

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

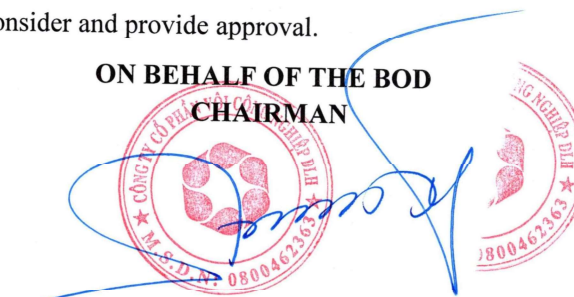
No	Interpretation	Unit	In 2024	In 2025
1	Member of the BOD	Million VND	0	0
2	Member of the Board of Supervisory	Million VND	0	0

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