

No.: 21/BC-HĐQT

*Phu Tho, July 28, 2025*

**REPORT ON CORPORATE GOVERNANCE**

For the first half of 2025

To: Ha Noi Stock Exchange

- Name of listed company: **VIET TRI CHEMICAL JOINT STOCK COMPANY**
- Addresss of head office: Song Thao Street, Thanh Mieu Ward, Phu Tho Province
- Telephone: 0210 3911 696
- Fax: 0210 3911 512
- Charter capital: 274,700,460,000,VND
- Stock symbol: HVT
- Governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director
- The implement of internal audit: Implemented

**I. Activities of the General Meeting of Shareholders**

No.	Resolution/Decision No.	Date	Content
1	21/NQ-ĐHĐCĐ	April 18, 2025	Resolution of the Annual General Meeting of Shareholders in 2025

**II. Board of Directors**

**1. Information on members of the Board of Directors**

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment /reappointment	Date of dismissal
1	Mr. Dao Trong Cuong	Chairman	August 21, 2024	April 18, 2025
2	Mr. Le Hoang	Chairman	April 18, 2025	
3	Mr. Van Dinh Hoan	Member	April 23, 2024	
4	Mr. Nguyen Huy Quang	Member	April 23, 2024	
5	Mr. Nguyen Van Bach	Member	April 23, 2024	
6	Mr. Pham Ngoc Phu	Member	April 23, 2024	

## 2. Meetings of the Board of Directors:

No.	Board of Directors' member	Position	Number of meetings attended by Board of Directors	Attendance rate %	Reasons for absence
1	Mr. Dao Trong Cuong	Chairman	03	75%	
2	Mr. Le Hoang	Chairman	01	25%	
3	Mr. Van Dinh Hoan	Member	04	100%	
4	Mr. Nguyen Huy Quang	Member	04	100%	
5	Mr. Nguyen Van Bach	Member	04	100%	
6	Mr. Pham Ngoc Phu	Member	04	100%	

## 3. Supervising the Board of General Directors by the Board of Directors.

During the first half of 2025, the Board of Directors convened 04 meetings and issued 12 documents to seek opinions from its members. Numerous policies and solutions were introduced to provide guidance and oversight to the Executive Board in production and business operations, with various measures implemented to enhance the company's operational efficiency.

The Chairman of the Board of Directors consistently managed the Board's activities within the scope of their authority, implementing objectives set forth by the General Meeting of Shareholders.

## 4. Activities of the Sub-Committees under the Board of Directors: None.

## 5. Resolutions/Decisions of the Board of Directors

No.	Resolution/ Decision No.	Date	Content
1	01/NQ-HĐQT	January 14, 2025	Resolution of the 1st Board of Directors meeting dated January 14, 2025
2	02/NQ-HĐQT	January 14, 2025	Resolution on the approval of the 2025 Plan for norms of raw and fuel material consumption
3	03/NQ-HĐQT	January 14, 2025	Resolution on the approval of the final investment Report for the completed "HCl Acid Synthesis System – capacity of 450 tons/day" project
4	04/NQ-HĐQT	January 14, 2025	Resolution on the approval of the final investment Report for the completed project "Replacement of electrolysis equipment and rectifier transformer assembly"
5	04a/NQ-HĐQT	February 17, 2025	Resolution on the approval of charter capital increase after the share issuance



No.	Resolution/ Decision No.	Date	Content
6	05/NQ-HĐQT	February 17, 2025	Resolution on the amendment of the Company's Charter of organization and operation
7	06/NQ-HĐQT	February 19, 2025	Resolution on establishing a project completion audit Team
8	07/NQ-HĐQT	March 3, 2025	Resolution on organizing the 2025 Annual General Meeting of Shareholders
9	08/NQ-HĐQT	March 3, 2025	Resolution of the 2nd Board of Directors meeting dated March 3, 2025
10	09/NQ-HĐQT	March 3, 2025	Resolution on the approval of the 2025 major maintenance Plan
11	10/NQ-HĐQT	March 3, 2025	Resolution on the approval of the 2025 Investment Plan
12	11/NQ-HĐQT	March 3, 2025	Resolution on the approval of the 2025 environmental protection cost Plan
13	12/NQ-HĐQT	March 3, 2025	Resolution on the appointment of the Corporate Governance Officer
14	13/NQ-HĐQT	March 25, 2025	Resolution on the issuance of the Personnel Management Regulations of Viet Tri Chemical Joint Stock Company
15	14/NQ-HĐQT	March 25, 2025	Resolution on the plan for overseas business trips
16	15/NQ-HĐQT	April 4, 2025	Resolution of the 3rd Board of Directors meeting dated April 4, 2025
17	16/NQ-HĐQT	April 4, 2025	Resolution on the establishment of the Internal Audit Department and appointment of its Officer
18	17/NQ-HĐQT	April 4, 2025	Resolution on the approval of the policy to enter into contracts and transactions with internal persons and their affiliated persons
19	18/NQ-HĐQT	April 4, 2025	Resolution on the approval of remuneration payment for the Company Secretary
20	19/NQ-HĐQT	April 4, 2025	Resolution on the approval of the Plan for Reviewing and Supplementing the Leadership and Management Staff Planning of Viet Tri Chemical JSC for the periods 2021–2026 and 2026–2031
21	20/NQ-HĐQT	April 15, 2025	Resolution on the acceptance of resignation letters from BOD members and addition to the 2025 AGM agenda

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No.	Resolution/ Decision No.	Date	Content
22	22/NQ-HĐQT	April 18, 2025	Resolution on the election of the Chairman of the Board of Directors for the 2024–2029 term
23	23/NQ-HĐQT	May 20, 2025	Resolution on the approval of 2024 dividend payment
24	24/NQ-HĐQT	June 01, 2025	Resolution to consult the Party Committee regarding the redeployment and appointment of managerial staff
<b>II</b>	<b>Decision</b>		
1	01/QĐ-HĐQT	February 19, 2025	Decision on the establishment of project completion audit Team
2	02/QĐ-HĐQT	March 12, 2025	Decision on the appointment of the Corporate Governance Officer
3	03/QĐ-HĐQT	March 25, 2025	Decision on the promulgation of the Personnel Management Regulations
4	04/QĐ-HĐQT	March 25, 2025	Decision on dispatching a delegation for a short-term overseas business trip
5	05/QĐ-HĐQT	April 04, 2025	Decision on the establishment of the Shareholder Eligibility Verification Committee
6	06/QĐ-HĐQT	April 04, 2025	Decision on the promulgation of the Internal Audit Regulations
7	07/QĐ-HĐQT	April 04, 2025	Decision on the establishment of the Internal Audit Department
8	07a/QĐ-HĐQT	April 04, 2025	Decision on the promulgation of the Sales Regulations
9	08/QĐ-HĐQT	April 08, 2025	Decision on the appointment of the Head of the Internal Audit Department
10	09/QĐ-HĐQT	May 06, 2025	Decision on dispatching staff for an overseas business trip (to Mongolia)
11	10/QĐ-HĐQT	May 23, 2025	Decision on dispatching staff for an overseas business trip (to Laos)
12	11/QĐ-HĐQT	June 18, 2025	Decision on bonus payment for the Management and Executive Board in 2023 and 2024



### III. Board of Supervisors

#### 1. Information about members of Board of Supervisors

No.	Members of Board of Supervisors	Position	Date of appointment /reappointment	Date of dismissal	Professional qualification
1	Mr. Le Viet Dung	Chairman	April 23, 2024		Bachelor in Accounting
2	Ms. Vu Thi Bich Ngoc	Member	April 23, 2024		Bachelor in Accounting
3	Mr. Bui Huy Toan	Member	April 23, 2024		Bachelor in Business Administration

#### 2. Meetings of Board of Supervisors

TT	Supervisory Board Member	Position	Number of meetings attended	Attendance rate %	Reason for absence
1	Mr. Le Viet Dung	Chairman	04	100%	
2	Ms. Vu Thi Bich Ngoc	Member	04	100%	
3	Mr. Bui Huy Toan	Member	04	100%	

**3. Supervising and coordinating among the Board of Directors and Board of Management:** Comply with current regulations and the Company's Charter.

### IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal
1	Mr. Van Dinh Hoan	April 20, 1966	-Chemical Engineer; -Master of Business Administration	Reappointment on December 29, 2023
2	Mr. Nguyen Van Bach	June 14, 1965	Bachelor of Economics	Reappointment on December 29, 2023
3	Mr. Dao Hai Linh	August 25, 1979	-Chemical Engineer; -Master of Economic Management	Appointment on October 10, 2021
4	Mr. Chu Van Luu	August 20, 1977	-Chemical Engineer; -Master of Economic Management	Appointment on November 02, 2024

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**V. Chief Accountant**

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal
1	Ms. Le Thi Minh Hoa	September 03, 1972	Bachelor of Economics	Reappointment on March 24, 2021

**VI. Training courses on corporate governance: None.**




## VII. The List and Transaction with the shares of internal persons and their affiliated persons.

### 1. The List of internal persons and their affiliated persons:

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
<b>A</b>	<b>INTERNAL PERSONS AND THEIR AFFILIATED PERSONS</b>									
<b>1</b>	<b>Le Hoang</b>		<b>Chairman of BOD</b>							
1.1	Bui Song Nga		Mother							
1.2	Nguyen Thi Quang Minh		Spouse							
1.3	Le Quynh Anh		Daughter							
1.4	Le Quynh Ngan		Daughter							
1.5	Le Hung		Brother							
1.6	Le Hong		Brother							
1.7	Le Ha		Brother							
1.8	Le Thu Hang		Younger sister							
1.9	Pham Huong Giang		Sister-in-law							
1.10	Tran Ngoc Anh		Sister-in-law							
1.11	Nguyen Thi Thu Ngan		Sister-in-law							
1.12	Nguyen Huu Vinh		Brother-in-law							
1.13	Le Thi Anh Dao		Mother-in-law							
1.14	Nguyen Quang Vinh		Father-in-law							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
1.15	Vietnam National Chemical Group		Deputy General Director							
1.16	Dry Cell and Storage Battery JSC		Chairman of BOD							
2	<b>Van Dinh Hoan</b>	<b>007C459092</b>	<b>Member of BOD</b>					<b>288.900</b>	<b>1,05%</b>	
2.1	Dang Thi Thu Hien	006C051553	Spouse					250,007	0.91%	
2.2	Van Trung Hieu		Son							
2.3	Van Thi Minh Thao		Daughter							
2.4	Van Dinh Huan		Older Brother							
2.5	Nguyen Thi Thanh Mai		Older Sister-in-law							
2.6	Van Dinh Duong		Younger brother							
2.7	Le Thi Van		Younger sister-in-law							
2.8	Dang Van Phiem		Father-in-law							
2.9	Le Thi Diu		Mother-in-law							
3	<b>Nguyen Huy Quang</b>		<b>Member of BOD</b>							



No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
3.1	Nguyen Thi Chen		Mother							
3.2	Ngo Thi Chu		Mother-in-law							
3.4	Tran Thi Minh Thu		Spouse							
3.5	Nguyen Quang Minh		Son							
3.6	Nguyen Quang Tung		Son							
3.7	Nguyen Minh Thu		Younger brother							
3.8	Nguyen Thi Hao		Younger sister-in-law							
4	<b>Nguyen Van Bach</b>	<b>006C051552</b>	<b>Member of BOD</b>					<b>39,255</b>	<b>0.14%</b>	
4.1	Nguyen Huu Bai		Father							
4.2	Dang Thi Cu		Mother							
4.3	Nguyen Thanh Hoa		Spouse							
4.4	Nguyen Thi Thanh Hien		Daughter							
4.5	Nguyen Huy Chau		Son-in-law							
4.6	Nguyen Thi Thanh Hang		Daughter							
4.7	Nguyen Dinh Giang		Son-in-law							

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No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
4.8	Nguyen Thi Bich		Younger sister							
4.9	Do Xuan Hoa		Younger brother-in-law							
4.10	Nguyen Thi Hoa		Younger sister							
4.11	Nguyen Van Bay		Younger brother-in-law							
4.12	Nguyen Van Dieu		Younger brother							
4.13	Nguyen Thi Nga		Younger sister-in-law							
4.14	Nguyen Thi Hong Vang		Younger sister							
4.15	Nguyen Tho Nhat		Younger brother-in-law							
4.16	Nguyen Thi Thuy		Younger sister							
4.17	Nguyen Ky Anh		Younger brother-in-law							
4.18	Nguyen Hong Quan		Younger brother							
4.19	Nguyen Thi Thu Ha		Younger sister-in-law							
5	Pham Ngoc Phu	045C 024378-01 007C905599.01	Member of the Board of Directors					645,820	2.35%	



No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
5.1	Nguyen Thi Sinh		Spouse							
5.2	Pham Ngoc Hoang Viet		Son							
5.3	Nguyen Ngoc Anh		Daughter-in-law							
5.4	Pham Minh Duc		Son							
5.5	Pham Tran Khanh Linh		Daughter-in-law							
5.6	Pham Ngoc Cuong		Younger Brother							
5.7	Pham Ngoc Thinh		Younger Brother							
5.8	Pham Thi Ngoc Tho		Younger Sister							
5.9	Pham Thi Ngoc Thuy		Younger Sister							
5.10	Do Thi Nhung		Younger sister-in-law							
5.11	Dao Xuan Lam		Younger brother-in-law							
5.12	Bui Thi Anh Tuyet		Younger sister-in-law							
5.13	Da Nang Rubber Joint Stock Company		Member of the Board of Directors							



No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
6	Le Viet Dung		Chairman of Supervisory Board					0		
6.1	Nguyen Thi Hoa		Spouse							
6.2	Le Kim Hanh		Daughter							
6.3	Le Dung Tri		Son							
6.4	Le Ngoc Vu		Father							
6.5	Nguyen Thi Du		Mother							
6.6	Le Thi Thu		Older Sister							
6.7	Ngo Cong Truong		Older brother-in-law							
6.8	Le Viet Hung		Younger brother							
6.9	Cu Thu Phuong		Younger sister-in-law							
6.10	Dao Thi Xuan		Mother-in-law							
7	Vu Thi Bich Ngoc	036C002325	Member of Supervisory Board					0		
7.1	Vu Tien Dung		Father							
7.2	Nguyen Thi Nho	036C001097	Mother							
7.3	Vu Thi Minh Thu		Older sister							
7.4	Bui Huy Hieu	011C117801	Older brother-in-law							
7.5	Nguyen Duc Tien		Husband							



No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
7.6	Nguyen Vu Long		Son							
7.7	Nguyen Tien Hung		Son							
7.8	Nguyen Tien Lam		Son							
7.9	Nguyen Van Thiep		Father-in-law							
7.10	Pham Thi Luu		Mother-in-law							
8	<b>Bui Huy Toan</b>		<b>Member of Supervisory Board</b>					0		
8.1	Bui Huu Khanh		Father							
8.2	Dao Thi Tinh		Mother							
8.3	Bui Quoc Toan		Older brother							
8.4	Nguyen Thi Thanh Huyen		Older-sister-in-law							
9	<b>Dao Hai Linh</b>		<b>Deputy of General Director</b>							
9.1	Tran Thi Lan		Mother							
9.2	Hoang Thi Thanh Huong		Spouse							
9.3	Dao Hoang Long		Son							
9.4	Dao Hoang Khanh Ngoc		Daughter							
9.5	Dao Xuan Tien		Younger brother							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
9.6	Nguyen Thi Thu Hien		Younger sister-in-law							
9.7	Hoang Van Manh		Father-in-law							
9.8	Do Thi Hieu		Mother-in-law							
10	<b>Chu Van Luu</b>		<b>Deputy of General Director</b>							
10.1	Tran Thi Ty		Mother							
10.2	Chu Thi Lai		Older sister							
10.3	Nguyen Trong Nhan		Older brother-in-law							
10.4	Chu Van Lich		Older brother							
10.5	Luyen Thi Long		Older sister-in-law							
10.6	Chu Thi Lan		Older sister							
10.7	Nguyen Ba Ngoc		Older brother-in-law							
10.8	Chu Thi Ly		Older sister							
10.9	Cao Hoa		Older brother-in-law							
10.10	Chu Thi Tam		Younger sister							
10.11	Mai Van Nam		Younger brother-in-law							
10.12	Vu Thi Tuyet		Spouse							
10.13	Chu Hai An		Daughter							
10.14	Chu Hai Duong		Daughter							
10.15	Chu Tuyet Nhi		Daughter							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
10.16	Vu Duc Thang		Father-in-law							
11	Le Thi Minh Hoa	007C459169	Chief Accountant					15,950	0.05	
11.1	Le Ngoc Diep		Father							
11.2	Le Thi Lien		Mother							
11.3	Nguyen Van Hieu		Husband							
11.4	Nguyen Viet Hoang		Son							
11.5	Nguyen Dieu Linh		Daughter							
11.6	Le Thi Thanh Phu		Older sister							
11.7	Le Thi Ngoc Lan		Younger sister							
11.8	Bui Manh Hai		Older brother-in-law							
11.9	Tran Quoc Hung		Younger brother-in-law							
12	Nguyen Thu Huong		Corporate Governance Officer, Company Secretary, Individual authorized to report and disclose information					16,500	0.06%	
12.1	Nguyen Duc Quy		Father							



No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
12.2	Nguyen Thi Hong Oanh		Mother							
12.3	Nguyen Thu Hien		Older Sister							
12.4	Nguyen Thanh Hai		Older brother-in-law							
13	<b>Trieu Thi Ngoc Giang</b>		<b>Person in Charge of Internal Audit Department, Deputy Head of Administration and General Affairs Department</b>					0	0	
13.1	Trieu Quang Cong		Father							
13.2	Nguyen Thi Kim Ngoc		Mother							
13.3	Trieu Thanh Nam		Younger brother							
13.4	Me Phuong Ngan		Sister-in-law							
13.5	Tran Van Khanh		Husband							
13.6	Tran Khanh Chi		Daughter							
13.7	Tran Khanh Dang		Son							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
13.8	Tran Thi Phan		Mother-in-law							
<b>B</b>	<b>AFFILIATED ORGANIZATION OWNING MORE THAN 10% OF VOTING SHARES</b>									
1	Vietnam National Chemical Group		Owned 68,49%					18,815,547	68.49%	

## 2. Transactions of internal persons and affiliated persons with shares of the company:

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding..etc..)
			Number of shares	Percentage	Number of shares	Percentage	
1	Van Dinh Hoan	Member of BOD; General Director	115,560	1.05%	288,900	1.05%	Increase due to receipt of bonus shares
1.1	Dang Thi Thu Hien	Spouse	100,003	0.91%	250,007	0.91%	Increase due to receipt of bonus shares
2	Nguyen Van Bach	Member of BOD; Deputy General Director	15,702	0.14%	39,255	0.14%	Increase due to receipt of bonus shares
3	Pham Ngoc Phu	Member of BOD	258,328	2.35%	645,820	2.35%	Increase due to receipt of bonus shares
4	Le Thi Minh Hoa	Chief Accountant	6,380	0.05%	15,950	0.05%	Increase due to receipt of bonus shares

### VIII. Transactions between the Company and its affiliated persons

1. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None.

3. Transactions between the Company and other objects:


3.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None.

3.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None.

3.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None.

**IX. Other significant issues:** None. 

**Recipients:**

- As above;
- Archived: Archives,  
Company's Secretary. 

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



**Le Hoang**