

CHANGE IN PERSONNEL

To:

- Vietnam Exchange
- Ho Chi Minh Stock Exchange

General Mandate No. 02/NQ-ĐHCD dated April 18, 2026 of Lilama10 Joint Stock Company, we respectfully announce the following personnel changes:

I) In case of appointment:

1. Mr. NGUYỄN MẠNH DŨNG
 - Position prior to appointment: None
 - Position appointed to: Member of the Board of Directors
 - Term of appointment: The remaining term of the 2022–2027 tenure
 - Effective date: April 18, 2026
2. Mr. NGUYỄN ĐÌNH TÌNH
 - Position prior to appointment: General Director of the Company
 - Position appointed to: Member of the Board of Directors
 - Term of appointment: The remaining term of the 2022–2027 tenure
 - Effective date: April 18, 2026
3. Mr. NGUYỄN NGỌC LAI
 - Position prior to appointment: None
 - Position appointed to: Independent Member of the Board of Directors
 - Term of appointment: The remaining term of the 2022–2027 tenure
 - Effective date: April 18, 2026

II) In case of dismissal/resignation:

1. Mr. NGUYỄN HỒNG ĐĂNG
 - Position no longer held: Member of the Board of Directors
 - Reason for dismissal: At his personal request
 - Effective date: April 18, 2026
2. Mr. PHẠM KHẮC TUYỀN
 - Position no longer held: Member of the Board of Directors
 - Reason for dismissal: At his personal request
 - Effective date: April 18, 2026
3. Mr. ĐẶNG HẢO QUANG
 - Position no longer held: Member of the Board of Directors
 - Reason for dismissal: At his personal request
 - Effective date: April 18, 2026

This information has been published on the company's website on April 18, 2026 at the following link:
<https://lilama10.com.vn>

Attached documents:

Resolution No. 02/NQ-ĐHCD

Organization representative
Legal representative/Person authorized to

disclose information
(Signature, full name, position, and seal)



NGUYỄN VĂN TRƯỜNG
Trình Ngọc Tuấn Hùng



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

TỔNG CÔNG TY LẮP MÁY VIỆT NAM (LILAMA CORPORATION)

CÔNG TY CỔ PHẦN LILAMA10 (LILAMA10, JSC)

Trụ sở: Tòa nhà Lilama10, Phố Tố Hữu, Phường Đại Mỗ,
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ISO 9001:2015

ISO 14001:2015

ISO 45001:2018

ISO 3834-2

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No: 02 /NQ-ĐHCD

Hanoi, April 18 , 2026

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

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

RESOLUTION:

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

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

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

No.	Target/year	Unit	Plan 2025	Perform 2025	Proportion perform
6	Average monthly income of employees	Billion VND	13.5	15.0	111.1%

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

No.	Project name	Unit	2025			Note
			Plan	Perform	Proportion perform	
A	Capital construction investment	Billion VND	200.0	But	0%	
B	Investing in machinery, equipment, and transportation vehicles.	Billion VND	32.7	8.76	26.8%	
Total			232.7	8.76	3.8%	

3. Business production plan for 2026:

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

4. Investment plan for 2026

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

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

<Details attached>

5. Financial and credit plan for 2026:

No.	Content	Unit	Plan 2026	Note
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1	Short-term and long-term loans	Billion VND	781.8	
2	Bank guarantee limit	Billion VND	1,790.0	

<Details attached>

6. Solutions for implementing the 2026 plan:

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

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

1. Through the audited financial statements for 2025 :

A. BALANCE SHEET

Unit of measurement: VND

No.	CONTENT	REMAINING AMOUNT 31/12/2025	REMAINING AMOUNT 31/12/2024

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

B. BUSINESS RESULTS

Unit of
measurement: VND

No.	TARGETS	2025	2024
1	Revenue from sales and services	1,438,175,152,462	1,073,199,177,579
2	Revenue deductions	0	0

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

2. Through the profit distribution plan, dividend payment for 2025:

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

2	Remaining profit after distribution in 2025	(2) = (IV)-(IV.1)	36,227,749,449
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Article 3. The settlement of the salary and remuneration fund for the Company's management and executive staff for the year 2025 and the plan for 2026 are hereby approved as follows :

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

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

2. Salary and compensation plan for 2026:

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

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

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

No.	Job title	Quantity	Number of months worked	Monthly salary	Compensation fund in 2026	Note
1	Board Member	03	12	8,000,000	288,000,000	
2	Independent Board Member	01	12	12,000,000	144,000,000	
3	Head of the Supervisory Board	01	12	8,000,000	96,000,000	

	(concurrently holding the position)					
4	Supervisory Board Member	02	12	6,000,000	144,000,000	
5	Board Secretary	01	12	6,000,000	72,000,000	
	Total:	08			744,000,000	

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

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

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

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

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

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

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

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

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

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

- Mr. **Nguyen Manh Dung** - Member of the Board of Directors.
- Mr. **Nguyen Dinh Tinh** - Member of the Board of Directors.

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

1. Mr. **Nguyen Ngoc Lai** - Independent Member of the Board of Directors.

Article 8. Implementation of the resolution:

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

Recipient:

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

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

**CHAIRMAN OF THE BOARD
OF DIRECTORS**



Dang Van Long