DLH INDUSTRIAL LIME JOINT STOCK COMPANY	***THE SOCIALIST REPUBLIC OF VIETNAM*** **Independence - Freedom - Happiness** **-----------------o0o---------------**
No: 01.2025/TTr - DHDCD	*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

CÔNG TY CỔ PHẦN VÔI CÔNG NGHIỆP DLH
M.S.D.N: 0800462363

DANG DUC MINH