DLH INDUSTRIAL LIME JOINT STOCK COMPANY

No: 16/TB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Duong, April 04, 2025

NOTICE
Regarding invitation to attend the 2025 Annual General Meeting of Shareholders

DLH Industrial Lime Joint Stock Company's Board of Directors (BOD) (Stock code: DKG) respectfully informs our valued shareholders to attend the 2025 Annual General Meeting of Shareholders (AGMS) of DKG as follows:

1. Time: **08:00, April 25th, 2025**
2. Venue: Head office of DLH Industrial Lime Joint Stock Company - Lot 20, Phu Thu Industrial Cluster, Phu Thu Ward, Kinh Mon Town, Hai Duong Province
3. Attendance eligibility: All shareholders owning DKG's shares according to shareholders list with record date being **Marchth, 2025** or authorized person for attending the AGMS.
4. Contents of the Meeting: According to the General Meeting Agenda (attached)
5. Confirmation of attendance: For the AGMS to be well convened, please confirm your participation or authorized other persons to attend the meeting (by attached Power of Attorney form) and send to DKG by post or facsimile no later than **16:30, April 24th, 2025.**
6. Shareholders or authorized person attending the General Meeting must bring the following documents:

- Notice of Meeting
- ID card or passport.
- Copy of ID card/passport of Authorizer and Power of Attorney (in *case of authorization to attend the General Meeting*).

7. Documents related to the General Meeting, confirmation/authorization forms… posted on the website of the DLH Industrial Lime Joint Stock Company at the address: http://www.dlhlime.com.
8. For more information, please contact:
   DLH Industrial Lime Joint Stock Company
   DLH Industrial Lime Joint Stock Company - Lot 20, Phu Thu Industrial Cluster, Phu Thu Ward, Kinh Mon Town, Hai Duong Province
   Tel: 0888 366 899

This notice shall be fully honored as Invitation Letter. All accommodation, travel and other expenses when attending the meeting shall be borne by shareholders.

Sincerely announce!

Recipients:
- As above;
- The BOD;
- The General Director (for reference);
- Head of the Board of Supervisory (for information);
- Archived VP

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



DANG DUC MINH

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

EXPECTED AGENDA OF THE 2025 GENERAL MEETING OF SHAREHOLDERS

Time: 08:00, April 25th, 2025

Venue: Head office of DLH Industrial Lime Joint Stock Company - Lot 20, Phu Thu Industrial Cluster, Phu Thu Ward, Kinh Mon Town, Hai Duong Province

Time	Content
7h30 – 8h00	Shareholder's Examination
8h00 – 8h10	Declaration of the reason and opening of the General Meeting
8h10 – 8h15	Report on Shareholder's Examination and the Legitimacy of the Annual General Meeting
8h15 – 8h25	**The Organizing Committee of the General Meeting presents and the General Meeting approve:** - The General Meeting organization regulations - Membership of Presidium
8h25 – 8h35	**Chairman of the General Meeting presents and the General Meeting approve:** - The Secretariat of the General Meeting - The General Meeting Agenda - The Ballot Counting Committee
8h35 – 8h50	**Content 1:** Report on activities of the BOD in 2024; Direction of the BOD in 2025;
8h50 – 9h00	**Content 2:** Audited 2024 financial statements
9h00 – 9h05	**Content 3:** Report on 2024 business performance and 2025 business plan of the Board of Management
9h05 – 9h15	**Content 4:** Report on 2024 performance and 2025 plan of the Supervisory Board;
9h15 – 9h25	**Content 5:** Proposal of selecting an auditing company to audit 2025 financial statements;
9h25 – 9h35	**Content 6:** Proposal on approval of transactions between the Company and stakeholders;
9h35 – 9h40	**Content 7:** Proposal on approval of the 2024 profit distribution plan & 2025 profit distribution plan;
9h40 – 9h45	**Content 8:** Proposal for the Payment of Remuneration in 2024 and the estimated Remuneration in 2025 of internal persons;

Time	Content
9h45 – 9h50	**Content 9:** Proposal on Company name amendment **Content 10:** Proposal on approval of Business line registration amendment
9h50 – 10h00	**Content 11:** Proposal on Approval of changes in organizational structure and amendments to the Charter and Internal regulations on corporate governance
10h00 – 10h10	Shareholders discuss and vote to approve the contents
10h10 – 10h20	**Break**
10h20 – 10h35	Announcement of the voting results to approve the contents.
10h40 – 10h50	Approval of Minutes and Resolutions of the 2025 AGMS
10h50 – 11h00	Closing the Meeting

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CONFIRMATION OF ATTENDANCE/AUTHORIZATION OF ATTENDANCE

Regarding the attendance of Annual General Meeting of Shareholders 2025
***To:* DLH Industrial Lime Joint Stock Company**

Name of Shareholder: .....
ID card No/ Enterprise Registration Certificate No: .....
Permanent address/ headquarter:.....
Phone:.....
Number of shares owned:.....shares (In words:.....)

1. Confirmation of attendance

I/We confirm that we will attend the 2025 Annual General Meeting of Shareholders of the DLH Industrial Lime Joint Stock Company.

2. Authorization to attend the General Meeting:

2.1. Authorize Mr./Ms.:.....
Citizen card No ID: ..... *Issued on*..... By.....
Address:
.....
Phone:
.....
Number of shares owned:.....shares (In words:.....)

2.2. AUTHORIZATION CONTENT:

The authorized party is authorized to represent the Authorizing Party to attend the 2025 Annual General Meeting of Shareholders of DLH Industrial Lime Joint Stock Company and exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares.

We commit to strictly comply with the provisions of the Company's Articles of Association of DLH Industrial Lime Joint Stock Company and take full responsibility before the law for the implementation of this authorization.

....., .../..... /2025

AUTHORIZED REPRESENTATIVE
(signature and full name)

SHAREHOLDERS
(Signature, full name and seal)

Note:
The authorized person attending the General Meeting must bring the Meeting Invitation Letter, Original Power of Attorney, Copy of the Authorized Person's Citizen ID Card/Passport and original Citizen ID Card/Passport.
If the authorized party is an organization, it must have the signature of the organization's legal representative and the organization's seal.

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

No: 01.2025/TTr - DHDCD

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Hai Duong, April 04, 2024

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 *NSH No.**	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				

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

DANG DUC MINH

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

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No: 02.2025/TTr - 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

DLH INDUSTRIAL LIME JOINT STOCK COMPANY	***THE SOCIALIST REPUBLIC OF VIETNAM*** **Independence - Freedom - Happiness** ----------o0o----------
No: 03.2024/TTr - DHDCD	*Hai Duong, April 04, 2024*

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.

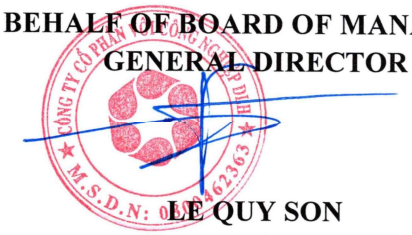
- Build an effective working environment and develop a corporate culture.

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

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

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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

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

No: 05.2025/TTr - DHDCD

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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 2024 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

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

No: 06.2025/TTr - DHDCD

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
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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

No: 07.2025/TTr - DHDCD

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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

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

No: 08.2025/TTr - DHDCD

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Hai Duong, April 04, 2024

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

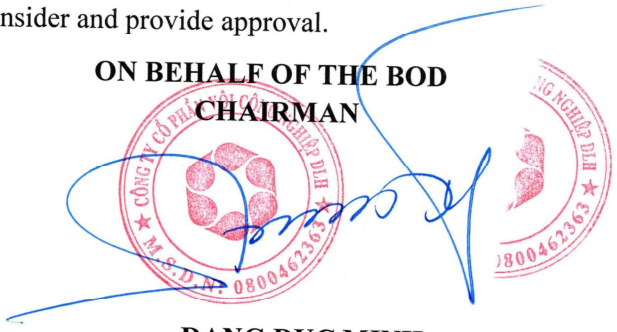
No	Interpretation	Unit	*In 2024*	*In 2025*
1	Member of the BOD	Million VND	0	0
2	Member of the Board of Supervisory	Million VND	0	0

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

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

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No: 09.2025/TTr - DHDCD

Hai Duong, April 04, 2024

PROPOSAL

ON APPROVAL OF THE COMPANY NAME AMENDMENT 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 company's future development orientation.*

The Board of Directors of DLH Industrial Lime Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the Company Name amendment as follows:

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, ...

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

ON BEHALF OF THE BOD
CHAIRMAN

DANG DUC MINH

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

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No: 10.2025/TTr - DHDCD

Hai Duong, April 04, 2024

PROPOSAL

APPROVAL OF BUSINESS LINE REGISTRATION AMENDMENT OF 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 needs and future development orientation.*

The Board of Directors of DLH Industrial Lime Joint Stock Company respectfully proposes to the 2025 Annual General Meeting of Shareholders for approval of amendments, supplements and adjustments of the Company business line as follows:

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	4610	

	Details: Agent for buying and selling gasoline, liquefied petroleum gas (LPG), coal, firewood and petroleum products		
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	

2. Modify the following business lines and industries. :

No	Name of business line amended in detail	Code	Main business lines (*If the business line is amended to become the main business line, mark X to select one of the declared business lines*)
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 31/2021/ND-CP)	2599	
3	Wholesale of other machinery, equipment and spare parts Details: Wholesale of mining, construction machinery, equipment and machine parts (Do not carry out activities in the list of industries and occupations that have not yet been approved to access the market	4659	

	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)		
4	Wholesale of other construction materials and installation equipment 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. (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)	4663	
5	Cargo handling (Except air cargo handling)	5224	
6	Iron ore mining (Excluding precious metals)	0710	
7	Mining of other non-ferrous metal ores (Excluding precious metals)	0722	

3. Amendment and supplement to the Charter: Amend/supplement the contents corresponding to the amended, supplemented, and adjusted business lines in items 1 and 2 above into Article 4 of the Charter of DLH Industrial Lime Joint Stock Company.

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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

DANG DUC MINH

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

No: 11.2025/TTr - DHDCD

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Hai Duong, April 04, 2024

PROPOSAL

ON APPROVAL OF CHANGES IN ORGANIZATIONAL STRUCTURE AND AMENDMENTS TO THE ARTICLES OF ASSOCIATION AND INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

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 company's future development orientation.*

The Board of Directors of DLH Industrial Lime Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the Company organizational structure amendment as follows:

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.

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

ON BEHALF OF THE BOD
CHAIRMAN

DANG DUC MINH

DRAFT

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

No: 01/NQ-DHDCD

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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-ĐHĐCĐ 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-ĐHĐCĐ 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-ĐHĐCĐ 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-ĐHĐCĐ dated 04/04/2025;

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

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

7. Approval of the 2024 profit distribution plan & 2025 profit distribution plan according to Proposal No 07.2025/TTr-ĐHĐCĐ 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-ĐHĐCĐ 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 (*If the business line is amended to become the main business line, mark X to select one of the declared business lines*)
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	Wholesale of other machinery, equipment and spare parts Details: Wholesale of mining, construction machinery, equipment and machine parts (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)	4659	
4	Wholesale of other construction materials and installation equipment 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. (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)	4663	
5	Cargo handling (Except air cargo handling)	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

DRAFT

DLH INDUSTRIAL LIME JOINT STOCK COMPANY

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Hai Duong, April 04, 2025

REGULATIONS
ON ORGANIZING THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Chapter I
GENERAL PROVISIONS

Article 1. Scope of the Regulation

This regulation is applicable to the organization of the 2025 Annual General Meeting of Shareholders ("the Meeting"/"AGMS") of DLH INDUSTRIAL LIME JOINT STOCK COMPANY (DKG).

Article 2. This regulation consists of provisions on the rights and responsibilities of all attending parties at the Meeting as well as requirements and methods for organizing the Meeting.

Article 3. Attending shareholders and parties shall be responsible for implementing this Regulation.

Chapter II
RIGHTS AND RESPONSIBILITIES OF PARTIES ATTENDING THE MEETING

Article 4. Rights and responsibilities of shareholders attending the Meeting

4.1. Requirement to attend the Meeting:

All shareholders owning DKG's shares according to the list provided by the Vietnam Securities Depository and Clearing Corporation as of record dated 31/03/2025 and individuals/organizations who are authorized to attend the meeting.

4.2. Rights and responsibilities of shareholders qualified to attend the Meeting

a. Shareholders or authorized representatives ("the shareholder") shall have to present the following papers upon their register for attending the meeting:

- Invitation letter;
- ID card or passport;
- Proxy statement (in case of proxy).

  (In the case of an individual shareholder, a proxy statement shall have to be signed by that shareholder; in the case of an institutional shareholder, a proxy statement shall have to include the organization's seal and the signature of the legal representative of the organization).

  Upon the presentation of required papers to The Shareholder Eligibility Checking Board, the shareholder shall be given a Voting card, Voting Ballot Paper (with Shareholder code and respective number of shares with voting rights). All these papers shall be in relation to the ratio between the total number of shares (owned directly or via authorization) with voting rights of each shareholder and the total number of shares with voting rights of all attending shareholders.

b. Shareholders can authorize in writing for individuals/organizations to attend and vote at the Meeting.

c. If the shareholders want to publicly raise their opinion at the Meeting, approval by the President of the AGMS is required. The presentation should be kept short, focused, and appropriate to the Meeting's content. Topics that have been raised by other shareholders shall not be allowed to be repeated. The shareholders attending the Meeting could also express their opinion by writing on a Question Card and transferring it to the Secretariat of the Meeting.

d. The shareholders are entitled to vote for all matters within the authority of the AGMS according to stipulations of DKG's Charter.

e. After the proposals and reports are presented, the Shareholders shall discuss, and approval decisions shall be made by voting.

f. At the Meeting, the Shareholders shall have to comply with the direction of the Presidium and behave in a well - manner.

g. The Shareholders who arrive after the Meeting's opening shall still be allowed to attend the meeting and vote for meeting contents after completing the check-in procedure. In this case, the validity of the meeting contents voted approved earlier shall be preserved.

Article 5. Rights and responsibilities of the President of the AGMS, the Presidium

5.1. The Chairman of the Board of Directors (BOD) shall be the President of the AGMS or authorize another BOD member to be the President of the AGMS.

5.2. The Presidium which is approved by AGMS shall be subject to the following responsibilities:

a. To direct the Meeting to run as the agenda approved by the AGMS; Ensure the orderly conduct of the Meeting, reflecting the desire of the majority of attending shareholders.

b. To instruct and direct the discussions of delegates at the Meeting.

c. To present the meeting contents for the AGMS's approval within the authority.

d. To address the questions raised by the AGMS.

Article 6. Rights and responsibilities of the Shareholder Eligibility Checking Board for the AGMS

The Shareholder Eligibility Checking Board shall be established under the decision of the BOD Chairman or authorized person. The Board shall check the papers presented by shareholders upon their registration against the list of requirements for attending the Meeting and list of shareholders as of the last record date March 31st, 2025; deliver meeting documents, voting ballot paper/card; report the verification of qualification of Shareholders attending the AGMS prior to the Meeting's opening.

Article 7. Rights and responsibilities of the Secretariat at the Meeting

7.1. The President of the AGMS shall introduce the Secretariat for approval by the AGMS.

7.2. Secretariat shall implement tasks assigned by the President of the AGMS, including:

a. To note down in a comprehensive and truthful manner all contents of the AGMS.

b. To support the Presidium in announcing Meeting Minutes and the Resolution of the AGMS and in notifying messages from the Presidium to shareholders when required.

c. To receive Question Card transferred from the Shareholders

Article 8. Rights and responsibilities of the Vote Counting Board

8.1. The President of the AGMS shall introduce the Vote Counting Board and implement the collection of shareholders' approval at the AGMS.

8.2. The Vote Counting Board shall be subject to the following responsibilities:

a. To introduce contents and how to fill in voting ballot paper/card.

b. To supervise the voting process of the shareholders/ authorized representatives attending the meeting.

c. To consolidate the voting result for each meeting's contents.

d. To notify the results to the President of the AGMS, Secretariat, and announce the results publicly in front of the AGMS.

Chapter III
CONDUCTING THE AGMS

Article 9. Requirement to conduct the AGMS

The AGMS is able to be conducted when there shall be shareholders representing more than 50% of the total share with voting rights based on the list of shareholders of DKG provided by Vietnam Securities Depository and Clearing Corporation as of the last record date March 31st, 2025.

Article 10. Requirements for the AGMS's security and ordering

10.1. The costume of meeting attendants shall be formal.

10.2. The Shareholders shall be seated in the right areas allocated by the Organization Board for the Meeting. All Shareholders shall have to strictly comply with the direction of the President of the AGMS and the Organization Board of the AGMS

10.3. Smoking shall not be allowed in the Meeting room.

10.4. Private talking and phone use shall not be allowed at the time of the Meeting. Mobile phones shall be turned off or set silent.

Article 11. Method for the adoption of meeting contents

All meeting contents of the AGMS shall have to be adopted by public collection opinions of all attending shareholders via VOTING CARD, VOTING BALLOT PAPER, given the information on number of shares owned directly and/or via authorization. Each shareholder shall be issued 01 VOTING CARD, 04 VOTING BALLOT PAPER printed with information on the Shareholders Code and respective number of shares owned directly and/or via authorizing and DKG's seal.

11.1. VOTING CARD: printed on **blue paper**, for approval upon following matters:

a. Regulations on organizing the AGMS 2025;

b. The Membership of Presidium;

c. Meeting agenda;

d. The Secretariat and the Vote Counting Board;

e. Meeting Minutes and Resolution of the AGMS;

f. Other matters (if any).

11.2. VOTING BALLOT PAPER: printed on **white paper,** for approval upon following matters:

a. Report on activities of the BOD in 2024; Direction of the BOD in 2025;

b. Proposal on approval of the Audited 2024 financial statements;

c. Report on 2024 business performance and 2025 business plan of the Board of Management;

d. Report on 2024 performance and 2025 plan of the Supervisory Board;

e. Proposal of selecting an auditing company to audit 2025 financial statements;

f. Proposal on approval of transactions between the Company and stakeholders;

g. Proposal on approval of the 2024 profit distribution plan & 2025 profit distribution plan;

h. Proposal for the Payment of Remuneration in 2024 and the estimated Remuneration in 2025 of internal persons;

i. Proposal on Company name amendment;

j. Proposal on approval of Business line registration amendment ;

k. Proposal on Approval of changes in organizational structure and amendments to the Charter and Internal regulations on corporate governance;

l. Other contents under the authority of the General Meeting of Shareholders (if any).

Article 12. Voting contents and AGMS's Resolution Adoption

Voting contents and Resolution of the AGMS shall be adopted in accordance with the provision of DKG's Charter.

Chapter IV
CLOSING THE AGMS

Article 13. Meeting Minutes and Resolution of the AGMS

13.1. Meeting Minutes and Resolution of the AGMS shall have to be available upon approval before closing the AGMS.

13.2. Meeting Minutes and Resolution of the AGMS shall be kept at DKG.

Article 14. Validity

This Regulation consists of 14 (fourteen) articles and shall be announced at the Meeting. This Regulation shall take effect upon the adoption of the Annual General Meeting of Shareholders 2025.

ON BEHALF OF THE BOD

CHAIRMAN

DANG DUC MINH