Lao People's Democratic Republic
Peace Independence Democracy Unity Prosperity

ບໍລິສັດຫຼັກຊັບ ລາວ-ຈີນ ມະຫາຊົນ
Lao-China Securities Public Company

No. 005 /LCS
Vientiane Capital, 5 September 2025

Resolutions

Annual General Meeting of LCS's Shareholders for the year 2024

- Pursuant to the Regulation on Reporting and Disclosure of Securities Company and Listed Company (Amended), No.15/LSC, dated 11 December 2024;
- Pursuant to the Disclosure Regulation, No.008/LSX, dated 27 September 2018;
- Pursuant to the Article of Association of Lao-China Securities Public Company (Amended), No.001/LCS, dated 08 January 2024.

The Annual General Meeting of Shareholders of Lao-China Securities Public Company for the year 2024 was held on 09 September 2025, at 09:00 a.m., at 8th floor Meeting Room of Lao Securities Exchange Building, Phonthan Village, Xaysettha District, Vientiane Capital, Lao PDR and was presided over by Mr. Nooxay Phoomsuwan, Chairman of LCS's Board of Directors. The meeting was attended by 41 shareholders and 17 proxies. The total number of shares in the meeting was 1,083,234,900 shares, which in total is equivalent to 97.49% of the total share of LCS.

The Meeting considered and resolved as follows:

Agenda 01: Consider and approve the annual performance report for the year 2024 and the plan for the year 2025 of LCS

The meeting considered and resolved the annual performance report for the year 2024 and the plan for the year 2025 of LCS.

The meeting resolved with the majority vote as details below:

- Approved: 1,080,153,300 votes, equivalent to 100% of the total votes attending the meeting.
- Disapproved: 0 votes, equivalent to 0.00% of the total votes attending the meeting.

Remarks: There were 39 participants attended in Agenda 01, holding a total of 1,080,153,300 shares.

Agenda 02: Consider and approve the financial statement of LCS for the year 2024

The meeting considered and approved the audit report on the financial statement of LCS for the year 2024.

The meeting resolved with the majority vote as details below:

- Approved: 1,083,234,900 votes, equivalent to 100% of the total votes attending the meeting.
- Disapproved: 0 votes, equivalent to 0.00% of the total votes attending the meeting.

Agenda 03: Consider and approve the amendment of some contents of the Articles of Association of LCS

The Meeting resolved the amendment of Article 8 Registered Capital, Article 10 Shares and Article 13 Shareholders Structure of Articles of Association of LCS and authorize the management board of LCS to submit a proposal to the Vientiane Special Economic Zone Authority for the amendment of the aforementioned Articles of the Articles of Association of LCS.

The Meeting resolved with the majority vote as details below:

- Approved: 1,083,234,900 votes, equivalent to 100% of the total votes attending the meeting.
- Disapproved: 0 votes, equivalent to 0.00% of the total votes attending the meeting.

Agenda 04: Consider and approve the dividend payment plan for the year 2024

The Meeting resolved the dividend payment plan for the year 2024 of LCS as details below:

- Dividend: 5 LAK/share
- Dividend Amount: 5,555,556,000 LAK
- Record date of the shareholders register book for attending the LCS's Annual General Shareholders' Meeting and receiving dividend: 8th August 2025;
- Dividend Payment date: 12th September 2025.

The Meeting resolved with the majority vote as details below:

- Approved: 1,083,234,900 votes, equivalent to 100% of the total votes attending the meeting.
- Disapproved: 0 votes, equivalent to 0.00% of the total votes attending the meeting.

Agenda 05: Consider and approve the employee reward plan of LCS

The Meeting resolved the allocation of LAK 1,880,000,000 from the undistributed or unallocated portion of employee welfare, based on the welfare reserve that has not been distributed or deducted from the years 2018–2023, shall be paid in cash to the Board of Management and employees deducted from the net profit of the year 2024. The employee bonus plan is detailed as follows:

1. **Bonuses for the Board of Management:** LAK 880,000,000, allocated as:

- Managing Director: LAK 320,000,000;
- Deputy Managing Directors (2 persons): LAK 280,000,000/person.

2. **Bonuses for All Other Employees:** The remaining amount of LAK 1,000,000,000 shall be allocated by the Board of Management, taking into consideration each individual's performance, level of contribution and overall workload.

The Meeting resolved with the majority vote as details below:

- Approved: 1,083,234,900 votes, equivalent to 100% of the total votes attending the meeting.
- Disapproved: 0 votes, equivalent to 0,00% of the total votes attending the meeting.

Agenda 06: Consider and approve the employee salary adjustment plan of LCS

The Meeting resolved the adjustment of employees' salary as details below:

1. An increase of 100% of employees' salary and will be effective from January 2025 onwards. After the adjustment of salary, the total monthly salary expenses shall not exceed LAK 720,000,000. In order to accommodate the anticipated increase in the number of employees in the future, the Board of Management is authorized to ensure that the total salary expenses shall not exceed LAK 800,000,000 per month.
2. An increase of 50% of the current salary shall be considered as performance-based remuneration, with details as follow:

   The Board of Management is authorized, upon securing approval for the disbursement of performance-based remuneration, and subject to the condition that the Company's ROE shall not fall below 9%, to implement such payments after the annual audit report of each year has been approved by the Shareholders' Meeting.

3. In case LCS incurs continuous losses, the salary system shall be subject to necessary adjustment.
4. The Board of Management is authorized to execute and implement the above matters in accordance with the resolutions of the Shareholders' Meeting.

   The Meeting resolved with the majority vote as details below:

- Approved: 1,083,234,900 votes, equivalent to 100% of the total votes attending the meeting.
- Disapproved: 0 votes, equivalent to 0.00% of the total votes attending the meeting.

Agenda 07: Consider and approve the remuneration plan for the Board of Directors of LCS

The Meeting resolved the remuneration plan for the Board of Directors of LCS on semi-annual basis payment, as details below:

1. Chairman of Board of Directors: LAK 35,000,000;
2. Vice Chairman of Board of Directors: LAK 30,000,000;
3. Member of Board of Directors (6 members): LAK 25,000,000/person

Remarks:

1. Since the Managing Director and executive member of the Board of Directors has already received a bonus under the Board of Management's allocation, he shall not be entitled to receive any additional remuneration in his capacity as a member of the Board of Directors.
2. After securing approval for the disbursement of remuneration to members of the Board of Directors, such disbursement shall be subject to the condition that the Company's annual Return on Equity (ROE) shall not be less than 9%. In the event that the ROE from operating results falls below 9%, no remuneration shall be disbursed to members of the Board of Directors.
3. The disbursement of remuneration to members of the Board of Directors shall commence on 1 January 2025 onwards.

   The Meeting resolved with the majority vote as details below:

- Approved: 1,083,234,900 votes, equivalent to 100% of the total votes attending the meeting.
- Disapproved: 0 votes, equivalent to 0.00% of the total votes attending the meeting.

Chairman of the meeting



Mr. Nooxay Phoomsuwan