



PROGRAM
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company

Time: 8:00 AM, Friday, May 15, 2026

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

Address: No. 89, Phu Xa 3, Tich Luong Ward, Thai Nguyen Province.

TT	Time	Agenda	Responsible Party	Voting Method
1	From 8:30 AM to 11:30 AM	- Registration and reception of delegates and shareholders - Verification of shareholders' eligibility and information	Organizing Committee Shareholder Verification Team	
2		- Flag salute - Report on the results of verification of attending shareholders	Organizing Committee Shareholder Verification Team	
3		- Introduction of delegates - Invitation of the Chairman of the Board of Directors to preside over the Meeting	Organizing Committee	
4		- Opening of the Meeting	Chairperson	Voting cards
		- Introduction and approval of the Secretariat - Introduction and approval of the Vote Counting Committee		
		- Adoption of the Meeting Agenda		
5		- Presentation of the Meeting Regulations	Organizing Committee	
6		- Adoption of the Meeting Regulations	Chairperson	Voting cards
7		- Report on the 2025 production and business performance	Chairperson	Voting cards
8	- Approval of the 2026 production and business plan	Chairperson	Voting cards	
9	- Proposal for approval of the 2026 capital construction investment plan			

TT	Time	Agenda	Responsible Party	Voting Method
10		- Report of the Board of Directors on management performance in 2025 and the operational plan for 2026	Chairperson	Voting cards
11		- Report of the Supervisory Board on its 2025 activities and 2026 direction	Head of Supervisory Board	Voting cards
12		- Proposal on the selection of the independent auditor for the 2026 financial statements		Voting cards
13		- Proposal for the Approval of the 2025 Financial Statements	Chairperson	Voting cards
14		- Proposal on profit distribution for 2025	Chairperson	Voting cards
15		- Proposal on remuneration for the Board of Directors and the Supervisory Board for 2025 and the plan for 2026	Chairperson	Voting cards
16		- Proposal on the 6th amendment and supplementation to the Company's Charter	Chairperson	Voting cards
17		- Proposal on the issuance of the Company's Internal Corporate Governance Regulations	Chairperson	Voting cards
18		- Proposal on amendments and supplements to the Board of Directors' Operating Regulations	Chairperson	Voting cards
19		- Discussion on reports and proposals (Items 07–18)	Chairperson	
20		- Break		
21		- Vote counting minutes for submitted matters	Vote Counting Committee	
22		- Presentation and adoption of the Meeting Minutes and Resolution	Secretary Chairperson	Voting cards
23		- Closing of the Meeting	Chairperson	

THE ORGANIZING COMMITTEE

**REGULATIONS ON THE ORGANIZATION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope of Application

1. These Regulations govern the organization and conduct of the 2026 Annual General Meeting of Shareholders (the “Meeting”) of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company.

2. These Regulations stipulate the rights and obligations of participants, the conditions and procedures for conducting the Meeting, and the rules for voting on matters within the authority of the General Meeting of Shareholders.

3. Shareholders and all participants are responsible for complying with these Regulations.

Article 2. Objectives

1. To ensure the principles of transparency and publicity.

2. To facilitate the effective organization and conduct of the Meeting in compliance with applicable laws and the Company’s Charter.

**Chapter II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND
CONDITIONS FOR ATTENDANCE**

Article 3. Eligibility for Attendance

Eligible attendees include shareholders or their duly authorized representatives (in the form prescribed by the Company) whose names appear on the shareholder list as of March 25, 2026, certified by the Vietnam Securities Depository and Clearing Corporation (VSDC).

Article 4. Rights of Shareholders and Authorized Representatives

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

1. Attending in person.

2. Authorize another person to attend the General Meeting of Shareholders. In the case where a shareholder is an organization without an authorized representative, it may appoint another person to attend the General Meeting of Shareholders, and such authorized person is not required to be a shareholder.



Where a 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. In the case where more than one authorized representative is appointed, the number of shares and corresponding voting rights of each representative must be clearly specified.

3. Being informed of the Meeting agenda and contents.

4. Speaking, discussing, and voting on all matters within the Meeting's authority in accordance with the Law on Enterprises and the Company's Charter.

5. At the General Meeting of Shareholders, each shareholder or duly authorized proxy attending the Meeting shall, upon registration with the Shareholder Verification Committee, be provided with a voting card specifying the registration number, the full name of the shareholder, the full name of the authorized representative, and the number of voting shares held by such shareholder.

6. The voting value of each voting card shall correspond to the proportion of voting shares owned or represented by such person, as registered for attendance at the General Meeting of Shareholders, relative to the total number of voting shares of shareholders present at the Meeting.

7. Shareholders or their authorized representatives arriving after the Meeting has commenced shall be promptly registered and shall thereafter have the right to participate in and vote at the Meeting. The Chairperson shall not suspend the Meeting to allow latecomers to complete registration; in such cases, the validity of any resolutions or votes conducted prior to their arrival shall remain unaffected.

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

1. Shareholders or their authorized representatives attending the Meeting shall bring the following documents:

a) A valid Citizen Identification Card or Passport.

b) A Power of Attorney in the form attached to the Notice of Invitation to the General Meeting of Shareholders. In case of authorization to attend the Meeting: (i) if the shareholder is an individual, the Power of Attorney must be signed by such shareholder; (ii) if the shareholder is a legal entity/organization, the Power of Attorney must be duly signed and sealed by its legal representative;

c) Shareholders shall only be officially entitled to attend and vote at the Meeting after completing the registration procedures and providing valid proof of their status as shareholders or duly authorized representatives to the Shareholder Verification Committee.

2. In the event that a shareholder has authorized another person but has not provided written notice of revocation of such authorization, such shareholder shall not be issued a voting card upon attending the Meeting if the authorized representative has already completed the procedures to receive the voting card.

3. Authorized representatives attending the Meeting shall not re-authorize a third party.

4. During the Meeting, shareholders/representatives must comply with the instructions and direction of the Chairperson, respect the Meeting's outcomes, behave in a civilized and courteous manner, and refrain from causing disorder.

5. Shareholders and their authorized representatives must strictly comply with this Regulation; in case of violation, depending on the severity, the Chairperson shall consider and apply appropriate measures in accordance with Article 19 of the Company's Charter.

6. In the event a shareholder leaves the Meeting prior to voting without notifying the Vote Counting Committee, such shareholder shall be deemed to have "no opinion" on all matters to be voted on thereafter. If the shareholder notifies the Vote Counting Committee prior to leaving, such shareholder shall be deemed not to have participated in voting at the Meeting.

Article 6. Chairperson of the Meeting

1. The Chairperson of the Board of Directors shall act as Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In the absence of the Chairperson of the Board of Directors, the remaining members shall elect one among them to act as Chairperson of the Meeting.

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

3. The Chairperson shall have the following responsibilities:

- a) Preside over and conduct the General Meeting of Shareholders;
- b) Guide discussions and organize voting on matters within the Meeting agenda;
- c) Present drafts and conclusions of matters for voting;
- d) Respond to or designate members of the Presidium to respond to questions raised by the Meeting;
- đ) Act in accordance with the principles of collegiality, concentration, and democracy, ensuring the Meeting is conducted lawfully, seriously, and reflects the will of the majority of attending shareholders or their representatives.

4. The Chairperson shall have the following right:

- a) Require all attendees to undergo security checks or other necessary measures;

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b) Request competent authorities to maintain order, and remove individuals who fail to comply with the Chairperson's authority, deliberately disrupt the Meeting, obstruct its proceedings, or fail to comply with security requirements;

c) Decide to adjourn a duly convened Meeting in accordance with Clause 8, Article 146 of the Law on Enterprises 2020 and Clause 7, Article 19 of the Company's Charter.

Điều 7. Duties and Rights of the Meeting Secretary

1. The Meeting Secretary shall consist of 02 members nominated by the Chairperson and approved by the Meeting.

2. The Secretary shall have the following duties:

a) Accurately and fully record the contents of the Meeting;

b) Draft conclusions and announcements of the Chairperson for shareholders upon request; present the Meeting minutes and draft Resolution to the General Meeting of Shareholders;

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

8. Duties and Rights of the Vote Counting Committee

1. The Vote Counting Committee shall consist of no more than seven (07) members, including one (01) Head and other members, as approved by the Meeting upon nomination by the Chairperson.

2. The Committee shall have the following duties and rights

a) Guide shareholders on the use of voting cards; count votes for each category (in favor, against, abstention) immediately after voting;

b) Record voting results of shareholders and their representatives;

c) Compile and report voting results to the Chairperson;

d) Prepare minutes of vote counting and announce results at the Meeting;

e) Hand over the vote counting minutes to the Secretary;

f) Perform other assigned duties.

Article 9. Duties and Rights of the Shareholder Verification Committee

1. The Shareholder Verification Committee shall consist of no more than three (03) members, including a Head and members, with the following duties:

a) Verify the information of shareholders or their authorized representatives attending the Meeting; require attending shareholders and invited guests to present a valid Citizen Identification Card or Passport, and a Power of Attorney (in the case of authorized representatives).

b) Issue to attending shareholders or their authorized representatives: Voting cards and other documents relevant to the Meeting.

c) Report to the General Meeting of Shareholders on the results of the verification of attending shareholders at the following times:

- Prior to the opening of the Meeting;
- Prior to each voting session if there is any change in the number of registered attending shareholders (for late registrations).

d) Perform other duties as assigned by the Organizing Committee or the Chairperson of the Meeting.

2. In the event that an attendee does not meet the eligibility requirements to attend the General Meeting of Shareholders, the Shareholder Verification Committee shall have the right to refuse such person's attendance, as well as to refuse issuance of voting cards, ballots, and other relevant meeting documents.

Chapter III

AGENDA AND PROCEEDINGS OF THE GENERAL MEETING

Điều 10. Tiến hành Đại hội

1. The General Meeting of Shareholders shall be convened when shareholders representing at least 65% of the total voting shares are present, based on the shareholder list finalized on March 25, 2026 and confirmed by the Vietnam Securities Depository and Clearing Corporation. The Shareholder Verification Committee shall announce the number of attendees, the total number of voting shares represented, and the attendance ratio to ensure the Meeting is duly conducted in accordance with regulations.

2. In the event that the Meeting does not satisfy the conditions specified in Clause 1 of this Article, subsequent meetings shall be convened in accordance with Article 18 of the Company's Charter and the Law on Enterprises.

Article 11. Agenda and Contents of the Meeting

1. The agenda and contents of the Meeting must be approved at the opening session. The agenda shall clearly specify the time allocation for each item.

2. Sequence of the Meeting (*Refer to the attached agenda*).

3. Any amendments to the agenda enclosed with the Notice of Invitation must be approved by the General Meeting of Shareholders.

Article 12. Discussion and Q&A at the Meeting

1. Depending on the number of attending shareholders and the available time, the Chairperson may select the most appropriate method to conduct the Meeting. Shareholders may raise opinions or questions by requesting to speak (subject to the Chairperson's approval) or by submitting written questions to the Secretary for onward transmission to the Chairperson.

2. Shareholders shall present concise and relevant opinions, focusing on key matters consistent with the approved agenda. The Chairperson may request



shareholders to focus on key points to ensure efficiency and quality of discussion.

3. The total speaking time for each shareholder shall not exceed five (05) minutes. If exceeded, the Chairperson may request that questions or proposals be submitted in writing. The Chairperson shall record such submissions, and the Board of Directors shall respond in writing within five (05) working days from receipt.

Article 13. Voting Procedures at the Meeting

1. Voting principle: All matters on the Meeting agenda must be approved by direct voting at the Meeting.

2. Voting method: Shareholders shall vote on each agenda item by raising their voting cards (as specified in the Meeting agenda).

a) When voting on a matter, shareholders shall raise their voting cards;

b) For each matter, the Chairperson shall request votes in the following order: Approval, Disapproval, and No opinion .

3. Approval conditions:

a) Resolutions shall be adopted upon receiving at least 65% of the total votes of attending shareholders or their duly authorized representatives;

b) Amendments or supplements to the Company's Charter shall be adopted upon receiving at least 75% of the total votes of attending shareholders or their duly authorized representatives.

Article 14. Voting Cards

1. Voting cards shall bear the Company's seal and be issued by the Shareholder Verification Committee to attending shareholders or their authorized representatives. Each voting card shall include a unique code, the name of the shareholder or authorized representative, and other technical elements to facilitate accurate and convenient vote counting.

2. The voting value of each voting card shall be determined by the number of voting shares owned or represented by such shareholder at the General Meeting of Shareholders.

Article 15. Minutes of the Meeting and Draft Resolution

1. Minutes of the Meeting

a) All contents of the Meeting must be fully and accurately recorded by the Secretary. The Chairperson and the Secretary shall be responsible for the accuracy and truthfulness of the Minutes.

b) The Minutes must be read and approved before the closing of the Meeting. The Minutes shall be published on the Company's website within 24 hours and disclosed in accordance with regulations.

2. The Minutes, together with reports on shareholder verification results, vote counting results, and other documents recording the proceedings and outcomes of the Meeting, shall be retained at the Company's head office.

3. The Minutes of the General Meeting of Shareholders shall serve as the basis for issuing the Resolution of the General Meeting of Shareholders.

Article 16. Resolution of the General Meeting of Shareholders

Based on the Minutes of the Meeting and the report on vote counting results, the Secretary shall compile the results and prepare the draft Resolution. The Resolution must be notified to shareholders entitled to attend the Meeting within 15 days from the date of its adoption. In the event that the Company maintains a website, such notification may be substituted by publication on the Company's website.

Chapter IV

IMPLEMENTATION PROVISIONS

Article 17. Implementation

1. The Regulations on the Organization of the 2026 Annual General Meeting of Shareholders of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company comprise 04 chapters and 17 articles. These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders.

2. The Chairperson shall be responsible for conducting the Meeting in accordance with these Regulations. Shareholders attending the Meeting shall be responsible for complying with these Regulations.

3. Any amendments or supplements to these Regulations shall be decided by the General Meeting of Shareholders./.

Recipients: 
- 2026 General Meeting of Shareholders;
- Shareholders;
- Field at the Office

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRPERSON**



Ly Xuan Tuyen



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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 1263/BC-TMC

Thai Nguyen, 23, April, 2026

REPORT
PERFORMANCE RESULTS FOR 2025
IMPLEMENTATION OF THE 2026 BUSINESS PRODUCTION PLAN

DIRECTOR



Fran Van Long

Thai Nguyen, April 2026

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

Number: 1263 /BC-TMC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, 23 April 2026

REPORT

Regarding the results of production and business activities in 2025 and business production plan for 2026

To: Annual General Meeting of Shareholders 2026

VIMICO - Thai Nguyen Non - Ferrous Metal Joint Stock Company, in implementing its 2025 production and business plan, has always received timely guidance and support from the Company's Board of Directors, the General Corporation's leadership, the Group, and the local authorities where the production unit operates. Management and operational solutions for production and business are developed and adjusted flexibly and promptly to suit market fluctuations at each point in time, in order to implement the production and business plan.

Global metal prices remain stable, and the company's product sales are going well.

Besides the advantages, the company also faces a number of difficulties, namely:

- The resource situation is becoming increasingly difficult : The actual content of raw ore has decreased significantly compared to the documents prepared during the mining project . Mines must balance and adjust mining operations, selecting sites with suitable ore content to meet the company's production needs;

- The weather situation was complex, with heavy rain, flash floods, landslides on hills and roads, and prolonged power outages caused by Typhoon No. 11 (*Typhoon MATMO*) , affecting production at mining units, especially at Lang Hit and Nui Phao mines.

Nevertheless, by developing a detailed operational plan and implementing many timely and synchronized solutions, the company basically completed its planned targets in 2025, achieving remarkable results.

I. RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025

- In 2025, the entire company proactively managed production flexibly and promptly, adapting to the fluctuations of each period . Production management always prioritized ensuring occupational safety and environmental protection.

- The company and its units are closely adhering to the operational solutions issued in Decision No. 28/QD-TMC dated January 3, 2025, comprising 9 groups of solutions. These include: Resource development ; Implementation of the environmental remediation project at the zinc plant, phase 2; recovery of useful

products in the tailings of the zinc production process (Investment project for silver beneficiation in hydrometallurgical sludge at the Zinc Plant); Stabilization of mineral beneficiation technology, reduction of impurity, reduction of tailings content, and improvement of recovery and product quality in the mineral beneficiation process .

- Enhanced resource recovery : The synchronized installation and operation of technology and equipment for recovering silver from hydrometallurgical sludge during the production of metallic zinc from zinc concentrate has achieved certain results.

- The process of applying for environmental permits has been largely completed according to schedule. During the year, two environmental permits were approved: the environmental permit for the Thai Nguyen Electrolytic Zinc Plant and the environmental permit for the Lang Hich Zinc-Lead Ore Processing Plant (Phase 2).

1. Business performance results:

No.	Target	Unit	2025		Comparison of performance (%)	
			Plan	Perform	Annual plan	Same period 2024
1	Revenue	million VND	1,175,688	1,259,586	107.14	108.22
2	Profit	"	85,116	122,016	143.35	136.36
3	Workers' regime					
-	planned average actual workforce	People	1,287	1,246	96.82	97.73
-	Total payroll	million VND	214,000	225,000	105.14	111.39
-	Average salary	VND/person/month	13.86	15.05	108.60	113.98
4	payment to the state budget	million VND	182,320	187,159	102.65	121.37
5	Main products manufactured					
-	Zinc ingots	Ton	11,800	12,050	102.12	102.12
-	Hydrosulfide	"	19,000	18,050	95.00	103.91
-	Lead sulfide concentrate	"	3,474	3,597	103.56	103.55
-	Silver concentrate		370	218	58.94	But
-	Ag concentrate, equivalent to 3,000g/ton		370	377	101.77	But
-	20% Lead Oxide Concentrate	"	2,500	1,542	61.66	254.79
-	Tin ore concentrate	"	156	99	63.32	71.28

No.	Target	Unit	2025		Comparison of performance (%)	
			Plan	Perform	Annual plan	Same period 2024
	<i>Tin ingot</i>		73	44	59.74	67.99
-	Copper concentrate	"	825	1,090	132.19	88.92
6	Consume					
-	Zinc ingots 99.95% Zn	Ton	11,800	11,939	101,18	130.37
-	Hydrogen peroxide (H2SO4) (for sale)	"	17,124	16,679	97.40	111.00
-	Lead sulfide concentrate	"	3,474	3,524	101.46	103.78
-	Lead oxide concentrate		3,105	2,107	67.85	But
-	Tin ingots	"	73	45	61.24	71.64
-	Copper concentrate	"	1,225	1,574	128.54	158.48

2. Investment and construction work

In 2025, the Company completed investments in projects and works to improve metallurgical production technology, recover metal resources, create new valuable products, and improve working conditions and living standards for employees. Specifically: the project to improve the environment of the Thai Nguyen Electrolytic Zinc Plant; the project to invest in silver beneficiation in zinc hydrometallurgical sludge at the Thai Nguyen Electrolytic Zinc Plant; the investment in the construction of collective housing at the Bac Kan Non-Ferrous Metals Branch; and the investment in a passenger elevator system for the project to expand and increase the capacity of the Lang Hit lead-zinc mine.

In addition, the Company has focused on completing legal procedures and implementing the construction of tailings storage facilities for processing plants at various mines, including: investment in the construction of a tailings storage facility at the BMC Branch (Phase 2); additional investment in a tailings storage area at the Moc warehouse area – Lang Hich lead-zinc processing plant; and investment in the upgrading and reinforcement of Tailings Dam No. 1 at the Cho Dien processing plant..

- Value of investment in construction implemented: VND 64.483 billion, equivalent to 100.22 % of the annual plan (value already disbursed according to the financial statements: VND 60.8 billion).

3. Resource development work

- Preparation of exploration projects for reserve upgrading and deep exploration for mine development up to 2030, with a vision to 2040: (1) Project for upgrading reserves within the boundaries of the Cho Dien mining license; (2) Project for upgrading reserves at Nui Phao mine; (3) Exploration project for additional mineral resources at Cuc Duong lead-zinc mine..

But Drilling work for mining: The volume of drilled meters reached 13,830 / 12,000 mk, equivalent to 115.25% of the annual plan, clarifying 150,000 tons of ore sulfide zinc lead, 17,000 tons of tin ore copper Eligible for mobilization to serve exploitation in 2025 and subsequent years.

4. Safety and Environmental Work

- The company always prioritizes ensuring that production goes hand in hand with safety and environmental protection. Regular inspections, follow-up inspections, and thematic inspections are intensified at member units. The disaster prevention and rescue plans at all units within the company are reviewed and scrutinized to ensure effective and practical implementation.

- During the year, we actively worked with relevant authorities to obtain environmental permits for the following units: Phase 2 environmental permit for the Thai Nguyen Electrolytic Zinc Plant, environmental permit for the waste dump of the Moc warehouse at the Lang Hich zinc and lead beneficiation plant, and phase 2 environmental permit for the waste dump of the Bac Kan Non-Ferrous Metals Branch.

5. Cost management, financial accounting

5.1. Cost management: In 2025, cost management effectively implemented the proposed solutions, ensuring tight cost control across all units. The company demonstrated flexibility in operations, resulting in cost savings, with production and sales costs falling short of planned targets, totaling 4.48 billion VND in savings based on transaction prices.

5.2. Financial and accounting work :

The total cash flow from sales in 2025 is projected to be VND 1,234.5 billion, compared to VND 1,180.3 billion in 2024 (an increase of VND 54.2 billion compared to 2024), creating favorable conditions for the stable management of cash flow to support the Company's production.

- Capital arrangement for production and business: Sufficient capital has been arranged to serve the construction and production and business investments of the entire company, and sufficient working capital has been allocated to all units. The total working capital of the entire company is VND 1,246.2 billion.

- Credit operations: During the year, short-term and long-term loan limits were mobilized and utilized at a reasonable level, reducing interest expenses by VND 2.4 billion compared to the plan (planned VND 3.7 billion, actual expenditure was VND 1.3 billion).

- Financial ratio management: During the year, the Company's financial ratios were at a good level, including: Capital preservation ratio of 1.48 times. Current ratio of 0.9 times (the regulation requires a ratio above 0.5 times). Net profit after tax/Equity of investment was 39.8% (the regulation requires a ratio above bank deposit interest rates). The Company was rated highly for financial credit by banks.

6. Labor and wage matters

- Implementing good employee benefits policies. The salary and incentive schemes for employees are being continuously improved, such as: developing salary schemes linked to work performance and environmental safety, and prioritizing salaries for key positions that determine productivity and efficiency, such as underground mining, metallurgy, and mineral processing workers.

- In 2025, implementing the plan to review and reorganize staffing levels to ensure the principles of "streamlining the apparatus" and "reducing the workforce," the company flexibly managed labor between units, ensuring efficient production and stable income for miners, metallurgists, and mineral processing workers.

II. BUSINESS PRODUCTION AND OPERATIONS PLAN FOR 2026

The global economic situation, despite showing some positive signals, with prices of non-ferrous metal products currently at a high level, is still forecast to present numerous difficulties and challenges for production and business activities in 2026. These challenges are due to global economic conditions and the impact of ongoing international conflicts (Russia–Ukraine; Israel–Iran), leading to difficulties in the supply of raw materials and fuels for production units. Input material prices are highly volatile, and the mineral market is unpredictable. Mining conditions are increasingly more difficult as operations go deeper and ore grades become poorer. Taxes and fees continue to increase, while administrative procedures for exploration, resource upgrading, and development take considerable time. In particular, there are significant difficulties in securing raw material supply for the mineral processing and metallurgy plants.

Given this situation, the company needs to proactively implement rational, decisive, and flexible management solutions at each stage, increase labor productivity, save production costs, strive to reduce product prices, improve efficiency, ensure employment, and increase income for employees.

1. Key indicators

- Total revenue: VND 1,434.966 billion, equivalent to 113.92% compared to the 2025 target;

- Budget contributions: 220,518 billion VND, equivalent to 117.82 % compared to the figure for 2025;

- Profit before tax: VND 150.126 billion, equivalent to 123.04% compared to the 2025 target;

- Total product-based wage fund: VND 240.0 billion, equivalent to 106.67% compared to the 2025 target;

- The number of workers during the period was 1,296, which is 104.01% compared to the figure for 2025;

- Average salary: 15.43 million VND/person/month, equivalent to 102.55% compared to the 2025 situation;

- Total value of SCL: 39,063 billion VND, equivalent to 115.65% compared to the 2025 target;

- Total investment value: 78.75 billion VND;

- The projected cash dividend payout ratio for 2026 is 50.5%.

2. Production and consumption indicators

No.	Product name	Unit	Manufacture	Consume
1	Zinc ingots	ton	11,900	11,900
	<i>Zinc ingot production</i>	<i>Ton</i>	<i>8,500</i>	<i>8,500</i>
	<i>Processed zinc ingots</i>	<i>Ton</i>	<i>3,400</i>	<i>3,400</i>
2	Sulfuric acid	ton	17,800	15,775
3	50% Lead Sulfide Concentrate	ton	3,440	3,440
4	20% Lead Oxide Concentrate	ton	2,500	2,500
5	Silver concentrate (content 3,000g/t)	ton	900	900
6	Tin ingots	ton	59	59
7	Copper concentrate	ton	1,000	1,000

III. SOLUTIONS FOR IMPLEMENTING THE 2026 PLAN

1. Regarding the management of production and business plans.

- Flexible production management ensures compliance with legal regulations and achieves the highest economic efficiency; Production ensures environmental safety, resolutely preventing serious occupational safety incidents and environmental accidents of types I and II.

- Seek out markets and sign framework agreements with customers who have reliable sources of refined zinc ore for processing zinc ingots, ensuring continuous production for the zinc plant when the company's raw material supply is insufficient.

2. Resource development work:

- Focus on resource development and implement projects to upgrade the reserves of the mines the company is managing (Cho Dien mine, Nui Phao mine, and Cuc Duong mine).

- Continue implementing drilling activities to support mining operations, improve the reliability of geological data, and supplement mineral reserves.

3. Solutions for implementing and completing the construction investment plan.

Striving to achieve the goals set for 2026:

+ Complete the investment project to renovate and reinforce the tailings storage dam No. 1 of the Cho Dien ore processing plant in the first quarter of 2026.

+ Implement investment in a fluidized bed furnace to maintain production at the Thai Nguyen Electrolytic Zinc Plant; Invest in a waste heat boiler system with a capacity of 2 tons/hour at the Thai Nguyen Electrolytic Zinc Plant.

+ Expeditiously complete the legal procedures regarding investment certification, environmental permits, and implement the Lang Hit lead-zinc mine adjustment project (including the addition of the Sa Lung waste dump) .

CONCLUDE

In 2025 , the company faced many difficulties in implementing its production and business plan ; however, thanks to the efforts of all employees and the flexible and decisive application of leadership and management, The company has achieved remarkable results , particularly in several strategic and long-term stable areas such as : the synchronized installation and stable operation of rotary kilns for zinc hydrometallurgical sludge treatment, etc. and the operational testing process for semi-hydrometallurgical processes of the leaching and separation technology lines, connecting the rotary furnace gas treatment when the line is in operation; Implementing and putting into production a line for recovering Ag from hydrometallurgical sludge to produce zinc ingots. The Company's Board of Directors sincerely thanks the attention of local authorities at all levels, the trust of our shareholders and partners who have stood by the Company throughout the past period; and the dedication, efforts, and solidarity of the entire staff who have persevered through difficulties, maintained stable production, and together built and nurtured the Company to become increasingly strong and prosperous.

Entering the 2026 planning year, although the Company still faces many difficulties and challenges, we believe that with the tradition of unity and solidarity of the Company's employees, along with the guidance and support of the Company's Board of Directors, the parent company, and the local government , and the decisive leadership of the Board of Directors, Thai Nguyen Non-Ferrous Metals Joint Stock Company – Vimico will be determined to comprehensively achieve all production and business plan objectives for 2026.

We wish our esteemed shareholders good health, happiness, and success.

Thank you very much!

Recipient: 

- The Company's Board of Directors ;
- Company Supervisory Board;
- The Company's Board of Management ;
- Archives and Records Department, Planning and Technical Department.

DIRECTOR




Tran Van Long

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

No.: 1264 /TTr-TMC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, 23, April, 2026

PROPOSAL

Regarding approval of the 2026 Investment Plan

To: The 2026 General Meeting of Shareholders

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non-Ferrous Metals Joint Stock Company, as amended under Decision No. 3666/QĐ-TMC dated October 1, 2025 of the Board of Directors;

Pursuant to Resolution No. 06/NQ-HĐQT dated February 3, 2026 of the Board of Directors regarding the approval of the 2026 construction investment plan;

The Board of Directors of Vimico - Thai Nguyen Non-Ferrous Metals Joint Stock Company respectfully submits to the 2026 General Meeting of Shareholders for consideration and approval the 2026 construction investment plan, with the following details:

Total planned investment value: VND 78,750 million, including:

- Ongoing projects: VND 19,340 million
- New projects: VND 56,710 million
- Investment preparation: VND 2,700 million

Investment structure:

- Construction: VND 22,715 million
- Equipment: VND 51,520 million
- Others: VND 4,515 million

Capital structure:

- Equity: VND 38,528 million
- Commercial loans: VND 40,222 million

(Detailed plan attached)



The Board of Directors respectfully submits this proposal to the 2026 General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

Recipients: 

- As stated above;
- BOD (for circulation);
- Filed: Office; Investment & Construction Department; Secretary.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRPERSON**



Ly Xuan Tuyen



2026 CONSTRUCTION INVESTMENT PLAN

Entity: Vimico - Thai Nguyen Non-Ferrous Metals Joint Stock Company

(Attached to Proposal No 1264/TTr-TMC dated 23/4/2026)

Unit: VND million

No.	Project/Work Name	Total Approved/Estimated Investment	Implementation Period	Unit	Quantity	2026 Plan Value					
						Total	Investment structure			Capital structure	
							Construction	Equipment	Other Costs	Equity	Commercial Loans
1	2	3	4	5	6	7	8	9	10	11	12
	TOTAL (I+II+III)					78 750	22 715	51 520	4 515	38 528	40 222
I	ONGOING PROJECTS					19 340	11 915	7 050	375	14 405	4 935
1	Investment project for rehabilitation and reinforcement of Tailings Dam No.1 – Cho Dien Processing Plant	19.551	2025-2026	Project	1	11.790	11.415	-	375	11.790	-
2	Investment in fluidized bed roasting furnace equipment to maintain production at Thai Nguyen Electrolytic Zinc Plant	14.950	2025-2026	Project	1	7.550	500	7.050	-	2.615	4.935
II	NEW PROJECTS					56 710	10 800	44 470	1 440	21 423	35 287
1	Investment in waste heat boiler system at Thai Nguyen Electrolytic Zinc Plant	20.500	2026	Project	1	20.500	500	20.000	-	6.500	14.000
2	Investment in equipment to maintain production at Lang Hich Mining & Processing Branch and Bac Kan Non-Ferrous Branch (2026)	9.485	2026	Project	1	9 485	450	8 785	250	2 846	6 640
3	Industrial explosives warehouse (3 tons) at Xom Cuc area (Cuc Duong mine) – Lang Hich Branch	1.700	2026	Project	1	1.700	1 650	-	50	1.700	-
4	Industrial explosives warehouse – Deo An, Bac Kan Branch	1.800	2026	Project	1	1.800	1 450	-	350	1.800	-
5	Industrial explosives warehouse – Khuoi Khem, Bac Kan Branch	1.800	2026	Project	1	1.800	1 450	-	350	1.800	-

No.	Project/Work Name	Total Approved/Estimated Investment	Implementation Period	Unit	Quantity	2026 Plan Value					
						Total	Investment structure			Capital structure	
							Construction	Equipment	Other Costs	Equity	Commercial Loans
6	Investment for maintaining operations at Thai Nguyen Electrolytic Zinc Plant (2026)	13.195	2026	Project	1	13.195	1.500	11.495	200	3.959	9.237
7	Investment for maintaining Company Office operations (2026)	4.230	2026	Project	1	4.230	-	4.190	40	1.619	2.611
-	Office equipment (photocopier)			Unit	1	500		500		500	-
8	Construction of office building for Lang Hich Mining & Processing Branch	4.000	2026	Project	1	4.000	3.800		200	1.200	2.800
III	PROJECT PREPARATION					2.700	-	-	2.700	2.700	-
1	Expansion and capacity upgrade of Southwest Nui Phao primary tin mine (capacity: 40,000 tons/year)	86.000	2027-2036	Project	1	500			500	500	-
2	Capacity upgrade of Cho Dien lead-zinc mine, Cho Don District, Bac Kan Province (capacity: 140,000 tons/year)	95.000	2027-2028	Project	1	600			600	600	-
3	Expansion and capacity upgrade project of Lang Hit lead-zinc mine, Tan Long Commune, Dong Hy District, Thai Nguyen Province (now Quang Son Commune, Thai Nguyen Province) (adjusted)	32.000	2027-2028	Project	1	800			800	800	-
4	Investment in electrostatic dust collection system at Thai Nguyen Electrolytic Zinc Plant	6.000	2027	Project	1	200			200	200	-
5	Investment project for construction of lead smelting line (capacity: 5,000 tons/year)	150.000	2027	Project	1	600			600	600	-

No.: 1265 /BC - TMC

Thai Nguyen, April 23, 2026

REPORT
Assessment of Management Performance in 2025
and Operational Plan for 2026

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Charter on Organization and Operation of Thai Nguyen Non-Ferrous Metals Joint Stock Company – Vimico, as amended and supplemented for the fifth time and promulgated together with Decision No. 3666/QĐ-TMC dated October 1, 2025 of the Board of Directors;

Pursuant to Resolution No. 51/NQ-ĐHĐCĐ dated April 25, 2025 of the 2025 Annual General Meeting of Shareholders and Resolution No. 118/NQ-ĐHĐCĐ dated August 28, 2025 of the Extraordinary General Meeting of Shareholders in 2025;

The Chairman of the Board of Directors, on behalf of the Board of Directors of Thai Nguyen Non-Ferrous Metals Joint Stock Company – Vimico, hereby reports the operating results as follows:

I. Company Operations in 2025

1. General Overview

a) Advantages

- The Company maintained proactive and flexible management and administration. The Board of Directors, the Executive Board, and all employees worked in unity and made concerted efforts to fulfill the production targets set.

b) Difficulties

- Weather conditions were complicated; in 2025, Thai Nguyen Province was heavily affected by Typhoon MATMO, which impacted the Company's production operations, particularly at the Lang Hich Mining and Processing Branch.

- Increasingly stringent State regulations on mineral exploitation and environmental protection directly affected the Company's production and business operations.



2. Assessment of Production and Business Performance

- The Company carried out its production and business activities on the basis of the Resolutions of the Annual General Meeting of Shareholders (April 25, 2025) and the Extraordinary General Meeting of Shareholders (August 28, 2025), fulfilled all obligations to the State and local authorities, and ensured employment for employees. In 2025, employees' income increased compared to 2024 and exceeded the targets approved by the General Meeting of Shareholders.

- Production management and operations were maintained in a flexible manner, in line with domestic and global economic developments. The progress of work implementation generally met the required objectives.

- The Board of Directors assessed that the Executive Board exercised close and decisive direction in managing and handling operational matters.

- In 2025, the Company continued to focus on mineral resource development to ensure sufficient raw material supply for production. At the Extraordinary General Meeting of Shareholders in 2025, three projects were approved, including: (i) the exploration project to upgrade reserves of the Cho Dien lead-zinc ore mine; (ii) the exploration project to upgrade reserves of primary tin ore in the southern sub-zone of the Nui Phao West area; and (iii) the exploration project to upgrade reserves of the Cuc Duong lead-zinc mine, with a total value of VND 100.460 billion, aiming to effectively develop mineral resources to ensure raw material supply for production and support the Company's sustainable development.

- During 2025, the Company's organizational restructuring plan was approved by the Extraordinary General Meeting of Shareholders. Accordingly, the Company terminated the operation of one branch (Dai Tu Tin Enterprise), transferred all employees, machinery, and equipment of Dai Tu Tin Enterprise to Lang Hich Lead-Zinc Enterprise, and renamed Lang Hich Lead-Zinc Enterprise as Lang Hich Mining and Processing Branch. Currently, the Company has three affiliated units, including Bac Kan Non-ferrous Metals Branch, Lang Hich Mining and Processing Branch, and Thai Nguyen Electrolytic Zinc Plant. The Company has also completed the transition from full hydrometallurgical technology to semi-hydrometallurgical technology, creating a new product, namely silver concentrate.

In addition to the achievements obtained, there remain certain shortcomings and limitations as follows:

- Some products did not meet the targets set by the General Meeting of Shareholders.

- There is a shortage of highly qualified personnel in certain technical positions and key production workers directly involved in production.

3. To date, the Company has not yet promulgated the Internal Regulations

on Corporate Governance, as the Annual General Meetings of Shareholders held in 2020, 2021, and 2023 did not approve the issuance of such Regulations (the total number of affirmative votes in favor of the Internal Regulations on Corporate Governance accounted for less than 65% of the total voting shares of shareholders attending the General Meeting, as prescribed in the Company's Charter), thereby causing difficulties in the Company's corporate governance activities. In relation to this matter, the Hanoi Stock Exchange issued two official letters, namely Official Letter No. 1953/SGDHN-QLNY dated September 4, 2025 and Official Letter No. 953/SGDHN-QLNY dated April 13, 2026, requesting the Company to provide explanations regarding its corporate governance practices due to the failure to promulgate the Internal Regulations on Corporate Governance, which shows signs of non-compliance with the corporate governance regulations stipulated under Clause 2, Article 270 and Clause 6, Article 278 of Decree No. 155/2020/ND-CP dated December 31, 2020.

II. Activities, Remuneration and Expenses of the Board of Directors in 2025

1. Activities of the Board of Directors

- In 2025, the Board of Directors (BOD) held 21 meetings and convened 02 General Meetings of Shareholders (GMS), issuing 78 resolutions related to production and business activities. The procedures and formalities were in full compliance with the Company's Charter, the BOD's operating regulations, and applicable laws, with information disclosure carried out in a timely manner. At BOD meetings, the Head of the Supervisory Board and its members were invited to attend and provide opinions on the Company's operational management as well as its policies and strategic orientations during the production process.

- The BOD directed the General Director and the Executive Board to implement production and business activities in line with the resolutions of the GMS, while regularly consulting with the BOD and maintaining close coordination to ensure timely and appropriate operational adjustments in line with actual conditions.

- Assessment of capital preservation indicators

+ Debt-to-equity ratio: 1.17 times

+ Current ratio (short-term solvency): 0.87 times

+ Return on equity (ROE): 53.73%

+ Return on assets (ROA): 18.43%

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



The bonus and remuneration policy for the BOD, Supervisory Board (SB), and managerial personnel was implemented in accordance with Resolution No. 51/NQ-ĐHĐCĐ dated April 25, 2025 of the 2025 Annual General Meeting of Shareholders, specifically as follows:

- Remuneration paid to members of the BOD and SB during the year amounted to VND 1.296 billion.

- Lump-sum payments and bonuses for managerial personnel amounted to VND 1.727 billion.

- Other benefits of the BOD, SB, and Board of Management were implemented in accordance with the Company's regulations and are reflected in the audited financial statements for 2025, the 2025 Annual Report, and disclosed in compliance with applicable regulations.

III. Results of Supervision over the Executive Board and the Company's Management Apparatus

1. Members of the Board of Management possess experience in management and operations and have a strong understanding of their assigned areas of responsibility. In 2025, one Deputy General Director was appointed to ensure effective management and operation across production sectors.

2. The General Director assigned clear and specific responsibilities to the Deputy General Directors, and periodically convened management meetings to review performance results and implement work plans for the following week. In parallel, monthly acceptance and review meetings were held to propose solutions for production and business activities.

3. The Board of Management implemented production and business activities in accordance with the resolutions of the General Meeting of Shareholders and the directions of the Board of Directors, in full compliance with the Company's Charter and applicable laws.

4. The Company's managerial staff possess professional qualifications, capability, and good ethical standards. They are experienced, proactive, and timely in advising and proposing solutions to the Board of Management to support appropriate decision-making in line with actual conditions.

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

IV. OPERATION PLAN FOR 2026

1. Planning work

- Total projected revenue: VND 1,434.966 billion;
- Projected profit before tax: VND 150.126 billion;
- Total projected payroll fund: VND 240 billion;
- Projected workforce: 1,296 employees;

- Average projected salary: VND 15.43 million/person/month;
- Projected major repair expenses: VND 39.063 billion;
- Capital construction investment plan: VND 78.750 billion;
- Key production output targets::
 - + Zinc ingots: 11,900 tons
(of which: self-produced: 8,500 tons; processed: 3,400 tons)
 - + Acid: 17,800 tons;
 - + Lead sulfide concentrate: 3,440 tons;
 - + Tin ingots: 59 tons;
 - + Copper concentrate: 1,000 tons;
 - + Silver concentrate: 900 tons;
 - + Lead oxide concentrate: 2,500 tons.

2. Direction and management of production operations

- Direct the Executive Board to fulfill the targets set out in the 2026 General Meeting of Shareholders' Resolution. Strengthen supervision and direction of the Executive Board from the Company to its subsidiaries to effectively implement production and business activities, capital construction investment, and occupational safety and environmental protection, with the objectives of ensuring safety, efficiency, and profitability. Ensure adequate supply of fuel, raw materials, and supplies for production; effectively manage financial indicators during the year; and prioritize cash flow management and financial risk control to ensure safe operations.

- The Board of Directors will continue to direct the Company to effectively implement mineral resource development, focusing on exploration projects to upgrade reserves at existing mining sites under the Company's management as approved by the 2025 Extraordinary General Meeting of Shareholders. At the same time, all available resources will be mobilized to work with state management authorities to expand mining areas for future production and business activities.

- Continue to stabilize technologies at operating units to ensure technical and economic efficiency, while seeking cooperation and learning from experienced organizations to develop a lead refining project.

- Continue to develop training plans for technical staff and workers to build a successor workforce for the Company's core production sectors (mining and metallurgy), and supplement skilled labor for operating units. Review and optimize workforce allocation to ensure a reasonable structure among management, technical, and support functions.



- Continue to improve remuneration and bonus mechanisms with growth linked to work performance, while paying attention to employees' well-being, particularly underground workers.

- Promote the application of science and technology in production, mechanize underground mining, encourage technical innovation and rationalization of production, and update and apply digital transformation in management and administration across the Company and its units.

- Continue to refine the Company's internal regulations and governance documents in compliance with current laws, thereby establishing a solid legal framework for production and business operations.

- The Board of Directors will continue to innovate and improve the quality of its meetings, clearly assigning responsibilities to its members to ensure proper fulfillment of their respective roles and duties.


The above is the report of the Board of Directors of Vimico - Thai Nguyen Non-Ferrous Metals Joint Stock Company for 2025 and the orientation and operation plan for 2026. The Board respectfully welcomes comments and contributions from shareholders and delegates to further enhance the effectiveness of the Board's activities.

Respectfully submitted!

Recipients: 

- As above;
- Archived at Office; Company Secretary.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRPERSON**


Ly Xuan Tuyen

Thai Nguyen, April 23 2026

No.: 1266 /BC-BKS-TMC

**REPORT OF THE SUPERVISORY BOARD ON ITS ACTIVITIES IN 2025
AND OPERATIONAL PLAN FOR 2026**

**Dear: Shareholders of the Company
Distinguished Delegates**

Pursuant to the rights and duties of the Supervisory Board as stipulated in the Charter on Organization and Operation of VIMICO - Thai Nguyen Non-Ferrous Metals Joint Stock Company;

Pursuant to the Regulations on Organization and Operation of the Supervisory Board of VIMICO - Thai Nguyen Non-Ferrous Metals Joint Stock Company;

Based on the operational performance of VIMICO - Thai Nguyen Non-Ferrous Metals Joint Stock Company in 2025;

Based on the Company's 2025 Financial Statements audited by the Branch of MOORE AISC Auditing and Informatics Services Co., Ltd.;

Based on the operational reports and related documents of the Board of Directors and the Management Board of the Company in 2025.

The Supervisory Board respectfully presents the Report on the activities of the Supervisory Board in 2025 and the operational directions for 2026 as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025

1. Monitor and inspect the management and implementation of the Company's 2025 business plan, and verify the reasonableness and legality of business activities in accordance with the resolutions of the 2025 General Meeting of Shareholders.

2. Monitor and supervise the issuance of resolutions and decisions by the Board of Directors, the Executive Board, and management personnel.

3. Review the reasonableness, legality, honesty, and level of prudence in accounting, statistics, and financial reporting. Examine the 2025 financial statements audited by the MOORE AISC Auditing and Information Technology Services Company Limited .

4. Participate in Board of Directors meetings, monitor progress, and contribute opinions to the meetings.

5. Coordinate with the company to adjust certain contents in the financial statements.

II. RESULTS OF INSPECTION AND SUPERVISION ACTIVITIES BY SUPERVISORY BOARD

1. Results of monitoring the company's operational and financial performance.

1.1. Results of monitoring production and business activities

The Supervisory Board has overseen the organization of production and business activities and reviewed the Company's 2025 performance report:

Implementing the 2025 production plan.

No.	indicators	Unit	Plan	Perform	compare actual performance with the plan (%)
I	Production Output				
1	Zinc ingots	Ton	11,800	12,050	102.1
	<i>Zinc ingot production</i>	<i>Ton</i>	8,500	9,076	
	<i>Processed zinc ingots</i>	<i>Ton</i>	3,300	2,974	
2	Sulfuric acid	Ton	19,000	18,050	95.0
3	50% Lead Sulfide Concentrate	Ton	3,474	3,597	103.5
4	20% Lead Oxide Concentrate	Ton	2,500	1,542	61.7
5	Silver ore concentrate Ti	Ton	370	218	58.9
6	Tin ingots	Ton	73	44	60.3
7	Copper concentrate	Ton	825	1,090	132.1
II	Sales Volume				
1	Zinc ingots	Ton	11,800	11,939	101.2
2	Sulfuric acid	Ton	17,124	16,679	97.4
3	50% Lead Sulfide Concentrate	Ton	3,474	3,524	101.4
4	20% Lead Oxide Concentrate	Ton	3,105	2,107	67.9
5	Silver concentrate	Ton	300	0	0.0
6	Tin ingots	Ton	73	45	61.6
7	Copper concentrate	Ton	1,225	1,574	128.5
III	Total revenue				
8	Total revenue	VND million	1,175,688	1,259,586	107.1

9	Profit before tax	VND million	85,116	122,015	143.35
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Source: Company

- Regarding production activities:

The company has completed and exceeded the production plan for several products, such as: Zinc ingots reaching 102%; 50% lead sulfide concentrate reaching 103%; and copper concentrate reaching 132% compared to the 2025 plan.

The company has not yet completed its production plan for the following products: Sulfuric acid (95%); 20% lead oxide concentrate (62%); silver concentrate (59%); tin ingots (60%).

- Regarding sales activities: Consumption of zinc ingots, 50% lead sulfide concentrate, and copper concentrate met and exceeded the set targets. Consumption of other products fell short of targets. The company has not yet begun selling silver concentrate in 2025.

- Regarding revenue and profit:

+ The company's revenue in 2025 reached VND 1,259.6 billion, an increase of VND 83.9 billion, achieving 107% of the plan.

+ Profit in 2025 reached VND 122.0 billion, an increase of VND 36.9 billion, achieving 143% of the plan. The company's profit exceeded the plan mainly due to the benefit from increased product selling prices.

+ Production costs for products in 2025 are expected to increase compared to the plan. The company needs to tightly manage expenses to further improve operational efficiency.

1.2. Review of the 2025 Financial Statements

Based on the Company's 2025 Financial Statements audited by the Branch of MOORE AISC Auditing and Informatics Services Co., Ltd., the Supervisory Board has reviewed and hereby reports to the General Meeting of Shareholders as follows:

- The Supervisory Board agrees with the 2025 Financial Statements (for the period from January 1, 2025 to December 31, 2025) of the Company as audited by the Branch of MOORE AISC Auditing and Informatics Services Co., Ltd.. The Financial Statements accurately reflect the Company's financial position as at December 31, 2025, as well as the results of business operations and cash flows for the financial period from January 1, 2025 to December 31, 2025, in compliance with applicable regulations and consistent with the Company's actual operations, with no material misstatements in accounting records.

- The recording and retention of accounting documents, preparation of accounting books and financial statements have been conducted fully, accurately,

and in compliance with the State's accounting and financial regulations, meeting management and governance requirements.

- Certain key financial indicators are summarized as follows:

No.	Category	Unit	December 31, 2024	December 31, 2025
1	Liabilities/Equity	Time	1.19	1,17
2	Debt repayment capacity ratio	Time	0.82	0.87
3	Profit/Equity	%	26.11	33.16
4	Profit/Total Assets	%	11.67	15.9

Source: Calculations based on audited financial statements for 2024 and 2025

The financial performance indicators for 2025 show an increase compared to 2024, particularly the Profit/Equity ratio, which rose from 26.11% to 33.16%, and the Profit/Total Assets ratio, which increased from 11.67% to 15.9%.

Summary of some financial indicators for 2025

Unit of measurement: Million VND

No.	indicators	December 31, 2024	December 31, 2025
I	Total assets	579,653	631,869
1	Current assets	242,137	252,445
-	Short-term receivables	8,764	16,517
-	Inventories	97,817	62,548
2	Non-current assets	337,516	379,425
-	Long-term prepaid expenses	94,202	121,340
II	Total Liabilities and Equity	579,653	631,869
1	Liabilities	313,161	340,225
-	Current liabilities	292,191	289,423
-	Non-current liabilities	20,970	50,802
2	Equity	266,426	291,645
-	Charter capital	180,000	180,000
-	Undistributed after-tax profits	86,426	111,645
III	EPS (VND/share)	3,146	5,357

Source: Updated audited financial statements for 2024 and 2025

- Regarding the unit's financial management:

Profit after tax in 2025 reached VND 96,709 million. The Company's EPS increased from VND 3,146/share to VND 5,357/share.

The main reason was that the selling prices of products increased compared to the planned targets. Specifically, the average selling prices of products in 2025 were as follows: zinc ingots reached VND 74.8 million/ton of product compared to the planned VND 70.2 million/ton, equivalent to 106% of the plan; tin ingots reached VND 945.0 million/ton compared to the planned VND 746.5 million/ton, equivalent to 127% of the plan; sulfuric acid reached VND 1.9 million/ton compared to the planned VND 1.5 million/ton, equivalent to 126% of the plan; and 50% lead sulfide concentrate reached VND 33.6 million/ton compared to the planned VND 27 million/ton, equivalent to 124% of the plan.

- Evaluating debt management practices:

The Company's receivables accounted for a relatively small proportion of annual revenue, which is an important factor contributing to the Company's financial stability and sustainability.

Total liabilities of the Company amounted to VND 340,225 million, accounting for 53.84% of total capital sources. The Company had no overdue short-term or long-term liabilities.

- Regarding the implementation of investment projects:

The value of investment implementation in 2025 reached VND 64,094 million (equivalent to 99.61% of the adjusted 2025 plan under Notice No. 3218/VIMICO-ĐTXD dated December 18, 2025 issued by Vietnam National Coal and Mineral Industries Holding Corporation Limited (VIMICO)). The investment structure was as follows:

- + Construction: VND 17,430 million
- + Equipment: VND 36,895 million
- + Management, consultancy, site clearance and others: VND 9,769 million

The investment projects included 04 ongoing projects: the Environmental Improvement Project for Thai Nguyen Electrolytic Zinc Plant; the Expansion and Capacity Enhancement Project for Lang Hich Lead-Zinc Mine; the Construction of Collective Housing at Bac Kan Non-ferrous Metals Branch; and the Silver Recovery Investment Project from Zinc Hydrometallurgical Sludge at Thai Nguyen Electrolytic Zinc Plant. In addition, there were nine newly commenced projects and several projects under investment preparation.

**** Evaluating the results of the 2025 investment and construction plan implementation.***

In 2025, the Company implemented projects and works aimed at improving metallurgical production technology, recovering valuable new products, and enhancing working environment conditions and employees' living standards. At the same time, the Company implemented equipment investment projects to maintain production operations in 2025 across its units, with particular focus on accelerating investments in mechanized underground mining equipment.

2. Results of monitoring the Board of Directors and the Management Board.

Regarding the assessment of the Board of Directors' and Management Board's performance reports for the year 2025 , the Supervisory Board has the following opinion:

2.1. Monitoring the activities of the Board of Directors

- During the year, the Board of Directors actively implemented various matters within its authority. The Board held regular quarterly meetings as well as extraordinary meetings relating to production and business operation support and organizational restructuring of the Company;

- The Board of Directors provided close and practical guidance aligned with the Company's business operations, enabling the Company to achieve and exceed its profit targets;

- The activities of the Board of Directors effectively supported and facilitated the Company's business operations, while generally complying with applicable laws and the Company's Charter regarding matters delegated to the Board's authority.

2.2. Monitoring the activities of the Board of Directors

- The Management Board implemented its duties in accordance with the Company's Charter and the Resolutions and Decisions assigned by the Board of Directors. The General Director convened Executive Board meetings to discuss, agree upon assignments, and direct departments/divisions/subsidiary units in implementing the Resolutions and Decisions of the Board of Directors, and subsequently reported implementation results to the Board of Directors;

- The Management Board actively implemented the tasks assigned under the Resolutions and Decisions of the Board of Directors, contributing positively to business efficiency and strengthening management and inspection activities;

- Human resource development continued to receive investment and attention in order to build personnel resources for the Company's key projects in the coming years. Technical management activities remained fundamentally stable. The Company invested in and put into operation a silver recovery processing line for rotary kiln exhaust gas treatment, thereby improving recovery rates and generating additional products for the Company;

- The Supervisory Board assessed that the Management Board successfully fulfilled several important financial targets in 2025, particularly revenue and profit targets approved by the General Meeting of Shareholders.

3. Recommendations and suggestions

In 2026, the Supervisory Board will continue to perform its duties on behalf of shareholders, regularly monitoring all business and operational activities of the

Company. The Supervisory Board will strengthen its oversight of the activities of the Board of Directors and the Management Board, and will be responsible for reporting to the General Meeting. To contribute to the overall development of the Company, the Supervisory Board has the following recommendations:

Regarding long-term development strategy:

The company's management board needs to focus all resources on accelerating the investment and exploitation progress of the Nui Phao mine, effectively managing production at the Cuc Duong mine, improving the quality of zinc ingots to achieve 99.99%, and stably operating the silver ore concentrate production line to create a foundation for the company's sustainable development. It is necessary to balance and select investment options that are appropriate to market price fluctuations. It is also crucial to improve medium- and long-term forecasting to make appropriate investment decisions.

The management board needs to effectively manage resources and develop exploration drilling plans to upgrade reserves, ensuring they are based on the current status of each block. The exploitation design for each block must comply with the reserve standards of the Ministry of Natural Resources and Environment (Circular No. 60/2017/TT-BTNMT).

**** Regarding labor organization:***

- Labor: We propose that the Management Board develop solutions to continue reviewing, rearranging, and reorganizing production to reduce the number of managerial and support staff. The ratio of managerial staff in 2026 should ensure a suitable balance between managerial, support, and technology staff, while also ensuring compliance with safety regulations in production as stipulated by law.

- Salary:

+ The company continues to develop a salary payment plan linked to product output, workload, and work efficiency through KPI tools, prioritizing salaries for key positions that determine the productivity and efficiency of units, such as underground miners, zinc electrolysis workers, furnace operators, and highly skilled workers... in order to encourage the dedication and striving of talented and capable employees.

Regarding production organization:

- Maximize the capacity of the equipment line, maintain and service machinery and equipment, and promptly handle any malfunctions to ensure that machinery and equipment always run smoothly.

- Particular attention is paid to product quality to create competitiveness in the market. While the prices of input materials such as coal, gasoline, and electricity are subject to significant fluctuations, the company needs to have a firm grasp of the information and flexibly apply various methods of purchasing

materials while still ensuring compliance with procurement regulations and achieving the highest economic efficiency.

- Improve training and retraining programs to continuously enhance the management capabilities and professional skills of employees.

- In addition to focusing on production, the company needs to pay special attention to occupational safety and health and fire prevention.

**** Regarding repair and renovation activities:***

- In 2025, the Company's repair and renovation activities will still be ongoing:

- + The repair plan was not aligned with actual needs; during implementation, many new, high-value items arose that were not included in the plan.

- + In 2025, the value of routine repairs is high, exceeding the planned amount.

- To remedy the above situation, the Supervisory Board recommends:

- + In 2026, when planning, the company needs to carefully review repair and renovation items; accurately assess their nature to classify them as major repairs, routine maintenance, or upgrades that increase the value of fixed assets.

The company needs to establish regulations defining which items constitute major repairs, routine maintenance, and upgrades to fixed assets, and submit them to the Board of Directors for approval as a basis for implementation.

The company needs to exercise tighter control over repair and renovation activities to reduce costs and increase operational efficiency. A greater emphasis on combating waste is necessary, especially in the context of rising input material prices.

- + Repair and basic construction investment projects should consider only the necessary items, based on a cost-saving approach that ensures development and sustainability.

- + Any unplanned repairs that have not been assigned require a plan and report for approval by the Board of Directors.

**** Regarding other management tasks***

The company's processes, regulations, and rules need to be revised and supplemented in accordance with the newly amended Articles of Association. This includes updating and supplementing the new regulations of the Securities Law, the Investment Law, and other amended legal provisions.

The planning process of the company's units needs to be more realistic, in the spirit of combating waste, in order to build a sustainable company.

III . DIRECTION OF ACTIVITIES OF THE SUPERVISORY BOARD IN 2026

- To perform fully the functions and duties of the Supervisory Board as assigned by the General Meeting of Shareholders.

- To supervise and inspect the management and implementation of the Company's 2026 business and production plan, and to examine the legality and appropriateness of business activities in accordance with the resolutions of the 2026 General Meeting of Shareholders.

- To examine the legality, appropriateness, accuracy, and prudence in accounting, statistical work, and the preparation of the 2026 financial statements.

- To attend meetings of the Board of Directors, monitor discussions, and provide comments and recommendations at such meetings.

Above is the Report of the Supervisory Board on its activities in 2025 and operational plan for 2026 respectfully submitted to the General Meeting of Shareholders. We sincerely wish all Shareholders, Delegates, and Investors good health, success, and happiness.

Wishing the General Meeting great success!

Sincerely

**On behalf of the Supervisory Board
Head**



Nguyen Dinh Chien



Thai Nguyen, April, 23 2026

No.: 1267 /TTr-BKS

PROPOSAL

Re: Selection of an audit firm for the 2026 Financial Statements Audit

To: THE GENERAL MEETING OF SHAREHOLDERS

In compliance with the obligations stipulated in the Company's Charter and relevant laws, VIMICO - Thai Nguyen Non - Ferrous Metal Joint Stock Company (TMC) respectfully submits to the General Meeting of Shareholders for approval the list of auditing firms to conduct the audit of TMC's 2026 financial statements as follows::

1. **Criteria for selecting an independent auditing firm**

- A firm legally operating in Vietnam and approved by the State Securities Commission to audit issuers and listed companies;
- Having a strong reputation for audit quality;
- Possessing a team of highly qualified and experienced auditors;
- Having experience in auditing public companies;
- Offering reasonable audit fees commensurate with audit quality, based on a review of audit fee proposals and the scope of audit work.

2. **List of auditing firms**

Based on the above selection criteria, the Supervisory Board of VIMICO - Thai Nguyen Non - Ferrous Metal Joint Stock Company respectfully proposes that the General Meeting of Shareholders consider and approve the list of auditing firms to be selected as the auditors for the 2026 financial statements as follows:

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

3. **Proposal on the selection of the auditing firm**

- Respectfully submit to the General Meeting of Shareholders for approval the above selection criteria and list of auditing firms;
- The General Meeting of Shareholders authorizes the Supervisory Board to act as the focal point in coordination with the Company to select one of the above auditing firms.

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

Recipient:

- As above;
- Filed in the records office, SB.

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



Nguyen Dinh Chien

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

No.: 1268 /TTr - TMC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, April 23 2026

PROPOSAL
Regarding approval of the 2025 Financial Statements

To: The Annual General Meeting of Shareholders 2026

Pursuant to the Charter on Organization and Operation of Thai Nguyen Non-Ferrous Metals Joint Stock Company - VIMICO, as amended and supplemented for the fifth time and promulgated together with Decision No. 3666/QD-TMC dated October 1, 2025 of the Company's Board of Directors;


Pursuant to the 2025 Financial Statements of Thai Nguyen Non-Ferrous Metals Joint Stock Company - VIMICO audited by the Branch of Moore AISC Vietnam Auditing and Informatics Services Co., Ltd.;

Pursuant to Resolution No. 29/NQ-HĐQT dated April 20, 2026 of the Board of Directors regarding the approval of the 2025 business production and operation results. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 Financial Statements, including:

- Balance Sheet;
- Statement of Income;
- Cash Flow Statement;
- Notes to the Financial Statements.

The General Meeting of Shareholders authorizes the Executive Board to coordinate with the independent auditing firm to re-issue the 2025 Financial Statements.

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

Recipients: 
- As addressed above;
- Archived at the Office, Finance & Accounting Department, and Company Secretary.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRPERSON**



Ly Xuan Tuyen

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

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom - Happiness



FINANCIAL STATEMENT
COMPANY WIDE
2025
After the Supervisory Board

To:

Thai Nguyen, 2026

BALANCE SHEET
the fourth quarter of 2025
As of December 31, 2025

Unit: VND

ASSET	Code	Note	CLOSING BALANCE	OPENING BALANCE
A - CURRENT ASSETS (110+120+130+140+150)	100		252.444.630.037	242.070.894.621
I. Cash and cash equivalents	110	VI.1	134.452.678.172	94.613.369.527
1. Cash	111		43.408.694.516	54.613.369.527
2. Cash equivalents	112		91.043.983.656	40.000.000.000
II. Short-term financial investments	120		-	-
1. Trading securities	121	VI.2a	-	-
2. Trading Securities - Provisions (*)	122		-	-
3. Held to maturity investments	123	VI.2b	-	-
III. Short-term receivables	130		16.517.215.729	8.764.130.980
1. Short-term trade receivables	131	VI.3	10.185.677.521	5.232.017.519
2. Short-term prepayments to suppliers	132		3.209.271.671	1.222.124.699
3. Short-term intra-company receivables	133		-	-
4. Receivables Under Construction Contract Schedules	134		-	-
5. Short-term loan receivables	135		-	-
6. Other short-term receivables	136	VI.4	3.122.266.537	2.912.028.762
7. Short-term Allowances for Doubtful Debts(*)	137		-	(602.040.000)
8. Shortage of assets awaiting resolution	139	VI.5	-	-
IV. Inventories	140	VI.7	62.548.137.399	97.751.436.178
1. Inventories	141		64.023.057.676	99.226.356.455
2. Allowances for Decline in Value of Inventories (*)	149		(1.474.920.277)	(1.474.920.277)
V. Other short-term assets	150		38.926.598.737	40.941.957.936
1. Short-term prepaid expenses	151	VI.13a	38.926.598.737	39.713.475.399
2. Deductible VAT	152		-	341.160.566
3. Taxes and Other Receivables from Government Budget	153	VI.17b	-	887.321.971
4. Short-Term Government Bonds Purchased for Resale	154		-	-
5. Other Short-term Assets	155	VI.14a	-	-
B - NON-CURRENT ASSETS	200		379.425.299.105	337.516.213.801
I. Long-term receivables	210		10.742.011.920	9.799.661.843
1. Long-term receivables from customers	211	VI.3	-	-
2. Long-term prepayments to suppliers	212		-	-
3. Working capital provided to sub-units	213		-	-
4. Long-term intra-company receivables	214		-	-
5. Long-term loan receivables	215		-	-
6. Other long-term receivables	216	VI.4b	10.742.011.920	9.799.661.843
7. Long-term Allowances for Doubtful Debts(*)	219		-	-
II. Fixed assets	220		231.955.157.978	187.487.868.557
1. Tangible fixed assets	221	VI.9	231.955.157.978	187.487.868.557
- Historical costs	222		1.073.209.021.900	993.375.752.582
- Accumulated depreciation (*)	223		(841.253.863.922)	(805.887.884.025)
2. Finance lease fixed assets	224	VI.11	-	-
- Historical costs	225		-	-
- Accumulated depreciation (*)	226		-	-
3. Intangible fixed assets	227	VI.10	-	-
- Historical costs	228		629.245.319	629.245.319
- Accumulated depreciation (*)	229		(629.245.319)	(629.245.319)
III. Investments in Property	230	VI.12	-	-
- Historical costs	231		-	-
- Accumulated depreciation (*)	232		-	-
IV. Long-Term Assets in Progress	240		15.388.067.437	46.027.069.653
1. Long-term work in process	241	VI.8a	-	-
2. Construction in progress	242	VI.8b	15.388.067.437	46.027.069.653
V. Long-term financial investments	250		-	-
1. Investments in subsidiaries	251		-	-
2. Investments in joint ventures and associates	252		1.020.246.000	1.020.246.000
3. Equity investments in other entities	253		-	-
4. Allowances for Long-term Investments (*)	254		(1.020.246.000)	(1.020.246.000)
5. Held to maturity investments	255		-	-
VI. Other long-term assets	260		121.340.061.770	94.201.613.748
1. Long-term prepaid expenses	261	VI.13b	121.340.061.770	94.201.613.748
2. Deferred income tax assets	262	VI.24a	-	-
3. Long-term Equipment & Spare Parts for Replacement	263		-	-

ASSET	Code	Note	CLOSING BALANCE	OPENING BALANCE
4. Other long-term assets	268	VI.14b	-	-
5. Commercial Advantages	269		-	-
TOTAL ASSETS (270=100+200)	270		631.869.929.142	579.587.108.422
C - TOTAL LIABILITIES	300		340.225.212.747	313.161.377.444
I. Current liabilities	310		289.423.315.782	292.191.262.117
1. Short-term Trade Payables	311	VI.16a	128.331.318.458	154.696.658.700
2. Short-term prepayments from customers	312		4.729.670.298	1.430.576.109
3. Taxes and other payables to Government Budget	313	VI.17a	36.834.509.288	18.546.890.218
4. Payables to employees	314		47.753.150.647	46.098.252.565
5. Short-term accrued expenses	315	VI.18a	1.702.085.968	6.940.525.336
6. Short-term intra-company payables	316		-	-
7. Payables under Schedule of Construction Contract	317		-	-
8. Short-term unearned revenue	318	VI.20a	-	-
9. Other short-term payments	319	VI.19a	28.431.554.073	51.991.210.564
10. Short-term borrowings and finance lease liabilities	320	VI.15a	40.701.002.079	12.060.000.000
11. Short-term Provisions	321		-	-
12. Bonus and welfare fund	322		940.024.971	427.148.625
13. Price Stabilization Fund	323		-	-
14. Short-term Government Bonds Purchased for Resale	324		-	-
II. Non-current liabilities	330		50.801.896.965	20.970.115.327
1. Long-term Trade Payables	331	VI.16b	-	-
2. Long-term prepayments from customers	332		-	-
3. Long-term accrued expenses	333	VI.18b	-	-
4. Intra-company payables on operating capital	334		-	-
5. Long-term intra-company payables	335		-	-
6. Long-term unearned revenue	336	VI.20b	-	-
7. Other long-term payables	337	VI.19b	-	-
8. Long-term borrowings and finance lease liabilities	338	VI.15a,b	42.710.654.300	13.570.800.000
9. Convertible bonds	339		-	-
10. Preference shares	340		-	-
11. Deferred income tax liabilities	341	VI.24b	-	-
12. Provisions for long-term payables	342		8.091.242.665	7.399.315.327
13. Science and technology development fund	343		-	-
D - OWNER'S EQUITY	400		291.644.716.395	266.425.730.978
I. Owner's equity	410		291.644.716.395	266.425.730.978
1. Contributed capital	411	VI.25	180.000.000.000	180.000.000.000
- Ordinary shares with voting rights	411a		180.000.000.000	180.000.000.000
- Preference shares	411b		-	-
2. Share premium	412	VI.25a	-	-
3. Conversion options on convertible bonds	413	VI.25a	-	-
4. Other capital	414	VI.25a	-	-
5. Treasury shares (*)	415		-	-
6. Differences upon asset revaluation	416	VI.25a	-	-
7. Exchange rate differences	417	VI.25a	-	-
8. Research & Development Fund	418	VI.25e	-	-
9. Enterprise reorganization assistance fund	419	VI.25e	-	-
10. Other Owners' Equity Funds	420	VI.25e	-	-
11. Undistributed After-tax Profits	421	VI.25a	111.644.716.395	86.425.730.978
- Undistributed Earnings - Brought Forward	421a		15.222.727.572	15.367.155.344
- Undistributed Earnings - Current Period	421b		96.421.988.823	71.058.575.634
12. Construction investment fund	422		-	-
13. Non-controlling interests	429		-	-
II. Funding Sources and other Funds	430		-	-
1. Funds for Public Service Activities	432	VI.28	-	-
2. Funds Forming Fixed Assets	433		-	-
TOTAL CAPITAL (440=300+400)	440		631.869.929.142	579.587.108.422

Preparer

Pham Thi Thuy Duong

Chief Accountant

Nguyen Thi Xuan Huong

Director



Tran Van Long

INCOME STATEMENT
As at 31 December 2025

Unit: VND

Items	Code	Note	Year 2025	Year 2024
1.Revenue from sales of goods and rendering of services	01	VII.1	1.255.453.042.920	1.158.378.432.592
2. Deductions	02	VII.2	-	-
3.Net revenue from sales of goods and rendering of services (10=01-02)	10		1.255.453.042.920	1.158.378.432.592
4. Cost of goods sold and service rendered	11	VII.3	1.068.419.319.577	1.001.907.226.171
5. Gross profit from sales of goods and rendering of services (20=10-11)	20		187.033.723.343	156.471.206.421
6. Financial income	21	VII.4	1.838.691.001	515.794.628
7. Financial expense	22	VII.5	1.334.401.623	2.579.871.466
.- In which: Interest expense	23		1.173.918.835	2.299.179.356
8. Selling expenses	25	VII.8	3.880.510.332	2.497.176.321
9. General and administrative expense	26	VII.8	60.667.975.069	61.808.599.777
10. Net profit from operating activities {30=20+(21-22)-(25+26)}	30		122.989.527.320	90.101.353.485
11. Other income	31	VII.6	2.293.813.858	5.008.933.273
12. Other expense	32	VII.7	3.267.538.323	5.629.411.203
13. Other profits (40=31-32)	40		(973.724.465)	(620.477.930)
14.Net profit before tax(50=30+40)	50		122.015.802.855	89.480.875.555
15. Current corporate income tax expenses	51	VII.10	25.306.272.974	18.186.158.171
16. Deferred corporate income tax expenses	52	VII.11	-	-
17. Net Profit after corporate income tax (60=50-51-52)	60		96.709.529.881	71.294.717.384
18. Basic earnings per share *	70		5.357	3.146
19. Diluted earnings per share	71		-	-

Preparer

Chief Accountant

Director

Pham Thi Thuy Duong

Nguyen Thi Xuan Huong



Tran Van Long

THE STATEMENT OF CASH FLOW
As at 31 December 2025

Unit: VND

Items	Code	Note	Accumulated from the beginning of the year to the end of this quarter	
			Current period	Last period
I. CASH FLOW FROM OPERATING ACTIVITIES				
1. Profit before tax	01		122.015.802.855	89.480.875.555
2. Adjustments for:				-
- Depreciation and amortization	02	VII.9	42.077.930.872	38.369.108.470
- Provisions	03		89.887.338	
- (Gains) Losses on Exchange Rate Differences from Revaluation of Accounts derived from Foreign Currencies	04		(8.550.125)	230.977.279
- (Gains) Losses from Investing Activities	05		(1.749.795.341)	515.794.628
- Interest expense	06		1.173.918.835	2.299.179.356
- Other adjustments	07			-
3. Operating profit before changes in working capital	08		163.599.194.434	130.895.935.288
-(Increase) decrease in receivables	09		(6.636.043.276)	33.820.797.938
-(Increase) decrease in inventories	10		35.203.298.779	(9.908.709.215)
(Increase) decrease in payables (excluding interest payable/ corporate income tax payable)	11		(23.640.745.954)	38.297.830.256
-(Increase) decrease in prepaid expenses	12		(26.351.571.360)	(31.193.017.997)
-(Increase) decrease in trading securities	13			-
- Interest paid	14		(1.115.287.556)	(2.299.179.356)
- Corporate income tax paid	15		(10.073.739.402)	(8.385.558.918)
- Other receipt from operating activities	16		883.998.000	
- Other payments on operating activities	17		(12.800.868.911)	
Net cash flows from operating activities	20		119.068.234.754	151.228.097.996
II. CASH FLOWS FROM INVESTING ACTIVITIES				-
1. Expenditures on Purchases, Constructions of Fixed Assets and other Long-term Assets	21		(56.236.986.351)	(40.333.339.777)
2. Proceeds from Disposal, Transfer of Fixed Assets and other Long-term Assets	22			-
3. Expenditures on Loans and Purchase of Debt Instruments from other Entities	23			
4. Proceeds from Loan Recoveries, Resale of Debt Instruments of other Entities	24			
5. Expenditures on Equity Investments in other Entities	25			
6. Proceeds from equity investment in other entities	26			
7. Proceeds from Interests, Dividends, and Distributed Profits	27		1.601.271.863	515.794.628
Net cash flows from investing activities	30		(54.635.714.488)	(39.817.545.149)
III. CASH FLOWS FROM FINANCING ACTIVITIES				-
1. Proceeds from Issuance of Shares and Capital Contribution from Owners	31			-
2. Repayments of Contributed Capital to Owners, Repurchase of Shares Issued	32			-
3. Proceeds from borrowings	33	VIII.3	99.636.382.994	131.041.402.421
4. Repayments of loans principal	34	VIII.4	(41.855.526.615)	(132.807.326.862)
5. Repayments of Financial Leases	35			-
6. Dividends or profits paid to owners	36		(82.374.068.000)	(23.330.757.000)
Net cash flows from financing activities	40		(24.593.211.621)	(25.096.681.441)

Items	Code	Note	Accumulated from the beginning of the year to the end of this quarter	
			Current period	Last period
Net Cash Flows during the Period (50 = 20+30+40)	50		39.839.308.645	86.313.871.406
Cash at the beginning of the period	60		94.613.369.527	8.299.498.121
Effects of Exchange Rate Fluctuations	61			-
Cash and cash equivalents at the end of the period	70		134.452.678.172	94.613.369.527

Preparer



Pham Thi Thuy Duong

Chief Accountant



Nguyen Thi Xuan Huong

Director



Tran Van Long

NOTES TO FINANCIAL STATEMENTS

COMPANY-WIDE CONSOLIDATION

For the financial year ended 31 December 2025

I. Characteristics of business operations

1. Capital Structure: Joint Stock Company Capital. In which State Capital holds 51%.
2. Business sector: Survey, exploration, exploitation, refining, and trading of minerals. Business in other industries as prescribed by law.
3. Business lines
Surveying, exploring, mining, processing and refining of non-ferrous metals. Infrastructure construction of industrial and civil works. Trading in minerals, manufacturing of construction materials, repairing automobiles and mining equipment, designing and manufacturing equipment and spare parts, importing and exporting equipment, materials, spare parts and minerals of all kinds. Trading in other industries according to the provisions of law.
4. Normal production and business cycle.
5. Characteristics of business operations during the fiscal year
6. Corporate structure: Independent accounting joint stock company

II. Accounting period, currency used

1. Fiscal year: Starts from January 1st and end on December 31st every year.
2. Currency used in accounting: (VND)

III. Accounting standards and applicable accounting regimes

1. Applicable accounting regime

The Company performs accounting work according to the Vietnamese enterprise accounting system issued under Circular No. 200/TT-BTC on December 22nd, 2014 of the Ministry of Finance and the management reporting form of Vietnam National Coal and Mineral Industries holding corporation Limited.

2. Applicable accounting form: General journal accounting method
3. Statement on compliance with accounting standards and accounting regimes

The Company complies with the current accounting regime and the guidance on implementing Vietnamese accounting standards issued by the Ministry of Finance. Compliance with the principle of prudence and materiality of Financial Statements

IV. Applicable accounting policies

1. Principles of Recording Cash and Cash Equivalents

At the end of the accounting year, the enterprise must conduct an inventory to determine the actual situation. The closing balance is calculated in Vietnamese Dong.

Method for converting Foreign currencies. Based on December 31th of the reporting year, the closing date of the accounting year, the bank announces the exchange rate at December 31th as a basis for converting to Vietnamese Dong.

2. Principles of inventory recording

- Principles of inventory valuation at original cost
- Method of calculating inventory value: Determined based on quantity through inventory counting and ending inventory unit price of each item.
- Inventory accounting method: According to the periodic declaration method
- Method of setting up inventory price reduction provision: No occurrence

3. Principles of Recording and Depreciating Fixed Assets and Investment Properties

- Principles of recording tangible fixed assets, intangible fixed assets, and financial leases:
 - Tangible fixed assets: Purchase price plus transportation costs and installation/trial run
- Depreciation method for tangible and intangible fixed assets:
 - in accordance with Circular 45/2013/TT-BTC dated April 25th, 2013 of the Minister of Finance guiding the management, use and depreciation of fixed assets, straight-line depreciation method.

4. Recording and Depreciating Investment Properties

- Principle of recording investment real estate: No occurrence
- Principles and methods of depreciation of investment real estate: no arising

5. Principles of recording financial investments:

Investments in subsidiaries, associates, capital contributions to jointly controlled businesses:

Based on the decision of the joint venture Board of Directors, the decision on the contribution level of each party, the unit bases on invoices and documents as the basis for recording contributed capital.

- Short-term securities investments
- Other short-term and long-term investments
- Method of making provision for short-term and long-term investment depreciation

6. Principles of Recognition and Capitalization of Borrowing Costs Principles of recording borrowing costs

- The capitalization rate is used to determine the amount of borrowing costs capitalized during the period.

7. Principles of Capitalization of Other Expenses

- Prepaid expenses
- Other costs

- Method of allocating prepaid expenses: based on each period of preparing the final settlement report, if the cost is bearable, allocate it according to the time of use.
 - Method and time of allocating commercial advantage: None
8. Principles of Recording Payable Expenses Based on the sales contract and related documents as the basis for recording payables.
9. Principles and Methods of Recording Provisions for Payables Based on construction projects, costs incurred but without products, general management costs are recorded as prepaid expenses, when products are produced, they are gradually allocated to the product cost of that project .
10. Principles of recording Owner's equity
- Principles for recording owner's capital, Share premium, and other owner's capital.
 - Principles for recording asset revaluation differences
 - Principles of recording exchange rate differences
 - Principles of recording undistributed profits
11. Principles and Methods of Revenue Recognition
- Sales revenue:
 - Based on the sales contract and sales invoice, if the customer has accepted payment, sales revenue is recorded.
 - Service revenue:
 - Based on the contract signed by both parties, after completing the work, the buyer can pay immediately or accept payment, then revenue is recorded.
 - Financial income
 - The profit from this activity is distributed effectively. In addition, the foreign currency sales difference is also recorded in this revenue.
 - Construction contract revenue
12. Principles and Methods of Recording Financial
13. Principles and Methods of Recording Corporate Income Tax Expenses
14. Foreign Exchange Risk Hedging Operations
15. Other Accounting Principles and Methods.
16. The Company's business performance results and the figures presented in the Financial Statements have been adjusted compared with those stated in Audit Report No. A0625095/MOOREAISHN-TC dated March 10, 2026, pursuant to Resolution No. 29/HĐQT-TMC dated April 20, 2026 of the Board of Directors regarding the approval of the Company's 2025 business performance results.

NOTES TO FINANCIAL STATEMENTS
As at 31 December 2025

Unit: VND

Account	CLOSING BALANCE			OPENING BALANCE		
	Original cost	Fair value	Allowances	Original cost	Fair value	Allowances
01. Cash	43,408,694,516			54,613,369,527		
- Cash on hand	101,398,553			362,184,855		
- Demand Deposits	43,307,295,963			54,251,184,672		
- Cash in transit						
	CLOSING BALANCE			OPENING BALANCE		
	Original cost	Fair value	Allowances	Original cost	Fair value	Allowances
02. Financial investments	92,064,229,656	91,043,983,656	(1,020,246,000)	41,020,246,000	40,000,000,000	(1,020,246,000)
<i>a/ Trading securities</i>	-	-	-	-	-	-
(Conforms to form 02A-TM)						
	CLOSING BALANCE			OPENING BALANCE		
	Original cost	Book value	Original cost	Book value		
<i>b/ Held to maturity investments</i>	91,043,983,656	-	40,000,000,000	40,000,000,000		
<i>b1/ Short term</i>	91,043,983,656	-	40,000,000,000	40,000,000,000		
- Term deposits	91,043,983,656		40,000,000,000	40,000,000,000		
	CLOSING BALANCE			OPENING BALANCE		
	Original cost	Fair value	Allowances	Original cost	Fair value	Allowances
<i>c/ Equity investments in other entities</i>	1,020,246,000	-	(1,020,246,000)	1,020,246,000	-	(1,020,246,000)
(In accordance with Form 02C-TM and PB01-TKV)						
	CLOSING BALANCE			OPENING BALANCE		
	Original cost	Fair value	Allowances	Original cost	Fair value	Allowances
03. Short-term Trade Receivables	10,185,677,521	10,185,677,521	-	5,232,017,519	4,629,977,519	602,040,000
(Conforms to Form 03A-TM)						
	CLOSING BALANCE			OPENING BALANCE		
	Value	Allowances	Value	Allowances		
04. Other short-term receivables	3,122,266,537		2,912,028,762			
(Conforms to Form 04-TM)						
	CLOSING BALANCE			OPENING BALANCE		
	Quantity	Value	Quantity	Value		
05. Shortage of assets awaiting resolution	0	0	0	0		
<i>a/ Cash</i>						
<i>b/ Inventories</i>						
<i>c/ Fixed assets</i>						
<i>d/ Other assets</i>						
	CLOSING BALANCE			OPENING BALANCE		
	Original cost	Recoverable value	Original cost	Recoverable value		
06. Doubtful debts		0	602,040,000	0		
(Conforms to Form 06-TM)						
	CLOSING BALANCE			OPENING BALANCE		
	Original cost	Allowances	Original cost	Allowances		
07. Inventories	64,023,057,676	(1,474,920,277)	99,226,356,455	(1,474,920,277)		
- Goods in Transit						
- Raw materials	10,516,760,692		9,703,918,935			
- Tools, supplies	581,990,489		455,355,296			
- Cost of work in progress	39,418,579,740	(1,474,920,277)	45,737,777,561	(1,474,920,277)		

- Finished product	13.505.726.755	-	43.329.304.663	-		
- Goods						
- Goods Sent on Consignment						
-Goods in bonded warehouse						
	CLOSING BALANCE		OPENING BALANCE			
	CLOSING BALANCE	OPENING BALANCE				
08. Other short-term assets	15.388.067.437	46.027.069.653				
a/ Long-term work in process						
	CLOSING BALANCE	OPENING BALANCE				
b/ Construction in progress	15.388.067.437	46.027.069.653				
(Conforms to Form 08-TM)						
	CLOSING BALANCE	OPENING BALANCE				
09. Increase and decrease of tangible fixed assets	231.955.157.978	187.487.868.557				
(Conforms to Form 09-TM)						
	CLOSING BALANCE	OPENING BALANCE				
10. Increase and decrease of intangible fixed assets	0	0				
(Conforms to Form 10-TM)						
	CLOSING BALANCE	OPENING BALANCE				
11. (Increase) decrease of financial leased fixed assets	0	0				
(Conforms to Form 11-TM)						
	CLOSING BALANCE	OPENING BALANCE				
12. Increase or decrease in investment real estate	0	0				
(Conforms to Form 12-TM)						
	CLOSING BALANCE	OPENING BALANCE				
13. Prepaid expenses	160.266.660.507	133.915.089.147				
(Conforms to Form 13-TM)						
	CLOSING BALANCE	OPENING BALANCE				
14. Other assets	0	0				
a/ Short term						
b/ Long term						
	CLOSING BALANCE		During the period		OPENING BALANCE	
	Value	Repayment capacity	Increase	Decrease	Value	Repayment capacity
15. Borrowings and finance leases	83.411.656.379	83.411.656.379	111.405.382.994	53.624.526.615	25.630.800.000	25.630.800.000
a/ Short-term loans	27.692.002.079	27.692.002.079	58.727.528.694	31.035.526.615	-	-
b/ Long-term loans	55.719.654.300	55.719.654.300	52.677.854.300	22.589.000.000	25.630.800.000	25.630.800.000
- Long-term debt due in less than 1 year	13.009.000.000	13.009.000.000	11.769.000.000	10.820.000.000	12.060.000.000	12.060.000.000
- Term from 1-3 years	42.710.654.300	42.710.654.300	40.908.854.300	11.769.000.000	13.570.800.000	13.570.800.000
- Term from 3-5 years						
- Term from 5-10 years						
- Term over 10 years						
	Current period			Last period		
Term of debt	Total payment of financial receipts.	Pay rental interest	Repay principal	Total payment of financial receipts.	Pay rental interest	Repay principal
c/ Paid finance lease liabilities	0	0	0	0	0	0
	CLOSING BALANCE		OPENING BALANCE			
	Original	Interest	Original	Interest		
d/ Outstanding and overdue borrowings and finance leases	0	0	0	0		
- Loans						
- Financial leases						
	CLOSING BALANCE		OPENING BALANCE			

	Value	Repayment capacity	Value	Repayment capacity		
16. Short-term Trade payables	128.331.318.458	128.331.318.458	154.696.658.700	154.696.658.700		
(Conforms to Form 3A-TM)						
	CLOSING BALANCE			OPENING BALANCE		
	Value	Interest rate	Term	Value	Interest rate	Term
17. Bonds issued	0			0		
(Conforms to Form 17-TM)						
	CLOSING BALANCE			OPENING BALANCE		
	Value	Interest rate	Term	Value	Interest rate	Term
18. Preferred shares classified as liabilities						
- Par value						
- Repurchased value during the period						
	CLOSING BALANCE	OPENING BALANCE				
19. Taxes and other payables to Government budget	36.834.509.288	18.546.890.218				
(Conforms to Form 19-TM)						
	CLOSING BALANCE			OPENING BALANCE		
	Value	Repayment capacity	Value	Repayment capacity		
20. Short-term accrued expenses	1.702.085.968	1.702.085.968	6.940.525.336	6.940.525.336		
- Accrued salary expenses during the vacation period						
Accrued expenses during the downtime period						
- Accrued cost of goods sold estimate						
- Interest	71.636.895	71.636.895	13.005.616	13.005.616		
-Other accrued expenses	1.630.449.073	1.630.449.073	6.927.519.720	6.927.519.720		
+ Payables to subcontractors						
+ Payables for basic construction projects						
+ Transportation Costs	-	-	-	-		
+ Cost of electricity bill	1.079.888.460	1.079.888.460	1.067.773.366	1.067.773.366		
+ Environmental monitoring costs						
+ Audit costs for 2021						
+ Other payables	550.560.613	550.560.613	5.859.746.354	5.859.746.354		
	CLOSING BALANCE			OPENING BALANCE		
	Value	Repayment capacity	Value	Repayment capacity		
21. Other payables	28.431.554.073	28.431.554.073	51.991.210.564	51.991.210.564		
a/ Short term	28.431.554.073	28.431.554.073	51.991.210.564	51.991.210.564		
- Excess assets awaiting resolution						
- Union dues	3.155.297	3.155.297				
- Social insurance						
- Health insurance						
- Unemployment insurance						
- Payables related to privatization						
- Short-term margin and Security Deposit	21.653.491.051	21.653.491.051	20.890.847.234	20.890.847.234		
- Dividends, profits payable	92.845.500	92.845.500	24.866.913.500	24.866.913.500		
- Other payables and accrued liabilities	6.682.062.225	6.682.062.225	6.233.449.830	6.233.449.830		
b/ Long term						
- Long-term margin and Security Deposit						
- Other payables and accrued liabilities						
c/ Outstanding debts						
	CLOSING BALANCE	OPENING BALANCE				
22. Short-term unearned revenue	0	0				

<i>a/ Short term</i>	0	0		
<i>b/ Long term</i>	0	0		
<i>c/ Risk of non-performance of contract with customers</i>				
	CLOSING BALANCE	OPENING BALANCE		
23. Provisions for payables	8.091.242.665	7.399.315.327		
<i>a/ Short term</i>				
- Provision for product warranty				
- Provision for construction warranty				
- Restructuring provision				
- Other provisions payable				
+ Periodic maintenance costs for fixed assets				
+ Furnace meters not meeting the planned coefficient				
+ Excavated land not meeting the planned coefficient				
+ Transport capacity not meeting the plan				
+ Other				
<i>b/ Long term</i>	8.091.242.665	7.399.315.327		
- Provision for product warranty				
- Provision for construction warranty				
- Restructuring provision				
- Other provisions payable	8.091.242.665	7.399.315.327		
	CLOSING BALANCE	OPENING BALANCE		
24. Deferred tax assets and deferred tax liabilities				
<i>a/ Deferred tax assets:</i>				
The corporate income tax rate used to determine the value of deferred tax assets				
Deferred tax assets related to unused tax losses				
<i>b/ Deferred tax liabilities</i>				
- Amount offset against deferred tax assets				
	CLOSING BALANCE	OPENING BALANCE		
25. Owner's equity	291.644.716.395	266.425.730.978		
(Conforms to Form B09A)				
	CLOSING BALANCE	OPENING BALANCE		
26. Differences upon asset revaluation				
(Conforms to Form B09A)	CLOSING BALANCE	OPENING BALANCE		
27. Exchange rate difference	0	0		
	CLOSING BALANCE	OPENING BALANCE	Spent	Beginning of the year
28. Funding sources				
	CLOSING BALANCE	OPENING BALANCE		
29. Off-balance sheet items				
<i>b/ Assets held for safekeeping</i>	0	0		
<i>c/ Foreign currencies of all kinds</i>				
<i>d/ Precious metals and gemstones</i>	0	0		
<i>d/ Doubtful debts has been handled</i>	25.215.442.461	24.613.402.461		

Preparer



Pham Thi Thuy Duong

Chief Accountant



Nguyen Thi Xuan Huong



Director

Tran Van Long

Thai Nguyen, April 23, 2026

No.: 1269 /TTr-TMC

PROPOSAL
Profit distribution in 2025

To: The Annual General Meeting of Shareholders 2026

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non-Ferrous Metals Joint Stock Company promulgated together with Decision No. 3666/QD-TMC dated October 1, 2025 of the Company's Board of Directors;

Pursuant to Resolution No. 29/NQ-HĐQT dated April 20, 2026 of the Board of Directors regarding the approval of the 2025 business production and operation results;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and approval the profit distribution plan for 2025 as follows:

No.	Description	Unit	2025
1	Profit before tax for the year	VND	122,015,802,855
2	Corporate income tax payable	VND	25,306,272,974
3	Net profit after tax for the year (3=1-2)	VND	96,709,529,881
4	Undistributed profit after tax in the previous year	VND	15,222,727,572
5	Total undistributed after-tax profit (5=3+4)	VND	111,932,257,453
6	Dividend payout ratio for the year (%)		50
7	Profit after tax distributed as cash dividends	VND	90,000,000,000
8	Profit allocated to funds (8 = 8.1 + 8.2 + 8.3)	VND	17,633,799,434
8.1	Development Investment Fund	VND	0
8.2	Bonus fund for managerial personnel	VND	953,799,434
8.3	Allocate funds from the reward and welfare fund.	VND	16,680,000,000
	- Reward Fund	VND	9,081,000,000
	- Welfare Fund	VND	7,599,000,000
9	Remaining undistributed profits (9=5-7-8)	VND	4,298,458,019

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

Recipient: *[Signature]*

- As addressed above;
- Archived at the Office, Company Secretary, and Finance & Accounting Department

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRPERSON**

[Signature]



Ly Xuan Tuyen

Thai Nguyen, April 23 2026

No.: 1270/TTr - TMC

PROPOSAL

Payment of Remuneration to the Board of Directors and the Supervisory Board in 2025 and Remuneration Plan for 2026

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non-Ferrous Metals Joint Stock Company, as amended and supplemented for the fifth time and promulgated together with Decision No. 3666/QĐ-TMC dated October 1, 2025 of the Board of Directors.

The Company respectfully reports to the General Meeting of Shareholders as follows:

1. Implementation of Remuneration Payment to the Board of Directors and the Supervisory Board in 2025

Pursuant to Resolution No. 51/NQ-ĐHĐCĐ dated April 25, 2025 of the 2025 Annual General Meeting of Shareholders regarding remuneration for members of the Board of Directors and the Supervisory Board. Based on the 2025 business performance, where profit exceeded the plan, and in accordance with Article 5 of Decree No. 248/NĐ-CP dated May 19, 2025 of the Government on salary, remuneration, and bonuses for owner's representatives, state capital representatives, and supervisors in state-owned enterprises: *Where the enterprise achieves profit not lower than the plan, the maximum remuneration is up to twice the basic salary; if profit exceeds the plan, an additional 2% of salary is granted for each 1% of excess profit, capped at 20% of the salary calculated on the basis of twice the basic salary.*

The Company proposes the remuneration payment to the Board of Directors and the Supervisory Board in 2025 as follows:

No.	Position	Basic Salary for Calculation (VND million/month)	Salary for 2025 Remuneration	Number of People	Remuneration Rate	Remuneration VND/person/month	Number of Months	Total Remuneration 2025
1	Chairman of the BOD	52.00	62.40	1	20%	12,480,000	12	149,760,000
2	Member of the BOD	46.00	55.20	4	20%	11,040,000	12	529,920,000
3	Head of the Supervisory Board	46.00	55.20	1	20%	11,040,000	12	132,480,000

No.	Position	Basic Salary for Calculation (VND million/month)	Salary for 2025 Remuneration	Number of People	Remuneration Rate	Remuneration VND/person/month	Number of Months	Total Remuneration 2025
4	Member of the Supervisory Board	42.00	50.40	4	20%	10,080,000	12	483,840,000
	Total							1,296,000,000

In 2025, the Company has paid remuneration to the BOD and Supervisory Board amounting to VND 1.08 billion in accordance with Resolution No. 51/NQ-DHĐCĐ. Based on the results of the 2026 Annual General Meeting of Shareholders, the Company shall finalize the remaining payment of VND 216 million to members of the BOD and Supervisory Board.

2. Remuneration Plan for the Board of Directors and Supervisory Board in 2026

Pursuant to Decree No. 248/NĐ-CP dated May 19, 2025 of the Government, which stipulates the salary, remuneration and bonus regime for representatives of the owner, representatives of State capital and supervisors in state-owned enterprises, and the 2026 production and business plan effective from September 15, 2026, the Board of Directors formulates the remuneration payment plan for members of the Board of Directors and the Supervisory Board as follows:

No.	Position	Basic Salary under Decree No. 248 (VND million/month)	Basic Salary for Calculation (VND million/month)	Number of People	Remuneration Rate	Remuneration VND/person/month	Number of Months	Planned Remuneration for 2026
1	Chairman of the BOD	37.0	74.0	1	20%	14,800,000	12	177,600,000
2	Member of the BOD	31.0	62.0	4	20%	12,400,000	12	595,200,000
3	Head of the Supervisory Board	31.0	62.0	1	20%	12,400,000	12	148,800,000
4	Member of the Supervisory Board	30.0	60.0	4	20%	12,000,000	12	576,000,000
	Total			10				1,497,600,000

(In words: One billion four hundred ninety-seven million six hundred thousand Vietnamese dong)

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- As stated above;
- Filed: Office, Secretary, Finance & Accounting Department.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRPERSON**



Ly Xuan Tuyen
Ly Xuan Tuyen



Number: 1271/TTr - TMC

Thai Nguyen, April 23 2026

PROPOSAL
For the sixth amendment and supplement
to the Company's Charter of Organization and Operation

To: Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises 2020;

Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister promulgating the Vietnam Standard Industrial Classification;

Pursuant to the Company's Charter of Organization and Operation (5th amended and supplemented version) issued together with Decision No. 3666/QĐ-TMC dated October 1, 2025 of the Company's Board of Directors.

In order to ensure compliance with current legal regulations and to meet governance and management requirements in production and business operations, the Company respectfully proposes that the Board of Directors consider amending and supplementing a number of provisions of the Company's Charter (issued under Decision No. 3666/QĐ-TMC dated October 1, 2025), specifically as follows::

1. Amend the registered office address of the Company .
2. Repeal Clause 8 of Article 24 and Clause 8 of Article 32 of the Company Charter. *(Details are provided in Appendix 1) .*
3. Amend and supplement the list of business sectors and occupations according to Decision No. 36/2025/QĐ-TTg of the Prime Minister on the promulgation of the System of Economic Sectors of Vietnam. *(Details can be found in Appendix 2 attached) .*

We respectfully request that the General Meeting of Shareholders consider and approve this./.

Recipient: Amyas

- As addressed to ;
- Board of Directors, Supervisory Board;
- Saved by : Company Secretary and
- Filed in the records office ,

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


[Signature]

Ly Xuan Tuyen

APPENDIX 1

SUMMARY OF AMENDMENTS AND SUPPLEMENTS TO THE COMPANY'S CHARTER IN 2026

(Issued together with Report No.1271 /TTr - TMC dated 23/ 4/2026)

No.	Clause	Contents of the current Charter	Proposed amendments and additions	Reasons for the SDBS
1	Clause 5, Article 2	Company's registered office: Phu Xa 3 residential area, Tich Luong ward, Thai Nguyen province	Company's registered office: No. 89, Phu Xa 3, Tich Luong Ward, Thai Nguyen Province	The address has been amended to reflect the new address of the Company as stated in its Business Registration Certificate.
2	Clause 8, Article 24	The Board of Directors may appoint a new member to fill any vacancies that arise, and this new member must be approved by the General Meeting of Shareholders immediately following the appointment. After approval by the General Meeting of Shareholders, the appointment of the new member will be considered effective on the date of the appointment by the Board of Directors. The term of office of the new Board member is calculated from the date the appointment takes effect until the end of the Board's term. In the event that the new member is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors made prior to the General Meeting of Shareholders with the participation of the replacement Board member will remain in effect.	Repeal	Pursuant to Articles 138 and 160 of the 2020 Enterprise Law , the election, dismissal, and removal of members of the Board of Directors fall under the authority of the General Meeting of Shareholders.
3	Clause 8, Article 32	Members of the Supervisory Board may be replaced, and this replacement must be approved by the General Meeting of Shareholders immediately following the replacement. After approval by the General Meeting of Shareholders, the appointment of the new member will be considered effective on the date the new Supervisory Board member is replaced. The term of office of the new Supervisory Board member is calculated from the date the appointment takes effect until the end of the Supervisory Board's term. In the event that the new member is not approved by the General Meeting of Shareholders, all decisions of the Supervisory Board made prior to the General Meeting of Shareholders	Repeal	Pursuant to Articles 138 and 174 of the 2020 Enterprise Law , the election, dismissal, and removal of members of the Supervisory Board fall under the authority of the

No.	Clause	Contents of the current Charter	Proposed amendments and additions	Reasons for the SDBS
		with the participation of the replacement Supervisory Board member will remain in effect.		General Meeting of Shareholders.

APPENDIX 2
COMPANY'S BUSINESS SECTORS
(Issued together with Report No. /TTr - TMC dated / /2026)

Part 1. Results of the Company's Business Activities Review

I. The list of business sectors remains unchanged from the current list of business sectors: 21 sectors.

Number	TMC's current business activities (as stipulated in Clause 2, Article 3 of the Company Charter)		Business sectors as defined in Decision 36/2025/QD-TTg	
	Industry code	Business line name	Industry code	Business line name
1	0730	Mining of rare precious metal ores	0730	Mining of rare precious metal ores
2	0891	Extraction of chemical and fertilizer minerals	0891	Extraction of chemical and fertilizer minerals
3	2410	Iron, steel, and cast iron production	2410	Iron, steel, and cast iron production
4	2011	Basic chemical production	2011	Basic chemical production
5	2432	Non-ferrous metal casting	2432	Non-ferrous metal casting
6	2591	Metal forging, stamping, pressing and rolling, powder metallurgy.	2591	Metal forging, stamping, pressing and rolling; powder metallurgy.
7	2511	Manufacturing of metal components	2511	Manufacturing of metal components
8	2592	Mechanical processing; metal treatment and coating	2592	Mechanical processing; metal treatment and coating
9	2512	Manufacture of metal tanks, containers and storage vessels.	2512	Manufacture of metal tanks, containers and storage vessels.
10	4659	Wholesale of machinery, equipment and other machine parts	4659	Wholesale of machinery, equipment and other machine parts
11	3290	Other manufacturing not classified elsewhere	3290	Other manufacturing not classified elsewhere
12	2814	Manufacture of bearings, gears, gearboxes, control and power transmission components.	2814	Manufacture of bearings, gears, gearboxes, control and power transmission components.
13	4933	Road freight transport	4933	Road freight transport
14	3320	Installation of industrial machinery and equipment.	3320	Installation of industrial machinery and equipment.
15	3600	Water extraction, treatment, and supply	3600	Water extraction, treatment, and supply
16	3700	Drainage and wastewater treatment.	3700	Drainage and wastewater treatment.
17	3900	Pollution control and other waste management activities	3900	Pollution control and other waste management activities

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Number	TMC's current business activities (as stipulated in Clause 2, Article 3 of the Company Charter)		Business sectors as defined in Decision 36/2025/QD-TTg	
	Industry code	Business line name	Industry code	Business line name
18	3822	Handling and disposing of hazardous waste.	3822	Handling and disposing of hazardous waste.
19	7120	Technical inspection and analysis	7120	Technical inspection and analysis
20	7110	Architectural and related engineering consulting activities	7110	Architectural and related engineering consulting activities
21	8620	Operation of general, specialist, and dental clinics	8620	Operation of general, specialist, and dental clinics

II. List of business sectors with changes in sector names (but no changes in sector codes): 6 sectors

Number	TMC's current business activities (as stipulated in Clause 2, Article 3 of the Company Charter)		Business sectors as defined in Decision 36/2025/QD-TTg	
	Industry code	Business line name	Industry code	Business line name
1	2420	Production of non-ferrous and precious metals	2420	Production of precious metals and non-ferrous metals
2	0710	Iron ore mining; Mining of non-iron ore.	0710	Iron ore mining;
3	3314	Repair electrical equipment	3314	Repair and maintenance of electrical equipment
4	3312	Repairing machinery and equipment	3312	Repair and maintenance of machinery and equipment
5	7410	Scientific and technological professional activities; Specialized design activities	7410	Specialized design activities
6	0990	Other mining and quarrying support services:	0990	Other mining support service activities

III. List of business sectors with changes in industry codes (but no changes in industry names): 2 sectors.

Serial Number	TMC's current business activities (as stipulated in Clause 2, Article 3 of the Company Charter)		Business sectors as defined in Decision 36/2025/QD-TTg	
	Industry code	Business line name	Industry code	Business line name
1	0722	Extraction of other non-ferrous metal ores:	0729	Extraction of other non-ferrous metal ores
2	4662	Wholesale of metals and metal ores	4672	Wholesale of metals and metal ores

IV. The list of business sectors has changed both the sector name and the sector code: 04 sectors.

Serial Number	TMC's current business activities (as stipulated in Clause 2, Article 3 of the Company Charter)		Business sectors as defined in Decision 36/2025/QĐ-TTg	
	Industry code	Business line name	Industry code	Business line name
1	4520	Maintenance and repair of automobiles and other motor vehicles.	9531	Repair and maintenance of automobiles and other motor vehicles.
2	4290	Construction of other engineering and civil works	4299	Construction of other civil engineering works
3	5510	Short-term accommodation services	5520	Other short-term accommodation services
4	7210	Research and experimental development in natural sciences and engineering.	7212	Scientific research and technological development in the field of science, engineering and technology.

Part 2. List of the Company's Production and Business Activities after Adjustment

No.	Business line name	Industry code
1	Mining of rare precious metal ores	0730
2	Production of precious metals and non-ferrous metals	2420
3	Iron ore mining;	0710
4	Extraction of other non-ferrous metal ores	0729
5	Extraction of chemical and fertilizer minerals	0891
6	Iron, steel, and cast iron production	2410
7	Basic chemical production	2011
8	Wholesale of metals and metal ores	4672
9	Non-ferrous metal casting	2432
10	Metal forging, stamping, pressing and rolling; powder metallurgy.	2591
11	Manufacturing of metal components	2511
12	Mechanical processing; metal treatment and coating	2592
13	Manufacture of metal tanks, containers and storage vessels.	2512
14	Repair and maintenance of electrical equipment	3314
15	Repair and maintenance of machinery and equipment	3312
16	Repair and maintenance of automobiles and other motor vehicles.	9531
17	Wholesale of machinery, equipment and other machine parts	4659
18	Other manufacturing not classified elsewhere	3290
19	Manufacture of bearings, gears, gearboxes, control and power transmission components.	2814
20	Construction of other civil engineering works	4299
21	Road freight transport	4933
22	Installation of industrial machinery and equipment.	3320

23	Water extraction, treatment, and supply	3600
24	Drainage and wastewater treatment.	3700
25	Pollution control and other waste management activities	3900
26	Handling and disposing of hazardous waste.	3822
27	Other short-term accommodation services	5520
28	Technical inspection and analysis	7120
29	Specialized design activities	7410
30	Architectural and related engineering consulting activities	7110
31	Other mining support service activities	0990
32	Scientific research and technological development in the field of science, engineering and technology.	7212
33	Operation of general, specialist, and dental clinics	8620

Part 3. Business sectors proposed for inclusion in the list.

Number	TMC's current business activities (as stipulated in Clause 2, Article 3 of the Company Charter)		Business sectors as defined in Decision 36/2025/QD-TTg	
	Industry code	Business line name	Industry code	Business line name
1		Not yet	4292	Construction of mining facilities
2		Not yet	4293	Construction of processing and manufacturing facilities.
3		Not yet	7211	Scientific research and technological development in the field of natural sciences.

VINACOMIN - MINERALS HOLDING
CORPORATION

VIMICO - THAI NGUYEN NON -
FERROUS METAL JOINT STOCK
COMPANY

Number: 1272 /TTr-- TMC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, April 23 2026

PROPOSAL

**Regarding the issuance of the Company's internal regulations on
governance.**

To: Annual General Meeting of Shareholders 2026

Based on the Charter of Organization and Operation of VIMICO - Thai Nguyen non - Ferrous metal Joint Stock Company , amended and supplemented for the fifth time, issued together with Decision No. 3666 /QD-TMC dated October 1, 2025 , of the Company's Board of Directors ;

Based on the Enterprise Law and Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Securities Law , the Company is required to develop and issue internal regulations on corporate governance. However, at the three annual general meetings of shareholders in 2020, 2021, and 2023, the Board of Directors submitted proposals to the General Meeting of Shareholders for the issuance of internal regulations on corporate governance, but these regulations have not yet been issued because the number of votes in favor did not reach the 65% threshold stipulated in the Company's charter.

To ensure compliance with the Company's governance regulations as stipulated by the Securities Law and its implementing guidelines for public companies, the Company's Board of Directors reports and respectfully requests the Annual General Meeting of Shareholders in 2026 to consider and approve the draft Internal Regulations on Company Governance within its authority (*Documents attached*).

We respectfully submit this to the General Meeting of Shareholders for consideration and approval!

Recipient: 

- To whom it may concern:
- Board of Directors, Supervisory Board (B/c);
- Saved: VP, Company Secretary .

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



Ly Xuan Tuyen

DRAFT

**REGULATIONS
INTERNAL GOVERNANCE OF THE COMPANY**

**CHAPTER I
GENERAL REGULATIONS**

Article 1. Subjects and Scope of Regulation

1. Subject of regulation

- a) Members of the Board of Directors;
- b) Members of the Supervisory Board;
- c) The Company's Board of Management, the Company's Chief Accountant, the departments and individuals assisting the Board of Directors, and the Directors of the Company's branches and subsidiaries;
- d) Shareholders and individuals or organizations with vested interests in the Company.

2. Scope of application

The internal regulations on corporate governance stipulate and guide matters related to corporate governance, including:

- a) General Shareholders' Meeting;
- b) Board of Directors;
- c) Supervisory Board;
- d) Transactions with related parties;
- e) Reporting and disclosure of information;

Article 2. Definitions

1. The words and terms used in these Regulations have the same definitions as those stipulated in the Company's Articles of charter.

2. *Non-executive members of the Board of Directors* are those who do not hold the positions of Director, Deputy Director, Chief Accountant, or other managerial positions as stipulated in the Company's Charter.

3. *Independent members of the Board of Directors* are those members as stipulated in Clause 2, Article 155 of the Enterprise Law.

4. *Major shareholders* are shareholders who own 5% or more of the voting shares of the Company (as stipulated in Clause 18, Article 4, Securities Law).

5. *The business executives* are the Director, Deputy Director, Chief Accountant, and other executives as stipulated in the Company's Articles of Charter.

6. *The Board of Directors* is an abbreviation for the Company's Board of Management.

7. *SB* stands for Company Supervisory Board.

8. *General Meeting of Shareholders* is an abbreviation for Shareholders' General Meeting.

9. *Corporate governance* is a system of rules to ensure that the company is effectively managed and controlled for the benefit of shareholders and stakeholders.

10. *The Company Charter* is the charter governing the organization and operation of VIMICO - Thai Nguyen Non - Ferrous Metal Joint Stock Company.

11. *SSC* is an abbreviation for the State Securities Commission.

12. *HNX* stands for Hanoi Stock Exchange.

13. *VSDC* stands for Vietnam Securities Depository and Clearing Corporation.

Article 3. Principles of Corporate Governance

1. Ensure a sound governance structure;
2. Ensure the effective operation of the Board of Directors and the Supervisory Board;
3. Ensuring the rights of shareholders and stakeholders;
4. Ensure fair treatment among shareholders;
5. Ensure transparency in all company activities.

Chapter II

SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 4. Rights of Shareholders

1. Shareholders are owners of the Company, with corresponding rights and obligations according to the number and type of shares they own. Shareholders are only liable for the Company's debts and other financial obligations to the extent of the capital they have contributed to the Company.

2. Shareholders are entitled to equal treatment. Each share of the same class gives the shareholder equal rights, obligations, and benefits.

3. Ordinary shareholders have the following rights:

a) Attend and speak at General Meetings of Shareholders and exercise voting rights directly at the General Meeting of Shareholders or through an authorized representative or by voting remotely. Each common share has one voting right;

b) Receive dividends corresponding to the number of shares owned, depending on the Company's annual business results and the decision of the General Meeting of Shareholders;

c) Shares that have been fully paid are freely transferable in accordance with the provisions of this Charter and applicable law;

d) Be given priority to purchase newly offered shares in proportion to the percentage of common shares they own, except in cases where the General Meeting of Shareholders decides to sell shares to new shareholders;

e) Review, search, and extract information related to shareholders in the list of shareholders with voting rights who are eligible to participate in the General Meeting of Shareholders, and request correction of inaccurate information;

f) Review, search for, and extract or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g) In the event of the company's dissolution or bankruptcy, the shareholder is entitled to receive a portion of the remaining assets corresponding to the number of shares contributed to the company after the company has paid its creditors and other shareholders holding different types of shares in accordance with the law;

h) Request the company to repurchase its shares in the cases stipulated in Clause 1, Article 132 of the Enterprise Law;

k) Other rights as stipulated in points i, k, and l of Clause 2, Article 11 of the Company's Charter and applicable laws.

4. Shareholders or groups of shareholders holding 5% (of) or more of the total number of common shares have the following rights:

a) Nominate members of the Board of Directors and the Supervisory Board in accordance with the provisions of Clause 5, Article 24 and Clause 5, Article 32 of the Company's Charter;

b) Request the Board of Directors to convene a Shareholders' Meeting in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Enterprise Law.

c) Verify and obtain a copy or excerpt of the list of shareholders entitled to attend and vote at the General Meeting of Shareholders;

d) Review, search, and extract minutes and resolutions of the Board of Directors, semi-annual and annual financial reports, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets.

e) Request the Supervisory Board to examine specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing; it must include the full name, permanent address, nationality, identity card number, passport number, or other legally valid personal identification for individual shareholders; the name, permanent address, nationality, establishment decision number or business registration number for organizational shareholders; the number of shares and the date of share registration for each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total shares of the Company; the issue to be examined, and the purpose of the examination;

f) Shareholders may authorize a member of the Board of Directors to represent them at the General Meeting of Shareholders.

g) Other rights as stipulated in the Enterprise Law and the Company's charter.

5. The rights of shareholders holding preferred shares (if any) shall be decided by the General Meeting of Shareholders in accordance with the provisions of the law.

6. Shareholders have the right to protect their legitimate interests. If a decision of the General Meeting of Shareholders violates the law or the Company's Charter, or if a decision of the Board of Directors is contrary to the law or the Company's Charter and causes damage to the Company, shareholders have the right to request the annulment or suspension of that decision in accordance with the provisions of the Enterprise Law.

Article 5. Notification regarding the closing of the list of shareholders entitled to attend the General Meeting of Shareholders

The company is responsible for publishing information on the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 (twenty) days before the final registration date. Other matters shall be implemented in accordance with the Company's Charter and the provisions of securities law.

Article 6. Notice of convening the General Meeting of Shareholders

The notice of the General Meeting of Shareholders is sent to all shareholders and simultaneously published on the information channels of the Stock Exchange (for listed or registered companies), the State Securities Commission, and on the Company's website. The notice of the General Meeting of Shareholders must be sent no later than 21 (twenty-one) days before the

opening date of the General Meeting of Shareholders (calculated from the date the notice is duly sent or transmitted, postage is paid, or it is placed in the mailbox) . The agenda of the General Meeting of Shareholders and documents related to the issues to be voted on at the meeting are sent to shareholders and/or posted on the Company's website. In cases where documents are not sent with the notice of the General Meeting of Shareholders, the notice of the meeting must clearly state the website address for shareholders to access, including:

1. The meeting agenda and materials used in the meeting comply with the law and the Company's regulations.
2. Determine the time and location for holding the general meeting;
3. List and detailed information of candidates in case of election of Board of Directors members or Supervisory Board members;
4. Voting ballots;
5. Template for designating a representative to attend a meeting by proxy;
6. Draft resolutions for each item on the meeting agenda.
7. And other documents relating to the Congress.

Article 7. Procedures for registering to attend the General Meeting of Shareholders

1. Shareholders who are individuals, or authorized representatives of shareholders who are organizations, may attend the General Meeting of Shareholders either directly or through written authorization to another person. If a shareholder is an organization and does not have an authorized representative as stipulated in Clause 4 of this Article, it may authorize another person to attend the General Meeting of Shareholders. The authorized representative does not necessarily have to be a shareholder.

2. The authorization for a representative to attend the General Meeting of Shareholders must be in writing using the Company's form and must be signed as follows:

a) If the shareholder is an individual and is the authorized representative, the power of attorney must be signed by both the shareholder and the authorized representative attending the meeting.

b) In cases where the authorized representative of a shareholder that is an organization is the grantor, the power of attorney must be signed by the authorized representative, the legal representative of the shareholder , and the authorized person attending the meeting;

c) In other cases, the signatures of the shareholder's legal representative and the person authorized to attend the meeting must be present;

Authorized representatives to attend the General Meeting of Shareholders must submit the authorization document when registering to attend the meeting before entering the meeting room;

3. In cases where a lawyer signs a letter of appointment on behalf of the authorized person, the appointment of a representative in this case shall only be considered valid if the letter of appointment is presented together with the power of attorney for the lawyer or a valid copy of that power of attorney (if not previously registered with the Company).

4. Shareholders who are organizations have the right to appoint one or more authorized representatives to exercise their shareholder rights as prescribed by law; if more than one authorized representative is appointed, the number of shares and votes authorized for each representative must be specifically determined. The appointment, termination, or change of authorized representatives must be notified in writing to the Company as soon as possible. The notification must include the following main contents:

a) Name, permanent address, nationality, number and date of the establishment or business registration decision of the shareholder;

b) The number of shares, type of shares, and date of shareholder registration at the Company;

c) Full name, permanent address, nationality, identity card number, passport number, or other legally valid personal identification of the authorized representative;

d) Number of shares for which representation is authorized;

d) The duration of the authorized representation;

e) Full name and signature of the authorized representative and the legal representative of the shareholder.

5. If shares are transferred during the period from the date the shareholder list is finalized to the date of the General Meeting of Shareholders, the transferee has the right to attend the General Meeting of Shareholders in place of the transferor for the transferred shares.

6. The authorized representative must meet the following standards and conditions:

a) Possess full legal capacity;

b) Not subject to prohibitions on establishing and managing businesses;

c) State shareholders holding more than 50% of the charter capital are not allowed to appoint the spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law, sister-in-law, brother of the wife, brother of the husband, sister of the wife, sister of the husband, sibling of the wife, sibling of the husband, or sibling of the person authorized to appoint the company's manager as their authorized representative in another company;

8. The responsibilities of the authorized representative of an organization or individual shall be in accordance with the provisions of Article 14 of the Enterprise Law, the charter and management regulations of the organization appointing the authorized representative, or at the request of the individual granting the authorization .

9. Shareholders are deemed to have attended and voted at the General Meeting of Shareholders in the following cases:

- a) Attend and vote directly at the meeting;
- b) Authorize another person to attend and vote at the meeting;
- c) Attend and vote via online conference, electronic voting, or other electronic means;
- d) Send the voting ballot to the meeting via mail, fax, or email.

10. Shareholders or groups of shareholders referred to in Clause 3, Article 11 of the Company's Charter have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be submitted to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. Proposals must include the full name of the shareholder , the number and type of shares held by that person , and the content of the proposal to be included in the agenda.

11. Before or on the date of the General Meeting of Shareholders, the Company must carry out the shareholder registration procedure and must continue the registration until all shareholders entitled to attend the meeting have registered. The time for carrying out the registration shall be decided by the Board of Directors.

Article 8. Voting methods, voting procedures, and notification of voting results.

1. Voting method

When registering shareholders, the Company will issue each shareholder or authorized representative with voting rights a voting card, which will include the serial number, shareholder code, full name of the shareholder, full name of the authorized representative, and the number of votes for that shareholder.

The General Meeting of Shareholders discusses and votes on each item on the agenda. When voting, ballots supporting the resolution are collected first, followed by ballots opposing it. Finally, the total number of votes in favor or against is counted to make a decision. The total number of votes in favor, against, or abstentions for each item will be announced by the Chairman immediately after the vote on that item.

The General Meeting of Shareholders elects from among its delegates those responsible for counting or supervising the vote count as proposed by the Chairman; the number of members of the Vote Counting Committee is decided

by the General Meeting of Shareholders based on the proposal of the Chairman, but shall not exceed the number stipulated by current law.

Shareholders or their authorized representatives who arrive after the meeting has commenced must register and have the right to vote immediately after registration. The chairperson may not interrupt the General Meeting to allow latecomers to register; in this case, the validity of any previously voted-on items remains unchanged.

2. Forms of voting

a) The General Meeting of Shareholders adopts decisions within its authority by voting at the meeting or by obtaining opinions in writing.

b) Annual and extraordinary general meetings of shareholders shall adopt written decisions on the following matters:

- Based on audited annual financial statements;
- Report of the Supervisory Board on the management activities of the Board of Directors and the Company Director;
- Report from the Board of Directors on the assessment of the current state of business management at the Company;
- An auditor's report, if deemed necessary and approved by the Board of Directors;

The company's short-term and long-term business development plan;

- The annual dividend payment for each type of share shall comply with the Enterprise Law and the rights associated with that type of share, but shall not exceed the level proposed by the Board of Directors after consulting with shareholders at the General Meeting of Shareholders;

- Choosing an auditing firm;

- Number of members of the Board of Directors and the Supervisory Board

- Electing, dismissing, removing from office, and replacing members of the Board of Directors and the Supervisory Board;

- Total remuneration for members of the Board of Directors and Supervisory Board, and a report on remuneration for the Board of Directors and Supervisory Board;

- Supplementing and amending the Charter, except for adjustments to the charter capital due to the sale of additional shares authorized for public offering that have been previously approved by the General Meeting of Shareholders in accordance with the law; Approving the Company's internal governance regulations; Approving the operating regulations of the Board of Directors and the Supervisory Board.

- The types of shares and the number of new shares to be issued for each type of share.

- Dividing, separating, merging, consolidating, or transforming the Company;

- Reorganize or dissolve the company and appoint a liquidator upon dissolution.

- To investigate and address violations by the Board of Directors or the Supervisory Board that cause damage to the Company and its shareholders;

- Decisions to invest in or sell assets of the Company or its branches with a value equal to or greater than 35% of the total value of the Company's assets as recorded in the most recent audited financial statements;

- The company repurchases more than 10% of the total shares sold of each class;

- The fact that the Director also serves as the Chairman of the Board of Directors;

- The company or its branches enter into contracts with the persons specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 20% of the total value of the company's and its branches' assets as recorded in the most recent audited financial statement;

- Other matters as stipulated in these charter.

3. Decisions of the General Meeting of Shareholders relating to amendments and additions to the Articles of Charter; the type and number of shares offered; mergers, reorganizations, or dissolution of the Company; transactions involving the purchase and sale of assets of the Company or its branches; or purchase transactions carried out by the Company or its branches with a value of 50% or more of the total value of the Company's assets and its branches as shown in the most recent audited financial statements shall only be approved when 75% or more of the total voting shares of shareholders with voting rights present in person or through authorized representatives present at the General Meeting of Shareholders (in the case of a meeting held in person) or at least 75% of the total voting shares of shareholders with voting rights approve (in the case of obtaining shareholder opinions in writing).

4. The election of members of the Board of Directors and the Supervisory Board shall be conducted by cumulative voting as stipulated in Articles 14 and 19 of these Regulations.

5. Resolutions of the General Meeting of Shareholders must be notified to shareholders entitled to attend the General Meeting of Shareholders within fifteen (15) days from the date the decision is adopted, or posted on the Company's website.

6. Resolutions passed by 100% of the total voting shares are legal and effective even if the procedures for passing the resolution are not carried out in accordance with regulations.

7. Announce the vote count results.

After the vote count is completed, the Vote Counting Committee will announce the results directly at the General Meeting of Shareholders. The announcement of the voting results must specify the number of votes in favor, the number of votes against, and the number of abstentions for each issue approved on the General Meeting agenda .

Article 9. Methods of not adopting a resolution of the General Meeting of Shareholders (as stipulated in Article 132 of the Enterprise Law)

1. Shareholders who vote against a resolution in accordance with Article 132 of the Enterprise Law regarding the reorganization of the company or changes to the rights and obligations of shareholders as stipulated in the Company's Charter have the right to request the company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the company to repurchase. The request must be sent to the Company within ten (10) days from the date the General Meeting of Shareholders adopts the resolution on the matters stipulated in this clause.

2. The company must repurchase shares at the request of shareholders as stipulated in Clause 1 of this Article at market price or at a price calculated according to the principles stipulated in the Company's Charter within 90 days from the date of receiving the request. If the price cannot be agreed upon, the parties may request a professional valuation organization to determine the price. The company shall introduce at least three (03) professional valuation organizations for shareholders to choose from, and that choice shall be the final decision.

3. Within 90 days from the date of receiving the Resolution or minutes of the General Meeting of Shareholders or the minutes of the written vote count of shareholders, the shareholder or group of shareholders specified in Clause 3, Article 11 of the Company's Charter has the right to request the Court or Arbitration to review and annul the resolution or part of the resolution of the General Meeting of Shareholders in the following cases:

a) The sequence and procedures for convening the General Meeting of Shareholders were not carried out in accordance with the provisions of the Enterprise Law and the Company's Articles of Charter.

b) The procedures for issuing the resolution and the content of the resolution violate the law or the Company's Articles of Charter.

In the event that a resolution of the General Meeting of Shareholders is annulled by a decision of the Court or Arbitration, the person who convened the annulled General Meeting of Shareholders may consider reorganizing the General Meeting of Shareholders within fifteen (15) days in accordance with the procedures stipulated in the Enterprise Law and this Charter.

Article 10. Minutes of the Shareholders' General Meeting

1. The General Meeting Secretary is responsible for recording all proceedings of the General Meeting, then preparing the minutes of the General Meeting, which the Chairman approves at the General Meeting before adjourning the meeting. The General Meeting must be recorded in the Company's minutes book, which may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, and may also be in a foreign language, and must contain the contents as stipulated in Clause 1, Article 150 of the Enterprise Law, and must be signed by the Chairman of the General Meeting and the Secretary.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the closing of the meeting; they must be published on the Company's website within 24 hours and sent to all shareholders within fifteen (15) days from the closing date of the meeting.

3. The chairperson and secretary of the meeting shall be jointly responsible for the truthfulness and accuracy of the minutes, and shall be responsible for organizing the archiving of the General Meeting minutes.

4. The person chairing the General Meeting of Shareholders is responsible for organizing the archiving of the minutes of the General Meeting of Shareholders. The minutes of the General Meeting of Shareholders, the records, the signature book of shareholders attending the meeting and proxies, the full text of the resolutions passed, and related documents attached to the notice of meeting must be kept at the Company's head office.

5. The minutes of the General Meeting of Shareholders shall be considered authentic evidence of the proceedings conducted at the General Meeting of Shareholders unless objections to the content of the minutes are raised in accordance with the prescribed procedures within 10 days of the date the minutes are sent.

Article 11. Publication of Resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders must be disclosed in accordance with the company's charter and relevant legal regulations.

Article 12. Adoption of Resolutions through Written Consultation

1. The Board of Directors has the right to solicit shareholder opinions in writing to approve decisions of the General Meeting of Shareholders at any time if deemed necessary for the benefit of the Company. In the case of approval by

written consultation, the decision of the General Meeting of Shareholders is considered approved if it is accepted by shareholders representing at least 75% of the total voting shares.

2. The Board of Directors must prepare ballots, draft decisions of the General Meeting of Shareholders, and explanatory documents for the draft decisions. The ballots, along with the draft decisions and explanatory documents, must be sent by registered means to the registered address of each shareholder. The Board of Directors must ensure that the documents are sent and published to shareholders within a reasonable time for consideration and voting, and must send them at least fifteen (15) days before the deadline for receiving ballots.

3. The Opinion ballot must include the following key information:

a) Name, registered office address, business registration number and date of issuance of the Business Registration Certificate, and place of business registration of the Company;

b) Purpose of soliciting opinions;

c) The full name, permanent address, nationality, citizen identification card number, passport number, or other legally valid personal identification of the individual shareholder; the name, enterprise code or establishment decision number, and head office address of the organizational shareholder; or the full name, permanent address, nationality, citizen identification card number, passport number, or other legally valid personal identification of the authorized representative of the organizational shareholder; the number of shares of each class and the number of voting rights of the shareholder;

d) Issues requiring consultation before a decision can be made;

e) The voting options include "agree," "disagree," and "no opinion" for each issue being considered;

f) Deadline for returning the answered feedback forms to the Company;

g) Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company;

h) The completed opinion survey form must be signed by the individual shareholder, the authorized representative, or the legal representative of the organizational shareholder;

4. Opinion ballots sent to the Company must be enclosed in sealed envelopes, and no one is allowed to open them before the ballots are counted. Opinion ballots sent to the Company after the deadline specified in the ballot form or that have been opened are invalid.

5. The Board of Directors shall organize the vote counting and prepare a vote counting report in the presence of the Supervisory Board or shareholders

who do not hold management positions in the Company. The vote counting report must include the following main contents:

- a) Name, principal office address, business registration number and date of issuance of the business registration certificate, place of business registration;
- b) The purpose and issues requiring consultation to reach a decision;
- c) The number of shareholders and the total number of votes cast, distinguishing between valid and invalid votes; and the method of submitting the vote, along with an appendix listing the shareholders who participated in the vote;
- d) The total number of votes in favor, against, and abstentions for each issue;
- e) Issues that were approved and the corresponding percentage of votes in favor;
- f) Full name and signature of the Chairman of the Board of Directors, the legal representative of the Company, the vote counting supervisor, and the vote counter;

Board members and vote counting supervisors shall be jointly liable for the integrity and accuracy of the vote counting record; and jointly liable for damages arising from decisions made due to dishonest or inaccurate vote counting.

6. The minutes of the vote count must be published on the Company's website within 24 hours and sent to shareholders within fifteen (15) days from the date of completion of the vote count.

7. The completed Opinion ballot, vote counting records, the full text of the adopted resolution, and any related documents attached to the ballots must all be kept at the Company's head office.

8. Resolutions and decisions adopted through written shareholder consultations have the same validity as resolutions and decisions adopted at a General Meeting of Shareholders.

CHAPTER III

BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF DIRECTORS

Article 13. Standards for Board of Directors Members

Board members must meet the qualifications stipulated in the Enterprise Law:

1. Possess full legal capacity and not be subject to the restrictions on managing businesses as stipulated in Clause 2, Article 17 of the Enterprise Law;
2. Possess professional qualifications and experience in business management, but do not necessarily have to be shareholders of the Company.
3. A member of the Company's Board of Directors may also be a member of the Board of Directors of another company.
4. Unless otherwise decided by the General Meeting of Shareholders, the Chairman of the Board of Directors may not concurrently hold the position of Chief Executive Officer of the Company. The Chairman of the Board of Directors concurrently holding the position of Chief Executive Officer must be approved annually at the annual General Meeting of Shareholders.
5. For subsidiary companies where the State holds more than 50% of the charter capital , members of the Board of Directors are not allowed to be the spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, biological sibling , brother-in-law, sister-in-law, daughter-in-law, or daughter-in-law of the Director and other managers of the Company ; nor are they allowed to be related to managers or appointees of managers of the parent company .

Article 14. Nomination and election of members of the Board of Directors

1. Nomination for Board Membership

In the event that candidates have been identified in advance, information relating to the candidates for the Board of Directors shall be included in the General Meeting documents and published at least ten (10) days before the opening date of the General Meeting on the Company's website so that shareholders can learn about the candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of their personal information, which must be publicly disclosed, and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors.

Information regarding candidates for the Board of Directors, as required by law, includes the following:

- a) Full name, date of birth (day, month, year);
- b) Professional qualifications;
- c) Work experience;

2. Nomination of Board of Directors members

Shareholders have the right to combine their individual voting shares to nominate Board of Directors candidates. Shareholders or groups of shareholders holding from 5% to less than 20% of the total voting shares are entitled to

nominate one (01) candidate; from 20% to less than 50% are entitled to nominate a maximum of two (02) candidates; from 50% to less than 65% are entitled to nominate a maximum of three (03) candidates; from 65% or more are entitled to nominate the full number of candidates.

3. If the number of candidates for the Board of Directors, both nominated and self-nominated, is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism stipulated by the Company. The nomination mechanism or the method by which the incumbent Board of Directors nominates candidates for the Board of Directors must be clearly announced and approved by the General Meeting of Shareholders before the nomination process begins.

Article 15. Election of Board of Directors Members

1. Ordinary shareholders who voluntarily form a group meeting the specified conditions to nominate candidates for the Board of Directors must notify the attending shareholders of the group meeting no later than the opening of the General Meeting of Shareholders. The Company will inform the attending shareholders of this information at the General Meeting of Shareholders.

2. Based on the number of members of the Board of Directors, shareholders or groups of shareholders as stipulated in Clause 3, Article 11 of the Company's Charter have the right to nominate one or more individuals as candidates for the Board of Directors in accordance with Clause 2, Article 13 of these Regulations. If the number of candidates nominated by shareholders or groups of shareholders is less than the number of candidates they are entitled to nominate, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

3. The voting for board members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares they own or represent multiplied by the number of members to be elected to the Board of Directors, and shareholders have the right to allocate all or part of their total votes to one or more candidates.

4. The elected members of the Board of Directors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in Clause 1, Article 24 of the Company's Charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors, a re-election will be held among those candidates or a selection will be made according to the election regulations or the Company's Charter.

Article 16. Dismissal and removal of members of the Board of Directors

1. A member of the Board of Directors will lose their membership status in the following cases:

a) No longer eligible to be a member of the Board of Directors according to the provisions of the Enterprise Law or prohibited by law from being a member of the Board of Directors;

b) Submit a written resignation letter to the Company's head office;

c) Having lost or having limited civil capacity.

d) Absent from attending Board of Directors meetings for six (06) consecutive months without the approval of the Board of Directors and the Board of Directors has ruled that the position of this person is vacant.

e) Dismissed as a member of the Board of Directors by a decision of the General Meeting of Shareholders.

f) No longer acting as an authorized representative of an institutional shareholder as decided by that organization;

g) Acting as an authorized representative of a shareholder that is an organization, but that organization is no longer a shareholder of the Company.

2. The appointment of Board of Directors members must be disclosed in accordance with the regulations of the law on securities and the securities market.

Article 17. Board Meetings

1. Meeting to elect the Chairman of the Board of Directors

The first meeting of the Board of Directors' term to elect the Chairman of the Board of Directors and make other decisions within its authority must be held within 07 working days from the date of the end of the election of the Board of Directors for that term. This meeting is convened by the member with the highest number of votes. In case there is more than one member with the highest number of votes and they are equal, the members shall elect by majority one (01) person among them to convene the Board of Directors meeting.

2. Regular meetings

The Chairman of the Board of Directors must convene Board of Directors meetings to set the agenda, specify the time, place of the meeting, program, issues to be discussed and decisions at least five (05) days before the scheduled meeting date. The Chairman of the Board of Directors may convene a meeting whenever he deems it necessary, but at least one (01) meeting must be held every quarter.

3. Extraordinary meetings

The Chairman of the Board of Directors must convene an extraordinary meeting of the Board of Directors when deemed necessary for the benefit of the Company, and may not postpone it without a justifiable reason, when one of the following parties submits a written request outlining the purpose of the meeting and the issues to be discussed:

- a) The Director or at least five (05) managers;
- b) At least two (02) members of the Board of Directors;
- c) Supervisory Board.
- d) Independent members of the Board of Directors;

Proposals must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors to make decisions.

4. The Board of Directors meetings referred to in Clauses 2 and 3 of this Article must be held within seven (07) days after the meeting proposal is made. If the Chairman of the Board of Directors does not accept the meeting as requested, the Chairman shall be responsible for any damages incurred by the Company; those who proposed the meeting mentioned in Clause 3 of this Article may convene the Board of Directors meeting themselves.

5. If requested by an independent auditor, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's situation.

6. Meeting location

Board of Directors meetings will be held at the Company's registered address or other addresses in Vietnam as decided by the Chairman of the Board of Directors and with the consensus of the Board of Directors.

7. Announcements and meeting agenda

The notice of the Board of Directors meeting must be sent to the members of the Board of Directors at least five (05) days before the meeting is held, and also to the members of the Supervisory Board or the Company Director who is not a member of the Board of Directors; members of the Board may refuse the notice of the meeting in writing and this refusal may have retroactive effect. The notice of the Board of Directors meeting must be made in writing in Vietnamese and must fully inform the agenda, time, and place of the meeting, along with the necessary documents on the issues to be discussed and voted on at the Board meeting and ballots for members of the Board who cannot attend the meeting.

The meeting notices may be sent by mail, fax, email, or other means, but must ensure that they reach the address of each Board member registered with the company.

8. Minimum number of attendees

a) The first meeting of the Board of Directors, as convened by the summons, shall be held when at least three-quarters (3/4) of the total number of members are present.

b) If the meeting convened in accordance with point a of this clause does not have the required number of members present, a second meeting must be convened within seven (07) days from the date of the first scheduled meeting. In

this case, the meeting shall be held if more than half (1/2) of the members of the Board of Directors are present;

9. Voting

a) Except as provided in point b of this Clause, each member of the Board of Directors or a person directly authorized to be present in their personal capacity at the Board of Directors meeting shall have one (01) voting right;

b) Board members shall not vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. A Board member shall not be counted toward the minimum number of representatives required to convene a Board meeting on decisions in which they do not have the right to vote;

c) As provided in point d of this Clause, when issues arise during a meeting of the Board of Directors concerning the level of interest of a Board member or concerning the voting rights of a member, and such issues cannot be resolved by the voluntary waiver of voting rights of that Board member, such issues shall be referred to the chair of the meeting, and the chair's decision concerning all other Board members shall be final, unless the nature or scope of the interest of the Board member concerned has not been fully disclosed;

d) A member of the Board of Directors who benefits from a contract as stipulated in Clause 1, Article 167 of the Enterprise Law shall be deemed to have a substantial interest in that contract.

(d) The supervisor and those invited to attend as observers have the right to discuss but not to vote.

10. Disclose benefits

A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been or is being considered for conclusion with the Company, and who is aware of having an interest therein, shall disclose the nature and content of that interest at the first meeting of the Board of Directors that considers the conclusion of such contract or transaction. If a member of the Board of Directors is unaware that they or their related parties have an interest at the time the contract or transaction is concluded with the Company, that member shall disclose the relevant interest at the first meeting of the Board of Directors held after that member becomes aware of having or will have an interest in the relevant transaction or contract.

11. Majority vote

A decision of the Board of Directors is adopted if approved by a majority (over 50%) of the members present at the meeting. In the event of a tie vote, the final decision rests with the vote of the Chairman of the Board of Directors.

12. Absent-person voting

Members not attending the meeting in person have the right to vote by written ballot. The ballot must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening time. The ballot may only be opened in the presence of all attendees.

13. Meetings via telephone or other methods.

Board meetings may be held in the form of deliberations among the members of the Board when all or some members are in different locations, provided that each member participating in the meeting is able to:

a) Listen to the other members of the Board participating in the meeting deliver their statements;

(b) If desired, the person may address all other participants simultaneously.

Communication among members may be conducted directly, by telephone, or through other means of communication (including such methods used at the time of adopting the Charter or thereafter), or by a combination of all such methods. Under this Charter, a member of the Board of Directors participating in such a meeting shall be deemed to be "present" at the meeting. The meeting location in accordance with this provision shall be the place where the largest group of Board members gathers, or, if no such group exists, the place where the Chair of the meeting is present.

Decisions made during a formally organized and conducted telephone meeting will take effect immediately upon the conclusion of the meeting, but must be confirmed by the signatures in the minutes of all Board members present at the meeting.

14. Minutes of the Board of Directors Meeting

The Chairman of the Board of Directors is responsible for forwarding the minutes of the Board meetings to the members, and these minutes shall be considered as authentic evidence of the work performed in those meetings unless objections are raised within 10 days of forwarding. The minutes of the Board of Directors meeting shall be prepared in Vietnamese, containing the main contents as stipulated in Article 158 of the Enterprise Law, and must be signed by all members of the Board of Directors who attended the meeting. Alternatively, the minutes shall be prepared in multiple copies, each signed by at least one member of the Board of Directors who attended the meeting and bearing the Company's seal.

15. Written Resolution

Resolutions adopted through written consultation are based on the unanimous agreement of a majority of the voting members of the Board of Directors. These resolutions have the same effect and value as resolutions adopted by the Board members at a meeting convened and held in accordance with established practice.

16. Those invited to attend the meeting as observers.

The Secretary of the Board of Directors, the Chief Executive Officer, members of the Supervisory Board, other management officers (if they are not Board members), and third-party experts may attend Board meetings upon invitation of the Board, but shall not have voting rights unless they themselves are entitled to vote as members of the Board of Directors.

CHAPTER IV

BOARD OF SUPERVISORS AND SUPERVISORY MEMBERS

Article 18. Standards for Supervisors

1. Supervisors must satisfy the standards and conditions prescribed in Clause 1, Article 169 of the Law on Enterprises, the Company's Charter, and must not fall under any of the following cases:

a) Members of the Supervisory Board are not allowed to hold management positions in the Company; they must not be the spouse, father, adoptive father, mother, adoptive mother, child, adopted child, sibling of a member of the Board of Directors, Director, or other management personnel. Members of the Supervisory Board do not necessarily have to be shareholders or employees of the Company.

b) The Supervisory Board must include at least one member who is an accountant or auditor. Members of the Supervisory Board must not be personnel from the Company's accounting or finance department, nor must they be members or employees of the independent auditing firm currently auditing the Company's financial statements.

2. The Supervisory Board shall elect one member to act as the Head of the Supervisory Board. The Head of the Supervisory Board must have expertise in economics, finance, accounting, auditing, law, business administration, or a field relevant to the Company's operations, must not be employed in the accounting and finance department, and must not be the Company's Chief Financial Officer. The Head of the Supervisory Board shall have the following rights and responsibilities:

a) Convene and preside over the Supervisory Board meeting;

b) Request the Board of Directors, the Chief Executive Officer, and other management personnel to provide relevant information for reporting to the members of the Supervisory Board;

c) Prepare and sign the Supervisory Board's report after consulting with the Board of Directors, to be submitted to the General Meeting of Shareholders;

Article 19. Nomination and candidacy of auditors

1. In cases where candidates have been determined in advance, the Company must publish information related to the candidates at least ten (10) days

before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Supervisory Board must provide a written commitment regarding the truthfulness, accuracy, and reasonableness of the personal information disclosed and must commit to performing their duties honestly, carefully, and in the best interests of the Company if elected as Supervisory Board members. Information related to candidates The announced Supervisory Board includes :

- a) Full name, date of birth (day, month, year);
- b) Professional qualifications;
- c) Work experience;

2. Introduction and nomination of auditors

Shareholders have the right to combine their individual voting shares to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 5% to less than 20% of the total voting shares are entitled to nominate one (01) candidate; from 20% to less than 50% are entitled to nominate a maximum of two (02) candidates; from 50% or more are entitled to nominate the full number of candidates.

3. If the number of candidates for the Supervisory Board nominated through nomination and self-nomination is still insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations according to a mechanism stipulated by the Company in these Regulations. The mechanism for the incumbent Supervisory Board to nominate candidates for the Supervisory Board must be clearly announced and approved by the General Meeting of Shareholders before the nomination process begins.

Article 20. Election of members of the Supervisory Board

1. Ordinary shareholders who voluntarily form a group meeting the specified conditions to nominate candidates for the Supervisory Board must notify the attending shareholders of the group meeting no later than the opening of the General Meeting of Shareholders. The Company will inform the attending shareholders of this information at the General Meeting of Shareholders.

2. Based on the number of members of the Supervisory Board, shareholders or groups of shareholders are entitled to nominate one or more candidates for the Supervisory Board in accordance with these Regulations. If the number of candidates nominated by shareholders or groups of shareholders is less than the number of candidates they are entitled to nominate, the remaining candidates will be nominated by the Supervisory Board and other shareholders.

3. The voting for members of the Supervisory Board must be conducted using the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned or

represented multiplied by the number of members to be elected to the Supervisory Board, and shareholders have the right to allocate all or part of their total votes to one or more candidates.

4. The elected members of the Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Company's Charter is reached. If two or more candidates receive the same number of votes for the last member of the Supervisory Board, a re-election will be held among those candidates, or a selection will be made according to the election regulations or the Company's Charter .

Article 21. Dismissal and removal of members of the Supervisory Board

1. Members of the Supervisory Board lose their membership status in the following cases:

a) That member is prohibited by law from being a member of the Supervisory Board;

b) That member resigns by sending a written notice to the Company's head office;

c) That member suffers from a mental disorder, and other members of the Supervisory Board have professional evidence demonstrating that the person no longer has the capacity for civil acts;

d) That member has been absent from the Supervisory Board meetings for six consecutive months, during which time the Supervisory Board has not permitted that member to be absent and has ruled that the position of that person is vacant;

e) That member is dismissed from the Supervisory Board by a decision of the General Meeting of Shareholders;

f) No longer acting as an authorized representative of an institutional shareholder as decided by that organization;

g) Acting as an authorized representative of a shareholder that is an organization, but that organization is no longer a shareholder of the Company.

2. In the event that the Supervisory Board seriously violates its obligations and risks causing damage to the Company, the Board of Directors shall convene a General Meeting of Shareholders to consider and dismiss the current Supervisory Board and elect a new Supervisory Board to replace it.

3. If, at the end of the term, a new Supervisory Board has not yet been elected, the outgoing Supervisory Board shall continue to exercise its rights and duties until a new Supervisory Board is elected and assumes its duties.

4. Notifications regarding the election, dismissal, and removal of auditors shall be made in accordance with current legal regulations.

CHAPTER V
ORDER AND PROCEDURES FOR SELECTION, APPOINTMENT, AND
DISMISSAL OF ENTERPRISE EXECUTIVES

Article 22. Criteria for selecting the Company Director, Deputy Company Director, and Chief Accountant.

1. Criteria for selecting the Company Director

a) Meets the qualifications and conditions for being a Company Director as stipulated in Article 64 of the Enterprise Law and Article 30 of the Company Charter.

b) Possess professional qualifications and business management experience in the Company's core business.

c) Honest, diligent, and reputable;

d) Not simultaneously holding the position of Director in another unit;

d) The Director is appointed by the Company's Board of Directors in accordance with the Company's Articles of Charter.

2. Criteria for selecting the Company's Deputy Director

a) Possess full legal capacity and not be subject to any restrictions on managing a business as stipulated in the Enterprise Law.

b) Possess professional qualifications and business management experience in one or more of the Company's business sectors, and have the ability to organize, direct, and execute assigned tasks within their assigned field;

c) Honest, diligent, and reputable;

d) Appointments are made by the Board of Directors based on nominations and recommendations from the Director.

3. Criteria for selecting the Company's Chief Accountant

a) Not subject to the regulations on accounting that prohibit individuals from practicing accounting;

b) Possess professional qualifications and expertise in accounting at the university level or higher.

c) Have at least 05 (five) years of work experience in the accounting field.

d) Possess a chief accountant training certificate as required by law.

e) Honest, diligent, and trustworthy;

f) Appointed by the Board of Directors based on a recommendation or nomination from the Company Director.

Article 23. Procedures for appointing business executives

The Company's Board of Directors is the body directly responsible for appointing, dismissing, and accepting resignations of business executives in accordance with the Company's regulations on personnel management.

1. For the Company Director: The Board of Directors proposes, reviews, and evaluates the individual being nominated.

2. For the positions of Deputy Director and Chief Accountant: The Director, based on the standards and job requirements, will propose candidates for the Board of Directors to consider and decide upon.

3. After compiling a list of candidates for appointment to the positions of Company Director, Deputy Company Director, and Chief Accountant in accordance with the law and the Company Charter, and the Company's personnel management regulations, the Board of Directors shall hold a vote as stipulated in Article 29 of the Company Charter to issue a resolution and decision appointing the individuals to the positions voted on.

Article 24. Cases of dismissal or resignation of business executives.

1. A business executive wishing to resign must submit a resignation letter to the Board of Directors. The Board of Directors will review and make a decision within one month of receiving the resignation letter. Until a decision is made by the Board of Directors, the business executive must continue to perform their duties in the position they were appointed to.

2. The Company's Board of Directors may dismiss the business executive in the following cases:

- a) Due to work requirements, personnel are transferred or rotated;
- b) The individual's health is not sufficient to continue working;
- c) Individuals who fail to fulfill their duties or violate the Company's Charter, internal rules, or regulations, or violate the law, but not to the extent of dismissal or termination of employment, or forced resignation.

Article 25. Authorization and delegation

1. The Company Director may delegate or authorize Deputy Directors or other persons to handle certain parts of the Company's affairs on his/her behalf and shall be legally responsible for such delegation or authorization.

2. Authorized or delegated persons shall be legally responsible to the Company Director and the law for the work they perform.

3. Authorizations and delegations related to the company seal must be in writing and have a time limit.

Article 26. Notification of appointment and dismissal of enterprise executives

After the appointment or dismissal of the company's executives, the Company is responsible for disclosing the information through mass media and

the Company's website in accordance with the procedures and regulations of the Securities Law.

Article 27. person in charge of corporate governance of the company

1. The Board of Directors shall appoint at least one (01) person as the person in charge of corporate governance of the company to support effective corporate governance, the person in charge of corporate governance also serves as the company secretary. The company is regulated by Clause 5, Article 15 , Article 6 of the Enterprise Law , and Article 31 of the Company Charter . The term of office of the person in charge of company management is decided by the Board of Directors, with a maximum of five (05) years.

2. The person in charge of corporate governance of the company administration must meet the following standards:

a) Possess knowledge of the law;

b) You are not allowed to simultaneously work for an independent auditing firm that is auditing your financial statements. Company;

c) Understanding of the company's business operations and internal management; ability to synthesize information, proficient in using computers and office equipment.

d) Other standards as prescribed by law, this Charter, and decisions of the Board of Directors.

3. The Board of Directors may dismiss the Company's Chief Executive Officer when necessary, provided that such dismissal does not violate applicable labor laws.

4. The person in charge of company administration has the following rights and obligations:

a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Company and shareholders;

b) Prepare for meetings of the Board of Directors, Supervisory Board, and General Shareholders' Meeting as requested by the Board of Directors or the Supervisory Board;

c) Providing advice on meeting procedures;

d) Attend meetings;

e) Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

g) Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and the Supervisory Board;

h) Monitor and report to the Board of Directors and the Supervisory Board on the Company's information disclosure activities.

i) To serve as the point of contact with relevant stakeholders;

k) Maintain confidentiality of information in accordance with legal regulations and the Company's Articles of charter.

l) Other rights and obligations as prescribed by law and the Company's Articles of Charter.

CHAPTER VI
PROCEDURES AND PROCESSES FOR COORDINATING ACTIVITIES
BETWEEN
BOARD OF DIRECTORS, SUPERVISORY BOARD AND
MANAGEMENT BOARD

Article 28. Rights, duties and operating mechanism of the Board of Directors

The Board of Directors has the rights, duties, and functions as stipulated in the Enterprise Law, the Company's Charter, the Board of Directors' Operating Regulations, and other legal provisions.

Article 29. Activities of the Company Director

1. The Director of the Company is appointed and dismissed by the Board of Directors. The Director is responsible for managing all daily business operations of the Company, ensuring compliance with the law, the Company Charter, and resolutions of the General Meeting of Shareholders. The Director implements resolutions and decisions of the Board of Directors and proactively conducts the Company's production and business activities, being accountable to the Board of Directors and to the law for the performance of assigned duties and powers.

2. The duties and powers of the Director are specified in detail in Article 30 of the Company's Charter.

Article 30. Relationship between the Board of Directors and the Company Director

1. The Director is responsible for researching and developing operational plans to submit to the Board of Directors; and organizing the implementation of resolutions and decisions of the Board of Directors. When discovering issues detrimental to the Company, the Director reports to the Board of Directors for adjustment. If the Board of Directors does not make adjustments, the Director must still implement the Board's resolution but has the right to reserve his/her opinion and make recommendations to the next General Meeting of Shareholders.

2. The Company Director has the right to refuse to implement or to reserve his/her opinion on decisions of the Board of Directors if he/she deems

the decision unlawful or contrary to State regulations, and must immediately submit a written explanation to the Board of Directors and the Supervisory Board. The Board of Directors may suspend or annul the implementation of the Company Director's decisions if he/she deems them unlawful, in violation of the Company Charter, resolutions, and decisions of the Board of Directors.

3. The Company Director has the right to decide to apply measures exceeding his/her authority in emergency situations (natural disasters, enemy attacks, fires, force majeure events, etc.) but must be responsible for those decisions and must report them immediately to the Board of Directors and the General Meeting of Shareholders as soon as possible.

4. The Company Director must report at the Board of Directors' meeting and the General Meeting of Shareholders on matters requested by the Board of Directors and the General Meeting of Shareholders.

Article 31. Rights, duties, and operating mechanism of the Supervisory Board

The Company's Supervisory Board has the rights, duties, and activities as stipulated in the Enterprise Law, the Company's Charter, and the Regulations on the Organization and Operation of the Company's Supervisory Board.

CHAPTER VII PREVENTING CONFLICTS OF INTEREST AND TRANSACTIONS WITH PARTIES WITH INTERESTS RELATED TO THE COMPANY

Article 32. Responsibility for honesty and avoiding conflicts of interest

1. Members of the Board of Directors, members of the Supervisory Board, the Company Director, and other management personnel are not permitted to use business opportunities that may benefit the Company for personal gain; nor are they permitted to use information obtained through their positions for personal gain or to serve the interests of any other organization or individual.

2. Members of the Board of Directors, members of the Supervisory Board, the Company Director, and other management personnel are obligated to inform the Board of Directors of any potential conflicts of interest with the Company's interests that they may obtain through other economic entities, transactions, or individuals. These individuals may only utilize such opportunities if the Board members, who have no vested interest, have decided not to pursue the matter.

3. The Company is not permitted to grant loans, guarantees, or credit to members of the Board of Directors, members of the Supervisory Board, Company Directors, other management officers, and persons related to the aforementioned members or any legal entity in which these persons have financial interests, except where such loans or guarantees have been approved by the General Meeting of Shareholders.

4. Contracts or transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, Company Directors, other managers, or persons related to them, or between the Company, partners, associations, or organizations of which the members of the Board of Directors, members of the Supervisory Board, Company Directors, other managers, or persons related to them are members or have a financial interest, shall not be invalidated in the following cases:

a) For contracts valued at less than 20% of the total assets recorded in the Company's most recent financial statements, significant elements of the contract or transaction, as well as the relationships and interests of management or Board members, have been reported to the Board of Directors or the relevant subcommittee. Furthermore, that Board of Directors or subcommittee has authorized the execution of the contract or transaction in good faith by a majority vote of Board members with no vested interest; or

b) For contracts with a value exceeding 20% of the total value of assets recorded in the most recent financial statement, the significant elements of the contract or transaction, as well as the relationship and interests of management or board members, have been disclosed to non-interested shareholders who have voting rights on the matter, and those shareholders have voted in favor of the contract or transaction;

c) The contract or transaction is deemed fair and reasonable in all respects relating to the Company's shareholders at the time it is authorized, approved, or ratified by the Board of Directors or a subcommittee of the Board of Directors or by the shareholders.

Members of the Board of Directors, members of the Supervisory Board, the Company Director, other management officers, and individuals related to the aforementioned members are prohibited from using or disclosing unauthorized information of the Company to conduct related transactions.

Article 33. Transactions with related parties

1. When conducting transactions with related parties, the Company must enter into written contracts based on the principles of equality and voluntariness.

2. The Company takes necessary measures to prevent related parties from interfering with the Company's operations and harming the Company's interests through controlling the Company's transactions, sales, and pricing of goods and services.

3. Public companies take necessary measures to prevent shareholders and related parties from engaging in transactions that result in the loss of the company's capital, assets, or other resources.

CHAPTER VIII INFORMATION DISCLOSURE

Article 34. Obligation to disclose information

1. The company is obligated to disclose complete, accurate, and timely periodic and extraordinary information regarding its business operations, finances, and corporate governance to shareholders and the public. The information and methods of disclosure shall comply with the provisions of the law and the company's charter.

2. Information disclosure must ensure equitable access for shareholders and the public. The language used in information disclosure should be clear, easy to understand, and avoid misleading shareholders and investors.

Article 35. Reporting, monitoring and handling of violations

1. Reporting system

Annually, the Company is obligated to report and disclose information on the implementation of corporate governance in accordance with the Corporate Governance Regulations to the State Securities Commission, the Hanoi Stock Exchange, and other competent authorities as prescribed by law.

2. Monitoring

The company, related organizations and individuals, and the company's shareholders are subject to corporate governance oversight by the State Securities Commission, the Stock Exchange, and other competent authorities as prescribed by law.

3. Handling violations

Companies, organizations, and individuals involved who fail to comply with the regulations in this charter and other internal management regulations of the Company, and who do not disclose information and report to the State Securities Commission and the Hanoi Stock Exchange as required, will be subject to administrative penalties in accordance with current laws on securities and the securities market.

Article 36. Implementation

1. This regulation takes effect from the date of its approval by the General Meeting of Shareholders. During its implementation, if any difficulties or issues arise, the Board of Directors shall report to the General Meeting of Shareholders for consideration and decision on amendments and additions in accordance with the provisions of the law and the Company's Charter.

2. Any matter in these regulations that contradicts the Company's Articles of Association shall be governed by the Company's Articles of Charter.

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

Number: 1273/TTr - TMC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, April, 23 2026

PROPOSAL

Regarding amendments and additions to the Regulation on the Operation of the Board of Directors

Respectfully submitted to: Annual General Meeting of Shareholders 2026

Pursuant to the Company's Charter of Organization and Operation, amended and supplemented for the fifth time, issued together with Decision No. 3666/QD-TMC dated October 1, 2025, by the Company's Board of Directors;

Pursuant to the Regulations on the Organization and Operation of the Company's Board of Directors issued together with Decision No. 1726/QD-TMC dated May 30, 2024, of the Company's Board of Directors;

To ensure consistent and synchronized implementation within the system of management and operational documents, the Board of Directors respectfully submits to the General Meeting for consideration amendments and additions to the Regulations on the Organization and Operation of the Board of Directors issued under Decision No. 1726/QD-TMC dated May 30, 2024, by the Company's Board of Directors. *(A copy is attached).*

We respectfully submit this to the General Meeting of Shareholders for consideration and approval!

Recipient: 

- As above;
- BOD, BOS;
- Saved: Office, Secretary.

ON BEHALF OF BOARD OF
DIRECTORS
CHAIRMAN



Ly Xuan Tuyen



PROPOSED AMENDMENTS AND ADDITIONS
REGULATIONS ON THE ORGANIZATION AND OPERATION OF THE BOARD OF DIRECTORS
(Issued together with Report No. /TTr-TMC dated /4/2026)

No.	Regulations on the organization and operation of the Board of Directors (Decision No. 1726/QĐ-TMC dated May 30, 2024)	Proposed amendments and additions	Base
1	<p>Clause 5, Article 7 The Board of Directors may appoint new members to fill any vacancies that arise, and these members must be approved by the General Meeting of Shareholders immediately following the appointment. After approval by the General Meeting of Shareholders, the appointment of the new member will be considered effective on the date of the appointment by the Board of Directors. The term of office of the new Board member is calculated from the date the appointment takes effect until the end of the Board's term. In the event that the new member is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors made prior to the General Meeting of Shareholders with the participation of the replacement Board member will remain in effect.</p>	<p>Proposed to remove this content of Clause 5, Article 7.</p>	<p>According to the Law on Enterprises, the election, dismissal, and removal of members of the Board of Directors and Board of Supervisors must be decided by the General Meeting of Shareholders. Specifically (point c, clause 2, Article 138, Article 160 of the Law on Enterprises)</p>
2	<p>Clause c, paragraph 1, Article 8 ... Approves the appointment, dismissal, removal from office, signing of contracts, termination of contracts, rewards, disciplinary actions, retirement, and determination of salary and other benefits for the Deputy Directors of branches and affiliated units, Deputy Heads of</p>	<p>Clause c, paragraph 1, Article 8 ... Approves the appointment, dismissal, removal from office, commendation, disciplinary action, retirement, salary and other benefits of Deputy Directors of branches and affiliated units, Deputy Heads of Departments, and other management positions by the Company</p>	<p>In accordance with the provisions of point c, clause 3, Article 25 of the company's charter (removing the content regarding</p>

No.	Regulations on the organization and operation of the Board of Directors (Decision No. 1726/QD-TMC dated May 30, 2024)	Proposed amendments and additions	Base
	Departments, and other management positions in accordance with the Company's internal management regulations; and the appointment of representatives to exercise ownership rights of shares or capital contributions in other companies, along with their remuneration and other benefits. However, the removal of management personnel from Company positions must not contradict the contractual rights of those removed (if any).	Director in accordance with the Company's internal management regulations; decides on the appointment of representatives to exercise ownership rights of shares or capital contributions in other companies along with their remuneration and other benefits. However, the removal of management personnel from Company positions must not violate the contractual rights of those removed (if any).	contract signing and contract termination).
3	Clause 12 of Article 10. Disclosure to the Company of all remuneration received by members of the Board of Directors from subsidiaries, affiliated entities, and other organizations in which they represent or manage the Company's capital contributions.	Proposed to remove this content	Modified to reflect current realities. The company no longer operates under a subsidiary model.
4	Article 25. Enforcement Provisions 1. This Regulation comprises 8 chapters and 25 articles , and was approved by the Annual General Meeting of Shareholders of Thai Nguyen Non-Ferrous Metals Joint Stock Company - Vimico on May 23, 2024 , which accepted the full text of this Regulation for its effective date. 2. This regulation takes effect from the date of signing and replaces Decision No. 1518/QD-TMC	Update if the 2026 Annual General Meeting approves amendments to the Board of Directors' Operating Regulations.	



No.	Regulations on the organization and operation of the Board of Directors (Decision No. 1726/QD-TMC dated May 30, 2024)	Proposed amendments and additions	Base
	dated May 20, 2021 of the Company's Board of Directors.		

Number: /NQ - ĐHĐCĐ

Thai Nguyen, May 15, 2026

DRAFT

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
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 on organization and operation of VIMICO - Thai Nguyen Non - Ferrous Metal Joint Stock Company issued together with Decision No. 3666/QĐ-TMC dated October 01, 2025 of the Company's Board of Directors;

Pursuant to Minutes No. .../BB-ĐHĐCĐ-TMC of the Annual General Meeting of Shareholders 2026 of VIMICO - Thai Nguyen Non - Ferrous Metal Joint Stock Company dated May 15, 2026.,

RESOLUTION:

Article 1. Approval of the Regulations on the Organization of the General Meeting and the Agenda for the Organization of the Annual General Meeting of Shareholders in 2026 (*attached documents*)

Article 2. Approval of the business performance results for 2025 and the business plan for 2026 with the following main targets:

Business performance results for 2025:

No.	Indicators	Unit	2025		Comparison of performance (%)	
			Plan	Perform	Annual plan	Same period 2024
1	Revenue	million VND	1.175.688	1.259.586	107,14	108,22
2	Profit	"	85.116	122.016	143,35	136,36
3	Workers' regime					
-	Actual labor force average plan	People	1.287	1.246	96,82	97,73
-	Total payroll	million VND	214.000	225.000	105,14	111,39
-	Average salary	VND/person/month	13,86	15,05	108,60	113,98
4	State budget payment	million VND	182.320	187.159	102,65	121,37

No.	Indicators	Unit	2025		Comparison of performance (%)	
			Plan	Perform	Annual plan	Same period 2024
5	Main products manufactured					
-	Zinc ingots	Ton	11,800	12,050	102.12	102.12
-	Hydrosulfide	"	19,000	18,050	95.00	103.91
-	Lead sulfide concentrate	"	3,474	3,597	103.56	103.55
-	Silver concentrate		370	218	58.94	But
-	Ag concentrate, equivalent to 3,000g/ton		370	377	101,77	But
-	20% Lead Oxide Concentrate	"	2,500	1,542	61,66	254.79
-	Tin ore concentrate	"	156	99	63.32	71.28
-	Tin ingot		73	44	59.74	67.99
-	Copper concentrate	"	825	1,090	132.19	88.92
6	Consume					
-	Zinc ingots 99.95% Zn	Ton	11,800	11,939	101,18	130.37
-	Hydrogen peroxide (H2SO4) (for sale)	"	17,124	16,679	97.40	111.00
-	Lead sulfide concentrate	"	3,474	3,524	101.46	103.78
-	Lead oxide concentrate		3,105	2,107	67.85	But
-	Tin ingots	"	73	45	61.24	71.64
-	Copper concentrate	"	1,225	1,574	128.54	158.48

- Value of investment in construction: 64.483 billion VND, equivalent to 100.22 % of the annual plan (the value already disbursed according to the financial statements is 60.8 billion VND).

Business production plan for 2026:

- Total revenue: VND 1,434.966 billion, equivalent to 113.92% compared to the 2025 target;

- Budget contributions: 220,518 billion VND, equivalent to 117.82 % compared to the figure for 2025;
- Profit before tax: VND 150.126 billion, equivalent to 123.04% compared to the 2025 target;
- Total product-based wage fund: VND 240.0 billion, equivalent to 106.67% compared to the 2025 target;
- The number of workers during the period was 1,296, which is 104.01% compared to the figure for 2025;
- Average salary: 15.43 million VND/person/month, equivalent to 102.55% compared to the 2025 situation;
- Total value of major repairs: 39,063 billion VND, equivalent to 115.65% compared to the 2025 target;
- Total value of construction investment: 78.75 billion VND;
- The projected cash dividend payout ratio for 2026 is 50.5%.

** Products manufactured and consumed*

No.	Product name	Unit	Manufacture	Consume
1	Zinc ingots	ton	11,900	11,900
	<i>Zinc ingot production</i>	<i>Ton</i>	<i>8,500</i>	<i>8,500</i>
	<i>Processed zinc ingots</i>	<i>Ton</i>	<i>3,400</i>	<i>3,400</i>
2	Sulfuric acid	ton	17,800	15,775
3	50% Lead Sulfide Concentrate	ton	3,440	3,440
4	20% Lead Oxide Concentrate	ton	2,500	2,500
5	Silver concentrate (content 3,000g/t)	ton	900	900
6	Tin ingots	ton	59	59
7	Copper concentrate	ton	1,000	1,000

Article 3. Approval of the proposal No. 1264/TTr-TMC dated April 23, 2026, from the Company's Board of Directors, approving the 2026 construction investment plan with a total planned value of VND 78.75 billion.

Article 4. Approval of Report No. 1265/BC-TMC dated April 23, 2026, from the Board of Directors assessing the management situation in 2025 and the operational plan for 2026.

Article 5. Approval of Report No. 1266/BC-TMC-BKS dated April 23, 2026 of the Supervisory Board on activities in 2025 and operational direction for 2026.

Article 6. Approval of the financial statements for the year 2025. The General Meeting authorizes the Company Director to coordinate with the auditing firm to adjust the financial statements for the year 2025 and to disclose information in accordance with regulations.

Article 7. Approval of the profit distribution for 2025 with the following specific targets:

No.	Content	Unit	2025
1	Profit before tax this year	VND	122 015 802 855
2	Corporate income tax payable	VND	25 306 272 974
3	Net profit after tax this year (3=1-2)	VND	96 709 529 881
4	Net profit after tax in the previous year	VND	15 222 727 572
5	Total undistributed after-tax profit (5=3+4)	VND	111 932 257 453
6	Dividend payout ratio this year (%)	VND	50
7	Net profit after tax will be used to pay dividends in cash this year.	VND	90,000,000,000
8	Profit allocated to funds (8 = 8.1 + 8.2 + 8.3)	VND	17,633,799,434
8.1	Development Investment Fund	VND	0
8.2	Management Staff Bonus Fund	VND	953 799 434
8.3	Allocate funds from the reward and welfare fund.	VND	16,680,000,000
	- Reward Fund	VND	9,081,000,000
	- Welfare Fund	VND	7,599,000,000
9	Remaining undistributed profits (9=5-7-8)	VND	4,298,458,019

Article 8. Approval of the Board of Directors' proposal No. 1270/TTr-TMC dated April 23, 2026, regarding the payment of remuneration to the Board of Directors and Supervisory Board for 2025 and the plan for paying remuneration to the Board of Directors and Supervisory Board for 2026 as follows:

1. Payment of remuneration to the Board of Directors and Supervisory Board for the year 2025 totaling 1,296 million VND , specifically:

No.	Job title	Base salary for determination (VND/month)	Salary and remuneration levels to be determined in 2025	quantity	Remuneration	Remuneration VND/person/month	Number of months	implemented in 2025
1	Chairman of the Board of Directors	52.00	62.40	1	20%	12,480,000	12	149,760,000
2	Board Member	46.00	55.20	4	20%	11,040,000	12	529,920,000

3	Head of the Supervisory Board	46.00	55.20	1	20%	11,040,000	12	132,480,000
4	Supervisory Board Member	42.00	50.40	4	20%	10,080,000	12	483,840,000
	Total							1,296,000,000

In 2025, the Company paid remuneration to the Board of Directors and Supervisory Board totaling VND 1.08 trillion in accordance with Resolution No. 51/NQ-ĐHĐCĐ dated April 25, 2025, of the 2025 Annual General Meeting of Shareholders. The Company settled payments to members of the Board of Directors and Supervisory Board totaling VND 216 million.

2. Remuneration plan for the Company's Board of Directors and Supervisory Board in 2026:

No.	Job title	Basic salary according to Decree 248 (VND/month)	Base salary for determination (VND/month)	Quantity	Remuneration	Remuneration d/ng/th	Number of months	Customer pays 2026
1	Chairman of the Board of Directors	37.0	74.0	1	20%	14,800,000	12	177,600,000
2	Board Member	31.0	62.0	4	20%	12,400,000	12	595,200,000
3	Head of the Supervisory Board	31.0	62.0	1	20%	12,400,000	12	148,800,000
4	Supervisory Board Member	30.0	60.0	4	20%	12,000,000	12	576,000,000
	Total			10				1,497,600,000

Article 9. Approval of proposal No. 1267/TTr-TMC dated April 23, 2026, from the Company's Supervisory Board regarding the selection of an auditing firm for the 2026 financial statements.

Article 10. Approval of the Company's Proposal No. 1271/TTr-TMC dated April 23, 2026, regarding the 6th amendment to the Company's Charter of Organization and Operation. The General Meeting assigns the Board of Directors to implement and issue the amended Charter within its authority.

Article 11. Approval of the Company's Proposal No. 1273/TTr-TMC dated April 23, 2026, regarding the amendment and supplementation of the Board of Directors' Operating Regulations. The General Meeting authorizes the Board of Directors to issue the Regulations within its authority.

Article 12. Approval of the Company's Proposal No. 1272/TTr-TMC dated April 23, 2026, regarding the issuance of the Company's Internal Governance Regulations. The General Meeting authorizes the Board of Directors to issue the Regulations within its authority.

Article 13. Approval of by the 2026 Annual General Meeting of Shareholders of vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company with 100% of the total voting shares of the shareholders present at the Meeting.

1. This resolution shall take effect from the date it is adopted by the General Meeting of Shareholders.

2. The General Meeting of Shareholders assigns the Board of Directors, the Supervisory Board, the Executive Board, and all Shareholders the responsibility to implement, within their respective powers and functions, in accordance with the provisions of the law and the Articles of Organization and Operation of vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company./.

Recipient :

- Company shareholders (website);
- SSC; HNX; VSDC (for reporting);
- Members of the Board of Directors and Supervisory Board;
- Board of Directors, Chief Accountant;
- Saved: Board of Directors, offices

**On behalf of the 2026 Annual General Meeting of
Shareholders
CHAIRMAN OF THE BOARD OF DIRECTORS**

Ly Xuan Tuyen