

Cam Pha, April 25th, 2025

No: 1612 /NQ-VMC

RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**THE GENERAL MEETING OF SHAREHOLDERS OF VINACOMIN –
MACHINERY JOINT STOCK COMPANY**

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

Pursuant to the Charter on Organization and Operation of VINACOMIN - Machinery Joint Stock Company;

Pursuant to the Minutes of the Annual General Meeting of Shareholders of VINACOMIN - Machinery Joint Stock Company held on April 25th, 2025,

RESOLVES:

Article 1. Approval of the contents of Report No. 838/BC-VMC dated March 12th, 2025, regarding the business performance in 2024, and the orientation and tasks for 2025 of VINACOMIN - Machinery Joint Stock Company, including the following key indicators:

1.1. Results of the implementation of the business and production plan for 2024:

No.	Indicator	Unit	Plan for 2024	Actual in 2023	Actual in 2024	Comparison to Plan for 2024 (%)	Comparison to Actual in 2023 (%)
1	Revenue	VND million	1,905,000	2,277,530	2,293,304	120.4	100.7
2	Production Value	VND million	565,950	601,786	633,357	111.9	105.2
3	Wage Fund	VND million	114,593	116,641	136,549	119.2	117.1
4	Average Workforce	persons	859	856	857	99.8	100.1
5	Average Salary	VND Thousand per person per month	11,117	11,355	13,278	119.4	116.9
6	Profit	VND million	15,000	15,328	17,075	113.8	111.4

1.2. The orientations and tasks for business and production in 2025:

TT	Indicator	Unit	Plan	Notes
1	Revenue	VND million	2,000,000	
2	Production value	VND million	571,233	
3	Average workforce under the norm	Persons	856	
4	Average salary	VND million million per person per month	12.451	
5	Profit before tax	VND million	17,000	
6	Dividend payout	%	≥10%	
7	Value of investment projects	VND million	13,940	

The General Meeting of Shareholders agrees to authorize the Board of Directors and the Executive Board of the Company, based on actual conditions, to implement the 2025 plan and adjust the plan when business and production conditions change, in order to ensure the effectiveness and the interests of the shareholders and the Company.

Article 2: Approval of the contents of Report No. 839/BC-VMC dated March 12th, 2025, regarding the activities of the Board of Directors in 2024, and the orientations and tasks for 2025, with the following key contents:

1. The Board of Directors has organized regular meetings as per regulations, as well as other extraordinary meetings to address matters within its authority.

2. The Board of Directors has effectively performed its functions, duties, and powers in accordance with the law and the Company's Charter; successfully implemented the resolutions of the 2024 Annual General Meeting of Shareholders; all members of the Board have acted in accordance with their responsibilities, completing their assigned tasks with integrity, caution, and transparency, for the benefit of the shareholders and the Company. The Board has ensured the timely submission of regular reports and reports when required by the owner or competent state authorities; and has complied with legal regulations for information disclosure, ensuring transparency.

3. The Board of Directors has effectively performed its management, supervision, and direction functions over the Director and the Company's executive team as per regulations. The Director and the executive team have successfully implemented the tasks assigned by the General Meeting of Shareholders and the Board, ensuring the preservation of production and business capital; maintaining employment and stable income for employees; and upholding security, political stability, and occupational safety.

Article 3. Approval of the contents of Report No. 840/BKS-VMC dated March 12th, 2025, on the review and assessment of the audited 2024 Financial Statements.

Article 4. Approval of the contents of Report No. 841/BKS-VMC dated March 12th, 2025, on the management activities of the Board of Directors and the Executive Board, and the Supervisory Board's activity report for 2024.

Article 5. Approval of the contents of Proposal No. 842/TTr-VMC dated March 12th, 2025, regarding the selection of an Independent Audit Firm For the Audit of the Company's 2025 Financial Statements.

The General Meeting of Shareholders approves the list of independent audit firms proposed to audit the 2025 financial statements as presented in the Proposal, and authorizes the Board of Directors to select the appropriate audit firm and to instruct the Director to implement the decision.

Article 6. Approval of the contents of Proposal No. 1545/TTr-VMC dated April 22nd, 2025, regarding the 2024 Profit Distribution and Dividend Payment Plan, with the following key contents:

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| 1. Net profit after tax for 2024: | VND 13,310,133,519 |
| 2. Dividend payment at 10% of charter capital: | VND 4,697,351,000 |
| 3. Remaining profit after dividend distribution: | VND 8,612,782,519 |
| 3.1. Development Investment Fund: Not appropriated | |

3.2. Allocation to the Management Bonus Fund (equivalent to one month of executive salaries in 2024): VND 227,950,000

3.3. Allocation to the Bonus and Welfare Fund (equivalent to 0.74 months of the Company's total salary expenses in 2024): VND 8,384,832,519

Including: - Bonus Fund (70%): VND 5,869,382,763
- Welfare Fund (30%): VND 2,515,449,756

Article 7. Approval the contents of Proposal No. 844/TTr-VMC dated March 12th, 2025, regarding the Implementation of Salaries and Remuneration for 2024 and Proposed Salary and Remuneration Plan for Executive Management in 2025, with the following key contents:

a) Implementation in 2024:

- Salaries of Executive Management (06 persons): VND 2,735,280,000

Including the salary for the full-time Head of the Supervisory Board: VND 494,640,000

- Remuneration for concurrent members of the Board of Directors and the Supervisory Board: VND 331,200,000

b) Proposed Plan for 2025:

- Salaries of Executive Management (07 persons): VND 2,793,600,000

Including the salary for the full-time Head of the Supervisory Board: VND 412,200,000

- Remuneration for concurrent members of the Board of Directors and the Supervisory Board: VND 331,200,000

Article 8. Approval of Proposal No. 1405/TTr-VMC dated April 15th, 2025, regarding the approval of contracts with a value exceeding 35% of the Company's total assets as stated in the most recent financial statements.

The General Meeting of Shareholders hereby endorses and authorizes the principal terms of the Company's contracts and transactions related to the purchase of steel billets, as well as the production and sale of rolled steel products and mine support arches, where the value of such contracts is equal to or exceeds 35% of the Company's total assets as reflected in the most recent audited financial statements.

Article 9. Approval the contents of Proposal No. 1543/TTr-VMC, dated April 22nd, 2025, from the Company's Board of Directors regarding the change of representatives of capital shares and the representative of TKV participating in the Board of Directors of the Company for the 2023-2028 term, including the following contents:

1. Approval of the resignation of Mr. Nguyen Van Tu - Chairman of the Board of Directors.

2. Approval of the nomination and election results for Mr. Nguyen Trong Tot as a member of the Board of Directors for the 2023-2028 term. Mr. Tot was born on June 12th, 1965, and holds ID/CCCD/Passport number 034065002627, issued on July 10th, 2021, by The Police Department on Administrative Management of Social Order. He holds a degree in Mining Engineering.

Article 10. Implementation Clause

The 2025 Annual General Meeting of Shareholders of VINACOMIN - Machinery Joint Stock Company was conducted fairly and lawfully. This Resolution shall be effective immediately upon its approval by the 2025 Annual General Meeting of Shareholders of VINACOMIN - Machinery Joint Stock Company.

The 2025 Annual General Meeting of Shareholders authorizes the Board of Directors and the Executive Board of VINACOMIN - Machinery Joint Stock Company to carry out the tasks approved in this Resolution, ensuring the legal rights and interests of the shareholders, the interests of the company, and compliance with the provisions of the law

Recipients:

- Website: www.chetaomay.com.vn;
- SSC, HNX (for reporting);
- Shareholders of the Company (e-copy);
- BOD, Supervisory Board, Executive Board, Chief Accountant (e-copy);
- Archive: Company Secretary.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN**



Nguyen Van Tu

