

**HA GIANG MINERAL AND  
MECHANICS JOINT STOCK  
COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

No: 01/NQ-DHDCD

*Ha Giang 1 Ward, 15 April, 2026*

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**HA GIANG MINERAL AND MECHANICS JOINT STOCK COMPANY (HGM)**

**Pursuant to:**

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law on Securities No. 54/2019/QH14;
- Charter of Ha Giang Mineral And Mechanics Joint Stock Company;
- Minutes of the 2026 Annual General Meeting of Shareholders;
- Vote counting minutes at the 2026 Annual General Meeting of Shareholders.

The 2026 Annual General Meeting of Shareholders held on April 15, 2026 has discussed and approved the following contents:

**APPROVES**

**Article 1:** To approve the report of the board of directors regarding the Implementation of Management and Operational Oversight for the 2021–2025 Term Direction and Plans for the 2026–2030 Term

**Article 2:** To approve the report of the supervisory board regarding the supervision of management, direction, and administration of business operations for the 2021–2025 term Orientation and plan for the 2026–2030 term

**Article 3:** To approve the audited financial statements for 2025 audited by AASC Auditing Firm Co., Ltd.

**Article 4:** To approve the profit distribution plan after tax for 2025 as follows:

- Cash dividend: 218% (VND 21,800/share), paid in advance 3 installments: 45% for the first installment, 85% for the second installment, and 88% for the third installment.
- Reward fund: VND 15,000,000,000.
- Local social welfare: VND 5,000,000,000.
- Bonus for exceeding profit plan for the Management Board: VND 2,000,000,000.

**Article 5:** Approval of the proposal on settlement of remuneration for the Board of Directors, the Supervisory Board and the Person in charge of Corporate Governance for 2025, and the remuneration plan for 2026.

**- 2025 remuneration:**

- + Board of Directors, Person in charge of Corporate Governance: VND 756,000,000



+ Supervisory Board: VND 216,000,000  
**Total: VND 972,000,000**

**- 2026 remuneration plan:**

+ Board of Directors, Person in charge of Corporate Governance: VND 756,000,000  
+ Supervisory Board: VND 216,000,000  
**Total: VND 972,000,000**

**Article 6:** Approval of the proposal on the business and investment plan for 2026 with key targets as follows:

- Antimony production: 550 tons (including 200 tons from externally sourced raw materials)
- Antimony sales: 600 tons
- Revenue: VND 368 billion
- Profit before tax: VND 161 billion (excluding provisions for financial investments)
- Cash dividend:  $\geq 50\%$ ; authorizing the Board of Directors to decide the dividend advance rate and payment timing
- Investment plan for 2026: Assigning the Company to implement based on actual conditions within its authority

**Article 7:** Approval of the proposal on the selection of the auditing firm for the 2026 financial statements. The Supervisory Board is assigned to consider and select an independent auditing firm to audit the 2026 financial statements in accordance with current regulations.

**Article 8:** Approval of the proposal on issuance of new Charter, Internal Regulations on Corporate Governance, Regulations on operation of the Board of Directors, and Regulations on operation of the Supervisory Board to replace those issued on April 14, 2021. The General Meeting of Shareholders assigns the Board of Directors, the Supervisory Board, and the Legal Representative to finalize, sign, promulgate and implement these documents in compliance with applicable laws.

**Article 9:** Approval of the proposal on dismissal of members of the Board of Directors and the Supervisory Board for the 2021–2025 term and election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term.

**Article 10:** Approval of the election results and the list of elected members of the Board of Directors and the Supervisory Board for the 2026–2030 term:

1. List of elected members of the Board of Directors for the 2026–2030 term (7 members):

a. Group of Board of Directors members:

- Mr. Nguyen Phu Khanh – Member of the Board of Directors
- Mr. Do Xuan Phuc – Member of the Board of Directors
- Mr. Do Khac Hung – Member of the Board of Directors
- Mr. Pham Thanh Do – Member of the Board of Directors
- Mr. Vu Thang Binh – Member of the Board of Directors

b. Group of independent members of the Board of Directors:

- Mr. Nguyen Trung Hieu – Independent Member of the Board of Directors
- Mr. Ta Hong Thang – Independent Member of the Board of Directors

2. List of elected members of the Supervisory Board for the 2026–2030 term (3 members):

- Mrs. Nguyen Thi Luong Thanh – Member of the Supervisory Board
- Mr. Nguyen Huu Trong – Member of the Supervisory Board
- Mr. Nguyen Ngoc Tuan – Member of the Supervisory Board

**Article 11:** Implementation of the Resolution.

1. This Resolution takes effect from April 15, 2026.
2. Members of the Board of Directors, the Supervisory Board, and the Management Board are responsible for directing the implementation of this Resolution in accordance with their functions, duties, and authority in compliance with the provisions of law and the Company's Charter.

**Recipients:**

- Shareholders;
- BOD, SB, Management;
- Archive.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Phạm Thanh Do**



*Ha Giang 1 Ward, April 15, 2026*

**MINUTES  
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HA GIANG MINERAL AND MECHANICS JOINT STOCK COMPANY**

Today, April 15, 2026, at the conference hall of Yen Bien Luxury Hotel – No. 517 Nguyen Trai Street, Ha Giang 1 Ward, Tuyen Quang Province, the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the “AGM”) of Ha Giang Mineral and Mechanics Joint Stock Company was held, whose head office is located at No. 390 Nguyen Trai Street, Ha Giang 1 Ward, Tuyen Quang Province. Business Registration Certificate No. 5100101762, initially issued by the Ha Giang Department of Planning and Investment on February 28, 2006, and amended for the 9th time on June 24, 2025.

**I. PARTICIPANTS AND LEGALITY OF THE GENERAL MEETING OF SHAREHOLDERS**

**1. Participants:**

The total number of shareholders as of the record date of March 20, 2026, including both individual and institutional shareholders, is 765, representing ownership of 12,600,000 voting shares, corresponding to a charter capital of VND 126,000,000,000.

According to the list of shareholders registered as of 8:00 a.m. on April 15, 2026, the number of shareholders attending the AGM in person or by proxy is 32, representing 11,195,727 shares, equivalent to 88.85% of the total voting shares of the Company.

**2. Legality and Validity of the General Meeting of Shareholders:**

Pursuant to Clause 1, Article 145 of the Law on Enterprises 2020 and Clause 1, Article 18 of the Company's Charter; with shareholders representing 88.85% of total voting shares in attendance. The General Meeting of Shareholders was legal, valid and authorized to proceed.

**II. AGENDA AND WORKING PROGRAM AT GENERAL MEETING OF SHAREHOLDERS**

1. Report of the Board of directors regarding the implementation of management and operational oversight for the 2021–2025 term direction and plans for the 2026–2030 term

2. Report of the supervisory board regarding the supervision of management, direction, and administration of business operations for the 2021–2025 term orientation and plan for the 2026–2030 term

**3. Proposals for approval by the General Meeting of Shareholders:**

- Proposal on selection of the auditing firm for the 2026 financial statements;
- Proposal on audited financial statements for 2025;
- Proposal on the profit distribution plan and dividend for 2025 and the proposed profit distribution plan for 2026;
- Proposal on the 2026 Business and Investment Plan;

- Proposal on remuneration payment report for members of the Board of Directors, Supervisory Board, and the person in charge of corporate governance in 2025 and plan for 2026;

- Proposal on the approval for issuance of the new Charter of Organization and Operation of the Company (*Replacing the Charter issued on April 14, 2021*);

- Proposal on the approval for issuance of the new Internal Regulation on Corporate Governance (*Replacing the Regulation issued on April 14, 2021*);

- Proposal on the approval for issuance of the new Regulation on Operation of the Board of Directors (*Replacing the Regulation issued on April 14, 2021*);

- Proposal on the approval for issuance of the new Regulation on Operation of the Supervisory Board (*Replacing the Regulation issued on April 14, 2021*);

- Proposal on Completion of the 2021–2025 term and election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term.

4. Discussion at the General Meeting of Shareholders.

5. Voting on the issues presented to the General Meeting of Shareholders.

6. The AGM approved the dismissal of members of the Board of Directors and the Supervisory Board for the 2021–2025 term and elected new members of the Board of Directors and the Supervisory Board for the 2026–2030 term.

7. Approval of the Resolutions of the 2026 Annual General Meeting of Shareholders.

### **III. PROCEEDINGS OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS**

#### **A. PROCEDURES FOR CONDUCTING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS:**

1. Mr. Dao Van Canh - On behalf of the Organizing Committee of the General Meeting of Shareholders, declared the purpose of the meeting, introduced the attending delegates, the presidium, the secretariat, the shareholder eligibility verification committee, and the vote counting committee.

1.1. The presidium includes:

- |                       |   |
|-----------------------|---|
| - Mr. Pham Thanh Do   | - Chairman of the Board of Directors - Chairperson                              |
| - Mr. Do Khac Hung    | - Member of the Board of Directors - Director of the company – Presidium Member |
| - Mr. Trinh Ngoc Hieu | - Member of the Board of Directors - Deputy Director – Presidium Member         |

1.2. The secretariat includes:

- |                     |                           |
|---------------------|---------------------------|
| - Mr. Dao Minh Tan  | - Head of the secretariat |
| - Ms. Nong Thi Loan | - Member                  |

1.3. The Shareholder Eligibility Verification Committee:

- |                              |                         |
|------------------------------|-------------------------|
| - Mr. Nguyen Ngoc Tuan       | - Head of the committee |
| - Mr. Nguyen Huu Trong       | - Member                |
| - Ms. Nguyen Thi Luong Thanh | - Member                |

1.4. The vote counting committee includes:

- |                        |                         |
|------------------------|-------------------------|
| - Mr. Trinh Quang Hien | - Head of the committee |
| - Mr Pham Thiet Lap    | - Member                |
| - Ms. Vu Thi Vui       | - Member                |

2. Approval of the shareholder report presented by Mr. Nguyen Ngoc Tuan - Head of the Shareholder Eligibility Verification Committee.

3. Approval of agenda of the General Meeting, presented by Mr. Dao Van Canh – on behalf of the Organizing Committee.

4. The meeting was officially opened by Mr. Phạm Thanh Do – Chairman of the meeting.

*The General Meeting voted to approved 100% of the above-mentioned contents.*

**B. AGENDA ITEMS PRESENTED AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS.**

1. The report of the board of directors regarding the implementation of management and operational oversight for the 2021–2025 term direction and plans for the 2026–2030 term, was presented by Mr. Do Khac Hung – Presidium Member – Member of the Board of Directors (attached hereto as Report No. 03/BC-HĐQT dated April 7, 2026).

2. The report of the supervisory board regarding the supervision of management, direction, and administration of business operations for the 2021–2025 term orientation and plan for the 2026–2030 term, was presented by Mr. Nguyen Ngoc Tuan – Head of the Supervisory Board (attached hereto as Report No. 01/BC-BKS dated April 7, 2026).

**Proposals for approval by the General Meeting of Shareholders:**

1. The proposal on audited financial statements for 2025 was presented by Mr. Nguyen Phu Khanh – Member of the Board of Directors (*attached hereto as Proposal No. 01/TTr-HĐQT dated April 7, 2026*).

2. The proposal on the profit distribution plan and dividend for 2025 and the proposed profit distribution plan for 2026 was presented by Mr. Nguyen Phu Khanh – Member of the Board of Directors (*attached hereto as Proposal No. 02/TTr-HĐQT dated April 7, 2026*).

3. The proposal on selection of the auditing firm for the 2026 financial statements was presented by Mr. Nguyen Ngoc Tuan – Head of the Supervisory Board (*attached hereto as Proposal No. 01/TTr-BKS dated April 7, 2026*).

4. The proposal on the 2026 Business and Investment Plan was presented by Mr. Trinh Ngoc Hieu – Member of the Board of Directors (*attached hereto as Proposal No. 03/TTr-HĐQT dated April 7, 2026*).

5. The proposal on remuneration payment report for members of the Board of Directors, Supervisory Board, and the person in charge of corporate governance in 2025 and plan for 2026, was presented by Mr. Nguyen Trung Hieu – Member of the Board of Directors (*attached hereto as Proposal No. 04/TTr-HĐQT dated April 7, 2026*).

6. The proposal on the approval for issuance of the new Charter of Organization and Operation of the Company (Replacing the Charter issued on April 14, 2021) was presented by Mr. Trinh Ngoc Hieu – Member of the Board of Directors (*attached hereto as Proposal No. 05/TTr-HĐQT dated April 7, 2026*).

7. The proposal on the approval for issuance of the new Internal Regulation on Corporate Governance (Replacing the Regulation issued on April 14, 2021) was presented by Mr. Trinh Ngoc Hieu – Member of the Board of Directors (*attached hereto as Proposal No. 06/TTr-HĐQT dated April 7, 2026*).

8. The Proposal on the approval for issuance of the new Regulation on Operation of the Board of Directors (Replacing the Regulation issued on April 14, 2021) was presented

by Mr. Trinh Ngoc Hieu – Member of the Board of Directors (*attached hereto as Proposal No. 07/TTr-HĐQT dated April 7, 2026*).

9. The proposal on the approval for issuance of the new Regulation on Operation of the Supervisory Board (Replacing the Regulation issued on April 14, 2021) was presented by Mr. Nguyen Ngoc Tuan – Head of the Supervisory Board (*attached hereto as Proposal No. 02/TTr-BKS dated April 7, 2026*).

10. The proposal on Completion of the 2021–2025 term and election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term. was presented by Mr. Nguyen Trung Hieu – Member of the Board of Directors (*attached hereto as Proposal No. 08/TTr-HĐQT dated April 7, 2026*).

### **C. DISCUSSIONS OF SHAREHOLDERS AT THE GENERAL MEETING.**

After hearing the contents of the reports and proposals, Mr. Pham Thanh Do - Chairperson of the Meeting, led the discussions on the items presented at the General Meeting.

There were 01 written opinion expressed at the General Meeting

\* Mr. Nguyen Phu Khanh – shareholder representative of SCIC, provided written comments in Document No. 525/ĐTKDV-ĐT2 dated April 9, 2026 of the State Capital Investment Corporation (SCIC), as follows:

- Approving the Proposal on the 2026 production, business and investment plan. After the AGM, it is recommended that the Representative give opinions at the Board of Directors to assign the Board of Management to successfully implement the 2026 production, business and investment plan, ensuring financial and commercial efficiency and compliance with applicable laws.

- Approving the Proposal on profit distribution for 2025 and the profit plan for 2026. After the AGM, it is recommended that the Representative discuss with the Board of Directors and other shareholders of the Company to request the payment of the remaining undistributed profits in Q3/2026, in line with SCIC's opinion in Document No. 454/ĐTKDV-ĐT2 dated April 1, 2026. The Representative is authorized to proactively vote at the Board of Directors on the interim dividend payment of the Company.

The presidium acknowledged the shareholders' comments and proceeded with providing clarifications. After hearing the explanations from the presidium, the General Meeting had no further comments.

### **D. VOTING ON MATTERS WITHIN THE AUTHORITY OF THE GENERAL MEETING OF SHAREHOLDERS.**

Mr. Trinh Quang Hien - Representative of the Vote Counting Committee, updated the shareholder participation rate before the voting. After that, the General Meeting of Shareholders proceeded to vote and based on the vote counting minutes, the voting results were as follows:

- Number of ballots issued: 32 ballots.
- Number of ballots returned: 32 ballots.
- Number of valid ballots: 32 ballots.
- Number of invalid ballots: 0 ballots.

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Pursuant to Article 20 of the Company's Charter, the following matters were approved by the 2026 Annual General Meeting of Shareholders:

No.	Content approved	Approval Rate	Disapproval Rate	No opinion rate
1	Report of the Board of directors regarding the implementation of management and operational oversight for the 2021–2025 term direction and plans for the 2026–2030 term	100%	0%	0%
2	Report of the supervisory board regarding the supervision of management, direction, and administration of business operations for the 2021–2025 term orientation and plan for the 2026–2030 term	100%	0%	0%
3	Proposal on selection of the auditing firm for the 2026 financial statements	100%	0%	0%
4	Proposal on audited financial statements for 2025	100%	0%	0%
5	Proposal on the profit distribution plan and dividend for 2025 and the proposed profit distribution plan for 2026	100%	0%	0%
6	Proposal on the 2026 Business and Investment Plan	100%	0%	0%
7	Proposal on remuneration payment report for members of the Board of Directors, Supervisory Board, and the person in charge of corporate governance in 2025 and plan for 2026	100%	0%	0%
8	Proposal on the approval for issuance of the new Charter of Organization and Operation of the Company <i>(Replacing the Charter issued on April 14, 2021)</i>	100%	0%	0%
9	Proposal on the approval for issuance of the new Internal Regulation on Corporate Governance <i>(Replacing the Regulation issued on April 14, 2021)</i>	100%	0%	0%
10	Proposal on the approval for issuance of the new Regulation on Operation of the Board of Directors <i>(Replacing the Regulation issued on April 14, 2021)</i>	100%	0%	0%
11	Proposal on the approval for issuance of the new Regulation on Operation of the Supervisory Board <i>(Replacing the Regulation issued on April 14, 2021)</i>	100%	0%	0%
12	Proposal on Completion of the 2021–2025 term and election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term	100%	0%	0%

#### **E. ELECTION OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR THE 2026–2030 TERM**

1. Mr. Dao Van Canh – on behalf of the Organizing Committee – presented to the AGM for approval the election regulations and the list of candidates nominated by shareholders/shareholder groups for election to the Board of Directors and the Supervisory Board for the 2026–2030 term.

The AGM approved the election regulations and the list of candidates for election to the Board of Directors and the Supervisory Board for the 2026–2030 term.

**List of candidates for election to the Board of Directors and the Supervisory Board for the 2026–2030 term:**

No.	Full Name	Note
<b>I</b>	<b>Board of Directors</b>	
1	Pham Thanh Do	Candidates for the BOD
2	Nguyen Phu Khanh	Candidates for the BOD
3	Do Xuan Phuc	Candidates for the BOD
4	Do Khac Hung	Candidates for the BOD
5	Vu Thang Binh	Candidates for the BOD
6	Ta Hong Thang	Independent BOD candidates
7	Nguyen Trung Hieu	Independent BOD candidates
<b>II</b>	<b>Supervisory Board</b>	
1	Nguyen Ngoc Tuan	BOS candidate
2	Nguyen Huu Trong	BOS candidate
3	Nguyen Thi Luong Thanh	BOS candidate

2. The AGM conducted the voting process:

The AGM carried out the election of members of the Board of Directors and the Supervisory Board using the cumulative voting method, under the guidance and direct supervision of the Vote Counting Committee. The Vote Counting Committee collected all ballots directly from shareholders present at the meeting hall to ensure efficiency and concentration. The ballot collection process was conducted in an orderly manner and in compliance with the regulations. Immediately afterward, all ballots were transferred to a separate area for the Vote Counting Committee to consolidate the results and report to the AGM.

**F. ANNOUNCEMENT OF ELECTION RESULTS**

Mr. Trinh Quang Hien – on behalf of the Vote Counting Committee – announced the election results of the Board of Directors and the Supervisory Board for the 2026–2030 term, as follows:

**I. Voting results for the Board of Directors (BOD) members for the 2026 - 2030 term:**

- Number of ballots issued: 32 ballots.
- Number of ballots returned: 32 ballots.
- Number of valid ballots: 32 ballots.
- Number of invalid ballots: 0 ballots.

**1. List of successful candidates elected as members of the Board of Directors for the 2026–2030 term.**

No.	Full name	Voting rate (%)	Result
1	Nguyen Phu Khanh	24,90	Elected

2	Do Xuan Phuc	24,87	Elected
3	Do Khac Hung	18,58	Elected
4	Pham Thanh Do	7,91	Elected
5	Vu Thang Binh	7,71	Elected

**2. List of successful candidates elected as Independent Members of the Board of Directors for the 2026–2030 term.**

No.	Full name	Voting rate (%)	Result
1	Nguyen Trung Hieu	8,33	Elected
2	Ta Hong Thang	7,66	Elected

**II. Voting results for the Supervisory Board members for the 2026 - 2030 term:**

- Number of ballots issued: 32 ballots.
- Number of ballots returned: 32 ballots.
- Number of valid ballots: 32 ballots.
- Number of invalid ballots: 0 ballots.

**List of successful candidates elected as members of the Supervisory Board for the 2026–2030 term.**

No.	Full name	Voting rate (%)	Result
1	Nguyen Thi Luong Thanh	65,10	Elected
2	Nguyen Huu Trong	17,45	Elected
3	Nguyen Ngoc Tuan	17,45	Elected

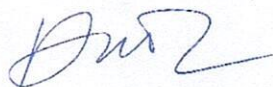
**G. ADOPTION OF THE RESOLUTION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Mr. Dao Minh Tan – on behalf of the AGM Secretariat – presented the draft Minutes and Resolution of the Annual General Meeting of Shareholders (AGM) to the General Meeting, and the Chairperson requested the shareholders' approval, which was duly adopted by the AGM.

Mr. Pham Thanh Do – Chairperson of the AGM – delivered the closing remarks and declared the meeting closed.

The 2026 Annual General Meeting of Shareholders of Ha Giang Mineral and Mechanics Joint Stock Company was successfully concluded at 12:00 on April 15, 2026.

**ON BEHALF OF THE  
SECRETARIAT**



**Dao Minh Tan**

**ON BEHALF OF THE PRESIDIUM**



**Phạm Thanh Do**

**Attached documents:**

- *Appendix: List of shareholders attending the General Meeting*
- *Regulations on Organization of the General Meeting of Shareholders;*
- *Election regulation*
- *Reports of the Board of Directors and the Supervisory Board ;*
- *Proposals:*
  - + *Proposal on selection of the auditing firm for the 2026 financial statements;*
  - + *Proposal on audited financial statements for 2025;*
  - + *Proposal on the profit distribution plan and dividend for 2025 and the proposed profit distribution plan for 2026;*
  - + *Proposal on the 2026 Business and Investment Plan;*
  - + *Proposal on remuneration payment report for members of the Board of Directors, Supervisory Board, and the person in charge of corporate governance in 2025 and plan for 2026;*
  - + *Proposal on the approval for issuance of the new Charter of Organization and Operation of the Company (Replacing the Charter issued on April 14, 2021);*
  - + *Proposal on the approval for issuance of the new Internal Regulation on Corporate Governance (Replacing the Regulation issued on April 14, 2021);*
  - + *Proposal on the approval for issuance of the new Regulation on Operation of the Board of Directors (Replacing the Regulation issued on April 14, 2021);*
  - + *Proposal on the Approval for issuance of the new Regulation on Operation of the Supervisory Board (Replacing the Regulation issued on April 14, 2021);*
  - + *Proposal on Completion of the 2021–2025 term and election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term.*

# **CÔNG TY CỔ PHẦN CƠ KHÍ VÀ KHOÁNG SẢN HÀ GIANG**

Số 390, đường Nguyễn Trãi, Phường Hà Giang 1, Tỉnh Tuyên Quang



## **DANH SÁCH CỔ ĐÔNG THAM DỰ ĐẠI HỘI CỔ ĐÔNG THƯỜNG NIÊN 2026**

Theo danh sách tổng hợp người sở hữu chứng khoán (thực hiện quyền bỏ phiếu) số VNMEETVSDH013569/VSDHGMXX, ngày 24/03/2026 V/v đăng ký cuối cùng ngày 20/03/2026, thực hiện quyền ngày 15/04/2026

Năm 2026




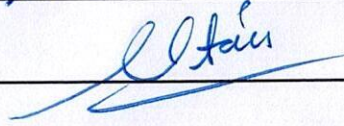
**Phụ lục danh sách đăng ký cổ đông, đại diện cổ đông dự họp đại hội đồng cổ đông thường niên 2026**  
*Appendix List of Registered Shareholders and Shareholder Representatives Attending the 2026 Annual General Meeting of Shareholders*

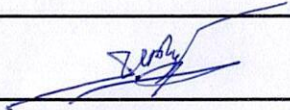

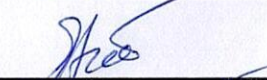

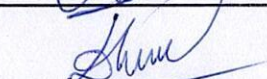
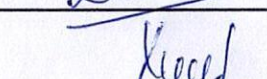
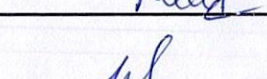
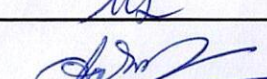
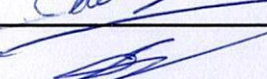
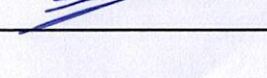
**Theo danh sách tổng hợp người sở hữu chứng khoán (thực hiện quyền bỏ phiếu) số VNMEETVSDH013569/VSDHGMXX, ngày 24/03/2026 V/v đăng ký cuối cùng ngày 20/03/2026, thực hiện quyền ngày 15/04/2026**

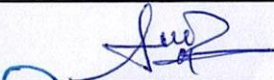



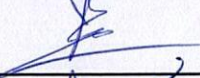



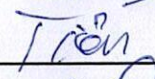
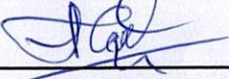
*According to the Summary List of Securities Owners (exercising voting rights) No. VNMEETVSDH013569/VSDHGMXX, dated March 24, 2026, regarding the record date of March 20, 2026, and the date of rights exercise on April 15, 2026.*

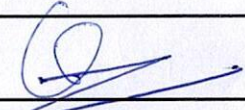
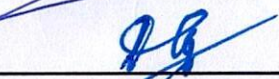


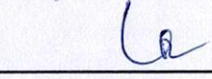
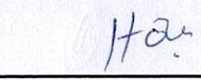
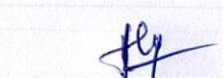
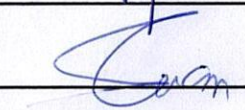
*(Chốt danh sách vào lúc 18 giờ ngày 12/03/2026)*

*(List finalized at 6:00 PM on March 12, 2026)*

<b>Mã đại biểu/D elegat e Code</b>	<b>Tên cổ đông/Shareholder's Name</b>	<b>Số cổ phiếu sở hữu/Number of shares owned</b>	<b>Số cổ phiếu đượ c ủy quyền/Number of shares authorized</b>	<b>Tổng số cổ phiếu có quyền biểu quyết/Total number of voting shares</b>	<b>Ký xác nhận/Signature for confirmation</b>
1	BÙI VĂN MẠNH	10	-	10	
2	Hoàng Lê Khanh	2.700	-	2.700	
3	Khổng Minh Tâm	520	-	520	
4	LÊ QUANG HIỆP	1.000	-	1.000	
5	Mai Thị Loan	50	-	50	

Mã đại biểu/D elegante Code	Tên cổ đông/Shareholder's Name	Số cổ phiếu sở hữu/Number of shares owned	Số cổ phiếu được ủy quyền/Number of shares authorized	Tổng số cổ phiếu có quyền biểu quyết/Total number of voting shares	Ký xác nhận/Signature for confirmation
6	Nguyễn Hữu Trọng	100	-	100	
7	Nguyễn Thị Mai Lan	1.400	20.600	22.000	
8	Nguyễn Trung Hiếu	70.100	-	70.100	
9	Nguyễn Văn Biên	500	-	500	
10	Nguyễn Đăng Hời	1.200	-	1.200	
11	Ngô Thị Xuất	200	-	200	
12	Nông Thị Loan	800	-	800	
13	Phạm Thiết Lập	200	600	800	
14	Phạm Thành Đô	399.800	3.547.380	3.947.180	
15	Phạm Thị Hải	100	-	100	

Mã đại biểu/D elegate Code	Tên cổ đông/Shareholder's Name	Số cổ phiếu sở hữu/Number of shares owned	Số cổ phiếu được ủy quyền/Number of shares authorized	Tổng số cổ phiếu có quyền biểu quyết/Total number of voting shares	Ký xác nhận/Signature for confirmation
16	Phạm Việt Quang	800	-	800	
17	TRỊNH NGỌC HIẾU	84.400	-	84.400	
18	Trần Thị Hạnh	400	-	400	
19	Trịnh Quang Hiền	100	-	100	
20	Tạ Hồng Thăng	32.400	-	32.400	
21	Vân Quốc Tân	100	-	100	
22	Vũ Thế Giang	1.400	300	1.700	
23	Vũ Thị Vui	6.100	-	6.100	
24	Vũ Văn Tiến	2.500	-	2.500	
25	Đào Văn Cảnh	2.900	-	2.900	

Mã đại biểu/D elegate Code	Tên cổ đông/Shareholder's Name	Số cổ phiếu sở hữu/Number of shares owned	Số cổ phiếu được ủy quyền/Number of shares authorized	Tổng số cổ phiếu có quyền biểu quyết/Total number of voting shares	Ký xác nhận/Signature for confirmation
26	Đào Xuân Tuất	200	-	200	
27	Đỗ Khắc Hùng	28.000	1.468.280	1.496.280	
28	Đỗ Mạnh Khang	500	80	580	
29	Nguyễn Phú Khánh - SCIC	<del>4.410.000</del>	4.410.000	4.410.000	
30	Linh Thị Thủy	-	400	400	
31	Bùi Công Hậu	-	100	100	
32	Lê Văn Huy	-	400	400	
33	Nguyễn Ngọc Tuấn	-	1.101.100	1.101.100	
34				-	
35				-	
<b>Tổng/Total</b>		5.048.480	6.139.240	11.187.720	

Mã đại biểu/D elegate Code	Tên cổ đông/Shareholder's Name	Số cổ phiếu sở hữu/Number of shares owned	Số cổ phiếu được ủy quyền/Number of shares authorized	Tổng số cổ phiếu có quyền biểu quyết/Total number of voting shares	Ký xác nhận/Signature for confirmation
34	HỒ MINH ANH	313	-	313	<i>Dinh</i>
35	CÔNG TY CỔ PHẦN ĐẦU TƯ GIÁ TRỊ LINH SƠN	7.179		7.179	<i>HL</i>
36	TRẦN VĂN HIẾU	1.675	-	1.675	<i>HL</i>
<b>Tổng/Total</b>		5.057.647	6.139.240	11.196.887	
<b>Tỷ lệ tham dự (%) / Attendance rate (%)</b>		<b>88,86</b>			

P Hà Giang 1, ngày 13 tháng 03 năm 2026  
Ha Giang 1 Ward, March 13, 2026

**NGƯỜI LẬP BẢNG**  
Prepared by

*Dinh*

**Đào Minh Tân**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

**HA GIANG MINERAL AND MECHANICS JOINT STOCK COMPANY (HGM)**

**WORKING REGULATION**  
**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**ARTICLE 1: OBJECTIVES AND SCOPE OF APPLICATION**

1. Ensure that the Meeting is conducted in accordance with the Law on Enterprises, the Law on Securities and the Charter of HGM Company.
2. Ensure the principles of publicity, fairness, democracy and protection of the legitimate rights of all shareholders.

**ARTICLE 2: ORDER AND SECURITY OF THE MEETING**

1. **Dress code:** Shareholders and delegates attending the Meeting must wear formal attire.
2. **Seating arrangement:** Shareholders shall sit in the designated areas arranged by the Organizing Committee for convenient vote counting and voting.
3. **Electronic devices:** All mobile phones must be set to silent mode or turned off. It is strictly prohibited to use phones for recording audio, video or livestreaming the Meeting without the consent of the Chairperson.
4. **Conduct:** No smoking, no private conversations or any disruptive behavior affecting the progress of the Meeting.

**ARTICLE 3: REGULATIONS ON VOTING AND ELECTION**

For the purpose of professionalism, the Company uses the following 04 types of legal instruments:

1. **Voting card (Pink):** Used to vote on procedural matters: Meeting agenda, Working Regulation, composition of the Presidium, Secretariat, Vote Counting Committee.
2. **Voting ballot (White):** Used to vote on business proposals, financial statements, and profit distribution...
3. **Election ballot (Green):** Used specifically for electing members of the Board of Directors for the term 2026 – 2030 under the **cumulative voting method**.
4. **Election ballot (Yellow):** Used specifically for electing members of the Supervisory Board for the term 2026 – 2030 under the **cumulative voting method**.

**Method of determining results:**

- Each shareholder is provided with cards/ballots containing an identification code and the corresponding number of voting shares.
- Shareholders who do not raise cards or submit ballots shall be considered as having "No opinion".



**ARTICLE 4: METHOD OF SPEAKING AND DISCUSSION**

1. **Registration:** Shareholders wishing to speak must register with the Secretariat or raise their voting card for the Chairperson to arrange.
2. **Content:** Opinions must be concise (no more than 03 minutes), focusing directly on the key issues in the Agenda.
3. **Response:** The Presidium shall directly respond or designate members of the Board of Directors or the Management Board to answer shareholders' questions at the Meeting.

**ARTICLE 5: RESPONSIBILITIES OF THE PRESIDIUM AND THE SECRETARIAT**

1. **Presidium:** Conduct the Meeting in accordance with the approved Agenda. Has the right to request shareholders to leave the meeting room in case of serious violation of the regulations.
2. **Secretariat:** Record fully and accurately all proceedings of the Meeting; draft the Resolution at the Meeting for approval at the end of the program.

**ARTICLE 6: EFFECTIVENESS**

This Regulation consists of 06 Articles and takes effect immediately after being approved by the General Meeting of Shareholders at the opening session.

*Ha Giang Ward 1, April 15, 2026*  
**ON BEHALF OF THE ORGANIZING  
COMMITTEE OF THE GENERAL MEETING  
HEAD OF ORGANIZING COMMITTEE**



*[Signature]*  
**Dao Van Canh**



ỦY BAN QUẢN LÝ PHƯỜNG 1  
QUẬN HÀ GIANG

*P. Ha Giang 1, April 07, 2026*

**ELECTION REGULATIONS  
FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD  
FOR THE 2026 – 2030 TERM**

**ARTICLE 1: SCOPE AND APPLICABLE SUBJECTS**

1. These Regulations stipulate the procedures and processes for electing members of the Board of Directors and the Supervisory Board at the 2026 Annual General Meeting of Shareholders of Ha Giang Mineral and Mechanics Joint Stock Company.
2. Applicable subjects: Shareholders and authorized representatives attending the Meeting who are entitled to vote according to the shareholder list finalized on March 20, 2026.

**ARTICLE 2: NUMBER OF POSITIONS AND TERM OF OFFICE**

1. **Number of new members to be elected for the 2026 – 2030 term:**
  - o **Board of Directors:** 7 members (including 5 members of the Board of Directors and 2 independent members of the Board of Directors).
  - o **Supervisory Board:** 3 members.
2. **Term of office:** 5 years (2026 – 2030).

**ARTICLE 3: PRINCIPLES OF ELECTION (CUMULATIVE VOTING)**

The election of members of the Board of Directors and the Supervisory Board shall be conducted by separate cumulative voting for each candidate group, as follows:

**3.1. Determination of total votes entitled for each shareholder:**

The total number of votes for each shareholder is calculated separately for each election group and cannot be combined between groups:

- Board of Directors group (to elect 7 members): Total votes = (Number of shares held)×7.
- Supervisory Board group (to elect 3 members): Total votes = (Number of shares held)×3.

**3.2. Voting allocation rights:**

Shareholders have the right to allocate all votes of a group to a single candidate within that group or distribute the votes among several candidates in the same group.

*Important note: Votes of a group can only be used to vote for candidates within that group. Shareholders are not allowed to transfer votes from one group to another.*

**3.3. Vote limit:**

The total number of votes cast for candidates within each group must not exceed the total votes entitled to the shareholder for that group.

**3.4. Special voting method (Equal distribution of votes):**

If a shareholder wishes to distribute their votes equally among all candidates or selected candidates in a group, they only need to mark (X) in the corresponding selection column for those candidates.

The vote counting committee will automatically calculate by dividing: (Total votes of the group) ÷ (Number of candidates marked X). Any remainder after equal distribution will be added to the first candidate in the list of selected candidates.

**ARTICLE 4: BALLOTS AND VALIDITY**

1. **Ballots:** Issued by the Organizing Committee, bearing the Company's seal, clearly indicating the shareholder code and the corresponding number of votes.
2. **Valid ballots:**

- o Ballots issued by the Organizing Committee with the Company's seal, without erasures or corrections.
- o The total number of votes cast for candidates is less than or equal to the total votes entitled to the shareholder.

**3. Invalid ballots:**

- o Ballots not issued by the Organizing Committee or without the Company's seal.
- o Ballots voting for more candidates than the number of positions to be elected.
- o The total number of votes cast for candidates exceeds the total votes entitled to the shareholder.

**ARTICLE 5: ELECTION PROCEDURE**

**1. Vote counting committee:** Appointed by the Annual General Meeting of Shareholders to oversee the voting and counting process.

**2. Voting actions:** Shareholders record the number of votes for each candidate in the corresponding column on the ballot. Once completed, the vote counting committee will collect the ballots on-site. Shareholders are requested to keep their ballots in place and hand them over to the committee members to ensure orderly and complete collection.

**3. Vote counting:** The committee shall verify the number of votes, prepare the vote counting minutes, and report the results to the Meeting.

**ARTICLE 6: PRINCIPLES OF ELECTION RESULTS**

The election results shall be determined separately for each candidate group as follows:

**6.1. Board of Directors candidates:**

Number of positions to elect: 7 members.

Elected members are those receiving the highest votes, ranked from highest to lowest, until all 7 positions are filled.

**6.2. Supervisory Board candidates:**

Number of positions to elect: 3 members.

Elected members are those receiving the highest votes, ranked from highest to lowest, until all 3 positions are filled.

**6.3. In case of tied votes:**

If two or more candidates in the same group receive the same number of votes for the final position(s), the Meeting shall conduct a card vote (raising pink cards) to determine the elected candidate(s).

**ARTICLE 7: ANNOUNCEMENT OF RESULTS AND EFFECTIVENESS**

1. The election results shall be announced directly by the vote counting committee at the Meeting and recorded in the minutes and resolutions of the Annual General Meeting of Shareholders.

2. These Regulations shall take effect upon approval by the 2026 Annual General Meeting of Shareholders and shall apply only to the election for the 2026 – 2030 term.

**ON BEHALF OF THE MEETING  
ORGANIZING COMMITTEE  
HEAD OF THE COMMITTEE**



**Dao Van Canh**

**REPORT OF THE BOARD OF DIRECTORS**  
**Regarding the Implementation of Management and Operational Oversight for the 2021–**  
**2025 Term Direction and Plans for the 2026–2030 Term**  
To: THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to the functions, duties, and powers of the Board of Directors (BOD) as stipulated in the Charter of Ha Giang Mineral and Mechanics Joint Stock Company and the Law on Enterprises, the BOD hereby reports to the General Meeting of Shareholders on the management and operational oversight of production and business activities in 2025 and for the 2021–2025 term, as well as the directions and tasks for 2026 and the 2026–2030 term, as follows:

**PART I**  
**RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025**  
**AND THE 2021–2025 TERM**

**I. Production, Business, and Investment Performance in 2025**

**1. Production and Business Performance in 2025**

No.	Items	Unit	Year 2025		Performance comparison (%)	
			Plan	Perform	Compared to annual target	Compared to 2024
<b>1</b>	<b>Revenue – Profit</b>	Billion VND				
	- Antimony Metal Revenue	Billion VND	400	694.76	173.69	187.55
	- Profit Before Tax	Billion VND	248	592.18	238.78	254.35
<b>2</b>	<b>Manufactured Products</b>					
	- Antimony Metal	Ton	500	511	102.2	74.56
<b>3</b>	<b>Products Sold</b>		550	541.53	98.45	71.59
<b>4</b>	<b>Dividend</b>	%	≥ 50	218*		

\* The Company has made three interim cash dividend payments at a total rate of 218%

In 2025 – marking the 30th anniversary of its founding – the Company recorded its highest production and business performance to date, with key indicators such as revenue, profit, and product selling prices all exceeding the planned targets.

Revenue from antimony metal reached VND 694.76 billion, equivalent to 173.69% of the plan, showing a significant increase compared to the same period in 2024.

Profit before tax reached VND 592.18 billion, equivalent to 238.78% of the plan, reflecting a significant improvement in operational efficiency.

Production remained stable, with antimony metal output reaching 102.2% of the plan. Sales volume achieved 98.45% of the plan, with exports accounting for the majority.

Overall Assessment: The Company not only met but significantly exceeded its planned targets, achieving strong growth quality and markedly improved business efficiency, thanks to effectively leveraging favorable market conditions.

**2. About the results of investment projects:** According to the 2025 Annual General Meeting of Shareholders resolution, there are five investment items, as follows:

No.	Investment project	Implementation Status
1	Project to adjust mineral exploitation license	Ongoing
2	Research and investment cost for ore processing technology	Ongoing
3	Investment in machinery and equipment for two workshops	Done
4	Auxiliary projects: Concrete yards and roof covers for the Processing Workshop	Ongoing
5	Concrete road connecting the Processing Workshop to the Mining Workshop (2000m)	Ongoing

**Project to adjust mineral exploitation license:** The basic documentation has been completed and is currently under appraisal. The Company is simultaneously accelerating land-related work and site preparation, ready to commence immediately upon approval.

**Investment in the Ore Processing Line:** Currently studying and evaluating technological options and potential partners to select the optimal solution, enhancing recovery efficiency and product quality in line with sustainable development objectives.

**Investment in Machinery and Equipment:** Some essential equipment has been added, gradually improving operational capacity; the remaining items are being implemented flexibly according to needs and financial capability.

**Auxiliary Works for the Smelting Workshop:** The concrete yard has been completed and put into use; the roofing is under construction, contributing to improved production conditions and operational safety.

**Internal Road:** The technical design has been completed; the Company is focusing on resolving obstacles to commence construction soon, thereby improving transportation efficiency and reducing costs.

### 3. About financial activities

The Company maintains a prudent capital management policy, optimizing cash flow utilization through term deposits at reputable banks. Financial revenue in 2025 reached VND 22.97 billion. Additionally, the Company reversed an investment provision in Cao Bang Cast Iron and Steel Joint Stock Company with a value of VND 22.5 billion, contributing to improved business results.

### 4. About labor safety

The Company strictly complies with occupational safety and hygiene regulations; it proactively provides protective equipment and enhances safety management efficiency. For many consecutive years, no occupational safety incidents have occurred.

### 5. About environmental protection

Environmental facilities have been operating stably; the Company fully complies with legal regulations and strengthens activities such as tree planting, landscape improvement, and environmental protection in the mining area.

### 6. About Employee Welfare and Care

Ensuring stable employment, income, and full insurance coverage; effectively implementing salary and welfare policies. At the same time, promoting cultural and team-building activities to improve employees' quality of life and strengthen engagement.

### 7. About Social Welfare

Actively participating in local support activities (education, assistance for poor households, infrastructure, housing, etc.), with a total expenditure of VND 3.81 billion in 2025.

## 8. Emulation and Rewards

The Company was awarded the Government's Emulation Flag and two Certificates of Merit by the People's Committee of Tuyen Quang Province, recognizing its operational achievements and providing motivation for future development.

## II. Performance Results for the 2021–2025 Term

### 1. Production and Business Performance for the 2021–2025 Period

No	Items	Unit	Results Achieved During the Term					Total
			2021	2022	2023	2024	2025	
I	<b>Business and Production Results</b>							
1	Sales revenue	Billion VND	154.12	200.97	175,76	370,44	694.76	1,596.05
2	Consumed products	Ton	682.58	700.61	657.29	756.34	541.53	3,338.35
3	Metal Manufacturing	Ton	700	711	622.74	642.25	511	3,186.99
4	Material mining	Ton	2,563	3,214	5,169	6,222	5,524	22,692
5	Profit before tax	Billion VND	128	109	70	229.78	592.18	1,128.96
6	Contribution to the State Budget	Billion VND	31.78	49	30.22	76	180.26	367.26
7	Cash dividend	%	40	40	45	138	218	481
8	Selling price used for revenue calculation	USD/Ton	11.183	13,392	12,292	23,137	52,248	
9	Labor	People	145	144	142	142	147	
10	Average Income	Million VND	13.6	16	17.5	22.16	26.94	

### 2. Analysis and Evaluation of the Performance Indicators for the 2021–2025 Term

No	Items	Unit	Term 2021–2025		Perform for the 2016–2020 Term	Performance comparison (%)	
			Plan	Perform		Compared to the goals for the entire term.	Compared to the 2016-2020 term
1	Revenue	Billion VND	645	1,596.05	494.63	247.45	322.68
2	Profit Before Tax	Billion VND	181	1,128.96	107.28	623.73	1,052.34
3	Antimony Metal Production	Ton	3,630	3,186.99	2,992.71	87.78	106.47
4	Products Sold	Ton		3,338.35	2,887.08		115.63
5	Ore Mining	Ton		22,692	24,787		91.55
6	Contribution to the State Budget	Billion VND		367.26	100.03		367.14
7	Dividend rate	%	≥40	481	116	1.202,5	414,65

#### 2.1. Overall Assessment for the 2021–2025 Period

The 2021–2025 period recorded remarkable growth in revenue, profit, and operational efficiency. Despite facing resource limitations and challenging extraction conditions, the Company maintained high growth, demonstrating flexible management capabilities and a solid technical and governance foundation.

## **2.2. Results by Indicator Group**

**Revenue and Profit:** Revenue reached VND 1,596 billion, and profit before tax reached VND 1,129 billion, significantly exceeding the plan and showing strong growth compared to the previous term. Growth was driven by efficiency improvements, not merely by increasing output.

**Selling Prices and Market:** Antimony prices rose sharply; the Company proactively managed sales according to market cycles, optimizing profits and demonstrating strong forecasting and flexible operational capabilities.

**Production and Mining:** Output remained stable, although it did not fully meet the planned targets due to external factors. The Company compensated by improving processing efficiency and maximizing resource recovery, ensuring overall effectiveness.

**Technology and Management:** Promoted technical improvements, optimized production processes, and strengthened governance, contributing to cost reduction, increased efficiency, and enhanced risk control.

**Overall Efficiency:** Employees' income increased significantly; dividends were high; contributions to the state budget grew. Benefits were balanced among the State, shareholders, and employees.

## **2.3. General Assessment**

The 2021–2025 term was a period of outstanding and high-quality growth, driven by key factors: effective market cycle management, technological innovation, enhanced governance, and strong adaptability to constraints. This provides a solid foundation for sustainable development in the next term.

## **III. Activities of the Board of Directors for the 2021–2025 Term**

### **1. Organization and Human Resources Activities**

- At the 2021 Annual General Meeting of Shareholders, the General Meeting of Shareholders of Ha Giang Mineral and Mechanics Joint Stock Company elected a seven-member Board of Directors, consisting of the following individuals:

1. Mr. Pham Thanh Do – Chairman of the Board of Directors
2. Mr. Nguyen Viet Phuong – Vice Chairman of the Board of Directors
3. Mr. Do Khac Hung – Member of the Board of Directors, General Director
4. Mr. Trinh Ngoc Hieu – Member of the Board of Directors, Deputy General Director
5. Mr. Nguyen Trung Hieu – Member of the Board of Directors
6. Mr. Ta Hong Thang – Member of the Board of Directors
7. Mr. Tran Nguyen Nam – Member of the Board of Directors

The Supervisory Board consists of three members:

1. Mr. Nguyen Ngoc Tuan – Head of the Supervisory Board
2. Ms. Nguyen Thi Luong Thanh – Member of the Supervisory Board
3. Mr. Nguyen Huu Trong – Member of the Supervisory Board

- The Board of Directors carried out the election of the Chairman, appointed the Management Board, and assigned responsibilities to Members of the Board of Directors, as well as appointed other managerial positions within the Company.

- The Board of Directors submitted to the General Meeting of Shareholders for approval the amended Charter and issued internal regulations, effective from April 14, 2021.

- At the 2025 Annual General Meeting of Shareholders, the dismissal of Mr. Tran Nguyen Nam from his position as Member of the Board of Directors was approved, and Mr. Nguyen Phu Khanh was elected as a Member of the Board of Directors for the 2021–2025 term, replacing Mr. Tran Nguyen Nam from April 1, 2025.

By the end of the 2021–2025 term, the Board of Directors comprised the following seven members:

1. Mr. Pham Thanh Do – Chairman of the Board of Directors
2. Mr. Nguyen Viet Phuong – Vice Chairman of the Board of Directors
3. Mr. Trinh Ngoc Hieu – Member of the Board of Directors
4. Mr. Nguyen Trung Hieu – Member of the Board of Directors
5. Mr. Do Khac Hung – Member of the Board of Directors
6. Mr. Ta Hong Thang – Member of the Board of Directors
7. Mr. Nguyen Phu Khanh - Member of the Board of Directors

## 2. Supervision and Executive Oversight Activities

The Board of Directors (BOD) fully performed its functions of directing and supervising the Management Board through regular meetings and a flexible opinion-gathering mechanism, ensuring compliance with authority and regulations. During the term, the BOD issued numerous important resolutions, focusing on investment activities and the completion of the governance system, contributing to enhanced operational efficiency.

The BOD also reviewed and decided on critical matters such as mining permits, senior management personnel, and the organization of major Company events.

## 3. Results of the Board of Directors' Oversight by Area

**Production and Business:** Directed operations in line with the General Meeting of Shareholders' plan; proactively monitored the market, flexibly adjusted production and sales activities, strengthened production control, and ensured safety and environmental compliance.

**Project Investment:** Focused on implementing key projects such as adjustments to mining permits, the ore processing plant, and infrastructure upgrades; gradually completed legal procedures and prepared conditions for execution.

**Financial Investment:** Managed cash flow efficiently through reputable banks; executed divestments and portfolio restructuring; carried out treasury stock sales in accordance with regulations.

**Organization and Human Resources:** Streamlined the organizational structure for efficiency; conducted transparent appointments; and completed the internal regulations system.

**Executive Oversight:** Enhanced cost control, closely monitored the market, supported the Management Board in promptly addressing emerging issues, and ensured consistent implementation of resolutions.

**Information Disclosure:** Fully and timely complied with disclosure obligations; ensured transparency and received no shareholder complaints during the term.

**General Assessment:** The Board of Directors effectively exercised its role in strategic guidance, oversight, and timely decision-making, contributing to enhanced governance effectiveness, ensuring legal compliance, and strengthening the internal management system.

## 4. Remuneration of the Board of Directors

The Company has paid remuneration to the Board of Directors and the Supervisory Board in accordance with the annual resolutions of the General Meeting of Shareholders, as follows:

(Unit: Million VND)

No.	Title	Remuneration					Total
		2021	2022	2023	2024	2025	
1	Chairman of BOD	120	120	120	120	120	600
2	Vice Chairman of BOD	96	96	96	96	96	480
3	Member of BOD	480	480	480	480	480	2,400
4	Head of SB	96	96	96	96	96	480
5	Member of SB	120	120	120	120	120	600
6	Company Secretary - Corporate Governance Officer	60	60	60	60	60	300
	<b>Total</b>	<b>972</b>	<b>972</b>	<b>972</b>	<b>972</b>	<b>972</b>	<b>4,860</b>

## 5. Assessment of the Activities of the Board of Directors and the Management Board for the 2021–2025 Term

During the term, the Board of Directors organized all required meetings in accordance with regulations, issued numerous important resolutions and decisions, and ensured the effective implementation of the General Meeting of Shareholders' resolutions and the Company's strategic direction.

The Board of Directors effectively fulfilled its governance and oversight role in key areas:

- Fully complied with legal regulations, the Company Charter, and disclosure requirements, ensuring transparency.
- Strengthened financial management with a focus on rigor, cost efficiency, and effectiveness.
- Organized General Meetings of Shareholders in accordance with regulations and strictly implemented the approved resolutions.

**General Assessment:** The Board of Directors and the Management Board successfully completed their term objectives, contributing to organizational stability, improved production and business efficiency, ensured dividends for shareholders, and enhanced employee welfare, thereby laying a solid foundation for sustainable development in the next term.

## 6. Report of the Independent Member of the Board of Directors on the Activities of the Board of Directors in 2025 and the Entire 2021–2025 Term (See Appendix 01)

### PART II

#### PRODUCTION AND BUSINESS PLAN FOR 2026 AND STRATEGIC DIRECTION FOR THE 2026–2030 TERM

Based on the assessment of 2025 results and market forecasts, the Board of Directors has developed the 2026 production and business plan with a focus on stability and prudence, while also setting objectives and outlining strategies for the 2026–2030 period.

##### I. Production and Business Plan for 2026

###### 1. Objectives

The Company will continue to leverage its advantages in antimony mining and metallurgy, promote technological improvements, and enhance product quality and added value. At the same time, it will maintain stable production, ensure supply for existing customers while expanding the market, and strengthen cost management to improve operational efficiency.

###### 2. Key Performance Indicators

The 2026 plan has been developed in line with actual conditions and market trends, with the following targets:

- Revenue: VND 368 billion
- Profit before tax: VND 161 billion

In the context of anticipated metal price fluctuations and potential impacts from the extension of mining permits on raw material supply, the Company will proactively supplement ore from external sources to maintain production. However, this may increase input costs and slightly affect business efficiency compared to 2025.

The production and sales plan is based on the assumption that the average antimony price in 2026 will range from USD 20,000 to 30,000 per ton.

No.	Items	Unit	2026 Plan	Notes
1	Sales revenue	Billion VND	368	Revenue Calculation Price: USD 23,590 per ton, based on the average price in February 2026.(*)
2	Profit before tax	Billion	161	

		VND		
3	Antimony Metal Products	Ton	550	
4	Mined Ore Products	Ton	4,000	
5	Product Sales	Ton	600	
6	Dividend (Minimum Rate)	%	≥ 50	

\* The price of USD 23,590 per ton is used by the Company as the basis for calculating the 2026 revenue plan. This figure represents the average price in February 2026—the most recent period when the Company prepared the production and business plan for submission to the General Meeting of Shareholders. This approach ensures that the revenue plan closely reflects market conditions at the time of planning. The Company does not use the previous year's annual average price because the antimony market has experienced significant fluctuations, and last year's price no longer accurately reflects the current market level.

### 3. Investment Activities

No.	Investment project	Unit	Estimated cost	Notes
1	Project to adjust mineral exploitation license	Billion VND	05	Carried forward
2	Research and investment cost for ore processing technology	Billion VND	05	Carried forward
3	Investment in machinery and equipment for the two workshops	Billion VND	05	New investment
4	Auxiliary works for the two workshops	Billion VND	02	New investment
5	Repair of furnaces and the exhaust gas system	Billion VND	03	New investment
	<b>Total</b>		<b>20</b>	

### 4. Externally purchased raw materials

It is estimated that approximately 900 tons of antimony ore (Sb content ranging from 20% to 30%) will be procured from imported sources or the domestic market, with a total estimated value of approximately VND 89 billion.

### II. Context for the 2026–2030 Period

The 2026–2030 period is expected to continue facing impacts from global economic and political fluctuations and the cyclical nature of the commodity market. After a strong increase, antimony prices are likely to adjust, while regulatory and environmental requirements are becoming increasingly stringent.

Accordingly, the Company's guiding principle will be stability – proactivity – adaptability, focusing on completing key projects to secure raw materials, control costs, and maintain stable production even in a low-price scenario. At the same time, the Company will strengthen market monitoring and develop flexible operational scenarios to optimize business efficiency and ensure sustainable development.

#### The Company faces the following main risk groups:

- Market: Antimony prices are cyclical, with the risk of sharp declines reducing profit margins.
- Resources: Ore quality may decline, extraction costs may rise, and there is pressure to maintain long-term reserves.
- Legal – Environmental: Increasing compliance requirements and higher environmental costs.
- Technology: Pressure to improve efficiency and reduce losses; risk of falling behind if innovation is delayed.
- Human Resources: Potential shortage of successor technical personnel.

**In a scenario of declining prices, the Company plans to:**

- Optimize costs and increase efficiency;
- Manage inventory and sales flexibly;
- Strengthen financial capacity and internal resources.

### **III. Objectives for the 2026–2030 Period**

Based on the assessment of the 2021–2025 term and market outlook, the Company defines its development direction for 2026–2030 as stable – sustainable – efficient, focusing on high-quality growth and resilience to market cycles while balancing the interests of the State, shareholders, and employees.

#### **Key objectives include:**

- Maintain stable and efficient production and business operations with reasonable growth; enhance adaptability to mitigate short-term market fluctuations.
- Efficiently exploit and utilize resources while protecting the environment; improve recovery rates and proactively secure future resource sources for long-term development.
- Enhance technological capabilities and processing efficiency; focus on metallurgical process improvements, reduce energy consumption, minimize metal losses, and increase product value.
- Strictly comply with safety and environmental regulations to ensure continuous, safe, and sustainable operations.
- Strengthen corporate governance capacity, improve organizational models, enhance management quality, and optimize resource use.
- Develop a high-quality workforce; focus on training management, engineers, and technical staff to meet requirements for technological and governance innovation.
- Balance stakeholder interests, maintain an appropriate dividend policy, and progressively improve employee income and welfare, contributing to a solid foundation for sustainable development.

### **IV. Implementation Measures**

Focus on six key solution groups:

- **Governance and Management:** Improve management efficiency, proactivity, and accountability.
- **Policy and Market:** Adhere to regulations, enhance forecasting, and implement flexible management.
- **Production and Environment:** Control costs, improve efficiency, ensure safety and compliance.
- **Investment:** Select effective projects, strictly control schedules, and optimize capital use.
- **Human Resources:** Strengthen organizational structure, train, and develop successor staff.
- **Legal and Infrastructure:** Complete mining permits and implement ore processing plants, creating a foundation for long-term development.

The above is report of the board of directors on the management and oversight of production and business operations in 2025, an evaluation of the 2021–2025 term performance, and the development direction for the Company for the 2026–2030 term.

The Board of Directors respectfully submits this report to the General Meeting of Shareholders.

**Recipients:**

- General Meeting of Shareholders;
- BOD, SB;
- Filed: Administration Office

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



**Phạm Thanh Do**



## APPENDIX 01

(attached to Report No.: 03/BC-HDQT dated 07/04/2026)

### REPORT ON THE ACTIVITIES OF INDEPENDENT BOARD MEMBERS (At the 2026 Annual General Meeting of Shareholders)

To: The Annual General Meeting of Shareholders of  
Ha Giang Mineral and Mechanics Joint Stock Company

Pursuant to the Enterprise Law, the Company's Charter, and the Corporate Governance Regulations, the independent member of the Board of Directors hereby reports on the results of their supervisory activities in 2025 and reviews the entire 2021–2025 term as follows:

#### I. ACTIVITIES IN 2025 AND DURING THE TERM

**Attendance at Meetings:** In 2025 and throughout the term, the independent member of the Board of Directors attended all regular and extraordinary Board meetings and participated in voting on matters within the Board's authority with an objective and independent mindset.

**Access to Information:** The Board of Directors and the Management Board facilitated access by providing complete financial statements, operational reports, and relevant documents related to investment projects, enabling the Independent Member of the Board of Directors to perform supervisory functions.

#### II. RESULTS OF SUPERVISORY ACTIVITIES OF THE COMPANY

##### 1. Assessment of Outstanding Operational and Business Performance in 2025:

The Independent Member of the Board of Directors acknowledges that the 2025 business results marked a historic milestone, with revenue reaching VND 694.76 billion (173.69% of the plan) and profit before tax of VND 592.18 billion (238.78% of the plan).

The Board of Directors' decision to conduct flexible sales in response to the rising antimony metal prices (averaging USD 52,248/ton) was a sound strategy, maximizing benefits for the shareholders.

##### 2. Supervision of Compliance and Transparency:

**Regarding Dividends:** The Independent Member of the Board of Directors highly appreciates the Company's policy of maintaining high dividends for shareholders. In 2025 alone, the total interim dividend rate reached 218% (distributed in three installments), reflecting the Board's significant effort to balance shareholder interests.

**Regarding Investments:** The Independent Member of the Board of Directors supervised the progress of five key investment projects. It is noted that the Board of Directors needs to act more decisively in resolving obstacles related to the project for adjusting the mineral mining license.

##### 3. Supervision of Corporate Governance and Social Responsibility:

The Company has performed well in occupational safety, with no serious incidents occurring, and ensured benefits for 147 employees.



Expenditure on social welfare and local community support reached VND 3.81 billion, reflecting the Company's responsibility toward the local communities where it operates.

### III. ASSESSMENT OF INDEPENDENCE IN GOVERNANCE

The Independent Member of the Board of Directors confirms that throughout the term, all decisions of the Board of Directors were based on democratic discussions. No decision was influenced by personal interests or any interest group in a way that would affect the common interests of the Company and its shareholders.

Related-party transactions (if any) were thoroughly reviewed for market fairness and necessity for operational activities.

### IV. RECOMMENDATIONS FOR THE 2026–2030 TERM

Based on the strategic directions drafted by the Board of Directors, in the capacity of an independent member, the following recommendations are proposed:

**Cyclical Risk Management:** With antimony metal prices at record highs, the Company should develop financial contingency plans in case of market corrections to ensure stable income for employees.

**Accelerate Resource Legalization:** Focus on completing the adjustment of the Mau Due mine exploitation license to secure a stable supply of ore for the coming years.

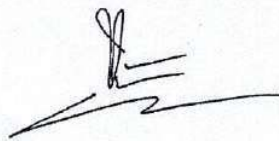
**Technology Modernization:** Prioritize investment in ore processing lines to improve recovery rates and reduce metal content in tailings, moving toward sustainable production.

This concludes the report of the Independent Member of the Board of Directors on supervisory activities during the past term. We sincerely appreciate the trust of the shareholders and the cooperation of the Board of Directors and the Company's Management Board.


Respectfully submitted!

*W. Ha Giang 1, April 07., 2026*

### INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS



**Ta Hong Thang**



**Nguyen Trung Hieu**



No.: 01/BC-BKS

P. Ha Giang 1, April 07, 2026

**REPORT OF THE SUPERVISORY BOARD**

**Regarding the supervision of management, direction, and administration of business operations for the 2021–2025 term Orientation and plan for the 2026–2030 term**

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Ha Giang Mineral and Mechanics Joint Stock Company;
- Pursuant to the Resolutions of the Annual General Meeting of Shareholders (GMS) for the 2016–2020 term of Ha Giang Mineral and Mechanics Joint Stock Company;
- Pursuant to the Operating Regulations and working program of the Supervisory Board,

The Supervisory Board hereby reports to the General Meeting of Shareholders on the results of inspection and supervision of the operations of Ha Giang Mineral and Mechanics Joint Stock Company for the 2016–2020 term as follows:

**I. RESULTS OF THE SUPERVISORY BOARD'S ACTIVITIES IN 2025**

1. **Supervision of Compliance:** Assessment of the level of compliance by the Board of Directors and the Director with the resolutions of the General Meeting of Shareholders, applicable laws, and the Company's Charter..
  - 1.1. Activities of the Board of Directors:
    - In order to implement the resolutions of the General Meeting of Shareholders, the Board of Directors issued resolutions and decisions in corporate governance and management to concretize the contents approved by the General Meeting of Shareholders.
    - The resolutions and decisions were adopted with a high level of consensus among members; the procedures and formalities for convening and conducting Board meetings were in compliance with applicable laws and the Company's Charter.
    - The Board of Directors operated in accordance with its functions and duties, in compliance with the Law on Enterprises and the Company's Charter on organization and operations.
  - 1.2. Activities of the Management Board:

Based on the resolutions of the General Meeting of Shareholders, the resolutions of the Board of Directors, and reports of the Management Board, the Supervisory Board notes that:

    - The Director managed and administered the Company in accordance with the resolutions of the General Meeting of Shareholders, as well as the resolutions and decisions of the Board of Directors, and duly performed his/her functions and duties in compliance with the Company's Charter and applicable laws.
    - The Director promptly amended and issued internal regulations and decisions in line with adjustments to the Company's production and business operations.
2. **Assessment of the Company's business performance and financial position:**
  - 2.1. **Results of the Company's production and business activities:**

No.	Items	Unit	Year 2025		Performance comparison (%)	
			Plan	Perform	Compared to annual target	Compared to 2024
1	<b>Revenue – Profit</b>	VND billion				
	in which:					
	- Antimony Metal Revenue	VND billion	400	694.76	173.69	187.55
	- Profit Before Tax	VND billion	248	592.18	238.78	254.35
2	<b>Products Manufactured</b>					
	- Antimony metal	Ton	500	511	102.2	74.56
	- Ore mining	Ton	5,000	5,524	110.47	88.54
3	<b>Products Sold</b>		550	541,53	98.45	71.59
	in which: - Exports	Ton		534.21		
	- Domestic sales	Ton		7.29		
4	<b>Metal selling price</b>					
	Average export price (Grade 1)	USD/Ton	29,091	52,248		
5	<b>Dividends</b>	%	≥ 50	218*		

In 2025, the Company achieved outstanding results in its production and business activities, with revenue from metal sales reaching VND 694.76 billion, representing an increase of 187.55% compared to the previous year and 173.69% above the annual plan, driven by an average selling price of USD 52,248 per tonne during the year.

**2.2. Regarding the implementation results of investment projects:** pursuant to the 2025 resolution of the General Meeting of Shareholders, there are five investment items, specifically as follows

No.	Investment project	Implementation Status
1	Project to adjust mineral exploitation license	Ongoing
2	Research and investment cost for ore processing technology	Ongoing
3	Investment in machinery and equipment for two workshops	Done
4	Auxiliary projects: Concrete yards and roof covers for the Processing Workshop	Ongoing
5	Concrete road connecting the Processing Workshop to the Mining Workshop (2000m)	Ongoing

During the year, the Board of Directors and the Management Board focused on tasks related to the project for adjusting the mineral license, which is a key and highly important project for the Company. At the same time, the Management Board also studied ore processing lines to enhance ore recovery efficiency, serving the Company's production activities.

### 2.3. Appraisal of the 2025 financial statements

The Supervisory Board has reviewed, examined, and concurred with the Company's consolidated and separate financial statements for 2025, which were audited by AASC Auditing

Firm Company Limited. The financial statements for the year ended 31 December 2025, as well as the semi-annual and quarterly financial statements for 2025, present fairly, in all material respects, the Company's financial position, results of operations, and cash flows.

The Company has complied with the requirements of accounting standards, the accounting regime, and applicable regulations on financial management, accounting, and taxation in organizing its accounting and financial operations and recording accounting transactions. The semi-annual and full-year 2025 financial statements were prepared accurately and in a timely manner.

#### **2.4. Assessment of the coordination among the Board of Directors, the Management Board, and the Supervisory Board of the Company.**

The Board of Directors and the Management Board have closely coordinated in the governance and administration of the Company's production and business activities. During the year, both the Board of Directors and the Management Board facilitated the Supervisory Board in fulfilling its duties by providing full and timely information on the Company's production and business performance, financial position, minutes of Board meetings, and other relevant information upon request.

The Supervisory Board, the Board of Directors, and the Management Board maintained close coordination to promptly address issues arising during the Supervisory Board's inspection and supervision activities.

At meetings of the Board of Directors, the Supervisory Board attended and provided opinions and recommendations to the Board of Directors and the Management Board on corporate governance matters within its scope of responsibilities. Such recommendations were generally acknowledged and implemented.

In 2025, there were no requests from the General Meeting of Shareholders, any group of shareholders, or any shareholder pursuant to Clause 2, Article 115 of the Law on Enterprises for the Supervisory Board to conduct inspections of specific matters relating to the management and administration of the Company's operations.

#### **2.5. Assessment of the performance of the Supervisory Board and its members:**

Based on the functions and duties assigned by the General Meeting of Shareholders, as well as those stipulated in the Company's Charter and applicable laws, the members of the Supervisory Board have conducted a self-assessment as follows:

During the past year, all members of the Supervisory Board attended all meetings of the Board of Directors and actively provided their opinions at such meetings.

The Supervisory Board successfully completed the review of the semi-annual and full-year 2025 financial statements prepared by the Company and audited by AASC Auditing Firm Company Limited.

Specialized inspections were conducted, including on-site reviews of the Company's production and business activities at the mining workshop and the smelting workshop.

## **II. REPORT OF THE SUPERVISORY BOARD FOR THE 2021–2025 TERM**

During the 2021–2025 term, the Supervisory Board consisted of three (03) members as follows:

1. Mr. Nguyễn Ngọc Tuấn – Head of the Supervisory Board
2. Ms. Nguyễn Thị Lương Thanh – Member of the Supervisory Board
3. Mr. Nguyễn Hữu Trọng – Member of the Supervisory Board

The Supervisory Board hereby reports to the General Meeting of Shareholders on the results of inspection and supervision of the operations of Ha Giang Mineral and Mechanics Joint Stock Company for the 2021–2025 term as follows:

## **1. SUMMARY OF MEETINGS OF THE SUPERVISORY BOARD**

- During the term, the Supervisory Board held regular quarterly meetings with full participation of its members to review the results of activities carried out during the period, develop plans for the subsequent period, and prepare recommendation reports (if any) to be submitted to the Board of Directors and the Management Board of the Company.
- The Supervisory Board fully attended meetings of the Board of Directors to keep abreast of the Company's business performance, corporate governance, and investment activities, and to provide opinions and recommendations to the Board of Directors and the Management Board within its authority.

## **2. ACTIVITIES OF THE SUPERVISORY BOARD**

- The Supervisory Board conducted inspection and supervision activities to ensure compliance with the Law on Enterprises, the Charter on organization and operations of Ha Giang Mineral and Mechanics Joint Stock Company, and internal regulations in the management and administration of the Company's production and business activities.
- The Supervisory Board fully attended meetings of the Board of Directors to keep abreast of the Company's business performance and investment activities, and to provide opinions and recommendations to the Board of Directors and the Board of Management within its authority and responsibilities.
- Monitored and supervised the implementation of resolutions adopted at meetings of the Board of Directors throughout the term.
- Reviewed the semi-annual and annual financial statements to assess the accuracy and fairness of financial data in accordance with applicable accounting standards, accounting regimes, and financial policies. At the same time, coordinated with the independent auditor to consider the impact of material accounting and auditing misstatements on the financial statements, and supervised the implementation of recommendations made by the independent audit firm.
- On an annual basis, the Supervisory Board implemented thematic inspection programs on the Company's production and business activities, including on-site inspections at two production units—the mining workshop and the smelting workshop. Based on such inspections, the Supervisory Board submitted recommendation reports to the Board of Directors and the Management Board.

### Comments and Assessment:

- Members of the Supervisory Board consistently demonstrated independence, objectivity, and respect for the law in supervising all activities of the Company.
- Members of the Supervisory Board made continuous efforts to adhere to their functions and duties, closely monitoring the Company's operations in the course of performing their responsibilities, and proposing remedial measures to help ensure the Company's operations are safe, efficient, and compliant with applicable laws.
- Members of the Supervisory Board coordinated with the Board of Directors, the Management Board, functional departments, and relevant individuals in the performance of their duties, and organized regular meetings (quarterly and annually) to effectively carry out the Board's supervisory functions.

## **3. SUPERVISION RESULTS OF THE BOARD OF DIRECTORS AND THE MANAGEMENT BOARD**

- The Board of Directors for the 2021–2025 term consisted of seven (07) members. The Board of Directors held regular and ad hoc meetings, as well as conducted written consultations, with full participation of its members in accordance with the Company’s Charter and the Board’s operating regulations. The Board reviewed business performance during the period, assessed the effectiveness of investments, and discussed business strategies in line with the resolutions of the General Meeting of Shareholders approved annually.
- Resolutions and decisions of the Board of Directors relating to the Company’s operations were issued in accordance with proper procedures, with full legal basis, and in alignment with the resolutions of the General Meeting of Shareholders on the annual management and operation of the Company’s production and business activities.
- The Board of Directors supervised the activities of the Management Board in implementing the resolutions of the General Meeting of Shareholders, and coordinated with the Management Board in directing and administering the Company’s production and business activities, striving to achieve the targets approved under the resolutions of the General Meeting of Shareholders for the 2021–2025 term.

#### **4. ASSESSMENT OF THE COORDINATION BETWEEN THE SUPERVISORY BOARD AND THE BOARD OF DIRECTORS AND THE MANAGEMENT BOARD**

- During the term, the Board of Directors and the Management Board closely coordinated and created favorable conditions for the Supervisory Board to fulfill its duties, providing full and timely information on the Company’s production and business activities, financial position, minutes of Board meetings, and other relevant information upon request.
- The Company’s governance and operational activities were closely directed and supervised by the Board of Directors, while the Management Board regularly reported to the Board of Directors to obtain timely guidance and direction when necessary.

#### **5. APPRAISAL OF THE FINANCIAL STATEMENTS**

##### **5.1. Preparation and audit of the financial statements**

- The Company’s financial statements were prepared in accordance with applicable Vietnamese accounting standards and accounting regulations. The financial statements for the 2021–2025 term were audited by AASC Auditing Firm Company Limited, which is an audit firm approved by the State Securities Commission of Vietnam to audit listed companies.
- The Supervisory Board reviewed the semi-annual and annual financial statements and concurred with the Company’s production and business performance over the years during the term. According to the conclusions of the independent auditor, the Company’s financial statements present fairly, in all material respects, and provide a true and clear view in accordance with applicable accounting standards.

##### **5.2. Results of Production and Business Activities**

The results of the implementation of key production and business targets for the 2021–2025 term, as reflected in the financial statements, are as follows:

##### **1. Results of Production and Business Activities for the 2021–2025 Period**

<b>Table 1: Performance Results for the 2021–2025 Term</b>								
<b>No</b>	<b>Items</b>	<b>Unit</b>	<b>Results Achieved During the Term</b>					<b>Total</b>
			<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2021</b>	
<b>I</b>	<b>Business and Production Results</b>							
1	Sales revenue	Billion VND	154.12	200.97	175,76	370,44	694.76	1,596.05

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2	Consumed products	Ton	682.58	700.61	657.29	756.34	541.53	3,338.35
3	Metal Manufacturing	Ton	700	711	622.74	642.25	511	3,186.99
4	Material mining	Ton	2,563	3,214	5,169	6,222	5,24	22,692
5	Profit before tax	Billion VND	128	109	70	229.78	592.8	1,128.96
6	Contribution to the State Budget	Billion VND	31.78	49	30.22	76	180.26	367.26
7	Cash dividend	%	40	40	45	138	218	481
8	Selling price used for revenue calculation	USD/Ton	11.183	13,392	12,292	23,137	52,248	
9	Labor	People	145	144	142	142	147	
10	Average Income	Million VND	13.6	16	17.5	22.16	26.94	

## 2. Analysis and assessment of the implementation of targets for the 2021–2025 term

**Table 2: Comparison with the Previous Term**

No	Items	Unit	Term 2021–2025		Perform for the 2016–2020 Term	Performance comparison (%)	
			Plan	Perform		Compared to the goals for the entire term.	Với nhiệm kỳ 2016–2020
1	Revenue	Billion VND	645	1,596.05	494.63	247.45	322.68
2	Profit Before Tax	Billion VND	181	1,128.96	107.28	623.73	1,052.34
2	Antimony Production	Metal Ton	3,630	3,186.99	2,992.71	87.78	106.47
3	Products Sold	Ton		3,338.35	2,887.08		115.63
4	Ore Mining	Ton		22,692	24,787		91.55
5	Contribution to the State Budget	Billion VND		367.26	100.03		367.14
6	Dividend rate	%	≥40	481	116	1,202,5	414,65

### Overall assessment of production and business performance for the 2021–2025 period

The 2021–2025 period recorded remarkable progress in production and business efficiency, as clearly reflected in key indicators such as revenue, profit, budget contributions, and employee income. Despite various objective constraints in mining operations (reserve upgrading, limitations on waste disposal areas, and declining ore grades), the Company maintained strong and stable growth, demonstrating flexible management capability, strong market adaptability, and an increasingly solid technical and governance foundation.

The 2021–2025 period can be regarded as a notably successful phase in terms of the Company's production and business efficiency, characterized by the following key highlights:

- Revenue: The Company's revenue during the 2021–2025 term increased by 3.22 times, with

cumulative revenue rising from VND 494.63 billion in the 2016–2020 period to VND 1,596 billion in the 2021–2025 period;

- In line with revenue growth, profit before tax increased more than tenfold, from VND 107.28 billion in the 2016–2020 period to VND 1,128 billion in the 2021–2025 period.
- Dividends: The Company maintained a dividend payout ratio of over 40% annually from 2021 to 2025, representing an increase of more than 414.65% compared to the 2016–2020 period. Dividends were consistently paid in cash throughout the term.

The Company's outstanding growth in production and business performance during the 2021–2025 period compared to the 2016–2020 period can be attributed to the following factors:

- Effective utilization of favorable price cycles.
- Technological innovation.
- Enhanced governance efficiency.
- Strong adaptability to legal, technical, and resource constraints.
- Effective fulfillment of environmental, social responsibilities, and stakeholders' interests.

## 6.2. Remuneration

During the 2021–2025 term, the Supervisory Board received remuneration in accordance with the resolutions of the General Meeting of Shareholders over the years. The specific remuneration levels are as follows:

No.	Full Name	Position	Annual Remuneration
1	Nguyen Ngoc Tuan	Head	96,000,000 VND /year
2	Nguyen Thi Luong Thanh	Member	60,000,000 VND /year
3	Nguyen Huu Trong	Member	60,000,000 VND /year

## 6.3. Independent Auditor

The Supervisory Board coordinated with the Board of Directors to select AASC Auditing Firm Company Limited as the independent auditor for the annual financial statements of Ha Giang Mechanical and Mineral Joint Stock Company for the 2021–2025 term.

## 7. RECOMMENDATIONS OF THE SUPERVISORY BOARD

- To recommend that the Board of Directors and the Management Board focus on expediting the upgrade of the mining reserve license, as the prolonged implementation has affected the Company's mining operations;
- To recommend that the Board of Directors and the Management Board promptly implement the upgrading and improvement of ore beneficiation processes to enhance the antimony content for smelting operations.

The results achieved by the Supervisory Board during the 2021–2025 term are attributable to the efforts of each of its members, as well as the trust, support, and favorable conditions provided by the General Meeting of Shareholders, the Board of Directors, the Management Board, and all departments of Ha Giang Mineral and Mechanics Joint Stock Company. On behalf of the Supervisory Board for the 2021–2025 term, I would like to express my sincere appreciation to the General Meeting of Shareholders, the Board of Directors, and the Management Board for their trust and support throughout the term, which enabled the Supervisory Board to successfully fulfill its duties.

Sincerely./.

**Recipients:**

- General Meeting of Shareholders;
- BOD, SB;
- Filed: Administration Office

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



Nguyen Ngoc Tuan



No.: 01/TTr-BKS

P. Ha Giang 1, April 07, 2026

## PROPOSAL

### Re: Selection of the auditing firm for the 2026 financial statements

Respectfully submitted to the General Meeting of Shareholders:

- Pursuant to the Enterprise Law No. 59/2020/QH14;
- Pursuant to the Securities Law No. 54/2019/QH14;
- Pursuant to the Charter on organization and operation of Ha Giang Mineral and Mechanics Joint Stock Company.

The Supervisory Board respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the selection of an auditing firm to conduct the audit of the Company's 2026 financial statements as follows:

#### 1. Proposal on Criteria for Selecting an Independent Auditing Firm:

The Supervisory Board proposes to the shareholders that the independent auditing firm be selected based on the following criteria:

- The firm must be a reputable and well-known independent auditing firm, trusted by many public companies, with a team of highly qualified auditors and extensive experience.
- The firm must be approved by the State Securities Commission to audit entities with public interest in 2026.
- The audit fee must be reasonable and capable of meeting the Company's requirements regarding both audit quality and schedule.

#### 2. Proposal of Independent Auditing Firms:

Based on the above criteria, the Supervisory Board proposes three independent auditing firms to be included in the shortlist for the 2026 financial statement audit of the Company:

- AASC Auditing Firm Company Limited (AASC);
- VACO Audit Company Limited (VACO);
- CPA Vietnam Auditing Company Limited (CPA VN).

#### 3. Proposal to the General Meeting of Shareholders:

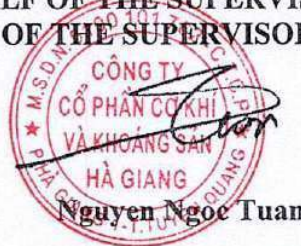
- To approve the above list of three independent auditing firms as the basis for selecting the auditing firm for the Company's 2026 financial statements.
- To authorize the Supervisory Board, in coordination with the Company, to select one of the three above-mentioned firms to conduct the audit for the Company in 2026.

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

#### Recipients:

- General Meeting of Shareholders;
- BOD, SB;
- Filed: Administration Office

ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD



No.: 01/TTr-HDQT

P. Ha Giang 1, April 07 2026

**PROPOSAL**

Re: Approval of the Audited Financial Statements for 2025

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Ha Giang Mineral and Mechanics Joint Stock Company;

The Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2025 financial statements, audited by AASC Auditing Company Limited and reviewed by the Supervisory Board. The financial statements have been publicly disclosed on <http://hgm.vn> under the “Shareholder Information” section.

1. The 2025 audited financial statements include the following contents
  - Report of The Management Board
  - Independent Auditors' Report
  - Statement of Financial position; Statement of Income; Statement of Cash flows; Notes to the Financial Statements.
2. Independent Auditor’s Opinion: Unqualified (Full Approval)
3. Key Financial Indicators from the 2025 Financial Statements:

Items	Unit	2025	2024
<b>I. STATEMENT OF FINANCIAL POSITION</b>			
A. Total assets	VND	623,783,477,903	424,860,965,988
Current assets	VND	515,507,749,368	343,844,060,919
Non-Current assets	VND	108,275,728,535	81,016,905,069
B. Total capital	VND	623,783,477,903	424,860,965,988
Liabilities	VND	148,073,310,559	81,700,126,334
Owner's Equity	VND	475,710,167,344	343,160,839,654
In wich: Contributed capital	VND	126,000,000,000	126,000,000,000
Retained earnings	VND	289,128,390,725	156,579,063,035
<b>II. STATEMENT OF INCOME</b>			
1. Total Revenue and Income	VND	740,357,528,281	392,507,128,005
2. Total Expenses	VND	148,171,154,457	162,721,914,010
3. Total net profit before tax	VND	592,186,373,824	229,785,213,995
4. Current corporate income tax expenses	VND	116,532,119,170	46,629,498,624
5. Profit after corporate income tax	VND	475,654,254,654	183,155,715,371
6. Basic earnings per share	VND	35,863	14,394

The Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company submits this for consideration and approval at the 2026 Annual General Meeting of Shareholders.

**Recipients:**

- General Meeting of Shareholders;
- BOD, SB;
- Filed: Administration Office

ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN  
  
Phạm Thanh Do

No.: 02 /TTr-HDQT

*P. Ha Giang 1, April 07, 2026*

**PROPOSAL**

Re: Approval of the profit distribution plan for 2025 and  
the profit distribution plan for 2026

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Charter of Ha Giang Mineral and Mechanics Joint Stock Company.

- Pursuant to the audited financial statements for 2025 as audited by AASC Auditing Firm Company Limited.

The Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the plan for distribution of after-corporate income tax profits for 2025 and the profit distribution plan for 2026 as follows:

**A. Profit After Corporate Income Tax Distribution Plan for 2025**

**I. Profit Available for Distribution in 2025 : 476,711,103,458 VND**

- 1. Undistributed Profit Remaining from 2024 : 1,056,848,804 VND
- 2. Profit After Corporate Income Tax for 2025 : 475,654,254,654 VND

**II. 2025 Profit Distribution : 296.680.000.000đ**

**1. Cash Dividend Payout for 2025 is 218% : 274,680,000,000 VND**  
(including three interim cash payments totaling 218%).

**2. Distribution of Funds : 22,000,000,000 VND**

- Allocation to the Bonus Fund : 15,000,000,000 VND
- Social and Local Welfare Activities : 5,000,000,000 VND
- Incentive Bonus for the Board of Directors, Supervisory Board, and Company Management Board Exceeding the Plan : 2,000,000,000 VND

**III. Remaining Profit for 2025 : 180,031,103,458 VND**

**B. 2026 Profit Distribution Plan:**

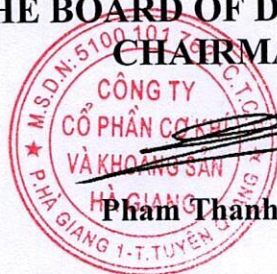
Cash Dividend:  $\geq 50\%$ . The General Meeting of Shareholders authorizes the Board of Directors to determine the interim payment amount and schedule.

The Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company submits this for consideration and approval at the 2026 Annual General Meeting of Shareholders.

**Recipients:**

- General Meeting of Shareholders;
- BOD, SB;
- Filed: Administration Office

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



**Phạm Thanh Do**

No.: 03/TTr-HDQT

*P. Ha Giang 1, April 07, 2026*

**PROPOSAL**

Re: Approval of the 2026 Production, Business, and Investment Plan

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Charter of Ha Giang Mineral and Mechanics Joint Stock Company;

- Pursuant to the production and business performance results in 2025 and the current status of the Company's scale and production capacity;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2026 business and investment plan with the following contents:

**I. Regarding the business and production plan:**

No.	Target	Unit	Quantity	Notes
1	Antimony Ore Mining	Ton	4,000	
2	Antimony Metal Production	Ton	550	Of which, it is estimated that 355 tons of metal will be produced from 4,000 tons of mined ore and slag, while the remaining 195 tons of metal will be produced from approximately 900 tons of externally purchased ore.
3	Antimony Metal Selling	Ton	600	
4	Revenue from sales	Billion VND	368	
	Selling price used for revenue calculation	USD/ Ton	23,590	Based on the average price of February 2026
5	Profit before tax (excluding financial investment provision)	Billion VND	161	
6	Dividend rate (incash)	%	≥50	

**II. Regarding the investment plan for**

No.	Investment project	Unit	Estimated cost	Notes
1	Project to adjust mineral exploitation license	Billion VND	05	Carried forward
2	Research and investment cost for ore processing technology	Billion VND	05	Carried forward
3	Investment in machinery and equipment for the two workshops	Billion VND	05	New investment
4	Auxiliary works for the two workshops	Billion VND	02	New investment

5	Repair of furnaces and the exhaust gas system	Billion VND	03	New investment
	<b>Total</b>		<b>20</b>	

### III. Externally purchased raw materials:

It is estimated that approximately 900 tons of antimony ore (Sb content ranging from 20% to 30%) will be procured from imported sources or the domestic market, with a total estimated value of approximately VND 89 billion.

The Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and decision.

#### **Recipients:**

- General Meeting of Shareholders;
- BOD, SB;
- Filed: Administration Office

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



**Phạm Thành Đô**



No.: 04/TTr-HDQT

*P. Ha Giang 1, April 07, 2026*

**PROPOSAL**

Re: Approval of the Finalization of Remuneration for the Board of Directors,  
the Supervisory Board, and the Corporate Governance Officer for 2025,  
and the Remuneration Plan for 2026

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Ha Giang Mineral and Mechanics Joint Stock Company;
- Pursuant to the Resolution of the General Meeting of Shareholders dated April 1, 2025 of Ha Giang Mineral and Mechanics Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the finalization of remuneration for the Board of Directors, the Supervisory Board, and the Corporate Governance Officer for 2025, and the remuneration plan for 2026, as follows:

**1 Approved remuneration for 2025:**

- Board of Directors and the Corporate Governance Officer	756,000,000 VND
- Supervisory Board	216,000,000 VND
<b>Total</b>	<b>972,000,000 VND</b>

**2 Actual remuneration paid in 2025:**

- Board of Directors	696,000,000 VND
- Supervisory Board	216,000,000 VND
- Corporate Governance Officer	60,000,000 VND
<b>Total</b>	<b>972,000,000 VND</b>

**3 Remuneration plan for 2026, with details for each position as follows:**

- Chairman of the Board of Directors	10,000,000 VND/month
- Vice Chairman of the Board of Directors, Members of the Board of Directors	8,000,000 VND/month
- Corporate Governance Officer	5,000,000 VND/month
- Head of the Supervisory Board	8,000,000 VND/month
- Members of the Supervisory Board	5,000,000 VND/month
<b>Total</b>	<b>972,000,000 VND</b>



The Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- General Meeting of Shareholders;
- BOD, SB;
- Filed: Administration Office

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



**Phạm Thanh Do**



No.: 05/TTr-HDQT

*W. Ha Giang 1, April 07, 2026*

**PROPOSAL**

Re: Approval for issuance of the new Charter of Organization and Operation of the  
Company  
(Replacing the Charter issued on April 14, 2021)

To: THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 and Law No. 76/2025/QH15 (amending and supplementing the Law on Enterprises)
- Law on Securities No. 54/2019/QH14 and Decree No. 245/2025/ND-CP;
- Resolution No. 202/2025/QH15 of the National Assembly Standing Committee in 2025 on the reorganization of administrative units;
- The current Charter of Organization and Operation of Ha Giang Mineral and Mechanics Joint Stock Company.

The Company's Charter of 2021, although still in effect, has revealed certain contents that are not fully consistent with the provisions of Law No. 76/2025 and Decree No. 245/2025 (effective from 2025), as well as changes in administrative geographical names under new regulations. In order to ensure consistency and avoid the need to refer to multiple separate amended documents, the Board of Directors (BOD) proposes that the General Meeting of Shareholders approve a consolidated new Charter of Organization and Operation of the Company in order to:

- Update new provisions in accordance with Law No. 76/2025/QH15 and Decree No. 245/2025/ND-CP;
- Adjust the Company's head office address in line with the new administrative units;
- Improve corporate governance contents to ensure compliance with current legal regulations.

Details of the amendments are presented in the Appendix of amendments and supplements and the Draft Charter (newly issued) attached to this Submission. The



new Charter, once approved, will completely replace the Charter approved on April 14, 2021.

We respectfully submit to the General Meeting of Shareholders for consideration and approval the issuance of the new Charter of Organization and Operation of the Company (Draft 2026 attached) to fully replace the Charter of 2021.

Authorize the Director – the legal representative – to sign for issuance, affix the seal, and carry out notification/registration procedures with competent state authorities in accordance with regulations.

The Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and decision.

**Recipients:**

- General Meeting of Shareholders;
- BOD, BOS;
- Filed: Administration Office

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



**Phạm Thanh Do**





## APPENDIX

(Attached to Submission No. 05/TTr-HĐQT dated 07/04/2026 on the approval for issuance of the new Charter of Organization and Operation of the Company)

### 1. Amendments and supplements to applicable laws in Points c and d; addition of new Points o, p, q, r as new terms to Clause 1, Article 1

#### Charter 2021:

- c) "Law on Enterprises" means Law No. 59/2020/QH14 dated June 17, 2020;
- d) "Law on Securities" means Law No. 54/2019/QH14 dated November 26, 2019;
- There are no Points o, p, q, r.

#### Charter 2026:

- c) "Law on Enterprises" means Law No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15;
- **Reason:** Update to include Law No. 76/2025/QH15
  
- d) "Law on Securities" means Law No. 54/2019/QH14 dated November 26, 2019 and **Decree No. 245/2025/ND-CP**;
- **Reason:** Update to include Decree No. 245/2025/ND-CP
  
- o) "Dividend" means the after-tax profit distributed to each share in cash or other assets
- **Reason:** Addition of term pursuant to Clause 1a, Article 1 of Law No. 76/2025/QH15 (amending Clause 5, Article 4 of the Law on Enterprises).
  
- p) "Market price" means the average trading price over the 30 consecutive days preceding the valuation date, or the price agreed upon between the seller and the buyer, or the price determined by a valuation organization, in respect of shares listed or registered for trading on the securities trading system. For capital contributions or shares not falling under the above cases, the market price shall be the trading price at the immediately preceding time, or the price agreed upon between the seller and the buyer, or the price determined by a valuation organization.
- **Reason:** Addition of term pursuant to Clause 1b, Article 1 of Law No. 76/2025/QH15 (amending Clause 14, Article 4 of the Law on Enterprises).
  
- q) "Beneficial owner" means an individual who ultimately owns or exercises control over the charter capital of an enterprise, excluding cases of representatives of state ownership in enterprises wholly owned by the State and representatives of state capital in joint stock companies or multi-member

limited liability companies in accordance with the law on management and investment of state capital in enterprises.

- **Reason:** Addition of term pursuant to Article 1.1(d) of Law No. 76/2025/QH15 (supplementing Article 11a to the Law on Enterprises) regarding identification of beneficial owners for investor management and anti-money laundering purposes.
  
- r) “Legal documents of an individual” include identity card, citizen identification card, passport or other lawful personal identification documents
- **Reason:** Addition of term pursuant to Clause 1c, Article 1 of Law No. 76/2025/QH15 (amending Clause 16, Article 4 of the Law on Enterprises)

## **2. Amendment of the Company’s address in Clause 4, Article 2**

### **Charter 2021:**

- 4. The registered office of the Company is:
- Head office address: No. 390 Nguyen Trai Street, Ha Giang City, Ha Giang Province;

### **Charter 2026:**

- 4. The registered office of the Company is:
- Head office address: *No. 390 Nguyen Trai Street, Ha Giang Ward 1, Tuyen Quang Province.*
- **Reason:** Update of administrative boundaries pursuant to Resolution No. 202/2025/QH15 of the National Assembly Standing Committee in 2025 on the reorganization of administrative units.

## **3. Amendment and supplementation to Point (c), Clause 3, Article 13**

### **Charter 2021:**

- c) At the request of a shareholder or a group of shareholders as prescribed in Clause 3, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, and must bear the signatures of the relevant shareholders or be made in multiple copies and collected with sufficient signatures of the relevant shareholders;

### **Charter 2026:**

- c) At the request of a shareholder or a group of shareholders as prescribed in Clause 3, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders *must be made in writing and include the following contents: full name, contact address, nationality, number of legal documents of the individual for individual shareholders; name, enterprise code or legal documents of the organization, head office address for organizational shareholders; number of shares and time of share*

*registration of each shareholder, total number of shares of the group of shareholders and ownership ratio in the total number of shares of the Company; grounds and reasons for requesting the convening of the General Meeting of Shareholders. The request must be accompanied by documents and evidence of violations of the Board of Directors, the level of violation or decisions beyond authority. Shareholders or groups of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to competent authorities when requesting the convening of the General Meeting of Shareholders. The written request must bear sufficient signatures of the relevant shareholders or be made in multiple copies and collected with sufficient signatures of the relevant shareholders.*

- Reason: Pursuant to Clause 18, Article 1 of Law No. 76/2025/QH15

#### **4. Amendment and supplementation to Point (d), Article 14**

##### **Charter 2021:**

- d) Decision on investment or sale of assets with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent report of the Company;

##### **Charter 2026:**

- d) Decision on investment or sale of assets with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent *audited* annual financial statements of the Company.
- Reason: Pursuant to Article 1.1(b) of Decree No. 245/2025/ND-CP (amending Article 3 of Decree No. 155/2020/ND-CP) regarding the criterion of total asset value with the addition of “audited” to the most recent annual financial statements.

#### **5. Amendment and supplementation to Point (a), Clause 2, Article 17**

##### **Charter 2021:**

- a) Prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the notice of invitation to the General Meeting of Shareholders. The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date;

##### **Charter 2026:**

- 2. The convener of the General Meeting of Shareholders must perform the following tasks:

- a) Prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. *The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared based on the shareholders' register and the securities ownership register of the Company.* The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the notice of invitation to the General Meeting of Shareholders. The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date;
- **Reason:** Pursuant to Clause 21, Article 1 of Law No. 76/2025/QH15.

## **6. Addition of Clause 11 to Article 19**

**Charter 2021:** None

**Charter 2026:**

- 11. Shareholders may exercise their right to attend and vote through online means, with identity authentication via electronic identification accounts (VNeID) or digital signatures in accordance with the Company's regulations and applicable laws
- **Reason:** Pursuant to Article 1.3(dd) of Decree No. 245/2025/ND-CP regarding the legal validity of electronic identification accounts equivalent to physical documents.

## **7. Amendment and supplementation to Point (h), Clause 2, Article 26**

**Charter 2021:**

- h) Approve contracts for purchase, sale, borrowing, lending and other transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent report of the Company, except for contracts and transactions under the authority of the General Meeting of Shareholders as prescribed in Point (d), Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

**Charter 2026:**

- h) Approve contracts for purchase, sale, borrowing, lending and other transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent *audited* report of the Company, except for contracts and transactions under the authority of the General Meeting of Shareholders as prescribed in Point (d), Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises;
- **Reason:** Pursuant to Article 1.1(b) of Decree No. 245/2025/ND-CP (amending Article 3 of Decree No. 155/2020/ND-CP).

#### **8. Addition of Point (r) to Clause 2, Article 26**

**Charter 2021:** None

**Charter 2026:**

- r) The Board of Directors shall be responsible for organizing training on corporate governance and necessary skills for members of the Board of Directors, the General Director (Director), the person in charge of corporate governance and other managers of the Company.
- **Reason:** Pursuant to Clause 81a, Article 1 of Decree No. 245/2025/ND-CP.

#### **9. Addition of Clauses 6 and 7 to Article 44**

**Charter 2021:** None

**Charter 2026:**

- 6. The Company is responsible for collecting, updating and maintaining information on beneficial owners; providing such information to competent state authorities for identification of beneficial owners upon request.
- **Reason:** Pursuant to Article 1.2 of Law No. 76/2025/QH15 regarding the responsibilities of enterprises concerning beneficial ownership information.
- 7. The Company is responsible for full, accurate and timely disclosure of information; ensuring investors' right of access to information relating to decisions on offering and issuance of securities and other information subject to public disclosure in accordance with the laws on enterprises and disclosure on the securities market; complying with corporate governance regulations and obligations under commitments and agreements between the Company and shareholders and investors in accordance with the Company's Charter and relevant laws.
- **Reason:** Pursuant to Article 1.3(c) of Decree No. 245/2025/ND-CP (supplementing Article 6.1a to Decree No. 155) to enhance transparency of public companies.

#### **10. Amendment and supplementation to Clauses 1 and 2, Article 59**

**Charter 2021:**

- 1. This Charter consists of 21 chapters and 59 articles, adopted by the General Meeting of Shareholders of Ha Giang Mechanical and Mineral Joint Stock Company on April 14, 2021 at the Company's office at No. 390 Nguyen Trai Street, Ha Giang City, Ha Giang Province, and fully effective upon approval.
- 2. This Charter is made in ten (10) copies of equal validity, of which:
  - a) One (01) copy is submitted to the local Notary Office;
  - b) Five (05) copies are registered with the competent authority as prescribed by the People's Committee of the Province/City;
  - c) Four (04) copies are kept at the Company's head office.

**Charter 2026:**

- 1. This Charter consists of 21 chapters and 59 articles, adopted by the General Meeting of Shareholders of Ha Giang Mechanical and Mineral Joint Stock Company on *April 15, 2026 at the Annual General Meeting of Shareholders 2026* and fully effective upon approval.
- **Reason:** Adjustment of the issuance date to align with the approval date of the Annual General Meeting of Shareholders 2026.
  
- 2. This Charter is made in ten (10) copies of equal validity and is kept at the Company's head office.
- **Reason:** Amendment in accordance with the model guidance under Circular No. 116/2020/TT-BTC.

*Note: italicized and bold text indicates amended or supplemented content*

No.: 06/TTr-HDQT

*P. Ha Giang 1, April 07, 2026*

**PROPOSAL**

**Re: Approval for issuance of the new Internal Regulation on Corporate Governance  
(Replacing the Regulation issued on April 14, 2021)**

**To: THE GENERAL MEETING OF SHAREHOLDERS**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 and Law No. 76/2025/QH15 (amending and supplementing the Law on Enterprises);
- Law on Securities No. 54/2019/QH14 and Decree No. 245/2025/ND-CP;
- The Company's Charter and the current Internal Regulation on Corporate Governance of Ha Giang Mineral and Mechanics Joint Stock Company;
- The actual operational situation of the Company.

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders for consideration and approval the issuance of a new Internal Regulation on Corporate Governance with the following main contents:

The current Internal Regulation on Corporate Governance was issued on April 14, 2021. To date, the legal framework on corporate governance has undergone significant changes, particularly with the promulgation of Law No. 76/2025/QH15 and Decree No. 245/2025/ND-CP.

The issuance of a new regulation to replace the existing one is necessary in order to:

- Update new provisions on "Beneficial ownership", methods for determining asset values in transactions, and financial safety standards;
- Ensure that all internal governance processes are consistent with the latest legal documents effective from 2025;
- Consolidate all regulations into a single document for ease of reference, application and storage.

Details of the amendments are presented in the Appendix of amendments and supplements and the Draft Internal Regulation on Corporate Governance (newly issued) attached to this Submission.



We respectfully request the General Meeting of Shareholders to consider and approve the issuance of the new Internal Regulation on Corporate Governance to fully replace the Regulation issued on April 14, 2021.

Authorize the Board of Directors to finalize, sign for issuance and organize the implementation in accordance with the approved contents and applicable laws.

The Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and decision.

**Recipients:**

- General Meeting of Shareholders;
- BOD, BOS;
- Filed: Administration Office

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



**Phạm Thanh Do**



## APPENDIX

(Attached to Submission No. 06/TTr-HDQT dated 07/04/2026 on the approval for issuance of the new Internal Regulation on Corporate Governance)

### 1. Addition of Point (j) to Clause 2, Article 2

Regulation 2021: None

Regulation 2026:

- j) "Beneficial owner" means an individual who ultimately owns or exercises control over the charter capital of an enterprise, excluding cases of representatives of state ownership in enterprises wholly owned by the State and representatives of state capital in joint stock companies or multi-member limited liability companies in accordance with the law on management and investment of state capital in enterprises.
- **Reason:** Pursuant to Article 1.1(d) of Law No. 76/2025/QH15 (supplementing Article 11a to the Law on Enterprises) regarding identification of beneficial owners for investor management and anti-money laundering purposes.

### 2. Amendment and supplementation to Point (d), Clause 2, Article 3

Regulation 2021:

- d) Decision on investment or sale of assets with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements of the Company, except where the Company's Charter provides for a different ratio or value;

Regulation 2026:

- d) Decision on investment or sale of assets with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent *audited* financial statements of the Company, except where the Company's Charter provides for a different ratio or value;
- **Reason:** Pursuant to Article 1.1(b) of Decree No. 245/2025/ND-CP (amending Article 3 of Decree No. 155/2020/ND-CP) regarding the criterion of total asset value with the addition of "audited".

### 3. Amendment and supplementation to Clause 2, Article 5

Regulation 2021:

- 2. The list of shareholders entitled to attend the General Meeting of Shareholders must include full name, contact address, nationality, number of legal documents of the individual for individual shareholders; name, enterprise code or legal documents of the organization, head office address for organizational shareholders; number of shares of each type, number and date of shareholder registration of each shareholder.

Regulation 2026:

- 2. The list of shareholders entitled to attend the General Meeting of Shareholders must include full name, contact address, nationality, number of legal documents of the individual for individual shareholders; name, enterprise code or legal documents of the organization, head office address for organizational shareholders; number of shares of each type, number and date of shareholder registration of each shareholder. **The list of shareholders must include necessary information to identify the beneficial owners of the enterprise. This ensures that the Company has a database to fulfill its obligation to declare information as required by competent authorities.**

- **Reason:** Pursuant to Clause 27, Article 1 of Law No. 76/2025/QH15 (on retention of beneficial ownership information).

#### **4. Amendment and supplementation to Point (h), Clause 2, Article 19**

##### **Regulation 2021:**

- h) Approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements of the Company, except where the Company's Charter provides for a different ratio or value and contracts or transactions under the authority of the General Meeting of Shareholders as prescribed in Point (d), Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of Law on Enterprises No. 59/2020/QH14;

##### **Regulation 2026:**

- h) Approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent *audited* financial statements of the Company. Except where the Company's Charter provides for a different ratio or value and contracts or transactions under the authority of the General Meeting of Shareholders as prescribed in Point (d), Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of Law on Enterprises No. 59/2020/QH14;
- **Reason:** Pursuant to Article 1.1(b) of Decree No. 245/2025/ND-CP (amending Article 3 of Decree No. 155/2020/ND-CP) regarding the criterion of total asset value with the addition of "audited".

#### **5. Addition of Point (k) to Clause 5, Article 19**

##### **Regulation 2021:** None

##### **Regulation 2026:**

- k) Ensure the right of access to information of investors regarding decisions on securities issuance and corporate governance.
- **Reason:** Pursuant to Clause 3, Article 1 of Decree No. 245/2025/ND-CP (on ensuring the right of access to information).

#### **6. Amendment to Article 53**

##### **Regulation 2021:**

- The Internal Regulation on Corporate Governance of Ha Giang Mineral and Mechanics Joint Stock Company consists of 8 Chapters and 53 Articles and takes effect from April 14, 2021.

##### **Regulation 2026:**

- The Internal Regulation on Corporate Governance of Ha Giang Mineral and Mechanics Joint Stock Company consists of 8 Chapters and 53 Articles and takes effect from *April 15, 2026*.
- **Reason:** Adjustment of the issuance date to align with the approval date of the Annual General Meeting of Shareholders 2026.

*Note: italicized and bold text indicates amended or supplemented content*

No.: 07/TTr-HDQT

*P. Ha Giang 1, April 07, 2026*

**PROPOSAL**

**Re: Approval for issuance of the new Regulation on Operation of the Board of  
Directors  
(Replacing the Regulation issued on April 14, 2021)**

**To: THE GENERAL MEETING OF SHAREHOLDERS**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of Vietnam on June 17, 2020;
- Law No. 76/2025/QH15 dated June 17, 2025 of the National Assembly amending and supplementing a number of articles of the Law on Enterprises;
- Law on Securities No. 54/2019/QH14;
- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government of Vietnam detailing the implementation of a number of articles of the Law on Securities (as amended and supplemented);
- Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;
- Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding corporate governance applicable to public companies;
- The Charter of Organization and Operation of Ha Giang Mineral and Mechanics Joint Stock Company;
- The current Regulation on Operation of the Board of Directors.

In order to ensure that the Regulation on Operation of the Board of Directors is consistent with current legal regulations and aligned with the Draft amended Charter submitted to the General Meeting of Shareholders for consideration and approval; and to enhance governance efficiency and transparency in the operation of the Board of Directors, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Regulation on Operation of the Board of Directors with the following main contents:



- Updating provisions in accordance with Law No. 76/2025/QH15 and relevant guiding documents;
- Amending and supplementing other contents to ensure consistency with the Company's Charter.

Details of the amendments are presented in the Appendix of amendments and supplements and the Draft Regulation on Operation of the Board of Directors attached to this Submission.

We respectfully request the General Meeting of Shareholders to consider and approve the issuance of the new Regulation on Operation of the Board of Directors to fully replace the Regulation issued on April 14, 2021.

Authorize the Board of Directors to finalize, sign for issuance and organize implementation in accordance with the contents approved by the General Meeting and applicable laws.

The Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and decision.

**Recipients:**

- General Meeting of Shareholders;
- BOD, BOS;
- Filed: Administration Office

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



**Pham Thanh Do**





## APPENDIX

*(Attached to Submission No. 07/TTr-HDQT dated 07/04/2026 on the approval for issuance of the new Regulation on Operation of the Board of Directors)*

### **1. Amendment to Clause 5, Article 7**

#### **Regulation 2021:**

- 5. When deemed necessary, the Board of Directors shall appoint a Company Secretary. The Company Secretary shall have the following rights and obligations:
- Assist in organizing the convening of meetings of the General Meeting of Shareholders and the Board of Directors; record meeting minutes;
  - Assist members of the Board of Directors in performing their assigned rights and obligations;
  - Assist the Board of Directors in applying and implementing corporate governance principles;
  - Assist the Company in building shareholder relations and protecting the lawful rights and interests of shareholders; ensure compliance with obligations on information provision, disclosure and administrative procedures;
  - Other rights and obligations as prescribed in the Company's Charter.

#### **Regulation 2026:**

- 5) The Board of Directors shall appoint at least one (01) person as the person in charge of corporate governance to support corporate governance activities to be carried out effectively. The person in charge of corporate governance may concurrently act as the Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises. The person in charge of corporate governance shall have the following rights and obligations:
- Advise the Board of Directors on organizing meetings of the General Meeting of Shareholders in accordance with regulations and on matters between the Company and shareholders;
  - Prepare meetings of the Board of Directors, the Supervisory Board and the General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;
  - Advise on meeting procedures;
  - Attend meetings;
  - Advise on procedures for drafting resolutions of the Board of Directors in compliance with legal regulations;
  - Provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and Supervisors;

- g) Monitor and report to the Board of Directors on the Company's information disclosure activities;
  - h) Maintain confidentiality of information in accordance with the law and the Company's Charter;
  - i) Other rights and obligations as prescribed by law and the Company's Charter.
- **Reason:** Fully revised to align with the Company's Charter

## **2. Amendment and supplementation to Point (h), Clause 2, Article 11**

### **Regulation 2021:**

- h) Approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements of the Company and contracts and transactions under the authority of the General Meeting of Shareholders as prescribed in Point (d), Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

### **Regulation 2026:**

- h) Approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the most recent *audited* financial statements of the Company. Contracts and transactions under the authority of the General Meeting of Shareholders as prescribed in Point (d), Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises;
- **Reason:** Pursuant to Article 1.1(b) of Decree No. 245/2025/ND-CP (amending Article 3 of Decree No. 155/2020/ND-CP) regarding the criterion of total asset value with the addition of "audited".

## **3. Addition of Point (s) to Clause 2, Article 11**

### **Regulation 2021:** None

### **Regulation 2026:**

- s) The Board of Directors shall be responsible for organizing training on corporate governance and necessary skills for members of the Board of Directors, the General Director (Director), the person in charge of corporate governance and other managers of the Company.
- **Reason:** Pursuant to Clause 81a, Article 1 of Decree No. 245/2025/ND-CP on corporate governance training.

## **4. Amendment and supplementation to Clause 1, Article 12**

### **Regulation 2021:**

- 1. The Board of Directors shall approve contracts and transactions with a value of less than thirty-five percent (35%) or transactions resulting in the total value of

transactions arising within 12 months from the date of the first transaction being less than thirty-five percent (35%) of the total asset value recorded in the most recent financial statements or another lower ratio or value as prescribed in the Company's Charter between the Company and one of the following subjects:

**Regulation 2026:**

- 1) The Board of Directors shall approve contracts and transactions with a value of less than thirty-five percent (35%) or transactions resulting in the total value of transactions arising within 12 months from the date of the first transaction being less than thirty-five percent (35%) of the total asset value recorded in the most recent *audited* financial statements or another lower ratio or value as prescribed in the Company's Charter between the Company and one of the following subjects:

- **Reason:** Pursuant to Article 1.1(b) of Decree No. 245/2025/ND-CP (amending Article 3 of Decree No. 155/2020/ND-CP) regarding the criterion of total asset value with the addition of "audited".

**5. Amendment to the issuance date in Article 23**

**Regulation 2021:**

- The Regulation on Operation of the Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company consists of 7 Chapters and 23 Articles and takes effect from April 14, 2021.

**Regulation 2026:**

- The Regulation on Operation of the Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company consists of 7 Chapters and 23 Articles and takes effect from *April 15, 2026*.

- **Reason:** The Regulation is re-issued in accordance with the approval date of the Annual General Meeting of Shareholders.

*Note: italicized and bold text indicates amended or supplemented content*

No.: 02/TTr-BKS

*W. Ha Giang 1, April 07, 2026*

**PROPOSAL**

Re: Approval for issuance of the new Regulation on Operation of the Supervisory Board  
(Replacing the Regulation issued on April 14, 2021)

To: THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of Vietnam on June 17, 2020;
- Law No. 76/2025/QH15 dated June 17, 2025 of the National Assembly amending and supplementing a number of articles of the Law on Enterprises;
- Law on Securities No. 54/2019/QH14;
- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government of Vietnam detailing the implementation of a number of articles of the Law on Securities (as amended and supplemented);
- Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;
- Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding corporate governance applicable to public companies;
- The Charter of Organization and Operation of Ha Giang Mineral and Mechanics Joint Stock Company;
- The current Regulation on Operation of the Supervisory Board.

In order to ensure that the Regulation on Operation of the Supervisory Board is consistent with current legal regulations and aligned with the Draft amended Charter submitted to the General Meeting of Shareholders for consideration and approval; and to enhance supervisory effectiveness, transparency and accountability in corporate governance activities, the Supervisory Board finds it necessary to review, amend and supplement the Regulation on Operation of the Supervisory Board.

The main contents of the amendments and supplements are as follows:

- Updating provisions in accordance with Law No. 76/2025/QH15 and relevant guiding documents;

- Amending and supplementing other contents to ensure consistency with legal regulations and the Company's actual operations.

Details of the amendments are presented in the Appendix of amendments and supplements and the Draft Regulation on Operation of the Supervisory Board attached to this Submission..

We respectfully request the General Meeting of Shareholders to consider and approve the issuance of the new Regulation on Operation of the Supervisory Board to fully replace the Regulation issued on April 14, 2021.

Authorize the Supervisory Board to finalize, sign for issuance and organize implementation in accordance with the contents approved by the General Meeting and applicable laws.

The Supervisory Board of Ha Giang Mineral and Mechanics Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and decision.

**Recipients:**

- General Meeting of Shareholders;
- BOD, BOS;
- Filed: Administration Office

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



**Nguyen Ngoc Tuan**



## **APPENDIX**

*(Attached to Submission No. 02/TTr-BKS dated 07/04/2026 on the approval for issuance of the new Regulation on Operation of the Supervisory Board)*

### **1. Amendment and supplementation to Clause 25 and addition of new Clause 26 to Article 11**

#### **Regulation 2021:**

- 25. Perform other rights and obligations in accordance with the Law on Enterprises, the Company's Charter and resolutions of the General Meeting of Shareholders.

#### **Regulation 2026:**

- 25) To supervise the Company's collection, updating and retention of information on "Beneficial owners" in accordance with the new provisions of the Law on Enterprises.
- **Reason:** Pursuant to Article 1.2 of Law No. 76/2025/QH15 regarding the responsibilities of enterprises concerning beneficial ownership information.
- 26) To supervise the use of electronic identification accounts of shareholders/members in activities related to voting rights or access to information if the Company's system has been implemented in accordance with Decree No. 245.
- **Reason:** Pursuant to Article 1.3(dd) of Decree No. 245 regarding the acceptance and supervision of the use of electronic identification accounts.
- 27) Perform other rights and obligations in accordance with the Law on Enterprises, the Company's Charter and resolutions of the General Meeting of Shareholders.
- **Reason:** Clause 25 of Article 11 of the Regulation on Operation of the Supervisory Board in 2021 is renumbered as Clause 27 in the 2026 Regulation due to the addition of new Clauses 25 and 26.

### **2. Addition of Clause 6 to Article 18**

#### **Regulation 2021:** None

#### **Regulation 2026:**

- 6) Members of the Supervisory Board are obliged to declare and oversee the declaration of transactions that may give rise to conflicts of interest, including transactions involving the beneficial owners of the Company's major partners, in accordance with applicable laws and the Company's internal governance requirements.

- **Reason:** Pursuant to Articles 1.1(d) and 1.2 of Law No. 76/2025/QH15 regarding beneficial ownership, as the Company is required to manage this list, and the Supervisory Board, with its supervisory function, must ensure that such information is transparent, especially when compared with the interests of the Supervisory Board members themselves to avoid potential conflicts of interest.

### **3. Amendment to Article 22**

#### **Regulation 2021:**

- The Regulation on Operation of the Supervisory Board of Ha Giang Mechanical and Minerals Joint Stock Company consists of 7 Chapters and 22 Articles and takes effect from April 14, 2021.

#### **Regulation 2026:**

- The Regulation on Operation of the Supervisory Board of Ha Giang Mechanical and Minerals Joint Stock Company consists of 7 Chapters and 22 Articles and takes effect from *April 15, 2026*.
- **Reason:** The Regulation is re-issued in accordance with the approval date of the Annual General Meeting of Shareholders 2026.

*Note: italicized and bold text indicates amended or supplemented content*

**HA GIANG MINERAL AND  
MECHANICS JOINT STOCK  
COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

No: 08/TTr-HDQT

*Ha Giang 1 Ward, date 07April, 2026*

**PROPOSAL**

Re: Completion of the 2021–2025 term and election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term

**To: THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Law on Securities No. 54/2019/QH14;
- Pursuant to the Charter of HA GIANG MINERAL AND MECHANICS JOINT STOCK COMPANY;

As the term of the Board of Directors and the Supervisory Board for the period 2021–2025 will expire at the 2026 General Meeting of Shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal of members of the Board of Directors and the Supervisory Board for the 2021–2025 term in accordance with regulations.

At the same time, the General Meeting will conduct the election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term at the 2026 General Meeting of Shareholders as follows:

I. Approval of the dismissal of members of the Board of Directors and the Supervisory Board for the 2021–2025 term in accordance with the Company’s Charter, including:

– Board of Directors:

1. Mr. Pham Thanh Do – Chairman
2. Mr. Nguyen Viet Phuong – Vice Chairman
3. Mr. Do Khac Hung – Member
4. Mr. Nguyen Phu Khanh – Member
5. Mr. Trinh Ngoc Hieu – Member
6. Mr. Nguyen Trung Hieu – Member
7. Mr. Ta Hong Thang – Member

– Supervisory Board:

1. Mr. Nguyen Ngoc Tuan – Head
2. Ms. Nguyen Thi Luong Thanh – Member
3. Mr. Nguyen Huu Trong – Member

II. Approval of the number of members of the Board of Directors and the Supervisory Board for the 2026–2030 term as follows:

- Board of Directors: 07 members, including:
- + Non-executive members: 5 persons
- + Independent members: 2 persons
- Supervisory Board: 03 members

III. Election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term at the 2026 Annual General Meeting of Shareholders.

The General Meeting will elect members of the Board of Directors and the Supervisory Board for the 2026–2030 term by cumulative voting method, based on the list of candidates disclosed in the meeting documents.

The Board of Directors of HA GIANG MINERAL AND MECHANICS JOINT STOCK COMPANY respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and decision.

**Recipients:**

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archived: Office.

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



**Phạm Thanh Do**

