



SOCIALIST REPUBLIC OF VIETNAM
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Hanoi, October 15, 2025

MINUTES
OF THE 2025 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
VINACOMIN – VIET BAC MINING INDUSTRY HOLDING CORPORATION

- Head office: No. 1 Phan Dinh Giot, Phuong Liet ward, Hanoi city
- Enterprise Registration Certificate No. 0100100015 issued by Hanoi Department of Planning and Investment, registered for the 9th change on January 6, 2022.

Today, at 08:00 on October 15, 2025, VINACOMIN – Viet Bac Mining Industry Holding Corporation held the 2025 Extraordinary General Meeting of Shareholders at the Parent Company's headquarters:

I. PARTICIPANTS AND LEGALITY OF THE GENERAL MEETING:

1. The General Meeting participants include:

- Shareholders of VINACOMIN – Viet Bac Mining Industry Holding Corporation;
- Board of Directors of the Parent Company;
- Supervisory Board of the Parent Company;
- Executive Board of the Parent Company;

2. Legality and validity of the General Meeting:

The General Meeting listened to Mr. Nguyen Van Tao - the Shareholder Eligibility Inspection Committee reporting the results of the shareholder eligibility inspection:

- The total number of common shares of the Parent Company: 105,000,000 shares.
- The total number of shareholders invited to attend the 2025 Extraordinary General Meeting of Shareholders is 739, representing 105,000,000 voting shares.
- The number of delegates who are shareholders or authorized representatives present is 15 shareholders and shareholder representatives, representing 103.445.540 shares, accounting for 98.52% of the total voting shares.
- The total number of shareholders not qualified to attend the General Meeting: 0 shareholders.
- Based on Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the Charter on organization and operation of VINACOMIN – Viet Bac Mining Industry Holding Corporation issued under Decision No. 104/QĐ-HDQT dated April 26, 2024, by the Parent Company's Board of Directors, the 2025 Extraordinary General Meeting of Shareholders of VINACOMIN – Viet Bac Mining Industry Holding Corporation is legitimately and validly convened with full conditions to proceed.

II. CONTENT AND PROCESS OF THE GENERAL MEETING:

1. Chairman of the General Meeting.

Mr. Le Quang Binh - Chairman of the Board of Directors as Chairman.

2. Election of General Meeting Secretary:

To assist the Chairman and carry out the minutes recording and vote counting at the General Meeting, after hearing the list of proposed personnel introduced by the Chairman of the General Meeting, the shareholders representing 100% of the voting shares at the General Meeting unanimously approved the Election Secretariat consisting of the following members:

- Mr. Hoang Minh Hoi - Secretary of the Parent Company: Head of the Secretariat
- Ms. Vu Thi Hai Yen - Human Resources Specialist: Member
- Support team for the General Meeting Secretariat:
 - + Mr. Van Trong Tuan - Deputy Head of TTVT: Team Leader
 - + Ms. Tran Thu Huong - Deputy Head of QLV-KSNB: Member
 - + Ms. Vu Thi Diep Anh - KTTKTC Specialist: Member
 - + Ms. Ha Thi Quynh - KTTKTC Specialist: Member
 - + Ms. Nguyen Thi Thuy Van - KTTKTC Specialist: Member
 - + Ms. Dinh Thi Thanh Huyen - Human Resources Specialist: Member
 - + Ms. Vu Phuong Thao - KTTKTC Department Specialist: Member

The chairman takes a vote for approval.

Voting results:

Approved: 103.445.540 shares, accounting for 100% of total voting shares

Disapproved: 0 shares, accounting for 0% of total voting shares

Other opinions: 0 shares, accounting for 0% of total voting shares

3. Approval of the procedures prior to the commencement of the General Meeting:

3.1. Approval of General Meeting agenda: The General Meeting listened to Mr. Le Quang Binh chairman the approval of the General Meeting agenda as announced.

Voting results:

Approved: 103.445.540 shares, accounting for 100% of total voting shares

Disapproved: 0 shares, accounting for 0% of total voting shares

Other opinions: 0 shares, accounting for 0% of total voting shares

** At 8:10 a.m., 2 more shareholders attended the General Meeting, a total of 17 shareholders attended the General Meeting representing 103,511,540 shares = 98.58% of shares voted.*

3.2. Approval of the Working Regulations of the Extraordinary General Meeting of Shareholders in 2025: The General Meeting listened to Mr. Vu Minh Tan - Member of the Board of Directors of the Parent Company present the Working Regulations of the Extraordinary General Meeting of Shareholders in 2025.

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Voting results:

Approved: 103.511.540 shares, accounting for 100% of total voting shares

Disapproved: 0 shares, accounting for 0% of total voting shares

Other opinions: 0 shares, accounting for 0% of total voting shares

4. After completing the procedures for conducting the General Meeting, the General Meeting Chairman directed the General Meeting to listen to reports, give opinions and vote on the following issues:

4.1. Submission No. 268/TTr-HDQT dated September 22, 2025 On amending and supplementing the Charter of VINACOMIN - Viet Bac Mining Industry Holding Corporation presented by Mr. Trinh Hong Ngan - Member of the Board of Directors - General Director of the Parent Company.

Voting results:

Approved: 103.511.540 shares, accounting for 100% of total voting shares

Disapproved: 0 shares, accounting for 0% of total voting shares

Other opinions: 0 shares, accounting for 0% of total voting shares

4.2. Resignation letter from Mr. Pham Van Lo as an independent member of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation, presented by Mr. Trinh Hong Ngan - Member of the Board of Directors - General Director of the Parent Company.

Due to poor health and inability to meet the requirements of the job, on September 22, 2025, Mr. Pham Van Lo submitted a resignation letter as an independent member of the Board of Directors effective October 15, 2025. In the urgent time, the Board of Directors has not been able to find qualified personnel to replace him at this General Meeting. The General Meeting authorized the Board of Directors to find personnel who meet the prescribed conditions and standards to recommend for election as additional members of the Board of Directors in the coming time, at the latest at the 2026 Annual General Meeting of Shareholders.

Shareholder opinion: Why not elect additional independent members at the General Meeting? According to the regulations, do independent members need to be continuous? What does the Parent Company's Charter stipulate about independent members?

The chairman replied: Mr. Pham Van Lo, due to sudden poor health, cannot continue working. Due to the urgent time, the Board of Directors has not found qualified personnel according to the law to elect additional independent members of the Board of Directors of the Parent Company at this General Meeting. The Board of Directors will continue to select qualified personnel according to the law and the General Meeting's charter to elect additional independent members of the Board of Directors as soon as possible, no later than the 2026 Annual General Meeting of Shareholders.

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Voting results:

Approved: 103.511.540 shares, accounting for 100% of total voting shares

Disapproved: 0 shares, accounting for 0% of total voting shares

Other opinions: 0 shares, accounting for 0% of total voting shares

5. Other content arising outside the General Meeting agenda: None

6. Approval of the General Meeting Minutes and General Meeting Resolutions

Mr. Hoang Minh Hoi, on behalf of the Secretariat, read the draft Minutes and draft Resolution of the Extraordinary General Meeting of Shareholders in 2025.

Voting results to approve the full text of the Minutes and Resolution of the Extraordinary General Meeting of Shareholders in 2025:

Voting results:

Approved: 103.511.540 shares, accounting for 100% of total voting shares

Disapproved: 0 shares, accounting for 0% of total voting shares

Other opinions: 0 shares, accounting for 0% of total voting shares

The 2025 Extraordinary General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industry Holding Corporation ended at 9:15 a.m. on the same day.

This Minutes was made at 09:00 on October 15, 2025, immediately after the 2025 Extraordinary General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industry Holding Corporation ended.

This Minutes consists of **04 (four)** pages and takes effect immediately after the end of the General Meeting.

All shareholders of the Parent company, the Board of Directors, the Supervisory Board, the Executive Board and affiliated units of VINACOMIN - Viet Bac Mining Industry Holding Corporation shall be responsible for implementation.

**THE GENERAL MEETING
SECRETARY**

Hoang Minh Hoi

**THE GENERAL MEETING
CHAIRMAN**

Le Quang Binh

