

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-ĐHĐCĐ 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;
Total for 12 months:	VND 492,000,000.

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