

Ref No.: 1056 /NQ-VIMICO

Hanoi, 22nd April, 2025

RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN – MINERALS HOLDING CORPORATION

**THE GENERAL MEETING OF SHAREHOLDERS OF VINACOMIN
MINERALS HOLDING CORPORATION**

Pursuant to the Charter on Organization and Operation of Vinacomin Minerals Holding Corporation;

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the XIV National Assembly of the Socialist Republic of Vietnam, at its 9th Session on April 22, 2025;

Pursuant to the Regulation of the 2025 Annual General Meeting of Shareholders of Vinacomin - Minerals Holding Corporation, approved by the General Meeting of Shareholders on April 22, 2025;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Vinacomin Minerals Holding Corporation, dated April 22, 2025,

HEREBY RESOLVED:

Article 1. Approval of the 2024 Production, Business, and Construction Investment Results, and the 2025 Objectives, Tasks, and Plan, with the following contents:

1. Approval of the 2024 Production and Business Results

- Total Revenue:

+ Consolidated Total Corporation: Full year achievement: VND 13,277.6 billion / VND 12,048 billion, representing 110.2% of the Annual Plan.

+ Parent Company - Corporation: Full year achievement: VND 12,462.8 billion / VND 7,730 billion, achieving 161.2% of the Annual Plan.

- Profit: Full-year performance: reached VND 1,565.79 billion / VND 300 billion target (Of which: Parent Company profit: VND 1,585.88 billion / VND 256 billion target; Thai Nguyen Non-Ferrous Metals JSC profit: VND 86.546 billion; Cao Bang Minerals and Metallurgy JSC profit: VND 11.626 billion; Minerals Company No. 3 JSC profit: VND 7.927 billion; Cao Bang Iron and Steel JSC loss: VND 160.349 million; Lai Chau Rare Earth JSC loss: VND 42.076 billion)

- Budget Contribution: VND 1,697 billion.

- Total Labor Force: 5,015 employees, of which: Parent Company - Corporation: 2,686 employees.

- Average Income: VND 16.457 million/person/month; of which, Parent Company - Corporation: VND 20.01 million/person/month..

- Total value of construction investment in 2024
- + Total Realized Value: VND 312,668 million / VND 315,256 million (Board of Directors Resolution), representing 99.2% of the 2024 Target
- + Parent company - corporation: achieved 215.697 million VND/230.016 million VND, representing 93.77% of the 2024 plan.

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares at the AGM.

2. Approval of the 2025 Production and Business Plan.

2.1. Production Output:

- Sin Quyen Copper Mine:

- + Overburden Volume: 14.0 million m³, of which: landslide treatment overburden 6.5 million m³, open-pit mining overburden 7.5 million m³
- + Raw Ore: 1.6 million tonnes, grading 0.934% Cu

- Vi Kem Copper Mine:

- + Raw Ore: 200,000 tons, with a copper content of 0.651% Cu.
- + Production preparation drivage: 4.215 m.

Main Products:

- Copper Concentrate (25%): 61,442 tons
- Copper Cathode: 30,000 tons
- Sulfuric Acid: 137,240 tons
- Iron Concentrate: 173,682 tons
- Zinc Ingot 99.95% Zn: 8,152 tons
- Steel Billet: 165,000 tons
- Gold: 806 kg
- Silver: 2,751 kg

2.2. Total Revenue: VND 12,619 billion, of which the Parent Company accounts for VND 8,916 billion

2.3. Profit: VND 1,000 billion, of which the Parent Company accounts for VND 945 billion

2.4. Average Salary: Corporation-wide: VND 15.51 million /employee/month; Parent Company: VND 18.79 million/employee/month.

2.5. Budget Contribution: VND 1,420 billion.

2.6. Dividend: $\geq 15\%$

2.7. 2025 Construction Investment Plan

- Corporation-wide: VND 440,870 million. Breakdown: Installation: VND 52,886 million; Equipment: VND 296,620 million; Consulting and Other Costs: VND 91,364 million.

- Parent Company - Corporation: VND 334,320 million. Breakdown: Installation: VND 26,539 million; Equipment: VND 263,231 million; Consulting and Other Costs: VND 44,550 million.

Regarding implementation: The AGM assigns the Board of Directors to direct and enhance the inspection and supervision of all aspects of operations, and simultaneously authorizes the Board of Directors to proactively adjust the plan in accordance with the actual situation and market fluctuations. In this context, the salary plan will be updated according to State regulations and the competent authorities.

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares at the AGM.

Article 2. Approval of the Business Performance Results for the Period 2021-2025 and the Business Plan for the Period 2026-2030

1. Approval of the Business Performance Results for the period 2021-2025

* **Revenue:** VND 58,117 billion / VND 40,755 billion (Board of Directors' Resolution), representing 142.6% of the 2021-2025 Term Resolution, and 2.1-fold increase compared to the 2016-2020 period;

* **Profit:** VND 4,190.5 billion / VND 1,016 billion (Board of Directors' Resolution), representing 412.3% of the Term Plan, and 4.97-fold increase compared to the 2016-2020 period.

* **Average Salary:** VND 14.88 million/employee/month.

N o.	Indicator Name	Unit	Actual 2021	Actual 2022	Actual 2023	Actual 2024	Planned 2025	Accumulated
A	Value Indicators							
1	Consolidated Revenue	VNDmillion	8,009.968	12,284.001	11,926.836	13,277.641	12,619.000	58,117.445
2	Pre-tax Profit	VND million	1,143.968	247.173	233.606	1,565.795	1,000.000	4,190.542
3	Average Labor Force	Person	4,618	5,091	5,081	5,015	5,335	5,028
4	Average Income	VND 1,000/person/month	14,319	13,882	14,205	16,457	15,517	14.888
B	Production output targets							
1	Copper Concentrate 25% Cu	Ton	67.403	71.269	67.543	73.742	61.442	341.398
2	Copper Cathode 99.95% Cu	Ton	18.216	30.742	29.178	30.079	30.000	138.215
3	Zinc Ingot 99.95% Zn	Ton	12.500	12.500	11.660	9.159	8.152	53.971
4	Tin Ingot	Ton	132,5	169,2	191,6	208,4	213,4	915,09
-	Cisco	Ton	126,1	149,1	152,8	145,9	140,0	713,88
-	TMC	Ton	6,38	20,07	38,87	62,47	73,43	201,22
5	Iron Ore	Ton	198.407	188.633	188.518	205.221	173.681	954.460
6	Steel Billet	Ton	200.006	145.006	206.552	170.240	165.000	886.804
7	Lead Concentrate 50% Pb	tấn	4.877	6.019	4.900	3.907	3.752	23.455
8	Sulfuric Acid	tấn	102.965	127.424	129.155	146.762	137.240	643.545
	- Lao Cai Copper Smelting plant	tấn	85.229	112.910	113.403	129.392	125.864	566.798
	- Thai Nguyen Non-Ferrous Company	tấn	17.736	14.514	15.752	17.370	11.376	76.747
9	Gold	kg	666	1.114	962	845	806	4.393
10	Silver	kg	670	1.451	1.744	2.112,90	2.751	8.728

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares present at the AGM.

2. Approval of the Production and Business Plan for the 2026-2030 Period

2.1. Key Indicators:

- Consolidated Revenue (Entire Corporation): VND 68,815 billion, equivalent to 118.4% compared to the period 2021-2025

- Consolidated Profit (Entire Corporation): VND 3,626 billion, of which: Profit from Minerals VND 3,522 billion; Other Business VND 104 billion

- Average Salary: VND 16.348 million/person/month.

No.	Description	Unit	2026	2027	2028	2029	2030	ACCUMULATED
A	Value Indicators							
1	Consolidated Revenue	VND billion	13,492,000	13,597,000	13,855,000	13,914,000	13,957,000	68,815,000
2	Pre-tax Profit	VND billion	1,125,000	591,000	533,000	613,000	764,000	3,626,000
B	Production Output Indicators							
I	Production							
1	25% Cu Copper Concentrate	tons	77.557	78.630	79.010	79.597	78.996	393.790
2	99.95% Cu Copper Cathode	tons	30.000	30.000	30.000	30.000	30.000	150.000
3	99.95%Zn Zinc Ingot	tons	8.316	8.336	10.145	10.223	10.092	47.112
4	Tin Ingot	tons	208	208	231	230	231	1.108
5	Iron Ore	tons	329.966	395.746	380.619	380.274	380.760	1.867.365
6	Steel Billet, Steel Profiles, etc.	tons	190.000	180.000	220.000	220.000	220.000	1.030.000
7	50% Pb Lead Concentrate	tons	3.755	3.755	3.879	3.879	3.879	19.148
8	Sulfuric Acid	tons	132.618	132.174	135.227	134.931	135.227	670.178
9	Gold	kg	927	936	939	945	939	4.685
10	Silver	kg	1.654	1.641	1.636	1.628	1.636	8.196

2.2. The 2026-2030 Five-Year Plan is based on the following norms:

- Open-pit and underground mining: in accordance with TKV's guidelines, applying unit prices per stage as per Decision No. 1829/QĐ-TKV dated December 29, 2021.

- Mineral processing and metallurgy: applying the set of norms submitted by Vimico to TKV for approval at the time of plan formulation (which has now been approved by TKV and the Board of Directors under Decision No. 112/QĐ-VIMICO dated February 10, 2025);

2.3. The General Meeting of Shareholders approved and authorized the Board of Directors to make adjustments in accordance with the Corporation's Technical and economic norms, actual market developments, and changes in State policies.

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares present at the AGM.

Article 3. Approval on 2024 Consolidated Financial Statements; 2024 Parent Company Financial Statements; 2024 Parent Company Profit Distribution Plan; 2024 Salary Payment Results and 2025 Remuneration Plan

I. Audited 2024 Consolidated and Parent Company Financial Statements

1. Parent Company

1.1. Balance Sheet

Unit: VND million

No.	Item	End of Period	Beginning of Year
I	Total Assets	7,491,194	7,401,505
1	Current Assets	3,818,990	2,850,295
2	Non-current Assets	3,672,204	4,551,210
II	Total Liabilities and Equity	7,491,194	7,401,505
1	Liabilities	3,986,598	5,037,546
2	Equity	3,504,597	2,363,960
	Of which: Charter Capital	2,000,000	2,000,000
	Undistributed After-Tax Profit	1,301,400	175,213

1.2. Business Results

Unit: VND million

No	Item	End of period	Beginning of year
1	Total Revenue	12,497,883	11,791,227
2	Pre-tax Profit	1,585,883	241,655
3	After-tax Profit	1,272,407	178,914

2. 2. Corporation-wide Consolidation

2.1. Balance Sheet

Unit: VND million

NO	Item	End of period	Beginning of Year
I	Total Assets	9.613.760	9.394.454
1	Current Assets	4.569.690	3.507.642
2	Non - Current Assets	5.044.070	5.886.811
II	Total Liabilities and Equity	9.613.760	9.394.454
1	Liabilities	5.598.436	6.444.132
2	Equity	4.015.324	2.950.322
	Of which: Charter Capital	2.000.000	2.000.000
	Undistributed After-Tax Profit	1.367.336	244.177

2.2. 2.2. Production and Business Results

Unit: VND million

No	Item	End of Period	Beginning of Year
1	Total Revenue	13.312.713	11.933.417
2	Pre-tax Profit	1.565.795	271.441
3	After-tax Profit	1.224.015	189.543

(Audited Financial Statements Attached)

II. Profit Distribution Plan, Appropriation and Use of Funds; 2024 Dividend Payment Plan

Item	Description	Amount
1	Undistributed After-Tax Profit as of the end of 2023 (April 2024)	-
2	Increase/Decrease in 2023 After-Tax Profit per 2024 State Audit Office of Vietnam Findings (2023 Financial Statements Audit)	28.993.097.385
3	2024 After-Tax Profit	1.272.406.919.893
4	Total Undistributed After-Tax Profit (4=1+2+3)	1.301.400.017.278
5	Total Distributable After-Tax Profit (5=1+3)	1.301.400.017.278
6	Profit Distribution Plan	
6.1	Dividend Payment (15%) (6.1 = 2,000,000,000,000 x 15%)	300.000.000.000
6.2	Offset Prior Year Losses Beyond the Limit for Pre-Tax Profit Offset	-
6.3	Allocation to Funds	471.302.350.882
a	Development Investment Fund Allocation	390.000.000.000
b	Welfare Fund Allocation (1.5 months' actual salary)	80.622.100.882
c	Enterprise Management Bonus Fund Allocation (1 month's actual salary of management personnel)	680.250.000
7	Undistributed After-Tax Profit as of the end of 2024 (April 2025 AGM) (7=5-6.1-6.2-6.3)	530.097.666.396

III. Results of Salary and Remuneration Payments to the Board of Directors, Supervisory Board, and Management Board of the Corporation in 2024, and the 2025 Plan

The results of salary and remuneration payments to the Board of Directors (BOD), Supervisory Board (SB), and management of the Corporation in 2024, along with the 2025 Plan, are outlined as follows:

1. 2024 Implementation:

1.1. Salaries of Full-Time Corporation Managers

Unit: VND

No	Title	Number of people	2024 Planned	2024 Actual
1	General Director	01	612.000.000	734.400.000
2	Deputy General Director	05	2.754.000.000	2.891.700.000
3	Chief Accountant	01	510.000.000	612.000.000
	Tổng cộng	07	3.876.000.000	4.238.100.000

1.2. Salaries of Full-Time Board of Directors Members and Chairman of Supervisory Board

Unit: VND

No	Title	Number of People	2024 Planned	2024 Actual
1	BOD member	01	550.800.000	660.960.000
2	SB Head	01	571.200.000	685.440.000
	Total	02	1.122.000.000	1.346.400.000

1.3. Independent Board Member Allowance

Đơn vị tính: đồng

No	Title	Number of people	2024 Planned	2024 Actual	Note
1	Independent BOD member	01	324.000.000	324.000.000	
	Cộng	01	324.000.000	324.000.000	

Payment Method: VIMICO makes direct payments.

1.4. Remuneration for Non-standing Members of the Board of Directors and the Supervisory Board: Payable at 20% of the actual salary level. (For Representatives of TKV, payable at 20% of the base salary level.)

Unit: VND

No	Title	Number of people	2024 planned	2024 Actual
1	Chairman of BOD	01	74.400.000	74.400.000
2	BOD Member	02	129.600.000	129.600.000
3	SB Member	02	129.600.000	129.600.000
	Total	05	333.600.000	333.600.000

Payment Method:

Transfer to TKV: For individuals appointed by TKV who receive salaries from TKV, VIMICO shall transfer the remuneration to TKV.

- Direct Payment by VIMICO: For individuals appointed by TKV who receive salaries directly from VIMICO, VIMICO shall make direct remuneration payments to them.

2. 2025 Plan

2.1. Salaries of Full-Time Corporation Managers

Unit: VND

No	Title	Number of People	Monthly Salary	Annual Salary
1	General Director	01	60.000.000	720.000.000
2	Deputy General Director	05	54.000.000	3.240.000.000
3	Chief Accountant	01	50.000.000	600.000.000
	Total	07		4.560.000.000

2.2. Salaries of Full-Time Board of Directors Members and Head of Supervisory Board

Unit: VND

No	Title	Number of People	Monthly Salary	Annual Salary
1	BOD member	01	54.000.000	648.000.000
2	SB Head	01	56.000.000	672.000.000
	Total	02		1.320.000.000

2.3. Remuneration of Non-standing Chairman of the Board of Directors, Board of Directors Members, and Supervisory Board Members: Provisionally Calculated at 20% of Base Salary.

Unit: VND

No	Title	Monthly Salary	Number of People	Percentage	Monthly Remuneration	Annual Remuneration
1	BOD Chairman	31.000.000	01	20%	6.200.000	74.400.000
2	BOD member	27.000.000	02	20%	5.400.000	129.600.000
3	SB member	27.000.000	02	20%	5.400.000	129.600.000
	Total		05			333.600.000

The actual remuneration fund will be determined based on: The number of concurrent members of the Board of Directors and Supervisory Board at each point in the fiscal year; The actual working time of each member; The monthly remuneration rate stipulated by the Corporation, **with a maximum limit of 20% of the actual salary** received by full-time members

2.4. Allowance for Independent Board of Directors Members: Paid at the Base Salary of Full-Time Board of Directors Members.

Unit: VND

No	Title	Number of people	Monthly Salary	Annual Salary
1	Independent BOD member	01	27.000.000	324.000.000
	Total	01		324.000.000

The allowance for Independent Board of Directors Members is paid in cash (TM) or via bank transfer (CK) between the 5th and 10th of each month and will be accounted for as a business production cost of the corporation's Parent Company in 2024.

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares present at the AGM

Article 4. Approval of Report on the Activities of the Board of Directors in 2024, Term 2020-2025, and Orientations for 2025, Term 2025-2030.

The General Meeting of Shareholders unanimously approved the report on the performance results of the Vinacomin Minerals Holding Corporation Board of Directors.

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares present at the AGM

Article 5. To approve the election results for the Board of Directors and the Supervisory Board for the 2025 - 2030 term.

1. The Board of Directors members are as follows:

- Mr. Nguyen Van Hai
- Mr. Trinh Van Tue
- Mr. Dang Duc Hung
- Mr. Ngo Quoc Trung

- Mr. Nguyen Van Thai

2. The Supervisory Board members are as follows:

- Mr. Luong Van Linh
- Mr. Pham Xuan Phong
- Mr. Nguyen Nam Hung

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares present at the AGM

Article 6. Approval on Report of the Supervisory Board on the Appraisal of Financial Statements and Related Operational contents of Vimico for 2024; Report on the Activities of the Supervisory Board in 2024 and Summary of the 2020-2025 Term, Orientations for the 2025-2030 Term

The General Meeting of Shareholders unanimously approved Report of the Supervisory Board on the Appraisal of Financial Statements and Related Operational contents of Vimico for 2024; Report on the Activities of the Supervisory Board in 2024 and Summary of the 2020-2025 Term, Orientations for the 2025-2030 Term

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares present at the AGM

Article 7. Approval on Selection of an Auditing firm for the 2025 Financial Statement Audit

It was unanimously resolved at the 2025 Annual General Meeting of Shareholders that:

1. Approval of the List of Auditing Firms (as a basis for selecting the auditing firm for the 2025 Financial Statements of the Corporation) authorized by the State Securities Commission to audit public interest entities in the securities sector for the year 2025, including:

- Ho Chi Minh City Branch of Auditing & Informatic Services Company Limited (AISC).
- Vietnam Auditing and Evaluation Company Limited.
- International Auditing and Valuation Company Limited.
- BDO Audit Services Company Limited

2. The General Meeting of Shareholders approves and authorizes the General Director of the Corporation to organize the selection of one Auditing Firm (from the above list) and sign the 2025 Financial Statement Audit contract of the Corporation, ensuring the following key principles:

- Organize the selection of an Auditing Firm with sufficient capacity and competitive audit fees;

- Audit the Financial Statements and issue audit reports for the Parent Company and its directly affiliated units for the 2025 fiscal year, including the semi-annual review report (from January 1, 2025, to June 30, 2025);

- Audit the Consolidated Financial Statements and issue audit reports for the Corporation for the 2025 fiscal year, including the semi-annual review report (from January 1, 2025, to June 30, 2025).

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares present at the AGM

Article 8. Approval of the 2025 Mineral Mining, beneficiation, and Processing Contract with TKV.

The General Meeting of Shareholders unanimously approved the 2025 Mineral Mining, beneficiation, and Processing Contract between Vinacomin – Minerals Holding Corporation (Vimico) and its shareholder, Vietnam National Coal - Mineral Industries Holding Corporation Limited (TKV), with the terms and conditions as outlined in the attached draft contract.

The General Meeting of Shareholders passed the resolution with a 100% approval rate of the total voting shares present at the AGM.

Article 9. Enforcement Provisions

1. This resolution was formally approved by the 2025 Annual General Meeting of Shareholders of Vinacomin Minerals Holding Corporation - Joint Stock Company with a 100% affirmative vote of the total voting shares held by the shareholders present at the Meeting

2. This resolution shall take effect from the date of its adoption by the General Meeting of Shareholders..

3. Members of the Board of Directors, the Supervisory Board, the General Director, and all Shareholders of the Corporation are responsible for the implementation of this resolution. The AGM entrusts the Board of Directors and the Executive Management Board to organize and implement this resolution within their respective authority and operational functions, in accordance with the provisions of law and the Charter on Organization and Operation of Vinacomin Minerals Holding Corporation ./.

Recipients:

- TKV; State Securities Commission (report);
- BOD; SB (E-copy);
- PC; TrU; YU (E-Copy);
- Divisions, Dep'ts (E-copy);
- Vimico's shareholders;
- Vimico Website;
- Archived: Office; BOD.

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



Nguyen Van Hai

C.P.

RefNo.: 1055/BB-VIMICO

Hanoi, April 22nd, 2025

**MEETING MINUTES
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN – MINERALS HOLDING CORPORATION**

Today, at 8:00 AM on April 22nd 2025, at the address of 193 Nguyen Huy Tuong Street, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi City, Vinacomin – Minerals Holding Corporation held its 2025 Annual General Meeting of Shareholders.

**A. COMPANY NAME, HEAD OFFICE ADDRESS, AND BUSINESS
REGISTRATION CODE**

Company name: Vinacomin – Minerals Holding Corporation

Head Office Address: 193 Nguyen Huy Tuong Street, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi City

Business Registration Code: 0100103087, initially issued by the Hanoi Department of Planning and Investment on July 1, 2010, with the 8th amendment registered on April 28, 2021.

B. ATTENDEES OF THE GENERAL MEETING

The meeting is being invited by 2,256 eligible shareholders and authorized representatives, representing 200,000,000 shares, which corresponds to 100% of the total voting shares of Vinacomin – Minerals Holding Corporation.

The attendees of the 2025 Annual General Meeting of Shareholders of Vinacomin – Minerals Holding Corporation included:

- Shareholder Vietnam National Coal - Mineral Industries Holding Corporation Limited: Authorized representative Mr. Nguyen Van Hai; Position: Head of TKV's Department, Chairman of the Board of Directors of Vimico.

- Other shareholders and representatives of other shareholders of the Corporation (as per the attached list)

- Other delegates included:

- + Mr. Trinh Van Tue - Party Committee Secretary - General Director of the Corporation
- + Mr. Luong Van Linh - Head of the Supervisory Board of Vimico
- + Mr. Nguyen Van Phuc - Chairman of the Trade Union of Vimico
- + Members of the Board of Directors, members of the Supervisory Board, Deputy Secretary of the Party Committee, Deputy General Directors, Chief Accountant, Vice Chairman of the Trade Union, Secretary of the Youth Union, Heads of Departments and Functional Divisions of the Corporation, Directors of the Corporation's affiliated units.



C. AGENDA AND PROGRAM OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The 2025 Annual General Meeting of Shareholders discussed, passed, and approved the following items:

Approval of the Report on production, business operations, and construction investments for 2024 and 2021-2025, and the strategic directions and tasks for 2025 and 2026-2030 periods of Vimico.

- Approval of the five-year production and business plan for the period 2026-2030 of Vimico.

- Approve the Report on the Activities of the Board of Directors.

- Election of members to the Vimico Board of Directors and Supervisory Board for the 2025-2030 term.

- To approve the Supervisory Board's Activity Report for 2024, the 2020-2025 period, and the orientations and tasks for 2025 and the 2025-2030 period; and the Supervisory Board's Report on the appraisal of the audited financial statements of Vimico for 2024.

- To approve the Parent Company's Financial Statements and Profit Distribution Plan for 2024.

- To approve the 2024 Management salary and remuneration payments, and the 2025 plan.

- To approve the selection of the Auditing Company for the 2025 Financial Statements.

- To approve the 2025 mineral mining, beneficiation, and processing contract with Vietnam National Coal - Mineral Industries Holding Corporation Limited.

- Other items within the authority of the General Meeting of Shareholders.

D. PROCEEDINGS OF THE GENERAL MEETING

I. Opening Ceremony, Declaration of Purpose, and Introduction of Delegates:

Mr. Hoang Van Ha, Chief of the Corporation's Office, conducted the opening ceremony, declared the purpose of the meeting, and introduced the delegates..

II. Report on the Verification of Shareholder Eligibility

Ms. Nguyen Thi Thanh Loan, Head of the Shareholder Eligibility Verification Committee, presented the results of the shareholder eligibility verification and declared the General Meeting of Shareholders qualified to proceed. The key contents of the shareholder eligibility verification results are as follows:

* As of 17:00 on March 13, 2025, as confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC):

- Total number of Vinacomin – Minerals Holding Corporation shareholders: 2,256 shareholders, including 07 domestic organizations and 2,248 domestic individuals; and 01 foreign individual.

- Total number of voting shares of Vimico: 200,000,000 shares.

- Total number of shareholders invited to the General Meeting: 2,256 shareholders holding 200,000,000 shares (representing 100% of the total voting shares)

*By 8:00 AM on April 22, 2025, when the 2025 Annual General Meeting of Shareholders began, there were 14 attendees. These were shareholders or authorized representatives, holding a total of 196,881,674 voting shares, which is 98.44% of the total voting shares of Vinacomin - Minerals Holding Corporation .

* By 9:45 AM on April 22, 2025, the start time of the 2025 Annual General Meeting of Shareholders, the number of attendees had increased to 20. These shareholders and authorized representatives held 196,962,474 voting shares, representing 98.481% of the total voting shares of Vinacomin - Minerals Holding Corporation.

* By 10:05 AM on April 22, 2025, as the 2025 Annual General Meeting of Shareholders continued, 21 shareholders or authorized representatives were present, holding 196,962,774 voting shares. This accounted for 98.4813% of the total voting shares of Vinacomin - Minerals Holding Corporation.

- Pursuant to the Enterprise Law No. 59/2020/QH14 provisions, its implementing guidelines, and the Corporation's Charter, the 2025 Annual General Meeting of Shareholders of TKV Mineral Corporation - JSC is deemed lawful, valid, and qualified to proceed..

(Attached is the Shareholder Eligibility Verification Report)

III. Introduction of the Chairman

On behalf of the Organizing Committee, Mr. Hoang Van Ha, Administration Chief of Vimico, introduced Mr. Nguyen Van Hai, Chairman of the Board of Directors of Vimico, as the Chairman of the General Meeting of Shareholders. Mr. Nguyen Van Hai, the Chairman, introduced and invited Mr. Trinh Van Tue, Member of the Board of Directors and General Director of the Corporation, to join the Chairman in presiding over the General Meeting

IV. Introduction and Approval of the General Meeting of Shareholders' Secretariat

1. Introduction of the Secretariat

To facilitate the recording of the General Meeting of Shareholders' proceedings, the Chairman introduced the Secretariat, comprising the following members:

- Ms. Nguyen Thi Phuong Thao - Corporation Secretary – Head of the Secretariat
- Mr. Lai Tri Cuong - Head of Planning Department of the Corporation - Member

2. Vote to approve the Secretariat

Mr. Nguyen Van Hai, the Chairman, presided over the vote to approve the Secretariat:

* *Voting method: Voting cards*

* *Voting results:*

- *Total number of eligible voting shares: 196,881,674 shares / 196,881,674 shares, reaching 100% of the total voting shares of the shareholders present at the meeting.*
- *Total number of valid votes: 196,881,674 votes / 196,881,674 votes, reaching 100% of the total voting shares by shareholders present at the meeting.*
- *Total number of invalid votes: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*
- *Number of votes in favor: 196,881,674 votes / 196,881,674 votes, reaching 100% of the total voting shares by shareholders present at the meeting.*

- *Number of votes against: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*
- *Number of abstentions: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting*

Result: 100% of the voting shares approved the composition of the General Meeting of Shareholders' Secretariat.

V. Introduction and Approval of the Vote Counting Committee

1. Introduction of the Vote Counting Committee Members

To conduct the vote counting process for the General Meeting of Shareholders, the Chairman introduces the Vote Counting Committee for the AGM to approve by vote. The committee will consist of 5 members, including one Head and four members, as follows:

- | | |
|--|--------|
| 1. Mr. Nguyen Thanh Long - Deputy Head of QTK Dep't: | Head |
| 2. Mr. Đỗ Hoàng Thái – Specialist, Electro-Mechanical Dep't: | member |
| 3. Ms. Vũ Thanh Hằng - Deputy Head of Administration and Organization Division of the Corporation's Trade Union: | Member |
| 4. Ms. Nguyễn Ngọc Diệp – Specialist of QTK Dep't: | Member |
| 5. Ms. Nguyen Thi Van Anh – Specialist of Accounting Dep't: | Member |

2. Approval of the Quantity and List of the Vote Counting Committee

The chairman, Mr. Nguyen Van Hai, presided over the vote to approve the quantity and list of the Vote Counting Committee.

* *Voting method: Voting cards*

* *Voting results:*

- *Total number of eligible voting shares: 196,881,674 shares / 196,881,674 shares, reaching 100% of the total voting shares of the shareholders present at the meeting.*
- *Total number of valid votes: 196,881,674 votes / 196,881,674 votes, reaching 100% of the total voting shares by shareholders present at the meeting.*
- *Total number of invalid votes: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*
- *Number of votes in favor: 196,881,674 votes / 196,881,674 votes, reaching 100% of the total voting shares by shareholders present at the meeting.*
- *Number of votes against: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*
- *Number of abstentions: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting*

Result: 100% of the voting shares approved the composition of the Vote Counting Committee.

VI. Agenda and Organizational Rules of the Annual General Meeting of Shareholders 2025.

1. Agenda of the Annual General Meeting of Shareholders 2025

Ms. Nguyen Thi Thanh Loan, Head of the corporation's Human Resources Department, presented the Agenda for the 2025 Annual General Meeting of Shareholders (*detailed agenda content attached*).

The chairman, Mr. Nguyen Van Hai, presided over the approval of the Agenda for the 2025 Annual General Meeting of Shareholders.

** Voting method: Voting cards*

** Voting results:*

- *Total number of eligible voting shares: 196,881,674 shares / 196,881,674 shares, reaching 100% of the total voting shares of the shareholders present at the meeting.*
- *Total number of valid votes: 196,881,674 votes / 196,881,674 votes, reaching 100% of the total voting shares by shareholders present at the meeting.*
- *Total number of invalid votes: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*
- *Number of votes in favor: 196,881,674 votes / 196,881,674 votes, reaching 100% of the total voting shares by shareholders present at the meeting.*
- *Number of votes against: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*
- *Number of abstentions: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*

Result: 100% of the voting shares approved the Annual General Meeting of Shareholders 2025 Agenda.

2. Organizational Rules of the Annual General Meeting of Shareholders 2025

Ms. Nguyen Thi Thanh Loan, Head of the corporation's Human Resources Department, presented the Draft Organizational Rules for the 2025 Annual General Meeting of Shareholders *(with detailed Rules content attached)*.

Mr. Nguyen Van Hai, the Chairman, presided over approving the Organizational Rules of the Annual General Meeting of Shareholders 2025.

** Voting method: Voting cards*

** Voting results:*

- *Total number of eligible voting shares: 196,881,674 shares / 196,881,674 shares, reaching 100% of the total voting shares of the shareholders present at the meeting.*
- *Total number of valid votes: 196,881,674 votes / 196,881,674 votes, reaching 100% of the total voting shares by shareholders present at the meeting.*
- *Total number of invalid votes: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*
- *Number of votes in favor: 196,881,674 votes / 196,881,674 votes, reaching 100% of the total voting shares by shareholders present at the meeting.*
- *Number of votes against: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*
- *Number of abstentions: 0 votes / 196,881,674 votes, reaching 0% of the total voting shares by shareholders present at the meeting.*

Result: 100% of the voting shares approved the organizational rules of the Annual General Meeting of Shareholders 2025.

VII- Report on Production, Business, and Construction Investment Activities in 2024 and the 2021-2025 Period, and Orientations and Tasks for 2025 and the 2026-2030 Period of Vimico.

Mr. Trinh Van Tue - Member of the Board of Directors and General Director of the Corporation, presented Report No: 638/BC-VIMICO dated on 14/3/2025 regarding the production, business, and construction investment activities in 2024 and the 2021-2025 period, and orientations and tasks for 2025 and the 2026-2030 period of Vimico. The main contents of the report are as follows:

1. 2024 Production, Business, and Construction Investment Results

Having considered the opinions from TKV shareholders in document number 2052/TKV-KSNB dated April 11, 2025, the key highlights of the 2024 production, business, and capital construction performance are as follows:

- Total Revenue:
 - + Consolidated Corporation: Full-year achievement: VND 13,277.6 billion / VND 12,048 billion, representing 110.2% of the annual plan.
 - + Parent Company - Corporation: Full-year achievement: VND 12,462.8 billion / VND 7,730 billion, achieving 161.2% of the annual plan.
- Total Revenue:
 - + Consolidated for the entire Corporation: VND 1,565.79 billion against a target (KH) of VND 300 billion.
 - + Parent Company - Corporation: Full year achievement: VND 12,462.8 billion against a target of VND 7,730 billion, reaching 161.2% of the annual plan (KH).
- Profit: Full-year performance: reached VND 1,565.79 billion / VND 300 billion target (Of which: Parent Company profit: VND 1,585.88 billion / VND 256 billion target; Thai Nguyen Non-Ferrous Metals JSC profit: VND 86.546 billion; Cao Bang Minerals and Metallurgy JSC profit: VND 11.626 billion; Minerals Company No. 3 JSC profit: VND 7.927 billion; Cao Bang Iron and Steel JSC loss: VND 160.349 million; Lai Chau Rare Earth JSC loss: VND 42.076 billion)
- Budget Contribution: Full-year achievement: VND 1,697 billion.
- Total Labor Force: Full-year implementation: 5,015 employees, of which: Parent Company - Corporation: 2,686 employees.
- Average Income: Full-year implementation: VND 16.457 million/person/month; of which, Parent Company - Corporation: VND 20.01 million/person/month.
- Total value of construction investment in 2024 of the corporation's parent company: achieved 215.697 million VND/230.016 million VND, equal to 93.77% of the 2024 plan.

2. 2025 Production, Business, and Construction Investment Plan

Having considered the opinions from TKV shareholders in document number 2052/TKV-KSNB dated April 11, 2025, the key highlights of the 2025 production, business, and capital construction plan are as follows

- 2.1. Production Output:
 - Sin Quyen Copper Mine:

+ Overburden Volume: 14.0 million m³, of which: landslide treatment overburden 6.5 million m³, open-pit mining overburden 7.5 million m³ (including 1.4 million m³ under Mineral Exploration License No. 1868 and 6.1 million m³ of mixed waste rock from the ongoing Expansion Project);

+ Raw Ore: 1.6 million tons, with a copper content of 0.934% Cu.

- Vi Kem Copper Mine:

+ Raw Ore: 200,000 tons, with a copper content of 0.651% Cu.

+ Production preparation driveway: 4.215 m.

- Copper Concentrate (25% specification): 61,442 tons

- Copper Cathode: 30,000 tons

- Sulfuric Acid: 137,240 tons

- Iron Concentrate: 173,682 tons

- Zinc Ingot 99.95% Zn (self-produced): 8,152 tons

- Steel Billet: 165,000 tons

- Gold: 806 kg

- Silver: 2,751 kg

2.2. Total Revenue: VND 12,619 billion, of which the Parent Company accounts for VND 8,916 billion

2.3. Profit: VND 1,000 billion, of which the Parent Company accounts for VND 945 billion

2.4. Average Salary: Corporation-wide: VND 15.51 million /employee/month; Parent Company: VND 18.79 million/employee/month.

2.5. Budget Contribution: VND 1,420 billion.

2.6. Dividend: $\geq 15\%$

2.7. 2025 Construction Investment Plan

- Corporation-wide: VND 440,870 million. Breakdown: Installation: VND 52,886 million; Equipment: VND 296,620 million; Consulting and Other Costs: VND 91,364 million.

- Parent Company - Corporation: VND 334,320 million. Breakdown: Installation: VND 26,539 million; Equipment: VND 263,231 million; Consulting and Other Costs: VND 44,550 million.

Regarding implementation, the General Meeting of Shareholders (GMS) assigns the Board of Directors (BOD) the responsibility for overseeing and enhancing the management of all operational aspects. Simultaneously, the GMS authorizes the BOD to proactively adjust the plan in accordance with the actual situation, market fluctuations, etc.

Regarding the salary plan and salary payments: The Board of Directors (BOD) is authorized by the General Meeting of Shareholders (GMS) to update the salary plan and payment for the Corporation's Management in accordance with government regulations and directives from competent authorities

3. Approval of 2021-2025 Production and Business Results

* **Revenue:** VND 58,117 billion / VND 40,755 billion (Board of Directors' Resolution), representing 142.6% of the 2021-2025 Term Resolution, and a 2.1-fold increase compared to the 2016-2020 period;

* **Profit:** VND 4,190.5 billion / VND 1,016 billion (Board of Directors' Resolution), representing 412.3% of the Term Plan, and a 4.97-fold increase compared to the 2016-2020 period.

* **Average Salary:** VND 14.88 million/employee/month.

No.	Indicator Name	Unit	Actual 2021	Actual 2022	Actual 2023	Actual 2024	Planned 2025	Accumulat ed
A	Value Indicators							
1	Consolidated Revenue	VND million	8.009.968	12.284.001	11.926.836	13.277.641	12.619.000	58.117.445
2	Pre-tax Profit	VND million	1.143.968	247.173	233.606	1.565.795	1.000.000	4.190.542
3	Average Labor Force	Person	4.618	5.091	5.081	5.015	5.335	5.028
4	Average Income	VND 1,000/person/month	14.319	13.882	14.205	16.457	15.517	14.888
B	Production Output Indicators							
1	25% Cu Copper Concentrate	tons	67.403	71.269	67.543	73.742	61.442	341.398
2	99.95% Cu Copper Cathode	tons	18.216	30.742	29.178	30.079	30.000	138.215
3	99.95%Zn Zinc Ingot	tons	12.500	12.500	11.660	9.159	8.152	53.971
4	Tin Ingot	tons	132,5	169,2	191,6	208,4	213,4	915,09
	Minerals and Metallurgical CB	tons	126,1	149,1	152,8	145,9	140,0	713,88
	TMC	tons	6,38	20,07	38,87	62,47	73,43	201,22
5	Iron Ore	tons	198.407	188.633	188.518	205.221	173.681	954.460
6	Steel Billet, Steel Profiles, etc.	tons	200.006	145.006	206.552	170.240	165.000	886.804
7	50% Pb Lead Concentrate	tons	4.877	6.019	4.900	3.907	3.752	23.455
8	Sulfuric Acid	tons	102.965	127.424	129.155	146.762	137.240	643.545
	Lao Cai Copper Smelter	tons	85.229	112.910	113.403	129.392	125.864	566.798
	TMC	tons	17.736	14.514	15.752	17.370	11.376	76.747
9	Gold	kg	666	1.114	962	845	806	4.393
10	Silver	kg	670	1.451	1.744	2.112,90	2.751	8.728

4. Approval of the Production and Business Plan for the 2026-2030 Period

4.1. Key Indicators:

- Consolidated Revenue of the entire Corporation: VND 68,815 billion, equivalent to 118.4% compared to the 2021-2025 period.
- Consolidated Profit of the entire Corporation: VND 3,626 billion, of which: Profit from minerals VND 3,522 billion; Other business VND 104 billion.
- Average Salary: VND 16.348 million/person/month

T T	Indicator	ĐVT	2026	2027	2028	2029	2030	Accumula ted
A	Value Indicators							
1	Consolidated Revenue	Mill ion d	13.492.000	13.597.000	13.855.000	13.914.000	13.957.000	68.815.000
2	Profit Before Tax	Mill ion	1.125.000	591.000	533.000	613.000	764.000	3.626.000

T T	Indicator	ĐVT	2026	2027	2028	2029	2030	Accumulated
		d						
B	Output Indicators							
I	Production							
1	Copper Concentrate 25% Cu	tons	77.557	78.630	79.010	79.597	78.996	393.790
2	Copper Cathode 99.95% Cu	tons	30.000	30.000	30.000	30.000	30.000	150.000
3	Zinc Ingot 99.95% Zn	tons	8.316	8.336	10.145	10.223	10.092	47.112
4	Tin Ingot	tons	208	208	231	230	231	1.108
5	Iron Ore	tons	329.966	395.746	380.619	380.274	380.760	1.867.365
6	Steel Billet, Section Steel,	tons	190.000	180.000	220.000	220.000	220.000	1.030.000
7	Lead Concentrate 50% Pb	tons	3.755	3.755	3.879	3.879	3.879	19.148
8	Sulfuric Acid	tons	132.618	132.174	135.227	134.931	135.227	670.178
9	Gold	kg	927	936	939	945	939	4.685
10	Silver	kg	1.654	1.641	1.636	1.628	1.636	8.196

4.2. The 2026-2030 Five-Year Plan is based on the following norms:

- Open-pit and underground mining: in accordance with TKV's guidelines, applying unit prices per stage as per Decision No. 1829/QĐ-TKV dated December 29, 2021.

- Mineral processing and metallurgy: applying the set of norms submitted by the Corporation to TKV for approval at the time of plan formulation (which has now been approved by TKV and the Board of Directors under Decision No. 112/QĐ-VIMICO dated February 10, 2025);

4.3. The General Meeting of Shareholders approved and authorized the Board of Directors to make adjustments in accordance with the Corporation's Technical and Economic Norms and actual market developments, as well as changes in State policies.

VIII. 2024 Consolidated Financial Statements; 2024 Parent Company Financial Statements; 2024 Parent Company Profit Distribution Plan; 2024 Salary Payment Results and 2025 Remuneration Plan

Mr. Nguyen Van Vien - Chief Accountant of the Corporation, presented Proposal No. 656/TTr-VIMICO dated 14/3/2025 on the approval of the 2024 audited Consolidated Financial Statements and Parent Company Financial Statements of Vimico, and the Parent Company Profit Distribution Plan; Proposal No. 652/TTr-VIMICO dated 14/3/2025 on the approval of the 2024 salary payment results and 2025 remuneration plan. The main contents are as follows:

I. Audited 2024 Consolidated and Parent Company Financial Statements

1. Parent Company

1.1. Balance Sheet

Unit: VND million

No.	Item	End of Period	Beginning of Year
I	Total Assets	7,491,194	7,401,505
1	Current Assets	3,818,990	2,850,295

2	Non-current Assets	3,672,204	4,551,210
II	Total Liabilities and Equity	7,491,194	7,401,505
1	Liabilities	3,986,598	5,037,546
2	Equity	3,504,597	2,363,960
	Of which: Charter Capital	2,000,000	2,000,000
	Undistributed After-Tax Profit	1,301,400	175,213

1.2. Business Results

Unit: VND million

No	Item	End of period	Beginning of year
1	Total Revenue	12,497,883	11,791,227
2	Pre-tax Profit	1,585,883	241,655
3	After-tax Profit	1,272,407	178,914

2. Corporation-wide Consolidation

2.1. Bảng Balance Sheet

Unit: VND million

NO	Item	End of period	Beginning of Year
I	Total Assets	9.613.760	9.394.454
1	Current Assets	4.569.690	3.507.642
2	Non - Current Assets	5.044.070	5.886.811
II	Total Liabilities and Equity	9.613.760	9.394.454
1	Liabilities	5.598.436	6.444.132
2	Equity	4.015.324	2.950.322
	Of which: Charter Capital	2.000.000	2.000.000
	Undistributed After-Tax Profit	1.367.336	244.177

2.2. Business Results

Unit: VND million

No	Item	End of Period	Beginning of Year
1	Total Revenue	13.312.713	11.933.417
2	Pre-tax Profit	1.565.795	271.441
3	After-tax Profit	1.224.015	189.543

(Audited Financial Statements Attached)

II. Profit Distribution Plan, Appropriation and Use of Funds; 2024 Dividend Payment Plan

The 2024 Annual General Meeting of Shareholders has approved the 2024 production and business plan, which includes a dividend payout ratio of $\geq 6\%$ for 2024 (Resolution No. 933/NQ-VIMICO dated April 23, 2024).

Based on the 2024 business performance results and after considering the opinions of TKV's shareholder as stated in document No. 2052/TKV-KSNB dated April 11, 2025, the 2024 profit distribution plan for the Parent Company of the Corporation is as follows:

Item	Description	Amount
1	Undistributed After-Tax Profit as of the end of 2023 (April 2024)	-
2	Increase/Decrease in 2023 After-Tax Profit per 2024 State Audit Office of Vietnam Findings (2023 Financial Statements Audit)	28.993.097.385
3	2024 After-Tax Profit	1.272.406.919.893
4	Total Undistributed After-Tax Profit (4=1+2+3)	1.301.400.017.278
5	Total Distributable After-Tax Profit (5=1+3)	1.301.400.017.278
6	Profit Distribution Plan	
6.1	Dividend Payment (15%) (6.1 = 2,000,000,000,000 x 15%)	300.000.000.000
6.2	Offset Prior Year Losses Beyond the Limit for Pre-Tax Profit Offset	-
6.3	Allocation to Funds	471.302.350.882
a	Development Investment Fund Allocation	390.000.000.000
b	Welfare Fund Allocation (1.5 months' actual salary)	80.622.100.882
c	Enterprise Management Bonus Fund Allocation (1 month's actual salary of management personnel)	680.250.000
7	Undistributed After-Tax Profit as of the end of 2024 (April 2025 AGM)	530.097.666.396

III. Results of Salary and Remuneration Payments to the Board of Directors, Supervisory Board, and Management of the Corporation in 2024, and the 2025 Plan

The results of salary and remuneration payments to the Board of Directors (BOD), Supervisory Board (SB), and management of the Corporation in 2024, along with the 2025 Plan, are outlined as follows:

1. 2024 Implementation

1.1. Salaries of Full-Time Corporation Managers

Unit: VND

No	Title	Number of people	2024 Planned	2024 Actual
1	General Director	01	612.000.000	734.400.000
2	Deputy General Director	05	2.754.000.000	2.891.700.000
3	Chief Accountant	01	510.000.000	612.000.000

	Total	07	3.876.000.000	4.238.100.000
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1.2. Salaries of Full-Time Board of Directors Members and Head of Supervisory Board

Unit: VND

No	Title	Number of People	2024 Planned	2024 Actual
1	BOD member	01	550.800.000	660.960.000
2	SB Head	01	571.200.000	685.440.000
	Total	02	1.122.000.000	1.346.400.000

1.3. Independent Board Member Allowance

Unit: VND

No	Title	Number of people	2024 Planned	2024 Actual	Note
1	Independent BOD member	01	324.000.000	324.000.000	
	Cộng	01	324.000.000	324.000.000	

Payment Method: VIMICO makes direct payments.

1.4. Remuneration for Non-standing Members of the Board of Directors and the Supervisory Board: Remuneration is calculated at 20% of each member's actual salary. (For Representatives of TKV, equivalent to 20% of the base salary).

Unit: VND

No	Title	Number of people	2024 planned	2024 Actual
1	Chairman of the Board of Directors	01	74.400.000	74.400.000
2	Board of Directors Member	02	129.600.000	129.600.000
3	Supervisory Board Member	02	129.600.000	129.600.000
	Total	05	333.600.000	333.600.000

Payment Method:

Transfer to TKV: For individuals appointed by TKV who receive salaries from TKV, VIMICO shall transfer the remuneration to TKV.

- Direct Payment by VIMICO: For individuals appointed by TKV who receive salaries directly from VIMICO, VIMICO shall make direct remuneration payments to them.

2. 2025 Plan

2.1. Salaries of Full-Time Corporation Managers

Unit: VND

No	Title	Number of People	Monthly Salary	Annual Salary
1	General Director	01	60.000.000	720.000.000
2	Deputy General Director	05	54.000.000	3.240.000.000
3	Chief Accountant	01	50.000.000	600.000.000
	Total	07		4.560.000.000

2.2. Salaries of Full-Time Board of Directors Members and Head of Supervisory Board

Unit: VND

No	Title	Number of People	Monthly Salary	Annual Salary
1	BOD member	01	54.000.000	648.000.000
2	SB Head	01	56.000.000	672.000.000
	Total	02		1.320.000.000

2.3. Remuneration of Non-standing Chairman of the Board of Directors, Board of Directors Members, and Supervisory Board Members: Provisionally Calculated at 20% of Base Salary.

Unit: VND

No	Title	Monthly Salary	Number of People	Percentage	Monthly Remuneration	Annual Remuneration
1	Chairman of the Board of Directors	31.000.000	01	20%	6.200.000	74.400.000
2	BOD member	27.000.000	02	20%	5.400.000	129.600.000
3	SB member	27.000.000	02	20%	5.400.000	129.600.000
	Total		05			333.600.000

The actual remuneration fund will be determined based on: The number of non-standing members of the Board of Directors and Supervisory Board at each point in the fiscal year; The actual working time of each member; The monthly remuneration rate stipulated by the Corporation, **with a maximum limit of 20% of the actual salary** received by full-time members.

2.4. Allowance for Independent Board of Directors Members: Paid at the Base Salary of Full-Time Board of Directors Members.

Unit: VND

No	Title	Number of people	Monthly Salary	Annual Salary
1	Independent BOD member	01	27.000.000	324.000.000
	Total	01		324.000.000

The allowance for Independent Board of Directors Members is paid in cash (TM) or via bank transfer (CK) between the 5th and 10th of each month and is accounted for as a business production cost of the Parent Company of the Corporation in 2024.

IX. Report on the Activities of the Board of Directors in 2024, Term 2020-2025, and Orientations for 2025, Term 2025-2030.

Mr. Nguyen Van Hai, Chairman of the Board of Directors of the Corporation, presented Report No. 658 /BC-VIMICO dated 14/3/2025 regarding the activities of the Board of Directors in 2024, Term 2020-2025, and orientations for 2025, Term 2025-2030 (The report is enclosed)

X. Election of the Board of Directors and the Supervisory Board

1. Approval of the Regulations on Nomination, Candidacy, and Election of the Board of Directors and the Supervisory Board

Mr. Nguyen Thanh Long - Head of the Vote Counting Committee presented the Draft Regulations on Nomination, Candidacy, and Election of members of the Board of Directors and the Supervisory Board of the Corporation for the term 2025-2030.

Mr. Nguyen Van Hai - Chairman presided over the voting to approve the Regulations on Nomination, Candidacy, and Election of the Board of Directors and the Supervisory Board.

- *Voting Method: Voting cards*
- *Voting Ratio:*

Total number of voting shares: 196,962,774 shares / 196,962,774 shares, reaching 100% of the total voting shares of the attending shareholders.

Total number of valid votes: 196,962,774 votes / 196,962,774 votes, reaching 100% of the total voting shares of the attending shareholders.

Total number of invalid votes: 0 vote / 196,962,774 votes, reaching 0% of the total voting shares of the attending shareholders.

Number of votes in favor: 196,962,774 votes / 196,962,774 votes, reaching 100% of the total voting shares of the attending shareholders.

Number of votes against: 0 votes / 196,962,774 votes, reaching 0% of the total voting shares of the attending shareholders.

Number of abstentions: 0 votes / 196,962,774 votes, reaching 0% of the total voting shares of the attending shareholders.

Result: 100% of the voting shares approved the Regulations on Nomination, Candidacy, and Election of the Board of Directors and the Supervisory Board.

2. Introduction of the Nomination and Candidacy List for the Board of Directors and the Supervisory Board

Mr. Nguyen Van Hai - Chairman announced the Decision on the appointment of personnel representing TKV to participate in the Board of Directors and the Supervisory Board of Vinacomin -Minerals Holding Corporation for the term 2025-2030 and nominated candidates for independent members of the Board of Directors for the term 2025-2030.

Mr. Nguyen Van Hai - Chairman requested other shareholders to nominate and propose candidates for the Board of Directors and the Supervisory Board according to their ownership ratio or share representation as stipulated in the Corporation's Charter and presided over the approval of the "Nomination and Candidacy List for the Board of Directors and the Supervisory Board" for the General Meeting to proceed with the election, including:

- Nomination and Candidacy List for the Board of Directors:
 - Mr. Nguyen Van Hai: an officer managing state capital under the TKV Capital Management Department; Chairman of the Board of Directors of Vinacomin - Minerals Holding Corporation, term 2020-2025;
 - Mr. Trinh Van Tue - Member of the Board of Directors of Vinacomin – Minerals Holding Corporation for the term 2020-2025; General Director of the Corporation;
 - Mr. Dang Duc Hung - Full-time Member of the Board of Directors of Vinacomin - Minerals Holding Corporation for the term 2020-2025;
 - Mr. Ngo Quoc Trung - Member of the Board of Directors of Vinacomin -Minerals Holding Corporation for the term 2020-2025; Deputy General Director of the Corporation;
 - Mr. Nguyen Van Thai - Independent Member of the Board of Directors of Vinacomin -Minerals Holding Corporation for the term 2020-2025;
- Nomination and Candidacy List for the Supervisory Board:
 - Mr. Luong Van Linh - Head of the Supervisory Board of Vinacomin -Minerals Holding Corporation for the term 2020-2025;
 - Mr. Pham Xuan Phong - Deputy Head of Internal Audit Department of Vietnam National Coal - Mineral Industries Holding Corporation; Member of the Supervisory Board of Vinacomin -Minerals Holding Corporation for the term 2020-2025;
 - Mr. Nguyen Nam Hung - Head of the Mechanical and Electrical Department of Vimico; Member of the Supervisory Board of Vimico for the term 2020-2025;

3. Election Guidance and Organization

- Mr. Nguyen Thanh Long - Head of the Vote Counting Committee provided guidance on the election procedures, and the members of the Vote counting Committee performed their duties according to the Election Regulations of the General Meeting that had just been approved.
- The General Meeting proceeded with the election of BOD and the SB for the term 2025-2030.

- The Vote Counting Committee distributed and collected Votes and proceeded with the vote counting.
- + Election of the BOD: Total Votes distributed: 17; Total Votes collected: 17.
- + Election of the SB: Total Votes distributed: 17; Total Votes collected: 17.

XI. Report of the Supervisory Board on the Appraisal of Financial Statements and Related Operational contents of Vimico for 2024; Report on the Activities of the Supervisory Board in 2024 and Summary of the 2020-2025 Term, Orientations for the 2025-2030 Term

Mr. Luong Van Linh, Head of the Supervisory Board of the Corporation, presented Report No. 657 /BC-VIMICO dated 14/3/2025 regarding the report of the Supervisory Board on the appraisal of financial statements and related operational matters of Vimico for 2024; Report on the activities of the Supervisory Board in 2024 and summary of the 2020-2025 term, orientations for the 2025-2030 term (The report is enclosed)

XII. Selection of an Auditing firm for the 2025 Financial Statement Audit

Mr. Luong Van Linh, Head of the Supervisory Board of the Corporation, presented Submission No. 655/TTr-VIMICO dated 14/3/2025 regarding the selection of an auditing firm for the 2025 financial statement audit, with the following key points:

1. Approval of the List of Auditing Firms (as a basis for selecting the auditing firm for the 2025 Financial Statements of the Corporation) authorized by the State Securities Commission to audit public interest entities in the securities sector for the year 2025, including:

- Ho Chi Minh City Branch of AISC Auditing and Informatic Services Co., Ltd.
- Vietnam Auditing and Evaluation Company Limited.
- International Auditing and Valuation Company Limited.
- BDO Audit Services Company Limited (BDO).

2. The General Meeting of Shareholders approves and authorizes the General Director of the Corporation to organize the selection of one Auditing Firm (from the above list) and sign the 2025 Financial Statement Audit contract of the Corporation, ensuring the following key principles:

- Organize the selection of an Auditing Firm with sufficient capacity and competitive audit fees;
- Audit the Financial Statements and issue audit reports for the Parent Company and its directly affiliated units for the 2025 fiscal year, including the semi-annual review report (from January 1, 2025, to June 30, 2025);

- Audit the Consolidated Financial Statements and issue audit reports for the Corporation for the 2025 fiscal year, including the semi-annual review report (from January 1, 2025, to June 30, 2025).

XIII. Approval of the 2025 Mineral Mining, beneficiation, and Processing Contract with TKV.

Mr. Trinh Van Tue, Member of the Board of Directors and General Director of the Corporation, presented Submission No.653/TTr-VIMICO dated 14/3/2025 regarding the approval of the 2025 Mineral Mining, beneficiation, and Processing Contract with TKV.

The General Meeting of Shareholders unanimously approved the 2025 Mineral Mining, beneficiation, and Processing Contract between Vinacomin – Minerals Holding Corporation (Vimico) and its shareholder, Vietnam National Coal - Mineral Industries Holding Corporation Limited (TKV), with the terms and conditions as outlined in the attached draft contract.

XIV. Discussion and Comments

Mr. Nguyen Van Hai announced the implementation of Law No. 56/2024/QH15 regarding public companies that are equitized state-owned enterprises and were listed or registered for trading before January 1, 2021. Accordingly, the Corporation will face certain obstacles when listing its shares.

XV. Report on Voting Results.

Mr. Nguyen Thanh Long, Head of the Vote counting Committee, presented the Voting Result Minutes (a summary of all voted items, attached). The results of the approved resolutions are:

*** Voting Results**

1. Election Results for Board of Directors Members

No	Full Name	Total Votes received
1	Nguyễn Văn Hải	197.438.173
2	Trịnh Văn Tuệ	196.838.673
3	Đặng Đức Hưng	196.838.673
4	Ngô Quốc Trung	196.838.673
5	Nguyễn Văn Thái	196.852.178

1. 2. Election Results for Supervisory Board's Members

No	Full Name	Total Votes received
1	Lương Văn Lĩnh	197.202.073
2	Phạm Xuân Phong	196.848.373
3	Nguyễn Nam Hưng	196.832.476

(Attached to the Vote Counting Minutes for the Election of Board of Directors and Supervisory Board Members for the 2025-2030 Term)

XVI. The newly elected Board of Directors and Supervisory Board Members for the 2025-2030 Term are presented to the General Meeting

XVII. Summary of contents approved by the Annual General Meeting of Shareholders (AGM)

No	Contents	Approval Rate
1	Approval of 2024 Production, Business, and Construction Investment Performance	100%
2	2025 Production, Business, and Construction Investment Plan of Vimico	100%
3	Approval of 2021-2025 Production and Business Performance	100%
4	Approval of 2026-2030 Production and Business Plan	100%
5	Consolidated Financial Statements; Parent Company Financial Statements - Corporation	100%
6	2024 Parent Company Profit Distribution Plan	100%
7	2024 Remuneration and Salary Payment for Management Personnel and 2025 Plan.	100%
8	Approval of the 2024 Board of Directors' Activity Report, 2020-2025 Term, and 2025 Orientations, 2025-2030 Term	100%
9	Approval of the Supervisory Board's Report on the Appraisal of 2024 Financial Statements and Related Business operations of Vimico; 2024 Supervisory Board Activity Report and Summary of 2020-2025 Term, Orientations for 2025-2030 Term	100%
10	Selection of Auditing Firm for the 2025 Financial Statements.	100%
11	2025 Mineral Mining, beneficiation, and Processing Contract with TKV	100%

XVIII. Approval of the Minutes and Resolutions of the Annual General Meeting of Shareholders (AGM)

Mr. Lai Tri Cuong, Member of the AGM Secretariat, presented the full Draft Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders of Vimico

1. Approval of the AGM Minutes:

Discussion on the AGM Minutes: None.

Mr. Nguyen Van Hai, Chairman, conducted the vote to approve the 2025 Annual General Meeting of Shareholders Minutes

** Voting Method: Voting card*

** Voting Ratio:*

- *Total number of voting shares: 196.962.774 shares / 196.962.774 shares, representing 100% of the total voting shares of the attending shareholders*

- *Total number of valid votes: 196.962.774 shares / 196.962.774 shares, representing 100% of the total voting shares of the attending shareholders.*

- *Total number of invalid votes 0 share / 196.962.774 shares, representing 0% of the total voting shares of the attending shareholders..*

- *Number of votes in favor: 196.962.774 shares / 196.962.774 shares, representing 100% of the total voting shares of the attending shareholders.*

- *Number of votes against: 0 shares / 196.962.774 shares, representing 0% of the total voting shares of the attending shareholders.*

- *Number of abstentions: 0 shares / 196.962.774 shares, representing 0% of the total voting shares of the attending shareholders.*

Result: 100% of the voting shares approved the "2025 Annual General Meeting of Shareholders Minutes.

2. Approval of the AGM Resolutions:

Discussion on the Assembly Resolutions: None..

Mr. Nguyen Van Hai, Chairman, presided over the vote to approve the 2025 Annual General Meeting of Shareholders Resolutions..

** Voting Method: Voting card*

** Voting Ratio:*

- *Total number of voting shares: 196.962.774 shares / 196.962.774 shares, representing 100% of the total voting shares of the attending shareholders*

- *Total number of valid votes: 196.962.774 shares / 196.962.774 shares, representing 100% of the total voting shares of the attending shareholders.*

- *Total number of invalid votes 0 shares / 196.962.774 shares, representing 0% of the total voting shares of the attending shareholders..*

- *Number of votes in favor: 196.962.774 shares / 196.962.774 shares, representing 100% of the total voting shares of the attending shareholders.*

- *Number of votes against: 0 shares / 196.962.774 shares, representing 0% of the total voting shares of the attending shareholders.*

- *Number of abstentions: 0 shares / 196.962.774 shares, representing 0% of the total voting shares of the attending shareholders.*

Result: 100% of the voting shares approved the "the Resolutions of the General Meeting of Shareholders"

XIX. Adjournment of the AGM

Mr. Nguyen Van Hai, Chairman, formally announced the completion of the 2025 Annual General Meeting of Shareholders of Vinacomin – Minerals Holding Corporation

The entirety of the Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders of Vinacomin - Minerals Corporation (Vimico) was adopted by the General Meeting of Shareholders through a voting process, with the absolute consensus of 100% of the voting shares present at the Meeting..

These minutes were recorded at 12:00 PM on April 22, 2025, immediately after the conclusion of the 2025 Annual General Meeting of Shareholders of Vimico's agenda.

These minutes are made in four copies, each with equal legal validity. One (1) copy is to be submitted to the State Securities Commission, and three (3) copies are to be kept at the head office of Vinacomin – Minerals Holding Corporation.

The 2025 Annual General Meeting of Shareholders concluded at 12:00 PM on April 22, 2025./.

**ON BEHALF OF THE SECRETARIAT
HEAD**



Nguyen Thi Phuong Thao

**ON BEHALF OF THE AGM PRESIDUM
CHAIRMAN**



Nguyen Van Hai

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THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 22, 2025

MINUTES ON THE VERIFICATION OF VOTING RESULTS
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN – MINERALS HOLDING CORPORATION

- *Based on the Law on Enterprises and relevant guiding documents;*
- *Pursuant to the Charter of organization and operation of Vinacomin - Minerals Holding Corporation (Vimico), amended and supplemented for the sixth time under Decision No. 380/QĐ-VIMICO dated May 3, 2024, of the Board of Directors of Vimico;*
- *Pursuant to the Regulations of the General Meeting of Shareholders of Vimico.*

Today, at 09:30 on April 22, 2025, at the Headquarters of Vimico, No. 193 Nguyen Huy Tuong, Thanh Xuan, Hanoi, the 2025 Annual General Meeting of Shareholders of Vimico elected the Vote Counting Committee with the following members:

- | | |
|--|--------|
| 1. Mr. Nguyen Thanh Long - Deputy Head of QTK Dep't: | Head |
| 2. Mr. Đỗ Hoàng Thái – Specialist, Electro-Mechanical Dep't: | member |
| 3. Ms. Vũ Thanh Hằng - Deputy Head of Administration and Organization Division of the Corporation's Trade Union: | Member |
| 4. Ms. Nguyễn Ngọc Diệp – Specialist of QTK Dep't: | Member |
| 5. Ms. Nguyen Thi Van Anh – Specialist of Accounting Dep't: | Member |

The Vote Counting Committee has conducted a review of the voting results regarding the agenda items approved at the General Meeting of Shareholders by the shareholders present and those duly represented by proxy at the 2025 Annual General Meeting of Shareholders of Vimico, with the following results:

AGENDA ITEMS APPROVED:

1. Approval of the General Meeting Agenda::

Result of the vote:

- * Voting method: Voting card
- * Voting ratio:
 - Total number of shares with voting rights: 196,939,674 shares / 196,939,674 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of valid votes: 196,939,674 shares / 196,939,674 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of invalid votes: 0
 - Number of votes in favor: 196,939,674 shares / 196,939,674 shares, representing 100%
 - Number of votes against: 0
 - Number of abstentions: 0

Therefore, the General Meeting Agenda was approved with the voting shares in favor reaching 100% of the total voting shares at the General Meeting of Shareholders



2. Approval of the Regulations of the General Meeting of Shareholders:

Result of the vote:

* Voting method: Voting card

* Voting ratio:

- Total number of shares with voting rights: 196,939,674 shares / 196,939,674 shares, representing 100% of the total voting shares of the attending shareholders
- Total number of valid votes: 196,939,674 shares / 196,939,674 shares, representing 100% of the total voting shares of the attending shareholders
- Total number of invalid votes: 0
- Number of votes in favor: 196,939,674 shares / 196,939,674 shares, representing 100%
- Number of votes against: 0
- Number of abstentions: 0

Therefore, the Regulations of the General Meeting of Shareholders were approved with the voting shares in favor reaching 100% of the total voting shares at the General Meeting of Shareholders

3. Approval of the Election Regulations for the BOD and SB

Result of the vote:

- Total number of shares with voting rights: 196,939,674 shares / 196,939,674 shares, representing 100% of the total voting shares of the attending shareholders
- Total number of valid votes: 196,939,674 shares / 196,939,674 shares, representing 100% of the total voting shares of the attending shareholders
- Total number of invalid votes: 0
- Number of votes in favor: 196,939,674 shares / 196,939,674 shares, representing 100%
- Number of votes against: 0
- Number of abstentions: 0

Therefore, the Election Regulations for the Board of Directors and the Supervisory Board were approved with the voting shares in favor reaching 100% of the total voting shares at the General Meeting of Shareholders.

4. Approval of the Nomination and Candidacy List for the Election of the Board of Directors and the Supervisory Board

Result of the vote

- Voting method: Ballot cards
- Voting ratio:
 - Total number of shares with voting rights: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders

- Total number of valid votes: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
- Total number of invalid votes: 0
- Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%
- Number of votes against: 0
- Number of abstentions: 0

Therefore, the Nomination and Candidacy List for the Election of BOD and the SB was approved with the voting shares in favor reaching 100% of the total voting shares at the General Meeting of Shareholders.

5. Approval of the Business and Investment Results for 2024

Result of the vote:

- Voting method: Vote cards
- Voting ratio:
 - Total number of shares with voting rights: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of valid Votes: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of invalid ballots: 0
 - Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%
 - Number of votes against: 0
 - Number of abstentions: 0

Therefore, the Business and Investment Results for 2024 were approved with the voting shares in favor reaching 100% of the total voting shares at the General Meeting of Shareholders

6. Approval of the Business and Investment Plan for 2025 of Vimico.

Result of the vote:

- Voting method: Vote cards
- Voting ratio:
 - Total number of shares with voting rights: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of valid Votes: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of invalid Votes: 0
 - Number of votes in favor: 196,962,474 shares / 196,962,474 shares, representing 100%
 - Number of votes against: 0
 - Number of abstentions: 0

Therefore, the Business and Investment Plan for 2025 of Vimico as approved with the voting shares in favor reaching 100% of the total voting shares at the General Meeting of Shareholders.

7. Approval of the Business Results for the period 2021 – 2025.

Result of the vote:

- Voting method: Vote cards
- Voting ratio:
 - Total number of shares with voting rights: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of valid Votes: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of invalid Votes: 0
 - Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%
 - Number of votes against: 0
 - Number of abstentions: 0

Therefore, the Business Results for the period 2021 – 2025 of Vimico were approved with the voting shares in favor reaching 100% of the total voting shares at the General Meeting of Shareholders

8. Approval of the Business Plan for the period 2026 – 2030.

Result of the vote:

- Voting method: Vote cards
- Voting ratio:
 - Total number of shares with voting rights: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of valid Votes: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of invalid Votes: 0
 - Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%
 - Number of votes against: 0
 - Number of abstentions: 0

Therefore, the Business Plan for the period 2026 – 2030 of Vimico was approved with the voting shares in favor reaching 100% of the total voting shares at the General Meeting of Shareholders

9. Approval of the Audited Financial Statements for 2024.

Result of the vote:

- Voting method: Vote cards
- Voting ratio:
 - Total number of shares with voting rights: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of valid ballots: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders
 - Total number of invalid ballots: 0
 - Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%
 - Number of votes against: 0
 - Number of abstentions: 0

Therefore, the Audited Financial Statements for 2024 of Vimico were approved with the voting shares in favor reaching 100% of the total voting shares at the General Meeting of Shareholders

10. Approval of the Profit Distribution Plan of Vimico

Result of the vote:

Voting Method: Voting Card

Voting Ratio:

- Total number of voting shares: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of valid Votes: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of invalid Votes: 0
- Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%.
- Number of votes against: 0
- Number of abstentions: 0

Thus, the Profit Distribution Plan of the Parent Company – Vinacomin Minerals Holding Corporation for 2024 was approved with a voting rate of 100% of the total voting shares of the shareholders present at the General Meeting of Shareholders

11. Approval of the Actual Salary and Remuneration of BDO and SB in 2024 and the Plan for 2025.

Kết quả biểu quyết:

Result of the vote:

- Voting method: Vote cards
- Voting ratio:
 - Total number of voting shares: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.
 - Total number of valid Votes: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.

- Total number of invalid votes: 0
- Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%.
- Number of votes against: 0
- Number of abstentions: 0

Thus, the actual salary and remuneration of the Board of Directors and the Supervisory Board in 2024 and the plan for 2025 were approved with a voting rate of 100% of the total voting shares of the shareholders present at the General Meeting of Shareholders

12. Approval of the Report on the Activities of the BOD in 2024, the Term of 2020 – 2025, and the Orientations and Tasks for 2025, the Term of 2025 - 2030.

Result of the vote:

* Voting Method: Voting card

* Voting Ratio:

- Total number of voting shares: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of valid Votes: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of invalid votes: 0
- Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%.
- Number of votes against: 0
- Number of abstentions: 0

Thus, the Report on the Activities of the Board of Directors in 2024, the Term of 2020 – 2025, and the Orientations and Tasks for 2025, the Term of 2025 – 2030 were approved with a voting rate of 100% of the total voting shares of the shareholders present at the General Meeting of Shareholders

13. Approval of the SB's Report on the Appraisal of the Financial Statements and Related Activities in 2024 of Vimico; SB Activity Report in 2024 and the Summary of the Term 2020 – 2025, and Orientations for the Term 2025 – 2030.

Result of the vote:

* Voting Method: Voting Card

* Voting Ratio:

- Total number of voting shares: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of valid votes: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of invalid votes: 0

- Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%.
- Number of votes against: 0
- Number of abstentions: 0

Thus, the Supervisory Board's Report on the Appraisal of the Financial Statements and Related Activities in 2024 of Vimico; the Supervisory Board's Activity Report in 2024 and the Summary of the Term 2020 – 2025, and Orientations for the Term 2025 – 2030 were approved with a voting rate of 100% of the total voting shares of the shareholders present at the General Meeting of Shareholder

14. Approval of the Selection of the Auditing Firm for the 2025 Financial Statements.

Result of the vote:

* Voting Method: Voting card

* Voting Ratio:

- Total number of voting shares: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of valid ballots: 196,962,774 shares / 196,962,774 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of invalid ballots: 0
- Number of votes in favor: 196,962,774 shares / 196,962,774 shares, representing 100%.
- Number of votes against: 0
- Number of abstentions: 0

Thus, the selection of the auditing firm for the 2025 Financial Statements was approved with a voting rate of 100% of the total voting shares of the shareholders present at the General Meeting of Shareholders.

15. Approval of the Mineral Exploration, beneficiation, and Processing Contract for 2025 with TKV (excluding TKV shareholders)

Result of the vote:

* Voting Method: Voting card

* Voting Ratio:

- Total number of voting shares: 844,874 shares / 844,874 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of valid ballots: 844,874 shares / 844,874 shares, representing 100% of the total voting shares of the attending shareholders.
- Total number of invalid ballots: 0
- Number of votes in favor: 844,874 shares / 844,874 shares, representing 100%.
- Number of votes against: 0
- Number of abstentions: 0

Thus, the Mineral Exploration, beneficiation, and Processing Contract for 2025 with TKV was approved with a voting rate of 100% of the total voting shares of the shareholders present at the General Meeting of Shareholder

SIGNATURES OF VOTING COUNTING COMMITTEE MEMBERS

1. Mr. Nguyễn Thanh Long - Head signed
2. Mr. Đỗ Hoàng Thái - Member signed
3. Ms. Nguyễn Thị Vân Anh - Member signed
4. Ms. Nguyễn Ngọc Diệp – Member signed
5. Ms. Vũ Thanh Hằng – Member signed

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 22, 2025

MINUTES OF THE VOTE COUNTING
ELECTION OF MEMBERS OF THE BOD, SB
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN – MINERALS HOLDING CORPORATION

Pursuant to the Enterprise Law;

Pursuant to the Charter of organization and operation of Vinacomin - Minerals Holding Corporation (Vimico), amended and supplemented for the sixth time under Decision No. 380/QĐ-VIMICO dated May 3, 2024, of the Board of Directors of Vimico;

Pursuant to the Regulations of the General Meeting of Shareholders of Vimico.

Today, at 09:30 on April 22, 2025, at the Headquarters of Vimico, No. 193 Nguyen Huy Tuong, Thanh Xuan, Hanoi, the 2025 Annual General Meeting of Shareholders of Vimico elected the Vote Counting Committee with the following members:

- | | |
|--|--------|
| 1. Mr. Nguyen Thanh Long - Deputy Head of QTK Dep't: | Head |
| 2. Mr. Đỗ Hoàng Thái – Specialist, Electro-Mechanical Dep't: | member |
| 3. Ms. Vũ Thanh Hằng - Deputy Head of Administration and Organization Division of the Corporation's Trade Union: | Member |
| 4. Ms. Nguyễn Ngọc Diệp – Specialist of QTK Dep't: | Member |
| 5. Ms. Nguyen Thi Van Anh – Specialist of Accounting Dep't: | Member |

The Vote Counting Committee conducted the vote count for the election of the Board of Directors and the Supervisory Board of Vimico for the term 2025-2030 of the shareholders present and represented by proxy at the 2025 Annual General Meeting of Shareholders of Vimico with the following results:

- Total number of shares with voting rights: 200,000,000 shares
- Total number of shares with voting rights participating in the Meeting: 196,961,274 shares

I. Election of Members of the Board of Directors

1. The list of nominated and proposed candidates for members of the Board of Directors of Vimico for the term 2025-2030 is as follows:

- Mr. Nguyen Van Hai
- Mr. Trinh Van Tue
- Mr. Ngo Quoc Trung
- Mr. Dang Duc Hung
- Mr. Nguyen Van Thai

2. The voting results are as follows:

- Number of Votes distributed: 17 votes

- Number of votes collected: 17 votes
- Number of valid votes: 17 votes
- Number of invalid votes: 0 votes

3. Vote counting results:

The specific vote counting results are as follows:

No	Full name	Number of Votes	Percentage %
1	Nguyễn Văn Hải	197.438.173	20,08
2	Trịnh Văn Tuệ	196.838.673	19,98
3	Ngô Quốc Trung	196.838.673	19,98
4	Đặng Đức Hưng	196.838.673	19,98
5	Nguyễn Văn Thái	196.852.178	19,98

Based on the vote counting results and the number of members to be elected approved by the General Meeting, the following individuals have been elected as members of the Board of Directors of Vimico for the term 2025-2030 (ranked in descending order of votes received, percentage % compared to the total number of votes):

No	Full Name	Number of Votes	Percentage %
1	Nguyễn Văn Hải	197.438.173	20,08
2	Nguyễn Văn Thái	196.852.178	19,98
3	Trịnh Văn Tuệ	196.838.673	19,98
4	Ngô Quốc Trung	196.838.673	19,98
5	Đặng Đức Hưng	196.838.673	19,98

II. Election of Members of the Supervisory Board

1. The list of nominated and proposed candidates for members of the Supervisory Board of Vimico for the term 2025-2030 is as follows:

- Ông Lương Văn Lĩnh
- Ông Phạm Xuân Phong
- Ông Nguyễn Nam Hưng

2. The voting results are as follows::

- Number of Votes distributed: 17 votes

- Number of votes collected: 17 votes
- Number of valid votes: 17 votes
- Number of invalid votes: 0 votes

3. Vote counting results:

The specific vote counting results are as follows:

No	Full Name	Number of Votes	Percentage %
1	Lương Văn Lĩnh	197.202.073	33,37
2	Phạm Xuân Phong	196.848.373	33,32
3	Nguyễn Nam Hưng	196.832.476	33,31

Based on the vote counting results and the number of members to be elected approved by the General Meeting, the following individuals have been elected as members of the Supervisory Board of Vimico for the term 2025-2030 (ranked in descending order of votes received, percentage % compared to the total number of votes)

No	Full name	Number of Votes	Percentage %
1	Lương Văn Lĩnh	197.202.073	33,37
2	Phạm Xuân Phong	196.848.373	33,32
3	Nguyễn Nam Hưng	196.832.476	33,31

This record was made in 03 copies and approved by the General Meeting at 11:30 on April 22, 2025..

**ON BEHALF OF THE
PRESIDIUM**

(Signature and full name)

signed

**ON BEHALF OF THE VOTE
COUNTING COMMITTEE**

*(Signature and full name of the
Head of the Committee)*

signed

Nguyễn Thanh Long

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 22, 2025

MINUTES OF SHAREHOLDER ELIGIBILITY VERIFICATION
2025 Annual General Meeting of Shareholders
Vinacomin - Minerals Holding Corporation

Pursuant to the Enterprise Law No. 59/2020/QH14;

Pursuant to the Charter of Organization and Operation of Vinacomin - Minerals Holding Corporation, revised and supplemented for the sixth time, issued under Decision No. 380/QD-VIMICO dated May 3, 2024, of the Board of Directors of Vinacomin - Minerals Holding Corporation (Vimico).

Today, at 08:00 AM on April 22, 2025, at the Headquarters of Vinacomin - Minerals Holding Corporation, located at 193 Nguyen Huy Tuong Street, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi, the Shareholder Eligibility Verification Committee of the 2025 Annual General Meeting of Shareholders of Vinacomin - Minerals Holding Corporation (the Corporation) (according to Decision No. 288/QD-VIMICO dated March 27, 2025), comprising:

1. Ms. Nguyen Thi Thanh Loan – Head of HR Dep't of Vimico: Chairwoman
2. Ms. Ngo Thi Thu Thuy - Deputy Head of Mechanical and Electrical Dep't: Member
3. Ms. Dang Thi Thu Hien – Deputy Head of HR Dep't : Member
4. Ms. Le Ha My – Deputy Chief of Administration Office: Member
5. Ms. Ha Thi Mai Chi - Specialist of Finance and Accounting Dep't: Member

Conducted the verification of shareholder eligibility to attend the 2025 Annual General Meeting of Shareholders of Vinacomin-Minerals Holding Corporation:

* As of 5:00 PM on March 13, 2025, according to the confirmation from the Vietnam Securities Depository and Clearing Corporation (VSDC):

Total number of shareholders of TKV Minerals Holding Corporation - JSC: 2,256 shareholders, including 07 organizations and 2,248 domestic individuals; 01 foreign individual.

- Total number of voting shares of Vinacomin - Minerals Holding Corporation: 200,000,000 shares.

- Total number of shareholders invited to attend the Meeting: 2,256 shareholders holding 200,000,000 shares (equivalent to 100% of the total voting shares).

* Shareholders and authorized representatives eligible to attend the Meeting:

- As of 08:00 AM on April 22, 2025, the commencement time of the 2025 Annual General Meeting of Shareholders: The number of attending delegates who are shareholders and authorized representatives with valid credentials is 14, holding and representing 196,881,674 shares, accounting for 98.44% of the total voting shares of Vinacomin-Minerals Holding Corporation.

- At 09:05 AM on April 22, 2025: An additional 06 individual shareholders, holding and representing shares under valid authorization, registered to attend the Meeting,

representing 80,800 shares, accounting for 0.040% of the total voting shares of Vinacomin-Minerals Holding Corporation.

- At 10:05 AM on April 22, 2025: An additional 01 individual shareholder, holding and representing shares under valid authorization, registered to attend the Meeting, representing 300 shares, accounting for 0.0001% of the total voting shares of Vinacomin - Minerals Holding Corporation.

Thus, from 10:05 AM until the conclusion of the Meeting: The number of delegates who are shareholders and authorized representatives eligible to attend the AGM is 21, holding and representing 196,962,774 shares, accounting for 98.4813% of the total voting shares of Vinacomin- Minerals Holding Corporation.

Pursuant to the provisions of the 2020 Enterprise Law and the Charter of Organization and Operation of Vinacomin - Minerals Holding Corporation, the 2025 Annual General Meeting of Shareholders of Vinacomin-Minerals Holding Corporation is legal, valid, and fully qualified to proceed. The list of shareholders attending the AGM is attached to these Minutes.

These Minutes were recorded at 08:05 AM and supplemented at 09:05 AM and 10:05 AM on April 22, 2025./.

**ON BEHALF OF THE SHAREHOLDER ELIGIBILITY
VERIFICATION COMMITTEE
CHAIRPERSON**

signed

Nguyen Thi Thanh Loan

