

Hanoi, 31 May, 2026

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

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

Pursuant to the amended Charter of Organization and Operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation issued under Decision No. 302/QD-HDQT dated October 16, 2025 of the Board of Directors of the Parent Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of the Parent Company dated May 31, 2026.

**RESOLVES:**

**Article 1.** Approval of Report No. 1361/BC-CMV dated 06/5/2026 on the 2025 production and business performance and the 2026 production and business plan orientation of the Parent Company - VINACOMIN - Viet Bac Mining Industry Holding Corporation, with the following main contents:

1.1. Results of key targets against the Resolution of the 2025 Annual General Meeting of Shareholders of the Parent Company (figures according to the audited Financial Statements):

No.	Items	Unit	Resolution of the GMS for 2025	Actual in 2025	Achievement rate (%)
1	Physical items				
	- Raw coal	1000 Tons	930	785,4	84,45
	- Peel off soil and rocks	1000 m <sup>3</sup>	10.766	8 478,4	78,75
	- Clean coal for production and import	1000 Tons	1.070	1 093,4	102,19
	- Coal consumption	1000 Tons	1.257	1 237	98,41
2	Charter capital	Million VND	1.050.000	1.050.000	100,00
3	Total revenues	"	2.400.771	2550.970	106,25
4	Profit before tax	"	282.293	250.567	88,76
5	CIT payment	"	56.198	45.740	81,39
6	Profit after tax	"	226.695	204.827	90,35
7	Dividend payout ratio/Charter capital	%	≥ 9%	Expected 10,5 %	116,67

No.	Items	Unit	Resolution of the GMS for 2025	Actual in 2025	Achievement rate (%)
8	Construction investment	Million VND	187.899	310.461	165,23

1.2. Production and business plan targets of the Parent company for 2026:

No.	Items	Unit	Plan for 2026
1	Physical items		
	- Raw coal	1000 Tons	1.350
	- Peel off soil and rocks	1000 m <sup>3</sup>	17.360
	- Self-produced clean coal	1000 Tons	1.559
	- Coal consumption	1000 Tons	1.664
2	Charter capital	Million VND	1.050.000
3	Total revenues	"	2.680.956
4	Profit before tax	"	153.887
5	CIT payment	"	30.777
6	Profit after tax	"	123.110
7	Dividend payout ratio/Charter capital	%	≥ 8%
8	Construction investment	Million VND	381.026

**Article 2.** Approval of Report No.151/BC-HDQT dated 07/5/2026 on the activities of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation for 2025 and the orientation for 2026.

*The 2026 Annual General Meeting of Shareholders authorizes the Board of Directors to proactively adjust certain arising targets in the production and business plan and the construction investment plan under the authority of the General Meeting of Shareholders, after obtaining opinions from Vietnam National Coal and Mineral Industries Holding Corporation Limited, provided that the 2026 production and business results do not incur losses*

**Article 3.** Approval of Report No. 019/BC-BKS dated May 6, 2026 of the Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation on its activities for 2025 and the orientation for 2026.

**Article 4.** Approval of Submission No 147 /TTr-BKS dated 07/5/2026 regarding the approval of the audited financial settlement of the Parent Company - VINACOMIN - Viet Bac Mining Industry Holding Corporation, and the remuneration paid to the General Director and other managers in 2025.

The profit distribution plan for 2025, with a dividend payout ratio to charter capital of 10.5%, is as follows:

<b>1</b>	<b>Profit after Corporate Income Tax</b>	VND	<b>265.003.141.913</b>
	Of which: + Profit from previous years carried forward	VND	60.176.541.545
	+ Profit of the current year	VND	204.826.600.368
<b>2</b>	<b>Current year undistributed retained earnings</b>	VND	<b>55.849.115.119</b>

<b>3</b>	<b>Dividend payment plan for 2025</b>		
3.1	Dividend rate per AGM resolution at beginning of year	%	≥ 9 %
3.2	Actual dividend rate for 2025	%	10,5
3.3	Total dividend payment amount	VND	110.250.000.000
<b>4</b>	<b>Offset of prior years' losses that have expired the period for deduction from pre-tax profit (if any)</b>		
<b>5</b>	<b>Remaining profit (5=1-2-3.3-4)</b>	<b>VND</b>	<b>98.904.026.794</b>
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 for 2025	VND	245.708.383.562
b.2	Average monthly salary fund of the Company	VND	20.475.698.630
+	Average number of employees in 2025	Persons	1.670
+	Average monthly salary in 2025	VND/ Person/ month	12.260.897
b.3	Number of months of salary used for allocation	Month	2,73
<b>b.4</b>	<b>Amount allocated to bonus and welfare fund (b4=b2*b3)</b>	<b>VND</b>	<b>37.456.046.684</b>
+	Allocation to bonus and welfare fund per month of average salary	Month	1,83
+	Allocation to bonus and welfare fund per average employee	VND/ Person	22.428.770

**Article 5.** Approval of the payment of remuneration to members of the Board of Directors and the Supervisory Board for 2025 and the payment plan for 2026:

**5.1. Remuneration payment to BOD and Supervisory Board for 2025:**

No.	Position	No. of persons	Monthly rate per AGM Resolution	No. of months	Total remuneration for 2025 (VND)
<b>I</b>	<b>Board of Directors</b>				
1	Chairman of the BOD	1	6 200 000	12	74 400 000
2	Member of the BOD	1	5 400 000	12	64 800 000
		1	5 400 000	10.5	56 700 000
<b>II</b>	<b>Supervisory Board</b>				
1	Supervisory Board member	2	5 000 000	12	120 000 000
	<b>Total</b>				<b>315 900 000</b>

**5.2. Payment of allowances to the Independent BOD Member for 2025:**

No.	Position	No. of persons	Total allowance paid for 2025 (VND)	Actual monthly rate	Notes
1	Independent BOD Member	1	260 100 000	27 000 000	Independent BOD Member resigned effective October 15, 2025

**5.3. Remuneration payment plan for BOD and Supervisory Board for 2026:**

No.	Position	No. of persons	Monthly rate per AGM Resolution	No. of months	Total remuneration for 2026 (VND)
<b>I</b>	<b>Board of Directors</b>				
1	Chairman of the BOD	1	6 200 000	12	74 400 000
2	Member of the BOD	1	5 400 000	12	64 800 000
		1	5 400 000	7	37 800 000
<b>II</b>	<b>Supervisory Board</b>				
1	Supervisory Board member	2	5 000 000	12	120 000 000
	<b>Total</b>				<b>297 000 000</b>

**5.4. Allowance payment plan for the Independent BOD Member for 2026:**

The allowance payment plan for the Independent BOD Member for 2026 is VND 27,000,000 per month.

**Article 6.** Approval of Submission No. 020/TTr-BKS dated 06/5/2026 on the selection of an independent audit firm to audit the Parent Company's 2026 Financial Statements.

The General Meeting of Shareholders authorizes the Board of Directors of the Parent Company to select the audit firm in accordance with legal regulations.

**Article 7.** Approval of and authorization to the General Director of the Parent Company to sign and organize the implementation of contracts and transactions between VINACOMIN - Viet Bac Mining Industry Holding Corporation and related enterprises and related persons for 2026 under Submission No. 155 /TTr-HĐQT dated 07 /5/2026 in compliance with legal regulations.

**Article 8.** Approval of Submission No. 179/TTr-HĐQT dated 29 May 2026 regarding the amendment and supplementation of the Company's business lines and the amendment of the Charter of the Corporation.

**Article 9.** Approval of the results of the additional election of members of the Board of Directors and the Supervisory Board for the term 2025–2030:

- Board of Directors for the term 2025-2030:

1. Mr. **Bui Tran Dong**
2. Mr. **Hoang Kieu Hung**
3. Mr. **Ngô Ngọc Sơn** - Independent BOD Member

- Supervisory Board for the term 2025-2030:

1. Ms **Le Thi Thu Trang**



**Article 10. Implementation provisions**

- This Resolution was approved in its entirety by the 2026 Annual General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industry Holding Corporation by way of vote.

- This Resolution takes effect immediately upon the conclusion of the General Meeting.

- The members of the Board of Directors, the Supervisory Board, and the Executive Board are responsible for implementing this Resolution and organizing its execution in accordance with their respective functions, legal regulations, and the Charter of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

***Recipients:***

- Shareholders;
- As per Article 9 (e-copy);
- Department of the Parent Company (e-copy);
- Subsidiaries (e-copy);
- Website of the Parent Company;
- Archived:Office, BOD, Secretary of the Parent Company (H.08).

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

**Le Quang Binh**

