

**MINUTES
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Viet Tri Chemical Joint Stock Company

Address: Song Thao Street, Tho Son Ward, Viet Tri City, Phu Tho Province

Enterprise registration number: 2600108217

I. TIME, VENUE

1. Time: 7:30 AM, April 18, 2025

2. Venue: Company's Hall, 3rd Floor, Viet Tri Chemical Joint Stock Company – Song Thao Street, Tho Son Ward, Viet Tri City, Phu Tho Province

II. OPENING OF THE MEETING

1. Statement of Purpose and Introduction of Delegates and Shareholders.

2. Report on shareholder eligibility by the Shareholder Verification Committee.

- Total number of outstanding voting shares of Viet Tri Chemical Joint Stock Company: 10.988.059 shares;

- Number of shareholders attending the Meeting: 28 shareholders, representing 8.485.532 voting shares, accounting for 77,23% of the total outstanding voting shares of the Company;

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and the Charter on organization and operation of Viet Tri Chemical Joint Stock Company, the 2025 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company is validly convened.

3. Approval of members of the Presidium, Secretariat, Voting Accounting Committee

3.1. The Presidium

100% voting shareholders attending the Meeting proceeds to vote to approve the Presidium:

- Mr. Dao Trong Cuong – Chairman of the Board of Directors;
- Mr. Van Dinh Hoan – Member of the Board of Directors - General Director.

3.2. The Secretariat

100% voting shareholders attending the Meeting proceeds to vote to approve the Secretary of the General Meeting of Shareholders:

Ms. Nguyen Thu Huong – Company Secretary.

3.3. The Vote Counting Committee:

The Vote Counting Committee nominated by the Chairperson and approved by 100% voting shareholders:

- Mr. Nguyen Xuan Thao – Head of Technical Department: Head of the Committee;
- Ms. Trieu Thi Ngoc Giang – Deputy Head of General Administration Department: Member;
- Ms. Nguyen Thi Thanh Hien – Staff, General Administration Department: Member;
- Ms. Nguyen Thi Hai Yen – Staff, General Administration Department: Member.

4. Agenda

Mr. Dao Trong Cuong, on behalf of the Presiding Panel, presented the agenda of the General Meeting as follows:

- 4.1. Regulations on the organization of the 2025 Annual General Meeting of Shareholders;
- 4.2. Report on business performance and investment activities in 2024, and orientation and tasks for 2025;
- 4.3. Proposal for the approval of the audited 2024 financial statements;
- 4.4. Report of the Board of Directors on activities in 2024 and operation orientation for 2025;
- 4.5. Report on remuneration of the Board of Directors and the Supervisory Board in 2024, and proposed remuneration for 2025;
- 4.6. Proposal on the profit distribution plan for 2024 and the profit and dividend plan for 2025;
- 4.7. Proposal on dismissal and additional election of a member to the Board of Directors for the 2024–2029 term;
- 4.8. Report on activities of the Supervisory Board in 2024;
- 4.9. Proposal on the selection of the auditing firm for the 2025 financial statements;

4.10. The Additional Election to the BOD's member for the 2024-2029 term.

The meeting agenda and the Regulations on the organization of the 2025 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company were approved by 100% of attending shareholders with voting rights.

III. PROCEEDINGS OF THE GENERAL MEETING

1. Mr. Van Dinh Hoan – General Director of the Company presented the report on business performance and capital construction investment in 2024, and the orientation and tasks for 2025

1.1. Business performance and capital construction investment results in 2024 with key indicators as follows:

No.	Indicators	2024 results (VND billion)	% compared to	
			Actuals of 2023	Plan of 2024
1	Value of industrial production (at current prices)	1.340,9	113,5%	93,8%
2	Total revenue	1.616,7	117,8%	103,6%
3	Profit before tax	106,02	123,6%	100%
4	Capital construction investment value	172,5	100,6%	105,5%

1.2. Business and capital construction investment plan for 2025 with key indicators as follows:

No.	Indicators	Plan of 2025 (VND billion)
1	Value of industrial production (at current prices)	1.643,0
2	Total revenue	1.827,0
3	Profit before tax	102,0
4	Capital construction investment value	13,563

2. Ms. Le Thi Minh Hoa - Chief Accountant of the Company presented Submission No. 09/TTr-HĐQT dated April 4, 2025 regarding the approval of the audited financial statements for 2024.

3. Mr. Dao Trong Cuong – Chairman of the Board of Directors presented the report on the activities of the Board of Directors in 2024 and the orientation for 2025.

4. Ms. Nguyen Thu Huong – Company Secretary presented the following reports and proposals:

4.1. Report No. 11/BC-HĐQT dated April 4, 2025 on the remuneration paid to the Board of Directors and the Supervisory Board in 2024, and the proposed remuneration for 2025

4.1.1. *Remuneration for the Members of the Board of Directors and Supervisory Board for 2024*

The members of the Board of Directors and the Supervisory Board will receive remuneration according to the rates approved by the General Meeting of Shareholders in Resolution No. 33/NQ-ĐHĐCĐ dated April 23, 2024, specifically as follows:

- Chairman of the BOD:	VND 7.000.000/person/month;
- Members of the BOD:	VND 6.000.000/person/month;
- Members of Supervisory Board:	VND 5.000.000/person/month;
Total for 12 months:	VND 492.000.000.

4.1.2. *Proposal for Remuneration for the Members of the Board of Directors and Supervisory Board for 2025*

It is proposed that the General Meeting of Shareholders consider approving the remuneration for the members of the Board of Directors and the Supervisory Board of the Company for 2025, as follows:

- Chairman of the BOD:	VND 8.000.000/person/month;
- Members of the BOD:	VND 6.500.000/person/month;
- Members of Supervisory Board:	VND 5.500.000/person/month;

(The Head of the Supervisory Board shall work on a full-time basis and shall receive a salary accordingly).

4.2. Proposal No. 12/TTr-HĐQT dated April 04, 2025 on the Profit Distribution Plan for 2024, Profit Plan for 2025

4.2.1. *The 2024 proposed Profit Distribution*

- Total distributable profit after tax for the year	: VND 75.474.534.925
- Appropriation to funds	: VND 34.269.465.925

In which:

+ Development Investment Fund (30%)	: VND 25.423.099.444
+ Bonus and Welfare Fund (10%)	: VND 8.474.366.481
+ Management Bonus Fund	: VND 372.000.000
- Cash dividends (at 15% of charter capital)	: VND 41.205.069.000

4.2.2. *The 2025 Profit and Dividend Plan*

- Pre-tax profit: VND 102,0 billion;

- The General Meeting of Shareholders authorizes the Board of Directors to decide on the interim dividend payment for 2025 and to distribute such dividends to shareholders in line with the company's business results.

4.3. The Proposal No. 14/TTr-HĐQT dated April 15, 2025 regarding the dismissal of the member and election of additional member of the Board of Directors

- Approval of the resignation letter submitted by Mr. Dao Trong Cuong, Chairman of the Board of Directors for the 2024–2029 term.

- Additional election of a member to the Board of Directors for the 2024–2029 term.

5. Mr. Le Viet Dung – Head of the Supervisory Board presented Reports and proposals.

5.1. Report on activities of the Supervisory Board in 2024

5.2. Proposal regarding the selection of an Independent Auditing Firm to Audit the 2025 Financial Statements

a) The Supervisory Board submitted the proposal to the General Meeting of Shareholders for consideration and approval of selection the Auditing and Accounting Financial Consultancy Services Company Limited (AASC) to audit the 2025 Financial Statements of Viet Tri Chemical Joint Stock Company.

b) The General Meeting of Shareholders authorized the General Director to sign the audit contract with the auditing firm and report according to the state regulations.

c) The General Meeting of Shareholders authorized the Board of Directors to select another suitable auditing firm in accordance with the regulations in case AASC may not meet the above criteria during contract negotiations.

6. Discussion Session

The shareholders discussed several matters and requested the Presiding Panel to clarify and respond to questions regarding the Company's business plan and development strategy.

Mr. Van Dinh Hoan – General Director and Member of the Board of Directors – presented and addressed the shareholders' concerns.

The shareholders were satisfied with and accepted the responses provided by the Presiding Panel.

7. Voting on the Reports and Proposals

The General Meeting conducted voting for approval of the reports and proposals under the guidance of the Vote Counting Committee.

The Vote Counting Committee performed the vote counting and announced the results for each specific item as follows:

No.	Voting items	Agree		Not Agree		No opinion	
		Shares	Rate (%)	Shares	Rate (%)	Shares	Rate (%)
1	Report on business performance and investment activities in 2024, and orientation and tasks for 2025	8.485.433	99,999	0	0	99	0,001
2	Proposal for the approval of the audited 2024 financial statements	8.485.433	99,999	0	0	99	0,001
3	Report on remuneration of the Board of Directors and the Supervisory Board in 2024, and proposed remuneration for 2025	8.485.433	99,999	0	0	99	0,001
4	Proposal on the profit distribution plan for 2024 and the profit and dividend plan for 2025	8.485.433	99,999	0	0	99	0,001
5	Proposal on dismissal and additional election of a member to the Board of Directors for the 2024–2029 term	8.485.433	99,999	0	0	99	0,001
6	Report of the Board of Directors on activities in 2024 and operation orientation for 2025	8.485.433	99,999	0	0	99	0,001
7	Report on activities of the Supervisory Board in 2024	8.485.433	99,999	0	0	99	0,001
8	Proposal on the selection of the auditing firm for the 2025 financial statements	8.485.433	99,999	0	0	99	0,001

8. The Additional Election of a member to the BOD for the 2024-2029 term of Viet Tri Chemical Joint Stock Company.

8.1. Ms. Nguyen Thu Huong - Secretary of the General Meeting of

Shareholders presented and obtained approval from the General Meeting of Shareholders for the summary curriculum vitae of the candidate for the BOD for the 2024–2029 term.

8.2. Mr. Dao Trong Cuong – Chairperson of the Meeting – presented and obtained approval from the Meeting for the Regulations on Additional Election of a Member of the Board of Directors for the 2024–2029 term, with the rate of 100% approval from shareholders with voting rights attending the Meeting.

8.3. The General Meeting conducted the election under the guidance of the Vote Counting Committee.

8.4. The Vote Counting Committee carried out the vote counting and announced the election result as follows:

The Vote Counting Committee carried out the vote counting and announced the election result as follows:

Mr. Le Hoang was elected as a Member of the Board of Directors for the 2024–2029 term with 100% of the voting shares attending the Meeting, equivalent to 8,485,532 shares.

9. Approval of the Draft Minutes and Resolution of the Meeting

- The Secretariat presented the full text of the draft Minutes and the Resolution of the Meeting.

- 100% of the shareholders with voting rights present at the meeting voted to approve the Minutes and the Resolution of the 2025 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company.

10. Closing of the Meeting

Mr. Dao Trong Cuong – Chairperson of the Meeting, declared the closure of the General Meeting.

The meeting was concluded at 11:00 AM on the same day.

SECRETARY

**ON BE HALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**

Nguyen Thu Huong

Dao Trong Cuong