

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

**THE GENERAL MEETING OF SHAREHOLDERS
OF VIET TRI CHEMICAL JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its guiding documents;

Pursuant to the Charter on the organization and operation of Viet Tri Chemical Joint Stock Company approved by the General Meeting of Shareholders on August 21, 2024, effective from February 17, 2025;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders, No. 13/BB-ĐHĐCĐ dated April 18, 2025.

DECIDED:

Article 1. To approve Report on business performance and investment activities in 2024, and orientation and tasks for 2025, with key indicators as follows:

1. Business performance and capital construction investment results in 2024:

- Value of industrial production (at current prices) : VND 1.340,9 billion;
- Total revenue : VND 1.616,7 billion;
- Profit before tax : VND 106,02 billion
- Capital construction investment value : VND 172,5 billion.

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

- Value of industrial production (at current prices) : VND 1.643,0 billion;
- Total revenue : VND 1.827,0 billion;
- Profit before tax : VND 102,0 billion;
- Capital construction investment value : VND 13,563 billion.

Article 2. To approve the 2024 financial statements of Viet Tri Chemical Joint Stock Company audited by the Auditing and Accounting Financial Consultancy Services Company Limited (AASC).

Article 3. To approve the Report of the Board of Directors on activities in 2024 and operation orientation for 2025.

Article 4. To approve the profit distribution plan for 2024 and the profit and dividend plan for 2025, details as below:

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

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.

Article 5. To approve the remuneration for the Members of the Board of Directors and Supervisory Board for 2025 of Viet Tri Chemical Joint Stock Company, as below:

- 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).

Article 6. To approve the Report on activities of the Supervisory Board in 2024.

Article 7. To approve the selection of the auditing firm for the 2025 financial statements of Viet Tri Chemical Joint Stock Company, as below:

1. Approval of the selection the Auditing and Accounting Financial Consultancy Services Company Limited (AASC) to audit the 2025 Financial Statements of Viet Tri Chemical Joint Stock Company.

2. Authorize the General Director to sign the audit contract on 2024 financial statements and report according to the state regulations.

3. 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.

Article 8. To approve the dismissal of the member and additional election of member of the Board of Directors for the 2024-2029 term of Viet Tri Chemical Joint Stock Company.

1. Dismissal of Mr. Dao Trong Cuong as a member of the Board of Directors for the term 2024-2029.

2. Election of Mr. Le Hoang as an additional member of the Board of Directors for the term 2024-2029.

Article 9. Implementations

1. This Resolution has been approved by the 2025 Annual General Meeting of Shareholders and takes effective from the approved date.

2. Members of the Board of Directors, the Supervisory Board, the General Director, all shareholders of Viet Tri Chemical Joint Stock Company, and relevant individuals are responsible for implementing this resolution, ensuring the interests of the Company's shareholders, and complying with the provisions of the law.

(Attached with The Meeting Minutes upon the 2025 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company).

Recipients:

- The Shareholders;
- BOD's members;
- The Supervisory Board;
- Disclosure;
- Executive Board;
- Filing: Archives, Company Secretary.

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

Dao Trong Cuong