

Hanoi, April 23, 2025



**RESOLUTION OF THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2025
VINACOMIN - VIET BAC MINING INDUSTRY HOLDING
CORPORATION**

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter on organization and operation of Vinacomin - Viet Bac Mining Industry Holding Corporation (amended) issued under Decision No. 104/QĐ-HĐQT dated April 26, 2024 of the Board of Directors of the Parent Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of the Parent Company dated April 23, 2025.

RESOLUTION:

Article 1. Approving 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 with the following main contents:

1.1. Results of implementing key targets compared to the Resolution of the 2024 Annual General Meeting of Shareholders of the Parent Company (Data according to audited financial statements):

No.	Items	Unit	GMS's Resolutions for 2024	Actual in 2024	Achievement rate (%)
1	Physical items				
+	Raw coal	1,000 tons	1,126	988	87.73
+	Peel off soil and rocks for production	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 revenues	million dong	2,436,362	2,690,919	110.45
4	Profit before tax	million dong	300,762	265,126	88.15
5	CIT payment	million dong	60,152	58,908	97.93

No.	Items	Unit	GMS's Resolutions for 2024	Actual in 2024	Achievement rate (%)
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

1.2. Production and business plan targets of the parent company in 2025:

No.	Name of the items	Unit	Plan for 2025
1	Physical items		
	- Raw Charcoal	1,000 tons	930
	- Peel off soil and rocks	1,000 m ³	10,766
	- Self-produced clean coal	1,000 tons	1,070
	- Coal consumption	1,000 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

Article 2. Approval of 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.

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.

Article 3. Approval of the Evaluation Report of the Independent Member of the Board of Directors No. 088/BC-HĐQT dated March 25, 2025.

Article 4. Approving report No. 015/BC-BKS dated March 25, 2025 of the Board of Supervisors of Vinacomin - Viet Bac Mining Industry Holding Corporation in 2024, operating direction in 2025.

Article 5. Approval of Submission No. 086/TTr-BKS dated March 25, 2025 on the approval of the audited financial settlement of the Parent Company - Viet Bac Mining Industry Corporation TKV-CTCP and the salary paid to the General Director and other managers in 2024.

Profit distribution plan for 2024 with dividend payout ratio/Charter Capital in 2024 is: 10% as follows:

1	Profit after corporate income tax	Dong	230.684.849.072
	In which: + Last year's profit carried forward	Dong	11.569.101.885
	+ Profit this year	Dong	219.115.747.187
2	Undistributed earnings this year	Dong	27.300.140.360
	In which: Deferred corporate income tax assets as of December 31, 2024	Dong	24.466.740.533
3	Dividend payment plan for 2024		
3.1	Dividend payment rate according to the resolution of the General Meeting of Shareholders at the beginning of the year	%	≥ 9
3.2	Dividend payout ratio 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
+	Bonus and welfare fund deduction/average number of employees	Dong/person	18.669.395
c	Extract from business manager's 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	Bonus fund level for business managers (c3=c1*c2)	Dong	370.600.000

Article 6. Approval of remuneration payment for members of the Board of Directors and Board of Supervisors in 2024 and payment plan for 2025:

6.1. Implement remuneration payment for Board of Directors and Supervisory Board members in 2024:

No.	Position	Quantity	Payment level for 1 month according to the Resolution of the GMS (VND)	Number of months	Total amount in 2024 (VND)
I	Board of Directors				
1	Chairman of the BOD	1	6.200.000	12	74.400.000
2	Member of the BOD	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

6.2. Implement allowance payment for independent members of the Board of Directors in 2024:

No.	Position	Quantity	Number of months	Total allowance amount in 2024 (VND)	Actual payment per month (VND)
I	Board of Directors				
1	Independent Member of BOD	1	12	324.000.000	27.000.000

6.3. Remuneration payment plan for members of the Board of Directors and Board of Supervisors in 2025:

No.	Position	Quantity	Payment level for 1 month according to the Resolution of the GMS (VND)	Number of months	Total amount in 2025 (VND)
I	Board of Directors				
1	Chairman of the BOD	1	6.200.000	12	74.400.000
2	Member of the BOD	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

6.4. The plan to pay allowances to Independent Members of the Board of Directors in 2025 is: **VND 27,000,000/month**.

Article 7. Approving Submission No. 016/TTr-BKS dated March 25, 2025 on selecting an independent auditing company to audit the 2025 financial statements of the Parent Company.

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.

Article 8. Approve and assign the General Director of the Parent Company to sign and organize the implementation of contracts and transactions between Vinacomin - Viet Bac Mining Industry Holding Corporation with related

enterprises and persons in 2025 according to the Submission No. 085/TTr-HĐQT dated March 25, 2025 in accordance with the provisions of law.

Article 9. The 2025 Annual General Meeting of Shareholders assigned the Board of Directors of the Corporation to adjust some contents of the Na Duong Coal Mine Capacity Expansion Project after being approved by competent authorities.

Article 10. Approving the election results of the Board of Directors and Supervisory Board for the 2025-2030 term:

- 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 Board of Directors

- Board of Supervisors for the 2020–2025 term:

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

Article 11. Implementation Terms

- This Resolution was approved in full by the 2025 Annual General Meeting of Shareholders of Vinacomin - Viet Bac Mining Industry Holding Corporation at the General Meeting.

- This Resolution comes into force after the end of the General Meeting.

- The members of the Board of Directors, Board of Supervisors, and Executive Board are responsible for implementing this Resolution and organizing its implementation according to their functions and operations in accordance with the provisions of law and the Charter of Vinacomin - Viet Bac Mining Industry Holding Corporation.

**ON BEHALF OF THE BOD
CHAIRMAN**

Recipient:

- Shareholders;
- As Article 10 (e-copy);
- Departments of Parent Company (e-copy);
- Affiliated units (e-copy);
- Website of Parent Company;
- Archived at: Office, BOD, Secretary of Parent Company (T.08).

Le Quang Binh