

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness



Hanoi, May 31, 2026

**MEETING MINUTES OF
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - VIET BAC MINING INDUSTRY HOLDING
CORPORATION**

- Head office: No. 1, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City.
- Enterprise Registration Certificate No. 0cor100100015 issued by the Hanoi Department of Planning and Investment, registered for the 11th change on July 23, 2025.

Today, at 08:00 on May 31, 2026, VINACOMIN - Viet Bac Mining Industry Holding Corporation held the 2026 Annual General Meeting of Shareholders at the Parent company's headquarters:

I. Participants of the General Meeting include:

A. The Board of Directors of the Parent company include:

- | | |
|------------------------|--|
| 1. Mr. Le Quang Binh | - Chairman of the Board of Directors; |
| 2. Mr. Trinh Hong Ngan | - Members of the Board of Directors, General Director; |
| 3. Mr. Dang Van Tung | - Member of the Board of Directors; |
| 4. Mr. Vu Minh Tan | - Member of the Board of Directors. |

B. The Supervisory Board of the Parent company include:

- | | |
|------------------------|-------------------------------------|
| 1. Ms. Le Thi Thu Hien | - Head of the Supervisory Board; |
| 2. Ms. Nguyen Thi Lich | - Members of the Supervisory Board; |
| 3. Mr. Nguyen Van Tao | - Member of the Supervisory Board. |

C. Shareholders attending the General Meeting:

At the opening time of the General Meeting at 08:00 AM, there were 23 shareholders of the Parent company attending, owning and representing 103,519,840 shares, equivalent to 98.59% of the total voting shares of the Parent company.

D. Guests attending the General Meeting of Shareholders:

- Representatives of BDO Auditing Co., Ltd.
- Members of the Executive Management Board and Chairman of the Trade Union of the Parent company.
- Directors of subsidiaries and affiliated units of the Parent company.

DD. The Presidium of the General Meeting include:

- | | |
|------------------------|---|
| 1. Mr. Le Quang Binh | - Chairman of the Board of Directors - Chairperson of the General Meeting |
| 2. Mr. Trinh Hong Ngan | - Member of the Board of Directors, General Director - Member. |

E. The Chairperson of the General Meeting appointed the following secretaries to assist in conducting the Meeting, including:

1. Mr. Hoang Minh Hoi - Secretary of the Parent company – Head of the Secretariat;
2. Ms. Vu Thi Hai Yen - Specialist of the Organization and Personnel Department - Member.

II. Content and process of the General Meeting:

The General Meeting was conducted in accordance with the agenda and included the following contents:

1. Mr. Nguyen Van Tao – Head of the Shareholder Eligibility Verification Committee presented the report on the verification results:

- Total number of ordinary shares of the Parent company: 105,000,000 shares.
- Total number of shareholders invited to attend the 2026 Annual General Meeting of Shareholders: 723 shareholders, representing 105,000,000 voting shares.
- By the time the Meeting starts (8:00 AM), number of shareholders and authorized representatives attending the Meeting: 23 shareholders and shareholder representatives, representing 103,519,840 shares, equivalent to 98.59% of the total number of voting shares.
- Total shareholders not eligible to attend the Meeting: 0 shareholders.

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and the Charter of organization and operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation promulgated under Decision No. 302/QD-HDQT dated October 16, 2025 of the Board of Directors of Parent company, the 2026 Annual General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industry Holding Corporation was lawfully convened, valid, and qualified to proceed.

The Chairperson of the General Meeting requested the General Meeting to vote on approval of the shareholder eligibility verification report.

Voting results:

- Approve: 103,519,840 shares, equal to 100% of the total number of voting shares;
- Disapprove: 0 shares, equal to 0% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

2. Approval of procedures prior to the General Meeting:

2.1. Approval of the Meeting agenda:

Mr. Le Quang Binh - Chairperson of the General Meeting presented the agenda and requested the General Meeting to vote for approval.

Voting results:

- Approve: 103,519,840 shares, equal to 100% of the total number of voting shares;
- Disapprove: 0 shares, equal to 0% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

2.2. Approval of the Working Regulations of the 2026 Annual General Meeting:

Mr. Vu Minh Tan - Member of the Board of Directors of the Parent company presented the Working Regulations of the 2026 Annual General Meeting of Shareholders, and the Chairperson of the General Meeting requested the General Meeting to vote on approval of the Regulations.

Voting results:

- Approve: 103,519,840 shares, equal to 100% of the total number of voting shares;
- Disapprove: 0 shares, equal to 0% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

2.3. To assist the Secretariat in vote counting for the Meeting, the General Meeting elected a Supporting Team for the Secretariat consisting of 06 members. After hearing the proposed list introduced by the Chairperson of the General Meeting, the number of shareholders representing 100% of the shares with voting rights at the General Meeting voted to approve the list of the Supporting Team for the Secretariat at the General Meeting, including the following members:

- Mr. Van Trong Tuan - Deputy Head of TTVT: Team leader
- Ms. Vu Thi Hai Yen - Specialist of TCNS: Member
- Ms. Tran Thu Huong - Deputy Head of QLV-KSNB: Member
- Ms. Ha Thi Quynh - Specialist of KTKH: Member
- Ms. Nguyen Thi Thuy Van - Specialist of KTTKTC: Member
- Ms. Le Thi Thuy Ninh - Specialist of TCNS: Member
- Ms. Vu Phuong Thao - Specialist of KTTKTC: Member

The Chairperson requested the General Meeting to vote on approval of the Supporting Team.

Voting results:

- Approve: 103,519,840 shares, equal to 100% of the total number of voting shares;
- Disapprove: 0 shares, equal to 0% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

3. After carrying out the procedures for conducting the General Meeting, the Chairman of the Meeting presided over the Meeting for the attendees to hear reports, give opinions, and vote on the following matters:

3.1. Report No. 1361/BC-CMV dated May 6, 2026 regarding the implementation of the 2025 production and business plan and the 2026 production and business plan of the Parent company – VINACOMIN - Viet Bac Mining Industry Holding Corporation was presented by Mr. Trinh Hong Ngan – Member of the Board of Directors and General Director of the Parent company.

The main contents are as follows:

a) Results of production and business activities in 2025:

No.	Items	Unit	Resolution of GMS 2025	Actual in 2025	Proportion (%)
1	Physical indicators				
	- Raw coal output	1000 tons	930	785,429	84.45
	- Overburden removal	1000 m3	10,766	8,478,396	78.75
	- Clean coal production	1000 tons	1,070	1,093,447	102.19
	- Coal sales	1000 tons	1,257	1,236,990	98.41

No.	Items	Unit	Resolution of GMS 2025	Actual in 2025	Proportion (%)
2	Charter capital	Million VND	1,050,000	1,050,000	100.00
3	Total revenue	"	2,400,771	2,550,970	106.25
4	Profit before tax	"	282,293	250,567	88.76
5	Corporate income tax	"	56,198	45,740	81.39
6	Profit after tax	"	226,695	204,827	90.35
7	Dividend payout ratio / Charter capital	%	≥9%	Estimated 10.5 %	116.67
8	Construction investment	Million VND	187,899	310,461	165.23

b) Production and business plan targets of the Parent company for 2026:

No.	Indicator	Unit	Plan in 2026
1	Physical indicators		
	- Raw coal output	1000 tons	1,350
	- Overburden removal	1000 m3	17,360
	- Clean coal production	1000 tons	1,559
	- Coal sales	1000 tons	1,664
2	Charter capital	Million VND	1,050,000
3	Total revenue	"	2,680,956
4	Profit before tax	"	153,887
5	Corporate income tax	"	30,777
6	Profit after tax	"	123,110
7	Dividend payout ratio / Charter capital	%	≥8%
8	Construction investment	Million VND	381,026

* At 08 hour 45 minutes, an additional 01 shareholder owning 1,000 shares attended the Meeting, bringing the total number of attending shareholders to 24 shareholders, owning and representing 103,520,840 shares, equivalent to 98.59% of the total voting shares of the Parent company.

* At 08 hour 54 minutes, an additional 01 shareholder owning 2 shares attended the Meeting, bringing the total number of attending shareholders to 25 shareholders, owning and representing 103,520,842 shares, equivalent to 98.59% of the total voting shares of the Parent company.

* Shareholders' opinions: As of now, will the Giai Phong Road Expansion Project affect the Corporation's Head Office building when land acquisition and site clearance are carried out?

* Responses from the Chairperson: As of now, the Giải Phóng Road Expansion Project does not affect the Corporation's Head Office building.

The Chairperson requested the General Meeting to vote on approval of the Report on the implementation of the 2025 production and business plan and the 2026 production and business plan of the Parent Company – VINACOMIN - Viet Bac Mining Industry Holding Corporation.

Voting results:

- Approve: 103,520,842 shares, equal to 100% of the total number of voting shares;
- Disapprove: 0 shares, equal to 0% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

3.2. Report No. 151/BC-HDQT dated May 07, 2026 on the activities of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation in 2025, and the orientations for 2026 was presented by Mr. Dang Van Tung - Full-time Member of the Board of Directors of the Parent company.

The 2026 Annual General Meeting of Shareholders authorized the Board of Directors of Corporation to proactively adjust certain targets in the production and business plan and construction investment plan under the authority of the General Meeting, after obtaining opinions from Vietnam National Coal and Mineral Industries Holding Corporation Limited, provided that the Parent company's 2026 business operations do not incur losses.

* *At 09 hour 00 minutes, an additional 01 shareholder owning 200 shares attended the Meeting, bringing the total number of attending shareholders to 26 shareholders, owning and representing 103,521,042 shares, equivalent to 98.59% of the total voting shares of the Parent company.*

* Shareholders' opinions: The State Securities Commission of Vietnam (SSC) has issued an official letter requiring a review of the status of public companies among state-owned enterprises and their subsidiaries that are currently listed or registered for trading on stock exchanges, in accordance with applicable law. The shareholder requested that the Corporation review whether it meets the criteria to qualify as a public company and explain the measures it intends to take to ensure full compliance.

* Responses from the Chairperson: The Corporation has reported the above matter to its major shareholder, Vietnam National Coal And Mineral Industries Holding Corporation Limited (TKV). Compliance with the requirements for public companies is being implemented in accordance with the Law on Securities and relevant legal regulations. The Corporation will continue to coordinate with its major shareholder and the competent authorities to study and implement appropriate solutions to ensure compliance with applicable law in the coming period.

* Shareholders' opinions:

- What were the coal prices and sales volume by coal types for 2025?
- Please provide information on the five (5) serious occupational accidents and one (1) public order and security incident that occurred in 2025.

* Responses from the Chairperson:

- The Corporation has three (3) coal production units and produces various coal grades in accordance with different standards (TCVN, TCCS). Coal prices are determined by TKV.

- Coal production is a specialized, hazardous, and arduous industry. Consequently, occupational accidents are an inherent risk that is difficult to avoid during production.

With respect to the occupational accidents and the public order and security incident that occurred in 2025, the Corporation has conducted investigations, determined the causes, and held the responsible organizations and individuals accountable in accordance with applicable regulations.

* Shareholders' opinions:

- The Corporation should place greater emphasis on occupational safety and health matters, as any loss of occupational safety directly affects the health of employees. The shareholder also requested further clarification regarding the public order and security incident.

- The shareholder recommended that the Corporation strive to exceed its 2026 targets. The shareholder expressed satisfaction with the production and sales performance of the coal business and other business segments. However, the shareholder was not satisfied with the performance of the cement business, particularly with regard to La Hien Cement Joint Stock Company and Quan Trieu Cement Joint Stock Company. The representative of state capital and the Board of Directors should demonstrate greater accountability and exercise stronger control over this sector.

* Responses from the Chairperson:

With respect to the occupational accidents and the public order and security incident that occurred in 2025, the Corporation has conducted investigations, determined the causes, and held the responsible organizations and individuals accountable in accordance with applicable regulations.

The Chairperson requested the General Meeting to vote on approval of Report on the activities of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation in 2025 and the orientations for 2026.

Voting results:

- Approve: 103,519,842 shares, equal to 99.99884% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 1,000 shares, equal to 0,00097% of the total number of voting shares.

3.3. Report No. 019/BC-BKS dated May 6, 2026 on the activities of the Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation in 2025, and the orientations for 2026, together with the appraisal report of the 2025 financial statements, was presented by Ms. Le Thi Thu Hien – Head of the Supervisory Board.

* Shareholders' opinions: The Supervisory Board should pay greater attention to the Corporation's production and business operations in the cement production and sales sector. With expected growth in public investment nationwide in 2026, the Corporation anticipates an increase in cement production and sales.

* Responses from the Chairperson: The Supervisory Board takes note of the shareholder's comment.

The Chairperson requested the General Meeting to vote on approval of the Report on the activities of the Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation in 2025, and the orientations for 2026.

Voting results:

- Approve: 103,519,842 shares, equal to 99.99884% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 1,000 shares, equal to 0,00097% of the total number of voting shares.

4.4. Additional election of members of the Board of Directors and the Supervisory Board for the 2025–2030 term:

The General Meeting heard Mr. Le Quang Binh – Chairman of the Board of Directors of the Parent company – present the proposal regarding the election of additional members of the Board of Directors and the Supervisory Board for the 2025–2030 term, specifically as follows:

4.4.1. Approval of the dismissal of members of the Board of Directors and the Supervisory Board:

(i) Approval of Mr. Le Quang Binh - representative managing VINACOMIN's contributed capital - ceasing participation in the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation and resigning from all positions in the Board of Directors of the Parent company for the 2025–2030 term at the request of the shareholder of Vietnam National Coal and Mineral Industries Holding Corporation Limited.

(ii) Approval of Mr. Dang Van Tung ceasing participation in the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation and resigning as Member of the Board of Directors of the Parent company for the 2025–2030 term at the request of the shareholder of Vietnam National Coal and Mineral Industries Holding Corporation Limited.

(iii) Approval of Ms. Nguyen Thi Lich – Head of Internal Supervisory Board of the Corporation – ceasing participation in the Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation and resigning as Member of the Supervisory Board of the Parent company for the 2025–2030 term at the request of the shareholder of Vietnam National Coal and Mineral Industries Holding Corporation Limited.

* Shareholders' opinions: The dismissal of Mr. Le Quang Binh from the Board of Directors must be approved by the General Meeting of Shareholders.

* Responses from the Chairperson: The Chairman has just presented the Submission on the dismissal of members of the Board of Directors and the Supervisory Board. The voting by shareholders at the General Meeting of Shareholders will now proceed.

The Chairperson of the General Meeting requested the General Meeting to vote for approval of the above contents.

Voting results:

- Approve: 103,519,842 shares, equal to 99.99884% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 1,000 shares, equal to 0,00097% of the total number of voting shares.

4.4.2. Nomination and election of additional members of the Board of Directors and the Supervisory Board:

(i) Mr. Bui Tran Dong - Head of VINACOMIN Capital Management Department - to participate in the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation for the 2025–2030 term, replacing Mr. Le Quang Binh.

(ii) Mr. Hoang Kieu Hung - Deputy General Director of the Parent company – to participate in the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation and hold the position of Member of the Board of Directors of the Parent company for the 2025–2030 term.

(iii) Mr. Ngo Ngoc Son - Mining Electromechanical Engineer, Economic Engineer (Business Administration), Bachelor of Laws, former Deputy General Director of the Parent company, to stand for election as Independent Member of the Board of Directors of the Parent company for the 2025–2030 term.

(iv) Ms. Le Thi Thu Trang - Capital Supervisory Officer, VINACOMIN's Internal Supervisory Board to participate in the Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation and hold the position of Member of the Supervisory Board of the Parent company.

The Chairperson of the General Meeting requested shareholders to vote for approval of the list of candidates for additional election to the Board of Directors and Supervisory Board of the Parent company for the 2025–2030 term.

Voting results:

- Approve: 103,519,842 shares, equal to 99.99884% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 1,000 shares, equal to 0,00097% of the total number of voting shares.

4.4.3. The General Meeting voted to appoint members of the Election Committee to conduct the additional election of members of the Board of Directors and the Supervisory Board of the Parent company for the 2025–2030 term as follows:

1. Mr. Le Chi Loc: Chairman of the Trade Union - Head of the Committee
2. Ms. Nguyen Thi Hong Nhung: Deputy Manager of Capital Management and Internal Control Department - Member
3. Ms. Pham Thi Thuy Nga: Specialist of Accounting, Statistics and Finance Department - Member
4. Ms. Dinh Thi Thanh Huyen: Specialist of Planning and Economics Department – Member
5. Ms. Dao Thi Thu Hang: Specialist of Investment and Construction Department - Member

Voting results:

- Approve: 103,519,842 shares, equal to 99.99884% of the total number of voting shares;

- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;

- Abstention: 1,000 shares, equal to 0,00097% of the total number of voting shares.

4.4.4. The General Meeting heard Mr. Le Chi Loc – Head of the Vote Counting Committee – present the Election Regulations for members of the Board of Directors and the Supervisory Board for the 2023–2028 term.

The General Meeting proceeded with discussions: shareholders had no opinions.

After discussion, the Chairperson requested the General Meeting to vote for approval of the Election Regulations and the ratio for participation in nomination and self-nomination to the Board of Directors as follows:

Voting results:

- Approve: 103,519,842 shares, equal to 99.99884% of the total number of voting shares;

- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;

- Abstention: 1,000 shares, equal to 0,00097% of the total number of voting shares.

Thereafter, the Election Committee distributed ballots, organized the election and conducted vote counting.

4.5. Mr. Vu Minh Tan - Member of the Board of Directors of the Parent company presented the Submission No. 147/TTr-HDQT dated May 7, 2026, on the approval of the audited financial statements and the profit distribution plan for 2025 of the Parent company - VINACOMIN - Viet Bac Mining Industry Holding Corporation, and remuneration paid to the General Director and other managers in 2025.

- Business performance results in 2025:

No.	Items	Amount (VND)
1	Revenue from sales of goods and provision of services	2,550,969,598,058
2	Revenue deductions	
3	Net revenue from sales of goods and provision of services	2,550,969,598,058
4	Cost of goods sold	2,073,437,238,655
5	Gross profit on sales of goods and provision of services	477,532,359,403
6	Financial income	54,428,935,341
7	Financial expenses	9,938,647,580
	<i>In which: Interest expenses</i>	<i>10,141,375,063</i>
8	Selling expenses	36,917,317,448
9	General and administrative expenses	240,498,870,819
10	Net operating profit (30=20+(21-22)+24-(25+26))	244,606,458,897
11	Other income	8,045,203,085
12	Other expenses	2,084,954,130

No.	Items	Amount (VND)
13	Other profits (40=31-32)	5,960,248,955
14	Total accounting profit before tax (50=30+40)	250,566,707,852
15	Current corporate income tax expenses	41,412,681,058
16	Deferred corporate income tax expenses	4,327,426,426
17	Profit after corporate income tax	204,826,600,368

The Parent company's 2025 financial statements were audited with total assets and capital sources as of December 31, 2025 amounting to VND 2,244,370,442,075.

- Salaries paid to the General Director and other managers:

No.	Full name	Position	Total salary received in 2025 (VND)	Average monthly salary in 2025 (VND)
1	Trinh Hong Ngan	General Director	720,000,000	60,000,000
2	Vu Minh Tan	Member of the BOD, Deputy General Director	648,000,000	54,000,000
3	Dang Van Tung	Member of the BOD	648,000,000	54,000,000
4	Nguyen Van Dung	Deputy General Director	648,000,000	54,000,000
5	Pham Thanh Hai	Deputy General Director	648,000,000	54,000,000
6	Nguyen Thac Tan	Deputy General Director	648,000,000	54,000,000
7	Le Thi Thu Hien	Head of Supervisory Board	672,000,000	56,000,000
8	Le Minh Hien	Chief Accountant	600,000,000	50,000,000
	Total		5,232,000,000	

The Chairperson requested the General Meeting to vote for approval of the audited 2025 financial statements of the Parent company - VINACOMIN - Viet Bac Mining Industry Holding Corporation and remuneration paid to the General Director and other managers in 2025.

Voting results:

- Approve: 103,520,842 shares, equal to 99.99981% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

- Profit distribution plan for 2025 with dividend payment ratio/equity charter capital of 10.5% (Details as stated in Submission No. 147/TTr-HDQT dated May 7, 2026 submitted by the Board of Directors to the General Meeting).

No.	Items	Unit	Amount
1	Profit after corporate income tax	VND	265,003,141,913
	In which: + Profit carried forward from previous year	VND	60,176,541,545
	+ Profit for the current year	VND	204,826,600,368
2	Undistributed profit this year	VND	55,849,115,119
3	Dividend payment plan for 2025		
3.1	Dividend payout ratio according to the Resolution of the General Meeting of Shareholders at the beginning of the year	%	≥ 9%
3.2	Dividend payout ratio for 2025	%	10.5
3.3	Total dividend payment amount	VND	110,250,000,000
4	Offset of losses from previous years that have exceeded the deductible period against profit before tax (if any)		
5	Remaining profit (5=1-2-3.3-4)	VND	98,904,026,794
a	Allocation to development investment fund	VND	61,447,980,110
b	Allocation to bonus and welfare fund	VND	37,456,046,684
b.1	Actual salary fund of the Company in 2025	VND	245,708,383,562
b.2	Average monthly salary fund of the Company in 2025	VND	20,475,698,630
+	Average number of employees in 2025	People	1,670
+	Average salary in 2025	VND/ person/ month	12,260,897
b.3	Number of salary months allocated	Month	2.73
b.4	Allocation amount to the Bonus and Welfare Fund (B4 = B2×B3)	VND	37,456,046,684
+	Allocation to bonus and welfare fund / average monthly salary	Month	1.83
+	Allocation to bonus and welfare fund / average employee	VND /person	22,428,770

* Shareholders' opinions: Under the Corporation's divestment plan, there is a plan to divest from Thai Nguyen Hotel. The shareholder requested that the Corporation consider including this matter in the 2026 financial investment plan.

* Responses from the Chairperson: With regard to the divestment from Thai Nguyen Hotel Joint Stock Company, the Corporation has engaged an independent consultant to determine the enterprise value in accordance with applicable law. However, the determined value was higher than the market's acceptance level, resulting in the failure to complete the capital transfer. The Corporation will continue to pursue the divestment from Thai Nguyen Hotel in accordance with applicable law.

The Chairperson requested the General Meeting to vote for approval of the 2025 profit distribution plan of the Parent company – VINACOMIN - Viet Bac Mining

Industry Holding Corporation, with the dividend payment ratio for 2025 at 10.5% of charter capital.

Voting results:

- Approve: 103,520,842 shares, equal to 99.99981% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

4.6. Submission No. 152/TTr-HDQT dated May 7, 2026 regarding the payment of remuneration and allowances to the Board of Directors and the Supervisory Board in 2025 and the plan for payment of remuneration and allowances to the Board of Directors and the Supervisory Board in 2026, presented by Mr. Vu Minh Tan – Member of the Board of Directors on behalf of the Board of Directors, specifically as follows:

- Payment of remuneration to the Board of Directors and the Supervisory Board in 2025:

No	Position	Number of people	Monthly amount approved by the Resolution of the GMS	Number of months	Total remuneration amount in 2025 (VND)
I	Board of Directors				
1	Chairman of the Board of Directors	1	6 200 000	12	74 400 000
2	Member of the Board of Directors	1	5 400 000	12	64 800 000
		1	5 400 000	10.5	56 700 000
II	Supervisory Board				
1	Supervisory Board Member	2	5 000 000	12	120 000 000
	Total				315 900 000

- Payment of allowances to the Independent Member of the Board of Directors in 2025:

No.	Position	Number of people	Total allowance amount paid in 2025 (VND)	Actual monthly allowance	Notes
1	Independent Member of the Board of Directors	1	260 100 000	27 000 000	Independent Member of the Board of Directors resigned effective from October 15, 2025

- Plan for payment of remuneration to the Board of Directors and the Supervisory Board in 2026:

No.	Position	Number of people	Monthly amount approved by the Resolution of the GMS	Number of months	Total remuneration amount in 2026 (VND)
I	Board of Directors				
1	Chairman of the Board of Directors	1	6 200 000	12	74 400 000
2	Member of the Board of Directors	1	5 400 000	12	64 800 000
		1	5 400 000	7	37 800 000
II	Supervisory Board				
1	Supervisory Board Member	2	5 000 000	12	120 000 000
	Total				297 000 000

- Plan for payment of allowances to the Independent Member of the Board of Directors in 2026:

The planned allowance for the Independent Member of the Board of Directors in 2026 is VND 27,000,000 per month.

Voting results:

- Approve: 103,520,842 shares, equal to 99.99981% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

4.7. Submission No. 20/TTr-BKS dated May 6, 2026 regarding the selection of an independent auditing firm to audit the Parent company's 2026 financial statements, presented by Ms. Le Thi Thu Hien – Head of the Supervisory Board:

The General Meeting proceeded with discussion: the shareholders had no opinions.

The Chairperson of the General Meeting requested shareholders to vote for approval of the selection of an independent auditing firm to audit the Parent company's 2026 financial statements.

Voting results:

- Approve: 103,520,842 shares, equal to 99.99981% of the total number of voting shares;
- Disapprove: 0 shares, equal to 0% of the total number of voting shares;
- Abstention: 200 shares, equal to 0.00019% of the total number of voting shares.

4.8. Submission No. 155/TTr-HDQT dated May 7, 2026 regarding contracts and transactions between the Parent company and related enterprises and persons in 2026, presented by Mr. Trinh Hong Ngan – Member of the Board of Directors.

The General Meeting of Shareholders approved and authorized the General Director of the Parent company to execute and organize the implementation of contracts and transactions between the Parent company and related enterprises and persons stated in the Submission in accordance with the provisions of law:

1) Contracts with a value exceeding 35% of the total assets of the Parent company recorded in the latest audited financial statements and contracts with a

value exceeding 10% of the total assets recorded in the latest financial statements with Vietnam National Coal and Mineral Industries Holding Corporation Limited and related persons, specifically:

No.	Enterprise / Related Person	Relationship	Address	Scope of Contract / Transaction
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited (VINACOMIN)	Major shareholder	No. 3 Duong Dinh Nghe - Yen Hoa - Hanoi	Principle contract for coal mining, screening and processing (estimated value of VND 2,500 billion)
				Principle contract on coal trading for cement production (estimated value of VND 388 billion)
2	VINACOMIN – Cam Pha Port and Logistics Company	Related persons of shareholder	Group 93, Zone 9B, Cua Ong Ward, Quang Ninh Province	Principle contract on coal trading (estimated value of VND 2,500 billion)
3	VINACOMIN - Northern Coal Trading Joint Stock Company	Related persons of major shareholder	No. 5 Phan Dinh Giot, Phuong Liet, Hanoi	Coal trading contract for blending purposes (signed by VVMI - Na Duong Coal Company) (estimated value of VND 229 billion VND)

Pursuant to the provisions of law, the Board of Directors requested shareholders to consider approving the above contracts and transactions and contracts and transactions between VINACOMIN - Viet Bac Mining Industry Holding Corporation and related enterprises and persons in accordance with the provisions of law and the Charter on organization and operation of the Parent company, specifically as follows:

No.	Enterprise / Related Person	Relationship	Address	Scope of Contract / Transaction
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited (VINACOMIN)	Major shareholders	No. 03 Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi	- Contract for coal mining, screening, and processing - Service contract for coal delivery

00
TỔ
ÔN
i NG
ÊT
V -
UẢ

No.	Enterprise / Related Person	Relationship	Address	Scope of Contract / Transaction
	and related parties, including but not limited to:			<ul style="list-style-type: none"> - Contract for coal trading - Other fields serving production and business activities
1.1	VINACOMIN – Cam Pha Port and Logistics Company	Related persons of shareholders	Group 93, Zone 9B, Cua Ong Ward, Quang Ninh Province	- Contract for coal trading
1.2	VVMi – Mine Rescue Center – Branch of Vietnam National Coal and Mineral Industries Holding Corporation Limited	Related persons of major shareholders	Km8 - Ha Tu Ward, Quang Ninh	Contracts for regular training services, standby incident handling and preventive inspection in coal and mineral exploitation
1.3	VVMi – Quacontrol Joint Stock Company	Related persons of major shareholders	No. 55 Le Thanh Tong, Hong Gai Ward, Quang Ninh Province	Contract for coal inspection
1.4	VINACOMIN - Institute of Mining Science and Technology	Related persons of major shareholders	No. 3 Phan Dinh Giot, Phuong Liet, Hanoi	Contract for consulting services, surveying, geology, and other areas serving business and production activities
1.5	VINACOMIN – Environment Company Limited	Related persons of major shareholders	Km 4 Tran Phu Street, Quang Hanh Ward, Quang Ninh Province	- Contract for wastewater treatment (contracts signed by coal production units) and other fields serving production

No.	Enterprise / Related Person	Relationship	Address	Scope of Contract / Transaction
				and business activities
1.6	VVMI – Informatics, Technology, Environment Joint Stock Company	Related persons of major shareholders	B15 Building, Dai Kim New Urban Area, Dinh Cong Ward, Hanoi City	Contract for consulting services, surveying, geology, and other fields serving production and business
1.7	VINACOMIN – Industry Investment Consulting Joint Stock company	Related persons of major shareholders	No. 565 Nguyen Trai, Thanh Liet Ward, Hanoi.	Contract for consulting services and other areas serving business and production activities
1.8	VINACOMIN - Mining Chemical Industry Holding Corporation Limited and its branches	Related persons of major shareholders	Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City	- Contract for blasting (contracts signed by coal production units)
1.9	VINACOMIN - Northern Coal Trading Joint Stock Company	Related persons of major shareholders	No. 5 Phan Dinh Giot, Phuong Liet, Hanoi	Contract for coal trading (signed by VVMI - Na Duong Coal Company)
1.10	VINACOMIN - Materials Joint Stock Company	Related persons of major shareholders	Group 1, Zone 2, Ha Long Ward, Quang Ninh Province	Contracts for the purchase and sale of lubricants and additives (contracts signed by coal production units) and other fields serving business and production activities
1.11	VINACOMIN – Viet Bac Geology Joint Stock Company	Related persons of the Chairman of the Board of Directors	30B Doan Thi Diem, O Cho Dua Ward, Ho Chi Minh City Hanoi	Contract for exploration drilling, surveying, geological services, and other fields serving business and production activities

No.	Enterprise / Related Person	Relationship	Address	Scope of Contract / Transaction
1.12	Vietnam College of Coal and Mineral Industries	Related persons of major shareholders	No. 8 Chu Van An, Ha Long Ward, Quang Ninh Province	<ul style="list-style-type: none"> - Contract for training - Other fields serving production and business activities
1.13	VINACOMIN - School of Business Management	Related persons of major shareholders	No. 25, Lane 46, An Hoa Street, Dai Mo Ward, Hanoi	<ul style="list-style-type: none"> - Contract for training - Other fields serving production and business activities
1.14	VINACOMIN - Tourism and Trading Joint Stock Company	Related persons of major shareholders	8th Floor, Viet A Building, Duy Tan Street, Cau Giay Ward, Hanoi	<ul style="list-style-type: none"> - Contract for purchase and sale of tires and travel services - Other fields serving production and business activities
1.15	VINACOMIN - Institute of Energy and Mining Mechanical Engineering	Related persons of major shareholders	No. 565 Nguyen Trai, Thanh Liet Ward, Hanoi	<ul style="list-style-type: none"> - Contract for safety inspection services and materials trading (contracts signed by coal production units) - Other fields serving production and business activities
1.16	Mining Technology and Equipment Development Joint Stock Company	Related persons of major shareholders	No. 3 Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City	<ul style="list-style-type: none"> - Contract for equipment testing and calibration services (contracts signed by coal production units) - Other fields serving production and business activities
1.17	VINACOMIN Hospital	Related persons of major shareholders	Alley 1, Phan Dinh Giot Street - Phuong Liet Ward, Hanoi City	<ul style="list-style-type: none"> - Contract for health check-up services - Other fields serving production and business activities
1.18	VINACOMIN – Automobile	Related persons of	No. 370 Tran Quoc Tang Street, Cua	<ul style="list-style-type: none"> - Contract for materials trading

No.	Enterprise / Related Person	Relationship	Address	Scope of Contract / Transaction
	Industry Joint Stock Company	major shareholders	Ong Ward, Quang Ninh Province	- Other fields serving production and business activities
1.19	VINACOMIN Minerals Holding Corporation and its branches	Related persons of major shareholders	193 Nguyen Huy Tuong Street, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi	- Other fields serving production and business activities - Contract for rehabilitation
1.20	VINACOMIN - Power Holding Corporation and its branches	Related persons of major shareholders	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi City	- Other fields serving production and business activities - Electricity purchase contracts for consumption (signed by VVMI Na Duong Coal Company)
2	VVMI - La Hien Cement Joint Stock Company	Subsidiary	Cay Bong Hamlet, La Hien Commune, Thai Nguyen Province	Contract for the sale of post-screening waste rock (signed by VVMI - Khanh Hoa Coal Company) and other fields serving business and production activities
3	VVMI - Quan Trieu Cement Joint Stock Company	Subsidiary	An Khanh Commune, Thai Nguyen Province	- Contracts for coal sales, limestone sales, post-screening waste rock sales (signed by VVMI -Khanh Hoa Coal Company) - Contract for the purchase of cement bags (signed by VVMI - Nui Hong Coal Company) and other fields serving business and production activities

No.	Enterprise / Related Person	Relationship	Address	Scope of Contract / Transaction
4	VVMI - Tan Quang Cement Joint Stock Company	Subsidiary	Hamlet 5, Nong Tien Ward, Tuyen Quang Province	Contract for coal sales, contract for the purchase of cement bags (signed by VVMI - Nui Hong Coal Company) and other fields serving business and production activities
5	VVMI - Viet Bac Mechanical Joint Stock Company	Subsidiary	Hamlet 2, An Khanh Commune, Thai Nguyen Province	Contract for equipment repair (signed by coal production companies) and other fields serving business and production activities
6	VVMI - Mechanical and Pressure Equipment Joint Stock Company	Subsidiary	506 Ha Huy Tap, Phu Dong Commune, Hanoi City	Contract for equipment repair (signed by coal production companies) and other fields serving business and production activities
7	VVMI - Building Material and General Trading Joint Stock Company	Subsidiary	Ta Lai Village, Hoang Van Thu Commune, Lang Son Province	- Contracts serving production and business activities
8	VVMI Manufacturing and Materials Equipment Trading Joint Stock Company	Subsidiary	Group 12, Thu Lam Commune, Hanoi City	- Asset lease contracts and other fields serving production and business activities

No.	Enterprise / Related Person	Relationship	Address	Scope of Contract / Transaction
9	VVMi - Thai Nguyen Hotel Joint Stock Company	Subsidiary	No. 2 Hoang Van Thu Street, Hoang Van Thu Ward, Thai Nguyen Province	Contract for room rental, organizing conferences and other fields serving business and production activities

And the related parties within Vietnam National Coal And Mineral Industries Holding Corporation Limited.

The Chairperson of the General Meeting requested shareholders to vote for approval of contracts and transactions between the Parent company and related enterprises and persons in 2026.

After excluding the voting rights of related parties amounting to 103,104,300 shares, the number of shares entitled to vote on the approval of the material related-party transaction (purchase and sale of goods) was 416,742 shares entitled to vote at the Meeting.

Voting results:

- Approve: 416,542 shares, equal to 99.952% of the total number of voting shares;
- Disapprove: 0 shares, equal to 0% of the total number of voting shares;
- Abstention: 200 shares, equal to 0.048% of the total number of voting shares.

5. Submission No. 179/TTr-HĐQT dated 29 May 2026 on the amendment and supplementation of the Company's business lines and the amendment of the Charter of the Corporation, presented by Mr. Trinh Hong Ngan, General Director of the Corporation.

The Meeting proceeded with discussion: The shareholders had no comments.

The Chairman of the Meeting put the matter to a vote and the resolution to amend and supplement the Company's business lines and to amend the Charter of the Corporation was duly passed.

Voting results:

- Approve: 103,520,842 shares, equal to 99.99981% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

6. Recognition of the results of the additional election of members of the Board of Directors and the Supervisory Board for the 2025–2030 term as follows:

The General Meeting heard Mr. Le Quang Binh – Chairperson of the General Meeting – report the results of the additional election of members of the Board of Directors and the Supervisory Board of the Parent company for the 2023–2028 term:

- Board of Directors for the 2025–2030 term:
 1. Mr. Bui Tran Dong - Member of the Board of Directors
 2. Mr. Hoang Kieu Hung - Member of the Board of Directors

3. Mr. Ngo Ngoc Son - Independent Member of the Board of Directors
- Supervisory Board for the 2025-2030 term:

1. Ms. Le Thi Thu Trang - Member of the Supervisory Board

The Chairperson of the General Meeting requested shareholders to vote for approval of the results of the additional election of members of the Board of Directors and the Supervisory Board for the 2025–2030 term.

Voting results:

- Approve: 103,520,842 shares, equal to 99.99981% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

7. Other contents arising outside the Meeting Agenda: None

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

Mr. Hoang Minh Hoi, on behalf of the Secretariat, read the draft Minutes and the draft Resolution of the 2026 Annual General Meeting of Shareholders.

The Chairperson of the General Meeting requested shareholders to vote for approval of the Minutes and the draft Resolution of the General Meeting.

Voting results for approval of the full text of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders:

Voting results:

- Approve: 103,520,842 shares, equal to 99.99981% of the total number of voting shares;
- Disapprove: 200 shares, equal to 0.00019% of the total number of voting shares;
- Abstention: 0 shares, equal to 0% of the total number of voting shares.

The 2026 Annual General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industry Holding Corporation officially concluded at 12:00 on the same day.

This Meeting Minutes were prepared at 12:00 on May 31, 2026, immediately after the conclusion of the 2026 Annual General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

This Minutes consists of **19** pages, and shall be valid and effective immediately following the conclusion of the Meeting.

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

**SECRETARY OF THE GENERAL
MEETING**

**CHAIRPERSON OF THE
GENERAL MEETING**

Hoang Minh Hoi

Le Quang Binh