

Thái Nguyên, April 25, 2025

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIMICO - THAI NGUYEN NON - FERROUS METAL JOINT STOCK
COMPANY

Pursuant to the Law on Enterprises;

Pursuant to the Law on Securities;

Pursuant to the Charter of organization and operation of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company issued together with Decision No. 3133/QĐ- TMC dated September 20, 2022 of the Company 's Board of Directors;

Pursuant to Minutes No. 50 /BB - ĐHĐCĐ - TMC of the 2025 Annual General Meeting of Shareholders of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock dated April 25, 2025,

RESOLUTION:

Article 1. Approval of the Regulations on the Organization of the General Meeting and the Agenda for the 2025 Annual General Meeting of Shareholders (with attached documents).

Article 2. Approval of the 2024 business production results and the 2025 business production plan with the following main targets:

a) Production and business results in 2024:

- Revenue: 1,163.903 billion VND

- Total salary fund: 202.000 billion VND

- Value of completed construction investment: 45.386 billion VND, equal to 63.7% of the annual plan (disbursed value on the financial statements: 31.56 billion VND).

No.	Target	Unit	year 2024		Performance comparison (%)	
			Plan	Perform	Annual plan	Same period 2023
1	Main products produced					
-	Zinc ingot	Ton	11,800	11,800	100.00	101.20
-	Sulfuric acid	"	17,700	17,370	98.14	110.27

No.	Target	Unit	year 2024		Performance comparison (%)	
			Plan	Perform	Annual plan	Same period 2023
-	Lead sulfide concentrate	"	4,437	3,474	78.30	79.97
-	Lead oxide concentrate 20%	"	600	605	100.83	325.81
-	Tin concentrate	"	208	139	66.50	161.04
	<i>Tin ingot</i>		<i>101</i>	<i>64</i>	<i>63.35</i>	<i>160.15</i>
-	Copper concentrate	"	941	1,226	130.33	255.42
-	Zinc oxide ore	"	8,000	15,000	187.50	137.61
-	Zinc lead sulfide ore	"	142,000	134,996	95.07	97.07
-	Zinc ore concentrate	"	15,034	14,027	93.30	92.23
-	Zinc powder 62%	"	1,800	3,339	185.51	117.12
2	Consume					
-	Zinc ingot 99.95% Zn	Ton	9,176	9,158	99.80	91.65
-	H2SO4 acid (for sale)	"	15,794	15,026	95.14	92.62
-	Lead sulfide concentrate	"	4,437	3,396	76.54	65.74
-	Tin ingot	"	101	62	61.64	105.63
-	Copper concentrate	"	1,041	993	95.45	283.81

b) Production and business plan for 2025:

- Total revenue: VND 1,175,688 billion, equivalent to 101.01% compared to the actual performance in 2024;

- Contribution to the state budget: 182.32 billion dong, equivalent to 118.23% compared to the actual performance in 2024;

- Profit before tax: 85,116 billion VND, equivalent to 98.35% compared to the actual performance in 2024;

- Total product salary fund: 214.0 billion VND, equivalent to 105.9% compared to the actual performance in 2024;

- Labor force in the period is 1,287 people, equivalent to 100.94% compared to the actual performance in 2024;

- Average salary: 13.86 million VND/person/month, equivalent to 103.42% compared to the actual performance in 2024;

- Expected cash dividend payout ratio in 2025: 28%

** Products produced and consumed*

No.	Product Name	Unit	Manufacture	Consume
-----	--------------	------	-------------	---------

No.	Product Name	Unit	Manufacture	Consume
1	Zinc ingot	ton	11,800	11,800
2	Sulfuric acid	ton	19,000	17,124
3	Lead sulfide concentrate 50%	ton	3,474	3,474
4	Lead oxide concentrate 20%	ton	2,500	3,105
5	Silver ore	ton	370	300
6	Tin ingot	ton	73	75
7	Copper concentrate	ton	825	1,225

Article 3. Approval of the Proposal No. 1018/TTr-TMC dated April 17, 2025 of the Company's Board of Directors approving the 2025 construction investment plan with a total planned value of VND 72.86 billion.

Article 4. Approval Report No. 1019/BC-TMC dated April 17, 2025 of the Board of Directors assessing the management situation in 2024 and the operation plan for 2025.

Article 5. Approval of Report No. 891/BC-TMC-BKS dated April 3, 2025 of the Board of Supervisors on activities in 2024 and directions for activities in 2025.

Article 6. The General Meeting authorizes the Company's Director to coordinate with the auditing firm to adjust the 2024 financial statements, including an adjustment of the actual salary fund for 2024 to VND 202 billion. Regarding the increase in profit following the adjustment of the financial statements, the General Meeting agrees that the additional profit shall be recorded as retained earnings after tax for 2024.

The General Meeting approves the audited financial statements after the adjustment of the 2024 salary fund to VND 202 billion and agrees to disclose information in accordance with regulations.

Article 7. Approval of profit distribution in 2024 with some specific targets as follows:

No.	Content	Unit	2024
1	Cash dividend payout ratio	%	32
2	Profit from funds (8=5-7)	VND	14 671 253 406
2.1	Development investment fund	VND	0
2.2	Management Officer Bonus Fund	VND	866 321 006
2.3	Bonus and welfare fund	VND	13 804 932 400
	- Reward fund	VND	7 104 810 000

No.	Content	Unit	2024
	- Welfare fund	VND	6 700 122 400

The indicators (i) Profit before tax; (ii) Corporate income tax payable; (iii) Profit after tax this year; (iv) Undistributed profit after tax and (v) Undistributed remaining profit of 2024 will be updated on the basis of the adjusted audited financial statements.

Article 8. Approval Implement the payment of remuneration to the Board of Directors and the Board of Supervisors in 2024 and the plan for payment of remuneration to the Board of Directors and the Board of Supervisors as follows:

1. Pay the remuneration of the Board of Directors and the Board of Supervisors in 2024 with a total amount of VND 1,080 million. In 2024, the Company paid remuneration according to the Resolution of the General Meeting of Shareholders for members of the Board of Directors and the Board of Supervisors with a total amount of VND 748.8 million. In 2025, the Company made the final settlement of remuneration for the Board of Directors and the Board of Supervisors in 2024 with an amount of VND 331.2 million.

2. Remuneration payment plan for the Company's Board of Directors and Board of Supervisors in 2025:

No	Position	Salary level for determination (VND/month)	Quantity	Salary level	Remuneration (VND/person/month)	Number of months	Payment plan for 2025
1	Chairman of the BOD	52.00	1	20%	10,400,000	12	124,800,000
2	Member of the BOD	46.00	4	20%	9,200,000	12	441,600,000
3	Head of Board of Supervisors	46.00	1	20%	9,200,000	12	110,400,000
4	Member of Board of Supervisors	42.00	4	20%	8,400,000	12	403,200,000
	Total		10				1,080,000,000

(In words: One billion, eighty million VND)

Article 9. Approval of Proposal No. 892/TTr-TMC dated April 3, 2025 of the Company's Board of Supervisors on the selection of an audit firm for the 2025 financial statements, specifically as follows:

The General Meeting of Shareholders authorizes the Board of Supervisors to coordinate with the Company to select one of the following auditing firms to audit the Company's 2025 Financial Statements:

- CPA Vietnam Auditing Company Limited
- BDO Audit Services Company Limited;
- Branch of MOORE AISC Auditing and Informatics Services Company Limited.

Article 10. This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company with 100% of the total number of voting shares of shareholders present at the Meeting.

1. The Resolution takes effect from the date of approval by the General Meeting of Shareholders.

2. The General Meeting of Shareholders assigns the Board of Directors, the Board of Supervisors, the Executive Board and all Shareholders to be responsible for implementing according to their authority and operational functions in accordance with the provisions of the Law and the Charter of organization and operation of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock./.

Recipient :

- Company shareholders (website);
- SSC; HNX; VSDC (for report);
- Board of Directors, Board of Supervisors;
- Board of Directors, Chief Accountant;
- Save: Board of Directors, Office.

**ON BEHALF OF THE ANNUAL GENERAL
MEETING OF SHAREHOLDERS 2025
CHAIRMAN OF BOARD OF DIRECTORS**



Ly Xuan Tuyen



THE GENERAL MEETING OF
SHAREHOLDERS 2025
**VIMICO - THAI NGUYEN NON -
FERROUS METAL JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 50 /BB - ĐHĐCĐ - TMC

Thái Nguyên, April 25, 2025

**MINUTES
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Today, at 8:45 a.m. on April 25, 2025, at meeting room No. 1, Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company Office, the Company's 2025 Annual General Meeting of Shareholders was held with the following contents:

A. Name, address, head office, business registration number

1.Name: Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company (TMC).

2. Address: Residential group 3, Phu Xa ward, Thai Nguyen city, Thai Nguyen province.

3.Business Registration Number: 4600100003, first registered by the Business Registration Office, Department of Planning and Investment of Thai Nguyen province on May 10, 2005, registered for the 13th change on February 8, 2023.

B. Participants, legality and validity of the General meeting

I. Participants

1. Shareholders or authorized persons in writing of one or more shareholders whose names are on the Company's shareholder list at the time of closing the list on March 19, 2025, confirmed by Vietnam Securities Depository and Clearing Corporation (VDSC).

2. The individuals present are the members of the Board of Directors, members of the Supervisory Board, the Board of Management, the Chief Accountant, the Chairman of the Trade Union, the Director of the subsidiary and affiliated units, the Heads of functional departments, and the Company Secretary.

II. Legality and validity of the General meeting

1. The General Meeting listened to Mr. Hoang Van Luong - Deputy Chief of Office, Head of Shareholder Information Verification Committee, on behalf of the Shareholder Information Verification Committee, present the Report on the results of verifying information of shareholders attending the general meeting.

- As of 5:00 p.m. on March 19, 2025, the number of shareholders of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company has the right to Attending the General meeting were 213 shareholders, including 03 domestic legal entities; 210 individual shareholders (including 4 foreign shareholders) representing for 18,000,000 voting shares of the Company as confirmed by VSDC.

- As of 8:45 a.m. on April 25, 2025, the number of shareholders and authorized representatives attending the General Meeting was 06, representing 15,875,700 shares, accounting for 88.2% of the total voting shares. All shareholders and authorized representatives present were fully eligible to attend the Meeting.

2. Pursuant to the Law on Enterprises and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company is legal, valid and eligible to be held.

C. Agenda and Proceedings of the General Meeting

I. Opening of the General Meeting

1. Mr. Nguyen Van Hieu - Chief of the Company Office, on behalf of the Organizing Committee, conducted the flag-saluting ceremony. Then, he announced the reason and introduced the delegates.

2. According to the Company's Charter, Mr. Ly Xuan Tuyen - Chairman of the Board of Directors of the Company is the Chairman of the Meeting. Mr. Ly Xuan Tuyen invited Mr. Tran Van Long - Member of the Board of Directors, Director of the Company to join as Co-Chairman. Mr. Ly Xuan Tuyen delivered the opening speech of the Meeting.

3. Mr. Ly Xuan Tuyen - Chairman of the General Meeting introduced and approved the Secretariat, the General Meeting's Ballot Counting Committee and proposed that the General Meeting vote to approve the following:

*** Secretariat**

- Mr. Nguyen Van Hien - Head of Construction Investment Department of the Company;

- Ms. Dam Thi Yen Ly - Company Secretary.

- Voting form: Voting card

- Voting ratio:

+ Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;

+ Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;

+ Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;

+ Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;

+ Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;

+ Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;

- Result: 100% of the votes were in approval.

** Members of the Vote Counting Committee:*

- Mr. Hoang Van Luong - Deputy Chief of Office Team Leader;

- Ms. Vu Thi Thu Hang - Deputy Chief of Office of the Company Department member;

- Mr. Nguyen Quang Huy - Deputy Head of Electromechanical Department, Department member;

- Mr. Ha Dinh Loi - Deputy Head of Construction Department, Department member

- Ms. Nhu Thi Quyen - Accounting and Organization Department, Department member;

- Voting form: Voting card

- Voting ratio:

+ Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;

+ Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;

+ Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;

+ Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;

+ Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;

+ Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;

- Result: 100% of the votes were in approval.

4. Mr. Ly Xuan Tuyen approved the agenda meeting including the following main contents: (1) Approval of the Charter on the Organization of the General Meeting; (2) Approval of the audited financial statements for the year 2024; (3) Approval of the profit distribution plan for 2024; (7) Approval of remuneration payment for the Board of Directors, the Board of Supervisors in 2024 and the

2025 operating plan; (4) Report on the implementation of production and business results in 2024, Production and Business Plan in 2025, Investment and Construction Plan in 2025; (5) Report of the Board of Directors on the governance and performance of the Board of Directors in 2024, the 2025 operating plan; (6) Report of the Board of Supervisors on the Company's business results in 2024; (7) Implementation plan for 2025; (8) Approval of the selection of the audit firm for the 2025 financial statements; (9) Approval of the Minutes of the General Meeting and the draft Resolution of the General Meeting;

This content has been posted and published.

- Voting form: Voting card
- Voting ratio:
 - + Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;
 - + Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;
 - + Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;
 - + Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;
 - + Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;
 - + Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;
- Result: 100% of the votes were in approval.

5. Mr. Nguyen Van Hieu, on behalf of the Organizing Committee, presented the full text of the Regulations on organizing the 2025 Annual General Meeting of Shareholders.

6. Mr. Ly Xuan Tuyen, on behalf of the presidium, proposed that the General meeting approve the General meeting Organization Regulations.

- Voting form: Voting card
- Voting ratio:
 - + Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;
 - + Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;

+ Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;

+ Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;

+ Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;

+ Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;

- Result: 100% of the votes were in approval.

II. Main content of the General meeting

1. Present draft Reports and Proposal

1.1. Ms. Nguyen Thi Xuan Huong - Chief Accountant of the Company presented 3 contents:

a) Proposal No. 876/TTr-TMC dated April 3, 2025 of the Company's Board of Directors on the approval of the 2024 Financial Statements audited by CPA Vietnam Auditing Company Limited *(with a document submitted at the General Meeting)*;

b) Proposal No. 877/TTr-TMC dated April 3, 2025 of the Company's Board of Directors on profit distribution in 2024 *(with a document submitted at the General Meeting)*

c) Report No. 878/TTr-TMC dated April 3, 2025 of the Board of Directors on the implementation of remuneration payment to the Board of Directors and Board of Supervisors in 2024, remuneration payment plan for 2025, including:

- Pay remuneration to the Board of Directors and Board of Supervisors in 2024: VND 1,080 billion;

- Remuneration plan for the Board of Directors and Board of Supervisors in 2025: VND 1,080 billion.

(There is a document presented at the General meeting)

1.2. Mr. Tran Van Long - Director of the Company presented Report No. 1017/BC-TMC dated April 17, 2025 of the Company on the business results in 2024 and the plan for 2025 *(With a document presented at the General meeting)*

1.3. Mr. Tran Van Long - Member of the Board of Directors, Director of the Company presented the Company's report No. 1018/TTr-TMC dated April 17, 2025 on the approval of the 2025 Construction Investment plan with a total planned value of 72.86 billion VND *(with a document submitted at the General meeting) .*

1.4 . Mr. Ly Xuan Tuyen - Chairman of the Board of Directors presented report No. 1019/BC-TMC dated April 17, 2025 of the Company's Board of

Directors assessing the business management situation in 2024 and the 2025 operating plan (*with a document submitted at the General meeting*) .

1.5. Mr. Nguyen Dinh Chien - Head of the Company's Board of Supervisors presented Report No. 891/BC-BKC-TMC dated April 3, 2025 on 2024 operations and 2025 operation plan and Proposal No. 892/TTr-TMC dated April 3, 2025, regarding the selection of the audit firm for the 2025 financial statements by the Company's Board of Supervisors. (*document presented at the General meeting*)

2. Under the chairmanship of the Presidium, the General meeting shall:

The General Meeting proceeded with the discussion of items from serial numbers (1.1 to 1.5).

Mr. Pham The Vinh expressed his opinions as follows:

(1) Regarding the 2024 business performance results of the Company, the reports have accurately reflected the actual production and business situation in 2024. The Company made a profit; however, it faced difficulties due to fluctuations in resources and the impact of storms and floods, which led to increased costs. I propose that employees also share the difficulties with the Company, and I suggest adjusting the actual wage fund for 2024 from VND 205 billion to VND 202 billion; (2) Regarding the 2025 business plan, I agree with the production and business plan presented by the Presidium at the General Meeting. As for the construction investment plan, I suggest that the Board of Management proactively adjust major repair works and architectural construction investments based on production and business activities and product selling prices, in order to meet production demands for the year and ensure the profit plan set for 2025 is achieved

Mr. Ly Xuan Tuyen commented: Thank you, Mr. Pham The Vinh, for your remarks. Regarding the Company's production and business activities in 2024, despite difficulties caused by Storm No. 3, the Company ensured stable employment and income for employees and achieved profitability. As for the 2025 business plan, since current product selling prices do not meet expectations compared to the planned prices, I propose that the Board of Management implement the production and business plan in a way that conserves resources and minimizes costs, striving to fulfill the 2025 business plan targets and ensure profitability..

3. The General meeting voted on the main contents:

(1) *Approval of the actual salary fund for 2024 in the amount of VND 202 billion. The General Meeting authorizes the Company's Director to work with the auditing firm to revise the financial statements, including the adjustment of the 2024 actual salary fund to VND 202 billion and other related indicators. Regarding the increased profit resulting from the adjustment of the financial statements, the General Meeting agrees that the additional profit shall be recorded as retained earnings after tax for 2024.*

The General Meeting approved the audited financial statements after adjusting the 2024 salary fund to VND 202 billion, along with other related indicators, and agreed to disclose the information in accordance with regulations

- Voting form: Voting card

- Voting ratio:

- + Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;

- + Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;

- + Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;

- + Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;

- + Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;

- + Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;

- Result: 100% of the votes were in approval.

(2) *Through some main contents of profit distribution in 2024 specifically: (i) Dividend payout ratio in 2024 is 32%; (ii) Profit allocated to funds: 14,671,253 billion VND, of which the Management Staff Bonus Fund is 866,321 million VND; Reward Fund is 7,104 billion VND, Welfare Fund is 6.7 billion VND.*

The indicators (i) Profit before tax; (ii) Corporate income tax payable; (iii) Profit after tax this year; (iv) Undistributed profit after tax and (v) Undistributed remaining profit of 2024 will be updated on the basis of the Audited Financial Statement adjusting the Salary Fund of 202 billion.

- Voting form: Voting card

- Voting ratio:

- + Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;

- + Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;

- + Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;

- + Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;

- + Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;

+ Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;

- Result: 100% of the votes were in approval.

(3) Approving the implementation of remuneration payment for the Board of Directors and Board of Supervisors in 2024, the remuneration payment plan for 2025 issued with the Proposal No. 878/TTr-TMC dated April 3, 2025, specifically:

- Pay remuneration to the Board of Directors and Board of Supervisors in 2024: VND 1,080 million

The Company has paid remuneration according to the Resolution of the General Meeting of Shareholders to the members of the Board of Directors and the Board of Supervisors with a total amount of VND 748.8 million. In 2025, the Company will make a final settlement of remuneration for the Board of Directors and the Board of Supervisors in 2024 with an amount of VND 331.2 million.

- Remuneration payment plan for the Board of Directors and Supervisory Board in 2025:

No	Position	Salary level for determination (VND/month)	Quantity	Remuneration rate	Remuneration (VND/person/month)	Number of months	Payment plan for 2025
1	Chairman of the Board of Directors	52.00	1	20%	10,400,000	12	124,800,000
2	Member of the Board of Directors	46.00	4	20%	9,200,000	12	441,600,000
3	Head of Board of Supervisors	46.00	1	20%	9,200,000	12	110,400,000
4	Member of the Board of Supervisors	42.00	4	20%	8,400,000	12	403,200,000
	Total		10				1,080,000,000

- Voting form: Voting card

- Voting ratio:

+ Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;

+ Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;

+ Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;

+ Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;

+ Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;

+ Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;

- Result: 100% of the votes were in approval.

(4) Approval of 2024 business results as follows: (i) Revenue: 1,1674 billion VND; (ii) Implemented salary fund: 202 billion.

Regarding the main specific products produced: Zinc ingots reached 11,800 tons; Sulfuric acid reached 17,370 tons; Lead concentrate reached 3,474 tons; Lead oxide concentrate 20% reached 605 tons; Tin concentrate reached 64 tons; Copper concentrate reached 1,226 tons;

Regarding consumed products: (i) Zinc ingots: 9,158 tons; (ii) Sulfuric acid: 15,026 tons; (iii) Lead sulfide concentrate: 3,396 tons; (iv) Tin ingots: 62 tons; (v) Copper concentrate: 993 tons

- Voting form: Voting card

+ Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;

+ Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;

+ Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;

+ Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;

+ Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;

+ Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;

- Result: 100% of the votes were in approval.

(5) Approve the 2025 production and business plan with a number of key targets

- Total revenue: VND 1,175,688 billion, equivalent to 101.01% compared to the actual performance in 2024;

- Contribution to the state budget: 182.32 billion dong, equivalent to 118.23% compared to the actual performance in 2024;

- Profit before tax: 85,116 billion VND, equivalent to 98.35% compared to the actual performance in 2024;
- Total product salary fund: 214.0 billion VND, equivalent to 105.9% compared to the actual performance in 2024;
- Labor force in the period is 1,287 people, equivalent to 100.94% compared to the actual performance in 2024;
- Average salary: 13.86 million VND/person/month, equivalent to 103.42% compared to the actual performance in 2024;
- Expected cash dividend payout ratio in 2025: 28%.

** Products produced and consumed*

No.	Product Name	Unit	Manufacture	Consume
1	Zinc ingot	ton	11,800	11,800
2	Sulfuric acid	ton	19,000	17,124
3	Lead sulfide concentrate 50%	ton	3,474	3,474
4	Lead oxide concentrate 20%	ton	2,500	3,105
5	Silver ore	ton	370	300
6	Tin ingot	ton	73	75
7	Copper concentrate	ton	825	1,225

- Voting form: Voting card
- Voting ratio:
 - + Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;
 - + Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;
 - + Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;
 - + Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;
 - + Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;
 - + Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;
- Result: 100% of the votes were in approval.

(6) Approval of the Company's report No. 1018/TTr-TMC dated April 17, 2025 on the 2025 Construction Investment plan.

- Voting form: Voting card
- Voting ratio:
 - + Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;
 - + Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;
 - + Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;
 - + Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;
 - + Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;
 - + Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;
- Result: 100% of the votes were in approval.

(7) Approval of Report No. 1019/BC-TMC dated April 17, 2025 of the Board of Directors on the assessment of the Company's business management situation in 2024 and the plan for 2025.

- Voting form: Voting card
- Voting ratio:
 - + Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;
 - + Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;
 - + Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;
 - + Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;
 - + Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;
 - + Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;
- Result: 100% of the votes were in approval.

(8) Approval of Report No. 891/BC-BKC-TMC dated April 3, 2025 of the Board of Supervisors in 2024, direction of operation in 2025

- Voting form: Voting card
- Voting ratio:
 - + Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;
 - + Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;
 - + Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;
 - + Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;
 - + Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;
 - + Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;
- Result: 100% of the votes were in approval.

(9) Approval of the Board of Supervisors' report No. 892/TTr-TMC dated April 3, 2025 on the selection of an audit unit for the 2025 financial statements.

- Voting form: Voting card
- Voting ratio:
 - + Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;
 - + Total number of valid votes: 15,875,700 votes/15,875,700 votes reaching 100% of the total number of votes of shareholders attending the meeting;
 - + Total number of invalid votes 0 votes/ 15,875,700 votes reached 0% of the total number of votes of shareholders attending the meeting;
 - + Total votes in approval: 15,875,700 votes / 15,875,700 votes, accounting for 100% of the total votes of shareholders attending the meeting;
 - + Total number of votes of disapproval: 0 votes / 15,875,700 votes, accounting for 0% of the total votes of shareholders attending the meeting;
 - + Total number of abstentions: 0 votes/ 15,875,700 Votes accounting for 0% of the total number of votes of shareholders attending the meeting;
- Result: 100% of the votes were in approval.

* The general meeting took a 15-minute break. The counting team and the secretariat completed the documents.

4. Mr. Hoang Van Luong - Head of the Vote Counting Team presented the vote counting minutes of the contents presented at the General meeting (*with attached documents*) .

5. Pursuant to the Law on Enterprises, the Company Charter and the Regulations on organizing the 2025 annual general meeting of shareholders; Pursuant to the results recorded in the Minutes of the voting card counting. The Chairman of the Meeting concluded the issues approved by the Meeting including:

5.1. Approval of the Regulations on organizing the General meeting, the program for organizing the Annual General Meeting of Shareholders in 2025

5.2. Approve some key indicators on production and consumption products in Report No. 1017/BC-TMC dated April 17, 2025 of the Company on production and business results in 2024 and Production and Business Plan in 2025 with the following key indicators:

a) Production and business results in 2024:

- Revenue: 1,163,903 million VND

- Total salary fund: 202,000 million VND

- Actual value of construction investment: VND 48.864 billion, equivalent to 69% of the annual plan.

No.	Target	Unit	2024		Performance comparison (%)	
			Plan	Perform	Annual plan	Same period 2023
1	Main products produced					
-	Zinc ingot	Ton	11,800	11,800	100.00	101.20
-	Sulfuric acid	"	17,700	17,370	98.14	110.27
-	Lead sulfide concentrate	"	4,437	3,474	78.30	79.97
-	Lead oxide concentrate 20%	"	600	605	100.83	325.81
-	Tin concentrate	"	208	139	66.50	161.04
	<i>Tin ingot</i>		<i>101</i>	<i>64</i>	<i>63.35</i>	<i>160.15</i>
-	Copper concentrate	"	941	1,226	130.33	255.42
-	Zinc oxide ore	"	8,000	15,000	187.50	137.61
-	Zinc lead sulfide ore	"	142,000	134,996	95.07	97.07
-	Zinc ore concentrate	"	15,034	14,027	93.30	92.23
-	Zinc powder 62%	"	1,800	3,339	185.51	117.12
2	Consume					
-	Zinc ingot 99.95% Zn	Ton	9,176	9,158	99.80	91.65
-	H2SO4 acid (for sale)	"	15,794	15,026	95.14	92.62
-	Lead sulfide concentrate	"	4,437	3,396	76.54	65.74

No.	Target	Unit	2024		Performance comparison (%)	
			Plan	Perform	Annual plan	Same period 2023
-	Tin ingot	"	101	62	61.64	105.63
-	Copper concentrate	"	1,041	993	95.45	283.81

b) Production and business plan for 2025:

- Total revenue: VND 1,175,688 billion, equivalent to 101.01% compared to the actual performance in 2024;

- Contribution to the state budget: 182.32 billion dong, equivalent to 118.23% compared to the actual performance in 2024;

- Profit before tax: 85,116 billion VND, equivalent to 98.35% compared to the actual performance in 2024;

- Total product salary fund: 214.0 billion VND, equivalent to 105.9% compared to the actual performance in 2024;

- Labor force in the period is 1,287 people, equivalent to 100.94% compared to the actual performance in 2024;

- Average salary: 13.86 million VND/person/month, equivalent to 103.42% compared to the actual performance in 2024;

- Expected cash dividend payout ratio in 2025: 28%.

*** Products produced and consumed**

No.	Product Name	Unit	Manufacture	Consume
1	Zinc ingot	ton	11,800	11,800
2	Sulfuric acid	ton	19,000	17,124
3	Lead sulfide concentrate 50%	ton	3,474	3,474
4	Lead oxide concentrate 20%	ton	2,500	3,105
5	Silver ore	ton	370	300
6	Tin ingot	ton	73	75
7	Copper concentrate	ton	825	1,225

5.3. Approval of the report No. 1018/TTr-TMC dated April 17, 2025 of the Company's Board of Directors approving the 2025 Construction Investment Plan with a total planned value of 72.86 billion VND.

5.4 Approval Report No. 1019/BC-TMC dated April 17, 2025 of the Board of Directors assessing the management situation in 2024 and the operation plan for 2025.

5.5. Approve Report No. 891/BC-TMC-BKS dated April 3, 2025 of the Board of Supervisors on activities in 2024 and directions for activities in 2025.

5.6. The General Meeting authorizes the Board of Directors to direct the Executive Board to coordinate with the auditing firm to adjust the 2024 financial statements, including the adjustment of the actual salary fund for 2024 to VND 202 billion and other related indicators. Regarding the increased profit resulting from the adjustment of the financial statements, the General Meeting agrees that the additional profit shall be recorded as retained earnings after tax for 2024.

The General Meeting approves the audited financial statements after the adjustment of the 2024 salary fund to VND 202 billion and other related indicators, and agrees to disclose information in accordance with applicable regulations.

5.7. Approve the 2024 profit distribution with some specific targets as follows:

No.	Content	Unit	Year 2024
1	Cash dividend payout ratio	%	32
2	Profit from funds (8=5-7)	VND	14 671 253 406
2.1	Development investment fund	VND	0
2.2	Management Officer Bonus Fund	VND	866 321 006
2.3	Bonus and welfare fund	VND	13 804 932 400
	- Reward fund	VND	7 104 810 000
	- Welfare fund	VND	6 700 122 400

The indicators (i) Profit before tax; (ii) Corporate income tax payable; (iii) Profit after tax this year; (iv) Undistributed profit after tax and (v) Undistributed remaining profit of 2024 will be updated on the basis of the adjusted audited financial statements.

5.8. Approval Implement the payment of remuneration to the Board of Directors and the Board of Supervisors in 2024 and the plan for payment of remuneration to the Board of Directors and the Board of Supervisors as follows:

1. Pay the remuneration of the Board of Directors and the Board of Supervisors in 2024 with a total amount of VND 1,080 million. In 2024, the Company paid remuneration according to the Resolution of the General Meeting of Shareholders for members of the Board of Directors and the Board of Supervisors with a total amount of VND 748.8 million. In 2025, the Company made the final settlement of remuneration for the Board of Directors and the Board of Supervisors in 2024 with an amount of VND 331.2 million.

2. Remuneration payment plan for the Company's Board of Directors and Board of Supervisors in 2025:

No.	Position	Salary level for determination (VND/month)	Quantity	Salary level	Remuneration (VND/person/month)	Number of months	Payment plan for 2025
1	Chairman of the BOD	52.00	1	20%	10,400,000	12	124,800,000
2	Member of the BOD	46.00	4	20%	9,200,000	12	441,600,000
3	Head of Board of Supervisors	46.00	1	20%	9,200,000	12	110,400,000
4	Member of Board of Supervisors	42.00	4	20%	8,400,000	12	403,200,000
	Total		10				1,080,000,000

5.9. Approve Proposal No. 892/TTr-TMC dated April 3, 2025 of the Company's Board of Supervisors on the selection of an audit firm for the 2025 financial statements, specifically as follows:

The General Meeting of Shareholders authorizes the Board of Supervisors to coordinate with the Company to select one of the following auditing firms to audit the Company's 2025 Financial Statements:

- CPA Vietnam Auditing Company Limited
- BDO Audit Services Company Limited;
- Branch of MOORE AISC Auditing and Informatics Services Company Limited.

C. Presenting and voting on the minutes and resolutions of the General meeting

1. Ms. Dam Thi Yen Ly - On behalf of the Secretariat, presented to the general meeting the full text of the draft minutes of the 2025 Annual General Meeting of Shareholders.

2. Mr. Ly Xuan Tuyen - Chairman of the general meeting requested the general meeting to comment on the draft minutes of the General meeting. The General meeting had no further comments.

3. Mr. Ly Xuan Tuyen - Chairman of the General meeting proposed that the General meeting approve the General meeting minutes.

- Voting form: Voting card

- Voting ratio:

+ Total number of votes: 15,875,700 votes/ 15,875,700 votes reaching 100% of the total votes of shareholders attending the meeting;

Ly Xuan Tuyen

VINACOMIN - MINERALS HOLDING
CORPORATION
VIMICO - THAI NGUYEN NON - FERROUS
METAL JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

AGENDA
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company

Time: 8:00 a.m., Friday, April 25, 2025

Location: Location: Hall No. 1, Office of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company.

Address: Residential Group 3, Phu Xa Ward, Thai Nguyen City, Thai Nguyen Province.

No.	Time	Content	Perform	Form vote
1	From 8:30 a.m. to 11:30 a.m.	- Reception of Delegates and Shareholders - Check shareholder information	Organizing Committee Voter Eligibility Examination Committee	
2		- Salute the flag - Report on the results of checking information of shareholders attending the General Meeting	Organizing Committee Voter Eligibility Examination Committee	
3		- Delegate introduction - Invite the Chairman of the Board of Directors to be the Chairman	Organizing Committee	
4		- Opening of the General Meeting	Chairman of the General Meeting	Voting card
		- Introduction and approval of the Secretariat - Introduce and approval of the Vote Counting Committee		
		- Approval of the Agenda of the General Meeting		Voting card
5		- Presentation of the Regulations on the Organization of the General Meeting	Organizing Committee	Voting card
6		- Approval of the Regulations on the Organization of the General Meeting	Chairman of the General Meeting	Voting card
7	- Proposal to approve the audited financial statements for 2024;	Chairman of the General Meeting	Voting card	
8	- Proposal for the Distribution of 2024 Profits	Chairman of the General Meeting	Voting card	

No.	Time	Content	Perform	Form vote
9		- Proposal for the Payment of Remuneration to the Board of Directors and Board of Supervisors for 2024. Implementation Plan for 2025	Chairman of the General Meeting	Voting card
10		- Report on the business production results of 2024	Chairman of the General Meeting	Voting card
11		- Approval of the Business and Production Plan for 2025	Chairman of the General Meeting	Voting card
12		- Approval of the Construction Investment Plan for 2025		
13		- Report of the Board of Directors on the Assessment of Management Status in 2024, and the Operational Plan for 2025	Chairman of the General Meeting	Voting card
14		- Report of the Board of Supervisors on Activities in 2024 and the Operational Direction for 2025	Head of the Board of Supervisors	Voting card
15		- Proposal for the Selection of the Auditing Firm for the 2025 Financial Statements		Voting card
16		- Discussion of the Report and Proposal Contents (No. 10-12)	Chairman of the General Meeting	
17		- Break.		
18		- Ballot Counting Minutes for the Items Presented at the General Meeting	Vote Counting Committee	
19		- Presentation and Approval of the Minutes and Resolutions of the General Meeting	Secretary of the General Meeting Chairman of the General Meeting	Voting card
20		- Closing of the General Meeting	Chairman of the General Meeting	

ORGANIZING COMMITTEE OF THE GENERAL MEETING

**REGULATIONS ON THE ORGANIZATION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope of Application

1. This regulation applies to the organization and management of the Annual General Meeting of Shareholders in 2025 (hereinafter referred to as the "General Meeting") of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company.

2. This regulation specifically stipulates the rights and obligations of the parties participating in the General Meeting, the conditions and procedures for conducting the General Meeting, and the voting rules for approving issues within the authority of the General Meeting.

3. Shareholders and parties participating in the General Meeting are responsible for complying with the provisions outlined in this regulation.

Article 2. Objectives

1. Ensure the principles of openness and transparency.

2. Create favorable conditions for the organization and successful conduct of the General Meeting, in compliance with legal regulations and the Company's Charter.

**Chapter II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, CONDITIONS
FOR ATTENDEES OF THE GENERAL MEETING OF
SHAREHOLDERS**

Article 3. Conditions for Attending the General Meeting of Shareholders

They are shareholders or their authorized representatives with written authorization (in the Company's prescribed form) from one or more shareholders listed in the Company's shareholder register as of the record date, March 19, 2025, as confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC).



Article 4. Rights of Shareholders and Authorized Representatives When Attending the General Meeting of Shareholders

Shareholders may attend the General Meeting of Shareholders in one of the following forms:

1. Attending the General Meeting of Shareholders in person.
2. Authorizing another person to attend the General Meeting of Shareholders. In the case where the shareholder is an organization without an authorized representative, they may authorize another person to attend the General Meeting of Shareholders, and the authorized person does not necessarily have to be a shareholder.

In the case where the shareholder is an organization, it has the right to appoint one or more authorized representatives to exercise its shareholder rights in accordance with the law. If more than one authorized representative is appointed, the number of shares and voting rights of each representative must be clearly specified.

3. They shall be notified publicly by the Organizing Committee about the agenda of the General Meeting of Shareholders.

4. To speak, discuss, and vote on all matters in the agenda of the General Meeting of Shareholders within the authority as stipulated by the Enterprise Law and the Company's Charter.

5. At the General Meeting of Shareholders, each shareholder or authorized representative attending the meeting will receive a Voting Card (which includes the registration number, shareholder's full name, name of the authorized representative, and the number of shares with voting rights) after registering to attend the meeting with the Shareholder Information Verification Committee.

6. The voting value of the Voting Card corresponds to the proportion of the voting shares owned or represented by the individual according to the registration for attending the General Meeting, relative to the total number of voting shares of the attendees at the General Meeting of Shareholders.

7. Shareholders or authorized representatives who arrive after the meeting has commenced must register immediately and will then have the right to participate and vote at the General Meeting. The chairperson is not required to pause the meeting for latecomers to register. In this case, the validity of the votes already cast prior to their arrival will not be affected.

Article 5. Obligations of Shareholders or Authorized Representatives When Attending the General Meeting of Shareholders

1. Shareholders or authorized representatives attending the General Meeting must bring the following documents:

- a) Identity card/ID card, or valid passport.
 - b) The authorization letter in the form attached to the Notice of the General Meeting of Shareholders. In the case of being authorized to attend the General Meeting of Shareholders: (i) if the shareholder is an individual, the authorization letter must be signed by the shareholder; (ii) if the shareholder is a legal entity/organization, the authorization letter must be stamped and signed by the legal representative of that legal entity/organization.
 - c) Shareholders are only officially allowed to attend and vote at the General Meeting of Shareholders after completing the registration procedures and verifying the validity of their shareholder status or authorized representative status with the Shareholder Information Verification Committee.
2. In the case where a shareholder has authorized another person but has not provided written notice of the cancellation of the authorization, the shareholder will not receive a Voting Card at the General Meeting if their authorized representative has already completed the procedure to receive the Voting Card.
 3. The authorized representative attending the General Meeting is not allowed to further delegate the authorization to a third party.
 4. During the General Meeting, shareholders/shareholder representatives must comply with the instructions and guidance of the Chairperson, respect the results of the meeting, behave in a civilized and polite manner, and not cause any disruption to the order of the meeting.
 5. Shareholders and authorized representatives attending the General Meeting must strictly comply with this regulation. In case of violations, depending on the severity, the Chairperson will consider and take appropriate actions as prescribed in Article 19 of the Company's Charter.
 6. If a shareholder leaves the meeting before the voting takes place and does not inform the Ballot Committee, the shareholder will be considered as having "Abstain" on all the issues to be voted on at the General Meeting. However, if the shareholder leaves the meeting before the voting but has notified the Ballot Committee, the shareholder will be considered as not participating in the voting at the General Meeting.

Article 6. Chairperson of the General Meeting

1. The Chairman of the Board of Directors is the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In the event that the Chairman of the Board of Directors is absent, the remaining members of the Board of Directors will elect one of them to serve as the Chairperson of the General Meeting.

2. The Chairperson of the General Meeting may invite one member of the Board of Directors or the Company's Executive Board to co-chair the meeting.

3. The Chairperson of the General Meeting is responsible for the following:

a) Presiding over and conducting the General Meeting of Shareholders;

b) Guiding the General Meeting in discussions and obtaining votes on the issues within the agenda of the meeting;

c) Presenting drafts and concluding necessary issues for the General Meeting to vote on;

d) Answering or designating a member of the Presidium to respond to issues raised by the General Meeting;

đ) Working based on the principles of collectivity, focus, democracy, and conducting the General Meeting in a valid and serious manner, reflecting the desires of the majority of shareholders and their representatives attending the meeting.

4. The Chairperson of the General Meeting has the following rights:

a) To require all attendees to undergo checks or other security measures;

b) To request the competent authorities to maintain order during the meeting, expel individuals who do not comply with the Chairperson's authority, intentionally disrupt the order, obstruct the proceedings, or fail to comply with security check requirements from the General Meeting;

c) The Chairperson of the General Meeting has the right to adjourn the meeting, once the required number of registered attendees is met, to a later time as stipulated in Clause 8, Article 146 of the Enterprise Law 2020 and Clause 7, Article 19 of the Company's Charter.

Article 7. Duties and Powers of the Secretary of the General Meeting

1. The Secretary of the General Meeting consists of two members appointed by the Chairperson to assist in the meeting and must be approved by a vote of the General Meeting.

2. The Secretary of the General Meeting has the following duties:

a) To take accurate and complete minutes of the proceedings of the General Meeting.

b) To draft the conclusions and announcements of the Chairperson to be sent to shareholders upon request. To present to the General Meeting the meeting minutes and the draft resolutions of the General Meeting.

c) To receive registration forms for speeches and any complaints (if any) from shareholders.

Article 8. Duties and Powers of the Ballot Committee

1. The Ballot Committee consists of no more than 07 (seven) members, including 01 (one) Head of the Committee and the ballot members, who are approved by a vote of the General Meeting upon the Chairperson's proposal.

2. Duties and powers of the Ballot Committee include

a) Guide shareholders attending the General Meeting on how to use the voting cards. Conduct the checking and counting of the voting cards by type: approval, disapproval, and abstain immediately after the General Meeting votes.

b) Record the voting results of the shareholders and shareholder representatives on the issues put to a vote at the General Meeting.

c) Summarize and report the voting results on the issues of the General Meeting of Shareholders to the Chairperson.

d) Prepare the ballot counting minutes and announce the results of the vote to the General Meeting.

e) Hand over the ballot counting minutes to the Secretary of the General Meeting.

f) Perform other tasks as assigned.

Article 9. Duties and Powers of the Shareholder Information Verification Committee

1. The Shareholder Information Verification Committee consists of no more than 03 (three) members, including a Head of the Committee and members, to perform the following functions and duties:

a) Verify the information of shareholders or authorized representatives attending the meeting: Request shareholders attending the General Meeting and invited guests to present their Identity Card/ID card or Passport, and the Authorization Letter (for authorized representatives).

b) Distribute to shareholders or their authorized representatives attending the meeting: Voting card and other relevant documents related to the meeting.

c) Report to the General Meeting of Shareholders on the results of verifying shareholder information attending the General Meeting of Shareholders at the following times:

- Before the opening of the Meeting;

- Before each voting session of the Meeting if there is a change in the number of shareholders registered to attend the Meeting (when late-arriving shareholders register for attendance).

d) Perform other tasks as assigned by the Meeting Organizing Committee or the Chair of the Meeting.

2. In case an attendee does not fully meet the qualifications to attend the Meeting, the Shareholder Information Verification Committee has the right to deny their attendance, refuse to issue the voting card, ballot, and other relevant documents related to the Meeting.

Chapter III

PROGRAM AND WORKING CONTENT OF THE MEETING

Article 10. Conducting the Meeting

1. The General Meeting of Shareholders shall be conducted when the attending shareholders represent at least 65% of the total voting shares according to the shareholder list finalized on March 19, 2025, as confirmed by the Vietnam Securities Depository and Clearing Corporation. The Shareholder Information Verification Committee shall announce the number of attendees, the total number of voting shares represented by the shareholders, and the attendance ratio to ensure the Meeting can proceed in accordance with regulations.

2. In the event that the General Meeting of Shareholders does not meet the conditions to proceed as specified in Clause 1 of this Article, the convening of the subsequent General Meetings of Shareholders will be conducted in accordance with the provisions of Article 18 of the Company's Charter and the Law on Enterprises.

Article 11. Program and Working Content of the Meeting

1. The program and content of the meeting must be approved by the General Meeting of Shareholders at the opening session. The program must clearly specify the time allocated for each item on the meeting agenda.

2. The procedure for organizing the Meeting (See the attached meeting program)

3. In the event of any changes to the meeting agenda that has been sent with the invitation, the changes must be approved by the General Meeting of Shareholders.

Article 12. Discussion and Questioning at the Meeting

1. Based on the number of shareholders attending and the allowed duration of the Meeting, the Chair of the Meeting may choose the most appropriate method to conduct the meeting. Shareholders attending the Meeting may express their opinions for discussion or raise questions by raising their hands to request to speak and receiving the Chair's approval, or by filling out a question form and submitting it to the Meeting Secretary for forwarding to the Chair.

2. Shareholders should make brief statements, focusing on the key issues that need to be discussed, in line with the agenda of the General Meeting. The

Chairman of the Meeting has the right to request shareholders to concentrate on the main topics to save time and ensure the quality of the discussion.

3. The General Meeting agrees that the maximum speaking time for a shareholder should not exceed five (5) minutes. If this time limit is exceeded, the Chairman of the Meeting may request the shareholder to submit their questions or proposals in writing. The Chairman must acknowledge this, and the Board of Directors, within its authority, will respond in writing to the shareholder within five (5) working days from the receipt of the shareholder's proposal.

Article 13. Voting Rules at the General Meeting

1. Voting principle: All items on the agenda of the General Meeting must be approved through direct voting at the meeting.

2. Voting method: Shareholders vote on each item of the agenda by raising a voting card (the specific content of the voting card is outlined in the agenda of the meeting).

a) When voting on an item presented at the General Meeting, shareholders vote by raising their voting cards high;

b) For each item that requires voting, the Chairman will ask for opinions in the following order: in favor, against, and no opinion.

3. Conditions for approval

Decisions of the General Meeting will be approved when at least 65% of the total voting shares of shareholders with voting rights or their legally authorized representatives attending the meeting vote in favor.

Article 14. Voting Cards

1. The voting cards, stamped by the Company, are issued by the Shareholder Information Verification Committee to shareholders or their authorized representatives attending the meeting. The voting cards include a code, the full name of the shareholder or the authorized representative, and other technical details to facilitate accurate and convenient vote counting.

2. The voting value of the voting card is determined by the number of voting shares owned by the shareholder or represented by the authorized representative attending the Shareholders' General Meeting.

Article 15. Minutes of the General Meeting, Draft Resolutions of the Meeting

1. Minutes of the General Meeting

a) All items discussed at the General Meeting must be recorded in the minutes of the meeting by the Secretary. The Chairman and the Secretary of the Meeting are responsible for the accuracy and truthfulness of the minutes of the Shareholders' General Meeting.

b) The minutes of the meeting must be read and approved before the General Meeting is adjourned. The minutes of the Shareholders' General Meeting must be published on the Company's website within 24 hours and disclosed in accordance with the regulations.

2. Based on the minutes of the meeting, the report on the verification of shareholder information, the vote counting report from the Election Committee, and other documents recording the proceedings and results of the Shareholders' General Meeting must be kept at the Company's headquarters.

3. The minutes of the Shareholders' General Meeting serve as the basis for issuing the resolutions of the Shareholders' General Meeting.

Article 16. Resolutions of the Shareholders' General Meeting

Based on the minutes of the meeting and the vote counting report from the Election Committee, the Secretary of the Meeting will compile the results and incorporate them into the draft resolution. The resolution of the Shareholders' General Meeting must be communicated to shareholders with the right to attend the meeting within 15 days from the date the resolution is approved. If the Company has an electronic information platform, the resolution may be sent by posting it on the Company's electronic information platform

Chapter IV ENFORCEMENT PROVISIONS

Article 17. Enforcement Provisions

1. The Regulations on the Organization of the 2025 Annual General Meeting of Shareholders of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company consist of 04 chapters and 17 articles. These regulations take effect immediately after being approved by the General Meeting of Shareholders.

2. The Chairman is responsible for conducting the meeting in accordance with these regulations. Shareholders attending the meeting are responsible for complying with these regulations.

3. The General Meeting of Shareholders decides on the amendments and supplements to these regulations./.

Recipients:

- 2025 Annual General Meeting of Shareholders;
- Shareholders;
- Save: Office

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



Ly Xuan Tuyen

No.: 876/TTr - TMC

Thai Nguyen, April.03., 2025

PROPOSAL
Regarding the approval of the financial statements for 2024

Respectfully submitted to: The 2025 Annual General Meeting of Shareholders

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company, as amended and supplemented for the fourth time, issued under Decision No. 3133/QĐ-TMC dated September 20, 2022, by the Company's Board of Directors;

Pursuant to the 2024 financial statements of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company, audited by CPA Vietnam Auditing Company Limited.

The Board of Directors submits to the General Meeting of Shareholders for approval of the financial statements for 2024 of the Company, which includes the following:

- Balance Sheet;
- Income Statement;
- Cash Flow Statement;
- Notes to the financial statements.

The audited financial statements for 2024 are published by the company at the website address <http://kimloaimau.com.vn>

Respectfully submitted to the General Meeting of Shareholders for consideration and approval. / *[Signature]*

Recipient:

- As above;
- Filed: Office, Accounting Department,
Company Secretariat.

**ON BEHAFT OF BOARD OF
DIRECTORS
CHAIRMAN** *[Signature]*



Thai Nguyen, April 03., 2025

Number: 877 /TTr - TMC

PROPOSAL
Profit Distribution for 2024

Respectfully submitted to: The 2025 Annual General Meeting of Shareholders

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company, as amended and supplemented for the fourth time, issued under Decision No. 3133/QĐ-TMC dated September 20, 2022, by the Board of Directors of the Company;

Pursuant to the audited 2024 Financial Statements of the Company by CPA Vietnam Auditing Company Limited;

The Board of Directors submits to the General Meeting of Shareholders for approval the 2024 profit distribution plan with the following specific details:

No.	Content	Unit	2024
1	Profit Before Tax for this year	VND	86 546 547 398
2	Corporate Income Tax Payable	VND	17 596 845 754
3	Profit After Tax for this Year (3=1-2)	VND	68 949 701 644
4	Profit After Tax of the Previous Year	VND	16 199 263 594
-	Profit After Tax of the Previous Year Transferred	VND	15 367 155 344
-	Profit After Tax Adjusted According to the Recommendations of the State Management Agency	VND	832 108 250
5	Retained Earnings (5=3+4)	VND	85 148 965 238
6	Dividend Payout Ratio this year (%)	VND	34,0
7	Profit After Tax for Cash Dividend Payment this Year	VND	61 200 000 000
8	Profit Allocated to Funds (8=5-7)	VND	14 671 253 406
8.1	Development Investment Fund	VND	0
8.2	Management Bonus Fund	VND	866 321 006
8.3	Bonus and Welfare Funds Allocation	VND	13 804 932 400
	- Bonus Fund	VND	7 104 810 000
	- Welfare fund	VND	6 700 122 400
9	Remaining Retained Earnings (9=5-7-8)	VND	9 277 711 832

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Recipient:

- As above;
- Filed: Office, Accounting Department,
Company Secretariat.

**ON BEHAFT OF BOARD OF DIRECTORS
CHAIRMAN**



Ly Xuan Tuyen

Thai Nguyen, April, 03 2025

No: 878 /TTr - TMC

PROPOSAL

**Implementation of Remuneration Payment for the Board of Directors and
Board of Supervisors in 2024
Remuneration Payment Plan for 2025**

Respectfully submitted to: The 2025 Annual General Meeting of
Shareholders

Pursuant to the Charter on the Organization and Operation of Vimico -
Thai Nguyen Non - Ferrous Metal Joint Stock Company, amended and
supplemented for the fourth time, issued together with Decision No. 3133/QĐ -
TMC dated September 20, 2022, by the Board of Directors of the Company;

1. Implementation of the remuneration payment for the Board of Directors (BOD)
and the Board of Supervisors (BOS) for the year 2024.

Pursuant to Resolution No. 52/NQ-AGM dated May 23, 2024, of the Annual
General Meeting of Shareholders 2024 of the Company regarding the remuneration
levels for the members of the Board of Directors (BOD) and the Board of
Supervisors (BOS), the Company proposes to implement the remuneration
payment for the year 2024 as follows:

No.	Position	Base Salary for Determina tion (VND million/m onth)	Quant ity	Remun eration Rate	Remunerati on Payment (VND million/mon th)	Numb er of Mont hs	Implementatio n in 2025
1	Chairman of the Board of Directors	52,00	1	20%	10.400.000	12	124.800.000
2	Member of the Board of Directors	46,00	4	20%	9.200.000	12	441.600.000
3	Head of the Supervisory Board	46,00	1	20%	9.200.000	12	110.400.000
4	Member of the Supervisory Board	42,00	4	20%	8.400.000	12	403.200.000
	Total		10				1.080.000.000

In 2024, the company paid remuneration to the members of the Board of Directors (BOD) and the Supervisory Board (SB) in accordance with the resolution of the General Meeting of Shareholders, totaling 748.8 million VND. In 2025, the company will settle the remuneration for the BOD and SB for the year 2024, amounting to 331.2 million VND.

2. Plan for Remuneration Payment to the Board of Directors (BOD) and Board of Supervisors (BOS) for 2025

Based on the 2025 production and business plan, the Company submits to the Board of Directors for approval the remuneration levels for the Board of Directors (BOD) and the Board of Supervisors (BOS) for 2025, in accordance with the guidelines outlined in Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016, by the Ministry of Labor, Invalids, and Social Affairs (MoLISA), with specific positions as follows:

No	Position	Base Salary for Determination (VND million/month)	Quantity	Remuneration Rate	Remuneration Payment (VND million/month)	Number of Months	Implementation in 2025
1	Chairman of the Board of Directors	52,00	1	20%	10.400.000	12	124.800.000
2	Member of the Board of Directors	46,00	4	20%	9.200.000	12	441.600.000
3	Head of the Supervisory Board	46,00	1	20%	9.200.000	12	110.400.000
4	Member of the Supervisory Board	42,00	4	20%	8.400.000	12	403.200.000
	Total		10				1.080.000.000

(In words: One billion, eighty million VND)

We respectfully submit to the General Meeting of Shareholders for approval./.

Recipient:

- As above;
- Filed: Office, Accounting Department, Company Secretariat.

ON BEHAFT OF BOARD OF DIRECTORS CHAIRMAN



Ly Xuan Tuyen

Thai Nguyen, April 17 2025

No.: 1017 /BC-TMC

REPORT

On the results of production and business activities in 2024 and business production plan for 2025

To: Annual General Meeting of Shareholders 2025

VIMICO - Thai Nguyen Non - Ferrous Metal Joint Stock Company, implementing the 2024 production and business plan always receives timely attention and direction from the leadership of the Company, the Leaders of the Corporation, the Group and the Locality where the production unit is located. Management and operation solutions for production and business are built and adjusted flexibly, promptly, in accordance with market fluctuations at each time to implement the production and business plan.

Non-ferrous metal prices are stable and moving in a favorable direction for the Company's basic products.

Besides the advantages, the Company also has to face many difficulties:

- The resource situation is increasingly difficult: Actual content is much lower than geological documents; Exploitation according to the capacity specified in the Mining License has mostly reduced output, it is necessary to balance and adjust selective exploitation at construction sites with appropriate content to meet the Company's production;

- Product sales of copper concentrate alone did not meet plan.

However, by developing a detailed operating plan and implementing many timely and synchronous solution groups, in 2024 the Company basically completed the plan targets and achieved remarkable results.

I. BUSINESS PRODUCTION RESULTS IN 2024

In 2024, the entire Company has proactively and flexibly managed production, in a timely manner, in accordance with the fluctuations of each period. Production direction always considers the task of ensuring occupational safety and environmental protection as the top priority.

- The Company and its units closely follow the operational solutions set out in **Decision No. 26/QĐ-TMC dated January 3, 2024**, including 9 groups of solutions. In which, focus on implementing key solutions such as: Developing resources (Dien Market, Tay Nam Nui Phao, Cuc Duong...); Implementing the environmental improvement project at the Zinc Factory, recovering useful products in the tailings of zinc production; Stabilizing mineral selection

technology, reducing mixing, reducing tailings' HL, improving actual revenue and product quality of mineral selection .

1. Production and business results:

No.	Target	Unit	2024		Performance comparison (%)	
			Plan	Perform	KH all year	Same period 2023
1	Revenue	Tr.đ	863,723	1,163,903	134.75	120.15
2	Main products produced					
-	Zinc ingot	Ton	11,800	11,800	100.00	101.20
-	Sulfuric acid	"	17,700	17,370	98.14	110.27
-	Lead sulfide concentrate	"	4,437	3,474	78.30	79.97
-	Lead oxide concentrate 20%	"	600	605	100.83	325.81
-	Tin concentrate	"	208	139	66.50	161.04
	Tin ingot		101	64	63.35	160.15
-	Copper concentrate	"	941	1,226	130.33	255.42
-	Zinc oxide ore	"	8,000	15,000	187.50	137.61
-	Zinc lead sulfide ore	"	142,000	134,996	95.07	97.07
-	Zinc ore concentrate	"	15,034	14,027	93.30	92.23
-	Zinc powder 62%	"	1,800	3,339	185.51	117.12
3	Consume					
-	Zinc ingot 99.95% Zn	Ton	9,176	9,158	99.80	91.65
-	H2SO4 acid (for sale)	"	15,794	15,026	95.14	92.62
-	Lead sulfide concentrate	"	4,437	3,396	76.54	65.74
-	Tin ingot	"	101	62	61.64	105.63
-	Copper concentrate	"	1,041	993	95.45	283.81

2. Construction investment work

During the year, the Company focused on completing the basic construction tunneling works under the Investment Project on Expansion and Capacity Upgrade of the Lang Hit Lead-Zinc Mine; and implemented production maintenance investment projects at the following units: Bac Kan Non-ferrous Metal Branch and Lang Hich Lead-Zinc Enterprise. Particularly, the Company concentrated on executing the following investment projects: Environmental renovation of Thai Nguyen Electrolytic Zinc Plant; Fire prevention and fighting system renovation at Thai Nguyen Electrolytic Zinc Plant; Installation of an automatic wastewater monitoring system at Cho Dien Lead-Zinc Processing Workshop; and Construction of collective housing at Bac Kan Non-ferrous Metal Branch.

The value of completed investment in construction: VND 48.864 billion, which is 69% of the plan

3. Resource development work : Work on developing a project for exploration and upgrading, exploring the deep part of the mine development period until 2030 with a vision to 2040: (1) Project for exploration and upgrading of reserves within the boundary of the Cho Dien mine license ; (2) Project for exploration and upgrading of reserves of Nui Phao mine ; (3) Project to visit Cuc Duong zinc-lead mine.

4. Safety and Environment

- The Company always upholds the principle that production must go hand in hand with safety and environmental protection. Periodic inspections, re-evaluations, and specialized inspections were strengthened at member units. The Company also reviewed and inspected the Disaster Prevention and Search and Rescue Plans at its units to ensure effective and practical implementation.

- During the year, the Company actively worked with competent authorities to obtain environmental permits for the following units: Environmental Permit for Non-ferrous Metallurgy Workshop II, Cuc Duong Mine, and Lang Hich Processing Workshop; and completed the supplementary environmental permit application dossier for Nui Phao Tin Mine.

5. Cost management, financial accounting

5.1. Cost management: In 2024 , cost management has implemented the proposed solutions well. Cost management in units is strict, many cost scenarios are built when zinc metal prices are unstable to ensure stable production.

5.2. Financial and accounting work :

Total cash flow from sales in 2024 is expected to be 1,151.2 billion VND, in 2023 it is 965.8 billion VND (in 2024 an increase of 185.4 billion VND compared to 2023), creating favorable conditions for the Company's stable cash flow management for production.

- Arrange capital for production and business: Arrange enough capital to serve the construction investment and production and business of the whole Company, arrange enough working capital for units, total working capital of the whole Company is 1,141.2 billion VND.

- Credit work: During the year, mobilized and used short-term and long-term loan limits at reasonable levels.

- Financial ratio management: During the year, the Company's financial ratios were at a good level, including: Capital preservation ratio was 1.36 times. Short-term payment ratio was 0.91 times (regulation is above 0.5 times). Profit after tax/Equity investment capital was 27.72% (regulation is above bank deposit interest rate). The Company is rated by banks as having high financial creditworthiness.

6. Labor and salary work Implement well the benefits regime for employees. Salary payment plan and reasonable incentive mechanism for employees are increasingly improved such as: Implement the construction of salary payment plan associated with work efficiency, associated with

environmental safety work, prioritize salary for important positions that determine productivity and efficiency such as underground mining workers, metallurgical workers, mineral selection workers.

II. BUSINESS PRODUCTION PLAN 2025

Forecasts for 2025 are still full of difficulties and challenges due to the complicated developments of the world, regional and domestic economic situation ; increasing taxes and fees; negative impacts of increasingly deep and poor mining conditions; slow progress in resource development and construction investment; especially difficulties in supplying raw materials for mineral processing and metallurgy plants...

Faced with that situation, the Company is required to have reasonable production management solutions, increase labor productivity, save production costs, strive to reduce product prices, improve efficiency, ensure jobs and income for workers .

1. Main indicators

- Total revenue: VND 1,175,688 billion, equal to 101.01% compared to TH in 2024;
- Budget contribution: 182.32 billion dong, equal to 118.23 % compared to TH year 2024;
- Profit before tax: 85,116 billion VND, equal to 98.35 % compared to TH year 2024;
- Total product salary fund: 214.0 billion VND, equal to 104.39% compared to 2024 plan;
- Labor force in the period is 1,287 people, equal to 100.94% compared to the 2024 period;
- Average salary: 13.86 million VND/person/month, equal to 103.42% compared to 2024;
- Expected cash dividend payout ratio in 2025: 28%.

2. Production and consumption indicators

No.	Product Name	Unit	Manufacture	Consume
1	Zinc ingot	ton	11,800	11,800
2	Sulfuric acid	ton	19,000	17,124
3	Lead sulfide concentrate 50%	ton	3,474	3,474
4	Lead oxide concentrate 20%	ton	2,500	3.105
5	Silver ore	ton	370	300
6	Tin ingot	ton	73	75
7	Copper concentrate	ton	825	1,225

III. SOLUTIONS TO IMPLEMENT THE 2025 PLAN

1. For business production planning operations

- Flexible management of output to ensure compliance with legal regulations and achieve the highest economic efficiency; Production ensures environmental safety, resolutely not allowing serious occupational safety loss and environmental incidents of type I and II to occur.

- Successfully converted from full hydrometallurgy technology to semi-hydrometallurgy technology;

- Focus on working with the Ministry of Natural Resources and Environment to request permission not to auction the rights to exploit minerals at Dam Van mine....

2. Resource development: Focus on resource development, implement projects to upgrade reserves of mines managed by the Company (priority given to Cho Dien mine and Nui Phao mine).

3. Solutions to implement and complete the construction investment plan

- Complete adjustment and trial operation of the rotary kiln gas treatment system of the Thai Nguyen Electrolytic Zinc Plant Environmental Improvement Project; implement the investment in the silver selection line in hydrometallurgical mud and synchronize the conversion of metallurgical technology at the Thai Nguyen Electrolytic Zinc Plant ;

- Implement the investment project to renovate and reinforce the dam of the No. 1 tailings yard of Cho Dien processing plant and invest in the construction of the No. 3 tailings yard (phase 2) at Bac Kan Non-ferrous Metals Branch to ensure the production activities of the Cho Dien zinc-lead processing plant ;

- Implement additional investment in the tailings storage yard of Lang Hich Zinc-Lead Enterprise (dumping yard in Moc warehouse area) and carry out legal procedures on site clearance and investment preparation for the investment project to expand the tailings storage yard of Lang Hit processing workshop (Sa Lung disposal yard) - Lang Hich Zinc-Lead Enterprise to ensure the production activities of Lang Hich zinc-lead processing workshop.

CONCLUDE

In 2024 , the implementation of the Company's production and business plan encountered many difficulties; however, with the efforts of all employees, flexible and drastic application in direction and operation, The company has achieved remarkable results , investing in a rotary kiln gas project to convert full hydrometallurgy technology to semi-hydrometallurgy to treat zinc hydrometallurgical sludge (hazardous waste) generated in the zinc production process , ensuring capital maintenance , stable jobs and income for workers . The Company's Board of Directors would like to sincerely thank the attention of local authorities at all levels, the trust of shareholders and partners who have stood side by side with the Company over the past time; the dedication, efforts and spirit of solidarity and unanimity of the staff who have persevered in overcoming

difficulties, maintaining stable production, working together to build and foster the Company to grow stronger and stronger.

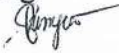
Entering the 2025 planning year, although there are still many difficulties and challenges that the Company has to face. However, we believe that with the tradition of solidarity and unity of the Company's employees, along with the attention and direction of the Company's Board of Directors, the Corporation and local authorities, Our company will continue to achieve better results.

We would like to extend our best wishes to all esteemed shareholders for good health, happiness, and success.

Sincerely!

Recipient:

- Board of Directors of the Company ;
- Board of Supervisors;
- Board of Management ;
- To be filed at: Office, Planning, Accounting.



**DIRECTOR**
Tran Van Long

No.: 1018 /TTr- TMC

Thai Nguyen, April 17 , 2025

PROPOSAL
For the Approval of the 2025 Investment Plan

Dear: Shareholders' General Meeting of the Company 2025

Pursuant to the Charter on Organization and Operation of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company, amended by Decision No. 3133/QĐ-TMC dated September 20, 2022, by the Board of Directors of the Company;

The Board of Directors of Vimico - Thai Nguyen Non-Ferrous Metal Joint Stock Company respectfully submits to the 2025 General Meeting of Shareholders for consideration and approval of the 2025 investment plan, as follows:

Total planned investment value: VND 72,860 million. Details are as follows:

- Previous year's debt repayment: VND 0 million.
- Investment implementation: VND 72,160 million.
- Investment preparation: VND 700 million.

Investment structure:

- Construction: VND 30,482 million.
- Equipment: VND 37,988 million.
- Others: VND 4,390 million.

Investment capital structure:

- Commercial loans: VND 30,887 million.
- Owner's equity: VND 41,973 million.

(Including the attached investment plan table)

Respectfully submitted to the 2025 General Meeting of Shareholders for consideration and approval.

Sincerely!

Recipients:

- As above (document);
- Board of Directors (scanned copy);
- Filed: Office, Investment & Construction Department, Company Secretary.

ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN



Ly Xuan Tuyen
Ly Xuan Tuyen

DETAILED TABLE OF INVESTMENT PLAN 2025
Unit: Vimico - Thai Nguyen Non-ferrous Metal Joint Stock Company

Unit: Million VND. After tax.

No.	Project name	Start - completion time (approved/expected)	Decision number; date of issue, issuance of Decision	Total investment (approved/expected)	Accumulated implementation to December 31, 2024	Unit	Volume	PLAN FOR 2025				CAPITAL SOURCE	
								Investment capital structure				Commercial Loan	Equity
								Total	Build	Device	Other costs		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
	TOTAL (A+B):							72.860	30.482	37.988	4.390	30.887	41.973
A	INVESTMENT IMPLEMENTATION (A = A1 + A2)							72.160	30.482	37.988	3.690	30.887	41.273
A1	TRANSITION PROJECT							22.611	6.632	15.079	900	14.273	8.338
I	Group A Project												
II	Group B Project												
III	Group C Project							22.611	6.632	15.079	900	14.273	8.338
1	<i>Investment project to expand and increase the capacity of Lang Hit lead-zinc mine, Tan Long commune, Dong Hy district, Thai Nguyen province</i>	2021-2025	Decision No. 2388/QĐ-TMC dated February 28, August 16, 2019 of the Company's Board of Directors	23.954	8.822	Project	1	9.287	1.387	7.000	900	6.151	3.136
-	Equipment: Man-lift hoist					System	1	8.787	1.387	7.000	400	6 151	2 636
-	Consulting and other expenses							500			500		500
2	<i>Investment in the construction of a dormitory at the Bac Kan Non-ferrous Metal Branch</i>	2024-2025	No. 501/QĐ-TMC dated February 28, 2024 of the Company's Board of Directors	10.899	6.028	Project	1	4.656	4.090	566	-	2.863	1.793
-	Package No.1: Construction of a dormitory and water tank, fire pump station							4.090	4.090			2 863	1 227
-	Package No. 2: Supply and installation of fire protection equipment system							566		566			566
3	<i>Investment in silver recovery from zinc hydrometallurgical sludge at Thai Nguyen Zinc Electrolysis Plant</i>	2025	No. 379/QĐ-TMC dated February 11, 2025 of the Company's Board of Directors	9.417	-	Project	1	8.668	1.155	7.513	-	5.259	3.409
-	Construction of foundations, pumping pits, lime pits, technological water tanks							1.155	1.155				1 155
-	Supply and installation of technological equipment systems and non-standard equipment							7.513		7.513		5 259	2 254
A2	NEW PROJECT COMMENCEMENT							49.549	23.850	22.909	2.790	16.614	32.935
I	Group A Project												
II	Group B Project												
III	Group C Project							49.549	23.850	22.909	2.790	16.614	32.935
1	<i>Investment in the construction of a tailings storage facility in Ban Thi Commune, Cho Don District, Bac Kan Province (Phase 2)</i>	2025	No. 3991/QĐ-TMC dated November 2, 2021 of the Company's Board of Directors	8.061	6.451	Project	1	1.510	1.000	-	510	-	1.510
-	Package No.3: Construction of phase 2 tailings storage facility							1.000	1 000				1 000

-	Package No.4: Construction supervision consultancy for phase 2 project							30			30		30
-	Consulting and other expenses							480			480		480
2	Investment project for the renovation and reinforcement of Tailings Dam No. 1 at Cho Dien Processing Plant	2025		14.500	904	Project	1	13.000	11.850	-	1.150	-	13.000
-	Construction							11.850	11.850				11 850
-	Consulting and other expenses							1.150			1.150		1 150
3	Supplementary investment in the tailings disposal site of Lang Hich Lead-Zinc Enterprise, Tan Long Commune, Dong Hy District, Thai Nguyen Province (Wood Storage Area Tailings Site)	2025		3.588	358	Project	1	3.230	3.000	-	230	-	3.230
-	Construction of the waste disposal site							3.000	3.000				3 000
-	Consulting and other expenses							230			230		230
4	Investment in expanding the tailings storage area of the Lang Hit ore processing plant (Sa Lung Waste Dump) - Zinc Lead Factory, Làng Hích	2025-2026		14.500	-	Project	1	2.500	2.000	-	500	-	2.500
-	Construction of ground leveling, top drainage system							2.000	2.000				2 000
-	Consulting and other expenses							500			500		500
5	Project to renovate the fire protection system of the 5-story apartment building and the workers' recreational house of the company	2025		1.700	-	Project	1	1.700	700	800	200	-	1.700
-	Renovation of the fire protection system							1.500	700	800			1 500
-	Consulting and other expenses							200			200		200
6	Investment to maintain production at the Zinc Lead Factory, Làng Hích in 2025	2025	No. 308/QĐ-TMC dated February 5, 2025 of the Company's Board of Directors	7.744	-	Project	1	7.040	100	6.940	-	4.561	2.480
-	Mine drainage pump system (LH430W-51 submersible pump, power: 30kw/380V; Qmax = 1.22m³/min; Hmax = 122m; piping system, power supply)					Item	1	550	100	450		385	165
-	11kw axial fan					Item	3	285		285			285
-	Exhaust fan 48,000 m³/h					Item	2	240		240			240
-	2.5-ton battery-powered electric locomotive					Set	2	1.500		1 500		1 050	450
-	Hydraulic drilling machine in the furnace and compressed air system					Set	3	3.750		3 750		2 625	1 125
-	Scraper machine					Item	1	715		715		501	215
7	Investment to maintain production at the Bac Kan Non-Ferrous Metals Branch in 2025	2025	No. 310/QĐ-TMC dated February 5, 2025 of the Company's Board of Directors	6.715	-	Project	1	6.715	-	6.715	-	4.701	2.015
-	2.5 ton battery electric train					System	1	750		750		525	225
-	Personnel carrier vehicle (capacity: 800kg)					System	2	1.500		1 500		1 050	450
-	Hydraulic drilling machine in the furnace and compressed air system					Set	3	3.750		3 750		2 625	1 125

-	Scrapper machine					Item	1	715		715		501	215
8	Investment to maintain the operations of the Company's Office and affiliated workshops	2025	No. 309/QĐ-TMC dated February 5, 2025 of the Company's Board of Directors	3.704		Project	1	3.704	50	3.654	-	2.453	1.251
-	LH430W-51 submersible pump (Power: 30kw/380V; Qmax = 1.22m³/min; Hmax = 122m)					Item	1	500	50	450		350	150
-	Water pump (Q=50m³/h, H=250m)					Item	1	454		454		318	136
-	Office equipment					System	1	200		200			200
-	Mining emergency equipment					System	1	1.550		1 550		1 085	465
-	Dust sweeping vehicle					Item	1	350		350		245	105
-	Roots blower					Item	1	650		650		455	195
9	Investment to maintain production at the Thai Nguyen Electrolytic Zinc Plant in 2025	2025		14.950	-	Project	1	7.000	2.500	4.500	-	4.900	2.100
-	Fluidized bed furnace					System	1	7.000	2 500	4 500		4 900	2 100
10	Investment in building an industrial explosives warehouse at the Phia Khao area	2025		1.200		Project	1	1.200	700	300	200		1 200
11	Access road to the tailings dump site No. 3 of the Cho Dien processing plant	2025		1.000		Work	1	1.000	1 000				1 000
12	Construction of surface water drainage system and domestic water collection system at the Bac Kan Non-Ferrous Metals Branch	2025		950		Work	1	950	950				950
B	PROJECT PREPARATION PLAN							700	-	-	700	-	700
I	Group A Project												
II	Group B Project												
III	Group C Project							700			700		700
1	Investment to maintain production at the Thai Nguyen Electrolytic Zinc Plant in 2025			14.950		Project	1	400			400		400
2	Investment in the surplus heat boiler system at the Thai Nguyen Electrolytic Zinc Plant			12.000	-	Project	1	300			300		300

No.: 1019 /BC- TMC

Thai Nguyen, April 17, 2025

REPORT
Assessment of management performance in 2024, operational plan in 2025

Respectfully submit to: Annual General Meeting of Shareholders 2025

Pursuant to the Charter of organization and operation of Vimico - Thai Nguyen Non-ferrous Metal Joint Stock Company, amended and supplemented for the 4th time as promulgated under Decision No. 3133/QĐ-TMC dated September 20, 2022 by the Board of Directors of the Company;

Pursuant to Resolution No. 52/NQ-DHDCĐ dated May 23, 2024 of the 2024 Annual General Meeting of Shareholders;

The Chairman of the Board of Directors, on behalf of the Board of Directors of Vimico - Thai Nguyen Non-ferrous Metal Joint Stock Company, hereby reports the operational results as follows:

I. Company's operations in 2024

1. Situation characteristics

a) Advantages

- The company maintained a proactive and flexible approach in managing and operating production and business activities. The Board of Directors, Executive Board, and the entire staff have worked with unity and concerted efforts to strive to fulfill the set production targets.

b) Difficulty

- The exploitation situation is becoming increasingly difficult due to fluctuations in resources.

- The severe impact of Typhoon No. 3 (YAGI) has affected production management at the Company's mining units in the fourth quarter of 2024.

2. Evaluation of production and business results

- The company carried out production and business tasks based on the Resolution of the General Meeting of Shareholders, fulfilling all obligations to the state and local authorities, with stable employee income.

- The production management work has been maintained flexibly, in accordance with domestic and international economic developments. The work progress has largely met the task requirements.

- The Board of Directors evaluates the Executive Board's leadership as focused and decisive in managing and resolving tasks.

- During the year, the Company continued to focus on developing mining resources to ensure a sufficient supply of raw materials for production while having provisions for the following years.

Besides the achievements, there are still some existing issues and limitations as follows:

- The construction investment work was not completed as planned by the General Meeting of Shareholders.

- The company's current management labor ratio is still relatively high.

II. Activities, remuneration and costs of the Board of Directors in 2024

1. Activities of the Board of Directors

- In 2024, 14 meetings were held (including 05 direct meetings and 09 meetings conducted via written opinions); 01 Annual General Meeting of Shareholders was organized, and 60 Resolutions related to production and business operations were issued. In terms of procedure, the company complied with the charter, legal regulations, and ensured timely public disclosure. During the board meetings, the Head of the Board of Supervisors and other members were invited to participate and provide input regarding the company's production and business operations, as well as policies and strategic directions during production.

- The Board of Directors directed the Company's Director and the Company's Executive Board, to implement production and business operations in accordance with the Resolution of the General Meeting of Shareholders, regularly consulting the opinions of the Board of Directors and maintaining communication to promptly coordinate production and business operations in accordance the actual situation.

- Assessment of capital preservation ratios

+ Debt to owner's equity ratio: 1.19 times

+ Current ratio: 0.82 times

+ Return on equity (ROE): 32.72%

+ Return on assets (ROA): 15.88%

2. Salary, remuneration and other benefits of members of the Board of Directors and Board of Supervisors

The bonus and remuneration policy for the Board of Directors, Board of Supervisors, and management officers is implemented according to Resolution No. 52/NQ-DHĐCĐ of the 2024 Annual General Meeting of Shareholders, which has been approved as follows:

- The remuneration paid to members of the Board of Directors and members of the Board of Supervisors in the year amounted to VND 1.080 billion (VND 748.8 million already paid, with a settlement of VND 331.2 million)

- In 2024, the Company did not pay bonuses to management officers.

- The regimes for the Board of Directors, Board of Supervisors, and Executive Board are implemented according to the current regulations of the company, amounting to VND 3.335 billion, as reflected in the Company's audited financial statements for 2024; the 2024 annual report, and publicly disclosed in accordance with regulations.

III. Supervision results with the Executive Board and the Company's management apparatus

1. Members of the Board of Management have experience in management and operations, and have knowledge of the assigned fields they are responsible for.

2. The General Director assigned clear and specific responsibilities to the Deputy General Directors, periodically convened executive meetings to evaluate task performance and deploy plans for the following week. In parallel, the General Director also organized monthly acceptance meetings and preliminary reviews to identify and propose solutions for production and business operations.

3. The Board of Management implemented production and business operations in accordance with the Resolution of the General Meeting of Shareholders and the direction of the Board of Directors, in compliance with the Company Charter and regulations of the Law.

4. The management officers of the Company are qualified, capable, and ethically grounded. They are experienced, proactive, and timely in providing advice and recommendations to the Board of Management to support decision-making in line with actual conditions.

5. Owner's equity at the Company has been preserved.

IV. 2025 OPERATIONAL PLAN

1. Planning work

- Estimated total revenue: VND 1,175,688 million;
- Estimated profit before tax: VND 85,116 million;
- Estimated total salary fund: VND 214,000 million;
- Estimated number of employees: 1,287 people;
- Estimated average salary: VND 13.86 million/person/month;
- Estimated major overhauls: VND 34,249 million.
- Key production indicators:

- Zinc ingots: 11,800 tons;
(In which: Self-produced: 8,500 tons; Processing: 3,300 tons)
- Acid: 19,000 tons;
- Lead sulfide concentrate: 3,474 tons;
- Tin ingots: 73 tons;
- Copper concentrate: 825 tons.
- Silver concentrate: 370 tons

(This figures have been updated as of April 15, 2025 and replace the data in Section 1.IV of Report No. 881/BC-TMC dated April 3, 2025)

2. Production management and direction

- Direct the Company's Executive Board to complete the targets set by the Resolution of the 2025 General Meeting of Shareholders. Strengthening supervision and direction of the Executive Board from the Company to the units to effectively implement production and business, construction investment, and environmental safety with the goal of increasing labor productivity, efficiency and profit. Direct the proper implementation of financial targets for the year, strengthen cash flow management and financial risks management is the top priority to ensure the safety of the Company's production and business operations.
- The Board of Directors will direct the Company to continue to perform well in resource development, focusing on exploration projects to upgrade the reserves of existing mines that the Company is assigned to manage. At the same time, focus all resources on working with state management agencies to expand mines to serve the Company's production and business in the following years.
- Continue to expand the scope of exploration, upgrade and develop resources at Cho Dien mine, Hich village.
- Develop a plan to train the next generation of staff for the company's main production sectors (mining, metallurgy) and supplement the technical and engineering workforce to serve the units. Review the labor structure to ensure a reasonable structure ratio according to regulations.
- Build a salary mechanism with growth linked to work efficiency, paying special attention to the spiritual life of workers, especially mine workers.
- Continue to apply science and technology to production, mechanize underground mines, promote technical innovation initiatives, and rationalize production. Stabilize technology to ensure technical and economic indicators to increase wages and ensure benefits for workers.

- Complete the system of documents to manage the Company's regulations and rules to comply with current laws and regulations, creating a legal corridor for the Company's production and business activities.

- The Board of Directors continues to innovate and improve the quality of its meetings, assigning specific tasks to members to properly perform the functions and duties of each member.

Above is the report of the Board of Directors of Thai Nguyen Nonferrous Metals Joint Stock Company - Vimico in 2024 and the direction and operation plan for 2025. We hope that Shareholders and delegates will participate in contributing ideas to help the activities of the Board of Directors develop more and more.

Best regards!

Recipients:

- As above;
- Company Office Archive; Company Secretary.

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



Ly Xuan Tuyen



VINACOMIN - MINERALS HOLDING
CORPORATION

VIMICO - THAI NGUYEN NON -
FERROUS METAL JOINT STOCK
COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No.: 891 / BC-BKS-TMC

Thai Nguyen, April, 03, 2025

**REPORT OF THE BOARD OF SUPERVISORS ON OPERATIONS IN 2024
AND ORIENTATION FOR OPERATIONS IN 2025**

**Dear: Shareholders of the Company
Distinguished Guests**

Pursuant to the authority and responsibilities of the Board of Supervisors as stipulated in the Charter on organization and operation of Thai Nguyen Non - Ferrous Metal Joint Stock Company;

Pursuant to the Regulation on Organization and Operation of the Board of Supervisors of Thai Nguyen Non - Ferrous Metal Joint Stock Company;

Pursuant to the operational situation of Thai Nguyen Non - Ferrous Metal Joint Stock Company;

Pursuant to the 2024 financial statements of the Company audited by CPA VIETNAM Auditing Co., Ltd;

Pursuant to the operational documents of the Board of Directors and the Board of Management of the Company in 2024.

The Board of Supervisors would like to report on its operations in 2024 and the orientation for operations in 2025 as follows:

I. OPERATIONS OF THE BOARD OF SUPERVISORS IN 2024

1. Supervised and inspected the management and implementation of the 2024 business plan of the Company; examined the rationality and legality of business activities in accordance with the 2024 General Meeting of Shareholders' resolution.

2. Supervised and inspected the issuance of resolutions and decisions by the Board of Directors, the Board of Management, and management staff.

3. Examined the rationality, legality, accuracy, and diligence in accounting, statistics, and financial reporting. Reviewed the 2024 financial statements audited by CPA VIETNAM Auditing Co., Ltd.

4. Participated in Board of Directors meetings, monitored, and provided input and contributions to the discussions.

5. Coordinated with the Company to address and adjust certain contents in the financial statements.

II. RESULTS OF THE BOARD OF SUPERVISORS' INSPECTION AND SUPERVISION ACTIVITIES

1. Results of monitoring the operational and financial situation of the Company

1.1. Results of monitoring business production activities

The Board of Supervisors has monitored the organization of business production activities and reviewed the 2024 operational results report of the Company:

Implementation of the 2024 production plan

No.	Indicators	Unit	Plan	Implementation	Comparison of actual performance with the plan (%)
I	Produced products				
1	Lead sulfide concentrate	Ton	4,437	3,474	78.3
2	Ingots of zinc	Ton	11,800	11,800	100
	<i>Produced zinc ingots</i>	<i>Ton</i>	<i>9,143</i>	<i>9,159</i>	
	<i>Contracted zinc ingots</i>	<i>Ton</i>	<i>2,657</i>	<i>2,641</i>	
3	Sulfuric acid	Ton	17,700	17,370	98.1
4	Ingots of tin	Ton	101	64	66.5
5	Copper concentrate	Ton	941	1,226	130.3
6	Lead oxide concentrate 20%	Ton	600	605	
II	Consumed products				
1	Lead sulfide concentrate	Ton	4,437	3,396	76.5
2	Zinc ingots	Ton	11,833	11,800	100
	<i>Produced zinc ingots</i>	<i>Ton</i>	<i>9,176</i>	<i>9,158</i>	
	<i>Contracted zinc ingots</i>	<i>Ton</i>	<i>2,657</i>	<i>2,641</i>	
3	Sulfuric acid	Ton	15,794	15,026	95.1
4	Tin ingots	Ton	101	62	61.4
5	Copper concentrate	Ton	1,041	993	95.4
6	Lead oxide concentrate 20%	Ton	600	0	0
III	Total revenue	Million VND	863,723	1,163,903	134.8
IV	Profit before tax	Million VND	33,285	86,547	260.0

Source: The Company

- Regarding production activities: The Company has not completed the 2024 production plan. Specifically, the production of copper concentrate exceeded the 2024 business plan by 130.3%, and zinc ingots achieved 100%. Meanwhile, the

production of lead sulfide concentrate, sulfuric acid, and tin concentrate only reached 78.3%, 98.1%, and 66.5% of the 2024 plan, respectively.

- **Regarding sales activities:** Except for zinc ingots, which completed the sales plan, the remaining products did not meet the sales targets.

- **Regarding revenue:** Although the Company has not completed the production and sales plans for 2024, revenue exceeded the set target. The main reason is that the actual selling price of zinc ingots was higher than planned. Specifically:

- ✓ The average selling price of zinc ingots in 2024 reached 69.9 million VND/ton, compared to 61.07 million VND/ton in the plan, which is 114% of the target; resulting in revenue from zinc ingots increasing by 85,535 million VND compared to the plan.

- **Regarding profit:** The operating profit in 2024 exceeded the set target, reaching 260% of the plan. Although revenue from zinc ingots increased by 85,535 million VND compared to the plan, profit only increased by 53,262 million VND compared to the plan. The main reasons are: the Company suffered losses from Typhoon Yagi; and there were many unplanned repair costs, with several repair items incurring significant expenses.

1.2. Review of the 2024 financial statements

Based on the 2024 financial statements of the Company, audited by CPA VIETNAM Auditing Co., Ltd., the Board of Supervisors has reviewed and reports to the General Meeting of Shareholders as follows:

- The Board of Supervisors agrees to present to the General Meeting of Shareholders the 2024 financial statements (period from 01/01/2024 to 31/12/2024) of the Company, audited by CPA VIETNAM Auditing Co., Ltd. The report accurately reflects the financial situation as of 31/12/2024, the results of business operations, and cash flow during the financial period from 01/01/2024 to 31/12/2024, in accordance with regulations (according to the data approved by the Board of Directors for presentation to the General Meeting of Shareholders). The accounting work should focus on appropriately allocating repair costs to ensure consistency and avoid erratic fluctuations that are difficult to control;

- The recording, document retention, and preparation of accounting books and financial statements of the Company are complete, accurate, and in compliance with the state's financial and accounting regulations, meeting the management requirements.

- Here are some quick financial analysis indicators:

No.	Category	Unit	As of 31/12/2023	As of 31/12/2024
1	Liabilities/ Owner's Equity	Times	0.92	1.19
2	liquidity ratio	Times	0.84	0.82
3	Profit / Owner's Equity	%	15.32	26.11
4	Profit / total assets	%	6.48	11.67

Source: Calculations based on the audited financial statements of 2023 and 2024

As of 31/12/2024, the profitability indicators for 2024 have significantly increased compared to 2023, while the financial capacity indicators have slightly decreased compared to 2024. The Company ensures the ability to meet its short-term debt obligations.

Summary of some financial indicators for 2024

Unit of measurement: Million VND

No.	indicators	31/12/2023	31/12/2024
I	Total Assets	479,464	579,653
1	Current Assets	181,066	242,137
-	Short-term receivables	34,112	8,764
-	Inventories	87,843	97,817
2	Long-term receivables	298,398	337,516
-	Long-term prepaid expenses	62,294	94,202
II	Total Liabilities and Owners' Equity	479,464	579,653
1	Liabilities	229,620	315,572
-	Short-term liabilities	214,846	294,602
-	Long-term liabilities	14,774	20,970
2	Owner's equity	249,844	264,081
-	Charter capital	180,000	180,000
-	Undistributed after-tax profit	69,844	84,081
III	EPS (VND per share)	2,126	3,831

Source: Updated audited financial statements of 2023 and 2024

- Regarding the financial operations of the entity:

The net profit for 2024 reached 68,950 million VND, with the Company's EPS increasing from 2,126 VND per share to 3,831 VND per share. The main reason for the profit increase was the higher selling price of zinc ingots compared to the planned price.

- Evaluation of debt management:

+ The total short-term receivables as of 31/12/2024 amounted to 8,764 million VND, a decrease of 25,348 million VND compared to the beginning of the year.

+ The total long-term receivables as of 31/12/2024 amounted to 9,799 million VND, an increase of 682 million VND compared to the beginning of the year, entirely due to the increase in other long-term receivables.

The Company's receivables account for a small proportion of its annual revenue, which is an important factor for the stability and financial strength of the Company.

- Evaluation of accounts payable management:

+ The total short-term liabilities as of 31/12/2024 amounted to 315,572 million VND, an increase of 85,952 million VND compared to the beginning of the year. Specifically: Short-term loans and financial lease liabilities decreased by 8,064 million VND; Short-term accrued expenses increased by 3,981 million VND; Taxes and other payments to the state increased by 3,721 million VND; Other short-term payables increased by 31,445 million VND. The Company has no overdue payables or overdue bank loans.

+ The total long-term liabilities as of 31/12/2024 amounted to 20,970 million VND, an increase of 6,196 million VND compared to the beginning of the year.

The total liabilities of the Company amount to 315,572 million VND, accounting for 54.44% of the Total Liabilities and Owners' Equity. The Company has no overdue short-term or long-term payables.

- Regarding the implementation of investment projects:

During the year, the Company successfully completed the construction of tunnels and basic construction work for the investment project to expand and increase the capacity of the Lang Hít lead-zinc mine in Tan Long Commune, Dong Hy District, Thai Nguyen Province. The Company also implemented investment projects to maintain production at the following units: North Bac Kan Branch, Lang Hich Lead-Zinc Factory, and invested in upgrading the internal network system of the Company. In particular, during the year, the Company focused on implementing the following investment projects: Environmental improvement of the Thai Nguyen Electrolytic Zinc Plant; Investment in upgrading the fire prevention and firefighting system at the Thai Nguyen Electrolytic Zinc Plant; Investment in an automatic wastewater monitoring system at the zinc-lead processing plant in Cho Dien; Investment in the construction of residential housing at the North Bac Kan Branch.

The results of the 2024 investment and construction activities reached 48,864 million VND, achieving 69% of the 2024 plan approved by the General Meeting of Shareholders at the beginning of the year (48,864 million VND / target of 71,250 million VND).

In which:

- Repayment of previous year's liabilities: 0 VND.

- The investment for 02 ongoing projects is estimated at 3.066 billion VND, including: 01 project/ongoing construction: 01 project/maintenance construction for production at the Bac Kan Non-ferrous Metal Branch.

- The investment for 05 new projects and 02 maintenance projects for production at the units is estimated at 39.518 billion VND.

- The preparation for 02 projects/constructions is estimated at 6.110 billion VND.

- The investment structure for 2024 is as follows: Construction: 15.706 billion VND; Equipment: 25.058 billion VND; Other: 8.129 billion VND.

- The Contributed capital as of December 31, 2024:

Issued shares : 18,000,000 shares

Par value of shares : 10,000 VND/share

Value : 180,000,000,000 VND

2. The results of the supervision of the Board of Directors (BOD) and the Board of management

Regarding the evaluation of the performance report of the Board of Directors (BOD) and the Board of management in 2024, the Board of Supervisors has the following comments:

2.1. Supervision of the activities of the Board of Directors (BOD)

- In the past year, the Board of Directors (BOD) has actively implemented many tasks within its authority. Each quarter, the BOD held regular meetings and extraordinary meetings related to directing and supporting production and business activities, as well as restructuring the company's operational framework;

- The Board of Directors (BOD) has provided close and practical guidance in line with the company's business activities, helping the company achieve and exceed the profit targets set.

- The activities of the Board of Directors (BOD) have supported and created favorable conditions for the company's business operations, while also generally complying with the legal regulations and the company's charter regarding the BOD's activities in decision-making processes within their delegated authority.

2.2. The supervision of the activities of the Board of Management

- The Board of Management has implemented tasks in accordance with the company's charter, resolutions, and decisions delegated by the Board of Directors (BOD). The General Director convenes meetings with the management team to discuss, agree on assignments, and direct the departments/divisions to carry out the specific contents of the BOD's resolutions and decisions, and report the results of the implementation to the BOD.

- The Board of Management has actively implemented the tasks assigned by the BOD's resolutions and decisions, resulting in effective business outcomes and strengthened management and monitoring efforts. However, there are still many items that the Board of Management carried out outside the plan without reporting to the Board of Directors (BOD) and the Board of Supervisors (SOB).

- Human resource development continues to receive focused investment and attention to create a workforce for the company's key projects in the upcoming period. Technical management has essentially stabilized.

- The Board of Supervisors evaluates the performance of the Board of Management in 2024, noting that they have successfully achieved several financial targets, including revenue and profit, as per the tasks approved by the General Assembly of Shareholders (GAS).

3. Suggestions and recommendations

In 2025, the Board of Supervisors will continue to perform its duties on behalf of the shareholders, regularly overseeing all business and operational activities of the company. The Board of Supervisors will strengthen the monitoring of the activities of the Board of Directors and the Board of Management, with the responsibility to report to the General Assembly of Shareholders. In order to contribute to the overall

development of the company, the Board of Supervisors has the following recommendations:

**** Regarding the long-term development strategy:***

The company's management needs to focus on effectively managing production at the Cuc Duong mine and Nui Phao mine, creating a foundation for ensuring the company's sustainable development. They should balance and select appropriate investment options based on market price trends. It's also necessary to enhance medium- and long-term forecasting to make suitable decisions in investment activities.

The Executive Board needs to perform effective resource management, develop drilling and exploration plans to upgrade reserves, ensuring there is sufficient information on the current status of each block. In 2025, the supervisory board will monitor the company's resource extraction data on a monthly and quarterly basis to promptly provide suggestions and warnings to the Board of Directors and the management team.

**** Regarding labor organization:***

- Labor organization:

+ It is recommended that the Executive Board develop solutions to continue reviewing, reorganizing, and restructuring production to reduce management and support labor. The target is to achieve a management labor ratio of $\leq 12\%$ by 2025.

+ In 2024, the company's labor productivity did not meet the set target. It is recommended that the company continue reviewing and developing a plan for streamlined management to enhance labor quality and increase labor productivity. Improving labor productivity plays a key role in the development of the company's business operations and in enhancing the living standards of employees.

- Salary:

+ The company will continue to develop a salary payment plan linked to products, workload, and work efficiency through the KPI tool. Priority will be given to salaries for key positions that determine the productivity and efficiency of units, such as underground workers, zinc electrolysis workers, furnace operators, and skilled workers. This aims to encourage the dedication and efforts of skilled and capable employees.

**** Regarding production organization:***

- Maximize the capacity of the equipment production line, maintain regular maintenance of machinery and equipment, and address issues promptly to ensure that machinery and equipment always run smoothly.

- Particular attention should be given to product quality in order to create a competitive advantage in the market. In times of fluctuation in input material prices such as coal, gasoline, and electricity, the company must stay well-informed and apply flexible purchasing methods while still adhering to procurement regulations to achieve the highest economic efficiency.

- Focus on effective training and retraining to continuously improve and enhance the management skills and expertise of employees.

- In addition to focusing on production issues, the company must pay special attention to occupational health and safety, as well as fire prevention and fighting.

- The investment in basic construction should consider the necessary items, based on a savings-oriented approach that ensures development goals are met while maintaining sustainability.

*** Regarding repair and renovation activities:**

- In 2024, the company's repair and renovation activities still have some outstanding issues:

- + The repair planning has not been aligned with actual needs. During the implementation process, many new items with significant value have arisen that were not included in the plan.

- + The classification of items into major repairs, regular repairs, or upgrades that increase asset value has not been appropriate. Many repair items that should be categorized as major repairs or upgrades increasing asset value are currently being classified as regular repairs. The supervisory board has recommended adjustments to this classification.

- + In 2024, the value of regular repairs was large and incurred more than planned.

- To address the above issue, the Board of Supervisors recommends:

- + In 2025, when preparing the plan, the company needs to carefully review the repair and renovation items; assess their true nature to classify them as major repairs, regular repairs, or upgrades that increase fixed asset value.

- + The company needs to establish regulations defining which items are classified as major repairs, regular repairs, or fixed asset upgrades, and present them to the Board of Directors for approval as a basis for implementation.

- + The company needs to tighten control over repair and renovation activities to reduce costs and increase operational efficiency. It is essential to enhance the spirit of waste prevention, which is a national policy

- + Items that require repairs outside the approved plan must have a clear plan and be reported to the Board of Directors for approval.

III. THE ACTIVITY DIRECTIONS OF THE BOARD OF SUPERVISORS IN 2025

- Performing according to the functions and duties entrusted to the Board of Supervisors by the General Meeting of Shareholders.

- Supervising and checking the management and implementation of the company's production and business plan for 2025, verifying the reasonableness and legality of business activities according to the resolutions of the 2025 General Meeting of Shareholders.

- Verifying the reasonableness, legality, truthfulness, and caution in accounting, statistics, and the preparation of financial statements for 2025.

- Participating in the Board of Directors meetings to monitor and contribute opinions during the discussions.

Above is the 2024 report on the activities of the Board of Supervisors and the activity plan for 2025, respectfully submitted to the General Meeting of Shareholders. We wish all shareholders, distinguished delegates, and investors good health, success, and happiness.

Wishing the General Meeting great success and good outcomes!

Sincerely!

**On behalf of the Board of Supervisors
The Head of the Board**



Nguyen Dinh Chien



Thai Nguyen, April 03, 2025

PROPOSAL

Regarding the selection of the auditing firm for the 2025 financial statements

Respectfully submitted to: THE GENERAL MEETING OF SHAREHOLDERS

In accordance with the obligations stipulated in the Company's Charter and the legal regulations, Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company (TMC) respectfully submits to the General Meeting for approval the list of auditing firms to audit the financial statements for the year 2025 of TMC as follows:

1. Criteria for selecting an independent auditing firm

- The company must operate legally in Vietnam and be approved by the State Securities Commission to audit issuing organizations and listed entities;
- The company must have a reputable track record in audit quality;
- The audit team must have high qualifications and extensive experience;
- Has experience in auditing public companies;
- Has a reasonable audit fee that matches the quality of the audit based on the review of the audit fee proposals and the audit scope.

2. List of audit firms

Based on the above selection criteria, the Board of Supervisors of Vimico - Thai Nguyen Non - Ferrous Metal Joint Stock Company respectfully proposes that the General Meeting of Shareholders consider and approve the list of audit firms to be selected as the unit for auditing the financial statements for the year 2025 as follows:

- + BDO Audit Services Company Limited;
- + CPA VIETNAM Audit Company Limited;
- + Branch of MOORE AISC Auditing and Informatics Services Company Limited.

3. Proposal for the Selection of an Audit Firm

- Submitted to the General Assembly of Shareholders for approval of the selection criteria and the list of audit firms as mentioned above;
- The General Assembly of Shareholders authorizes the Board of Supervisors to act as the focal point to coordinate with the Company in selecting one of the audit firms listed above.

Submitted to the General Assembly of Shareholders for consideration and approval./.



Recipients:

- As Above
- Save: Office, BOS.

**On behalf of the Board of Supervisors
The Head of the Board**



Nguyen Dinh Chien



Thai Nguyen, April 25, 2025

VOTE COUNTING MINUTES
At the 2025 Annual General Meeting of Shareholders

At 08:45 a.m. on April 25, 2025, the 2025 Annual General Meeting of Shareholders was held at Hall No. 1 of Thai Nguyen Non-Ferrous Metals Joint Stock Company – Vimico; Address: Residential Group No. 3, Phu Xa Ward, Thai Nguyen City, Thai Nguyen Province.

The General Meeting elected and approved the Vote Counting Committee consisting of the following members:

1. Mr. Hoang Van Luong : - Deputy Chief of Office - Team Leader;
2. Mr. Ha Dinh Loi : - Deputy Head of Construction Department - Department member;
3. Mr. Nguyen Quang Huy : - Deputy Head of Electromechanical Department - Department member;
4. Ms. Vu Thi Thu Hang : - Deputy Chief of Office of the Company - Department member;
5. Ms. Nhu Thi Quyen : - Accounting and Organization Department - Department member;

I. NUMBER OF SHAREHOLDERS ATTENDING

Total number of shareholders and authorized representatives attending with voting rights: 06 shareholders, holding and representing 15,875,700 shares, accounting for 88.2% of the total voting shares at the General Meeting.

II. MATTERS APPROVED BY VOTING AT THE GENERAL MEETING

1. Introduction and approval of the Secretariat.
2. Introduction and approval of the Vote Counting Committee.
3. Approval of the Meeting agenda.
4. Approval of the Meeting Regulations.
5. Approval of the 2024 salary fund at VND 202 billion.
6. Approval of the 2024 audited financial statements (including adjustments to the 2024 salary fund at VND 202 billion).
7. Approval of several targets for the 2024 profit distribution.
8. Approval of the remuneration payments to the Board of Directors and the Board of Supervisors in 2024 and the implementation plan for 2025.
9. Approval of the 2024 business performance results.
10. Approval of the 2025 business plan.
11. Approval of the 2025 investment and construction plan.

12. Approval of the Board of Directors' report on 2024 management assessment and 2025 activity plan.

13. Approval of the 2024 activity report of the Board of Supervisors and the 2025 activity plan.

14. Approval of the selection of the auditor for the 2025 financial statements.

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

III. FORM OF VOTING

Voting by Voting Ballot at the General Meeting

IV. SUMMARY TABLE OF VOTING RESULTS

No.	Content	Results					
		Approval		Disapproval		Abstain	
		Number of Shares	Percentage (%)	Number of Shares	Percentage (%)	Number of Shares	Percentage (%)
1	- Introduction and approval of the Secretariat.	15,875,700	100	0	0	0	0
2	- Introduction and approval of the Vote Counting Committee.	15,875,700	100	0	0	0	0
3	- Approval of the Meeting Regulations.	15,875,700	100	0	0	0	0
4	- Approval of the Meeting agenda.	15,875,700	100	0	0	0	0
5	- Approval of the salary fund for 2024 at VND 202 billion	15,875,700	100	0	0	0	0
6	- Approval of the 2024 audited financial statements (including adjustments to the 2024 salary fund at VND 202 billion).	15,875,700	100	0	0	0	0
7	- Approval of several targets for the distribution of profits in 2024.	15,875,700	100	0	0	0	0
8	- Approval of the remuneration payments to the Board of Directors and the Board of Supervisors in 2024 and the implementation plan for 2025.	15,875,700	100	0	0	0	0
9	- Approval of the 2024 business performance results.	15,875,700	100	0	0	0	0
10	- Approval of the 2025 business plan	15,875,700	100	0	0	0	0

No.	Content	Results					
		Approval		Disapproval		Abstain	
		Number of Shares	Percentage (%)	Number of Shares	Percentage (%)	Number of Shares	Percentage (%)
11	- Approval of the 2025 investment and construction plan.	15,875,700	100	0	0	0	0
12	- Approval of the Board of Directors' report on the 2024 management assessment and the 2025 activity plan	15,875,700	100	0	0	0	0
13	- Approval of the 2024 activity report of the Board of Supervisors and the 2025 activity plan.	15,875,700	100	0	0	0	0
14	- Approval of the selection of the auditor for the 2025 financial statements.	15,875,700	100	0	0	0	0
15	- Approval of the Minutes and Resolution of the General Meeting.	15,875,700	100	0	0	0	0

Based on the Company's Charter and the Regulations for organizing the 2025 Annual General Meeting, which were approved by 100% of the shareholders attending the meeting.

The Minutes were completed at 11:15 a.m. on the same day and were approved before the General Meeting.

**MEMBERS OF THE VOTE
COUNTING COMMITTEE**

1. Ha Dinh Loi 
2. Nguyen Quang Huy 
3. Vu Thi Thu Hang 
4. Nhu Thi Quyen 

TEAM LEADER


Hoang Van Luong