

**MINUTES  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Viet Tri Chemical Joint Stock Company**

Address: Song Thao Street, Thanh Mieu Ward, Phu Tho Province

Enterprise registration number: 2600108217

**I. TIME, VENUE**

**1. Time:** 08:30 AM, June 16, 2026

**2. Venue:** Company's Hall, Viet Tri Chemical Joint Stock Company

**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: 27.470.046 shares;

- Number of shareholders and authorized representatives attending the Meeting: 25 shareholders, representing 20,114,901 voting shares, accounting for 73.22% 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 2026 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company is validly convened.

**3. Approval of the Presidium, Secretary of the Meeting, and Vote Counting Committee**

**3.1. The Presidium**

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

- Mr. Le Hoang – Chairman of the Board of Directors of the Company;

- Mr. Van Dinh Hoan – Member of the Board of Directors and General Director of the Company.

### **3.2. Secretary of the Meeting**

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

Ms. Nguyen Thu Huong – Corporate Governance Officer and 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 – Technical Director: Head of the Committee;
- Ms. Trieu Thi Ngoc Giang – Human Resources Director: Member;
- Ms. Nguyen Thi Thanh Hien – Staff, General Administration Department: Member;
- Ms. Bui Thi Thuy Hang – Staff, General Administration Department: Member.

### **4. Meeting agenda**

Mr. Le Hoang, on behalf of the Presidium, presented the agenda of the General Meeting as follows:

4.1. Regulations on the organization of the 2026 Annual General Meeting of Shareholders;

4.2. Report on production and business performance and capital construction investment in 2025; objectives and tasks for 2026;

4.3. Proposal for the approval of the audited 2025 Financial Statements;

4.4. Report on the activities of the Board of Directors in 2025 and orientation for 2026;

4.5. Report on activities of the Supervisory Board;

4.6. Proposal on the selection of the auditing firm for the 2026 Financial Statements;

4.7. Report on remuneration of the Board of Directors and the Supervisory Board in 2025, and proposed remuneration for 2026;

4.8. Proposal on the profit distribution plan for 2025 and the profit and dividend plan for 2026;

4.9. Proposal on the supplementation of business lines;

4.10. Proposal on amendments and supplements to the Company's Charter, Internal Regulations on Corporate Governance, and Regulations on the Operation of the Board of Directors;

4.11. Proposal on the dismissal and additional election of members of the Board of Directors and members of the Supervisory Board for the 2024–2029 term;

4.12. Additional election of members of the Board of Directors and members of the Supervisory Board for the 2024–2029 term.

The meeting agenda and the Regulations on the organization of the 2026 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. Dao Hai Linh – Deputy General Director of the Company presented the report on production and business performance and capital construction investment in 2025; objectives and tasks for 2026 (Report No. 15/BC-HCVT dated June 5, 2026)**

**1.1. Business performance and capital construction investment results in 2025 with key indicators as follows:**

No.	Indicators	2025 results (VND billion)	% compared to	
			Actuals of 2024	Plan of 2025
1	Value of industrial production (at current prices)	1,422.4	106.1%	86.6%
2	Total revenue	1,816.4	112.4%	99.4%
3	Profit before tax	123.8	116.8%	121.4%
4	Capital construction investment value	13.225	7.7%	98%

**1.2. Business and capital construction investment plan for 2026 with key indicators as follows:**

No.	Indicators	Plan of 2026 (VND billion)
1	Value of industrial production (at current prices)	1,650.0
2	Total revenue	2,100.0
3	Profit before tax	130.0
4	Capital construction investment value	12.45

**2. Ms. Le Thi Minh Hoa – Chief Accountant of the Company presented Proposal No. 16/TTr-HĐQT dated June 5, 2026 regarding the approval of the 2025 audited Financial Statements.**

**3. Mr. Le Hoang – Chairman of the Board of Directors presented the report on the activities of the Board of Directors in 2025 and the orientation for 2026 (Report No. 17/BC-HĐQT dated June 5, 2026).**

**4. The Head of the Shareholder Eligibility Verification Committee updated and reported to the General Meeting on the number of attending shareholders**

As of 8:45 a.m., the number of shareholders and authorized representatives attending the Meeting: 26 shareholders, representing 20,122,413

voting shares, accounting for 73.25% of the total outstanding voting shares of the Company

**5. Mr. Le Viet Dung – Head of the Supervisory Board presented the following report and proposal**

**5.1.** Report on activities of the Supervisory Board in 2025 and its operating plan for 2026

**5.2.** Proposal regarding the selection of an Independent Auditing Firm to audit the 2026 Financial Statements

a) The Supervisory Board submitted to the General Meeting of Shareholders for approval the list of auditing firms approved by the Ministry of Finance for selection to audit the 2026 Financial Statements and review the Company's periodic financial statements, including:

- Auditing and Accounting Financial Consultancy Services Company Limited;
- Vietnam Auditing and Valuation Company Limited;
- Nhan Tam Viet Auditing Company Limited.

b) The General Meeting of Shareholders shall authorize the General Director to select an audit firm from the list set out in item (a) above and execute the audit service contract for the audit of the 2026 Financial Statements, and report the selection result at the next Annual General Meeting of Shareholders in accordance with applicable regulations.

c) In the event that none of the above-mentioned audit firms can be selected due to their failure to satisfy the prescribed criteria, the General Meeting of Shareholders shall authorize the Board of Directors to select another qualified auditing firm in accordance with applicable regulations.

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

**6.1. Report No. 18/BC-HĐQT dated June 5, 2026 on the remuneration paid to the Board of Directors and the Supervisory Board in 2025, and the proposed remuneration for 2026.**

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

Members of the Board of Directors and the Supervisory Board received remuneration in accordance with the levels approved by the General Meeting of Shareholders under Resolution No. 21/NQ-ĐHĐCĐ dated April 18, 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;
<b>Total for 12 months:</b>	<b>VND 606,000,000.</b>

### **6.1.2. Proposal for Remuneration for the Members of the Board of Directors and Supervisory Board for 2026**

The General Meeting of Shareholders shall approve the remuneration and salary payments to members of the Board of Directors and the Supervisory Board for 2026 as follows:

- Chairman of the BOD:
- + Non-executive Chairman: VND 8,000,000/person/month;
- + Executive Chairman: Entitled to a full-time salary in accordance with applicable regulations;
- Members of the BOD: VND 6,500,000/person/month;
- Head of the Supervisor Board: VND 6,500,000/person/month;
- Members of the Supervisory Board: VND 5,500,000/person/month;

(The Head of the Supervisory Board shall cease to receive full-time salary from 2026).

### **6.2. Proposal on the profit distribution plan for 2025 and the profit and dividend plan for 2026**

#### **6.2.1. The 2025 proposed Profit Distribution:**

- Total distributable profit after tax for the year :VND 87,472,603,387
- Appropriation to funds :VND 60,002,557,387

*Of which:*

- + Development Investment Fund (50%) :VND 49,419,117,267
- + Bonus and Welfare Fund (10%) :VND 9,883,823,453
- + Management Bonus Fund :VND 699,616,667
- Cash dividends (at 10% of charter capital) :VND 27,470,046,000

#### **6.2.2. The 2026 Profit and Dividend Plan:**

- Pre-tax profit: VND 130.0 billion;
- The General Meeting of Shareholders authorizes the Board of Directors to decide on the interim dividend payment for 2026 and to distribute such dividends to shareholders in line with the company's business results.

### **6.3. Proposal No. 20/TTr-HDQT dated June 5, 2026 on amendments and supplements to the Company's business lines**

- To remove the following business line:

Code 4669 – Other specialized wholesale not elsewhere classified

(Excluding the wholesale of pesticides and other agricultural chemicals.)

- To add the following business lines:

- + Code 5210 – Warehousing and storage;
  - + Code 4679 – Other specialized wholesale not elsewhere classified
- (Excluding the wholesale of pesticides and other agricultural chemicals.)

- To authorize the Board of Directors to finalize the relevant contents and promulgate the Company's Charter based on the resolutions approved by the General Meeting of Shareholders.

- To authorize the Company's Legal Representative to carry out procedures for the registration of changes to the Company's business lines and other related procedures with the competent authorities in accordance with applicable regulations; and to make technical amendments or supplements as required by the competent authorities during the registration process, provided that such amendments do not alter the contents approved by the General Meeting of Shareholders.

**6.4. Proposal No. 21/TTr-HĐQT dated June 5, 2026 on amendments and supplements to the Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors**

- Details of amendments and supplements: As specified in the attached Proposal.

- To authorize the Board of Directors to finalize the relevant contents and promulgate the Company's Charter, the Internal Corporate Governance Regulations, and the Operating Regulations of the Board of Directors.

**6.5. Proposal No. 22/TTr-HĐQT dated June 5, 2026 on the dismissal and additional election of members of the Board of Directors and the Supervisory Board for the 2024–2029 term**

- Approval of the resignations of members of the Board of Directors and the Supervisory Board due to changes in work assignments of the following individuals:

+ Mr. Le Hoang – Chairman of the Board of Directors for the 2024–2029 term;

+ Ms. Vu Thi Bich Ngoc – Member of the Supervisory Board for the 2024–2029 term.

- Approval of the election of additional member(s) to the Board of Directors and the Supervisory Board for the 2024–2029 term.

**7. 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.

### 8. 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 production and business performance and capital construction investment in 2025; objectives and tasks for 2026	20,122,413	100	0	0	0	0
2	Proposal for the approval of the audited 2025 Financial Statements	20,122,413	100	0	0	0	0
3	Report on the activities of the Board of Directors in 2025 and orientation for 2026	20,122,413	100	0	0	0	0
4	Report on activities of the Supervisory Board	20,122,413	100	0	0	0	0
5	Proposal on the selection of the auditing firm for the 2026 Financial Statements	20,121,813	99.997	0	0	600	0.003
6	Report on remuneration of the Board of Directors and the Supervisory Board in 2025, and proposed remuneration for 2026	20,122,413	100	0	0	0	0
7	Proposal on the profit distribution plan for 2025 and the profit and dividend plan for 2026	20,113,413	99.955	9,000	0.045	0	0

No.	Voting items	Agree		Not Agree		No opinion	
		Shares	Rate (%)	Shares	Rate (%)	Shares	Rate (%)
8	Proposal on the supplementation of business lines	20,122,413	100	0	0	0	0
9	Proposal on amendments and supplements to the Company's Charter, Internal Regulations on Corporate Governance, and Regulations on the Operation of the Board of Directors	20,122,413	100	0	0	0	0
10	Proposal on the dismissal and additional election of members of the Board of Directors and members of the Supervisory Board for the 2024–2029 term	20,122,413	100	0	0	0	0

**9. The Additional Election of a member to the Board of Directors and the Supervisory Board for the 2024-2029 term of Viet Tri Chemical Joint Stock Company.**

**9.1.** Mr. Le Hoang – Chairperson of the Meeting presented and the General Meeting of Shareholders approved the summary curriculum vitae of the candidates for membership and the Regulations on the additional election of members of the Board of Directors and the Supervisory Board for the 2024–2029 term, with 100% of the voting shares of the shareholders present at the Meeting.

**9.2.** The General Meeting of Shareholders conducted the election under the guidance of the Vote Counting Committee.

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

Mr. Le Ngoc Nhan was elected as a Member of the Board of Directors for the 2024–2029 term with 99.974% of the voting shares attending the Meeting, equivalent to 20.117.111 shares.

Mr. Le Quang Dung was elected as a Member of the Supervisory Board for the 2024–2029 term with 99.974% of the voting shares attending the Meeting, equivalent to 20.117.111 shares.

**10. Approval of the Draft Minutes and Resolution of the Meeting**

- The Secretariate 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 2026 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company.

**11. Closing of the Meeting**

Mr. Le Hoang – Chairperson of the Meeting, declared the closure of the General Meeting.

The meeting was concluded at 11:30 AM on the same day.

**SECRETARY**

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

**CHAIRPERSON**

**Nguyen Thu Huong**

**Le Hoang**