

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



Hanoi, April 23, 2025

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VINACOMIN - VIET BAC MINING INDUSTRY HOLDING CORPORATION

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

Today, at 08:00 on April 25, 2025, Vinacomin - Viet Bac Mining Industry Holding Corporation held the 2025 Annual 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;
- Board of Supervisors of the Parent Company;
- Executive Board of the Parent Company;
- Guests attending the General Meeting of Shareholders:
- + Directors of subsidiaries of the Parent Company.
- + Representative of BDO Audit Services Company Limited.

2. Legality and validity of the General Meeting

The General Meeting listened to Mr. Nguyen Anh Tuan - Shareholder Qualification Examination Board report on the results of the shareholder qualification examination:

- Total number of common shares of the General Meeting: 105,000,000 shares
- The total number of shareholders invited to attend the 2025 Annual General Meeting of Shareholders is 848 shareholders representing 105,000,000 voting shares.
- The number of delegates who are shareholders or authorized to attend is 23 shareholders, representing 103,828,840 shares, accounting for 98.88% of total voting shares.
- Total number of shareholders not eligible to attend the Meeting: 0 shareholders.
- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and the Charter of organization and operation of Vinacomin - Viet Bac Mining Industry Holding Corporation issued under Decision No. 104/QĐ-HDQT dated April 26, 2024 of the Board of Directors of the Parent Company, the 2025 Annual General Meeting of Shareholders of Vinacomin - Viet Bac Mining Industry Holding Corporation is

legally, validly and qualified to be held.

II. CONTENT AND PROCESS OF THE GENERAL MEETING:

1. Chairperson of the General Meeting.

Mr. **Le Quang Binh** – Chairman of the Board of Directors as Chairperson.

2. Election of General Meeting Secretary:

To assist the Chairperson and record the minutes and count the votes of the meeting, after listening to the list of expected personnel introduced by the Meeting Chairperson, the number of shareholders representing 100% of the shares with voting rights at the Meeting voted to approve the Meeting Secretariat consisting of the following members:

- Mr. Vu The Tan-Secretary of the Parent Company: Head of 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. Pham Dang Lam Chau-KTKH Specialist: Member
 - + Ms. Ha Thi Quynh-KTTKTC Specialist: Member
 - + Ms. Nguyen Thi Thuy Van-KTTKTC Specialist: Member
 - + Ms. Dinh Thi Thanh Huyen-TCNS Specialist: Member
 - + Ms. Vu Phuong Thao-KTTKTC Specialist: Member

The Chairperson took the vote to approve.

Voting results:

Approved: 103,828,840 shares, accounting for 100% of the 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 Meeting:

3.1. Approval of the Meeting agenda: The Meeting listened to Mr. Le Quang Binh, the chairperson, present the agenda of the meeting as previously announced.

Voting results:

Approved: 103,828,840 shares, accounting for 100% of the total voting shares

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

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

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

Voting results:

Approved: 103,828,840 shares, accounting for 100% of the 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 Meeting, the Meeting Chairperson directed the Meeting to listen to reports, give opinions and vote on the following issues:

4.1. Report No. 0731/BC-CMV dated March 25, 2025, on the implementation of production and business in 2024 and the direction and tasks of the production and business plan in 2025 of the Parent company - 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.

The main content is as follows:

- Business performance results in 2024:

No.	Items	Unit	Resolution of GMS 2024	Actual in 2024	Proportion (%)
1	Physical items				
+	Raw coal	1,000 tons	1,126	988	87.73
+	Production rock and soil removal	1,000 m ³	9,970	9,359	93.88
+	Clean coal production and import	1,000 tons	1,400	1,291	92.27
+	Coal consumption	1,000 tons	1,400	1,275	91.07
2	Charter capital	Million dong	1,050,000	1,050,000	100.00
3	Total revenue	Million dong	2,436,362	2,690,919	110.45
4	Profit before tax	Million dong	300,762	265,126	88.15
5	Pay corporate income tax	Million dong	60,152	58,908	97.93
6	Profit after tax	Million dong	240,610	219,116	91.07
7	Dividend Payout Ratio/Charter Capital	%	≥ 9%	Expected 11%	
8	Construction investment	Million dong	88,444	134,512	152.09

- Production and business plan 2025:

No.	Items	Unit	Plan in 2025
1	Physical items		
	- Raw coal	1000 Tons	930
	- Peel off soil and rocks	1000 m ³	10,766
	- Self-produced clean coal	1000 Tons	1,070
	- Coal consumption	1000 Tons	1,257
2	Charter capital	Million dong	1,050,000
3	Total revenue	"	2,400,771
4	Profit before tax	"	282,293
5	Pay corporate income tax	"	56,198
6	Profit after tax	"	226,695
7	Dividend Payout Ratio/Charter Capital	%	≥ 9%
8	Construction investment	Million dong	187,899

** As of 8:34 a.m., 1 more shareholder attended the meeting, bringing the total 24 shareholders who attended the meeting, representing 103,828,940 shares, equivalent to 98.73% of the total voting shares.*

** Shareholder commented:*

- Despite the general economic difficulties, the Parent company made efforts and reached the targeted profit result in 2024. The shareholder requested the Chairperson to elaborate on the conditions that may affect the production and business plan for 2025, such as coal selling prices, cost management, etc.

*The Chairperson responded:

- Mr. Trinh Hong Ngan – General Director – presented the situation regarding the selling price of Na Duong coal to the Na Duong Thermal Power Plant, which is currently based on market rates. However, coal mining operations have faced significant difficulties. Mining activities at Zone II – where higher-quality coal is located – had to be temporarily suspended to ensure the stability of the mine structure. As a result, the quality of Na Duong coal extracted in 2024 was poor. To meet the required quality standards, the Parent company had to purchase high-quality coal for blending, which led to an increase in the selling price of coal supplied to the Thermal Power Plant and consequently a decline in consumption. Furthermore, due to the high sulfur content of Na Duong coal, it can only be consumed by the Na Duong Thermal Power Plant.

The Parent company's executive board will conduct a thorough review and implement cost-cutting measures to ensure that the 2025 production and business plan targets are achieved.

The Meeting Chairperson called for a vote to approve the Report on the implementation of production and business in 2024 and the direction and tasks of the production and business plan in 2025 of the Parent company - Vinacomin - Viet Bac Mining Industry Holding Corporation.

Voting results:

Approved: 103,828,840 shares, accounting for 99.999% of the total voting shares

Disapproved: 100 shares, accounting for 0.0001% of total voting shares

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

4.2. Report No. 084/BC-HĐQT dated March 25, 2025, on the activities of the Board of Directors of Vinacomin - Viet Bac Mining Industry Holding Corporation in 2024 and the direction of activities in 2025 presented by Mr. Dang Van Tung - Full-time member of the Board of Directors of the Parent Company.

The 2025 Annual General Meeting of Shareholders authorizes the Board of Directors to proactively adjust a number of 2025 production and business plan targets in accordance with market developments.

* Shareholder's opinions:

- Contributed suggestions to the Board of Directors that they should orient and instruct the Executive Board to implement specific cost-saving measures, such as applying technical advances to reduce manpower, salaries, etc.

- Does the Parent company have a plan to divest state capital in the near future?

* The Chairperson responded:

- The Board of Directors of the Parent company always welcomes shareholders' contributions so that the BOD can take them into consideration and guide the Executive Board to operate the Parent company more effectively.

- The Parent company's restructuring plan has been approved by the Prime Minister, so the state capital, which accounts for 98.19% of the charter capital, will not be divested in the near future.

- The Parent company's governance is carried out according to internal management regulations and established technical-economic norms. As a subsidiary of VINACOMIN, the Parent company is regularly inspected and closely monitored by VINACOMIN. The Board of Directors of the Parent company will strengthen supervision of the Executive Board and handle situations flexibly to ensure the production and business plan.

The Meeting cHAIRPERSON called for a vote to approve the Report on the activities of the Board of Directors of Vinacomin - Viet Bac Mining Industry Holding Corporation in 2024 and the direction of activities in 2025.

Voting results:

Approved: 104,828,940 shares, accounting for 100% of the total voting shares

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

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

4.3. Report No. 088/BC-HĐQT dated March 25, 2025 - Evaluation report of the Independent Member of the Board of Directors at the 2025 Annual General Meeting of Shareholders presented by Mr. Pham Van Lo - Independent Member of the Board of Directors of the Parent Company.

The Meeting Chairperson called for a vote to approve the Evaluation Report of the Independent Member of the Board of Directors at the 2025 Annual General Meeting of Shareholders.

Voting results:

Approved: 104,828,940 shares, accounting for 100% of the total voting shares

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

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

4.4. Report No. 015/BC-BKS dated March 25, 2025, on the activities of the Board of Supervisors of Vinacomin - Viet Bac Mining Industry Holding Corporation in 2024, operation direction in 2025; Audit report of 2024 financial statements presented by Ms. Le Thi Thu Hien - Head of the Board of Supervisors.

* As of 10:15 AM, 01 shareholder joined the meeting, bringing the total to 25 shareholders who attended the meeting, representing 103,829,140 shares, equivalent to 98.88% of the total voting shares.

* Shareholder's opinion:

- Feedback on the voting ballot used at the General Meeting.

- In addition to coal production, does the Corporation plan to expand into other business activities?

- The Parent company should consider focusing more on cement production to improve production results and contribute to the Parent company's overall performance.

- Request to distribute the 2024 dividend promptly after the General Meeting concludes.

* The Chairperson responded:

- The feedback from the shareholder has been acknowledged. Regarding the voting ballots, they are clearly presented and ensure accurate figures during the voting process.

- The Parent company is currently conducting research to report to VINACOMIN on the potential expansion into other business sectors. However, new investments come with risks. Moreover, as a state-owned enterprise, the Parent company is directed to focus on its core production activities.

The Meeting Chairperson called for a vote to approve the content of the Report of the Board of Supervisors of Vinacomin - Viet Bac Mining Industry Holding Corporation in 2024 and the direction of operation in 2025.

Voting results:

Approved: 103,828,940 shares, accounting for 99.9998% of the total voting shares

Disapproved: 200 shares, accounting for 0.0002% of the total voting shares

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

4.5. Mr. Vu Minh Tan - Member of the Board of Directors of the Parent Company presented Submission No. 086/TTr-HĐQT dated March 25, 2025, on approving the financial settlement and profit distribution plan for 2024 of the Parent Company - Vinacomin - Viet Bac Mining Industry Holding Corporation.

- Business results in 2024:

No.	Content	Amount (dong)
1	Revenue from sales and service provision	2,690,918,530,768
2	Deductions	
3	Net revenue from sales and service provision	2,690,918,530,768
4	Cost of goods sold	2,260,183,635,501
5	Gross profit from sales and service provision	430,734,895,267
6	Financial income	55,871,958,154
7	Financial expenses	3,334,011,287
	In which: Interest expenses	2,457,009,453
8	Selling expenses	34,261,366,106
9	General and administrative expenses	229,073,619,739
10	Net operating profit (30=20+(21-22)+24-(25+26))	219,937,856,289
11	Other income	50,744,540,530
12	Other expenses	5,556,633,588
13	Other profit (40=31-32)	45,187,906,942
14	Total accounting profit before tax (50=30+40)	265,125,763,231
15	Current corporate income tax expenses	58,907,654,692
16	Deferred corporate income tax expenses	(12,897,638,648)
17	Profit after corporate income tax	219,115,747,187

- The audited financial statement of the Parent company for 2024 with total assets and resources as of December 31, 2024 is: **2,098,303,041,122 dong.**

- Salaries paid to General Director and other managers in 2024:

No.	Full name	Position	Total salary received in 2024 (dong)	Average monthly salary in 2024 (dong)
1	Trinh Hong Ngan	General Director	612,000,000	51,000,000
2	Vu Minh Tan	Deputy General Director	550,800,000	45,900,000
3	Dang Van Tung	Member of BOD	550,800,000	45,900,000
4	Nguyen Van Dung	Deputy General Director	550,800,000	45,900,000
5	Pham Thanh Hai	Deputy General Director	550,800,000	45,900,000
6	Nguyen Thac Tan	Deputy General Director	550,800,000	45,900,000
7	Le Thi Thu Hien	Head of the Supervisory Board	571,200,000	47,600,000
8	Le Minh Hien	Chief accountant	510,000,000	42,500,000
	Total		4,447,200,000	

The Meeting Chairperson called for a vote to approve the audited financial statement of the Parent company - Vinacomin - Viet Bac Mining Industry Holding Corporation and the salary paid to the General Director and other managers in 2024.

Voting results:

Approved: 103,828,840 shares, accounting for 99.9997% of the total voting shares

Disapproved: 300 shares, accounting for 0,0003% of the total voting shares

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

- The profit distribution plan for 2024 with a dividend payout ratio/Charter capital of 11% (Details according to Submission No. 086/TTr-HĐQT dated March 25, 2025 of the Board of Directors of the Parent Company submitted to the General Meeting).

- Mr. Le Quang Binh–The representative of the shareholder, Vietnam National Coal and Mineral Industries Holding Corporation Limited, a major shareholder of Vinacomin - Viet Bac Mining Industry Holding Corporation, expressed his opinion that the dividend rate/charter capital in 2024 is 10% and the profit distribution plan in 2024 is as follows:

1	Profit after corporate income tax	Dong	230,684,849,072
	In which: + Profit carried forward from the previous year	Dong	11,569,101,885
	+ Profit for the current year	Dong	219,115,747,187
2	Retained earnings for the current year	Dong	27,300,140,360
	In which: Corporate income tax asset deferred as of December 31, 2024	Dong	24,466,740,533

3	Dividend distribution plan for 2024		
3.1	Dividend ratio according to the General Meeting's resolution at the beginning of the year	%	≥ 9
3.2	Dividend payout ratio for 2024	%	10
3.3	Dividend payment amount	Dong	105,000,000,000
4	Offset losses of previous years that have expired and are deductible from pre-tax profit (if any)		
5	Remaining profit (5=1-2-3-4)	Dong	98,384,708,712
a	Development investment fund	Dong	65,734,724,156
b	Bonus and welfare fund	Dong	32,279,384,556
b.1	Company's 2024 salary fund	Dong	258,235,076,449
b.2	Average monthly salary fund of the company	Dong	21,519,589,704
+	Average number of employees in 2024	Person	1,729
+	Average salary in 2024	dong/person/month	12,446,264
b.3	Number of months' salary deducted	Month	1.5
b.4	Bonus and welfare fund deduction level (b4=b2*b3)	Dong	32,279,384,556
+	Bonus and welfare fund deduction/average monthly salary	Average monthly salary	1.5
+	Average bonus and welfare fund deduction/employees	Dong/person	18,669,395
c	Extract from business manager bonus fund		
c.1	Average monthly salary fund of Business Manager in 2024	Dong	370,600,000
c.2	Maximum number of months of salary deducted (1.5 months of salary)	Month	1
c.3	Enterprise Manager Bonus Fund Level (c3=c1*c2)	Dong	370,600,000

The Meeting Chairperson called for a vote to approve the 2024 profit distribution plan of the Parent Company - Vinacomin - Viet Bac Mining Industry Holding Corporation (dividend payment ratio/charter capital in 2024 is 11%).

Voting results:

Approved: 724,740 shares, accounting for 0.6980% of total voting shares

Disapprove: 103,104,400 shares, accounting for 99.3020% of total voting shares

No opinion: 0 shares, accounting for 0% of total voting shares

The Meeting Chairperson called for a vote to approve the 2024 profit distribution plan of the Parent Company - Vinacomin - Viet Bac Mining Industry Holding Corporation (dividend payment ratio/charter capital in 2024 is 10%).

Voting results:

Approved: 103,104,100 shares, accounting for 99.301% of total voting shares

Disapprove: 725,040 shares, accounting for 0.6983% of total voting shares

No opinion: 0 shares, accounting for 0% of total voting shares

4.6. The Chairperson of the General Meeting presided over the election of Members of the Board of Directors and the Supervisory Board for the term 2025–2030:

4.6.1. Approval of the list of nominees:

- Mr. Le Quang Binh – Chairman of the BOD of the Parent company – announced Decision No. 769/QĐ-TKV dated April 15, 2025, of the Vietnam National Coal and Mineral Industries Holding Corporation Limited (VINACOMIN) regarding the appointment of representatives of VINACOMIN to participate in the BOD and Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation for the 2025–2030 term.

+ The list of Member of the BOD nominees for the 2025–2030 term is as follows:

1. Mr. Le Quang Binh
2. Mr. Trinh Hong Ngan
3. Mr. Dang Van Tung
4. Mr. Vu Minh Tan

+ The list of Member of the Supervisory Board nominees for the 2025–2030 term is as follows:

1. Ms. Le Thi Thu Hien
2. Ms. Nguyen Thi Lich
3. Mr. Nguyen Van Tao

- Mr. Le Quang Binh – Chairman of the BOD – presented Submission No. 0148/TTr-HĐQT dated April 18, 2025, of the BOD of the Parent company on the nomination of Mr. Pham Van Lo – former Head of the Mining Technical Department of VINACOMIN - Viet Bac Mining Industry Holding Corporation – as an Independent Member of the BOD for the 2025–2030 term.

- The resumes of all candidates for Member of the BOD and Member of the Supervisory Board and the Independent Member of the BOD, were included in the meeting documents.

The Meeting Chairperson called for a vote to approve the list of nominees for the Member of the BOD and Supervisory Board for the 2025–2030 term.

Voting results:

Approved: 103,829,040 shares, accounting for 100% of total voting shares

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

No opinion: 0 shares, accounting for 0% of total voting shares

4.6.2. Approval of the Regulations on election: The General Meeting listened to Mr. Dang Van Tung – Member of the BOD of the Parent company– present the Regulations on election for electing Members of the BOD and Supervisory Board for the 2025–2030 term.

The Meeting Chairperson call for a vote to approve the Regulations on election for the 2025–2030 term.

Voting results:

Approved: 103,829,040 shares, accounting for 100% of total voting shares

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

No opinion: 0 shares, accounting for 0% of total voting shares

4.6.3. Approval of the Vote Counting Committee: The Chairperson introduced the members of the Vote Counting Committee, which was approved by shareholders representing 100% of the voting shares at the General Meeting:

+ Mr. Le Chi Loc – Chairman of the Trade Union: Head of the Committee

+ Ms. Nguyen Thi Hong Nhung – Deputy Head of QLV-KSNB department: Member

+ Ms. Vu Diep Anh – Specialist of KTTKTC department: Member

+ Ms. Tran Duc Hanh – Specialist of TCNS department: Member

+ Ms. Dao Thi Thu Hang – Specialist of DTXD department: Member

Voting results:

Approved: 103,829,040 shares, accounting for 100% of total voting shares

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

No opinion: 0 shares, accounting for 0% of total voting shares

4.7. Submission No. 087/TTr-HĐQT dated March 25, 2025 on remuneration for the Board of Directors and the Board of Supervisors in 2024 and the plan for remuneration payment to members of the Board of Directors and the Board of Supervisors in 2025 presented by Mr. Vu Minh Tan - Member of the Board of Directors on behalf of the Board of Directors, specifically:

- Implement remuneration payment for Board of Directors and Board of Supervisors in 2024:

No.	Position	Quantity	Payment level for 01 month of Shareholders' Meeting Resolution (VND)	Number of months	Total amount in 2024 (VND)
I	Board of Directors				
1	Chairman of the Board of Directors	1	6,200,000	12	74,400,000
2	Member of the Board of Directors	2	5,400,000	12	129,600,000
II	Supervisory Board				
1	Controller	2	5,000,000	12	120,000,000
	Total				324,000,000

- Paying allowances to independent members of the Board of Directors in 2024:

No.	Position	Quantity	Number of months	Total allowances in 2024 (VND)	Actual payment per month (VND)
1	Independent Member of BOD	1	12	324,000,000	27,000,000

- Remuneration plan for Member of the Board of Directors and Supervisory Board in 2025:

No.	Position	Quantity	Payment level for 01 month of Shareholders' Meeting Resolution (VND)	Number of months	Total amount in 2025 (VND)
I	Board of Directors				
1	Chairman of the Board of Directors	1	6,200,000	12	74,400,000
2	Member of the Board of Directors	2	5,400,000	12	129,600,000
II	Supervisory Board				
1	Controller	2	5,000,000	12	120,000,000
	Total				324,000,000

- The plan for paying allowances to Independent Members of the Board of Directors in 2025 is: **27,000,000 dong/month**.

The Meeting Chairperson called for a vote to approve the remuneration for the Board of Directors and the Supervisory Board in 2024 and the remuneration payment plan for members of the Board of Directors and the Supervisory Board in 2025.

Voting results:

Approved: 103,829,040 shares, accounting for 100% of total voting shares

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

No opinion: 0 shares, accounting for 0% of total voting shares

4.8. Submission No. 016/TTr-BKS, dated March 25, 2025, selecting an independent auditing company to audit the 2025 Financial Statements of the Parent Company, presented by Ms. Le Thi Thu Hien - Head of the Board of Supervisors:

- The General Meeting of Shareholders authorizes the Board of Directors of the Parent Company to select an auditing company in accordance with the provisions of law.

The Meeting Chairperson called for a vote to approve the selection of an independent auditing company to audit the 2025 Financial Statements.

Voting results:

Approved: 103,828,840 shares, accounting for 99.9997% of total voting shares

Disapproved: 300 shares, accounting for 0.0003% of total voting shares

No opinion: 0 shares, accounting for 0% of total voting shares

4.9. Submission No. 085/TTr-HDQT dated March 25, 2025 on the Parent Company's transaction contracts with enterprises and related parties in 2025 presented by Mr. Trinh Hong Ngan - Member of the Board of Directors.

The General Meeting of Shareholders approved and assigned the General Director of the Parent Company to sign and organize the implementation of the

Parent Company's transaction contracts with enterprises and related persons stated in the submission in accordance with the provisions of law:

1) Contracts with a value greater than 35% of the total asset value of the Parent company recorded in the most recent audited financial statements and contracts with a value greater than 10% of the total asset value recorded in the most recent financial statements with Vietnam National Coal and Mineral Industries Holding Corporation Limited and related parties, specifically:

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited	Major shareholder	No. 3 Duong Dinh Nghe - Yen Hoa - Cau Giay - Hanoi	Contract in principle on coal mining, screening and processing (estimated value is 2,278 billion VND)
2	Cam Pha Port and Logistics Company - Vinacomin	Related person of major shareholder	Group 93, Area 9B, Cua Ong Ward, Cam Pha City, Quang Ninh Province	Principle contract on coal purchase and sale (estimated value is 2,278 billion VND)
3	Northern Coal Trading Joint Stock Company - Vinacomin	Related person of major shareholder	No. 5 Phan Dinh Giot, Phuong Liet, Thanh Xuan, Hanoi	Domestic coal purchase and sale contract for blending (signed by Na Duong-VVMI Coal Company, estimated value is 503 billion VND)

2) Contracts and transactions between VINACOMIN - Viet Bac Mining Industry Holding Corporation and related companies and individuals, specifically:

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited (VINACOMIN) and related parties, including but not limited to:	Major shareholder	No. 3 Duong Dinh Nghe - Yen Hoa - Cau Giay - Hanoi	<ul style="list-style-type: none"> - Contract for coal mining, screening, and processing - Service contract for coal delivery. - Contract for coal trading - Other production and business service fields
1.1	VINACOMIN – Cam Pha Port and Logistics Company	Related persons of major shareholder	Group 93, Zone 9B, Cua Ong Ward, Cam Pha Street, Quang Ninh Province	<ul style="list-style-type: none"> - Contract for coal trading - Contract for convalescence and therapeutic support services (signed by

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
				VVMI – Coal Industry Rehabilitation Center)
1.2	VVMI – Mine Rescue Center – Branch of Vietnam National Coal and Mineral Industries Holding Corporation Limited	Related persons of major shareholder	Km8, Ha Tu Ward, Ha Long City, Quang Ninh Province	Service contract for periodic training, on-call emergency handling, and preventive inspections in coal and mineral exploitation
1.3	VVMI – Quacontrol Joint Stock Company	Related persons of major shareholder	No. 55 Le Thanh Tong - Hong Gai Ward - Ho Chi Minh City Ha Long – Quang Ninh Province	Contract for coal inspection
1.4	VINACOMIN - Institute of Mining Science and Technology	Related persons of major shareholder	No. 3 Phan Dinh Giot, Phuong Liet Ward, Thanh Xuan District, Hanoi	Contract for consulting services, surveying, geology, and other areas serving business and production activities
1.5	VVMI – Environment Company Limited	Related persons of major shareholder	Km 4, Tran Phu Street, Cam Thuy Ward, Cam Pha City, Quang Ninh Province	- Contract for wastewater treatment (contracts signed by coal production units) and other production and business sectors - Contract for convalescence and therapeutic support services (signed by VVMI – Coal Industry Rehabilitation Center)
1.6	VVMI – Informatics, Technology, Environment Joint Stock Company	Related persons of major shareholder	Building B15, Dai Kim New Urban Area, Dai Kim Ward, Hoang Mai District, Hanoi City	Contract for consulting services, surveying, geology, and other areas supporting business and production activities

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
1.7	VINACOMIN – Industry Investment Consulting Joint Stock company	Related persons of major shareholder	No. 565 Nguyen Trai - Thanh Xuan Nam - Thanh Xuan - Hanoi.	Contract for consulting services and other areas serving business and production activities
1.8	Mining Chemical Industry Holding Corporation Limited – VINACOMIN and its branches	Related persons of major shareholder	Phan Dinh Giot Street - Phuong Liet Ward - Thanh Xuan District - Hanoi City	- Contract for blasting (contracts signed by coal production units)
1.9	VINACOMIN - Northern Coal Trading Joint Stock Company	Related persons of major shareholder	No. 5 Phan Dinh Giot, Phuong Liet, Thanh Xuan, Hanoi	Contract for imported coal trading (signed by VVMi - Na Duong Coal Company and VVMi - Nui Hong Coal Company)
1.10	VINACOMIN - Materials Joint Stock Company	Related persons of major shareholder	Group 1, Zone 2, Hong Ha Ward, Ha Long City, Quang Ninh Province	Contracts for the purchase and sale of lubricants and additives (contracts signed by coal production units) and other fields serving business and production activities
1.11	VINACOMIN – Viet Bac Geology Joint Stock Company	Related persons of major shareholder	30B Doan Thi Diem Street, Quoc Tu Giam Ward, Dong Da District, Hanoi	Contract for exploration drilling, surveying, geological services, and other fields serving business and production activities.
1.12	Vietnam College of Coal and Mineral Industries	Related persons of major shareholder	No. 8 – Chu Van An – Hong Hai Ward – Ha Long City – Quang Ninh Province	- Contract for training - Contract for convalescence and therapeutic support services (signed by VVMi – Coal Industry Rehabilitation Center) - Other fields serving production and business activities

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
1.13	VINACOMIN - School of Business Management	Related persons of major shareholder	No. 25, Lane 46, An Hoa Street, Mo Lao Ward, Ha Dong District, Hanoi City	- Contract for training - Other fields serving production and business activities
1.14	VINACOMIN - Tourism and Trading Joint Stock Company	Related persons of major shareholder	8th floor, Viet A Building, Duy Tan Street, Dich Vong Hau Ward, Cau Giay District, Hanoi City	- Contract for purchase and sale of tires and travel services - Other fields serving production and business activities
1.15	VINACOMIN - Institute of Energy and Mining Mechanical Engineering	Related persons of major shareholder	565 Nguyen Trai Street, Thanh Xuan Nam Ward, Thanh Xuan District, Hanoi	- Contract for safety inspection services and materials trading (contracts signed by coal production units) - Other fields serving production and business activities
1.16	Mining Technology and Equipment Development Joint Stock Company	Related persons of major shareholders	No. 3 Phan Dinh Giot Street, Phuong Liet Ward, Thanh Xuan District, Hanoi City	- Contract for equipment testing and calibration services (contracts signed by coal production units). - Other fields serving production and business activities
1.17	VINACOMIN Hospital	Related persons of major shareholder	Alley 1, Phan Dinh Giot Street - Phuong Liet Ward - Thanh Xuan District - Hanoi City	- Contract for health check-up services - Other fields serving production and business activities
1.18	VINACOMIN – Automobile Industry Joint Stock Company	Related persons of major shareholder	No. 370 Tran Quoc Tang Street, Cam Thinh Ward, Cam Pha City, Quang Ninh Province	- Contract for materials trading - Contract for convalescence and therapeutic support services (signed by VVMi – Coal Industry Rehabilitation Center)

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
				- Other fields serving production and business activities
1.19	VINACOMIN - Uong Bi Coal Company	Related persons of major shareholder	Group 17, Zone 3, Trung Vuong Ward, Uong Bi City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMI – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.20	VINACOMIN - Mong Duong Coal Joint Stock Company	Related persons of major shareholder	Mong Duong Ward, Cam Pha City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMI – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.21	VINACOMIN - Cam Pha Coal Trading Joint Stock Company	Related persons of major shareholder	No. 170 Tran Phu Street, Cam Tay Ward, Cam Pha City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMI – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.22	VINACOMIN – Ha Long Coal Company	Related persons of major shareholder	Group 65, Diem Thuy Area, Cam Dong Ward, Cam Pha City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMI – Coal Industry Rehabilitation Center) - Other fields serving production and business activities

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
1.23	VINACOMIN – Thong Nhat Coal Company	Related persons of major shareholder	No. 1, Le Thanh Nghì Street, Cam Dong Ward, Cam Pha City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMi – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.24	VINACOMIN – Ha Tu Coal Company	Related persons of major shareholder	Group 6, Zone 3, Ha Tu Ward, Ha Long City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMi – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.25	VINACOMIN – Ha Lam Coal Company	Related persons of major shareholder	No. 1, Tan Lap Street, Ha Lam Ward, Ha Long City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMi – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.26	VINACOMIN – Hon Gai Coal Company	Related persons of major shareholder	No. 169, Le Thanh Tong Street, Hong Gai Ward, Ha Long City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMi – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.27	VINACOMIN – Nam Mau Coal Company	Related persons of major shareholder	No. 1A, Tran Phu Street, Quang Trung Ward, Uong Bi City,	- Contract for convalescence and therapeutic support services (signed by

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
			Quang Ninh Province	VVMI – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.28	VINACOMIN - Nui Beo Coal Joint Stock Company	Related persons of major shareholder	No. 799, Le Thanh Tong Street, Bach Dang Ward, Ha Long City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMI – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.29	VINACOMIN - Deo Nai Coc Sau Coal Joint Stock Company	Related persons of major shareholder	No. 42, Kim Dong Street, Cam Tay Ward, Cam Pha City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMI – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
1.30	VINACOMIN - Da Bac Logistics Company	Related persons of major shareholder	Tan Lap II Area, Phuong Dong Ward, Uong Bi City, Quang Ninh Province	- Contract for convalescence and therapeutic support services (signed by VVMI – Coal Industry Rehabilitation Center) - Other fields serving production and business activities
2	VVMI - La Hien Cement Joint Stock Company	Subsidiary	La Hien Commune, Vo Nhai District, Thai Nguyen Province	Contract for the sale of post-screening waste rock (signed by VVMI - Khanh Hoa Coal Company) and other fields serving business and production activities

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
3	VVMI - Quan Trieu Cement Joint Stock Company	Subsidiary	An Khanh Commune, Dai Tu District, Thai Nguyen Province	- Contracts for coal sales, limestone sales, post-screening waste rock sales (signed by VVMI - Khanh Hoa Coal Company) - Contract for the purchase of cement bags (signed by VVMI - Nui Hong Coal Company) and other fields serving business and production activities
4	VVMI - Tan Quang Cement Joint Stock Company	Subsidiary	Trang Da Commune, Tuyen Quang City, Tuyen Quang Province	Contract for coal sales, contract for the purchase of cement bags (signed by VVMI - Nui Hong Coal Company) and other fields serving business and production activities
5	VVMI - Viet Bac Mechanical Joint Stock Company	Subsidiary	Cu Van Commune, Dai Tu District, Thai Nguyen Province	Contract for equipment repair (signed by coal production companies) and other fields serving business and production activities
6	VVMI - Mechanical and Pressure Equipment Joint Stock Company	Subsidiary	506 Ha Huy Tap Street, Yen Vien, Gia Lam, Hanoi	Contract for equipment repair (signed by coal production companies) and other fields serving business and production activities
7	VVMI - Building Material and General Trading Joint Stock Company	Subsidiary	Tan My Commune, Van Lang District, Lang Son Province	Contract for transportation lease (signed by VVMI - Nui Hong Coal Company) and other fields serving business and

No.	Company Name/ Related Person	Relationship	Address	Field of engagement
				production activities
8	VVMI - Thai Nguyen Hotel Joint Stock Company	Subsidiary	No. 2 Hoang Van Thu Street, Thai Nguyen City, Thai Nguyen Province	Contract for room rental and other fields serving business and production activities

The Meeting Chairperson called for a vote to approve the Parent Company's transaction contracts with related companies and persons in 2025.

Voting results:

Approved: 724,840 shares, accounting for 99.97% of total voting shares

Disapproved: 200 shares, accounting for 0.003% of total voting shares

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

4.10. Submission No. 150/TTr-HĐQT dated April 18, 2025, regarding the request of the 2025 Annual General Meeting of Shareholders authorizes the Board of Directors of the Parent company to adjust certain contents of the Na Duong Coal Mine Expansion Project after receiving authorization from the competent authorities.

Voting results:

Approved: 103,829,040 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. Election results for the Member of the Board of Directors and the Supervisory Board for the 2025–2030 term:

- The list of Board of Directors for the 2025–2030 term:

1. Mr. **Le Quang Binh**
2. Mr. **Trinh Hong Ngan**
3. Mr. **Dang Van Tung**
4. Mr. **Vu Minh Tan**
5. Mr. **Pham Van Lo**-Independent Member of the Board of Directors

- The list of Supervisory Board for the 2025–2030 term:

1. Ms. **Le Thi Thu Hien**
2. Ms. **Nguyen Thi Lich**
3. Mr. **Nguyen Van Tao**

Voting results:

Approved: 103,829,140 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

6. Other contents arising outside the Meeting Agenda: None

7. Approval of the General Meeting Minutes and Resolution of the General Meeting

Mr. Vu The Tan, on behalf of the Secretariat, read the draft of the Meeting Minutes and the Resolutions of the 2025 Annual General Meeting of Shareholders.

Voting results for approval of the full text of the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders:

Voting results:

Approved: 103,828,840 shares, accounting for 99.9997% of total voting shares

Disapproved: 200 shares, accounting for 0.0002% of total voting shares

Other opinions: 100 shares, accounting for 0.0001% of total voting shares

The 2025 Annual General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industry Holding Corporation officially concluded at 12:15 AM on the same day.

This Meeting Minutes were prepared at 11:15 AM on April 23, 2025, immediately after the conclusion of the 2025 Annual General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

This Minutes consists of **17 (seventeen)** pages, and shall be valid and effective immediately following the conclusion of the 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 MEETING SECRETARY

THE MEETING CHAIRPERSON

Vu The Tan

Le Quang Binh