

**DLH INDUSTRIAL LIME JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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No: 01/NQ-DHDCD

Hai Duong, April 25, 2025

RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

- Pursuant to the Law on Enterprise 2020;
- Pursuant to the Charter of DLH Industrial Lime Joint Stock Company
- Pursuant to the Minutes of the General Meeting of Shareholders of DLH Industrial Lime Joint Stock Company No 01/BB-DHDCD dated April 25, 2025.

RESOLUTION:

Article 1: Approval of the following contents:

1. Approval of Report on activities of the BOD in 2024; Direction of the BOD in 2025 according to Report No 01.2025/TTr-DHDCD dated 04/04/2025;

2. Approval of the Audited 2024 financial statements of DLH Industrial Lime Joint Stock Company according to Report No 02.2025/TTr-DHDCD dated 04/04/2025;

3. Approval of Report on 2024 business performance and 2025 business plan of the Board of Management according to Report No 03.2025/TTr-DHDCD dated 04/04/2025;

4. Approval of Report on 2024 performance and 2025 plan of the Supervisory Board according to Report No 04.2025/TTr-DHDCD dated 04/04/2025;

5. Approval of selecting an auditing company to audit 2025 financial statements according to Proposal No 05.2025/TTr-DHDCD dated 04/04/2025;



6. Approval of transactions between the Company and stakeholders according to Proposal No 06.2025/TTr-DHĐCĐ dated 04/04/2025;

7. Approval of the 2024 profit distribution plan & 2025 profit distribution plan according to Proposal No 07.2025/TTr-DHĐCĐ dated 04/04/2025;

8. Approval of the Payment of Remuneration in 2024 and the estimated Remuneration in 2025 of internal persons according to Report No 08.2025/TTr-DHĐCĐ dated 04/04/2025;

Article 2: Approval of the Company name amendment

Amended Company name:

1. Vietnamese name: **Công ty cổ phần Tập đoàn DamiK**

2. English name: **DamiK group joint stock company**

3. Abbreviation: **DamiK Group**

The General Meeting of Shareholders assigns the Board of Directors/the Supervisory Board to amend and issue the Company's current documents under the new name, including but not limited to: Company Articles of Association, Internal Regulations on Corporate Governance, Regulations on the operation of the Board of Directors, Regulations on the operation of the Supervisory Board, ...

Article 3: Approval of Business line registration amendment

3.1. Abolish the following business line:

No	Name of business line abolished from the registered list	Code	Note
1	Production of building materials from clay	2392	
2	Collection of non-hazardous waste	3811	
3	Collection of hazardous waste Details: Collection of garbage, waste batteries, medical waste, waste electronic components, waste oil, waste sludge, waste water	3812	

4	Treatment and disposal of hazardous waste	3822	
5	Agent, broker, auction Details: Agent for buying and selling gasoline, liquefied petroleum gas (LPG), coal, firewood and petroleum products	4610	
6	Wholesale of solid, liquid, gaseous fuels and related products	4661	
7	Wholesale trade of other specialized products, not elsewhere classified Details: Wholesale of scrap, metal and non-metal waste	4669	

3.2. Modify the following business lines and industries. :

No	Name of business line amended in detail	Code	Main business lines (<i>If the business line is amended to become the main business line, mark X to select one of the declared business lines</i>)
1	Manufacture of concrete and products from cement and plaster	2395	
2	Manufacture of other metal products not elsewhere classified Details: Manufacture of mechanical products (Do not carry out activities in the list of industries and occupations that have not yet been approved to access the market in List A, Appendix I of Decree	2599	

	31/2021/ND-CP)		
3	<p>Wholesale of other machinery, equipment and spare parts</p> <p>Details: Wholesale of mining, construction machinery, equipment and machine parts</p> <p>(Do not carry out activities in the list of industries and occupations that have not yet been approved to access the market in List A, Appendix I of Decree 31/2021/ND-CP; Not subject to being a foreign service provider as prescribed in Circular 03/2024/TT-BCT)</p>	4659	
4	<p>Wholesale of other construction materials and installation equipment</p> <p>Details: Wholesale of cement, lime and other lime products (milk lime, lightweight powder), gypsum, dolomite, hardware, bricks, sand, stone, gravel, bamboo, wood and processed wood, paint, varnish.</p> <p>(Do not carry out activities in the list of industries and occupations that have not yet been approved to access the market in List A, Appendix I of Decree 31/2021/ND-CP; Not subject to being a foreign service provider as prescribed in Circular 03/2024/TT-BCT)</p>	4663	
5	<p>Cargo handling</p> <p>(Except air cargo handling)</p>	5224	
6	Iron ore mining	0710	

	(Excluding precious metals)		
7	Mining of other non-ferrous metal ores (Excluding precious metals)	0722	

3.3. Amendment and supplement to the Charter: Amend/supplement the contents corresponding to the amended, supplemented, and adjusted business lines in items 3.1 and 3.2 above into Article 4 of the Charter of DLH Industrial Lime Joint Stock Company.

Article 4: Approval of changes in organizational structure and amendments to the Charter and Internal regulations on corporate governance

1. Abolish the position of Deputy General Director
2. Add titles: Sales Director, Financial Director, Manufacture Director, Investment Project Director
3. The appointment of Directors will be decided by the Board of Directors.
4. Assign the Board of Directors to amend and supplement the Articles of Association and Internal Regulations on corporate governance in the contents related to the organizational structure of the Company as above.

Article 5: The legal representative is responsible for carrying out the procedures for registering amendments to the business registration contents of the Company with the Business Registration Authority and other administrative procedures under the Law.

Article 6: This Resolution takes effect from the date of signing.

The Board of Directors members, General Director, relevant departments and shareholders of the Company shall implement this decision.

ON BEHALF OF GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN



DANG DUC MINH

**DLH INDUSTRIAL LIME
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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01/BB-DHĐCĐ

MEETING MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on organization and operation of DLH Industrial Lime Joint Stock Company.

Today, at 9:00 AM, on April 25, 2025, DLH Industrial Lime Joint Stock Company, at its head office address at: Lot 20, Phu Thu Industrial Cluster, Phu Thu Ward, Kinh Mon Town, Hai Duong Province (Business Registration Certificate No.: 0800462363) (hereinafter referred to as the Company or DLH) held its Annual General Meeting of Shareholders (General Meeting) in person

PART A

PARTICIPANTS AND THE LEGALITY AND VALIDITY OF THE GENERAL MEETING

I. PARTICIPANTS

1. Presidium

- Mr. Dang Duc Minh - Chairman of the Board of Directors
 - Mr. Nguyen Manh Trung - Member of the Board of Directors
 - Mr. Le Quy Son - Member of the Board of Directors cum General Director
- 2.Shareholders of DLH Industrial Lime Joint Stock Company - Attending the meeting in person.
- 3.Members of the Board of Management, Supervisory Board
- 4.Heads of Departments and Professional Divisions of the Company.

II. LEGALITY AND VALIDITY OF THE GENERAL MEETING

1. Check the number of shareholders attending the General Meeting

The Vote Counting Committee reports the number of shareholders attending the General Meeting of Shareholders as follows:

- As of March 31, 2025 (the record date for the official list of shareholders entitled to attend the General Meeting), DLH Industrial Lime Joint Stock Company had 105 shareholders holding 14,375,000 shares, all of which (14,375,000 shares) carried voting rights and were held by these 105 shareholders.
- Total number of shareholders attending as of the opening of the Annual General Meeting of Shareholders at 9:15 AM on April 25, 2025: 27 shareholders representing 14,053,000 shares, corresponding to 97.76% of the company's total voting shares.
- Number of shareholders convened but absent: 78 shareholders representing 322,000 common shares, equivalent to 2.24% of the company's total voting shares.
- The Annual General Meeting of Shareholders was convened in accordance with regulations; the attendance rate meets the quorum requirements for holding the meeting as stipulated in the Enterprise Law and the Company's Charter.

PART B

CONTENT AND PROCEEDINGS OF THE GENERAL MEETING

I. COMMENCEMENT OF THE GENERAL MEETING

The Organizing Committee of the General Meeting submits to the General Meeting for voting on the Presidium, the Vote Counting Committee, the Secretariat, and the agenda of the General Meeting.

As of 8:35 AM on April 25, 2025, the total number of shareholders/authorized representatives attending with voting rights: 27 shareholders, representing 14,053,000 shares, accounting for 97.76% of the voting shares present at the General Meeting. Each share is equivalent to 1 vote.

The vote counting results for the approval of the opening procedures of the General Meeting are as follows:

1. Approval of the list of Presidiums, including:

- (1) Mr. Dang Duc Minh – Chairman of the Board of Directors
- (2) Mr. Nguyen Manh Trung – Member of the Board of Directors
- (3) Mr. Le Quy Son – Member of the Board of Directors cum General Director

The General Meeting of Shareholders voted to approve by show of voting cards with the following results:

▪ Approve	14,053,000 votes, corresponding to 100% of the total votes of shareholders attending and voting at the meeting
▪ Disapprove	0 votes, corresponding to 0% of the total votes of shareholders attending and voting at the meeting

▪ Abstain	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting
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2. Approval of the list of Vote Counting Committees, including:

- (1) Mr. Bui Van Tuan – Head of Department
- (2) Ms. Pham Mai Trang – Member
- (3) Mr. Nguyen Ngoc Phuong – Member

The General Meeting of Shareholders voted to approve by show of voting cards with the following results:

▪ Approve	14,053,000 votes , corresponding to 100% of the total votes of shareholders attending and voting at the meeting
▪ Disapprove	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting
▪ Abstain	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting

3. Approval of the Secretariat composition, including:

- (1) Ms. Pham Thanh Nhan - Head of the Board
- (2) Ms. Nguyen Thi Huyen – Member

The General Meeting of Shareholders voted to approve by show of voting cards with the following results:

▪ Approve	14,053,000 votes , corresponding to 100% of the total votes of shareholders attending and voting at the meeting
▪ Disapprove	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting
▪ Abstain	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting

4. Approval of the agenda at the General Meeting

1. Approval of the Board of Directors' Activity Report for 2024 and Plan for 2025.
2. Approval of the audited financial statements for 2024.
3. Approval of the General Director's Report on the Business Performance in 2024 and the Business Plan for 2025.
4. Approval of the Supervisory Board's Activity Report for 2024 and Plan for 2025.
5. Approval of the list of auditing firms to conduct the audit of the 2025 financial statements.
6. Approval of transactions between the Company and related parties.

7. Approval of the proposal for the 2024 profit distribution plan and the 2025 profit distribution plan.
8. Approval of the report on salary, bonus, and remuneration payments for 2024 and the plan for 2025 for insiders.
9. Approval of the proposal to change the Company's name.
10. Approval of the proposal to change the registered business lines.
11. Approval of the proposal to change the organizational structure and amend the Charter and internal Regulations on corporate governance.

The General Meeting of Shareholders voted to approve by show of voting cards with the following results:

▪ Approve	14,053,000 votes, corresponding to 100% of the total votes of shareholders attending and voting at the meeting
▪ Disapprove	0 votes, corresponding to 0% of the total votes of shareholders attending and voting at the meeting
▪ Abstain	0 votes, corresponding to 0% of the total votes of shareholders attending and voting at the meeting

II. MAIN CONTENT OF THE GENERAL MEETING

1. The General Meeting of Shareholders listened to the presentation of the reports and proposals submitted to the General Meeting of Shareholders for approval:

1. Approval of the Board of Directors' Activity Report for 2024 and Plan for 2025 according to Report No 01.2025/TTr-DHĐCĐ dated 04/04/2025;
2. Approval of the Audited Financial Statements for 2024 according to Report No 02.2025/TTr-DHĐCĐ dated 04/04/2025;
3. Approval of the General Director's Report on the Business Performance in 2024 and the Business Plan for 2025 according to Report No 03.2025/TTr-DHĐCĐ dated 04/04/2025;
4. Approval of the Supervisory Board's Activity Report for 2024 and Plan for 2025 according to Report No 04.2025/TTr-DHĐCĐ dated 04/04/2025;
5. Approval of the list of auditing firms to conduct the audit of the 2025 financial statements according to Proposal No 05.2025/TTr-DHĐCĐ dated 04/04/2025;

6. Approval of transactions between the Company and stakeholders according to Proposal No 06.2025/TTr-DHDCD dated 04/04/2025;
7. Approval of the proposal for the 2024 profit distribution plan & the 2025 profit distribution plan according to Proposal No 07.2025/TTr-DHDCD dated 04/04/2025;
8. Approval of the report on salary, bonus, and remuneration payments for 2024 and the plan for 2025 for insiders according to Report No 08.2025/TTr-DHDCD dated 04/04/2025.

The General Meeting of Shareholders voted to approve by voting with the following results:

ST T	Voting content	Approve		Disapprove		Abstain	
		Number of votes	%	Number of votes	%	Number of votes	%
1	Approval of the Board of Directors' Activity Report for 2024 and Plan for 2025	14,053,000	100	0	0	0	0
2	Approval of the Audited Financial Statements for 2024	14,053,000	100	0	0	0	0
3	Approval of the General Director's Report on the Business Performance in 2024 and the Business Plan for 2025	14,053,000	100	0	0	0	0
4	Approval of the Supervisory Board's Activity Report for 2024 and Plan for 2025	14,053,000	100	0	0	0	0
5	Approval of the list of auditing firms to conduct the audit of the 2025 financial statements	14,053,000	100	0	0	0	0

6	Approval of transactions between the Company and related parties	14,053,000	100	0	0	0	0
7	Approval of the proposal for the 2024 profit distribution plan & the 2025 profit distribution plan	14,053,000	100	0	0	0	0
8	Approval of the report on salary, bonus, and remuneration payments for 2024 and the plan for 2025 for insiders	14,053,000	100	0	0	0	0

(*) Calculated on the total number of votes of shareholders attending and voting at the meeting

Thus, these items were unanimously approved by the General Meeting of Shareholders with a 100% approval rate.

2. Change of company name

Mr. Dang Duc Minh, Chairman of the Board of Directors, presented the company's future development orientation and proposed changing the company name as follows:

1. Vietnamese Name: Công ty cổ phần Tập đoàn DamiK
2. English Name: DamiK Group Joint Stock Company
3. Abbreviated Name: DamiK Group

The General Meeting of Shareholders authorizes the Board of Directors/Supervisory Board to amend and issue the Company's current documents under the new name, including but not limited to: the Company's Charter, Internal Regulations on Corporate Governance, Regulations on the Operation of the Board of Directors, Regulations on the Operation of the Supervisory Board, etc.

The General Meeting of Shareholders voted to approve by ballot with the following results:

▪ Approve	14,053,000 votes, corresponding to 100% of the total votes of shareholders attending and voting at the meeting
▪ Disapprove	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting
▪ Abstain	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting

Thus, this content has been unanimously approved by the General Meeting of Shareholders with a 100% approval rate.

3. Change of business registration line

3.1. Removal of the following business lines from the registered list:

No	Name of business line removed from the registered list	Industry Code	Notes
1	Production of building materials from clay	2392	
2	Collection of non-hazardous waste	3811	
3	Collection of hazardous waste Details: Collection of waste, discarded batteries, medical waste, discarded electronic components, waste oil, sludge, wastewater	3812	
4	Treatment and disposal of hazardous waste	3822	
5	Agents, brokers, auctions Details: Agents for trading in gasoline, liquefied petroleum gas (LPG), coal, firewood, and petroleum products	4610	
6	Wholesale of solid, liquid, gaseous fuels and related products	4661	
7	Other specialized wholesale not elsewhere classified Details: Wholesale of metal and non-metal scrap and waste	4669	

3.2. Amendment of details for the following business lines:

No.	Amended Business Line	Industry Code	Main business lines (<i>In case the amended business lines are the</i>
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			<i>main business lines, mark X to select one of the declared business lines)</i>
1	<p>Manufacture of concrete and products from cement and gypsum</p>	2395	
2	<p>Production of unclassified metal products</p> <p>Details: production of mechanical products</p> <p>(Not carrying out activities under the list of industries and trades with limited market access in List A of Appendix I attached to Decree 31/2021/ND-CP)</p>	2599	
3	<p>Wholesale of machinery, equipment and other machine parts</p> <p>Details: Wholesale of machinery, equipment and parts for mining and construction.</p> <p>(Not carrying out activities under the list of industries and trades with limited market access in List A of Appendix I attached to Decree 31/2021/ND-CP; not being a foreign service provider as prescribed in Circular 03/2024/TT-BCT)</p>	4659	
4	<p>Wholesale of other building materials and installation equipment</p> <p>Details: Wholesale of cement, lime and other lime products (milk of lime, light powder), gypsum, dolomite, hardware, bricks, sand, stone, gravel, bamboo, timber and processed timber, paints, varnishes.</p>	4663	

	(Not carrying out activities under the list of industries and trades with limited market access in List A of Appendix I attached to Decree 31/2021/ND-CP; not being a foreign service provider as prescribed in Circular 03/2024/TT-BCT)		
5	Cargo handling (Excluding air cargo handling)	5224	
6	Iron ore mining (Excluding precious metals)	0710	
7	Mining of other non-ferrous metal ore (Excluding precious metals)	0722	

Amendment and Supplementation of the Charter: Amend/supplement the corresponding contents related to the changes and additions, and adjustments to the business lines in items 3.1 and 3.2 above, into Article 4 of the Charter of DLH Industrial Lime Joint Stock Company.

The General Meeting of Shareholders voted to approve by ballot with the following results:

▪ Approve	14,053,000 votes, corresponding to 100% of the total votes of shareholders attending and voting at the meeting
▪ Disapprove	0 votes, corresponding to 0% of the total votes of shareholders attending and voting at the meeting
▪ Abstain	0 votes, corresponding to 0% of the total votes of shareholders attending and voting at the meeting

Thus, this content has been unanimously approved by the General Meeting of Shareholders with a 100% approval rate.

4. Change of Organizational Structure and Amendment of the Charter and Internal Regulations on Corporate Governance

1. Abolish the position of Deputy General Director.
2. Add the following positions: Business Director, Finance Director, Production Director, Investment Project Director.
3. The appointment of these Director positions will be decided by the Board of Directors.

4. Authorize the Board of Directors to amend and supplement the Charter and Internal Regulations on Corporate Governance regarding the aforementioned changes to the Company's organizational structure.

The General Meeting of Shareholders voted to approve by ballot with the following results:

▪ Approve	14,053,000 votes, corresponding to 100% of the total votes of shareholders attending and voting at the meeting
▪ Disapprove	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting
▪ Abstain	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting

Thus, these contents have been unanimously approved by the General Meeting of Shareholders with a 100% approval rate.

PART C

APPROVING THE MINUTES AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

Ms. Pham Thanh Nhan - Head of the Secretariat - presented the full text of the Minutes of the Meeting and the Resolution of the General Meeting of Shareholders to the General Meeting.

The Organizing Committee of the General Meeting conducted a vote on the content of the Resolution of the 2025 Annual General Meeting of Shareholders of DLH Industrial Lime Joint Stock Company by showing voting cards.

As of 11:15 AM on April 25, 2025, the total number of shareholders/authorized representatives attending with voting rights: 27 shareholders/representatives, representing 14,053,000 shares, accounting for 97.76% of the voting shares present at the Assembly.

▪ Approve	14,053,000 votes, corresponding to 100% of the total votes of shareholders attending and voting at the meeting
▪ Disapprove	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting
▪ Abstain	0 votes , corresponding to 0% of the total votes of shareholders attending and voting at the meeting

The Vote Counting Committee commits to the accuracy of these Minutes. The Minutes were completed at 11:30 AM on April 25, 2025, and were approved by the entire General Meeting of Shareholders of DLH Industrial Lime Joint Stock Company./.

The Presidium declared the General Meeting closed.

The 2025 Annual General Meeting of Shareholders concluded at 11:35 AM on the same day

**SECRETARIAT
HEAD**



Pham Thanh Nhan

**ON BEHALF OF THE PRESIDIUM
CHAIRMAN**



Dang Duc Minh



**REPORT ON ACTIVITIES OF THE BOD IN 2024; DIRECTION OF
THE BOD IN 2025**

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

To: Shareholders DLH Industrial Lime Joint Stock Company

The Board of Directors of DLH Industrial Lime Joint Stock Company would like to respectfully report to the General Meeting of Shareholders on the implementation of assigned powers and tasks in 2024 and the 2025 operation plan with the following main contents:

PART I

ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Personnel structure of the Board of Directors in 2024

In 2024, the Company's Board of Directors consists of 5 members including:

- Mr. Dang Duc Minh - Chairman of the BOD
- Mr. Vu Manh Hung - Member of BOD
- Mr. Le Quy Son - Member of the BOD cum General Director
- Mr. Nguyen Manh Trung - Member of BOD
- Mr. Nguyen Van Hai - Member of BOD

2. Evaluation of the Board of Directors' performance in 2024

a) Board of Directors' performance

During the year, the Board of Directors held 06 meetings with the following attendance rates of Board members:

No	Member of the BOD	Number of Board of Directors meetings attended	Meeting attendance rate (%)	Reason for not attending the meeting
1	Mr. Dang Duc Minh - Chairman of the BOD	6	100	-

No	Member of the BOD	Number of Board of Directors meetings attended	Meeting attendance rate (%)	Reason for not attending the meeting
2	Mr. Vu Manh Hung - Member of BOD	6	100	-
3	Mr. Nguyen Manh Trung - Member of BOD	6	100	-
4	Mr. Nguyen Van Hai - Member of BOD	6	100	-
5	Mr. Le Quy Son - Member of the BOD cum General Director	6	100	-

With proactiveness, flexibility and sensitivity, the Board of Directors has oriented:

- To manage the company according to best governance practices to ensure the interests of shareholders and stakeholders.
- To coordinate the cash flow reasonably for investment activities and flexible payment plans that optimized capital for production and business activities.
- To satisfactorily implement the Company's policies and regulations for employees that enhance the employee's trust in the Company.

In 2024, the Board of Directors held many meetings to discuss and reach a common agreement on matters under the authority of the Board of Directors, planned strategies and made timely decisions and directions to guide the company's business operations. The approved critical matters are as follows:

- Approval of the organization plan and documents for the 2024 Annual General Meeting of Shareholders
 - Acceleration of site clearance for the inland waterway port and approval of the estimated compensation amount for the remaining households.
 - Approval of first 6-month business operation outcomes and last 6-month business plan
 - Approval of the business plan for the next 12 months and proposal of new credit limits, loan plans, guarantee issuance, asset mortgage/pledge.
 - Land lease from households to expand the storage yard area, renovate, and upgrade the road from the factory to provincial road 17B.

- Approval of the financial statement audit contract for 2024 with AASC Auditing Firm Company Limited.
- Transactions with stakeholders

No	Name of Organization/ Individual	Relationship with the company	NSH Certificate Number*, date of issue, place of issue <i>NSH No. *</i>	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, specify the date of issue)	Content, quantity, total transaction value (excluding VAT)
1	Dai Thinh Viet Joint Stock Company	Shared insiders are Mr. Dang Duc Minh and Mr. Nguyen Van Hai	0800995604	01.2024/NQ-DHDCD Dated April 02, 2024	Sales: 1,246,545,500 VND, Purchases: 3,278,320,500 VND Accounts receivable
2	DLH Transport Company Limited	Shared insiders are Mr. Dang Duc Minh and Mr. Vu Manh Hung	0201154560	01.2024/NQ-DHDCD Dated April 02, 2024	Purchase shipping costs: 2,229,000,000 VND Shipping costs for goods sold: 458,223,705 VND Administration consultantation expenses 1,420,500,000 VND
3	Khanh An Packing Manufacturing Joint Stock Company	Mr. Dang Duc Minh's wife is the Chairman of the Board of Directors cum Director, and shareholder of Khanh An Packing Manufacturing Joint Stock Company. Mr. Vu Manh Hung, member of the Board of Directors, is also a member of the Board of Directors and shareholder of Khanh An Packing Manufacturing Joint Stock Company	0801040766	01.2024/NQ-DHDCD Dated April 02, 2024	Purchase: 963,945,000 VND
4	DLH Waterway Transport Co.,Ltd	Shared insiders are Mr. Dang Duc Minh and Mr. Vu Manh Hung	0801386549	01.2024/NQ-DHDCD Dated April 02, 2024	Purchase shipping costs: 14,984,717,890 VND
5	Mr. Bui Van Tuan Mr. Bui Van		031087013532	01/2024/QDHDQT dated January 06, 2024	- Advances 3,000,000,000 VND

	Tuan is Deputy General Director				
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b) Remuneration of the Board of Directors in 2024

The Board of Directors recognizes that in 2024, the company still faced many difficulties due to global political instability and a declining global economy. Although business performance had improved significantly, the pressure to repay principal and interest on bank loans remained very high, especially in 2025. Therefore, the members of the Board of Directors proposed not to receive the 2024 Board of Directors' remuneration.

c) Fulfilling responsibilities to shareholders

- Paid attention and fully and transparently implemented information disclosure according to regulations.
- Supported shareholders in updating personal information, answering questions related to shareholders' rights.

d) Supervisory activities of the Board of Directors over the Board of Management (BOM)

The Board of Directors directs the operations of the Board of Management (BOM) and promptly resolves issues arising under the authority of the Board of Directors to facilitate the operations of the Board of Management (BOM).

The General Director proactively reports and asks for approval from the Board of Directors when problems arise in operations to provide timely solutions.

In 2024, the Board of Directors highly appreciated the initiative, flexibility, creativity and determination of the Board of Management (BOM) and all employees of the company in organizing and implementing business activities, while also effectively carrying out internal governance, helping the company to successfully achieve the set targets despite the overall industry facing many difficulties.

e) Activities of each member of the Board of Directors

In addition to fulfilling the general responsibilities of the Board of Directors, the Board members successfully completed assigned tasks, specifically:

- The Chairman of the Board of Directors fulfilled his duties in accordance with the provisions of the Enterprise Law and the Company Articles of Association in convening and organizing meetings as well as assigning tasks to each member of the Board of Directors. Comprehensively presided over the company's operational management.

- Other members of the Board of Directors completed their assigned tasks and made creative and timely contributions to the general activities of the Board of Directors.

PART II

DIRECTION OF ACTIVITIES IN 2025

1. Solutions in the business field

- Focus on managing business operations, provide timely instructions to improve business efficiency, and ensure the set plan
- Direct the implementation of enhanced risk control and cost control to improve efficiency.

2. Financial work

- Prepare capital to always be ready for production and business activities.
- Actively work with credit institutions to find capital with preferential interest rates.

3. Human Resources and Shareholder Relations

- Build a professional working environment, create opportunities for personal development and competitive income to attract talent for the company's development requirements.
- Rejuvenate management staff, enhance training for direct management positions at the company
- Strengthen communication and relations with shareholders and investors

4. Other works

- Direct the Board of Management (BOM) to closely monitor and implement resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors.
- Keep directing the development and completion of the company's internal regulations system.
- Maintain fully, accurately and timely information disclosure activities according to regulations
- Focus on monitoring and orienting the comprehensive development of the company's operation, strengthen risk management.

The above is the Board of Directors' report on activities in 2024 and operation plan in 2025. We hope that the shareholders will consult us practical opinions helping the Board of Director improve for greater and sustainable development

The Board of Directors sincerely thanks the shareholders for your support and trust.

Sincerely thank you!

**ON BEHALF OF THE BOD
CHAIRMAN**

A handwritten signature in blue ink is written over a red circular stamp. The stamp contains the text "CÔNG TY CỔ PHẦN VỎI CỎ" at the top, "HƯỚNG DẪN" on the right, and "M.S.D.N: 0800467363" at the bottom. The signature is a stylized, cursive script.

DANG DUC MINH



**DLH INDUSTRIAL LIME JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
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No: 02.2025/TTTr - DHDCD

Hai Duong, April 04, 2024

PROPOSAL OF THE BOARD OF DIRECTORS

On the approval of 2024 audited financial statements

To: Shareholders of DLH Industrial Lime Joint Stock Company

DLH Industrial Lime Joint Stock Company's Board of Directors respectfully proposes to the 2025 Annual General Meeting of Shareholders for consideration and approval of the 2024 financial statements audited by AASC Auditing Firm Company Limited, including the following contents:

1. Independent auditors' report: Give full acceptance
2. Balance Sheet as at December 31, 2024;
3. Income Statement of 2024
4. Cash Flow Statement of 2024
5. Notes for Financial Statement of 2024

In particular, some basic indicators in 2024 audited financial statements are as follows:

No	Main items	Unit	31.12.2024	31.12.2023
1	Total assets	VND	291,919,765,101	297,413,296,898
2	Net Revenue	VND	337,476,828,764	303,387,091,544
3	Profit before tax	VND	18,804,482,750	4,825,454,476
4	Profit after tax	VND	15,464,255,567	3,695,730,035

Detailed contents of the audited reports for 2024 were sent directly to shareholders at the meeting.

Hope that General Meeting of Shareholders will consider and provide approval.

Sincerely thank you!

ON BEHALF OF THE BOD
CHAIRMAN



DANG DUC MINH

**REPORT ON 2024 BUSINESS PERFORMANCE AND
2025 BUSINESS PLAN OF THE BOARD OF
MANAGEMENT
DLH INDUSTRIAL LIME JOINT STOCK COMPANY**

To: Shareholders of DLH Industrial Lime Joint Stock Company

- Pursuant to the Law on Enterprise No 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Charter of DLH Industrial Lime Joint Stock Company;
- Based on the 2024 business performance and 2025 business plan of the Company.

The Board of Management of DLH Industrial Lime Joint Stock Company respectfully reports the 2025 Annual General Meeting of Shareholders the business performance in 2024 and business plan in 2025 as follows:

PART I: BUSINESS STATUS AND PERFORMANCE IN 2024

1. Advantages and disadvantages in 2024

1.1. Advantages

The company had a stable source of customers, helping to maintain production output, especially during times when the market is facing many difficulties.

The government continued to maintain policies to support economic recovery, such as extending the reduction of the value-added tax rate and implementing interest rate stabilization policies in the financial market, which reduced bank lending rates and lessened the financial cost burden on businesses.

There was a decrease in the coal price, the direct production raw material, helping to reduce the production costs and improve the Company's business performance.

1.2. Disadvantages and challenges

The global economy in general and the domestic economy in particular faced many difficulties and challenges, with production output of manufacturing industries basically decreasing. The real estate crisis in China has been prolonged by the US imposing a 25% tax on imported steel products, causing great difficulties for the steel industry, for whom the output of factories mainly served.



1.3. Implementation status of 2024 plan targets (according to the data of 2024 audited financial statements)

No	Interpretation	Unit	Amount	Variance compared to the plan
1	Revenue from sales of merchandise and services	Billion VND	337.5	+9%
2	Profit after Corporate Income Tax	Billion VND	15.46	+209%
3	Return on equity (ROE)	%	9.17	+5.91%

2. Specific results for each activity

2.1. For production activities

Total production output increased by 9%, mainly lime and hydrated lime, lime powder and Dolomite tended to decrease sharply. Dolomite output decreased because of difficulties in input materials, lime powder output faced difficulties due to reduced customer demand.

No	Item	Production Quantity 2024 Tons	Production Quantity 2023 Tons	Difference	Variance %
1	Dolomite	82,054.42	98,398.594	(16,344.17)	-17%
2	Lime powder	2,728.57	5,790.090	(3,061.52)	-53%
3	Lump lime	149,393.59	111,771.73	37,621.86	34%
4	Hydrated lime	3,505.70	2,994.54	511.16	17%
	Total	237,682.28	218,954.96	18,727.32	9%

2.2. For investment activities

Completing legal procedures for the 2-hectare expansion project: The project was handed over the site and granted a land use right certificate on February 5, 2024.

Upgrade the 560m long road from Provincial Road 17B to the factory to help vehicles enter and exit the factory safely and efficiently.

Continue to clear the port project site to complete the entire project. As of December 31, 2024, there are still 2 households that have not been cleared, namely the households of Nguyen Thi Dung and Doan Thi Lien.

Expand the area of raw material storage, increase the amount of input raw materials to be more proactive in the production process.

PART II: 2025 BUSINESS PLAN

2025 is expected to continue to be a year with many difficulties and challenges for businesses in general, as the economy has not yet shown positive signs of change. However, with the goal of stable and sustainable development, the Board of Management (BOM) has set the following business targets for 2025:

1. Estimated revenue and profit in 2025

No	Interpretation	Unit	Amount
1	Net revenue from sales of goods and services	Billion VND	302
2	Profit after Corporate Income Tax	Billion VND	7.2
3	Return on equity (ROE)	%	4.1

2. Other targets in production and business activities in 2025

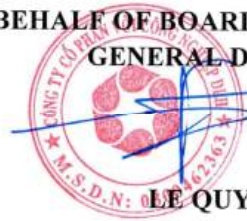
- Keep searching for and stabilize input materials, ensuring continuity and efficiency in production.
- Maintain traditional customers while promote business to find new customers to expand the market.
- Strictly control, manage, and economize input raw material costs as well as operational and management costs to optimize production costs
- Leverage technological strengths in production to enhance product quality and increase competitiveness.
- Reorganize and rearrange the personnel structure, complete processes to improve management efficiency, strongly implement digital transformation, and apply information technology in management, operations, and sales.
- Build an effective working environment and develop a corporate culture.

3. Project implementation in 2025

In the coming year, continue to accelerate the site clearance of the inland waterway port project to complete all legal procedures, putting the inland waterway port project into synchronous operation to optimize the circulation and handling of input raw materials and output goods, and increase the storage yard area to reduce the storage space pressure in the factory area, thereby expanding space for other production and processing activities.

Hope that General Meeting of Shareholders will consider and provide approval.

**ON BEHALF OF BOARD OF MANAGEMENT
GENERAL DIRECTOR**



LE QUY SON





No: 04.2025/TTr - ĐHĐCĐ

Hai Duong, April 4, 2025

REPORT
ACTIVITIES IN 2024 AND PLAN FOR 2025 OF THE SUPERVISORY BOARD
DLH INDUSTRIAL LIME JOINT STOCK COMPANY

To: Shareholders of DLH Industrial Lime Joint Stock Company

The Supervisory Board of DLH Industrial Lime Joint Stock Company respectfully reports to the General Meeting of Shareholders on the implementation of its rights and duties in 2024 and the operational plan for 2025 with the following key contents:

PART I

I. ACTIVITIES OF THE SUPERVISORY BOARD (SB) IN 2024

1. Personnel and remuneration of the Supervisory Board

In 2024, the company's Board of Directors (BOD) consisted of three members:

- Ms. Pham Thanh Nhan - Head of the Supervisory Board
- Ms. Pham Thi Thu Ha - Member of the Supervisory Board
- Ms. Nguyen Thi Huyen - Member of the Supervisory Board

In 2024, the Supervisory Board did not receive remuneration for its activities in 2023 and proposes not to receive remuneration for its activities in 2024.

2. Activities of the Supervisory Board in 2024

- In 2024, the Supervisory Board conducted two meetings to review the company's periodic financial reports. Additionally, the BOD regularly invited the SB to attend its meetings.

- The SB monitored and supervised the BOD and the Executive Board regarding the implementation of resolutions of the General Meeting of Shareholders and the BOD, while also conducting periodic and regular inspections of the company's operations.

- The SB verified the accuracy and validity of accounting documents and records and participated in discussions with the independent auditing firm to clarify arising issues during the audit process.

PART II

**EVALUATION OF THE ACTIVITIES OF THE BOARD OF DIRECTORS,
EXECUTIVE BOARD, AND AUDIT OF THE 2024 FINANCIAL STATEMENTS**

1. Evaluation of the Board of Directors (BOD)

-The BOD has fully implemented the resolutions of the General Meeting of Shareholders. The BOD directs the company's activities in compliance with legal regulations, the company's charter and the resolutions of the General Meeting of Shareholders.

- The BOD meetings were held in a timely manner and followed proper procedures.

2.Evaluation of the Executive Board's management and operations

- The Executive Board has fulfilled its responsibilities and authority as stipulated in the company's charter and has managed the company according to the BOD's orientation.

- The resolutions and decisions of the General Meeting of Shareholders and the BOD have been promptly implemented by the Executive Board, ensuring compliance with legal regulations.

3.Audit of financial statements

- The Supervisory Board has reviewed and verified the financial statements prepared by the Executive Board and the company's accounting department for 2024. These financial statements have been audited by AASC Auditing Firm Company Limited and received an unqualified opinion.

4.The evaluation report on transactions between the company, its subsidiaries, and companies in which the public company holds more than 50% of the charter capital with members of the Board of Directors, the General Director, other executives of the enterprise, and related parties of these individuals; transactions between the company and companies where members of the Board of Directors, the General Director, or other executives of the enterprise are founding members or have been managers of the enterprise within the past three years prior to the transactions:

All transactions with the aforementioned parties have been approved by the relevant authority before execution, in compliance with regulations.

5. Evaluation of the coordination between the Supervisory Board, the Board of Directors, the General Director, and shareholders:

- The Supervisory Board (SB) always closely coordinates with the Board of Directors (BOD), the General Director, and other managers in performing its functions and duties. The Board of Directors, the General Director, and other managers have provided the necessary documents and information to the Supervisory Board while respecting its independence and objectivity.

- The Supervisory Board regularly exchanges information and coordinates with the Board of Directors, the General Director, and other managers during the implementation of the company's related tasks.

- The Supervisory Board fully participates in Board of Directors meetings, providing opinions within the scope of its functions and authority. The minutes of the Supervisory Board meetings are sent to the Board of Directors as required. The Supervisory Board's activity plans and monitoring programs are promptly communicated to the Board of Directors and the General Director.

PAR III

SOME RECOMMENDATIONS OF THE SUPERVISORY BOARD

- Regarding organizational activities: Improve and comply with the company's organizational regulations, research and issue a detailed delegation of authority within the Executive Board.
- Develop internal regulatory documents and promote digitalization in management to minimize risks and violations.
- Standardize and improve the regulatory system to enhance the effectiveness of operational monitoring.

PART IV

OPERATIONAL PLAN OF THE SUPERVISORY BOARD FOR 2025

- The Supervisory Board carries out its duty on behalf of shareholders to comprehensively oversee the company's business operations, governance, and management.
- Focus on risk management, emphasizing prevention and mitigation as key objectives to ensure compliance with legal regulations and company policies
- Strengthen oversight of operational costs and investment expenses.
- Prioritize the review of the company's financial statements.
- Monitor capital efficiency and safety in its utilization.

This report summarizes the Supervisory Board's activities in 2024 and its operational direction for 2025, submitted to the General Meeting of Shareholders for review and approval.

Sincerely,

ON BEHAFT OF THE SUPERVISORY BOARD

HEARD OF THE BOARD



PHAM THANH NHAN

No: 05.2025/TTr - DHDCD

Hai Duong, April 04, 2024

PROPOSAL OF THE SUPERVISORY BOARD

On approval of selecting an auditing company to audit 2025 financial statements

To: Shareholders of DLH Industrial Lime Joint Stock Company

The Supervisory Board of the Company respectfully propose to the General Meeting of Shareholders for consideration and approval of selecting an independent auditing company to audit the company's 2025 financial statements as follows:

1. Criteria for selecting an independent auditing company:

- Be a company legally operating in Vietnam and approved by the Ministry of Finance and the State Security Commission of Vietnam to conduct audits for public interest entities in 2025 and has experience in auditing public interest entities in Vietnam.
- Reputable in the field of auditing and has a team of auditors with good professional qualifications.
- There is no conflict of interest when auditing the company's reports.
- Have appropriate audit fees.

2. Proposed list of auditing companies that can audit the company's 2025 report as follows:

1. KPMG COMPANY LIMITED (KPMG)
2. ERNST & YOUNG VIET NAM LIMITED (E&Y)
3. DELOITTE VIETNAM AUDIT COMPANY LIMITED (*DELOITTE*)
4. A&C AUDITING AND CONSULTING COMPANY LIMITED (A&C)
5. AASC AUDITING FIRM COMPANY LIMITED (AASC)
6. PWC (VIETNAM) LIMITED (*PWC*)
7. GRANT THORNTON (VIETNAM) LIMITED (GT)
8. AAC AUDITING AND ACCOUNTING COMPANY LIMITED (AAC)
9. AFC VIETNAM AUDITING COMPANY LIMITED (AFC)
10. MOORE AISC AUDITING AND INFORMATICS SERVICES COMPANY LIMITED (MOORE AISC)
11. UHY AUDITING AND CONSULTING COMPANY LIMITED (UHY)
12. RSM VIETNAM AUDITING & CONSULTING COMPANY LIMITED (RSM)
13. VACO AUDITING COMPANY LIMITED (VACO)



14. AN VIET AUDITING COMPANY LIMITED (AN VIET)
15. BDO AUDIT SERVICES COMPANY LIMITED (BDO)
16. FAC AUDITING COMPANY LIMITED (FAC)
17. VIET NAM AUDITING & EVALUATION COMPANY LIMITED (VAE)
18. ECOVIS AFA VIETNAM AUDITING - APPRAISAL AND CONSULTING COMPANY LIMITED (ECOVIS AFA VIETNAM)
19. INTERNATIONAL AUDITING COMPANY LIMITED (ICPA)
20. DFK VIET NAM AUDITING COMPANY LIMITED (DFK)
21. CPA VIETNAM AUDITING COMPANY LIMITED (CPA VIETNAM)
22. VIET VALUES AUDIT AND CONSULTING COMPANY LIMITED (VIET VALUES)
23. ASCO FIRM AUDITING AND VALUATION COMPANY LIMITED (ASCO)
24. SOUTHERN AUDITING AND ACCOUNTING FINANCIAL CONSULTING SERVICES COMPANY LIMITED (AASCS)
25. NHAN TAM VIET AUDITING COMPANY LIMITED (NVT)
26. S&S AUDITING AND CONSULTING CO., LTD (S&S)
27. VIET NAM AUDITING AND VALUATION COMPANY LIMITED (AVA)
28. INTERNATIONAL AUDITING AND VALUATION COMPANY LIMITED (IAV)

3. Propose that the General Meeting of Shareholders authorize the Board of Directors to proactively select an auditing unit from the list stated in Section 2 to audit the Company's 2025 financial statements.

Hope that General Meeting of Shareholders will consider and provide approval.

Sincerely thank you!

**ON BEHALF OF SUPERVISORY BOARD
HEAD OF THE BOARD**



PHAM THANH NHAN

No: 06.2025/TTr - DHDCD

Hai Duong, April 04, 2024

PROPOSAL OF THE BOARD OF DIRECTORS

On approval of transactions between the Company and stakeholders

To: Shareholders of DLH Industrial Lime Joint Stock Company

- Pursuant to the Law on Enterprise No. 59/2020/QH 14 dated June 17, 2020
- Pursuant to the Decree No. 155/2020/ND-CP dated December 31, 2020
- Pursuant to the Charter of DLH Industrial Lime Joint Stock Company

The Board of Directors of DLH Industrial Lime Joint Stock Company respectfully propose to the 2025 Annual General Meeting of Shareholders for consideration and approval of transactions between the Company and stakeholders as follows:

1. In order to enhance synergy on the operating platform of related units to bring economic benefits to all parties, creating a synchronous closed ecosystem, the Board of Directors respectfully submits to the General Meeting of Shareholders to approve internal transactions with related parties as follows:

1.1. Subjects: include but are not limited to the following organizations/individuals:

- Dai Thinh Viet Joint Stock Company
- DLH Transport Company Limited
- DLH Waterway Transport Co.,Ltd
- Khanh An Packing Manufacturing Joint Stock Company
- DLH Holdings Group Joint Stock Company
- Mr. Dang Duc Minh - Chairman of the BOD
- Mr. Vu Manh Hung - Member of BOD

1.2. Transaction contents with stakeholders: including but not limited to the following transactions:

- a) Transactions in the purchase and sale of goods
- b) Transactions transferring ownership, granting rights to use trademarks, innovations, technical improvements, copyrights and other intellectual property objects, whether registered for protection or not.
- c) Cost sharing transactions; whereby the shared costs include but are not limited to IT service costs, management costs, actual operating costs and other services in accordance with market prices and are allocated on the basis of agreement between the above companies according to the principles of transparency, equality, reasonableness, in



accordance with market practices and legal regulations.

d) Loan, lending, guarantee, pledge and mortgage transactions based on optimizing cash flow and financial activities of the parties.

1.3. Expected transaction value: Assign the Board of Directors to negotiate and decide on the transaction value, including but not limited to: Transactions valued at 35% or more, or transactions that result in the total value of transactions occurring within 12 months from the date of the first transaction being valued at 35% or more of the total assets recorded in the most recent financial statements.

2. Assign to Mr. Dang Duc Minh, Chairman of the Board of Directors of the company or Mr. Le Quy Son, General Director of the company and allow the Chairman of the Board of Directors and General Director of the company to authorize other managers of the company:

a) Decide on the specific terms and conditions of the related transactions and the contracts, agreements, and documents related to the related transactions, including agreements to amend, supplement, terminate, and replace the related transactions (if any); and

b) Sign and execute related transactions and contracts, agreements, documents related to related transactions, including agreements to amend, supplement, terminate, and replace related transactions (if any).

Hope that General Meeting of Shareholders will consider and provide approval.

Sincerely thank you!

**ON BEHALF OF THE BOD
CHAIRMAN**



DANG DUC MINH

**DLH INDUSTRIAL LIME JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
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No: 07.2025/TTr - DHDCD

Hai Duong, April 04, 2024

PROPOSAL
ON THE APPROVAL OF THE 2024 PROFIT DISTRIBUTION PLAN
& 2025 PROFIT DISTRIBUTION PLAN

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

To: Shareholders DLH Industrial Lime Joint Stock Company

- Pursuant to the Law on Enterprise No 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Charter of DLH Industrial Lime Joint Stock Company;
- Based on the 2024 business performance and the Company's 2025 production and business plan.

The Board of Directors of DLH Industrial Lime Joint Stock Company respectfully propose to the 2025 Annual General Meeting of Shareholders for approval of 2024 profit distribution plan and 2025 profit distribution plan as follows:

No	Interpretation	Unit	2024 Performance	2025 Target
1	Profit after Corporate Income Tax	Billion VND	15.4	7.2
2	Fund allocation	Billion VND	0	0
3	Dividend Payment	Billion VND	0	0
4	Remaining profit after dividend payment and allocation	Billion VND	15.4	7.2

Hope that General Meeting of Shareholders will consider and provide approval.

**ON BEHALF OF THE BOD
CHAIRMAN**

DANG DUC MINH

PROPOSAL
FOR THE PAYMENT OF REMUNERATION IN 2024 AND THE ESTIMATED
REMUNERATION IN 2025 OF INTERNAL PERSONS
DLH INDUSTRIAL LIME JOINT STOCK COMPANY

To: Shareholders DLH Industrial Lime Joint Stock Company

- Pursuant to the Law on Enterprise No 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Charter of DLH Industrial Lime Joint Stock Company;
- Based on the 2024 business performance and the Company's 2025 production and business plan.

The Board of Directors of DLH Industrial Lime Joint Stock Company respectfully proposes to the 2025 Annual General Meeting of Shareholders for approval of 2024 salary, bonus and remuneration payment report and the 2025 plan for internal employees as follows:

1. Salary costs in 2024 and expected in 2025

No	Interpretation	Unit	In 2024	In 2025
1	Member of the BOD	Million VND	0	0
2	Member of the Board of Supervisory	Million VND	0	0
3	General Director	Million VND	288	360
4	Deputy General Director	Million VND	219	300
5	Chief Accountant	Million VND	183	240

2. Remuneration of the Board of Directors and the Supervisory Board in 2024 and expected in 2025

No	Interpretation	Unit	In 2024	In 2025
1	Member of the BOD	Million VND	0	0
2	Member of the Board of Supervisory	Million VND	0	0

3. Bonus in 2024 and expected in 2025

No	Interpretation	Unit	In 2024	In 2025
1	Member of the BOD	Million VND	0	0
2	Member of the Board of Supervisory	Million VND	0	0
3	General Director	Million VND	54	90
4	Deputy General Director	Million VND	43	75
5	Chief Accountant	Million VND	37	60

Hope that General Meeting of Shareholders will consider and provide approval.

ON BEHALF OF THE BOD
CHAIRMAN



DANG DUC MINH