CÔNG TY CỔ PHẦN MÍA ĐƯỜNG LAM SƠN ***LAM SON SUGAR CANE JOINT STOCK CORPORATION***	**CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM** **Độc lập - Tự do - Hạnh phúc** ***SOCIALIST REPUBLIC OF VIETNAM*** ***Independence - Freedom - Happiness***
Số/*No*:164...TB/ĐLS-HĐQT *No.:164...TB/ĐLS- HĐQT*	*Lam Sơn , ngày 25 tháng 09 năm 2026* *Lam Son, September 25, 2026*

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC INFORMATION DISCLOSURE

Kính gửi: **- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh**
- Uỷ ban Chứng khoán Nhà nước
To: ***- Ho Chi Minh City Stock Exchange***
- State Securities Commission

1. Tên tổ chức

Name of organization/

CÔNG TY CỔ PHẦN MÍA ĐƯỜNG LAM SƠN/

LAM SON SUGAR CANE JOINT STOCK CORPORATION

- Mã chứng khoán: LSS

Stock code: LSS

- Địa chỉ: 388 Lê Thái Tông, xã Lam Sơn, tỉnh Thanh Hoá

Address: 388 Le Thai Tong, Lam Son Commune, Thanh Hoa Province

- Điện thoại liên hệ: 02378.99.66.67 Fax: 02373.834.092

Contact phone: 02378.99.66.67 Fax: 02373.834.092

- E-mail: info@lasuco.vn

E-mail: info@lasuco.vn

2. Nội dung thông tin công bố:

Contents of disclosed information:

Tài liệu Đại hội đồng Cổ đông thường niên năm 2026-2027

Documents of the 2026-2027 Annual General Meeting of Shareholders

3. Thông tin này được công bố trên trang thông tin điện tử của Công ty vào ngày .25/09/2026 tại đường dẫn: http://www.lasuco.vn/

This information is disclosed on the Corporation's electronic information portal on September 25, 2026 at the link: http://www.lasuco.vn/

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

We hereby commit that the information disclosed above is true and we take full legal responsibility for the content of the disclosed information..

Tài liệu đính kèm:
Attached documents:
- Tài liệu Đại hội đồng Cổ đông thường niên năm 2026-2027
- *Documents of the 2026-2027 Annual General Meeting of Shareholders*

Người đại diện theo pháp luật
Legal representative
(Ký, ghi rõ họ tên, chức vụ, đóng dấu)
(Signature, full name, position, seal)

CHỦ TỊCH HĐQT
Lê Văn Tân

CÔNG TY CỔ PHẦN MÍA ĐƯỜNG LAM SƠN

Digitally signed by CÔNG TY CỔ PHẦN MÍA ĐƯỜNG LAM SƠN
DN: C=VN, S=Thanh Hóa, L="Thị Trấn Lam Sơn, Huyện Thọ Xuân, Tỉnh Thanh Hoá, Việt Nam", O=CÔNG TY CỔ PHẦN MÍA ĐƯỜNG LAM SƠN, CN=CÔNG TY CỔ PHẦN MÍA ĐƯỜNG LAM SƠN, OID.0.9.2342.19200300.100.1.1=MST:2800463346, Phone=(84 - 237) 8996 667
Reason: I am the author of this document
Location: your signing location here
Date: 2026.09.25 14:20:59+07'00'
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LAM SON SUGAR CANE JOINT STOCK CORPORATION Head office: No. 388 Le Thai Tong, Lam Son commune, Thanh Hoa province Business Registration Certificate No. 2800463346 issued by Thanh Hoa Department of Planning and Investment	**SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**
	Lam Son, September 25, 2026

INVITATION LETTER
TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
2026-2027

The Board of Directors of Lam Son Sugar Cane Joint Stock Corporation respectfully invites shareholders to attend the 2026-2027 Annual General Meeting of Shareholders with the following organization information:

1. **Time of the Meeting**: **From <u>07:30 Wednesday, 21st October, 2026</u>**
2. **Venue**: Corporation's head office, No. 388 Le Thai Tong, Lam Son commune, Thanh Hoa province
3. **Contents of the Meeting:**

- Approval of the report on the implementation of business and production tasks for 2025-2026, and the direction and tasks for 2026-2027 by the Board of Management;
- Approval of the report on the performance of assigned tasks and rights by the Board of Directors;
- Approval of the Board of Supervisors' operation report; Audit letter;
- Proposal on profit distribution for 2025-2026;
- Proposal on the business and production plan for 2026-2027;
- Proposal on amendments and supplements to the company's charter;
  Proposal on remuneration and operating expenses of the Board of Directors and Board of Supervisors for 2026-2027;
- Proposal on the selection of the auditing unit for the 2026-2027 financial statements;
- Proposal on completion of the 2021-2026 term of members of the Board of Directors (BOD) and Board of Supervisors (SB) and election of BOD and SB members for the new 2026-2031 term;
- Proposal on approval of the list of related persons and related interests;
- Proposal on approval of the Company's development orientation for 2026-2031.

The above documents are published on the website <u>www.lasuco.vn</u> of the Company from <u>25/09/2026</u>.

4. The Shareholders are kindly requested to register for attendance (or authorize a proxy to attend) with the Meeting Organizing Committee at the earliest convenience.

- Shareholders/authorized persons attending the Meeting are required to bring and present the following documents: (1) ID card/Citizen ID/Passport/Copy of Business Registration Certificate; (2) Invitation letter; (3) Valid authorization letter (in case of authorized attendance);

For further information, please contact the Meeting Organizing Committee:

- Mr.: Le Huy Hung	**- Tel: 0983.910.859;**	**Email: <u>hunglh@lasuco.vn</u>**
- Ms.: Le Thi Ngoc Anh	**- Tel: 0976.230.840;**	**Email: <u>anhltn@lasuco.vn</u>**

We sincerely hope that esteemed shareholders will arrange to attend fully and on time to ensure the success of the Meeting.

Yours respectfully,

Attached documents:
- Meeting agenda and documents

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: ... C.T.C.P. CÔNG TY CỔ PHẦN MÍA ĐƯỜNG LAM SƠN X. LAM SƠN - T. THANH HÓA

LE VAN TAN

LAM SON SUGAR CANE JOINT STOCK CORPORATION
Head office: No. 388 Le Thai Tong, Lam Son commune, Thanh Hoa province
Business Registration Certificate No. 2800463346 issued by Thanh Hoa Department of Planning and Investment

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Lam Son, October 21, 2026

AGENDA
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026-2027

Time of organization: From 7:30 am to 11:30 am on **21/10/2026**
Venue: Corporation's head office, No. 388 Le Thai Tong, Lam Son commune, Thanh Hoa province

Time	Content
7:30 am - 8:00 am	Reception, distribution of meeting materials to shareholders, and verification of the conditions for convening the General Meeting.
8:00 am - 8:30 am	**MEETING PROCEDURES** 1. Statement of reasons – Introduction of participants; 2. Report on the verification of conditions for convening the General Meeting of Shareholders; 3. Voting to approve the Agenda of the General Meeting; 4. Voting to approve the General Meeting regulations; 5. Voting to approve the Vote Counting Committee; 6. Introduction of the Presidium and the Secretary of the General Meeting.
8:30 am - 9:30 am	**MEETING CONTENT** 1. Opening speech; 2. Report on the implementation of tasks for FY2025–2026 and the business plan for FY2026–2027 of the Board of Management; 3. Report on the performance of assigned tasks and rights by the Board of Directors; 4. Report on the operation of the Board of Supervisors – Audit letter; 5. Proposal on amendments and supplements to the company's charter; 6. Proposal on completion of the 2021-2026 term of members of the Board of Directors (BOD) and Board of Supervisors (SB) and election of BOD and SB members for the new 2026-2031 term.
9:30 am - 10:10 am	**ELECTION OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS FOR THE TERM 2026–2031:** 1. Approval of the Election Committee; 2. Approval of the Election Regulations; 3. Conducting the election and recess;
10:10 am – 10:25 am	Announcement of the Election Results for the BOD and SB and Introduction of the Elected Members to the General Meeting
10:25 am - 11:00 am	**Presentation of proposals:** 1. Proposal on profit distribution for 2025-2026;

Note: *Shareholders are kindly requested to view and download all documents of the Annual General Meeting of Shareholders 2026–2027, which are published on the Corporation's website at* ***http://www.lasuco.vn****, from 25/09/2026.*

Time	Content
	2. Proposal for Approval of Business Plan for 2026-2027; 3. Proposal on remuneration and operating expenses of the Board of Directors and Board of Supervisors for 2026-2027; 4. Proposal on selection of audit firm for the 2026-2027 financial statements; 5. Proposal on approval of the list of related persons and related interests; 6. Proposal on approval of the Company's development orientation for 2026-2031.
11:00 am - 11:40 am	Discussion and voting on issues in the meeting agenda
11:40 am - 12:00 am	Approval of the Minutes Approval of the Resolution of the General Meeting.
	Declaration of closing the General Meeting.

Note: *Shareholders are kindly requested to view and download all documents of the Annual General Meeting of Shareholders 2026–2027, which are published on the Corporation's website at* ***http://www.lasuco.vn****, from 25/09/2026.*

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POWER OF ATTORNEY
TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026-2027

To: **LAM SON SUGAR CANE JOINT STOCK CORPORATION**

Name of shareholder: ……………………………………………….

Citizen ID/Passport/Business Registration Certificate No.:…………….. issued on:...…… at: ....………..

Legal representative *(for organizations)* ....

Citizen ID/Passport No. ....issued on ....at ....

Address: ....…………………………………………...............Phone:………….........Fax:........................

Number of shares owned[1]***:*** ....……........…..... ***shares***

I/We agree to authorize the person named below to attend and vote on relevant matters at the Annual General Meeting of Shareholders 2026-2027 of LAM SON SUGAR CANE JOINT STOCK CORPORATION on my/our behalf.

Information of the authorized person:

☐ **Chairman of the Board of Directors of Lam Son Sugar Cane Joint Stock Corporation**

- Full name: Mr. Le Van Tan
- Citizen ID No.: 038071003344 issued on: May 22, 2017 at: Department of Administrative Management of Social Order, Ministry of Public Security
- Address: No. 388 Le Thai Tong, Lam Son commune, Thanh Hoa province; Tel: 0237.899.6667

☐ **General Director of Lam Son Sugar Cane Joint Stock Corporation**

- Full name: Mr. Le Van Phuong
- Citizen ID No.: 038077009994 issued on: October 31, 2019 at: Department of Administrative Management of Social Order, Ministry of Public Security
- Address: No. 388 Le Thai Tong, Lam Son commune, Thanh Hoa province; Tel: 0237.899.6667

☐ **Other individual**

- Full name: ……………………………......................
- Citizen ID/Passport No: …………........….. issued on: ....………… at: ....……………..
- Address: …………………..................………………………………. Tel: ……………………..

I/We take full responsibility for this authorization and commit to strictly comply with the current laws and the Charter of Lam Son Sugar Cane Joint Stock Corporation, and also commit not to make any complaints or lawsuits against the Company related to this authorization as well as the exercise of rights by the authorized person.

Note*: This power of attorney is only valid during the time of the Annual General Meeting of Shareholders 2026-2027 held on October 21, 2026. The authorized person attending the General Meeting is not allowed to authorize a third party.*

Authorizing shareholder	**Authorized person**
(Sign, write full name and affix seal (if any))	*(Sign and write full name)*

1 *Number of shares held according to the list of shareholders as at the record date on September 11, 2026.*

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CONFIRMATION LETTER

ON ATTENDANCE AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026-2027 OF LAM SON SUGAR CANE JOINT STOCK CORPORATION

To: **LAM SON SUGAR CANE JOINT STOCK CORPORATION**

Name of shareholder: ……………………………..……………………………

Citizen ID/Passport/Business Registration Certificate No.:……………issued on:……….At:……………
Legal representative *(for organizations)* ………………..
Citizen ID/Passport...................................issued on........................at..
Address: ....……………………………...............Phone:………….........Fax:..........................

Number of shares owned([1]:…………………. **Shares**

I/we confirm the attendance and exercise of shareholder rights at the Annual General Meeting of Shareholders 2026-2027 of Lam Son Sugar Cane Joint Stock Corporation held on 21/10/2026 at the Corporation's Head Office, No. 388 Le Thai Tong, Lam Son commune, Thanh Hoa province.

SHAREHOLDER/SHAREHOLDER REPRESENTATIVE

Sign and write full name, affix seal (if organization)

1 *Number of shares held according to the list of shareholders as at the record date on September 11, 2026.*

LAM SON SUGAR CANE JOINT STOCK CORPORATION	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness

Lam Son, October 21, 2026

WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025-2026
Dated October 21, 2026

These regulations specifically stipulate the rights and obligations of shareholders, participants of the General Meeting, and parties involved in the General Meeting; stipulate the conditions and procedures for conducting the General Meeting, and the form of open voting.

Article 1: Principles of the General Meeting's operation

1. Ensure the principles of openness, fairness, and democracy in operation.

2. For the benefit of shareholders and meet the sustainable development needs of the Company.

Article 2. Conditions for attending the General Meeting

Shareholders whose names are on the list as of the record date for attending the General Meeting have the right to attend directly or authorize others to attend and vote at the General Meeting.

Article 3. Order of the General Meeting

1. All shareholders attending the General Meeting must dress formally and appropriately.

2. The shareholders must sit in the correct position and area as designated by the General Meeting Organizing Committee.

3. No smoking in the General Meeting room.

4. No private conversations, no use of mobile phones during the General Meeting.

Article 4. Rights and obligations of shareholders or authorized representatives

1. Entitled to vote on all matters of the General Meeting in accordance with the Company's Charter and the law.

2. Each shareholder or authorized representative attending the General Meeting must bring their ID card (original or notarized copy) or passport, invitation letter, valid power of attorney (in case of authorized attendance) for the Verification Committee to verify and receive the open voting card.

3. Entitled to speak directly at the hall or write comments on the contribution form and send it to the General Meeting Organizing Committee for resolution; written comments are as valid as direct statements at the General Meeting. If wishing to speak directly at the Hall, shareholders or authorized representatives must register with the General Meeting Presidium. When invited to speak, shareholders must state their name and present the content to be discussed. The statement should be brief, concise, and focused, in line with the approved agenda of the General Meeting. The Chairperson will arrange for shareholders to speak in the order of registration and answer shareholders' questions.
4. Shareholders or authorized representatives are obliged to attend on time; in case of late arrival, they may still participate and vote immediately, but the Chairperson is not responsible for stopping the General Meeting and the validity of previous voting rounds is not affected.
5. Comply with the direction of the Presidium and the General Meeting Organizing Committee, do not cause disturbance or disorder during the General Meeting.

Article 5. Rights and obligations of the Committee for Verification of Conditions for Convening the General Meeting of Shareholders

1. The Committee for Verification of Conditions for Convening the General Meeting of Shareholders is performed by the Company's Board of Supervisors and is responsible for:
    a. Checking the conditions for shareholders or authorized representatives to attend the General Meeting, checking the percentage of shareholders attending the General Meeting.
    b. Issuing voting cards and documents to shareholders or authorized representatives.
    c. Reporting the results of checking the conditions for attending the General Meeting.
2. The Committee for Verification of Conditions for Convening the General Meeting of Shareholders has the right to establish a supporting unit to fulfill its tasks.

Article 6. Rights and obligations of the Vote Counting Committee

1. The Vote Counting Committee consists of 3 people nominated by the Presidium and approved by the General Meeting. The Vote Counting Committee is responsible for:
    a. Determining the voting results of shareholders on matters approved at the General Meeting.
    b. Counting the open voting cards, summarizing, and announcing the voting results for each matter.
    c. Reviewing and reporting to the General Meeting for decision on cases of violation of voting rules or complaints about voting results.

2. If necessary, the Chairperson may establish a supporting unit for the Vote Counting Committee to complete its tasks.

Article 7. Rights and obligations of the Presidium and the General Meeting Secretary

1. The Chairperson of the Board of Directors acts as the Chairperson of the General Meeting (Article 146, Clause 2, Point a and Article 156, Clause 3, Point d of the 2020 Law on Enterprises).

2. Rights and obligations of the Chairperson.

   a. Conduct the General Meeting in accordance with the agenda and regulations approved by the General Meeting of Shareholders.

   b. Guide the General Meeting to discuss and collect votes on matters within the agenda and related issues throughout the General Meeting.

   c. Entitled to postpone the General Meeting of Shareholders, which already has enough registered attendees as prescribed, to another time or change the meeting location in the following cases:

   (i). The meeting venue does not have enough convenient seating for all attendees.

   (ii). The communication facilities at the venue do not ensure that shareholders can participate, discuss, and vote;

   (iii) There are attendees who obstruct, cause disorder, or risk making the meeting unfair and unlawful.

   The maximum postponement period is no more than 3 days from the scheduled opening date.

   If the Chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Point c, Clause 2 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the Chairperson and conduct the meeting until the end; all resolutions passed at that meeting are valid.

   d. Resolve arising issues (if any) during the General Meeting.

   e. Decisions on the order, procedures, or events arising outside the General Meeting's agenda shall be final.

3. **The Secretariat is responsible for:**

   a. Accurately and fully recording the entire proceedings of the General Meeting and matters approved by shareholders, including those reserved at the General Meeting.

   b. Receiving and forwarding shareholders' comment forms to the Presidium.

   c. Drafting the meeting minutes and resolutions on matters approved at the General Meeting.

d. Performing support tasks as assigned by the Presidium.

Article 8. Order of conducting the General Meeting

1. The Meeting is conducted when shareholders attending represent more than 50% of the total voting shares.

2. Method of conducting the General Meeting

a. The Meeting discusses and approves the contents stated in the General Meeting of Shareholders' Agenda.

b. Decisions of the General Meeting are approved when more than 50% of the total votes of all attending shareholders agree, except for matters specified in Article 8, Clause 2, Point c below.

c. The following matters must be approved by shareholders representing at least 65% of the total votes of all attending shareholders:

(i). Addition or amendment of the Company's Charter;

(ii). Type of shares and total number of each type of shares;

(iii). Election, dismissal, or removal of members of the Board of Directors;

(iv). Change of business lines, industries, and fields;

(v). Decision on investment, purchase, or sale of Company assets valued at or greater than 35% of the Company's total assets as stated in the most recent audited financial statement;

(vi). Decision on division, separation, consolidation, merger, conversion of legal form, dissolution, or request for the Court to initiate bankruptcy proceedings for the Company.

3. Minutes of the General Meeting of Shareholders: all contents of the meeting must be recorded by the Secretariat in the minutes. The minutes are prepared and approved before the meeting is closed and kept as prescribed.

Article 9. Voting on matters of the General Meeting

1. All matters on the General Meeting's agenda are approved by open voting of all shareholders using voting cards (except for matters approved by secret ballot). Each shareholder attending the General Meeting will be given a voting card corresponding to the number of shares entitled to vote. The voting card records information about the shareholder and the number of shares entitled to vote.

2. Shareholders vote by raising their voting cards openly.

3. The General Meeting discusses and votes on each matter in the agenda. Voting is conducted by determining the number of approval votes, then the number of disapproval votes, and finally the number of abstentions. The vote counting results are announced by the Chairperson immediately before the meeting is closed.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRPERSON OF THE GENERAL MEETING

LAM SON SUGAR CANE JOINT STOCK CORPORATION	**SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**

Lam Son, October 21, 2026

ELECTION RULES

FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS

FOR THE 2026-2031 TERM AT THE

2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS

October 21, 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020, as amended and supplemented, and its implementing instruments;

- Pursuant to the Government's Decree No. 155/2020/NĐ-CP dated 31/12/2020 detailing the implementation of certain articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated 11/9/2025;

- Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020 of the Minister of Finance providing guidance on certain provisions on corporate governance applicable to public companies;

- Pursuant to the Charter and the Internal Regulations on Corporate Governance of LAM SON SUGAR CANE JOINT STOCK CORPORATION.

The 2026-2027 Annual General Meeting of Shareholders of LAM SON SUGAR CANE JOINT STOCK CORPORATION shall elect members of the Board of Directors and the Board of Supervisors for the 2026-2031 term in accordance with the following provisions:

Article 1. Scope

These Rules set out the provisions governing the election of members of the Board of Directors and the Board of Supervisors of LAM SON SUGAR CANE JOINT STOCK CORPORATION.

Article 2. Number, composition, eligibility requirements, self-nominations and nominations for membership of the Board of Directors and the Board of Supervisors

1. Number and composition of members of the Board of Directors and the Board of Supervisors

The number and composition of the Board of Directors and the Board of Supervisors for the 2026–2031 term are to be approved by the General Meeting of

Shareholders prior to the election. According to the proposal submitted to the General Meeting:

- Board of Directors: 05 members, including at least one independent member and at least one non-executive member.

- Number of members of the Board of Supervisors to be elected: 03.

2. Standards and eligibility requirements for candidates for the Board of Directors

- Candidates for the Board of Directors must satisfy Article 155 of the Law on Enterprises, Article 275 of Decree No. 155/2020/NĐ-CP (as amended and supplemented), the Company’s Charter and relevant laws. In particular, they must not be persons prohibited from establishing or managing enterprises and must possess professional qualifications and experience in business administration or in the Company’s business sectors or lines of business.

- A member of the Company’s Board of Directors may concurrently serve as a member of the Board of Directors or the Members’ Council of no more than 05 other companies.

- Candidates for independent membership of the Board of Directors must fully satisfy the standards and eligibility requirements specified in Clause 2 of Article 154 and Clause 2 of Article 155 of the Law on Enterprises and the Company’s Charter.

3. Standards and eligibility requirements for candidates for the Board of Supervisors

- Candidates for the Board of Supervisors must satisfy Article 169 of the Law on Enterprises, Article 286 of Decree No. 155/2020/NĐ-CP, the Company’s Charter and relevant laws; must not be family members of any member of the Board of Directors, the General Director or any other manager of the Company; and must not hold a management position in the Company.

- Candidates for the Board of Supervisors must not work in the Company’s accounting or finance department and must not be members or employees of an audit firm approved to audit the Company’s financial statements during the 03 immediately preceding years.

- The person proposed to serve as Head of the Board of Supervisors must hold a university degree or higher in economics, finance, accounting, auditing, law, business administration or a discipline relevant to the Company’s business activities, unless the Company’s Charter prescribes higher standards.

4. Self-nominations and nominations of candidates for the Board of Directors and the Board of Supervisors

Shareholders and shareholder representatives shall select candidates who meet the standards for membership of the Board of Directors or the Board of Supervisors and nominate them for election by the General Meeting of Shareholders, subject to the following conditions:

4.1. Nominations of candidates for the Board of Directors:

A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate 01 candidate; from 10% to less than 30%, a maximum of 02 candidates; from 30% to less than 40%, a maximum of 03 candidates; from 40% to less than 50%, a maximum of 04 candidates; and 50% or more, the full number of candidates for the seats to be filled.

4.2. Nominations of candidates for the Board of Supervisors:

A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate 01 candidate; from 10% to less than 30%, a maximum of 02 candidates; and 30% or more, the full number of candidates for the seats to be filled.

- The formation of shareholder groups, notification of group meetings and the number of candidates nominated shall comply with the Law on Enterprises, the Company’s Charter and the decisions of the General Meeting of Shareholders.

- Nominees and self-nominated candidates must meet the applicable standards and eligibility requirements and provide written confirmation of the truthfulness and accuracy of the information supplied, together with an undertaking to perform their duties honestly, loyally and prudently, in the best interests of the Company, if elected.

- Self-nominations and nominations for membership of the Board of Directors and the Board of Supervisors must be made in writing, using the forms issued by the Company, and submitted to the Company at least 10 days before the date of the Meeting.

- If there are insufficient candidates, the incumbent Board of Directors or Board of Supervisors, as applicable, shall introduce additional candidates or arrange nominations in accordance with the Charter and the Internal Regulations on Corporate Governance. The supplementary list must be announced before the General Meeting of Shareholders conducts the election.

Article 3. Persons entitled to vote in the election

1. Shareholders holding voting shares and their duly authorized representatives.

2. Voting entitlements shall be determined based on the list of shareholders entitled to attend the General Meeting of Shareholders as of the record date of 11/09/2026 and the number of voting shares recorded at the Meeting.

Article 4. General election principles

1. Election principles: Direct voting by secret ballot.

2. Election method:

- Members of the Board of Directors and members of the Board of Supervisors shall be elected separately by cumulative voting.

- Prior to the distribution of ballots, the General Meeting of Shareholders shall vote to approve the election regulations, the number and composition of members to be elected, and the lists of candidates for the Board of Directors and the Board of Supervisors.

- For each election, each shareholder's total number of votes shall equal the aggregate number of voting shares held by that shareholder and voting shares represented under valid authorization, multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors.

Total number of votes = Total number of voting shares × Number of members to be approved by the General Meeting of Shareholders

- Shareholders may allocate all or part of their total votes to one or more candidates. The total votes allocated to candidates must not exceed the total votes that the shareholder is entitled to cast in each election.

- Votes for the Board of Directors and votes for the Board of Supervisors shall be calculated separately. Any unallocated votes may not be transferred to another candidate or to the other election.

Example: A shareholder holding 1,000 voting shares has 5,000 votes in an election for 05 members of the Board of Directors and 3,000 votes in an election for 03 members of the Board of Supervisors. The shareholder may allocate the respective votes to one or more candidates, but must not exceed the total number of votes available for each election.

Article 5. Ballots and completion of ballots

1. Lists of candidates for the Board of Directors and the Board of Supervisors

- Separate lists of candidates for the Board of Directors and the Board of Supervisors shall be prepared, stating each candidate's full name and arranged in alphabetical order by given name. The lists shall be submitted to the General Meeting of Shareholders for confirmation before the election.

- Candidate information shall be disclosed in accordance with the law, the Company's Charter and the Internal Regulations on Corporate Governance.

2. Ballots and instructions for completing ballots

a. Ballot format:

- Separate ballots for the Board of Directors and the Board of Supervisors shall be prepared and printed uniformly using the forms issued by the Company.

- Each ballot shall bear an identification code and the Company's seal or a valid authentication mark.

b. Ballot contents:

Each ballot shall contain, at a minimum: the ballot identification code; the total number of voting shares; the total number of votes available; the number of members to be elected; the corresponding list of candidates; a space for entering the number of votes allocated to each candidate; and necessary instructions.

c. Receipt and completion of ballots:

- The Vote Counting Committee shall distribute ballots to shareholders or their duly authorized representatives at the Meeting. Recipients shall check the identification code, the number of shares and the total number of votes before completing their ballots.

- Shareholders shall enter the number of votes as a non-negative integer in the space for each selected candidate. An unfilled or blank space shall be treated as 0 votes. The total votes entered for all candidates must not exceed the total number of votes stated on the ballot.

- Authorized representatives shall exercise voting rights within the scope of the number of shares validly represented under their authorization.

- If an error is made when completing a ballot, the shareholder shall request a replacement ballot from the Vote Counting Committee before depositing it in the ballot box. The incorrectly completed ballot shall be collected and marked as cancelled.

d. Circumstances in which ballots are invalid:

- A ballot that does not conform to the form issued by the Company or lacks the identification code, seal or authentication mark required by the Company.

- A ballot containing an additional name not included in the list of candidates approved by the General Meeting of Shareholders, or bearing alterations to identification information, the number of shares or the total number of votes that prevent the voting entitlement from being accurately determined.

- The total votes allocated to candidates exceed the total number of votes the shareholder is entitled to cast in the relevant election.

- A ballot that is torn, damaged or completed so unclearly that the Vote Counting Committee cannot determine the voter’s intention.

- A ballot allocating no votes to any candidate shall be classified as a blank ballot, rather than an invalid ballot. An invalid ballot for the Board of Directors shall not invalidate the ballot for the Board of Supervisors, and vice versa.

Article 6. Vote Counting Committee and principles for casting and counting ballots

1. Vote Counting Committee

The Vote Counting Committee shall be nominated by the Presiding Panel and approved by a vote of the General Meeting of Shareholders.

a. The Vote Counting Committee shall be responsible for:

- Explaining the Election Rules.

- Providing instructions on how to use the ballots.

- Inspecting the ballot box; distributing, collecting, sorting and counting ballots for the Board of Directors and the Board of Supervisors separately; and ensuring the accuracy, integrity and secrecy of voting.

- Preparing the vote-counting minutes and announcing the election results to the Meeting.

b. Members of the Vote Counting Committee must not be included in the list of candidates for the Board of Directors or the Board of Supervisors.

2. Principles for casting and counting ballots

- The ballot box must be inspected and sealed by the Vote Counting Committee in the presence of the Meeting before voting begins.

- Voting shall begin after all ballots have been distributed and shall end upon the Chairperson's announcement after the last shareholder has exercised their voting rights.

- Vote counting shall begin immediately after voting ends. Ballots for the Board of Directors and the Board of Supervisors shall be counted and classified as valid, invalid or blank separately.

- The vote-counting results shall be recorded in minutes and announced to the Meeting by the Head of the Vote Counting Committee.

Article 7. Principles for determining the elected members of the Board of Directors and the Board of Supervisors

1. Cumulative voting principles: As provided in the Appendix on Cumulative Voting Instructions attached to these Rules.

2. The election results for the Board of Directors and the Board of Supervisors shall be determined separately. Successful candidates shall be determined in descending order of votes received, beginning with the candidate receiving the highest number of votes, until all seats on the Board of Directors or the Board of Supervisors have been filled.

3. If 02 or more candidates receive an equal number of votes for the final seat, the General Meeting of Shareholders shall conduct a further election among the tied candidates.

Article 8. Preparation and announcement of vote-counting minutes

1. After counting the votes, the Vote Counting Committee shall prepare separate vote-counting minutes or separate results sections for the Board of Directors and the Board of Supervisors. The minutes shall contain, at a minimum: the number of shareholders participating in voting and the corresponding total number of voting shares; the numbers of ballots distributed, returned, valid, invalid and blank; the total number of votes available to be cast; the number of votes received by each candidate and the percentage of the corresponding total votes available to be cast that those votes represent; the list of successful candidates; and any reservations expressed by members of the Vote Counting Committee.

2. The vote-counting minutes must be signed by the members of the Vote Counting Committee and announced to the Meeting. The election results shall be recorded in the minutes of the General Meeting of Shareholders.

Article 9. Complaints and effectiveness

1. Complaints concerning the election and vote counting shall be submitted to the Presiding Panel before the Meeting closes. The Presiding Panel shall resolve complaints within its authority and, where necessary, refer them to the General Meeting of Shareholders for consideration and decision. The substance of complaints and the outcomes of their resolution shall be recorded in the minutes of the General Meeting of Shareholders.

2. These Rules comprise 09 (nine) articles, take effect upon approval by a vote of the General Meeting of Shareholders, and apply to the election of members of the Board of Directors and the Board of Supervisors for the 2026-2031 term at this Meeting.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

PRESIDING PANEL

APPENDIX

CUMULATIVE VOTING INSTRUCTIONS

Illustrative example: Election of 5 members of the Board of Directors

I - For the case where the General Meeting of Shareholders approves the election of five members to the Board of Directors:

- Elect five members of the Board of Directors from among the candidates.

II - Voting procedure

1. Determining the total number of votes of a shareholder (and/or a shareholder's authorized representative)

Total number of votes	=	**Total number of voting shares**	x	**Number of members to be elected**

2. Instructions for completing ballots

Example: Shareholder X holds (including shares owned and shares represented under authorization) 1,000,000 voting shares. The total number of votes available to Shareholder X is therefore:

1,000,000 × 5 = 5,000,000 votes

Shareholder X may cast their total votes, as determined using the formula above, in one of the following ways:

a) Allocate votes equally among the candidates (each candidate receives the same number of votes).

Number	Full name	Number of votes
I. Election of members of the Board of Directors		
1	Mr. (Ms.) A	1,000,000
2	Mr. (Ms.) B	1,000,000
3	Mr. (Ms.) C	1,000,000
4	Mr. (Ms.) D	1,000,000
5	Mr. (Ms.) E	1,000,000
	Total	**5,000,000**

b) Allocate votes unequally among the candidates (the candidates receive different numbers of votes).

Number	Full name	Number of votes
I. Election of members of the Board of Directors		
1	Mr. (Ms.) A	2,000,000
2	Mr. (Ms.) B	1,500,000
3	Mr. (Ms.) C	0
4	Mr. (Ms.) D	500,000
5	Mr. (Ms.) E	1,000,000
	Total	**5,000,000**

c) Allocate all votes to 01 candidate:

Number	Full name	Number of votes
I. Election of members of the Board of Directors		
1	Mr. (Ms.) A	5,000,000
2	Mr. (Ms.) B	0
3	Mr. (Ms.) C	0
4	Mr. (Ms.) D	0
5	Mr. (Ms.) E	0
	Total	**5,000,000**

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NOMINATION FORM

CANDIDATE FOR THE BOARD OF DIRECTORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION

To: **ORGANIZING COMMITTEE OF THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

LAM SON SUGAR CANE JOINT STOCK CORPORATION

Nominating shareholder (organization/individual): ....

Citizen ID/Identity Card/Passport/Enterprise ID No.: .... Date of issue: ....
Place of issue: ....

Address/registered office: ....
Shareholder code: ....; holding/representing: .... ordinary shares with voting rights
(In words: ....)

Corresponding to a total par value of *(VND)*: ....

As of the record date ....../....../2026

I respectfully request the Organizing Committee of the 2026-2027 Annual General Meeting of Shareholders of Lam Son Sugar Cane Joint Stock Corporation to allow me to nominate:

Mr./Ms.: ....

Citizen ID/ID Card/Passport No.: .... Date of issue: ....
Place of issue: ....

Permanent address: ....

Education level: .... Major: ....

Number of shares owned/represented (if any): .... shares (In words: ....)

Corresponding to a total par value of *(VND)*: …..

as a candidate for the Board of Directors of Lam Son Sugar Cane Joint Stock Corporation for the 2026-2031 term, to be elected at the 2026/2027 Annual General Meeting of Shareholders on 21/10/2026.

The nominee agrees to the nomination; undertakes that the information provided is truthful and accurate; satisfies the standards and conditions under Article 155 of the Law on Enterprises, Article 275 of Decree 155/2020/NĐ-CP and the Company Charter; and, if elected, will perform his/her duties honestly and diligently in the best interests of the Company.

Sincerely thank you!

.................., day ...... month 2026

NOMINEE	**SHAREHOLDER/ REPRESENTATIVE OF SHAREHOLDER GROUP**
(Signature and full name)	*(Signature and full name; seal, if any)*

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NOMINATION FORM

CANDIDATE FOR THE BOARD OF SUPERVISORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION

To: **ORGANIZING COMMITTEE OF THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

LAM SON SUGAR CANE JOINT STOCK CORPORATION

Nominating shareholder (organization/individual): ....

Citizen ID/ID Card/Passport/Enterprise ID No.: .... Date of issue: .... Place of issue: ....

Address/registered office: ....

Shareholder code: ....; holding/representing: .... ordinary shares with voting rights (In words: ....)

Corresponding to a total par value of *(VND)*: ....

As of the record date ....../....../2026

I respectfully request the Organizing Committee of the 2026-2027 Annual General Meeting of Shareholders of Lam Son Sugar Cane Joint Stock Corporation to allow me to nominate:

Mr./Ms.: ....

Citizen ID/ID Card/Passport No.: .... Date of issue: .... Place of issue: ....

Permanent address: ....

Educational level: .... Major: ....

Number of shares held/represented (if any): .... shares (In words: ....)

Corresponding to a total par value of *(VND)*: …..

as a candidate for the Board of Supervisors of Lam Son Sugar Cane Joint Stock Corporation for the 2026-2031 term, to be elected at the 2026/2027 Annual General Meeting of Shareholders on 21/10/2026.

The nominee agrees to the nomination; undertakes that the information provided is truthful and accurate; satisfies the standards and conditions under Article 169 of the Law on Enterprises, Article 286 of Decree 155/2020/NĐ-CP and the Company Charter; and, if elected, will perform his/her duties honestly and prudently in the best interests of the Company.

Sincerely thank you!

.................., day ...... month ...... year 2026

NOMINEE	**SHAREHOLDER/REPRESENTATIVE OF SHAREHOLDER GROUP**
(Signature and full name)	*(Signature and full name; seal, if any)*

CURRICULUM VITAE

(For candidates for membership of the Board of Directors/Board of Supervisors of Lam Son Sugar Cane Joint Stock Corporation for the 2026-2031 term)

1. Full name:
2. Citizen ID/ID Card/Passport No.: .... Date of issue: ....
Place of issue: ....
3. Gender: • Male • Female
4. Date of birth:
5. Place of birth:
6. Nationality:
7. Ethnicity:
8. Place of origin:
9. Permanent address:
10. Contact telephone - office: personal:
11. General education level:
12. Professional qualifications:
13. Employment history *(briefly state employers, positions and occupations held)*:
....
....
....
....
14. Current position at LASUCO:
15. Other management positions currently held at other organizations:
16. Interests related to the Company and related parties (if any): ....
17. Number of shares held: .... shares

Of which: + *Personally owned: .... shares*

+ *Representing ownership of: .... shares*

18. Debts owed to LASUCO (if any):
19. Legal violations (if any):

I hereby certify that the information declared above is truthful and accurate and that I satisfy the standards and conditions applicable to the nominated position. If elected, I undertake to perform my duties honestly and diligently in the best interests of the Company.

Certification *by the local authority or* *the declarant's employer*	*...................., day..... month .... 2026* **Declarant** *(Signature and full name)*

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SHAREHOLDER GROUP MEETING MINUTES

NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS/BOARD OF SUPERVISORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION

Today, on ..../..../2026, at ...., we, the shareholders of Lam Son Sugar Cane Joint Stock Corporation, collectively own/represent .... voting ordinary shares, accounting for ....% of the total voting shares as of the record date …..../....../2026, including:

Shareholder name/ Shareholder code	Citizen ID/Identity Card/ Passport/Enterprise ID No.	Address/registered office	Number of shares owned	Ratio (%)	Signature
		Total			

The shareholder group undertakes to satisfy the ownership ratio prescribed by the Company Charter and the Nomination and Candidacy Regulations; the information and signatures in the above list are truthful and valid. We unanimously nominate:

Mr./Ms.: ....

Citizen ID/Identity Card/Passport No.: .... Date of issue: .... Place of issue: ....

Permanent address:...

Education level:.. Major:..

Number of shares owned/represented (if any): .... shares (In words: ....)

Corresponding to a total par value of (VND): ....

as a candidate for the Board of Directors/Board of Supervisors of Lam Son Sugar Cane Joint Stock Corporation for the 2026-2031 term, to be elected at the Company's 2026-2027 Annual General Meeting of Shareholders.

The written confirmation of consent to the nomination and undertaking to satisfy the candidate standards and conditions is enclosed with the application dossier.

We also unanimously appoint:

Mr./Ms.: ....

Citizen ID/Identity Card/Passport No.: .... Date of issue: .... Place of issue: ....

Permanent address:..

Education level:.. Major:..

Shareholder code: ....; number of voting ordinary shares: ....; ratio: ....%.

The shareholders in the group unanimously authorize the above Mr./Ms. to represent the group in signing, submitting, supplementing and receiving information relating to the nomination dossier in accordance with the Company Charter and the Nomination and Candidacy Regulations; the nominee may not be changed without the shareholder group's written approval.

These minutes are made at .... hours on ...../...../2026 at ....

……………, day ...... month 2026

REPRESENTATIVE OF THE SHAREHOLDER GROUP

(Signature and full name)

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APPLICATION FOR CANDIDACY AS A MEMBER OF THE BOARD OF DIRECTORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION

To: **ORGANIZING COMMITTEE OF THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

LAM SON SUGAR CANE JOINT STOCK CORPORATION

Full name: ....

Citizen ID/Identity Card/Passport No.: .... Date of issue: .... Place of issue: ....

Telephone: .... Email:...

Permanent address: ....

Professional qualifications:... Major:..

I am a shareholder of Lam Son Sugar Cane Joint Stock Corporation, shareholder code: ...., currently owning .... voting ordinary shares, accounting for ....% of the total voting shares as of the record date ..../..../2026, and I satisfy the ownership ratio under the Company Charter and the Nomination and Candidacy Regulations; I hereby stand for election as a member of the Company's Board of Directors for the 2026-2031 term.

I certify that the information above and the enclosed dossier are truthful and accurate and that I satisfy the standards and conditions under Clause 2 Article 154, Article 155 of the Law on Enterprises, Article 275 of Decree No. 155/2020/NĐ-CP and the Company Charter. I undertake to perform my duties honestly and diligently in the best interests of the Company.

Sincerely thank you!

.................., day ...... month 2026

CANDIDATE

(Signature and full name)

[1] ***Enclosures:***

- Curriculum vitae completed by the candidate using the prescribed form;

- Copy of a valid Citizen ID/Identity Card/Passport;

- Copies of diplomas and professional certificates (if any).

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APPLICATION FOR CANDIDACY AS A MEMBER OF THE BOARD OF SUPERVISORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION

To: **ORGANIZING COMMITTEE OF THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

LAM SON SUGAR CANE JOINT STOCK CORPORATION

Full name:..

Citizen ID/Identity Card/Passport No.: .... Date of issue: .... Place of issue: ....

Telephone: .... Email:..

Permanent address: ....

Professional qualifications:... Major:..

I am a shareholder of Lam Son Sugar Cane Joint Stock Corporation, shareholder code: ...., currently owning .... voting ordinary shares, accounting for ....% of the total voting shares as of the record date ..../..../2026, and I satisfy the ownership ratio under the Company Charter and the Nomination and Candidacy Regulations; I hereby stand for election as a member of the Company's Board of Supervisors for the 2026-2031 term.

I certify that the information above and the enclosed dossier are truthful and accurate; that I satisfy the standards and conditions under Article 169 of the Law on Enterprises, Article 286 of Decree No. 155/2020/NĐ-CP and the Company Charter; and that I am not in any case prohibited from serving as a member of the Board of Supervisors. If elected, I undertake to perform my duties honestly and diligently in the best interests of the Company.

Sincerely thank you!

.................., day ...... month 2026

CANDIDATE

(Signature and full name)

[1] ***Enclosures:***

- Curriculum vitae completed by the candidate using the prescribed form;

- Copy of a valid Citizen ID/Identity Card/Passport;

- Copies of diplomas and professional certificates (if any).

LAM SON SUGAR CANE JOINT STOCK CORPORATION

BOARD OF MANAGEMENT

DRAFT

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Lam Son, October 21, 2026

REPORT
RESULTS OF PRODUCTION AND BUSINESS OPERATIONS FOR FISCAL YEAR 2025-2026
PRODUCTION AND BUSINESS PLAN FOR FISCAL YEAR 2026-2027 - IMPLEMENTATION SOLUTIONS
(At the 2026-2027 Annual General Meeting of Shareholders)

I. PRODUCTION AND BUSINESS OPERATIONS IN FISCAL YEAR 2025-2026

During fiscal year 2025-2026, the global and Vietnamese sugar industries continued to operate in a highly volatile environment due to the combined effects of the U.S. tariff conflict, which increased trade uncertainty, and continuing political tensions in the Middle East, which affected energy supplies and drove up fuel, transportation, and other production input costs.

Against the broader backdrop of the global sugar industry, oversupply pressures persisted through much of fiscal year 2025-2026. International sugar prices fell to their lowest range in many years, at one point reaching the lowest level since 2020. In Vietnam, the sugar industry experienced a second consecutive difficult year, facing a dual impact: consumption had not recovered strongly and selling prices were under pressure from global and regional sugar price movements; meanwhile, production costs, financial pressure from sharply higher interest rates, inventories, and logistics costs remained unusually high. Fiscal year 2025-2026 therefore continued to test cost-management capacity, production efficiency, and the resilience of sugar companies in general and Lasuco in particular. Maintaining a stable raw-material area, controlling costs, optimizing inventories, and finding breakthrough new directions for product sales were decisive factors in competitiveness and business efficiency.

1. Production and business results

- Raw sugarcane output reached 86% of plan, equal to 105% of the same period.

- Sugar production (from raw sugar and sugarcane) reached 87% of plan, equal to 81% of the same period.

- Sugar sales volume reached 86.2% of plan, equal to 80.1% of the same period.
- Sales revenue: VND 2,319 billion, equal to 76.5% of plan and 99.6% of the same period.
- Profit before tax reached VND 67.88 billion, equal to 50.3% of the annual plan and 46.6% of the same period.

2. Implementation of digitalization solutions in sugarcane raw-material area management:

- Completed and effectively operated the Lam Son sugarcane raw-material area management system in a closed-loop chain, with data digitized from contracts and identification of each land plot through monitoring of planting, varieties, cultivation, investment, harvest plans, yield, and quality for each sugarcane plot.

- Continued to support sugarcane growers through the following solutions: conducting research and field trials to develop new high-yield, high-quality varieties suitable for the soil and climate of the Lam Son sugarcane area; providing financial support such as cash advances, fertilizer, seed cane, technical assistance, and development of model farms; and maintaining maximum benefits for farmers through the highest raw sugarcane purchase price in the region despite particularly difficult conditions in the sugar industry.

3. Production and processing:

3.1. Sugar mill - biomass power plant:

Continued implementing the phased investment roadmap for upgrading and renovating equipment toward stable operation at a capacity of 7,000TMN; improved energy-use efficiency and reduced costs; and improved technology to raise sugar product quality. These remain core, ongoing objectives, with in-depth production and quality as the top priorities for firmly positioning the brand.

3.2. Sugar Factory No. 1:

Promoted solutions for optimizing raw materials and sugar-boiling technology, improving product quality, increasing recovery efficiency, and reducing costs. A new Lam Son yellow rock sugar product was trialed at industrial scale as part of the product-diversification objective to meet domestic and export market demand.

3.3. Lavina Food Factory:

- Reassessed all products launched on the market, focused on developing core milk and beverage product lines for domestic and export markets, and adjusted products toward better consumer health. Completed and launched new sugarcane-juice products: pineapple with coconut jelly, mint sugarcane juice, and lychee with coconut jelly.

4. Trade and import-export activities

Although the sugar industry generally faced difficult sales conditions and high inventory pressure, fiscal year 2025-2026 marked a positive shift and validated the direction of investing strongly in the retail system, enabling the retail share to grow rapidly and meet the established target. Bagged granulated sugar product lines increased 42% year on year, while rock sugar increased 20% year on year, together with broader market coverage across regions. Import-export activities continued to receive attention to promote sugar, beverages, and soft drinks for export to markets such as China, the Middle East, Japan, and South Korea.

5. Rice business

Continued operating investment and linkage activities to develop raw-material supplies and ensure output targets for production and processing. However, fiscal year 2025-2026 was severely affected by natural disasters as well as sales difficulties; in particular, rice and paddy prices continued to fall sharply, contrary to the usual pattern of lower harvests bringing higher prices. Solutions were continuously implemented to reduce inventories and maintain cash flow… During the year, the Company continued purchasing, trading, and exporting its strong Japonica Japanese rice product line to confectionery-processing partners and to the Singapore market.

6. High-tech fruit and vegetable business

Continued to maintain production strengths and the brand of high-quality agricultural products cultivated in modern greenhouses using Israeli technology under the Lasuco brand, expanding sales through clean-food chains and supermarkets: yellow melon, Lam Son cantaloupe, Lam Son V2 orange, Lam Son Duong Canh orange, and Phalaenopsis orchids. Continued trials of new sugarcane varieties for multiplication across the Lam Son sugarcane area, and trials of new crops to support research objectives for deep processing and diversification of the Group's product lines.

7. Implementation of investment projects:

Thanh Tam Bamboo Ecological Park Project: with support from state agencies and local authorities at all levels, outstanding legal issues related to land-allocation procedures were fully resolved.

During the year, resources were allocated to complete construction and bring into operation a tunnel-brick factory with a capacity of 50 million bricks/year; and to invest in machinery and equipment to increase bagged-sugar production capacity.

8. Management and administration:

The year saw major fluctuations unfavorable to the sugar industry, with sugar prices continuing to decline while input prices rose sharply. The Board of Management flexibly planned and synchronously implemented solutions covering raw sugarcane, balancing production-line capacity with energy optimization, resolutely improving the quality of yellow and refined sugar, expanding warehouse capacity for inventory storage, and rapidly redirecting development toward retail. In particular, the Company maintained strong compliance with stringent standards relating to working conditions, social responsibility, and environmental protection, and maintained SGP certification.

Regarding the management organization: an R&D Center was established to promote research, evaluation, and development of new products under the product-diversification strategy. The Company continued reviewing and systematizing plan targets assigned to each unit and individual, with continued linkage to the responsibility and role of unit heads. It also moved toward digitizing specialized operations on the enterprise management software system and promoting the activities of the trade, production, raw-material, and service divisions.

9. Key difficulties, challenges, and issues requiring focus

- Sugarcane raw-material area: during fiscal year 2025-2026, weather conditions were adverse at certain times, including localized drought that affected early-stage sugarcane growth and development and thereby affected expected yield and harvest output. In addition to weather factors, the domestic sugar market continued to face competitive pressure, with sugar prices low relative to some regional markets. This affected production efficiency and sugarcane competitiveness compared with other crops and could affect expansion of the raw-material area.

- There remains room to increase output and productivity in production operations and utilization of asset capacity. The Company must continue reviewing and improving equipment, technology, and production organization methods, and improve the effective utilization of existing production capacity and assets across invested sectors. Particular attention should be paid to beverages and to diversifying input raw-material sources in sugar production in order to increase production scale, extend equipment and production-line operating time, and improve asset-use efficiency.

- Markets and sales continue to be affected by competition, supply-demand conditions, and consumer trends. Increasing sales volume, developing the distribution system, expanding the retail market, promoting exports, and diversifying the customer base are important requirements for greater control over market outlets, improved production and business efficiency, and better cash flow.

- For investment activities and management of assets and land, some projects continue to be affected by requirements to complete legal procedures, planning, and related regulations. The Company continues reviewing and resolving obstacles, improving resource-use efficiency, and proactively phasing investments in line with actual conditions, utilization capacity, and economic efficiency. Practical project implementation also requires improved investment appraisal and governance, with greater attention to total investment, utilization plans, sales capacity, cash flow, and legal and market risks, together with stronger post-investment management to ensure efficient use of capital.

II. ASSESSMENT OF OPERATING RESULTS FOR THE 2021-2026 PERIOD

During the 5-year 2021-2026 term, under the Board of Directors' strategic direction emphasizing development, in-depth investment, focus on core businesses, major innovation in trade and import-export activities, and market development centered on brand positioning, the Group recorded growth in operating scale and outstanding improvement in production and business efficiency compared with the 2016-2021 period:

1- Revenue scale in the 2021-2026 period increased 24% compared with the 2016-2021 period.

2- Profit before tax in the 2021-2026 period increased 93% compared with the 2016-2021 period.

3- Strong investment and commissioning of new business lines:

- Put into operation 02 major projects within the Lavina Food Factory system, associated with a sugarcane-extract concentration line with total investment of VND 300 billion.

- Completed and put into operation the rice-processing plant of Tam Phu Hung

High-Tech Food Co., Ltd., with an average capacity of 30,000 tons/year.

- Invested in and operated the Aff 500TPD sugar refining system, together with investment in a 16,000-ton warehouse, a raw-material processing line serving sugar refining and operation of the biomass power plant, an export Mix sugar production line, upgrades to the rock-sugar production line, and a 20,000-ton warehouse system.

- Invested in a new canned and PET-bottled beverage production line; invested in renovation, upgrading, and repair of equipment for Plant No. 2 with total investment of VND 100 billion; and completed the project to upgrade the tunnel-brick plant to a capacity of 50 million bricks/year.

- Digital transformation of enterprise operations in line with the Industry 4.0 technological revolution and artificial intelligence: applied the ERP management system; deployed Oracle NetSuite Cloud integrated with raw-material, production, warehouse-management, and finance modules; applied GIS software to digitize raw-material area management; and digitized operational processes on the management and administration software system.

- Import-export activities grew strongly, marking a shift into the broad global market, with import-export turnover of USD 50 million; the retail system was developed, and Keyshop and Lasucoshop chains were built and expanded widely.

- Pioneered cooperation with Japanese partners Idemitsu and Sagri to implement a greenhouse-gas emissions reduction project in the Lam Son sugarcane raw-material area. The goal is to expand implementation across the entire area and make it a model of low-emission agriculture in Vietnam, promoting green growth and bringing benefits to farmers participating in the carbon-credit market, in association with greenhouse-gas emission reductions and the circular economy.

III. PRODUCTION AND BUSINESS OBJECTIVES AND PLAN FOR FISCAL YEAR 2026-2027 AND SELECTED DEVELOPMENT DIRECTIONS FOR THE 2026-2031 PERIOD

1. Objectives and production and business plan for fiscal year 2026-2027.

Based on an assessment of raw-material conditions, market developments, production capacity, and available resources, for fiscal year 2026-2027 the Company identifies its key objectives as stabilizing operations, maintaining growth, and improving efficiency; increasing the scale of the raw-material area and sugarcane production and processing; optimizing costs, improving productivity and competitiveness; promoting sales, proactively managing cash flow, maintaining profitability, and creating a foundation for growth in subsequent years.

The Board of Management will synchronously implement solutions relating to raw materials, production and processing, markets and sales, cost management, and administration, linking growth objectives with efficient use of resources, risk control, and preservation and development of the Company's capital.

On that basis, the Board of Management submitted, and the Board of Directors approved, the following tasks and plan targets for fiscal year 2026-2027:

- Sales revenue: VND 2,655 billion, equal to 114.5% of the same period.

- Profit before tax: VND 110 billion, equal to 162% of the same period.

- Dividend: expected at 8%.

2- Key solutions requiring focus.

2.1- Management and administration:

Based on the fiscal year 2026-2027 plan approved by the Board of Directors, the Board of Management will review and reassign plan targets to units, linking objectives and tasks with wages, income, and performance results. A process-management system linked with personnel and payroll will be put into operation to improve work assignment, progress monitoring, and evaluation of the achievement of Company and unit objectives.

Continue maintaining discipline, order, and accountability in work execution; ensure compliance with the Company's Charter, regulations, and internal rules; and strengthen the role and responsibility of management at all levels. Increase risk control and prevention, particularly in legal affairs, food hygiene and safety, occupational safety, fire prevention and fighting, and risks in production, warehousing, sales, markets, and management activities.

Reform the delegation and decentralization mechanism together with accountability, on the basis of compliance with law, the Charter, and governance regulations of the Company and its subsidiaries. Clearly define the authority, responsibilities, and obligations of each management level; increase initiative in administration while linking the accountability of unit heads to production and business results, efficient use, preservation, and development of owners' capital. Thereby build an operating mechanism with clear tasks, clear persons responsible, clear accountability, and clear results, improving initiative, discipline, and governance effectiveness throughout the Company.

2.2- Organization of sugarcane and sugar production.

(1)- Raw-material planning must maintain stability and develop the sugarcane raw-material area, ensuring sugarcane output and quality in accordance with targets and commitments, meeting production requirements, and improving the efficiency of the sugarcane value chain.

Improve **harvest and sugarcane transportation** management on the GIS platform, closely tracking actual conditions in the raw-material area and ensuring balanced, coordinated progress between harvesting, transportation, and the Factory's intake capacity. Complete the journey-monitoring system and improve control from field to Factory; increase the participation of contract holders in confirming location, area, output, and harvest and transportation plans, thereby improving transparency, accuracy, and efficiency in raw-material management.

For the 2027-2028 sugarcane crop, implement plans to expand, restore, and develop the raw-material area in key zones with suitable conditions and potential for sugarcane development; target an additional 7% expansion in area, prioritizing zones with good yield, quality, and cultivation efficiency, thereby creating a stable long-term raw-material foundation for the Factory.

At the same time, proactively develop seed-cane sources for the Summer-Autumn crop, balance the varietal structure to suit each ecological zone and cultivation condition, gradually increase the proportion of early-maturing sugarcane area, proactively secure early-season raw materials, and improve sugarcane quality and production efficiency.

(2) Strengthen a stable, efficient, and cost-effective production foundation that meets market demand and contributes to improving the Company's competitiveness and operating efficiency.

- Stabilize and improve production and processing capacity at the high capacity of 7000TMN: comprehensively review and assess issues arising in production; focus on renovating, repairing, and upgrading critical equipment; complete pre-crushing-season preparations and ensure the production line is ready for operation before 11/2026. Organize production to balance capacity, productivity, and raw-material supply, with a deeper focus on recovery efficiency, reducing losses at each stage, saving energy, and improving sugar product quality. Strengthen control of key production indicators, promptly identify and address loss points, and progressively improve production-line stability and efficiency.

- For the rock-sugar plant, maintain production in line with targets and aim for output growth of 28% compared with the same period; proactively balance raw materials, equipment capacity, and market demand to select appropriate timing for developing and producing new product lines, ensuring efficient use of raw materials and higher product value.

- At the same time, focus on improving labor productivity and optimizing production costs by rationalizing processes, streamlining stages, and assigning labor in line with production requirements. Promote mechanization and automation in production, internal transportation, and warehouse arrangement; progressively reduce manual labor and improve productivity, safety, and operating efficiency.

2.3. Sales, market development, import-export trade, and brand building

In fiscal year 2026-2027, the Company will synchronously implement solutions to expand markets, increase sales volume, improve commercial efficiency, and develop the brand; link sales with production organization, proactively secure market outlets, and improve product competitiveness:

For the sugar business, proactively monitor supply-demand conditions, prices, and trade policies; seize opportunities arising from stronger control of smuggled sugar, trade fraud, and origin requirements to expand sales of products with clear origin and stable quality. Develop the distribution system and Lasuco Shop retail chain to expand the customer base and increase product coverage; target sales-volume growth of 150%, including 200% growth in retail bagged sugar compared with actual performance in fiscal year 2025-2026.

For import-export trade, strengthen trade promotion and seek domestic and international customers and partners; diversify markets and products and gradually expand export scale, linking market development with increased production scale and more efficient use of production capacity.

For Lavina milk and beverage products, continue innovating marketing, communications, and brand development; focus on high-potential products, improve recognition, and expand distribution channels. Strengthen trade promotion, seek international partners, promote exports of canned beverages, expand market outlets, and maintain business-line efficiency.

At the same time, strengthen management of the Lasuco corporate image and brand identity and of product brands; link marketing with quality, origin, production standards, and differentiated value, toward sustainable market and brand development and revenue growth.

2.4. Focus implementation on full compliance with legal regulations, targeted investment based on existing assets, strict cost control, and gradual effective operation of the Thanh Tam Bamboo Ecological Park Project: complete the legal basis and adjust the master plan to current conditions; substantially complete the main Phase I investment items in the Ecological Hill area and Ho Dam area; complete infrastructure connecting the two areas; and gradually bring eligible areas into operation and use, thereby creating a foundation for continued research and implementation of subsequent investment phases in an efficient, economical, and coordinated manner.

3. Development directions for the 2026-2031 period submitted to the Board of Directors for consideration:

- First, firmly consolidate the sugarcane industry as LASUCO's core business, growth platform, and core resource; proactively secure raw materials, improve productivity, quality, and equipment utilization, control costs, optimize inventories and working capital, and progressively improve efficiency and resilience to market fluctuations.

- Second, improve the efficiency of invested business lines, focusing on consolidating, restructuring, and developing sectors such as rice, high technology, beverages, soft drinks, and other appropriate business lines; efficiently utilize existing assets, production capacity, and markets, and progressively increase their contribution to the Company's revenue, profit, and cash flow.

- Third, research and select opportunities to develop new crops and products linked to LASUCO's advantages in natural conditions, land resources, organization of raw-material areas, and processing capacity; prioritize feasibility studies for value chains involving pineapple, gac fruit, and other advantageous crops, with a focus on deep-processed products with potential in domestic and export markets. For promising projects, progressively complete the raw-material area - processing - preservation - logistics - market model and select appropriate partners and technologies. The target is revenue of VND 900 – 1.050 billion, with a profit margin of 10%. Investment decisions shall be made only when there is a sufficient basis regarding market outlets, economic efficiency, control of raw materials, technology, legal matters, and efficient use of capital, ensuring shareholders' interests.

- Fourth, develop green energy, biomass, and biofuels on the foundation of the sugarcane industry, efficiently utilizing by-products and biomass resources. Propose research into investment in machinery, equipment, and boilers for renewable-energy development and increased power-generation capacity; conduct a feasibility study for a bioethanol plant based on balancing raw-material supply, technology, market demand, and economic efficiency.

This is the Board of Management's report assessing the results of fiscal year 2025-2026 and reviewing operations during the 2021-2026 period; setting out objectives for fiscal year 2026-2027, solutions, and proposals for selected new development directions for the 2026-2031 period. Respectfully submitted to the General Meeting.

GENERAL DIRECTOR

LAM SON SUGAR CANE JOINT STOCK CORPORATION

BOARD OF DIRECTORS

DỰ THẢO

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Lam Son, October 21, 2026

REPORT

RESULTS OF THE PERFORMANCE OF ASSIGNED DUTIES AND AUTHORITIES OF THE BOARD OF DIRECTORS

(Submitted to the 2026–2027 Annual General Meeting of Shareholders)

Dear Shareholders and shareholder representatives,

Pursuant to the Law on Enterprises, the Law on Securities, the Company's Charter, the Internal Regulations on Corporate Governance, the Regulations on Operation of the Board of Directors, and the Resolution of the Annual General Meeting of Shareholders dated 21/10/2025; based on the results of performance of duties in financial year 2025-2026, the Board of Directors (BOD) reports to the General Meeting of Shareholders on the results of operations for financial year 2025–2026, the operating orientation for financial year 2026–2027, and the key development priorities for the coming period as follows:

I. ASSESSMENT OF THE RESULTS OF PERFORMANCE OF DUTIES IN FINANCIAL YEAR 2025–2026

Financial year 2025–2026 continued to be a year of significant volatility for the sugarcane and sugar industry and LASUCO's production and business operations. Domestic and global sugar prices fell sharply, competition intensified, and input and financial costs remained high; abnormal weather, storms, floods and inundation affected sugarcane output and quality as well as the harvesting and transportation of raw materials. These factors directly affected the Company's revenue, profit margin and capital-use efficiency.

Against that backdrop, the BOD determined that LASUCO should not merely maintain output, but more importantly improve the quality of growth by proactively securing raw materials; improving factory production efficiency; shifting from merely selling products toward developing markets, brands and value-added products; controlling inventories, cash flow and investment capital; and progressively establishing a foundation for digital governance and green, circular development. These are necessary prerequisites for LASUCO to use assets and capital efficiently and create added value for the Company and its shareholders.

1. Results of implementation of key targets assigned under the GMS Resolution

No	Indicator	Unit		Actual	Actual vs. plan

			Annual plan		Value	% of Plan
1	Revenue	VND million	3,031,000	2,319,816	(711,184)	76.5
2	Profit before tax	VND million	135,000	67,883	(67,117)	50.3
3	Dividend	%	10	5		

Total assets and sources of capital at the end of the financial year were VND 3.247 trillion. Net revenue reached VND 2.319 trillion, equal to 76.5% of the plan; profit before tax reached VND 67.88 billion, equal to 50.3% of the plan. The results did not meet the targets assigned by the GMS, requiring the Company to shift its governance focus strongly toward efficiency, profit margins, capital turnover and cash flow.

2. Activities of the BOD

In financial year 2025-2026, the Board of Directors organized the implementation and performance of activities in accordance with the contents of the GMS Resolution. Matters within the authority of the BOD under the Charter, the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors were handled in a compliant, appropriate and effective manner, based on a results-oriented principle and flexible application of working practices. Each member of the Board of Directors performed the duties within his/her responsibilities and authority honestly, prudently, proactively and with a high sense of responsibility for the interests of the Company and its shareholders, taking advantage of favorable conditions, overcoming difficulties and contributing to the Company's production and business operations.

The BOD maintained periodic meetings, thematic meetings and coordination meetings, promptly reviewing and directing matters and working with the Board of Management to address necessary issues to ensure stable, growing and efficient production and business operations of the Company: formulating and implementing production and business plans; preparing for and organizing production for the 2025-2026 crushing season; focusing on management and development of the raw-material area; implementing commercial, sales and import-export activities; investment, finance, human resources and subsidiaries. The Company consolidated and expanded cooperative relationships with domestic and international partners; stabilized finance, capital sources and cash flow and reduced outstanding debt; continued implementing investment projects; and managed subsidiaries closely and efficiently.

The Board of Directors manages and operates the Company in accordance with best practices to ensure a harmonious balance between the interests of shareholders and employees. Measures are applied to improve the Company's operations and management.

The dividend payment plan for 2024–2025 was completed in accordance with Resolution No. 299 NQ/2025/ĐLS-ĐHĐCĐ dated 21/10/2025 at a rate of

10%, comprising 5% in cash and 5% in shares; charter capital after the issuance increased from VND 857.41 billion to VND 900.265 billion.

The Lam Son – Ba Thuoc Brick Factory was put into operation;

Efforts were focused on resolving legal-procedure difficulties for the Thanh Tam Bamboo Ecological Park Project. To date, the Chairman of the Provincial People's Committee has issued Decision No. 2857/QĐ-UBND dated 04/09/2026 permitting the continued lease of land for implementation of the project. This is a major achievement after the project had faced legal-procedure obstacles for more than 10 years.

The Company continued working to resolve legal procedures for the High-Tech Agricultural Center Project, while reviewing the portfolio of assets, land and underperforming investments.

The Company reviewed its investment portfolio, assessed the efficiency of each investment, and reviewed the organizational structure and management model at subsidiaries; reviewed, amended and updated the Charter, Regulations on Operation, Financial Management Regulations, and Regulations on Delegation and Decentralization of Authority for Chairmen/ Directors of subsidiaries, with the aim of increasing initiative and accountability of each head while strengthening the Parent Company's control over capital, assets and risks. Representatives of contributed capital and management personnel at subsidiaries were consolidated, and restructuring plans were developed for underperforming assets, subsidiaries and associates.

The Company formulated and implemented the production and business plan and the investment plan for 2026-2027; reviewed and streamlined the organization, clearly delineated responsibilities, and improved labor productivity and work efficiency; and emphasized the training of successor human resources for key management and professional positions.

Focus was placed on increasing the proportion and market share of retail sales. Retail sugar output and revenue recorded growth: bagged sugar increased by 40.5% year-on-year, while rock sugar increased by 20%. This is a positive signal of increased retail market share.

Digital transformation applications were strengthened to increase labor productivity, standardize data and ensure compliance in process implementation. Digital management was deployed through Base, GIS and Netsuit; processes, data, authorization and electronic records were standardized toward a unified digital governance and operating environment.

3. Activities of the Independent BOD Member

The Independent BOD Member participated in supervision and critical review of strategic, financial, investment, human-resource and risk-management matters, with particular focus on the raw-material area, the orientation to increase retail sales of bagged sugar and rock sugar, value-added products, project efficiency and subsidiaries.

The BOD considers independent critical review necessary to improve the quality of decision-making, particularly for high-value investment decisions, projects with continuing legal risks, underperforming units, and matters with long-term impacts on capital, assets and shareholder interests.

4. Frank assessment of shortcomings and causes

The BOD acknowledges the efforts of all employees, from the BOD and the Board of Management to managers and workers, in closely following the GMS Resolution, BOD Resolutions and the Company's regulations and rules, and in striving to implement the plan under difficult market conditions; maintaining and stabilizing production; securing jobs and income for employees; improving cash flow and reducing outstanding loans amid rising bank interest rates. Nevertheless, the results achieved still fell short of the plan assigned by the GMS. The causes were assessed as including objective market impacts and internal subjective causes relating to raw-material-area forecasting and production organization. The following issues should be recognized as bottlenecks requiring focused resolution:

- Raw-material area: sugarcane acreage and quality declined; output forecasting, GIS data and the organization of harvesting and transportation were not sufficiently accurate or synchronized.

- Production: crushing-season efficiency did not meet requirements and equipment incidents still occurred; productivity and recovery efficiency must be improved and costs must be controlled at each stage.

- Certain assets and subsidiaries operated inefficiently, while some projects remained delayed in legal procedures or were not exploited commensurately with the resources invested.

- Finance: financial costs remained high, requiring tight control of debt, working capital, inventories and cash flow.

The BOD believes that the coming period requires a change in approach: each business sector, project, subsidiary and investment must clearly demonstrate the value it creates, and whether its cash flow and rate of return are commensurate with the capital, assets and risks involved.

II. RESULTS OF THE BOD'S SUPERVISION OF THE BOARD OF MANAGEMENT

The BOD performs its governance, orientation and supervisory functions based on compliance with law, the Charter and GMS Resolutions, while strengthening its role in strategic planning, risk control and supervision of capital-use efficiency. During the financial year, the BOD organized periodic, thematic and coordination meetings to assess implementation of Resolutions, update the production and business situation and decide matters within its authority. Key areas of supervision of the Board of Management included:

The BOD acknowledges that the Board of Management closely followed GMS Resolutions, BOD Resolutions and the Company's policies, regulations and rules; made considerable efforts in managing production and business operations, organizing harvesting and transportation and production for the crushing season; focused on development of the raw-material area, production, commercial activities and project implementation; made timely payments for sugarcane and other due obligations; carried out sales activities; balanced project cash flows; and gradually reduced outstanding loans and improved cash flow.

However, the BOD assesses that a number of shortcomings remain: forecasting and management of the raw-material area were not sufficiently accurate; harvesting and transportation management remained inadequate; production efficiency for the 2025-2026 crushing season did not meet requirements and equipment incidents occurred; commercial, market and sales performance for certain products did not meet the plan; and financial costs remained high. Some subsidiaries operated inefficiently; the issued governance model for delegation, decentralization and supervision requires continued monitoring and assessment.

The BOD requires the Board of Management to strengthen management discipline and cost control and improve production efficiency; accelerate sales; reduce outstanding debt and financial costs; improve the efficiency of capital, asset and investment utilization; and strengthen data- and target-driven management. Every plan must be quantified by KPIs, budget, cash flow, responsible person and completion deadline; output targets must be linked to quality, selling price, profit margin and capital turnover.

III. ESG, GREEN AND CIRCULAR ECONOMY

The BOD determines that sustainable development is not a separate program but must become a method of governance and value creation for LASUCO. The foundation of this direction is a sustainable raw-material area, efficient use of by-products, energy savings, emission reductions, production safety, and responsibility toward sugarcane growers, employees, customers and the community.

- Continue improving the productivity, quality and efficiency of the sugarcane area; standardize GIS data, reduce post-harvest losses and improve the efficiency of land, water and fertilizer use.

- Promote the circular-economy advantages of the sugarcane and sugar industry: use bagasse for power generation and biomass; progressively increase the value of by-products and reduce emissions.

- Continue the carbon-emission reduction program in the Lam Son sugarcane raw-material area in cooperation with Japanese partners, implemented in line with environmentally friendly farming practices, no burning of sugarcane leaves, increased use of organic fertilizers, improved soil health and progression toward the voluntary carbon market. At the same time, the BOD requires factories to comply with regulations on occupational safety, fire prevention and firefighting, environmental protection, food safety and product quality; review safety conditions at factories, projects and production areas; use resources efficiently, save energy, control product quality, and ensure environmental protection and safety throughout production and business operations.

- The Company pays attention to maintaining employment, income, training and welfare for employees; fulfills its responsibilities toward sugarcane growers, customers, partners, local communities and the State budget. Social activities are implemented in line with the Company's financial capacity and sustainable-development orientation.

- Incorporate environmental, social and governance criteria into the assessment of projects, investments, suppliers, subsidiaries and operating efficiency; progressively establish an ESG data system that is measurable and verifiable.

IV. LASUCO DEVELOPMENT ORIENTATION FOR FINANCIAL YEAR 2026–2027 AND THE 2026–2031 PERIOD

The BOD identifies 2026–2031 as an important transformation period for LASUCO: shifting from a growth model based mainly on output to one based on productivity, added value, markets, data and capital-use efficiency, while studying opportunities to develop new crops and new products by leveraging existing advantages and market-development potential and aligning with green and sustainable consumption trends.

The overarching objective is to develop LASUCO toward an “agriculture – processing industry – commerce – green and digital” model, in which the advantages of the raw-material area, processing capacity, brand and market are connected into a value chain capable of generating sustainable cash flow.

1. Production and business targets for financial year 2026–2027

- Revenue: VND 2.655 trillion.
- Profit before tax: VND 110 billion.
- Dividend: 8%.

The BOD has developed the financial-year plan for submission to the General Meeting after assessing trends and scenarios regarding sugar prices, sugarcane quality and output, inventory consumption, financial costs, the efficiency of each subsidiary and the Company's internal circumstances.

2. Key solutions and tasks for 2026-2027

2.1. Sugarcane raw materials and sugar production and processing

- Stabilize and progressively expand the raw-material area; with the aim of meeting the plant’s capacity requirements.

- Shift raw-material-area management from acreage management to management based on productivity, Pol, cost/ha, actual harvested output and efficiency for sugarcane growers.

- Complete GIS data for each area/plot; improve the accuracy of output forecasts to proactively plan crushing, harvesting, transportation and cash flow.

- Improve factory efficiency, reduce incidents, optimize energy consumption and costs, and better exploit the value of bagasse and other by-products. Ensure competitive product costs.

2.2. Increase market share, particularly retail market share

- Continue increasing the retail proportion: bagged sugar, rock sugar and value-added products; develop brands, packaging, specifications and sales channels suitable for each segment.

- Manage sales by channel, customer group and product; evaluate performance by revenue, profit margin, capital turnover and receivables rather than by output alone.

- Gradually expand exports on the basis of purchase orders/contracts and control of price, exchange-rate, logistics and receivables risks.

- Build marketing and market-data capabilities so that LASUCO can make more proactive decisions on prices, output and product mix.

2.3. Restructure the investment portfolio and subsidiaries based on efficiency

- Classify projects, assets and subsidiaries into three groups: (1) Value-creating items for which investment should be expanded; (2) Items for which production should be stabilized to recover capital; and (3) Items requiring restructuring and divestment/capital recovery in accordance with regulations.

- For underperforming subsidiaries, assign KPIs, set loss limits and remediation deadlines, and specify the responsibilities of capital representatives; resolutely address prolonged underperformance that fails to create value.

- Prioritize resources for areas with competitive advantages, cash-generation capability and synergies with LASUCO's core value chain.

- For new projects, require simultaneous assessment of legal aspects, market, total investment, cash flow, payback period, rate of return and cost-overrun risk before making an investment decision.

2.4. Capital, cash-flow and capital-efficiency management

- Control inventories, receivables, borrowings and financial costs; prepare regular cash-flow forecasts to proactively manage capital requirements.

- Assess the efficiency of capital and asset utilization by business sector, unit and project; limit scattered investment.

- Link every growth decision to cash-generation capability and return on capital; maintain a balance among growth, financial safety and shareholder interests.

2.5. Digital transformation and upgrade of the governance model

- Complete the implementation and application of the Base software and other data systems. Develop management dashboards for key indicators: raw-material area, production, sales, inventories, receivables, cash flow, borrowings, investments and subsidiary performance.

- The Charter, regulations and delegation/decentralization framework have been issued to increase the initiative of unit heads and must be accompanied by control mechanisms and accountability.

- Develop management, technical, commercial and data human resources; prepare successor teams for key positions.

2.6. ESG – green economy, circular economy and carbon

- Integrate ESG into strategy and production and business plans by quantifying annual environmental, social and governance objectives.

- Expand the use of by-products, save energy and reduce emissions across the entire sugarcane and sugar value chain.

- Continue the raw-material-area carbon program and study the possibility of generating new revenue from carbon credits when legal, data and market conditions are met.

- Link sustainable development to substantive benefits: improve efficiency for sugarcane growers and product quality, reduce costs and risks, and enhance brand value.

3. Orientation for 2026-2031

3.1. Consolidate the sugarcane and sugar business and increase value based on the raw-material area

3.2. Strengthen import-export commercial activities

3.3. Continue implementing the Thanh Tam Bamboo Ecological Park Project

The Thanh Tam Bamboo Ecological Park Project was approved in principle and orientation by the GMS in 2015. After more than 10 years of obstacles involving land-related legal procedures, on 04/09/2026 the Chairman of the Thanh Hoa Provincial People's Committee issued Decision No. 2857/QĐ-UBND permitting the continued lease of land for project implementation. Pursuant to the Decision, the Company will coordinate with competent State authorities to carry out the subsequent work relating to the project in accordance with regulations, continue construction and complete the entire project for operation as committed, and fully discharge the investor's responsibilities and obligations for the project in accordance with regulations.

3.4. New crops and new products

The BOD submits to the GMS an orientation to selectively study opportunities to develop new crops and suitable new products, based on natural conditions, climate, land resources, production-organization capability, processing capability and, in particular, market potential. The research must be linked to a value-chain model, clearly identifying output products, offtake partners, economic efficiency and scalability, while avoiding trend-driven development or scattered investment.

3.5. Study opportunities to participate in the biofuel value chain

The BOD submits to the General Meeting an orientation to study opportunities to develop the biofuel sector by leveraging LASUCO's advantages in the sugarcane and sugar industry, raw-material areas, processing capacity and by-product system, while closely following the transition toward green energy and market demand. The focus is on assessing the possibility of participating in the biofuel value chain, suitable products and raw materials, cooperation or investment models, capital requirements, technology, output markets and expected efficiency.

Biofuel research will be conducted prudently, prioritizing cooperation models and the utilization of existing capacity and assets; investment will be considered only when there is a clear basis regarding market, technology, legal conditions, financial efficiency and cash-generation capability, while ensuring alignment with LASUCO's green-development, circular-economy and core sugarcane-and-sugar strategies.

Accordingly, during 2026–2031, LASUCO will both consolidate the sugarcane and sugar industry as its foundation and proactively seek new growth drivers from the bamboo–ecological ecosystem, new crops–new products and biofuels. Every new development direction will be selected based on competitive advantages, the ability to control the value chain, output markets and capital-use efficiency.

V. BOD GOVERNANCE AND REQUIREMENTS FOR THE BOARD OF MANAGEMENT IN THE COMING PERIOD

The BOD will continue reforming its governance approach toward a focus on strategy, results and risk control. Important decisions will be based on data, scenarios and efficiency analysis; implementation of Resolutions must be followed through to completion using specific indicators, responsible persons and deadlines.

The BOD will periodically assess each business sector, project and subsidiary.

Strengthen supervision of early-warning indicators for inventories, receivables, cash flow, borrowings, financial costs and investment risks.

Improve the quality of critical review by the Independent BOD Member and internal-control mechanisms.

Improve the quality of information disclosure, ensuring transparency, timeliness and consistency with the long-term interests of shareholders.

Dear Shareholders,

The Company has important foundations in its raw-material area, factories, brand, market and assets/projects, while also clearly revealing bottlenecks in sugarcane-area quality, production efficiency, markets, inventories, cash flow and the efficiency of certain investments. The BOD assesses that these are not merely difficulties of financial year 2025–2026, but issues that must be addressed in the process of transforming the Company's growth model.

During 2026–2031, the BOD's orientation is for LASUCO to remain steadfast in treating the sugarcane and sugar industry as its foundation, while not stopping at sugar production. Future value must be created throughout the entire chain: a more efficient raw-material area – deeper processing – stronger products and brands – more proactive markets – more efficient use of assets and capital – better data and digital governance – greener and more circular production. In parallel, the Company will study opportunities to develop new crops, new products and biofuels by leveraging LASUCO's advantages in the sugarcane and sugar industry, raw-material areas, processing capacity and by-product system, while closely following the green-energy transition and market demand. The focus is on assessing the possibility of participating in the biofuel value chain, suitable products and raw materials, cooperation or investment models, capital requirements, technology, output markets and expected efficiency.

The BOD believes that, with the support of shareholders, the determination of the Board of Management and the efforts of all employees, LASUCO can progressively improve the quality of growth, strengthen competitiveness and create more sustainable value for shareholders, employees, sugarcane growers, customers and the community.

VI. OPERATING EXPENSES OF THE BOD, SUPERVISORY BOARD AND BOARD OF MANAGEMENT IN 2025–2026

1. The total operating expenses of the Board of Directors and the Board of Supervisors for the fiscal year 2025-2026 is VND 5,330,236,463 accounting for 0.23% of revenue, while the plan approved by the General Meeting of Shareholders was 0.4%. Details are as follows:

No.	ITEMS	Amount
1	Salaries	3,198,852,222
2	Remuneration expenses for the Board of Directors and the Board of Supervisors	972,000,000
3	Administrative material expenses	48,850,000
4	Expenses for outsourced services	45,122,773
5	Other cash expenses	1,065,411,468

2. Salary, bonus, remuneration, benefits of the Board of Directors, Board of Supervisors and Board of Management

Full name	Salary		Remuneration		Total
	Amount (Million dong)	Rate (%)	Amount (Million dong)	Rate (%)	
Board of Directors	**2,798.5**	**72.9**	**1,040**	**27.1**	**3,838.5**
Mr.: Le Van Tan	1,631.9	83.6	320	16.4	1,951.9
Mr.: Le Trung Thanh	635.8	72.6	240	27.4	875.8
Ms.: Le Thi Hue	512.8	76.2	160	23.8	672.8

Full name	Salary		Remuneration		Total
	Amount (Million dong)	Rate (%)	Amount (Million dong)	Rate (%)	
Mr.: Nguyen Thanh Tan	15	8.6	160	91.4	175
Mr.: Phung Thanh Hai	3	1.8	160	98.2	163
Board of Management	**2,607.7**	**100**	**0**	**0**	**2,607.7**
Mr.: Le Van Phuong	986.7	100	**0**	0	986.7
Mr.: Le Ba Chieu	489.4	100	0	0	489.4
Mr.: Le Van Quang	432.9	100	0	0	432.9
Mr.: Nguyen Duy Thanh	548.4	100	0	0	548.4
Mr.: Nguyen Xuan Lam	150.3	100	0	0	150.3
Board of Supervisors	**665.3**	**72.2**	**256**	**27.8**	**921.3**
Mr.: Le Huy Hung	285.6	70.4	120	29.6	405.6
Mr.: Trinh Dinh Toan	241.1	75.1	80	24.9	321.1
Ms.: Nguyen Thi Hong An	138.6	71.2	56	28.8	194.6
Total	**6,071.5**	**82.4**	**1,296**	**17.6**	**7,367.5**

BOARD OF DIRECTORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION

BOARD OF SUPERVISORS

DRAFT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
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Lam Son, October 21, 2026

REPORT OF THE BOARD OF SUPERVISORS
AT THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Esteemed shareholders and shareholder representatives

In performance of its duties under the Law on Enterprises, the Law on Securities and their amending and supplementing documents; the Company Charter; the Internal Regulations on Corporate Governance; the Regulations on Organization and Operation of the Board of Supervisors; and the Resolution of the Annual General Meeting of Shareholders dated 21/10/2025, the Board of Supervisors reports the results of inspection and supervision for financial year 2025-2026 and its operational directions for 2026-2027 as follows:

I. RESULTS OF THE BOARD OF SUPERVISORS' ACTIVITIES IN 2025-2026

1. Organization, personnel and working regime

No.	Full name	Position	Key responsibilities	Status
1	Mr. Le Huy Hung	Head of the Board of Supervisors	Overall responsibility; supervision of the BOD/Board of Management; appraisal of financial statements; corporate governance and information disclosure.	Performing duties
2	Mr. Trinh Dinh Toan	Deputy Head of the Board of Supervisors	Supervision of projects, capital construction, land and assets; support for inspection and supervision planning.	Performing duties
3	Ms. Nguyen Thi Hong An	Member of the Board of Supervisors	Finance - accounting, expenses, subsidiaries, production - commerce; secretarial work and report consolidation.	Performing duties

The Board of Supervisors maintained its monthly, quarterly and annual work plans; regularly exchanged information and convened meetings when matters required appraisal, supervision or urgent handling. Members of the Board of Supervisors were assigned responsibilities by area.

2. Tasks performed

- Supervised compliance with laws, the Charter, GMS Resolutions and internal regulations; reviewed resolutions and decisions of the BOD and the Board of Management; attended meetings; monitored information disclosure and implementation of approved matters.

- Appraised the periodic separate and consolidated financial statements; analyzed revenue, expenses, profit, assets, funding sources, inventories, receivables/payables, provisions, outstanding borrowings, interest expenses and cash flow; and coordinated and discussed with the Board of Management indicators requiring control.

- Monitored the operations of the Parent Company, subsidiaries and internal transactions; supervised the raw-material area, GIS, sugarcane procurement, purchasing, receipts-issues-inventory, production, consumption, asset management, and progress of investment and capital-construction projects.

- Consolidated recommendations and requested relevant units to provide records and explanations; monitored responsibilities, deadlines and remediation results, thereby supporting the BOD and the Board of Management in strengthening risk management and preserving and efficiently using capital.

- Performed the duties of the person in charge of corporate governance: coordinated the organization of the GMS and BOD meetings; monitored periodic/ad-hoc information disclosure, governance reports, share transactions by insiders and the list of related persons.

- Implemented the Board of Supervisors' reporting regime in accordance with the Charter, its Operating Regulations and the Company's internal regulations.

3. Coordination with the BOD, Board of Management, independent auditor and shareholders

- The Board of Supervisors was invited to attend relevant BOD meetings and had access to resolutions, governance reports and management reports; it coordinated with departments in collecting data and reviewing financial matters, projects and subsidiaries. The Board of Supervisors' opinions were exchanged directly or reflected in inspection and supervision reports.

- With respect to the independent auditor, the Board of Supervisors monitored the auditor's performance, the scope of audit of the separate and consolidated financial statements, material matters and recommendations in the management letter. With respect to shareholders, the Board of Supervisors received and considered opinions within its functions; the Shareholder Recommendation Receipt Register should be reconciled because, at the time this draft was prepared, no complaint files had been provided for consolidation.

4. Salaries, remuneration and operating expenses of the Board of Supervisors

The 2025/2026 GMS approved salaries and remuneration for the BOD and the Board of Supervisors within 0.4% of revenue; remuneration levels of the Board of Supervisors by position were as follows:

No.	Full name	Position	Unit	Salary	Remune-ration	Total
1	Le Huy Hung	Head	VND million	285.6	120	405.6

2	Trinh Dinh Toan	Deputy Head	VND million	241.1	80	321.1
3	Nguyen Thi Hong An	Member	VND million	138.6	56	194.6
	Total		**VND million**	**665.3**	**256**	**921.3**

II. ASSESSMENT OF THE PERFORMANCE OF BOARD OF SUPERVISORS MEMBERS

1. General assessment

Members of the Board of Supervisors proactively performed their assigned duties, coordinated in appraisal, inspection and supervision work, contributed opinions to the BOD/Board of Management at meetings, and maintained independence, integrity and due care in their assessments.

Activities gradually shifted from compliance checking to risk-based supervision, with greater focus on cash flow, inventories, receivables/payables, subsidiaries and projects. However, quantification of the number of recommendations, handling deadlines and completion rates of recommendations still needs to be standardized.

2. Assessment of individual members

a) Mr. Le Huy Hung - Head of the Board of Supervisors

- Organized the development and administration of work plans; assigned duties; consolidated, signed and issued reports of the Board of Supervisors.

- Supervised activities of the BOD/Board of Management; appraised financial statements before and after audit; attended relevant meetings of the BOD and Board of Management.

- Controlled compliance by representatives of capital interests at subsidiaries; performed the duties of the person in charge of corporate governance and information disclosure as prescribed.

- Areas for further improvement: develop a Group-wide risk matrix, a recommendation-tracking system and an early-warning mechanism based on management data.

b) Mr. Trinh Dinh Toan - Deputy Head of the Board of Supervisors

- Advised on inspection plans and assisted the Head of the Board of Supervisors in coordinating regular and ad-hoc work.

- Supervised capital-construction items and projects; reviewed legal documentation on land and assets; monitored progress and recommended handling of outstanding issues.

- Areas for further improvement: quantify post-completion investment efficiency, total investment - progress - funding sources, and responsibility for handling projects with delayed legal procedures.

c) Ms. Nguyen Thi Hong An - Member of the Board of Supervisors

- Collected and consolidated data and prepared reports; performed secretarial duties for the Board of Supervisors.

- Controlled financial policies, vouchers, books and expenses; supervised production and business operations at subsidiaries and the raw-material, production and commercial stages.

- Areas for further improvement: conduct deeper supervision of raw-material and production activities.

3. General limitations and causes

Some areas have not been supervised deeply and continuously, such as organizational model, labor and payroll, contracting arrangements, asset-use efficiency and post-investment evaluation. Operating records of subsidiaries and projects have not been standardized consistently; data for early warning remains dispersed. The Board of Supervisors concurrently performs the duties of the person in charge of corporate governance, resulting in a heavy workload and reducing the time available for thematic inspections.

III. RESULTS OF APPRAISAL OF FINANCIAL STATEMENTS AND FINANCIAL POSITION

1. Basis for appraisal and opinion of the Board of Supervisors

The Board of Supervisors reviewed the audited separate and consolidated financial statements for 2025-2026 and reconciled them with prior-period figures, GMS Resolutions and governance reports. The reports were prepared in accordance with the Vietnamese enterprise accounting regime and present the consolidation scope of LASUCO's subsidiaries.

2. Results of implementation of the 2025-2026 GMS Resolution

No.	Indicator	Unit	Plan	Actual	Actual vs Plan	
					Value	% Plan
1	Consolidated revenue	VND million	3,031,000	2,319,816	(711,184)	76.5
2	Consolidated profit before tax	VND million	135,000	67,883	(67,117)	50.3
3	Dividend for 2025-2026	%	10	5	(5)	50.0

Revenue and profit before tax did not meet the plan. The main reasons were raw-material shortages, sugarcane crushing volume and certain products falling short of targets; fluctuations in sugar prices and the consumption market; lower gross profit margin; higher interest expenses; and the performance of certain products, subsidiaries and projects not meeting expectations.

5. Parent Company financial statements and consolidation scope

The Parent Company recorded net revenue of VND 2,189.05 billion, profit before tax of VND 57.05 billion, profit after tax of VND 48.56 billion.

Based on the consolidated financial statements audited by AASC Auditing Firm Company Limited, the Board of Supervisors has not identified any unusual signs beyond its authority.

IV. RESULTS OF SUPERVISION OF THE BOD AND BOARD OF MANAGEMENT

1. Organization of meetings and issuance and implementation of resolutions

During the period, the BOD held 04 regular quarterly meetings focusing on production and business results; raw-material areas and the crushing season; commercial and financial matters; projects, land and assets; subsidiaries; dividends and increase of charter capital; and preparation of the 2026-2027 plan. Within the scope of records provided, the resolution-issuance process was basically consistent with the Charter and governance regulations.

The BOD and Board of Management implemented the 2024-2025 dividend plan at a total rate of 10% (5% in cash and 5% in shares); charter capital increased to VND 900,265,920,000. Organization of the GMS, selection of AASC to audit the 2025-2026 financial statements and information disclosure were carried out in accordance with the GMS Resolution.

2. Assessment of responsibilities and matters requiring remediation

- Improve the quality of raw-material area forecasts; standardize GIS, contracts and output down to each plot; clarify responsibility for sugarcane shortages and shortcomings in harvesting and transportation.

- Determine causes, responsibilities and solutions for unmet techno-economic indicators, equipment incidents and differences in production costs.

- Develop a plan to reduce inventories, increase capital turnover, control shelf life and provisions; link sales with production and cash flow.

- Evaluate the efficiency of each product, subsidiary, investment and project; specify handling milestones, responsible persons and criteria for stopping/continuing investment.

- Complete delegation and authorization, financial regulations, and supervision and reporting mechanisms at subsidiaries; ensure internal transactions and related-party transactions are properly authorized and transparent.

V. RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

- Strengthen supervision and reassess the effectiveness of each subsidiary and representatives of capital interests after operations at the subsidiaries have been restructured.

- Control the legal aspects, total investment and efficiency of projects.

- Improve the internal control and risk-management system; establish mechanisms for approval, reporting and supervision of related-party transactions.

- Digitize Board of Supervisors activities on Base and track recommendations through closure; periodically report to the BOD on handling results and overdue items.

VI. DIRECTIONS AND TASKS OF THE BOARD OF SUPERVISORS FOR 2026-2027

The Board of Supervisors will develop a risk-based inspection and supervision program aligned with the **revenue plan of VND 2,655 billion, profit before tax of VND 110 billion and expected dividend of 8%**, focusing on the following key areas:

No.	Supervision focus	Indicator/warning	Frequency
1	Implementation of the GMS Resolution and production and business plan	Revenue, PBT, dividend, task progress	Quarterly/ 06 Months
2	Raw-material area and GIS	Sugarcane Area, Production and polarization of sugarcane (Pol)	Weekly/ Monthly/ Crop
3	Production and quality	Crushing Performance, Equipment Safety Factor and Cane-to-Sugar Ratio	Daily/ Weekly/ Monthly/ Crop
4	Finance and cash flow	Inventories, receivables aging, borrowings, interest, liquidity	Monthly/ Quarterly
5	Subsidiaries and representatives	KPI, capital, internal receivables/payables, related transactions, efficiency	Quarterly/ 06 Months/ Year
6	Projects, land and assets	Legal matters, total investment, progress, funding sources, efficiency	Monthly/ Quarterly
7	Governance, information disclosure and Base	Delegation, regulations, electronic records, disclosure deadlines	Ongoing
8	Audit and recommendations	Quarterly/semi-annual/annual financial statements; recommendation completion rate	Quarterly/ Year

The newly elected Board of Supervisors will fully receive handover records, review its work program within 30 days from election, assign members by area, maintain at least quarterly reviews and conduct thematic/ad-hoc inspections when signs of risk arise.

Respectfully submitted to the General Meeting of Shareholders for consideration of the Board of Supervisors' Report.

Thank you./.

FOR AND ON BEHALF OF THE BOARD OF SUPERVISORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Lam Son, October 21, 2026

PROPOSAL

THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Re: On the approval of the amended and supplemented company charter

To: General Meeting of Shareholders

Pursuant to:

- Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15;

- Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15;

- Decree No. 155/2020/NĐ-CP of the Government, as amended and supplemented by Decree No. 245/2025/NĐ-CP;

- Circular No. 116/2020/TT-BTC of the Minister of Finance providing guidance on corporate governance applicable to public companies;

- The current Company Charter and the governance and management requirements of Lam Son Sugar Cane Joint Stock Corporation.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amended and supplemented Company Charter, with the key amendment being an increase in the number of legal representatives from 01 to 02 persons, comprising the Chairperson of the Board of Directors and the General Director of the Company.

I. AMENDMENTS AND SUPPLEMENTS

No.	Current Charter provisions	Proposed amendments and supplements for approval	Basis/Notes
1	Current Article 3: The Company has 01 legal representative, being the Chairperson of the Board of Directors.	Amend Article 3 - Legal Representatives of the Company in its entirety as follows: 1. The Company has 02 (two) legal representatives, comprising: a) Chairperson of the Board of Directors; b) General Director of the Company. 2. The rights and obligations of the legal representatives shall be exercised in accordance with the Law on Enterprises, relevant laws and the Company Charter. The Charter does not separately allocate the rights and obligations of each legal representative. 3. The Company shall always ensure that at least 01 (one) legal representative resides in Vietnam. Authorization in the event of departure from Vietnam, absence, inability to exercise rights and perform obligations, or a change of legal representative shall be carried out in accordance with the Law on Enterprises, relevant laws and the Company Charter.	Amend Article 3. Pursuant to Clauses 2 and 3 of Article 12 and Article 13 of the Law on Enterprises.
2	Other provisions	The Company has reviewed and updated certain articles and clauses of the current Charter to ensure consistency in terminology, wording, legal grounds, and legal references, thereby ensuring the consistency and alignment of the Charter with applicable laws and regulations. The reviewed and updated contents are technical in nature only and do not alter the content or substance of the relevant provisions of the current Charter.	The Law on Enterprises, the Law on Securities, Decree No. 155/2020/NĐ-CP as amended and supplemented, and Circular No. 116/2020/TT-BTC.

II. RECOMMENDATIONS TO THE GENERAL MEETING OF SHAREHOLDERS

1. Approve the full text of the amended and supplemented Company Charter attached to this Proposal;

2. Authorize the Board of Directors to continue finalizing the Charter in accordance with applicable laws and regulations.

3. Assign the Chairman of the Board of Directors and the General Director to carry out procedures for registration of changes to enterprise registration information, information disclosure and related procedures in accordance with law. The amended and supplemented Charter shall take effect from the date it is approved by the General Meeting of Shareholders, except for matters for which the law requires completion of registration

procedures before they take effect with respect to relevant authorities, organizations and individuals.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

BOARD OF DIRECTORS

APPENDIX
AMENDMENTS AND SUPPLEMENTS TO THE COMPANY'S CHARTER OF LAM SON SUGAR CANE JOINT STOCK CORPORATION

(Attached to the Proposal dated October 21, 2026 of the Board of Directors submitted to the Annual General Meeting of Shareholders 2026-2027 regarding amendments and supplements to the Company's Charter)

No.	Current Charter	Proposed amendments and supplements	Legal bases
1	**Article 3. Legal representatives of the Company**	Increase from 01 to 02 persons, comprising the Chairman of the Board of Directors and the General Director; add the requirement that at least 01 legal representative must always reside in Vietnam and the authorization mechanism in case of absence.	Clauses 2 and 3 of Article 12 and Article 13 of the Law on Enterprises 2020.
2	**Article 7. Stock certificates**	Update the centralized registration of shares with Vietnam Securities Depository and Clearing Corporation (VSDC); data managed by VSDC serves as the basis for determining ownership; restrict the issuance of paper stock certificates.	Articles 121 and 122 of the Law on Enterprises 2020; Law on Securities 2019; regulations on securities registration, depository, clearing and settlement.
3	**Article 18. Convening of the General Meeting of Shareholders, meeting agenda and notice of the General Meeting of Shareholders**	Add provisions on the record date, information disclosure deadlines, sending of meeting notices, disclosure of meeting materials, shareholders' right to propose meeting agenda and responsibility for updating materials.	Articles 141 and 143 of the Law on Enterprises 2020; Law on Securities 2019; regulations on information disclosure and performance of rights at VSDC.
4	**Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders.**	Permit meetings to be held in person, online or in a hybrid form; provide for shareholder authentication, electronic voting, retention of electronic evidence, handling of technical incidents and protection of shareholders' rights.	Articles 144 and 146 of the Law on Enterprises 2020; Law on Electronic Transactions 2023; Circular No. 116/2020/TT-BTC.
5	**Article 21. Adoption of decisions of the General Meeting of Shareholders.**	Standardize the voting thresholds at 65% and over 50%; add provisions on cumulative voting, written consultation and resolutions affecting shareholders holding preference shares.	Article 148 of the Law on Enterprises 2020; Decree No. 155/2020/ND-CP.
6	**Article 40. Duty of honesty and**	Clearly specify the duty of honesty and declaration of related interests; allocate authority between the Board	Articles 164, 165 and 167 of the Law on Enterprises 2020;

No.	Current Charter	Proposed amendments and supplements	Legal bases
	avoidance of conflicts of interest	of Directors and the General Meeting of Shareholders for related transactions; add transaction-value thresholds, restrictions on loans and guarantees, and liability for transactions conducted without proper authority.	regulations on related-party transactions under Decree No. 155/2020/ND-CP, as amended by Decree No. 245/2025/ND-CP.
7	**Article 51. Seal**	Rename the article from **“Seal”** to **“Seal and digital signature of the enterprise”**; authorize the Board of Directors to issue regulations on the management, custody and use of the seal and digital signature.	Article 43 of the Law on Enterprises 2020; Law on Electronic Transactions 2023.
8	**Article 52. Termination of operations**	Rename the article from **“Termination of operations”** to **“Dissolution of the Company”**; update the cases, conditions and procedures for dissolution in accordance with the Law on Enterprises.	Articles 207 through 211 of the Law on Enterprises 2020.
9	**Other provisions**	Review and revise terminology, wording, legal bases and legal references to ensure consistency and alignment of the Charter with current laws. Such reviews and updates are technical in nature only and do not alter the content or substance of these provisions in the current Charter.	Law on Enterprises, Law on Securities, Decree No. 155/2020/ND-CP as amended and supplemented, and Circular No. 116/2020/TT-BTC.

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PREAMBLE

This Charter was adopted by the General Meeting of Shareholders of Lam Son Sugar Cane Joint Stock Corporation pursuant to Resolution No. …/NQ/DLS-DHDCD dated … … 2026; and is prepared in accordance with the Law on Enterprises, the Law on Securities and corporate governance regulations applicable to public companies and listed companies.

CHAPTER I:
DEFINITIONS OF TERMS USED IN THE CHARTER

Article 1. Interpretation of terms

1. In this Charter, the following terms shall be construed as follows:

a) "Charter capital" means the total par value of sold shares or subscribed shares upon establishment of the enterprise and as provided in Article 6 of this Charter;

b) "Law on Enterprises" means Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15, Law No. 76/2025/QH15 and any amending, supplementing or replacing documents (if any);

c) "Law on Securities" means Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15 and any amendments, supplements, or replacements thereof (if any);

d) "Date of Establishment" means the date on which the Company was established under Decision No. 1133/1999/QD-TTg dated December 06, 1999 of the Prime Minister;

đ) "Enterprise Manager" means the Chairman of the Board of Directors, members of the Board of Directors, the General Director and individuals holding other managerial positions as prescribed in this Charter;

e) "Enterprise Executive" means the General Director, Deputy General Directors, Chief Accountant and other executives approved by the Board of Directors;

g) "Related Person", "major shareholder", "internal person" and "voting capital" shall be construed in accordance with the Law on Enterprises, the Law on Securities and relevant laws;

h) "General Meeting of Shareholders" means the General Meeting of Shareholders of the Company; "Board of Directors" means the Board of Directors of the Company; "Board of Supervisors" means the Board of Supervisors of the Company;

i) "Stock Exchange" means the Vietnam Exchange and its subsidiary where the Company's stock is listed or registered for trading;

k) "VSDC" means the Vietnam Securities Depository and Clearing Corporation;

l) "Beneficial Owner of an Enterprise" means an individual who actually owns the charter capital or has the right to control the Company in accordance with the Law on Enterprises and its implementing documents;

m) "Vietnam" means the Socialist Republic of Vietnam;

n) "Term of operation" means the period of operation of the Company as prescribed in Article 2 of this Charter.

2. Any reference to a legal normative document in this Charter includes any amendments, supplements, or replacements thereof.

3. The headings of chapters, articles and clauses are for convenience of reference only and shall not alter the substance of this Charter.

CHAPTER II: NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION AND LEGAL REPRESENTATIVES OF THE COMPANY

Article 2. Name, form, head office, branches, representative offices, business locations and term of operation of the Company

1. Name of the Company:

- Vietnamese name: CONG TY CO PHAN MIA DUONG LAM SON

- English name: LAM SON SUGAR CANE JOINT STOCK CORPORATION

- Abbreviated name: LASUCO

- Stock code: LSS

2. The Company is a joint stock company having legal entity status under Vietnamese law and is a public company with listed stock.

3. Head office of the Company:

- Address: No. 388 Le Thai Tong, Lam Son Commune, Thanh Hoa Province, Vietnam

- Telephone: 08 1800 5060

- Fax: 02373.834.092

- Email: info@lasuco.com.vn

- Website: www.lasuco.vn/ www.lasuco.com.vn

4. The Company may establish, change or terminate the operations of branches, representative offices and business locations pursuant to resolutions or decisions of the Board of Directors and applicable laws.

5. The term of operation of the Company is indefinite from the date of establishment, unless its operation is terminated under Article 54 or the Company is reorganized in accordance with law and this Charter.

Article 3. Legal representatives of the Company

1. The Company has 02 (two) legal representatives, comprising:

a) Chairman of the Board of Directors;

b) General Director of the Company.

2. The rights and obligations of the legal representatives shall be performed in accordance with the Law on Enterprises, relevant laws and this Charter.

3. The Company shall at all times ensure that at least 01 (one) legal representative resides in Vietnam. Authorization upon departure from Vietnam, absence, inability to

perform rights and obligations, or change of legal representatives shall be carried out in accordance with the Law on Enterprises, relevant laws and this Charter.

CHAPTER III:
OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY

Article 4. Operational objectives of the Company

1. The Company's lines of business include: production, processing and trading of sugar, alcohol, electricity, alcoholic and non-alcoholic beverages; sugar by-products; agricultural and forestry products; animal feed; transportation; mechanical products; supplies and raw materials; plant varieties and animal breeds; rubber products, paper and carton packaging; trading, hotels, food and beverage services; import and export of products, fixed assets, machinery, equipment, supplies and spare parts; real estate business with own or leased property; production and trading of CO2 gas; research, application of agricultural and industrial science and technology; production and trading of clean water; repair, manufacture of machinery and equipment; agricultural and forestry services; and other lines of business not prohibited by law.

2. The Company's operational objectives are to sustainably develop the sugar cane, alcohol, electricity and related sectors; use capital efficiently, maximize the lawful interests of the Company and its shareholders; safeguard the interests of employees and partners; and fulfill social and environmental responsibilities in accordance with law.

Article 5. Scope of business and operations

1. The Company may plan and conduct all business activities within the Company's lines of business as published on the National Business Registration Portal and under this Charter, in accordance with applicable laws, and may take appropriate measures to achieve the Company's objectives.

2. The Company may conduct business activities in other lines of business permitted by law and adopted by the General Meeting of Shareholders.

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CHAPTER IV:
CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares and founding shareholders

1. The Company's charter capital is VND 900,265,920,000 (In words: Nine hundred billion two hundred sixty-five million nine hundred twenty thousand Vietnamese Dongs only).

2. The charter capital is divided into 90,026,592 ordinary shares with a par value of VND 10,000 per share. The number of treasury shares at the time of adoption of this Charter is 0 share.

3. The Company may change its charter capital upon adoption by the General Meeting of Shareholders and in accordance with applicable laws.

4. The shares of the Company are ordinary shares. The Company may issue preference shares and attached rights after obtaining approval from the General Meeting of Shareholders and in accordance with applicable laws.

5. Unsold shares are subject to the offering authority of the Board of Directors. The offering shall be conducted pursuant to resolutions of the General Meeting of Shareholders, the Law on Enterprises and Law on Securities; offering terms for other entities shall not be more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

6. Shares repurchased by the Company shall be handled in accordance with the Law on Enterprises and Law on Securities. The Company shall reduce its charter capital correspondingly within the statutory time limit, unless otherwise provided by the Law on Securities or transitional provisions.

7. The Company may issue other types of securities after adoption by the competent authority of the Company and in accordance with applicable laws.

Article 7. Stock certificates and share registration

1. The Company's shares are centrally registered at VSDC. Information in the shareholder register established and managed by VSDC in accordance with the Law on Securities shall serve as the basis for determining share ownership, unless otherwise provided by law.

2. Shareholders shall be provided with confirmation of share ownership in accordance with rules of VSDC and the Law on Securities. The Company shall only issue paper stock certificates where permitted by law and upon valid requests of shareholders.

3. Where paper stock certificates are lost, damaged or destroyed, reissuance shall be carried out in accordance with the Law on Enterprises and the Company's regulations and shall not affect centralized registration data at VSDC.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company shall be issued bearing the signature of the legal representative and seal of the Company.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by this Charter or by the law. Stock listed or registered for trading on Stock Exchange shall be transferred in accordance with the Law on securities and the securities market.

2. Shares not fully paid may not be transferred and not enjoy related benefits such as the right to receive dividends, the right to receive stock issued to increase share capital from equity, the pre-emptive right to purchase newly offered stock and other benefits prescribed by law.

Article 10. Forfeiture of shares

1. Where a shareholder fails to fully and timely pay the amount payable for the purchase of stock, the Board of Directors shall give a notice and may require such shareholder to pay the outstanding amount together with interest thereon and any costs incurred by the Company arising from such failure to pay in full.

2. The above payment notice shall specify new payment deadline (at least seven (07) days from the date of sending the notice), the place of payment and shall specify that if payment is not made as required, the unpaid shares will be forfeited.

3. The Board of Directors may forfeit shares that have not been fully and timely paid if the requirements in the above notice are not fulfilled.

4. Forfeited shares shall be deemed shares authorized for offering as prescribed in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly, or authorize another person to sell or redistribute such shares based on terms and in a manner that the Board of Directors deems appropriate.

5. A shareholder holding forfeited shares shall cease to be a shareholder in respect of such shares, but shall remain liable to pay all related amounts plus interest at a rate not exceeding the bank interest rate for the corresponding term at the time of forfeiture, as decided by the Board of Directors, from the date of forfeiture until payment is made. The Board of Directors shall have full discretion to enforce payment of the entire value of stock at the time of forfeiture.

6. A forfeiture notice shall be sent to the holder of forfeited shares before the time of forfeiture. The forfeiture shall remain effective notwithstanding any error or omission in sending the notice.

CHAPTER V: ORGANIZATIONAL AND GOVERNANCE STRUCTURE

Article 11. Organizational, governance and control structure of the Company

The Company is managed and operates under an organizational structure comprising:

1. General Meeting of Shareholders;

2. Board of Directors;

3. Board of Supervisors;

4. General Director.

CHAPTER VI: SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Shareholders are owners of the Company, have rights and obligations corresponding to the number and class of shares they own. Shareholders are liable for the debts and other property obligations of the Company only to the extent of capital contributed to the Company.

2. Ordinary shareholders have the following rights:

a. To attend and speak at the General Meeting of Shareholders and exercise voting rights directly at the General Meeting of Shareholders, through an authorized representative, or by remote voting;

b. To receive dividends at the rate decided by the General Meeting of Shareholders;

c. To freely transfer fully paid shares in accordance with this Charter and applicable laws;

d. To have pre-emptive rights to purchase newly offered stock in proportion to the ordinary shares they own;

e. To review, inspect and extract information relating to shareholders and request correction of inaccurate information;

f. To access information on the list of shareholders entitled to attend the General Meeting of Shareholders;

g. To review, inspect, extract or copy the Company's Charter, minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;

h. In the event the Company is dissolved or becomes bankrupt, to receive a portion of the remaining assets corresponding to their share ownership ratio in the Company after the Company has paid its debts (including obligations to the State, taxes and fees) and made payments to shareholders holding other classes of shares of the Company in accordance with law;

i. To request the Company to repurchase their shares in the cases prescribed in Article 132 of the Law on Enterprises;

j. Other rights as prescribed in this Charter and by the law.

3. A shareholder or group of shareholders holding 5% or more of the total ordinary shares shall have the following rights:

a. To nominate candidates to the Board of Directors and the Board of Supervisors in accordance with Clause 2, Article 24 and Clause 2, Article 32 of this Charter, respectively;

b. To request the Board of Directors to convene the General Meeting of Shareholders in accordance with Articles 115 and 139 of the Law on Enterprises;

c. To inspect and receive a copy or extract of the list of shareholders entitled to attend and vote at the General Meeting of Shareholders;

d. To request the Board of Supervisors to inspect each specific matter relating to the management and administration of the Company's operations when deemed necessary. The request must be made in writing and state the full name, permanent address, nationality, Citizen Identity Card/Identity Card number, Passport number or other lawful personal identification of each individual shareholder; the name, enterprise registration number or establishment decision number and head office address of each institutional shareholder; the number of shares and time of share registration of each shareholder, the total number of shares of the group and its ownership ratio in the Company's total shares; the matter to be inspected and the purpose of inspection;

e. To review, inspect and extract the minute books and resolutions or decisions of the Board of Directors, interim and annual financial statements, reports of the Board of Supervisors, contracts and transactions subject to adoption by the Board of Directors, and other documents, except documents relating to the Company's trade secrets or business secrets;

f. Other rights as prescribed in this Charter.

Article 13. Obligations of shareholders

Ordinary shareholders shall have the following obligations:

1. To comply with the Company's Charter and internal regulations; and comply with decisions of the General Meeting of Shareholders and the Board of Directors.

2. To attend meetings of the General Meeting of Shareholders and exercise voting rights by the following methods:

a. Attending and voting directly at the meeting;

b. Authorizing another person to attend and vote at the meeting;

c. Attending and voting through online meetings, electronic voting or another electronic methods;

d. Sending voting ballot to the meeting by mail, fax or email.

3. To pay for subscribed shares in accordance with the regulations.

4. To provide accurate address when subscribing for shares.

5. To fulfill other obligations prescribed by applicable laws.

6. To be personally liable when acting in the name of the Company in any form to perform any of the following acts:

a. Violating the law;

b. Conducting business or other transactions for personal benefit or for the interests of another organization or individual;

c. Paying debts that are not yet due, thereby causing financial risks to the Company.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders is the highest authority of the Company. The annual General Meeting of Shareholders shall be held once (01) each year. The annual General Meeting of Shareholders must be held annually within four (04) months from the end of the financial year.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select an appropriate venue. The annual General Meeting of Shareholders shall decide matters as prescribed by law and the Company's Charter, particularly the adoption of annual financial statements and the budget for the following financial year. Independent auditors may be invited to attend the meeting to advise on adoption of the annual financial statements.

3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

a. The Board of Directors deems it necessary for the interests of the Company;

b. Quarterly, six (06)-month or audited annual financial statements show that equity has decreased by one-half (1/2) compared to the opening balance;

c. The number of members of the Board of Directors or independent members of the Board of Directors is lower than the number required by law, or the number of members of the Board of Directors has decreased by more than one-third (1/3) compared to the number prescribed in this Charter;

d. A shareholder or group of shareholders specified in Clause 3, Article 12 of this Charter submits a written request to convene the General Meeting of Shareholders. The request must clearly state the reason and purpose of the meeting and bear all signatures of the relevant shareholders, or be made in several counterparts and collect all required signatures from the related shareholders;

e. The Board of Supervisors requests to convene a meeting where it has grounds to believe that members of the Board of Directors or senior managers have seriously breached their duties under Article 165 of the Law on Enterprises, or that the Board of Directors has acted or intends to act beyond its authority;

f. Other cases as prescribed by law and the Company's Charter.

4. Convening of an extraordinary General Meeting of Shareholders

a. The Board of Directors must convene the General Meeting of Shareholders within thirty (30) days from the date on which the number of members of the Board of Directors, independent members of the Board of Directors or Supervisors decreases as specified at Point c, Clause 3 of this Article, or upon receipt of the request specified at Points d and e, Clause 3 of this Article;

b. If the Board of Directors fails to convene the General Meeting of Shareholders as prescribed at Point a Clause 4 Article 13, the Board of Supervisors shall, within the following thirty (30) days, convene the General Meeting of Shareholders in place of the Board of Directors in accordance with Clause 3, Article 140 of the Law on Enterprises;

c. If the Board of Supervisors fails to convene the General Meeting of Shareholders as prescribed at Point b, Clause 4 of this Article, then within the following thirty (30) days, the shareholder or group of shareholders who made the request specified at Point d, Clause 3 of this Article may convene the General Meeting of Shareholders in place of the Board of Directors and the Board of Supervisors in accordance with Clause 4, Article 140 of the Law on Enterprises.

Article 15. Rights and duties of the General Meeting of Shareholders

1. The annual General Meeting of Shareholders has the right to discuss and adopt the following matters:

a. Audited annual financial statements;

b. Report of the Board of Directors;

c. Report of the Board of Supervisors

d. Short-term and long-term development plans of the Company.

2. The annual and extraordinary General Meeting of Shareholders shall adopt decisions on the following matters:

a. Adoption of annual financial statements;

b. The annual dividend payable for each class of shares in accordance with the Law on Enterprises and the rights attached to that class of shares. Such dividend shall not exceed the amount recommended by the Board of Directors after consulting shareholders at the General Meeting of Shareholders;

c. Number of members of the Board of Directors;

d. Selection of independent audit firms;

e. Election, removal, dismissal and replacement of members of the Board of Directors and the Board of Supervisors;

f. Total remuneration of members of the Board of Directors and the Board of Supervisors and the remuneration report of the Board of Directors and the Board of Supervisors;

g. Supplements and amendments to the Company's Charter;

h. Classes of shares and number of new shares to be issued for each class;

i. Division, separation, consolidation, merger or conversion of the Company;

j. Reorganization and dissolution (liquidation) of the Company and appointment of liquidators;

k. Examination and handling of violations made by the Board of Directors or the Board of Supervisors which cause damages to the Company and its shareholders;

l. Decision on investment transactions or sale of assets of the Company or branches with value equal to or greater than 35% of the total value of assets of the Company or such branches as recorded in the latest audited financial statements;

m. Decision on repurchase of more than 10% of the total issued shares of each class;

n. The Company or its branches enter into contracts with the persons specified in Clause 1, Article 167 of the Law on Enterprises with value equal to or greater than 35% of the total value of assets of the Company and its branches as recorded in the latest financial statements;

q. Other matters as prescribed by law, this Charter and other regulations of the Company.

3. A Shareholder may not participate in voting in the following cases:

a. Adoption of contracts specified in Clause 2 of this Article where such shareholder or a related person of such shareholder is a party to the contract;

b. Repurchase of shares of such shareholder or a related person of such shareholder, except where the repurchase is made proportionately to the ownership ratios of all shareholders or through order matching transactions on the Stock Exchange or the public tender offer in accordance with law.

4. All resolutions and matters included in the meeting agenda must be presented for discussion and voting at the General Meeting of Shareholders.

Article 16. Authorized representatives

1. Shareholders entitled to attend the General Meeting of Shareholders in accordance with the law may authorize an individual or organization to attend as their representative. Where there is more than one authorized representative, the specific number of shares and votes authorized to each representative must be determined.

2. Authorization of a representative to attend the General Meeting of Shareholders must be made in writing in the form prescribed by the Company and signed as follows:

a. Where an individual shareholder is the authorizing person, the power of attorney must bear the signature of such shareholder and of the individual/ legal representative of the organization authorized to attend the meeting;

b. Where an institutional shareholder is the authorizing person, the power of attorney must bear the signatures of the authorized representative and legal representative of the institutional shareholder and of the individual or legal representative of the organization authorized to attend the meeting;

c. In other cases, the power of attorney must bear the signatures of the legal representative of the shareholder and the person authorized to attend the meeting.

An authorized representative attending the General Meeting of Shareholders must submit the written authorization upon registration for attendance before entering the meeting room.

3. Where a lawyer signs the letter of appointment of representative on behalf of the authorizing person, such appointment shall be valid only if the letter of appointment of representative is presented together with the power of attorney granted to the lawyer or a valid copy thereof (if it has not previously been registered with the Company).

4. Except as provided in Clause 3 of this Article, the voting ballot of an authorized representative within the scope of authorization shall remain valid in any of the following cases:

a. The authorizing person has died, been restricted in civil act capacity or lost civil act capacity;

b. The authorizing person has cancelled the appointment of the authorized representative;

c. The authorizing person has revoked the authority of the person exercising the authorization.

This provision shall not apply where the Company receives notice of any of the above events before the opening of the General Meeting of Shareholders or before the reconvened meeting.

Article 17. Variation of rights

1. A resolution of the General Meeting of Shareholders on a matter that adversely changes the rights and obligations of shareholders holding preference shares shall be adopted only if approved by attending shareholders holding at least 75% of the total preference shares of the relevant class, or by shareholders holding at least 75% of the total preference shares of that class in the case of adoption by written consultation under Clause 6, Article 148 of the Law on Enterprises.

2. The procedures for conducting such separate meetings shall be carried out similarly to the provisions of Articles 19 and 21 of this Charter.

3. Unless otherwise provided in the terms of issuance of shares, special rights attached to classes of shares with preferential rights in respect of some or all matters relating to distribution of profits or assets of the Company shall not be varied when the Company issues additional shares of the same class.

Article 18. Convening of meetings, meeting agenda and notice of the General Meeting of Shareholders

1. The list of shareholders entitled to attend a meeting shall be prepared based on the Company's shareholder register and data provided by VSDC no more than 10 days before the date of sending the meeting notice. The Company shall disclose information on the record date at least 20 days before such record date and coordinate with VSDC and the Stock Exchange in accordance with regulations.

2. The convenor shall prepare the agenda, contents, documents, draft resolutions and voting ballots; determine the time, venue and form of organization; and carry out necessary work for the shareholders to attend and vote.

3. The meeting notice shall be sent by a secured method to the shareholder's contact address and published on the Company's website and on the websites of the State Securities Commission of Vietnam and the Vietnam Exchange no later than 21 days before the opening date, unless a longer period is prescribed by law or this Charter. The notice shall clearly state the link for accessing all meeting documents.

4. A shareholder or group of shareholders specified in Clause 2 Article 12 has the right to propose matters for inclusion in the meeting agenda by a written request sent to the Company no later than 03 working days before the opening date. A proposal may be refused only in cases prescribed by law and the refusal must be made in writing.

5. The convenor may amend or supplement the agenda; the updated agenda and documents must be fully and timely disclosed in accordance with laws on information disclosure.

Article 19. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting rights.

2. If the first meeting fails to satisfy the condition prescribed in Clause 1 of this Article, notice of the second meeting shall be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the attending shareholders represent at least 33% of the total voting rights.

3. If the second meeting fails to satisfy the condition prescribed in Clause 2 of this Article, notice of the third meeting must be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted irrespective of the total voting rights represented by the attending shareholders.

Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders

1. The General Meeting of Shareholders may be held in person, online or in a hybrid form. Shareholders attending and voting through an electronic system or other electronic means shall be deemed to attend and vote directly where their identity is authenticated and their voting intent is recorded.

2. Before opening the meeting, the Company shall register shareholders; apply authentication measures, grant voting rights and retain electronic evidence appropriate to the form of organization.

3. The General Meeting shall elect Chairman, Secretary and Vote Counting Committee in accordance with the Law on Enterprises. The Chairman shall conduct the meeting in accordance with the approved agenda, maintain order and provide reasonable opportunities for shareholders to speak and vote.

4. Voting shall be conducted on each matter by ballot, voting card, electronic system or other lawful method, with the options of approval, disapproval and abstention**.** Vote counting results shall be announced at the meeting and retained with the general meeting records.

5. The Chairman has the right adjourn a meeting that has satisfied the conditions for proceeding to another time or change the venue in the cases prescribed by the Law on Enterprises; the adjournment shall not exceed 03 working days from the intended opening date.

6. The convenor or Chairman shall be responsible for ensuring security, safety and continuity of the system. Any technical incident interrupting the meeting must be recorded in the minutes; continuation, suspension or reconvening must protect shareholders' rights and comply with law.

7. Resolutions may be adopted by voting at the meeting or by another form permitted by law and this Charter.

Article 21. Conditions for adoption of resolutions of the General Meeting of Shareholders

1. Resolutions on classes of shares and the total number of shares of each class; changes to lines and sectors of business; changes to the management organizational structure; investment projects or sale of assets with value at 35% or more of the total asset value according to the latest financial statements; reorganization or dissolution of the Company; and other matters as prescribed by law shall be adopted if approved by at least 65% of the total voting rights of shareholders attending the meeting, unless otherwise prescribed by the Law on Enterprises.

2. Other resolutions shall be adopted if approved by more than 50% of the total voting rights of shareholders attending the meeting, unless Clause 1 of this Article or the law prescribes a different ratio.

3. Election of members of the Board of Directors and the Board of Supervisors shall be conducted by cumulative voting, unless otherwise permitted by the law and another method is decided by the General Meeting of Shareholders.

4. A resolution by way of obtaining written opinions of shareholders shall be adopted if approved by more than 50% of the total voting rights of all shareholders entitled to vote, unless otherwise prescribed by the law.

5. A resolution that adversely changes the rights and obligations of shareholders holding preference shares shall be adopted only when the separate conditions prescribed by the Law on Enterprises are satisfied.

Article 22. Authority and procedures for obtaining written opinions of shareholders to adopt decisions of the General Meeting of Shareholders

The authority and procedures for obtaining written opinions of shareholders to adopt decisions of the General Meeting of Shareholders shall be implemented as follows:

1. The Board of Directors may obtain written opinions of shareholders to adopt decisions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company.

2. The Board of Directors shall prepare written opinion forms, draft resolutions of the General Meeting of Shareholders and explanatory materials for the draft resolutions. The Board of Directors shall ensure that such materials are sent and disclosed to shareholders within a reasonable period for review, voting and at least fifteen (15) days before the deadline for receipt of written opinion forms. Requirements and methods for sending written opinion forms and accompanying materials shall comply with Clause 3, Article 18 of this Charter.

3. An written opinion form shall contain the following principal contents:

a. Name, head office address and enterprise registration number;

b. Purpose of obtaining opinions;

c. Full name, permanent address, nationality, Citizen Identity Card number, Identity Card number, Passport number or other lawful personal identification of an individual shareholder; name, enterprise registration number or establishment decision number and head office address of an institutional shareholder; or full name, permanent address, nationality, Citizen Identity Card number, Identity Card number, Passport number or other lawful personal identification of an authorized representative of an institutional shareholder; number of shares of each class and number of votes of the shareholder;

d. Matters requiring written opinions for adoption of a decision;

e. Voting options including approval, disapproval and abstention for each matter requiring written opinions;

f. Deadline by which the completed opinion form must be returned to the Company;

g. Full names and signatures of the Chairman of the Board of Directors and the legal representative of the Company.

4. A completed opinion form must bear the signature of the individual shareholder, or the legal representative of an institutional shareholder, or the individual or legal representative of an organization authorized to act on behalf of the shareholder.

5. Written opinion forms may be returned to the Company in the following forms:

a. By mail: written opinion forms sent to the Company must be placed in sealed envelopes and may not be opened by any person before vote counting;

b. By fax or email: written opinion forms sent to the Company by fax or email must be kept confidential until the time of vote counting.

Written opinion forms received by the Company after the deadline specified in their contents, or those that have been opened in the case of mailing, or disclosed before the time of vote counting in the case of fax or email, shall be invalid. Written opinion forms not returned shall be deemed non-voting votes.

6. The Board of Directors shall count the votes and prepare vote counting minutes in the presence of the Board of Supervisors or a shareholder who is not an enterprise executive. The vote counting minutes shall contain the following principal contents:

a. Name, head office address and enterprise registration number;

b. Purpose and matters requiring written opinions for adoption of a resolution;

c. The number of shareholders and the total voting rights that participated in the voting, distinguishing valid votes from invalid votes and stating the methods of sending voting ballots, together with an appendix listing participating shareholders;

d. The total number of approval, disapproval and abstention votes for each matter;

e. Matters adopted;

f. Full names and signatures of the Chairman of the Board of Directors, the legal representative of the Company, the vote counter and the person supervising the vote counting.

Members of the Board of Directors, the vote counter and the person supervising the vote counting shall be jointly liable for the truthfulness and accuracy of the vote counting minutes and jointly liable for damage arising from decisions adopted due to dishonest or inaccurate vote counting.

7. The vote counting minutes must be published on the Company's website within twenty-four (24) hours from completion of the vote counting.

8. Completed written opinion forms, vote counting minutes, adopted resolutions and related materials sent together with the written opinion forms shall be retained at the Company's head office.

9. A resolution adopted by way of obtaining written opinions of shareholders must be approved by shareholders holding more than 50% of the total voting rights and shall have the same validity as a resolution adopted at the General Meeting of Shareholders.

Article 23. Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in the minutes and may be audio-recorded or recorded and stored in another electronic form. The minutes must be prepared in Vietnamese, may additionally be prepared in English, and shall contain the following principal contents:

a. Name, head office address and enterprise registration number;

b. Time and venue of the General Meeting of Shareholders;

c. Meeting agenda and contents;

d. Full names of the Chairman and Secretary;

e. Summary of the proceedings and opinions expressed at the General Meeting of Shareholders on each matter in the agenda;

f. Number of shareholders and total voting rights of shareholders attending the meeting, and an appendix containing the registration list of shareholders and shareholder representatives attending the meeting, with their respective numbers of shares and votes;

g. Total voting rights on each voting matter, clearly stating the voting method, total valid votes, invalid votes, approval, disapproval and abstention votes, and the corresponding ratios to the total voting rights of shareholders attending the meeting;

h. Matters adopted and the corresponding approval ratios;

i. Signatures of the Chairman and Secretary.

Minutes prepared in Vietnamese and English shall have equal legal validity. In the event of any discrepancy between the Vietnamese and English versions, the Vietnamese version shall prevail.

2. Minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The Chairman and Secretary shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

3. Minutes of the General Meeting of Shareholders must be posted on the Company's website within twenty-four (24) hours after the end of the meeting or sent to all shareholders within fifteen (15) days from the date the meeting ends.

4. Minutes of the General Meeting of Shareholders shall be deemed authentic evidence of the business conducted at the meeting unless an objection to the contents of the minutes is raised in accordance with the prescribed procedures within ten (10) days from the date of sending the minutes.

5. Minutes of meetings of the General Meeting of Shareholders, the appendix listing shareholders registered to attend the meeting with their signatures, written authorizations to attend the meeting and related documents shall be retained at the Company's head office.

Article 24. Request to cancel decisions of the General Meeting of Shareholders

Within ninety (90) days from receipt of the minutes of the General Meeting of Shareholders or the minutes of vote counting results by way of obtaining written opinions of shareholders, members of the Board of Directors, the Board of Supervisors, the General Director, the shareholder or group of shareholders specified in Clause 3, Article 12 of this Charter may request a Court or Arbitration Tribunal to consider and cancel a decision of the General Meeting of Shareholders in the following cases:

1. The sequence and procedures for convening the meeting or obtaining written opinions of shareholders and issuing decisions of the General Meeting of Shareholders were not carried out in accordance with the Law on Enterprises and this Charter, except the case prescribed in Clause 4, Article 21 of this Charter.

2. The contents of the resolution violate the law or this Charter.

Where a decision of the General Meeting of Shareholders is cancelled by the decision of a Court or Arbitration Tribunal, the convenor of the cancelled General Meeting of Shareholders may consider reorganizing the meeting within 45 days in accordance with the sequence and procedures prescribed by the Law on Enterprises and this Charter.

CHAPTER VII: BOARD OF DIRECTORS

Article 25. Candidacy and nomination of members of the Board of Directors

1. Where candidates for the Board of Directors have been identified, the Company must disclose information relating to such candidates on the Company's website at least 10 days before the opening date of the General Meeting of Shareholders so that shareholders can review the candidates before voting. Candidates for the Board of Directors must make written commitments as to the truthfulness and accuracy of their

disclosed personal information and undertake to perform their duties honestly, prudently and in the best interests of the Company if elected as members of the Board of Directors. Information disclosed regarding candidates for the Board of Directors includes:

a) Full name and date of birth;

b) Professional qualifications;

c) Employment history;

d) Other managerial positions (including positions in the Board of Directors of other companies);

đ) Interests related to the Company and related parties of the Company;

e) Other information (if any) as prescribed in this Charter;

g) A public company shall be responsible for disclosing information on companies in which a candidate currently serves as a member of the Board of Directors, other managerial positions and interests related to the company of the candidate for the Board of Directors (if any).

2. A shareholder or group of shareholders holding 10% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and this Charter.

3. Where the number of candidates for the Board of Directors via nomination and candidacy remains insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with this Charter, the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' introduction of additional candidates must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

4. Members of the Board of Directors must satisfy the standards and conditions prescribed in Clauses 1 and 2 Article 155 of the Law on Enterprises and this Charter.

Article 26. Composition and term of office of the Board of Directors

1. The Board of Directors shall have at least five (5) and at most eleven (11) members. The term of office of a member of the Board of Directors shall not exceed five (05) years and members may be re-elected for an unlimited number of terms.

2. Composition of the Board of Directors: independent members of the Board of Directors must account for at least one-third (1/3) of the total members of the Board of Directors.

3. A member of the Board of Directors shall cease to hold such position in any of the following cases:

a. No longer meeting the qualifications for membership of the Board of Directors under the Law on Enterprises or being prohibited by the law from serving as a member of the Board of Directors;

b. Submitting a resignation;

c. Suffering from a mental disorder and other members of the Board of Directors provide professional evidence demonstrating that such person no longer has civil act capacity;

d. Failing to attend meetings of the Board of Directors for six (06) consecutive months, except in cases of force majeure;

e. By decision of the General Meeting of Shareholders;

f. Providing false personal information to the Company as a candidate for the Board of Directors;

g. Other cases prescribed by law and this Charter.

4. Appointment of members of the Board of Directors must be disclosed in accordance with laws on securities and the securities market.

5. A member of the Board of Directors need not be a shareholder of the Company.

6. An individual may be elected as an independent member of the Board of Directors of a Company for no more than 2 consecutive terms.

Article 27. Powers and obligations of the Board of Directors

1. The business operations and affairs of the Company shall be subject to the supervision and direction of the Board of Directors. The Board of Directors is the body with full authority to exercise the rights and obligations of the Company without being subject to the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are prescribed by the law, the Company's Charter and the General Meeting of Shareholders. In particular, the Board of Directors shall have the following powers and obligations:

a. To decide the strategy, medium-term development plan and annual business plan of the Company;

b. To determine operational objectives based on strategic objectives approved by the General Meeting of Shareholders;

c. To appoint and dismiss, enter into and terminate contracts with the General Director and other executives, and decide their salaries;

d. To supervise and direct the General Director and other executives;

e. To resolve claims of the Company against enterprise executives and decide the selection of representatives of the Company to handle matters relating to legal proceedings involving such executives;

f. To decide the organizational structure of the Company, establishment of subsidiaries, branches and representative offices, and capital contributions to or acquisition of shares in other enterprises;

g. To propose reorganization or dissolution of the Company;

h. To decide the internal regulations on corporate governance after being adopted by the General Meeting of Shareholders to effectively protect shareholders;

i. To approve the agenda and contents of documents serving for the General Meeting of Shareholders, convene the General Meeting of Shareholders or obtain opinions for the General Meeting of Shareholders to adopt decisions;

j. To propose the annual dividend rate and decide the time and procedures for payment of dividends;

k. To propose classes of shares to be issued and the total number of shares to be issued;

l. To propose issuance of convertible bonds and bonds with warrants;

m. To decide the offering price of stock and bonds where authorized by the General Meeting of Shareholders;

n. To submit audited annual financial statements and the corporate governance report to the General Meeting of Shareholders;

o. To report to the General Meeting of Shareholders on the Board of Directors' appointment of the General Director;

p. The Board of Directors shall decide on extension of the deadline for holding the annual General Meeting of Shareholders (not exceeding 6 months from the end of the financial year);

q. Within the scope prescribed in Clause 2, Article 153 of the Law on Enterprises and except for matters prescribed in Clause 3, Article 139 and Clauses 1 and 3, Article 167 of the Law on Enterprises that must be approved by the General Meeting of Shareholders, the Board of Directors shall decide on the execution, amendment and termination of the Company's contracts;

r. Other rights and obligations (if any).

3. The following matters must be approved by the Board of Directors:

a. Establishment of branches or representative offices of the Company;

b. Establishment of subsidiaries of the Company;

c. Within the scope prescribed in Clause 2, Article 149 of the Law on Enterprises and except for matters prescribed in Clause 2, Article 135 and Clauses 1 and 3, Article 162 of the Law on Enterprises that must be approved by the General Meeting of Shareholders, the Board of Directors shall decide on the execution, amendment and termination of the Company's contracts;

d. Appointment and dismissal of persons authorized by the Company as commercial representatives and lawyers of the Company;

e. Borrowings and the creation or provision of mortgages, security interests, guarantees and indemnities by the Company;

f. Investments outside the business plan and budget exceeding VND 100,000,000 (One Hundred Million Vietnamese Dongs), or investments exceeding 10% of the annual business plan and budget value;

g. Purchase or sale of shares or capital contributions in other companies established in Vietnam or abroad;

h. Valuation of assets contributed to the Company other than cash in an issuance of stock or bonds by the Company, including gold, land use rights, intellectual property rights, technology and technological know-how;

i. Repurchase or forfeiture of no more than 10% of the total offered shares of each class within twelve (12) months;

j. Decision on the repurchase or forfeiture price of the Company's shares;

k. Business matters or transactions decided by the Board that require approval within its scope of authority and responsibility.

4. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically its supervision of the General Director and other executives during the financial year. If the Board of Directors fails to submit such report to the General Meeting of Shareholders, the Company's annual financial statements shall be deemed invalid and not approved by the Board of Directors.

5. Unless otherwise provided by law and this Charter, the Board of Directors may authorize subordinate employees and other executives to represent and handle matters on behalf of the Company.

6. The Chairman and other members of the Board of Directors may not authorize a person who is not a member of the Board of Directors to attend meetings of the Board of Directors.

Article 28. Remuneration, salaries and other benefits of members of the Board of Directors

1. Members of the Board of Directors shall receive remuneration for their work as members of the Board of Directors. The total remuneration of the Board of Directors shall be decided by the General Meeting of Shareholders. Such remuneration shall be allocated among members of the Board of Directors as agreed by the Board of Directors or equally if no agreement is reached.

2. The total amount paid to each member of the Board of Directors, including remuneration, expenses, commissions, share purchase rights and other benefits received from the Company, its subsidiaries, affiliated companies and other companies in which such member represents a capital contribution, must be disclosed in details in the Company's annual report. Remuneration of members of the Board of Directors must be presented as a separate item in the Company's annual financial statements.

3. Members of the Board of Directors holding executive positions, or members of the Board of Directors working on a permanent basis, or serving on subcommittees of the Board of Directors, or performing other tasks which, in the opinion of the Board of Directors, fall outside the scope of the ordinary duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum fee, salary, commission, percentage of profits, or in another form as decided by the Board of Directors.

4. Members of the Board of Directors are entitled to reimbursement of all travel, meal, accommodation and other reasonable expenses incurred in performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or subcommittees of the Board of Directors.

Article 29. Chairman of the Board of Directors

1. The General Meeting of Shareholders or the Board of Directors must select from among the members of the Board of Directors to elect a Chairman.

2. The Chairman of the Board of Directors shall prepare the agenda and documents,

convene and preside over meetings of the Board of Directors; preside over meetings of the General Meeting of Shareholders; and have other rights and obligations as prescribed by the Law on Enterprises and this Charter.

3. The Chairman of the Board of Directors shall be responsible for ensuring that the Board of Directors sends the annual financial statements, audit report and inspection report of the Board of Directors to shareholders at the General Meeting of Shareholders.

4. The Chairman of the Board of Directors may be removed by decision of the Board of Directors. If the Chairman resigns or is removed, the Board of Directors must elect a replacement within ten (10) days.

5. The Chairman of the Board of Directors of the Company may not concurrently serve as Director/General Director as prescribed at Point b Clause 1 Article 88 of the Law on Enterprises.

Article 30. Meetings of the Board of Directors

1. Where the Board of Directors elects the Chairman, the Chairman of the Board of Directors shall be elected at the first meeting of the term of the Board of Directors within seven (07) working days from completion of the election of the Board of Directors for that term. This meeting shall be convened by the member receiving the highest number or highest percentage of votes. Where more than one (01) member receives the highest number or highest percentage of votes, those members shall vote by majority rule to select one (01) among them to convene the meeting of the Board of Directors.

2. The Chairman of the Board of Directors shall convene regular and extraordinary meetings of the Board of Directors and prepare the agenda, time and venue at least five (05) days before the intended meeting date. The Chairman may convene a meeting whenever deemed necessary, but the Board of Directors shall meet at least once (01) each quarter.

3. The Chairman of the Board of Directors must convene meetings of the Board of Directors and shall not delay without justifiable reasons upon receipt of written requests from any of the following persons specifying the purpose of the meetings and the matters to be discussed:

a. Board of Supervisors;

b. General Director or at least five (05) other managerial officers;

c. An independent member of the Board of Directors;

d. At least two (02) members of the Board of Directors;

e. Other cases where deemed necessary.

4. The Chairman of the Board of Directors must convene meetings of the Board of Directors within seven (07) working days from receipt of requests specified in Clause 3 of this Article. If the Chairman fails to convene the meetings as requested, the Chairman shall be liable for any damages caused to the Company; the persons requesting meetings as specified in Clause 3 Article 30 may convene the meetings of the Board of Directors.

5. Upon a request from the independent auditing firm conducting the audit of the Company's financial statements, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's

situation.

6. Meetings of the Board of Directors shall be held at the registered address of the Company or another address in Vietnam or abroad as decided by the Chairman of the Board of Directors and agreed by the Board of Directors.

7. The meeting notice of the Board of Directors must be sent to members of the Board of Directors and Supervisors at least five (05) working days before the meetings, members of the Board of Directors may waive the notice in writing, and such waiver may be amended or cancelled in writing by those members. The meeting notice must be made in Vietnamese in writing and fully state the agenda, time, venue, matters for discussion, necessary documents relating to matters to be discussed and voted at the meetings, and the voting ballots of members.

The meeting notice shall be sent by mail, fax, email or other means, provided that it is delivered to the contact address of each member of the Board of Directors registered with the Company.

8. Meetings of the Board of Directors shall be conducted when at least three-quarters (3/4) of the members of the Board of Directors are present in person or through authorized persons if approved by a majority of the members of the Board of Directors.

If the required number of attending members is not met, the meeting must be convened for a second time within seven (7) days from the intended date of the first meeting. The second meeting shall be conducted if more than one-half (1/2) of the members of the Board of Directors attend.

9. Meetings of the Board of Directors may be held by online conference among members of the Board of Directors where all or some members are at different locations, provided that each participating member is able to:

a. Hear each other participating member of the Board of Directors speaking during the meeting;

b. Speak simultaneously to all other participating members.

Discussions among members may be conducted directly by telephone, other communication means, or a combination of all such methods. A member of the Board of Directors participating in such meeting shall be deemed “present” at the meeting. The location of a meeting conducted under this provision shall be the location where the largest group of members of the Board of Directors is assembled, or the location where the Chairman of the meeting is present.

Decisions adopted at a properly convened and conducted telephone meeting shall take effect immediately upon conclusion of the meeting but must be confirmed by the signatures of all members of the Board of Directors attending such meeting in the minutes.

10. Members of the Board of Directors may send voting ballots to the meeting by mail, fax or email. Where voting ballots are sent by mail, they must be placed in sealed envelopes and delivered to the Chairman of the Board of Directors no later than one (01) hour before the meeting opening. Voting ballots may be opened only in the presence of all persons attending the meeting.

11. Voting.

a. Except as provided at Point b Clause 11 Article 30, each member of the Board of Directors or authorized person as prescribed in Clause 8 of this Article who is personally present at a meeting of the Board of Directors shall have one (01) vote;

b. A member of the Board of Directors may not vote on any contract, transaction or proposal in which such member or a related person has an interest that conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted toward the minimum quorum of members present to hold a meeting of the Board of Directors regarding decisions on which such member has no voting rights;

c. Subject to Point d Clause 11 Article 30, where a matter arises at a meeting concerning the interest or voting right of a member of the Board of Directors and that member does not voluntarily waive his/her voting right, the ruling of the Chairman shall be final unless the nature or the extent of relevant member's interest has not been fully disclosed;

d. A member of the Board of Directors benefiting from a contract specified at Points a and b Clause 5 Article 40 of this Charter shall be deemed to have a material interest in such contract;

12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction entered into or proposed to be entered into with the Company and knows that he/she has an interest therein shall disclose such interest at the first meeting of the Board of Directors discussing the execution of such contract or transaction. If a member of the Board of Directors did not know that he/she or a related person had an interest at the time the contract or transaction was entered into with the Company, that member must disclose the relevant interest at the first meeting of the Board of Directors held after becoming aware that he/she has or will have an interest in such transaction or contract.

13. The Board of Directors shall adopt decisions and resolutions based on the approval by a majority of members of the Board of Directors attending the meeting. In the event of an equality of approval and disapproval votes, the vote of the Chairman of the Board of Directors shall be decisive.

14. A resolution by way of obtaining written opinion shall be approved based on the approval by a majority of members of the Board of Directors having voting rights. Such resolution shall have the same effect and validity as a resolution adopted at the meeting.

15. The Chairman of the Board of Directors shall be responsible for sending meeting minutes of the Board of Directors to the members, and such minutes shall constitute authentic evidence of the business conducted at the meetings unless an objection to their contents is raised within ten (10) days from the date of sending. Meeting minutes of the Board of Directors shall be prepared in Vietnamese and may also be prepared in English. The minutes must bear the signatures of the Chairman and the minute taker.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees responsible for development policy, personnel, remuneration and internal audit. The number of subcommittee members shall be decided by the Board of Directors, but a subcommittee should have at least three (03) members comprising members of the Board of Directors and external

members. Independent members/non-executive members of the Board of Directors should constitute a majority of the subcommittee, and one of these members shall be appointed as the Head of subcommittee by decision of the Board of Directors. Subcommittee operations shall comply with regulations of the Board of Directors. A resolution of the subcommittee shall take effect only where a majority of the members attending and voting at the subcommittee meeting are members of the Board of Directors.

2. Implementation of decisions of the Board of Directors, or a subcommittee of the Board of Directors or a person acting as a member of a committee of the Board of Directors must comply with applicable laws and the Company's Charter.

Article 32. Person in charge of corporate governance

1. The Board of Directors shall appoint at least one (01) person as the Person in charge of corporate governance to support effective corporate governance. The Person in charge of corporate governance may concurrently act as the Company Secretary or may be in charge of the Company Secretary. The term of office of the Person in charge of corporate governance shall be decided by the Board of Directors and shall not exceed five (05) years.

2. The Person in charge of corporate governance must satisfy the following standards:

a. Have knowledge of law;

b. Not concurrently work for the independent auditing firm conducting the audit for the Company's financial statements;

c. Other standards prescribed by law, this Charter and decisions of the Board of Directors.

3. The Board of Directors may remove the Person in charge of corporate governance when necessary, but not contrary to the applicable labor laws. The Board of Directors may appoint an Assistant to the Person in charge of corporate governance from time to time.

4. The Person in charge of corporate governance shall have the following rights and obligations:

a. Advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on matters between the Company and shareholders;

b. Prepare meetings of the Board of Directors and the General Meeting of Shareholders at the request of the Board of Directors;

c. Advise on meeting procedures;

d. Attend meetings;

e. Advise on procedures for preparing resolutions of the Board of Directors in compliance with law;

f. Provide financial information, copies of meeting minutes of the Board of Directors and other information to members of the Board of Directors;

g. Monitor and report to the Board of Directors on the Company's information disclosure activities;

h. Maintain confidentiality of information in accordance with law and the Company's Charter;

i. Other rights and obligations prescribed by law and the Company's Charter.

CHAPTER VIII:
GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Management organization

The Company's management system shall ensure that the management apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has one (01) General Director, Deputy General Directors, one Chief Accountant and other managerial positions appointed by the Board of Directors. Appointment, removal and dismissal of the above positions must be approved by a resolution of the Board of Directors.

Article 34. Enterprise executives

1. At the proposal of the General Director and with approval of the Board of Directors, the Company may recruit other executives with the quantity and criteria matching the organizational structure and management regulations of the Company as prescribed by the Board of Directors. Enterprise executives must act with due diligence to assist the Company in achieving its operational and organizational objectives.

2. Remuneration, salary, benefits and other terms in the labor contract of the General Director shall be decided by the Board of Directors, and contracts of other executives shall be decided by the Board of Directors after consultation with the General Director.

Article 35. Appointment, removal, duties and powers of the General Director

1. The Board of Directors shall appoint one (01) member of the Board of Directors or another person as General Director; enter into a contract specifying remuneration, salary and other benefits. The remuneration, salary and other benefits of the General Director must be reported at the annual General Meeting of Shareholders, presented as a separate item in the annual financial statements and stated in the Company's annual report.

2. The term of office of the General Director shall not exceed five (05) years and the General Director may be reappointed. The appointment may terminate in accordance with the labor contract. The General Director must not be a person prohibited by law from holding this position and must satisfy the standards and conditions prescribed by law and the Company's Charter.

3. The General Director shall have the following rights and obligations:

a. Implement resolutions of the Board of Directors and the General Meeting of Shareholders and the Company's business and investment plans approved by the Board of Directors and the General Meeting of Shareholders;

b. Decide matters not requiring decisions of the Board of Directors where authorized by a legal representative, including signing financial and commercial contracts on behalf of the Company, organizing and administering the Company's daily business operations in accordance with best management practices;

c. Recommend to the Board of Directors the organizational structure and internal management regulations of the Company;

d. Propose measures to improve the Company's operations and management;

e. Recommend the number of enterprise executives as required by the Company for appointment or removal by the Board of Directors in accordance with internal regulations, and recommend remuneration, salaries and other benefits for enterprise executives for decision by the Board of Directors;

f. Consult the Board of Directors in deciding the number of employees, appointment, removal, salaries, allowances, benefits and other terms relating to their labor contracts;

g. Before May 31 of each year, submit to the Board of Directors for approval a detailed business plan for the following financial year based on compliance with appropriate budget requirements and the five (05)-year financial plan;

h. Prepare the Company's long-term, annual and quarterly budgets (hereinafter referred to as the "budgets") for the Company's long-term, annual and quarterly management activities in accordance with the business plan. The annual budget (including the expected balance sheet, income statement and cash flow statement) for each financial year must be submitted to the Board of Directors for approval and include the information prescribed by the Company's regulations;

h. Other rights and obligations prescribed by law, this Charter, the Company's internal regulations, resolutions of the Board of Directors and the labor contract entered into with the Company.

4. The General Director shall be accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers and shall report to them upon request.

5. The Board of Directors may remove the General Director when approved by a majority of attending members of the Board of Directors having voting rights and appoint a new General Director as replacement.

CHAPTER IX:
BOARD OF SUPERVISORS

Article 36. Candidacy and nomination of Supervisors

1. Candidacy and nomination of Supervisors shall be carried out similarly to the provisions of Clauses 1 and 2 Article 25 of this Charter.

2. Where the number of candidates for the Board of Supervisors through candidacy and nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the mechanism prescribed in the Company's Charter and the Internal Regulations on Corporate Governance. The mechanism for the incumbent Board of Supervisors to nominate candidates must be clearly disclosed and approved by the General Meeting of Shareholders before nominations are made.

Article 37. Supervisors

1. The Company's Supervisors shall have from 03 to 05 members. The term of office of a Supervisor shall not exceed five (05) years and Supervisors may be re-elected for an unlimited number of terms.

2. Supervisors must satisfy the standards and conditions prescribed in Clause 1 Article 169 of the Law on Enterprises and the Company's Charter and must not fall into any of the following cases:

a. Working in the Company's accounting, finance department;

b. Being a member or employee of the independent auditing firm conducting the audit for the Company's financial statements during the preceding three (03) consecutive years.

3. The Supervisors shall elect one (01) among them as the Head of the Board of Supervisors by majority rule. The Head of the Board of Supervisors must be a professional auditor or accountant and must work on a full-time and exclusive basis at the Company. The Head of the Board of Supervisors shall have the following rights and responsibilities:

a. Convene meetings of the Board of Supervisors;

b. Request the Board of Directors, General Director and other executives to provide relevant information for reporting to the Board of Supervisors;

c. Prepare and sign reports of the Board of Supervisors after consulting the Board of Directors for submission to the General Meeting of Shareholders.

4. A Supervisor shall be removed from office in the following cases:

a. No longer satisfying the standards and conditions for a Supervisor prescribed by the Law on Enterprises;

b. Failing to exercise his/her rights and obligations for six (06) consecutive months, except in cases of force majeure;

c. Submitting a resignation that is accepted;

d. Other cases prescribed by law and this Charter.

5. A Supervisor shall be dismissed in the following cases:

a. Failing to complete assigned duties or work;

b. Seriously or repeatedly breaching the obligations of a Supervisor prescribed by the Law on Enterprises and the Company's Charter;

c. By decision of the General Meeting of Shareholders;

d. Other cases prescribed by law and this Charter.

Article 38. Board of Supervisors

1. The Board of Supervisors shall have the rights and obligations prescribed in Article 170 of the Law on Enterprises and the following rights and obligations:

a. Propose and recommend that the General Meeting of Shareholders approve the independent auditing organization to audit the Company's financial statements;

b. Be accountable to shareholders for its supervisory activities;

c. Supervise the Company's financial position, the legality of activities of members of the Board of Directors, the General Director and other managers, and coordination between the Board of Supervisors and the Board of Directors, General Director and shareholders;

d. Where a violation of law or of the Company's Charter by a member of the Board of Directors, the General Director or another enterprise executive is detected, notify the Board of Directors in writing within forty-eight (48) hours and require the violator to cease the violation and take remedial measures;

e. Report at the General Meeting of Shareholders in accordance with the Law on Enterprises;

f. Other rights and obligations prescribed by law and this Charter.

2. Members of the Board of Directors, the General Director and other enterprise executives must fully, accurately and promptly provide information and documents regarding the management, administration and operations of the Company at the request of the Board of Supervisors. The Person in charge of corporate governance shall ensure that all copies of resolutions and minutes of the General Meeting of Shareholders and the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors are provided to the Supervisors at the same time and in the same manner as to shareholders and members of the Board of Directors.

3. The Board of Supervisors may issue regulations on meetings of the Board of Supervisors. The Board of Supervisors must meet at least two (02) times per year, and a meeting shall be conducted when at least two-thirds (2/3) of the Supervisors attending the meetings.

4. Remuneration, salaries and other benefits of Supervisors shall be decided by the General Meeting of Shareholders. Supervisors shall be reimbursed for reasonable accommodation, travel and other expenses incurred in attending meetings of the Board of Supervisors or carrying out other activities of the Board of Supervisors.

CHAPTER X: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORS, THE GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 39. Duty of care

Members of the Board of Directors, Supervisors, the General Director and other executives shall perform their duties, including duties as members of subcommittees of the Board of Directors, honestly and prudently in the interests of the Company.

Article 40. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director and other managers shall perform their duties honestly, prudently and loyally in the maximum lawful interests of the Company and its shareholders; and shall not abuse their position, title, information, know-how, business opportunities or assets

of the Company for personal benefit or for the interests of another organization or individual.

2. The persons specified in Clause 1 shall declare and disclose related interests; notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its subsidiaries or companies controlled by the Company and themselves or their related persons; and be responsible for the completeness, accuracy and timeliness of such information.

3. Contracts and transactions between the Company and related persons shall be approved in accordance with Article 167 of the Law on Enterprises, Article 293 of Decree No. 155/2020/ND-CP as amended and supplemented, and applicable laws. The Board of Directors shall approve transactions below the threshold falling within the authority of the General Meeting of Shareholders; persons having related interests may not vote.

4. The General Meeting of Shareholders shall approve transactions having a value equal to or greater than 35% of the total asset value according to the latest financial statements, or transactions within a 12-month period reaching this threshold; transactions with a shareholder, an authorized representative of a shareholder holding more than 10% of the total ordinary shares, and their related persons; borrowing, lending or asset-sale transactions having a value exceeding 10% of total assets with a shareholder holding 51% or more of the capital or a related person of such shareholder; and other cases prescribed by law. For a parent company, the value threshold shall be determined based on the lower total assets shown in the latest separate financial statements and consolidated financial statements.

5. The Company shall not grant loans or guarantees to shareholders, related persons or restricted persons, except where permitted by law and duly approved by the competent authority in accordance with prescribed procedures.

6. Contracts and transactions not duly approved in accordance with the proper authority and procedures may be invalid and shall be handled under the Law on Enterprises; related persons must return benefits received and compensate for damage. The Company shall disclose information on resolutions and decisions approving transactions in accordance with securities laws.

Article 41. Liability for damage and indemnification

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director and other executives who breach their obligations or duties of honesty and care or fail to perform their duties shall be liable for damage caused by such breach.

2. The Company shall indemnify persons who are, have been or may become parties involved in claims, lawsuits or prosecutions (including civil and administrative matters, but excluding actions in which the Company is the plaintiff) if such person is or was a member of the Board of Directors, a member of the Board of Supervisors, the General Director, another executive, an employee or an authorized representative of the Company performing duties under the Company's authorization, and acted honestly and prudently in the interests of the Company in compliance with law, and there is no evidence confirming that such person breached his/her responsibilities.

3. Indemnifiable costs include adjudication costs, fines and actual amounts payable (including legal fees) in resolving such matters to the extent permitted by law. The Company may purchase insurance for such persons to cover the above indemnification liabilities.

CHAPTER XI:
RIGHT TO INSPECT THE COMPANY'S BOOKS AND RECORDS

Article 42. Right to inspect books and records

1. A shareholder or group of shareholders referred to in Clause 2 Article 25 of this Charter may, directly or through an authorized representative, submit a written request to inspect the list of shareholders and minutes of the General Meeting of Shareholders and copy or extract such documents during working hours at the Company's head office. A request made by an authorized representative of a shareholder must be accompanied by the shareholder's power of attorney or a notarized copy thereof.

2. Members of the Board of Directors, Supervisors, the General Director and other executives may inspect the Company's shareholder register, list of shareholders and other books and records of the Company for purposes relating to their positions, provided that such information is kept confidential.

3. The Company shall retain this Charter and amendments, supplements thereto, the Enterprise Registration Certificate, regulations, documents evidencing ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of the General Meeting of Shareholders and meeting minutes of the Board of Directors, reports of the Board of Directors, annual financial statements, accounting books and other documents prescribed by law at the head office or another location, provided that shareholders and the business registration authority are notified of the storage location.

4. The Company's Charter must be published on the Company's website.

5. Inspection, extraction and copying shall comply with confidentiality, personal data protection and business secret requirements and must not be abused to cause damage to the Company or another entity.

CHAPTER XII:
EMPLOYEES AND TRADE UNION

Article 43. Employees and Trade Union

1. The General Director shall prepare plans for approval by the Board of Directors concerning recruitment, termination of employment, salaries, social insurance, welfare, commendation and discipline applicable to employees and enterprise executives.

2. The General Director shall prepare plans for approval by the Board of Directors concerning the Company's relations with trade union organizations in accordance with best standards, practices and management policies, the practices and policies prescribed in this Charter, the Company's regulations and applicable laws.

CHAPTER XIII:
PROFIT DISTRIBUTION

Article 44. Profit distribution

1. The General Meeting of Shareholders shall decide the annual dividend rate and form of dividend payment from the Company's retained earnings.

2. The Company shall not pay interest on dividend payments or other payments relating to a class of stock.

3. The Board of Directors may recommend the General Meeting of Shareholders to approve payment of all or part of stock dividends, and the Board of Directors shall implement such decision.

4. Where dividends or other amounts relating to a class of stock are paid in cash, the Company shall make payment in Vietnamese dong. Payment may be made directly or through banks based on bank account details provided by shareholders. Where the Company has transferred funds in accordance with the bank details provided by a shareholder but the shareholder does not receive the funds, the Company shall not be liable for the amount transferred to that shareholder. Payment of dividends in respect of stock listed/registered for trading at the Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation (VSDC).

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall adopt a resolution or decision determining a specific record date for the list of shareholders. Based on that date, persons registered as shareholders or holders of other securities shall be entitled to receive cash or stock dividends, notices or other documents.

6. Other matters relating to profit distribution shall be implemented in accordance with law.

7. The Board of Directors shall be responsible for organizing full and timely payment of dividends after approval by the General Meeting of Shareholders and for carrying out procedures with VSDC in accordance with securities laws.

CHAPTER XIV:
BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING SYSTEM

Article 45. Bank accounts

1. The Company shall open accounts at Vietnamese banks or branches of foreign banks permitted to operate in Vietnam.

2. Subject to prior approval of the competent authority, where necessary, the Company may open overseas bank accounts in accordance with law.

3. The Company shall conduct all payments and accounting transactions through Vietnamese dong or foreign currency accounts at banks where the Company maintains accounts.

Article 46. Financial year

The Company's financial year commences on July 01 each year and ends on June 30 of the following year. Any change to the financial year shall be proposed by the Board of Directors, approved by the General Meeting of Shareholders and implemented in accordance with law.

Article 47. Accounting system

1. The accounting system used by the Company shall be the enterprise accounting system or a specialized accounting system issued or approved by the competent authority.

2. The Company shall maintain accounting books in Vietnamese and retain accounting records in accordance with accounting laws and relevant laws. Such records must be accurate, up to date, systematic and sufficient to evidence and explain the Company's transactions.

3. The Company shall use Vietnamese dong as its accounting currency. Where the Company's economic transactions arise primarily in a foreign currency, it may select that foreign currency as its accounting currency, shall be legally responsible for such selection and shall notify its direct tax authority.

CHAPTER XV:
FINANCIAL STATEMENTS, ANNUAL REPORT AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 48. Annual, semi-annual and quarterly financial statements

1. The Company shall prepare annual financial statements and such annual financial statements must be audited in accordance with law. The Company shall disclose its audited annual financial statements in accordance with laws on information disclosure in the securities market and submit them to competent state authorities.

2. Annual financial statements must include all reports, appendices and notes required by enterprise accounting laws. Annual financial statements must truthfully and objectively reflect the Company's operating condition.

3. The Company shall prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with laws on information disclosure in the securities market and submit them to competent state authorities.

4. Financial statements and financial information shall be fully, accurately and timely disclosed simultaneously in Vietnamese and English according to the roadmap and applicable subjects prescribed by laws on information disclosure in the securities market.

Article 49. Annual report

1. The Company shall prepare and disclose an Annual Report in accordance with laws on securities and the securities market.

2. The Annual Report shall be prepared and disclosed in Vietnamese and English in accordance with regulations applicable to listed companies.

CHAPTER XVI:
AUDIT OF THE COMPANY

Article 50. Audit

1. The annual General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to select one of them to audit the Company's financial statements for the following financial year on terms and conditions agreed with the Board of Directors. The Company shall prepare and send the annual financial statements to the independent audit firm after the end of the financial year.

2. The independent audit firm shall examine and verify the financial statements, prepare an audit report and submit such report to the Board of Directors within two (02) months from the end of the financial year.

3. A copy of the audit report shall be attached to the Company's annual financial statements.

4. The independent auditor auditing the Company may attend meetings of the General Meeting of Shareholders, is entitled to receive notices and other information relating to meetings of the General Meeting of Shareholders that shareholders are entitled to receive, and may express opinions at the meeting on matters relating to the audit of the Company's financial statements.

CHAPTER XVII:
SEAL AND DIGITAL SIGNATURE OF THE ENTERPRISE

Article 51. Seal and digital signature of the enterprise

1. The Company shall decide the type, quantity, form and contents of the seals of the Company, its branches and representative offices in accordance with the Law on Enterprises.

2. The Board of Directors shall issue regulations on management, custody and use of seals and digital signatures. Seals and digital signatures must be used within the proper authority and in a manner ensuring security and the legal validity of documents and transactions.

CHAPTER XVIII:
DISSOLUTION OF THE COMPANY

Article 52. Dissolution of the Company

1. The Company shall be dissolved in the following cases: pursuant to a resolution of the General Meeting of Shareholders; upon revocation of the Enterprise Registration Certificate, unless otherwise provided by tax administration laws; where the Company no longer has the minimum number of shareholders for a continuous period of 06 months without carrying out procedures to convert its enterprise type; or in other cases prescribed by law.

2. The Company may be dissolved only after all debts and property obligations have been fully paid and while it is not in the process of resolving a dispute before a Court or Arbitration Tribunal. The sequence and procedures for dissolution shall comply with the Law on Enterprises.

Article 53. Extension of operation

1. The Board of Directors shall convene the General Meeting of Shareholders at least seven (07) months before expiry of the operation term so that shareholders may vote on extension of the Company's operation at the proposal of the Board of Directors.

2. The operation term shall be extended when approved by at least 65% of the total votes of shareholders entitled to vote who are present in person or through authorized representatives at the meeting of the General Meeting of Shareholders.

Article 54. Liquidation

1. At least six (06) months before expiry of the Company's operation term or after a decision to dissolve the Company is issued, the Board of Directors must establish a Liquidation Committee comprising three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from the Company employees or independent experts. All costs relating to liquidation shall be paid by the Company in priority to other debts of the Company.

2. The Liquidation Committee shall report the date of its establishment and commencement of operations to the Business Registration Authority. From that time, the Liquidation Committee shall represent the Company in all matters relating to liquidation of the Company before Courts and administrative authorities.

3. Proceeds from liquidation shall be paid in the following order:

a. Liquidation expenses;

b. Salary debts, severance allowances, social insurance and other employee benefits under the collective labor agreement and signed employment contracts;

c. Tax debts;

d. Other debts of the Company;

e. The balance remaining after payment of all debts under items (a) through (d) above shall be distributed to shareholders. Preference shares shall have priority in payment.

CHAPTER XIX: INTERNAL DISPUTE RESOLUTION

Article 55. Internal dispute resolution

1. Disputes between the Company and shareholders, members of the Board of Directors, members of the Board of Supervisors, the General Director or executives relating to establishment, operation, dissolution or rights and obligations under this Charter shall first be resolved through negotiation and mediation.

2. If the dispute is not resolved within 06 weeks from commencement of negotiation and mediation, either party may submit the dispute to commercial arbitration or a competent Court in accordance with law.

3. Costs of negotiation, mediation, arbitration, court fees and other reasonable costs shall be allocated in accordance with the parties' agreement, an arbitral award or an effective judgment.

CHAPTER XX: SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 56. Company's Charter

1. Any amendment or supplement to this Charter must be considered and decided by the General Meeting of Shareholders.

2. Where provisions of law relating to the Company's operations are not addressed in this Charter, or where new legal provisions differ from the provisions of this Charter, such legal provisions shall automatically apply to and govern the Company's operations.

CHAPTER XXI: EFFECTIVE DATE

Article 57. Effective date

1. This Charter comprises 21 chapters and 57 articles and was adopted by the General Meeting of Shareholders of Lam Son Sugar Cane Joint Stock Corporation pursuant to Resolution No. ……/NQ/DLS-DHDCD dated … … 2026 and takes effect from the date of adoption, except for matters for which law requires completion of registration procedures before they take effect with respect to relevant agencies, organizations or individuals.

2. This Charter is made in counterparts of equal validity and retained at the head office; an electronic copy shall be published on the Company's website.

3. Matters not provided for in this Charter shall be governed by the Law on Enterprises, the Law on Securities and relevant laws.

4. From its effective date, this Charter replaces the Charter on organization and operation issued together with Resolution No. 299/NQ/2025/DLS-DHDCD dated October 21, 2025 and Resolution No. 49/NQ/DLS-HDQT dated March 11, 2026.

CHAIRMAN OF THE BOARD OF DIRECTORS LEGAL REPRESENTATIVE *(Sign and state full name)*	GENERAL DIRECTOR LEGAL REPRESENTATIVE *(Sign and state full name)*

LAM SON SUGAR CANE JOINT STOCK CORPORATION	**SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**

Lam Son, October 21, 2026

PROPOSAL

THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS

"Re: Completion of the 2021-2026 term of members of the Board of Directors (BOD) and Board of Supervisors (SB) and election of BOD and SB members for the new 2026-2031 term"

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 76/2025/QH15;

- Pursuant to the Law on Securities No. 54/2019/QH14;

- Pursuant to Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, as amended and supplemented by Decree No. 245/2025/NĐ-CP;

- Pursuant to the Charter on Organization and Operation of Lam Son Sugar Cane Joint Stock Corporation and its current Internal Corporate Governance Regulations.

The Board of Directors of Lam Son Sugar Cane Joint Stock Corporation respectfully submits to the GMS for consideration of the completion of the 2021-2026 term of BOD and SB members and approval of the number, structure and candidate list for election to the BOD and SB for the new 2026-2031 term. Details:

I - Acknowledgement of the completion of the 2021-2026 term of the following BOD and SB members:

1. Mr. Le Van Tan - Chairman
2. Mr. Le Trung Thanh - Deputy Chairman
3. Ms. Le Thi Hue - Standing Member of the BOD
4. Mr. Phung Thanh Hai - BOD Member
5. Mr. Nguyen Thanh Tan - Independent BOD Member
6. Mr. Le Huy Hung - Head of the Board of Supervisors
7. Mr. Trinh Dinh Toan - Deputy Head of the Board of Supervisors
8. Ms. Nguyen Thi Hong An - Supervisory Board Member

II - Election of BOD and SB members for the new 2026-2031 term:

1. Approval of BOD and SB membership number and structure for 2026-2031:

- The BOD shall have 05 members (including 01 independent member). At least 1/3 of BOD members shall be non-executive; accordingly, a 05-member BOD shall have at least 02 non-executive members and at least 01 independent member, as required for listed companies.

- Number of SB members: 03 persons.

2. Approval of the list of candidates for election to the BOD and SB for the 2026-2031 term, comprising:

2.1. List of candidates meeting the prescribed eligibility requirements for nomination and election to the BOD: Candidates must satisfy all standards and conditions prescribed by law and the Company Charter.

1.	Mr./Ms.:	BOD Member
2.	Mr./Ms.:	BOD Member
3.	Mr./Ms.:	BOD Member
4.	Mr./Ms.:	BOD Member
5.	Mr./Ms.:	Independent BOD Member

(Dossiers and CV attached)

2.2. List of candidates meeting the prescribed eligibility requirements for nomination and election to the SB: Candidates must satisfy all standards and conditions prescribed by law and the Company Charter.

1.	Mr./Ms.:	SB Member
2.	Mr./Ms.:	SB Member
3.	Mr./Ms.:	SB Member

(Dossiers and curricula vitae attached)

3. BOD/SB members shall be elected under the Company Charter and GMS-approved Election Rules.

Accordingly, the Company’s BOD respectfully asks the GMS to vote to acknowledge completion of the 2021-2026 BOD/SB term; approve the above number, structure and candidate list for the 2026-2031 BOD/SB election; and approve the election principles under the General Meeting’s Election Rules.

Thank you for your kind consideration!

FOR THE BOD
CHAIRMAN

LAM SON SUGAR CANE
JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Lam Son, October 21, 2026

PROPOSAL
TO ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026-2027
Re: Distribution of profit for the fiscal year 2025-2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.
- Pursuant to the Law No. 76/2025/QH15 Amending and Supplementing Certain Articles of the Law on Enterprises, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025.
- Pursuant to the Corporation's Charter approved by the General Meeting of Shareholders.
- Pursuant to the financial statements for 2025-2026 (from July 01, 2025 – June 30, 2026) of the Corporation audited by AASC Auditing Firm Company Limited.

Accumulated undistributed after-tax profit as of June 30, 2026 as follows:

	Indicator	Separate financial statements	Consolidated financial statements
	Accumulated undistributed after-tax profit as of June 30, 2025	**59,427,354,078**	**67,288,066,813**
-	Undistributed after-tax profit up to the end of the previous year	10,863,511,028	19,201,334,134
-	Undistributed after-tax profit this year	48,563,843,050	48,086,732,679

Board of Directors respectfully submit to the General Meeting for approval of the profit distribution plan for the fiscal year 2025-2026 as follows:

TT	INDICATOR	AMOUNT
I	**Accumulated undistributed after-tax profit of the parent company as of 30/06/2026**	**59,427,354,078**
-	After-tax profit from previous years carried forward	10,863,511,028
-	After-tax profit for 2025-2026	48,563,843,050

TT	INDICATOR	AMOUNT
II	**Appropriation to funds (as prescribed)**	**9,712,768,610**
-	Appropriation to development investment fund (10%)	4,856,384,305
-	Appropriation to bonus fund (5%)	2,428,192,153
-	Appropriation to welfare fund (5%)	2,428,192,153
III	**Remaining undistributed profit (according to parent company report) (= (I)-(II))**	**49,714,585,468**
IV	**Profit allowed to be distributed to shareholders (after deducting appropriations to funds as prescribed)**	**49,714,585,468**
-	Cash dividend payment 5%	45,013,296,000
-	Expected remaining undistributed profit on separate financial statements	4,701,289,468

Respectfully submit to the General Meeting of Shareholders for approval!

BOARD OF DIRECTORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness

Lam Son, October 21, 2026

PROPOSAL

TO ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026-2027
Re: Approval of the business and production plan for the fiscal year 2026-2027

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.

- Pursuant to the Law No. 76/2025/QH15 Amending and Supplementing Certain Articles of the Law on Enterprises, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025.

- Pursuant to the Charter on organization and operation of Lam Son Sugar Cane Joint Stock Corporation

- Pursuant to the objectives and development orientation of the Corporation for the fiscal year 2026-2027

Respectfully submit to the General Meeting of Shareholders the business and production plan for the fiscal year 2026-2027 as follows:

Unit: VND 1,000,000

NO.	MAIN INDICATORS	PERFORMANCE FOR FISCAL YEAR 2024-2025	PLAN FOR FISCAL YEAR 2025-2026	COMPARISON (%)
1	Revenue	2,319,816	2,655,000	114.5
2	Profit before tax	67,883	110,000	162
3	Dividend (%)	5%	8%	160

Respectfully submit to the General Meeting of Shareholders for consideration and approval!

BOARD OF DIRECTORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness

Lam Son, October 21, 2026

PROPOSAL
TO ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026-2027

Re: Plan for operating expenses and remuneration of the Board of Directors and Board of Supervisors

Respectfully submitted to: General Meeting of Shareholders

- Pursuant to the Enterprise Law No. 59/2020/QH13 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Pursuant to the Law amending and supplementing a number of articles of the Enterprise Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025.

- Pursuant to the charter on organization and operation of Lam Son Sugar Cane Joint Stock Corporation;

Respectfully submit to the General Meeting of Shareholders for approval of the operating expenses and remuneration levels of the Board of Directors and Board of Supervisors for the fiscal year 2026-2027 as follows:

1. Operating expenses and remuneration of the Board of Directors and Board of Supervisors:

Calculated at a maximum of 0.4% of revenue.

In which: Remuneration levels for the Board of Directors are as follows:

- Chairman: 20 million VND/month
- Vice Chairman: 15 million VND/month
- Member: 10 million VND/month

Remuneration levels for the Board of Supervisors are as follows:

- Head: 7.5 million VND/month
- Deputy Head: 5 million VND/month
- Member: 3.5 million VND/month

Operating expenses and remuneration of the Board of Directors and Board of Supervisors are included in business production costs as prescribed.

2. Bonus for achieving and exceeding the profit targets assigned by the General Meeting of Shareholders for the fiscal year 2026-2027

Bonus for the Board of Directors, Board of Supervisors, Board of Management, and the Company's officers and employees shall be at least 20% of the profit exceeding the target assigned by the General Meeting of Shareholders.

Respectfully submit to the General Meeting of Shareholders for approval!

BOARD OF DIRECTORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION	SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Lam Son, October 21, 2026

PROPOSAL
THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Re: Selection of Audit Firm
Financial statements for 2026-2027 (from 01/07/2026 - 30/06/2027)

To: General Meeting of Shareholders

- Pursuant to Enterprise Law No. 59/2022/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020.
- Pursuant to the Charter on organization and operation of Lam Son Sugar cane Joint Stock Corporation.
- Pursuant to the list of audit firms approved by the State Securities Commission to audit public-interest entities.

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

1. The list of audit firms proposed for selection to audit the 2026-2027 financial statements of the Parent Company and the consolidated financial statements of Lam Son Sugar cane Joint Stock Corporation is as follows:
    - AASC Auditing Firm Company Limited
    - Ernst & Young Vietnam Limited
    - Deloitte Vietnam Audit Company Limited
2. Authorize the Board of Directors to select 1 of the 3 audit firms listed above to audit the 2026-2027 financial statements of the Parent Company and the consolidated financial statements of Lam Son Sugar cane Joint Stock Corporation.

Respectfully submitted to the General Meeting of Shareholders for approval.

BOARD OF DIRECTORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION	**SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**

Lam Son, October 21, 2026

PROPOSAL
TO ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026-2027

(Re: Report on the list of related persons and related interests)

To: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15.
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented.
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP.
- Pursuant to Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance guiding information disclosure on the securities market, as amended and supplemented by Circular No. 68/2024/TT-BTC, Circular No. 18/2025/TT-BTC and Circular No. 08/2026/TT-BTC.
- Pursuant to the current Charter of organization and operation of Lam Son Sugar Cane Joint Stock Corporation.

The Board of Directors of Lam Son Sugar Cane Joint Stock Corporation respectfully reports to the Annual General Meeting of Shareholders 2026-2027 for consideration and acknowledgement of the following matter:

1. Report on the list of related persons and related interests of Lam Son Sugar Cane Joint Stock Corporation ("the Corporation") in accordance with Clause 1, Clause 2 and Point a, Clause 4, Article 164 of the Law on Enterprises No. 59/2020/QH14 (as amended and supplemented). (According to Appendix 01 attached to this Submission).

The disclosure of interests and related persons of the Corporation shall be carried out in accordance with the following regulations:

1.1. The Corporation must compile and update the list of related persons of the company as prescribed in Clause 23 Article 4 of this Law and their corresponding contracts and transactions with the Corporation;

1.2. Members of the Board of Directors, Supervisors, Director or General Director and other managers of the company must declare to the company their related interests, including:

a) Name, enterprise code, head office address, business lines of the enterprise in which they are the owner or hold contributed capital or shares; the rate and time of ownership or holding of such contributed capital or shares;

b) Name, enterprise code, head office address, business lines of the enterprise in which their related persons are the owner, co-owner or solely own contributed capital or shares of more than 10% of charter capital;

1.3. The retention, disclosure, review, extraction, and copying of the list of related persons and related interests declared as prescribed in Clauses 1 and 2 of this Article shall be carried out as follows:

a) The Corporation must notify the list of related persons and related interests to the General Meeting of Shareholders at the annual meeting.

2. Implementation: The list of related persons and related interests of the Company shall be compiled, maintained, and regularly updated in accordance with applicable laws and regulations. Individuals subject to disclosure obligations shall be responsible for promptly notifying the Company of any changes or newly arising matters in accordance with Article 164 of the Law on Enterprises.

Respectfully submitted to the General Meeting of Shareholders for consideration and acknowledgement./.

BOARD OF DIRECTORS

APPENDIX NO. 01

(Attached to the Proposal to the Annual General Meeting of Shareholders 2026-2027 on report on the list of related persons and related interests)

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
1	**Le Van Tan**	**Chairperson of the Board of Directors**	**April 26, 2011**		
-	Le Van Tam		April 26, 2011	Biological father	
-	Bui Duc Cuong		April 26, 2011	Father-in-law	
-	Trinh Thi Hang		April 26, 2011	Mother-in-law	
-	Bùi Thị Thu Nga		April 26, 2011	Wife	
-	Le Thi Binh An		April 26, 2011	Biological child	
-	Le Minh Khue		April 26, 2011	Biological child	
-	Le Thi Tam		April 26, 2011	Elder sister	
-	Le Thanh Tung		April 26, 2011	Elder brother	
-	Le Trung Thanh	Vice Chairperson of the Board of Directors	April 26, 2011	Elder brother	
-	Le Van Tuan		April 26, 2011	Younger brother	
-	Mai Van Hung		April 26, 2011	Brother-in-law	
-	Phung Thi Tam		April 26, 2011	Sister-in-law	
-	Le Thi Loc		April 26, 2011	Sister-in-law	
-	Nguyen Thi Bich Hanh		April 26, 2011	Sister-in-law	
-	Nguyen Thi Phuong		April 26, 2011	Younger sister-in-law	
-	Lam Son Sugarcane Association		January 01, 2022	Related organization	
-	Lam Son Fertilizer Joint Stock Company	Subsidiary	March 21, 2018	Related organization	
-	Lam Son High-Tech Agriculture Co., Ltd	Subsidiary	January 01, 2022	Related organization	
2	**Le Trung Thanh**	**Vice Chairperson of the Board of Directors**	**April 26, 2011**		
-	Le Van Tam		April 26, 2011	Biological father	
-	Nguyen Thi Bich Hanh		April 26, 2011	Wife	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Le Thi Phuong Thao		April 26, 2011	Daughter	
-	Le Thi Tam		April 26, 2011	Elder sister	
-	Le Thanh Tung		April 26, 2011	Elder brother	
-	Le Van Tan	Chairperson of the Board of Directors	April 26, 2011	Younger Brother	
-	Le Van Tuan		April 26, 2011	Younger Brother	
-	Mai Van Hung		April 26, 2011	Brother-in-law	
-	Phung Thi Tam		April 26, 2011	Sister-in-law	
-	Le Thi Loc		April 26, 2011	Sister-in-law	
-	Bùi Thị Thu Nga		April 26, 2011	Younger sister-in-law	
-	Nguyen Thi Phuong		April 26, 2011	Younger sister-in-law	
-	Thang Long Ha Noi Trading & Investment JSC		August 11, 2015	Related organization	
3	**Le Thi Hue**	**Standing Member of the Board of Directors**	**November 06, 2021**		
-	Le Van Long	Employee	November 06, 2021	Husband	
-	Trịnh Thị Quy		November 06, 2021	Mother-in-law	
-	Le Duy Linh		November 06, 2021	Son	
-	Le Duc Dung		November 06, 2021	Son	
-	Le Hung Khang		November 06, 2021	Elder brother	
-	Le Thi Hong		November 06, 2021	Younger sister	
-	Le Thi Hong Van		November 06, 2021	Younger sister	
-	Trinh Thi Anh		November 06, 2021	Sister-in-law	
-	Luong Huu Loc		November 06, 2021	Brother-in-law	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Nguyen Trong Hai		November 06, 2021	Brother-in-law	
-	Tran Thi Linh		January 01, 2024	Daughter-in-law	
4	**Phung Thanh Hai**	**Member of the Board of Directors**	**April 28, 2014**		
-	Le Thi Hai		April 28, 2014	Wife	
-	Truong Thi Trong		April 28, 2014	Biological mother	
-	Nguyen Thi Hoe		April 28, 2014	Mother-in-law	
-	Phùng Thị Lam		April 28, 2014	Biological child	
-	Phung Thị Thanh Loan		April 28, 2014	Biological child	
-	Phung Ba Duy		April 28, 2014	Younger brother	
-	Phung Thi Ha		April 28, 2014	Younger sister	
-	Phung Chi Kien		April 28, 2014	Younger brother	
-	Phung Anh Quyet		April 28, 2014	Younger brother	
-	Tran Viet Hong		April 28, 2014	Brother-in-law	
-	Nguyen Thi Hoa		April 28, 2014	Younger sister-in-law	
-	Pham Thi Men		April 28, 2014	Younger sister-in-law	
-	Nguyen Thi Hang		April 28, 2014	Younger sister-in-law	
5	**Nguyen Thanh Tan**	**Member of the Board of Directors**	**November 18, 2020**		
-	Nguyen Thanh Thien		November 18, 2020	Biological father	
-	Vo Thi Thong		November 18, 2020	Biological mother	
-	Nguyen Thi Thanh Hai		November 18, 2020	Wife	
-	Nguyen Von		November 18, 2020	Father-in-law	
	Nguyen Khai Hung		November 18, 2020	Biological child	
-	Nguyen Gia Khiem		November 18, 2020	Biological child	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Nguyen Gia Khang		November 18, 2020	Biological child	
-	Nguyen Thi Dieu		November 18, 2020	Elder sister	
-	Nguyen Thi Kim Lien		November 18, 2020	Elder sister	
-	Nguyen Thi Thuy Trang		November 18, 2020	Elder sister	
-	Nguyen Tan Phat		November 18, 2020	Younger brother	
-	Tran Minh Thanh		November 18, 2020	Brother-in-law	
-	Phan Tan Vuong		November 18, 2020	Brother-in-law	
6	**Le Huy Hung**	**Head of Board of Supervisors**	**December 07, 2018**		
-	Le Huy Dem		December 07, 2018	Biological father	
-	Le Thanh Hai		December 07, 2018	Father-in-law	
-	Trịnh Thị Oanh		December 07, 2018	Mother-in-law	
-	Le Thi Thanh Huong		December 07, 2018	Wife	
-	Le Minh Hieu		December 07, 2018	Biological child	
-	Le Thi Minh Chau		December 07, 2018	Biological child	
-	Le Huy Cuong		December 07, 2018	Elder brother	
-	Le Thi Thu Huong		December 07, 2018	Elder sister	
-	Do Thi Mai		December 07, 2018	Sister-in-law	
-	Le Chi Thanh		December 07, 2018	Brother-in-law	
7	**Nguyen Thi Hong An**	**Supervisor**	**October 11, 2024**		
-	Le Thi Bao		October 11, 2024	Biological mother	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Le Dinh Huay		October 11, 2024	Husband	
-	Nguyen Anh Tuan		October 11, 2024	Younger brother	
-	Ha Thi Nhan		October 11, 2024	Younger sister-in-law	
-	Le Xuan Truong		October 11, 2024	Son	
-	Mai Thi Huong Thao		October 11, 2024	Daughter-in-law	
8	**Le Van Phuong**	**General Director**	**November 06, 2021**		
-	Le Van Muu		November 06, 2021	Biological father	
-	Nguyen Thi Thom		November 06, 2021	Biological mother	
-	Le Van Ho		November 06, 2021	Father-in-law	
-	Hoang Thi Hang		November 06, 2021	Mother-in-law	
-	Le Hoang Ha		November 06, 2021	Wife	
-	Le Viet Hoang		November 06, 2021	Biological child	
-	Le Viet Bach		November 06, 2021	Biological child	
-	Le Phuong Anh		November 06, 2021	Biological child	
-	Le Thi Ngoc		November 06, 2021	Elder sister	
-	Le Thi Loan		November 06, 2021	Elder sister	
-	Mai Van Tien		November 06, 2021	Brother-in-law	
-	Nguyen Anh Tuan		November 06, 2021	Brother-in-law	
-	Tam Phu Hung High-Tech Food Co., Ltd	Subsidiary	August 06, 2026	Related organization	
9	**Le Van Quang**	**Deputy General Director**	**October 19, 2016**		

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Le Van Vinh		October 19, 2016	Biological father	
-	Le Thi Son		October 19, 2016	Biological mother	
-	Nguyen Huy Cuong		October 19, 2016	Father-in-law	
-	Trinh Thi Toi		October 19, 2016	Mother-in-law	
-	Nguyen Thi Tuyet	Employee	October 19, 2016	Wife	
-	Le Ha Phuong		October 19, 2016	Biological child	
-	Le Phuong Linh		October 19, 2016	Biological child	
-	Le Nhat Minh		October 19, 2016	Biological child	
-	Le Van Canh		October 19, 2016	Younger brother	
-	Le Thi Thuy		October 19, 2016	Younger sister	
-	Hoang Thi Thu Ha		October 19, 2016	Younger sister-in-law	
-	Bui The Dung		October 19, 2016	Brother-in-law	
10	**Nguyen Duy Thanh**	**Deputy General Director**	**May 30, 2014**		
-	Nguyen Duy Vuong		May 30, 2014	Biological father	
-	Tran Thi Cu		May 30, 2014	Biological mother	
-	Mai Thi Choi		May 30, 2014	Mother-in-law	
-	Tran Thi Ha		May 30, 2014	Wife	
-	Nguyen Duy Khang		May 30, 2014	Biological child	
-	Nguyen Thi Ha My		May 30, 2014	Biological child	
-	Nguyen Thi Phuong		May 30, 2014	Biological sister	
-	Nguyen Duy Tho		May 30, 2014	Elder brother	
-	Nguyen Duy Tuan		May 30, 2014	Elder brother	
-	Nguyen Thi Tuyet		May 30, 2014	Younger sister	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Nguyen Duy Ninh		May 30, 2014	Younger brother	
-	Nguyen Thi Thu		May 30, 2014	Younger sister	
-	Nguyen Thi Lan		May 30, 2014	Younger sister	
-	Nguyen Duy Cuong		May 30, 2014	Younger brother	
-	Nguyen Huu Dao		May 30, 2014	Brother-in-law	
-	Ngo Thi Ly		May 30, 2014	Sister-in-law	
-	Nguyen Thi Bay		May 30, 2014	Sister-in-law	
-	Nguyen Thi Dung		May 30, 2014	Younger sister-in-law	
-	Vo Thanh Long		May 30, 2014	Brother-in-law	
-	Luong Quoc Van		May 30, 2014	Brother-in-law	
-	Nguyen Thi Lan Phuong		May 30, 2014	Younger sister-in-law	
11	**Le Ba Chieu**	**Deputy General Director**	**May 30, 2014**		
-	Le Thi Dinh		May 30, 2014	Biological mother	
-	Le Thi Thuoc		May 30, 2014	Mother-in-law	
-	Le Thanh Ha		May 30, 2014	Wife	
-	Le Minh Hoang		May 30, 2014	Biological child	
-	Le Ba Minh Vu		May 30, 2014	Biological child	
-	Le Ba Sy		May 30, 2014	Elder brother	
-	Le Thi Thuy		May 30, 2014	Elder sister	
-	Le Ba Que		May 30, 2014	Younger brother	
-	Le Minh Khue		May 30, 2014	Younger brother	
-	Le Thi Vong		May 30, 2014	Younger sister	
-	Le Thi Thu		May 30, 2014	Sister-in-law	
-	Vi Van Gan		May 30, 2014	Brother-in-law	
-	Nguyen Thi Ngan		May 30, 2014	Younger sister-in-law	
-	Pham Thi Thu		May 30, 2014	Younger sister-in-law	
-	Nguyen Huu Ngan		May 30, 2014	Brother-in-law	
12	**Do Thi Thanh Ha**	**Chief accountant**	**October 19, 2016**		

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Do Van Luyen		October 19, 2016	Biological father	
-	Ngo Thi Toi		October 19, 2016	Biological mother	
-	Le Thi Thuong		October 19, 2016	Mother-in-law	
-	Le Cao Cuong		October 19, 2016	Husband	
-	Le Ha Trang		October 19, 2016	Biological child	
-	Le Do Anh Kiet		October 19, 2016	Biological child	
-	Do Viet Hung		October 19, 2016	Elder brother	
-	Bui Nhu Quynh		October 19, 2016	Sister-in-law	
13	**Le Thi Ngoc Anh**	**Corporation secretary**	**November 06, 2021**		
-	Ngo Doan Luan		November 06, 2021	Husband	
-	Trinh Thị Thu		November 06, 2021	Biological mother	
-	Ngo Doan Lich		November 06, 2021	Father-in-law	
-	Le Thi Doan		November 06, 2021	Mother-in-law	
-	Le Trung Hieu		November 06, 2021	Elder brother	
-	Ngo Nhat Minh		November 06, 2021	Biological child	
-	Ngo Tue Anh		November 06, 2021	Biological child	
14	**Lam Son Sugar Cane Joint Stock Corporation Trade Union**			**Socio-political organization**	

LAM SON SUGAR CANE JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Lam Son, October 21, 2026

PROPOSAL

THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Re: Approval of the Company's development orientation for 2026-2031

To: General Meeting of Shareholders

Base on an assessment of the Company's current status, position, core capabilities, assets, resources, and opportunities and challenges in the new phase. The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the development orientation of LASUCO for 2026-2031 as follows:

I. GENERAL STRATEGIC VIEWPOINTS AND ORIENTATION

For 2026-2031 period, LASUCO will pursue focused development; consolidate the sugarcane and sugar business and raw-material areas; leverage strengths in agriculture, processing, commerce; and gradually establish new growth drivers based on LASUCO's advantages.

Five key strategic orientations:

1. Consolidate and improve the efficiency of the sugarcane and sugar industry: the foundation and core competitive advantage of LASUCO;

2. Develop agriculture, processing, and advantaged products along the value chain: Prioritize models that connect raw-material areas - processing - markets and with controllable market outlets;

3. Develop commerce and international markets: Develop domestic and international markets and build commercial capabilities across the entire LASUCO ecosystem;

4. Sustainable development: Innovate governance, accelerate digital transformation, R&D and human-resource development; fulfill ESG commitments; and develop green energy and the circular economy. These efforts will provide a foundation for product innovation, productivity improvement, cost reduction, higher profit margins and stronger competitiveness, creating sustainable value for shareholders, farmers and employees.

5. Target revenue of VND 5,000 billion for 2030–2031

II. KEY TASKS FOR 2026-2031

1. Tasks for 2026-2027

The 2026–2027 fiscal year is the first year of the five-year strategy and the first year of the 2026–2031 term. The implementation of key tasks in 2026–2027 is important to establishing solid momentum for the subsequent years of the strategy.

1.1 Sugarcane and sugar business: Consolidate the foundation and improve efficiency and competitiveness

The objectives are to increase sugarcane yield and quality; enhance mechanization and digital management of growing areas; and optimize harvesting and transportation costs. Improve factory production efficiency and reduce production costs; develop sugar products with high added value and utilize by-products. Improve efficiency throughout the entire value chain, from farmers and raw-material areas to factories and commerce.

1.2 Develop high-tech agriculture and the agricultural ecosystem

Consolidate existing high-tech agriculture operations; develop rice production in a stable manner, improve quality, and complete linkages and markets. Apply technology, mechanization, digitalization and data management in production. Establish a value chain linking raw-material areas, processing, commerce and markets.

1.3 Commerce, markets, import-export, and brand development

Develop commerce and markets into a core capability across LASUCO's product lines. Strengthen market research and distribution systems; increase market share, particularly in the retail market; and expand exports.

1.4 Restructure the investment portfolio and capital management:

Review business sectors, investments and companies with low efficiency or that are no longer aligned with the development orientation, in order to consider restructuring, downsizing or divestment in line with investment efficiency and market conditions.

For beverages and manufacturing sectors with potential, focus on reviewing products and markets, and expand investment where advantages and market opportunities exist. For rice and construction materials, prioritize operational stability, efficiency improvements, capital recovery, and risk control.

Capital and cash-flow management: Control investment capital and working capital; prioritize cash flow and funding for sectors and projects with competitive advantages.

2. Tasks for 2026-2031

Revenue in 2030–2031 is targeted at VND 5,000 billion.

2.1 New crops and new products: The Board of Directors submits to the General Meeting of Shareholders for approval the policy orientation of studying opportunities to develop new crops and products based on natural conditions, climate, available land, production-organization capacity, processing capability and, particularly, market potential.

The Board of Directors submits to the General Meeting of Shareholders the project for research and implementation of pineapple raw-material area development linked to deep processing, the circular economy and sustainable development.

Key project details:

The project will be implemented in two phases, with the following targets by 2030–2031:

Planned pineapple cultivation area: 3,000–3,600 ha, raw-material output 75,000–85,000 tonnes/year

Factory capacity: 400 tonnes/day

Estimated total investment: VND 1,000 billion

Funding structure: Equity 30%–40%, equivalent to VND 300–400 billion, Bank loans and other mobilized capital 60%–70%, equivalent to VND 600–700 billion

Revenue: VND 900–1,050 billion

Payback period: 6–7 years

2.2 Study opportunities to participate in the biofuel energy value chain: The Board of Directors submits to the General Meeting of Shareholders an orientation to study opportunities to develop the biofuel sector by leveraging LASUCO's advantages in the sugarcane and sugar industry, raw-material areas, processing capacity, and by-product utilization, while closely following the green-energy transition and market demand. Develop an energy/by-product ecosystem from the sugarcane and sugar industry toward a circular economy, lower emissions, and higher value.

2.3 Continue implementing the Thanh Tam bamboo ecological park project: The Thanh Hoa Provincial People's Committee has authorized the continued land lease for project implementation. Conduct an overall review of scale, investment phasing, operating model, and funding sources.

3. Cross-cutting foundations for 2026-2031: Governance innovation, human-resource development, digital transformation, and R&D and innovation will serve as cross-cutting foundations. ESG, the green and circular economy, and carbon-emission reduction will guide sustainable development. Gradually build a circular ecosystem connecting agriculture, industry, energy and the environment to provide a foundation for long-term growth**.**

Dear Shareholders,

To achieve the revenue target of VND 5,000 billion by 2030–2031, LASUCO will remain steadfast in consolidating and developing the sugarcane and sugar industry and high-tech agriculture, and in developing markets and international commerce. The cross-cutting foundations will include governance innovation, human-resource development, digital transformation, R&D and innovation, as well as ESG, the green and circular economy, and carbon-emission reduction. At the same time, LASUCO will proactively seek new growth drivers from new crops, new products, biofuels and the bamboo ecosystem. All new development directions will be based on competitive advantages, the ability to control market outlets, profitability, financial efficiency, efficient use of capital to create value, and growth quality consistent with LASUCO's capabilities and advantages. Each new project/business line will be evaluated using indicators including revenue, profit margin, cash flow, payback period, and risk level.

On this basis, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following:

1. Approve the Company's development orientation for the 2026–2031 period in accordance with the contents set out above. Approve in principle the investment in the project to develop pineapple raw-material areas linked to deep processing, the circular economy and sustainable development.

2. Assign the Board of Directors to organize the implementation of the development orientation approved by the General Meeting of Shareholders; direct the development of objectives, targets, programs and implementation roadmaps for each year; and decide on programs, plans and investment projects within its authority in accordance with the Company Charter and applicable laws. Matters falling within the authority of the General Meeting of Shareholders shall be submitted to the General Meeting of Shareholders for consideration and decision.

3. Organize implementation to ensure the successful execution of the above development strategy through clearly defined objectives, key tasks, roadmaps and specific implementation plans.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

BOARD OF DIRECTORS

LAM SON SUGAR CANE JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No:……. NQ/2026/ĐLS-ĐHĐCĐ

Lam Son, October 21, 2026

Draft

RESOLUTION
OF THE 2026-2027 ANNUAL GENERAL MEETING OF SHAREHOLDERS
LAM SON SUGAR CANE JOINT STOCK CORPORATION

GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

- Pursuant to the Charter on Organization and Operation of Lam Son Sugar Cane Joint Stock Corporation;

- Pursuant to the Minutes of the 2026-2027 Annual General Meeting of Shareholders dated 21/10/2026.

RESOLVES

Article 1: To approve the reports of the Board of General Directors and the Board of Directors on the results of production and business activities, management and governance for the 2025-2026 fiscal year; To approve the report of the Board of Supervisors; To approve the 2025-2026 audited financial statements by AASC Auditing Firm Co., Ltd.. Key indicators in the consolidated financial statements:

No.	INDICATOR	AMOUNT
1	Net revenue	2,319,816,115,442
3	Profit before tax	67,882,681,354
4	Profit after tax	55,801,996,264
5	Total assets – Total capital as of June 30, 2026	3,247,402,811,723
6	Owner’s equity as of June 30, 2026	1,820,428,160,124

<u>Article 2</u>: Approval of the Proposal on Profit Distribution Plan for FY 2025–2026

TT	INDICATOR	AMOUNT
I	**Accumulated undistributed after-tax profit of the parent company as of 30/06/2026**	**59,427,354,078**
-	After-tax profit from previous years carried forward	10,863,511,028
-	After-tax profit for 2025-2026	48,563,843,050
II	**Appropriation to funds (as prescribed)**	**9,712,768,610**
-	Appropriation to development investment fund (10%)	4,856,384,305
-	Appropriation to bonus fund (5%)	2,428,192,153
-	Appropriation to welfare fund (5%)	2,428,192,153
III	**Remaining undistributed profit (according to parent company report) (= (I)-(II))**	**49,714,585,468**
IV	**Profit allowed to be distributed to shareholders (after deducting appropriations to funds as prescribed)**	**49,714,585,468**
-	Cash dividend payment 5%	45,013,296,000
-	Expected remaining undistributed profit on separate financial statements	4,701,289,468

<u>Article 3</u>: Approval of the Proposal on the Business Plan for FY 2026–2027:

Unit: VND 1,000,000

NO.	MAIN INDICATOR	PERFORMANCE FOR FISCAL YEAR 2025-2026	PLAN FOR FISCAL YEAR 2026-2027	COMPARISON (%)
1	Revenue	2,319,816	2,655,000	114.5
2	Profit before tax	67,883	110,000	162
3	Dividend (%)	5	8	160

<u>Article 4:</u> Approval of the Proposal on Remuneration and Operating Expenses of the Board of Directors and the Board of Supervisors for FY 2026–2027.

4.1 Operating expenses and remuneration of the Board of Directors and Board of Supervisors:

Calculated at a maximum of 0.4% of revenue.

In which: Remuneration levels for the Board of Directors are as follows:

- Chairman: 20 million VND/month
- Vice Chairman: 15 million VND/month
- Member: 10 million VND/month

Remuneration levels for the Board of Supervisors are as follows:

- Head: 7.5 million VND/month
- Deputy Head: 5 million VND/month
- Member: 3.5 million VND/month

Operating expenses and remuneration of the Board of Directors and Board of Supervisors are included in business production costs as prescribed

4.2 Bonus for achieving and exceeding the profit targets assigned by the General Meeting of Shareholders for the fiscal year 2026-2027

Bonus for the Board of Directors, Board of Supervisors, Board of Management, and the Company's officers and employees shall be at least 20% of the profit exceeding the target assigned by the General Meeting of Shareholders.

<u>Article 5:</u> Approval of the Proposal on Selection of the Auditing Firm for FY 2026–2027.

The General Meeting of Shareholders approved the list of audit firms proposed for selection to audit the separate financial statements of the Parent Company and the consolidated financial statements of Lam Son Sugar Cane Joint Stock Corporation, and authorizes the Board of Directors to select an audit firm from among the following firms:

1. AASC Auditing Firm Company Limited;
2. Ernst & Young Vietnam Company Limited;
3. Deloitte Vietnam Auditing Company Limited.

<u>Article 6</u>: Approval of the Proposal on Disclosure of the List of Related Persons and Related Interests.

6.1 Approval of the list of related persons and related interests of Lam Son Sugar Cane Joint Stock Corporation ("the Corporation") in accordance with Clause 1, Clause 2, Point a Clause 4 - Article 164 of the Law on Enterprises No. 59/2020/QH14 (According to Appendix 01 attached to this Submission).

The disclosure of interests and related persons of the Corporation shall be carried out in accordance with the following regulations:

- *The Corporation must compile and update the list of related persons of the company as prescribed in Clause 23 Article 4 of this Law and their corresponding contracts and transactions with the Corporation;*

- Members of the Board of Directors, Supervisors, Director or General Director and other managers of the company must declare to the company their related interests, including:

a) Name, enterprise code, head office address, business lines of the enterprise in which they are the owner or hold contributed capital or shares; the rate and time of ownership or holding of such contributed capital or shares;

b) Name, enterprise code, head office address, business lines of the enterprise in which their related persons are the owner, co-owner or solely own contributed capital or shares of more than 10% of charter capital;

- The retention, disclosure, review, extraction, and copying of the list of related persons and related interests declared as prescribed in Clauses 1 and 2 of this Article shall be carried out as follows:

a) The Corporation must notify the list of related persons and related interests to the General Meeting of Shareholders at the annual meeting.

6.2 Implementation: The list of related persons and related interests of the Company shall be compiled, maintained, and regularly updated in accordance with applicable laws and regulations. Individuals subject to disclosure obligations shall be responsible for promptly notifying the Company of any changes or newly arising matters in accordance with Article 164 of the Law on Enterprises.

<u>Article 7</u>: Approval of the amended and supplemented company charter

- To approve the Company's amended and supplemented Charter. Assign the Board of Directors to continue finalizing the Charter in accordance with the applicable laws and regulations.

- To authorize the Chairman of the Board of Directors and the General Director to carry out procedures for registration of changes to the enterprise registration contents, information disclosure, and other relevant procedures in accordance with the law.

<u>Article 8</u>: Approval of the completion of the 2021-2026 term of members of the Board of Directors (BOD) and Board of Supervisors (SB) and election of BOD and SB members for the new 2026-2031 term:

Results of the Election of the Board of Directors

- The Board of Directors for the 2026–2031 term of office shall consist of 05 members, as follows:

1. Mr./Ms.
2. Mr./Ms.
3. Mr./Ms.
4. Mr./Ms.
5. Mr./Ms.

Results of the Election of the Supervisory Board

- The Supervisory Board for the 2026–2031 term of office shall consist of 03 members, as follows:

1. Mr./Ms.
2. Mr./Ms.
3. Mr./Ms.

<u>Article 9</u>: Approval of the Proposal on the Company's Development Orientation for the 2026–2031 Period:

- The General Meeting of Shareholders approves the orientation to study opportunities for developing new crops and products, based on natural and climatic conditions, land availability, production organization capacity, processing capabilities, and, in particular, market potential. The General Meeting of Shareholders approves in principle the investment in a project to study and develop a pineapple raw-material area associated with deep processing, the circular economy, and sustainable development. The main contents of the project are as follows:

+ The project will be implemented in two phases. By 2030–2031, the pineapple cultivation area is expected to reach 3,000 hectares, with raw-material output of 75,000–85,000 tonnes per year.

+ Factory capacity: 400 tonnes/day.

+ Estimated total investment: VND 1,000 billion.

+ Investment capital: 30%–40% from equity, equivalent to VND 300-400 billion; 60%–70% from bank loans and other mobilized sources, equivalent to VND 600 - 700 billion.

+ Revenue: VND 900–1,050 billion.

+ Payback period: 6–7 years.

- The General Meeting of Shareholders approves the orientation to study opportunities for developing the biofuel sector, based on leveraging LASUCO's advantages in the sugarcane and sugar industry, raw-material areas, processing capacity, and by-product utilization, while keeping abreast of the green-energy transition and market demand. Develop an energy/by-product ecosystem from the sugarcane and sugar industry toward a circular economy, reduced emissions, and increased value.

- The General Meeting of Shareholders approves in principle the continued implementation of the Thanh Tam bamboo ecological park project, for which the Thanh Hoa Provincial People's Committee has permitted continued land leasing for project implementation. Conduct a comprehensive review of the project's overall scale, investment phases, operating model, and funding sources.

- Assign the Board of Directors to organize the implementation of the development orientation approved by the General Meeting of Shareholders; direct the development of objectives, targets, programs and implementation roadmaps for each year; and decide on programs, plans and investment projects within its authority in accordance with the Company Charter and applicable laws.

<u>Article 10</u>: Implementation provisions

This Resolution has been approved by the Annual General Meeting of Shareholders for FY 2025–2026 and shall take effect immediately upon approval by the General Meeting.

The Board of Directors shall be responsible for leading the Board of Management and relevant units in implementing the contents of this Resolution in compliance with applicable regulations

FOR GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN OF THE MEETING - CHAIRMAN OF THE BOARD OF DIRECTORS

LE VAN TAN

THE LIST OF RELATED PERSONS AND RELATED INTERESTS

(Attached to the list of related persons and related interests)

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
1	**Le Van Tan**	**Chairperson of the Board of Directors**	**April 26, 2011**		
-	Le Van Tam		April 26, 2011	Biological father	
-	Bui Duc Cuong		April 26, 2011	Father-in-law	
-	Trinh Thi Hang		April 26, 2011	Mother-in-law	
-	Bùi Thị Thu Nga		April 26, 2011	Wife	
-	Le Thi Binh An		April 26, 2011	Biological child	
-	Le Minh Khue		April 26, 2011	Biological child	
-	Le Thi Tam		April 26, 2011	Elder sister	
-	Le Thanh Tung		April 26, 2011	Elder brother	
-	Le Trung Thanh	Vice Chairperson of the Board of Directors	April 26, 2011	Elder brother	
-	Le Van Tuan		April 26, 2011	Younger brother	
-	Mai Van Hung		April 26, 2011	Brother-in-law	
-	Phung Thi Tam		April 26, 2011	Sister-in-law	
-	Le Thi Loc		April 26, 2011	Sister-in-law	
-	Nguyen Thi Bich Hanh		April 26, 2011	Sister-in-law	
-	Nguyen Thi Phuong		April 26, 2011	Younger sister-in-law	
-	Lam Son Sugarcane Association		January 01, 2022	Related organization	
-	Lam Son Fertilizer Joint Stock Company	Subsidiary	March 21, 2018	Related organization	
-	Lam Son High-Tech Agriculture Co., Ltd	Subsidiary	January 01, 2022	Related organization	
2	**Le Trung Thanh**	**Vice Chairperson of the**	**April 26, 2011**		

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
		Board of Directors			
-	Le Van Tam		April 26, 2011	Biological father	
-	Nguyen Thi Bich Hanh		April 26, 2011	Wife	
-	Le Thi Phuong Thao		April 26, 2011	Daughter	
-	Le Thi Tam		April 26, 2011	Elder sister	
-	Le Thanh Tung		April 26, 2011	Elder brother	
-	Le Van Tan	Chairperson of the Board of Directors	April 26, 2011	Younger Brother	
-	Le Van Tuan		April 26, 2011	Younger Brother	
-	Mai Van Hung		April 26, 2011	Brother-in-law	
-	Phung Thi Tam		April 26, 2011	Sister-in-law	
-	Le Thi Loc		April 26, 2011	Sister-in-law	
-	Bùi Thị Thu Nga		April 26, 2011	Younger sister-in-law	
-	Nguyen Thi Phuong		April 26, 2011	Younger sister-in-law	
-	Thang Long Ha Noi Trading & Investment JSC		August 11, 2015	Related organization	
3	**Le Thi Hue**	**Standing Member of the Board of Directors**	**November 06, 2021**		
-	Le Van Long	Employee	November 06, 2021	Husband	
-	Trịnh Thị Quy		November 06, 2021	Mother-in-law	
-	Le Duy Linh		November 06, 2021	Son	
-	Le Duc Dung		November 06, 2021	Son	
-	Le Hung Khang		November 06, 2021	Elder brother	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Le Thi Hong		November 06, 2021	Younger sister	
-	Le Thi Hong Van		November 06, 2021	Younger sister	
-	Trinh Thi Anh		November 06, 2021	Sister-in-law	
-	Luong Huu Loc		November 06, 2021	Brother-in-law	
-	Nguyen Trong Hai		November 06, 2021	Brother-in-law	
-	Tran Thi Linh		January 01, 2024	Daughter-in-law	
4	**Phung Thanh Hai**	**Member of the Board of Directors**	**April 28, 2014**		
-	Le Thi Hai		April 28, 2014	Wife	
-	Truong Thi Trong		April 28, 2014	Biological mother	
-	Nguyen Thi Hoe		April 28, 2014	Mother-in-law	
-	Phùng Thị Lam		April 28, 2014	Biological child	
-	Phung Thị Thanh Loan		April 28, 2014	Biological child	
-	Phung Ba Duy		April 28, 2014	Younger brother	
-	Phung Thi Ha		April 28, 2014	Younger sister	
-	Phung Chi Kien		April 28, 2014	Younger brother	
-	Phung Anh Quyet		April 28, 2014	Younger brother	
-	Tran Viet Hong		April 28, 2014	Brother-in-law	
-	Nguyen Thi Hoa		April 28, 2014	Younger sister-in-law	
-	Pham Thi Men		April 28, 2014	Younger sister-in-law	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Nguyen Thi Hang		April 28, 2014	Younger sister-in-law	
5	**Nguyen Thanh Tan**	**Member of the Board of Directors**	**November 18, 2020**		
-	Nguyen Thanh Thien		November 18, 2020	Biological father	
-	Vo Thi Thong		November 18, 2020	Biological mother	
-	Nguyen Thi Thanh Hai		November 18, 2020	Wife	
-	Nguyen Von		November 18, 2020	Father-in-law	
	Nguyen Khai Hung		November 18, 2020	Biological child	
-	Nguyen Gia Khiem		November 18, 2020	Biological child	
-	Nguyen Gia Khang		November 18, 2020	Biological child	
-	Nguyen Thi Dieu		November 18, 2020	Elder sister	
-	Nguyen Thi Kim Lien		November 18, 2020	Elder sister	
-	Nguyen Thi Thuy Trang		November 18, 2020	Elder sister	
-	Nguyen Tan Phat		November 18, 2020	Younger brother	
-	Tran Minh Thanh		November 18, 2020	Brother-in-law	
-	Phan Tan Vuong		November 18, 2020	Brother-in-law	
6	**Le Huy Hung**	**Head of Board of Supervisors**	**December 07, 2018**		
-	Le Huy Dem		December 07, 2018	Biological father	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Le Thanh Hai		December 07, 2018	Father-in-law	
-	Trịnh Thị Oanh		December 07, 2018	Mother-in-law	
-	Le Thi Thanh Huong		December 07, 2018	Wife	
-	Le Minh Hieu		December 07, 2018	Biological child	
-	Le Thi Minh Chau		December 07, 2018	Biological child	
-	Le Huy Cuong		December 07, 2018	Elder brother	
-	Le Thi Thu Huong		December 07, 2018	Elder sister	
-	Do Thi Mai		December 07, 2018	Sister-in-law	
-	Le Chi Thanh		December 07, 2018	Brother-in-law	
7	**Nguyen Thi Hong An**	**Supervisor**	**October 11, 2024**		
-	Le Thi Bao		October 11, 2024	Biological mother	
-	Le Dinh Huay		October 11, 2024	Husband	
-	Nguyen Anh Tuan		October 11, 2024	Younger brother	
-	Ha Thi Nhan		October 11, 2024	Younger sister-in-law	
-	Le Xuan Truong		October 11, 2024	Son	
-	Mai Thi Huong Thao		October 11, 2024	Daughter-in-law	
8	**Le Van Phuong**	**General Director**	**November 06, 2021**		
-	Le Van Muu		November 06, 2021	Biological father	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Nguyen Thi Thom		November 06, 2021	Biological mother	
-	Le Van Ho		November 06, 2021	Father-in-law	
-	Hoang Thi Hang		November 06, 2021	Mother-in-law	
-	Le Hoang Ha		November 06, 2021	Wife	
-	Le Viet Hoang		November 06, 2021	Biological child	
-	Le Viet Bach		November 06, 2021	Biological child	
-	Le Phuong Anh		November 06, 2021	Biological child	
-	Le Thi Ngoc		November 06, 2021	Elder sister	
-	Le Thi Loan		November 06, 2021	Elder sister	
-	Mai Van Tien		November 06, 2021	Brother-in-law	
-	Nguyen Anh Tuan		November 06, 2021	Brother-in-law	
-	Tam Phu Hung High-Tech Food Co., Ltd	Subsidiary	August 06, 2026	Related organization	
10	**Le Van Quang**	**Deputy General Director**	**October 19, 2016**		
-	Le Van Vinh		October 19, 2016	Biological father	
-	Le Thi Son		October 19, 2016	Biological mother	
-	Nguyen Huy Cuong		October 19, 2016	Father-in-law	
-	Trinh Thi Toi		October 19, 2016	Mother-in-law	
-	Nguyen Thi Tuyet	Employee	October 19, 2016	Wife	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Le Ha Phuong		October 19, 2016	Biological child	
-	Le Phuong Linh		October 19, 2016	Biological child	
-	Le Nhat Minh		October 19, 2016	Biological child	
-	Le Van Canh		October 19, 2016	Younger brother	
-	Le Thi Thuy		October 19, 2016	Younger sister	
-	Hoang Thi Thu Ha		October 19, 2016	Younger sister-in-law	
-	Bui The Dung		October 19, 2016	Brother-in-law	
11	**Nguyen Duy Thanh**	**Deputy General Director**	**May 30, 2014**		
-	Nguyen Duy Vuong		May 30, 2014	Biological father	
-	Tran Thi Cu		May 30, 2014	Biological mother	
-	Mai Thi Choi		May 30, 2014	Mother-in-law	
-	Tran Thi Ha		May 30, 2014	Wife	
-	Nguyen Duy Khang		May 30, 2014	Biological child	
-	Nguyen Thi Ha My		May 30, 2014	Biological child	
-	Nguyen Thi Phuong		May 30, 2014	Biological sister	
-	Nguyen Duy Tho		May 30, 2014	Elder brother	
-	Nguyen Duy Tuan		May 30, 2014	Elder brother	
-	Nguyen Thi Tuyet		May 30, 2014	Younger sister	
-	Nguyen Duy Ninh		May 30, 2014	Younger brother	
-	Nguyen Thi Thu		May 30, 2014	Younger sister	
-	Nguyen Thi Lan		May 30, 2014	Younger sister	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Nguyen Duy Cuong		May 30, 2014	Younger brother	
-	Nguyen Huu Dao		May 30, 2014	Brother-in-law	
-	Ngo Thi Ly		May 30, 2014	Sister-in-law	
-	Nguyen Thi Bay		May 30, 2014	Sister-in-law	
-	Nguyen Thi Dung		May 30, 2014	Younger sister-in-law	
-	Vo Thanh Long		May 30, 2014	Brother-in-law	
-	Luong Quoc Van		May 30, 2014	Brother-in-law	
-	Nguyen Thi Lan Phuong		May 30, 2014	Younger sister-in-law	
12	**Le Ba Chieu**	**Deputy General Director**	**May 30, 2014**		
-	Le Thi Dinh		May 30, 2014	Biological mother	
-	Le Thi Thuoc		May 30, 2014	Mother-in-law	
-	Le Thanh Ha		May 30, 2014	Wife	
-	Le Minh Hoang		May 30, 2014	Biological child	
-	Le Ba Minh Vu		May 30, 2014	Biological child	
-	Le Ba Sy		May 30, 2014	Elder brother	
-	Le Thi Thuy		May 30, 2014	Elder sister	
-	Le Ba Que		May 30, 2014	Younger brother	
-	Le Minh Khue		May 30, 2014	Younger brother	
-	Le Thi Vong		May 30, 2014	Younger sister	
-	Le Thi Thu		May 30, 2014	Sister-in-law	
-	Vi Van Gan		May 30, 2014	Brother-in-law	
-	Nguyen Thi Ngan		May 30, 2014	Younger sister-in-law	
-	Pham Thi Thu		May 30, 2014	Younger sister-in-law	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
-	Nguyen Huu Ngan		May 30, 2014	Brother-in-law	
13	**Do Thi Thanh Ha**	**Chief accountant**	**October 19, 2016**		
-	Do Van Luyen		October 19, 2016	Biological father	
-	Ngo Thi Toi		October 19, 2016	Biological mother	
-	Le Thi Thuong		October 19, 2016	Mother-in-law	
-	Le Cao Cuong		October 19, 2016	Husband	
-	Le Ha Trang		October 19, 2016	Biological child	
-	Le Do Anh Kiet		October 19, 2016	Biological child	
-	Do Viet Hung		October 19, 2016	Elder brother	
-	Bui Nhu Quynh		October 19, 2016	Sister-in-law	
14	**Le Thi Ngoc Anh**	**Corporation secretary**	**November 06, 2021**		
-	Ngo Doan Luan		November 06, 2021	Husband	
-	Trinh Thị Thu		November 06, 2021	Biological mother	
-	Ngo Doan Lich		November 06, 2021	Father-in-law	
-	Le Thi Doan		November 06, 2021	Mother-in-law	
-	Le Trung Hieu		November 06, 2021	Elder brother	
-	Ngo Nhat Minh		November 06, 2021	Biological child	
-	Ngo Tue Anh		November 06, 2021	Biological child	
16	**Lam Son Sugar Cane Joint Stock**			**Socio-political organization**	

No.	Name of organization/individual	Position at the company	Time of becoming a related person	Relationship with the related person	Note
	Corporation Trade Union				