

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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 492 /CBTT-TMC
Re: Interim Cash Dividend for Fiscal Year
2025

Thai Nguyen, February 6, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange;

1. Name of the organization: VIMICO - Thai Nguyen Non - Ferrous Metal Joint Stock Company

- Stock code: TMG
- Address: No. 89, Phu Xa 3, Tich Luong Ward, Thai Nguyen Province, Vietnam
- Telephone: 0280.3847229;
- Email: thainguyentmc@gmail.com

2. Contents of the Information Disclosure:

- Resolution No. 12/NQ-HĐQT dated February 6, 2026 of the Company's Board of Directors regarding the Interim Cash Dividend for Fiscal Year 2025.

- Notice No. 490/TB-TMC dated February 6, 2026 of the Company regarding the last registration date to exercise the right to receive the advance payment of cash dividends for fiscal year 2025.

3. This information was disclosed on the Company's website on February 6, 2026 at the following link: w.w.w.kimloaimau.com.vn.

We hereby certify that the above disclosed information is true and accurate, and we take full legal responsibility for the contents of the disclosed information.

Attachments:

(1) Resolution No. 12/NQ-HĐQT dated February 6, 2026 of the Company's Board of Directors on the Interim Cash Dividend for Fiscal Year 2025;

(2) Notice No. 490/TB-TMC dated February 6, 2026 of the Company regarding the last registration date to exercise the right to receive the interim cash dividend for fiscal year 2025. / *Nguyen*

Recipients:

- As Above;
- Website TMC.

**PERSON IN CHARGE OF INFORMATION
DISCLOSURE
CHIEF ACCOUNTANT**



Nguyen Thi Xuan Huong

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

No.: 12 /NQ - TMC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, February 06, 2026

RESOLUTION
Interim cash dividend for fiscal year 2025

BOARD OF DIRECTORS
**VIMICO - THAI NGUYEN NON - FERROUS METAL JOINT STOCK
COMPANY**

Pursuant to the Charter on Organization and Operation of VIMICO - Thai Nguyen Non - Ferrous Metal Joint Stock Company, as amended and supplemented for the fifth time, promulgated under Decision No. 3666/QD-TMC dated 01 October 2025 of the Company's Board of Directors;

Pursuant to Resolution No. 51/NQ-DHDCD dated 25 April 2025 of the 2025 Annual General Meeting of Shareholders;

Pursuant to the Minutes of the Board of Directors' Meeting No. 11/BB-HDQT dated 06 February 2026;

At the proposal of the Company's Director.

HEREBY RESOLVES:

Article 1. To approve the plan for interim cash dividend payment for fiscal year 2025 at the rate of 15% (VND 1,500 per share).

1. Record date for determining shareholders entitled to receive the interim cash dividend: **February 27, 2026**, as confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC).

2. Payment date of the interim cash dividend for fiscal year 2025: **March 11, 2026**.

3. Place of implementation: At the Company's Finance and Accounting Department for non-deposited securities; for deposited securities, dividends shall be paid through the depository member where the securities owners have opened their securities depository accounts, in accordance with the provisions of the Law on Securities and the regulations of VSDC.

Article 2. The Board of Directors authorizes and assigns the Company's Director to carry out the procedures for the interim cash dividend payment for fiscal year 2025 in accordance with the provisions of law.

Article 3. Members of the Board of Directors, the Board of Supervisors, the Executive Management of the Company, Heads of relevant units, and the Company Secretary shall be responsible for the implementation of this Resolution./.

Recipients:

- Members of the BOD;
- Members of the SB;
- TMC Company (for implementation);
- Filed at: Office, Company Secretary.

**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.: 490 /TB-TMC

Thai Nguyen, February 06, 2026

NOTICE

**On the record date for entitlement to interim cash dividend payment for
fiscal year 2025**

To: Vietnam Securities Depository and Clearing Corporation

Name of the registered securities organization: Vimico - Thai Nguyen Non
- Ferrous Metal Joint Stock Company

Trading name: Vimico - Thai Nguyen Non - Ferrous Metal joint stock
company

Head office: No. 89, Phu Xa 3, Tich Luong Ward, Thai Nguyen Province,
Vietnam.

Telephone: 0208.3847229

**We hereby notify the Vietnam Securities Depository and Clearing
Corporation (VSDC) of the record date for preparing the list of holders of
the following securities:**

Name of security:

*Shares of Vimico - Thai Nguyen Non - Ferrous Metal joint stock
company.*

Securities code: TMG.

Type of security: Common shares

Par value: VND 10,000 (ten thousand Vietnamese
dong)

Trading market: UpCoM

Record date: **February 27, 2026**

1. Reason and purpose: Interim cash dividend payment for fiscal year
2025.

2. Detailed contents

- Exercise ratio: **15% per share** (01 share entitles the holder to VND
1,500).



- Payment date: **March 11, 2026**

- Place of implementation:

+ For deposited securities: Holders shall carry out procedures to receive dividends/returns at the depository members where their securities depository accounts are opened.

+ For non-deposited securities: Holders shall carry out procedures to receive dividends/returns at the Company's Finance and Accounting Department.

Address: No. 89, Phu Xa 3, Tich Luong Ward, Thai Nguyen Province, Vietnam (on working days of the week), starting from March 11, 2026, upon presentation of a citizen identification card.

We kindly request VSDC to prepare and send to our Company the list of securities holders as of the above-mentioned record date via VSDC's electronic communication portal./.

Recipients:

- As above;
- SSC; HNX (for reporting);
- Company's website;
- Filed at: Office, Company Secretary.

**LEGAL REPRESENTATIVE
DIRECTOR
DIRECTOR**



Tran Van Long



Thái Nguyên, April 25, 2025

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. 50 /BB - ĐHĐCĐ - TMC of the 2025 Annual General Meeting of Shareholders of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock dated April 25, 2025,

RESOLUTION:

Article 1. Approval of the Regulations on the Organization of the General Meeting and the Agenda for the 2025 Annual General Meeting of Shareholders (with attached documents).

Article 2. Approval of the 2024 business production results and the 2025 business production plan with the following main targets:

a) Production and business results in 2024:

- Revenue: 1,163.903 billion VND

- Total salary fund: 202.000 billion VND

- Value of completed construction investment: 45.386 billion VND, equal to 63.7% of the annual plan (disbursed value on the financial statements: 31.56 billion VND).

No.	Target	Unit	year 2024		Performance comparison (%)	
			Plan	Perform	Annual plan	Same period 2023
1	Main products produced					
-	Zinc ingot	Ton	11,800	11,800	100.00	101.20
-	Sulfuric acid	"	17,700	17,370	98.14	110.27

No.	Target	Unit	year 2024		Performance comparison (%)	
			Plan	Perform	Annual plan	Same period 2023
-	Lead sulfide concentrate	"	4,437	3,474	78.30	79.97
-	Lead oxide concentrate 20%	"	600	605	100.83	325.81
-	Tin concentrate	"	208	139	66.50	161.04
	<i>Tin ingot</i>		<i>101</i>	<i>64</i>	<i>63.35</i>	<i>160.15</i>
-	Copper concentrate	"	941	1,226	130.33	255.42
-	Zinc oxide ore	"	8,000	15,000	187.50	137.61
-	Zinc lead sulfide ore	"	142,000	134,996	95.07	97.07
-	Zinc ore concentrate	"	15,034	14,027	93.30	92.23
-	Zinc powder 62%	"	1,800	3,339	185.51	117.12
2	Consume					
-	Zinc ingot 99.95% Zn	Ton	9,176	9,158	99.80	91.65
-	H2SO4 acid (for sale)	"	15,794	15,026	95.14	92.62
-	Lead sulfide concentrate	"	4,437	3,396	76.54	65.74
-	Tin ingot	"	101	62	61.64	105.63
-	Copper concentrate	"	1,041	993	95.45	283.81

b) Production and business plan for 2025:

- Total revenue: VND 1,175,688 billion, equivalent to 101.01% compared to the actual performance in 2024;

- Contribution to the state budget: 182.32 billion dong, equivalent to 118.23% compared to the actual performance in 2024;

- Profit before tax: 85,116 billion VND, equivalent to 98.35% compared to the actual performance in 2024;

- Total product salary fund: 214.0 billion VND, equivalent to 105.9% compared to the actual performance in 2024;

- Labor force in the period is 1,287 people, equivalent to 100.94% compared to the actual performance in 2024;

- Average salary: 13.86 million VND/person/month, equivalent to 103.42% compared to the actual performance in 2024;

- Expected cash dividend payout ratio in 2025: 28%

** Products produced and consumed*

No.	Product Name	Unit	Manufacture	Consume
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No.	Product Name	Unit	Manufacture	Consume
1	Zinc ingot	ton	11,800	11,800
2	Sulfuric acid	ton	19,000	17,124
3	Lead sulfide concentrate 50%	ton	3,474	3,474
4	Lead oxide concentrate 20%	ton	2,500	3,105
5	Silver ore	ton	370	300
6	Tin ingot	ton	73	75
7	Copper concentrate	ton	825	1,225

Article 3. Approval of the Proposal No. 1018/TTr-TMC dated April 17, 2025 of the Company's Board of Directors approving the 2025 construction investment plan with a total planned value of VND 72.86 billion.

Article 4. Approval Report No. 1019/BC-TMC dated April 17, 2025 of the Board of Directors assessing the management situation in 2024 and the operation plan for 2025.

Article 5. Approval of Report No. 891/BC-TMC-BKS dated April 3, 2025 of the Board of Supervisors on activities in 2024 and directions for activities in 2025.

Article 6. The General Meeting authorizes the Company's Director to coordinate with the auditing firm to adjust the 2024 financial statements, including an adjustment of the actual salary fund for 2024 to VND 202 billion. Regarding the increase in profit following the adjustment of the financial statements, the General Meeting agrees that the additional profit shall be recorded as retained earnings after tax for 2024.

The General Meeting approves the audited financial statements after the adjustment of the 2024 salary fund to VND 202 billion and agrees to disclose information in accordance with regulations.

Article 7. Approval of profit distribution in 2024 with some specific targets as follows:

No.	Content	Unit	2024
1	Cash dividend payout ratio	%	32
2	Profit from funds (8=5-7)	VND	14 671 253 406
2.1	Development investment fund	VND	0
2.2	Management Officer Bonus Fund	VND	866 321 006
2.3	Bonus and welfare fund	VND	13 804 932 400
	- Reward fund	VND	7 104 810 000

No.	Content	Unit	2024
	- Welfare fund	VND	6 700 122 400

The indicators (i) Profit before tax; (ii) Corporate income tax payable; (iii) Profit after tax this year; (iv) Undistributed profit after tax and (v) Undistributed remaining profit of 2024 will be updated on the basis of the adjusted audited financial statements.

Article 8. Approval Implement the payment of remuneration to the Board of Directors and the Board of Supervisors in 2024 and the plan for payment of remuneration to the Board of Directors and the Board of Supervisors as follows:

1. Pay the remuneration of the Board of Directors and the Board of Supervisors in 2024 with a total amount of VND 1,080 million. In 2024, the Company paid remuneration according to the Resolution of the General Meeting of Shareholders for members of the Board of Directors and the Board of Supervisors with a total amount of VND 748.8 million. In 2025, the Company made the final settlement of remuneration for the Board of Directors and the Board of Supervisors in 2024 with an 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	Salary level for determination (VND/month)	Quantity	Salary level	Remuneration (VND/person/month)	Number of months	Payment plan for 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 Board of Supervisors	46.00	1	20%	9,200,000	12	110,400,000
4	Member of 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. 892/TTr-TMC dated April 3, 2025 of the Company's Board of Supervisors on the selection of an audit firm for the 2025 financial statements, specifically as follows:

The General Meeting of Shareholders authorizes the Board of Supervisors to coordinate with the Company to select one of the following auditing firms to audit the Company's 2025 Financial Statements:

- CPA Vietnam Auditing Company Limited
- BDO Audit Services Company Limited;
- Branch of MOORE AISC Auditing and Informatics Services Company Limited.

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 number of 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 Executive Board 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 of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock./.

Recipient :

- Company shareholders (website);
- SSC; HNX; VSDC (for report);
- Board of Directors, Board of Supervisors;
- Board of Directors, Chief Accountant;
- Save: Board of Directors, Office.

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



Ly Xuan Tuyen