

RESOLUTION

THE 2026 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 relevant legal 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 Minutes of the 2026 Annual General Meeting of Shareholders, No. 27/BB-ĐHĐCĐ dated June 16, 2026.

RESOLVES:

Article 1. To approve Report on production and business performance and capital construction investment in 2026; objectives and tasks for 2026, with key indicators as follows:

1. Business performance and capital construction investment results in 2025:

- Value of industrial production (at current prices) :VND 1,422.4 billion;
- Total revenue :VND 1,816.4 billion;
- Profit before tax :VND 123.8 billion;
- Capital construction investment value :VND 13.225 billion.

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

- Value of industrial production (at current prices) :VND 1.650,0 billion;
- Total revenue :VND 2.100,0 billion;
- Profit before tax :VND 130,0 billion;
- Capital construction investment value :VND 12.45 billion.

Article 2. To approve the audited 2025 Financial Statements of Viet Tri Chemical Joint Stock Company, as audited by the Auditing and Accounting Financial Consultancy Services Company Limited (AASC).

Article 3. To approve the Report on the activities of the Board of Directors in 2025 and orientation for 2026.

Article 4. To approve the Report on the activities of the Supervisory Board of Viet Tri Chemical Joint Stock Company.

Article 5. To approve the selection of the independent auditor for the 2026 Financial Statements of Viet Tri Chemical Joint Stock Company, as follows:

1. To approve the list of auditing firms approved by the Ministry of Finance for selection to to conduct the audit of the 2026 Financial Statements and the review of 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.

2. To authorize the General Director of the Company to select an audit firm from the list set out in Clause 1 of this Article and execute the audit service contract for the audit of the 2026 Financial Statements, and to report the selection result at the next Annual General Meeting of Shareholders in accordance with applicable regulations.

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

Article 6. To approve the remuneration and salary payments for 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).

Article 7. To approve the profit distribution plan for 2025 and the profit and dividend plan for 2026 of Viet Tri Chemical Joint Stock Company, as follows:

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

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.

Article 8. To approve the amendments and supplements to the Company's business lines in accordance with Proposal No. 20/TTr-HĐQT dated June 5, 2026 of the Board of Directors.

1. Details of amendments and supplements: As specified in Appendix I attached hereto.

2. 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.

3. 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.

Article 9. To approve the amendments and supplements to the Company's Charter, the Internal Corporate Governance Regulations, and the Operating Regulations of the Board of Directors in accordance with Proposal No. 21/TTr-HĐQT dated June 5, 2026 of the Board of Directors.

1. Contents of amendments and supplements: As specified in Appendix II, III and IV attached hereto.

2. 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.

Article 10. To approve the dismissal and additional election of members of the Board of Directors and the Supervisory Board for the 2024-2029 term of Viet Tri Chemical Joint Stock Company, as follows:

1. Dismissal

- Dismissal of Mr. Le Hoang as a member of the Board of Directors for the 2024-2029 term.

- Dismissal of Ms. Vu Thi Bich Ngoc as a member of the Supervisory Board for the 2024-2029 term.

2. Additional election

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

- Election of Mr. Le Quang Dung as an additional member of the Supervisory Board for the 2024-2029 term.

Article 11. Implementations

1. This Resolution has been approved by the 2026 Annual General Meeting of Shareholders and takes effective from the approved date.

2. Members of the Board of Directors, the Supervisory Board, 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 2026 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**

Le Hoang

APPENDIX I: AMENDMENTS TO BUSINESS LINES

(Attached to Resolution No. 24/NQ-DHĐCD dated June 16, 2026 of the General Meeting of Shareholders)

1. Addition of Business Lines

No.	Proposed Business Line to be Added	Industry Code	Principal Business Line	Remarks
1	Other specialized wholesale not elsewhere classified (Excluding wholesale of pesticides and other agricultural chemicals)	4679		Added due to the change of industry code
2	Warehousing and storage	5210		Added to align with the Company's actual business operations

2. Removal of Business Lines

No.	Proposed Business Line to be Removed	Industry Code	Remarks
	Other specialized wholesale not elsewhere classified (Excluding wholesale of pesticides and other agricultural chemicals)	4669	No longer provided for under Decision No. 36/2025/QĐ-TTg

**APPENDIX II: AMENDMENTS AND SUPPLEMENTS
TO THE COMPANY'S CHARTER**

*(Attached to Resolution No. 24/NQ-DHĐCĐ dated June 16, 2026
of the General Meeting of Shareholders)*

No.	Article/Clause	Amended and Supplemented Content	Reason and Legal Basis
1	Amendment of Clause 3, Article 2	<p>Article 2. Name, form, headquarters and branch, representative office and duration of operation of the company</p> <p>3. Registered head office of the Company:</p> <ul style="list-style-type: none"> - Address: Song Thao Street, Thanh Mieu Ward, Phu Tho Province. - Website: vitrichem.vn 	Updated to reflect current information
2	Amendment and Supplement of Clause 1, Article 4	<p>Article 4. Objectives of operation of the Company</p> <p>1. The Company's business lines include:</p> <ul style="list-style-type: none"> - Manufacture of basic chemicals; - Manufacture of special-purpose machinery; - Wholesale of machinery, equipment and spare parts; - Other specialized wholesale not elsewhere classified (excluding wholesale of pesticides and other chemicals used in agriculture); - Warehousing and storage. 	<p>To align the business lines and business line codes with Decision No. 36/2025/QĐ-TTg.</p> <p>To add business lines in line with the Company's operational requirements.</p>
3	Amendment and Supplement of Clause 2, Article 12	<p>Article 12. Rights of Shareholders</p> <p>2. A shareholder or group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the following rights:</p> <p>a) To request the Board of Directors to convene a General Meeting of Shareholders in accordance with Clause 3 Article 115, Article 140 of the Law on Enterprises and other applicable laws;</p>	To ensure comprehensiveness and consistency with applicable regulations.
4	Amendment and Supplement of Clause 3, Article 26	<p>Article 26. Composition and Term of Office of Members of the Board of Directors</p> <p>3. Composition of the Board of Directors:</p> <p>3.1. The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company in order to ensure the independence of the Board of Directors. The number of non-executive members of the Board of Directors of a public company must satisfy the following requirements:</p> <p>a) At least one (01) non-executive member where the Board of Directors comprises from three (03)</p>	To comply with Clause 79, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP.

No.	Article/Clause	Amended and Supplemented Content	Reason and Legal Basis
		<p>to five (05) members;</p> <p>b) At least two (02) non-executive members where the Board of Directors comprises from six (06) to eight (08) members;</p> <p>c) At least three (03) non-executive members where the Board of Directors comprises from nine (09) to eleven (11) members.</p> <p>3.2. The total number of independent members of the Board of Directors must comply with the applicable legal requirements: ...</p>	
5	Amendment of Article 45	<p>Article 45. Employees and Labor Union</p> <p>1. The General Director shall report and seek approval from the Board of Directors for matters falling within the authority of the Board of Directors relating to recruitment, termination of employment, salaries, social insurance, employee benefits, rewards and disciplinary actions applicable to employees and executives of the Company in accordance with applicable laws, this Charter and the Company's internal regulations.</p> <p>2. The General Director shall handle matters within his/her authority relating to the relationship between the Company and labor union organizations in accordance with best management practices, the provisions of this Charter, the Company's internal regulations and applicable laws. For matters falling within the authority of the Board of Directors, the General Director shall report to and seek approval from the Board of Directors.</p>	To clarify the respective authority of the General Director and the Board of Directors in handling matters relating to employees and labor union organizations, and to provide greater clarity and specificity in the relevant provisions

**APPENDIX III: AMENDMENTS AND SUPPLEMENTS TO THE
INTERNAL CORPORATE GOVERNANCE REGULATIONS**

*(Attached to Resolution No. 24/NQ-ĐHĐCĐ dated June 16, 2026
of the General Meeting of Shareholders)*

No.	Article/Clause	Amended and Supplemented Content	Reason and Legal Basis
1	Amendment of Clause 7, Article 2	Article 2. Definitions and Abbreviations 7. VSDC: Vietnam Securities Depository and Clearing Corporation.	Point b, Clause 1, Article 1 of Decision No. 26/2022/QĐ-TTg dated 16 December 2022
2	Amendment and Supplement of Clause 3, Article 48	Article 48. Number, Term of Office and Composition of Members of the Board of Directors 3. Composition of the Board of Directors: 3.1. The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company in order to ensure the independence of the Board of Directors. The number of non-executive members of the Board of Directors of a public company must satisfy the following requirements: a) At least one (01) non-executive member where the Board of Directors comprises from three (03) to five (05) members; b) At least two (02) non-executive members where the Board of Directors comprises from six (06) to eight (08) members; c) At least three (03) non-executive members where the Board of Directors comprises from nine (09) to eleven (11) members. 3.2. The total number of independent members of the Board of Directors must comply with the applicable legal requirements:...	Clause 79, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP.
3	Amendment and Supplement of Clause 3, Article 49	Article 49. Criteria and Conditions for Members of the Board of Directors 3. A member of the Board of Directors of a public company may concurrently serve as a member of the Board of Directors or a member of the Members' Council of no more than five (05) other companies.	Clause 78, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP.

No.	Article/Clause	Amended and Supplemented Content	Reason and Legal Basis
4	Amendment and Supplement of Point c, d, Clause 2, Article 90	<p>Article 90. Circumstances in Which the Supervisory Board and the General Director May Request the Convening of a Board of Directors Meeting and Matters Requiring Consultation with the Board of Directors</p> <p>2. Matters on which the General Director must seek the opinion of the Board of Directors</p> <p>c) The General Director shall report and seek approval from the Board of Directors for matters falling within the authority of the Board of Directors relating to recruitment, termination of employment, salaries, social insurance, employee benefits, rewards and disciplinary actions applicable to employees and executives of the Company in accordance with applicable laws, the Charter and the Company's internal regulations.</p> <p>d) The General Director shall handle matters within his/her authority relating to the relationship between the Company and labor union organizations in accordance with best management practices, the provisions of the Charter, the Company's internal regulations and applicable laws. For matters falling within the authority of the Board of Directors, the General Director shall report to and seek approval from the Board of Directors.</p>	To clarify the respective authority of the General Director and the Board of Directors in handling matters relating to employees and labor union organizations, and to provide greater clarity and specificity in the relevant provisions.

**APPENDIX IV: AMENDMENTS AND SUPPLEMENTS TO THE
OPERATING REGULATIONS OF THE BOARD OF DIRECTORS**

*(Attached to Resolution No. 23/NQ-DHĐCĐ dated June 16, 2026
of the General Meeting of Shareholders)*

No.	Article/Clause	Amended and Supplemented Content	Reason and Legal Basis
1	Amendment and Supplement of Point c, Clause 1, Article 6	<p>Article 6. Criteria and Conditions for Members of the Board of Directors</p> <p>1. A member of the Board of Directors must satisfy the following criteria and conditions:</p> <p>c) A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors or a member of the Members' Council of no more than five (05) other companies;</p>	Clause 78, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP
2	Amendment and Supplement of Point h, Clause 2, Article 11	<p>Article 11. Rights and Obligations of the Board of Directors</p> <p>2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter and resolutions of the General Meeting of Shareholders. In particular, the Board of Directors shall have the following rights and obligations:</p> <p>...</p> <p>h) To approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements, except for contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders pursuant to Point d, Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Law on Enterprises.</p>	Law on Enterprises; Article 27 of the Company's Charter