

**BAC KAN MINERAL JOINT STOCK CORPORATION**

**Enterprise Registration No.: 4700149595**

**Group 4A, Duc Xuan Ward, Thai Nguyen Province, Vietnam**

**Tel: (0209) 3.812399 – Website: <https://backanco.com>**

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**DOCUMENTS OF THE GENERAL MEETING  
OF SHAREHOLDERS**

**Year 2026**

**Thai Nguyen, May 2026**



## BAC KAN MINERAL JOINT STOCK CORPORATION

Enterprise Registration No.: 4700149595

Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province, Vietnam

Tel: (+84) 2093 812 399 – Website: [www.backanco.com](http://www.backanco.com)

### LIST OF DOCUMENTS FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. Agenda of the General Meeting;
2. Regulations of the General Meeting;
3. Report on the activities of the Board of Directors in 2025 and the 2021-2026 term; orientation and operational plan for 2026;
4. Report on business performance results in 2025 and the 2021-2026 term; business plan for 2026;
5. Report on the evaluation of activities of the Supervisory Board in 2025 and the 2021 - 2026 term;
6. Proposal for approval of the audited Financial Statements for 2025;
7. Proposal for approval of the investment policy for the construction project of a zinc electrolysis plant with a capacity of 30,000 tons/year at Thanh Thinh Industrial Cluster;
8. Proposal for approval of the establishment of a subsidiary to invest in and develop an urban area project on Bac Son Road, Thai Nguyen Province;
9. Proposal for approval of the share issuance plan to increase charter capital from owners' equity;
10. Proposal on the approval of the plan for share issuance to existing shareholders to increase charter capital;
11. Proposal on the election of Members of the Board of Directors and Members of the Supervisory Board for the 2026-2031 term;
12. Regulations on nomination, self-nomination, and election of Members of the Board of Directors and the Supervisory Board of Bac Kan Mineral Joint Stock Corporation for the 2026-2031 term;
13. Proposal for approval of the credit borrowing limit for 2026;
14. Proposal on authorization to the Board of Directors to mortgage assets and approve contracts and transactions under the authority of the General Meeting of Shareholders;
15. Proposal for approval of related-party transactions with Internal Persons and Related Persons in 2026;
16. Proposal for approval of the change of the Company's head office address and the update, amendment, and supplementation of registered business lines;
17. Proposal for approval of remuneration for the Board of Directors, Supervisory Board, and Secretary to the Board of Directors in 2026;
18. Proposal for approval of the selection of the auditing firm for fiscal year 2026;
19. Draft Resolution of the 2026 Annual General Meeting of Shareholders;
20. Notice on the election of the Board of Directors and Supervisory Board for the 2026–2031 term.



Nghĩ mới - Làm mới



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### AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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**Time:** Opening at 08:00 AM on 16 June 2026

**Venue:** Nui Hoa Hotel – Duc Xuan Ward, Thai Nguyen Province, Vietnam

No.	CONTENT	RESPONSIBLE PARTY
<b>I</b>	<b>ORGANIZATIONAL ARRANGEMENTS FOR THE 2026 AGM</b>	
01	Shareholders register and receive documents for the 2026 AGM	Organizing Committee (OC)
02	Assembly arrangement and flag salute ceremony	OC
03	Introduction and approval of the Shareholder Eligibility Verification Committee for the 2026 Annual General Meeting of Shareholders	OC
04	Report on the shareholder eligibility verification results for attendees of the 2026 Annual General Meeting of Shareholders	Shareholder Eligibility Verification Committee
05	Approval of the Regulations of the 2026 AGM	OC
06	Opening remarks by the Chairperson of the 2026 AGM	Chairperson – Chairman of the Board of Directors
07	Introduction and approval of the Secretariat Committee and Vote Counting Committee of the 2026 AGM	Chairperson – Chairman of the Board of Directors
08	Approval of the Agenda of the 2026 AGM	Chairperson – Chairman of the Board of Directors
<b>II</b>	<b>AGENDA OF THE 2026 AGM</b>	
01	Report on the activities of the Board of Directors in 2025 and	Chairperson of



No.	CONTENT	RESPONSIBLE PARTY
	the 2021–2026 term; orientation and operational plan for 2026. Discussion and voting.	the Meeting
02	Report on business performance in 2025 and the 2021-2026 term; business plan for 2026. Discussion and voting.	General Director
03	Report on the evaluation of the activities of the Supervisory Board in 2025 and the 2021–2026 term. Discussion and voting	Head of the Supervisory Board
04	Proposal for approval of the audited Financial Statements for 2025. Discussion and voting.	Chief Accountant
05	Proposal for approval of the investment policy for the construction of a zinc electrolysis plant with a capacity of 30,000 tons/year at Thanh Thinh Industrial Cluster. Discussion and voting.	Chairperson of the Meeting
06	Proposal for approval of the establishment of a subsidiary to invest in and develop an urban area project on Bac Son Road, Thai Nguyen Province. Discussion and voting.	Chairperson of the Meeting
07	Proposal for approval of the share issuance plan to increase charter capital from owners' equity. Discussion and voting.	Chairperson of the Meeting
08	Proposal on the approval of the plan for share issuance to existing shareholders to increase charter capital. Discussion and voting.	Chairperson of the Meeting
09	Proposal on the election of Members of the Board of Directors and Members of the Supervisory Board for the 2026-2031 term. Discussion and voting.	Chairperson of the Meeting
10	The Company's Management presents flowers to congratulate Members of the Board of Directors and Members of the Supervisory Board for the 2021–2026 term.	Executive Board / OC
11	Approval of the Regulations on nomination, self-nomination, and election of Members of the Board of Directors and Supervisory Board of Bac Kan Mineral Joint Stock Corporation for the 2026-2031 term. Discussion and voting.	Chairperson of the Meeting / OC
12	Approval of the list of candidates for election to the Board of Directors and Supervisory Board for the 2026-2031 term. Discussion and voting.	Chairperson of the Meeting
13	Election of Members of the Board of Directors and Supervisory Board for the 2026–2031 term. Discussion and voting.	Chairperson of the Meeting / Vote Counting Committee

No.	CONTENT	RESPONSIBLE PARTY
14	Announcement of election results for Members of the Board of Directors and Supervisory Board for the 2026-2031 term.	Vote Counting Committee
15	Proposal for approval of the credit borrowing limit for 2026. Discussion and voting.	Chief Accountant
16	Proposal on authorization to the Board of Directors to mortgage assets and approve contracts and transactions under the authority of the General Meeting of Shareholders. Discussion and voting.	Chairperson of the Meeting
17	Proposal for approval of the policy on signing/implementing company transactions and contracts subject to approval authority of the General Meeting of Shareholders in 2026. Discussion and voting.	Chairperson of the Meeting
18	Proposal for approval of the change of the Company's head office address and the update, amendment, and supplementation of registered business lines. Discussion and voting.	Chairperson of the Meeting
19	Proposal for approval of remuneration for the Board of Directors, Supervisory Board, and Secretary to the Board of Directors in 2026. Discussion and voting.	Chairperson of the Meeting
20	Proposal for approval of the selection of the auditing firm for fiscal year 2026. Discussion and voting.	Head of the Supervisory Board
21	Approval of the Minutes and Resolution of the 2026 General Meeting of Shareholders. Discussion and voting.	Chairperson of the Meeting / Meeting Secretariat
22	Closing remarks of the Meeting	Chairperson of the Meeting



**WORKING REGULATIONS  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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*Pursuant to the Enterprise Law No. 59/2020/QH14, the Law amending and supplementing a number of articles of Enterprise Law No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15, Law No. 76/2025/QH15, and guiding documents for implementation;*

*Pursuant to the Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024, and guiding documents for implementation;*

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

*Pursuant to the Charter of Bac Kan Mineral Joint Stock Corporation;*

For the purpose of ensuring the principles of transparency, fairness, and democracy, and facilitating the organization of the Annual General Meeting of Shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders (“GMS”) of Bac Kan Mineral Joint Stock Corporation for approval the Working Regulations of the 2026 Annual General Meeting of Shareholders, with details as follows:

**I. ORDER OF THE GENERAL MEETING OF SHAREHOLDERS**

1. All shareholders attending the General Meeting of Shareholders shall be properly and formally dressed.
2. Upon entering the meeting room of the General Meeting of Shareholders, shareholders shall sit in the designated seats and areas as arranged by the Organizing Committee of the Meeting and shall strictly comply with the seating instructions of the Organizing Committee.
3. Smoking is prohibited in the meeting room.
4. Private conversations and the use of mobile phones during the Meeting are prohibited. All mobile phones must be switched off or set to silent/vibration mode.
5. Shareholders/shareholder representatives are responsible for attending the General Meeting of Shareholders from the beginning until the conclusion of the

Meeting. In the event that any shareholder/shareholder representative, due to force majeure reasons, is required to leave the Meeting before its conclusion, such shareholder/shareholder representative shall contact the Organizing Committee to submit his/her written opinions on matters to be voted on at the Meeting.

## **II. RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE MEETING**

### **1. Rights and obligations of shareholders attending the General Meeting of Shareholders**

#### **1.1. Conditions for attending the General Meeting of Shareholders**

All shareholders holding BKC shares in accordance with the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of 19 May 2026, or persons duly authorized to attend the Meeting.

#### **1.2. Rights and obligations of eligible shareholders attending the General Meeting of Shareholders**

a. Shareholders or authorized representatives (hereinafter collectively referred to as “shareholders”) attending the General Meeting of Shareholders shall bring the following documents:

- Notice of invitation to the Meeting;
- Citizen Identification Card/Identity Card or Passport (original copy);
- Original Power of Attorney and a copy of the Identity Card/Citizen Identification Card/Passport/Enterprise Registration Certificate of the authorizing person/organization (in the case of authorization to attend the General Meeting of Shareholders).

*(In the case where the shareholder is an individual, the Power of Attorney must be signed by such shareholder. In the case where the shareholder is a legal entity/organization, the Power of Attorney must be stamped and signed by the legal representative of such legal entity/organization).*

After presenting the above documents to the Shareholder Eligibility Verification Committee, shareholders attending the Meeting shall receive 01 (one) Voting Card. The Voting Card shall clearly state the shareholder’s full name, Meeting participation code (assigned by the Organizing Committee to each shareholder), and the number of voting rights (equivalent to the number of shares owned by each shareholder as of 19 May 2026 – the record date for exercising the right to attend the 2026 Annual General Meeting of Shareholders).

b. Shareholders may attend and exercise voting rights directly or may authorize in writing another person to attend and vote on their behalf at the General Meeting of Shareholders. An authorized representative attending the General Meeting of Shareholders may not further delegate such authorization to another person. In the event that more than one representative is appointed, the number of shares and voting rights authorized to each representative must be specifically determined.

c. Shareholders attending the General Meeting of Shareholders who wish to express opinions or participate in discussions must obtain the consent of the Chairperson of the Meeting; speeches shall be concise and focused on the key matters to be discussed, in line with the approved agenda of the Meeting. Matters already raised by previous speakers shall not be repeated in order to avoid duplication. Shareholders attending the Meeting may record their comments or questions on a question form and submit it to the Meeting Secretariat.

d. Shareholders are entitled to vote on all matters falling within the authority of the General Meeting of Shareholders in accordance with the Company Charter.

e. Shareholders attending the General Meeting of Shareholders, after hearing reports on matters submitted for approval, shall discuss and vote for approval thereof.

f. During the Meeting, shareholders shall comply with the direction of the Chairperson of the Meeting, behave in a civilized manner, and shall not disturb order or otherwise adversely affect the conduct of the Meeting.

g. Shareholders arriving late shall have the right to register immediately; upon completion of registration procedures, they may attend and participate in voting and elections on the remaining matters to be voted on in accordance with the approved agenda of the Meeting. The Chairperson of the Meeting shall not be obliged to suspend the Meeting for late-arriving shareholders to complete registration, and the validity of votes conducted prior thereto shall remain unaffected.

## **2. Rights and duties of the Chairperson of the Meeting**

2.1. The Chairman of the Board of Directors (BOD) shall act as the Chairperson of the Meeting.

2.2. The Chairman of the Board of Directors may authorize another member of the Board of Directors to act as the Chairperson of a General Meeting of Shareholders convened by the Board of Directors. In the event that the Chairman of the BOD is absent, the remaining members of the BOD shall elect one among themselves to act as the Chairperson of the Meeting on a majority basis. In the event that no Chairperson can be elected, the Head of the Supervisory Board shall preside over the process for the General Meeting of Shareholders to elect the Chairperson of the Meeting, and the person receiving the highest number of votes shall act as the Chairperson of the Meeting.

2.3. Duties of the Chairperson of the Meeting:

- To preside over and conduct the Meeting in accordance with the agenda, rules and regulations approved by the Meeting;

- To guide the Meeting in discussions and voting on matters included in the agenda of the Meeting and related matters throughout the Meeting;

- To introduce the Meeting Secretariat and the Vote Counting Committee and submit them to the General Meeting of Shareholders for approval;

- To present draft documents and necessary matters for voting by the Meeting;



- To respond to issues raised by the Meeting and resolve other matters arising throughout the course of the Meeting;

- To resolve complaints relating to the General Meeting of Shareholders (if any).

2.4. The Chairperson of the Meeting shall have the right to implement necessary measures to conduct the Meeting in a reasonable and orderly manner, in accordance with the approved agenda and reflective of the wishes of the majority of attendees.

- To require all attendees to undergo inspection or other security measures;

- To request competent personnel to maintain order at the Meeting; and to remove from the General Meeting of Shareholders any persons who fail to comply with the Chairperson's instructions, intentionally disrupt order, obstruct the normal conduct of the Meeting, or fail to comply with security inspection requirements.

2.5. The Chairperson of the Meeting shall have the right to postpone a General Meeting of Shareholders which has met the quorum requirements to another time or change the meeting venue, provided that such postponement shall not exceed 03 (three) days from the official meeting date stated in the invitation, in the following circumstances:

- The venue does not have sufficient convenient seating for all shareholders attending the Meeting;

- Any attendee engages in obstructive or disorderly conduct, posing a risk that the Meeting may not be conducted in a fair and lawful manner.

### **3. Rights and obligations of the Shareholder Eligibility Verification Committee for attendees of the General Meeting of Shareholders**

The Shareholder Eligibility Verification Committee for attendees of the General Meeting of Shareholders shall be established by the Organizing Committee of the Meeting. The Shareholder Eligibility Verification Committee shall be responsible for examining documents, recognizing eligible attendees, distributing meeting documents, Voting Cards and Voting Ballots to attendees, and reporting to the Meeting on the results of shareholder eligibility verification before the Meeting is officially convened.

### **4. Rights and obligations of the Meeting Secretariat of the General Meeting of Shareholders**

4.1. The Meeting Secretariat of the General Meeting of Shareholders shall be introduced by the Chairperson of the Meeting and approved by the General Meeting of Shareholders through voting.

4.2. The Meeting Secretariat shall perform supporting duties as assigned by the Chairperson of the Meeting, including:

- To fully and accurately record the entire proceedings of the Meeting and matters approved by shareholders or reserved for further consideration at the Meeting;

- To prepare and assist the Chairperson of the Meeting in announcing the Minutes of the Meeting and Resolutions on matters approved at the Meeting;

- To receive shareholders' question forms through the supporting team.

## **5. Rights and obligations of the Vote Counting Committee**

5.1. The Vote Counting Committee shall be introduced by the Chairperson of the Meeting and approved by the General Meeting of Shareholders through voting.

5.2. The Vote Counting Committee shall have the following duties:

- To compile and summarize the number of voting shares for each matter;
- To distribute ballots, conduct vote counting, and announce the vote counting results;
- To notify the results to the Chairperson of the Meeting and the Meeting Secretariat, and announce the voting results before the Meeting;
- To review and report to the Meeting for decision any cases of violations of election rules or complaints relating to the election process;
- To be responsible for the accuracy of shareholders' voting results at the 2026 Annual General Meeting of Shareholders.

## **III. CONDITIONS FOR HOLDING THE GENERAL MEETING OF SHAREHOLDERS AND VOTING FOR APPROVAL OF MATTERS AT THE GENERAL MEETING OF SHAREHOLDERS**

### **1. Conditions for holding the General Meeting of Shareholders**

The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting rights of the Company.

### **2. Principles and procedures for conducting the General Meeting of Shareholders**

- The Meeting shall discuss and approve, in sequence, the matters set out in the agenda of the General Meeting of Shareholders.

- All matters included in the agenda of the Meeting must be approved through public voting by all shareholders using Voting Cards based on the number of shares owned by and/or authorized to shareholders. Each shareholder shall be issued one Voting Card and one Voting Ballot, stating the shareholder code, number of voting rights, and voting contents (bearing the seal affixed by **Bac Kan Mineral Joint Stock Corporation**).

### **3. Voting procedures**

- Shareholders shall vote on a matter (in the order of **“Approve”**, **“Disapprove”**, **“No Opinion”**) by direct voting at the Meeting.

- When voting on a matter submitted at the Meeting, shareholders who agree with such matter shall raise their Voting Cards. Members of the Vote Counting Committee shall mark the participation code of the attending shareholder and the corresponding number of voting rights of each approving shareholder on the Voting Card. The same procedure shall apply to the remaining voting opinions.

Shareholders shall mark the corresponding box on the Voting Ballot for matters already voted on by Voting Card and submit the Voting Ballot to the Organizing Committee.

#### **4. Voting rules**

- Each owned share or represented share shall correspond to **one voting right**.
- A resolution of the General Meeting of Shareholders shall be passed if it is approved by shareholders representing more than **50% of the total voting rights** of all attending and voting shareholders at the Meeting. For resolutions relating to amendments and supplements to the Charter; classes of shares and the total number of shares of each class; changes to the Company's organizational structure; reorganization or dissolution of the enterprise; investment projects or sale of assets with a value equal to or exceeding **35% of the total assets** recorded in the Company's most recent financial statements, such resolutions shall be passed if approved by shareholders representing **65% or more of the total voting rights** of all attending and voting shareholders at the Meeting.

### **IV. EXPRESSING OPINIONS AT THE GENERAL MEETING OF SHAREHOLDERS**

#### **1. Principles**

Shareholders attending the Meeting who wish to express opinions or participate in discussions must obtain the consent of the Chairperson of the Meeting; discussions may only be conducted within the prescribed time and within the scope of matters presented in the agenda; shareholders wishing to express opinions must register the contents in the Question Form and submit it to the Meeting Secretariat; the Meeting Secretariat shall arrange shareholders' Question Forms in order of registration and submit them to the Chairperson of the Meeting.

#### **2. Procedures for speaking**

Shareholders shall speak briefly and focus on the key matters to be discussed, in accordance with the approved agenda of the Meeting, and shall not use offensive language or cause disorder at the Meeting. The Chairperson of the Meeting shall arrange shareholders to speak in accordance with the order of the agenda and registration sequence, and shall address shareholders' questions and concerns. The Chairperson of the Meeting shall have the right to remind shareholders or request them to focus on the key matters to be discussed in order to save time and ensure the quality of discussions.

### **V. MINUTES AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS**

1. All contents of the General Meeting of Shareholders shall be recorded by the Meeting Secretariat in the Minutes of the General Meeting of Shareholders.

2. The Minutes of the General Meeting of Shareholders must be completed and approved before the closing of the Meeting.

3. The Minutes of the General Meeting of Shareholders shall be kept at the head office of Bac Kan Mineral Joint Stock Corporation, at the following address: Group 4A, Duc Xuan Ward, Thai Nguyen Province, Vietnam.

The above constitutes the Working Regulations of the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation.

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

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



**Vu Phi Ho**





No.: 20/2026/BC-HĐQT

*Thai Nguyen, May 22, 2026*

**REPORT**  
**ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**  
**AND THE 2021 –2026 TERM; ORIENTATION AND OPERATIONAL PLAN FOR 2026**

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Pursuant to the Enterprise Law 2020 and Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, the Board of Directors (“BOD”) of Bac Kan Mineral Joint Stock Corporation (the “Company”) hereby reports to the General Meeting of Shareholders (“GMS”) on the BOD’s operational results in 2025, the 2021–2026 term, and the BOD’s operational plan for 2026, as follows:

**I. GENERAL SITUATION**

**1. Global Situation**

During the period of 2021–2025, particularly in 2025, the global context witnessed numerous complex and unpredictable developments and risks, directly affecting the business environment and global supply chains. Regional conflicts (notably in Ukraine, the Gaza Strip, and Iran), together with intense strategic competition among major powers, have reshaped the global order toward a multipolar structure. Conflict hotspots, combined with barriers to international maritime transportation, have severely disrupted supply chains and significantly increased logistics costs. Meanwhile, the global economy has experienced a slow and uneven recovery following the COVID-19 pandemic. Global trade growth declined sharply from 4.0%–5.5% in the 2017–2018 period to 0.8% in 2023, before showing a modest recovery to 3.1%–3.4% during 2024–2025. Rising transportation costs, persistent inflation, and increasing public debt have placed significant pressure on corporate operating costs and weakened consumer demand. In addition, adverse impacts of climate change and extreme weather events have caused considerable economic losses. To respond to these challenges and strengthen resilience and self-reliance, the world is witnessing a strong transformation in economic structures, with emphasis on the digital economy, green transition, and sustainable development.

**2. Situation in Vietnam**

Despite the dual impacts of the COVID-19 pandemic and global geopolitical risks, Vietnam’s domestic macroeconomic and institutional environment during the 2021–2025 period, particularly in 2025, recorded significant achievements and established important foundations:

- Macroeconomic growth: The economy maintained its recovery momentum and stable growth, averaging 6.3% per annum throughout the period. In 2025 alone, GDP



growth reached 8.02%, bringing the size of the economy to USD 514 billion (ranking among the 33 largest economies in the world), with GDP per capita exceeding USD 5,026. Macroeconomic balances were maintained, while total trade volume reached a record USD 930 billion, marking the tenth consecutive year of trade surplus.

- Investment and business environment: The national financial system remained stable, and total state budget revenue exceeded estimates. The stock market recorded positive growth (VN-Index reached 1,800 points in 2025). Confidence within the business community was significantly strengthened, with more than one million active enterprises, thereby creating substantial momentum for production and business activities.

- Institutional and policy framework: The legal framework continued to be improved to remove institutional “bottlenecks.” The issuance by the Politburo of breakthrough Resolutions (Resolution No. 57-NQ/TW on science, technology and digital transformation; Resolution No. 59-NQ/TW on international integration; Resolution No. 68-NQ/TW on the private economy; and Resolution No. 79-NQ/TW on the state economy) established a favorable legal corridor and strategic orientation for all economic sectors.

- Local political and administrative developments: The period of 2025–2026 is associated with major political events, including the 14th National Congress of the Communist Party of Vietnam and elections of deputies to the National Assembly and People’s Councils at all levels. In particular, from 01 July 2025, the merger of Thai Nguyen Province and Bac Kan Province into the new Thai Nguyen Province, together with the operation of a two-tier local government system, constituted a significant change directly affecting administrative management and the investment environment in the areas where the Company operates.

### **3. Favorable Factors**

Entering a new phase of development, the Company is presented with significant opportunities arising from macroeconomic recovery and the trend of international integration, creating strong demand for mineral raw materials in both domestic and export markets. In anticipation of the “green transition” trend, the Company has favorable opportunities to restructure and invest in clean processing technologies, moving toward compliance with international ESG (Environmental, Social and Governance) standards. At the same time, a more open legal framework established under the Resolutions of the Politburo, together with strategic advantages resulting from the administrative merger into Thai Nguyen Province, enables the Company to gain direct access to integrated transportation infrastructure and a large metallurgical industrial hub.

Internally, the Company continues to maintain solid stability. Its business orientation remains highly focused on mineral exploitation and deep processing. A sound financial capacity enables the Company to proactively secure funding sources

for production and business operations, particularly in accelerating investment in infrastructure for the Thanh Thinh Industrial Cluster (Thanh Thinh Commune, Thai Nguyen Province) and affiliated metallurgical plants. Together with a strengthened management and governance system and a workforce whose capabilities are being fully utilized, the Company has established a solid foundation to achieve its strategic objectives.

#### **4. Challenges and Difficulties Affecting the Company's Production and Business Operations.**

During its operations, the Company has been significantly affected by both macroeconomic and internal risk factors. On the international front, geopolitical conflicts and extreme weather conditions have disrupted supply chains, increased energy and transportation costs, and heightened mining safety risks. Domestically, the process of merger and transition of the local administrative system in its initial stage has created certain obstacles relating to legal procedures, planning, and licensing, thereby directly affecting the implementation progress of key projects.

With respect to its core operations, the Company is facing shortages of raw materials for deep processing due to declining output from existing mines, while new mines have not yet been licensed for exploitation. Investment capital pressure has also increased significantly as the Company is required to upgrade environmental technologies to comply with stringent export standards in line with the “**green transition**” trend. In addition, shifts in the labor market structure have made the recruitment and retention of employees - from unskilled workers to highly skilled personnel - more difficult. Rising living costs, together with inconsistent discipline among a portion of employees, continue to present obstacles to improving productivity and enhancing the effectiveness of the Company's human resource management.

2. The Board of Directors of Bac Kan Mineral Joint Stock Corporation for the 2021-2026 term was elected by the 2021 Annual General Meeting of Shareholders and consists of 05 (five) members.

No.	Members of the Board of Directors	Position	Date of becoming / ceasing to be a member of the Board of Directors / Independent Board Member	
			Appointment Date	Dismissal Date
01	Mr. Vu Phi Ho	Chairman of the Board of Directors	26/4/2021	-
02	Mr. Dinh Van Hien	Member of the Board of Directors	26/4/2021	-
03	Mr. Nguyen Tran Nhat	Member of the Board of Directors	26/4/2021	-

No.	Members of the Board of Directors	Position	Date of becoming / ceasing to be a member of the Board of Directors / Independent Board Member	
			Appointment Date	Dismissal Date
04	Mr. Nguyen Huy Hoan	Member of the Board of Directors	26/4/2021	-
05	Mr. Mai Thanh Son	Member of the Board of Directors	26/4/2021	18/6/2025
06	Mr. Le Minh Khue	Member of the Board of Directors	18/6/2025	-

## II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 AND THE 2021 - 2026 TERM.

### 1. General activities

In performing its duties as prescribed under the Enterprise Law 2020, the Company Charter, the Corporate Governance Regulations, and the Operational Regulations of the Board of Directors, during the 2021–2026 term, the Board of Directors of the Company successfully directed and organized the Annual General Meetings of Shareholders for each year in compliance with the provisions of the Enterprise Law; formulated and approved numerous major policies and development orientations of the Company for each year and for the 2021–2026 period; issued Annual General Meeting of Shareholders’ resolutions for each year; and developed, amended, and promulgated the Company’s internal regulations to ensure the lawful operation of production and business activities as well as organizational management within the enterprise. At the same time, the Board of Directors prepared, issued, and fully disclosed reports in a timely manner in accordance with the provisions of the Enterprise Law, the Law on Securities, Decree No. 155/2020/ND-CP of the Government, Circular No. 96/2020/TT-BTC of the Ministry of Finance, regulations of the State Securities Commission, the Hanoi Stock Exchange, and guidance issued by other competent authorities.

In 2025, the Board of Directors held 04 in-person meetings and conducted written consultations to discuss and decide on many important matters of the Company. The Board of Directors issued 16 (sixteen) Resolutions and Decisions relating to organizational structure, personnel arrangement and restructuring, production and business operations, investment activities, capital requirements, and development plans of the Company within its authority. The Board of Directors regularly monitored economic developments and market fluctuations in order to provide timely direction for the Company’s business operations. In particular, on 05

June 2025, the Board of Directors approved Resolution No. 32/2025/NQ-HĐQT regarding the capital contribution for the establishment of 9999 Zinc Lead Joint Stock Company, with a charter capital of VND 180 billion, in which Bac Kan Mineral Joint Stock Corporation contributed 80% of the charter capital and became the parent company of 9999 Zinc Lead Joint Stock Company.

The Board of Directors successfully directed and organized the 2025 Annual General Meeting of Shareholders and duly issued Resolution No. 01/2025/NQ-ĐHĐCĐ of the 2025 Annual General Meeting of Shareholders on 18 June 2025 in accordance with applicable regulations. In addition, the Board of Directors prepared six-month and annual corporate governance reports and carried out information disclosure in compliance with Decree No. 155/2020/ND-CP of the Government, Circular No. 96/2020/TT-BTC of the Ministry of Finance, regulations of the State Securities Commission, the Hanoi Stock Exchange, and guidance issued by other competent authorities.

During the **2021-2026 term**, the Board of Directors developed, amended, and submitted to the General Meeting of Shareholders for consideration, approval, and promulgation the following: (1) amendments to the Company Charter (**04 times**); (2) the Internal Corporate Governance Regulations; (3) the Operational Regulations of the Board of Directors; (4) the Operational Regulations of the Supervisory Board; (5) the Information Disclosure Regulations; (6) the Regulations on organizing online General Meetings of Shareholders or collecting shareholders' written opinions for approval of General Meeting of Shareholders' resolutions by online voting; and (7) the issuance of shares to increase charter capital from owners' equity, pursuant to which the Company's charter capital increased from VND 117.377.280.000 to VND 234.754.560.000, and the election of 01 additional member of the Board of Directors to replace a Board member who tendered resignation at the Annual General Meeting of Shareholders.

The total number of meetings held by the Board of Directors during the 2021–2026 term was 21 meetings; the total number of Resolutions/Decisions adopted by the Board of Directors during the term was 54 Resolutions/Decisions, addressing matters including: (1) medium-term development strategies and annual business plans; (2) approval of investment plans and investment projects; (3) appointment and dismissal of Company executives and other managerial positions, and decisions on organizational structure and internal management regulations; and (4) convening General Meetings of Shareholders and approving agendas and meeting materials.

## 2. Board of Directors' Meetings in 2025:

No.	Members of the Board of Directors	Number of BOD Meetings Attended	Attendance Rate (%)
01	Mr. Vu Phi Ho	04/04	100%

No.	Members of the Board of Directors	Number of BOD Meetings Attended	Attendance Rate (%)
02	Mr. Dinh Van Hien	04/04	100%
03	Mr. Nguyen Tran Nhat	04/04	100%
04	Mr. Nguyen Huy Hoan	04/04	100%
05	Mr. Mai Thanh Son	02/02	100%
06	Mr. Le Minh Khue	02/02	100%

### 3. Resolutions/Decisions of the Board of Directors in 2025:

No.	Resolution / Decision No.	Date of Issuance	Content	Approval Rate (%)
01	04/2025/NQ-HĐQT	21/4/2025	Resolution on adjustment of the implementation schedule of the Thanh Think Industrial Cluster Project, Thanh Think Commune	5/5 (100%)
02	08/2025/NQ-HĐQT	28/4/2025	Resolution on postponement of the Annual General Meeting of Shareholders and the record date for exercising the right to attend the 2025 Annual General Meeting of Shareholders	5/5 (100%)
03	09/2025/NQ-HĐQT	28/4/2025	Resolution on participation in the General Meeting of Shareholders of Nghe An Bus Station Joint Stock Company	5/5 (100%)
04	12/2025/NQ-HĐQT	09/5/2025	Resolution on organization of the 2025 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation	5/5 (100%)
05	13/2025/NQ-HĐQT	09/5/2025	Resolution approving the resignation letter of Mai Thanh Son – Member of the Board of Directors	5/5 (100%)
06	14/2025/NQ-HĐQT	09/5/2025	Resolution on establishment of a branch of Bac Kan Mineral Joint Stock Corporation – Cho Don Mineral Exploitation Enterprise	5/5 (100%)
07	27/2025/NQ-HĐQT	29/5/2025	Resolution on termination of operations of branches and affiliated	5/5 (100%)

No.	Resolution / Decision No.	Date of Issuance	Content	Approval Rate (%)
			units	
08	31/2025/QĐ-HĐQT	02/6/2025	Decision on adjustment of the project schedule for supplementary construction of the tailings reservoir of the Lung Vang sulfide lead-zinc ore beneficiation workshop	4/5 (100%) <sup>1</sup>
09	32/2025/NQ-HĐQT	05/6/2025	Resolution on capital contribution for enterprise registration and appointment of the authorized representative	4/5 (100%) <sup>2</sup>
10	36/2025/NQ-HĐQT	23/6/2025	Resolution on implementation of the share issuance plan to increase charter capital from owners' equity	5/5 (100%)
11	39/2025/NQ-HĐQT	10/7/2025	Resolution on implementation of the amended share issuance plan to increase charter capital from owners' equity	5/5 (100%)
12	43/2025/QĐ-HĐQT	22/7/2025	Decision on adjustment of the investment project for construction of the Office Building in Thai Nguyen	5/5 (100%)
13	46/2025/NQ-HĐQT	26/7/2025	Resolution approving the record date for receiving shares issued to increase charter capital from owners' equity	5/5 (100%)
14	47/2025/NQ-HĐQT	14/8/2025	Resolution approving the results of the share issuance to increase charter capital from owners' equity	5/5 (100%)
15	50/2025/NQ-HĐQT	18/9/2025	Resolution approving contracts and transactions between the Company and internal persons and related persons	5/5 (100%)
16	52/2025/NQ-HĐQT	06/11/2025	Resolution approving contracts and transactions between the Company and internal persons and related persons	5/5 (100%)

**4. Results of implementation of production and business targets in accordance with the Resolution of the General Meeting of Shareholders for 2025 and the 2021 - 2026 period.**

<sup>1</sup> 01 Non-voting BOD Members

<sup>2</sup> 01 Non-voting BOD Members.

4.1. Results of implementation of the Resolution of the 2025 General Meeting of Shareholders

No.	Indicator	Unit	Actual 2024	2025 Plan	Actual 2025	Comparison of 2025 Actual vs. 2024 (%)	Comparison of 2025 Actual vs. 2025 Plan (%)
1	Total output of run-of-mine ore	Tons	23.711	24.000	27.128,95	114,42	113,04
2	Quantity of finished products after processing						
	- Lead concentrate (60% Pb)	Tons	3.835	4.000	5.201,38	135,63	130,03
	- Zinc concentrate (50% Zn)	Tons	3.934	4.100	5.096,07	129,54	124,29
	- Refined lead ( $\geq 97\%$ Pb)	Tons	5.369	5.800	4.805,77	89,51	82,86
	- Zinc oxide powder	Tons	4.613	3.500	3.258,35	70,63	93,10
	- Zinc oxide compounds	Tons	1.757	2.000	525,58	29,91	26,28
3	Quantity of goods sold						
	- Zinc concentrate (50% Zn)	Tons	3.934	4.100	1.133,10	28,80	27,64
	- Refined lead ( $\geq 97\%$ Pb)	Tons	5.369	5.800	4.765,51	88,76	82,16
	- Zinc oxide powder	Tons	4.613	3.500	5.379,43	116,61	153,7
	- Zinc compound products	Tons	3.178	2.100	525,96	16,55	25,05
	- Zinc oxide compounds (Imported)	Tons	1.010	2.100	818,03	80,99	38,95
	Transfer of land area under the Thanh Thinh Industrial Cluster Project	M <sup>2</sup>	-	5.000	0	0,00	0,00
4	<b>Total revenue</b>	VND billion	<b>567,48</b>	<b>573,6</b>	<b>429,70<sup>3</sup></b>	<b>75,72</b>	<b>74,91</b>
5	<b>Profit before tax</b>	VND billion	<b>65,07</b>	<b>78,9</b>	<b>102,70<sup>4</sup></b>	<b>157,83</b>	<b>130,16</b>
6	Corporate income tax	VND billion	13,20	15,78	21,23	160,83	134,54
7	<b>Profit after tax</b>	VND	<b>51,87</b>	<b>63,12</b>	<b>81,47<sup>5</sup></b>	<b>157,07</b>	<b>129,07</b>

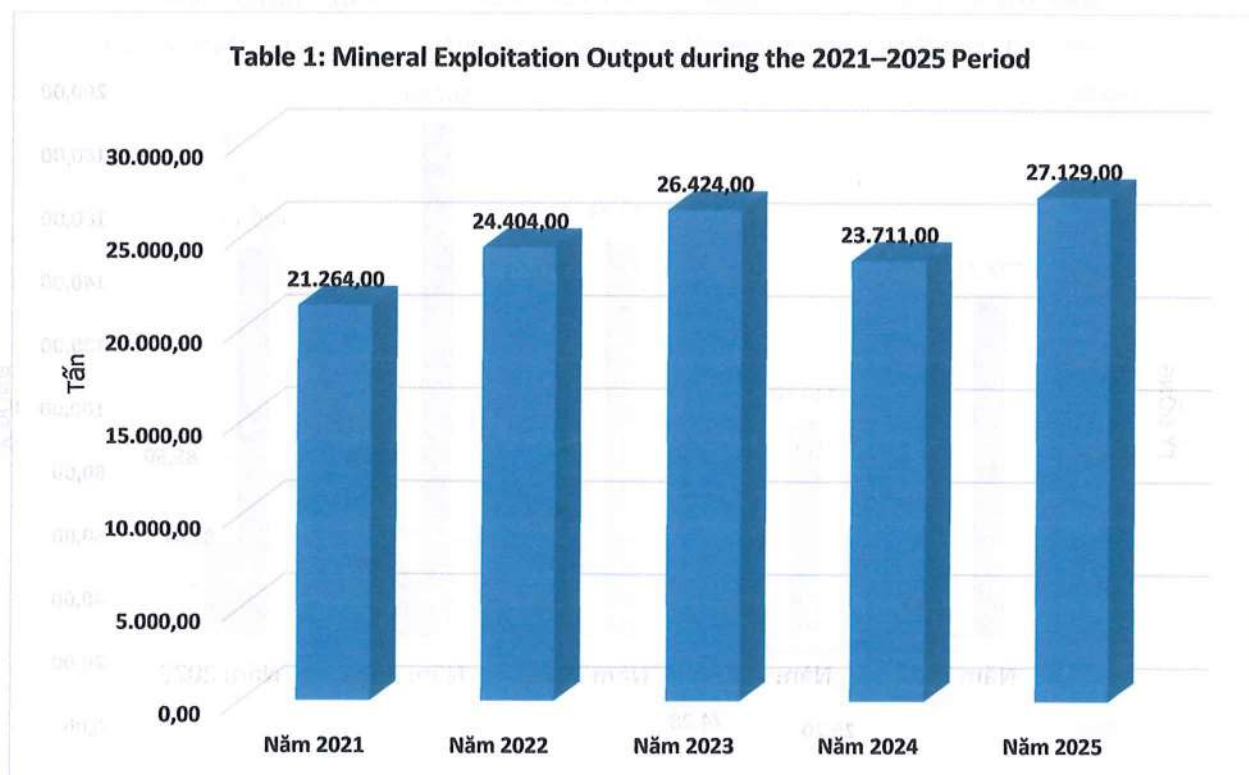
<sup>3</sup> Audited Separate Financial Statements for 2025;

<sup>4</sup> Audited Separate Financial Statements for 2025;

No.	Indicator	Unit	Actual 2024	2025 Plan	Actual 2025	Comparison of 2025 Actual vs. 2024 (%)	Comparison of 2025 Actual vs. 2025 Plan (%)
8	State budget contribution	VND billion	61,8	68,0	85,5	138,35	125,74
9	Average income per employee	VND million/person	8,0	8,0	8,5	106,25	106,25
10	Social insurance and health insurance contributions	VND million/person	5,742	Full compliance	5,261	91,62	100,00
11	Investment capital utilized during the year	VND billion	48,583	1.900	188,1	387,17	9,90

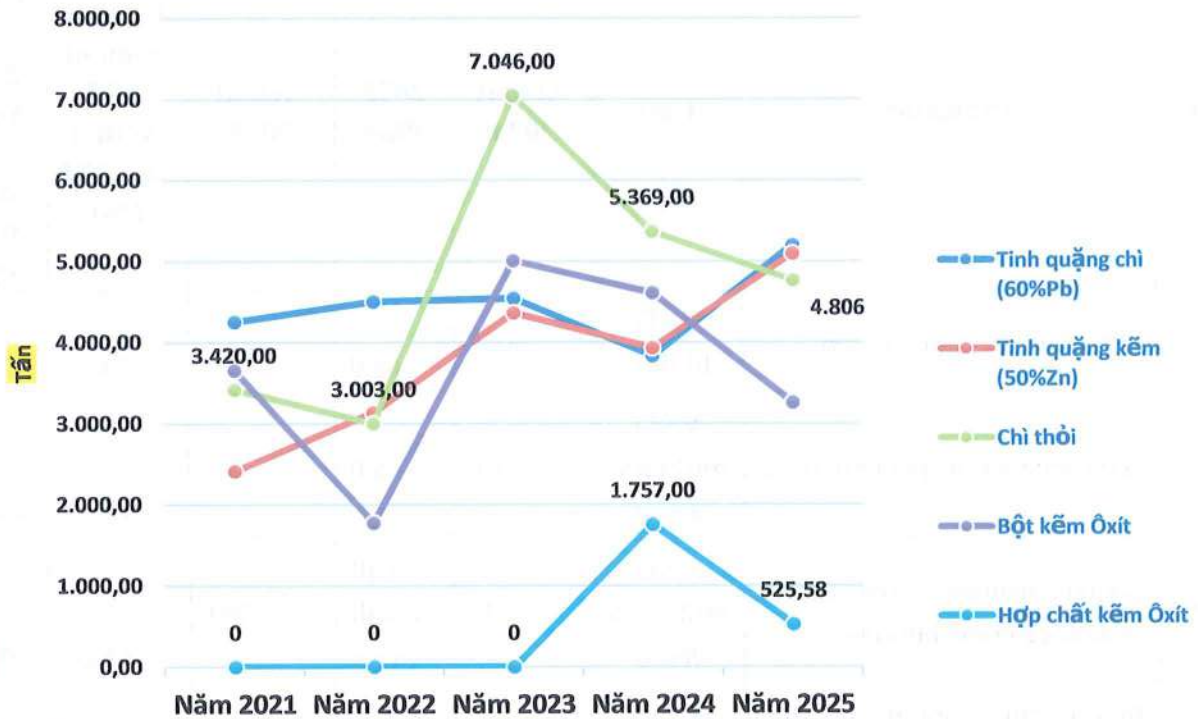
4.1. Results of implementation of the Resolution of the General Meeting of Shareholders for the 2021–2025 period

a) Mineral exploitation activities



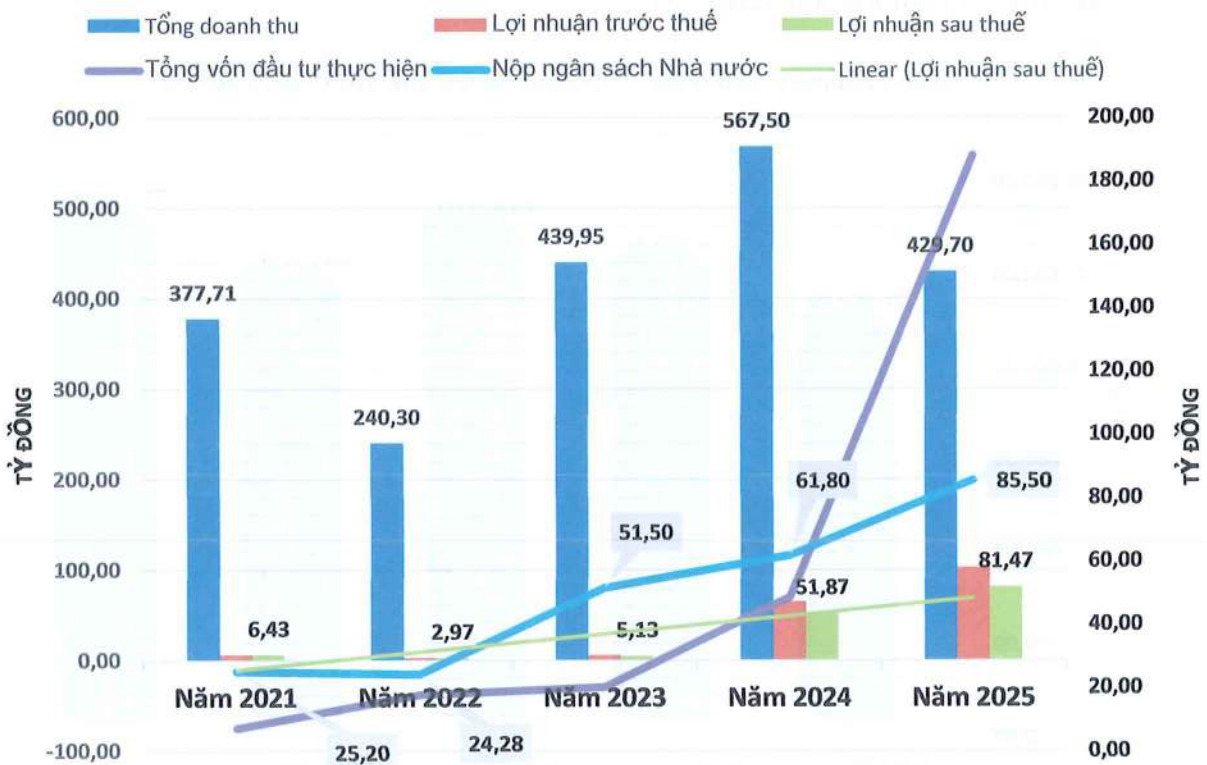
b) Mineral Processing Activities

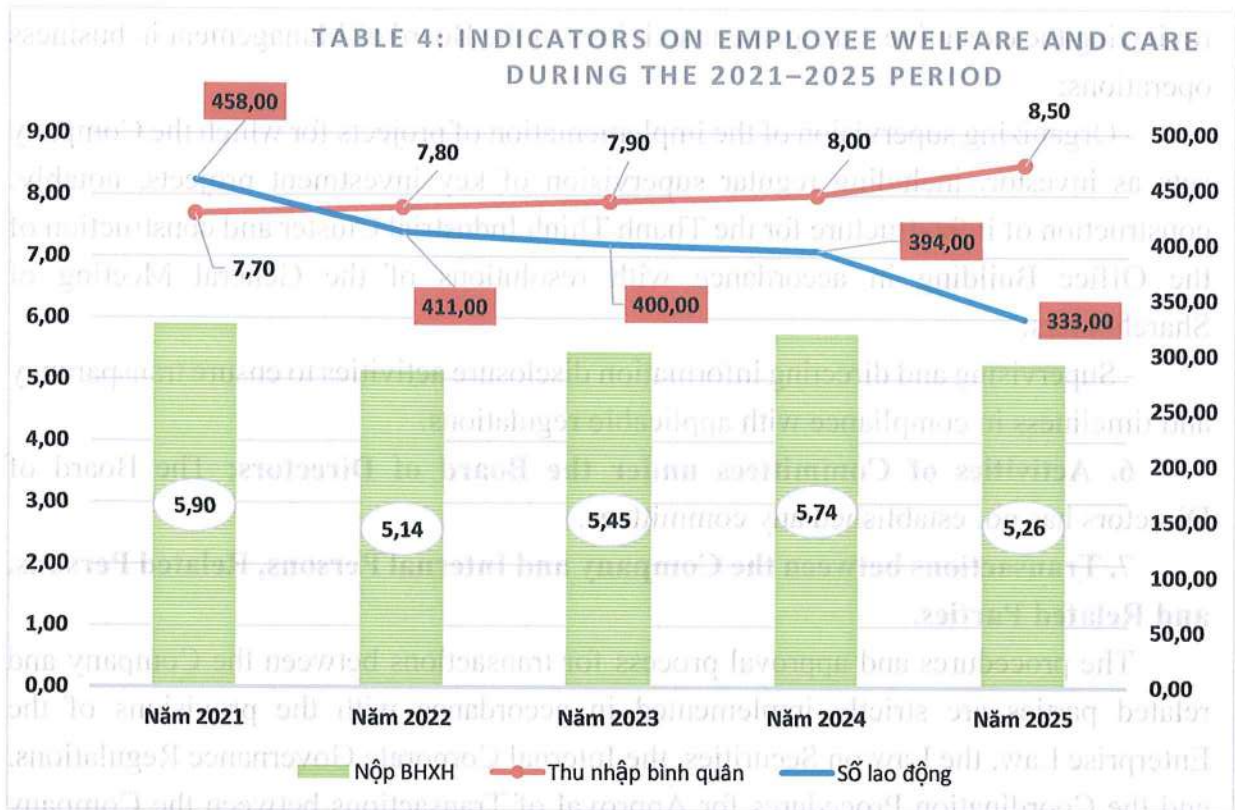
**Table 2: Quantity of Processed Products during the 2021–2025 Period**



**c) Financial Indicators**

**Table 3: Financial Indicators during the 2021–2025 Period**





*(Detailed figures are provided in the Appendix attached to this Report.)*

### **5. Supervisory activities of the Board of Directors and supervision by the Board of Directors over the Company’s Board of Management.**

In accordance with the provisions of the Company Charter, the Internal Corporate Governance Regulations, and applicable laws, the Board of Directors supervises the Board of Management and other managerial personnel in the conduct of day-to-day operations, including:

- Presiding over, directing, and successfully organizing the 2025 Annual General Meeting of Shareholders on 18 June 2025, and supervising the management activities of the Board of Management with the objective of enhancing operational efficiency and achieving the planned business targets;
- Directing and supervising the issuance of shares to increase charter capital from owners’ equity in accordance with the Resolution approved at the 2025 Annual General Meeting of Shareholders; directing and supervising restructuring activities, the establishment of subsidiaries, and measures to secure obligations and provide financial support for subsidiaries;
- Through in-person meetings and consultation by email, the Board of Directors discussed and provided opinions on many important matters relating to management and operations. Through reports submitted directly or in writing by the General Director, the Board of Directors timely monitored the Company’s production and business situation and supervised the implementation of Resolutions and Decisions issued by the General Meeting of Shareholders and the Board of Directors, while

reviewing the executive management activities of the Board of Management in business operations;

- Organizing supervision of the implementation of projects for which the Company acts as investor, including regular supervision of key investment projects, notably: construction of infrastructure for the Thanh Thinh Industrial Cluster and construction of the Office Building in accordance with resolutions of the General Meeting of Shareholders;

- Supervising and directing information disclosure activities to ensure transparency and timeliness in compliance with applicable regulations.

**6. Activities of Committees under the Board of Directors:** The Board of Directors has not established any committees.

**7. Transactions between the Company and Internal Persons, Related Persons, and Related Parties.**

The procedures and approval process for transactions between the Company and related parties are strictly implemented in accordance with the provisions of the Enterprise Law, the Law on Securities, the Internal Corporate Governance Regulations, and the Coordination Procedures for Approval of Transactions between the Company and Related Parties. Transactions between the Company and related parties approved by the Board of Directors are listed and disclosed in the 2025 Corporate Governance Report.

**8. Activities of Independent Members of the Board of Directors and the Independent Members' Assessment of the Activities of the Board of Directors**

*8.1. Activities of Independent Members of the Board of Directors*

The Company's Board of Directors has 01 Independent Member, namely Le Minh Khue (in accordance with Clause 2, Article 155 of the Enterprise Law 2020 and Article 275 of Decree No. 155/2020/ND-CP). Possessing professional expertise and experience, he made important comments and contributions relating to the Board of Directors' key decisions during 2025. He fully attended meetings of the Board of Directors and submitted voting ballots and opinions on matters/decisions within the authority of the Board of Directors in a timely manner, thereby ensuring transparency, controlling conflicts of interest, and protecting the interests of the Company and its shareholders.

*8.2. Assessment by the Independent Member of the Board of Directors on the Activities of the Board of Directors*

In 2025, the Board of Directors adopted flexible decisions to respond to changes in business methods and models resulting from instability in the global economy, risks arising from geopolitical conflicts in the Middle East and Ukraine, as well as various domestic and global developments. The Board of Directors timely approved and issued Resolutions and Decisions within its authority to adjust the Company's governance and business activities, while also providing timely direction and close supervision

over the Board of Management in implementing the established objectives, strategies, and business plans.

### **III. REMUNERATION OF THE BOARD OF DIRECTORS IN 2025**

The Company paid remuneration to the Board of Directors in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders and the Resolution of the Board of Directors regarding remuneration of the Board of Directors, specifically as follows:

The total remuneration for the Chairman of the Board of Directors and Members of the Board of Directors for 2025, as approved by the 2025 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation under Resolution No. 01/2025/NQ-ĐHĐCĐ dated 18 June 2025, amounted to VND 1.080.000.000 (One billion and eighty million Vietnamese Dong).

Amount paid: VND 1.080.000.000.

### **IV. ORIENTATION AND OPERATIONAL PLAN FOR 2026**

#### **1. Forecast of the Socio-Economic Situation in 2026**

##### *1.1. Global Economic Situation:*

The global economic situation in 2026 is forecast to present a picture of “stability yet fragility,” characterized by the interplay between growth drivers from technological advancement and increasing geopolitical risks. Global GDP growth is projected to range from approximately 2,6% to 3,3%, with differing levels of performance across regions.

The rapid development of technology and artificial intelligence (AI) is becoming an important growth driver, helping to improve labor productivity, particularly in North America and Asia. In addition, interest rate cuts in major economies have begun to take effect, supporting consumer demand and private investment.

However, geopolitical conflicts - most recently tensions in the Middle East (particularly developments relating to Iran) and Ukraine - continue to place pressure on energy prices and disrupt global supply chains. Global inflation is expected to decline toward approximately 3,8%; however, in the United States and certain major economies, the pace of returning inflation to target levels remains slower than expected and continues to be persistent. Meanwhile, rising defense expenditures and fiscal stimulus packages have exacerbated budget deficits, thereby limiting the policy space of many governments.

##### *1.2. Vietnam's Economic Situation*

The year 2026 is regarded as a year of “breakthrough development” as Vietnam enters a new development cycle (2026–2030) with ambitious growth targets and impressive initial results. The year 2026 holds particular significance as it marks the beginning of a new development phase, the year of the 14th National Congress of the Communist Party of Vietnam, the election of deputies to the 16th National Assembly and People’s Councils at all levels for the 2026–2031 term, and the first year of

implementation of the Five-Year Socio-Economic Development Plan for 2026–2030, with the objective of achieving double-digit economic growth.

While the global outlook is forecast to remain complex, unpredictable, and subject to numerous risks, Vietnam’s domestic political, economic, and social conditions present a combination of opportunities, advantages, difficulties, and challenges, with difficulties and challenges expected to outweigh advantages, particularly from external factors. Non-traditional security threats, epidemics, natural disasters, and climate change are expected to continue exerting significant impacts.

The Government has set a target of GDP growth of 10% or higher in 2026 (Q1/2026: 7.83%), while maintaining macroeconomic stability, controlling inflation, and ensuring major economic balances. Key growth drivers are expected to include major technology projects, laying a new foundation for breakthroughs in the manufacturing and processing industries. At the same time, the Government continues to focus on reviewing and substantively reducing business conditions and administrative procedures, considering such reforms a “favorable corridor” for economic development, while accelerating the disbursement of strategic infrastructure projects to generate endogenous momentum for sustainable economic growth.

However, this strong recovery is accompanied by concerns over accumulating structural risks within the financial and real estate systems, as well as non-traditional security threats and fluctuations in international markets, requiring the economy to strengthen its resilience and responsiveness to unexpected developments.

### *1.3. The Company’s Production and Business Operations in 2026*

\* Against the backdrop of complex domestic and international economic developments, Bac Kan Mineral Joint Stock Corporation continues to face numerous challenges in its production and business operations, including:

- Mineral exploitation: The Na Bop – Pu Sap mining area has experienced a significant decline in reserves, grade, and ore quality due to long-term exploitation (the Company has currently suspended operations at the Pu Sap mine).

- Human resources: Labor shortages, including unskilled workers, are becoming increasingly severe due to several factors, including: labor migration to other provinces and large enterprises as wages and income remain uncompetitive with the labor market; increasingly intense competition for labor among enterprises within the region and the province; and employees having more choices regarding working conditions, working environment, and income levels.

#### *\* The Company’s Strategic Orientation:*

- Metallurgy continues to be the core business focus. The Company aims to maintain stable operations at the Lead Smelting Plant and the Zinc Oxide Powder Plant; and is fully determined to bring the Zinc Smelting and Electrolysis Plant (with a capacity of 30,000 tons/year) at the Thanh Thinh Industrial Cluster into operation by the beginning of 2027.

- The technical infrastructure of the Thanh Think Industrial Cluster is projected to basically complete Phase 2 by the third quarter (Q3) of 2026 at the latest, enabling the construction of facilities and plants in accordance with the approved plan.

- In order to optimize capital efficiency and expand growth opportunities, the Company has decided to add real estate business to its investment portfolio for 2026. This strategic move will be implemented through the Bac Son Road Urban Area Project, Thai Nguyen Province. The project has an estimated total investment of VND 1,000 billion and is expected to become a new driver of revenue growth for the Company in the coming period.

- The Company will continue mobilizing and supplementing capital to support its three key priorities in 2026: (i) expansion of production and business operations; (ii) acceleration of capital contributions to subsidiaries; and (iii) financing the investment and development project for the Urban Area Project on Bac Son Road, Thai Nguyen Province.

## 2. Key Production and Business Targets for 2026

No.	Indicator	Unit	Actual 2025	2026 Plan	2026 Plan as % of 2025 Actual
1	Mining output	Tons	27.129	24.000	88,47
2	Quantity of processed products				
	- Lead concentrate (60% Pb)	Tons	5.201	4.500	86,52
	- Zinc concentrate (50% Zn)	Tons	5.096	3.500	68,68
	- Refined lead / lead ingots ( $\geq 97\%$ Pb)	Tons	4.806	6.000	124,84
	- Zinc oxide powder	Tons	3.258	3.500	107,43
	- Zinc oxide compounds	Tons	525,58	-	
	- Zinc ingots	Tons	-	200,0	-
3	Transfer of land area under the Thanh Think Industrial Cluster Project	m <sup>2</sup>	-	40.000	-
4	Total revenue	VND billion	381,67 <sup>6</sup>	551,5	144,50
5	Profit before tax	VND billion	85,01	86,99	102,33
6	Profit after tax	VND billion	67,32	69,32	102,97

<sup>6</sup> Data according to the 2025 Audited Consolidated Financial Statements

No.	Indicator	Unit	Actual 2025	2026 Plan	2026 Plan as % of 2025 Actual
7	State budget contribution	VND billion	85,5	73,0	85,38

### 3. Operational Orientation of the Board of Directors in 2026

In 2026, amid a context of intertwined difficulties, advantages, challenges, and opportunities, the Board of Directors (BOD) has determined its operational orientation in a proactive and decisive spirit, linking management responsibility with sustainable development strategy, and focusing on the following key tasks:

#### *3.1. Continuing to strengthen the strategic orientation, supervisory role, and close coordination in directing the production and business operations of the Board of Management*

The Board of Directors shall continue to effectively perform its role of providing strategic direction, leadership, and comprehensive supervision over the Board of Management in a spirit of coordination, support, and facilitation through mechanisms, policies, human resources, and infrastructure. The objective is to ensure that all management and operational activities are implemented effectively, consistently, and in line with the strategic orientation approved by the General Meeting of Shareholders.

#### *3.2. Focusing on decisive direction, flexible adjustment, and prioritized implementation of the 2026 production and business plan*

The Board of Directors shall closely coordinate with the General Director and the Company's Management in developing, reviewing, and adjusting the 2026 production and business plan on a flexible, timely, and duly authorized basis, with clear priorities and focus areas to ensure optimal efficiency and more appropriate costs across all production and business activities. Key focus areas include:

\* **Mineral exploitation activities:** Continue to efficiently exploit existing mines while completing application dossiers for exploration licenses for mineral sites already included in planning.

\* **Ore beneficiation activities:** Maintain cooperation with Thien Ma Group Company Limited for ore beneficiation at the Na Bop and Na Duong mines based on actual mining output, thereby ensuring a stable and largely self-sufficient supply of input materials for processing plants.

\* **Investment in metallurgical industrial infrastructure:**

- Complete the entire technical infrastructure of the Thanh Think Industrial Cluster;

- Complete construction and equipment installation of the 20,000 tons/year zinc smelting and electrolysis plant during Q3 and Q4 of 2026, with trial operation commencing from the end of 2026 and commercial operation beginning in 2027.

\* **Investment in the deep metal processing complex:**

- Focus on completion of the zinc smelting and electrolysis complex at the Thanh Thinh Industrial Cluster and finalize the investment preparation phase for the ammonia-based zinc electrolysis project;

- Continue preparing legal dossiers for investment implementation of the following facilities: zinc sulfide treatment plant, zinc oxide dissolution plant, zinc electrolysis plant, and supporting facilities within the metallurgical complex at the Thanh Thinh Industrial Cluster;

- Continue preparing legal procedures for implementation of the waste battery treatment project (120,000 tons/year) and the steel furnace dust/blast furnace dust treatment project (70,000 tons/year), thereby creating additional secondary raw material sources for production while promoting a circular economy model and environmental protection.

\* **Infrastructure development:** Complete and put into operation the Company Office Building in Phan Dinh Phung Ward, Thai Nguyen Province, no later than October 2026, to strengthen management capacity and prepare conditions for expanded operations.

\* **Urban infrastructure development:** In 2026, the Company shall expand its investment portfolio into the real estate sector through the key project: the Bac Son Road Urban Area Project, Thai Nguyen Province. This integrated construction and commercial development project has an estimated total investment capital of VND 1,000 billion.

### ***3.3. Continuing to strengthen the role, functions, and operational effectiveness of the Board of Directors***

The Board of Directors shall continue to strengthen its organizational structure and enhance the effectiveness of the exercise of its authority and responsibilities in accordance with the provisions of the Enterprise Law, the Company Charter, and internal regulations. At the same time, the Board of Directors shall continuously review, assess, and remedy existing limitations, promote improvements in working methods, and enhance transparency in supervisory activities and corporate governance.

The overarching objective is to build a strong, effective, and efficient Board of Directors that works closely with the Board of Management in all important decisions, with a view to ensuring the Company's stable and sustainable development and increasingly meeting the expectations of shareholders and investors.

Respectfully submitted.

#### ***Recipients:***

- As above;
- Members of the Board of Directors and Supervisory Board;
- Board of Management, Chief Accountant;
- Corporate Governance Officer, Company Secretary (Information Disclosure);
- Archived at: Administration Department, AGM 2025 File.

FOR AND ON BEHALF  
OF THE BOARD OF DIRECTORS  
CHAIRMAN



Vu Phi Ho



**Appendix: Summary Table of Production and Business Indicators for the 2021-2025 Period**

*(Attached to the Report on the Activities of the Board of Directors in 2025)*

No.	INDICATOR	Unit	Year 2020	Year 2021	Year 2022	Year 2023	Year 2024	Year 2025
1	Mining output	Tons	22.755	21.264	24.404	26.424	23.711	27.129
2	Quantity of processed products	Tons						
2.1	Lead concentrate (60% Pb)	Tons	4.054	4.256,00	4.507,00	4.546,00	3.835,00	5.201,00
2.2	Zinc concentrate (50% Zn)	Tons	2.607	2.415,00	3.139,00	4.368,00	3.934,00	5.096,00
2.3	Lead ingots	Tons	5.423	3.420,00	3.003,00	7.046,00	5.369,00	4.806,00
2.4	Zinc oxide powder	Tons		3.657,00	1.778,00	5.012,00	4.613,00	3.258,00
2.5	Zinc oxide compounds	Tons					1.757,00	525,58
3	Total revenue	VND billion	<b>214,69</b>	<b>377,71</b>	<b>240,30</b>	<b>439,95</b>	<b>567,50</b>	<b>429,70</b>
4	Profit before tax	VND billion	-23,03	6,43	2,97	6,05	65,07	102,70
5	Profit after tax	VND billion	-23,03	6,43	2,97	5,13	51,87	81,47
6	Total investment capital implemented	VND billion	18,17	7,17	17,79	20,26	48,58	188,10
7	State budget contribution	VND billion	21,14	25,20	24,28	51,50	61,80	85,50
8	Number of employees	Persons	500	458,00	411,00	400,00	394,00	333,00
9	Average income	VND million/person	7,5	7,70	7,80	7,90	8,00	8,50
10	Social insurance contribution	VND billion	5,285	5,90	5,14	5,45	5,74	5,26

**REPORT OF THE BOARD OF MANAGEMENT  
ON BUSINESS PERFORMANCE RESULTS FOR THE 2021 - 2026 TERM, THE YEAR 2025,  
AND DEVELOPMENT ORIENTATION AND BUSINESS PLAN FOR 2026**

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*Respectfully submitted to:* **The 2026 Annual General Meeting of Shareholders  
Bac Kan Mineral Joint Stock Corporation**

The Company's Board of Management respectfully reports the business performance results for the 2021-2026 term, the year 2025, and the development orientation and business plan for 2026 as follows:

**PART I: BUSINESS PERFORMANCE RESULTS FOR THE 2021-2026 TERM**

During the 2021–2026 term, the global economy continued to face numerous uncertainties resulting from the impacts of the COVID-19 pandemic, complex geopolitical developments such as the prolonged Russia–Ukraine conflict, escalating tensions in the Middle East, and the increasing trend of trade protectionism in many major economies. These factors caused continuous increases in raw material, fuel, and input material prices amid strong market fluctuations, leading to higher product costs, adversely affecting competitiveness and the pace of product consumption, and resulting in imbalances in cash flow for reinvestment in production. However, through practical and close leadership, together with prompt responses to changing circumstances, the Company's Management timely issued decisions appropriate to conditions at each stage, thereby contributing to the maintenance of production stability and ensuring operational effectiveness, as reflected in the following results:

**Table 1. Key Business Performance Indicators Achieved during the 2021–2026 Term**

No.	Indicator	Unit	Year 2021	Year 2022	Year 2023	Year 2024	Year 2025
1	Total output of run-of-mine ore	Tons	21.264	24.404	26.424	23.711	27.129
2	Quantity of finished products after processing						
	- Lead concentrate (60% Pb)	Tons	4.256	4.5076	4.546	3.835	5.201
	- Zinc concentrate (50% Zn)	Tons	2.415	3.139	4.368	3.93	5.096
	- Refined lead ( $\geq 97\%$ Pb)	Tons	3.420	3.003	7.046	5.369	4.806

No.	Indicator	Unit	Year 2021	Year 2022	Year 2023	Year 2024	Year 2025
	- Zinc oxide powder	Tons	3.657	1.778	5.012	4.613	3.258
	- Zinc oxide compounds	Tons	-	-	-	1.757	525,58
3	<b>Quantity of goods sold</b>						
	- Lead concentrate	Tons	1.001	2.384	-	-	-
	- Zinc concentrate	Tons	7.889	6.535	3.506	13.060	1.133
	- Lead ingots	Tons	3.702	2.676	7.367	5.302	4.765
	- Zinc oxide powder	Tons	2.692	2.167	3.157	2.271	5.379
4	Transfer of land area under the Thanh Thinh Industrial Cluster Project	m <sup>2</sup>	-	-	-	-	-
5	<b>Total revenue</b>	VND billion	377,97	240,30	439,95	567,5	429,70
6	<b>Profit after corporate income tax</b>	VND billion	4,529	2,96	5,13	51,87	81,47
7	State budget contribution	VND billion	25,2	24,28	51,50	61,8	85,5
8	Social, Health and Unemployment Insurance contributions	VND billion	5,90	5,14	5,45	5,74	5,26
9	Average income	VND billion	7,7	7,8	7,9	8,0	8,5
10	Investment capital implemented during the year	VND billion	7,17	17,79	20,26	48,58	188,1

## PART II: GENERAL SITUATION AND THE MINING SECTOR IN 2025

1. In 2025, the global economy continued to face numerous uncertainties arising from complex geopolitical factors, including the prolonged Russia–Ukraine conflict, escalating tensions in the Middle East, and the increasing trend of trade protectionism in many major economies. Global supply chains had not yet fully recovered, while inflation remained high in many countries, placing pressure on production costs and slowing global economic growth.

Domestically, Vietnam’s economy maintained relatively stable macroeconomic conditions. Inflation was kept under control, and exchange rates remained stable. GDP growth in 2025 reached an impressive 8.02%, with the size of the economy exceeding USD 514 billion (approximately VND 12.85 quadrillion), an increase of USD 38 billion compared to 2024. GDP per capita reached approximately USD 5,026 (VND 125.5 million), placing Vietnam among upper-middle-income countries and elevating

its position to 32nd in the world, surpassing the targets set by the National Assembly. These results were driven by strong recovery momentum from the manufacturing and processing sectors, public investment, and export activities.

For the mineral exploitation and processing sector, 2025 remained a year of significant challenges and difficulties. Prices of raw materials, fuel, and input supplies increased substantially, while demand declined in certain key export markets due to logistics costs, import duties, and domestic inflation. Existing mines experienced gradual depletion of reserves, while the licensing process for new mines remained slow, directly affecting the ability to secure a stable supply of raw materials.

Against this backdrop, mining enterprises, including Bac Kan Mineral Joint Stock Corporation, proactively adapted by promoting the application of technology in mining and processing, optimizing production processes, controlling costs, and implementing strategic investment projects to strengthen internal capabilities and gradually establish a foundation for stable growth and sustainable development in the next phase.

Although administrative procedures have improved in terms of shorter processing times and simplification, flexibility in practical implementation remains limited, and procedures continue to be relatively rigid, failing to meet the need for rapid implementation of key projects. This has directly affected the progress of several projects, including: the new tailings reservoir in Cho Don, the office building in Thai Nguyen City, and the technical infrastructure construction of the Thanh Think Industrial Cluster in Cho Moi.

## **2. Advantages**

In 2025, the Company continued to benefit from numerous internal and external favorable factors that helped stabilize production and sustain growth momentum, specifically:

- Strong leadership and sound direction from the Company's Management: Through close and practical leadership, together with prompt responsiveness to changing circumstances, the Management timely issued decisions appropriate to conditions at each stage, thereby contributing to production stability and effective management.

- A united and highly cohesive workforce: The Company maintained effective coordination among management levels and employees, fostering a spirit of solidarity, collective effort, and resilience in overcoming challenges to accomplish assigned objectives.

- Strong support from local authorities: Provincial authorities at all levels continued to provide active support and timely assistance in resolving difficulties and obstacles relating to legal and administrative procedures, thereby creating favorable conditions for the effective implementation of the Company's production and business plans.

## **3. Challenges**

In addition to these advantages, the Company also faced numerous systemic and industry-specific challenges, including:

• **Increasing production cost pressures:** Prices of raw materials, fuel, and input supplies continued to rise amid strong market volatility, resulting in higher product costs, adversely affecting competitiveness and the pace of product consumption, and leading to imbalances in cash flow for production reinvestment.

• **Declining output and quality of mineral resources:** Existing mines are being exploited under increasingly difficult conditions, with limited reserves and declining ore grades, while new mines have not yet obtained exploration or mining licenses, causing shortages of raw material inputs for processing plants.

• **Difficulties in recruitment and employee retention:** Labor shortages, affecting both unskilled and highly skilled workers, continued, while competition among enterprises for talent became increasingly intense, adversely impacting production progress and quality.

• **Limited flexibility in administrative procedures:** Although administrative reforms have improved significantly, certain procedures remain rigid and time-consuming, directly affecting the implementation schedule of the Company's key investment projects.

### PART III: BUSINESS PERFORMANCE RESULTS IN 2025

#### 1. Business Performance Results in 2025

##### Key Business Performance Indicators Achieved in 2025

No.	Indicator	Unit	Actual 2024	2025 Plan	Actual 2025	Comparison of 2025 Actual vs. 2024 (%)	Comparison of 2025 Actual vs. 2025 Plan (%)
1	Total output of run-of-mine ore	Tons	23.710,63	24.000	27.128,95	114,41	113,03
2	Quantity of finished products after processing						
	- Lead concentrate (60% Pb)	Tons	3.835,160	4.000	5.201,38	135,62	130,03
	- Zinc concentrate (50% Zn)	Tons	3.933,936	4.100	5.096,07	129,54	124,29
	- Refined lead ( $\geq 97\%$ Pb)	Tons	5.368,569	5.800	4.805,77	89,51	82,85
	- Zinc oxide powder	Tons	4.612,730	3.500	3.258,35	70,63	93,09
	- Zinc oxide compounds	Tons	1.757,036	2.000	525,58	29,9	26,27
3	Quantity of goods sold						

No.	Indicator	Unit	Actual 2024	2025 Plan	Actual 2025	Comparison of 2025 Actual vs. 2024 (%)	Comparison of 2025 Actual vs. 2025 Plan (%)
	- Zinc concentrate	Tons	13.060,25	5.500	1.133,10	8,675	20,6
	- Lead ingots	Tons	5.302,232	5.800	4.765,51	89,87	82,16
	- Zinc oxide powder	Tons	2.271,104	3.500	5.379,43	236,86	153,69
	- Finished zinc oxide compounds	Tons	3.178,499	2.100	525,96	16,54	25,04
	- Zinc oxide compounds (imported)	Tons	1.010,160	2.100	818,03	80,98	38,95
4	Transfer of land area under the Thanh Thinh Industrial Cluster Project	M <sup>2</sup>	-	5.000	-	-	-
5	<b>Total revenue</b>	VND billion	<b>567,5</b>	<b>573,6</b>	<b>429,70</b>	75,71	74,91
6	<b>Profit after corporate income tax</b>	VND billion	<b>51,87</b>	<b>63,12</b>	<b>81,47</b>	157,06	129,07
7	State budget contribution	VND billion	61,8	68,0	85,5	138,34	125,73
8	Social, Health and Unemployment Insurance contributions	VND billion	5,742	Full	5,261	91,62	100
9	Average income	VND million	8,0	8,0	8,5	106,25	106,25
10	Investment capital implemented during the year	VND billion	48,583	1.900	188,1	387,1	9,9

**Table 3.** Detailed Breakdown of Total Project Investment Capital Implemented in 2025

No.	Project Name	Value (VND billion)
1	Tailings reservoir of the ore beneficiation plant	2,1
2	Construction of the office building in Thai Nguyen	1,4
3	Construction of the Thanh Thinh Industrial Cluster	34,6

No.	Project Name	Value (VND billion)
4	Exploration of 02 mining sites within the province	-
5	Zinc smelting and zinc electrolysis production complex at the Thanh Think Industrial Cluster	6,1
	<b>Total</b>	<b>44,2</b>

## 2. Results of Implementation of Investment Projects in 2025

In 2025, Bac Kan Mineral Joint Stock Corporation made substantial efforts to synchronously implement key investment projects, focusing on three principal areas: resource exploitation, mineral processing, and new project development. Details are as follows:

### 2.1. Mineral Exploitation Activities

- ✦ The Na Bop - Pu Sap Mine continued stable operations, achieving an extraction output of 22.379,03 tons of ore, thereby maintaining its role as the Company's principal source of raw materials for processing activities.
- ✦ The Na Duong Mine achieved an extraction output of 4.749,92 tons of ore, making a positive contribution to the Company's total run-of-mine ore production during the year.

### 2.2. Production and Processing Activities

In 2025, the Company's processing plants operated stably and achieved the following results:

- ✦ The Lead Smelting Plant produced 4.805,77 tons of refined lead (Pb content  $\geq$  97,0%), meeting technical quality standards and market demand.
- ✦ The Zinc Oxide Powder Plant achieved an output of 3.258,35 tons of ZnO, with zinc content ranging from 50,0% to 75,0%.
- ✦ The CBRQ-NGK Bac Kan Plant maintained operations at a minimum level, primarily supplying water for internal consumption to the Company's production units.

### 2.3. Mineral Exploration Activities

In 2025, the Company was unable to implement exploration activities for new mining sites due to the following reasons:

- ✦ The list of mining rights subject to auction or exempt from auction had not yet been approved, which is a mandatory condition for completion of subsequent legal procedures.
- ✦ The Ministry of Agriculture and Environment issued official instructions requiring the review, supplementation, and adjustment of mine planning; however, by year-end, procedures for submission to the Prime Minister for approval had not yet been completed.

### 2.4. Other Investment Activities

- ✦ Pursuant to Resolution No. 32/2025/NQ-HĐQT dated 05 June 2025 of the Company's Board of Directors, Bac Kan Mineral Joint Stock Corporation

contributed capital in the amount of VND 144 billion to establish 9999 Zinc Lead Joint Stock Company, with its registered address at Thanh Think Industrial Cluster, Thanh Think Commune, Cho Moi District, Bac Kan Province (now Thanh Think Commune, Thai Nguyen Province).

It can be seen that in 2025, amid market volatility and continued constraints relating to financial resources and legal procedures, the investment activities of Bac Kan Mineral Joint Stock Corporation, although not implemented to the extent originally expected, nevertheless laid an important foundation for the Company's key medium- and long-term projects.

- Regarding investment efficiency: The disbursement rate remained low, reaching only VND 188.1 billion compared to the planned capital requirement of VND 1,900 billion, equivalent to 9.9%. The primary reasons were delays in completing procedures such as site clearance, local planning adjustments, and investment licensing.

- The implementation progress of Phase I infrastructure at the Thanh Think Industrial Cluster, although not completed in a fully synchronized manner, still enabled the deployment of technological components during 2026.

- Mine exploration projects and non-core investment projects failed to achieve planned progress, as they were entirely dependent on decisions and administrative procedures of competent state authorities.

### **3. Human Resources in 2025**

In 2025, the human resources function of Bac Kan Mineral Joint Stock Corporation was implemented in a stable manner, ensuring that workforce requirements for production operations and the Company's medium- and long-term development orientation were adequately met.

#### ***3.1. Structure of the Company's Board of Management***

The Company's Board of Management continued to consist of 05 members, comprising experienced personnel with strong operational management capabilities and extensive knowledge of the Company's business sectors. The Board maintained its central role in coordinating and implementing production and business activities, as well as achieving the Company's strategic objectives.

**Detailed structure is as follows:**

<b>No.</b>	<b>Full Name</b>	<b>Position</b>
1	Dinh Van Hien	General Director
2	Nguyen Tran Nhat	Deputy General Director
3	Vu Gia Hanh	Deputy General Director
4	Tran Van Quyen	Deputy General Director
5	Do Dinh Thang	Deputy General Director

### ***3.2. Organizational Structure and Senior Personnel Reassignment***

- Organizational structure: In 2025, the Company's organizational structure did not undergo any major changes and continued to remain stable in order to ensure continuity in management and efficient operations.

- Personnel: The Company's General Director issued decisions to dismiss the Directors of the Na Duong Mineral Exploitation Enterprise and the Na Bop – Pu Sap Mineral Exploitation Enterprise; at the same time, appointments were made for the positions of Director and Deputy Director of the Cho Don Mineral Exploitation Enterprise, Head and Deputy Head of the Materials Department, and Deputy Head of the Legal Department, with the aim of strengthening management capacity in closer alignment with operational realities.

### ***3.3. Workforce Scale and Allocation***

As of 31 December 2025, the Company had a total workforce of 333 employees, the majority of whom were concentrated in mining and production units located in Cho Don Commune, Thai Nguyen Province. The workforce generally met operational requirements; however, shortages of highly skilled and technically specialized personnel remained.

### ***3.4. Professional Training and Capacity Building***

Despite continued challenges in production and business operations, the Company maintained regular training and professional development programs, including:

- Occupational safety and industrial hygiene training;
- Training on the management and use of industrial explosives and chemicals;
- Professional development programs for technical personnel and frontline management staff.

All programs were organized in strict compliance with applicable legal regulations and production safety standards. These training activities made an important contribution to enhancing workforce capability, minimizing occupational risks, and preparing human resources for future expansion projects.

### ***3.5. Social Welfare Activities***

In addition to production and business activities, the Company continued to place emphasis on and actively participate in charitable activities, support programs for social funds, and community welfare initiatives. Key programs included: Providing Tet gifts to policy beneficiary families, low-income households, and disadvantaged students in Thai Nguyen Province; Providing scholarships and gifts to disadvantaged students, high-achieving students, children in particularly difficult circumstances, children with disabilities or illnesses, and children affected by accidents or injuries; Presenting gifts to war invalids, sick veterans, policy beneficiary families, individuals with meritorious services, and persons involved in revolutionary activities affected by Agent Orange, on the occasion of 27 July (War Invalids and Martyrs Day); Contributing to the Fund for the Poor, the Child Protection Fund, and actively

supporting people in Thai Nguyen Province affected by storms and floods. The total budget allocated for these social welfare activities exceeded VND 900 million.

#### **4. Corporate Governance and Management Activities in 2025**

Amid numerous challenges and market fluctuations, the Company's Board of Management proactively performed its management and operational role effectively, maintaining stable production and business activities while gradually improving overall operational efficiency. Governance activities were implemented comprehensively as follows:

- Proactive forecasting and flexible response to risks: Faced with challenges relating to rising material costs, supply chain disruptions, and market volatility, the Board of Management timely assessed impacts and adjusted management plans to ensure uninterrupted production, thereby maintaining growth momentum and effectively controlling risks.

- Sustainable human resource management: The Company continued to focus on employee welfare and workforce development by maintaining stable salary and income policies, fully implementing insurance and welfare regimes in accordance with regulations, while strengthening efforts to attract and retain highly skilled employees for long-term production needs.

- Full compliance with obligations to the State and the community: Financial obligations, including taxes and social insurance contributions, were fulfilled diligently and on schedule. The Company also actively participated in local social welfare activities, demonstrating corporate responsibility and a commitment to sustainable development.

- Management and investment in technical infrastructure development: The Company continued to renovate and upgrade facilities, factory systems, worker housing, and production equipment, contributing to higher productivity and improved product quality.

- Strengthening environmental management and working conditions: Environmental protection remained a top priority through the application of advanced technical measures, while working conditions, living spaces, and employee welfare were improved to create a safe, healthy, and professional working environment.

Through the effective implementation of the above governance activities, Bac Kan Mineral Joint Stock Corporation reinforced its strong management capability, laying a solid foundation for stable development and enhancing its position in the mineral industry market.

#### **5. Causes of Failure to Achieve Certain Planned Targets**

##### ***1.2.1. Lead Metal Production Target***

The target was not achieved due to a shortage of input raw materials for production, directly affecting plant operations and output volume.

##### ***1.2.2. Zinc Oxide Powder Production Target***

The supply of raw materials for the plant faced intense competition from multiple market collectors, resulting in an insufficient supply of materials to meet planned production requirements.

### ***1.2.3. Progress and Disbursement of Investment Capital for Projects***

- *Tailings Reservoir Project for the Ore Beneficiation Plant:*

A total of VND 2.1 billion was disbursed, and the tailings reservoir was put into stable operation.

- *Office Building Construction Project in Phan Dinh Phung Ward, Thai Nguyen Province:*

A total of VND 1.4 billion was disbursed, and the project is expected to be put into operation in August 2026.

- *Exploration and Exploitation Project for Two Mining Sites in the Province:*

No disbursement was made (VND 0/5 billion) due to the need to await approval from competent authorities of the auction list or a decision exempting the mining rights from auction, thereby providing the basis for subsequent procedures. In addition, in 2025, the Ministry of Agriculture and Environment issued official instructions requiring the review, amendment, and supplementation of the list of mining sites for submission to the Prime Minister for approval. However, up to the present time, these matters have not yet been approved.

- *Thanh Think Industrial Cluster Technical Infrastructure Construction Project:*

A total of VND 34,6 billion out of VND 385 billion was disbursed. The reason was that in 2025 only Phase I site clearance, covering an area of 11,3 out of 50 hectares, had been completed.

- *Zinc Smelting and Zinc Electrolysis Production Complex Project:*

Disbursement remained limited at VND 6,1 billion out of VND 1.500 billion, due to the need to identify and select technology suppliers suitable for both current and long-term requirements, combined with the completion of legal procedures relating to investment and establishment of a new legal entity, thereby affecting project implementation progress.

***Through analysis of the reasons for failing to achieve certain planned targets, it can be observed that the principal influencing factors include:***

- Shortages of input raw materials, due to heavy dependence on market supply and collection capacity;
- Obstacles in completing administrative and legal procedures, particularly those relating to investment, land, planning, and licensing;
- Prolonged approval mechanisms by state authorities, together with investment preparation activities that were not implemented in a sufficiently synchronized and proactive manner;
- Limitations in coordination among professional departments and competent authorities, resulting in delays in completing various matters according to schedule.

These factors not only affected short-term business performance but may also adversely impact the Company's investment strategy, expansion plans, and competitiveness enhancement efforts in the medium and long term.

#### **PART IV. DEVELOPMENT ORIENTATION AND BUSINESS OPERATION PLAN FOR 2026**

##### **I. OUTLOOK FOR 2026**

##### **1. Global Economic Context**

In 2026, the global economy is expected to continue facing elevated risks. The Russia - Ukraine conflict remains unresolved, while tensions arising from the conflict involving the United States, Israel, and Iran have heightened instability in the Middle East, creating repercussions for energy security and global supply chains. These developments have exerted substantial pressure on international trade and driven commodity prices-particularly oil and fuel prices-significantly higher.

According to forecasts by the United Nations, global economic growth is expected to remain subdued, reflecting a fragile recovery and shifts in potential growth patterns. Persistently high prices of goods and services continue to erode purchasing power, with particularly adverse effects on poorer countries, landlocked developing countries, and small island states. Developing economies face heightened risks due to rising public debt burdens and elevated borrowing costs, which constrain development investment capacity. Geopolitical tensions and uncertainty in trade policies continue to suppress investment, although advances in artificial intelligence (AI) offer certain areas of optimism. Economic difficulties faced by many developing economies also threaten progress toward achieving the Sustainable Development Goals (SDGs). According to the "World Economic Situation and Prospects 2026" report released by the United Nations in early January 2026, global economic growth is forecast at 2.7%, reflecting a slight slowdown compared to the estimated 2.8% growth rate in 2025 and remaining significantly below the 3.2% average growth rate recorded during the pre-pandemic period (2010–2019).

##### **2. Domestic Economic Situation**

Vietnam's economy in 2026 is forecast to continue its strong recovery trajectory, aiming for high growth (potentially exceeding 7–8%) and serving as a pivotal year for a new era of development, supported by accelerated public investment, flexible export activities, and comprehensive institutional reforms. However, the economy continues to face structural risks and rising input cost pressures amid global volatility, specifically as follows:

UOB has revised its forecast for Vietnam's 2026 GDP growth upward to 7,5%, while other experts project growth of over 8,0%. The year also marks the commencement of the 2026-2030 Five-Year Plan, with emphasis on institutional reform and infrastructure development.

Exports, public investment (supported by substantial funding for the 2026–2030 period), and the recovery of the real estate market are expected to serve as the principal growth drivers.

During the first quarter of 2026, inflation recorded complex developments, with the Consumer Price Index (CPI) increasing by 3,51% and core inflation rising by 3,63% compared with the same period in 2025. Inflationary pressures stem from elevated energy and food prices as well as the objective of rapid economic growth, requiring the Government to maintain a firm commitment to keeping the annual average CPI at approximately 4,5%.

The global environment continues to face geopolitical instability and unpredictable policy shifts, requiring greater flexibility in economic management and policymaking.

Accordingly, 2026 is not only a year of accelerated growth, but also a test of the economy's capacity to absorb capital and implement institutional reforms necessary to ensure sustainable development.

### **3. Actual Situation of the Company**

Mineral exploitation and processing activities continue to face numerous challenges. Mineral resources at existing mines are rapidly depleting, while mining conditions have become increasingly difficult, with lower reserves and ore grades, resulting in rising costs. Meanwhile, new mines proposed by the Company have not yet received exploration and mining licenses, leading to shortages of raw materials for processing plants and adversely affecting operating capacity and business efficiency.

The supply of unskilled labor remains scarce, and recruitment is increasingly difficult due to competition with multiple employers. Rising labor costs have also affected the Company's production organization capacity. This represents a major risk factor that requires proactive management and control.

In this context, the Company must continue to accelerate production restructuring, optimize mining and processing workflows, while establishing an investment roadmap for new mines and developing a sustainable raw material supply chain. Strategic priorities include the application of technology to enhance product value, reduce costs, and ensure operational safety amid increasingly depleted mineral resources.

## **II. BUSINESS PLAN FOR 2026**

### **1. Key Targets for 2026**

**Table 4. Key Production and Business Targets for 2026**

No.	INDICATOR	Unit	Actual 2025	2026 Plan	% Increase/Decrease of 2026 Plan vs. 2025 Actual
<b>1</b>	<b>Production output</b>				
1.1	Mining output	Tons	27.128,95	24.000	88,46
1.2	Quantity of processed products				
	- Lead concentrate (60% Pb)	Tons	5.201,38	4.500	86,51
	- Zinc concentrate (50% Zn)	Tons	5.096,07	3.500	68,68

No.	INDICATOR	Unit	Actual 2025	2026 Plan	% Increase/Decrease of 2026 Plan vs. 2025 Actual
	- Refined lead ( $\geq 97\%$ Pb)	Tons	4.805,77	6.000	124,84
	- Zinc oxide powder	Tons	3.258,35	3.500	107,43
	- Zinc oxide compounds	Tons	525,58	-	-
	- Zinc ingots	Tons	-	200	-
<b>2</b>	<b>Quantity of products sold</b>				
	- Zinc concentrate	Tons	1.133,10	4.000	353,01
	- Lead ingots	Tons	4.765,51	5.500	115,41
	- Zinc oxide powder	Tons	5.379,43	4.000	74,36
	- Zinc oxide powder 9999	Tons	-	1.000	-
	- Zinc ingots	Tons	-	100,0	-
	- Zinc compound finished products	Tons	525,96	-	-
3	Revenue from sales and service provision	M2	0	40.000	-
<b>4</b>	<b>Cost of goods sold</b>	VND billion	<b>381,67</b>	<b>551,5</b>	<b>144,50</b>
5	Cost of goods sold	VND billion	283,10	437,5	154,54
6	Financial income	VND billion	9,26	5,0	53,99
7	Financial expenses	VND billion	7,22	13,0	180,05
8	Selling expenses	VND billion	2,76	4,5	163,04
9	Administrative expenses	VND billion	15,10	16,0	105,96
10	Other income	VND billion	5,34	5,0	93,63
11	Other expenses	VND billion	3,09	3,5	113,26
<b>12</b>	<b>Profit before tax</b>	VND billion	<b>85,01</b>	<b>86,99</b>	<b>102,33</b>
13	Corporate income tax	VND billion	17,24	17,40	100,93
<b>14</b>	<b>Profit after tax</b>	VND billion	<b>67,32</b>	<b>69,59</b>	<b>103,37</b>
15	State budget contribution	VND billion	85,5	73,0	85,38
16	Average income per employee	VND billion	8,5	9,0	105,88
17	Social insurance and health insurance contributions	VND billion	5,261	Full	-
18	Capital utilization during the year	VND billion	188,1	<b>718,0</b>	<b>381,7</b>

\* Total Investment Capital for 2026:

**Table 5. Capital Requirements for the Company's Projects in 2026**

No.	Project Name	Investment Capital (VND billion)	Funding Source
1	Construction of the office building in Thai Nguyen	26	Equity capital, borrowed capital, or mobilized capital
2	Thanh Think Industrial Cluster	337	
3	Exploration of 02 mining sites within the province	5,0	
4	Ammonia-based zinc electrolysis project	20	
5	Capital contribution to 9999 Zinc Lead Joint Stock Company	80	
6	Capital contribution to establish a subsidiary for investment in the Bac Son Road Urban Area Project, Thai Nguyen	250	
	<b>Total</b>	<b>718,0</b>	

**Table 6.** Capital Requirements for Projects Under Preparation in 2026 and Subsequent Years

No.	Project Name	Notes
1	Copper Electrolysis Project at Thanh Think Industrial Cluster	To be implemented based on actual circumstances using equity capital, borrowed capital, and/or mobilized capital; subject to the Board of Directors' approval depending on actual conditions.
2	Waste Battery Recycling Project at Thanh Think Industrial Cluster	To be implemented based on actual circumstances using equity capital, borrowed capital, and/or mobilized capital; subject to the Board of Directors' approval depending on actual conditions.
3	Steel Furnace Dust (Blast Furnace Dust) Treatment Project at Thanh Think Industrial Cluster	To be implemented based on actual circumstances using equity capital, borrowed capital, and/or mobilized capital; subject to the Board of Directors' approval depending on actual conditions.
4	Continued capital contribution to Tay Nguyen Durian Joint Stock Company	To be implemented based on actual circumstances upon the issuance of shares by Tay Nguyen Durian Joint Stock Company.

## 2. Mineral Exploitation and Exploration Activities

In 2026, the Company will continue focusing on maintaining and efficiently exploiting existing mines to ensure a stable supply of raw materials for processing operations:

✓ **Na Bop – Pu Sap Mine:** Maintain stable mining capacity, with planned output of 19.250 tons of ore per year.

✓ **Na Duong Mine:** Continue mining in accordance with licensed capacity, with estimated output of 4.750 tons of ore per year.

At the same time, the Company will proactively implement investment preparation activities by continuing to prepare and finalize legal documentation for exploration licensing at planned mining sites, thereby establishing a basis for expanding mining reserves in the medium and long term.

### **3. Mineral Processing Activities**

Processing operations will continue to be maintained and upgraded to improve ore processing capacity and increase product value:

✓ **Processing cooperation:** Continue engaging Thien Ma Group Company Limited to carry out ore beneficiation for ore extracted from the Na Bop – Pu Sap Mine and Na Duong Mine, in line with actual mining output and the processing capacity of the partner.

✓ **Processing infrastructure:** Review environmental treatment systems for repair, upgrading, and technological improvements to ensure compliance with environmental technical standards and long-term operational safety.

✓ **Deep processing investment:** Complete all legal documentation and implement the Zinc Smelting and Electrolysis Complex Project at the Thanh Think Industrial Cluster, including:

- Zinc sulfide processing plant;
- Zinc oxide leaching plant;
- Zinc electrolysis plant;
- Auxiliary facilities and integrated infrastructure systems.

This project has strategic significance in strengthening the Company's technological capability, enhancing production autonomy, expanding the value chain, and creating a turning point in the Company's deep mineral processing development strategy.

### **4. Other Key Activities**

✓ **Industrial infrastructure development:** Focus on the construction of technical infrastructure at the Thanh Think Industrial Cluster, laying the foundation for accommodating and operating large-scale mineral processing industrial projects in the coming period.

✓ **Operational efficiency improvement:** Strengthen comprehensive reviews of production activities, from mining to processing; implement internal control measures and streamline workflows to reduce production costs, improve resource utilization efficiency, and strengthen environmental protection.

✓ **Development of operational facilities:** Complete legal procedures and put the office headquarters in Phan Dinh Phung Ward, Thai Nguyen Province into operation, in line with the practical situation following provincial consolidation, thereby enhancing corporate image and supporting governance and long-term development activities.

✓ Real estate project development: Complete legal procedures relating to the investment and construction of the Urban Area Project on Bac Son Road, Thai Nguyen Province.

### **III. STRATEGIC SOLUTIONS FOR IMPLEMENTING THE 2026 BUSINESS PLAN.**

To effectively implement the 2026 business plan, the Company has formulated several key solution groups focusing on strategic management, flexibility, adaptability to domestic and global developments, investment attraction, resource optimization, and operational efficiency enhancement, as follows:

#### **1. Strengthen Direction and Decisive Execution of Key Projects**

Closely and synchronously implement the 2026 targets and plans in accordance with the established roadmap, prioritizing the timely and high-quality completion of strategic investment projects, including:

- Technical infrastructure of the Thanh Thinh Industrial Cluster;
- Zinc Electrolysis Plant at the Thanh Thinh Industrial Cluster;
- Office building in Phan Dinh Phung Ward, Thai Nguyen Province;
- Urban Area Development Project on Bac Son Road, Thai Nguyen;
- Projects for obtaining exploration licenses for two mining sites within

the province.

#### **2. Mobilize and Develop Financial Resources for Investment**

✓ Attract strategic investors and mobilize capital contributions to establish an independent legal entity responsible for managing and developing the Thanh Thinh Industrial Cluster, with an expected capital scale of VND 2,000 billion.

✓ Expand cooperation networks and identify stable, long-term raw material supply partners to ensure continuous and efficient operation of processing plants.

#### **3. Strengthen Coordination with Competent Authorities and Local Governments**

Proactively and actively engage with state management agencies and local authorities to resolve obstacles relating to mechanisms, policies, and administrative procedures, thereby ensuring that investment and production activities are implemented smoothly, lawfully, and on schedule.

#### **4. Tighten Management and Comprehensive Risk Governance**

✓ Improve management efficiency in a more professional, flexible, and practical manner, closely aligned with legal requirements, industry characteristics, and the Company's actual operating conditions.

✓ Establish an early warning system and operational risk monitoring mechanisms to promptly identify and address bottlenecks and operational shortcomings, ensuring business efficiency and sustainable development.

✓ Conduct regular reviews of legal compliance documentation relating to environmental protection, land use, mineral exploitation, industrial explosives, public order and security, and fire prevention and fighting, in order to promptly identify and rectify issues, thereby minimizing legal non-compliance risks.

## 5. Strengthen the Human Resources System and Improve Organizational Efficiency

✓ Strengthen individual and collective accountability, particularly among management and technical staff, in proactively executing assigned tasks, staying close to practical realities, and remaining deeply connected with grassroots operations.

✓ Promote cross-departmental and cross-unit collaboration, fostering a synchronous, supportive, and responsible workplace culture to enhance the efficiency of achieving common goals.

## 6. Human Resource Development Associated with Safety and Employee Welfare

✓ Enhance individual and collective accountability, particularly among management and technical personnel, in proactively implementing assigned responsibilities, maintaining close engagement with operational realities, and strengthening field-level management.

✓ Promote cross-functional and inter-unit coordination, fostering a corporate culture of integration, mutual support, and accountability, thereby improving the effectiveness of achieving common objectives.

The above constitutes the Board of Management's report on business performance results for the 2021–2026 term, the year 2025, and the orientations, tasks, and business plan for 2026. The Board respectfully submits this report to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

### **Recipients:**

- The 2026 General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Board of Management, Chief Accountant;
- Chief of Office, Company Secretary;
- Archived at: Administration Department, Legal Department, Office.

GENERAL DIRECTOR



**Dinh Van Hien**



No.: 21/2026/BC-BKS

*Thai Nguyen, May 22, 2026*

**REPORT  
ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2025**

*Respectfully submitted to:* **The 2026 Annual General Meeting of Shareholders  
Bac Kan Mineral Joint Stock Corporation**

The Supervisory Board of Bac Kan Mineral Joint Stock Corporation (“SB”) respectfully reports on its activities in 2025 as follows:

**I. GENERAL SITUATION**

In 2025, there were fundamental changes in the State administrative management system, transitioning from a three-tier local government model to a two-tier model. The merger of provinces and communes/wards also required the Company to adapt and comply with the new administrative management structure.

During 2025, the Supervisory Board performed its functions and duties in accordance with the Company Charter, including: submitting the Supervisory Board’s Activity Report for 2024 to the 2025 Annual General Meeting of Shareholders (“GMS”); supervising the activities of the Board of Directors (“BOD”) and the Company’s Management Board in implementing the resolutions of the 2025 General Meeting of Shareholders, as well as monitoring the Company’s production and business activities; attending all meetings of the Board of Directors; reviewing and appraising the audited financial statements for 2024; and recommending the selection of an audit firm for the 2025 financial year.

**II. BUSINESS PERFORMANCE RESULTS**

Although the Company faced numerous challenges in production and business operations, thanks to an experienced leadership team - particularly the Chairman’s strategic business direction - the Company achieved notable successes in 2025, as reflected in the indicators presented in the table below.

**Table: Revenue and Profit Indicators for 2025**

**Unit: VND billion**

No.	Indicator	2025 Plan	Actual 2025	Actual 2024 % of	Plan Achieved	Actual 2025 vs. 2024 (%)
1	Total revenue	573,6	381,67	567,48	66,54%	67,26%
2	Profit after tax	63,12	67,32	51,87	106,65%	129,79%

*The Supervisory Board evaluates the Company's business performance in 2025 as follows:*

- Compared with the business plan and the results achieved in 2024, the revenue target was not achieved, reaching only approximately 75% of the planned target and of the 2024 performance level. Meanwhile, profit after tax increased significantly. Specifically, profit after tax in 2025 exceeded the plan by 29,07% and increased by 57,07% compared to 2024.

- The profit margin on revenue in 2025 was 17.64%, indicating that for every VND 10,000 of revenue, the Company generated approximately VND 1,764 in profit.

- The return on capital in 2025 was 12,28%, indicating that for every VND 10.000 of capital, the Company generated approximately VND 1.228 in profit, which was also higher than in 2024, when approximately VND 1.212 in profit was generated per VND 10.000 of capital.

- The return on equity (ROE) in 2025 was 19,88%, indicating that for every VND 10.000 of shareholders' equity, the Company generated approximately VND 1.988 in profit.

### III. FINANCIAL POSITION

Based on the audited financial statements for 2025, the Supervisory Board summarizes several key financial indicators as follows:

**Table:** Selected Financial Indicators as at 31 December 2025

Unit: VND

Indicator	As of 31/12/2025	As of 01/01/2025
<b>1. Total assets</b>	<b>548.157.955.354</b>	<b>428.046.906.095</b>
<i>Of which:</i>		
- Cash and cash equivalents	95.151.558.416	143.694.292.293
- Short-term receivables	32.507.029.018	39.494.748.451
- Inventories	225.990.698.223	87.115.328.316
- Other current assets	27.711.405.100	14.652.833.271
- Long-term receivables	2.808.212.091	2.136.456.485
- Fixed assets (net book value)	40.648.874.290	43.631.497.699
- Construction in progress (CIP)	80.140.263.607	11.902.048.907
- Long-term financial investments	28.570.216.075	28.570.216.075
- Other non-current assets	14.629.698.534	56.849.484.598
<b>2. Total capital / Total sources of funds</b>	<b>548.157.955.354</b>	<b>428.046.906.095</b>
<i>Of which:</i>		
- Short-term liabilities	176.831.837.131	160.692.053.433

Indicator	As of 31/12/2025	As of 01/01/2025
- Long-term liabilities	32.625.227.4115	32.426.456.485
- Contributed equity capital	234.754.560.000	117.377.280.000
- Share premium		17.052.895.190
- Development investment fund		15.574.071.618
- Retained earnings / Undistributed profits	67.493.235.620	84.924.149.369
- Non-controlling interests	36.453.095.192	

*The above indicators reflect the Company's solvency as follows:*

- The overall solvency ratio in 2025 was 2,62, indicating a very strong solvency position. This means that for every VND 1 of liabilities, the Company had VND 2,62 of assets available to cover repayment obligations. The overall solvency ratio in 2025 was also higher than in 2024, when the ratio stood at 2,22.

- The current ratio in 2025 was 2,16, indicating a relatively strong short-term repayment capacity and representing an improvement over 2024, when the current ratio was 1,77.

- The quick ratio in 2025 was 0,88, indicating that the Company still faced certain short-term liquidity constraints. In comparison, the quick ratio in 2024 was 1,23, reflecting that debt repayment capacity was not entirely optimal, partly due to a certain degree of idle cash and cash equivalents, slower capital turnover, and consequently lower capital utilization efficiency.

#### IV. BUSINESS PERFORMANCE RESULTS OVER THE PAST FIVE YEARS

##### 1. Production Output:

Unit: tons

No.	Indicator	2021	2022	2023	2024	2025
1	Run-of-mine ore	21.263,74	24.403,65	26.424,37	23.710,63	27.128,95
	Year-on-year comparison		115%	108%	90%	114%
2	Lead concentrate (60% Pb)	4.255,83	4.507,28	4.545,88	3.835,16	5.201,38
	Year-on-year comparison		106%	101%	84%	136%
3	Zinc concentrate (50% Zn)	2.415,15	3.139,16	4.368,39	3.933,94	5.096,07
	Year-on-year comparison		130%	139%	90%	130%
4	Refined lead ( $\geq 97\%$ Pb)	3.420,20	3.003,18	7.046,12	5.368,57	4.805,77
	Year-on-year comparison		88%	235%	76%	90%
5	Refined lead ( $\geq 97\%$ Pb)	3.657,00	1.777,65	5.012,08	4.612,73	3.258,35

	Year-on-year comparison		49%	282%	92%	71%
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## 2. Quantity of products sold:

Unit: tons

No.	Indicator	2021	2022	2023	2024	2025
1	Lead concentrate (60% Pb)	1.000,8	2.383,92	-	-	-
	Year-on-year comparison		238%	-	-	-
2	Zinc concentrate (50% Zn)	7.889,22	6.535,36	3.505,99	13.060,25	1.133,10
	Year-on-year comparison		83%	54%	373%	9%
3	Refined lead ( $\geq 97\%$ Pb)	3.702,44	2.676,18	7.367,37	5.302,23	4.765,51
	Year-on-year comparison		72%	275%	72%	90%
4	Refined lead ( $\geq 97\%$ Pb)	2.692,05	2.166,82	3.157,33	2.271,10	5.379,43
	Year-on-year comparison		88%	146%	72%	237%

## 3. Business Performance Results:

Unit: Billion Dong

No.	Indicator	2021	2022	2023	2024	2025
1	Revenue for the period	377,97	240,30	439,95	567,48	381,67
2	Profit after corporate income tax	4,53	2,97	5,13	51,87	67,77
3	Profit after tax margin / Revenue	1,12%	1,24%	1,17%	9,14%	17,76%
4	Return on charter capital (Profit after tax / Charter capital)	3,86%	2,53%	4,37%	44,19%	28,87%

Assessment of the implementation of the five-year production plan in the mining segment: Production output consistently increased year by year. Meanwhile, the deep-processing segment recorded particularly outstanding growth in 2023.

In 2024, amid significantly higher metal prices, the Company successfully sold a large volume of accumulated zinc inventory, which was also aligned with the Company's business objectives and served as a basis for doubling its charter capital.

### 4. Assessment of the Activities of the Supervisory Board:

4.1. Supervisory Board Composition: Consisting of three (03) members.

No.	Full name	Position	Thời điểm
1	Mr. Nguyễn Thế Phòng	Head of the Supervisory Board	26/04/2021
2	Ông Đặng Thanh Vân	Member	26/04/2021
3	Ông Bùi Đức Hùng	Member	26/04/2021

#### *4.2. Activities of the Supervisory Board*

During the past five-year term, the Supervisory Board performed its functions and duties in accordance with its assigned responsibilities. However, its activities remained relatively passive, resulting in limited effectiveness.

### **V. MANAGEMENT AND OPERATION OF THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR**

#### **1. Supervisory activities of the Supervisory Board over the Board of Directors, the General Director, and Shareholders**

##### *1.1 With respect to the Board of Directors*

- The Board of Directors consisted of five (05) members. In 2025, the Supervisory Board attended all meetings of the Board of Directors. During the year, the Board of Directors held four (04) meetings and conducted multiple written consultations via email to discuss and decide on important matters concerning the Company's development orientation. Meeting agendas and materials were fully and carefully prepared, openly discussed, and approved by voting. Attendance at Board meetings complied with the requirements stipulated in the Company Charter.

- The Board of Directors issued sixteen (16) resolutions and decisions relating to production and business activities, investment, capital requirements, and compliance with regulations on information disclosure.

- Based on its supervisory activities, the Supervisory Board assessed that the Board of Directors properly implemented the resolutions of the General Meeting of Shareholders and the resolutions issued by the Board of Directors.

##### *1.2 With respect to the Board of Management*

The Company's Board of Management implemented the resolutions of the General Meeting of Shareholders and the Board of Directors and carried out production and business management activities in accordance with the functions, duties, and authority prescribed in the Company Charter.

- Production and business management: In 2025, the Company's production and business activities still faced certain difficulties. Under the close direction of the Board of Directors and with strong determination from the Board of Management, the Company gradually overcame these challenges and maintained profitable operations. Employees continued to receive stable income, thereby strengthening their confidence and long-term commitment to the Company.

- Production planning and material supply: On a monthly basis, the Company assigned performance targets to units and departments, requiring completion of assigned tasks within the relevant month. A clear reward and disciplinary mechanism was maintained, particularly during production emulation campaigns.

- Accounting function: In general, considerable efforts were made in accounting work, with reports prepared and submitted in a timely and compliant manner.

##### *1.3 With respect to Shareholders*



Through its supervisory activities, the Supervisory Board did not detect any violations by the Company's shareholders of the provisions of the Securities Law or regulations on information disclosure. During the year, the Supervisory Board also did not receive any complaints or recommendations from shareholders regarding misconduct by the Board of Directors, the Supervisory Board, or the Company's management personnel in the performance of their duties.

## **2. Coordination between the Supervisory Board, the Board of Directors, the Board of Management, and Other Management Personnel**

In the course of performing its functions and duties, the Supervisory Board consistently received cooperation and favorable support from members of the Board of Directors, the Board of Management, and other departments and management personnel within the Company.

The above constitutes the Supervisory Board's Activity Report for 2025, respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and comments.

Finally, we would like to wish all distinguished delegates and shareholders good health, happiness, and success. We wish the Company every success in achieving and surpassing its targets and business plans for 2026, and wish the General Meeting great success.

Thank you very much.

Respectfully submitted.

### ***Recipients:***

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Board of Management;
- Chief of Office, Company Secretary;
- Archived at: Supervisory Board.



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



**Nguyen The Phong**

No.: 22/2026/TTr-HĐQT

Thai Nguyen, May 22, 2026

**PROPOSAL  
On the Approval of the Audited Financial Statements for 2025**

*Respectfully submitted to:* **The 2026 Annual General Meeting of Shareholders  
Bac Kan Mineral Joint Stock Corporation**

The Board of Directors of Bac Kan Mineral Joint Stock Corporation respectfully submits to the General Meeting of Shareholders for approval the 2025 Financial Statements (including the separate financial statements and consolidated financial statements) audited by CPA Vietnam Auditing Company Limited.

The financial statements have been publicly disclosed on the Company's website at: <http://backanco.com>.

**1. The audited financial statements for 2025 include the following contents:**

- Report of the Board of Management;
- Independent Auditor's Report;
- Statement of Financial Position as at 31 December 2025;
- Statement of Business Results for the financial year ended 31 December 2025;
- Cash Flow Statement for the financial year ended 31 December 2025;
- Notes to the Financial Statements as at 31 December 2025 and for the financial year then ended.

**2. Key financial indicators in the audited separate and consolidated financial statements for 2025:**

Unit: Vietnam Dong (VND).

No.	Key Indicators	Consolidated Financial Statements	Separate Financial Statements
<b>1</b>	<b>Total assets</b>	<b>548 157 955 354</b>	<b>620 532 040 436</b>
	+ <i>Current assets</i>	381 360 690 757	313 727 799 437
	+ <i>Non-current assets</i>	166 797 264 597	306 804 240 999
<b>2</b>	<b>Total sources of funds</b>	<b>548 157 955 354</b>	<b>620 532 040 436</b>
	+ <i>Liabilities</i>	209 457 064 542	304 124 531 192
	+ <i>Equity</i>	338 700 890 812	316 407 509 244
<b>3</b>	<b>Net revenue</b>	381 670 010 231	429 708 113 231
<b>4</b>	<b>Profit before tax</b>	<b>85 005 362 367</b>	<b>102 705 004 397</b>

No.	Key Indicators	Consolidated Financial Statements	Separate Financial Statements
5	<b>Profit after tax</b>	<b>67 772 494 635</b>	<b>81 479 113 067</b>
6	<b>Profit after tax attributable to shareholders of the parent company</b>	<b>67 319 399 443</b>	

The Board of Directors of Bac Kan Mineral Joint Stock Corporation respectfully submits this proposal to the 2026 Annual General Meeting of Shareholders for consideration and approval.

***Recipients:***

- As above;
- Members of the Board of Directors and Supervisory Board;
- Board of Management, Chief Accountant;
- Archived at: Administration Department, Board of Directors Secretariat.

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



**Vu Phi Ho**

No.: 23/2026/TTr-HĐQT

Thai Nguyen, May 22, 2026

**PROPOSAL**  
**On the Approval of the Share Issuance Plan for Increasing Share Capital  
from Owners' Equity**

Respectfully submitted to: **The General Meeting of Shareholders  
Of Bac Kan Mineral Joint Stock Corporation**

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam and implementing regulations;
- The Law on Securities No. 54/2019/QH14 dated 26 November 2019 of the National Assembly of the Socialist Republic of Vietnam and implementing regulations;
- Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Circular No. 118/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of provisions on securities offerings, issuance of securities, public tender offers, share repurchases, registration of public companies, and deregistration of public company status;
- The Charter of Bac Kan Mineral Joint Stock Corporation;
- The results of discussion and approval by the Board of Directors on 29 April 2026 regarding the approval of the share issuance plan to increase share capital from owners' equity, pursuant to the proposal of the General Director of Bac Kan Mineral Joint Stock Corporation.

The Board of Directors of Bac Kan Mineral Joint Stock Corporation respectfully submits to the General Meeting of Shareholders (“GMS”) for consideration and approval the share issuance plan to increase share capital from owners' equity with the following contents:

**1. Share Issuance Plan for Increasing Share Capital from Owners' Equity**

Issuer:	<b>Bac Kan Mineral Joint Stock Corporation</b>
Share name	Shares of Bac Kan Mineral Joint Stock Corporation
Type of shares	Ordinary shares
Stock code	BKC
Par value	VND 10,000/share
Charter capital	234.754.560.000 VND



Total number of issued shares	23.475.456 shares
Treasury shares	0 shares
Number of outstanding shares	23.475.456 shares
Number of shares proposed to be issued	6.731.939 shares
Total par value of newly issued shares	67.319.390.000 VND
Increase in charter capital:	
- Charter capital before issuance	234.754.560.000 VND
- Proposed increase in charter capital (at par value)	67.319.390.000 VND
- Charter capital after issuance	302.073.770.000 VND
Purpose of issuance	Issuance of shares to increase share capital from owners' equity
Eligible recipients of additional shares	Existing shareholders whose names appear on the shareholder list as of the record date (closing date for shareholder registration) to exercise rights to receive additional shares, as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).
Exercise ratio	The exercise ratio is determined by dividing the proposed number of shares to be issued by the number of outstanding shares at the time of registration for issuance. At the time of approval of this issuance plan, the exercise ratio is <b>28,676%</b> of the outstanding shares. Accordingly, a shareholder owning <b>100</b> shares shall receive an additional <b>28,676</b> new shares. The Board of Directors shall be authorized to determine the final issuance ratio at the time of registration for issuance.
Rounding principles and treatment of fractional shares	The number of shares allocated to existing shareholders shall be rounded down to the nearest whole share. Fractional shares arising from rounding (if any) shall be cancelled. The issuance ratio is <b>100 : 28,676</b> . Examples:

	<p>- Shareholder A owning 100 shares as of the record date shall receive: <math>100 \text{ shares} \times 28,676\% = 28,676 \text{ shares}</math>. Rounded down to the nearest whole number, Shareholder A shall receive 28 new shares. The fractional portion of 0,676 share shall be cancelled.</p> <p>- Shareholder B owning 300 shares as of the record date shall receive: <math>300 \text{ shares} \times 28,676\% = 86,028 \text{ shares}</math>. Rounded down to the nearest whole number, Shareholder B shall receive 86 new shares. The fractional portion of 0,028 share shall be cancelled.</p> <p>- Shareholder A owning 1,000 shares as of the record date shall receive: <math>1,000 \text{ shares} \times 28,676\% = 286,76 \text{ shares}</math>. Rounded down to the nearest whole number, Shareholder A shall receive 286 new shares. The fractional portion of 0,76 share shall be cancelled.</p>
Issuance method	Issuance to existing shareholders through rights distribution. Treasury shares shall not be allocated rights to receive additional shares. The right to receive shares is non-transferable.
Proposed issuance period	Expected in Q3 2026, following notification from the State Securities Commission of Vietnam confirming receipt of the Company's share issuance dossier for increasing share capital from owners' equity.
Funding source	Retained earnings after tax in accordance with the audited consolidated financial statements for 2025 and applicable laws. (Details of owners' equity are set out in the audited 2025 financial statements.)
Transfer restriction:	Newly issued shares shall not be subject to transfer restrictions.
Use of proceeds from issuance	Increase charter capital to supplement working capital for the Company's business operations.
Compliance with foreign	The Board of Directors shall be authorized to

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ownership limits	determine measures to ensure compliance with foreign ownership limits in accordance with applicable regulations.
Distribution method	For deposited securities: shareholders shall receive additional shares through the depository members where their securities accounts are maintained. For non-deposited securities: shareholders shall receive additional shares at the head office of Bac Kan Mineral Joint Stock Corporation.
Purpose of issuance	Issuance of shares to increase share capital from owners' equity.
Registration and listing of additional shares	The newly issued shares shall be registered for depository and additionally listed on the Hanoi Stock Exchange (HNX) in accordance with applicable regulations.

2. Approval of the amendment to the provision on charter capital in the Company Charter and the adjustment of the contents of the Enterprise Registration Certificate at the Department of Finance of Thai Nguyen Province following approval by the State Securities Commission of Vietnam of the Report on the Results of the Share Issuance.

3. Approval of the registration for depository and additional listing of all newly issued shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and the Hanoi Stock Exchange (HNX).

Upon completion of the share issuance, the General Meeting of Shareholders shall approve and authorize the Board of Directors to complete procedures for additional depository registration and listing of all newly issued shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and the Hanoi Stock Exchange (HNX) in accordance with applicable laws and regulations.

4. Approval of the authorization granted to the Board of Directors of the Company:

The General Meeting of Shareholders authorizes the Board of Directors to implement all necessary actions relating to the implementation and completion of the share issuance for increasing share capital from owners' equity in accordance with the issuance plan above, including but not limited to the following:

- Organize and implement the issuance, approve issuance documents, and distribute shares in accordance with the approved issuance plan;

- Determine detailed contents of the share issuance plan and/or amend, supplement, or adjust the issuance plan when necessary, based on the Company's actual circumstances or at the request of competent state authorities to ensure





No.: 24/2026/TTr-ĐHĐCĐ

*Thai Nguyen, May 22, 2026*

**PROPOSAL**

**On the Election of Members of the Board of Directors and the Supervisory Board  
for the 2026–2031 Term of Bac Kan Mineral Joint Stock Corporation**

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*Respectfully submitted to: Shareholders of Bac Kan Mineral Joint Stock Corporation*

*Pursuant to:*

*The Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and implementing regulations;*

*The Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024, and implementing regulations;*

*Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; and Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*

*The Charter of Bac Kan Mineral Joint Stock Corporation;*

*The Working Regulations of the Board of Directors (“BOD”) and the Working Regulations of the Supervisory Board (“SB”) of Bac Kan Mineral Joint Stock Corporation;*

The term of office of the Board of Directors and the Supervisory Board of Bac Kan Mineral Joint Stock Corporation for the 2021–2026 term shall expire on the date of the 2026 Annual General Meeting of Shareholders (“AGMS”). Accordingly, the Board of Directors respectfully reports and submits to the 2026 AGMS for approval the election of members of the Board of Directors and the Supervisory Board for the 2026–2031 term as follows:

1. Approval of the dismissal of members of the Board of Directors and members of the Supervisory Board for the 2021–2026 term upon expiration of their term of office.
2. Approval of the number of members of the Board of Directors and the Supervisory Board for the 2026 - 2031 term as follows:

\* The number of members of the Board of Directors for the 2026 - 2031 term shall be **five (05)**, including at least one (01) independent member, and at least one-third (1/3) of the total members of the Board of Directors must be non-executive members.

\* The number of members of the Supervisory Board for the 2026 - 2031 term shall be **three (03)**.

3. The election of members of the Board of Directors and the Supervisory Board for the 2026–2031 term shall be conducted by cumulative voting in accordance with the Law on Enterprises, the Company Charter, and the Regulations on Nomination, Self-nomination, and Election adopted by the 2026 Annual General Meeting of Shareholders.

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

***Recipients:***

- As above;
- Board of Directors, Supervisory Board;
- Secretary of the Board of Directors, Information Disclosure Officer;
- Archived at: Administration Office.

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



**Vũ Phi Hồ**

No.: 25/2026/QC-ĐHĐCĐ

Thai Nguyen, May 22, 2026

**REGULATION**

**On Nomination, Self-Nomination, and Election of Members of the Board of Directors  
and the Supervisory Board of Bac Kan Mineral Joint Stock Corporation  
for the 2026 - 2031 Term**

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*Pursuant to:*

*The Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and implementing regulations;*

*The Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024, and implementing regulations;*

*Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; and Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*

*The Charter of Bac Kan Mineral Joint Stock Corporation;*

Bac Kan Mineral Joint Stock Corporation hereby notifies shareholders of certain regulations regarding the nomination, self-nomination, and election of members of the Board of Directors (“BOD”) and the Supervisory Board (“SB”) for the 2026–2031 term at the 2026 Annual General Meeting of Shareholders (“AGMS”) as follows:

**I. ELIGIBILITY FOR SELF-NOMINATION AND NOMINATION**

1. An individual shareholder holding five percent (5%) or more of the total voting shares of the Company and satisfying the qualifications and conditions for membership of the Board of Directors as provided in Section II below shall have the right to nominate himself/herself as a candidate for the Board of Directors or the Supervisory Board of the Company.

2. A shareholder or group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the right to nominate or propose candidates to the Board of Directors and the Supervisory Board. The nomination process shall be conducted as follows:

2.1. A shareholder or group of shareholders holding the following percentages of voting shares shall be entitled to nominate:

- + From 5% to under 10%: one (01) candidate;
- + From 10% to under 30%: up to two (02) candidates;
- + From 30% to under 40%: up to three (03) candidates;
- + From 40% to under 50%: up to four (04) candidates;



- + From 50% to under 60%: up to five (05) candidates;
- + From 60% to under 70%: up to six (06) candidates;
- + From 70% to under 80%: up to seven (07) candidates;
- + From 80% to under 90%: up to eight (08) candidates.

**2.2.** In the event that the number of candidates for the Board of Directors (or Supervisory Board) through nomination and self-nomination remains insufficient, the incumbent Board of Directors (or Supervisory Board) may nominate additional candidates or organize nominations in accordance with the Company Charter and the Internal Corporate Governance Regulations. In such case, incumbent members of the Board of Directors (or Supervisory Board) shall have the right to nominate candidates who satisfy all qualifications and requirements for membership of the Board of Directors (or Supervisory Board) in accordance with these Regulations, the Company Charter, and applicable laws. The Board of Directors (or Supervisory Board) shall thereafter vote based on a simple majority principle to select eligible candidates for submission to the General Meeting of Shareholders for decision.

## **II. NUMBER, QUALIFICATIONS, AND ELIGIBILITY REQUIREMENTS FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR THE 2026–2031 TERM**

### **1. Number, Qualifications, and Eligibility Requirements for Members of the Board of Directors for the 2026–2031 Term**

- The number of members of the Board of Directors for the 2026–2031 term shall be five (05), including at least one (01) independent member, and at least one-third (1/3) of the total members of the Board of Directors must be non-executive members.

- Candidates for election to the Board of Directors must possess full legal capacity for civil acts and must not fall within the categories prohibited under Clause 2, Article 17 of the Law on Enterprises 2020; at the same time, they must satisfy the qualifications and eligibility requirements prescribed under Clause 1, Article 155 of the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP, and the Company’s Internal Corporate Governance Regulations.

- Independent members of the Board of Directors must satisfy the qualifications and eligibility requirements prescribed under Clause 2, Article 155 of the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP, and the Company’s Internal Corporate Governance Regulations.

- A candidate for the Board of Directors must not concurrently serve as a member of the board of directors of more than five (05) other companies.

### **2. Number, Qualifications, and Eligibility Requirements for Members of the Supervisory Board for the 2026–2031 Term**

- The number of members of the Supervisory Board for the 2026–2031 term shall be three (03).<sup>1</sup>

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<sup>1</sup> Khoản 1, Điều 36 Điều lệ Công ty Cổ phần khoáng sản Bắc Kạn

• Candidates for the Supervisory Board must satisfy the qualifications and eligibility requirements prescribed under Article 169 of the Law on Enterprises and must not fall into any of the following categories:

- Persons working in the Accounting or Finance Department of the Company;
- Members or employees of the independent auditing firm that has conducted audits of the Company's financial statements during the preceding three (03) consecutive years.

### **III. NOMINATION/SELF-NOMINATION DOSSIER FOR MEMBERS OF THE BOARD OF DIRECTORS / SUPERVISORY BOARD**

The nomination/self-nomination dossier for candidates to the Board of Directors ("BOD") and/or Supervisory Board ("SB") shall include the following documents (in the Company's prescribed form published on the Company's website at: <https://backanco.com/>):

- Nomination/Self-nomination Form;
- Curriculum Vitae of the candidate;
- Copies of the Citizen Identity Card/Passport and professional diplomas, certificates of the candidate.

### **IV. SELECTION OF CANDIDATES FOR ELECTION TO THE BOARD OF DIRECTORS / SUPERVISORY BOARD**

Based on nomination and self-nomination applications submitted by shareholders or groups of shareholders and the Curriculum Vitae declared by candidates, the Organizing Committee shall compile a list of candidates satisfying the eligibility requirements for election to the Board of Directors and the Supervisory Board for submission to the General Meeting of Shareholders for approval and voting.

### **V. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD**

#### **1. Voting and Election Rights**

Shareholders holding ordinary shares (according to the list of securities holders finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of 19 May 2026 — the record date for exercising the right to attend the 2026 Annual General Meeting of Shareholders) may exercise their voting and election rights at the General Meeting of Shareholders upon completion of registration and verification of eligibility at the Meeting.

#### **2. Principles and Procedures for Election**

a. The election of members of the Board of Directors and members of the Supervisory Board shall be conducted by secret ballot under the cumulative voting method. Accordingly, each shareholder/authorized representative shall have a total number of votes corresponding to the total number of voting shares held (including shares owned directly and shares represented by authorization) multiplied by the number of members of the Board of Directors or Supervisory Board to be elected.

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<b>Total number of votes</b>	=	<b>Total number of voting shares</b>	X	<b>Number of members of the Board of Directors (or Supervisory Board) to be elected.</b>
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Shareholders may allocate all of their total voting rights to one or several candidates.

*Example: A shareholder holds 100 voting shares. The number of members of the Board of Directors to be elected is five (05). The number of candidates for the Board of Directors is six (06). Accordingly, the shareholder shall have 500 voting rights for the election of Board of Directors members (100 shares × 5 members = 500 votes). The shareholder may allocate all 500 votes to one candidate or distribute them among several candidates, provided that the total number of votes cast does not exceed 500 votes.*

b. A shareholder/authorized representative may allocate votes to each candidate by indicating the number of votes cast for each candidate in the corresponding box (the total number of votes allocated to candidates must not exceed the total voting rights of the shareholder/authorized representative) or may distribute votes equally among selected candidates, provided that the number of selected candidates does not exceed the number of members of the Board of Directors or Supervisory Board to be elected.

c. Ballots shall be placed into the ballot box under the direction of the Chairperson of the General Meeting and the voting process shall conclude once the last shareholder has submitted his/her ballot into the ballot box.

### **3. Ballots and Instructions for Completing Ballots**

- Each shareholder or authorized representative shall receive one (01) ballot for the election of members of the Board of Directors and one (01) ballot for the election of members of the Supervisory Board, issued according to the shareholder code. Ballots shall be uniformly printed, issued by the Organizing Committee of the 2026 Annual General Meeting of Shareholders, and affixed with the Company seal (overlapping stamp) at the upper left corner of the ballot.

Each ballot shall include the following information: Full name of the shareholder/authorized representative; shareholder code; total number of voting shares; total number of voting rights; number of Board of Directors (or Supervisory Board) members to be elected; list of candidates for election to the Board of Directors (or Supervisory Board); and signature of the shareholder/authorized representative.

- In the event of an error in completing the ballot, the shareholder may request the Vote Counting Committee to replace it with a new ballot.

#### **- Instructions for completing the ballot:**

✦ Shareholders must personally write the number of voting rights allocated to each candidate in the blank box corresponding to such candidate on the ballot, up to the maximum number of candidates to be elected. In the case of

a valid authorization (with a power of attorney), the authorized representative shall be fully entitled to exercise voting rights.

✚ If a shareholder does not vote for a candidate, the shareholder shall enter "0" or leave blank the "Number of Votes" column corresponding to that candidate.

✚ A shareholder or the shareholder's authorized representative attending the Meeting may cumulate votes for one or several candidates or may choose not to vote for any candidate. If all votes are allocated to one or several candidates, the attendee shall record the total number of votes in the box corresponding to such candidate(s). If votes are distributed unequally among multiple candidates, the attendee shall clearly indicate the number of votes cast in the "Number of Votes" box for each corresponding candidate.

**- Invalid ballots:**

✚ Ballots not issued by the Organizing Committee or not bearing the Company's overlapping seal;

✚ Ballots that are not intact, erased, altered, amended, contain additional names or contents other than those permitted;

✚ Ballots where the total number of votes allocated to candidates exceeds the shareholder's or authorized representative's total voting rights, or where the number of selected candidates exceeds the number of members approved by the General Meeting for election;

✚ Ballots submitted to the Vote Counting Committee after voting has ended and the Vote Counting Committee has commenced vote counting;

✚ Ballots not signed and completed by the shareholder/authorized representative in accordance with the requirements stated above.

- Blank ballots: A blank ballot is a ballot in which no candidate is selected, as well as ballots issued at the General Meeting of Shareholders but not deposited into the ballot box.

- A shareholder/authorized representative attending the General Meeting of Shareholders who does not cast a ballot or mistakenly places a voting card into the ballot box for election shall be deemed not to have participated in the election.

**4. Vote Counting Committee and Responsibilities of the Vote Counting Committee**

The Vote Counting Committee shall be nominated by the Chairperson of the General Meeting and approved by the General Meeting of Shareholders. The Vote Counting Committee shall have the following responsibilities:

➤ Inspect the ballot box in the presence of shareholders attending the General Meeting;

➤ Provide detailed instructions on how to complete ballots under the cumulative voting method;

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- Verify the validity of ballots and objectively examine election results, and be responsible for the accuracy of election results;
- Consolidate election results and prepare the Vote Counting Minutes. The Vote Counting Minutes shall be signed by all members of the Vote Counting Committee to confirm the accuracy, transparency, and compliance with principles and procedures of vote counting.
- The Vote Counting Minutes must clearly specify the following contents: the list of nominated candidates; total ballots issued; total ballots collected; total valid ballots; total invalid ballots corresponding to the number of voting shares (including shares owned and/or represented by authorization); vote counting results (number of votes cast for each candidate and percentage of votes received by each candidate over the total number of voting shares). The Vote Counting Minutes must be announced immediately at the General Meeting of Shareholders.
- Hand over the Vote Counting Minutes and all ballots to the Secretary of the General Meeting;
- Cooperate with the Chairperson of the General Meeting in resolving complaints (if any) relating to the election process for reporting to the General Meeting of Shareholders for decision;
- The Head of the Vote Counting Committee shall be responsible for procedures, process, and legal compliance relating to voting at the General Meeting of Shareholders and, on behalf of the Chairperson of the General Meeting, report the vote counting results at the General Meeting.

#### **5. Principles for Election Results**

- Candidates elected as members of the Board of Directors or Supervisory Board shall be determined in descending order based on the number of votes received until the required number of members has been filled.
- In the event that candidates receive an equal number of votes and it is necessary to eliminate one or more candidates in order to meet the required number of elected members, a re-election shall be conducted among such candidates for selection purposes.
- If, after re-election, the required number of members of the Board of Directors or Supervisory Board is still not achieved, the General Meeting of Shareholders may vote to leave vacancies and conduct supplementary elections at the next General Meeting of Shareholders.

### **III. EFFECTIVENESS**

These Election Regulations shall take effect immediately upon approval by the General Meeting of Shareholders and shall remain effective until the conclusion of the 2026 Annual General Meeting of Shareholders (16 June 2026) of Bac Kan Mineral Joint Stock Corporation.

The Board respectfully submits these Regulations to the General Meeting of Shareholders for consideration and approval./.

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



*[Handwritten signature]*

**Vu Phi Ho**





No.: 26/2026/TTr-HĐQT

Thai Nguyen, May 22, 2026

**PROPOSAL**  
**On Approval of the Credit Borrowing Limit for 2026**

*Respectfully submitted to:* **The 2026 Annual General Meeting of Shareholders  
of Bac Kan Mineral Joint Stock Corporation**

*Pursuant to:*

*The Law on Enterprises No. 59/2020/QH14, as amended and supplemented by  
Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and implementing regulations;*

*The Law on Securities No. 54/2019/QH14, as amended and supplemented by  
Law No. 56/2024/QH15 dated 29 November 2024, and implementing regulations;*

*The Charter of Bac Kan Mineral Joint Stock Corporation;*

*The 2026 production and business plan of the Company;*

In order to ensure adequate capital sources for production and business operations and investment in projects during 2026, specifically the Thanh Thinh Industrial Cluster Infrastructure Development Project and the Company Office Building Project in Hoang Van Thu Ward, Thai Nguyen Province,

The Board of Directors of Bac Kan Mineral Joint Stock Corporation respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the short-term, medium-term, and long-term credit borrowing limit for production, business operations, and project investments in 2026 in the total amount of VND 376 billion, including:

- Short-term credit and payment guarantee limit: VND 100 billion;
- Long-term borrowing limit: VND 276 billion.

The Board of Directors respectfully requests the 2026 Annual General Meeting of Shareholders to approve/ratify the 2026 credit borrowing limit as stated above and authorize the Board of Directors and the General Director to organize and implement capital mobilization and financing arrangements with credit institutions.

The Board respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

***Recipients:***

- As above;
- Members of the Board of Directors,  
Supervisory Board;
- Board of Management, Chief Accountant;
- Archived at: Administration Office, BOD  
Secretariat.

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



**Vũ Phi Hồ**

No.: 27/2026/TTr-HĐQT

Thai Nguyen, May 22, 2026

**PROPOSAL**

**On Authorization to the Board of Directors to Mortgage Assets and Approve Contracts and Transactions Falling under the Authority of the General Meeting of Shareholders**

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*Respectfully submitted to:* **The 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation**

*Pursuant to:*

- *The Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and implementing regulations;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019, as amended and supplemented by Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on 29 November 2024, and implementing regulations;*
- *Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; and Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter of Bac Kan Mineral Joint Stock Corporation;*
- *In order to promptly ensure capital sources for the Company's annual production and business activities in accordance with resolutions approved by the Annual General Meeting of Shareholders;*

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders (“AGMS”) of Bac Kan Mineral Joint Stock Corporation for consideration and approval of the following matters:

**1. Authorization to the Board of Directors**

**1.1.** To mortgage the Company’s assets as collateral for loans from banks and credit institutions with a value ranging from 35% to 100% of the total asset value recorded in the Company’s most recent financial statements, for the purpose of maximizing financing sources to serve the Company’s production, business operations, and investment for development.

**1.2.** To approve, execute, and implement contracts and other transactions with a value from 35% of the total asset value recorded in the Company’s most recent

financial statements, except for transactions specified under Clauses 1, 2, 3, and 4, Article 167 of the Law on Enterprises 2020.

**2. Authorization Period:** The authorization shall remain valid throughout the term of office of the Board of Directors for the 2026–2031 period.

**3.** The Board of Directors shall be accountable to the General Meeting of Shareholders for mortgaging assets and approving, executing, and implementing contracts and transactions in compliance with applicable laws and the Company Charter. The Board of Directors shall also report on the implementation of the matters authorized herein at the nearest annual General Meeting of Shareholders.

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

Sincerely and respectfully!

***Recipients:***

- As above;
- Board of Directors, Supervisory Board;
- Company Secretary, Corporate Governance Officer (Information Disclosure Officer);
- Archived at: Administration Office, AGMS Files.

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



**Vu Phi Ho**

No.: 28/2026/TTr-HĐQT

*Thai Nguyen, May 22, 2026*

**PROPOSAL**

**On Approval in Principle of Contracts and Transactions between the Company and Related Persons Falling under the Authority of the General Meeting of Shareholders**

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Respectfully submitted to: **Shareholders of Bac Kan Mineral Joint Stock Corporation**

*Pursuant to:*

*The Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and implementing regulations;*

*The Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024, and implementing regulations;*

*Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; and Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*

*The Charter of Bac Kan Mineral Joint Stock Corporation;*

For the purpose of ensuring compliance with applicable laws, protecting shareholder interests, and preventing any loss of capital, assets, or other resources of Bac Kan Mineral Joint Stock Corporation (the “Company”), the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the principle of approving contracts and transactions (“Contracts”) between the Company and related persons in accordance with Article 167 of the Law on Enterprises No. 59/2020/QH14, the Company Charter, the Internal Corporate Governance Regulations, and relevant provisions of the Law on Securities applicable to public companies. Such contracts shall be entered into on arm’s length commercial terms, without prejudice to the Company’s interests, and shall comply with the following specific contents:

**1. Contracting/Transaction Parties**

Contracts and transactions between the Company and organizations, individuals, or related persons; between the Company and members of the Board of Directors, the General Director, insiders, and other related persons in accordance with the Law on Enterprises 2020 and the Law on Securities 2019 (including but not limited to organizations and individuals listed in the Appendix attached to this Proposal).



a) Shareholders and authorized representatives of institutional shareholders owning more than 10% of the Company's total ordinary shares and their related persons; subsidiaries, affiliated companies, or organizations controlled by insiders;

b) The Chairman of the Board of Directors, members of the Board of Directors, members of the Supervisory Board, the Director or General Director, Chief Accountant, Company Secretary, person in charge of corporate governance, information disclosure officer, and their related persons;

c) Enterprises that members of the Board of Directors, members of the Supervisory Board, the Director or General Director, and other managers of the Company are required to declare in accordance with Clause 2, Article 164 of the Law on Enterprises 2020;

d) The list of subsidiaries and companies controlled by Bac Kan Mineral Joint Stock Corporation; the list of related persons, insiders and persons related to insiders; the list of major shareholders holding more than 10% of charter capital; and other related persons as listed in the Company's latest financial statements and corporate governance reports, as updated, amended, supplemented, and confirmed in accordance with applicable laws at the time such transactions arise.

## **2. Scope of Contracts and Transactions:**

a) Sale and purchase agreements; loan/borrowing agreements, guarantees, and other security arrangements as permitted by law, excluding transactions involving loans or guarantees granted to shareholders and related persons of shareholders that are prohibited by law; securities trading; lease/sublease of assets; service agreements/service provision agreements; and other contracts and transactions in accordance with applicable laws.

b) Decisions on investment or disposal of assets with a value equal to or exceeding 35% of the total asset value recorded in the Company's most recent financial statements, except where the Company Charter prescribes a different ratio or value.

## **3. Value of Contracts and Transactions:**

- Loan, lending, or asset sale contracts and transactions with a value exceeding 10% of the total asset value recorded in the Company's most recent financial statements between the Company and shareholders holding 51% or more of the total voting shares, or their related persons;

- The Board of Directors shall approve contracts and transactions as prescribed under Clause 1, Article 167 of the Law on Enterprises 2020 with a value equal to or exceeding 35% of the total asset value recorded in the Company's most recent financial statements.

**4. Term of Contracts and Transactions:** From the date immediately following approval by the 2026 Annual General Meeting of Shareholders until the date preceding the convening of the 2027 Annual General Meeting of Shareholders.

5. The General Meeting of Shareholders authorizes and delegates to the Board of Directors the authority to determine the detailed terms and contents of each contract/transaction; to execute and implement each such contract/transaction, provided that compliance with applicable laws and the Company's interests is ensured. The Board of Directors may further delegate such authority to the General Director – the legal representative of the Company – to implement the matters stated in this Section (if necessary), and shall report the implementation results at the 2027 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization of the Chairman of the Board of Directors to decide on each specific contract/transaction based on the Company's actual circumstances and to carry out necessary procedures relating to the execution and implementation of such contracts/transactions in accordance with the principles approved by the General Meeting of Shareholders. Such authorization shall take effect from the date of approval of the Resolution of the General Meeting of Shareholders and remain effective until the General Meeting of Shareholders approves a different resolution.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval. /.

Respectfully submitted!

***Recipients:***

- As above;
- Members of the Board of Directors, Supervisory Board;
- Board of Management, Chief Accountant;
- Company Secretary, Information Disclosure Officer;
- Archived at: Administration Office, AGMS 2026 Files.

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



**Vũ Phi Hồ**



## APPENDIX

(Attached to Proposal No. 28/2026/TTr-HĐQT dated 22 May 2026 of the Board of Directors of Bac Kan Mineral Joint Stock Corporation)

TT	Tên tổ chức, cá nhân có liên quan	Địa chỉ/ Mã số doanh nghiệp	Mối liên hệ theo quy định tại Khoản 2 Điều 164 Luật Doanh nghiệp 2020
01	9999 Zinc Lead Joint Stock Company	Enterprise Registration Certificate No. 4700297378 issued on 30 September 2025 by the Department of Finance of Thai Nguyen Province. Address: Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai Nguyen Province	Bac Kan Mineral Joint Stock Corporation is the parent company of 9999 Zinc Lead Joint Stock Company
02	Thien Ma Group Company Limited	Enterprise Registration Certificate No. 4700247955 issued on 20 November 2025 by the Department of Finance of Thai Nguyen Province. Address: Hamlet 13, Cho Don Commune, Thai Nguyen Province	Thien Ma Group Company Limited is a major shareholder of Bac Kan Mineral Joint Stock Corporation
03	ANB Services Company Limited	Enterprise Registration Certificate No. 0104911744 issued on 08 December 2023 by the Business Registration Office, Department of Planning and Investment of Hanoi. Address: 12th Floor, Licogi 13 Building, No. 164 Khuat Duy Tien Street, Yen Hoa Ward, Hanoi	ANB Services Company Limited is a major shareholder of Bac Kan Mineral Joint Stock Corporation
04	Tay Nguyen Durian Joint Stock Company	Enterprise Registration Certificate No. 6001394460 issued on 05 November 2025 by the Department of Finance of Dak Lak Province. Address: Lot CN4, Tan An Industrial Cluster, Tan An Ward, Dak Lak Province	Bac Kan Mineral Joint Stock Corporation holds 2.08% of the charter capital of Tay Nguyen Durian Joint Stock Company
05	Nghe An Bus Station Joint Stock Company	Enterprise Registration Certificate No. 2900599622 issued on 23 August 2024 by the Department of Planning and Investment of Nghe An Province. Address: No. 77 Le Loi Street, Thanh Vinh Ward, Nghe An Province	Bac Kan Mineral Joint Stock Corporation owns 1,021,680 shares, representing 5.4% of the charter capital of Nghe An Bus Station Joint Stock Company

TT	Tên tổ chức, cá nhân có liên quan	Địa chỉ/ Mã số doanh nghiệp	Mối liên hệ theo quy định tại Khoản 2 Điều 164 Luật Doanh nghiệp 2020
06	Quang Ninh Bus Station Joint Stock Company	Enterprise Registration Certificate No. 5700100640 issued on 14 August 2025 by the Department of Finance of Quang Ninh Province. Address: No. 354 Ha Long Street, Bai Chay Ward, Quang Ninh Province	Mr. Vu Phi Ho – Chairman of the Board of Directors of Bac Kan Mineral Joint Stock Corporation – is also Chairman of the Board of Directors of Quang Ninh Bus Station Joint Stock Company
07	Vu Hoang International Production and Trading Company Limited	Enterprise Registration Certificate No. 0101311107 issued on 21 March 2024 by the Department of Planning and Investment of Hanoi. Address: No. 68 Hoang Dao Thuy Street, Yen Hoa Ward, Hanoi	Mr. Vu Phi Ho – Chairman of the Board of Directors of Bac Kan Mineral Joint Stock Corporation – is Chairman of the Members' Council of Vu Hoang International Production and Trading Company Limited
08	Mr. Vu Phi Ho	Hanoi	Chairman of the Board of Directors of Bac Kan Mineral Joint Stock Corporation – Insider
09	Mr. Dinh Van Hien	Thai Nguyen	Member of the Board of Directors and General Director of Bac Kan Mineral Joint Stock Corporation; Chairman of the Board of Directors of 9999 Zinc Lead Joint Stock Company
10	Mr. Tran Van Quyen	Hung Yen	Deputy General Director of Bac Kan Mineral Joint Stock Corporation; Director of 9999 Zinc Lead Joint Stock Company
11	Ms. Tran Thi Yen	Thai Nguyen	Chief Accountant of Bac Kan Mineral Joint Stock Corporation



No.: 29/2026/TTr-HĐQT

Thai Nguyen, May 22, 2026

**PROPOSAL**

**On the Change of Head Office Address and Amendment/Supplementation of Business  
Registration Lines of Bac Kan Mineral Joint Stock Corporation**

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Respectfully submitted to: **Shareholders of Bac Kan Mineral Joint Stock  
Corporation**

*Pursuant to:*

*The Law on Enterprises No. 59/2020/QH14, as amended and supplemented by  
Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and implementing regulations;*

*The Law on Securities No. 54/2019/QH14, as amended and supplemented by  
Law No. 56/2024/QH15 dated 29 November 2024, and implementing regulations;*

*Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government  
detailing the implementation of a number of articles of the Law on Securities; and  
Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing  
a number of articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the  
Government detailing the implementation of a number of articles of the Law on  
Securities;*

*The Charter of Bac Kan Mineral Joint Stock Corporation;*

*The Internal Corporate Governance Regulations of Bac Kan Mineral Joint Stock  
Corporation;*

The Board of Directors respectfully submits to the 2026 Annual General Meeting  
of Shareholders of Bac Kan Mineral Joint Stock Corporation the following matters for  
consideration and approval:

**I. CHANGE OF THE COMPANY’S HEAD OFFICE ADDRESS**

In order to meet the Company’s development requirements under the new  
circumstances and pursuant to approvals of the General Meeting of Shareholders and  
the Board of Directors, Bac Kan Mineral Joint Stock Corporation is currently  
constructing and expects to complete and officially put into operation the Company’s  
Office Building located in Phan Dinh Phung Ward, Thai Nguyen Province in October  
2026. Accordingly, the Board of Directors respectfully submits to the General Meeting  
of Shareholders for approval the change of the Company’s head office address as  
follows:

**1. Current Head Office Address:** Residential Group 4A, Duc Xuan Ward, Thai  
Nguyen Province.



**2. New Head Office Address after Change:** No. 332, Bac Kan Street, Phan Dinh Phung Ward, Thai Nguyen Province.

**3. The General Meeting of Shareholders authorizes and delegates to the Board of Directors to:**

- Based on the actual progress of construction and completion of legal procedures for operation of the Company's Office Building, consider and determine the specific timing for implementing the change of head office address; carry out necessary procedures in accordance with applicable laws for changing the head office address and amending the Company Charter and Enterprise Registration Certificate upon implementation of the change of head office address.

- Perform other tasks in accordance with applicable laws and the Company Charter relating to the change of the Company's head office address.

4. The General Director – the legal representative of the Company – is assigned to sign all necessary documents and dossiers, organize and direct the implementation of procedures for changing the head office address and amending the enterprise registration contents in accordance with applicable laws.

## **II. AMENDMENT AND SUPPLEMENTATION OF REGISTERED BUSINESS LINES**

On 29 September 2025, the Prime Minister issued Decision No. 36/2025/QD-TTg on the Vietnam Standard Industrial Classification, which introduced significant adjustments to the number and classification of business sectors and amended the industry code system compared to Decision No. 27/2018/QD-TTg dated 06 July 2018 of the Prime Minister. In addition, based on practical operational needs in production, business activities, and investment cooperation in line with the Company's development orientation, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of the Company's registered business lines as follows:

### **1. Removal of Business Lines**

<b>No.</b>	<b>Industry Code</b>	<b>Business Line to be Removed from the Registered List</b>	<b>Notes</b>
01	1104	Manufacture of non-alcoholic beverages and mineral water	Business line amended pursuant to Decision No. 36/2025/QD-TTg
02	2420	Manufacture of basic precious and non-ferrous metals	Business line amended pursuant to Decision No. 36/2025/QD-TTg
03	4662	Wholesale of metals and metal ores	Business line amended pursuant to Decision No. 36/2025/QD-TTg
04	4663	Wholesale of construction materials and other installation supplies	Business line amended pursuant to Decision No. 36/2025/QD-TTg

No.	Industry Code	Business Line to be Removed from the Registered List	Notes
05	5510	Short-term accommodation services	Business line amended pursuant to Decision No. 36/2025/QĐ-TTg
06	6420	Activities of holding companies	Business line removed pursuant to Decision No. 36/2025/QĐ-TTg

## 2. Supplementation of Business Lines

No.	Industry Code	Supplemented Business Line	Notes
01	0729	Mining of other non-ferrous metal ores	
02	0891	Mining of chemical and fertilizer minerals	
03	1105	Manufacture of non-alcoholic beverages and mineral water	
04	2011	Manufacture of basic chemicals	
05	2029	Manufacture of other chemical products not elsewhere classified	
06	2410	Manufacture of basic iron, steel and cast iron	
07	2420	Manufacture of precious and non-ferrous metals	
08	2431	Casting of iron and steel	
09	2432	Casting of non-ferrous metals	
10	2511	Manufacture of structural metal products	
11	2512	Manufacture of tanks, reservoirs and containers of metal	
12	2591	Forging, pressing, stamping and roll-forming of metal; powder metallurgy	
13	2592	Machining; treatment and coating of metals	
14	2599	Manufacture of other fabricated metal products not elsewhere classified	
15	2823	Manufacture of machinery and equipment for metallurgy	
16	2824	Manufacture of mining and construction machinery	
17	3311	Repair and maintenance of fabricated metal products	
18	3312	Repair and maintenance of machinery and equipment	
19	3320	Installation of industrial machinery and equipment	
20	3600	Water collection, treatment and supply	
21	3700	Sewerage and wastewater treatment activities	

No.	Industry Code	Supplemented Business Line	Notes
22	4212	Construction of roads and highways	
23	4221	Construction of utility projects for electricity	
24	4222	Construction of water projects	
25	4223	Construction of telecommunication and communication works	
26	4229	Construction of other utility projects	
27	4340	Specialized construction activities brokerage services	
28	4633	Wholesale of beverages	
29	4671	Wholesale of solid, liquid and gaseous fuels and related products	
30	4672	Wholesale of metals and metal ores	
31	4673	Wholesale of construction materials and other installation supplies	
32	4679	Other specialized wholesale not elsewhere classified	
33	4690	Non-specialized wholesale trade	
34	4719	Other non-specialized retail trade	
35	5210	Warehousing and storage	
36	5224	Cargo handling	
37	5229	Other transportation support activities	
38	5520	Other short-term accommodation services	
39	6421	Activities of holding companies	
40	6821	Real estate brokerage activities	
41	6829	Other real estate activities on a fee or contract basis	
42	7730	Renting and leasing of other machinery, equipment and tangible goods without operator	

3. The General Meeting of Shareholders authorizes the Board of Directors to amend and update the above-mentioned changes and to promulgate the amended and supplemented Charter of the Company.

4. The General Director – the legal representative of the Company – is assigned to sign all necessary documents and dossiers, implement and direct the implementation of procedures for amending and supplementing the Company’s business lines and amending the enterprise registration contents in accordance with applicable laws.

The Board of Directors respectfully submits this matter to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

**Recipients:**

- As above;
- Members of the Board of Directors, Supervisory Board;
- Board of Management, Chief Accountant;
- Secretary to the Board of Directors, Information Disclosure Officer;
- Archived at: Administration Office (Photocopy of AGMS Files).

FOR AND ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN



Vu Phi Ho





No.: 30/2026/TTr-HĐQT

*Thai Nguyen, May 22, 2026*

**PROPOSAL**

**On Approval of Remuneration for the Board of Directors,  
the Supervisory Board, and the Company Secretary for 2026**

--

*Respectfully submitted to:* **The 2026 Annual General Meeting of Shareholders  
of Bac Kan Mineral Joint Stock Corporation**

*Pursuant to:*

*The Law on Enterprises No. 59/2020/QH14, as amended and supplemented by  
Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and implementing regulations;*

*The Law on Securities No. 54/2019/QH14, as amended and supplemented by  
Law No. 56/2024/QH15 dated 29 November 2024, and implementing regulations;*

*The Charter of Bac Kan Mineral Joint Stock Corporation;*

*Resolution No. 01/2025/NQ-DHDCD dated 18 June 2025 of the 2025 Annual  
General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation;*

*The Company's production and business performance;;*

In order to ensure the rights and obligations of the Board of Directors ("BOD"), the Supervisory Board, and the Company Secretary in 2026, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the remuneration for the Board of Directors, the Supervisory Board, and the Company Secretary as follows:

**1. Remuneration of the Board of Directors, Supervisory Board, and Company Secretary for 2025**

The total remuneration of the Board of Directors, Supervisory Board, and Company Secretary for 2025, approved by the 2025 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation under Resolution No. 01/2025/NQ-DHDCD dated 18 June 2025, amounted to VND 1,236,000,000 (in words: One billion two hundred thirty-six million Vietnamese dong).

*Including:*

- Remuneration of the Board of Directors: VND 1,080,000,000
- Remuneration of the Supervisory Board: VND 120,000,000
- Remuneration of the Company Secretary: VND 36,000,000

**2. Proposed remuneration of the Board of Directors, Supervisory Board, and Company Secretary for 2026**

The Board of Directors proposes that the 2026 Annual General Meeting of Shareholders approve the remuneration for the Board of Directors, Supervisory Board,

and Company Secretary for 2026 at VND 1,236,000,000 (equivalent to the remuneration level of 2025), specifically as follows:

- Remuneration of the Chairman and Members of the Board of Directors: VND 1,080,000,000

- Remuneration of the Head and Members of the Supervisory Board: VND 120,000,000

- Remuneration of the Company Secretary: VND 36,000,000

**3. The specific remuneration levels for the Chairman of the Board of Directors, Members of the Board of Directors, Head of the Supervisory Board, and Members of the Supervisory Board shall be determined in accordance with decisions of the Board of Directors and the Supervisory Board.**

This Proposal of the Board of Directors regarding the remuneration of the Board of Directors, the Supervisory Board, and the Company Secretary for 2026 is respectfully submitted to the General Meeting of Shareholders for consideration and approval.

*Respectfully submitted!*

***Recipients:***

- As above;
- Board of Directors, Supervisory Board;
- Board of Management;
- Chief of Office, Company Secretary;
- Archived at: Administration Office.

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



**Vũ Phi Hồ**

*Thai Nguyen, May 22, 2026*

No.: 31/2026/TTr-BKS

**PROPOSAL**

**On the Selection of an Audit Firm to Conduct Audit and Review  
of Financial Statements in 2026**

--

*Respectfully submitted to:* **The 2026 Annual General Meeting of Shareholders  
of Bac Kan Mineral Joint Stock Corporation**

*Pursuant to:*

*The Law on Enterprises No. 59/2020/QH14, as amended and supplemented by  
Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and implementing regulations;*

*The Law on Securities No. 54/2019/QH14, as amended and supplemented by  
Law No. 56/2024/QH15 dated 29 November 2024, and implementing regulations;*

*Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government  
detailing the implementation of a number of articles of the Law on Securities; and  
Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing  
a number of articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the  
Government detailing the implementation of a number of articles of the Law on  
Securities;*

*The Charter of Bac Kan Mineral Joint Stock Corporation.*

The Supervisory Board (“SB”) respectfully submits to the 2026 Annual General Meeting of Shareholders (“AGMS”) of Bac Kan Mineral Joint Stock Corporation for consideration and approval the selection of an independent audit firm to conduct the audit and review of the Company’s financial statements in 2026 as follows:

**I. CRITERIA FOR EVALUATION AND SELECTION OF THE AUDIT FIRM**

The Supervisory Board proposes that the 2026 Annual General Meeting of Shareholders approve the following criteria for selecting an independent audit firm:

1. The audit firm must be legally operating in Vietnam and approved by the State Securities Commission of Vietnam to conduct audits for public-interest entities in 2026;
2. The audit firm must be reputable and possess a team of competent, qualified, and experienced auditors in auditing and reviewing financial statements in accordance with accounting standards and the Vietnamese accounting system;
3. The audit firm must not have any conflict of interest in conducting the audit and review of the Company’s financial statements;





**BAC KAN MINERAL  
JOINT STOCK CORPORATION**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

No. 2026/NQ-ĐHĐCĐ  
(DRAFT")

Thai Nguyen, June , 2026

**RESOLUTION**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**THE GENERAL MEETING OF SHAREHOLDERS**  
**OF BAC KAN MINERAL JOINT STOCK CORPORATION**

*Pursuant to the Law on Enterprises No. 59/2020/QH14, and the Law amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15, Law No. 76/2025/QH15, and their guiding documents;*

*Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and their guiding documents;*

*Pursuant to the current Charter of Bac Kan Mineral Joint Stock Corporation;*

*Pursuant to Meeting Minutes No.: /2026/BB-ĐHĐCĐ dated June , 2026 of the 2026 Annual General Meeting of Shareholders (AGM) of Bac Kan Mineral Joint Stock Corporation;*

*Pursuant to the Vote Counting Minutes of the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation dated June , 2026;*

**RESOLVED:**

**Article 1.** To approve the Report on the activities of the Board of Directors (BOD) in 2025 and the 2021–2026 tenure; and the operational orientations of the Board of Directors for 2026;

**Article 2.** To approve the business and production results for 2025 and the 2021–2026 tenure; and the business and production plan for 2026;

**Article 3.** To approve the Assessment Report on the activities of the Supervisory Board in 2025;

**Article 4.** To approve the 2025 audited financial statements in accordance with the Proposal of the Board of Directors;

**Article 5.** To approve the investment policy for the construction project of a Zinc Electrolysis Plant with a capacity of 30,000 tons/year at Thanh Thinh Industrial Cluster in accordance with the Proposal of the Board of Directors;

**Article 6.** To approve the policy on establishing a subsidiary to invest in the construction of an Urban Area project at Bac Son Street, Thai Nguyen Province, in accordance with the Proposal of the Board of Directors;

**Article 7.** To approve the plan for share issuance to increase capital from owners' equity in accordance with the Proposal of the Board of Directors;

**Article 8.** To approve the plan for share offering to existing shareholders to increase the charter capital in accordance with the Proposal of the Board of Directors;

**Article 9.** To approve the election of Members of the Board of Directors and Members of the Supervisory Board for the 2026–2031 term in accordance with the Proposal of the Board of Directors;

**Article 10.** To approve the election list of nominees for Members of the Board of Directors and Members of the Supervisory Board for the 2026–2031 term in accordance with the Proposal of the Organizing Committee of the 2026 Annual General Meeting of Shareholders;

**Article 11.** To approve the election regulations for Members of the Board of Directors and Members of the Supervisory Board for the 2026-2031 term in accordance with the Proposal of the Board of Directors;

**Article 12.** To approve the election results of Members of the Board of Directors and Members of the Supervisory Board for the 2026-2031 term:

*12.1. List of Members of the Board of Directors for the 2026–2031 term:*

No.	Full Name	Number of Votes	Percentage (%)
01			
02			
03			
04			
05			

In which, the Independent Member of the Board of Directors is Mr. ....

*12.2. List of Members of the Supervisory Board for the 2026–2031 term:*

No.	Full Name	Number of Votes	Percentage (%)
01			
02			
03			

**Article 13.** To approve the credit facility limit for 2026 in accordance with the Proposal of the Board of Directors;

**Article 14.** To approve the authorization for the Board of Directors to mortgage assets and approve contracts and transactions within the authority of the General Meeting of Shareholders in accordance with the Proposal of the Board of Directors;

**Article 15.** To approve the policy on the approval of contracts and transactions between the Company and related parties within the authority of the General Meeting of Shareholders in 2026 in accordance with the Proposal of the Board of Directors;

**Article 16.** To approve the change of the head office address, and the update, amendment, and supplement of the Company's registered business lines in accordance with the Proposal of the Board of Directors;

**Article 17.** To approve the remuneration for the Board of Directors, the Supervisory Board, and the Secretary of the Board of Directors for 2026 in accordance with the Proposal of the Board of Directors;

**Article 18.** To approve the selection of an auditing firm for the 2026 financial year in accordance with the Proposal of the Supervisory Board;

**Article 19.** Implementation of the Resolution.

This Resolution takes effect from the date of its signing.

Shareholders, members of the Board of Directors, the Board of Management, the Supervisory Board, and all employees of the Company are responsible for implementing this Resolution.

***Recipients:***

- State Securities Commission (SSC);
- Hanoi Stock Exchange (HNX);
- Members of the BOD and the Supervisory Board;
- Board of Management, Chief Accountant;
- Company Secretary, Person Authorized to Disclose Information;
- Archives: Clerical Dept, AGM Files.

**FOR AND ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE BOARD OF DIRECTORS**

**Vũ Phi Hổ**



No.: 32/2026/TB-HĐQT

*Thai Nguyen, 22 May 2026*

**NOTICE**

**On the Election of Members of the Board of Directors  
and the Supervisory Board for the 2026 - 2031 Term**

*Respectfully submitted to: Shareholders of Bac Kan Mineral Joint Stock Corporation*

The 2021-2026 term of office of the Board of Directors (“BOD”) and Supervisory Board (“SB”) of Bac Kan Mineral Joint Stock Corporation is coming to an end.

Pursuant to the Law on Enterprises 2020 and implementing regulations;

Pursuant to the Law on Securities 2019 and implementing regulations;

Pursuant to the Charter of Bac Kan Mineral Joint Stock Corporation;

In preparation for the election of the Board of Directors and Supervisory Board for the 2026–2031 term at the 2026 Annual General Meeting of Shareholders (“AGMS”), Bac Kan Mineral Joint Stock Corporation respectfully informs shareholders of the nomination and self-nomination process for candidates to the Board of Directors and Supervisory Board for the 2026–2031 term as follows:

**1. CONDITIONS FOR SELF-NOMINATION AND NOMINATION**

**1.1.** Shareholders who are individuals holding five percent (5%) or more of the total voting shares of the Company and satisfying the standards and conditions for membership of the Board of Directors as specified in Section 2 below shall have the right to self-nominate as candidates for the Board of Directors or Supervisory Board of the Company.

**1.2.** Shareholders or groups of shareholders holding five percent (5%) or more of the total ordinary shares shall have the right to nominate or self-nominate candidates to the Board of Directors and Supervisory Board.

The nomination of candidates to the Board of Directors and Supervisory Board shall be conducted as follows:

**1.2.1.** Shareholders or groups of shareholders holding the following percentages of total voting shares may nominate:

- + From 5% to less than 10%: one (01) candidate;
- + From 10% to less than 30%: up to two (02) candidates;
- + From 30% to less than 40%: up to three (03) candidates;
- + From 40% to less than 50%: up to four (04) candidates;
- + From 50% to less than 60%: up to five (05) candidates;



- + From 60% to less than 70%: up to six (06) candidates;
- + From 70% to less than 80%: up to seven (07) candidates;
- + From 80% to less than 90%: up to eight (08) candidates.

**1.2.2.** In the event that the number of candidates for the Board of Directors or Supervisory Board through nomination and self-nomination remains insufficient, the incumbent Board of Directors or Supervisory Board may nominate additional candidates or organize nominations in accordance with the Company Charter and Internal Corporate Governance Regulations. In such cases, incumbent members of the Board of Directors or Supervisory Board shall have the right to nominate candidates meeting the standards and conditions for Board of Directors or Supervisory Board membership as prescribed in these regulations, the Company Charter, and applicable laws. The Board of Directors or Supervisory Board shall then vote by simple majority to select eligible candidates for submission to the General Meeting of Shareholders for decision..

## **2. NUMBER, STANDARDS, AND CONDITIONS FOR MEMBERS OF THE BOARD OF DIRECTORS (“BOD”) AND THE SUPERVISORY BOARD (“SB”) FOR THE 2026–2031 TERM**

### **2.1. Number, standards, and conditions for members of the Board of Directors for the 2026–2031 term**

- The number of members of the Board of Directors for the 2026–2031 term shall be five (05), including at least one (01) independent member, and ensuring that at least one-third (1/3) of the total number of Board members are non-executive members.

- Candidates for election to the Board of Directors must have full civil act capacity, must not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises 2020, and must satisfy the standards and conditions stipulated in Clause 1, Article 155 of the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP, and the Company’s Internal Corporate Governance Regulations;

- Independent members of the Board of Directors must satisfy the standards and conditions specified in Clause 2, Article 155 of the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP, and the Company’s Internal Corporate Governance Regulations;

- A candidate for the Board of Directors must not concurrently serve as a member of the board of directors of five (05) or more other companies.

### **2.2. Number, standards, and conditions for members of the Supervisory Board for the 2026–2031 term**

- The number of members of the Supervisory Board for the 2026–2031 term shall be three (03).

- Candidates for the Supervisory Board must satisfy the standards and conditions prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:

- o Working in the Accounting or Finance Department of the Company;
- o Being a member or employee of an independent audit firm that has conducted audits of the Company's financial statements within the preceding three (03) consecutive years.

### 3. NOMINATION/SELF-NOMINATION DOSSIER FOR MEMBERS OF THE BOARD OF DIRECTORS / SUPERVISORY BOARD

The nomination/self-nomination dossier for candidates to the Board of Directors ("BOD") / Supervisory Board ("SB") shall include (in accordance with the Company's templates published on the Company's website at: <https://backanco.com/>):

- Nomination/self-nomination form;
- Candidate's curriculum vitae (CV);
- Copies of the candidate's Citizen Identification Card (ID Card)/Passport and professional diplomas and certificates.

### 4. TIME LIMIT AND ADDRESS FOR SUBMISSION OF NOMINATION/SELF-NOMINATION DOSSIERS

Nomination/self-nomination dossiers must be submitted to the Company no later than 03:00 PM on 04 June 2026 (Vietnam time) at the following address: **Bac Kan Mineral Joint Stock Corporation** - Residential Group 4A, Duc Xuan Ward, Thai Nguyen Province, Vietnam.

Contact person for dossier submission and receipt: Mr. Nguyen Van Vu  
Company Secretary.

Telephone: 0984 969966; Email: [nguyenvanvu.bkc@backanco.com](mailto:nguyenvanvu.bkc@backanco.com)

Bac Kan Mineral Joint Stock Corporation respectfully notifies and requests shareholders to carry out nominations and self-nominations in accordance with this Notice.

Any nomination or self-nomination dossiers received by the Administration Department of Bac Kan Mineral Joint Stock Corporation after the above deadline shall be deemed invalid.

The Company hereby respectfully announces this notice.

#### Recipients:

- As above;
- Board of Directors, Supervisory Board;
- Secretary to the BOD, Information Disclosure Officer;
- Archived at: Administration Office.

FOR AND ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN



Vu Phi Ho



**BAC KAN MINERALS JOINT STOCK CORPORATION**

**Business registration number: 4700149595**

Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province

Phone: 02093 812 399 - Website: [www.backanco.com](http://www.backanco.com)

**APPLICATION FOR NOMINATION TO BE A MEMBER OF  
THE BOARD OF DIRECTORS TERM 2026 - 2031  
BAC KAN MINERALS JOINT STOCK CORPORATION**

**To: Annual General Meeting of Shareholders 2026  
Bac Kan Mineral Joint Stock Corporation**

**I am :** ..... **Gender:** .....  
**Date of birth:** ..... **Place of birth:** .....  
**Permanent address:** .....  
**Citizen Identification Card/Passport Number:** ..... **Date of Issue:** .....  
**Issued at:** .....  
**Educational background:** ..... **Professional qualifications:** .....

The number of shares owned as of the record date of May 19, 2026 (*the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation*) is: ..... shares, corresponding to:.....% of the charter capital of Bac Kan Mineral Joint Stock Corporation (“the Company”).

Based on the provisions of the Enterprise Law and the Company's Charter, I hereby nominate myself for the position of Member of the Board of Directors (“BOD”) of the Company for the term 2026-2031.

**1. Regular Board Member**

**2. Independent Board Members**

I certify that I meet the eligibility/qualifications to run for the position of Board Member in accordance with the law, the Company's Charter, and the Company's Notice on the nomination and candidacy of Board and Supervisory Board Members for the 2026-2031 term dated May 22, 2026.

I hereby pledge to be responsible for the accuracy and truthfulness of the content of this document and accompanying files, and I commit to fully comply with the law, the Company's Charter, and the Notice regarding the nomination and candidacy of Board of Directors and Supervisory Board members for the 2026-2031 term issued by the Company.

Best regards.

....., *Date* ..... *Month* ..... *Year 2026*

**CANDIDATE<sup>1</sup>**

*(Sign and print your full name)*

\* **Note:** The Nomination Application and accompanying documents must be submitted to Bac Kan Mineral Joint Stock Corporation at Address: Residential Cluster 4A, Duc Xuan Ward, Thai Nguyen Province, **no later than 17:00 on June 4, 2026.**

<sup>1</sup> **The attached documents include:**

1. Candidate's self-declared resume, Candidate Information Form (according to the Company's template and Appendix III, Circular 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance);
2. A valid copy of your Citizen Identification Card/Passport;
3. Certified copies of documents certifying the applicant's educational and professional qualifications.



**BAC KAN MINERALS JOINT STOCK CORPORATION**

**Business registration number: 4700149595**

**Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province**

**Phone: 02093 812 399 - Website: [www.backanco.com](http://www.backanco.com)**

**NOMINATION FOR BOARD OF DIRECTORS MEMBER**

**TERM 2026 - 2031**

**BAC KAN MINERALS JOINT STOCK CORPORATION**

**To: Annual General Meeting of Shareholders 2026  
Bac Kan Mineral Joint Stock Corporation**

I/We are the group of shareholders of Bac Kan Mineral Joint Stock Corporation (“the Company”), consisting of:

<b>TT</b>	<b>Shareholder's full name</b>	<b>Citizen Identification Number/Passport Number, Date of Issue, Place of Issue</b>	<b>Number of shares owned (*)</b>	<b>Ownership percentage (%)</b>	<b>Signature</b>

*(\*) Number of shares owned as of the record date of May 19, 2026 - the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation.*

Pursuant to the provisions of the Enterprise Law and the Company's Charter, I/We respectfully nominate the following candidate for the position of Member of the Board of Directors (“BOD”) of the Company for the term 2026-2031:

**Full name :** ..... **Gender:** .....

**Date of birth:** ..... **Place of birth:** .....

**Permanent address:** .....

**Citizen Identification Card/Passport Number:** ..... **Date of Issue:** .....

**Issued at:** .....

**Educational background:** ..... **Professional qualifications:** .....

**1. Regular Board Member**

**2. Independent Board Members**

I/We certify that Mr./Ms. .... meets the eligibility/qualifications to run for the position of Board Member in accordance with the law, the Company's Charter, and the Notice regarding the nomination and candidacy of Board Members and Supervisory Board Members for the 2026-2031 term of the Company.

I/We commit to being responsible for the accuracy and truthfulness of the content of this document and accompanying files, and commit to fully comply with the law, the Company's Charter, and the Notice regarding the nomination and candidacy of Board of Directors and Supervisory Board members for the 2026-2031 term dated May 22, 2026, issued by the Company.

Best regards.

\* **Note:** The Nomination Application and accompanying documents must be submitted to Bac Kan Mineral Joint Stock Corporation at Address: Residential Cluster 4A, Duc Xuan Ward, Thai Nguyen Province, **no later than 17:00 on June 4, 2026.**

....., date .....month..... year 2026

**Nominator/Representative of the nominating group<sup>1</sup>**

*(Sign and print your full name)*

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<sup>1</sup> **The attached documents include:**

1. Candidate's self-declared resume, Candidate Information Form (according to the Company's template and Appendix III, Circular 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance);
2. Valid power of attorney (If the shareholder authorizes another person to make the nomination)
3. A valid copy of your Citizen Identification Card/Passport;
4. Certified copies of documents certifying the candidate's educational and professional qualifications;



**BAC KAN MINERALS JOINT STOCK CORPORATION**

**Business registration number: 4700149595**

Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province

Phone: 02093 812 399 - Website: [www.backanco.com](http://www.backanco.com)

**NOMINATION FOR BOARD OF DIRECTORS MEMBER**

**TERM 2026 - 2031**

**BAC KAN MINERALS JOINT STOCK CORPORATION**

**(For Organizational Use)**

**To: Annual General Meeting of Shareholders 2026  
Bac Kan Mineral Joint Stock Corporation**

**Organization name :** .....

**Address :** .....

**Business Registration Certificate Number :** ..... **Date of Issue :** .....

**Issuing authority :** .....

The number of shares owned as of the record date of May 19, 2026 (*the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation*) is: ..... shares <sup>2</sup>, corresponding to:.....% of the charter capital of Bac Kan Mineral Joint Stock Corporation (“the Company”).

Based on the provisions of the Enterprise Law and the Company's Charter, we respectfully nominate the following candidate for the position of Member of the Board of Directors (“BOD”) of the Company for the term 2026-2031:

**1. First candidate.**

**Full name :** ..... **Gender:** .....

**Date of birth:** ..... **Place of birth:** .....

**Permanent address:** .....

**Citizen Identification Card/Passport Number:** ..... **Date of Issue:** .....

**Issued at:** .....

**Educational background:** ..... **Professional qualifications:** .....

**1. Regular Board Member**

**2. Independent Board Members**

**2. The second candidate.**

**Full name :** ..... **Gender:** .....

**Date of birth:** ..... **Place of birth:** .....

<sup>2</sup> (\*) Number of shares owned as of the record date of May 19, 2026 - the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Company .

Permanent address: .....  
Citizen Identification Card/Passport Number: ..... Date of Issue: .....  
Issued at: .....  
Educational background: ..... Professional qualifications: .....

**1. Regular Board Member**

**2. Independent Board Members**

We certify that Mr./Ms. .... meets the eligibility/qualifications to run for the position of Board Member in accordance with the law, the Company's Charter, and the Notice regarding the nomination and candidacy of Board and Supervisory Board Members for the 2026-2031 term of the Company.

We are committed to being responsible for the accuracy and truthfulness of the content of this document and accompanying records, and we pledge to fully comply with the law, the Company's Charter, and the Notice regarding the nomination and candidacy of Board of Directors and Supervisory Board members for the 2026-2031 term dated May 22, 2026, issued by the Company.

Best regards.

....., *date ..... month ..... year 2026*

**REPRESENTATIVE OF THE  
ORGANIZATION<sup>3</sup>**

*(Signed and stamped)*

\* **Note:** The Nomination Application and accompanying documents must be submitted to Bac Kan Mineral Joint Stock Corporation at Address: Residential Cluster 4A, Duc Xuan Ward, Thai Nguyen Province, **no later than 17:00 on June 4, 2026.**

<sup>3</sup> **The attached documents include:**

1. Candidate's self-declared resume, Candidate Information Form ( according to the Company's template and Appendix III, Circular 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance );
2. Valid power of attorney (If the shareholder authorizes another person to make the nomination)
3. A valid copy of the applicant's Citizen Identification Card/Passport and a copy of the Organization's Business Registration Certificate;
4. Certified copies of documents certifying the candidate's educational and professional qualifications;



.....  
.....  
11. Violations of the law:.....

12. Number of shares held and/or represented: ..... Shares

In which, the number of authorized shares is: ..... Shares

Representing the percentage . of the total voting shares of Bac Kan Mineral Joint Stock Corporation (BKC) according to the list of securities holders compiled by the Vietnam Securities Depository and Clearing Corporation (VSDC) on May 19, 2026 – the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation .

13. Nominated by a Shareholder/Group of Shareholders owning:

Total number of voting shares: ..... Shares

Representing: .....% of the total voting shares of Bac Kan Mineral Joint Stock Corporation (BKC) according to the list of securities holders compiled by Vietnam Securities Depository and Clearing Corporation (VSDC) on May 19, 2026 – the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation.

14. Debts owed to the Company:.....  
.....  
.....

15. Related benefits for the Company: .....  
.....  
.....

16. Conflict of interest for the Company: .....  
.....  
.....

After studying the regulations on the standards for Board of Directors members in the Company Charter and the Enterprise Law and Securities Law, I believe I meet the requirements to become a Member of the Board of Directors of Bac Kan Mineral Joint Stock Corporation for the term 2026-2031.

My personal information in the application submitted to Bac Kan Mineral Joint Stock Corporation is truthful and accurate.

If elected by shareholders as a member of the Board of Directors of Bac Kan Mineral Joint Stock Corporation, I pledge to perform my duties as a Board member honestly, diligently, and in the best interests of Bac Kan Mineral Joint Stock Corporation.

I declare that the above statements are completely true and accurate; if they are false, I will be held liable under the law.

I request that the Board of Directors/Organizing Committee of the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation consider including my information in the list of candidates for election as a member of the Board of Directors for the 2026-2031 term.

***Attached to this resume:***

- A list of related parties of the declarant as prescribed in Clause 46, Article 4 of the Securities Law dated November 26, 2019.
- Photocopies and signed confirmation of the authenticity of personal identification documents related to the information declared above.

*Date month year 2026*

**DECLARANT<sup>1</sup>**

*(Signature and full name)*

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<sup>1</sup> Candidate *applications should be sent to:*

**Organizing Committee for the 2026 Annual General Meeting of Shareholders:  
Bac Kan Mineral Joint Stock Corporation**

Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province

Phone: (0209) 3812399 (Ext: 102) - Email: nguyenvanvu.bkc@backanco.com

**Deadline:** No later than 5:00 PM on June 4, 2026.



**FORM**

**LIST OF RELATED PERSONS OF THE CANDIDATE FOR THE BOARD OF DIRECTORS TERM 2026-2031**  
(Attached is the candidate's resume)

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/individual person	Type of documents (ID/Passport/ Business Registration Certificate)	NSH Certificate Number	Date of issue	Place of issue	Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	17
1		Candidate's full name: Nguyen Van A	xxxxxxx	Chairman of the Board of Directors		Citizen Identification Card	024123456	December 17, 2015	HCM City's Public Security	16 Vo Van Kiet Street, District 1, HCMC			
1.01		Nguyen Thi B	yyyyyyy		Wife	Citizen Identification Card	025123456	May 11, 2016	HCM City's Public Security	1 Nam Ky Khoi Nghia Street, District 1, HCMC			
1.02		Nguyen Thi C	yyyyyyy		Biological child	Citizen Identification Card	025123456	May 11, 2016	HCM City's Public Security	1 Nam Ky Khoi Nghia Street, District 1, HCMC			
1.03		ABC Joint Stock Company			Related organization	Business Registration Certificate	30123456	October 15, 2014					Mr. Nguyen Van A is the Chairman of the Board of Directors.
1.04		XYZ Joint Stock Company			Related organization	Business Registration Certificate	30123456	October 15, 2014					Mrs. Nguyen Thi B, wife of Mr. Nguyen Van A, is the Director of the Company.

**DECLARANT'S SIGNATURE**





**BAC KAN MINERALS JOINT STOCK CORPORATION**

**Business registration number: 4700149595**

Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province

Phone: 02093 812 399 - Website: [www.backanco.com](http://www.backanco.com)

**APPLICATION FOR A MEMBER OF THE SUPERVISORY BOARD**

**TERM 2026 - 2031**

**BAC KAN MINERALS JOINT STOCK CORPORATION**

**To: Annual General Meeting of Shareholders 2026  
Bac Kan Mineral Joint Stock Corporation**

**I am :** ..... Gender: .....

Date of birth: ..... Place of birth: .....

Permanent address:.....

Citizen Identification Card/Passport Number: .... Date of Issue: .....

Issued at:.....

Educational background: ..... Professional qualifications: .....

The number of shares owned as of the record date of May 19, 2026 (*the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation*) is: ..... shares, corresponding to:.....% of the charter capital of Bac Kan Mineral Joint Stock Corporation (“the Company”).

Based on the provisions of the Enterprise Law and the Company's Charter, I hereby nominate myself for the position of Member of the Supervisory Board (“BKS”) of the Company for the term 2026-2031.

I certify that I meet the eligibility/qualifications to run for the position of Board Member in accordance with the law, the Company's Charter, and the Company's Notice on the nomination and candidacy of Board and Supervisory Board Members for the 2026-2031 term dated May 22, 2026.

I hereby pledge to be responsible for the accuracy and truthfulness of the content of this document and accompanying files, and I commit to fully comply with the law, the Company's Charter, and the Notice regarding the nomination and candidacy of Board of Directors and Supervisory Board members for the 2026-2031 term issued by the Company.

Best regards.

....., Date ... ..month... ..year 2026

**CANDIDATE<sup>1</sup>**

*(Sign and print your full name)*

\* **Note:** The Nomination Application and accompanying documents must be submitted to Bac Kan Mineral Joint Stock Corporation at Address: Residential Cluster 4A, Duc Xuan Ward, Thai Nguyen Province, **no later than 17:00 on June 4, 2026.**

<sup>1</sup> **The attached documents include:**

1. Candidate's self-declared resume, Candidate Information Form (according to the Company's template and Appendix III, Circular 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance);
2. A valid copy of your Citizen Identification Card/Passport;
3. Certified copies of documents certifying the applicant's educational and professional qualifications.





**BAC KAN MINERALS JOINT STOCK CORPORATION**

**Business registration number: 4700149595**

Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province

Phone: 02093 812 399 - Website: [www.backanco.com](http://www.backanco.com)

**NOMINATION FOR A MEMBER OF THE SUPERVISORY BOARD**

**TERM 2026 - 2031**

**BAC KAN MINERALS JOINT STOCK CORPORATION**

**To: Annual General Meeting of Shareholders 2026**

**Bac Kan Mineral Joint Stock Corporation**

I/We are the group of shareholders of Bac Kan Mineral Joint Stock Corporation (“the Company”), consisting of:

TT	Shareholder's full name	Citizen Identification Number/Passport Number, Date of Issue, Place of Issue	Number of shares owned (*)	Ownership percentage (%)	Signature

(\*) *Number of shares owned as of the record date of May 19, 2026 - the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation .*

Pursuant to the provisions of the Enterprise Law and the Company's Charter, I/We respectfully nominate the following candidate for the position of Member of the Supervisory Board (“BKS”) of the Company for the term 2026-2031:

**Full name :** ..... **Gender:** .....

**Date of birth:** ..... **Place of birth:** .....

**Permanent address:** .....

**Citizen Identification Card/Passport Number:** ..... **Date of Issue:** .....

**Issued at:** .....

**Educational background:** ..... **Professional qualifications:** .....

I/We certify that Mr./Ms. .... meets the eligibility/qualifications to run for the position of Supervisory Board Member in

accordance with the law, the Company's Charter , and the Notice regarding the nomination and candidacy of Board of Directors and Supervisory Board Members for the 2026-2031 term of the Company.

I/We commit to being responsible for the accuracy and truthfulness of the content of this document and accompanying files, and commit to fully comply with the law, the Company's Charter, and the Notice regarding the nomination and candidacy of Board of Directors and Supervisory Board members for the 2026-2031 term dated May 22, 2026, issued by the Company.

Best regards.

**\*Note:** The Nomination Application and accompanying documents must be submitted to Bac Kan Mineral Joint Stock Corporation at Address: Residential Cluster 4A, Duc Xuan Ward, Thai Nguyen Province, **no later than 17:00 on June 4, 2026.**

....., *date.....month.....year 2026*

**Nominator/Representative of the nominating group<sup>1</sup>**

*(Sign and print your full name)*

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<sup>1</sup> **The attached documents include:**

1. Candidate's self-declared resume, Candidate Information Form (according to the Company's template and Appendix III, Circular 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance);
2. Valid power of attorney (If the shareholder authorizes another person to make the nomination)
3. A valid copy of your Citizen Identification Card/Passport;
4. Certified copies of documents certifying the candidate's educational and professional qualifications;



**BAC KAN MINERALS JOINT STOCK CORPORATION**

**Business registration number: 4700149595**

Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province

Phone: 02093 812 399 - Website: [www.backanco.com](http://www.backanco.com)

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**NOMINATION FOR A MEMBER OF THE SUPERVISORY BOARD**

**TERM 2026 - 2031**

**BAC KAN MINERALS JOINT STOCK CORPORATION**

**(For Organizational Use)**

**To: Annual General Meeting of Shareholders 2026**

Bac Kan Mineral Joint Stock Corporation

**Organization name :** .....

**Address :** .....

**Business Registration Certificate Number :** .....**Date of Issue :** .....

**Issuing authority :** .....

The number of shares owned as of the record date of May 19, 2026 ( *the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation* ) is: ..... shares <sup>2</sup>, corresponding to:.....% of the charter capital of Bac Kan Mineral Joint Stock Corporation (“the Company”).

Based on the provisions of the Enterprise Law and the Company's Charter, we respectfully nominate the following candidate for the position of Member of the Supervisory Board (“BKS”) of the Company for the term 2026-2031:

**Full name :** ..... **Gender:** .....

**Date of birth:** ..... **Place of birth:** .....

**Permanent address:** .....

**Citizen Identification Card/Passport Number:** .....**Date of Issue:** .....

**Issued at:** .....

**Educational background:** ..... **Professional qualifications:** .....

We certify that Mr./Ms. .... meets the eligibility/qualifications to run for the position of Supervisory Board Member in accordance with the law, the Company's Charter, and the Company's Notice regarding the nomination and candidacy of Board of Directors and Supervisory Board Members for the 2026-2031 term.

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<sup>2</sup> (\*) Number of shares owned as of the record date of May 19, 2026 - the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Company .

We are committed to being responsible for the accuracy and truthfulness of the content of this document and accompanying records, and we pledge to fully comply with the law, the Company's Charter, and the Notice regarding the nomination and candidacy of Board of Directors and Supervisory Board members for the 2026-2031 term dated May 22, 2026, issued by the Company.

Best regards.

**\*Note:** The Nomination Application and accompanying documents must be submitted to Bac Kan Mineral Joint Stock Corporation at Address: Residential Cluster 4A, Duc Xuan Ward, Thai Nguyen Province, **no later than 17:00 on June 4, 2026.**

....., *date.....month.....year 2026.*

**REPRESENTATIVE OF THE  
ORGANIZATION<sup>3</sup>**  
*(Signed and stamped)*

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<sup>3</sup> The attached documents include:

1. Candidate's self-declared resume, Candidate Information Form ( according to the Company's template and Appendix III, Circular 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance );
2. Valid power of attorney (If the shareholder authorizes another person to make the nomination)
3. A valid copy of the applicant's Citizen Identification Card/Passport and a copy of the Organization's Business Registration Certificate;
4. Certified copies of documents certifying the candidate's educational and professional qualifications;



**BAC KAN MINERALS JOINT STOCK CORPORATION**

**Business registration number: 4700149595**

**Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province**

**Phone: 02093 812 399 - Website: [www.backanco.com](http://www.backanco.com)**

**RESUME AND COMMITMENT  
CANDIDATES FOR THE SUPERVISORY BOARD TERM 2026-2031  
BAC KAN MINERALS JOINT STOCK CORPORATION**

- 1. **Full name** (in capital letters): ..... Gender: Male/Female
- 2. **Date of birth:** ..... **Place of birth registration:** .....
- 3. **Ethnicity:** ..... **Nationality:**.....
- 4. **Citizen Identification Number/Passport Number:** .....**Date of Issue:** .....
- Issuing authority:**.....
- 5. **Place of permanent residence registration:** .....
- 6. **Contact phone number:** .....**Email:** .....
- 7. **Professional qualifications and expertise:**.....

**8. Work experience:**

<b>Time period</b>	<b>Work unit</b>	<b>Position</b>

- 9. **Current position/job at Bac Kan Mineral Joint Stock Corporation:** .....
- 10. **Current position or job held at another organization or agency:** .....
- 11. **Violations of the law:**.....
- 12. **Number of shares held and/or represented:** ..... **Shares**  
**In which, the number of authorized shares is:** ..... **Shares**  
**Representing the percentage . of the total voting shares of Bac Kan Mineral Joint Stock Corporation (BKC) according to the list of securities holders compiled by the Vietnam Securities Depository and Clearing Corporation (VSDC) on May 19, 2026 (the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation).**
- 13. **Nominated by a Shareholder/Group of Shareholders owning:**  
**Total number of voting shares:** ..... **Shares**

Representing: .....% of the total voting shares of Bac Kan Mineral Joint Stock Corporation (BKC) according to the list of securities holders compiled by Vietnam Securities Depository and Clearing Corporation (VSDC) on May 19, 2026 (*the last registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation*).

14. Debts owed to the Company:.....  
.....

15. Related benefits for the Company: .....  
.....

16. Conflict of interest for the Company: .....  
.....

After studying the regulations on the standards for members of the Supervisory Board (Supervisors) in the Company Charter and the Enterprise Law and Securities Law, I find that I meet the requirements to become a Member of the Supervisory Board of Bac Kan Mineral Joint Stock Corporation for the term 2026-2031.

My personal information in the application submitted to Bac Kan Mineral Joint Stock Corporation is truthful and accurate.

If elected by shareholders as a member of the Supervisory Board of Bac Kan Mineral Joint Stock Corporation, I pledge to perform my duties as a member of the Supervisory Board honestly, diligently, and in the best interests of Bac Kan Mineral Joint Stock Corporation.

I declare that the above statements are completely true and accurate; if they are false, I will be held liable under the law.

I request that the Board of Directors/Organizing Committee of the 2026 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation consider including my information in the list of candidates for election as a member of the Supervisory Board for the term 2026-2031.

*Date month year 2026*

**DECLARANT<sup>1</sup>**

*(Signature and full name)*

***Attached to this resume:***

- A list of related parties of the declarant as prescribed in Clause 46, Article 4 of the Securities Law dated November 26, 2019.

- Photocopies and signed confirmation of the authenticity of personal identification documents related to the information declared above.

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<sup>1</sup> Candidate *applications should be sent to:*

**Organizing Committee for the 2026 Annual General Meeting of Shareholders:**

**Bac Kan Mineral Joint Stock Corporation**

Address: Group 4A, Duc Xuan Ward, Thai Nguyen Province

Phone: (0209) 3812399 (Ext: 102) - Email: [nguyenvanvu.bkc@backanco.com](mailto:nguyenvanvu.bkc@backanco.com)

**Deadline:** No later than 5:00 PM on June 4, 2026.

## FORM

**LIST OF RELATED PERSONS OF CANDIDATES FOR THE SUPERVISORY BOARD TERM 2026-2031**  
*(Attached is the candidate's resume)*

<i>No.</i>	<i>Securities symbol</i>	<i>Full name</i>	<i>Securities trading accounts (if available)</i>	<i>Position at the company (if available)</i>	<i>Relationship with the company/internal person</i>	<i>Type of documents (ID/Passport/Business Registration Certificate)</i>	<i>NSH Certificate Number (*)</i>	<i>Date of issue</i>	<i>Place of issue</i>	<i>Head office address</i>	<i>Number of shares owned at the end of the period</i>	<i>Percent age of shares owned at the end of the period</i>	<i>Notes (i.e. not in possession of a NSH No. and other notes)</i>
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>	<i>12</i>	<i>13</i>	<i>17</i>
1		Candidate's full name: Nguyen Van A	xxxxxxx	Chairman of the Board Chairman of the Board of Directors		Citizen Identification Card ID	024123456	December 17, 2015	HCM City's Public Security	16 Vo Van Kiet Street, District 1, HCMC			
1.01		Nguyen Thi B	yyyyyyy		Wife	Citizen Identification Card ID Card No.	025123456	May 11, 2016	HCM City's Public Security	1 Nam Ky Khoi Nghia Street, District 1, HCMC			
1.02		Nguyen Thi C	yyyyyyy		Biological child	Citizen Identification Card ID Card No.	025123456	May 11, 2016	HCM City's Public Security	1 Nam Ky Khoi Nghia Street, District 1, HCMC			
1.03		ABC Joint Stock Company			Related organization	Business Registration Certificate	30123456	October 15, 2014					Mr. Nguyen Van A is the Chairman of the Board of Directors.
1.04		XYZ Joint Stock Company			Related organization	Business Registration Certificate	30123456	October 15, 2014					Mrs. Nguyen Thi B, wife of Mr. Nguyen Van A, is the Director of the Company.

DECLARANT'S SIGNATURE

