

Hanoi, June 12th, 2026

## NOTICE OF PERSONNEL CHANGES

**To:** - Vietnam Stock Exchange  
- Ho Chi Minh City Stock Exchange

Pursuant to Resolution No. 16/Lilama10/HĐQT dated June 12th, 2026, of Lilama10 Joint Stock Company, we respectfully announce the following personnel changes:

### I) Appointment Cases:

#### 1. Mr. Pham Thanh Son

- Previous position before appointment: Director of Lilama10 Joint Stock Company Branch - Construction Design Consulting Center
- Position appointed: Deputy General Director of Lilama10 Joint Stock Company
- Term of appointment: 3 years
- Effective date: July 1<sup>st</sup>, 2026

### II) Cases of Dismissal/Resignation:

#### 1. Mr. VO DANG GIAP

- No longer holds the position of: Deputy General Director of Lilama10 Joint Stock Company
- Reason for dismissal: Upon term expiration, no reappointment will be granted.
- Effective date: July 1<sup>st</sup>, 2026

This information was published on the company's website on June 12<sup>th</sup>, 2026, at the following link : <https://lilama10.com.vn> ;

#### Attached document

- 1 - Resolution No. 16 /Lilama10/HĐQT ;

**Organization representative**  
Legal representative/Authorized person for information disclosure  
(Signature, full name, title, and seal)



KẾ TOÁN TRƯỞNG  
*Trinh Ngọc Loan Hing*

No.: 16 /Lilama10/HĐQT

Hanoi, 12th June 2026

## RESOLUTION

### BOARD OF DIRECTORS OF LILAMA10 JOINT STOCK COMPANY

**Base:**

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17th, 2020 , as amended and supplemented by Law No. 76/2025/QH15 ;
- Based on Securities Law No. 54/2019/QH14 dated November 26th, 2019 amended and supplemented by Law No. 56/2024/QH15;
- Based on Charter of Organization and Operation of LILAMA10 Joint Stock Company;
- Based on Minutes of the Company's Board of Directors meeting dated June 12th, 2026 .

### RESOLUTION:

**Article 1.** The Company's Board of Directors unanimously approves the following:

1. Based on the implementation of the resolutions of the Annual General Meeting of Shareholders and the resolutions of the Board of Directors in 2026 regarding the performance of production and business tasks, the following is observed:

**1.1. Estimated performance of the business plan for the first 6 months of 2026:**

Target	Unit	Plan 2026	Estimated implementation first 6 month	Percentage compared to the annual plan
Output value	Billion VND	910.0	526	57,8%
Revenue value	Billion VND	1,000	616	61,6%
Profit before tax	Billion VND	30	20	66,7%
Profit Margin / Equity Ratio	%	30.3%	20.2%	
Invest	Billion VND	232.7	30.5	13,1%

**1.2. Review of the construction progress at several key projects:**

- Quang Trach 1 Thermal power; The Song Cho Lake water diversion system project; the Thao Long Dam project;...
- Several projects are currently underway: Tri An Hydropower Plant expansion, fabrication projects for ATB, Canh Tang Lake, Duc Giang Chemical Plant...

**1.3. Regarding marketing, bidding, and contract signing:** In the first six months of 2026, the Company signed new contracts with a total value of VND 194 billion.

**1.4. Other issues:** According to the company's CEO report.

**2. Approval of the production and business plan for the last six months of the year**

Target	Unit	Plan 2026	Plan Q3 2026 Plan	Plan for the last 6 months of the year
Output value	Billion VND	910	255	516
Revenue value	Billion VND	1,000	383	808

**3. Regarding the progress of the Phase II investment in the Lilama 10 building, the details are as follows:**

- The decision is to continue the investment preparation work for the LILAMA10 Building Project - Phase 2 based on the reports and opinions of the competent state management agencies.
- *Investment Preparation Committee:*
  - Urgently review and complete all legal documents for the project, ensuring compliance with the approved planning and the opinions expressed in Document No. 1330 of the People's Committee of Dai Mo Ward and Document No. 3233 of the Department of Planning and Architecture.
  - Conduct research and update planning, architectural, land use indicators, and investment plans to ensure full compliance with the requirements, conditions, and recommendations of the management agency.
  - Coordinate closely with the People's Committee of Dai Mo Ward and the Department of Planning and Architecture to clarify and finalize any remaining issues or obstacles; and fully implement any necessary adjustments (if required).
  - Review and update the total investment amount, financial plan, and project effectiveness based on the planning scheme approved by the competent authority.
  - Develop a detailed implementation roadmap and report it to the Board of Directors for review and decision on the next steps in accordance with legal regulations.

**4. Other issues:** As reported by the Company's General Director.

**5. Personnel management:**

*The following guidelines on personnel matters were unanimously adopted:*

5.1. It was unanimously agreed not to reappoint Mr. Vo Dang Giap to the position of Deputy General Director from the date his term expires, based on the orientation of restructuring the organizational apparatus in the coming period.

5.2. Agreement reached on the policy of reappointing officials:

- Mr. Ninh Van Duc, an electrical engineer, holds the position of Branch Director of the Company in Gia Lai.

5.3. It was unanimously agreed to appoint Mr. Pham Thanh Son - Director of the LILAMA10 Joint Stock Company Branch - Construction Design Consulting Center - to the position of Deputy General Director of the Company from July 1st, 2026, in order to utilize the capacity of staff and meet management requirements in the coming period.

5.4. Approval of the appointment of Mr. Le Kim Hai – Deputy Director of LILAMA10 Joint Stock Company Branch – Engineering Design Consultancy Center, to the position of Director of LILAMA10 Joint Stock Company Branch – Engineering Design Consultancy Center, effective from July 1, 2026, in order to promote his capabilities and meet management requirements in the coming period.

## **Article 2. Implementation of the resolution :**

The General Director, the professional departments, and the units under the Company's direct supervision shall implement the Board of Directors' resolution in accordance with the State law and the Company's charter.

### **Recipient:**

- *As per Article 2;*
- *Information officer;*
- *Save the Board of Directors*

**On behalf of the Board of Directors**



**CHỦ TỊCH H.Đ.Đ. T**  
*Dặng Văn Long*