



LAM DONG FOODSTUFFS JOINT STOCK COMPANY
ANNUAL REPORT
IN 2024



Da Lat, July 2025

I. General Information

1. General information

Company Name:	Lam Dong Foodstuffs Joint Stock Company
English Name:	Lam Dong Foodstuffs Joint Stock Company
Abbreviation:	Ladofoods
Head Office:	No. 31, Ngo Van So, Ward 9, Da Lat City, Lam Dong Province
Telephone:	02633 520 290
Fax:	02633 825 291
Website:	www.ladofoods.vn
Business Registration Certif	No. 5800408245 was first issued by the Department of Planning and Investment of Lam Dong province on January 5, 2004, and changed for the 30th time on August 28, 2024.
Charter capital:	146,571,500,000 VND
Equity (31/3/2025)	171.911.947.267 VND
Stock Code:	VDL
Exchanges:	HNX

2. Formation and development process

a. Formation and development process

Lam Dong Foodstuffs Joint Stock Company, formerly known as Lam Dong Foodstuffs Company, was established on the basis of the merger of 2 units: Da Lat Wine Factory (Lafaro winery built by the French in the early 20th century) and Da Lat Foodstuffs Factory in 1990. In 1992, the People's Committee of Lam Dong province issued Decision No. 985/QD-UB to establish the state-owned enterprise Lam Dong Foodstuffs Company.

2004: The company officially changed to operate in the form of a joint stock company.

2007: The company listed its shares on the Hanoi Stock Exchange with the stock code VDL.

2012: The State Capital Management and Trading Corporation (SCIC) transferred the shares held to external shareholders, the Company became a joint stock company without state capital. Established Lam Dong Cashew Export Processing Company, headquartered in Da Huoai District - Lam Dong.

2015: Marking the growth of Ladofoods when investing in the expansion of a 5-hectare wine factory in Phat Chi, Tram Hanh, Da Lat – the highest location in Da Lat, ensuring a cool and stable climate all year round for wine fermentation – with a capacity of 5 million liters/year. The system of modern and closed machinery lines and a team of professional experts and technicians have ensured to bring customers bottles of the best quality, safe and healthy;

Over 30 years of operation, not only stopping at the original traditional wine products, Ladofoods has constantly strived, searched, researched, created and developed a variety of product lines, improved quality and was the only unit to create a high-class Vietnamese wine line - Chateau Dalat from 100% wine grapes grown by high-tech methods.

Ladofoods' production accounts for more than 60% of the market share of domestically produced wines. Exported to many countries such as Japan, Korea, Singapore, Malaysia, China, Thailand....

The Company's capital increase process

- + The first time in December 2009: The company increased its charter capital from VND 12,000,000,000 to VND 21,529,400,000;
- + The 2nd time in January 2011: The Company paid bonus shares and dividends in shares, raising the Company's charter capital to VND 31,288,400,000;
- + The 3rd time in January 2013: The Company paid 82% bonus shares and 18% stock dividends, raising the Company's charter capital to VND 62,574,610,000;
- + The 4th time in 07/2014: The company paid dividends in shares (25%) and issued bonus shares (2.1:1) from surplus share capital, other capital of owners, development investment funds and undistributed after-tax profits. The total number of shares after issuance is 10,801,339 shares, increasing the charter capital of the Company to VND 108,013,390,000.
- + The 5th time in July 2015: The company paid dividends in 2014 in shares (15%). The total number of shares after issuance is 12,421,418 shares.
- + The 6th time in June 2016: The company paid dividends in 2015 in shares (18%). The total number of shares after issuance is 14,657,150 shares.

b. Some awards achieved

- + Labor Medal of class I, II, III; Labor Hero Unit in the renovation period.
- + HVNCLC title (2001 - 2022) and Top 100 best products voted by consumers in 2010.
- + CLVN Award for consecutive years from 2005 to 2008 of the Ministry of Science and Technology; Silver Award of the National League 2009, 2010, 2016 of the Government.
- + Vietnam Gold Star Award 2003, 2005, 2007, 2009, 2011 certified by the Central Committee of the Vietnam Young Entrepreneurs Association.
- + Gold Cup for the cause of environmental protection in Vietnam (2008, 2009). LADOFODS was certified as a sustainable green brand in 2009, 2010; Achieved excellent achievements in brand building, development and participation in international economic integration in 2009.
- + Logo "Typical Enterprise in 2013" - "Excellent Emulation Flag Leading Emulation Block 2013" - "Excellent Labor Collective 2012 - 2013"
- + Certificate of Merit of Vietnam Wine, Beer and Beverage Association "There have been many outstanding achievements in production and business and contributed to the development of the Association in the period of 2010 - 2015". Certificate of Merit for "Achievement in good compliance with tax law policies" 2012 - 2013. Certificate of Merit "Has made excellent achievements in implementing the campaign for Vietnamese people to prioritize using Vietnamese goods in the period of 2009 - 2014".
- + Typical Enterprise - Enterprises that have met cultural standards for many consecutive years 2012 - 2015.
- + "Da Lat wine specialties® of Lam Dong province were recognized in the top 5 famous specialties of Vietnam according to the set of criteria for announcing the value of Vietnamese specialties" in 2012; "Vietnam's Largest Wine Bottle" in 2015.

- + Silver Award at the Cathay Pacific International Wine Competition 2016, Bronze Award at the International Wine Competition in San Francisco, USA.
- + Top 10 Prestigious Alcoholic Beverage Companies in 2019, 2020, 2021, 2022 (VNR ranking organization)
- + Da Lat and Chateau Dalat wines are two brands that won the National Brand in 2018, 2020, 2022 and 2024 awarded by the Government.
- + Record of the largest underground wine cellar in Vietnam.
- + Typical Rural Industrial Products at the regional level 2020 Typical Rural Industrial Products at the national level 2021

c. Business scope and business area

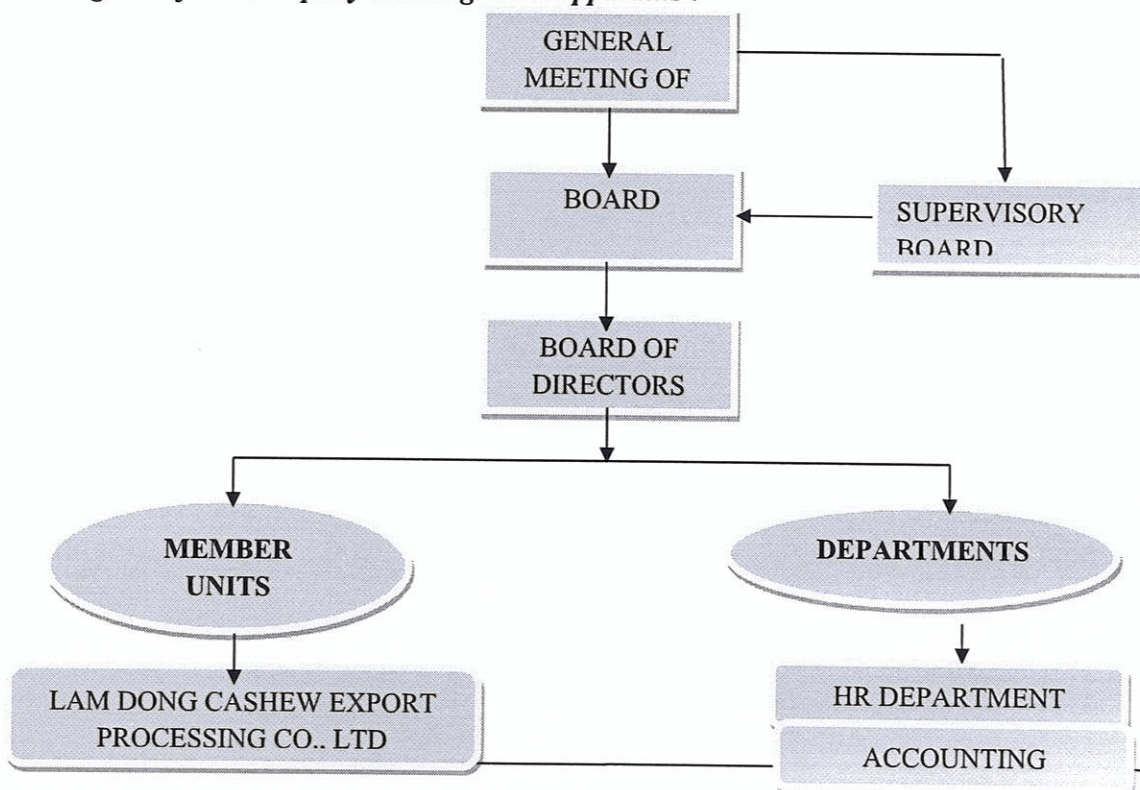
- Main business scope: Processing wine of all kinds, cashew kernels for export and agricultural and food products.
- Business area: The company has business areas nationwide and export.

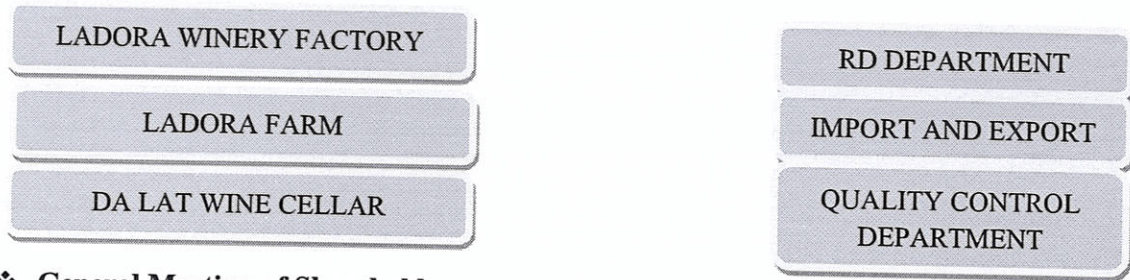
3. Information about the governance model, business organization and management apparatus

a. Structure of the Company's management apparatus

Currently, Lam Dong Foodstuffs Joint Stock Company is applying the organizational model of the joint stock company. This governance model is built based on the goal of developing the Company's business strategy, complying with the provisions of Vietnamese law and the provisions of the Company's Charter. Through the process of development and consolidation of the management apparatus, the Company's management apparatus currently has the following organizational structure:

Diagram of the Company's management apparatus :





❖ **General Meeting of Shareholders**

Includes all shareholders with voting rights and is the highest authority of the company, has the right to decide on the annual dividend payment rate; to approve the annual financial statements and the financial budget for the next fiscal year; discuss and approve the report of the Board of Directors, report to the Supervisory Board, short-term and long-term development plans of the company; election and dismissal of members of the Board of Directors; supplementing and amending the charter; decide on the type and number of issued shares; merger or transformation of companies; reorganization and dissolution of the company...

❖ **Board of Directors**

The Board of Directors is the company's management agency, which has the full right to decide on behalf of the company and exercise the company's rights and obligations, except for the rights and obligations under the jurisdiction of the General Meeting of Shareholders.

❖ **Supervisory Board**

It is an agency under the General Meeting of Shareholders, elected by the General Meeting of Shareholders. The Supervisory Board supervises the Board of Directors and the General Director in the management and administration of the company; To examine the reasonableness, legality, honesty and prudence in the management and administration of business activities, the systematic, consistent and appropriate work of accounting, statistics and preparation of financial statements, and the exercise of other rights and obligations in accordance with the company's Charter and law.

❖ **General Director**

The General Director of the Company is appointed and dismissed by the Board of Directors. The General Director is directly responsible to the Board of Directors for the organization, management and comprehensive administration of the company's daily activities in accordance with the Resolutions and Decisions of the Board of Directors and the General Meeting of Shareholders.

❖ **Departments, Factories and Units**

- Human Resources Administration Department;
- Accounting Department;
- Department of Technology and Research and Development (RD);
- Department of Import-Export and Supply of Materials;
- Quality Management Department;
- Lam Dong Cashew Export Processing Co., Ltd.
- Ladora Winery Factory.
- Da Lat Wine Cellar
- Ladora farm

4. Subsidiaries and affiliates (as of 31/3/2025)

4.1. Subsidiaries

TT	Business name	Address	Business Areas	Proportion(%)
01	Lam Dong Cashew Export Processing Co., Ltd.	Lam Dong	Production and processing of cashew kernels for export	100

4.2. Affiliates: Without

5. Development orientation

Towards the goal of building Ladofoods to become a leading brand in Vietnam in the field of wine production and grape products, the Company sets out the following development strategic orientations in the coming period:

Production and business growth

Striving to maintain the growth rate of production and business value from 15% to 20% per year. Focus on product lines with high profit margins, rich in potential, meeting modern consumer trends, especially healthy products from grapes and Da Lat specialties. Promote R&D activities to develop new products and improve competitiveness.

Market Development:

- **Domestic market:** Strengthen market presence, expand brand coverage nationwide. Improve the quality of customer service, promote consumer experience associated with cultural values and the art of wine enjoyment.
- **Experiential tourism:** Pioneering the development of a wine tourism model – from visiting vineyards, production processes to tasting experiences, in order to spread wine culture and position a high-class brand.
- **International market:** Expanding export activities, focusing on countries in Asia and other potential markets, gradually affirming the position of Vietnamese wine on the international map.

Brand and image

Affirming the No. 1 position of Vietnam's domestic wine, gradually bringing the Ladofoods brand to become a symbol of Vietnamese culinary culture. Strengthen communication activities, promote product images and brands to the international community.

Developing raw material areas

Expanding the area of standard wine grape raw materials to 100 hectares, applying advanced and environmentally friendly farming technology. Building a model and modern raw material area – contributing to improving agricultural value in Ninh Thuan in a sustainable and effective way.

Building a foundation for sustainable development

- **Human resources:** Develop a team of capable, enthusiastic and suitable personnel in accordance with the development strategy of the enterprise. Develop policies to attract and retain talents, invest in comprehensive training in both professional and corporate culture.
- **Management system:** Apply digital technology in management, strengthen the executive capacity of the leadership team. Standardize the system of internal regulations, ensure transparency, efficiency, compliance with the law and promote a professional and open working environment.
- **Finance – investment:** Strengthen financial management capacity, effectively exploit and use resources to optimize profits and ensure stable capital for development.
- **Corporate culture:** Building corporate culture on the basis of "People-centered" – creating a positive and engaged working environment, where each individual maximizes their capacity and accompanies the mission of the business.
- **Community and environmental responsibility:** Implement social responsibility through volunteer activities and social security. Committed to protecting the production environment and a green – clean – sustainable working environment.

6. Risks

In addition to general macroeconomic risk factors such as economic growth, inflation, interest rates, exchange rates, etc. can directly or indirectly affect the business activities of all types of enterprises, Ladofoods' operations are also affected by some specific risks as follows:

Economic risks

In the context of the post-Covid-19 pandemic and the continued complicated global geopolitical situation, especially prolonged tensions in Eastern Europe and the Middle East, the world economy is facing many challenges. Although inflationary pressures have somewhat eased from their peak, interest rates in many advanced economies remain high to control core inflation. This increases the cost of borrowing capital and affects the cash flow of businesses.

- According to the International Monetary Fund (IMF), global inflation in 2025 is forecast to decrease to about 5.2% compared to 5.8% in 2024. However, the pace of economic recovery is still slow, while the space for monetary and fiscal policies in many countries is quite limited.
- The risk of increased social unrest, especially if fuel and food prices continue to rise sharply, may affect consumer sentiment and economic activity.

Market risk

Vietnam's wine market continues to be considered rich in potential thanks to changes in consumption habits, increased income and the trend of preferring products of natural origin and good health. However, Ladofoods is facing many major challenges:

- The increase in cheap imported wine products, especially bottled wine from semi-finished products (bulk wine), using the barcode of the country produced but not transparent about the origin, causing confusion and unfair competition.
- Counterfeit products of Da Lat wine, poor quality, continue to appear on the market, affecting the image and brand reputation.
- The excess wine inventory in major markets such as Australia and Europe after the prolonged Covid period, leading to oversupply and price competition pressure in the Vietnamese market.

- International tourism has recovered slowly, especially in the European tourist segment – the main group of customers consuming wine, affecting the consumption segment at restaurants and hotels – which used to account for 30% of Ladofoods' revenue.
- The trend of alcohol consumption is becoming more and more diverse with the strong development of products such as craft beer, Soju, Shochu, bottled cocktails,... increasing the level of competition.

Raw material risk

The main input materials of Ladofoods are wine grapes and Cardinal grapes grown in the raw material area of Ninh Thuan. Extreme climatic conditions such as drought, unusually heavy rains can seriously affect the yield and quality of grapes.

- In addition, the price of auxiliary materials such as glass bottles, wicks, packaging, etc. tend to increase due to the impact of input material prices and global logistics costs.
- In order to proactively supply, Ladofoods has invested in developing a concentrated raw material area in Ninh Thuan, expanding links with farmer households and maintaining a system of domestic and foreign suppliers. At the same time, the Company regularly forecasts the market, develops a stable raw material reserve plan to minimize the risk of production interruption.

Policy and legal risks

Ladofoods operates in a field governed by many legal documents such as the Law on Enterprises, the Law on Commerce, the Law on Investment, the Law on Tax, the Law on Food Safety, the Law on Environment,... as well as policies related to excise tax and alcohol control (typically Decree 100/2019/ND-CP).

- In addition, the Company is also affected by international legal regulations in the import of materials and export of products. An unexpected change in regulation can have a negative impact on business operations.
- In order to limit risks, the Company regularly updates new regulations, periodically reviews tax transactions and fully complies with current legal policies.

Other risks

The company also faces force majeure risks such as natural disasters (earthquakes, floods), new epidemics, or global political upheavals. Although the probability of occurrence is low, if it happens, it will have a great impact on production and business activities.

- Facing these risks, Ladofoods has developed flexible response plans to ensure the safety of employees and maintain production activities in all situations.
- At the same time, the Company continues to develop new product lines from honey, grapes and specialties of the Da Lat – Central Highlands region, diversifying the portfolio to adapt to market fluctuations and consumer demand.

7. The position of the enterprise

Ladofoods is the most pioneering and professional enterprise in Vietnam in the field of wine production.

- Ladofoods is one of the first wine production companies in Vietnam;
- Ladofoods is a pioneer in Vietnam's wine industry with more than 60% of the market share of domestically produced wine. The market share of Ladofoods' wine products is estimated to account for 8% of the total wine market share in Vietnam (domestic and imported wines);
- In the high-end customer segment, Ladofoods' Chateau Dalat wine products compete directly with imported and bottled wine products in the country;

- Production and consumption output will reach the level: 2.5 – 3 million liters/year, aiming to achieve a production capacity of 5,000,000 liters/year;
- Every year, Ladofoods' Vang ensures an average growth of 15-20%, compared to the industry's growth rate of 7%/year. This is a good signal because Vietnamese people have gradually known, loved, and trusted Vietnamese wine products much more;
- Ladofoods' wine products are also honored products to be used by the Government at Apec 2006 and Apec 2017.
- Strong distribution system covering more than 30,000 points of sale nationwide:
 - + Covering 100% of the market in 63 provinces and cities nationwide;
 - + Covering 100% of the supermarket system with licenses for alcohol trading and retailing;
 - + Covering the system of restaurants and hotels with 3 stars or more.
- + Export markets include Japan, Korea, Thailand, Cambodia, Singapore, Laos, China, Taiwan, etc.
- The export index reaches 20,000 liters/year;
- Japan accounts for more than 60% of export sales;
- Ladofoods is continuing to expand its export market to countries in Asia, America, and Europe.

II. Business situation

1. Production and business activities

1.1. Financial Management

Develop a financial plan periodically, ensuring that the capital source meets the needs of the company with the lowest capital use cost.

Supervise the implementation of financial plans, costs and capital management at companies, promptly adjust the Company's production and business activities accordingly.

Perform an independent audit of the fiscal year in accordance with regulations. Pursuant to the authorization of the Resolution of the 2024 General Meeting of Shareholders, the Board of Directors has selected the auditor of the Company's 2024 financial statements, which is AASC Auditing Firm Co., Ltd.

Report and disclose information to the State Securities Commission and the Hanoi Stock Exchange as prescribed.

1.2. Production of wine and other beverages

Manufacturing Plant

Inheriting on the foundation of the French Lafaro winery, built in the early 20th century, Lam Dong Foodstuffs Joint Stock Company – Ladofoods has preserved and continued to grow strongly.

In the beautiful natural land of Da Lat, Ladofoods is proud to own a modern and advanced architecture on an area of more than 5 hectares, at an altitude of more than 1,600m above sea level, the temperature here is always maintained from 18°C – 22°C, ensuring optimal conditions for wine aging and fermentation. Capacity: 5 million liters/year. Ladofoods' factory is not only a place of production but also a home of passion, enthusiasm, a masterpiece of leading winemaking technology according to European standards. With a modern factory scale,

Ladofoods - Vietnam's No. 1 Winemaker always creates the most perfect wine aging and fermentation conditions, bringing a characteristic and unforgettable taste on each bottle of wine. Combining the modern production process according to the leading winemaking technology standards in Europe with a team of engineers, an experienced winemaking expert in the world, Ladofoods brings consumers bottles of wine that meet international standards.

Each stage of production is strictly controlled according to the strictest standards from the careful selection of each grape, yeast variety, brewing method, and mixing between grape varieties.

Before being put on the market, each bottle of wine is checked by the Company's technicians with high professional qualifications, skills and experience in the field of food industry, to ensure that it meets the national standards on alcoholic beverages and the quality according to standards to ensure safety for consumers' health use.

Production – supply activities

By strictly controlling the production processes and stages, Ladofoods' products ensure quality standards according to Vietnamese standards as well as European standards.

During the year, well implement the quality management, machinery and equipment, improve the capacity and experience of the staff at the factory and its member units, ensuring the quality and food hygiene and safety objectives.

Supply activities are relatively stable in terms of supply and price, raw materials to meet production needs in a timely manner. In cases where the supplier does not meet the quality standards, the Company requires remedial handling or termination of the contract, switching to a new supplier.

Technology, production, quality management:

As a leading wine production company not only in terms of market share but also in modern production technology according to European standards and its own wine-making techniques and know-how, Ladofoods' production processes are always guaranteed according to standards. The products before being put on the market are checked by the technical team for physicochemical and microbiological indicators.

▪ Quality Management System:

Determining that the quality management system is one of the important factors determining quality as well as satisfying customer needs, Ladofoods always maintains continuous improvement of the quality management system. Currently, Ladofoods applies control over the implementation of the ISO 22000: 2018 food safety and hygiene management system, monitors and confirms the HACCP system, which is satisfactory in the periodic audit of the VIETCERT certification body in December 2022.

▪ Technology Management

Technology management activities are always monitored and strictly controlled by the company in accordance with the Company's regulations. Receive and promptly resolve incidents arising in the production process, promulgate safety regulations in the management and use of supplies and raw materials. Investment activities, equipment and production machinery are carried out in accordance with the set plan.

▪ Research, testing, product development

- Product research and development activities are always focused and promoted by the Company in order to diversify products and constantly explore and apply techniques in the world to improve product quality, reduce production costs, develop products in line with trends, etc. consumer tastes of customers.
- During the year, focus on improving newly developed product lines such as canned Sangria light, young wines, carbonated juices; Honey wine.

Raw material area

- Wine is a beverage fermented from grapes, so to make delicious bottles, grape varieties and grapes play a leading role. Unlike fruit grapes, wine grapes have smaller, sweeter, more seedy, and thicker skins. The grapes put into production are carefully selected, the bunches of grapes ripen evenly, without pests and diseases, the grapes reach the highest ripeness and the darkest acidity to ensure the quality of each bottle of wine.
- In addition to Cardinal grapes from Ninh Thuan, with a completely new mindset and the same understanding that each grape will create a different characteristic taste for wine, Ladofoods has worked hard to research and bring back grape varieties suitable for Vietnamese soil conditions.
- Ladofoods is the only company in Vietnam to develop a wine grape raw material area and successfully apply the European method of pile grape cultivation in Ninh Thuan. The harvested wine grapes have met the requirements for sugar content (Brix above 20) and the right astringency to create delicious wines.
- To achieve this success, Ladofoods has sent a lot of soil samples to Europe to analyze and select the most suitable grape varieties for Vietnamese soil to develop. Choosing the method of planting grapes in the style of a fence (stake) helps the garden to always be ventilated, less pests and diseases, high quality of fruits, leaves and fruit bunches are maximally exposed to the sun.
- The processes of soil preparation, irrigation water system, tree planting, pruning, spraying, harvesting are carried out with a strict and scientific process through a system of modern machinery (multi-purpose plows, drip irrigation systems, weather monitoring equipment systems, soil moisture, etc.) and the supervision of European and domestic experts, helping to increase labor productivity as well as uniformity in quality for each crop.
- Ladofoods has boldly invested and creatively applied grape growing techniques according to the European pile planting method to the specific climatic conditions in Vietnam since 2012.
- The wine grape raw material area is applied modern farming techniques, using high technology in grape care such as (drip irrigation system, specialized plow (tilling, cutting, weeding, spraying), using weather monitors connected to the internet, using fertilizers, pesticides of completely organic origin (BIO) according to European standards...
- Currently, the enterprise has implemented 25 hectares and advanced to 100 hectares in the coming years.
- Production norms, technical processes, control and management of raw material areas have been developed and adjusted during the year. Vines grow and develop well, have few pests

and diseases, and good fruit quality to meet the requirements of high-quality wine production.

- Tree care activities are carried out and controlled in strict accordance with technical procedures. The vine grows well, the ripe fruit meets quality standards.
- During the year, the company conducts tests on fertilizer methods and formulas to evaluate and adjust the care plan in accordance with the growth of the vine, adjust and supplement the substance content for the plant and soil.
- The care and maintenance of machinery and equipment at the garden maintain and ensure stable operation, install an automatic timer system to drain water at night to save electricity bills and increase irrigation hours.

Da Lat Wine Cellar – The Largest Underground Wine Cellar in Vietnam


- 2019 marked a new turning point on Ladofoods' development journey when Ladofoods opened Da Lat Wine Cellar – the only European standard wine cellar in Vietnam, a new tourist destination for wine lovers and tourists to Da Lat.
- The opening ceremony of the Tourism Project marks a new step in the long-term and sustainable development journey of Lam Dong Foodstuffs Joint Stock Company. At the same time, this is also a new milestone of Ladofoods in the journey of bringing European values to Vietnamese consumers.
- Da Lat Wine Cellar is located on the campus of more than 5 hectares of Ladofoods company. Architects from Europe have based on the hilly landscape and angular elements of the terrain to design the Cellar architecture with the organic shape of elliptical leaves - representing Ladofoods' philosophy of growing grapes and winemaking, focusing on making excellent bottles of international standards. safe for health and environmentally friendly.
- Da Lat Wine Cellar has a semi-classic European style, combining the European tradition of the wine cellar and the high-class luxury of the wine tasting area, and is a unique tourism product here, combining the wine culture of Europe with the romantic soul of Da Lat.
- The sightseeing area consists of 4 architectural floors: Underground wine cellar, Product display and introduction area (ground floor), Wine tasting room (1st floor), Terrace (2nd floor).
- Ladofoods' Da Lat Wine Cellar has been awarded the record of the largest underground wine cellar in Vietnam by the Vietnam Records Organization (VietKings). No need to go to distant Europe, right at the Da Lat Wine Cellar, visitors can witness the process of aging wine in oak barrels, learn the history of more than two decades of Ladofoods winemaking.




Product


- Each type of wine has its own recipe and secrets from the aging time, aging temperature, yeast type, grape type, mixing ratio between grapes... to create characteristic colors and flavors (acidity, sweetness, tannins (acidity), alcohol and aroma complexes created from the fermentation process).

- Up to now, the Company has brought to the market many wine product lines from popular to high-end lines that are highly appreciated by experts and wine connoisseurs. In particular, typical are Dalat wine product lines and high-end Vietnamese wines – the first Chateau Dalat wine on the market.
 - o The popular product line - Dalat wine includes products of all kinds: Dankia, Classic, Export, Superior, Premium, Excellence...
 - o Ladofoods is the only unit approved by the People's Committee of Da Lat City to use the place name "Da Lat" in registering the trademark "Da Lat Wine".
 - o Da Lat wine product line was honored to be used at APEC 2006
 - o Premium product line - Chateau Dalat with products that meet the middle and high-end product segments. This is the first and only high-quality wine product in Vietnam that is 100% fermented from wine grapes (Shiraz grapes, Cabernet Sauvignon grapes...) grown by pile farming methods, high-tech and aged in oak, meeting international quality standards, comparable to imported wines.
 - o The Chateau Dalat product line was honored to be used at APEC 2017, the only Vietnamese wine product to win prizes at international wine competitions.
 - o In addition to wine products, the company also has juice lines and other grape products such as Vivazz Sangria, Vivazz Sparkling Juice, juice, etc.

Pictures of some main products:

Product Line	Market Segmentation	Year on the market	Information
Da Lat Wine 	Common	1999	Da Lat wine - fermented from Cardinal grapes (a popular grape variety in Ninh Thuan) Including 08 products of all kinds. Ladofoods has always affirmed its leading position in the market with a nationwide distribution network.
Chateau Dalat	Mid and high-end	2008	Chateau Dalat is fermented from Wine Grapes (Cabernet Sauvignon, Merlot, Shiraz, Chardonay, Sauvignon Blanc) Chateau Dalat is the result of many years of research and testing of

Product Line	Market Segmentation	Year on the market	Information
			<p>the Company from grape variety selection, cultivation, development of wine raw material areas to winemaking techniques according to world standards.</p> <p>Including 13 products of all kinds.</p>
Vivazz Sangria 	Popular, middle, high-end	2017	<p>Vivazz Sangria is a wine that can be drunk with ice, fermented from wine grapes and soaked and aged with fruits. This is a product made according to the formula from Spain.</p> <p>Includes Red Sangria and White Sangria.</p>
Honey wine 	Popular, middle, high-end	2019	<p>Honey wine is a high-quality honey wine product, 100% naturally fermented with honey, which is fermented by cold fermentation method, so it still retains the integrity of the micronutrients, minerals and nutritious components of honey.</p> <p>As with grape winemaking, honey wine is also subject to a rigorous process that lasts every year and is aged in oak barrels to enhance the flavor and sweetness of the honey</p>

Product Line	Market Segmentation	Year on the market	Information
Vivazz Sparkling Juice 			Vivazz Sparkling Juice is a carbonated, non-alcoholic, conveniently bottled grape juice product. Vivazz Sparkling Juice 275ml – Peach, Blueberry, Strawberry... is a refreshing drink, creating a refreshing and healthy feeling.

1.3. Sales of wine and other beverages

- Ladofoods continues to maintain its pioneering and leading role in the domestic wine production industry in Vietnam, with a market share accounting for over 60% of the total domestic wine production.
- Ladofoods' wine product market share is estimated at about 8% of the total wine market share in Vietnam, including both domestic and imported wines – reflecting the brand's strong competitiveness in both domestic and foreign segments.
- The Da Lat Wine brand has become a reliable choice of Vietnamese consumers during holidays, Tet, and events – a product that symbolizes the sophistication and gift-giving tradition of Vietnamese people.
- In the mid-end segment, the Chateau Dalat product line affirms its position by directly competing with imported and bottled wine brands in the country, thanks to stable quality and clear positioning.
- For international visitors in Vietnam, especially tourists and the Korean community, Chateau Dalat continues to be a popular and appreciated choice, becoming one of the most popular Vietnamese wine products in this group of consumers.

Distribution system and sales channels

- Ladofoods owns a wide distribution system with more than 30,000 points of sale, covering all 63 provinces and cities across the country.
- Present in 100% of large supermarket systems with wine distribution and retail licenses, ensuring a strong presence in modern consumption channels.

Export Activities

- Ladofoods has built an export network to many countries and territories in the region, including: Japan, Korea, Thailand, Cambodia, Singapore, Laos, Taiwan, China, etc.
- Export volume reached 20,000 liters/year and is continuing to grow thanks to the policy of expanding the market and improving products in line with international tastes.

- In 2025, Ladofoods will continue to promote the strategy of expanding exports to Asian countries, prioritizing markets with Vietnamese communities and international tourists who love wine.

1.4. Other Wine and Beverage Communication Activities

- POSM for the key market of Da Lat.
- Exhibition activities at Da Lat Restaurant, Da Lat keyshop with target products at 20 Da Lat restaurants (From 4/2024 to the end of 3/2025)
- Event booth "Golden Week of Tourism – Lam Dong Province" in 2024 (April 2024)
- Attending the Dalat Flower Festival 2024
- Deploy promotion on social networking platforms: Facebook, Youtube, Tiktok...
- Deploying Tet gift sets, kick off programs product introduction, product display activities at key points of sale in the national market with 103 display points from December 2024 to the end of January 2025...

2. Production and business results in 2024

Based on the Resolution of the General Meeting of Shareholders and from the actual situation, the Board of Directors has issued Resolutions and assigned the Board of Directors to implement them with the following results:

TT	Quota	Unit	2023	Plan 2024	Actual 2024	Comparison (%)	
						2024/2023	Plan/Actual
1	Turnover	Billion VND	202,5	107,7	72,6	35,8	67,4
2	Profit before tax	Billion VND	-21,5	1,8	0,496	102,3	27,6

At the end of fiscal year 2024, sales revenue will reach VND 72.6 billion (*). Profit before tax reached VND 496 million.

(*) Revenue presented on the Financial Statement has deducted VND 20.8 billion of excise tax.

Although it has not been achieved as planned, 2024 will still bring positive profits compared to the loss of VND 21.5 billion in the same period in 2023. The primary reason for the decline in revenue stems from the unit's restructuring and cessation of cashew production, liquidation of equipment, and resolution of outstanding issues in 2024.

3. Organization and personnel

3.1. Executive Board List

STT	Name	Title	Number of shares owned	Notes
1	Mr. Do Thanh Trung	General Director	324,822	
2	Mr. Dang Minh Tuyen	Deputy General Director	0	

3	Mr. Phan Anh Tu	Chief Accountant	708	
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Resume Summary**Mr. Do Thanh Trung – General Director**

Gender : Male

Date of birth : 05/11/1972

Birthplace : Tan Dan, Khoi Chau, Hung Yen

Nationality : Vietnam

Hometown : Tan Dan, Khoi Chau, Hung Yen.

Permanent Address : Trung Hoa, Nhan Chinh, Hanoi.

Contact Phone : 0263.3520290

Educational level : 12/12

Qualifications : Master of Economics (MBA)

Current position : Member of the Board of Directors, General Director

Position at other organizations: Chairman of the Board of Directors - General Director of Megram Joint Stock Company, Chairman of the Board of Directors of Da Nang Pharmaceutical - Medical Equipment Joint Stock Company.

Mr. Dang Minh Tuyen – Deputy General Director

Gender : Male

Date of birth : 30/9/1979

Birthplace : Hanoi

Nationality : Vietnam

Hometown : Hanoi

Permanent Address : 15/59/562 Thuy Khue, Buoi, Tay Ho, Hanoi

Contact Phone : 0263.3520290

Educational level : 12/12

Qualifications : Bachelor of Business Administration

Current position : Deputy General Director

Mr. Phan Anh Tu – Chief Accountant

Gender : Male

Date of birth : 07/10/1973

Birthplace : Da Lat

Nationality : Vietnam

Hometown : Da Lat

Permanent Address : Yersin, Ward 10, Da Lat

Contact Phone : 0263.3520290

Educational level : 12/12

Qualifications : Bachelor of Finance and Accounting

Current position : Chief Accountant

3.2. Number of employees

The total number of employees by March 31, 2025 is 84 people. In which:

STT	Degree	Amount
1	University or higher	40
2	College	10
3	Intermediate	12
4	Different	22

The advantage of the Company in wine production is a team of engineers and winemaking experts who are trained and work in a professional wine environment in many countries such as France, Italy, Switzerland, etc. In the process of researching and developing products as well as developing the raw material area of the Company, there is always cooperation, exchange and close monitoring of foreign experts to ensure the creation of products that meet international standards.

3.3. Policy

a. Training Policy

Training is a key task in the Company's human resource development policy. Every year, based on the training and human resource development plan, the Company conducts integration training, training to improve professional qualifications, soft skills training, fostering and developing the next generation of leaders and human resources.

The training policy is implemented consistently from basic to intensive levels through internal training programs and through professional training consultants.

b. Recruitment Policy

The company's recruitment goal is to attract talents to meet the requirements of expanding production and business, ensuring the quality of personnel. Recruitment is carried out based on job descriptions and job title standards.

c. Creative Policies

In order to promptly commend and reward employees in order to encourage the creative spirit of employees and at the same time effectively manage and use initiatives and inventions, the Company has developed regulations and regulations on registration, organization of evaluation and reward and management and use of intellectual products.

d. Remuneration Policy

In order to promote all potentials, capabilities, and motivation of each individual, the Company develops an overall remuneration strategy including financial and non-financial remuneration. The salary and bonus system is scientifically designed, dynamic, performance-oriented, ensuring internal fairness and high competitiveness.

The company always appreciates and appreciates the efforts, creativity, dedication and achievements of each member and is committed to recognizing with opportunities for career advancement, honoring and asserting themselves to all members.

4. Quality management system

- Meet well for Vietcert's supervision assessment, continue to maintain system certification in accordance with ISO 22000 standards; 2018 and HACCP.
- All stages are strictly controlled in accordance with standards.

5. Financial situation

a. Financial situation

Unit: Million VND

Quota	2023	2024	% increase decrease
1. Total value of assets	176.509,15	176.656,64	+0,08%
- Short-term assets	126.013,95	133.215,96	+5,71%
- Long-term assets	50.495,20	43.440,67	-13,96%
2. Equity	171.415,53	171.911,94	+0,29%
3. Liabilities	5.093,63	4.744,69	-6,85%
4. Revenue	202.510,49	72.680,88	-64,11%
5. Net profit from business activities	(21.271,66)	280,79	+101,32%
6. Other Profits	(255,34)	215,62	+184,46%
7. Profit before tax	(21.527,00)	496,42	+102,31%
8. Profit after tax	(19.259,27)	496,42	+102,58%

(Source: Audited Consolidated Financial Statements 2024 - VDL)

In 2024, Ladofoods' total assets will be almost unchanged compared to 2023 (+0.08%). The asset structure shifted in the direction of short-term increase (+5.71%), long-term decrease (-13.96%), indicating a trend of resource flexibility.

Equity remained stable (+0.29%) while liabilities decreased by 6.85%, reflecting improved financial autonomy.

Revenue plummeted by 64.11% because the financial statements excluded special consumption tax. Additionally, cashew production ceased in 2024 for internal restructuring. Despite this, the company reversed its business performance from a loss to a profit. Both pre-tax and after-tax profits reached 496.42 million VND, an increase of over 102% compared to the loss in the same period, demonstrating the effectiveness of the restructuring and cost control measures.

b. Major financial indicators

STT	Quota	Residents	2023	2024
I	Solvency criteria			
1	Short-term payment ratio	times	25,13	28,08
1	Fast Payout Ratio	times	16,88	17,84
II	Capital structure			
1	Liabilities/Total Assets	%	2,9	2,7
2	Liabilities/Equity	%	3,0	2,7
III	Operational capacity indicators			
1	Inventory Turnover	times	2,02	1,39

2	Net Revenue/Total Assets	times	1,14	4,1
IV	Profitability indicators			
1	Profit after tax ratio / net income	%	-9,56	0,69
2	Profit after tax ratio /VCSH	%	-11,24	0,29
3	Profit after tax / TTS	%	-10,91	0,28
4	Profit coefficient from net business contracts/revenues	%	-10,56	0,39

(Source: Lam Dong Foodstuffs Joint Stock Company)

c. Liabilities

Unit: million VND

STT	Quota	Year 2023	In 2024
I	Short-term debt	5.013	4.744
1	Payable to short-term sellers	1.423	939
2	Short-term prepaid buyers	0,18	289
3	Taxes and amounts payable to the State	1.979,6	2.199,1
4	Must be paid to workers	1.226	1.015
5	Short-term costs	-	-
6	Other short-term payables	105	164
7	Short-term financial loans and leases	80	-
8	Reward and welfare fund	199	135
II	Long-term debt	80	-
1	Long-term financial loans and leases	80	-
2	Deferred income tax payable	-	-
III	Sum	5.093	4.744

(Source: Consolidated audited financial statements in 2024 – Lam Dong Foodstuffs Joint Stock Company)

Total liabilities in 2024 decreased by 6.85% compared to 2023, mainly due to a decrease in short-term debt. The sharp decreases include: taxes and payables to the State (down 29.6%) and payables to sellers (down 34%). Some slight increases such as other short-term payouts and short-term financial loans. Long-term debt is insignificant and does not arise in the year.

=> Stable debt structure, reduced debt reflects improved financial control.

6. Development plan in the coming time

a. Production organization

- The factory proactively plans and dispatches production flexibly according to market demand, ensuring timely and adequate supply, optimizing business opportunities.
- Strictly control operating costs, raw materials, inventory and product quality. Minimize defective products, improve equipment utilization efficiency and production norms.
- Ensuring food safety and hygiene and labor safety; arrange personnel reasonably, scientifically and effectively.
- Maintain and continuously improve the quality management system according to international standards.

b. Product Research and Development

- The Sales and Marketing Department actively analyzes market trends, proposes product development orientations in line with consumer needs.
- The R&D department coordinates with domestic and international experts to perfect the quality and taste of high-end wines, ensuring international standards.
- Investing in expanding production lines, applying a quality management system according to ISO 22000:2018 – HACCP, in order to improve quality and diversify products.
- Repositioning products, renewing brand image according to world wine industry standards; It is expected to develop 3–5 new products per year.
- Upgrading packaging designs, optimizing consumer experience, and at the same time maximizing the strengths in craftsmanship, technology and endemic natural conditions of Da Lat, combining tourism products and services.

c. Supply of supplies and raw materials

- Develop a detailed supply plan by month/quarter, ensuring that raw materials are always ready with quality and reasonable prices.
- Closely follow the market situation, seasons, and update continuously to have a proactive procurement strategy to avoid supply chain disruptions.
- Proactively procuring strategic materials (grapes, mulberries, imported raw materials) with appropriate plans and time to ensure production efficiency and stability.
- Continue to expand the area of wine grape raw materials according to high technical standards, meeting the growth needs in the medium and long term.
- Ensure timely response to requirements arising from the market, especially for testing and new product launches.

d. Market work and development of distribution channels

- Clearly identify target customer segments, build a potential customer file and implement a focused marketing strategy – personalize the consumer experience.
- Innovating market-oriented business models, improving the quality of customer care, and continuously surveying the market to control distribution efficiency.
- Develop a professional sales team, understand the product and inspire consumers.
- Review and restructure the distribution system to optimize efficiency and promote competitive advantages.
- Promote modern distribution channels: supermarkets, high-end restaurants and hotels, event organization, e-commerce; at the same time, expand export markets through international trade promotion programs.
- Combine sales and marketing teams to observe customer behavior, competitors, and distribution channels, thereby setting specific action goals.
- Strongly develop online sales channels, door-to-door delivery and personalization strategies, in line with modern consumer trends.

7. Shareholder structure, change of owner's investment capital**a. Stock**

Total number of outstanding shares : 14,657,150 shares

Share Type : Common Shares

Number of freely transferable shares : 14,657,150 shares

Number of shares restricted from transfer: 0 shares

b. Shareholder structure (as of 27/08/2024)

STT	Shareholder	Number of Shares	Ownership Rate
			(%)
I	Domestic	14.558.873	99,33%
1	Shareholders who are domestic individuals	1.410.410	9,62%
2	Shareholders who are domestic organizations	13.148.463	89,71%
	<i>In which:</i>		
	<i>State</i>	0	
II	Foreign	98.277	0,67%
1	Shareholders who are foreign individuals	93.903	0,64%
2	Shareholders being foreign organizations	4.374	0,03%
	Plus	14.657.150	100%

c. List of shareholders holding from 5% of the company's share capital (as of 27/08/2024)

STT	Shareholder Name	Number of shares owned	Rate (%)
1	Megram Joint Stock Company	7.475.282	51
2	Vietnam Livestock Corporation - Joint Stock Company	5.613.217	38,3
	Plus	13.088.499	89,3

d. Changes in the owner's investment capital: None

e. Trading treasury stocks: None.

f. Other securities: None.

8. Report on the company's environmental and social impact

Operating in the field of production and supply of beverages and food, Ladofoods is always aware of and committed to environmental protection policies by meeting the requirements of wastewater treatment systems, exhaust gases, waste, energy consumption during operation, etc. "greening" the factory, improving equipment and technology to help save energy and water to minimize the impact on the environment.

The company also always updates regulatory documents, safety and health standards for employees in production and strictly controls the quality, food hygiene and safety of all products to ensure the safety of consumers.

Annually send samples to the Environment Centers to inspect air and wastewater quality and make reports on environmental protection and send them to the Department of Natural

Resources and Environment in accordance with regulations; Implement environmental impact assessment reports of investment projects and complete environmental legal documents as required by law and reports on environmental work at the request of functional agencies.

Raw material source management

The company has issued technical requirements for all input materials. The input materials before being put into use are strictly controlled by the quality control department. Periodically, Ladofoods organizes periodic assessments of suppliers to ensure the quality of input materials.

Energy Consumption

Over the years, the Company has always been interested in energy saving in production, continuously improving equipment and production processes to save electricity and fuel. The investment in synchronous machinery systems and modern production technology, imported from Italy, Germany... and a closed production process to help ensure product quality and reduce energy consumption.

In addition, because the factory is located in the highest geographical area in Da Lat, the climate is cool all year round, so the wine fermentation temperature is maintained stable, helping the company reduce the use of electrical energy.

In addition, the factory uses fuel (cashew nut shells) in the production process that is both cost-effective and environmentally friendly.

Water consumption

The company has adjusted the technological process in production to minimize water use as well as water discharged into the environment.

Research on water reuse, contributing to saving water resources and protecting the environment.

Waste Disposal

Currently, the factory has collected fruit pulp to be used as fertilizer in the grape raw material area. Glass fragments are collected and recycled for use in construction. At the same time, the company uses anaerobic and aerobic two-stage biotechnology to treat wastewater with absolutely no environmental impact. Adjust technological processes in production, combined with water reuse to reduce water use as well as wastewater sources.

Compliance with the law on environmental protection

Ladofoods is always aware of environmental protection to each employee. Factories have wastewater and solid waste treatment systems according to regulations. The operation and management of the wastewater treatment system shall comply with the provisions of law. Solid waste is collected and contracted with units with treatment functions.

Number of times sanctioned for non-compliance with laws and environmental regulations:
No

Total amount of penalties for non-compliance with laws and environmental regulations: No

9. Reporting related to responsibilities to local communities

The Company's production and business activities are harmoniously associated with social activities. In 2024, the Company has coordinated and supported with the locality in community development and charity activities.

III. Evaluation of the Board of Directors of the Company's activities

1. Evaluation of the Board of Directors on the activities of the Board of Directors

In 2024, the Board of Directors assesses that the Board of Directors has made many efforts in organizing and implementing business activities in accordance with the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

At meetings to evaluate the Company's production and business results, the Board of Directors invites members of the Board of Directors and the Supervisory Board to participate in explaining the work done and providing appropriate solutions and operational directions.

In the process of administration, from the actual situation when there are matters arising under the decision-making authority of the Board of Directors, the Board of Directors sends a report for comments and is agreed by the Board of Directors to implement in accordance with the provisions of law.

The Board of Directors of the company has fully implemented the resolutions and decisions of the Board of Directors promulgated, making efforts to implement the set targets. Implement reports and strictly comply with corporate governance regulations.

2. Production and business activity plan in 2025

STT	Quota	Unit	Actual 2024	Plan 2025	Plan 2025/Actual 2024 (%)
1	Turnover	Billion VND	72.6 (*)	104,5	143,9%
2	Profit before tax	Billion VND	0,496	1,42	286,3%

(*) The revenue in 2024 presented on the Financial Statement has deducted VND 20.8 billion of excise tax.

In 2025, Ladofoods sets a positive growth target with a revenue plan of VND 104.5 billion (up 43.9% compared to 2024) and profit before tax of VND 1.42 billion (nearly 3 times higher than the previous year).

To achieve this goal, the company focuses on the following orientations:

- Increasing production: Improving productivity and product quality to meet increasing market demand.
- Product development: Expand the product portfolio, especially new wines to suit the diverse tastes of consumers.
- Promote marketing: Increase promotion activities on both traditional and digital media channels.
- Distribution expansion: Increase coverage at modern channels such as supermarkets, convenience stores, and e-commerce platforms.
- Enhanced customer service: Focus on experience and satisfaction to build brand loyalty.

This plan will be submitted to the Board of Directors for approval at the 2025 Annual General Meeting of Shareholders.

IV. Corporate Governance

1. Board of Directors

a. Members and structure of the Board of Directors

STT	Name	Duty	Number of shares owned	Notes
1	Ms. Dinh Thi Mong Van	Chairperson of the Board of Directors	0	
2	Mr. Do Thanh Trung	Member of the Board of Directors (Member of the Executive Board of Directors)	324.822	
3	Mr. Tran Chi Son	Member of the Board of Directors (Non-executive member of the Board of Directors)	0	
4	Mr. Nguyen Luong Tam	Member of the Board of Directors (Member of the Executive Board of Directors)	0	
5	Mr. Nguyen Phu Cuong	Member of the Board of Directors (Independent Member of the Board of Directors)	0	

Resume Summary

Ms. Dinh Thi Mong Van – Chairperson of the Board of Directors

Gender :Female

Date of birth : 24/02/1984

Birthplace :Hanoi

Nationality :Vietnam

Ethnicity : Kinh

Citizen ID number : 001184005586

Permanent Address : My Dinh, Nam Tu Liem, Hanoi

Qualifications : Bachelor of Economic Law

Current position : Chairperson of the Board of Directors

Position held at another organization: Deputy General Director of Megram Joint Stock Company, Member

Board of Directors of Danang Pharmaceutical - Medical Equipment Joint Stock Company.

Mr. Do Thanh Trung – Member of the Board of Directors General Director

Presented at the Executive Board Brief

Mr. Tran Chi Son – Member of the Board of Directors

Gender : Male

Date of birth : 13/02/1975

Birthplace : Vinh Long

Nationality : Vietnam

Permanent Address : 351/31 No Trang Long, Ward 13, Binh Thanh District, Ho Chi Minh City

Contact Phone : 0903 937773

Educational level : 12/12

Qualifications:

- Bachelor's degree in Accounting – Auditing, University of Finance and Accounting, Ho Chi Minh City

- Certified Public Accountant ACCA, Association of Chartered Certified Public Accountants Nation

- Bachelor of English, University of Foreign Languages, Vietnam National University, Hanoi

- International Certificate in Shareholder Relations ICIR, UK Shareholder Relations Association and

Singapore

- Certificate of Corporate Governance (SSC)

- Certificate of Chief Accountant (Ministry of Finance)

Current position : Member of the Board of Directors

Positions held at other organizations:

- Head of Finance, in charge of Investor Relations ("IR"), Company

Vietnam Dairy Joint Stock Company (Vinamilk)

- Member of the Board of Directors, Vietnam Livestock Corporation – Joint Stock Company

- Member of the Board of Directors of Lao – Jagro Development Xiengkhouang Co.,Ltd

Mr. Nguyen Luong Tam – Member of the Board of Directors

Gender : Male

Date of birth : 20/5/1985

Birthplace : Hung Yen

Nationality : Vietnam

Ethnicity : Kinh

Citizen ID number : 033085012293

Permanent Address : Imperia Garden Apartment, 203 Nguyen Huy Tuong, Thanh Xuan, Hanoi

Qualifications : Bachelor of Accounting

Current position : Member of the Board of Directors

Position held at other organizations: Member of the Board of Directors - General Director of the Danang Pharmaceutical - Medical Equipment Joint Stock Company.

Mr. Nguyen Phu Cuong – Member of the Board of Directors

Gender : South
 Date of birth : 5/10/1992
 Birthplace : Hanoi
 Nationality : Vietnam
 Ethnicity : Kinh
 CCCD number : 001092025739
 Permanent Address : 252/31/19 Pham Van Chieu, Ward 9, Go Vap District, Ho Chi Minh City
 Qualifications : Bachelor of Economics
 Current position : Member of the Board of Directors

b. Subcommittees of the Board of Directors: None

c. Activities of the Board of Directors

In 2024, the Board of Directors has held meetings (including face-to-face meetings and written consultation with the Board of Directors) to implement key tasks for production and business activities and the company's development orientation.

In meetings of the Board of Directors, depending on the content of work, the Board of Directors shall assign members of the Board of Directors or the Board of Directors to be responsible for implementation.

In addition to periodic face-to-face meetings, depending on the specific situation of arising events that require the unanimous opinion of members, the Board of Directors exchanges opinions through online meetings, telephone, email, etc.

All issues and solutions related to the company's production and business activities are agreed by the members of the Board of Directors to issue Resolutions, Decisions and the Board of Directors to implement.

2. Supervisory Board

a. Members and structure of the Supervisory Board

STT	Name	Duty	Number of shares owned	Notes
1	Nguyen Dinh Chuong	Head of the Supervisory Board	0	
2	Nguyen Thi Yen	Member	0	
3	Pham Huu Ha	Member	97	

Resume of the Supervisory Board

Mr. Nguyen Dinh Chuong – Head of the Supervisory Board

Gender : Male
Date of birth : 29/11/1988
Birthplace : Ho Chi Minh City
Nationality : Vietnam
Hometown : Ho Chi Minh City
Permanent Address : G54, My Hoa 2, Xuan Thoi Dong, Hoc Mon, HCMC
Contact Phone : 0938 777 437
Educational level : 12/12
Qualifications: Bachelor, majoring in Accounting - Auditing
Current position : Head of the Supervisory Board
Positions held at other organizations:
- Financial consultancy and budget management of agricultural projects, Les Vergers Du Mekong JSC ("Le Fruit").

Mr. Pham Huu Ha – Member of Supervisory Board

Gender :
Date of birth : 12/3/1967
Birthplace : Tam Hai Commune, Nui Thanh District, Quang Nam Province
Nationality : Vietnam
Permanent Address : 58/3 Hung Vuong, Ward 9, Da Lat
Contact Phone : 0979 831 682
Educational level : 12/12
Qualifications: Bachelor of Business Administration
Current position : TV Control Board
Positions held at other organizations: No

Ms. Nguyen Thi Yen – Member of Supervisory Board

Gender : Female
Date of birth : 04/3/1995
Birthplace : Hai Duong
Nationality : Vietnam
Permanent Address : Dong Xuyen, Ninh Giang, Hai Duong
Contact Phone :
Educational level : 12/12
Qualifications: Bachelor of Auditing

b. Activities of the Supervisory Board

The Supervisory Board has carried out the following main activities:

Supervise the compliance with the Company's charter and resolutions of the general meeting of shareholders when the Board of Directors and the Executive Board and other managers perform their duties. Inspect and supervise the management and implementation of production and business activities at the Company and its affiliated units.

Examining quarterly and annual financial statements in order to assess the reasonableness and accuracy of financial data;

To consider the reports of the Executive Board on the management situation and the implementation of production and business plans and investment plans of the Executive Board on a quarterly and annual basis.

Checking and controlling compliance with the Company's processes and regulations. Check and evaluate the progress of restructuring.

During the inspection, the Supervisory Board participates in periodic meetings, strategic meetings and plans of the Company, works with the Executive Board to grasp the situation of business activities, actual management, exchange solutions to improve the efficiency of inspection and control, etc risk prevention.

The Supervisory Board assesses that the Company's production and business activities are transparent, complying with the Company's regulations and legal regulations.

3. Transactions, remuneration and benefits of the Board of Directors and the Supervisory Board

a. Salaries, bonuses, remuneration and other benefits:

Name	Duty	01/04/2024 – 31/3/2025
		Amount received (VND)
Dinh Thi Mong Van	Chairperson of the Board of Directors	37,000,000
Tran Chi Son	Member of the Board of Directors	31,000,000
Do Thanh Trung	Member of the Board of Directors General Director	1,000,000
Nguyen Luong Tam	Member of the Board of Directors (appointed 27/9/2024)	15,000,000
Nguyen Phu Cuong	Member of the Board of Directors (appointed 27/9/2024)	9,000,000
Nguyen Cong Lam	Member of the Board of Directors (dismissed 27/9/2024)	16,000,000
Le Trung Thanh	Member of the Board of Directors (dismissed 27/9/2024)	16,000,000

Nguyen Dinh Chuong	Head of the Supervisory Board	30,000,000
Nguyen Luong Tam	Member of the Supervisory Board (dismissed 27/9/2024)	6,000,000
Nguyen Thi Yen	Member of the Supervisory Board (appointed 27/9/2024)	6,000,000
Nguyen Huu Ha	Member of the Supervisory Board	12,000,000

(Source: Consolidated Audited Financial Statements 2024- VDL)

- b. **Internal shareholder stock trading:** None
- c. **Other transactions (major shareholder transactions):** None
- d. **Contracts or transactions with internal shareholders:**
 - Purchase transaction (cost of information technology services for annual business activities) with Megram Joint Stock Company (parent company): VND 1,422,104,850
 - Loan transaction for production and business activities with Elmich Joint Stock Company (a subsidiary of Megram): VND 9,000,000,000
- e. **Implementation of regulations on corporate governance:** The company complies with the corporate governance regulations of the law, the Charter and governance regulations for listed companies.

V. Financial Statements

1. Auditing organization

AASC Auditing Firm Co., Ltd.

Address : No. 01 Le Phung Hieu, Hoan Kiem, Hanoi

Tel : (84.24) 3824 1990

Fax : (84.24) 3825 3973

Email : aasc@aasc.com.vn

2. Audited financial statements

Audited annual financial statements include: Balance sheet; Report on business results; Cash flow statements; Explanation of financial statements in accordance with the law on accounting and auditing.

Address for publication of audited financial statements of the parent company and consolidated in 2024: www.ladofoods.vn.

LAM DONG FOODSTUFFS JOINT STOCK COMPANY
GENERAL DIRECTOR



Đo Thanh Trung