RESOLUTIONS OF THE BOARD OF DIRECTORS

LAO ASEAN LEASING PUBLIC COMPANY

Date of meeting	2 November 2026
Time	2.00 PM – 5 PM
Venue	LALCO Office, 2F NNN Building, Bourichanh Road, Sisattanak District, Vientiane Capital, Lao PDR
Chair of the meeting	Mrs. Yuki Scott, Chairwoman of the Board of Directors

Members of the Board of Directors Present

No.	Name	Position
1	Mrs. Yuki Scott	Chairwoman
2	Mrs. Hamuni Ide	Member
3	Mrs. Yuriko Oshima	Managing Director and Member
4	Mrs. Mayu Oshima	Member
5	Mr. Kenshin Oshima	Senior Consultant and Member

All five serving members of the Board of Directors are present. The meeting has a quorum and is duly constituted to pass the following resolutions.

Background

Further to the Resolutions of the Board of Directors dated **20 October 2026**, which were passed following the passing of Mr. Yoshihito Oshima on 14 October 2026, the Board has reviewed the structure of the Board of Directors and the management of the Company.

To strengthen local management and ensure the continuity of the Company's operations in the Lao PDR, the Board has reviewed the curricula vitae and experience of the proposed candidates, and has considered and unanimously resolved as follows.

Resolution 1: Resignation of the Current Board of Directors

The Board of Directors resolves:

1. To record the resignation of **Mrs. Yuki Scott** from the position of Chairwoman and Member of the Board of Directors.
2. To record the resignation of **Mrs. Hamuni Ide** from the position of Member of the Board of Directors.
3. To record the resignation of **Mrs. Yuriko Oshima** from the positions of Managing Director and Member of the Board of Directors.
4. To record the resignation of **Mrs. Mayu Oshima** from the position of Member of the Board of Directors.
5. To record the resignation of **Mr. Kenshin Oshima** from the position of Member of the Board of Directors.
6. The resignations above take effect from 2 November 2026, subject to acknowledgement by the Extraordinary General Meeting of Shareholders (Resolution 3).

Resolution 2: Appointment of the New Board of Directors and Managing Director

Based on the candidates' qualifications and experience, the Board of Directors resolves to appoint the following persons, effective from 2 November 2026, subject to any confirmation required under the Company's Articles of Association and the applicable laws of the Lao PDR:

No.	Name	Position	Basis for appointment
1	**Ms. Nguyen Thi Huong Mai**	Chairwoman of the Board of Directors	General Affairs Manager of the Company since November 2023, overseeing finance, accounting, planning and human resources, and reporting to the Board. Former Risk Advisory Manager at Deloitte Vietnam, Chief Accountant at VinSmart and Vinbiocare, and Audit Manager at Ernst & Young Hanoi (2008–2019). Bachelor of Accounting, National Economics University.
2	**Ms. Phavanhna Phommasack**	Managing Director and Member of the Board of Directors	Senior Executive, Sales & Business Development of the Company since October 2016, leading sales strategy, new business lending, budgeting and collections oversight, and reporting directly to the Chairman. Master of Engineering, The University of Electro-Communications, Tokyo. Fluent in Japanese (JLPT N1).
3	**Ms. Khonemany Sihavong**	Member of the Board of Directors	Collections Officer of the Company since 2016. Previously Accountant at STAR OIL (2011–2015). Higher Diploma in Business Administration, University of Economics and Business Administration.
4	**Ms. Phetsamai Soundala**	Member of the Board of Directors	Head of Marketing, Sales and Marketing Department of the Company since 2018, managing team performance, sales targets, customer relationships and coordination between Head Office and branches. Banking graduate, Banking Institute (Bank of the Lao PDR).
5	**Ms. Vinar Phiwsavanh**	Member of the Board of Directors	Five years of experience in the Company's marketing function, including two years as Department Head. Bachelor's Degree, Rattana Institute of Business Administration.

Resolution 3: Extraordinary General Meeting of Shareholders

The Board of Directors resolves:

1. To convene an Extraordinary General Meeting of Shareholders to acknowledge and approve the resignations under Resolution 1 and the appointments under Resolution 2.
2. To submit these resolutions and the curricula vitae of the appointees to the Extraordinary General Meeting of Shareholders for that purpose.

Resolution 4: Registration with the Relevant Authorities

The Board of Directors resolves to approve and authorise the Company to carry out all legal procedures for the change of the Board of Directors and the Managing Director with the relevant authorities, including:

- the Bank of the Lao PDR (BOL);
- the Lao Securities Commission Office (LSCO) and the Lao Securities Exchange (LSX); and
- the Ministry of Industry and Commerce (MoIC), including the amendment of the enterprise registration.

Resolution 5: General Authorisation and Effective Date

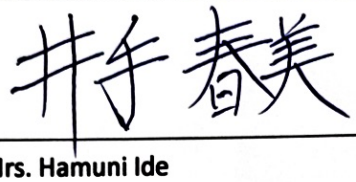
1. The newly appointed Managing Director, Ms. Phavanhna Phommasack, is authorised to sign, file and submit all documents, and to take all actions necessary, to give effect to these resolutions.
2. These resolutions take effect from 2 November 2026, subject to Resolution 3.

There being no further business, the Chairwoman declared the meeting closed.

Signatures

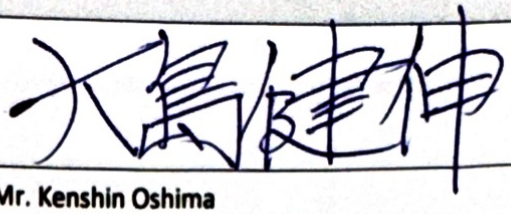
Members of the Board of Directors Present

Signature	
Name	Mrs. Yuki Scott
Position	Chairwoman
Date	02 / 11 / 2026

Signature	
Name	Mrs. Hamuni Ide
Position	Member
Date	02 / 11 / 2026

Signature	
Name	Mrs. Yuriko Oshima
Position	Managing Director and Member
Date	02 / 11 / 2026

Signature	
Name	Mrs. Mayu Oshima
Position	Member
Date	02 / 11 / 2026

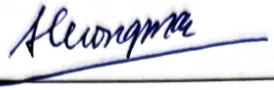
Signature	
Name	**Mr. Kenshin Oshima**
Position	**Senior Consultant and Member**
Date	**02 / 11 / 2026**

Company seal:

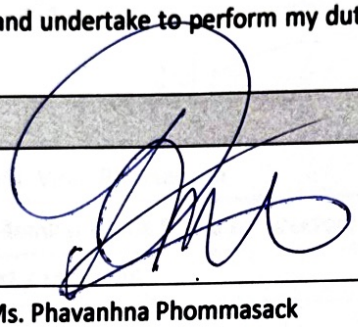


Acceptance of Appointment

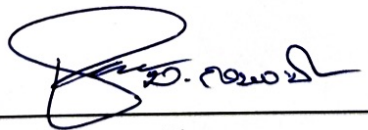
I, **Ms. Nguyen Thi Huong Mai**, accept my appointment as Chairwoman of the Board of Directors under Resolution 2, and undertake to perform my duties in the best interests of Lao ASEAN Leasing Public Company.

Signature	
Name	Ms. Nguyen Thi Huong Mai
Position	Chairwoman of the Board of Directors
Date	02 / 11 / 2026

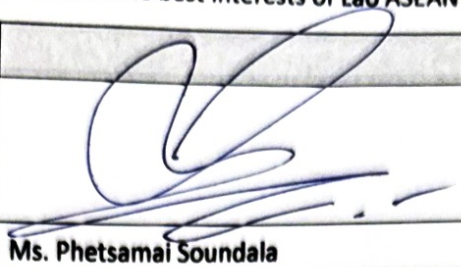
I, **Ms. Phavanhna Phommasack**, accept my appointment as Managing Director and Member of the Board of Directors under Resolution 2, and undertake to perform my duties in the best interests of Lao ASEAN Leasing Public Company.

Signature	
Name	Ms. Phavanhna Phommasack
Position	Managing Director and Member of the Board of Directors
Date	02 / 11 / 2026

I, **Ms. Khonemany Sihavong**, accept my appointment as Member of the Board of Directors under Resolution 2, and undertake to perform my duties in the best interests of Lao ASEAN Leasing Public Company.

Signature	
Name	Ms. Khonemany Sihavong
Position	Member of the Board of Directors
Date	02 / 11 / 2026

I, **Ms. Phetsamai Soundala**, accept my appointment as Member of the Board of Directors under Resolution 2, and undertake to perform my duties in the best interests of Lao ASEAN Leasing Public Company.

Signature	
Name	Ms. Phetsamai Soundala
Position	Member of the Board of Directors
Date	02 / 11 / 2026

I, **Ms. Vinar Phiwsavanh**, accept my appointment as Member of the Board of Directors under Resolution 2, and undertake to perform my duties in the best interests of Lao ASEAN Leasing Public Company.

Signature	
Name	Ms. Vinar Phiwsavanh
Position	Member of the Board of Directors
Date	02 / 11 / 2026