ballots.

The Vote Counting Committee will verify the number of votes in favor, against,

and abstentions for each item and will be responsible for recording, compiling, and reporting the results of the vote count at the General Meeting of Shareholders.

4.11. Elections for additional members of the Board of Directors and independent board members: To be conducted according to separate regulations.

4.12. Minutes and Resolutions of the General Meeting of Shareholders

The minutes of the meeting and the resolutions of the General Meeting of Shareholders must be read and approved before the closing of the meeting.

5. Implementation

All delegates, representatives, and guests attending the General Meeting are responsible for fully complying with the provisions of this Regulation, the Company's current regulations, rules, and management policies, and all relevant laws.

The person convening the General Meeting of Shareholders has the right to:

- Require all meeting attendees to undergo security checks or other security measures;
- Request the competent authority to maintain order at the meeting; expel those who failure to comply with the chairman's authority, intentionally disrupting order, hindering the normal progress of the meeting, or failing to comply with security checks before leaving the General Meeting of Shareholders.

Matters not specified in detail in this regulation shall be governed by the Company's Charter, the Enterprise Law, and other current laws of the State.

These regulations shall take effect immediately upon being voted on and approved by the Company's General Meeting of Shareholders.

ON BEHALF OF BOARD OF DIRECTORS


CHỦ TỊCH H.Đ.Đ.T
Đặng Văn Long

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 18, 2026

No: ... /QC-Election-General Meeting of Shareholders

DRAFT

REGULATIONS BY-ELECTION

**BOARD MEMBERS AND INDEPENDENT BOARD MEMBERS AT THE 2026 ANNUAL
GENERAL MEETING OF SHAREHOLDERS LILAMA 10 JOINT STOCK COMPANY**

Base:

- The Law on Enterprises and its implementing regulations;
- Law on Securities No. 54/2019/QH14 and Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;
- Charter of Organization and Operation of LILAMA 10 Joint Stock Company;
- The Rules of Procedure for the 2026 Annual General Meeting of Shareholders were approved by the General Meeting on April 18, 2026;
- Announcement from the Board of Directors regarding the election of additional members to the Board of Directors for the 2022-2027 term and guidelines for nominating and electing candidates;
- Current relevant legal documents.

The Board of Directors of LILAMA 10 Joint Stock Company submits to the General Meeting of Shareholders for consideration and approval the Regulations on the election of additional members of the Board of Directors and independent members of the Board of Directors as follows:

Article 1. Purpose and Scope of Application

1. This regulation stipulates the principles, procedures, and processes for nominating, electing, and electing additional members of the Board of Directors and independent members of the Board of Directors at the 2026 Annual General Meeting of Shareholders.
2. These regulations apply to: shareholders, groups of shareholders, authorized representatives with voting rights; the Vote Counting Committee; the General Meeting Organizing Committee and related individuals and departments.

Article 2. Number and principles of elections

1. **Number of additional members to be elected:**
03 (three) members of the Board of Directors, including 01 (one) independent member of the Board of Directors.
2. **Principles of elections:**
 - The election was conducted using the **cumulative voting method** as stipulated by law;
 - The total number of votes for each shareholder is determined by:
Number of shares owned × number of members to be elected ;

- Shareholders have the right to allocate all or part of their votes to one or more candidates;
 - The winning candidates are determined by the number of votes received, from highest to lowest, until the required number of votes is reached.
 - In case there are two (02) or more candidates with equal votes for the last position, the Congress shall decide to re-elect or choose according to the option proposed by the Chairman and approved by the Congress.
3. **Criteria for independent board members:**
 These shall be implemented in accordance with Clause 2, Article 155 of the 2020 Enterprise Law and other relevant legal regulations.

Article 3. Candidate Standards and Conditions

1. Possesses full legal capacity and is not subject to any prohibitions under the law;
2. Possess professional qualifications and experience in business administration or the company's field of activity;
3. It is not mandatory to be a shareholder of the Company;
4. Other standards and conditions are as stipulated in the Company's Articles of Association and applicable laws.

Article 4. Nomination and candidacy procedures

1. Shareholders or groups of shareholders have the right to nominate candidates in accordance with the Company's Articles of Association and applicable laws.
2. If the number of candidates is insufficient, the current Board of Directors has the right to nominate additional candidates.
3. The application/nomination documents should be prepared according to the Company's instructions, including:
 - Application/Nomination Letter;
 - Resume;
 - A copy of a valid identification document;
 - Qualifications and documents proving competence;
 - Commitment to meeting standards;
 - Commitment to independence (for independent members).
4. The deadline and location for submitting applications will be announced by the Company.
5. The Board of Directors reviews and compiles a list of qualified candidates and submits it to the General Meeting of Shareholders for consideration.

Article 5. Organizing elections at the Congress

1. The Chairman of the Congress presents the list of candidates and related information.
2. The Ballot Counting Committee will guide voters on election procedures and distribute valid ballots.
3. Shareholders cast their votes using the cumulative voting method.
4. The Vote Counting Committee collects the ballots, counts them, and prepares a vote counting report.

Valid ballot:

- Because the company issues them using a standardized format;

- It bears the company's seal;
- No erasures or alterations;
- The total number of votes recorded on the ballots must not exceed the voting rights.

Invalid ballot:

- Not issued by the Company;
 - Exceeding the number of votes allowed;
 - There are erasures, corrections, or additions of invalid content;
 - The voters' intentions are unknown.
5. The election results were announced at the Congress.
 6. The shareholders' general meeting voted to approve the election results.

Article 6. Handling of special cases

1. If the number of elected members is insufficient, the General Assembly shall decide on supplementary elections or other solutions in accordance with regulations.
2. Complaints related to the election must be made immediately after the results are announced and before the Congress adopts the minutes.
3. Invalid ballots will not be counted in the election results.

Article 7. Effective Date

This regulation takes effect from the date of its approval by the General Meeting of Shareholders and applies to the election of additional members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Lilama 10 Joint Stock Company.

ON BEHALF OF BOARD OF DIRECTORS



CHỦ TỊCH H.Đ.Q.T
Dặng Văn Long



LILAMA10, JSC
www.lilama10.com
www.lilama10.com.vn

TỔNG CÔNG TY LẮP MÁY VIỆT NAM (LILAMA CORPORATION)

CÔNG TY CỔ PHẦN LILAMA10 (LILAMA10, JSC)

Trụ sở: Tòa nhà Lilama10, Phố Tố Hữu, Phường Đại Mỗ,
Thành phố Hà Nội, Việt Nam.

Tel: 0243.8649584

Fax: 0243.8649581

Email: info@lilama10.com

ISO 9001:2015

ISO 14001:2015

ISO 45001:2018

ISO 3834-2

EN1090

ASME - "S"; "U"

No.: /LILAMA10/HĐQT

Hanoi, 18th April 2026

Draft

REPORT ON BUSINESS ACTIVITIES IN 2025 AND DIRECTIONS, TASKS, AND PLANS FOR 2026

To: Annual General Meeting of Shareholders of the Company 2026

LILAMA 10 Joint Stock Company has overcome many difficulties and challenges and leveraged its strengths as a reputable brand in the Vietnamese machinery installation industry. In 2025, the company's leadership and employees fulfilled the Shareholders' General Meeting Resolution. The Board of Directors reports the results of implementation to the General Meeting as follows:

I. STATUS OF IMPLEMENTATION OF THE 2025 SHAREHOLDER GENERAL MEETING RESOLUTION.

In implementing the Congress Resolution on production and business tasks for 2025, the Company operates in a context with the following main advantages and difficulties:

1. Advantages:

- With the close attention and guidance of Vietnam Machinery Installation Corporation - JSC.
- The company's leadership is united and cohesive; the management team is experienced and professional; and the technical workforce possesses solid skills, meeting the increasingly high demands of construction and installation projects today.
- The company has invested heavily in its construction equipment and vehicles, gradually improving their quality and increasing their quantity.
- Ensuring sufficient employment, maintaining income, and ensuring stability for employees throughout the company.

2. Difficulties:

- The domestic market for manufacturing and installing equipment is becoming increasingly competitive.

- The company is undergoing restructuring and a transformation of its operating model, leading to certain difficulties in organization, management, and adaptation to new requirements.

Despite numerous challenges, with high determination, unity, and tireless efforts from all staff and employees, the Company has achieved positive and noteworthy results, specifically as follows:

1. Results of the implementation of the business production plan for 2025.

No.	Target	Plan 2025	Perform 2025	Proportion perform
1	Production (billion VND)	1,000.0	1,109.5	111.0%
2	Revenue (billion VND)	1,000.0	1,438.2	143.8 %

(See attached Table 01)

** Compared to last year:*

No.	Target	To be implemented in 2024	To be implemented by 2025	Proportion
1	Output (billion VND)	1,076.0	1,109.5	103.1%
2	Revenue (billion VND)	1,073.2	1,438.2	134.0%

2. Results of the implementation of the 2025 financial plan.

No.	Target/year	Unit	Plan 2025	Perform 2025	Implementation rate
1	Profit before tax	Billion VND	22.0	50.0	227.3%
2	Pay into the state budget.	Billion VND	29.0	38.8	133.8%
3	Profit margin before tax/Revenue	%	2.2	3.5	158.1
4	Average monthly income of employees	Billion VND	13.5	15.0	111.1%

3. Investment and development plan for 2025.

** Investment in construction, vehicles, machinery, and equipment:*

No.	Project name	Unit	2025			Note
			KH	Perform	Proportion perform	

A	Capital construction investment	Billion VND	200.0	0	0%	
B	Investing in machinery, equipment, and transportation vehicles.	Billion VND	32.7	8.76	26.8%	
Total (A+B+C)			232.7	8.76	3.8%	

(Table 02 attached)

*** Reasons for not completing the 2025 investment plan:**

Based on the current situation and construction progress, some investment projects have not been implemented due to the lack of immediate need. With the principle of using investment capital rationally and ensuring high efficiency, the investment plan for these projects will be carried over and implemented at the appropriate time, according to actual needs and work conditions.

4. Economic and technical work, job marketing, and occupational safety:

- Economic and technical work:

All construction projects and project components undertaken by the Company are subject to well-planned construction techniques, labor safety measures, and rational and scientific construction management; strict technical supervision is implemented, and technical and technological procedures are strictly followed. Therefore, the quality of construction is always guaranteed and highly appreciated by investors.

Alongside directing the implementation of construction projects, the Board of Directors and the General Management Board of the Company always pay attention to the settlement and recovery of capital for completed work volumes at ongoing and handed-over projects.

- Other major projects underway in 2025 :

+ Complete implementation Installation work for the Hoa Binh Hydropower Expansion Project ; manufacturing modules for Thyssenkrup; continuing installation work for the Nam Phak-Laos hydropower project, Quang Trach 1 thermal power plant, etc.

+ Implementing construction work for the Canh Tang Reservoir and Ke Go Reservoir projects, manufacturing equipment for the Snowy 2.0 hydropower plant in Australia...

- Job search marketing activities:

In 2025, the company negotiated and signed several major contracts with a total value of over 1 trillion VND.

- Occupational safety and health, environmental hygiene, fire prevention, and flood control:

All workers involved in construction on the sites receive workplace safety training through a three-step process.

The company has organized annual health checkups for its employees in accordance with regulations. Those working at heights or in tunnels undergo health checks, and only those who meet the requirements are allowed to work.

- + Provide workers with personal protective equipment in accordance with State regulations.

- + All construction sites have dedicated safety personnel.

The company has strictly implemented the regulations on fire prevention and control, environmental sanitation, and the operating procedures for the use of equipment, vehicles, and machinery used in construction.

5. Production organization and implementation of policies and regulations:

- Total number of employees as of December 31, 2025: **1,781 people, including:**

- + Male: **1,625 people**

- + Female: **156 people**

- + Management staff, engineers, technicians, and professionals: **283 people**

- + Technical workers in the following trades: **1,498 people.**

- ***Personnel management:***

The company has streamlined its leadership structure; appointing, reappointing, dismissing, and transferring several key management personnel in a way that is lean, efficient, and aligned with capabilities and practical requirements. Specifically:

- + Mr. Nguyen Dinh Tinh, Electrical Engineer, is reappointed as General Director of the Company for a fixed term, effective from July 20th, 2025.

- + Mr. Nguyen Viet Xuan, Mechanical Engineer, is reappointed for a fixed term as Deputy General Director of the Company, effective from February 17th, 2025.

- + Appointing/reappointing 2 Assistants to the Chairman of the Board of Directors; reappointing 5 Heads/Deputy Heads of Company departments; appointing/reappointing 7 Directors/Deputy Directors of branches.

- ***Recruitment process:***

- + In 2025, recruit 519 workers and 19 additional engineers, technicians, and graduates for the units; provide safety training and instruction. But Occupational hygiene and certification will be provided in accordance with current laws and regulations for 100% of workers at construction sites.

- ***Training Activities:***

- + Organize internal workshops to promptly update on new points of laws passed, amended, and supplemented by the National Assembly in 2025; thereby helping officials,

Party members, and employees to thoroughly understand legal regulations and apply them effectively to their work.

- + Organize training courses on the application of artificial intelligence (AI) for key leaders, professional staff of the Company and its affiliated units.

- **Implementation of policies and regulations for employees:** Company leaders at all levels pay special attention to caring for the lives of employees, ensuring their health, sufficient employment, and stable income so that employees can work with peace of mind. The company has paid salaries and bonuses directly to employees on time, contributed to social insurance, and purchased health insurance and unemployment insurance for 100% of employees in accordance with state regulations. It has promptly resolved issues related to allowances, sickness, work accidents, occupational diseases, retirement, and death benefits. 100% of recruited workers have signed labor contracts. By 2025, the company had successfully implemented all its internal regulations and rules.

The company has effectively utilized its reward fund, charity fund, and welfare fund; employees who are sick, injured, or whose family members face hardship receive care, support, and assistance from the company and the trade union.

Regularly launching emulation movements in labor and production, striving to complete many items on construction projects to achieve accomplishments in chào mừng major holidays and important events of the country, organizing charitable activities, showing gratitude and repaying kindness, etc.

Organized two meetings for retired Lilama 10 employees in Hoa Binh and the Internal Affairs Association on the inauguration of the Hoa Binh Hydropower Plant expansion.

6. Other tasks :

- In accordance with the resolution of the Annual General Meeting of Shareholders in 2025 , the Company has signed a contract with UHY Audit and Consulting Co., Ltd. to conduct an audit of the financial statements for the year 2025.

II. DIRECTIONS, TASKS, AND BUSINESS PRODUCTION PLAN FOR 2026.

1. Assessing the opportunities and challenges for 2026.

a. Challenges in 2026.

- Regarding human resources: Labor demand exceeds supply, especially for technical and project management personnel. A widespread shortage of high-quality human resources is occurring. Construction and mechanical engineering/installation companies will face intense competition in attracting and retaining personnel.
- Regarding competition: The increasing number of companies entering the industry, along with the strong growth of foreign companies, creates significant competitive pressure.

- Pressure from environmental protection requirements: Environmental protection regulations are becoming increasingly stringent, requiring construction projects to minimize their environmental impact. This not only drives up costs but also demands that the construction engineering industry adopt new, environmentally friendly technical solutions.

b. Favorable year 2026.

- The company received timely guidance and support from leaders at all levels, especially from Lilama Corporation.
- The company has good relationships with domestic and foreign partners and is highly valued by investors.
- The company has a team of skilled and responsible engineers and technicians. This workforce is the foundation of LILAMA10's success.

2. Business production plan for 2026.

No.	Target	Unit	Plan 2026	Note
1	Output value	Billion VND	910.0	
2	Net revenue	Billion VND	1,000.0	
3	Profit before tax	Billion VND	30.0	
4	Pay into the State budget.	Billion VND	29.0	
5	Average monthly income C BNV	Billion VND	15.5	
7	Dividends	%	10-15	

(Table 03 attached)

3. Investment plan for 2026:

In 2026, the company will continue to invest in the construction of the Lilama10 Building - Phase II and upgrade its construction equipment to enhance its operational capacity.

No.	Target	Plan 2026	Note
1	Investment (billion VND)	223.2	

(Table 04 attached)

4. Solutions for implementing the plan:

To successfully achieve the 2026 production and business plan objectives, the company proposes the following key solutions:

- Continue construction and completion of projects, ensuring safety, quality, progress, and efficiency as agreed upon in the signed contracts.

- Effective and efficient project management aims to reduce unforeseen costs and save on the use of raw materials and fuel.
- Further strengthen job search and marketing efforts, both domestically and internationally, to ensure sufficient and stable employment for the company's workers.
- Further enhance workers' awareness of labor discipline regarding safety and environmental hygiene. Strengthen the team of technical engineers responsible for safety work and provide additional safety equipment and tools for workers. Simultaneously, implement disciplinary measures against individuals and groups who violate regulations on labor safety and environmental hygiene.
- Improving product quality: building a system for checking and evaluating product quality, strengthening the QA/QC team, and educating employees about the importance of ensuring and improving product quality...in order to gradually enhance the competitiveness of the Company's products and services.
- Building a professional and friendly corporate culture is reflected in values such as: work attire, work environment, communication attitude, balancing internal and external relationships, and work standards...
- Strengthen management: personnel, equipment, construction machinery, finance, economic and technical aspects, subcontracting... Especially thoroughly implement subcontracting down to the production teams, with a subcontracting mechanism and wage distribution linked to work efficiency.
- skilled and professional workforce , and create mechanisms to motivate and encourage talented employees to ensure they feel secure and dedicated to the company, successfully implementing projects.
- Training, retraining, and advanced training for workers, with a greater emphasis on and enhancement of specialized training and foreign language skills, especially English training for technical engineers.
- Invest in advanced technologies to enhance production and business capabilities.
- Improving product and service quality and competitiveness is key to gradually building LILAMA 10 into a strong brand in the region.
- Step-by-step upgrading of the Mechanical Factory Manufacturing equipment in Hai Duong aims to diversify products and align with the company's development strategy in the coming years.

The above is the report on the business performance results for 2025 and the direction, tasks, and plans for 2026 of the Company, submitted by the Board of Directors for the General Meeting's approval.

On behalf of the Board of Directors

Recipient:

- Shareholders;
- Save the Board of Directors;



CHỦ TỊCH H.Đ. Q.T.
Đặng Văn Long
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DETAILS OF PRODUCTION VOLUME AND REVENUE
2025

Unit of measurement: million VND

No.	Names of works and projects	2025 Plan		To be implemented in 2025		Note
		Output value	Revenue value	Output value	Revenue value	
1	2	3	4	5	7	9
1	Hoa Binh MR Hydropower Plant construction package	78,819	140,365	158,819	141,281	
2	Hoa Binh MR Hydropower Plant, DOAP fabrication package.	-	17,072	-	17,070	
3	Ialy MR Hydropower Plant construction package	13,352	86,013	13,822	48,470	
4	Manufacturing modules for Thyssenkrupp	171,318	156,938	15,576	224,235	
5	Nam Phak Hydropower Plant	219,435	87,863	192,989	251,345	
6	Vung Ang 2 Thermal Power Plant	3,560	70,240	11,460	43,634	
7	Quang Trach 1 Thermal Power Plant	234,902	180,932	416,669	347,896	
8	Nhon Trach 3&4 Power Plant	13,712	134,296	47,132	115,502	
9	Office space for rent at Lilama10	30,000	30,000	37,486	37,486	
10	Other jobs	234,902	96,281	215,690	211,256	
	Total	1,000,000	1,000,000	1,109,643	1,438,175	

Hanoi,

2026

LILAMA10 JOINT STOCK COMPANY



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Dặng Văn Long

INVESTMENT IMPLEMENTATION REPORT 2025

Unit of measurement: Vietnamese Dong

No.	Project name	Total Investment Amount	Capital plan for 2025				To be implemented in 2025					Note
			Total	Trade Development Capital	Equity	Other sources of funding	Total	Trade Development Capital	Equity	Other sources of funding	% of customers compared to customers	
A	B	I	4	5	6	7	8	9	10	11	12	F
I	Basic construction	350,000,000,000	200,000,000,000	140,000,000,000	60,000,000,000		0		0		0.00%	
1	Lilama 10 Building, Phase 2	350,000,000,000	200,000,000,000	140,000,000,000	60,000,000,000		-		-			
II	Machinery, equipment, and transportation vehicles.	32,700,000,000	32,700,000,000	22,890,000,000	9,810,000,000		8,757,470,000	-	8,757,470,000			
1	Vertical lathe with table diameter ≥ 2.5 m (1 unit)	5,000,000,000	5,000,000,000	3,500,000,000	1,500,000,000							
2	Horizontal lathe with a bed length of ≥ 3 m (1 unit)	5,000,000,000	5,000,000,000	3,500,000,000	1,500,000,000							
3	Bed milling machine (1 unit)	4,500,000,000	4,500,000,000	3,150,000,000	1,350,000,000							
4	CNC Laser Steel Cutting Machine (1 unit)	8,000,000,000	8,000,000,000	5,600,000,000	2,400,000,000		4,957,470,000		4,957,470,000			
5	Other machines	10,200,000,000	10,200,000,000	7,140,000,000	3,060,000,000		3,800,000,000		3,800,000,000			
	Total I+II	382,700,000,000	232,700,000,000	162,890,000,000	69,810,000,000		8,757,470,000	-	8,757,470,000		3.76%	

Hanoi, 2026

LILAMA 10 JOINT STOCK COMPANY



CHỦ TỊCH H.Đ.QT
Đặng Văn Long

LILAMA JOINT STOCK COMPANY 10

DETAILS OF THE PRODUCTION VOLUME AND REVENUE PLAN

2026

Unit of measurement: million VND

No.	Names of works and projects	Output value	Revenue value	Note
1	2	3	4	5
1	Bac Ai Hydroelectric Power Plant	20,000	0	
2	Tri An Hydropower Plant Expansion	100,000	50,000	
3	Quang Trach 1 Thermal Power Plant	47,905	236,048	
4	Tibetan Wing Lake	102,962	84,208	
5	Ke Go Lake	2,000	13,652	
6	Song Cho Lake	123,101	123,101	
7	Manufactured for ATB's POs.	284,800	300,000	
8	Office space for rent at Lilama10	30,000	30,000	
9	Other jobs	199,231	162,991	
	Total	910,000	1,000,000	

Hanoi,

2026

LILAMA10 JOINT STOCK COMPANY



CHỦ TỊCH H.Đ. Q.T

Dặng Văn Long

LIST OF INVESTMENT PROJECTS PLANNED FOR 2026

Unit of measurement: VND

No	Project name	Investor	Construction site	KC-HT	Design capabilities	E-commerce	Cumulative progress since commencement	Plan for 2026					Other sources of funding	Note
								Total	State capital	Foreign capital	Trade Development Capital	Equity		
I	A	B	C	D	E	I	2	6	7	8	9	10	11	F
I	Basic construction					350,000,000,000		200,000,000,000			140,000,000,000	60,000,000,000		
1	Lilama 10 Building, Phase 2		Lilama10 Building, To Huu Street, Trung Van Ward, Nam Tu Liem District, Hanoi			350,000,000,000		200,000,000,000			140,000,000,000	60,000,000,000		Resolution No. 274/NQ-HĐQT dated July 10, 2017 of the Board of Directors of Vietnam Machinery Installation Corporation
II	Machinery, equipment, and transportation vehicles.					30,200,000,000		23,200,000,000			16,240,000,000	6,960,000,000		
1	Vertical lathe with table diameter ≥ 2.5 m (1 unit)					5,000,000,000		5,000,000,000			3,500,000,000	1,500,000,000		
2	Bed milling machine (1 unit)					15,000,000,000		8,000,000,000			5,600,000,000	2,400,000,000		
3	Other machines					10,200,000,000		10,200,000,000			7,140,000,000	3,060,000,000		
TOTAL: I+II						380,200,000,000		223,200,000,000			156,240,000,000	66,960,000,000		

Hanoi, 2026

LILAMA 10 JOINT STOCK COMPANY



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LILAMA10, JSC
www.lilama10.com
www.lilama10.com.vn

TỔNG CÔNG TY LẬP MÁY VIỆT NAM (LILAMA CORPORATION)
CÔNG TY CỔ PHẦN LILAMA10 (LILAMA10, JSC)
Trụ sở: Tòa nhà Lilama10, Phố Tố Hữu, Phường Đại Mỗ,
Thành phố Hà Nội, Việt Nam.
Tel: 0243.8649584 Fax: 0243.8649581
Email: info@lilama10.com

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No.: /LILAMA10/HĐQT

Hanoi, 18th April, 2026

Draft

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS LILAMA 10 JOINT STOCK COMPANY 2025

To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Base:

- The 2020 Enterprise Law has been amended and supplemented by Law No. 76/2025/QH15;
- Charter of Organization and Operation of LILAMA10 Joint Stock Company;
- Resolution of the Annual General Meeting of Shareholders of LILAMA10 Joint Stock Company in 2025.

In exercising its powers and fulfilling its obligations as stipulated by law and the Charter of LILAMA10 Joint Stock Company, the Board of Directors reports to the General Meeting of Shareholders. The annual report on the activities of the Company's Board of Directors in 2025 and the direction and tasks for 2026 are as follows:

PART 1

ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 DIRECTIONS AND TASKS FOR 2026

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025:

1. Activities of the Board of Directors:

No.	Board Member	Position	Number of Board of Directors meetings attended	Meeting attendance rate	Note
1	Mr. Dang Van Long	Chairman	28/28	100%	
2	Mr. Trinh Ngoc Tuan Hung	Member	28/28	100%	

3	Mr. Pham Khac Tuyen	Member	28/28	100%	
4	Nguyen Hong Dang	Member	28/28	100%	
5	Dang Hao Quang	Member	28/28	100%	

In 2025, the Board of Directors held 28 meetings (including 6 in-person meetings and 22 meetings conducted through written consultations). To review the implementation of resolutions and decisions of the Board of Directors, resolve issues related to the Company's operations; and consider proposals and recommendations from the Supervisory Board and the General Director .

At the meetings, all issues raised are discussed, considered, and decided upon objectively, democratically, and carefully by the Company's Board of Directors, including:

- Preparation and organization of the 2025 Annual General Meeting of Shareholders.
- Dividends for 2024 will be paid in cash at a rate of 15%.
- The independent auditing firm selected for 2025 is UHY Auditing and Consulting Co., Ltd. to audit the 2025 financial statements.
- Approval and selection of Vietnam Auditing and Valuation Company Limited as the internal audit firm for the year 2025.
- Develop, revise, and issue company rules and regulations.
- Appointing, reappointing, and dismissing personnel promptly and in accordance with the law and company regulations.
- Coordination is essential to promptly address suggestions and proposals belong to Board of Supervisors and General Director Issues arising within the scope of authority will be reported to the competent authority for resolution of matters related to the Company's production and business activities.
- Publicly disclosing and ensuring transparency in production and business activities creates favorable conditions for state management agencies and shareholders to effectively perform their functions of company management, supervision, and inspection.

2. Supervision Work of the General Director:

Over the past year, the Board of Directors has overseen the General Director through the following main tasks:

- a- Implement the Board of Directors' Resolution.
- b- Carry out personnel management.
- c- Signing and executing economic contracts within their authority.
- d- Report on the implementation of the financial and credit plan.
- e- Contract work and wage payment to workers.
- f- Implement and finalize investment projects approved by the Board of Directors.

- g- Comply with all applicable laws, regulations, and company rules in the management of production and business operations.
- h- Fulfilling the company's obligations to the State, its responsibilities to employees, and its shareholders.
- i- Other supervisory activities as stipulated in the Company's Charter and Regulations.

**** Evaluation of the General Director's management and operational performance:***

+ Over the past year, the Board of Directors highly appreciates the dynamism and decisiveness of the General Director in managing the Company to successfully complete its production and business tasks.

+ In 2025, amidst the domestic and international construction market continuing to face numerous challenges and difficulties, impacted by the restructuring pressure of the economy, especially the green transformation trend in the industry, along with political instability worldwide affecting many countries, including Vietnam, the Company's Board of Directors assessed that the General Director had managed the Company's production and business activities flexibly, cautiously, and effectively. The direction and management, especially in settlement and capital recovery, showed many positive changes; the management and use of capital were carried out strictly and effectively, contributing to financial stability and enhancing the Company's competitiveness. The projects undertaken by the Company were organized and constructed on schedule and ahead of schedule, meeting requirements for productivity, quality, and efficiency. Notable examples include:

- Module fabrication for ThyssenKrupp;
- Manufactured for the Snowy 2.0 Hydropower Project in Hai Duong;
- Nhon Trach 3 & 4 and Quang Trach 1 projects;
- Hoa Binh Hydroelectric Power Plant Expansion;
- Nam Phak Hydropower Project, Canh Tang Reservoir, Ke Go Reservoir, etc.

In particular, the company has gradually become deeply involved in the global green industry value chain through:

- Fabrication of electrolysis equipment modules for the NEOM Green Hydrogen Production Plant Project (Saudi Arabia);
- Fabrication of a 20MW electrolysis module for the Green Hydrogen Production Plant Project at Casa Grande (USA);
- Fabrication and transportation of hydraulic mechanical equipment for the Snowy 2.0 Hydropower Project (Australia).

The above results have played a crucial role in helping the Company achieve and exceed the main plan targets as approved by the Annual General Meeting of Shareholders.

- + To preserve and develop the company's capital effectively;
- + Ensuring the full protection of shareholders' legal rights and interests;

- + Strictly implement regulations and policies for employees, paying attention to and caring for their material and spiritual well-being; In particular, ensure timely and full payment of monthly salaries for workers; and at the same time Actively participate in social activities;
- + Fulfill all obligations to the State as per regulations;
- + Strictly comply with all legal regulations, the Company's charter, and internal governance rules.

3. Results of directing the implementation of production and business tasks in 2025:

Compared to the production and business plan targets As approved by the General Shareholders' Meeting, in 2025 the Company achieved and exceeded the main economic targets (detailed in the Company's 2025 business performance report).

*** Some key indicators:**

No.	Target	Unit	2025 Plan	To be implemented in 2025	Implementation Rate/Plan 2025
1	Value of production and business	Billion VND	1,000	1,109.5	111.0%
2	Revenue	Billion VND	1,000	1,438.2	143.8%
3	Profit before tax	Billion VND	22	50.0	227.3%
4	Pay into the budget.	Billion VND	29	38.8	133.8%
5	Monthly income of employees	Million VND	13.5	15.0	111.1%

4. Salary and remuneration scheme for 2025; Salary and remuneration plan for 2026 for the Company's management and executive staff (Board of Directors, Supervisory Board, General Director's Board, Chief Accountant):

4.1. Implementation and settlement of salaries, bonuses, and remuneration for 2025:

Based on the Regulations on the management and distribution of salaries, remuneration, and bonuses for management and executive personnel of the Company, and on the basis of the management and executive performance results achieved, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the salary and remuneration settlement for 2025 as follows:

*** Salary:**

Salaries of company executives and managers for 2025 will be advanced as per regulations, and the remaining amount will be settled and paid after the General Meeting approves the business results for 2025.

.Detail:

No	Full name	Position	Salary budget approved by the General Meeting of Shareholders (VND)	Salary settlement, request for approval by the General Meeting of Shareholders (VND)	Monthly salary and salary-related payments have been made (VND)	The remaining amount is requested to be paid.
1	Dang Van Long	Chairman of the Board	480,000,000	583,418,422	483,534,738	99,883,684
2	Nguyen Dinh Tinh	CEO	420,000,000	512,634,391	425,407,514	87,226,877
3	Trinh Ngoc Tuan Hung	Board of Directors, Chief Accountant	302,400,000	365,083,638	304,426,911	60,656,727
4	Vo Dang Giap	Deputy General Director	331,200,000	362,964,545	303,451,636	59,512,909
5	Nguyen Viet Xuan	Deputy General Director	331,200,000	396,450,000	330,240,000	66,210,000
6	Ngo Van Thiem	Deputy General Director	331,200,000	394,533,637	328,706,910	65,826,727
	Total:		2,196,000,000	2,615,084,633	2,175,767,709	439,316,924

*** Remuneration:** The company has made advance payments of remuneration to non-executive members of the Board of Directors, non-executive members of the Supervisory Board, and the Board Secretary for the year 2025, in accordance with the resolution of the 2025 General Meeting of Shareholders as follows:

No.	Full name	Job title	Number of months worked	The budget was approved by the General Shareholders' Meeting.	Remuneration settlement, request for General Shareholders' approval.	Remuneration paid for 2025	Remaining payment requested.
1	Trinh Ngoc Tuan Hung	Board of Directors	12	84,240,000	84,240,000	67,392,000	16,848,000
2	Pham Khac Tuyen	Board of Directors	12	84,240,000	84,240,000	67,392,000	16,848,000

No.	Full name	Job title	Number of months worked	The budget was approved by the General Shareholders' Meeting.	Remuneration settlement, request for General Shareholders' approval.	Remuneration paid for 2025	Remaining payment requested.
3	Nguyen Hong Dang	Board of Directors, Secretary	12	84,240,000	84,240,000	67,392,000	16,848,000
4	Dang Hao Quang	Board of Directors	12	84,240,000	84,240,000	67,392,000	16,848,000
5	Vu Cong Trang	TBKS	12	84,240,000	84,240,000	67,392,000	16,848,000
6	Dinh Thi Huong Ngoc	T/v BKS	12	50,400,000	50,400,000	40,320,000	10,080,000
7	Nguyen Thi Thu Phuong	T/v BKS	12	50,400,000	50,400,000	40,320,000	10,080,000
	Total:			522,000,000	522,000,000	417,600,000	104,400,000

4.2. Salary and remuneration plan for 2026

a) Salary plan for full-time management and executive staff

The salary plan for full-time management and executive staff is submitted by the Board of Directors to the General Shareholders' Meeting for consideration and approval in the Report on Salaries and Remuneration of the Board of Directors, Supervisory Board, and Management Staff for 2025 and the plan for 2026. Accordingly, salaries are determined based on the performance of the 2026 business plan targets compared to the results of the immediately preceding year.

Monthly, specialized management and executive staff receive an advance payment of 80% of their monthly salary; the remaining 20% will be settled and paid after the audited business results for 2026 are available and approved by the General Shareholders' Meeting, in accordance with regulations. Company's salary regulations.

b) Remuneration for part-time management staff

The remuneration for part-time management staff is presented to the General Shareholders' Meeting in the Report on Remuneration of the Board of Directors, Supervisory Board, and Secretary for 2025 and the Remuneration Plan for 2026. Accordingly, part-time management staff are entitled to 80% of the fee will be paid in advance; the remaining 20% will be paid later. The settlement and payment will be made after the 2026 business results are available, in accordance with the Company's regulations.

Details regarding the determination of the salary and remuneration fund for 2026 are presented in the attached Report. We respectfully request the General Meeting of Shareholders to

authorize the Board of Directors to organize and implement this in accordance with the Company's current regulations and rules.

II. DIRECTION OF ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026:

- The company **focuses its investment resources** on developing its core business sectors, including EPC, construction, and mechanical engineering, in line with green industrial principles. This aims to meet the increasingly high demands of customers for sustainable development and align with Vietnam's commitment to achieving net emissions of "zero" by 2050. These are areas and projects prioritized by the government and are increasingly accounting for a large proportion of the company's workload.
- **Continue to improve the effectiveness of management**, creating a solid foundation for timely and flexible production and business operations, closely following market developments, and ensuring effectiveness and efficiency.
- **Review, revise, supplement, and improve the system of management regulations and internal rules** in accordance with current laws; ensuring that the documents demonstrate flexibility in direction and management, promptly meet the requirements of production and business according to the actual situation, and serve as a standard for comprehensively evaluating and monitoring the Company's activities.
- **Strengthen inspection and supervision** of compliance with State regulations and policies, the Company Charter, resolutions and decisions of the General Meeting of Shareholders and the Board of Directors; and at the same time, monitor the practice of saving, preventing corruption and waste.
- **Promptly address** recommendations and proposals from the Supervisory Board, the General Director, and any arising issues within the authority of the Board of Directors.
- **Strengthening financial management and supervision**, improving the efficiency of capital utilization while practicing thrift and combating waste in production and business activities.
- **Directing operational departments to implement the contract system correctly and completely**, in order to reduce production costs, gradually increase profits and accumulate financial resources; at the same time, directing production units to vigorously implement capital recovery work, resolutely preventing the of bad debts.
- **Strictly control production and business costs, as well as investment costs**, ensuring a sufficiently strong capital structure to effectively support the company's production and business activities.
- **Make targeted investments** in accordance with the Company's financial capacity; including continuing the implementation of the Lilama 10 Building Project – Phase II according to the restructuring plan approved by the 2025 Annual General Meeting of Shareholders.
- **Continue to seek and implement divestment opportunities** at BV Invest Joint Stock Company in accordance with the restructuring plan approved by the 2024 Annual General Meeting of Shareholders.

- Improve the structure of **the Board of Directors**, with a focus on appointing independent board members, ensuring compliance with legal regulations and enhancing the company's governance capacity.
- **Promoting the application of technology in management** aims to optimize operational processes, increase labor productivity, and support strategic decision-making based on real-time data, thereby increasing competitive advantage and ensuring sustainable development.
- **To urge and monitor the resolution of requests** from competent authorities and shareholders; to promptly report to competent authorities for consideration and handling of issues arising related to the Company's operations.

III. CONCLUSION:

The year 2025 unfolds against a backdrop of ongoing difficulties and challenges in the global and domestic economic and political landscape, fraught with risks and uncertainties. The slowdown in growth in several major economies, the increasing trend of trade protectionism, and the strong shift towards green industries have created significant impacts and pressures on the business operations of enterprises.

In this context, leveraging the spirit of unity, proactiveness, and high determination of the Board of Directors and all employees, and receiving the valuable trust, support, and cooperation of our esteemed shareholders, LILAMA 10 Joint Stock Company has implemented a comprehensive range of management solutions, focusing resources on key tasks, thereby basically achieving the objectives set by the General Meeting of Shareholders for 2025.

On behalf of the Company's Board of Directors, I would like to express my sincere gratitude for the companionship, support, and practical contributions of our esteemed shareholders throughout the past period. The Company's Board of Directors hopes to continue receiving your attention, trust, and support so that LILAMA 10 Joint Stock Company can firmly overcome difficulties, maintain stability, and move towards sustainable development in the future.

Thank you very much! 

Reception location:

- Shareholders;
- Save the Board of Directors.

On behalf of the Board of Directors



CHỦ TỊCH H.Đ.Đ.T
Đặng Văn Long



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CÔNG TY CỔ PHẦN LILAMA10 (LILAMA10, JSC)

Trụ sở: Tòa nhà Lilama10, Phố Tố Hữu, Phường Đại Mỗ,
Thành phố Hà Nội, Việt Nam.

Tel: 0243.8649584

Fax: 0243.8649581

Email: info@lilama10.com

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ASME - "S"; "U"

No: /LILAMA10 / HDQT

Hanoi,

2026

Draft

SUBMISSION

(RE: Approval of the audited financial statements for 2025)

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of LILAMA 10 Joint Stock Company;
- Pursuant to the audited financial statements for the fiscal year ending December 31, 2025 of LILAMA 10 Joint Stock Company;

The financial statements for the fiscal year ending December 31st, 2025 of LILAMA 10 Joint Stock Company have been audited by UHY Auditing and Consulting Company Limited. The Board of Management of the Company respectfully submits to the General Meeting of Shareholders for approval the contents of the audited financial statements for 2025 (Details attached).

Board of management reports and seeks approval from the General Meeting
you very much !

REPRESENTATIVE OF BOARD OF
MANAGEMENT



CHỦ TỊCH H.Đ.Đ. Q.T

Dặng Văn Long



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www.lilama10.com.vn

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Hanoi,

2026

AUDITED SUMMARY FINANCIAL STATEMENTS FOR 2025

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Pursuant to the financial statements for the accounting period from January 1, 2025 to December 31, 2025 of LILAMA 10 Joint Stock Company, prepared by UHY Auditing and Consulting Company Limited:

LILAMA 10 Joint Stock Company would like to present the following summary report:

A. BALANCE SHEET

Unit of measurement: VND

No.	CONTENT	REMAINING AMOUNT 31/12/2025	REMAINING BALANCE 31/12/2024
I	SHORT-TERM ASSETS	1,144,410,817,396	1,206,685,207,779
1	Cash and cash equivalents	389,710,968,970	327,734,379,689
2	Short-term financial investments	4,433,090,000	44,299,470,000
3	Short-term receivables	437,142,963,455	417,353,046,915
4	Inventory	311,472,706,652	408,747,738,465
5	Other current assets	1,651,088,319	8,550,572,710
II	LONG-TERM ASSETS	153,768,306,514	172,870,489,023
1	Long-term receivables	0	0
2	Fixed assets	79,014,113,887	93,268,956,492
	- Tangible fixed assets	71,012,171,887	85,267,014,492
	- Fixed assets under financial lease		
	- Intangible fixed assets	8,001,942,000	8,001,942,000
3	Investment properties	48,473,399,002	53,320,738,906
4	Long-term work-in-progress assets		
5	Long-term financial investment	26,280,793,625	26,280,793,625
6	Other long-term assets		
III	TOTAL ASSETS	1,298,179,123,910	1,379,555,696,802
IV	LIABILITIES	995,492,035,503	1,096,811,195,592
1	Short-term debt	824,293,291,660	826,843,339,054
2	Long-term debt	171,198,743,843	269,967,856,538
V	EQUITY	302,687,088,407	282,744,501,210
1	Equity	302,687,088,407	282,744,501,210

	- Owner's equity contribution	98,900,000,000	98,900,000,000
	- Share capital surplus	5,000,000,000	5,000,000,000
	Treasury stock	(2,023,313,414)	(2,023,313,414)
	- Development Investment Fund	124,095,227,270	121,814,186,718
	Other funds belonging to equity capital	2,789,108,603	2,789,108,603
	- Undistributed after-tax profit	73,926,065,948	56,264,519,303
VI	TOTAL FUNDING	1,298,179,123,910	1,379,555,696,802

B. BUSINESS RESULTS

Unit of measurement: VND

No.	TARGETS	2025	2024
1	Revenue from sales and services	1,438,175,152,462	1,073,199,177,579
2	Revenue deductions	0	0
3	Net revenue from sales and services	1,438,175,152,462	1,073,199,177,579
4	Cost of goods sold	1,349,157,754,862	1,021,919,220,333
5	Gross profit from sales and services	89,017,397,600	51,279,957,246
6	Financial operating revenue	12,158,147,787	16,871,010,262
7	Financial costs	14,185,581,097	8,857,115,700
8	Business management costs	38,742,232,023	28,314,561,783
9	Net profit from business operations	48,247,732,267	30,979,290,025
10	Other income	2,481,604,793	2,048,613,379
11	Other expenses	710,972,524	1,499,090,862
12	Other profits	1,770,632,269	549,522,517
13	Total accounting profit before tax	50,018,364,536	31,528,812,542
14	Corporate income tax	12,349,389,937	3,964,480,611
15	Profit after corporate income tax	37,668,974,599	27,564,331,931
16	Earnings per share	3,848	2,505
17	Declining earnings per share	3,848	2,505

The above is the summary financial report for 2025 of LILAMA 10 Joint Stock Company. The Board of Directors reports and seeks approval from the General Meeting.

Thank you very much!

On behalf of the Board of Directors



CHỦ TỊCH H.Đ.QUẢN LÝ
Dương Văn Long



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CÔNG TY CỔ PHẦN LILAMA10 (LILAMA10, JSC)
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Thành phố Hà Nội, Việt Nam.
Tel: 0243.8649584 Fax: 0243.8649581
Email: info@lilama10.com

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Hanoi, 2026

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FINANCIAL AND CREDIT PLAN FOR 2026

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

The company hereby reports to the General Shareholders' Meeting the financial and credit plan for 2026 of LILAMA 10 Joint Stock Company as follows:

No.	Content	Unit	Plan 2026	Note
1	Output value	Billion VND	910.0	
2	Net revenue	Billion VND	1,000.0	
3	Profit before tax	Billion VND	30.0	
4	Registered capital	Billion VND	98.9	
5	Pay into the State budget.	Billion VND	29.0	
6	Short-term and long-term loans	Billion VND	781.8	
7	Bank guarantee limit	Billion VND	1,790.0	
8	Average monthly income of employees	Million dong	15.5	
9	Dividends	%	10-15	

The above is the Financial and Credit Plan for 2026 of LILAMA 10 Joint Stock Company. The Board of Directors reports and seeks approval from the General Meeting.

Thank you very much!

On behalf of the Board of Directors



CHỦ TỊCH H.Đ. Q.T
Dương Văn Long



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 Thành phố Hà Nội, Việt Nam. **ISO 3834-2**
 Tel: 0243.8649584 Fax: 0243.8649581 **EN1090**
 Email: info@lilama10.com **ASME - "S"; "U"**

No.: /LILAMA10/HĐQT

Hanoi,

2026

PROFIT DISTRIBUTION AND DIVIDEND PAYMENT PLAN FOR 2025

TO: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

In implementing its business plan for 2025, LILAMA 10 Joint Stock Company has achieved all the planned targets. The company would like to report to the General Meeting of Shareholders the following plan for profit distribution, dividend payment, and fund allocation for 2025:

Unit of measurement: VND

No.	Target	Interpretation	Amount	Note
I	Undistributed profits from the previous year carried over.		36,257,091,349	
II	Business performance results for 2025			
1	Profit before tax		50,018,364,536	
2	Pay corporate income tax to the state budget.		12,349,389,937	
3	Net profit after tax	(3) = (1)-(2)	37,668,974,599	
4	Deductions from Net Profit After Corporate Income Tax		0	
5	Profit from the revaluation of undistributed cash items at the end of this period.		2,263,872,294	
6	The remaining profit is used for distribution.	(6) = (3)-(4)-(5)	35,405,102,305	
III	Profit distribution plan for 2025	(III) =(1)+(2)+(3)	23,013,316,499	
1	Allocation from the investment and development fund.	(II.6) x 30%	10,621,530,692	
2	Allocate funds from the reward fund.	(II.6) x 15%	5,310,765,346	
3	Welfare fund allocation	(II.6) x 20%	7,081,020,461	
IV	Remaining profit (Net profit after tax - Deductions from reserves)	(IV)=(I)+(II.3)-(III)	50,912,749,449	
1	Paying a 15% cash dividend.	15%	14,685,000,000	
2	Remaining profit after distribution in 2025	(2) = (IV)-(IV.1)	36,227,749,449	

The above is the proposed profit distribution plan and dividend payout ratio for 2025. The Board of Directors of the Company hereby reports this to the General Meeting of Shareholders for approval and implementation.

Thank you very much!

On behalf of the Board of Directors



CHỦ TỊCH HĐQT
Diana Văn Long



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Hanoi,

2026

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PROPOSAL

(Re: Selection of the auditing firm for the 2026 financial statements)

Dear: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Pursant to the List of auditing firms and practicing auditors approved to audit entities with public interest in the securities sector in 2026 issued by the State Securities Commission ;

- Pursant to the Charter of Organization and Operation of LILAMA 10 Joint Stock Company;

To serve the audit of LILAMA 10 Joint Stock Company's 2026 financial statements in accordance with the law and the Company's charter, the selection of an independent auditing firm must satisfy the following conditions:

- Being an unit approved by the State Securities Commission to audit public interest entities in the securities sector in 2026.
- Being a reputable and experienced firm in the field of auditing and financial consulting, we offer reasonable and economical costs.

In order to select an auditing firm that meets the above requirements, the Company's Board of Directors respectfully submits to the General Meeting of Shareholders for authorization the Board of Directors to select one of the following independent auditing firms to conduct the audit of the Company's financial statements for the year 2026:

1. AASC Auditing Firm Co., Ltd.
2. UHY Auditing and Consulting Company Limited

Board of Directors reports and seeks approval from the General Meeting.

Thank respectfully!

ON BEHALF OF BOARD OF DIRECTORS



CHỦ TỊCH H.Đ.Q.T

Diana Văn Long

**LIST OF AUDIT COMPANIES AND AUDITORS APPROVED TO AUDIT
PUBLIC INTEREST ENTITIES IN THE SECURITIES SECTOR IN 2026**

1. KPMG Limited (KPMG)
2. AASC AUDIT FIRM CO., LTD (AASC)
3. A&C AUDIT AND CONSULTING COMPANY LIMITED (A&C)
4. MOORE AISC AUDIT AND INFORMATION TECHNOLOGY SERVICES CO., LTD (MOORE AISC)
5. PWC (VIETNAM) CO., LTD (PWC)
6. GRANT THORNTON (VIETNAM) CO., LTD (GT)
7. AAC AUDITING AND ACCOUNTING COMPANY LIMITED (AAC)
8. SOUTHERN ACCOUNTING AND AUDITING CONSULTING SERVICES CO., LTD (AASCS)
9. PKF-TTG AUDIT AND CONSULTING COMPANY LIMITED (PKF-TTG)
10. RSM VIETNAM AUDIT AND CONSULTING COMPANY LIMITED (RSM)
11. VIETNAM AUDIT AND VALUATION COMPANY LIMITED (VAE)
12. BDO AUDIT COMPANY LIMITED (BDO)
13. DELOITTE VIETNAM AUDIT COMPANY LIMITED (DELOITTE)
14. VIETVALUES AUDIT AND CONSULTING COMPANY LIMITED
15. INTERNATIONAL AUDIT COMPANY LIMITED (ICPA)
16. ERNST & YOUNG VIETNAM CO., LTD (E&Y)
17. UHY AUDIT AND CONSULTING COMPANY LIMITED (UHY)
18. NHAN TAM VIET AUDIT COMPANY LIMITED (NTV)
19. AFC VIETNAM AUDIT COMPANY LIMITED (AFC)
20. VACO AUDIT COMPANY LIMITED (VACO)
21. ECOVIS AFA VIETNAM AUDIT, VALUATION AND CONSULTING COMPANY LIMITED (ECOVIS AFA)
22. ASCO AUDIT AND VALUATION COMPANY LIMITED (ASCO)
23. NVA AUDIT COMPANY LIMITED (NVA)
24. AN VIET AUDIT COMPANY LIMITED (AN VIET)
25. INTERNATIONAL AUDIT AND VALUATION COMPANY LIMITED (IAV)
26. VIETNAM AUDIT AND VALUATION COMPANY LIMITED (AVA)
27. CPA VIETNAM AUDIT COMPANY LIMITED (CPA VN)
28. FAC AUDIT COMPANY LIMITED (FAC)



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No.:/Lilama10/HĐQT

DRAFT

REPORT

**Regarding the dismissal and election of additional members of the Board of Directors
for the 2022-2027 term.**

To: The General Meeting of Shareholders of LILAMA 10 Joint Stock Company

I. Legal Basis

- Based on the Enterprise Law and its guiding documents;
- Based on the Securities Law and its guiding documents;
- Charter of Organization and Operation of Lilama 10 Joint Stock Company;
- Mr. Pham Khac Tuyen's resignation letter;
- Mr. Dang Hao Quang's resignation letter;
- Mr. Nguyen Hong Dang's resignation letter;
- The need to strengthen the structure of the Board of Directors for the 2022-2027 term.

II. Contents to be presented at the General Shareholders' Meeting

1. Dismissal of a Board Member

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal of the following individuals from their positions as Members of the Board of Directors for **the term 2022-2027**:

1.1 - Mr. Pham Khac Tuyen:

- Date of birth: November 17, 1972
- Position: Member of the Board of Directors
- Reason for dismissal: Personal request

1.2 - Mr. Dang Hao Quang:

- Date of birth: January 16, 1990
- Position: Member of the Board of Directors
- Reason for dismissal: Personal request

1.3 - Mr. Nguyen Hong Dang:

- Date of birth: August 25, 1974
- Position: Member of the Board of Directors
- Reason for dismissal: Personal request

Effective date of dismissal: from the date the General Meeting of Shareholders approves the Resolution.

2. Election of additional members to the Board of Directors for the term 2022-2027

In order to strengthen the Board of Directors' personnel, ensuring the structure, number, and continuous operation of the Board of Directors in accordance with the law and the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the election of additional members:

2.1- Mr.

- Date of birth:
- Qualifications:
- Job title:
- Citizen Identification Number:

Nominated for the position of: Member of the Board of Directors

Term of office: The remainder of the 2022-2027 term.

2.2-Mr.

- Date of birth:
- Qualifications:
- Job title:
- Citizen Identification Number:

Nominated for the position of: Member of the Board of Directors

Term of office: The remainder of the 2022-2027 term.

2.3- Mr.

- Date of birth:
- Qualifications:
- Job title:
- Citizen Identification Number:
- Nominated for the position of: Member of the Board of Directors
- Term of office: The remainder of the 2022-2027 term.

The candidate's profile, commitment to independence, and related documents have been attached to this Proposal for the General Meeting of Shareholders' consideration.

The nominated/candidate personnel commit to fully meeting the standards and conditions stipulated in the Enterprise Law, the Securities Law, and the Company's Articles of Association.

III. Proposal for approval

The Board of Directors respectfully proposes to the General Meeting of Shareholders:

1. Through the dismissal of the aforementioned Board Member.
2. Through the election of additional Board members and independent Board members for the 2022-2027 term, according to the attached list and documents.
3. The Board of Directors is tasked with carrying out the relevant legal procedures as required.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Best Regards!

....., Date Month Year 2026

ON BEHALF OF BOARD OF DIRECTORS



CHỦ TỊCH H.Đ.Q.T
Đặng Văn Long



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TỔNG CÔNG TY LẮP MÁY VIỆT NAM (LILAMA CORPORATION)

CÔNG TY CỔ PHẦN LILAMA10 (LILAMA10, JSC)

Trụ sở: Tòa nhà Lilama10, Phố Tố Hữu, Phường Đại Mỗ,
Thành phố Hà Nội, Việt Nam.

Tel: 0243.8649584 Fax: 0243.8649581

Email: info@lilama10.com

ISO 9001:2015

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EN1090

ASME - "S"; "U"

No.: /LILAMA10/HĐQT

Hanoi, April 18th 2026

Draft

REPORT

**Subject: Report on salaries and remuneration for the Board of Directors,
Supervisory Board, and Secretary in 2025
salary and remuneration plan for 2026**

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Pursuant to the Enterprise Law No. 59 /2020 / QH14; and the amended and supplemented Enterprise Law No. 76 /2025 / QH15;
- Pursuant to the Charter of Organization and Operation of Lilama 10 Joint Stock Company;
- Pursuant to the regulations on salaries, remuneration, and bonuses for management and executive staff of LILAMA 10 Joint Stock Company;
- Pursuant to the resolution of the Annual General Meeting of Shareholders in 2025.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders of LILAMA10 Joint Stock Company in 2026 for approval the settlement of the salary and remuneration fund for the Board of Directors, Supervisory Board, and management staff for the year 2025; and the salary and remuneration plan for the Board of Directors and Supervisory Board. Managers and secretaries in 2026 as follows:

I. Salaries and remuneration of the Board of Directors, Supervisory Board , and management staff. To be implemented in 2025:

1- Salary :

No	Full name	Position	Salary budget approved by the General Meeting of Shareholders (VND)	Salary settlement, request for approval by the General Meeting of Shareholders (VND)	Monthly salaries have been paid (VND)	The remaining amount is requested to be paid.
1	Dang Van Long	Chairman of the Board	480,000,000	583,418,422	483,534,738	99,883,684
2	Nguyen Dinh Tinh	CEO	420,000,000	512,634,391	425,407,514	87,226,877

3	Trinh Ngoc Tuan Hung	Board of Directors, Chief Accountant	302,400,000	365,083,638	304,426,911	60,656,727
4	Vo Dang Giap	Deputy General Director	331,200,000	362,964,545	303,451,636	59,512,909
5	Nguyen Viet Xuan	Deputy General Director	331,200,000	396,450,000	330,240,000	66,210,000
6	Ngo Van Thiem	Deputy General Director	331,200,000	394,533,637	328,706,910	65,826,727
	Total:		2,196,000,000	2,615,084,633	2,175,767,709	439,316,924

2- Remuneration:

No.	Full name	Job title	Number of months worked	The budget was approved by the General Shareholders' Meeting.	Remuneration settlement, request for General Shareholders' approval.	Remuneration paid for 2025	Remaining payment requested.
1	Trinh Ngoc Tuan Hung	Board of Directors	12	84,240,000	84,240,000	67,392,000	16,848,000
2	Pham Khac Tuyen	Board of Directors	12	84,240,000	84,240,000	67,392,000	16,848,000
3	Nguyen Hong Dang	Board of Directors, Secretary	12	84,240,000	84,240,000	67,392,000	16,848,000
4	Dang Hao Quang	Board of Directors	12	84,240,000	84,240,000	67,392,000	16,848,000
5	Vu Cong Trang	TBKS	12	84,240,000	84,240,000	67,392,000	16,848,000
6	Dinh Thi Huong Ngoc	T/v BKS	12	50,400,000	50,400,000	40,320,000	10,080,000
7	Nguyen Thi Thu Phuong	T/v BKS	12	50,400,000	50,400,000	40,320,000	10,080,000
	Total:			522,000,000	522,000,000	417,600,000	104,400,000

II. Proposed plan for the salary and remuneration fund for the Board of Directors, Supervisory Board, management staff, and Board Secretary in 2026:

1- **Salary:** The 2026 salary plan for full-time management and executive staff will be implemented and paid in accordance with the Company's Regulations on Salaries, Remuneration, and Bonuses for Managers. The settlement of the 2026 salary fund will be carried out in accordance with the Company's business performance, ensuring compliance with current laws and the Company's Charter.

Detail:

No.	Job title	Quantity	Number of months worked	Salary	Salary fund	Note
1	Chairman of the Board	01	12	70,000,000	840,000,000	
2	General Director	01	12	60,000,000	720,000,000	
3	Deputy General Manager	03	12	50,000,000	1,800,000,000	
4	Chief Accountant	01	12	50,000,000	600,000,000	
	Total:	06			3,960,000,000	

2. Remuneration plan for the Board of Directors, Supervisory Board, and Secretary in 2026:

The specific compensation rates are as follows:

No.	Job title	Quantity	Number of months worked	Monthly salary	Compensation on fund in 2026	Note
1	Board Member	03	12	8,000,000	288,000,000	
2	Independent Board Member	01	12	12,000,000	144,000,000	
3	Head of the Supervisory Board (concurrently holding the position)	01	12	8,000,000	96,000,000	
4	Supervisory Board Member	02	12	6,000,000	144,000,000	
5	Board Secretary	01	12	6,000,000	72,000,000	
	Total:	08			744,000,000	

The Board of Directors of the Company reports and seeks the opinion of the Company's General Meeting of Shareholders for approval before implementation.

Thank you very much!

On behalf of the Board of Directors

Recipient:

- Shareholders ;
- Save the Board of Directors.



CHỦ TỊCH H.D. 3
Trần Văn Long



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No: 148/Lilama10/HĐQT

Hanoi, March 20, 2026

ANNOUNCEMENT

Regarding the election of additional members to the Board of Directors for the 2022-2027 term

Pursuant to:

- *Business Law and its guiding documents;*
- *Securities Law and its guiding documents;*
- *Government Decree 155/2020/ND-CP provides detailed regulations for the implementation of several articles of the Securities Law;*
- *Charter of Organization and Operation of Lilama 10 Joint Stock Company.*

The Board of Directors of Lilama 10 Joint Stock Company respectfully announces to shareholders the election of additional members to the Board of Directors for the term 2022-2027 at the 2026 Annual General Meeting of Shareholders with the following contents:

1. Number of additional members elected to the Board of Directors

- Number of additional members elected to the Board of Directors: **03 (three) members.**
- In which: **01 (one) independent member of the Board of Directors** as prescribed by law on listed companies.

2. Time and location of the election

The election of additional members to the Board of Directors will be held at the Company's 2026 Annual General Meeting of Shareholders, specifically:

- **Date:** April 18, 2026
- **Location:** as per the Notice of Invitation to the Annual General Meeting of Shareholders 2026.

3. Nominations and candidacies

Shareholders or groups of shareholders have the right to nominate or propose candidates for election to the Board of Directors in accordance with the law and the Company's Articles of Association.

Detailed guidelines on the conditions, standards, documents, procedures, and processes for nomination and candidacy are issued by the Company's Board of Directors and posted on the Company's website at:

- www.lilama10.com
- www.lilama10.com.vn

Shareholders are requested to carefully review the document "**Guidelines for Nominating and Electing Candidates for the Board of Directors for the 2022-2027 Term**" to exercise their rights in accordance with the law and the Company's Articles of Association.

4. Election Regulations

The draft regulations for the election of members of the Board of Directors for the 2022-2027 term will be published by the Board of Directors on the Company's website and submitted to the Annual General Meeting of Shareholders in 2026 for consideration and approval before the election takes place.

Lilama 10 Joint Stock Company respectfully announces this information for the shareholders' awareness and action.

On behalf of the Organizing Committee

Recipient:

- Lilama 10 shareholders;
- Save the Board of Directors;



CHỦ TỊCH H.Đ.Q.T

Đặng Văn Long



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No: 117/Lilama10/HĐQT

Hanoi, March 20, 2026

GUIDELINES FOR NOMINATION AND APPLICATION
CANDIDATES FOR ELECTION TO ADDITIONAL MEMBERS OF THE BOARD OF
DIRECTORS,
BOARD OF SUPERVISORS OF LILAMA 10 JOINT STOCK COMPANY, TERM 2022-2027

Pursuant to:

- Business Law and its guiding documents;
- Securities Law and its guiding documents;
- Decree 155/2020/ND-CP ;
- Charter of Organization and Operation of Lilama 10 Joint Stock Company .

The Company's Board of Directors provides guidance on the nomination and candidacy of candidates for the election of additional members to the Board of Directors for the 2022-2027 term at the 2026 Annual General Meeting of Shareholders as follows:

I. STANDARDS AND CONDITIONS FOR BOARD OF DIRECTORS MEMBERS

Candidates for the Board of Directors must meet the standards and conditions stipulated in Article 155 of the 2020 Enterprise Law , specifically:

1. They possess full legal capacity and are not subject to any prohibitions from managing businesses as stipulated by law.
2. Possess professional qualifications and experience in business administration or in the field or industry of the Company's business.
3. It is not necessary to be a shareholder of the Company.
4. They may simultaneously be members of the board of directors of another company, as stipulated by law.

II. INDEPENDENT BOARD OF DIRECTORS

According to the regulations in Decree 155/2020/ND-CP , the company must have At least one independent member of the Board of Directors in cases where the Board of Directors has 3 to 5 members .

independence standards as stipulated by law regarding public companies.

III. RIGHT TO NOMINATE AND COME INTO THE ROOM

Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the law and the Company's Articles of Association.

The number of nominated candidates corresponds to the following shareholding percentages:

Shareholding ratio	Number of nominated candidates
From 10% to less than 20%	01 candidate
From 20% to under 30%	2 candidates

Shareholding ratio	Number of nominated candidates
From 30% to under 40%	3 candidates
From 40% to under 50%	04 candidates
From 50% to under 60%	05 candidates
From 60% to under 70%	6 candidates
From 70% to under 80%	7 candidates
From 80% to under 90%	8 candidates

If the number of nominated candidates is insufficient to meet the required number for election, the incumbent Board of Directors has the right to nominate additional candidates in accordance with the law and the Company's Articles of Association. The Company will announce this before the General Meeting of Shareholders takes place.

IV. NOMINATION AND APPLICATION DOCUMENTS

The documents required for nominating and applying for a position on the Board of Directors include:

1. **Nomination letter for the candidate** (in case of nomination by a shareholder/group of shareholders);
2. **Application form** (in case of self-nomination);
3. **The candidate's resume** and a declaration of relevant organizations and individuals as required by law;
4. **Certified copies** of the following documents:
 - ID card/Citizen ID card/Passport;
 - Professional qualifications and certificates (if any);
5. **The candidate's commitment** to meeting the standards and conditions for membership on the Board of Directors as stipulated by law and the Company's Articles of Association;
6. For **candidates seeking to be independent members of the Board of Directors**, a **commitment to independence** as required by law is required.

(Application forms are included with this Guide)

V. SELECTION OF CANDIDATES

Based on the valid nomination and candidacy documents submitted by shareholders and groups of shareholders, the Board of Directors will:

- Review the qualifications and standards of the candidates;
- Create a **list of qualified candidates**;
- Submitted to **the Annual General Meeting of Shareholders in 2026** for consideration and election in accordance with regulations.

VI. DEADLINE AND ADDRESS FOR SUBMITTING APPLICATIONS

1. **Nomination and application documents must be submitted in writing to the Company. Before 3:00 PM on April 5, 2026.**

The nomination details should clearly state:

- Name of shareholder/group of shareholders;
 - Number of shares owned;
 - Name of the nominee;
 - Signatures of the nominating shareholder and the candidate.
2. Address for submitting applications:

Lilama 10 Joint Stock Company,

Email: info@lilama10.com; tochucl10@gmail.com

The Board of Directors of Lilama 10 Joint Stock Company respectfully announces this information for the shareholders' awareness and action. *h*✓

On behalf of the Organizing Committee

Recipient:

- Lilama 10 shareholders;
- Save the Board of Directors;



CHỦ TỊCH H.Đ.Q.T

Dặng Văn Long



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ASME - "S"; "U"

No: /LILAMA10/General Meeting of Shareholders

Hanoi, June 25, 2026

" Draft "

REPORT

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 LILAMA10 JOINT STOCK COMPANY

Business name:	LILAMA10 Joint Stock Company
Business registration certificate:	Business registration number: 5400101273, issued by the Hanoi Department of Planning and Investment on December 29, 2006, with the first amendment registered on July 7, 2022.
Address:	Lilama10 Building, To Huu Street, Dai Mo Ward, Hanoi City.
Meeting time:	Starting at 8:30 AM on April 18, 2026.
Meeting location:	Lilama10 Building, To Huu Street, Dai Mo Ward, Hanoi City.
Program and agenda of the congress:	According to the agenda for the 2026 Annual General Meeting of Shareholders, which was approved by the General Meeting of Shareholders (attached to this minutes).
Chairman of the congress:	Mr. Dang Van Long - Chairman of the Board of Directors.
Congress Secretary:	Mr. + Mrs.
Shareholders and shareholder representatives in attendance:	As of 8:30 AM : - There were ... shareholders and proxies present at the meeting. Representing: shares equal to of the charter capital. As of 9:30 AM: - There were shareholders and proxies present at the meeting. Representing: shares equal to of the charter capital.

PROGRESS OF THE CONFERENCE

I. Opening Procedures of the Congress:

- Mr. – The Organizing Committee reports to the General Meeting on the decision to establish the General Meeting Organizing Committee and the Shareholder Eligibility Verification Committee.

- Mr. Nguyen Hai Ha - Head of the Shareholder Eligibility Verification Committee, reported on the minutes of the shareholder eligibility verification meeting. According to the report, as of 8:30 am, there were ... The voting shares reached a ratio of of the charter capital, meeting the required shareholding ratio as stipulated by law to proceed with the General Meeting.

- Mr. - The organizing committee announces the purpose; opens the congress, introduces delegates and guests. Introduces the Presidium, the Secretariat, and the Vote Counting Committee.

♦ **Presidium:**

- | | |
|---|--|
| + Mr. Dang Van Long | - Chairman of the Board of Directors - |
| Chairman of the General Meeting | |
| + Mr. Trinh Ngoc Tuan Hung | - Member of the Board of Directors |
| + Mr. Pham Khac Tuyen | - Member of the Board of Directors |
| + Mr. Nguyen Hong Dang | - Member of the Board of Directors |
| + Mr. Dang Hao Quang | - Member of the Board of Directors |
| - Introduce and propose that the congress vote to approve the composition of the Secretariat. | |

The General Meeting of Shareholders unanimously approved the following list with a percentage of ... :

♦ **Secretary:**

Mr. ...

+ Mrs.

- Introduction and proposal for the General Meeting to vote on the composition of the Vote Counting Committee **The General Meeting of Shareholders unanimously approved it with a percentage of** , The specific list is as follows:

♦ **Vote counting committee**

- | | |
|------------------|----------------------|
| Mr./Ms .: | - Head of Department |
| Mr./Ms.: | - Member |
| Mr. | - Commissioner |
| + Mrs .: | - Commissioner |
| Mr. | - Commissioner |
| Mr./Ms .: | - Member |

- Mr. - Organizing Committee: I invite the Presidium and the Secretariat to preside over the Congress.

- Mr. , authorized by the Chairman of the General Meeting, reports: Regarding the General Meeting Regulations, **the General Meeting of Shareholders has voted to approve the General Meeting Regulations with a percentage of**

- Mr. Pham Khac Tuyen presented the agenda for the General Meeting. **The General Meeting of Shareholders voted to approve the agenda for the report with a percentage of**

II. Program and content of the Congress:

Part I. Through reports and presentations

1. Reports presented at the Congress:

- Mr. - Member of the Board of Directors/General Director of the Company presented the report on the business performance results for 2025; and the direction and tasks for business operations in 2026.
- Mr. - Member of the Board of Directors, presented the Board of Directors' activity report for 2025, the direction and tasks for 2026, and the summary report of the Board of Directors' activities for the 2017-2026 term.
- Mr. - Member of the Board of Directors/Chief Accountant presented:
 - + Audited Financial Statements for 2025.
 - + Proposal for the Profit Distribution and Dividend Payment Plan for 2025.
 - + Report on the Financial and Credit Plan for 2026.
 - + Proposal regarding the selection of an independent auditing firm for 2026.
- Ms. Nguyen Thi Thu Phuong – Member of the Supervisory Board – presented the report on the Supervisory Board's activities in 2025, the direction and tasks for 2026, and the summary report on the Supervisory Board's activities during the 2017-2026 term.
- Mr. presented the report on salaries and remuneration for members of the Board of Directors, members of the Supervisory Board , management staff, and secretaries in 2025 and the proposed plan. ~~Salaries and remuneration of Board of Directors members, Supervisory Board members , management staff, and company secretaries in 2026.~~
- Mr. presented:
 - + Proposal for changing the title of the Company's legal representative.
 - + Report on the submission for supplementing and amending the Articles of Association of Lilama10 Joint Stock Company
 - + Report/Proposal on supplementing and amending the Company's Internal Governance Regulations

2. The conference discussed and contributed opinions and recommendations on the reports and presentations submitted at the Congress:

The shareholders had no further comments.

Part II . The Congress moves on to the election phase:

But Mr. reported The report concerns the dismissal and election of additional members of the Board of Directors and independent members for the term 2026-2027 , with a total of 3 members on the Board of Directors , including 1 independent member . **The General Meeting of Shareholders unanimously approved this with a percentage of ...**

- Mr. ... presented the Regulations on nomination, candidacy, and election of members of the Board of Directors. Independent board members. The General **Meeting of Shareholders unanimously approved the regulations with a percentage of 50%. ...**

- Grandfather ... Report on the list of self-nominated candidates for the Board of Directors for the 2022-2027 term: There are ... Shareholders who are ... shareholders holding ... charter capital .

But Grandfather Report on the list of candidates nominated by shareholders of Vietnam Machinery Installation Corporation - JSC , holding 36% of the charter capital , for election to the Board of Directors for the 2022-2027 term.

But Grandfather Report on the list of candidates nominated by shareholders holding capital of to be elected to the Board of Directors for the term 2022-2027.

- Grandfather Minutes report of the Candidate Application Review Board prepared by the Board of Directors for candidates above.

- Grandfather ... We propose that eligible shareholders nominate and elect candidates to serve on the Board of Directors and as independent members of the Board of Directors for a term. 2022-2027.

-

- Mr. proposed that the General Meeting approve the final list of candidates by raising a ballot. **The General Meeting unanimously approved the list of candidates with a percentage of ... , including the following individuals:**

- List of candidates for the Board of Directors:

No.	Full name	Year of birth	Professional qualifications	Note
1				
2				
3				

- List of candidates for the independent Board of Directors:

No.	Full name	Year of birth	Professional qualifications	Note
4				
5				

(Candidate's profile has been published on the Company Website)

III . Voting program for approving reports at the General Assembly:

- 1- Mr. ... disseminated the principles, regulations, and instructions on how to fill out ballots and conduct elections, and directed the Ballot Counting Committee to distribute ballots.
- The content of reports and presentations is determined by voting, with each vote corresponding to one share.
- The election of members of the Board of Directors and the Supervisory Board is conducted using the cumulative voting method. Each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and shareholders have the right to allocate all of their total votes to one or more candidates.
- 2- Shareholders fill out voting forms, cast ballots for the Board of Directors and Supervisory Board, and cast their votes.

The congress takes a break, and the election and vote counting committee works for 30 minutes.

Announcement of Vote Count Results: Mr. - The head of the election committee reports to the General Assembly on the minutes. Counting the reports and presentations at the General Meeting and the minutes of the vote count for the election of Board of Directors members and independent Board of Directors members for the 2022-2027 term:

- 1.1. The vote count results are based on reports and presentations at the Congress:

The vote counting record is attached.

- 3.2. Results of the by-election for additional members of the Board of Directors for the term 2022-2027:

The vote counting record is attached.

- 3.3. Results of the vote count for independent Board members for the 2022-2027 term:

The vote counting record is attached.

IV . Problems approved and the corresponding percentage of votes in favor

Part 1: Through reports and presentations

The Congress adopted the following items:

- The business plan for 2025 and the objectives and tasks for 2026 were approved with a voting percentage of ...%.
- The Board of Directors ' activities for 2025 and tasks for 2026 were approved with a voting percentage of ...%.
- The financial report has The audited plan for 2025 was approved with a voting percentage of ...%.
- The financial and credit plan for 2026 was approved with a voting percentage of ...%.

- The profit distribution and dividend payment plan for 2025 was approved with a voting percentage of ...%.
- The selection of an independent auditing firm for 2026 was approved with a voting percentage of ...%.
- The Supervisory Board's activities for 2025 and tasks for 2026 were approved with a voting percentage of ...%.
- The salaries and remuneration for the Board of Directors and Supervisory Board in 2025 and the proposed salary and remuneration plan for the Board of Directors , Supervisory Board, and secretary in 2026 were approved with a voting percentage of ...%.

Part 2: Elections

- The election of Board members was approved with the following voting percentage:
 1. Mr. ... achieved ... %
 2. Mr. ... achieved ...%
 3. Grandfather
- The election of independent board members was approved with the following voting percentage:
 1. Mr. ... achieved ...%

V. Closing Procedures of the Congress:

- Mr. ... , the secretariat, presented the minutes and resolutions of the 2026 Annual General Meeting of Shareholders to the entire assembly for approval.
- The General Meeting of Shareholders unanimously voted to approve the full text of the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders of LILAMA10 Joint Stock Company with a percentage of ... % at the meeting using voting cards.
- The full text of the Resolution of the 2026 Annual General Meeting of Shareholders of LILAMA10 Joint Stock Company will be published on the Company's website:

www.lilama10.com.vn ; www.lilama10.com

The congress concluded at 12:00 PM on April 18, 2026.

Secretary (1)

Secretary (2)

**CHAIRMAN OF THE
CONFERENCE
Chairman of the Board**

Dang Van Long



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No.: /NQ-ĐHCD

Hanoi, April 18 , 2026

"Draft"

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
LILAMA 10 JOINT STOCK COMPANY

-
- Pursuant to the Enterprise Law and its guiding documents;
 - Pursuant to the Securities Law and its guiding documents;
 - Pursuant to the Charter of Organization and Operation of Lilama 10 Joint Stock Company;
 - Pursuant to the Minutes of the Annual General Meeting of Shareholders, dated April 18, 2026.

RESOLUTION:

Article 1: The Board of Directors hereby approves the Report on the Implementation of the 2025 Production and Business Plan and the proposed tasks for the 2026 Production and Business Plan:

1. Business performance results for 2025, with the following key indicators:

No.	Target/year	Unit	Plan 2025	Perform 2025	Proportion perform
1	Production	Billion VND	1,000.0	1,109.5	111.0%
2	Revenue	Billion VND	1,000.0	1,438.2	143.8%
3	Profit before tax	Billion VND	22.0	50.0	227.3%
4	Pay into the state budget.	Billion VND	29.0	38.8	133.8%
5	Profit margin before tax/Revenue	%	2.2	3.5	158.1%
6	Average monthly income of employees	Billion VND	13.5	15.0	111.1%

2. Implement the Company's investment and development plan for 2025:

TT	Project name	Unit	2025			Note
			KH	Perform	Proportion perform	
A	Capital construction investment	Billion VND	200.0	But	0%	
B	Investing in machinery, equipment, and transportation vehicles.	Billion VND	32.7	8.76	26.8%	
Total (A+B+C)			232.7	8.76	3.8%	

3. Business production plan for 2026:

No.	Target	Unit	Plan 2026	Note
1	Output value	Billion VND	910.0	
2	Net revenue	Billion VND	1,000.0	
3	Profit before tax	Billion VND	30.0	
4	Pay into the State budget.	Billion VND	29.0	
5	Average monthly income of employee	Billion VND	15.5	
7	Dividends	%	10-15	

4. Investment plan for 2026

The 2026 plan continues with investment in Phase II - Lilama 10 Building and increased investment in construction equipment to enhance the company's operational capacity.

No.	Target	Plan 2026	Note
1	Investment (billion VND)	223.2	

<Details attached>

5. Financial and credit plan for 2026:

No.	Content	Unit	Plan 2026	Note
1	Short-term and long-term loans	Billion VND	781.8	

2	Bank guarantee limit	Billion VND	1,790.0	
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<Details attached>

6. Solutions for implementing the 2026 plan:

- Continue to organize the construction and completion of the signed projects, ensuring the safety, quality, progress, and effectiveness of the projects.
- Strengthen project management to ensure efficiency and effectiveness, control incurred costs, and save on raw materials and fuel during construction.
- Strengthening marketing and job placement efforts, not only domestically but also in overseas markets, aims to ensure sufficient employment and stable income for the company's workers.
- Enhance awareness of labor discipline, especially in occupational safety and environmental hygiene. Strengthen the team of safety engineers; supplement equipment and personal protective equipment for workers; and apply disciplinary measures against individuals and groups who violate regulations on occupational safety and environmental hygiene.
- Improving product and service quality through the establishment of a quality control and evaluation system; strengthening the QA/QC team; instilling in all employees the importance of ensuring and improving product quality, and gradually enhancing the company's competitiveness in the market.
- Building a professional and friendly corporate culture is reflected in values such as: work style, dress code, work environment, communication attitude, work standards, and relationships within the company as well as with partners and customers.
- Strengthen management in the areas of personnel, construction equipment, finance, economic and technical aspects, and the contract-based system. In particular, thoroughly implement the contract-based system to production teams and groups; and ensure wage distribution is linked to labor efficiency and productivity.
- highly skilled and professional workforce, while also establishing mechanisms to motivate and encourage talented employees so they can feel secure and committed to the company in the long term.
- Strengthen training, retraining, and advanced training for workers; focus on training in technology and technical expertise for the team of engineers and technical staff.
- Step-by-step investment in in-depth development, enhancing the company's production and business capabilities and operational efficiency
- Continuously improving product and service quality and competitiveness, LILAMA 10 is gradually building itself into a strong brand in the region.
- The Hai Duong Mechanical Equipment Manufacturing Plant is being upgraded step by step to diversify its product range and align with the company's development strategy in the coming years.

Article 2. Pursuant to the audited financial statements for 2025; the profit distribution and dividend payment plan for 2025 includes the following key indicators:

1. Through the audited financial statements for 2025:

A. BALANCE SHEET

Unit of measurement:
VND

No.	CONTENT	REMAINING AMOUNT 31/12/2025	REMAINING BALANCE 31/12/2024
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No.	TARGETS	2025	2024
1	Revenue from sales and services	1,438,175,152,462	1,073,199,177,579

B. BUSINESS RESULTS

Unit of measurement:
VND

VI	TOTAL FUNDING	1,298,179,123,910	1,379,555,696,802
	- Undistributed after-tax profit	73,926,065,948	56,264,519,303
	- Other funds belonging to equity capital	2,789,108,603	2,789,108,603
	- Development Investment Fund	124,095,227,270	121,814,186,718
	Treasury stock	(2,023,313,414)	(2,023,313,414)
	- Share capital surplus	5,000,000,000	5,000,000,000
	- Owner's equity contribution	98,900,000,000	98,900,000,000
1	Equity	302,687,088,407	282,744,501,210
V	EQUITY	302,687,088,407	282,744,501,210
2	Long-term debt	171,198,743,843	269,967,856,538
1	Short-term debt	824,293,291,660	826,843,339,054
IV	LIABILITIES	995,492,035,503	1,096,811,195,592
III	TOTAL ASSETS	1,298,179,123,910	1,379,555,696,802
6	Other long-term assets		
5	Long-term financial investment	26,280,793,625	26,280,793,625
4	Long-term work-in-progress assets		
3	Investment properties	48,473,399,002	53,320,738,906
	- Intangible fixed assets	8,001,942,000	8,001,942,000
	- Fixed assets under financial lease		
	- Tangible fixed assets	71,012,171,887	85,267,014,492
2	Fixed assets	79,014,113,887	93,268,956,492
1	Long-term receivables	0	0
II	LONG-TERM ASSETS	153,768,306,514	172,870,489,023
5	Other current assets	1,651,088,319	8,550,572,710
4	Inventory	311,472,706,652	408,747,738,465
3	Short-term receivables	437,142,963,455	417,353,046,915
2	Short-term financial investments	4,433,090,000	44,299,470,000
1	Cash and cash equivalents	389,710,968,970	327,734,379,689
I	SHORT-TERM ASSETS	1,144,410,817,396	1,206,685,207,779

2	Revenue deductions	0	0
3	Net revenue from sales and services	1,438,175,152,462	1,073,199,177,579
4	Cost of goods sold	1,349,157,754,862	1,021,919,220,333
5	Gross profit from sales and services	89,017,397,600	51,279,957,246
6	Financial operating revenue	12,158,147,787	16,871,010,262
7	Financial costs	14,185,581,097	8,857,115,700
8	Business management costs	38,742,232,023	28,314,561,783
9	Net profit from business operations	48,247,732,267	30,979,290,025
10	Other income	2,481,604,793	2,048,613,379
11	Other expenses	710,972,524	1,499,090,862
12	Other profits	1,770,632,269	549,522,517
13	Total accounting profit before tax	50,018,364,536	31,528,812,542
14	Corporate income tax	12,349,389,937	3,964,480,611
15	Profit after corporate income tax	37,668,974,599	27,564,331,931
16	Earnings per share	3,848	2,505
17	Declining earnings per share	3,848	2,505

Article 3. The settlement of the salary and remuneration fund for the Company's management and executive staff for the year 2025 and the plan for 2026 are hereby approved as follows :

1. Approval of the salary and remuneration fund for implementation in 2025:

- Total payroll for 2025 : **2,615,084,633 VND**
- Total remuneration fund for 2025 : **522,000,000 VND**

2. Salary and compensation plan for 2026:

No.	Job title	Quantity	Number of months worked	Salary	Salary fund	Note
1	Chairman of the Board	01	12	70,000,000	840,000,000	
2	General Director	01	12	60,000,000	720,000,000	
3	Deputy General Manager	03	12	50.00 0.000	1,800,000,000	

4	Chief Accountant	01	12	50,000,000	600,000,000	
	Total:	06			3,960,000,000	

Salary For full-time management and executive staff, salaries are determined and paid based on planned production and business targets compared to the performance of the immediately preceding year . Monthly, managers and executives receive an advance payment of 80% of their salary; the remaining 20% will be settled and paid upon the audit of the 2026 business performance results, in accordance with regulations.

b . Remuneration For non-specialized management staff, including members of the Board of Directors, Supervisory Board, and plan secretary, the plan for 2026 is as follows:

No.	Job title	Quantity	Number of months worked	Monthly salary	Compensation fund in 2026	Note
1	Board Member	03	12	8,000,000	288,000,000	
2	Independent Board Member	01	12	12,000,000	144,000,000	
3	Head of the Supervisory Board (concurrently holding the position)	01	12	8,000,000	96,000,000	
4	Supervisory Board Member	02	12	6,000,000	144,000,000	
5	Board Secretary	01	12	6,000,000	72,000,000	
	Total:	08			744,000,000	

Each month , 80% of the above remuneration will be advanced; the remaining 20% will be settled and paid upon the announcement of the 2026 business results .

Article 4. Approval of reports and presentations at the Congress, including:

1. Approval of the Board of Directors' Activity Report for 2025.
2. Approval of the Supervisory Board's Activity Report for 2025.

Article 5. By authorizing the Board of Directors of Lilama 10 Joint Stock Company to select one of the two independent auditing firms below to audit the 2026 financial statements :

1. AASC Auditing Firm Co., Ltd.
2. UHY Auditing and Consulting Company Limited

Article 6. Approval of the dismissal of Board of Directors members for the 2022–2027 term.

The General Meeting of Shareholders approved the removal of the following individuals from their positions as Members of the Board of Directors for the 2022–2027 term, at their personal request:

1. Mr. **Pham Khac Tuyen**
2. Mr. **Nguyen Hong Dang**
3. Mr. **Dang Hao Quang**

Article 7. Approval of the results of the by-election for additional members of the Board of Directors and independent members of the Board of Directors for the term 2022–2027:

1. Approve the results of the by-election for additional members of the Board of Directors for the 2022–2027 term for:

- Mr. – Member of the Board of Directors.
- Grandfather - Member of the Board of Directors

2. Approve the results of the election of independent Board members for the 2022–2027 term for:

1. Mr. – Independent Member of the Board of Directors.

Article 8 : Implementation of the resolution:

- The General Shareholders' Meeting assigns the Board of Directors for the 2022-2027 term of Lilama10 Joint Stock Company to implement the Resolution of the 2026 Annual General Meeting on the basis of compliance with State laws and the Company's Charter.
- The resolutions of the 2026 Annual General Meeting of Shareholders of LILAMA 10 Joint Stock Company will be published for shareholders on the Company's website: www.lilama10.com.vn ; www.lilama10.com
- This resolution was adopted by the General Assembly. The 2026 Annual General Meeting of Shareholders of LILAMA10 Joint Stock Company approved the full text of the resolution with a 100 % voting rate.

**On behalf of the General Meeting
of Shareholders**

**CHAIRMAN OF THE BOARD
OF DIRECTORS**

Recipient:

- To shareholders (via the Company Website);
- Board of Directors; Supervisory Board of the Company;
- Vietnam Forestry Corporation;
- State Securities Commission; Ho Chi Minh City Stock Exchange;
- Save the Company's Board of Directors.

Dang Van Long



LILAMA10, JSC
www.lilama10.com
www.lilama10.com.vn

TỔNG CÔNG TY LẮP MÁY VIỆT NAM (LILAMA CORPORATION)

CÔNG TY CỔ PHẦN LILAMA10 (LILAMA10, JSC)

Trụ sở: Tòa nhà Lilama10, Phố Tố Hữu, Phường Đại Mỗ,
Thành phố Hà Nội, Việt Nam.

Tel: 0243.8649584 Fax: 0243.8649581

Email: info@lilama10.com

ISO 9001:2015

ISO 14001:2015

ISO 45001:2018

ISO 3834-2

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Hanoi,

2026

Draft

REPORT OF THE AUDIT COMMITTEE AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: General Meeting of Shareholders of LILAMA 10 Joint Stock Company

In accordance with the law, the Charter of LILAMA 10 Joint Stock Company, and the Regulations on the Organization and Operation of the Supervisory Board, and based on the actual results of production and business activities and the audited financial statements of LILAMA 10 Joint Stock Company for 2025 by UHY Auditing and Consulting Company Limited, the Supervisory Board respectfully reports to the General Meeting of Shareholders the following main points:

I. RESULTS OF THE SUPERVISORY BOARD'S ACTIVITIES IN 2025

1. General situation:

The Supervisory Board of LILAMA 10 Joint Stock Company currently has 3 members:

- Mr. Vu Cong Trang - Head of the Supervisory Board.
- Ms. Nguyen Thi Thu Phuong - Auditor.
- Ms. Dinh Thi Huong Ngoc - Auditor.

The Supervisory Board operates in accordance with regulations, strictly adhering to the provisions of the Enterprise Law and the Charter of LILAMA 10 Joint Stock Company.

2. Activities of the Supervisory Board in 2025:

In 2025, the Supervisory Board carried out the following tasks:

- Review and evaluate the Company's audited financial statements for 2025 and prepare the Supervisory Board's activity report for 2025 to be submitted to the General Meeting of Shareholders of LILAMA 10 Joint Stock Company for approval on April 18, 2026;
- The Supervisory Board shall prepare its 2025 work plan and adhere closely to the established plan to implement its tasks;
- Organize four regular Supervisory Board meetings to assign tasks among Supervisors; discuss and agree on matters related to the scope of the Supervisory Board's duties; and review and evaluate the Company's quarterly and annual financial reports for 2025.
- The organization will monitor and review the appropriateness of decisions made by the Board of Directors and the General Management Board in the management and operation

of the company, as well as the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in 2025;

- Monitoring the implementation and disclosure of information by the Company in accordance with the Securities Law and related legal documents;
- Attend Board of Directors meetings and company briefings to stay informed about the management and operational activities of the Board of Directors and the General Director, as well as the company's performance and financial situation;
- Participate in providing input for the revision and promulgation of the Company's Charter and some internal regulations;
- Continue to participate in monitoring the implementation of the Company's restructuring plan in accordance with the resolutions approved by the General Meeting of Shareholders;
- Participate in the company's work teams at construction sites to understand the advantages, difficulties, and actual construction situation;
- Attend professional and vocational training courses organized by state management agencies and units;
- Prepare periodic monitoring reports in accordance with regulations.

3. Salaries and compensation for Auditors in 2025:

The payment of salaries and remuneration to the Auditors in 2025 has been carried out by the Company in accordance with the Resolution of the Annual General Meeting of Shareholders dated April 19, 2025 and current legal documents:

- The Head of the Supervisory Board is paid according to the regulations on salaries, remuneration, and bonuses for Company Managers. Details of the salary for 2025 are as follows:

No.	Full name	Position	Salary budget approved by the General Meeting of Shareholders (VND)	Proposed salary amount for approval by the General Meeting of Shareholders (VND)	Paid (VND)	Note
1	Vu Cong Trang	Head of the Supervisory Board	84,240,000	84,240,000	67,392,000	
Total			84,240,000	84,240,000	67,392,000	

- The auditor will be compensated at 20% of the Chief Accountant's salary. Details of the compensation for 2025 are as follows:

No.	Full name	Position	Remuneration approved by the General Meeting of Shareholders (VND)	QT proposed remuneration for approval by the General Meeting of Shareholders (VND)	Paid (VND)	Note
1	Nguyen Thi Thu Phuong	KSV	50,400,000	50,400,000	40,320,000	
2	Dinh Thi Huong Ngoc	KSV	50,400,000	50,400,000	40,320,000	
Total			100,800,000	100,800,000	80,640,000	

II. ASSESSMENT OF THE COMPANY'S OPERATIONAL AND FINANCIAL SITUATION IN 2025

1. Status of implementation of the 2025 production and business plan:

In 2025, amidst numerous economic difficulties and challenges, Lilama 10 Joint Stock Company, with the collective efforts and internal unity of the Board of Directors and all its staff and employees, successfully completed its production and business tasks: Revenue and profit targets were met and exceeded the plan set by the General Shareholders' Meeting. Stable employment and income were ensured for the company's employees.

The business performance targets for 2025 of LILAMA 10 Joint Stock Company are as follows:

No.	Target	Unit	Plan	Perform	Percentage of customers
1	Net revenue	Billion	1,000.00	1438.2	143.8%
2	Profit before tax	Billion	22.00	50.0	227.4%
3	Pay into the budget.	Billion	29.00	38.8	133.8%
4	Profit margin before tax/revenue	%	2.2	3.5	158.1%
5	Profit margin before tax/charter capital	%	22.2	50.6	227.4%
6	Dividend yield	%	5-10	Presented to the General Meeting of Shareholders	
7	Average income per worker	VND/month	13.5	15.0	111.1%

2. Status of investment plan implementation in 2025:

Unit: billion VND

No.	PROJECT NAME	2025			Note
		Plan	Perform	% HT	
<i>I</i>	<i>Project, basic construction item</i>	<i>200.00</i>	<i>0.00</i>	<i>0.0%</i>	

No.	PROJECT NAME	2025			Note
		Plan	Perform	% HT	
1	Lilama 10 Building - Phase 2	200.00	0.00		
II	Machinery and equipment procurement project	32.70	8.76	26.8%	
1	Vertical lathe with table diameter $\geq 2.5m$ (1 unit)	5.00			
2	Horizontal lathe with a bed length of $\geq 3m$ (1 unit)	5.00			
3	Bed milling machine (1 unit)	4.50			
4	CNC steel profile cutting machine (1 unit)	8.00	4.96		
5	Other machines	10.2	3.80		

Pursuant to the actual situation and construction progress at the projects, some investment items have not been implemented because they are not truly urgent. The investment plan for these items will be carried over and implemented when needed at an appropriate time.

3. Financial situation in 2025:

In the opinion of the Supervisory Board, the figures in the 2025 financial statements audited by UHY Auditing and Consulting Company Limited fairly and reasonably reflect, in all material aspects, the financial position of the Company, as well as the results of its business operations and cash flow for the fiscal year ending December 31, 2025, in accordance with Vietnamese accounting standards and regulations and relevant legal provisions.

3.1. Balance Sheet

Unit of measurement: VND

ITEMS	As of December 31, 2025	As of December 31, 2024	% Increase (+), Decrease (-)
I. TOTAL ASSETS	1,298,179,123,910	1,379,555,696,802	-5.9
1. Current assets	1,144,410,817,396	1,206,685,207,779	-5.2
- Cash and cash equivalents	389,710,968,970	327,734,379,689	+18.9
- Short-term financial investments	4,433,090,000	44,299,470,000	-90.0
- Short-term receivables	437,142,963,455	417,353,046,915	+4.7
+ Short-term receivables from customers	416,402,593,292	379,278,561,226	+9.8
+ Prepayment to short-term sellers	47,453,943,615	51,729,804,746	-8.3
+ Other short-term receivables	5,533,938,645	8,894,178,089	-37.8
- Inventory	311,472,706,652	408,747,738,465	-23.8

3.2. Business Performance Report

Unit of measurement: VND

TARGETS	2025	2024	% Increase (+), Decrease (-)	1. Net revenue
				1,438,175,152,462
				1,073,199,177,579
				+34.0%

ITEMS	As of December 31, 2025	As of December 31, 2024	% Increase (+), Decrease (-)		
+ Work-in-progress production costs	305,866,894,541	403,686,401,856	-24.2		
- Other current assets	1,651,088,319	8,550,572,710	-80.7		
2. Long-term assets	153,768,306,514	172,870,489,023	-11.0		
- Long-term receivables					
- Fixed assets	79,014,113,887	93,268,956,492	-15.3		
- Real estate investment	48,473,399,002	53,320,738,906	-9.1		
- Long-term work-in-progress assets					
- Long-term financial investment	26,280,793,625	26,280,793,625	0.0		
- Other long-term assets					
II. TOTAL FUNDING	1,298,179,123,910	1,379,555,696,802	-5.9		
1. Liabilities	995,492,035,503	1,096,811,195,592	-9.2		
- Short-term debt	824,293,291,660	826,843,339,054	-0.3		
+ Short-term payables to suppliers	163,452,294,125	231,464,504,795	-29.4		
+ Short-term advance payment by the buyer	302,530,229,298	286,139,227,505	+5.7		
+ Workers must be paid	46,245,385,910	68,754,538,278	-32.7		
+ Short-term loans and financial leases	237,906,238,692	170,218,861,931	+39.8		
- Long-term debt	171,198,743,843	269,967,856,538	-36.6		
+ Long-term payment to the seller					
+ Buyers pay in advance for a long term	92,283,232,869	215,454,600,207	-57.2		
+ Long-term investment not yet implemented	45,009,668,722	46,412,567,486	-3.0		
+ Long-term loans and financial leases	5,885,710,879	5,054,487,879	+16.4		
2. Equity	302,687,088,407	282,744,501,210	+7.1		
Equity	302,687,088,407	282,744,501,210	+7.1		

2. Cost of goods sold	1,349,157,754,862	1,021,919,220,333	+32.0%
3. Gross profit	89,017,397,600	51,279,957,246	+73.6%
4. Financial costs	14,185,581,097	8,857,115,700	+60.2%
5. Business management costs	38,742,232,023	28,314,561,783	+36.8%
6. Net operating profit	48,247,732,267	30,979,290,025	+55.7%
7. Other profits	1,770,632,269	549,522,517	+222.2%
8. Total profit before tax	50,018,364,536	31,528,812,542	+58.6%

3.3. Report on the Structure of Charter Capital and Investment Capital

According to the Certificate of Business Registration Amendment No. 12 dated April 15, 2025, the Company's investment capital and charter capital are both VND 98,900,000,000. As of December 31, 2025, the charter capital has been fully contributed by shareholders and has the following capital structure:

Unit of measurement: VND

SHAREHOLDERS	Capital contributed			
	December 31, 2025	Percentage	December 31, 2024	Percentage
VietnamMachinery Installation Corporation - JSC	35,604,000,000	36	35,604,000,000	36
Other shareholders	63,296,000,000	64	63,296,000,000	64
Total	98,900,000,000	100	98,900,000,000	100

3.4. Assessment of the Company's financial situation as of December 31, 2025:

In 2025, despite facing numerous difficulties, with great effort and determination, Lilama 10 Joint Stock Company successfully completed its production and business tasks with positive results. All performance indicators were met and exceeded compared to the plan approved by the General Meeting of Shareholders, ensuring the dividend payout ratio and meeting the expectations of shareholders.

- The company's net revenue in 2025 was VND 1,438.2 billion, reaching 143.8% of the plan.
- Profit before tax was 50 billion VND, reaching 227.4% of the plan.
- The equity/charter capital ratio is 3.06, indicating that the company's business performance has been maintained and grown over the years (reaching 2.72 times in 2023 and 2.86 times in 2024).
- The debt-to-equity ratio is 3.29 times (this ratio has decreased compared to 3.88 times in 2024). This is because the company's capital is mainly in the form of advances from customers for construction projects, accounting for 39.7% of total liabilities. Other liabilities include amounts payable to employees (down 32.7%), amounts payable to suppliers (down

29.4%), and loans and financial leases (up 39.1%). The company needs appropriate solutions to maintain stability, preserve and develop capital, and strive to bring the debt-to-equity ratio to a safe level.

- The company's financial expenses amount to VND 14.2 billion, including:
 - + The amount of loss due to exchange rate differences incurred during the year is 0.77 billion VND.
 - + Interest expense of VND 13.4 billion (an increase of VND 4.6 billion compared to the same period in 2024 and equivalent to 0.9% of revenue) is considered quite low, indicating that the Company is effectively utilizing other sources of capital that do not incur interest expenses;
- Business management costs amounted to 38.7 billion VND.
- The company's other income was VND 1.8 billion (an increase of 222.2%) compared to the same period in 2024).
- Gross profit margin/revenue was 6.2% (a 29.5% increase compared to the same period in 2024).
- The company's pre-tax profit/charter capital ratio reached 50.6%.
- Profit before tax/equity reached 16.5% .
- The company's short-term receivables amounted to VND 437.1 billion, accounting for 30.4% of revenue and 38.2% of short-term assets in the same period. The company has been very diligent in debt collection, but it still needs to maintain and strengthen this work regularly to avoid the risk of bad debts arising. At the same time, it should periodically assess, classify, and make provisions for bad debts as required by regulations.
- Inventory amounts to VND 311.5 billion, of which work-in-progress costs are VND 305.9 billion; raw materials, tools and equipment inventory is VND 5.6 billion . The company needs to actively conduct acceptance testing and final settlement to recover capital and reduce inventory value. At the same time, it needs to review and allocate costs promptly and fully, accurately determining the volume of work-in-progress to minimize the risk of imbalances at construction sites. Furthermore, given the current escalating prices, the company needs to carefully calculate, forecast, assess, and cautiously control risks due to price fluctuations in fuel and raw materials.

- Cash and cash equivalents at the end of the period totaled VND 389.7 billion.

III. COMMENTS AND EVALUATION OF THE MANAGEMENT AND OPERATIONAL WORK OF THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR

1. Management and operational tasks of the Board of Directors and the General Director.

1.1 Board of Directors:

In 2025, the Board of Directors held 28 meetings (including 6 in-person meetings and 19 meetings through written consultations) to review the implementation of resolutions and

decisions of the Board of Directors, address issues related to the Company's operations; and consider proposals and recommendations from the Supervisory Board and the General Director.

- Completed, submitted, and published on time the Annual Report, audited financial statements, and other reports and information disclosures as required by applicable law;
- Successfully hold the Annual General Meeting of Shareholders in 2025 on April 19, 2025;
- Dividend payment for 2024 (at a rate of 15% in cash);
- The selection of UHY Auditing and Consulting Company Limited as the independent audit firm to conduct the audit of the 2025 financial statements has been made .
- Close coordination is essential to promptly address suggestions and proposals. belong to Board of Supervisors and General Director Issues arising within the scope of authority will be reported to the competent authority for resolution of matters related to the Company's production and business activities .
- Continue implementing the divestment of Lilama 10's investment in LILAMA Construction Investment Joint Stock Company (now BV Invest Joint Stock Company);
- Develop, revise , and issue company rules and regulations ;

The Company's Board of Directors has effectively fulfilled its role in comprehensively managing and supervising all aspects of the Company's production and business activities. Resolutions and decisions issued by the Board of Directors have followed proper procedures and within its authority, providing sound direction, appropriate and timely solutions, while ensuring transparency and facilitating effective oversight, inspection, and control by shareholders, investors, and regulatory agencies. As a result, the Company has achieved all planned targets set by the General Meeting of Shareholders.

Board of Directors meetings all have meeting minutes and resolutions that serve as the basis for the General Director's team to implement.

1.2 General Director:

The Company's operations in 2025 were directed, managed, and implemented by the General Director based on the Resolutions and Decisions of the General Meeting of Shareholders, the Board of Directors, and the Company's Charter. Accordingly:

- We have directed and organized the implementation of solutions in accordance with our functions and duties to fulfill the production and business plan approved by the Shareholders' General Meeting and the Board of Directors;
- We have been proactive in marketing and job placement to ensure production targets for 2025 and subsequent years are met;
- Directed the vigorous implementation of contract work, improving labor productivity, and organizing the construction of projects to ensure progress and quality;
- Directed the implementation of the issuance of new and amended Articles of Association and several internal regulations of the Company in accordance with the Resolutions of the General Meeting of Shareholders and the Board of Directors;

- He directed the management and effective use of the company's assets, coordinating with the company's trade unions to ensure the benefits and policies for employees;
- The company has fully fulfilled and complied with all its obligations as stated in reports and recommendations from state management agencies such as the tax authorities, as well as from shareholders of Lilama Corporation.

Overall, the General Director and the Management Board in 2025 made great efforts to manage the Company's operations effectively, ensuring compliance with legal regulations, the Charter and regulations, thereby successfully fulfilling the Company's production and business objectives.

2. The collaborative working relationship between the Board of Directors, the General Management Board, and the Supervisory Board.

The Board of Directors and the General Management Board of the Company have closely coordinated with and facilitated the Supervisory Board in carrying out its supervisory duties at the Company as prescribed. The Board of Directors, the General Management Board, and the management staff have enthusiastically provided complete and clear relevant information as requested by the supervisory board.

The Supervisory Board is invited to attend regular meetings of the Board of Directors, weekly and quarterly briefing meetings of the Company, and to contribute opinions at these meetings.

In 2025, the Supervisory Board did not receive any comments from shareholders regarding the management and operation of the Company by the Board of Directors and the General Director's Board.

3. Recommendations of the Supervisory Board to the Board of Directors and the General Director.

Given the economic outlook for 2026, which is expected to be challenging, with an increasingly limited and competitive job market, we propose that the Board of Directors and the General Management Board direct the following:

- The company needs to continue maintaining stable production and business operations, ensuring stable employment for all employees.
- Ensuring the quality and progress of construction projects, and firmly consolidating the Lilama 10 brand with investors and business partners;
- Improve the skills, construction capabilities, and quality of the workforce, and implement reasonable policies for employees so that they can truly feel secure in their work and dedicate themselves to the Company;
- Continue to improve mechanisms and policies based on adherence to legal regulations to promote increased labor productivity, reduce costs, create greater efficiency in production and business, and enhance competitiveness in the market;

- Actively seek opportunities and approach partners and investors to market and create jobs for workers; however, it is also necessary to carefully analyze the market and business partners to avoid risks that may lead to unrecoverable capital.

- Focus on accelerating the settlement and payment process for completed or finalized projects. Review and verify the volume and costs of unfinished work to ensure accuracy and completeness, avoiding potential risks; simultaneously, thoroughly review the collection of invoices and documents on time and in accordance with regulations to avoid penalties from state management agencies.

- Focus on debt recovery, especially long-standing and overdue debts. Regularly review, compare, classify, and evaluate accounts receivable and payable in detail; establish provisions for doubtful debts as required to mitigate risks;

- Continue implementing the corporate restructuring plan and make timely adjustments and additions as needed. Actively seek partners to divest the Company's investment in BV Invest Joint Stock Company.

IV. WORK PLAN FOR 2026 OF THE SUPERVISORY BOARD.

In 2026, the Supervisory Board will continue to conduct periodic inspections as prescribed, specifically:

- Review the company's quarterly and annual financial reports;
- Assessing the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;
- Review the company's quarterly and annual production and business plan implementation status;
- Evaluating the management and operational performance of the Board of Directors and the General Director's Office;

During the performance of its duties, the Supervisory Board may conduct further inspections on matters falling within its functions and responsibilities, depending on the specific circumstances.

The Supervisory Board also developed a plan for its members to fully participate in courses and training programs to improve the professional skills and expertise of Supervisors.

The above is the 2025 Activity Report and 2026 Work Plan of the Supervisory Board presented to the General Meeting of Shareholders of Lilama 10 Joint Stock Company.

Thank you very much!

Recipient:

- L10 Shareholders' General Meeting;
- L10 Board of Directors;
- General Director of L10;
- The Controllers;
- Save: License Plate, Vehicle Registration Number .

**ON BEHALF OF BOARD OF
SUPERVISORS**



Vu Cong Trang