

**VIET TRI CHEMICAL  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIET NAM  
Independence - Freedom - Happiness**

Số: 16/QC-ĐHĐCĐ

*Viet Tri, April 18, 2025*

## **REGULATIONS**

### **On the Organization of the 2025 Annual General Meeting of Shareholders Viet Tri Chemical Joint Stock Company**

#### **Chapter I. GENERAL PROVISIONS**

##### **Article 1. Scope of application**

These Regulations set forth the conditions for organizing the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the “Meeting”) of Viet Tri Chemical Joint Stock Company; the rights and obligations of the parties involved in the Meeting; and the procedures for conducting the Meeting.

##### **Article 2. Subject of application**

All shareholders and participants in the 2025 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company shall be responsible for complying with the provisions set forth in these Regulations.

#### **Chapter II. RIGHTS AND OBLIGATIONS OF PARTICIPANTS**

##### **Article 3. Conditions for attending the Meeting**

All shareholders of Viet Tri Chemical Joint Stock Company listed on the shareholder register as of March 24, 2025, or their duly authorized representatives, are eligible to attend the Meeting.

##### **Article 4. Rights and obligations of shareholders attending the Meeting**

###### **1. Rights of shareholders:**

- To vote on all matters within the authority of the General Meeting of Shareholders in accordance with the Company’s Charter;
- To authorize, in writing, a representative to attend and vote at the Meeting on their behalf;
- The Meeting Organizing Committee shall publish the agenda of the Meeting; all eligible shareholders may express their opinions directly or via authorized representatives, and all opinions shall be discussed at the Meeting;
- Upon arrival, each shareholder or authorized representative shall submit their Meeting Confirmation and Power of Attorney (if any) to the Shareholder

Eligibility Verification Committee and receive a Voting Ballot (indicating shareholder order number and number of voting shares). The number of votes granted to each shareholder/proxy shall correspond to the number of voting shares held or represented by such shareholder/proxy in proportion to the total voting shares of participants.

- Shareholders or their representatives shall participate in discussions and voting on each item after the reports have been presented;

- Shareholders or authorized representatives arriving after the Meeting has commenced may still register and vote from the time of registration onward. In such cases, previous voting results remain valid.

## 2. Obligations of shareholders:

- Shareholders and their representatives must complete registration procedures with the Meeting Organizing Committee;

- To strictly adhere to the Meeting's internal rules and respect the resolutions adopted.

## **Article 5. Rights and obligations of the Shareholder Eligibility Verification Committee**

- The Shareholder Eligibility Verification Committee is nominated by the Board of Directors;

- Responsibilities include:

- + To verify the eligibility of shareholders or their authorized representatives;

- + To distribute materials to eligible participants;

- + To report the verification results to the Meeting at the following times:

- ✓ Before the Meeting opens;

- ✓ Before each vote if changes occur in the number of registered shareholders (e.g., late arrivals).

## **Article 6. Rights and obligations of the Chairperson and Secretary of the Meeting**

### 1. Chairperson

- The Chairperson or the Presidium includes the Chairperson and other members.

- Responsibilities:

- + To direct the Meeting in accordance with the agenda approved by the General Meeting of Shareholders;

- + To guide shareholders/representatives in discussing the contents of the agenda;

- + To present drafts and conclusions of proposals for voting;

- + To respond to matters raised by the Meeting;

- + To resolve any arising issues during the Meeting.

## 2. The Secretary of the Meeting

- The Chairperson appoints one or several persons as Secretaries;

- Responsibilities:

- + To accurately and fully record the Meeting proceedings;

- + To collect the request to speak forms from shareholders/representatives;

- + To prepare the Meeting Minutes and Resolutions;

- + To assist the Chairperson in disclosing information related to the Meeting and notifying shareholders in accordance with the law and the Company Charter;

- + To perform other tasks as requested by the Chairperson.

## **Article 7. Rights and obligations of the Vote Counting Committee**

- The General Meeting shall elect one or more members to the Vote Counting Committee upon the Chairperson's proposal;

- Responsibilities

- + To disseminate the principles, rules, and instructions for voting/election;

- + To review and report to the Meeting any violations or complaints regarding voting results;

- + To count and record votes, prepare vote-counting minutes, announce the results, and submit the minutes to the Chairperson.

## **Chapter III. PROCEDURES FOR CONDUCTING THE MEETING**

### **Article 8. Conditions for holding the Meeting**

The Meeting shall be conducted when shareholders or their authorized representatives attending the Meeting represent more than 50% of the total voting shares.

### **Article 9. Manner of conducting the Meeting**

- The Meeting is expected to be held within one working session.

- The Meeting shall proceed with discussions and approvals in the order set forth in Agenda.

## **Article 10. Approval of Resolutions of the Meeting**

1. A resolution on the following matters shall be passed if it is approved by at least 65% of the total voting shares of all shareholders attending and voting at the General Meeting, except for cases stipulated in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

- a) Types and total number of shares for each class;
- b) Changes in business lines and sectors;
- c) Changes in the organizational structure of the Company;
- d) Investment projects or sales of asset valued at 35% or more of the Company's total assets as recorded in the most recent financial statement;
- đ) Reorganization or dissolution of the Company.

2. A resolution shall be passed when it is approved by more than 50% of the total voting rights of all shareholders attending and voting at the meeting, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.

3. A resolution approved by 100% of the total voting shares shall be deemed lawful and effective, even if the procedures for convening and passing such resolution violate the provisions of the Law on Enterprises and the Company's Charter.

## **Article 11. Voting Method**

1. Voting by Voting Card: When voting by raising the Voting Card, the front side of the card must face the Chairperson/Presiding Panel. If a shareholder/authorized representative does not raise the Voting Card in any of the three rounds (For, Against, Abstain), it shall be deemed as a vote For. If the shareholder/authorized representative raises the Voting Card more than once in the same voting round, the vote shall be considered invalid. Members of the Shareholder Eligibility Verification Committee or the Vote Counting Committee shall record the shareholder's code and the corresponding number of votes for each option: For, Against, Abstain, or Invalid.

2. Voting by Ballot Paper: Shareholders/their authorized representatives shall mark "X" or "✓" on one of the three pre-printed options "Agree", "Disagree", or "No opinion" for each item on the Ballot Paper. Once completed, the signed Ballot Paper with full name shall be submitted into the sealed ballot box as instructed by the Vote Counting Committee.

## **Article 12. Voting Methods**

1. Cumulative Voting Method:

- Each shareholder/proxy has a total number of votes equal to the number of shares they own or represent multiplied by the number of members to be elected.

- Shareholders/proxies may allocate all their votes to one or several candidates.

- In case additional candidates are nominated on the day of the General Meeting and approved by the General Meeting of Shareholders, shareholders/proxies may contact the Vote Counting Committee to request a new ballot and return the previous one before casting their vote.

- In case of marking errors, shareholders/proxies must contact the Vote Counting Committee to request a new ballot and return the old one.

- Voting instructions:

- + Vote for no more than the number of members to be elected.;

- + To cumulatively allocate all votes to one or more candidates, mark the box “Cumulative Voting” corresponding to the selected candidates.;

- + To allocate unequal votes among candidates, write the specific number of votes in the “Number of Votes” box next to each candidate’s name.

- Election results determination:

- + Candidates with the highest number of votes shall be elected until the required number of members is reached.

- + If two (02) or more candidates have the same number of votes for the last elected position, a re-vote shall be conducted among those candidates.

- + If the first voting round does not result in sufficient elected members, further voting rounds shall be held until the required number is met.

## 2. Direct Voting Method:

In case the number of candidates is less than or equal to the number of members to be elected to the Board of Directors or the Supervisory Board, voting may be conducted by either the cumulative voting method as prescribed above or by direct voting with the following options: “Agree”, “Disagree”, or “No opinion”.

## **Article 13. Meeting Minutes and Resolutions**

- The contents of the General Meeting are recorded in minutes, for which the Chairperson and Secretary are responsible for accuracy and integrity.

- Based on the Minutes, the Chairperson issues Resolutions on the approved matters.

- The Meeting Minutes and Resolutions must be approved before the conclusion of the Meeting and sent to shareholders within fifteen (15) days or published on the Company's website.

#### **Article 14. Enforcement**

- This Regulation consists of 14 articles and takes effect upon approval by the General Meeting of Shareholders.

- Any amendments must be proposed by the Board of Directors and approved by the General Meeting./.

#### ***Recipients:***

- Shareholders;
- Filing: Archives, Company Secretary.

**ON BE HALF OF THE BOARD OF DIRECTORS  
CHAIRPERSON OF THE MEETING**

**Dao Trong Cuong**

No: 08/TTr-HĐQT

*Viet Tri, April 04, 2025*

**PROPOSAL**

**Regarding the Approval of the Presidium, Secretary, and Vote Counting  
Committee for the 2025 Annual General Meeting of Shareholders**

To: The General Meeting of Shareholders

*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, effective from February 17, 2025;*

*Pursuant to Resolution No. 15/NQ-HĐQT of the Board of Directors dated April 4, 2025, at its third meeting.*

The Board of Directors of Viet Tri Chemical Joint Stock Company hereby submits, for the consideration and approval of the General Meeting of Shareholders, the proposed list of the Presidium, the Meeting Secretary, and the Vote Counting Committee for the 2025 Annual General Meeting of Shareholders, as detailed below:

**1. Presidium:**

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

**2. Meeting Secretary:**

- Ms. Nguyen Thu Huong – Company Secretary.

**3. Vote Counting Committee:**

- 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.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- As above;
- Filing: Archives, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Dao Trong Cuong**

No: 203/BC-HCVT  
Re: Operational and Investment  
Report for 2024 and Development  
Plan for 2025

*Viet Tri, April 04, 2025*

To: The General Meeting of Shareholders

Viet Tri Chemical Joint Stock Company hereby presents its report on business performance and investment activities in 2024, along with development plans and objectives for 2025, as follows:

## **I. Business performance in 2024**

### **1. Advantages and challenges**

#### **1.1. Advantages:**

As Vietnam's economy shows encouraging signs of recovery, with GDP growth estimated at approximately 7% in 2024, favorable conditions have been created for businesses to more confidently promote in production and business investment.

In May 2024, the Company officially launched its Vi-CHLORiNE production line, enhancing chlorine-based product capacity balance and operational efficiency.

New export orders in 2024 drove higher demand for Javen (sodium hypochlorite) in the textile and garment sector, creating an opportunity for the Company to expand production capacity. Javen prices remained well above previous years, positively impacting business performance.

The Company's liquid PAC (Polyaluminium Chloride) product continued to uphold its market leadership and dominance in Northern Vietnam. Consequently, the Company exceeded both its production and sales targets in 2024.

#### **1.2. Challenges:**

In the fourth quarter of 2024, as producers anticipated U.S. tariff hikes, they shifted toward export prioritization, resulting in supply shortages and a sharp surge in aluminum powder prices across both domestic and regional Asian markets. This led the Company to temporarily suspend PAC production due to a



lack of input materials. The production halt caused a surplus of chlorine-based intermediates, leading to an operational imbalance. In response, the Company implemented interim measures, including redirecting hydrochloric acid (HCl) distribution from the Northern to the Southern market.

The Vi-CHLORiNE product line entered its commercial phase in 2024, resulting in a sharp increase in related costs, including depreciation, selling expenses, and marketing activities aimed at establishing market presence.

Toward the end of 2024, the aquaculture sector faced challenges due to disease outbreaks, leading to decreased demand for Vi-CHLORiNE. At the same time, the Company encountered intense competition from both domestic producers and imported substitutes.

Moreover, the chemical market witnessed fierce competition as several domestic manufacturers expanded production capacity while demand remained relatively unchanged, creating considerable pressure on supply and led to more fragmented market share distribution.

## **2. Operating results in 2024**

- Industrial production value (at constant prices): VND 413.2 billion, equivalent to 108.9% of the 2023 figure and 92.6% of the 2024 plan;
- Industrial production value (at current prices): VND 1,340.9 billion, equivalent to 113.5% of the 2023 figure and 93.8% of the 2024 plan;
- Total revenue: VND 1,616.7 billion, equivalent to 117.8% of the 2023 figure and 103.6% of the 2024 plan;
- Profit before tax: VND 106.02 billion, equivalent to 123.6% of the 2023 figure and 100% of the 2024 plan.

## **3. Summary of Investment and Construction Activities in 2024**

In 2024, the Company successfully completed and handed over the project “Investment in a Production Line for Disinfectant Used in Domestic Water Supply and Aquaculture, with a Capacity of 9,000 Tons per Year (Equivalent to 30 Tons per Day)” 80 days ahead of the scheduled timeline.

The project fully met the approved criteria for design capacity, product quality, and environmental compliance.

The total investment capital implemented and disbursed in 2024 reached VND 172.5 billion.

## **II. Strategic Solutions and Operational Targets for the 2025 Business Plan**

### **1. Advantages, challenges**

The global landscape remains volatile and unpredictable. Geopolitical tensions in the Middle East and the prolonged Russia–Ukraine conflict continue to pose significant risks to global economic stability, including Vietnam.

Tensions surrounding global trade are expected to intensify, particularly following the inauguration of the new U.S. President, creating further uncertainty. However, Vietnam is well-positioned to benefit from the ongoing shift in global investment flows.

Vietnam’s economy met its growth targets in 2024, laying a solid foundation for continued expansion in 2025.

Domestically, stricter environmental regulations are boosting demand for industrial chemicals, particularly in water treatment applications.

Meanwhile, risks persist in the aluminum powder market. Although prices stabilized in early 2025, uncertainties remain due to potential tariff changes. A price surge similar to late 2024 would significantly impact PAC production costs. Amid fierce competition, the Company may face difficulties in adjusting selling prices, especially as some competitors operate at a loss to retain market share.

## **2. Key business targets**

- Industrial production value (at constant prices): VND 444 billion;
- Industrial production value (at current prices): VND 1,643 billion;
- Total revenue : VND 1,827 billion;
- Profit : VND 102 billion.

## **3. Investment plan**

In 2025, the Company will continue the transitional investment project from 2024, titled: "Installation of a 17% Solution PAC Production Reactor System."

The contractor selection and contract signing have been completed. Currently, the Company is actively coordinating with the contractor to expedite procurement and delivery, aiming to ensure timely installation and commissioning.

In parallel, the Company is preparing for investment in 11 additional projects, expected to be implemented throughout 2025.

## **4. Implement plan**

To ensure the successful delivery of the 2025 business plan, the Company will focus on the following core solutions:

- Improving market insight and applying flexible sales strategies suited to each period, customer segment, and region;

- Strengthening customer service throughout all stages—pre-sale, in-sale, and post-sale—to maintain existing relationships and expand the client base;
- Prioritizing the market expansion of the Vi-CHLORiNE product to increase revenue and resolve the imbalance in chlorine-based products;
- Ensuring operational stability and safety through regular inspections and maintenance of manufacturing systems;
- Ensuring Vi-CHLORiNE quality to enhance product differentiation and competitiveness;
- Reviewing and streamlining operations to eliminate unnecessary costs and ineffective practices;
- Reducing production costs by improving raw material efficiency, optimizing operations;
- Proactively negotiating with suppliers for better pricing and maintaining a suitable inventory to support uninterrupted production;
- Enhancing human resource management and implementing competitive compensation to motivate employees, foster innovation, and boost productivity.

**5. Recommendations and Proposals:** The Company has no recommendations or proposals at this time.

***Recipients:***

- The General Meeting of Shareholders;
- BOD, Supervisory Board;
- Filing: Archives, Sales Dept.

**GENERAL DIRECTOR**

**Van Dinh Hoan**

No: 09/TTr-HĐQT

*Viet Tri, April 04, 2025*

**PROPOSAL  
Regarding the Approval of the 2024 Audited Financial Statements**

To: The General Meeting of Shareholders.

*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;*

*Based on the 2024 audited Financial Statements of Viet Tri Chemical Joint Stock Company, audited by AASC Auditing Firm Co., Ltd.,.*

The Board of Directors of Viet Tri Chemical Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the audited Financial Statements for the fiscal year 2024, including:

1. Report of the Executive Board.
2. Independent Auditors' Report.
3. Statement of Financial Position as at 31 December 2024.
4. Statement of Income for the fiscal year 2024.
5. Statement of Cash Flows for the fiscal year 2024.
6. Notes to the Financial Statements for the fiscal year 2024.

(A summary of the 2024 Financial Statements is attached herewith).

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

***Recipients:***

- As above;
- BOD members;
- Supervisory Board;
- Filing: Archives, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Dao Trong Cuong**

**FINANCIAL STATEMENTS FOR THE YEAR 2024**  
**(Condensed version)**

**I. STATEMENT OF FINANCIAL POSITION**

*Unit: VND*

No.	Items	01/01/2024	31/12/2024
<b>I</b>	<b>TOTAL ASSETS</b>	<b>754.638.726.867</b>	<b>844.727.537.990</b>
<b>1</b>	<b>CURRENT ASSETS</b>	<b>400.133.799.337</b>	<b>389.404.648.377</b>
1.1	Cash and cash equivalents	22.995.343.184	34.088.502.259
1.2	Short-term investments	52.500.000.000	24.500.000.000
1.3	Short-term receivables	161.484.647.409	187.683.257.093
1.4	Inventories	139.718.993.394	136.508.989.699
1.5	Other short-term assets	23.434.815.350	6.623.899.326
<b>2</b>	<b>NON-CURRENT ASSETS</b>	<b>354.504.927.530</b>	<b>455.322.889.613</b>
2.1	Fixed assets	313.384.654.469	440.758.160.176
	- <i>Tangible fixed assets</i>	313.384.654.469	440.399.826.845
	- <i>Intangible fixed assets</i>	0	358.333.331
2.2	Long-term assets in progress	26.364.454.218	4.573.351.944
	- <i>Construction in progress</i>	26.364.454.218	4.573.351.944
2.3	Other long-term assets	14.755.818.843	9.991.377.493
	- <i>Long-term prepaid expenses</i>	14.755.818.843	9.991.377.493
<b>II</b>	<b>TOTAL CAPITAL</b>	<b>754.638.726.867</b>	<b>844.727.537.990</b>
<b>1</b>	<b>LIABILITIES</b>	<b>355.713.078.039</b>	<b>388.617.910.475</b>
1.1	Current liabilities	312.672.154.337	353.512.830.373
1.2	Non-current liabilities	43.040.923.702	35.105.080.102
<b>2</b>	<b>OWNER'S EQUITY</b>	<b>398.925.648.828</b>	<b>456.109.627.515</b>
2.1	Owner's equity	109.880.590.000	109.880.590.000
2.2	Development and investment funds	184.270.274.371	204.567.404.848
2.3	Retained earnings	104.774.784.457	141.661.632.667

## II. STATEMENT OF INCOME

Unit: VND

No.	Items	Year 2023	Year 2024
<b>1</b>	<b>Revenue from sales of goods and rendering of services</b>	<b>1.357.690.315.145</b>	<b>1.611.696.910.235</b>
2	Revenue deductions	98.946.067.238	160.764.875.610
<b>3</b>	<b>Net revenue from sales of goods and rendering of services</b>	<b>1.258.744.247.907</b>	<b>1.450.932.034.625</b>
4	Cost of goods sold and services rendered	1.027.412.805.019	1.159.033.086.662
<b>5</b>	<b>Gross profit from sales of goods and</b>	<b>231.331.442.888</b>	<b>291.898.947.963</b>
6	Financial income	9.680.967.530	2.746.129.587
7	Financial expenses	17.362.209.058	21.811.523.407
8	Selling expenses	87.435.648.349	102.652.820.221
9	General and administrative expense	52.191.474.327	63.695.416.042
<b>10</b>	<b>Net profit from operating activities</b>	<b>84.023.078.684</b>	<b>106.485.317.880</b>
11	Other income	4.492.642.117	2.217.618.350
12	Other expense	2.713.768.660	2.683.970.296
<b>13</b>	<b>Other profit</b>	<b>1.778.873.457</b>	<b>-466.351.946</b>
<b>14</b>	<b>Total net profit before tax</b>	<b>85.801.952.141</b>	<b>106.018.965.934</b>
15	Corporate income tax	18.144.850.551	21.275.301.120
<b>16</b>	<b>Profit after corporate income tax</b>	<b>67.657.101.590</b>	<b>84.743.664.814</b>
17	Basic earnings per share	5.542	6.941
18	Dividends per share (*)	3.000	1.500

The complete audited financial statements have been published on the following websites:

- State Securities Commission of Vietnam (S <http://www.ssc.gov.vn>
- Hanoi Stock Exchange (HNX): <http://www.hnx.vn>
- Viet Tri Chemical Joint Stock Company: <http://www.vitrichem.vn>

No: 10/BC-HĐQT

*Viet Tri, April 04, 2025*

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS OF  
VIET TRI CHEMICAL JOINT STOCK COMPANY IN 2024  
AND ORIENTATION FOR 2025**

To: The General Meeting of Shareholders

The Board of Directors (BOD) of Viet Tri Chemical Joint Stock Company is pleased to present its report to the Annual General Meeting of Shareholders on the results of its operations in 2024 and the orientations and objectives for 2025, as follows:

**I. RESULTS OF THE BOD'S ACTIVITIES IN 2024**

**1. Performance of the BOD in 2024**

In 2024, the BOD performed its duties with a high sense of responsibility. The BOD's directions closely followed the Resolutions of the General Meeting of Shareholders (GMS) and market dynamics, enabling timely and appropriate decisions.

In accordance with the Law on Enterprises, the Company Charter, and the BOD's operating regulations, the BOD held nine (09) regular and extraordinary meetings to address key issues related to the implementation of the 2024 GMS Resolutions, business planning, and management personnel appointments. Resolutions were approved to provide guidance on target implements.

All meetings were convened and conducted in accordance with regulations, with high consensus on items voted on.

The Supervisory Board was invited to attend all meetings. For significant matters, relevant departments and professional units were also consulted to provide input and ensure that decisions were grounded, feasible, and effective.

In addition to in-person meetings, the BOD issued Resolutions and Decisions via written consultation to promptly manage and supervise the Company's activities. In 2024, 29 such documents were issued, strictly adhering to legal provisions.

All Resolutions and Decisions were publicly disclosed in accordance with applicable laws.

## **2. Performance of Individual BOD Members**

The BOD comprised five (05) members in 2024, including three (03) non-executive members.

All members actively participated in meetings and provided full feedback during written consultations, demonstrating strong responsibility. They leveraged their leadership and expertise to prioritize the Company's and shareholders' interests.

All members fulfilled their responsibilities effectively:

The Chairman fulfilled all duties and responsibilities in accordance with the Law on Enterprises, the Company Charter, and the BOD's regulations.

Other members made significant contributions to oversight and strategic management of Company operations.

## **3. Supervision and Evaluation of the Executive Board and Management**

The BOD highly appreciated the Executive Board's efforts in fulfilling assigned tasks. Amid both opportunities and challenges, the Executive Board made strong efforts to strictly adhere to the directives and resolutions of the Board of Directors, fulfill the business and production plan.

The General Director closely monitored the business plan, making timely adjustments to align with actual conditions, implementing effective policies, optimizing resources, and overcoming challenges.

Operations were conducted safely, efficiently, and in full compliance with the Company Charter and applicable regulations.

## **4. Remuneration and operating expenses of the BOD in 2024**

- BOD remuneration in 2024:

+ BOD Chairman: VND 7 million/person/month

+ Other BOD members: VND 6 million/person/month

+ Executive BOD members: Received salaries in accordance with the Company's payroll regulations.

- Operating expenses: In compliance with the BOD's regulations and the Company's internal expenditure policy.

*(Remuneration and salaries are disclosed in the 2024 audited Financial Statements submitted to the GMS)*

## **II. IMPLEMENTATION OF RESOLUTIONS OF THE 2024 ANNUAL AND EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS**

The BOD promptly directed and supervised the implementation of GMS Resolutions. Key results include:



## **1. Implementation of 2024 business targets**

Despite favorable macroeconomic signals, challenges remained, including price declines in Q1, raw material shortages and rising costs in Q4, and intensified domestic competition.

Through agile management and collective efforts, the Company achieved the following:

- Total revenue: VND 1,616.7 billion – 117.8% of 2023 results, 103.6% of the 2024 target

- Profit before tax: VND 106.02 billion – 123.6% of 2023, 100% of the 2024 target

*(Detailed financial metrics are presented in the Executive Board's Report and the 2024 Audited Financial Statements submitted to the GMS)*

## **2. Investment in 2024**

All construction and investment projects were implemented in accordance with government regulations. Completed projects were inspected and accepted per technical requirements.

Notably, the project titled “Disinfectant Production for Domestic Water and Aquaculture – Capacity: 9,000 tons/year (30 tons/day)” was completed 80 days ahead of schedule. The production line has been operating safely and efficiently, producing high-quality output.

**3.** Fund allocations and dividend payments were executed in line with the 2024 GMS Resolutions.

**4.** Implementation of share issuance to increase charter capital from owners' equity followed the plan in Resolution No. 54/NQ-ĐHĐCĐ approved at the Extraordinary GMS on August 21, 2024, in accordance with legal provisions. Completion is expected in April 2025.

**5.** Amendment of Article 6 in the Company Charter (charter capital) was signed and issued on February 17, 2025, in compliance with Resolution No. 54/NQ-ĐHĐCĐ dated August 21, 2024, and legal regulations.

## **III. DIRECTION OF BOD ACTIVITIES FOR 2025**

In 2025, both domestic and global economic conditions are expected to remain uncertain, with heightened competition in the chemical industry from both domestic firms and importers.

The BOD, in coordination with the Executive Board, will make every effort to maintain stable operations, explore investment and cooperation opportunities,

expand production, and enhance competitiveness with a focus on both domestic and export markets.

Key orientations for 2025:

1. Supervise and direct operations to ensure stability and sustainable development, striving to meet the 2025 GMS targets;
2. Enhance forecasting and improve management to ensure safe and efficient use of finance; Flexibly adjust business strategies and tightly control operating costs;
3. Comply strictly regulations in investment;
4. Review and revise internal policies to ensure consistency with current laws and the Company Charter;
5. Promote governance through modernization and digital transformation;
6. Enhance the quality of human resources and reorganize for operational efficiency;
7. Strengthen legal risk management, internal control, and audit functions;
8. Ensure full compliance with environmental protection and labor safety regulations.
9. Develop the Company's strategic plan for the 2025–2030 period with a long-term vision to 2040;
10. Maintain close engagement with shareholders.

This report is respectfully submitted by the Board of Directors of Viet Tri Chemical Joint Stock Company to our esteemed shareholders.

We sincerely thank you for your attention and valued feedback.

Sincerely.

***Recipients:***

- As above;
- BOD members;
- Supervisory Board;
- Filing: Archives, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Dao Trong Cuong**

**REPORT**

**On the remuneration for the members of the Board of Directors  
and the Supervisory Board**

To: The General Meeting of Shareholders

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

*Pursuant to the Charter on the organization and operation of Viet Tri Chemical Joint Stock Company as approved by the General Meeting of Shareholders on August 21, 2024;*

*Pursuant to Resolution No. 33/NQ-DHĐCĐ dated April 23, 2024, of the 2025 Annual General Meeting of Shareholders;*

*Pursuant to Official Letter No. 507/HCVN-HĐTV dated April 2, 2025, from the Vietnam National Chemical Group regarding the organization of the 2025 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company;*

The Board of Directors reports the remuneration for the members of the Board of Directors (BOD) and the Supervisory Board as follows:

**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-DHĐCĐ 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;
<b>Total for 12 months:</b>	<b>VND 492,000,000.</b>

**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).

Respectfully submitted.

***Recipients:***

- As above;
- BOD members;
- Supervisory Board;
- Filing: Archives, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Dao Trong Cuong**

**PROPOSAL**  
**Profit Distribution Plan for 2024, Profit Plan for 2025**

To: The General Meeting of Shareholders

*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;*

*Based on the 2024 audited Financial Statements of Viet Tri Chemical Joint Stock Company, audited by AASC Auditing Firm Co., Ltd.,*

*Based on Official Letter No. 537/HCVN-TCKT dated April 4, 2025, from the Vietnam Chemical Group regarding the Financial Statements and the Profit Distribution Plan for 2024 of Viet Tri Chemical Joint Stock Company.*

The Board of Directors of Viet Tri Chemical Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the Profit Distribution Plan for 2024 and for 2025 as follows:

**1. The 2024 proposed Profit Distribution**

(Details as attached).

**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.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

***Recipients:***

- As above;
- BOD's members;
- Supervisory Board;
- Filing: Archives, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Dao Trong Cuong**

**PROPOSED PROFIT ALLOCATION FOR 2024**  
*(Attached to the Proposal No. 12/TTr-HĐQT dated April 04, 2025)*

*Unit: VND*

<b>No.</b>	<b>Indicator</b>	<b>Rate %</b>	<b>Value (VND)</b>
<b>1</b>	Charter capital	<b>100</b>	<b>274.700.460.000</b>
	<i>Of which: Group capital</i>	68,49	188.155.470.000
<b>2</b>	<b>Total revenue</b>		<b>1.616.660.658.172</b>
<b>3</b>	<b>Total net profit before corporate income tax (CIT)</b>		<b>106.018.965.934</b>
<b>4</b>	<b>Corporate income tax (CIT)</b>		<b>21.275.301.120</b>
	CIT payable		21.275.301.120
<b>5</b>	<b>Profit after CIT</b>		<b>84.743.664.814</b>
<b>6</b>	<b>Retained earnings brought forward from the previous year</b>		<b>56.917.967.853</b>
<b>7</b>	<b>Total profit to be distributed in the current year</b>		<b>75.474.534.925</b>
7.1	Allocation to Funds:		34.269.465.925
7.1.1	<i>Development Investment Fund</i>	30	25.423.099.444
7.1.2	<i>Reward Fund and Welfare Fund</i>	10	8.474.366.481
7.1.3	<i>Management Bonus Fund</i>		372.000.000
7.2	Dividend Distribution This Year	15	41.205.069.000
	<i>Cash Dividend</i>	15	41.205.069.000
<b>8</b>	<b>Retained earnings to be carried over to next year</b>		<b>66.187.097.742</b>

No.: 14/TTr-HĐQT

*Viet Tri, April 15, 2025*

**PROPOSAL**

**Re: the dismissal of the member and election of additional member of the  
Board of Directors**

To: The General Meeting of Shareholders

*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 of 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 Letter of Resignation from the Board of Directors submitted by Mr. Dao Trong Cuong, Chairman of the Board of Directors, dated April 15, 2025;*

*Pursuant to Resolution No. 20/NQ-BOD dated April 15, 2025 of the Board of Directors regarding the acceptance of the resignation letter from a member of the Board of Directors and the amendment to the agenda of the 2025 Annual General Meeting of Shareholders;*

The Board of Directors of Viet Tri Chemical Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the following matters:

1. Approval of the resignation letter submitted by Mr. Dao Trong Cuong, Chairman of the Board of Directors for the 2024–2029 term.
2. Election of an additional member to the Board of Directors for the 2024–2029 term.

Respectfully submitted.

***Recipients:***

- As above;
- BOD's members;
- Supervisory Board;
- Filing: Archives, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Dao Trong Cuong**

## **REPORT OF THE SUPERVISORY BOARD**

To: The General Meeting of Shareholders

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *Pursuant to the Charter of Viet Tri Chemical Joint Stock Company as approved by the General Meeting of Shareholders on February 17, 2025.*

The Supervisory Board (SB) of Viet Tri Chemical Joint Stock Company hereby reports to the 2025 Annual General Meeting of Shareholders on the performance of its assigned functions and duties in 2024 as follows:

### **I. Activities of the Supervisory Board**

#### **1. Performance in 2024**

In 2024, the SB held periodic meetings and carried out oversight in the following areas:

- Implementation of resolutions of the General Meeting of Shareholders;
- Compliance with internal regulations in governance and operations;
- Financial and accounting practices;
- Review of internal control and risk management systems;
- Appraisal of quarterly and annual financial statements;
- Other responsibilities as stipulated in the Company's Charter.

The Supervisory Board operated in accordance with its Operational Regulations and fulfilled its responsibilities effectively. Members of the Board demonstrated a strong sense of responsibility in protecting the interests of the Company and its shareholders.

#### **2. Salary and Remuneration**

The Head of the Supervisory Board received a full-time salary;

Other members received a monthly remuneration of VND 5 million per person.

*(Details are disclosed in the audited 2024 Financial Statements in accordance with applicable regulations.)*



## **II. Supervisory assessment**

### **1. Activities of the Board of Directors (BOD)**

- The BOD fulfilled its roles and responsibilities with a strong commitment to achieving business and investment goals;
- Meetings were properly documented, and resolutions issued within their authority;
- Quarterly business plans were based on evaluations of previous results, challenges, and proposed solutions to meet annual targets;
- The BOD successfully implemented shareholder resolutions on profit distribution and 2023 dividend payments;
- Oversaw final settlement of key projects: “HCl Acid Synthesis System” and “Electrolysis Equipment and Rectifier Transformer Replacement”;
- Completed the Disinfectant Project ahead of schedule;
- Revised and promulgated internal regulations on fixed asset management, salary, and internal expenditures to improve efficiency.

### **2. Activities of the Executive Board**

- The Executive Board showed responsibility, compliance, and flexibility in management;
- Effectively implemented resolutions and decisions of the BOD;
- Ensured timely payment of 2024 dividends and remuneration to the BOD and Supervisory Board;
- Fostered employee motivation and promptly recognized individual and team achievements.

### **3. Capital Investment**

The Disinfectant Project was completed with assured quality and launched ahead of schedule;

The Company also fulfilled its investment plans for procuring supplementary equipment to maintain production capacity.

### **4. Finance and Accounting**

The SB reviewed the audited financial statements and concurred with the opinion of the independent auditor.

Key 2024 financial highlights:

- Net revenue totaled VND 1,456 billion, fulfilling 101% of the annual target and 114% compared to 2023 (VND 1,273 billion);

- Profit before tax reached VND 106.0 billion, fulfilling 100% of the annual target and 124% compared to 2023 (VND 85.8 billion);
- Return on Sales (ROS) reached 5.8%, compared to 5.3% in 2023;
- Return on Capital Employed (ROCE) reached 19.8%, compared to 16.2% in 2023.

### **5. Coordination with the BOD and Executive Board**

- The SB maintained close coordination with the BOD and Executive Board to serve the interests of shareholders;
- The SB members were invited to attend all BOD meetings and provided with relevant materials;
- The BOD, Executive Board, and related departments ensured favorable conditions for the SB to perform its duties.

### **III. The 2025 Work Plan**

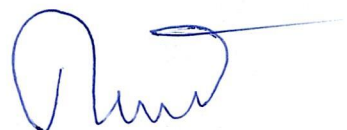
- Continue to fulfill duties in accordance with the Operational Regulations;
- Diversify monitoring approaches, enhance compliance assessments;
- Attend all BOD meetings and provide constructive feedback and recommendations;
- Appraise Financial Statements and monitor the preservation and growth of shareholders' equity.

The Supervisory Board respectfully submits this report to the General Meeting of Shareholders for consideration and approval.

***Recipients:***

- General Meeting of Shareholders;
- Board of Directors.
- Filing: Supervisory Board.

**ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD**



**Le Viet Dung**

No: 07/TTr-BKS

*Viet Tri, April 04, 2025*

## **PROPOSAL**

### **Re: Selection of an Independent Auditing Firm to Audit the 2025 Financial Statements**

To: The General Meeting of Shareholders

*Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to the Charter of Viet Tri Chemical Joint Stock Company approved by the General Meeting of Shareholders on August 21, 2024;*

*Pursuant to the functions and duties of the Supervisory Board as stipulated in the Charter of Viet Tri Chemical Joint Stock Company.*

The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval of the selection of an Independent Auditing Firm to audit the Company's Financial Statements for the year 2025 as follows:

#### **1. Criteria for selecting an independent auditing firm:**

- The auditing firm must be approved by the Ministry of Finance to audit entities with public interest in 2025;
- The firm must have a good reputation in independent auditing and a team of highly experienced auditors to ensure audit quality;
- The audit fee must be reasonable.

#### **2. The Supervisory Board proposes the following:**


- To select the Auditing and Accounting Financial Consultancy Services Company Limited (AASC) to audit the 2025 Financial Statements;
- To authorize the General Director to sign the audit contract;
- To authorize 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;

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval.

***Recipients:***

- General Meeting of Shareholders;
- Board of Directors;
- Filing: Supervisory Board.

**ON BE HALF OF THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD**



**Le Viet Dung**

**REGULATIONS  
On the Additional Election of Members to the Board of Directors  
for the 2024–2029 Term**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted 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, and effective from February 17, 2025;*

The General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company (the “GMS”) shall conduct the additional election of members to the Board of Directors for the 2024–2029 term in accordance with the following regulations:

**Chapter I. GENERAL PROVISIONS**

**Article 1. Purpose, scope, and subjects of application**

1. These Regulations stipulate the principles and procedures for the nomination, self-nomination, and additional election of members to the Board of Directors of Viet Tri Chemical Joint Stock Company for the 2024-2029 term at the 2025 Annual General Meeting of Shareholders.

2. These Regulations apply to shareholders holding shares of the Company as of the final registration date, March 24, 2025, and their duly authorized representatives.

**Article 2. Rights and obligations of shareholders**

1. Each shareholder and their authorized representative attending the General Meeting will receive a ballot for the additional election of Board members, indicating the number of shares held and the corresponding voting rights to be used in the election.

**2. Obligations of Shareholders Attending the General Meeting**

- Comply with the election conditions and procedures set forth in these Regulations and the instructions of the Election Committee and the Presidium.

- Complete the registration procedures for attending the General Meeting with the organizing committee

- Verify the number of shares on the ballot and immediately notify the organizing committee of any discrepancies upon receiving the ballot.
- Strictly adhere to the election regulations and respect the voting results.

## **Chapter II. REGULATIONS ON THE NOMINATION AND SELF-NOMINATION FOR THE ELECTION OF ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS FOR THE 2024–2029 TERM**

### **Article 3. Number and Qualifications of Board Members**

1. Number of Additional Board Members to be Elected: One (01) member (due to the resignation of one member of the Board of Directors).

#### **2. Qualifications and Requirements**

Members of the Board of Directors must meet the following qualifications and eligibility requirements:

- Possesses full legal capacity and is not classified among individuals prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises and other relevant regulations;
- Possess professional qualifications and experience in business administration or relevant fields of the Company, and are not required to be shareholders thereof
- May concurrently serve as a member of the Board of Directors of other companies but not in more than five (05) other companies;
- Must not have family relationships with the Chairman of the Board, other members of the Board of Directors, the General Director, and other managers of the Company.

### **Article 4. Rights to nomination and self-nomination**

Shareholders or groups of shareholders holding at least 10% of the total common shares are entitled to nominate candidates for the Board of Directors, in accordance with the provisions of the Enterprise Law and the Company's Charter. Voting rights might be pooled to nominate candidates.

Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (1) candidate; from 20% to less than 30%, up to two (2) candidates; from 30% to less than 40%, up to three (3) candidates; from 40% to less than 50%, up to four (4) candidates; from 50% to less than 60%, up to five (5) candidates; from 60% to less than 70%, up to six (6) candidates; from 70% to 80%, up to seven (7) candidates; and from 80% to less than 90%, up to eight (8) candidates.



## **Article 5. Nomination and candidacy documents**

1. The application dossier for nomination or candidacy shall include:

a. Nomination or self-nomination Letter for election using the prescribed form (*Appendix 1, Appendix 2*).

b. Curriculum Vitae of the candidate (1 original) with photo as per the template (*Appendix 3*).

c. Certified copies of ID card/Passport/Residence registration (or long-term temporary residence certificate); all degrees, diplomas, and certificates listed in the Curriculum Vitae.

d. Power of Attorney or Group Meeting Minutes (if the candidate is authorized by the group).

2. Nomination and candidacy documents must be submitted to the Company by 13:00 PM on April 17, 2025, at the following address:

- Ms. Nguyen Thu Hong, Secretary of Viet Tri Chemical Joint Stock Company

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

- Tel: 0948141886

- Email: huongnt@vitrichem.vn

In case the documents are sent by fax or scan, the original documents must be submitted during registration before the General Meeting begins.

## **Chapter III. NOMINATION TO ADDITIONAL MEMBER OF THE BOARD OF DIRECTORS FOR THE 2024 – 2029 TERM**

### **Article 6. Selection of Candidates**

Based on the nomination and candidacy forms and the accompanying documents, the Organizing Committee will compile a list of qualified candidates to be included in the Board of Directors election list.

### **Article 7. Election Procedures and Methods**

- The election of Board of Directors members will be conducted through a direct, secret ballot at the General Meeting using a cumulative voting method.

- The ballot will list the candidates in alphabetical order, the number of shares owned/represented, the number of voting rights, and will be stamped with the Company's seal.

- Each shareholder is entitled to vote in proportion to the number of shares owned (including both owned and/or authorized shares) multiplied by the number of Board members to be elected.

- Shareholders may allocate all of their voting rights to one candidate or distribute them among several candidates.

- The total votes cast for candidates by a shareholder must not exceed the total voting rights.

## **Article 8. Election Organization and Supervision**

### **1. Vote Counting Committee:**

- a. Represents the General Meeting of Shareholders (GMS) in organizing and supervising the election in accordance with this Regulation.

- b. Comprises one Head and other members elected by the GMS.

- c. Shall not include any person nominated or self-nominated as a candidate for the Board of Directors (BOD), or any related person as defined by the Law on Enterprises.

- 2. The Vote Counting Committee must ensure integrity, objectivity, and confidentiality throughout the voting and vote counting process.

### **3. Duties of the Vote Counting Committee:**

- a. Prepare ballot boxes, disseminate the Election Regulation, candidate list, voting procedures, and provide voting instructions.

- b. Guide shareholders in casting votes in accordance with the Regulation.

- c. Supervise the voting process.

- d. Summarize and report results to the Chairing Panel and Secretariat.

- e. Collect ballots, count votes, and report the election results to the GMS.

## **Article 9. Ballot and Voting Instructions**

### **1. Ballot:**

- a. The ballot shall be uniformly printed, bear the Company's seal, and be issued by the Organizing Committee.

- b. Shareholders or authorized representatives shall be provided with ballots.

- c. Upon receipt of the ballot, shareholders or authorized representatives must verify the information thereon. Any errors must be immediately reported to the Vote Counting Committee for replacement.



d. A ballot shall be considered valid if it satisfies the following conditions:  
- Votes are cast for candidates listed in the official candidate list and within the approved number of Board members to be elected;

- The total votes do not exceed the voting rights of the shareholder;
- It does not fall under any of the invalid cases listed in Clause below.

e. A ballot shall be deemed invalid if:

- It is not in the prescribed format or does not bear the Company's seal;
- It contains erasures, unauthorized corrections, or additions;
- It includes the name(s) of candidate(s) not on the approved list;
- The total number of votes cast exceeds the shareholder's voting rights;
- No number of votes is specified for any candidate;
- Votes are cast for more candidates than the number to be elected.

## 2. Voting Instructions:

Shareholders or authorized representatives shall fill in the number of votes for each candidate in the designated box on the ballot. For candidates they do not wish to vote for, the number "0" must be recorded.

## **Article 10. Voting and Vote Counting**

1. Voting shall commence after all ballots have been distributed and end when the last shareholder casts their vote.

2. The Vote Counting Committee shall inspect the ballot box in the presence of the shareholders.

3. Votes may only be cast into sealed ballot boxes under the supervision of the Vote Counting Committee.

4. Vote counting shall be conducted immediately after voting concludes; ballots must not be altered or corrected.

## **Article 11. Principles for Determining Election Results**

- The elected candidate for the Board of Directors (BOD) is determined by the number of votes, starting from the candidate with the highest vote count until the required number of members is reached.

- If two or more candidates have the same number of votes for the last position, a re-election will be held among those candidates.

- If the required number of BOD members is not reached after the first election, a second election will be held for the remaining candidates.

- If the number of members is still insufficient after the second election, a third election will be held, or the position will remain vacant until a supplementary election at the next General Meeting, as decided by the Presidium.

#### **Article 12. Voting Record and Announcement**

- After the vote counting, the Election Committee must prepare the voting record and announce the results.

- The full voting record must be published before the General Meeting and recorded in the Meeting's Minutes and Resolutions.

- The Election Rules, voting record, and valid/invalid ballots will be archived at the Vietnam Tri Chemical Joint Stock Company as evidence for the supplementary election of BOD members for the 2024-2029 term.

#### **Article 13. Effectiveness**

- This election regulation takes effect immediately upon approval by the General Meeting of Shareholders of Viet Tri Chemicals Joint Stock Company and is only applicable to the election of additional members to the Board of Directors for the 2024-2029 term at the Annual General Meeting of Shareholders in 2025.

- This regulation consists of 03 chapters and 13 articles and will be publicly read at the General Meeting of Shareholders for voting approval.

#### ***Recipients:***

- All Shareholders;
- Filing: Archives, Company Secretary

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRPERSON**

**Dao Trong Cuong**

*Appendix 1: Application for Self-Nomination to the Board of Directors*

**THE SOCIALIST REPUBLIC OF VIET NAM**  
**Independence - Freedom - Happiness**

**APPLICATION FOR SELF-NOMINATION  
TO THE BOARD OF DIRECTORS FOR THE 2024-2029 TERM**

**To:           The Board of Directors of Viet Tri Chemical Joint Stock  
              Company**

Shareholders' name: .....

ID number:..... Issued by:..... on: .....

Address: .....

Professional qualification: ..... Major: .....

I am a shareholder of Viet Tri Chemical Joint Stock Company, currently holding.....shares (In words .....), accounting for .....% of the Company's total voting shares.

After reviewing the Draft Regulation on the additional election of members of the Board of Directors for the 2024-2029 term of Viet Tri Chemical Joint Stock Company, I would like to self-nominate for the position on the Board of Directors for the 2024–2029 term.

I hereby certify that all the above information and the attached documents are truthful and accurate to the best of my knowledge. If elected, I commit to fulfilling all responsibilities and exercising my rights in accordance with the law and the Company's Charter.

....., Month (day), 2025

Attachments:

1.....

2.....

3.....

4.....

5.....

**Shareholders**  
*(Signature and Full name)*

***Appendix 2: Nomination Application – Board of Directors (2024–2029 Term)***

**THE SOCIALIST REPUBLIC OF VIET NAM**  
**Independence - Freedom - Happiness**

**NOMINATION APPLICATION**  
**TO THE BOARD OF DIRECTORS FOR THE 2024-2029 TERM**

**To: The Board of Directors of Viet Tri Chemical Joint Stock Company**

I am shareholder (We are shareholders) of Viet Tri Chemical Joint Stock Company, holding.....shares (In words .....), accounting for .....% of the Company's total voting shares, the details as below:

<b>No.</b>	<b>Full name</b>	<b>ID/ Passport number</b>	<b>Number of shares held</b>	<b>The date of shareholding commencement</b>	<b>Signature</b>
1					
2					
3					
	Total shares				

After reviewing the Draft Regulation on the Additional Election of Members of the Board of Directors for the 2024–2029 term of Viet Tri Chemical Joint Stock Company, I/We hereby nominate the following individual(s) for election to the Board of Directors for the 2024–2029 term. The nominated candidate(s) have been included in the official List of Candidates:

<b>No.</b>	<b>Full name</b>	<b>ID number, issue date and place</b>	<b>Address</b>	<b>Educational background</b>	<b>Number of shares held</b>
1					
2					
3					

We also unanimously appoint (*applicable in case of a group of shareholders making the nomination*)

Mr./Ms.:.....

Shareholder code (if any):

.....

ID/Passport number: ..... Issued on (date).....by (Issuing Authority) .....

to act as the representative of our group to carry out nomination/self-nomination procedures for the election of a member of the Board of Directors for the 2024–2029 term at the 2025 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company, in accordance with the Regulations on Additional Election of Members of the Board of Directors.

I/We take full responsibility for this nomination and commit to complying with the current provisions of law, the Company’s Charter, and the Regulations on Additional Election of Members of the Board of Directors for the 2024-2029 term.

....., *Month (day)*, 2025

**Shareholders**

*(Sign and full name)*

*Appendix 3: Curriculum vitae*

**THE SOCIALIST REPUBLIC OF VIET NAM**  
**Independence - Freedom - Happiness**

**CURRICULUM VITAE**

*(For Candidates for the Board of Directors of Viet Tri Chemical Joint Stock Company)*

1. Full name: .....
2. Gender: Male ☐ Female ☐
3. Date of birth: .....
4. Nationality: .....
5. ID number: ..... on (date): ..... by (authority): .....
6. Permanent address: .....
7. Phone number: .....
8. Educational background: .....
9. Professional qualification: .....

Degree title	Major	Year of graduation	Training period	Training institution

10. Employment history:

From (year)... to (year)...	Organization	Position

I hereby certify that the above information is true and accurate, and I take full legal responsibility for the information provided.

....., Month (day), 2025

Attachments: (ID card, degrees, etc.)

- 1.....
- 2.....
- 3.....
- 4.....

**Candidate**  
(Signature and full name)

5.....