**LHC: Board Resolution**

On April 15, 2024, Lam Dong investment hydraulic construction JSC announced Resolution No. 03a/2024/NQ-HDQT/LHC on amending the Charter - supplementing documents to submit to the General Meeting of Shareholders and Determine the income to ensure the legality of the compulsory insurance contributions as follows:

Article 1: Agree to submit to the Annual General Meeting of Shareholders 2024 on the adjustment of Article 28 of the current Charter of the Company as follows:

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| Current Company Charter | Suggested adjustment |
| Article 28. Remuneration, bonuses and other benefits of members of the Board of Directors  2. Members of the Board of Directors receive remuneration and bonuses. Remuneration for work is calculated according to the number of work days needed to complete the duties of a member of the Board of Directors and the remuneration rate per day. The Board of Directors estimates the remuneration for each member according to the principle of consensus. The total remuneration and bonus of the Board of Directors is decided by the General Meeting of Shareholders at the annual meeting.  3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, shown as a separate item in the Company's annual Financial Statements and must report to the General Meeting of Shareholders at the annual meeting. | Article 28. Salaries, remunerations, bonuses and other benefits of members of the Board of Directors  2. Members of the Board of Directors receive salary, remuneration and bonuses. Salaries and remunerations for work are calculated based on the number of work days needed to complete the duties of members of the Board of Directors and the salary and remunerations per day. The Board of Directors estimates the remuneration for each member according to the principle of consensus. The total salary, remuneration and bonus of the Board of Directors is decided by the General Meeting of Shareholders at the annual meeting.  3. Salaries and remunerations of each member of the Board of Directors are included in the Company's business expenses in accordance with the law on corporate income tax, and are shown as a separate section in the annual Financial Statements of the Company and must report to the General Meeting of Shareholders at the annual meeting. |

Article 2: Agree on the remuneration plan of the Board of Directors and the Supervisory Board approved by the Annual General Meeting of Shareholders including: Salary, remuneration, bonus and other benefits of members of the Board of Directors and the Supervisory Board. Particularly, the Chair of the Board of Directors does not include compulsory social insurance premiums from July 01, 2020 until now.

Article 3: Agree on the distribution of real income paid to employees into income groups:

* Basic salary by job/title: According to the salary scale and payroll issued by the Company.
* Income not required to pay insurance: Diligence, work efficiency...
* The amount payable to the employee equivalent to the compulsory insurance contribution (if any).

Every year, the Board of Management submits to the Board of Directors for approval the salary change of the salary scale depending on business conditions (if any).

Article 4: Agree on amending the draft resolution to supplement documents for the Annual General Meeting of Shareholders 2024.

Article 5: Members of the Board of Directors, the Board of Supervisors, the Board of Management and other relevant individuals are responsible for implementing this Resolution.