

No.: 815 /TB - TMC

Thai Nguyen, March 31 ,2025

ANNOUNCEMENT
The 2025 Annual General Meeting of Shareholders

To: Shareholders

Pursuant to the Charter on organization and operation of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company issued together with Decision No. 3133/QĐ - TMC dated September 20, 2022, of the Company's Board of Directors;

Pursuant to Resolution No. 23/NQ-HĐQT dated March 14, 2025, of the Board of Directors of Vimico - Thai Nguyen Non - -Ferrous Metal Joint Stock Company on the Plan to organize the 2025 Annual General Meeting of Shareholders;

The Board of Directors of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company respectfully informs shareholders about the organization of the Company's 2025 Annual General Meeting of Shareholders as follows:

1. Time: *From 8:00 a.m., Friday, April 25, 2025.*

2. Location: Hall No. 1, Office of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company.

Address: Residential group 3, Phu Xa ward, Thai Nguyen city).

3. Participants

- As a shareholder of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company whose name is on the list of shareholders as of March 19, 2025, confirmed by Vietnam Securities Depository and Clearing Corporation (VSDC) or a legally authorized person to attend.

- Member of the Board of Directors, member of the Board of Supervisors;

- The Board of Management, Chief Accountant;

- Directors of units, Heads of functional departments, Company Secretary.

4. Meeting Agenda, documents for the General Meeting of Shareholders

The documents of the General Meeting of Shareholders are published by the Company at the website <http://kimloaimau.com.vn>. The documents of the General Meeting of Shareholders will be updated and amended (if any) at the above link until the end of the 2025 Annual General Meeting of Shareholders.

5. Confirmation of Attendance

To facilitate the successful organization of the General Meeting, shareholders are requested to send a confirmation of attendance or authorization to attend (according to the attached form) to the Organizing Committee of the General Meeting of Shareholders via postal mail, fax, email before 16:00 on **April 23, 2025**, to the following address:

- Office, Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company.
- Address: Residential group 3, Phu Xa ward, Thai Nguyen city.
- Phone: 0208.3847229.

- Direct contact person: Ms. Dam Thi Yen Ly - Company Secretary.

Phone number: 0975.081.469.

Email: thukycongytmc@gmail.com

Shareholders are kindly requested to attend on time. When attending the Meeting, shareholders or their legally authorized representatives must present the following documents:

- a) Identity card or citizen identification card or passport;
- b) Registration form for attending/authorizing to attend the 2025 Annual General Meeting of Shareholders (original in case it has been sent via email);

This notice serves as the Invitation Letter.

The Board of Directors of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company respectfully announces./.

Recipient:

- SSC, HNX, VSDC (Reporting - Information Disclosure);
- Vinacomin - Minerals Holding Corporation;
- Members of the Board of Directors, Board of Supervisors;
- Company Shareholders;
- Filed: Office, Company Secretary.

**ON BEHAFT OF BOARD OF DIRECTOR
CHAIRMAN**



Ly Xuan Tuyen



....., 2025

REGISTRATION/ AUTHORIZATION LETTER
Annual General Meeting of Shareholders 2025
Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company

To: Board of Directors of the Company

1. Shareholder information:

Shareholders:

Address:

ID card number:

Date of issuePlace of issue.....

Phone:Fax:Email:

Number of shares owned:

Pursuant to Notice No./TB-TMC dated/..... /2025 issued by the Board of Directors regarding the 2025 Annual General Meeting of Shareholders, I confirm my attendance at the 2025 Annual General Meeting of Shareholders of the Company (held on April 25, 2025) as follows:

Attend in person:

Authorization to attend:

SHAREHOLDERS

(Signature with the full name; stamped if institutional shareholder)

2. Authorization to attend:

Authorized person:

Address:

ID card number:

Date of issuePlace of issue.....

Phone:Fax:Email:

The authorizing person is fully responsible for this authorization and commits to strictly comply with current legal regulations and the Company's charter.

Best regards!

AUTHORIZED PERSON

(Signature with the full name; stamped if institutional shareholder)

AUTHORIZING PERSON

(Signature with the full name; stamped if institutional shareholder)

Note: Shareholders who are employees of the Company, can submit the Attendance Confirmation/Authorization Letter to their work unit before April 22, 2025. The unit is responsible for sending it to the Company Office before 4:00 p.m. on April 23, 2025.



AGENDA
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company

Time: 8:00 a.m., Friday, April 25, 2025

Location: Location: Hall No. 1, Office of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company.

Address: Residential Group 3, Phu Xa Ward, Thai Nguyen City, Thai Nguyen Province.

No.	Time	Content	Perform	Form vote
1	From 8:30 a.m. to 11:30 a.m.	- Reception of Delegates and Shareholders - Check shareholder information	Organizing Committee Voter Eligibility Examination Committee	
2		- Salute the flag - Report on the results of checking information of shareholders attending the General Meeting	Organizing Committee Voter Eligibility Examination Committee	
3		- Delegate introduction - Invite the Chairman of the Board of Directors to be the Chairman	Organizing Committee	
4		- Opening of the General Meeting	Chairman of the General Meeting	Voting card
		- Introduction and approval of the Secretariat - Introduce and approval of the Vote Counting Committee		
		- Approval of the Agenda of the General Meeting		
5		- Presentation of the Regulations on the Organization of the General Meeting	Organizing Committee	Voting card
6		- Approval of the Regulations on the Organization of the General Meeting	Chairman of the General Meeting	Voting card
7	- Proposal to approve the audited financial statements for 2024;	Chairman of the General Meeting	Voting card	
8	- Proposal for the Distribution of 2024 Profits	Chairman of the General Meeting	Voting card	

No.	Time	Content	Perform	Form vote
9		- Proposal for the Payment of Remuneration to the Board of Directors and Board of Supervisors for 2024. Implementation Plan for 2025	Chairman of the General Meeting	Voting card
10		- Report on the business production results of 2024	Chairman of the General Meeting	Voting card
11		- Approval of the Business and Production Plan for 2025	Chairman of the General Meeting	Voting card
12		- Approval of the Construction Investment Plan for 2025		
13		- Report of the Board of Directors on the Assessment of Management Status in 2024, and the Operational Plan for 2025	Chairman of the General Meeting	Voting card
14		- Report of the Board of Supervisors on Activities in 2024 and the Operational Direction for 2025	Head of the Board of Supervisors	Voting card
15		- Proposal for the Selection of the Auditing Firm for the 2025 Financial Statements		Voting card
16		- Discussion of the Report and Proposal Contents (No. 10-12)	Chairman of the General Meeting	
17		- Break.		
18		- Ballot Counting Minutes for the Items Presented at the General Meeting	Vote Counting Committee	
19		- Presentation and Approval of the Minutes and Resolutions of the General Meeting	Secretary of the General Meeting Chairman of the General Meeting	Voting card
20		- Closing of the General Meeting	Chairman of the General Meeting	

ORGANIZING COMMITTEE OF THE GENERAL MEETING

**REGULATIONS ON THE ORGANIZATION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope of Application

1. This regulation applies to the organization and management of the Annual General Meeting of Shareholders in 2025 (hereinafter referred to as the "General Meeting") of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company.

2. This regulation specifically stipulates the rights and obligations of the parties participating in the General Meeting, the conditions and procedures for conducting the General Meeting, and the voting rules for approving issues within the authority of the General Meeting.

3. Shareholders and parties participating in the General Meeting are responsible for complying with the provisions outlined in this regulation.

Article 2. Objectives

1. Ensure the principles of openness and transparency.

2. Create favorable conditions for the organization and successful conduct of the General Meeting, in compliance with legal regulations and the Company's Charter.

**Chapter II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, CONDITIONS
FOR ATTENDEES OF THE GENERAL MEETING OF
SHAREHOLDERS**

Article 3. Conditions for Attending the General Meeting of Shareholders

They are shareholders or their authorized representatives with written authorization (in the Company's prescribed form) from one or more shareholders listed in the Company's shareholder register as of the record date, March 19, 2025, as confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC).



Article 4. Rights of Shareholders and Authorized Representatives When Attending the General Meeting of Shareholders

Shareholders may attend the General Meeting of Shareholders in one of the following forms:

1. Attending the General Meeting of Shareholders in person.

2. Authorizing another person to attend the General Meeting of Shareholders. In the case where the shareholder is an organization without an authorized representative, they may authorize another person to attend the General Meeting of Shareholders, and the authorized person does not necessarily have to be a shareholder.

In the case where the shareholder is an organization, it has the right to appoint one or more authorized representatives to exercise its shareholder rights in accordance with the law. If more than one authorized representative is appointed, the number of shares and voting rights of each representative must be clearly specified.

3. They shall be notified publicly by the Organizing Committee about the agenda of the General Meeting of Shareholders.

4. To speak, discuss, and vote on all matters in the agenda of the General Meeting of Shareholders within the authority as stipulated by the Enterprise Law and the Company's Charter.

5. At the General Meeting of Shareholders, each shareholder or authorized representative attending the meeting will receive a Voting Card (which includes the registration number, shareholder's full name, name of the authorized representative, and the number of shares with voting rights) after registering to attend the meeting with the Shareholder Information Verification Committee.

6. The voting value of the Voting Card corresponds to the proportion of the voting shares owned or represented by the individual according to the registration for attending the General Meeting, relative to the total number of voting shares of the attendees at the General Meeting of Shareholders.

7. Shareholders or authorized representatives who arrive after the meeting has commenced must register immediately and will then have the right to participate and vote at the General Meeting. The chairperson is not required to pause the meeting for latecomers to register. In this case, the validity of the votes already cast prior to their arrival will not be affected.

Article 5. Obligations of Shareholders or Authorized Representatives When Attending the General Meeting of Shareholders

1. Shareholders or authorized representatives attending the General Meeting must bring the following documents:

a) Identity card/ID card, or valid passport.

b) The authorization letter in the form attached to the Notice of the General Meeting of Shareholders. In the case of being authorized to attend the General Meeting of Shareholders: (i) if the shareholder is an individual, the authorization letter must be signed by the shareholder; (ii) if the shareholder is a legal entity/organization, the authorization letter must be stamped and signed by the legal representative of that legal entity/organization.

c) Shareholders are only officially allowed to attend and vote at the General Meeting of Shareholders after completing the registration procedures and verifying the validity of their shareholder status or authorized representative status with the Shareholder Information Verification Committee.

2. In the case where a shareholder has authorized another person but has not provided written notice of the cancellation of the authorization, the shareholder will not receive a Voting Card at the General Meeting if their authorized representative has already completed the procedure to receive the Voting Card.

3. The authorized representative attending the General Meeting is not allowed to further delegate the authorization to a third party.

4. During the General Meeting, shareholders/shareholder representatives must comply with the instructions and guidance of the Chairperson, respect the results of the meeting, behave in a civilized and polite manner, and not cause any disruption to the order of the meeting.

5. Shareholders and authorized representatives attending the General Meeting must strictly comply with this regulation. In case of violations, depending on the severity, the Chairperson will consider and take appropriate actions as prescribed in Article 19 of the Company's Charter.

6. If a shareholder leaves the meeting before the voting takes place and does not inform the Ballot Committee, the shareholder will be considered as having "Abstain" on all the issues to be voted on at the General Meeting. However, if the shareholder leaves the meeting before the voting but has notified the Ballot Committee, the shareholder will be considered as not participating in the voting at the General Meeting.

Article 6. Chairperson of the General Meeting

1. The Chairman of the Board of Directors is the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In the event that the Chairman of the Board of Directors is absent, the remaining members of the Board of Directors will elect one of them to serve as the Chairperson of the General Meeting.

2. The Chairperson of the General Meeting may invite one member of the Board of Directors or the Company's Executive Board to co-chair the meeting.

3. The Chairperson of the General Meeting is responsible for the following:

a) Presiding over and conducting the General Meeting of Shareholders;

b) Guiding the General Meeting in discussions and obtaining votes on the issues within the agenda of the meeting;

c) Presenting drafts and concluding necessary issues for the General Meeting to vote on;

d) Answering or designating a member of the Presidium to respond to issues raised by the General Meeting;

d) Working based on the principles of collectivity, focus, democracy, and conducting the General Meeting in a valid and serious manner, reflecting the desires of the majority of shareholders and their representatives attending the meeting.

4. The Chairperson of the General Meeting has the following rights:

a) To require all attendees to undergo checks or other security measures;

b) To request the competent authorities to maintain order during the meeting, expel individuals who do not comply with the Chairperson's authority, intentionally disrupt the order, obstruct the proceedings, or fail to comply with security check requirements from the General Meeting;

c) The Chairperson of the General Meeting has the right to adjourn the meeting, once the required number of registered attendees is met, to a later time as stipulated in Clause 8, Article 146 of the Enterprise Law 2020 and Clause 7, Article 19 of the Company's Charter.

Article 7. Duties and Powers of the Secretary of the General Meeting

1. The Secretary of the General Meeting consists of two members appointed by the Chairperson to assist in the meeting and must be approved by a vote of the General Meeting.

2. The Secretary of the General Meeting has the following duties:

a) To take accurate and complete minutes of the proceedings of the General Meeting.

b) To draft the conclusions and announcements of the Chairperson to be sent to shareholders upon request. To present to the General Meeting the meeting minutes and the draft resolutions of the General Meeting.

c) To receive registration forms for speeches and any complaints (if any) from shareholders.

Article 8. Duties and Powers of the Ballot Committee

1. The Ballot Committee consists of no more than 07 (seven) members, including 01 (one) Head of the Committee and the ballot members, who are approved by a vote of the General Meeting upon the Chairperson's proposal.

2. Duties and powers of the Ballot Committee include

a) Guide shareholders attending the General Meeting on how to use the voting cards. Conduct the checking and counting of the voting cards by type: approval, disapproval, and abstain immediately after the General Meeting votes.

b) Record the voting results of the shareholders and shareholder representatives on the issues put to a vote at the General Meeting.

c) Summarize and report the voting results on the issues of the General Meeting of Shareholders to the Chairperson.

d) Prepare the ballot counting minutes and announce the results of the vote to the General Meeting.

e) Hand over the ballot counting minutes to the Secretary of the General Meeting.

f) Perform other tasks as assigned.

Article 9. Duties and Powers of the Shareholder Information Verification Committee

1. The Shareholder Information Verification Committee consists of no more than 03 (three) members, including a Head of the Committee and members, to perform the following functions and duties:

a) Verify the information of shareholders or authorized representatives attending the meeting: Request shareholders attending the General Meeting and invited guests to present their Identity Card/ID card or Passport, and the Authorization Letter (for authorized representatives).

b) Distribute to shareholders or their authorized representatives attending the meeting: Voting card and other relevant documents related to the meeting.

c) Report to the General Meeting of Shareholders on the results of verifying shareholder information attending the General Meeting of Shareholders at the following times:

- Before the opening of the Meeting;

- Before each voting session of the Meeting if there is a change in the number of shareholders registered to attend the Meeting (when late-arriving shareholders register for attendance).

d) Perform other tasks as assigned by the Meeting Organizing Committee or the Chair of the Meeting.

2. In case an attendee does not fully meet the qualifications to attend the Meeting, the Shareholder Information Verification Committee has the right to deny their attendance, refuse to issue the voting card, ballot, and other relevant documents related to the Meeting.

Chapter III

PROGRAM AND WORKING CONTENT OF THE MEETING

Article 10. Conducting the Meeting

1. The General Meeting of Shareholders shall be conducted when the attending shareholders represent at least 65% of the total voting shares according to the shareholder list finalized on March 19, 2025, as confirmed by the Vietnam Securities Depository and Clearing Corporation. The Shareholder Information Verification Committee shall announce the number of attendees, the total number of voting shares represented by the shareholders, and the attendance ratio to ensure the Meeting can proceed in accordance with regulations.

2. In the event that the General Meeting of Shareholders does not meet the conditions to proceed as specified in Clause 1 of this Article, the convening of the subsequent General Meetings of Shareholders will be conducted in accordance with the provisions of Article 18 of the Company's Charter and the Law on Enterprises.

Article 11. Program and Working Content of the Meeting

1. The program and content of the meeting must be approved by the General Meeting of Shareholders at the opening session. The program must clearly specify the time allocated for each item on the meeting agenda.

2. The procedure for organizing the Meeting (See the attached meeting program)

3. In the event of any changes to the meeting agenda that has been sent with the invitation, the changes must be approved by the General Meeting of Shareholders.

Article 12. Discussion and Questioning at the Meeting

1. Based on the number of shareholders attending and the allowed duration of the Meeting, the Chair of the Meeting may choose the most appropriate method to conduct the meeting. Shareholders attending the Meeting may express their opinions for discussion or raise questions by raising their hands to request to speak and receiving the Chair's approval, or by filling out a question form and submitting it to the Meeting Secretary for forwarding to the Chair.

2. Shareholders should make brief statements, focusing on the key issues that need to be discussed, in line with the agenda of the General Meeting. The

Chairman of the Meeting has the right to request shareholders to concentrate on the main topics to save time and ensure the quality of the discussion.

3. The General Meeting agrees that the maximum speaking time for a shareholder should not exceed five (5) minutes. If this time limit is exceeded, the Chairman of the Meeting may request the shareholder to submit their questions or proposals in writing. The Chairman must acknowledge this, and the Board of Directors, within its authority, will respond in writing to the shareholder within five (5) working days from the receipt of the shareholder's proposal.

Article 13. Voting Rules at the General Meeting

1. Voting principle: All items on the agenda of the General Meeting must be approved through direct voting at the meeting.

2. Voting method: Shareholders vote on each item of the agenda by raising a voting card (the specific content of the voting card is outlined in the agenda of the meeting).

a) When voting on an item presented at the General Meeting, shareholders vote by raising their voting cards high;

b) For each item that requires voting, the Chairman will ask for opinions in the following order: in favor, against, and no opinion.

3. Conditions for approval

Decisions of the General Meeting will be approved when at least 65% of the total voting shares of shareholders with voting rights or their legally authorized representatives attending the meeting vote in favor.

Article 14. Voting Cards

1. The voting cards, stamped by the Company, are issued by the Shareholder Information Verification Committee to shareholders or their authorized representatives attending the meeting. The voting cards include a code, the full name of the shareholder or the authorized representative, and other technical details to facilitate accurate and convenient vote counting.

2. The voting value of the voting card is determined by the number of voting shares owned by the shareholder or represented by the authorized representative attending the Shareholders' General Meeting.

Article 15. Minutes of the General Meeting, Draft Resolutions of the Meeting

1. Minutes of the General Meeting

a) All items discussed at the General Meeting must be recorded in the minutes of the meeting by the Secretary. The Chairman and the Secretary of the Meeting are responsible for the accuracy and truthfulness of the minutes of the Shareholders' General Meeting.



b) The minutes of the meeting must be read and approved before the General Meeting is adjourned. The minutes of the Shareholders' General Meeting must be published on the Company's website within 24 hours and disclosed in accordance with the regulations.

2. Based on the minutes of the meeting, the report on the verification of shareholder information, the vote counting report from the Election Committee, and other documents recording the proceedings and results of the Shareholders' General Meeting must be kept at the Company's headquarters.

3. The minutes of the Shareholders' General Meeting serve as the basis for issuing the resolutions of the Shareholders' General Meeting.

Article 16. Resolutions of the Shareholders' General Meeting

Based on the minutes of the meeting and the vote counting report from the Election Committee, the Secretary of the Meeting will compile the results and incorporate them into the draft resolution. The resolution of the Shareholders' General Meeting must be communicated to shareholders with the right to attend the meeting within 15 days from the date the resolution is approved. If the Company has an electronic information platform, the resolution may be sent by posting it on the Company's electronic information platform

Chapter IV ENFORCEMENT PROVISIONS

Article 17. Enforcement Provisions

1. The Regulations on the Organization of the 2025 Annual General Meeting of Shareholders of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company consist of 04 chapters and 17 articles. These regulations take effect immediately after being approved by the General Meeting of Shareholders.

2. The Chairman is responsible for conducting the meeting in accordance with these regulations. Shareholders attending the meeting are responsible for complying with these regulations.

3. The General Meeting of Shareholders decides on the amendments and supplements to these regulations. /.

Recipients:

- 2025 Annual General Meeting of Shareholders;
- Shareholders;
- Save: Office

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



Ly Xuan Tuyen

VINACOMIN - MINERALS HOLDING
CORPORATION
VIMICO - THAI NGUYEN NON - FERROUS
METAL JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 876/TTr - TMC

Thai Nguyen, April 23rd, 2025

PROPOSAL

Regarding the approval of the financial statements for 2024

Respectfully submitted to: The 2025 Annual General Meeting of Shareholders

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company, as amended and supplemented for the fourth time, issued under Decision No. 3133/QĐ-TMC dated September 20, 2022, by the Company's Board of Directors;

Pursuant to the 2024 financial statements of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company, audited by CPA Vietnam Auditing Company Limited.

The Board of Directors submits to the General Meeting of Shareholders for approval of the financial statements for 2024 of the Company, which includes the following:

- Balance Sheet;
- Income Statement;
- Cash Flow Statement;
- Notes to the financial statements.

The audited financial statements for 2024 are published by the company at the website address <http://kimloaimau.com.vn>

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

Recipient:

- As above;
- Filed: Office, Accounting Department,
Company Secretariat.

ON BEHAFT OF BOARD OF
DIRECTORS
CHAIRMAN



Ly Xuan Tuyen

VINACOMIN - MINERALS HOLDING
CORPORATION
VIMICO - THAI NGUYEN NON - FERROUS
METAL JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, April 03, 2025

Number: 877/TTr - TMC

PROPOSAL
Profit Distribution for 2024

Respectfully submitted to: The 2025 Annual General Meeting of Shareholders

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company, as amended and supplemented for the fourth time, issued under Decision No. 3133/QĐ-TMC dated September 20, 2022, by the Board of Directors of the Company;

Pursuant to the audited 2024 Financial Statements of the Company by CPA Vietnam Auditing Company Limited;

The Board of Directors submits to the General Meeting of Shareholders for approval the 2024 profit distribution plan with the following specific details:

No.	Content	Unit	2024
1	Profit Before Tax for this year	VND	86 546 547 398
2	Corporate Income Tax Payable	VND	17 596 845 754
3	Profit After Tax for this Year (3=1-2)	VND	68 949 701 644
4	Profit After Tax of the Previous Year	VND	16 199 263 594
-	Profit After Tax of the Previous Year Transferred	VND	15 367 155 344
-	Profit After Tax Adjusted According to the Recommendations of the State Management Agency	VND	832 108 250
5	Retained Earnings (5=3+4)	VND	85 148 965 238
6	Dividend Payout Ratio this year (%)	VND	32,0
7	Profit After Tax for Cash Dividend Payment this Year	VND	57 600 000 000
8	Profit Allocated to Funds (8=5-7)	VND	14 671 253 406
8.1	Development Investment Fund	VND	0
8.2	Management Bonus Fund	VND	866 321 006
8.3	Bonus and Welfare Funds Allocation	VND	13 804 932 400
	- Bonus Fund	VND	7 104 810 000
	- Welfare fund	VND	6 700 122 400
9	Remaining Retained Earnings (9=5-7-8)	VND	12 877 711 832

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

Recipient:

- As above;
- Filed: Office, Accounting Department,

Company Secretariat.



**ON BEHAFT OF BOARD OF DIRECTORS
CHAIRMAN**



Ly Xuan Tuyen

STT	HỌ TÊN	QUỐC TỊCH	QUÂN QUẢN	CHỨC VỤ
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Thai Nguyen, April, 03 2025

No: 878 /TTr - TMC

PROPOSAL

**Implementation of Remuneration Payment for the Board of Directors and
Board of Supervisors in 2024
Remuneration Payment Plan for 2025**

Respectfully submitted to: The 2025 Annual General Meeting of
Shareholders

Pursuant to the Charter on the Organization and Operation of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company, amended and supplemented for the fourth time, issued together with Decision No. 3133/QĐ - TMC dated September 20, 2022, by the Board of Directors of the Company;

1. Implementation of the remuneration payment for the Board of Directors (BOD) and the Board of Supervisors (BOS) for the year 2024.

Pursuant to Resolution No. 52/NQ-AGM dated May 23, 2024, of the Annual General Meeting of Shareholders 2024 of the Company regarding the remuneration levels for the members of the Board of Directors (BOD) and the Board of Supervisors (BOS), the Company proposes to implement the remuneration payment for the year 2024 as follows:

No.	Position	Base Salary for Determination (VND million/month)	Quantity	Remuneration Rate	Remuneration Payment (VND million/month)	Number of Months	Implementation in 2025
1	Chairman of the Board of Directors	52,00	1	20%	10.400.000	12	124.800.000
2	Member of the Board of Directors	46,00	4	20%	9.200.000	12	441.600.000
3	Head of the Supervisory Board	46,00	1	20%	9.200.000	12	110.400.000
4	Member of the Supervisory Board	42,00	4	20%	8.400.000	12	403.200.000
	Total		10				1.080.000.000

In 2024, the company paid remuneration to the members of the Board of Directors (BOD) and the Supervisory Board (SB) in accordance with the resolution of the General Meeting of Shareholders, totaling 748.8 million VND. In 2025, the company will settle the remuneration for the BOD and SB for the year 2024, amounting to 331.2 million VND.

2. Plan for Remuneration Payment to the Board of Directors (BOD) and Board of Supervisors (BOS) for 2025

Based on the 2025 production and business plan, the Company submits to the Board of Directors for approval the remuneration levels for the Board of Directors (BOD) and the Board of Supervisors (BOS) for 2025, in accordance with the guidelines outlined in Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016, by the Ministry of Labor, Invalids, and Social Affairs (MoLISA), with specific positions as follows:

No	Position	Base Salary for Determination (VND million/month)	Quantity	Remuneration Rate	Remuneration Payment (VND million/month)	Number of Months	Implementation in 2025
1	Chairman of the Board of Directors	52,00	1	20%	10.400.000	12	124.800.000
2	Member of the Board of Directors	46,00	4	20%	9.200.000	12	441.600.000
3	Head of the Supervisory Board	46,00	1	20%	9.200.000	12	110.400.000
4	Member of the Supervisory Board	42,00	4	20%	8.400.000	12	403.200.000
	Total		10				1.080.000.000

(In words: One billion, eighty million VND)

We respectfully submit to the General Meeting of Shareholders for approval. / *[Signature]*

Recipient:

- As above;
- Filed: Office, Accounting Department, Company Secretariat.

ON BEHAFT OF BOARD OF DIRECTORS CHAIRMAN *[Signature]*



Ly Xuan Tuyen

VINACOMIN - MINERALS
HOLDING CORPORATION
VIMICO - THAI NGUYEN NON -
FERROUS METAL JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 879/BC-TMC

Thai Nguyen, April 03., 2025

REPORT
BUSINESS RESULTS IN 2024
IMPLEMENTING THE 2025 PRODUCTION AND BUSINESS PLAN

DIRECTOR



Tran Van Long

Thai Nguyen, April 2025

PART ONE BUSINESS RESULTS IN 2024

I. SITUATION CHARACTERISTICS

The Company's implementation of the 2024 production and business plan always receives timely attention and direction from the Company's Board of Directors, the Leaders of the Corporation, the Group and the Locality where the production unit is located. Management and operation solutions for production and business are built and adjusted flexibly, promptly, and in accordance with market fluctuations at each time to implement the production and business plan.

Non-ferrous metal prices are stable and moving in a favorable direction for the Company's basic products.

Besides the advantages, the Company also has to face many difficulties:

- The resource situation is increasingly difficult: Actual content has decreased significantly compared to geological documents; Exploitation according to the capacity specified in the Mining License has mostly reduced output, it is necessary to balance and adjust selective exploitation at construction sites with appropriate content to meet the Company's production;

- Product sales of copper concentrate alone did not meet plan.

- In particular, due to the severe impact of storm No. 3 (YAGI), production at the Company's mining units was disrupted. The Lang Hich Zinc-Lead Enterprise lost power and the construction site was flooded for a long time; the Bac Kan Non-ferrous Metals Branch had to stop production from the beginning of September to fix the problem.

However, by developing a detailed operating plan and implementing many timely and synchronous solution groups, in 2024 the Company basically completed the plan targets and achieved remarkable results.

II. RESULTS OF MAIN TARGETS IN 2024

1. Value indicators

- Mineral revenue reached 1,163.903 billion VND, equal to 134.75 % of the yearly plan;

- Budget contribution reached 154.21 billion VND, equal to 114.28 % of the yearly plan;

- Profit before tax reached VND 86,547 billion, equal to 260.02 % of the yearly plan;

- Total salary fund: 205 billion VND , equal to 107.89 % of the yearly plan;

- Average salary according to source 13.4 million VND/person/month equal to 111.74% of the yearly plan;

- Total value of Major Repair: 26,717 billion VND, equal to 101.45 % of the yearly plan;

- Value of construction investment implementation: 45,386 billion VND , equal to 63.7 % of the annual plan (disbursed value on financial statements 31.56 billion VND).

2. Products produced and consumed

2.1. Manufactured products

- Zinc ingots: 11,800 tons (of which self-produced 9,159 tons/9,143 tons, reaching 100.17% of the yearly plan; from hired processing 2,641 tons);

- Sulfuric acid: 17,370 tons/17,700 tons, reaching 98.1% of the yearly plan;

- Lead Sulfide concentrate: 3,474 tons/4,437 tons, reaching 78.3% of the yearly plan;

- Lead oxide concentrate 20% : 605 tons / 600 tons , reaching 100.83 % of the yearly plan ;

- Tin ore concentrate: 138.53 tons/208 tons, reaching 66.5% of the yearly plan (tin ingots 64 tons) ;

- Copper ore : 1,226 tons/ 941 tons, reaching 130 % of the year plan .

2. 2. Consumable products

- Zinc ingots: 9,158 tons/9,176 tons, reaching 99.8% of the yearly plan;

- Sulfuric acid: 15,026 tons/15,794 tons, reaching 95.1% of the yearly plan;

- Lead ore concentrate 50%Pb: 3,396 tons/4,437 tons, reaching 76.5% of the yearly plan;

- Tin 62 tons of bars / 101 tons , reaching 61.39 % of the yearly plan ;

- Copper ore concentrate 993 tons / 1,040 tons , reaching 95.48 % of the year plan .

III. EVALUATION OF PERFORMANCE OF MAIN WORK ASSETS

1. Operation of production and business activities

- In 2024, the entire Company has proactively and flexibly managed production, promptly, and appropriately to the fluctuations of each period . Production direction always considers the task of ensuring occupational safety and environmental protection as the top priority.

- The Company and its units closely follow the operational solutions set out in **Decision No. 26/QD-TMC dated January 3, 2024**, including 9 groups of solutions. In which, focus on implementing key solutions such as: Developing resources (Dien Market, Tay Nam Nui Phao, Cuc Duong...); Implementing the environmental improvement project at the Zinc Factory, recovering useful products in the tailings of zinc production; Stabilizing mineral selection technology, reducing mixing, reducing tailings' HL, improving actual revenue and product quality of mineral selection .

- Operating in terms of output to ensure compliance with the law according to the issued license. Especially at the end of the third quarter due to the heavy impact of the digital storm, Bac Kan Non-ferrous Metals Branch had to stop production to overcome the problem, the zinc factory was at risk of shortage of production

materials, the operating company increased the output of zinc oxide ore to increase the output of zinc powder by 62%; Strengthen the processing of zinc ingots for customers to ensure the continuous production of the Zinc Factory effectively.

- The application for environmental licenses for units has been basically completed on schedule. During the year, 3 environmental licenses were approved at Non-ferrous Metallurgy Plant II; Cuc Duong Mine; Lang Hich Selection Workshop, and the dossier for additional environmental licenses for Nui Phao Tin Mine of Dai Tu Tin Enterprise was completed .

- Enhance resource recovery: Research and experiment on technology and equipment for recovering Ag from hydrometallurgical mud in the process of producing metallic zinc from zinc concentrate have achieved some positive results.

2. Construction investment work

During the year, it has focused on completing the excavation of the basic construction of the investment project to expand and increase the capacity of Lang Hit lead-zinc mine; implementing investment projects to maintain production at the following units: Bac Kan Non-ferrous Metal Branch, Lang Hich Zinc Lead Enterprise. In particular, the Company focuses on implementing investment projects: Environmental improvement of Thai Nguyen Electrolytic Zinc Plant; Investing in renovating the fire protection system of Thai Nguyen Electrolytic Zinc Plant; Investing in an automatic wastewater monitoring system at Cho Dien zinc sorting plant; Investment in the construction of collective housing at Bac Kan Non-ferrous Metals Branch.

3. Resource development work

- *Project development for exploration, upgrading, and deep mine development until 2030 with a vision to 2040:*

+ *Project for exploration and upgrading of reserves within the boundary of Cho Dien Mine License No. 09/GP-BTNMT dated January 17, 2022:* In 2024, the entire project will be implemented at 2,555/2,555 mk, and the drilling results will find ore. 35/35 drill holes, 100% of the drilling project found ore, from the drilling results of the project, the expected upgrade of reserves from resource 333 to reserve level 122 is 382,152/ 329,692 tons of ore, equal to 116% of the project target.

+ *Project to explore and upgrade reserves of Nui Phao mine :* Implemented in 2024, reaching 2,925/3,525 mk, equal to 83% of the total project volume.

+ *Project to visit Cuc Duong zinc-lead mine:* The Company cooperates with the Consulting Unit to edit and complete the project according to the appraisal opinions of the Ministry of Natural Resources and Environment, the Vietnam Geological Survey. Currently, the Department of Minerals is synthesizing opinions to report to the Ministry of Natural Resources and Environment for approval of the project.

- *Drilling work for exploitation :* Drilling volume reached 11,162/11,500 mk, equal to 97.06% of the annual plan; clarifying the reserves of 140,055 tons of lead-zinc sulfur ore, 17,000 tons of copper-tin ore to serve exploitation in 2024 and the following years .

4. For basic technical management work

4.1. Mining work

Above Based on the licensed mine capacity and the proposed plan, the units have closely followed the operating solutions to implement right from the beginning of the year. Balance and adjust selective mining at construction sites with appropriate content to meet the production of the Company's smelting and selection workshops; proactively reduce the output of lead oxide ore mining (Cuc Duong mine), increase the mining of zinc oxide ore (Cho Dien mine) to increase the output of 60%Zn zinc powder to serve the production of zinc ingots when the Cho Dien selection workshop had to stop production in the fourth quarter .

During the year, the tunnel connecting Khuoi Khem 1 area to Khuoi Khem 2 area was effectively implemented , improving working conditions for workers and increasing mining productivity in 2024 and the following years.

4.2. Mineral selection work

- Implement solutions to rationalize the processing technology to clearly determine the appropriate and optimal grinding fineness for lead-zinc ore to process to stabilize the technology and reduce the contamination in the concentrate at Cho Dien processing plant, improving the actual revenue of Lang Hich processing plant. The results at Lang Hich processing plant have increased the actual zinc recovery from 85.12% in 2023 to 89.6% in 2024; reducing the zinc contamination in the lead concentrate at Cho Dien processing plant from 0.92% in 2023 to 0.82% in 2024.

- Focus on stabilizing Nui Phao processing technology such as: Adjusting the pH of the main processing stage and copper refining, exploiting and selecting to increase the content of raw ore for processing; installing 06 additional washing tables to increase productivity, maximize product recovery, increase actual revenue & installing batches after flotation to absorb iron in tin to reduce impurities before going down to the washing table to refine tin .

4.3 . Metallurgical work

- In 2024, the Company focused on implementing solutions to add level 2 air to the fluidized bed incinerator (running the fluidized bed incinerator at high temperature), reducing FeO in the incinerated sand and dust product to limit Fe ⁺² when separating, increasing the capacity and quality of incineration to meet stable production; continuing to implement a number of solutions to reduce HL in waste residue;

- Improve the quality of electrolytic solution, maintain the use of hydrogen peroxide to replace part of MnO₂ ; Filter and press the neutral solution before cleaning ; Solution of using lumpy manganese to replace manganese dioxide in the solution separation of the Zinc Factory.

- Completed the research topic on technology to recover Carbon and Zinc Oxide in waste slag of the 60%Zn zinc oxide powder smelting rotary kiln system at TKV's metallurgical workshops and implemented it into actual production at Non-ferrous Metallurgy Workshop II with high efficiency.

- Cooperated with the Technology Research Consulting Unit to carry out the project of recovering Ag from hydrometallurgical sludge to produce zinc ingots with many positive results.

4.4. Mechanical and electrical work

- Strengthen inspection and supervision of regular maintenance and periodic repair of equipment at units in the Company, especially controlling the quality of input repair materials.

- The value of major repairs to machinery and equipment in 2024 will be 24,790 billion VND, equal to 101.9% of the annual plan; The major repair of machinery and equipment has been carried out seriously, closely following the repair plan and quota, ensuring quality and progress. The equipment after repair works stably.

5. Safety and Environment

- The company always emphasizes that production must go hand in hand with ensuring safety and environmental protection. Strengthen regular inspections, follow-up audits, and specialized checks at member units. Review and inspect the natural disaster prevention and search and rescue plans at the units within the company to ensure effective and practical implementation.

- During the year, it actively worked with the authorities to obtain environmental licenses for units including: Environmental License for Nonferrous Metallurgy Workshop II; Cuc Duong Mine; Lang Hich Recruitment Workshop, completing the environmental license dossier to supplement Nui Phao Tin Mine.

6. Cost management, financial accounting

6.1. Cost management:

- In 2024, cost management has implemented the proposed solutions well. Cost management in units is strict, many cost scenarios are built when zinc metal prices are unstable to ensure stable production, monthly inspections, acceptance and evaluation are organized; material quality is guaranteed, timely supply of materials for production.

- Implementing effective cost-saving solutions, including typical solutions such as: Technical solution using recycled lead sheets and clumped MnO₂ manganese dioxide saving 6.7 billion VND, (using clumped MnO₂ manganese dioxide) saving 4 billion VND;

- Faced with unstable metal prices, the Company has been flexible in operations and cost savings, resulting in lower production costs and sales prices than planned. The savings value at the delivery price is 5.2 billion VND.

6.2. Financial and accounting work :

Total cash flow from sales in 2024 is expected to be 1,151.2 billion VND, in 2023 it is 965.8 billion VND (in 2024 an increase of 185.4 billion VND compared to 2023), creating favorable conditions for the Company's stable cash flow management for production.

- Arrange capital for production and business: Arrange enough capital to serve basic construction investment and production and business of the whole Company, arrange enough working capital for units, total working capital of the whole Company is 1,141.2 billion VND, of which Office Block is 819.9 billion VND, capital provided to units is 321.3 billion VND. For basic construction investment capital, total capital arranged in the year is 47.5 billion VND, of which long-term loan from BIDV is 18 billion VND, fixed asset depreciation source is 29.5 billion VND.

- Credit work: During the year, short-term and long-term loan limits were mobilized and used at a reasonable level. The total short-term loan amount in the year was 157.7 billion VND, the average monthly outstanding loan amount was 13.1 billion VND. In general, the Company's short-term loans were arranged with preferential interest rates and short debt repayment terms. The total long-term loan amount in the year was 18 billion VND. In 2024, the reduction in interest expenses compared to the plan was 665 million VND (the plan was 3,228 billion VND, the implementation was 2,563 billion VND).

- Financial ratio management: During the year, the Company's financial ratios were at a good level, including: Capital preservation ratio was 1.36 times. Short-term payment ratio was 0.91 times (regulation is above 0.5 times). Profit after tax/Equity investment capital was 27.72% (regulation is above bank deposit interest rate). The Company is rated by banks as having high financial creditworthiness.

7. Labor and salary work

- Beginning of period labor force 1,271 people, ending of period labor force 1,270 people, increased by 43 people & decreased by 45 people.

- Implement well the benefits for employees. The salary payment plan and reasonable incentive mechanism for employees are increasingly improved such as: Implementing the construction of a salary payment plan associated with work efficiency, associated with environmental safety work, prioritizing salaries for important positions that determine productivity and efficiency such as underground mining workers, metallurgical workers, and mineral selection workers. Although the Company's production and business faced many difficulties in 2024, the mining units in the fourth quarter were interrupted, the Company flexibly managed labor between mining units to ensure stable income for underground mining, metallurgical, and mineral selection workers.

IV. GENERAL ASSESSMENT

Although there are still many difficulties, with determination, rationality in management, and synchronous application of many economic and technical solutions, by the end of 2024, the entire Company has completed the planned targets, ensuring stable jobs and income, and effective production and business.

PART TWO GOALS, TASKS AND IMPLEMENTATION SOLUTIONS BUSINESS PLAN 2025

I. SITUATION FORECAST

Forecasts for 2024 are still full of difficulties and challenges due to the complicated developments in the world, regional and domestic economic situation ; the current high price of metals; increasing taxes and fees; the negative impact of increasingly deep mining conditions, poor in content; the slow progress of resource development and construction investment; especially difficulties in supplying raw materials for mineral processing and metallurgy plants...

Faced with that situation, the Company is required to have reasonable production management solutions, increase labor productivity, save production costs, strive to reduce product prices, improve efficiency, ensure jobs and income for workers.

II. BUSINESS PRODUCTION PLAN 2025

1. Main indicators

- Total revenue: VND 1,190.551 billion, equaling 102.29% compared to the implementation in 2024;
- Budget contribution: VND 137,678 billion, equaling 89.28% of the implementation in 2024;
- Profit before tax: VND 63,572 billion, equaling 73.45% compared to the implementation in 2024;
- Total product salary fund: 228.0 billion VND, equaling 111.22% compared to the implementation in 2024;
- Employees in the period were 1,321 people, equaling 103.65% compared to the implementation in 2024;
- Average salary: 14.38 VND/person/month, equal to 107.31% compared to the implementation in 2024;
- Total value of major repairs: 38.79 billion VND, equaling 145.19% compared to the implementation in 2024;
- Total value of construction investment: 78,600 billion VND;
- Expected cash dividend payout ratio in 2025: %.

2. Production and consumption indicators

No.	Product Name	Unit	Manufacture	Consume
1	Zinc ingot	ton	11,800	11,800
	<i>Zinc ingot production</i>	<i>Ton</i>	<i>8,500</i>	<i>8,500</i>
	<i>Zinc ingot processing</i>	<i>Ton</i>	<i>3,300</i>	<i>3,300</i>
2	Sulfuric acid	ton	19,000	17,649
3	Lead sulfide concentrate 50%	ton	3,549	3,549
4	Lead oxide concentrate 20%	ton	2,500	3.105

No.	Product Name	Unit	Manufacture	Consume
5	Silver ore	ton	370	300
6	Tin ingot	ton	73	75
7	Copper concentrate	ton	825	1,225

III. SOLUTIONS TO IMPLEMENT THE 2025 PLAN

1. For business production planning operations

- Flexible management of output to ensure compliance with legal regulations and achieve the highest economic efficiency; Production ensures environmental safety, resolutely not allowing serious occupational safety loss and environmental incidents of type I and II to occur.

- Search for markets, sign principle contracts with customers who have reliable sources of zinc ore to process zinc ingots, serving the Zinc Factory in continuous production immediately after major repairs, when the Company's raw material sources are not sufficient.

- Successfully convert full hydrometallurgy technology to semi-hydrometallurgy technology in the first quarter of 2025;

- Focus on working with the Ministry of Natural Resources and Environment to request permission not to auction the rights to exploit minerals at Dam Van mine....

2. Resource development work:

- Focus on resource development, implement projects to upgrade reserves of mines managed by the Company (priority given to Cho Dien mine and Nui Phao mine).

- Continue to implement drilling for exploitation, improve the reliability of geological documents and supplement mine reserves. The expected drilling volume for exploitation in 2025 is 12,000 mk, clarifying 160,000 tons of ore .

3. Solutions to implement and complete the construction investment plan

- From the first quarter of 2025, complete the adjustment and trial operation of the rotary kiln gas treatment system of the Thai Nguyen Electrolytic Zinc Plant Environmental Improvement Project; implement the investment in the silver selection line in hydrometallurgical mud and synchronize the conversion of metallurgical technology at the Thai Nguyen Electrolytic Zinc Plant ;

- Implement the investment project to renovate and reinforce the dam of the No. 1 tailings yard of Cho Dien processing plant and invest in the construction of the No. 3 tailings yard (phase 2) at Bac Kan Non-ferrous Metals Branch to ensure the production activities of the Cho Dien zinc-lead processing plant ;

- Implement additional investment in the tailings storage yard of Lang Hich Zinc-Lead Enterprise (dumping yard in Moc warehouse area) and carry out legal procedures on site clearance and investment preparation for the investment project to expand the tailings storage yard of Lang Hit processing workshop (Sa Lung

disposal yard) - Lang Hich Zinc-Lead Enterprise to ensure the production activities of Lang Hich zinc-lead processing workshop.

4. For basic technical management work

Mining work

- Propose to continue searching for resources in major mining areas with remaining reserves such as Binh Chai area, Bac Lung Hoai area, Bo Luong, Nam Man, Deo An to supplement resources, expand mining sites to ensure mobilized resources for exploitation in 2025 and the following years.

- Surveying areas with potential resources from Metis to Ba mine, connecting areas from Ba mine - Bac Ba mine - Bac Lau. Balancing production sites during the rainy season to ensure output and achieve economic efficiency.

- Continue solutions to strengthen the management of loss coefficients, ore impoverishment coefficients, and ores to improve the efficiency of tunneling and mining.

4.2. For mineral selection work

- Focus on stabilizing ore selection technology at all 04 selection workshops: Continue to propose technical solutions, technology, new chemicals, and sinking agents (such as Dextrin, liquid glass, ZnSO₄ ...), combined with adjusting the environmental pH to reduce the buoyancy of zinc at the lead selection stage and lead contamination in zinc ore, and reduce the zinc content of tailings;

- Promote the effectiveness of automatic sampling machines in sampling tailings and raw ore input content to ensure representativeness at the processing plants.

- Continue to implement solutions to control the fineness of grinding raw materials into the selection, complete the operation of the cyclone system at Cho Dien selection workshop; Stabilize cell selection technology equipment at Hich selection workshop.

- Continue to supplement Na₂SO₃ and H₂O₂ to reduce the content of arsenic and bismuth in copper ore concentrate and tin concentrate. Reduce impurities to improve the processing efficiency of tin ingots.

4.3. For metallurgical work

- Continue to maintain stable technology and equipment to ensure the planned zinc ingot output, zinc ingot quality reaches $\geq 99.99\%$, actual zinc recovery $\geq 92\%$;

- Maintaining the Mn content in the electrolyte solution down to $<10\text{g/l}$ is a very important goal to improve the efficiency of separation, cleaning and electrolysis to stabilize production;

- Implementing the project of separating silver from hydrometallurgical sludge of Thai Nguyen Electrolytic Zinc Plant (based on initial experiments that have shown positive results, silver concentrate content reaching $\geq 2000\text{ g/t}$, actual yield 55%). Operating the rotary kiln system to treat the residue according to technological requirements to ensure efficiency;

4.4. For M&E work, major repairs

- Strengthen inspection, maintenance, and repair work, closely monitor the consumption of raw materials, spare parts, and supplies (collect old parts for new ones). Strengthen the recovery of old parts, mechanical processing and recovery of used materials, evaluate the quality of materials and reuse them to reduce costs.

- Promulgate the plan and schedule for the implementation of Major Repair of Machinery and Equipment in 2024 on the basis of thrift, on the right cycle, guaranteed repair quality, stable production of each equipment, at the end of the month to review the progress and evaluate the quality of implementation.

5. For safety work

- Complete regulations and guidelines on occupational safety and health; Organize a conference to review and summarize occupational safety and health work in 2024 and develop tasks for 2025. Advise the Company's leaders to sign a joint resolution on occupational safety and health work between the Director, Trade Union, and Youth Union with *the goal of " No serious occupational accidents and environmental incidents of type I and II" in 2025.*

- Complete environmental protection works at production units throughout the Company to ensure compliance with technical requirements prescribed in Decree 36/2020/ND-CP and Decree 04/2022/ND-CP (amending and supplementing a number of articles of Decree 36). Complete environmental licensing at units to ensure stable production in accordance with legal regulations;

- Develop and implement a plan for monitoring and controlling environmental pollution, based on measurement results to evaluate and adjust technology accordingly. Continue to maintain the stability of the wastewater treatment system and the gas treatment system of the acid production furnace at Thai Nguyen Electrolytic Zinc Factory, improve the quality of wastewater and exhaust gas to meet discharge regulations.

6. For economic management

6.1. Financial and accounting work:

- Arrange sufficient capital for production and business activities and investment throughout the Company. Work with credit institutions to increase the short-term loan limit for 2025;

- Continue to maintain a centralized cash flow management method throughout the Company to maximize financial resources.

- Arrange preferential loans at Thai Nguyen Provincial Environmental Fund to finance the environmental improvement project of Thai Nguyen Electrolytic Zinc Factory.

6.2. Cost management:

Deploy production cost plan from the beginning of the year (in January 2025). Manage costs according to plan, be flexible in management when production is unstable, production structure changes (input materials for production change), minimize arising from the Company to units. Material management ensures inventory ratio < 6%.

6.3. Sales and material supply:

- Conduct procurement through competitive bidding, prioritizing product quality . Stabilize the quality of materials that are important to technology.
- Regularly grasp and closely follow to develop consumer markets, ensuring consumption without inventory.

7. Labor, salary, human resource development

7.1. Labor management : Arrange and organize labor reasonably to ensure increased labor productivity and increase the Company's production and business efficiency. Mobilize and arrange labor flexibly between units, balance labor to supplement in a timely manner to ensure stable production throughout the Company.

7.2. Salary work: Continue to develop a salary payment plan linked to work volume, efficiency, and productivity, prioritizing salaries for important positions that determine productivity, work efficiency, and business performance of the unit, such as mine workers, metallurgical workers, high-level workers, and managers with professional qualifications and effective work-solving skills.

7.3. Taking care of human resource development: Recruit high-quality workers, continue to improve the structure and quality of miners, and gradually develop human resources comprehensively. Develop recruitment and training plans to meet the labor needs of the Company. Prioritize training and focused development for training programs for titles and key topics.

8. Mechanization, application of scientific and technical advances in production .

- Promote mechanization and apply scientific and technological advances in production.
- Effectively deploy mine mechanization solutions such as: Hydraulic drills in the mine (replacing hand-held hammer drills YT 24, 27), excavators in the mine (replacing manual digging), mine transportation using electric trains, and well transportation using 5-ton winches.

9. Other aspects of work

- Pay attention to inspection, protection, security and order, protection of assets, materials, and mine boundaries .
- Actively participate in cultural, artistic, physical training and sports movements, and social security. Harmoniously develop the interests of enterprises, participate in contributing to the locality where the unit is located.
- Consolidate and do better the emulation movement, promote production, improve labor productivity, lower product costs, improve production and business efficiency and income for employees.

PART THREE CONCLUDE

In 2024 , the implementation of the Company's production and business plan encountered many difficulties; especially due to the severe impact of storm No. 3, which disrupted production at the Company's mining units; the Bac Kan Non-ferrous Metals Branch had to stop production from the beginning of September to fix the

problem, the Zinc Factory was at risk of lacking raw materials and had to stop production, but with the efforts of the staff, the flexible and drastic application in direction and operation, The company has achieved remarkable results , investing in a rotary kiln gas project to convert full hydrometallurgy technology to semi-hydrometallurgy to treat zinc hydrometallurgical sludge (hazardous waste) generated in the zinc production process, the topic of recovering Ag from hydrometallurgical sludge to produce zinc ingots has many positive results ...) profitable production, ensuring capital maintenance, workers have jobs and stable income. The Company's Board of Directors would like to sincerely thank the attention of local authorities at all levels, the trust of shareholders and partners who have stood side by side with the Company over the past time; the dedication, efforts and spirit of solidarity and unanimity of the staff who have persevered in overcoming difficulties, maintaining stable production, together building and fostering the Company to develop more and more strongly.

Entering the 2025 planning year, although there are still many difficulties and challenges that the Company has to face. However , we believe that with the tradition of solidarity and unity of the Company's employees, along with the attention and direction of the Company's Board of Directors, the Corporation and local authorities , Our company will continue to achieve better results.

We wish all shareholders health, happiness and success.

Recipient:

- Board of Directors of the Company ;
- Company Board of Supervisors;
- Board of Directors ;
- Luu VT, P. KHKT.



DIRECTOR



Tran Van Long

APPENDIX 01: SUMMARY OF MAIN TECHNOLOGY INDICATORS IN 2025

Unit: Thai Nguyen-Vimico Non-ferrous Metal Joint Stock Company

No.	Target	Unit	Plan 2024 (Board of Directors)	IMPLE MENTA TION IN 2024	PLAN FOR 2025	Compare (%)	
						Imple mentation 2024/ Plan 2024	plan 2025/ imple mentation 2024
I	Main products						
1	Zinc ingot	Ton	11,800	11,800	11,800	100.00	100.00
1.1	Self-produced zinc ingot	Ton	9,143	9,159	8,500	100.17	92.82
1.2	Zinc ingot processing for hire	Ton	2,657	2,641	3,300	99.42	124.91
2	Lead sulfide concentrate 50%Pb	Ton	4,437	3,474	3,549	78.30	102.15
3	Tin ingot	Ton	101.35	64.20	73.08	63.35	113.82
4	Sulfuric acid	Ton	17,700	17,370	19,000	98.14	109.39
4.1	Homemade sulfuric acid	Ton	12,122	12,883	13,193	106.28	102.41
4.2	Sulfuric acid processing for hire	Ton	-	4,487	5,807	-	129.43
5	Lead oxide concentrate 20%Pb	Ton	2,548	605	2,500	23.74	413.22
6	Tin ore concentrate 50%Sn	Ton	208.31	138.53	155.93	66.50	112.56
7	Copper concentrate 22%Cu	Ton	940.74	1,226.05	824.73	130.33	67.27
II	Semi-finished products						
1	Mined Ore	Ton	184,700	184,647	199,700	99.97	108.15
1.1	Zinc Lead Sulfide Ore	Ton	142,000	134,996	142,000	95.07	105.19
-	Zn content	%	6.04	6.28	5.60	104.03	89.11
-	Pb content	%	1.93	1.71	1.53	88.66	89.43
*	In Bac Kan	Ton	92,000	85,000	92,000	92.39	108.24
-	Zn content	%	7.40	7.41	6.80	100.13	91.79
No.	Target	Unit	Plan 2024 (Board of	IMPLE MENTA		Compare (%)	

Report on production and business results in 2024 - Plan for 2025

			Directors)	TION IN 2024	PLAN FOR 2025	Implem entation 2024/ Plan 2024	plan 2025/ implem entation 2024
-	Lead content	%	0.90	0.75	0.72	83.80	96.19
*	Hich Village Zinc Lead Factory	Ton	50,000	49,996	50,000	99.99	100.01
-	Zn content	%	3.10	4.37	3.39	141.08	77.54
-	Pb content	%	3.53	3.33	3.01	94.33	90.21
1.2	Zinc oxide ore 15% (at BKC)	Ton	8,000	15,000	8,000	187.50	53.33
-	Zn content	%	14.88	14.86	14.88	99.84	100.16
1.3	Cuc Duong Lead Oxide Ore	Ton	5,000	5,000	20,000	100.00	400.00
-	Pb content	%	4.90	4.90	4.90	100.00	100.00
1.4	Qualified primary tin ore	Ton	29,700	29,651	29,700	99.84	100.17
-	Sn content	%	0.45	0.36	0.40	79.90	110.16
-	Cu content	%	0.75	1.06	0.60	141.82	56.29
2	Digging	m					
2.1	CBSX Mining	m	6,637	6,906	7,573	104.05	109.66
-	At BMC	m	3,627	3,670	3,858	101.19	105.12
-	Hich Village	m	1,640	1,643	1,900	100.18	115.64
-	Digging the Cuc hamlet	m	600	350	600	58.33	171.43
-	Nui Phao Tunnel	m	770	1,243	1,215	161.43	97.75
2.2	BMC tunneling coefficient	m	39.42	43.18	41.93	109.52	97.12
2.3	Hich tunneling coefficient	m	44.80	39.86	50.00	88.98	125.43
3	Waste removal	m ³	24,000	22,570	19,400	94.04	85.96
-	At BKC oxide	m ³	21,000	21,350	18,000	101.66	84.31
No.	Target	Unit	Plan 2024 (Board of	IMPLE MENTA		Compare (%)	

			Directors)	TION IN 2024	PLAN FOR 2025	Implem entation 2024/ Plan 2024	plan 2025/ implem entation 2024
-	At Cuc Duong	m3	3,000	1,220	1,400	40.67	114.75
*	BMC Ore Mining and Excavation	m3/ton	2.63	1.42	2.25	54.22	158.09
4	Drilling for exploitation	m	20,500	11,282	12,000	55.03	106.36
4.1	At BKC	m	10,000	6,650	6,500	66.50	97.74
+	<i>Do it yourself</i>	<i>m</i>	<i>6,500</i>	6,650	<i>6,500</i>	102.31	97.74
4.2	At Hich Village + Cuc Duong	m	4,000	3.102	2,500	77.55	80.59
+	<i>Do it yourself</i>	<i>m</i>	<i>4,000</i>	3.102	<i>2,500</i>	77.55	80.59
4.3	At Dai Tu	m	2,500	1,530	3,000	61.20	196.08
+	<i>Do it yourself</i>	<i>m</i>	<i>2,500</i>	<i>1,530</i>	<i>3,000</i>	61.20	196.08
5	Total Sulfide Ore in Selection	Ton	142,000	127,051	148,000	89.47	116.49
	Zn content	%	6.04	6.22	5.67	102.92	91.26
	Pb content	%	1.91	1.77	1.49	92.54	84.37
5.1	At BKC	Ton	92,000	71,686	98,000	77.92	136.71
-	Zn content	%	7.40	7.42	6.84	100.27	92.21
-	Pb content	%	0.88	0.72	0.72	82.12	100.17
5.2	Hich Village	Ton	50,000	55,366	50,000	110.73	90.31
	Zn content	%	3.54	4.66	3.39	131.57	72.65
	Pb content	%	3.82	3.13	3.01	81.97	96.04
6	Dai Tu tin ore is recruited		38,000	33,353	32,000	87.77	95.94
	Sn content		0.45	0.37	0.40	82.03	108.36
	Cu content		0.75	1.00	0.70	133.03	70.16
No.	Target	Unit	Plan 2024 (Board of	IMPLE MENTA		Compare (%)	

			Directors)	TION IN 2024	PLAN FOR 2025	Implem entation 2024/ Plan 2024	plan 2025/ implem entation 2024
7	Lead oxide ore selection		5,000	5,000	20,000	100.00	400.00
	Lead content		4.90	4.90	4.90	100.00	100.00
8	Zinc ore concentrate Zn	Ton	15,034	14,027	14,764	93.30	105.26
-	Zn content	%	52.00	51.71	52.01	99.44	100.58
8.1	At BKC	Ton	12,024	9,422	11,850	78.36	125.77
-	Zinc content	%	52.50	52.37	52.50	99.75	100.25
-	Pb content	%	1.00	1.00	0.85	100.00	85.00
-	Zinc intake	%	92.76	92.79	92.80	100.03	100.01
8.2	At Hich Village	Ton	3,010	4,605	2,914	153.01	63.27
-	Zinc content	%	50.00	50.35	50.00	100.70	99.31
-	Lead content	%	2.70	2.72	2.70	100.58	99.42
-	Zinc intake	%	85.00	89.81	86.00	105.65	95.76
9	Lead sulfide concentrate	Ton	4,437	3,474	3,549	78.30	102.15
-	Lead content	%	54.00	56.24	54.00	104.14	96.02
9.1	At BKC	Ton	1,237	736	1,070	59.54	145.32
-	Zinc content	%	5.0	5.96	5.50	119.21	92.28
-	Lead content	%	54.0	57.77	54.00	106.99	93.47
-	Lead collection	%	82.5	82.13	82.00	99.56	99.84
9.2	At Hich Village	Ton	3,200	2,738	2,479	85.54	90.54
-	Zinc content	%	5.3	5.01	5.50	94.60	109.70
-	Lead content	%	54.0	55.82	54.00	103.38	96.73
No.	Target	Unit	Plan 2024 (Board of	IMPLE MENTA		Compare (%)	

Report on production and business results in 2024 - Plan for 2025

			Directors)	TION IN 2024	PLAN FOR 2025	Implem entation 2024/ Plan 2024	plan 2025/ implem entation 2024
-	Lead collection	%	90.5	88.17	89.00	97.42	100.94
10	Lead concentrate Chrysanthemum oxide 20%Pb	Ton	600	605	2,500	100.83	413.22
	Lead content	%	20.0	20.08	20.0	100.40	99.60
-	Actual revenue	%	52.0	43.76	52.0	84.16	118.82
11	Nui Phao copper concentrate	Ton	941	1,226	825	130.33	67.27
-	Cu content	%	23.0	22.46	22.0	97.64	97.97
-	Copper collection	%	76.0	82.74	81.0	108.86	97.90
12	Nui Phao Tin Ore 55%	Ton	208.3	138.5	156	66.50	112.56
-	Sn content	%	55.0	52.91	55.0	96.21	103.94
-	Total revenue from tin selection 50%	%	67.0	59.5	67.0	88.87	112.53
13	Tin ingot		101.4	64.2	73.1	63.35	113.82
-	Sn content	%	99.8	99.8	99.75	100.00	100.00
14	Zinc oxide powder 62%Zn	Ton	1,800	3,339.1	3,000	185.51	89.84
-	Zinc intake	%	81.70	81.76	99.76	100.07	122.02
III	Consume						
1	Zinc ingot	Ton	9,176	9,158	8,500	99.80	92.82
2	Sulfuric acid	Ton	15,794	15,026	17,649	95.14	117.46
3	Lead sulfide concentrate 50%Pb	Ton	4,437	3,396	3,549	76.54	104.50
4	China lead oxide 20%Pb	Ton	600	-	3,105	-	-
5	Tin ingot	Ton	101.35	62	73	61.64	116.98
6	Copper concentrate 22%Cu	Ton	1,040.74	993	1,225	95.45	123.29

APPENDIX 01: SUMMARY OF MAIN INDICATORS FOR 2025
Unit: Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company

No.	Main indicators	Unit	Plan 2024 (Board of Directors)	IMPLE MENTA TION IN 2024	PLAN FOR 2025	Compare (%)	
						Implem entation 2024/ Plan 2024	plan 2025/ implem entation 2024
I	Target						
1	Revenue	Million VND	863,723	1,163,903	1,190,551	134.75	102.29
	- Mineral production revenue	"	861.123	920,946	851,326		
	- Other production revenue	"	2,600	319,694	339,225		
2	Cost of goods sold	Million VND	765.065	1,010,471	1,052,810	132.08	104.19
3	Management-sales-interest expenses	Million VND	65,374	66,885	74,168	102.31	110.89
4	Profit	"	33,285	86,547	63,572	260.02	73.45
II	Labor regime						
1	Average actual labor plan	People	1,320	1,275	1,321	96.56	103.65
2	Total payroll	Million VND	190,000	205,000	228,000	107.89	111.22
3	Average salary	million VND/person/month	11.99	13.40	14.38	111.74	107.31
III	Submit budget	Tr.đ	134,939	154,210	137,678	114.28	89.28
IV	New investment	"	71,600	59,314	78,600	82.84	132.52
V	Major Repair	"	26,335	26,717	38,790	101.45	145.19
	Quoted in cost	million VND	29,903	28,820	29,308		
	<i>In which PB last year to</i>	million VND	23,527	23,527	21,609		
VI	Safety - Labor protection - UCSC		14,976	12,728	15,274	84.99	120.00
VII	Regular environment		10,637	8,561	11,185	80.49	130.65

VIII	Main products					Compare (%)							
						No.	Main indicators	Unit	Plan 2024 (Board of Directors)	IMPLE MENTA TION IN 2024	PLAN FOR 2025	Implem entation 2024/ Plan 2024	plan 2025/ implem entation 2024
1	Manufacture												
1.1	Zinc ingot	Ton	11,800	11,800	11,800	100.00	100.00						
	<i>Zinc ingots from China self-produced</i>		9,143	9,159	8,500	100.17	92.82						
	<i>Zinc ingot processing</i>		2,657	2,641	3,300	99.42	124.91						
1.2	Sulfuric acid	"	17,700	17,370	19,000	98.14	109.39						
1.3	Lead sulfide concentrate	"	4,437	3,474	3,549	78.30	102.15						
1.4	Silver ore	"			370	-	-						
1.5	Lead oxide concentrate 20%	"	600	605	2,500	100.83	413.22						
1.6	Tin concentrate	"	208	139	156	66.50	112.56						
	<i>Including: Tin ingots for processing</i>	"	101	64	73	63.35	113.82						
1.7	Copper concentrate	"	941	1,226	825	130.33	67.27						
1.8	Zinc oxide ore	"	8,000	15,000	8,000	187.50	53.33						
1.9	Zinc lead sulfide ore	"	142,000	134,996	142,000	95.07	105.19						
1.10	Zinc ore concentrate	"	15,034	14,027	14,764	93.30	105.26						
1.11	Zinc powder 62%	"	1,800	3,339	3,000	185.51	89.84						
1.12	NP Tin Ore	"	29,700	29,651	29,700	99.84	100.17						
2	Consume												
2.1	Zinc ingot 99.95% Zn	Ton	9,176	9,158	8,500	99.80	92.82						
2.2	H2SO4 acid (for sale)	"	15,794	15,026	17,649	95.14	117.46						

Report on production and business results in 2024 - Plan for 2025

No.	Main indicators	Unit	Plan 2024 (Board of Directors)	IMPLEMENTATION IN 2024	PLAN FOR 2025	Compare (%)	
						Implementation 2024/ Plan 2024	plan 2025/ implementation 2024
2.3	Silver ore	"			300	-	-
2.4	Lead sulfide concentrate	"	4,437	3,396	3,549	76.54	104.50
2.5	Lead oxide concentrate 20%	"	600	-	3.105	-	-
2.6	Tin ingot	"	101	62	73	61.64	116.98
2.7	Copper concentrate	"	1,041	993	1,225	95.45	123.29
IX	Expense						
1	Production cost	1000 VND/ton Product					
-	Zinc ingot	"	53,880	56,826	60,541	105.47	106.54
-	Sulfuric acid	"	1,000	1,000	1,000	100.00	100.00
-	Silver ore				10,782	-	-
-	Lead ore concentrate 50%Pb	"	23,000	24,225	23,000	105.33	94.94
-	Lead concentrate ~20%	"	5.313	8,762	5,851	164.92	66.78
-	Tin ingot	"	683,645	941,207	766,919	137.67	81.48
-	Copper concentrate	"	18,500	25,056	30,500	135.44	121.73
2	Cost of sales	1000 VND/ton Product					
-	Zinc ingot 99.95% Zn	"	57,091	63,198	66,605	110.70	105.39
-	H2SO4 acid (for sale)	"	1,430	1.109	1,236	77.52	111.49
-	Silver ore	"			11,466	#DIV/0!	#DIV/0!
-	Lead sulfide concentrate 50%	"	24,892	26,181	24,176	105.18	92.34

No.	Main indicators	Unit	Plan 2024 (Board of Directors)	IMPLEMENTATION IN 2024	PLAN FOR 2025	Compare (%)	
						Implementation 2024/ Plan 2024	plan 2025/ implementation 2024
-	Lead oxide concentrate ~20%	"	5,313	-	6,419	-	-
-	Tin ingot	"	683,645	986,337	790,257	144.28	80.12
-	Copper concentrate	"	17,506	25,794	29,061	147.35	112.66
3	Selling price						
-	Zinc ingot 99.95% Zn	1000 VND/ton Product	61,070	69,920	71,375	114.49	102.08
-	H2SO4 acid (for sale)	"	1,500	1,503	1,500	100.23	99.77
-	Silver ore	"			32,000	-	-
-	Lead sulfide concentrate 50%	"	25,000	27,398	27,000	109.59	98.55
-	Lead oxide concentrate ~20%	"	4,400	-	6,000	-	-
-	Tin ingot	"	599,522	856,533	737,600	142.87	86.11
X	Value added						
1	Asset depreciation	Million VND	38,967	38,014	39,674	97.55	104.37
2	Total payroll	"	190,000	205,000	228,000	107.89	111.22
3	Social insurance, health insurance, unemployment insurance	"	19,747	18,440	20,277	93.38	109.96
4	Natural resource tax + environmental fee (in cost price)	"	82,428	83,177	85,996	100.91	103.39

AGENDA
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company

Time: 8:00 a.m., Friday, April 25, 2025

Location: Hall No. 1, Office of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company.

Address: Residential Group 3, Phu Xa Ward, Thai Nguyen City, Thai Nguyen Province.

No.	Time	Content	Perform	Form vote
1	From 8:30 a.m. to 11:30 a.m.	- Reception of Delegates and Shareholders - Check shareholder information	Organizing Committee Voter Eligibility Examination Committee	
2		- Salute the flag - Report on the results of checking information of shareholders attending the General Meeting	Organizing Committee Voter Eligibility Examination Committee	
3		- Delegate introduction - Invite the Chairman of the Board of Directors to be the Chairman	Organizing Committee	
4		- Opening of the General Meeting	Chairman of the General Meeting	Voting card
		- Introduction and approval of the Secretariat - Introduce and approval of the Vote Counting Committee		
		- Approval of the Agenda of the General Meeting		
5		- Presentation of the Regulations on the Organization of the General Meeting	Organizing Committee	
6	- Approval of the Regulations on the Organization of the General Meeting	Chairman of the General Meeting	Voting card	
7	- Report on the business production results of 2024, Business production plan for 2025	Chairman of the General Meeting	Voting card	

No.	Time	Content	Perform	Form vote
		- Proposal for the Approval of the 2025 Construction Investment Plan		
8		Report of the Board of Directors on the Assessment of Management Status in 2024, and the Operational Plan for 2025	Chairman of the General Meeting	Voting card
9		- Report of the Board of Supervisors on Activities in 2024 and the Operational Direction for 2025	Head of the Board of Supervisors	Voting card
10		- Proposal for the Selection of the Auditing Firm for the 2025 Financial Report		Voting card
11		- Proposal to approve the audited financial statements for 2024	Chairman of the General Meeting	Voting card
12		Proposal for the Distribution of 2024 Profits		Voting card
13		- Proposal for the Payment of Remuneration to the Board of Directors and Board of Supervisors for 2024. Implementation Plan for 2025		Voting card
14		- Discussion of the Report and Proposal Contents (No. 7-13)	Chairman of the General Meeting	
15		- Break.		
16		- Ballot Counting Minutes for the Items Presented at the General Meeting	Vote Counting Committee	
17		- Presentation and Approval of the Minutes and Resolutions of the General Meeting	Secretary of the General Meeting Chairman of the General Meeting	Voting card
18		- Closing of the General Meeting	Chairman of the General Meeting	

ORGANIZING COMMITTEE OF THE GENERAL MEETING



VINACOMIN - MINERALS HOLDING
CORPORATION
VIMICO - THAI NGUYEN NON -
FERROUS METAL JOINT STOCK
COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 880 /TTr - TMC

Thai Nguyen, April ...03., 2025

PROPOSAL
For the Approval of the 2025 Investment Plan

Dear: Shareholders' General Meeting of the Company 2025

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company, amended by Decision No. 3133/QĐ-TMC dated September 20, 2022, by the Board of Directors of the Company;

Pursuant to Resolution No. 106/NQ-HĐQT dated November 13, 2024, of the Company's Board of Directors on the approval of the 2025 investment plan;

The Board of Directors of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company respectfully submits to the 2025 General Meeting of Shareholders for consideration and approval of the 2025 investment plan, as follows:

Total planned investment value: VND 78,600 million. Details are as follows:

- Previous year's debt repayment: VND 0 million.
- Investment implementation: VND 77,450 million.
- Investment preparation: VND 1,150 million.

Investment structure:

- Construction: VND 29,430 million.
- Equipment: VND 46,275 million.
- Others: VND 2,895 million.

Investment capital structure:

- Commercial loans: VND 36,735 million.
- Owner's equity: VND 41,865 million.

(Including the attached investment plan table)

Respectfully submitted to the 2025 General Meeting of Shareholders for consideration and approval.

Sincerely!

Recipients:

- As above (document);
- Board of Directors (scanned copy);
- Filed: Office, Investment & Construction Department, Company Secretary.

ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN



Ly Xuan Tuyen
Ly Xuan Tuyen

DETAILED INVESTMENT PLAN FOR 2025
Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company

Unit: Million VND. After tax.

No.	Project Name	Start - Completion Time (Approved/Planned)	Decision Number; Date of Issuance, Issuing Authority	Total Investment Capital (Approved/Planned)	value in the 2024 Investment Plan (Including Adjustments, if any)	Accumulated Implementation as of 31/12/2024 (Planned)	Unit	Volume	Plan for 2025				Source of capital	
									Total number	Investment Capital Structure			Commercial loan capital	Owner's equity
										Construction	Equipment	Other expenses		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Total (A+B):								78.600	29.430	46.275	2.895	36.735	41.865
A	Investment Implementation (A = A1 + A2)								77.450	29.430	46.275	1.745	36.735	40.715
A1	Ongoing Project								22.611	6.260	16.066	285	15.022	7.589
I	Group A Project													
II	Group B Project													
III	Group C Project								22.611	6.260	16.066	285	15.022	7.589
1	<i>Project for expanding and increasing the capacity of the Lang Hit lead-zinc mine, Tan Long Commune, Dong Hy District, Thai Nguyen Province.</i>	2021-2025	Decision No. 2388/QĐ-TMC dated August 16, 2019, by the Board of Directors of the Company	23.954	6.620	8.931	Project	1	8.075	1.290	6.500	285	5.593	2.482
-	Person-lifting hoist equipment					310	System	1	7.990	1.290	6.500	200	5.593	2.397
-	Supervision consulting costs								85			85		85
2	<i>Investment in the construction of a collective housing project at the North Bac Kan Nonferrous Metals Branch</i>	2024-2025	Decision No. 501/QĐ-TMC dated February 28, 2024, by the Board of Directors of the Company	10.900	5.000	5.647	Project	1	5.036	4.470	566	-	3.129	1.907
-	Tender Package No. 1: Construction of Collective Housing, Water Tank, and Fire Pump House								4.470	4.470			3.129	1.341
-	Tender Package No. 2: Supply and installation of fire protection equipment system								566		566			566
3	<i>Investment in zinc hydrometallurgical slime beneficiation at the Thai Nguyen Electrolytic Zinc Plant</i>	Year 2025		9.500			Project	1	9.500	500	9.000	-	6.300	3.200
-	Construction of foundations, pump pits, lime pits, and technology water storage tanks								500	500				500
-	Supply and installation of technology equipment systems and non-standard equipment								9.000		9.000		6.300	2.700
A2	Newly Launched Project								54.839	23.170	30.209	1.460	21.713	33.126
I	Group A Project													
II	Group B Project													
III	Group C Project								54.839	23.170	30.209	1.460	21.713	33.126

No.	Project Name	Start - Completion Time (Approved/Planned)	Decision Number; Date of Issuance, Issuing Authority	Total Investment Capital (Approved/Planned)	Value in the 2024 Investment Plan (Including Adjustments, if any)	Accumulated Implementation as of 31/12/2024 (Planned)	Unit	Volume	Plan for 2025				Source of capital	
									Total number	Investment Capital Structure			Commercial loan capital	Owner's equity
										Construction	Equipment	Other expenses		
1	<i>Investment in the construction of a tailings storage facility at Ban Thi Commune, Cho Don District, Bac Kan Province (Phase 2)</i>	Year 2025	<i>Decision No. 3991/QĐ-TMC dated November 2, 2021, by the Board of Directors of the Company</i>	8.061		6.451	Project	1	1.600	1.570	-	30	-	1.600
-	Tender Package No. 3: Construction of the tailings storage facility, Phase 2								1.570	1.570				1.570
-	Tender Package No. 4: Supervision consulting for the construction of the Phase 2 project								30			30		30
2	<i>Investment project for the rehabilitation and reinforcement of Tailings Dam No. 1 at the Cho Dien Concentration Plant</i>	Year 2025		14.500		1.080	Project	1	13.000	12.500	-	500	-	13.000
-	Construction and installation work								12.500	12.500				12.500
-	Consulting and other costs								500			500		500
3	<i>Supplementary investment in the tailings storage facility at the Lead-Zinc Plant of Lang Hich, Tan Long Commune, Dong Hy District, Thai Nguyen Province (tailings area of the lumber warehouse)</i>	Year 2025		3.588		358	Project	1	3.230	3.000	-	230	-	3.230
-	Construction of the tailings storage facility								3.000	3.000				3.000
-	Consulting and other costs								230			230		230
4	<i>Investment in the expansion of the tailings storage facility at the Lang Hit Concentration Plant (Sa Lung Tailings Area) - Lang Hich Lead-Zinc Plant</i>	2025-2026		14.500		6.200	Project	1	2.500	2.000	-	500	-	2.500
-	Construction of site leveling and top drainage system								2.000	2.000				2.000
-	Consulting and other costs								500			500		500
5	<i>Project for upgrading the fire protection system of the 5-story collective housing and the workers' recreation house of the Company</i>	Year 2025		1.850		150	Project	1	1.700	700	800	200	-	1.700
-	Upgrading the fire protection system								1.500	700	800			1.500
-	Consulting and other costs								200			200		200
6	<i>Investment in maintaining production at the Lang Hich Lead-Zinc Plant in 2025</i>	Year 2025		7.890		-	Project	1	7.890	850	7.040	-	4.410	3.480
-	3-ton industrial explosives warehouse at Cuc Village area						CT	1	850	750	100			850
-	mine drainage pump system (LH430W-51 submersible pump, power: 30kW/380V; Qmax = 1.22m³/min; Hmax = 122m; piping system, power supply)						Thing	1	550	100	450		385	165

No.	Project Name	Start - Completion Time (Approved/Planned)	Decision Number; Date of Issuance, Issuing Authority	Total Investment Capital (Approved/Planned)	value in the 2024 Investment Plan (Including Adjustments, if any)	Accumulated Implementation as of 31/12/2024 (Planned)	Unit	Volume	Plan for 2025			Source of capital		
									Total number	Investment Capital Structure		Commercial loan capital	Owner's equity	
										Construction	Equipment			Other expenses
-	QLT9000 centrifugal fan						Thing	2	200		200		200	
-	11kW axial fan						Thing	3	300		300		300	
-	48,000 m³/h exhaust fan						Thing	2	240		240		240	
-	2.5-ton battery-operated electric train CTY 2.5/6G						Set	2	1.500		1 500	1 050	450	
-	Hydraulic drilling machine in the furnace and compressed air system						Set	2	2.500		2 500	1 750	750	
-	Excavator in the furnace						Thing	1	1.750		1 750	1 225	525	
7	<i>Investment in maintaining production at the North Bac Kan Nonferrous Metals Branch in 2025</i>	<i>Year 2025</i>		6.715		-	<i>Project</i>	<i>1</i>	<i>6.715</i>	<i>-</i>	<i>6.715</i>	<i>-</i>	<i>4.701</i>	<i>2.015</i>
-	2.5-ton battery-operated electric train CTY 2.5/6G						System	1	750		750	525	225	
-	Personnel transport vehicle system (capacity 800kg)						System	2	1.500		1 500	1 050	450	
-	Hydraulic drilling machine in the furnace and compressed air system						Set	3	3.750		3 750	2 625	1 125	
-	Scraper machine for tunnel excavation						Thing	1	715		715	501	215	
8	<i>Investment in maintaining the operations of the Company's headquarters, affiliated departments, and Dai Tu Tin Factory</i>	<i>Year 2025</i>		3.704			<i>Project</i>	<i>1</i>	<i>3.704</i>	<i>50</i>	<i>3.654</i>	<i>-</i>	<i>2.453</i>	<i>1.251</i>
-	LH430W-51 submersible pump (Power: 30kW/380V; Qmax = 1.22m³/min; Hmax = 122m)						Thing	1	500	50	450	350	150	
-	Water pump (Q = 50m³/h, H = 250m)						Thing	1	454		454	318	136	
-	Office equipment						System	1	200		200		200	
-	Mining emergency equipment						System	1	1.550		1 550	1 085	465	
-	Sweeper truck						Thing	1	350		350	245	105	
-	55kW Roots fan						Thing	1	650		650	455	195	
9	<i>Investment for maintaining production at Thai Nguyen Electrolytic Zinc Plant in 2025</i>	<i>Year 2025</i>		14.900		-	<i>Project</i>	<i>1</i>	<i>14.500</i>	<i>2.500</i>	<i>12.000</i>	<i>-</i>	<i>10.150</i>	<i>4.350</i>
-	Fluidized bed furnace						System	1	14.500	2 500	12 000	10 150	4 350	
B	Project preparation plan								1.150	-	-	1.150	-	1.150
I	Group A project													
II	Group B project													
III	Group C project								1 150			1 150		1 150

No.	Project Name	Start - Completion Time (Approved/Planned)	Decision Number; Date of Issuance, Issuing Authority	Total Investment Capital (Approved/Planned)	value in the 2024 Investment Plan (Including Adjustments, if any)	Accumulated Implementation as of 31/12/2024 (Planned)	Unit	Volume	Plan for 2025				Source of capital	
									Total number	Investment Capital Structure			Commercial loan capital	Owner's equity
										Construction	Equipment	Other expenses		
1	Investment for maintaining production at the Thai Nguyen Electrolytic Zinc Plant in 2025			14.900			Project	1	400			400		400
2	Investment in the CS 8-ton/h surplus heat boiler system at the Thai Nguyen Electrolytic Zinc Plant.			12.000		-	Project	1	300			300		300
3	Investment in the environmental dam for the tailings storage facility No. 1 at the Chợ Điện Zinc-Lead Ore Processing Plant.			14.500		-	Project	1	450			450		450

No.: 881 /BC - TMC

Thai Nguyen, April ... 03 2025

REPORT
Evaluation of management status in 2024, activity plan for 2025

Dear: Annual General Meeting of Shareholders 2025

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company, as amended for the 4th time, issued together with Decision No. 3133/QD-TMC dated September 20, 2022, by the Board of Directors of the Company;

Pursuant to Resolution No. 52/NQ-AGM dated May 23, 2024, of the Annual General Meeting of Shareholders in 2024;

The Chairman of the Board of Directors, on behalf of the Board of Directors of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company, reports the results of operations as follows:

I. The Company's activities in 2024

1. Characteristics of the situation

a) Advantages

- The company has always been proactive and flexible in managing and operating production and business activities. The Board of Directors, the Executive Board, along with the entire staff, have united and worked together to strive for the completion of the set production targets.

b) Difficulties

- The mining situation has become increasingly difficult due to fluctuations in resources

- The severe impact of Typhoon No. 3 (YAGI) has affected the production operations at the company's mining units in Q4/2024.

2. Evaluation of the business production results

- The company has carried out production and business tasks based on the resolutions set by the General Meeting of Shareholders, fulfilling all obligations to the state and local authorities, while ensuring stable income for employees.

- The production management has been maintained flexibly, in line with domestic and global economic developments. The progress in task completion has generally met the requirements of the mission.



- The Board of Directors evaluates the Executive Board as being closely and decisively involved in managing and resolving tasks.

- Throughout the year, the company continued to focus on developing mining resources to ensure a sufficient supply of raw materials for production, while also making provisions for the following years.

In addition to the achievements, there are still some tồn tại (issues) and hạn chế (limitations) as follows:

- The construction investment work has not yet completed the plan set by the General Meeting of Shareholders.

- The company's management labor ratio is still relatively high.

II. Activities, remuneration, and expenses of the Board of Directors in 2024

1. Activities of the Board of Directors

- In 2024, 14 meetings were held (including 5 in-person meetings and 9 meetings conducted via written opinions); one Annual General Meeting of Shareholders was organized, and 60 resolutions related to production and business activities were issued. The procedures and processes adhered strictly to the company's charter, legal regulations, and timely public information disclosure. During the Board of Directors meetings, the Head of the Supervisory Board and other members of the Supervisory Board were invited to participate and provide opinions regarding the company's business operations, policies, and strategic directions during production.

- The Board of Directors has directed the Company's general Director, along with the Executive Board, to implement production and business activities in line with the resolutions of the General Meeting of Shareholders. They have regularly consulted with the Board of Directors, maintaining communication to promptly coordinate production and business activities in accordance with actual circumstances.

- The assessment of the capital preservation ratio

+ The debt-to- Owner's equity ratio is 1.19 times.

+ The ability to pay off due debts: 0.82 times

+ Return on Equity (ROE): 32.72%

+ Return on Assets (ROA): 15.88%

2. Salaries, remuneration, and other benefits of the members of the Board of Directors and the Supervisory Board

The bonus and remuneration policies for the Board of Directors, the Supervisory Board, and management officials are implemented according to the Resolution No. 52/NQ-AGM of the Annual General Meeting of Shareholders in 2024, which has been specifically approved:

- The remuneration paid to the members of the Board of Directors and the Supervisory Board in the year amounted to a total of 1.08 billion VND (748.8 million VND has been paid, and the final settlement is 331.2 million VND)

- In 2024, the company did not award bonuses to management staff.

- The policies for the Board of Directors, the Supervisory Board, and the Executive Board are implemented in accordance with the company's current regulations, amounting to 3.335 billion VND. This is reflected in the audited financial statements for 2024, the 2024 annual report, and is disclosed in accordance with regulations.

III. Results of the monitoring of the Executive Board and the company's management apparatus

1. The members of the Executive Board have experience in management and operation and possess in-depth knowledge of the areas they are responsible for.

2. The General Director of the company has clearly assigned tasks to the Deputy CEOs and regularly organizes leadership meetings to evaluate the results of work execution and implement the plan for the following week. At the same time, monthly review meetings and mid-term reviews are held to propose solutions for production and business activities..

3. The Executive Board has implemented production and business activities in accordance with the resolutions of the General Meeting of Shareholders and the directions of the Board of Directors, fully complying with the company's charter and legal regulations.

4. The company's management staff possesses the necessary qualifications, competence, and ethical standards. They are experienced, proactive, and provide timely advice and suggestions to the Executive Board to make decisions that are in line with the actual conditions.

5. The owner's capital in the company has been preserved.

IV. ACTIVITY PLAN FOR 2025

1. Planning work

- Projected total revenue: 1,190,551 million VND;
- Projected total cost of goods sold + management expenses: 1,126,978 million VND;
- Projected profit before tax: 63,572 million VND;
- Projected total payroll fund: 228,000 million VND
- Projected workforce: 1,321 people;
- Projected average salary: 14.38 million VND/person/month;
- Projected major repairs: 38,790 million VND.

- Main production product targets:

- Zinc ingots: 11,800 tons.

(Of which: Self-produced: 8,500 tons; Outsourced: 3,300 tons)

- Acid: 19,000 tons;

- Lead sulfide concentrate: 3,549 tons;

- Tin ingots: 73 tons;

- Copper concentrate: 825 tons.

- Silver concentrate: 300 tons

2. Production management and administration tasks

- Direct the Company's Board of Management to achieve the targets set by the 2025 AGM Resolution. Strengthen supervision and guidance for the Board of Management from the Company to its units to ensure effective implementation of production and business activities, investment and construction, and environmental safety, with the goal of increasing labor productivity, efficiency, and profitability. Direct the achievement of financial targets for the year, with a top priority on enhancing cash flow management and financial risk control to ensure the Company's business operations remain secure.

- The Board of Directors will direct the Company to continue effectively implementing resource development efforts, focusing on exploration projects to upgrade reserves at the existing mines under the Company's management. At the same time, all available resources will be concentrated on working with state management agencies to expand mining areas to support the Company's business operations in the coming years.

- Continue expanding the exploration scope and upgrading resource development at the Chợ Điền and Làng Hích mines.

- Develop a training plan for the next-generation personnel in the Company's key production sectors (mining and metallurgy) and strengthen the technical workforce to support operational units. Review and optimize workforce allocation to ensure a balanced and compliant staffing structure.

- Develop a salary payment mechanism with growth linked to work performance, with special attention to the well-being of employees, particularly underground miners.

- Continue applying science and technology in production, mechanizing underground mining, and promoting technical innovations and production optimization. Stabilize technology to ensure economic and technical targets, increasing wages and securing benefits for employees.

- Complete the system of management documents, regulations, and rules of the Company to align with current legal requirements, creating a legal framework for the Company's business operations.

- The Board of Directors will continue to innovate and improve the quality of meetings, assigning specific tasks to members to ensure each member fulfills their respective roles and responsibilities effectively.

Above is the report of the Board of Directors of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company for 2024, along with the directions and action plans for 2025. We kindly invite shareholders and distinguished delegates to participate and contribute their opinions to help further develop the activities of the Board of Directors.

Sincerely!

Recipients:

- As above;
- Company Office Archive; Company Secretary.

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



Ly Xuan Tuyen

No. /NQ - Shareholders' Meeting

Thai Nguyen, April..... 2025

DRAFT

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIMICO - THAI NGUYEN NON - FERROUS METAL JOINT STOCK
COMPANY

Pursuant to the Law on Enterprises;

Pursuant to the Law on Securities;

Pursuant to the Charter of organization and operation of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company issued together with Decision No. 3133/QĐ- TMC dated September 20 , 2022 of the Company 's Board of Directors;

Pursuant to Minutes No...../BB-ĐHĐCĐ-TMC of the 2025 Annual General Meeting of Shareholders of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company dated/...../2025,

RESOLUTION:

Article 1. Agree with the regulations on the organization of the General Meeting and the program for the 2025 Annual Shareholders' Meeting (*attached documents*).

Article 2. Approval the Report No./BC-TMC dated/...../2025 of the Company on production and business results in 2024, Production and business plan in 2025 with the following main targets:

Production and business results in 2024:

- Mineral revenue :
- Payment to the state budget;
- Profit before tax;
- Total salary fund:
- Average salary :
- Total value of major repairs:
- Total value of construction investment value:
- * *Manufactured products*
- Zinc ingot :

- Sulfuric acid :
- Lead sulfide concentrate :
- Lead oxide concentrate 20% :
- Tin ore:
- Copper concentrate:

** Consumable products*

- Zinc ingot :
- Sulfuric acid :
- Lead sulfide concentrate :
- Lead oxide concentrate 20% :
- Tin bar:
- Copper ore :

Production and business plan for 2025:

- Total revenue:
- Payment to the state budget:
- Profit before tax:
- Total product salary fund:
- Labor during the period:
- Average salary:
- Total value of major repairs:
- Total value of construction investment value:
- Expected cash dividend payout ratio for 2025:%.

** Products produced and consumed*

No.	Product Name	Unit	Manufacture	Consume
1	Zinc ingot	ton		
-	<i>Zinc ingot production</i>	ton		
-	<i>Zinc ingot processing</i>	ton		
2	Sulfuric acid	ton		
3	Lead sulfide concentrate 50%	ton		
4	Lead oxide concentrate 20%	ton		

No.	Product Name	Unit	Manufacture	Consume
5	Tin ingot	ton		
6	Copper concentrate	ton		

Article 3. Approval of the report No./TTr-TMC dated/4/2025 of the Company's Board of Directors approving the 2025 Construction Investment Plan with a total planned value of 78.60 billion VND.

Article 4. Approval of the Report No. /BC-TMC dated /4/2025 of the Board of Directors assessing the management situation in 2024 and the operation plan for 2025.

Article 5. Approval of the Report No. /BC-TMC-BKS of the Board of Supervisors on activities in 2024 and directions for activities in 2025.

Article 6. Approval of the 2024 Financial Statements audited by CPA Vietnam Auditing Company Limited.

Article 7. Approval of profit distribution for 2024 as follows:

No.	Content	Unit	2024
1	Profit before tax this year	VND	
2	Corporate income tax payable	VND	
3	Profit after tax this year (3=1-2)	VND	
4	Profit after tax last year	VND	
-	Profit after tax from previous year carried forward	VND	
-	Adjusted net profit according to the State management agency's results	VND	
-	Adjustment of net profit after tax due to revaluation of fixed assets on consolidated financial statements in 2022	VND	
5	Total retained earnings (5=3+4)	VND	
6	Cash dividend payout ratio	%	
7	Profit after tax to pay dividends this year	VND	
8	Profit from funds (8=5-7)	VND	
8.1	Development investment fund	VND	
8.2	Management Officer Bonus Fund	VND	
8.3	Bonus and welfare fund	VND	
	- Reward fund	VND	
	- Welfare fund	VND	
9	Remaining undistributed earnings (9=5-7-8)	VND	

Article 8. Approval of the implementation of remuneration payment for the Board of Directors and the Board of Supervisors in 2024, along with the remuneration payment plan as follows:

1. The remuneration payment for the Board of Directors and the Supervisory Board in 2024 amounts to a total of VND 1,080 million. In 2024, the Company paid remuneration to the Board of Directors and the Supervisory Board members in accordance with the General Meeting of Shareholders' resolution, with a total amount of VND 748.8 million. In 2025, the Company will finalize the remuneration payment for the Board of Directors and the Board of Supervisors for 2024 with an additional amount of VND 331.2 million.

2. Remuneration payment plan for the Company's Board of Directors and Board of Supervisors in 2025:

No	Position	Basic salary for determination (VND/month)	Quantity	Salary level	Remuneration VND/person/month	Number of months	Customer payment in 2025
1	Chairman of the BOD	52.00	1	20%	10,400,000	12	124,800,000
2	Member of the BOD	46.00	4	20%	9,200,000	12	441,600,000
3	Head of the Board of Supervisors	46.00	1	20%	9,200,000	12	110,400,000
4	Member of the Board of Supervisors	42.00	4	20%	8,400,000	12	403,200,000
	Total		10				1,080,000,000

(In words: One billion eighty million VND)

Article 9. Approval of Proposal No. /TTr-TMC dated /4/2025 of the Company's Board of Supervisors on the selection of an audit unit for the 2025 financial statements.

Article 10. This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company with 100% of the total voting shares of shareholders present at the Meeting.

1. The Resolution takes effect from the date of approval by the General Meeting of Shareholders.

2. The General Meeting of Shareholders assigns the Board of Directors, the Board of Supervisors, the Board of Management and all Shareholders to be responsible for implementing according to their authority and operational functions in accordance with the provisions of the Law and the Charter of organization and operation Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company./.

Recipient :

- Company shareholders (website);
- State Securities Commission;
HNX; VSDC (for report);
- Board of Directors, Supervisory Board;
- Board of management, Chief Accountant;
- Save: Board of Directors, Office.

**ON BEHALF OF ANNUAL GENERAL
MEETING OF SHAREHOLDERS 2025
CHAIRMAN OF BOARD OF DIRECTORS**

Ly Xuan Tuyen

