

No: **1098/BKS-VMC**

Quang Ninh, March 19th, 2026

**APPRAISAL REPORT
ON THE 2025 FINANCIAL STATEMENTS**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020;
- Pursuant to the Charter of VINACOMIN - Machinery Joint Stock Company;
- Pursuant to the Regulations on the Organization and Operation of the Supervisory Board;
- Pursuant to the 2025 Consolidated Financial Statements of the Company, audited by AASC Auditing Firm Limited.

The Supervisory Board has appraised the financial statements, including the Consolidated Balance Sheet as of December 31st, 2025, the Consolidated Statement of Business Performance, the Cash Flow Statement, and the Notes to the Financial Statements for 2025. After reviewing and verifying the data in these reports, the Supervisory Board hereby presents the appraisal results to the General Meeting of Shareholders as follows:

1. Appraisal Results of the Company's Business Performance Report.

The Supervisory Board agrees with the figures presented in the audited 2025 Business Performance Report. The key financial indicators are as follows:

Unit: VND

No.	Indicator	2024	2025
1	Gross revenue from goods sold and services rendered	2,292,714,757,592	2,305,608,116,157
2	Deductions	33,973,562	-
3	Net Revenue from goods sold and services rendered	2,292,680,784,030	2,305,608,116,157
4	Cost of Goods Sold	2,133,940,645,687	2,160,941,911,185
5	Gross Profit from goods sold and services rendered	158,740,138,343	144,666,204,972
6	Financial income	234,195,571	175,638,563
7	Financial expense	5,145,596,511	2,245,552,347
	<i>In which: Interest expense</i>	<i>5,145,596,511</i>	<i>2,245,552,347</i>

No.	Indicator	2024	2025
8	Selling expense	43,748,348,941	13,465,400,742
9	General and Administrative Expenses	92,961,520,399	108,518,767,668
10	Operating profit	17,118,868,063	20,612,122,778
11	Other income	389,487,144	1,178,817,112
12	Other Expense	433,570,112	874,913,526
13	Profit from other activities	(44,082,968)	303,903,586
14	Accounting profit before tax	17,074,785,095	20,916,026,364
15	Current corporate income tax expense	3,882,997,952	4,116,762,866
16	Deferred corporate income tax expense	(118,346,376)	118,346,376
17	Net profit after corporate income tax	13,310,133,519	16,680,917,122
18	Basic earnings per share (VND per share)	2,834	3,551

2. Appraisal results of the 2025 Consolidated Financial Statements

The Supervisory Board has conducted a review and appraisal of the figures presented in the Company's 2025 audited financial statements. This includes an assessment of compliance with applicable accounting standards and regulations, as well as the presentation of financial statement indicators. Additionally, the Supervisory Board has examined the audit report and the management letter issued by the auditing firm.

The Supervisory Board presents the following observations and assessments of the Company's 2025 financial statements:

- The Company's accounting system, applied accounting policies, and the presentation of the 2025 financial statements have been fully prepared in accordance with the formats prescribed in Circular No. 200/2014/TT-BTC dated December 22nd, 2014, and relevant regulations of The Vietnam National Coal And Mineral Industries Holding Corporation Limited regarding the preparation and presentation of financial statements.

- The Balance Sheet, Business Performance Report, Cash Flow Statement, and Notes to the Financial Statements clearly present audited figures. The Supervisory Board has reviewed and compared accounting records with detailed ledgers and explanatory notes, confirming that the financial statements accurately reflect the Company's assets and capital sources as of the year-end.

- A review of the audit recommendations and proposed adjustments, along with the verification of figures in the 2025 audited financial statements, has revealed no material misstatements. The Company's estimates and financial reporting judgments are considered reasonable and prudent.

Based on our review of the audited financial statements, the Supervisory Board confirms that the Company's 2025 financial statements present a true and fair view of its financial position as of December 31st, 2025. These statements

DOCUMENT FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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D.N: CÔ CỐ HẾT VINA HAN

comply with accounting standards, the Vietnamese Accounting System for Enterprises, and relevant legal regulations governing financial reporting.

The appraised financial statement figures for 2025 are as follows:

1. Balance Sheet

Unit: VND

No	Item	Opening Balance as of 01/01/2025	Closing Balance as of 31/12/2025
A	Current Assets	614,489,166,435	635,429,968,216
I	Cash and Cash Equivalents	7,620,885,084	7,497,316,938
1	Cash on Hand and Bank Deposits	7,620,885,084	7,497,316,938
II	Short-term Receivables	363,761,526,909	303,205,671,758
1	Short-term Receivables from Customers	371,202,411,498	317,285,723,846
2	Short-term Advances to Suppliers	4,343,601,914	145,840,000
3	Short-term internal receivables	-	-
4	Other Short-term Receivables	22,107,324,172	21,417,632,729
5	Provision for bad short-term receivables	(33,891,810,675)	(35,643,524,817)
III	Inventories	234,227,186,860	315,749,691,572
1	Inventory	238,557,315,315	320,068,639,973
2	Provision for decline in inventory	(4,330,128,455)	(4,318,948,401)
IV	Other Current Assets	8,879,567,582	8,977,287,948
1	Short-term Prepaid Expenses	8,876,830,298	4,787,614,175
2	Deductible VAT	2,737,284	3,471,734,892
3	Taxes and Other Receivables from the State	-	717,938,881
B	Non-current Assets	122,981,997,315	98,150,172,641
I	Fixed Assets	98,024,921,056	75,738,837,055
1	Tangible Fixed Assets	98,024,921,056	75,738,837,055
	- The original price	616,390,614,552	624,205,206,424
	- Accumulated depreciation	(518,365,693,496)	(548,466,369,369)
2	Intangible Fixed Assets	-	-
	- The original price	2,228,444,170	2,228,444,170
	- Accumulated Amortization	(2,228,444,170)	(2,228,444,170)
II	Other Non-current Assets	24,957,076,259	22,411,335,586
1	Long-term Prepaid Expenses	24,838,729,883	22,411,335,586
2	Deferred Income Tax Assets	118,346,376	-
	TOTAL ASSETS	737,471,163,750	733,580,140,857
C	Liabilities	668,868,032,871	661,515,255,466

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No	Item	Opening Balance as of 01/01/2025	Closing Balance as of 31/12/2025
I	Short-term Liabilities	651,653,926,471	646,967,909,866
1	Short-term Trade Payables	561,834,536,614	444,994,253,732
2	Short-term Advances from Customers	76,484,900	6,655,178,141
3	Taxes and Payables to the State Budget	4,807,613,291	979,670,531
4	Payables to Employees	38,588,784,778	42,713,363,556
5	Short-term Prepaid Expenses	16,439,716	52,709,514
6	Other Short-term Payables	382,631,221	79,730,054,592
8	Short-term borrowings and finance leases	8,851,160,800	34,469,152,800
9	Provision of Short-term Payables	35,443,667,245	35,525,675,120
10	Reward and Welfare Fund	1,652,607,906	1,847,851,880
II	Long-term Liabilities	17,214,106,400	14,547,345,600
1	Long-term borrowings and finance leases	17,214,106,400	14,547,345,600
D	Owner's Equity	68,603,130,879	72,064,885,391
I	Owner's Equity	68,603,130,879	71,973,914,482
1	Charter capital	46,973,510,000	46,973,510,000
2	Development Investment Fund	6,583,273,841	6,583,273,841
3	Undistributed After-tax Profit	15,046,347,038	18,417,130,641
	- Accumulated Undistributed Profit by The End of The Previous Period	1,736,213,519	1,736,213,519
	- Undistributed Profit of The Current Period	13,310,133,519	16,680,917,122
II	Budget resources and funds	-	90,970,909
1	Funding sources	-	90,970,909
	TOTAL RESOURCES	737,471,163,750	733,580,140,857

3. Key Financial Indicators:

No.	Indicator	Unit	2024	2025
1	Asset Structure			
	- Long-term Assets / Total Assets	%	16.68	13.38
	- Short-term Assets / Total Assets	%	83.32	86.62
2	Capital Structure			
	- Liabilities / Total Capital	%	90.69	90.18
	- Owner's Equity / Total Capital	%	9.31	9.82

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No.	Indicator	Unit	2024	2025
	- Liabilities / Owner's Equity	times	9.74	9.18
3	Solvency Ratios			
	- Quick Ratio	times	0.58	0.49
	- Current Ratio	times	0.94	0.98
4	Profitability Ratios			
	- Return on Assets (Net Profit / Total Assets)	%	1.80	2.27
	- Return on Equity (Net Profit / Owner's Equity)	%	19.40	23.15
5	Turnover Ratios			
	- Inventory turnover	times	9.1	6.8
	- Average inventory holding period	days	40.2	53.3
	- Accounts receivable turnover	times	6.3	7.6
	- Average collection period	days	58	48
	- Accounts payable turnover	times	3.8	4.9
	- Average payment period	days	96	75
	- Total asset turnover	times	3.1	3.14
	- Operating cycle	days	98	101
	- Working capital turnover	times	3.7	3.6

4. Profit Distribution Status

In 2025, the Company plans to distribute dividends to shareholders in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, with a projected payout ratio of at least 10%. The payment of 2025 dividends to capital-contributing shareholders, the allocation of funds, and the executive bonus fund shall only be carried out as per the Resolution of the General Meeting of Shareholders. The dividend distribution and fund allocations will take effect only after the Resolution is approved at the 2026 Annual General Meeting of Shareholders.

The Supervisory Board respectfully submits this report for review and approval by the General Meeting of Shareholders.

Recipients:

- Annual General Meeting of Shareholders (for reporting)
- Board of Directors, Executive Board (for reporting);
- Members of the Board of Supervisors (e-copy)
- Archive: Board of Supervisors, Administrative Office.

ON BEHALF OF THE BOARD OF
SUPERVISORS
HEAD OF THE BOARD



Hoang Manh Hung

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No: **1099/BKS-VMC**

Quang Ninh, March 19th, 2026

**The Supervisory Board's Report on the Management and Oversight of the
Board of Directors and the Executive Board in 2025;
Report on the Supervisory Board's Activities in 2025.**

*- Pursuant to the Charter on the Organization and Operation of
VINACOMIN – Machinery Joint Stock Company, as amended and supplemented
on April 28th, 2021;*

*- Pursuant to the Regulation on the Organization and Operation of the
Company's Supervisory Board No. 1148/QC-BKS, dated April 28th, 2021;*

As stipulated in the Company's Charter, the Supervisory Board presents this report to the 2026 General Meeting of Shareholders, summarizing its oversight of business operations, the management of the Board of Directors and Executive Board, and its activities in 2025, along with its objectives for 2026.

**PART ONE
RESULTS OF SUPERVISION IN 2025**

**I MANAGEMENT ACTIVITIES OF THE BOARD OF
DIRECTORS AND THE EXECUTIVE BOARD**

**1. Supervision of the Board of Directors' Management Activities in
2025**

In accordance with Article 39 of the Company's Charter and Article 11 of the Operating Regulations of the Supervisory Board, the Supervisory Board performed its supervisory duties in 2025 across the following operational areas:

- Monitoring the BOD's compliance with directives issued by the Vietnam National Coal and Mineral Industries Holding Corporation Limited, ensuring compliance with periodic and ad-hoc reporting requirements by the appointed representative;

- Monitoring compliance with legal regulations, the Vietnam National Coal and Mineral Industries Holding Corporation Limited's policies, and internal regulations when voting on, deciding, and directing matters within the BOD's authority and responsibilities;

- Ensuring that all BOD resolutions issued during its meetings throughout the year complied with corporate governance standards and aligned with the Vietnam National Coal and Mineral Industries Holding Corporation Limited's regulations and legal requirements;

- Evaluating the Company's business performance as directed by the BOD and the Chairman

Supervisory Board's Evaluation of the BOD's Management Activities:

Based on the results of inspections and supervision conducted in 2025 regarding the Board of Directors, the Supervisory Board finds that the Company's BOD has performed its governance functions in compliance with the Law on Enterprises, the Company's Charter, and the Resolutions of the General Meeting of Shareholders (GMS). The BOD has implemented proactive management solutions to maintain stable business operations amidst volatile market conditions.

Regarding the exercise of governance functions and the issuance of resolutions:

- The Board of Directors has organized periodic and extraordinary meetings in accordance with regulations, issuing resolutions and decisions related to strategic orientation, business production plans, investment plans, finance, personnel organization, and other key matters within its authority.

- BOD Resolutions were issued based on collective discussion, ensuring legal compliance and alignment with the Company's development orientation, and have been implemented by the Executive Management Team.

Regarding the direction of business and production activities:

- The Board of Directors directed the Executive Management Team to implement the business plan approved by the General Meeting of Shareholders and the business coordination plan with other companies within the TKV Group. The BOD maintained close oversight of the Company's operations to provide timely directives and core management solutions, including: Organizing production and sales contracts for customers within and outside VINACOMIN; implementing solutions to ensure employment and income for employees; strengthening the management of capital and assets; and closely monitoring and effectively executing the capital investment plan approved by the GMS.

- The BOD's management in 2025 successfully fulfilled its leadership and directional roles based on the principles of consensus, democracy, and transparency.

- BOD members proactively managed operations within their assigned portfolios in compliance with the law. BOD Resolutions were issued within proper authority, serving as the foundation for the Executive Management Team's corporate governance.

- Key performance indicators (KPIs) set by the 2025 GMS Resolution—such as Revenue, production value, total salary fund, and profit—were all achieved or exceeded. Notably, shareholder-related indicators, including Profit After Tax (PAT), average salary income, and dividend payout ratios, met or surpassed targets, while owner's equity remained preserved.

Through the oversight of business operations and management in 2025, the Supervisory Board evaluates that each BOD member worked diligently and

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seriously with a high sense of responsibility toward the GMS. Their management ensured shareholder interests and maintained a stable strategic direction for the Company. The BOD collective consistently demonstrated solidarity toward the common goal of legal and effective corporate management.

To further enhance governance efficiency in production, procurement, and capital/asset management for sustainable development, the Supervisory Board recommends:

- Continue to supplement and refine the regulations on the management, use, and liquidation of Fixed Assets. This will serve as a basis for evaluating and classifying fully depreciated assets that no longer contribute to production for disposal and capital recovery.

- Continue to review, amend, and re-issue the Financial Management Regulations (Decision No. 886/QD-VMC dated 05/04/2022) and the Debt Management Regulations (Decision No. 2616/QD-VMC dated 06/09/2022) to ensure alignment with VINACOMIN's updated management framework.

- Strengthen risk management in business operations, specifically regarding cost management, production costs, and the handling of slow-moving inventory (items held for over 12 months).

2. Supervision of the Executive Board's Management Activities

In 2025, the Executive Management Team organized and implemented the Resolutions of the 2025 Annual General Meeting of Shareholders and the Resolutions of the Board of Directors. Business and production activities were managed in strict accordance with the functions and duties assigned under Decision No. 388/QD-VMC, dated February 1st, 2025, regarding the "Regulations on Principles, Working Relationships, and Task Assignments for the Board of Management of VINACOMIN - Machinery Joint Stock Company".

- The Executive Board closely followed the 2025 Annual General Meeting of Shareholders' Resolution and the BOD's resolutions from each meeting to direct and manage the Company's business operations. It effectively implemented the Annual General Meeting of Shareholders' resolutions and the BOD's resolutions and decisions, ensuring the successful execution of the 2025 business plan.

- The Executive Board proactively formulated and issued several key decisions as a foundation for management, including directives and measures for implementing the 2025 production and business plan, as well as risk management strategies. It also issued a detailed cost-saving plan for all units within the Company and introduced multiple decisions, regulations, and directives related to corporate management and production activities.

- Implementation of operational solutions for the Steel Rolling Project resulted in an output exceeding 129,000 tons, reaching 143.6% of the target. This successfully met the steel demand of all underground coal mining units across the Group and established a reserve for the first quarter of the following year totaling 11,538.14 tons, valued at VND 178.18 billion. The Executive

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Board instructed specialized departments to enhance coordination to fulfill assigned tasks, monitor production targets, and collaborate with both internal and external business partners to optimize production processes. Special emphasis was placed on cost-saving measures, such as procurement based on actual production needs, maintaining an optimal inventory level to maximize capital efficiency, and applying innovative technical improvements to reduce production costs. Notably, the adoption of FO-R oil as a substitute for FO oil in the steel billet reheating process. Additionally, the Company efficiently managed short-term bank loans, reducing the interest expense-to-revenue ratio from 0.224% in 2024 to 0.097% in 2025, achieving a 43.3% reduction in short-term interest costs compared to 2024. In capital construction investment, procurement was conducted through the national e-bidding platform, ensuring transparency and cost efficiency. Other cash expenditures, such as conferences, receptions, protocol expenses, and travel allowances, were strictly controlled in accordance with internal spending regulations to enhance business efficiency.

- The Executive Board made significant efforts in job sourcing, proactively engaging with units within the Vietnam National Coal and Mineral Industries Holding Corporation Limited to fulfill business cooperation contracts for equipment repair and mechanical component manufacturing, ensuring stable business operations throughout the Company.

- The Executive Board strictly complied with legal regulations, adhered to the Vietnam National Coal and Mineral Industries Holding Corporation Limited's ownership guidelines, and managed all corporate activities in accordance with established internal governance policies. It successfully organized production and business operations while safeguarding the best interests of both the Company and its shareholders.

- Information disclosure requirements set by the State Securities Commission of Vietnam and the Hanoi Stock Exchange were fully complied with timeliness, accuracy, and transparency requirements.

2.1. Performance Results of Production and Consumption Targets in 2025

TT	Indicator	Unit	Plan for 2025	Actual in 2025	Actual/Plan (%)
A	B	c	1	2	3
A	PRODUCTION				
I	Equipment Manufacturing		<u>500</u>	<u>207</u>	<u>41</u>
	- Coal industry equipment	Tons	200	11	5.6
	Various types of hydraulic props	props	5,000	80	1.6
	VMC 500 Excavator	machines	2	-	-
	- 3-ton Mine Cart	Carts	50	-	-
	- Other equipment	Tons	300	196	65.4
II	Manufacturing & Refurbishment of Spare Parts		<u>850</u>	<u>443</u>	<u>52</u>

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TT	Indicator	Unit	Plan for 2025	Actual in 2025	Actual/Plan (%)
	- Coal industry spare parts	Tons	250	288	115.2
	- Other spare parts	Tons	300	64	21.4
	- Refurbished spare parts	Tons	300	91	30.5
	- Various types of mine support	Tons	40,000	54,707	136.8
	- Rolled steel for mine support	Tons	90,000	129,242	143.6
III	Equipment and Machinery Repair		50	53	106
	- Various bulldozers	Units	5	5	100
	- 4,6, 5A and other excavators	Units	7	3	42.8
	- Hydraulic excavators, rock loaders	Units		4	-
	- Electric and hydraulic drilling equipment	Units	8	9	112.5
	- Other equipment	Units	30	32	106.7
B	CONSUMPTION				
I	Equipment Manufacturing		500	214	42.8
	- Coal industry equipment	Tons	200	17,8	8.9
	- Various types of hydraulic props	props	5,000	200	4
	- VMC 500 Excavator	machines	2	-	-
	- 3-ton Mine Cart	Carts	50	-	-
	- Other equipment	Tons	300	196	65.4
II	Manufacturing & Refurbishment of Spare Parts		850	255	30
	- Coal industry spare parts	Tons	250	100,06	40
	- Other spare parts	Tons	300	63,7	21.2
	- Refurbished spare parts	Tons	300	91,5	30.5
	- Various types of mine support	Tons	40,000	54,881	106.9
	- Rolled steel for mine support (sales)	Tons	52,000	67,500	106.8
III	Equipment and Machinery Repair		50	53	106
	- Various bulldozers	Units	5	5	100
	- 4,6, 5A and other excavators	Units	7	3	42.8
	- Hydraulic excavators, rock loaders	Units		4	-
	- Rotary drill machines	Units	8	9	112.5
	- Other equipment	Units	30	32	106.7
IV	Revenue	VND million	2,000,000	2,306,962	115.3
V	Pre-tax Profit	VND million	17,000	20,916	123.0
VI	Labor, Income, and Wage Rate				
1	Standard labor force	Persons	856	857	100.1
2	Average salary per standard labor	VND 1,000 per person per month	12,451	14,901	119.7
3	Guided wage rate indicator				
	- Mechanical production (excluding staff wage fund)	VND / VND 1,000 (revenue)	238	238	100
VII	Product Selling Prices				
	- Average price of rolled steel	VND /Ton	17,500,00	16,491,000	94.23

TT	Indicator	Unit	Plan for 2025	Actual in 2025	Actual/Plan (%)
	- Average price of mine support	VND /Ton	19,620,000	18,117,000	92.33

2.2 Results of Financial Performance Targets in 2025

Indicator	Unit	Plan for 2025	Actual in 2025	Actual/Plan (%)
1. Statutory Obligations (Tax & Budget)	VND Million	28.692	39.157	136.4
2. Short-term Bank Loans	VND Million	100.000	27.000	27
3. Earnings Per Share	VND	2.834	3.551	125.3
4. Working Capital Turnover	Cycles		3.6	
5. Return on Equity	%	19.82	29.06	146.6
6. Return on Assets	%	1.84	2.27	123.4
7. Debt-to-Equity Ratio	Times	9.3	9.19	98.8
8. Current Ratio (Debt Solvency)	Times	0.94	0.98	104.2

2.3. Evaluation of the Company's Management and Administration of the Executive Board:

Through the oversight of production and business operations, as well as general corporate management in 2025, the Supervisory Board recognizes the determination and dynamism of each member of the Executive Board. Their significant efforts in directing production activities according to assigned tasks over the past year have consistently prioritized the collective interests of the Company and its shareholders, ensuring a strategic direction that maintains stability and fosters production growth.

Employment and employee income have been sustained, fostering a sense of enthusiasm and confidence among the workforce. Furthermore, all statutory obligations to the State Budget and local authorities have been fully discharged. The members of the Board of Directors have consistently demonstrated a spirit of solidarity toward the common goal of managing and operating the Company in full compliance with the law and achieving high business efficiency.

Based on the monitoring results of production, business activities, and financial management in 2025, the Supervisory Board recommends that the Executive Board continue to prioritize guidance and strengthen governance measures to further enhance operational efficiency, specifically as follows:

Regarding Production Management:

- Enhance the formulation and monitoring of production plans to ensure alignment with equipment capacity, market demand, and product consumption capabilities.
- Optimize the coordination between production schedules and material supply plans to minimize prolonged work-in-progress (WIP) and prevent excessive inventories of semi-finished goods.

- Accelerate solutions to improve labor productivity, reduce manufacturing costs, and strictly monitor material consumption quotas and production expenses.

Regarding Inventory Management:

- Strengthen oversight of material procurement planning and inventory management to maintain stock levels that strictly align with actual production requirements.
- Regularly review and evaluate slow-moving or long-term inventories; implement timely measures to mitigate the risk of capital stagnation.
- Improve periodic inventory reconciliation and counting procedures to ensure that recorded figures accurately reflect the physical quantity, value, and quality of goods.

Regarding Material Procurement for Production:

- Continue refining supplier selection and procurement processes to ensure full compliance with legal regulations and the Company's internal policies.
- Strengthen controls to ensure materials are purchased based strictly on production demand and consumption quotas, avoiding over-procurement that leads to surplus inventory.
- Execute robust price comparisons and supplier evaluations to guarantee competitiveness, transparency, and cost-effectiveness in all procurement activities.

Regarding Debt Management:

- Enhance the management and recovery of accounts receivable, with a specific focus on overdue debts or accounts showing signs of potential loss.
- Develop and execute adaptable credit policies to limit the emergence of new high-risk liabilities.
- Perform regular debt reconciliations with customers and suppliers to ensure that all financial data is accurate and transparent.

II. ACTIVITIES OF THE BOARD OF SUPERVISORS

1. Activities of the Board of Supervisors in 2025

In 2025, the Board of Supervisors exercised its rights and fulfilled its duties in accordance with the provisions of the Enterprise Law, the Company's Charter, and the Board of Supervisors' operational regulations. The following activities were carried out:

- Developed the 2025 supervision plan and implemented supervision tasks according to the plan's content.
- Monitored the management and operations of the BOD, the Executive Board, and the Company's management personnel by assessing the execution of the targets set in the 2025 General Meeting of Shareholders' Resolutions. Supervised the implementation of the resolutions issued by the BOD at each meeting concerning production and management activities within the Company. Supervised the implementation of the Company's business cooperation plans with the Vietnam

National Coal and Mineral Industries Holding Corporation Limited-affiliated companies.

- Based on the functions, duties, and authorities of each member of the Board of Directors and the Board of Management, the Supervisory Board conducts oversight in accordance with the assigned tasks for BOD members as stipulated in Decision No. 2509/QD-VMC dated June 18th, 2025, regarding the Assignment of Tasks to BOD Members; and Decision No. 388/QD-VMC dated February 1st, 2025, regarding the Promulgation of Regulations on Principles, Working Relationships, and Assignment of Tasks to the Company's Board of Management.

- For management personnel, including Department Heads, Deputy Heads, Workshop Managers, and Deputy Workshop Managers, oversight is conducted based on the execution of duties assigned by Company leadership and in accordance with the Personnel Management Regulations issued by the Company..

- Oversaw the implementation of production and business plans on a monthly and quarterly basis, ensuring accurate assessments of progress to facilitate timely adjustments in production and sales operations.

- Monitored the implementation of accounting and statistical reporting processes, verifying the recording of economic transactions and the accounting of business results for each quarter of the year.

- Supervised the execution of capital construction investment plans, finalization of completed investment projects, progress of major and routine repairs of fixed assets.

- Reviewed the compliance of Company units with internal regulations, cost management policies, and pricing decisions regarding rolled steel and mining support products. Examined product cost accounting for warehouse entries of hydraulic props, bucket teeth, gear components, and mining equipment repairs.

- Inspected the procurement of fixed assets, the settlement of completed investment projects, the depreciation of fixed assets and asset management in accordance with regulations, the procurement of materials for production, the management of receivables, and the provisioning status.

- Audited compliance with contractual agreements related to procurement and sales, monitored outstanding transactions where goods were loaned before sales formalities were completed, and provided recommendations for improving contract execution and invoicing processes.

- Examined tax obligations, profit distribution, and the establishment and use of Company funds.

- Conducted reviews and assessments of business performance and financial reports for each quarter of 2025, compiled evaluations of the management and operations of the BOD and the Executive Board to present to the 2025 General Meeting of Shareholders, ensuring financial transparency and accuracy.

- Participated in the development, revision, and issuance of internal regulations related to Company management and operations.

2. Results of Monitoring the Implementation of Targets as per the 2025 Resolution

In compliance with the Resolution of the Annual General Meeting of Shareholders dated April 25th, 2025, the Company has achieved the following key targets:

Indicator	Unit	2025 AGM Resolution	Actual in 2025	Completion Rate (%)
1. Total Revenue	VND million	2,000,000	2,306,962	115.3
2. Production Value	VND million	571,233	633,976	111.0
3. Total Wage Fund	VND million	127,893	153,244	119.8
4. Average Income	VND million per person per month	12.451	14.901	119.7
5. Profit Before Tax	VND million	17,000	20,916	123.0
6. Standard Labor Force	Persons	856	857	100.1
7. Dividend	%	≥10	≥10	100
8. Investment Project Value	VND million	11,738	11,738	100
9. Debt-to-Equity Ratio	Times	9.3	9.19	98.8

3. Monitoring of Other Activities

3.1. Control Over Material Management and Utilization:

During 2025, the Company conducted the management, procurement, and utilization of materials in accordance with Decision No. 1027/QD-VMC dated April 1st, 2024, regarding the Promulgation of Material Management Regulations of VINACOMIN - Machinery Joint Stock Company.

The Company has established appraisal and advisory teams to evaluate and select suppliers for equipment repair, outsourced transportation, contract manufacturing, and material procurement, ensuring compliance with the Company's management requirements and the material management and usage regulations set by the Vietnam National Coal and Mineral Industries Holding Corporation Limited.

In 2025, the total executed value of procurement contracts for materials and goods amounted to VND 2,026.91 billion out of a planned VND 2,301.57 billion. Within this total, internal procurement from TKV accounted for VND 1,787.06 billion out of VND 2,022.93 billion, representing 88.16% of the total executed procurement contract value. External procurement (outside the Group) totaled VND 239.85 billion out of VND 278.64 billion, representing 11.84% of the total executed value for material and goods procurement contracts in 2025.

- Procurement Value within TKV (Contract-based): VND 1,787.06 billion out of VND 1,787.06 billion. This includes:

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- + Steel Billets: 136,643.25 tons, valued at VND 1,754.48 billion.
- + Fuel and Lubricants: Including Fuel Oil (FO), Recycled Oil, Grease, Lubricating Oil, and Lump Coal, totaling VND 22.41 billion.
- Procurement Value outside TKV (Contract-based): VND 238.26 billion out of VND 239.85 billion, accounting for 99.33% of the total contract-based external procurement value. (This includes structural steel, spare parts for mining equipment repair, and other materials and goods).
- Procurement Methods: Material and goods procurement contracts were primarily executed through competitive price quotations and shortlisted bidding. The Company has strictly complied with the established Regulations on Material Procurement Management.

3.2. Major Repair Activities:

According to the 2025 major repair plan, the total planned value was VND 14,450 million. As of December 31st, 2025, the Company had completed 17 out of 19 planned major repair items. The actual value of completed major repairs amounted to VND 11,659.27 million, achieving 80.68% of the planned target. This included 02 repair items that were not executed: the Rolling Motor Control System and the 6Y612 Plano Miller. The allocation of major repair costs to production expenses was appropriately aligned with the assets' useful life following the repairs.

Based on the completed value of major repairs in 2025, the Company has allocated these costs into the year's production expenses based on the projected useful life of each asset following the repairs, specifically over periods of 12 months and 24 months.

3.3. Provision for Doubtful Debts and Inventory:

- The Company has made provisions for doubtful debts and slow-moving or impaired inventory in accordance with Circular No. 48/2019/TT-BTC dated August 8th, 2019, ensuring compliance with regulations and appropriate provisioning rates.

- The total provision for doubtful receivables recognized in 2025 amounted to VND 1,751.71 million. The breakdown is as follows: Vinacomin Khe Cham Coal Preparation Plant Project Management Board: VND 1,350.1 million; Lam Dong Aluminum - Bauxite Complex Project Management Board: VND 151.43 million; Son Dong Thermal Power Company: VND 334.04 million (arising from foreign exchange rate differences on receivables denominated in foreign currency). Provision Reversal: A reduction in the provision for Vinacomin Investment Mineral and Service Joint Stock Company was recorded in the amount of VND 63,862,500.

3.4. Implementation of Investment Plan in 2025:

Pursuant to Adjustment Notification No. 7130/TKV-DT dated December 12th, 2025, issued by TKV, the investment plan for 2025 is structured as follows:

Total planned investment: VND 11,738 million, of which:

- Investment project for technological equipment renewal in 2024 - 2025: VND 63 million (allocated for project auditing, verification, and final account settlement).

- Ongoing investment project for production development (2025 – 2026): VND 11,675 million.

Results of Investment Project Implementation in 2025

Unit: VND million

No.	Project Name	Planned (per Notification No. 7139/TKV-ĐT, dated December 22nd, 2025)	Actual Implementation as of December 31, 2025	Completion Rate (% Actual/Planned)
	TOTAL	11,738	11,738	100
B	2025 Investment Plan	11,738	11,738	
I	Ongoing Projects			
1	Investment Project for Production Development 2024 - 2025	63	63	
	- Cost of Audit, verification, and final settlement approval	63	63	
II	New Projects			
I	Production Development Investment Project			
1	Consulting costs (project preparation, bidding document preparation, bid evaluation)	70	70	
2	Package No. 1: Crankshaft Punching Machine / Mechanical Press (>400 Tons)	3,267	3,267	
3	Package No. 2: 1.5-Ton Intermediate Frequency Induction Furnace	2,063	2,063	
4	Package No. 3: Hydraulic Slotting Machine	1,368	1,368	
5	Package No. 4: Radial Drilling Machine	2,778	2,778	
6	Package No. 5: Band Sawing Machine, Arc Welding Machine, etc.	2,129	2,129	

3.5. General Assessment of Investment Activities in 2025:

- The company has implemented its investment activities in accordance with the adjusted plan as per Notification No. 7130 dated 12/12/2025 issued by the Vietnam National Coal and Mineral Industries Holding Corporation Limited.

- The preparation and approval of technical-economic reports for each project were carefully considered and decided upon, ensuring the enhancement of equipment capacity for production. The transition from project preparation, provisional planning to official execution plans was reported specifically to the Vietnam National Coal and Mineral Industries Holding Corporation Limited and followed all regulatory requirements.

- The bidding packages for investment projects were conducted through open domestic bidding via online platforms, utilizing lump-sum contract forms.

- Regarding the oversight of investment processes for the 05 procurement packages implemented in 2025, the Company has strictly followed all required procedures to ensure full legal compliance throughout the project lifecycle. The completion of an investment construction project—from the preparation of the technical-economic justification report to the final stage of asset increase decision—required passing through 30 mandatory steps. Upon reviewing the documentation of various investment projects for technological equipment renewal in 2025, the company has complied with the full sequence of 30 mandatory steps. The projects are currently undergoing audit and awaiting final settlement approval in accordance with regulations.

4. Review of Contract Execution in 2025:

- As of December 31st, 2025, the total contract value signed was VND 2,282.3 billion, of which contracts signed in 2025 amounted to VND 2,264.2 billion. The value of contracts executed in 2025 was VND 2,239.42 billion, while contracts reduced by customer orders totaled VND 12.43 billion. The remaining balance of VND 30.35 billion was carried forward to 2026 (including VND 21.27 billion for the Vietnam National Coal and Mineral Industries Holding Corporation Limited units and value from entities outside of TKV included: VAS Nghi Son Group Joint Stock Company at VND 8.95 billion, and Thai Nguyen Iron and Steel Joint Stock Company (TISCO) at VND 122.7 million).

5. Control Over Salary and Bonus Funds.

5.1. Salary Fund and Income Distribution Management:

The salary fund for 2025 was settled at a rate of VND 219 per VND 1,000 of production value. The total salary fund amounted to VND 127,893 million, including VND 2,794 million for managerial staff.

On December 19th, 2025, TKV issued Official Dispatch No. 7326/TKV-KH notifying the adjustment of several key targets within the 2025 Business Coordination Plan. Accordingly, the unit labor cost (excluding management salaries) is set at VND 238 per VND 1,000 of Gross Output Value. The actual salary fund allocated within the production cost is VND 153,498 million, of which the management salary fund accounts for VND 2,879.2 million.

The average employee income reached VND 14.94 million per person per month, an increase of 20% compared to the plan. Salaries were paid fully and accurately, recorded in individual payroll accounts each month.

5.2. Reward and Welfare Fund and Bonus Fund Management

The appropriation for the Reward and Welfare Fund and the Executive Bonus Fund for the year amounted to VND 8,612.78 million. This fund was utilized to reward collectives and individuals for their achievements and contributions toward fulfilling the annual production and business plans, alongside expenditures for other activities totaling VND 10,038.15 million. As

of 31/12/2025, the remaining balance of the Reward and Welfare Fund and the Executive Board Bonus Fund was VND 1,847.85 million. Of this amount, the Reward Fund retained a surplus of VND 1,470.18 million.

The use of the bonus fund for company-related activities complied with Decision No. 2615/QĐ-VMC dated 06/09/2022, regarding the management regulations of the reward and welfare funds of VINACOMIN - Machinery Joint Stock Company.

III. ASSESSMENT

1. Evaluation of the Supervisory Board's Activities in 2025

With a committed and rigorous approach to inspection and oversight throughout 2025, the Supervisory Board effectively fulfilled its core functions and duties in monitoring the Company's production, sales, and overall management activities. The Board conducted oversight of the executive management and administrative operations of the Board of Management and senior officers in accordance with the Company's Charter and the 2025 inspection plan. Furthermore, the Board monitored the entire process of capital and asset management to ensure compliance with State laws, Owner regulations, and internal policies. This included the oversight of accounting practices, quarterly financial reporting, production statistics, and basic construction investment statistics, as well as all economic transactions arising during operations. Particular attention was paid to the management of goods, materials, finished products, semi-finished goods, and work-in-progress inventory exceeding production cycles, providing the Board of Management with timely recommendations for resolution.

Based on its 2025 activities, the Supervisory Board confirms that the inspection and oversight of the Company's management and production operations have strictly adhered to the law. These efforts have significantly contributed to the Company's overall achievements: maintaining safe, stable, and efficient business operations.

2. Evaluation of the Coordination Between the Supervisory Board, the BOD, and the Executive Board.

The Supervisory Board has strictly adhered to its responsibilities, duties, and rights as outlined in the company's charter and regulations. It has effectively coordinated with the BOD and the Executive Board in overseeing the company's operations, contributing to stable and efficient business activities.

- The Board has assisted the BOD in evaluating production and management activities to report to the shareholders on legal compliance and adherence to shareholder decisions on a quarterly basis.

- Pursuant to the assigned functions and duties within the Board of Management, the Supervisory Board coordinated with each member of the Board of Management according to their respective areas of responsibility. This collaboration involved discussions on matters related to production and sales;

asset procurement and investment management; market development and cost governance; as well as the management of inventory held for over 12 months (including raw materials, finished goods, and work-in-progress). These efforts aimed to provide specific feedback and recommendations to each management level.

The Supervisory Board has received full support from the Board of Directors and the Executive Board, ensuring its observations and recommendations are acknowledged and integrated into company management and operations. In 2025, the Supervisory Board did not receive any complaints or accusations from shareholders regarding the activities of the BOD, the Executive Board, or the Supervisory Board.

3. Limitations and Deficiencies

Despite significant efforts to fulfill its duties in the interest of company stability and shareholder rights, the execution of the 2025 control plan faced several constraints:

3.1 Limitations in Production and Business Oversight

- Oversight relied primarily on periodic reports from the Board of Management; direct field inspections at workshops and production units were infrequent.
- Analysis of production indicators (productivity, material consumption, equipment efficiency, and production costs) lacked depth at the individual product and unit levels due to resource and data system constraints.
- Oversight remained largely ex-post (post-audit), resulting in a limited capacity to detect operational risks early in the production process.

3.2 Limitations in Investment and Procurement Oversight

- The oversight of investment projects and asset procurement was primarily conducted through dossiers and reports provided by specialized departments; the Board has not yet been able to fully monitor actual implementation progress or assess post-investment operational efficiency.
- Post-Investment Evaluation: Evaluation of investment effectiveness following project completion has not yet been fully implemented using formal post-audit methodologies.
- The Board did not participate deeply in the investment planning phase, limiting the ability to identify risks at the onset.

3.3 Limitations in Inventory Oversight

- Physical inspections of inventory were prioritized but not conducted regularly across all raw material, finished goods, and work-in-progress warehouses; reliance remained on the Company's annual year-end counts.

- Analysis of inventory turnover, slow-moving stock structures, and inventory exceeding production cycles has not yet been performed systematically.

3.4 Limitations in Debt and Receivables Oversight

- Oversight of receivables relied on consolidated reports from the Finance and Accounting Department. While warnings regarding specific customer risks were issued, they have not yet been resolved effectively.
- Regular assessments of debt recoverability, overdue debts, and the proposal of handling measures were not conducted frequently.

4. Root Causes of Limitations

- As a non-executive body, the Board's access to detailed information and data remains dependent on the Company's reporting systems.
- Resource Constraints: Members of the Supervisory Board operate on a concurrent (part-time) basis. Expertise in specialized production and management fields is limited relative to the broad scope of oversight required.
- Management reporting systems and analytical data from functional departments are not yet systematically updated to meet the governance requirements of current regulations.

5. Solutions:

- Enhancing the quality and effectiveness of each Supervisory Board member's performance in 2026 and beyond.
- Strengthening inspections according to the annual control plan, conducting specialized reviews, and increasing oversight before and during execution at the relevant units.
- Strengthen the analysis of financial indicators, working capital, inventory, and receivables/payables
- Maximizing the Supervisory Board's role in gathering information and intensifying monitoring of business and management activities. The Board welcomes contributions from shareholders, the BOD, the Executive Board, and company departments to effectively fulfill its responsibilities.

PART II

SUPERVISORY BOARD'S ORIENTATION FOR 2026

- Fully executing the functions and duties prescribed in the company's charter. Representing shareholders in supervising the legality and rationality of management and business operations conducted by the BOD, the Executive Board, and other managers.
- Monitoring the implementation of Resolutions passed by the General Meeting of Shareholders and the Board of Directors. Quarterly verification of financial and statistical reports to assess the fulfillment of key production and

sales targets. Advising the BOD and the Executive Board on asset and capital management to enhance efficiency.

- Strengthening inspection and supervision to prevent risks and fraud in business and management activities.

- Conduct periodic quarterly and ad-hoc inspections in accordance with the 2026 Work Plan established by the Supervisory Board on January 30th, 2026.

The above report presents the Supervisory Board's review of control activities in 2025, evaluation of the management by the BOD and Executive Board in 2025, the Supervisory Board's performance report for 2025, and its operational direction for 2026.

Recipients:

- Shareholders attending the General Meeting;
- BOD;
- Executive Board;
- Archive: Supervisory Board.

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF THE BOARD



Hoang Manh Hung



No: **1100/BKS-VMC**

Quang Ninh, March 19th, 2026

PROPOSAL
On the Selection of an Independent Audit Firm
For the Audit of the Company's 2026 Financial Statements

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises 2020;
- Pursuant to Decision No. 3830/QĐ-BTC dated November 14th, 2025, issued by the Ministry of Finance, approving audit firms and certified auditors eligible to audit public-interest entities in 2026;
- Pursuant to the Charter of VINACOMIN - Machinery Joint Stock Company.
- Pursuant to the Company's requirements for the auditing of the 2026 Financial Statements.

In accordance with the authority and responsibilities stipulated in the Company's Charter and applicable legal regulations, the Supervisory Board respectfully submits this proposal to the Annual General Meeting of Shareholders for consideration and approval of the selection of an independent audit firm to audit the Company's 2026 financial statements, with the following details:

1. Purpose

The selection of an independent auditing firm is intended to ensure that the Company's 2026 Financial Statements are audited in accordance with applicable legal regulations, thereby guaranteeing the integrity, fairness, and transparency of all financial information

2. Selection Criteria for the Auditing Firm

The selected auditing firm must satisfy the following criteria:

- Must be a legally established independent auditing enterprise, fully qualified to perform audits in accordance with the provisions of the law.
- Must possess a strong reputation and extensive experience in the field of corporate auditing.
- Must maintain a team of auditors holding valid professional practicing certificates.
- Must offer a reasonable audit fee that is commensurate with the Company's operational scale and complexity

3. List of Proposed Auditing Firms



The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and selection one of the following auditing firms:

- CPA VIETNAM Auditing Company Limited

Headquarters: 8th Floor, VG Building, No. 235 Nguyen Trai Street, Khuong Dinh Ward, Thanh Xuan District, Hanoi City.

- UHY Auditing and Consulting Company Limited

Headquarters: 5th Floor, B2 Tower, Roman Plaza, To Huu Street, Dai Mo Ward, Nam Tu Liem District, Hanoi City.

- AASC Auditing Firm Company Limited

Headquarters: 01 Le Phung Hieu, Hoan Kiem Ward, Hanoi.

Quang Ninh Branch: 8 Chu Van An, Ha Long Ward, Ha Long City.

4. Opinion of the Supervisory Board

The Supervisory Board evaluates that the audit firms listed above are reputable and competent, meeting the qualifications to audit public companies listed on the stock exchange.

The proposed firms are among the 35 audit firms authorized by the Ministry of Finance to audit public-interest entities in 2026, as per Decision No. 3830/QĐ-BTC dated November 14th, 2025.

5. Proposed Matters for Approval

The Supervisory Board respectfully requests the General Meeting of Shareholders:

1. To approve the shortlist of auditing firms mentioned above to perform the audit of the Company's 2026 Financial Statements.
2. To authorize the Board of Directors to select one of the aforementioned auditing firms to conduct the audit and review of the Company's 2026 Financial Statements in accordance with current regulations.

Respectfully submitted to the General Meeting.

Recipients:

- Board of Directors, Executive Board (e-copy, for reporting);
- Shareholders;
- Supervisory Board Members (e-copy);
- Archive: Supervisory Board.

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



Hoàng Manh Hung

No: 1101/TTr-VMC

Quang Ninh, March 19th, 2026

PROPOSAL

On the Approval of the 2025 Profit Distribution and Dividend Payment Plan

To: The 2026 Annual General Meeting of Shareholders

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

Pursuant to Decision No. 886/QĐ-VMC dated April 5th, 2022, issued by the Company's Board of Directors, regarding the issuance of the 'Financial Management Regulations of VINACOMIN - Machinery Joint Stock Company';

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval of the dividend payment plan, profit distribution, and allocation to funds for 2025 as follows:

1. Net profit after tax for 2025: VND 16,680,917,122

2. Dividend payment at 10% of charter capital: VND 4,697,351,000

3. Remaining profit after dividend distribution: VND 11,983,566,122

Allocation to the Bonus and Welfare Fund (equivalent to 0.94 months of the Company's total salary expenses in 2025): VND 11,983,566,122

Including: - *Welfare Fund:* VND 3,595,069,837

- *Bonus Fund:* VND 8,388,496,285

(The Management Bonus Fund within the Reward Fund is equivalent to two months' salary, amounting to VND 479,880,000)

The Board of Directors respectfully submits this proposal to the Annual General Meeting of Shareholders of VINACOMIN - Machinery Joint Stock Company for consideration and approval.

Recipients:

- Website: www.chetaomay.com.vn (e-copy);
- Shareholders (e-copy);
- BOD, Supervisory Board, Executive Board (e-copy);
- Archive: Office, Company Secretary.

ON BEHALF OF THE BOD
CHAIRMAN



Pham Tuan Ngoc

No: **1103/TTr-VMC**

Quang Ninh, March 19th, 2026

PROPOSAL
Implementation of Salaries and Remuneration for 2025 and Proposed
Salary and Remuneration Plan for Executive Management in 2026

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Charter of VINACOMIN - Machinery Joint Stock Company;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of VINACOMIN - Machinery Joint Stock Company, dated April 25th, 2025;

The Board of Directors of VINACOMIN - Machinery Joint Stock Company hereby submits for approval by the 2026 Annual General Meeting of Shareholders the report on the implementation of Executive Management remuneration in 2025 and the proposed Salary and Remuneration Plan for 2026.

1. Implementation in 2025

1.1. Salaries of Executive Management:

Unit: VND

No.	Name	Position	Duration (months)	Plan for 2025 (VND/year)	Actual in 2025 (VND/year)
(A)	(B)	(1)		(2)	(3)
1	Pham Minh Tuan	Director	12	444,600,000	533,520,000
2	Le Viet Su	Deputy Director	1	32,850,000	39,420,000
3	Tang Ba Khang	Deputy Director	1	32,850,000	39,420,000
4	Pham Thanh Tung	Deputy Director	11	361,350,000	433,620,000
5	Tran Ngoc Thang	Deputy Director	11	361,350,000	433,620,000
6	Pham Thu Huong	Member of the Board of Directors	12	394,200,000	473,040,000
7	Hoang Manh Hung	Head of the Supervisory Board	12	412,200,000	494,640,000
8	Nguyen Thi Hong Thinh	Chief Accountant	12	360,000,000	432,000,000
	Total			2,399,400,000	2,879,280,000

Of which, Salary for the Full-Time Head of the Supervisory Board:

Unit: VND

No.	Name	No. of Persons	Plan for 2025 (VND/year)	Actual in 2025 (VND/year)
(A)	(B)	(1)	(2)	(3)
1	Hoang Manh Hung	01	412,200,000	494,640,000
	Total		412,200,000	494,640,000

Payment Method: Salaries are paid directly by the Company.

1.2. Remuneration for Members of the Board of Directors and Supervisory Board (Concurrently Holding Other Positions):

Unit: VND

No.	Name	Monthly Allowance	Duration (months)	Plan for 2025 (VND/year)	Actual 2025 (VND/year)
(A)	(B)	(1)	(2)	(3)	(4)
1	Chairman of the Board of Directors	5,140,000	12	61,680,000	61,680,000
2	Pham Minh Tuan (Director & Member of the Board of Director)	4,940,000	12	59,280,000	59,280,000
3	Bui Xuan Hanh (Member of the Board of Directors)	4,380,000	12	52,560,000	52,560,000
4	Le Viet Su (Member of the Board of Directors)	4,380,000	12	52,560,000	52,560,000
5	Members of the Supervisory Board (02 persons)	4,380,000	24	105,120,000	105,120,000
	Total			331,200,000	331,200,000

Payment Method:

- For representatives appointed by TKV who receive their primary salary from TKV, their remuneration shall be transferred directly to TKV.

- For representatives appointed by TKV who receive their primary salary directly from VMC, their remuneration shall be paid directly by VMC.

2. Plan for 2026:

2.1. Salaries of Executive Management:

Unit: VND

No.	Name	Position	Duration (months)	Monthly Salary (VND/month)	Annual Salary (VND/year)
(A)	(B)	(1)	(2)	(3)	(4)
1	Pham Minh Tuan	Director	12	24,700,000	422,370,000
2	Pham Thu Huong	Member of the Board of Directors	12	21,900,000	374,490,000
3	Tran Ngoc Thang	Deputy Director	12	21,900,000	374,490,000

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4	Pham Thanh Tung	Deputy Director	12	21,900,000	374,490,000
5	Hoang Manh Hung	Head of the Supervisory Board	12	22,900,000	391,590,000
6	Nguyen Thi Hong Thinh	Chief Accountant	12	20,000,000	342,000,000
	Total				2,279,430,000

2.2. Remuneration for Members of the Board of Directors and Supervisory Board (Concurrently Holding Other Positions):

Unit: VND

No.	Position	Monthly Salary (VND/month)	No. of Persons	Rate	Monthly Remuneration (VND/month)	Total Annual Remuneration Plan (VND/year)	Remuneration Advance (VND/person/month)
(A)	(B)	(1)	(2)	(3)	(4)	(5)	(6)
1	Chairman of the Board	25,700,000	1	20%	5,140,000	61,680,000	4,112,000
2	Director & Member of the Board of Director	24,700,000	1	20%	4,940,000	59,280,000	3,952,000
3	Member of the Board of Directors	21,900,000	1	20%	4,380,000	52,560,000	3,504,000
4	Member of the Board of Directors	21,900,000	1	20%	4,380,000	52,560,000	3,504,000
5	Person in charge of Corporate Governance cum Company Secretary	21,900,000	1	20%	4,380,000	52,560,000	3,504,000
6	Member of the Supervisory Board (Concurrent)	21,900,000	2	20%	4,380,000	105,120,000	3,504,000
	Total		7			383,760,000	

3. Payment Method:

- For representatives appointed by TKV who receive their primary salary from TKV, their remuneration shall be transferred directly to TKV.

- For representatives appointed by TKV who receive their primary salary directly from VMC, their remuneration shall be paid directly by VMC.

Each month, Board Members and Supervisory Board Members concurrently holding other positions will receive 80% of their monthly remuneration, with the remaining 20% settled at year-end based on the Company's business performance.

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

Recipients:

- Website: www.chetaomay.com.vn (e-copy);
- Shareholders (e-copy);
- BOD, Supervisory Board (e-copy);
- Executive Board, Chief Accountant (e-copy);
- Archive: Office, Secretary.

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



Pham Tuan Ngoc



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No: **1104/TTr-VMC**

Quang Ninh, March 19th, 2026

PROPOSAL
On the Approval of Contracts Exceeding 35% of Total Assets

To: The Annual General Meeting of Shareholders of VINACOMIN –
Machinery Joint Stock Company

Pursuant to the Law on Enterprises dated June 17th, 2020;

*Pursuant to the Charter on the Organization and Operation of
VINACOMIN - Machinery Joint Stock Company as approved by the General
Meeting of Shareholders on February 28th, 2008, and subsequently amended
and supplemented in accordance with current decrees and circulars;*

*Pursuant to the relevant regulations on transactions with related parties
and contracts of significant value;*

The Director of VINACOMIN – Machinery Joint Stock Company proposes to enter into several contracts with a value exceeding 35% of the Company's total assets as reflected in the most recent audited financial statements. These contracts are significant for the Company's operations and development. In accordance with Section r, Clause 2, Article 15 of the Company Charter and current legal provisions, any contract with a value exceeding 35% of total assets must be approved by the General Meeting of Shareholders. The details of the contracts requiring approval are as follows:

1. Contracts for Purchasing CT5 Steel Billets

- Counterparty: Vinacomin – Minerals Holding Corporation
- Contract Value: 2 contracts/year (estimated value per contract: VND 987 billion)
- Purpose: For the production of various types of SVP steel to serve industry units.

2. Contracts for Selling SVP Steel Products

- Counterparty: VINACOMIN – Mineral Mechanic and Shipbuilding Joint Stock Company
- Contract Value: 2 contracts/year (estimated value per contract: VND 436 billion)
- Purpose: For the production of various types of mine support arches to serve industry units.

(Drafts of the above contracts are attached.)

The Director considers the execution of the above contracts essential and beneficial for the Company's long-term development, and respectfully submits



this proposal to the General Meeting of Shareholders for approval of the
aforementioned contracts to be signed in 2026.

Sincerely,

Recipients:

- As above;
- BOD (e-copy, for reporting);
- Supervisory Board, Executive Board (e-copy)
- Archive: Planning and Administrative Office, Company Secretary



DIRECTOR

Pham Minh Tuan



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No: 1105/TTTr-VMC

Quang Ninh, March 19th, 2026

PROPOSAL
**Regarding: The amendment and supplementation of the Company's
Charter and Regulations**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15;

- Pursuant to the Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15;

- Pursuant to the Decree No. 155/2020/ND-CP dated December 31, 2020, and Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing several articles of Decree No. 155/2020/ND-CP detailing the implementation of certain articles of the Law on Securities;

- Pursuant to the Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;

In order to ensure compliance with current guiding documents and regulations, the Board of Directors of VINACOMIN - Machinery Joint Stock Company hereby submits to the 2026 Annual General Meeting of Shareholders for approval the draft amendments and supplementations to the Company's Charter and Regulations, specifically:

1. The Charter of VINACOMIN - Machinery Joint Stock Company:
Comparison table of the amended Charter attached.

2. Internal Regulations on Corporate Governance;

3. Regulations on the Operation of the Board of Directors;

4. Regulations on the Organization and Operation of the Supervisory Board.
(Attached documents: Comparison table of amendments to the attached Regulations)

We respectfully submitted to the General Meeting of Shareholders of VINACOMIN - Machinery Joint Stock Company for consideration and approval./.

Recipients:

- TKV (e-copy, for reporting);
- Website: WWW.chetaomay.com.vn (e-copy);
- Shareholders (e-copy);
- BOD, Supervisory Board (e-copy);
- Executive Board, Chief Accountant (e-copy);
- Archive: Office, Secretary.

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



Pham Tuan Ngoc

COMPARISON TABLE OF AMENDMENTS TO THE CHARTER
VINACOMIN - MACHINERY JOINT STOCK COMPANY

No.	Current Charter	Proposed Amendments & Replacements	Rationale
1	Clause 2, Preamble: <i>"2. The Charter on the organization and operation of the Company is established based on:</i> <i>- Law on Securities dated November 26, 2019;</i> <i>- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, XIV Legislature, 9th Session on June 17, 2020;</i> <i>- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of several articles of the Law on Securities;</i>	Clause 2, Preamble: <i>"2. The Charter on the organization and operation of the Company is established based on:</i> <i>- Law on Enterprises No. 59/2020/QH14 as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15;</i> <i>- Law on Securities No. 54/2019/QH14 as amended and supplemented by Law No. 56/2024/QH15;</i> <i>- Decree No. 245/2025/ND-CP dated September 11, 2025 on amending and supplementing several articles of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of several articles of the Law on Securities;</i> <i>- Model Charter applicable to public companies issued with Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding several articles on corporate governance applicable to public companies."</i>	Consistent with the actual situation of legal documents that have been issued and are currently in effect.
2	Clause 3, Preamble: <i>"3. This Charter was approved by the 2021 Annual General Meeting of Shareholders of VINACOMIN Machinery Joint Stock Company on April 27th, 2021.</i>	Clause 3, Preamble: <i>"3. This Charter was approved by the 2026 Annual General Meeting of Shareholders of VINACOMIN Machinery Joint Stock Company on April, 2026."</i>	Updated according to actual facts.
3	Points d, e, Clause 1, Article 1:	Points d, e, Clause 1, Article 1:	Based on the actual legal situation.

DOCUMENT FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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No.	Current Charter	Proposed Amendments & Replacements	Rationale
	- Website: www.chetaomay.com.vn .”	- Website: www.chetaomay.com.vn .”	
6	Point c, Clause 3, Article 14: “c) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be expressed in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of relevant shareholders or the written request may be made in several copies and collect sufficient signatures of relevant shareholders;”	Point c, Clause 3, Article 14: “c) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be expressed in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of relevant shareholders or the written request may be made in several copies and collect sufficient signatures of relevant shareholders; Shareholders or groups of shareholders are fully responsible before the law for the accuracy and honesty of the documents and evidence provided to the competent authority when requesting the convention of a General Meeting of Shareholders;”	Pursuant to Clause 18, Article 1 of Law No. 76/2025/QH15.
7	Clause 4, Article 18: “4. The notice of the General Meeting of Shareholders is sent to all shareholders by a secure method, and simultaneously published on the website of the Company and the State Securities Commission, the Stock Exchange (in case the company is listed or registered for trading).....	Clause 4, Article 18: “4. The notice of the General Meeting of Shareholders is sent to all shareholders by a secure method, and simultaneously published on the website of the Company and the Stock Exchange (in case the company is listed).	Based on Official Letter No. 1315/UBCK-GSDC dated March 1, 2024.
8	Clause 6, Article 26: “6. The Board of Directors may appoint a new member of the Board of Directors to replace a vacancy suddenly arising in the Board of	Repeal Clause 6, Article 26.	This regulation was previously based on Clause 3, Article 11 of Circular No. 121/2012/TT-BTC. However, new legal documents

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No.	Current Charter	Proposed Amendments & Replacements	Rationale
	<i>Directors and this member must be approved at the General Meeting of Shareholders immediately thereafter. After being approved by the General Meeting of Shareholders, the appointment of that new member will be considered effective on the date of appointment by the Board of Directors. The term of the new member of the Board of Directors is calculated from the date the appointment takes effect until the end of the term of the Board of Directors. In the event that the new member is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors until the time the General Meeting of Shareholders takes place with the participation and voting of the replacement</i>		have removed this since Decree 71/2017/ND-CP and it is no longer consistent with current regulations. Currently, the authority to elect Board members belongs solely to the General Meeting of Shareholders (Clause 3, Article 148 of Law on Enterprises 2020; Point h, Clause 2, Article 15 of the Model Charter; and Clauses 3, 4, Article 9 of the Model Operating Regulations of the Board of Directors per Circular No. 116/2020/TT-BTC).
	<i>Board member are still considered valid.</i>		
9	Point a, Clause 4, Article 26: <i>“a) The structure of the Company's Board of Directors must ensure that at least 1/3 of the total number of Board members are non-executive members. The Company shall minimize the number of Board members concurrently holding executive positions of the Company to ensure the independence of the Board of Directors.</i>	Amend the first sentence at Point a, Clause 4, Article 26: <i>“a) The structure of Board members must ensure at least 01 non-executive Board member. The Company shall minimize the number of Board members concurrently holding executive positions of the Company to ensure the independence of the Board of Directors.”</i>	Pursuant to Clause 79, Article 1 of Decree 245/2025/ND-CP. (Note: Since this is a Listed Company, a minimum of 01 Independent Board member is required for a 5-member Board).

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No.	CURRENT REGULATIONS	PROPOSED AMENDMENTS & SUPPLEMENTATIONS	LEGAL BASIS / RATIONALE
		prescribed in Point d, Clause 46, Article 4 of the Law on Securities.	<i>the Law on Securities."</i>
3	<p>Clause 4, Article 46</p> <p>4. Unless otherwise decided by the General Meeting of Shareholders, the Company is not permitted to grant loans, guarantees, or credit to members of the Board of Directors, Controllers, the Company Director, other executive officers, and related persons of the aforementioned members or any legal entity in which these individuals have financial interests, except where the public company and the organization related to this member are companies within the same Group or companies operating under a group of companies, including Parent company - Subsidiary, Economic Group, and specialized laws provide otherwise.</p>	<p>Clause 4, Article 46</p> <p>4. Unless otherwise decided by the General Meeting of Shareholders, the Company is not permitted to grant loans, guarantees, or credit to members of the Board of Directors, Controllers, the Company Director, other executive officers who are not shareholders, and related persons of the aforementioned members or any legal entity in which these individuals have financial interests. In case of granting loans or guarantees to an organization related to this member where the Company and the organization (except where the organization is a shareholder of the company as prescribed in Clause 2, Article 293 of Decree 155/2020/ND-CP) are companies within the same Group or companies operating under a group of companies, including Parent company - Subsidiary, Economic Group, the General Meeting of Shareholders or the Board of Directors shall approve in accordance with the Company's Charter.</p>	<p>Pursuant to Clause 84, Article 1 of Decree 245/2025/ND-CP, Amending and supplementing Clauses 3, 4, 5, Article 293 of Decree 155/2020/ND-CP:</p> <p><i>"4. A public company may only perform the following transactions when approved by the General Meeting of Shareholders: a) Granting loans or guarantees to members of the Board of Directors, members of the Supervisory Board, the Director (General Director), other managers who are not shareholders, and individuals or organizations related to these subjects. In case of granting loans or guarantees to an organization related to a member of the Board of Directors, member of the Supervisory Board, Director (General Director), or other manager where the public company and the organization (except where the organization is a shareholder of the public company as prescribed in Clause 2 of this Article) are companies within the same group or companies operating under a group of companies, including parent company - subsidiary, economic group, the General Meeting of Shareholders or the Board of</i></p>

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No.	CURRENT REGULATIONS	PROPOSED AMENDMENTS & SUPPLEMENTATIONS	LEGAL BASIS / RATIONALE
			<i>Directors shall approve in accordance with the Company's Charter."</i>
4		Supplementing Appendix: Regulations on organizing the Virtual General Meeting of Shareholders (Details of the Appendix are attached below)	Pursuant to Point b, Clause 2, Article 41 of the Law on Securities 2019 and Clause 5, Article 11 of the Internal Regulations on Corporate Governance of the Company: <i>"b) A public company stipulates in the Internal Regulations on Corporate Governance the application of modern information technology so that shareholders can attend and express opinions at the General Meeting of Shareholders through online meetings, electronic voting, or other electronic forms as prescribed by the Law on Enterprises and the Company's Charter."</i>
II	REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS		
1	Point c, Clause 1, Article 6 1. Members of the Board of Directors must meet the following standards and conditions:.. c) A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors of another company;	Point c, Clause 1, Article 6 1. Members of the Board of Directors must meet the following standards and conditions: ... c) A member of the Board of Directors of the Company may only concurrently be a member of the Board of Directors or the Members' Council at a maximum of 05 other companies.	Modified for clarity and in accordance with the provisions of Clause 3, Article 275 of Decree 155/2020/ND-CP, as amended and supplemented by Clause 78, Article 1 of Decree 245/2025/ND-CP effective from September 11th, 2025: "78. Amending and supplementing Clause 3, Article 275 as follows: '3. A member of the Board of Directors of a public company may only concurrently be a member of the Board of Directors or the

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No.	CURRENT REGULATIONS	PROPOSED AMENDMENTS & SUPPLEMENTATIONS	LEGAL BASIS / RATIONALE
			<i>Members' Council at a maximum of 05 companies.'''</i>
2	Article 23 The Operating Regulations of the Board of Directors of VINACOMIN -Machinery Joint Stock Company consist of 07 Chapters and 24 Articles and shall take effect from April 27th, 2021.	Article 23 The Operating Regulations of the Board of Directors of VINACOMIN - Machinery Joint Stock Company consist of 07 Chapters and 24 Articles and shall take effect from April ...th, 2026	Updated to ensure consistency with the actual situation.
III	REGULATIONS ON THE ORGANIZATION AND OPERATION OF THE SUPERVISORY BOARD.		
1	Legal Basis Section - Pursuant to the Law on Enterprises dated June 17th, 2020; - Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020 of the Government detailing the implementation of several articles of the Law on Securities.	Legal Basis Section - Pursuant to the Law on Securities dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 and amending, supplementing, or replacing documents from time to time; - Pursuant to the Law on Enterprises dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15 and amending, supplementing, or replacing documents from time to time; - Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020 of the Government detailing the implementation of several articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP and amending,	Updated to ensure consistency with the actual situation.

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No.	CURRENT REGULATIONS	PROPOSED AMENDMENTS & SUPPLEMENTATIONS	LEGAL BASIS / RATIONALE
		supplementing, or replacing documents from time to time.	
2	Article 22. Effectiveness The Operating Regulations of the Supervisory Board of VINACOMIN - Machinery Joint Stock Company consist of 07 Chapters and 22 Articles and shall take effect from April 28th, 2021.	Article 22. Effectiveness The Operating Regulations of the Supervisory Board of VINACOMIN - Machinery Joint Stock Company consist of 07 Chapters and 22 Articles and shall take effect from April ...th, 2026.	Updated to ensure consistency with the actual situation.

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APPENDIX

MODEL REGULATIONS ON ORGANIZING VIRTUAL GENERAL MEETINGS OF SHAREHOLDERS

(Issued in conjunction with the Internal Regulations on Corporate Governance dated month ... year 2026 by the Board of Directors of VINACOMIN - Machinery Joint Stock Company)

CHAPTER I: GENERAL PROVISIONS

Article 1. Scope of Application

These Regulations provide for the organization of Virtual General Meetings of Shareholders of VINACOMIN - Machinery Joint Stock Company (hereinafter referred to as the “Company”). These Regulations specify the rights and obligations of the parties participating in the Virtual General Meeting of Shareholders, and the conditions and procedures for conducting the Meeting. Shareholders and participating parties are responsible for complying with the provisions of these Regulations.

Article 2. Interpretation of Terms

In these Regulations, the following terms are understood as follows:

- **Virtual General Meeting of Shareholders (Virtual Meeting or Meeting):** Refers to a general meeting of shareholders where voting shareholders attend and vote via video conferencing and electronic voting.
- **Access Account:** Refers to the login name and password sent in the meeting invitation to shareholders to access and participate in the Virtual Meeting and electronic voting.
- **Electronic Voting:** Refers to the act of a shareholder casting a vote electronically via the Internet using a system developed by the Company or provided by the Vietnam Securities Depository and Clearing Corporation (hereinafter referred to as VSDC) or another entity providing electronic voting services to the Company (hereinafter referred to as the Electronic Voting Service Provider).

Article 3. Conditions for Organizing a Virtual Meeting

The Board of Directors has the right to decide to organize the General Meeting of Shareholders in a virtual format instead of an in-person meeting if it assesses that an in-person meeting may not be feasible due to epidemics, decisions of competent State management agencies, or other force majeure events.

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CHAPTER II: RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND PARTICIPATING PARTIES

Article 4. Rights and Obligations of Shareholders attending the Virtual Meeting

4.1. Shareholders entitled to attend the Meeting: Shareholders who are legal entities, individuals, or representatives of shareholders or groups of shareholders owning voting shares of the Company on the record date for the list of shareholders entitled to participate in the Meeting.

4.2. Shareholders will be provided with an access account via the invitation to participate in the Meeting and perform electronic voting. The access account for attending the Meeting and the electronic voting may be the same account or two separate accounts.

4.3. A shareholder is considered to have attended the Meeting when meeting the following conditions:

- The shareholder entitled to attend the Meeting directly participates or authorizes another person to attend the virtual meeting and vote electronically on issues at the Meeting.
- The shareholder logs into the system using the access account to attend the virtual meeting and vote via electronic voting. Shareholders who do not meet the conditions for attendance at the Virtual Meeting are considered as not attending the Meeting. The attendance rate is calculated by the number of shareholders attending the Meeting over the total number of shareholders entitled to attend.
- 4.4. Rights and obligations of shareholders:
 - Shareholders attending the Meeting may vote on all matters within the authority of the Meeting as prescribed by law and the Company's Charter via electronic voting. Shareholders can follow the contents and proceedings of the meeting via the Company's online broadcasting system and participate in online discussions and Q&A on matters at the Meeting according to the approved agenda.
 - Shareholders who log in late after the Meeting has commenced have the right to participate and vote immediately on items that have not yet been voted on, but the validity of voting rounds conducted previously shall not be affected.
 - Shareholders are responsible for the confidentiality of their login names, passwords, and other provided identification factors to ensure that only the shareholder has the right to vote. Shareholders recognize the voting results provided through the electronic voting system by the Electronic Voting Service Provider.

Article 5. Rights and Obligations of the Shareholder Support Team

- The Shareholder Support Team consists of one (01) Chairperson and other members approved by the Meeting.
- The Shareholder Support Team's duties include:

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- + Receiving complaints and supporting the resolution of issues shareholders encounter during the login process for the Virtual Meeting and electronic voting.
- + Receiving shareholders' comments via the online chat box to forward to the Presiding Board.

Article 6. Rights and Obligations of the Election and Counting Committee

The Election and Counting Committee consists of one (01) Chairperson and other members approved by the Meeting. The Committee's duties:

- Inspect and supervise the voting of shareholders;
- Receive electronic voting results to summarize the results;
- Prepare the vote counting minutes and announce them before the Meeting;
- Hand over the Minutes and all voting records to the Meeting Chairperson.

Article 7. Rights and Obligations of the Presiding Board

The Presiding Board consists of one (01) Chairperson and several members approved by the Meeting. The Presiding Board's duties:

- Chair the Meeting; guide delegates and the Meeting in discussions;
- Submit drafts and conclude necessary matters for the General Meeting to vote; answer issues requested by the Meeting.
- The Presiding Board works on the principle of collective democratic centralism, conducting the Meeting legally and orderly, reflecting the wishes of the majority of attending shareholders.

Article 8. Rights and Obligations of the Secretariat

The Secretariat consists of one (01) Head and several members. The Secretariat's duties:

- Record fully and honestly the entire proceedings of the Meeting and matters approved or noted;
- Draft the Meeting Minutes and Resolutions on approved matters;
- Support the Presiding Board in announcing draft documents, conclusions, and Resolutions to shareholders when requested.

CHAPTER III: PROCEDURES FOR CONDUCTING THE VIRTUAL MEETING

Article 9. Conducting the Meeting

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The Meeting shall be conducted when the number of attending shareholders represents more than 50% of the total voting shares based on the shareholder list established at the time of convening the Meeting.

Article 10. Method of Conducting the Meeting

10.1. The Meeting is expected to take place within 1/2 day.

10.2. The Meeting will sequentially discuss and approve the contents stated in the Meeting Program.

Article 11. Expressing Opinions at the Meeting

For shareholders attending the Virtual Meeting: Shareholders may contribute opinions or speak on meeting contents via the online screen upon request and when invited by the Presiding Board, or chat with the Support Team. The Support Team will forward these to the Chairperson for processing. Each shareholder's speech shall not exceed 3 minutes and must be concise, avoiding repetition.

Article 12. Principles for Shareholder Voting

12.1. General Principles: All matters on the Meeting agenda must be approved by collecting shareholder votes via Electronic Voting based on the number of owned and represented shares.

12.2. Voting Method: Matters such as approving the Presiding Board, Secretariat, Counting Committee; the Meeting Program; Meeting Regulations, and Meeting Resolutions are approved via Electronic Voting with options: Agree, Disagree, or No Opinion for each matter.

12.3. Election Method: The election of members of the Board of Directors and the Supervisory Board is conducted via Electronic Voting using the cumulative voting method. Each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected.

Article 13. Implementing Electronic Voting

If the access account for the electronic voting system is the same as the meeting account: Shareholders view the information posted on the system and perform voting for each content. If the accounts are separate: Shareholders use the specific electronic voting account to log in and cast their votes.

Article 14. Electronic Voting Results

14.1. Electronic voting results during the voting period are tallied and calculated by the service provider or the Company's software system.

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14.2. The Election and Counting Committee receives the electronic voting result information to summarize the results.

Article 15. Approving Decisions of the Meeting

15.1. Resolutions are approved when shareholders representing at least 50% of the total voting shares of all attending shareholders agree, except for cases in Clauses 15.2 and 15.3.

15.2. Resolutions on the following matters require at least 65% approval: a) Amendments and supplementations to the Charter; b) Types of shares and quantity of shares to be offered; c) Reorganization or dissolution of the enterprise; d) Transactions of buying or selling assets of the Company or branches valued at 35% or more of the total asset value based on the most recent audited financial statements; e) Other cases as prescribed in the Company's Charter.

15.3. Election of members of the Board of Directors/Supervisory Board follows cumulative voting. Elected members are determined by the number of votes from highest to lowest.

Article 16. Meeting Minutes

16.1. The Meeting must be minuted and may be recorded or stored in other electronic forms. Minutes must be in Vietnamese (may also be in English) including: Name/address; Time/location; Agenda; Presiding Board/Secretariat; Summary of proceedings and opinions; Number of attending shareholders; Total voting results for each matter; Approved issues; and Signatures.

16.2. Minutes must be completed and approved before the Meeting ends. 16.3. The Presiding Board and Secretariat are jointly responsible for the truthfulness and accuracy of the Minutes.

Article 17. Unsuccessful Meeting Organization

17.1. If the first meeting does not meet conditions (per Article 9), a second meeting shall be convened within 30 days. The second meeting requires at least 33% of voting shares.

17.2. If the second meeting fails, a third meeting shall be convened within 20 days, which will proceed regardless of the total number of voting shares of attending shareholders.

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CHAPTER IV: OTHER PROVISIONS

Article 18. Using Electronic Voting Services at VSDC

In case the Company chooses to use VSDC's services, the VSDC model regulations shall govern. In case of inconsistency between these Regulations and the VSDC model, the VSDC model shall prevail.

Article 19. Implementation Effect

19.1. These Regulations consist of 4 chapters and 19 articles and take effect on the date of signing the issuance decision.

19.2. Shareholders, representatives, and participating individuals/organizations are responsible for implementation.

VINACOMIN - MACHINERY JOINT STOCK COMPANY

CHAIRMAN OF THE BOARD OF DIRECTORS

