

RESOLUTION

**Regarding the approval of the termination of the position of
Vice General Director of the Company**

**BOARD OF DIRECTORS 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 relevant 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;

Pursuant to the Regulation on Personnel Management of Vietnam National Chemical Group promulgated together with Decision No. 211/QĐ-HCVN dated November 8, 2022 of the Members' Council of the Group;

Pursuant to the Regulation on Personnel Management of Viet Tri Chemical Joint Stock Company promulgated together with Decision No. 03/QĐ-BOD dated March 25, 2025 of the Board of Directors;

Pursuant to the proposal of the General Director of Viet Tri Chemical Joint Stock Company in Document No. 523/HCVT-HCTH dated September 9, 2025 regarding the request for termination of the labor contract by the Vice General Director;

Pursuant to Document No. 321-CV/ĐU dated November 11, 2025 of the Party Committee of Viet Tri Chemical Joint Stock Company regarding opinions on personnel matters;

Pursuant to Document No. 2513/HCVN-HDTV dated December 30, 2025 of Vietnam National Chemical Group regarding the termination of the position of Vice General Director of Viet Tri Chemical Joint Stock Company;

Pursuant to the Minutes summarizing opinions of the Board of Directors No. 50/BB-BOD dated December 31, 2025 regarding the termination of the position of Vice General Director of the Company.

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RESOLVES:

Article 1. To approve the termination of the position of Vice General Director of the Company for Mr. Nguyen Van Bach, effective from January 1, 2026.

Article 2. To assign the General Director to direct relevant professional departments to implement this Resolution and settle all applicable entitlements and benefits for Mr. Nguyen Van Bach in accordance with the law, the Company's Charter, and internal regulations.

Article 3. Mr. Nguyen Van Bach is required to comply with the contents stipulated in Clause 2 of Document No. 2513/HCVN-HDTV dated December 30, 2025 of Vietnam National Chemical Group regarding the termination of the position of Vice General Director of Viet Tri Chemical Joint Stock Company.

Article 4. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the General Director, and relevant units and individuals shall be responsible for the implementation of this Resolution./.

Recipients:

- As Article 4;
- Supervisory Board;
- Filing: Archives, Corporate Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Le Hoang