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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