

Hanoi, 26<sup>th</sup> January 2025

## REPORT ON CORPORATE GOVERNANCE (Year 2025)

Respectfully to:

- The State Securities Commission
- Ha Noi Stock Exchange

- ✓ Name of Company : Vinacomin – Minerals Holding Corporation – Joint Stock Company
- ✓ Address of head office : No. 193, Nguyen Huy Tuong Street, Thanh Xuan district, Hanoi city
- ✓ Tel : (84-4) 6287 6666
- ✓ Fax : (84-4) 6288 3333
- ✓ Email : [quanhecodong@vimico.vn](mailto:quanhecodong@vimico.vn)
- ✓ Charter capital : 2.000.000.000.000
- ✓ Stock symbol : KSV

- Governance model:

+ General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.

- The implementation of internal audit: Implemented

### I. Activities of the General Meeting of Shareholders:

Information on meetings and resolutions/decisions of the General Meeting of Shareholders, including those approved by written comments:

No	Ref. of Resolution/ Decision	Date	Content
1	1056/NQ-VIMICO	22/4/2025	<ul style="list-style-type: none"><li>- Approval of the 2024 and 2021–2025 Business and Investment Reports, as well as the 2025 and 2026–2030 Development Plans for Vinacomin - Minerals Holding Corporation (Vimico).</li><li>Approval of VIMICO's 5-year production and business plan for 2026 to 2030</li><li>- Approval of the Board of Directors' Activity Report</li><li>- Election of members of the Board of Directors and the Supervisory Board for the 2025 - 2030 term.</li><li>- Approval of the Report on the activities of the Supervisory Board for 2024 and the 2020 - 2025 period, and the orientation and tasks for 2025 and</li></ul>



		<p>the 2025 - 2030 period; the Supervisory Board's Report on the appraisal of Vimico's 2024 audited financial statements.</p> <ul style="list-style-type: none"> <li>- Approval of the Financial Statements and the 2024 profit distribution plan for the Parent Company.</li> <li>- Approval of the payment of salaries and remuneration for Managers in 2024 and the plan for 2025.</li> <li>- Approval of the selection of the auditing firm for the 2025 Financial Statements.</li> <li>- Approval of 2025 mineral mining, screening, and processing contracts with Vietnam National Coal - Mineral Industries Holding Corporation Limited (Vinacomin)</li> <li>- Other contents under the authority of the General Meeting of Shareholders.</li> </ul>
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## II. Board of Directors (2025)

### 1. Information on the Board of Directors' members

The Board of Directors of VIMICO - JSC for the 2025 - 2030 term comprises the following members:

- Mr. Nguyen Van Hai – Head of the Capital Management Department of Vietnam National Coal - Mineral Industries Holding Corporation Limited (Vinacomin); Chairman of the Board of Directors of Vimico for the 2025 - 2030 term.
- Mr. Trinh Van Tue - Member of the Board of Directors of Vimico for the 2025-2030 term; General Director of Vimico;
- Mr. Dang Duc Hung - Full-time member of the Board of Directors of Vimico for the 2025-2030 term;
- Mr. Ngo Quoc Trung - Member of the Board of Directors of Vimico for the 2025-2030 term; Deputy General Director of Vimico;
- Mr. Nguyen Van Thai - Independent member of the Board of Directors of Vimico for the 2025-2030 term;

Nr	Board of Directors' Member	Position/ <i>Independent members of Board of Directors, Non-executive members of Board of Directors</i>	The date of becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Van Thai	Independent member of the Board of Directors	25 April 2023	

## 2. Meetings of the Board of Directors

Nr	Board of Directors' member	Position	The date becoming/ce asing to be the member of Board of Directors	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Nguyen Van Hai	Chairman of the Board of Directors	05/10/2015	49	100%	
2	Trinh Van Tue	Member of the Board of Directors – General Director	08/9/2016	49	100%	
3	Dang Duc Hung	Full-time member of the Board of Directors	16/3/2018	49	100%	
4	Ngo Quoc Trung	Member of the Board of Directors	5/10/2015	49	100%	
5	Nguyen Van Thai	Independent member of the Board of Directors	25/4/2023	49	100%	

## 3. Supervising the Board of Management by the Board of Directors.

- Concluded 2025 production and business activities and deployed the 2026 production and business plan;
- Hold periodical Board of Directors' meetings where resolutions have been made on solutions for operating production and business activities, and achieved results were evaluated for timely adjustment;
- Monitored and supervised the production and business operations in line with the economic objectives of the Board of Directors' Resolution, decided amendments and revisions of the Regulations and Rules of Vimico in accordance with the State's regulations and the Company's Charter.
- The Board of Directors has provided directions to the Board of Management

in the development of the 2025 production and business plan, investment plan, along with solutions for implementing the 2026 production and business plan according to the Resolution approved by the 2025 Annual General Meeting of Shareholders;

- The Board of Directors successfully led the organization of the 2025 Annual General Meeting of Shareholders, where important contents related to Vimico's production and business activities were approved;

- Steered and guided the implementation of the production and business plan that was approved at the 2025 Annual General Meeting of Shareholders;

- Throughout the Project's development, the Board of Directors of Vimico has provided timely directives and guidance to ensure that senior leadership positions remain in compliance with regulatory requirements

- The Board of Directors conducted regular reviews and inspections in compliance with legal requirements and the provisions of Vimico's Charter.

4. Activities of the subcommittees of the Board of Directors: The Board of Directors established an Internal Audit Committee and Investment Project Implementation Appraisal Teams. These committees support oversight by monitoring regulatory compliance and evaluating management processes related to construction investment projects, thereby ensuring adherence to both government and corporate regulations.

5. Resolutions/Decisions of the Board of Directors (Report for the year of 2025)

No	RESOLUTIONS NO.	DATE	APPROVAL RATE
1	Resolution No. 61/NQ-VIMICO	January 07, 2025	100%
2	Resolution No. 142/NQ-VIMICO	15/01/2025	100%
3	Resolution No. 200/NQ-VIMICO	22/01/2025	100%
4	Resolution No. 226/NQ-VIMICO	23/01/2025	100%
5	Resolution No. 252/NQ-VIMICO	04/02/2025	100%
6	Resolution No. 310/NQ-VIMICO	11/02/2025	100%
7	Resolution No. 311/NQ-VIMICO	11/02/2025	100%
8	Resolution No. 374/NQ-VIMICO	18/02/2025	100%
9	Resolution No. 532/NQ-VIMICO	04/3/2025	100%
10	Resolution No. 721/NQ-VIMICO	21/3/2025	100%
11	Resolution No. 842/NQ-VIMICO	02/4/2025	100%

12	Resolution No. 1002/NQ-VIMICO	17/4/2025	100%
13	Resolution No. 1025/NQ-VIMICO	21/4/2025	100%
14	Resolution No. 1062/NQ-VIMICO	21/4/2025	100%
15	Resolution No. 1097/NQ-VIMICO	25/4/2025	100%
16	Resolution No. 1131/NQ-VIMICO	29/4/2025	100%
17	Resolution No. 1188/NQ-VIMICO	08/5/2025	100%
18	Resolution No. 1252/NQ-VIMICO	14/5/2025	100%
19	Resolution No. 1293/NQ-VIMICO	20/5/2025	100%
20	Resolution No. 1380/NQ-VIMICO	29/5/2025	100%
21	Resolution No. 1547/NQ-VIMICO	18/6/2025	100%
22	Resolution No. 1573/NQ-VIMICO	20/6/2025	100%
23	Resolution No. 1689/NQ-VIMICO	02/7/2025	100%
24	Resolution No. 1750/NQ-VIMICO	08/7/2025	100%
25	Resolution No. 1878/NQ-VIMICO	24/7/2025	100%
26	Resolution No. 1974/NQ-VIMICO	04/8/2025	100%
27	Resolution No. 2082/NQ-VIMICO	19/8/2025	100%
28	Resolution No. 2142/NQ-VIMICO	26/8/2025	100%
29	Resolution No. 2288/NQ-VIMICO	15/9/2025	100%
30	Resolution No. 2321/NQ-VIMICO	18/9/2025	100%
31	Resolution No. 2351/NQ-VIMICO	22/9/2025	100%
32	Resolution No. 2443/NQ-VIMICO	30/9/2025	100%
33	Resolution No. 2546/NQ-VIMICO	09/10/2025	100%
34	Resolution No. 2628/NQ-VIMICO	20/10/2025	100%
35	Resolution No. 2639/NQ-VIMICO	21/10/2025	100%
36	Resolution No. 2666/NQ-VIMICO	23/10/2025	100%
37	Resolution No. 2722/NQ-VIMICO	30/10/2025	100%
38	Resolution No. 2788/NQ-VIMICO	05/11/2025	100%
39	Resolution No. 2773/NQ-VIMICO	07/11/2025	100%
40	Resolution No. 2801/NQ-VIMICO	10/11/2025	100%

41	Resolution No. 2878/NQ-VIMICO	18/11/2025	100%
42	Resolution No. 2960/NQ-VIMICO	26/11/2025	100%
43	Resolution No. 3043/NQ-VIMICO	02/12/2025	100%
44	Resolution No. 3045/NQ-VIMICO	03/12/2025	100%
45	Resolution No. 3091/NQ-VIMICO	08/12/2025	100%
46	Resolution No. 3136/NQ-VIMICO	11/12/2025	100%
47	Resolution No. 3208/NQ-VIMICO	18/12/2025	100%
48	Resolution No. 3305/NQ-VIMICO	24/12/2025	100%
49	Resolution No. 3340/NQ-VIMICO	29/12/2025	100%

### III. Board of Supervisors

#### 1. Information on the members of the Board of Supervisors:

Nr	Board of Supervisors' member	Position	Date becoming/ceasing to be the member of Board of Supervisors	Qualification
1	Luong Van Linh	Head of the Board of Supervisors	6/10/2015	Bachelor of Economics
2	Pham Xuan Phong	Member of the Board of Supervisors	26/4/2017	Bachelor of Economics
3	Nguyen Nam Hung	Member of the Board of Supervisors	25/3/2020	Construction electrical and mechanical engineer

#### 2. Meetings of the Board of Supervisors/Audit Committee

Nr	Member of the Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Luong Van Linh	12	100%	100%	
2	Pham Xuan Phong	12	100%	100%	
3	Nguyen Nam Hung	12	100%	100%	

#### 3. Supervising the Board of Directors, Board of Management and Shareholders by the Board of Supervisors:

- In 2025, the Supervisory Board conducted periodic inspections and oversight of the production and business activities of Vimico's subsidiaries/units and

collaborated with the BOD to approve production and business plans. The Supervisory Board also inspected and supervised financial statements prior to their public disclosure.

- The Board of Directors, General Director, and shareholders have fulfilled their assigned rights and duties in accordance with the Enterprise Law, other applicable legislation, Vimico's Charter, and the resolutions of the General Meeting of Shareholders, thereby safeguarding the legitimate interests of both Vimico and its shareholders.

4. Coordination between the Supervisory Board, Board of Directors, Board of Management, and other managers:

- The Supervisory Board reviewed documents and attended regular and joint meetings with the Board of Directors and the Executive Board, as well as meetings with Vimico's office. Additionally, they attended several meetings on professional topics. As a result, the Board of Directors' resolutions have been implemented strictly and promptly.

- Supervised the activities of the Board of Directors through the implementation of the Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors' meetings, Regulations and Rules on organizing activities in each specific field issued by Vimico.

- Supervised the General Director's activities to ensure compliance with planning targets approved by the General Meeting of Shareholders, the implementation of the Resolutions of the Board of Directors, the regulations of the General Director of the Corporation in the fields under the authority of the General Director as stipulated in the Charter and Regulations on the activities of the Board of Directors of the Company and other related documents.

- All and every document related to the activities of Vimico was sent to the Board of Supervisors;

- Information exchange and coordination between Vimico's Board of Supervisors and shareholders were carried out in accordance with the provisions of Vimico's Charter.

5. Other activities of the Board of Supervisors:

- Participated in selecting and recommending an independent auditing firm for the 2025 Financial Statement audit. Prepared materials for the 2025 Annual General Meeting of Shareholders, including the appraisal of the 2024 Financial Statements, the Supervisory Board's Activity Report for 2024 and the 2020-2025 term, and proposed objectives for 2025 and the 2025-2030 term. Oversaw Vimico's operations by monitoring capital construction investment reports, finalizing investment capital for key projects, and reviewing procurement, restructuring, and sales and distribution activities.

- Considered the issuance of the Vimico's Regulations and Rules.

- Inspected and supervised the implementation of the enterprise's obligations according to the provisions of the Law (including tax obligations, social insurance

obligations, health insurance obligations, etc.)

- Controlled the implementation of the salary fund, labor implementation, income, and implementation of employee rights and other activities, according to the Minutes of the Annual Employee Conference Resolution and the Minutes of the Resolution of the Annual and Irregular General Meeting of Shareholders.

- Undertook other activities in accordance with the Charter of Vimico.

#### **IV. Board of Management**

No	Member of the Board of Management	Date of Birth	Qualification	Date of appointment or dismissal of a Board of Management member.
1	Mr. Trinh Van Tue	28/12/1972	Electrification - Power Supply Engineer	16/3/2018
2	Ly Xuan Tuyen	18/02/1980	Master of Mineral Processing Engineering	05/11/2019
3	Ngo Quoc Trung	07/3/1973	Master of Business Administration, Bachelor of Economics	15/6/2018
4	Le Tuan Ngoc	26/8/1970	Master of Business Administration in Economics	23/02/2021
5	Dang Xuan Tuyen	19/8/1968	Master of Mineral Processing	07/6/2024

#### **V. Chief Account**

Full name	Date of birth	Qualification	Date of appointment/dismissal
Nguyen Van Vien	13/01/1981	Master of Business Administration	16/7/2018

#### **VI. Corporate Governance Training Courses:**

Corporate governance training courses were conducted by the Board of Directors, the Board of Supervisors, and the General Director. These sessions, attended by managers and secretaries, complied with regulatory requirements and included TKV-organized modules on management and capital oversight.

In 2025, the Board of Directors, the Supervisory Board, the Executive Board, and the Company Secretary completed all mandatory training requirements. The sessions emphasized advanced management techniques, executive leadership, and strategic capital oversight, and were organized and facilitated by the Group (TKV).

#### **VII. The list of affiliated persons of the public company (2025) and transactions between the company and affiliated persons.**

1. List of affiliated persons of the Company: (Details are in Appendix 01 attached to this Report).
2. Transactions involving the Company, its affiliates, major shareholders, and

internal parties.

(Details are in Appendix 02 attached to this Report)

3. Transactions involving the Company's internal personnel, their affiliates, and subsidiaries controlled by the Company:

(None)

4. Transaction between the Company and other objects:

4.1. Transactions between the Company and any entity where members of the Board of Management, Board of Supervisors, or the Director (General Director) have served as founding members, board members, or CEOs within the past three years (as of the reporting date).

(None)

4.2. Transactions between the Company and entities where affiliated persons of a Board Member, Supervisory Board Member, or General Director also serve as a Board Member or General Director

(Details are in Appendix 3 attached to this Report).

4.3. Other Company transactions, if any, may provide material or non-material benefits to members of the Board of Directors, Board of Supervisors, and the Director (General Director).

(None)

## **VI. Share transactions of internal persons and their affiliated persons (2025).**

1. List of internal persons and their affiliated persons.

(Details are in appendix 4 attached to this Report)

2. Transactions of internal persons and affiliated persons with shares of the Company.

(Details are in appendix 5 attached to this Report)

## **VII. Other significant issues.**

**CHAIRMAN OF THE BOARD OF DIRECTORS**

*(Signed and sealed)*



Nguyen Van Hai

**LIST OF INTERNAL PERSON AND AFFILIATED PERSONS**

NO	Stock symbol	Full name	Position	Relationship with internal persons	Type of Ownership Certificate	Number	Date of issue
1		Nguyễn Văn Hải	Chairman of BOD				
1.1		Nguyễn Văn Saget		Father (Deceased)			
1.2		Lưu Thị Khiết		Mother (Deceased)			
1.3		Trần Văn Đức		Father-in-law (Deceased)			
1.4		Nguyễn Thị Dại		Mother-in-law (Deceased)			
1.5		Trần Tuyết Hòa		Wife			
1.6		Nguyễn Trần Thiên Long		Son			
1.7		Nguyễn Tuấn Thành		Son			
1.8		Nguyễn Văn Mạnh		Brother			
1.9		Nguyễn Thị Nguyệt		Sister-in-law			
1.10		Nguyễn Ngọc Hạnh		Brother			
1.11		Dương Thị Hà		'Sister-in-law			
1.12		Nguyễn Thị Hưng		Younger brother			
1.13		Nguyễn Văn Nam		Younger brother			
1.14		Bùi Thị Xoan		'Sister-in-law			
2	069C014590	Nguyễn Văn Thái	Independent member of BoD				
2.1		Đỗ Thị Lan		Wife			
2.2		Nguyễn Thị Thu Hương		Daughter			
2.3		Nguyễn Trung Thành		Son			
2.4		Nguyễn Thị Giảng		Mother			
2.5		Nguyễn Thị Hồng Thom		Sister			
2.6		Nguyễn Văn Nhu		Brother			
2.7		Nguyễn Văn Mỹ		Brother			
2.8		Nguyễn Văn Mỹ		Brother			
2.9		Nguyễn Văn Nguyên		Younger brother			
2.10		Nguyễn Văn Trọng		Younger brother			
2.11		Nguyễn Thị Soạn		Younger sister			
2.12		Nguyễn Thị Xoan		Younger sister			
2.13		Nguyễn Văn Biên		Younger brother			
2.14		Nguyễn Văn Chiến		Son-in-law			
2.15		Lại Thị Thu Hà		Daughter-in-law			
3		Dặng Đức Hưng	Member of BOD				
3.1		Dặng Đức Sâm		Father			
3.2		Nguyễn Thị Chài		Mother			
3.3		Trần Văn Bé		Father-in-law (Deceased)			
3.4		Vũ Thị Hải Nhân		Mother-in-law			
3.5		Trần Thị Hương Giang		Wife			
3.6		Dặng Trần Bình		Son			
3.7		Dặng Văn Thùy		Daughter			
3.8		Dặng Thị Hàng		Younger Sister			
3.9		Nguyễn Trí Nhật		Brother-in-law			
3.10		Dặng Thị Hiền		Younger Sister			
3.11		Nguyễn Đình Nguyên		Brother-in-law			
3.12		Dặng Thị Vinh		Younger Sister			
3.13		Trần Xuân Trường		Brother-in-law			
3.14		Dặng Văn Hiệu		Younger brother			
3.15		Đoàn Thị Thu		Sister-in-law			
4		Trịnh Văn Tuệ	Member of BoD/General Director/Legal Representative				
4.1		Trịnh Văn Bạch		Father (Deceased)			
4.2		Vũ Thị Dư		Mother (Deceased)			
4.3		Nguyễn Hồng Bàng		Father-in-law (Deceased)			
4.4		La Thị Rộng		Mother			
4.5		Nguyễn Thị Kim Oanh		Wife			

4.6	Trịnh Thanh Tùng		Son		
4.7	Trịnh Duy Bách		Son		
4.8	Trịnh Văn Thành		Brother		
4.9	Đoàn Thị Sơn		Sister-in-law		
4.10	Trịnh Thị Khéo		Sister		
4.11	Nguyễn Văn Lân		Brother-in-law		
4.12	Trịnh Văn Tê		Brother		
4.15	Vũ Hương Hồng		Sister-in-law		
4.13	Đoàn Thị Gọn		Sister-in-law		
4.14	Trịnh Văn Hoàn		Brother		
4.16	Trịnh Thị Kính		Sister		
4.17	Dỗ Văn Sinh		Brother-in-law		
4.18	Trịnh Thị Huệ		Sister		
4.20	Trịnh Văn Tiến		Younger brother		
4.21	Lê Thị Tinh		Sister-in-law		
5	Ngô Quốc Trung	<b>BOD Member cum Deputy General Director/ Person Authorized to Disclose Information</b>			
5.1	Ngô Văn Pha		Father (Deceased)		
5.2	Dỗ Thị Lợi		Mother		
5.3	Tạ Văn Định		Father-in-law (Deceased)		
5.4	Ngô Thị Lan		Mother-in-law (Deceased)		
5.5	Tạ Mỹ Lê		Wife		
5.6	Ngô Thùy Chi		Daugher		
5.7	Ngô Hải Vũ		Son		
5.8	Ngô Thị Hồng Loan		Older sister		
5.9	Ngô Văn Bình		Younger brother		
5.10	Dào Ngọc San		Brother-in-law		
5.11	Hoàng Thị Thu Trang		Sister-in-law		
6	Dặng Xuân Tuyên	<b>Deputy General Director</b>			
6.1	Dặng Xuân Dũng		Father		
6.2	Nguyễn Thị Bốn		Mother (Deceased)		
6.3	Vũ Huy Cường		Father-in-law		
6.4	Trần Thị Chút		Mother-in-law		
6.5	Vũ Thị Chinh		Wife		
6.6	Dặng Vũ Gia Bình		Son		
6.7	Dặng Vũ Diệu Linh		Daughter		
6.8	Dặng Xuân Dương		Brother		
6.9	Dặng Xuân Giang		Brother		
6.10	Dặng Xuân Hà		Brother		
6.11	Dặng Xuân Hiệp		Brother		
6.12	Dặng Xuân Lực		Brother		
6.13	Vũ Trung Kiên		Brother-in-law		
7	069C063409 – SHS	<b>Lý Xuân Tuyên</b>	<b>Deputy General Director</b>		
7.1	Lý Xuân Cường		Father		
7.2	Nguyễn Thị Cạy		Mother		
7.3	Nguyễn Phụ Phú		Father-in-law (Deceased)		
7.4	Lê Thị Dộc		Mother-in-law (Deceased)		
7.5	069C097225 – SHS	Nguyễn Thu Hà		Wife	
7.6	Lý Mai Linh		Daughter		
7.7	Lý Bảo Châu		Daughter		
7.8	Lý Minh Châu		Daughter		
7.9	Lý Xuân Hùng		Older brother		
7.10	Lại Thị Khuyển		Sister-in-law		
7.11	Lý Thị Hương		Older sister		
7.12	Hà Tiên Hải		Brother-in-law		
7.13	Lý Thị Xuyến		Older sister		
7.14	Nguyễn Mạnh Quyền		Brother-in-law		
7.15	Lý Xuân Tuyên		Older brother		
7.16	Nguyễn Thị Biển		Sister-in-law		

7.17		Lý Xuân Tuyền		Older brother		
7.18		Lý Thị Truyền		Younger sister		
7.19		Đoàn Văn Thuần		Brother-in-law		
8	021C596566 – VN Direct	Lê Tuấn Ngọc	Deputy General Director			
8.1		Lê Minh Cự		Father (Deceased)		
8.2		Luu Thị Khuyên		Mother		
8.3		Vũ Văn Phước		Father-in-law (Deceased)		
8.4		Đỗ Thị Kim Quy		Mother-in-law (Deceased)		
8.5	033CC45168 – Rong Viet Security	Vũ Thị Thu Huyền		Wife		
8.6		Lê Hồng Anh		Son		
8.7		Lê Tuấn Ký		Older brother		
8.8		Nguyễn Thị Hồng		Sister-in-law		
8.9		Lê Tuấn Nghĩa		Older brother		
8.10		Bùi Thị Liên		Sister-in-law		
8.11		Lê Tuấn Khởi		Older brother		
8.12		Nguyễn Thị Sơn		Sister-in-law		
8.13		Lê Thị Hồng Thắm		Younger sister		
9		Lương Văn Linh	Head of the Supervisory Board			
9.1		Lương Văn Tịnh		Father (Deceased)		
9.2		Bùi Thị Hồng		Mother		
9.3		Nguyễn Văn Hạnh		Father-in-law (Deceased)		
9.4		Đỗ Thu Cúc		Mother-in-law (Deceased)		
9.5		Nguyễn Thị Hồng Nhung		Wife		
9.6		Lương Tuần Anh		Son		
9.7		Lương Khánh Huyền		Daughter		
9.8		Lương Thị Liễu		Younger sister		
9.9		Hoàng Văn Bé		Brother-in-law		
10		Phạm Xuân Phong	Member of the Supervisory Board			
10.1		Phạm Nhu Phi		Father (Deceased)		
10.2		Viên Thị Vũ		Mother (Deceased)		
10.3		Nguyễn Văn Khúc		Father-in-law (Deceased)		
10.4		Phạm Thị Gái		Mother-in-law		
10.5		Nguyễn Thị Mai Hoa		Wife		
10.6		Phạm Thị Thùy An		Daughter		
10.7		Phạm Thùy Linh		Daughter		
10.8		Phạm Thị Thúy Nhuận		Sister		
10.9		Phạm Văn Lê		Brother-in-law		
10.10		Phạm Thị Hường		Younger sister		
10.11		Phạm Văn Hiển		Brother-in-law		
10.12		Phạm Thị Hương		Younger sister		
10.13		Ngô Văn Nam		Brother-in-law		
10.14		Phạm Văn Cách		Younger brother		
10.15		Phạm Thị Thức		Sister-in-law		
11		Nguyễn Nam Hưng	Member of the Supervisory Board			
11.1		Nguyễn Huy Cường		Father (Deceased)		
11.2		Vũ Thị Dung		Mother		
11.3		Nguyễn Tất Thắng		Father-in-law (Deceased)		
11.4		Phạm Thị Vinh		Mother-in-law		
11.5		Nguyễn Thị Thùy		Wife		
11.6		Nguyễn Thùy Tiên		Daughter		
11.7		Nguyễn Vũ Huy Sơn		Son		
11.8		Nguyễn Vũ Hồng Giang		Older sister		
11.9		Trần Văn Cử		Brother-in-law		
11.10		Nguyễn Huy Anh		Older brother		
11.11		Nguyễn Thanh Hương		Sister-in-law		
12		Nguyễn Văn Viên	Chief Accountant			
12.1		Nguyễn Văn Tuyên		Father		

12.2		Vũ Thị Hiền		Mother			
12.3		Trương Văn Thư		Father-in-law			
12.4		Nguyễn Thị Hòa		Mother-in-law			
12.5		Trương Thị Lệ		Wife			
12.6		Nguyễn Mai Trang		Daughter			
12.7		Nguyễn Minh Đức		Son			
12.8		Nguyễn Văn Kiên		Older brother			
12.9		Phí Thị Bích		Sister-in-law			
12.10		Nguyễn Văn Cường		Younger brother			
12.11		Nguyễn Thị Hương		Sister-in-law			
13	026C340367-VPS	Nguyễn Thị Phương Thảo	Corporation Administrator & Secretary				
13.1		Nguyễn Xuân Mai		Father			
13.2		Phạm Thị Phương		Mother			
13.3		Nguyễn Hữu Mạc		Father-in-law			
13.4		Ngô Thị Chước		Mother-in-law (Deceased)			
13.5	069c093558-SHS	Nguyễn Quốc Triệu		Husband			
13.6		Nguyễn Minh Nguyệt		Daughter			
13.7		Nguyễn Quốc Hùng		Son			
13.8		Nguyễn Quốc Anh		Older brother			
13.9		Nguyễn Thúy Quỳnh		Sister-in-law			

**Appendix 02**

**Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons**

No.	Name of organization/individual	Relationship with the Company	Owner ID Number, Date of Issue, and Place of Issue	Address	Time of transactions with the company	Ref. of resolutions, decision endorsed by General Meeting of Shareholders/Board of Directors (if any, specifying date of issue)	Content, quantity, total value of the transaction	Note
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited	Major Shareholder	570010025, 21/10/2014	No. 3 Duong Dinh Nghe, Hanoi City, Vietnam	2024	Resolution ref. 1056/NQ-endorsed by General Meeting of Shareholders on 22/4/2025	2024 Mineral Mining, Screening, and Processing Contract and Copper Cathode Sales and Purchase Agreement. Quantity: 30,081.6521 tons. Value (excluding VAT): VND 6,924,684,017,583.	

Appendix 3

**Transactions between the Company and the company that its affiliated persons with members of the Board of Directors, Board of Supervisors, Director (General Director) and other managers as members of the Board of Directors, Director (General Director or CEO)**

STT	Name of organization/ Individual	Relationship with the Company	ID/Business Registration No., date and place of issuance	Address of Head office, Contact address	Time of transaction with the company	Reference for decisions approved by the General Meeting of Shareholders or Board of Directors (if any, specifying the date of issue)	Content, quantity, total value of the transaction	Note
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited	Mr. Nguyen Van Hai – Board Chairman	5700100256	3 Duong Dinh Nghe, Yen Hoa, Hanoi City			Sale and Purchase Agreement No. 01/HDKT/TKV-VIMICO/2026, dated December 31, 2025, regarding the trading of copper cathodes for the year 2026. The estimated total value is approximately VND 8,000 billion.	
2	Vietnam National Coal and Mineral Industries Holding Corporation Limited	Mr. Nguyen Van Hai – Board Chairman	5700100256	3 Duong Dinh Nghe, Yen Hoa, Hanoi City		Resolution No. 311/NQ-VIMICO dated February 11, 2025	- Uong Bi Coal Company, dated 06 March 2025: Scrap goods with a total value of VND 1,434 million. - Khe Cham Coal Company, dated 26 March 2025: Scrap goods with a total value of VND 9,943 million.	

						<ul style="list-style-type: none"><li>- Nam Mau Coal Company, dated 21 April 2025: Scrap goods with a total value of VND 8,230 million.</li><li>- Hon Gai Coal Processing Company, dated 18 June 2025: Scrap goods with a total value of VND 490 million.</li><li>- Uong Bi Coal Company, dated 03 July 2025: Scrap goods with a total value of VND 1,590 million.</li><li>- Nam Mau Coal Company, dated 21 July 2025: Scrap goods with a total value of VND 9,896 million.</li><li>- Mao Khe Coal Company, dated 06 October 2025: Scrap goods with a total value of VND 4,455 million.</li><li>- Hon Gai Coal Company, dated 16 December 2025: Scrap goods with a total value of VND 2,921 million.</li><li>- Nam Mau Coal Company, dated 04 December 2025:</li></ul>	
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						Scrap goods with a total value of VND 1,653 million.	
3	Vietnam National Coal and Mineral Industries Holding Corporation Limited	Mr. Nguyen Van Hai – Board Chairman	5700100256	3 Duong Dinh Nghe, Yen Hoa, Hanoi City	Resolution No. 2288/NQ - VIMICO dated 15/9/2025	<ul style="list-style-type: none"> <li>- Ha Lam Coal Joint Stock Company, dated 16 September 2025: Scrap goods with a total value of VND 3,998 million.</li> <li>- Machinery Manufacturing Joint Stock Company, dated 17 September 2025: Scrap goods with a total value of VND 10,108 million.</li> <li>- Machinery Manufacturing Joint Stock Company, dated 18 December 2025: Scrap goods with a total value of VND 15,697 million.</li> </ul>	
4	Cao Bang Cast Iron and Steel Joint Stock Company	Mr. Ngo Quoc Trung – Board Member, Deputy General Director	4800162247	52, Kim Đồng, Hợp Giang (Thuc Phan), Cao Bằng	Resolution No. 532/NQ - VIMICO dated 4/3/2025	Purchase and sale of scrap steel and iron, with a provisional contract value of VND 196 billion	
5	Cao Bang Cast Iron and Steel Joint Stock Company	Mr. Ngo Quoc Trung – Board Member, Deputy General Director	4800162247	52, Kim Đồng, Hợp Giang (Thuc Phan), Cao Bằng	Resolution No. 1002/NQ – VIMICO dated 17/4/2025	Contract for the purchase and sale of iron ore concentrate, with a provisional contract value of VND 131 billion	

6	Cao Bang Cast Iron and Steel Joint Stock Company	Mr. Ngo Quoc Trung – Board Member, Deputy General Director	4800162247	52, Kim Đồng, Hợp Giang (Thuc Phan), Cao Bằng		Resolution No. 1750/NQ – VIMICO dated 08/7/2025	Contract for the purchase and sale of coke, with a provisional contract value of VND 1,100 billion.	
7	Lai Chau - Vimico Rare Earth Joint Stock Company	Mr. Ngo Quoc Trung – Board Member, Deputy General Director		Binh Lu, Lai Châu		Resolution No. 721/NQ - VIMICO dated 21/3/2025	Excavation and Haulage of Overburden and Ore: 500,000 m3; Provisional Value: VND 31,134 million. Construction Contract No. 176/2025/HDKT-VIMICO-DHLC dated March 21, 2025, between Lai Chau Rare Earth JSC – Vimico and VINACOMIN - Minerals Holding Corporation regarding "Excavation and Haulage of Overburden and Ore in 2025" at Ta Phoi Copper Mine.	
8	Vinacomin Machinery Joint Stock Company			Tran Phu, Quang Hanh, Quang Ninh, Vietnam		Resolution No. 2082/NQ – VIMICO dated 19/8/2025	Steel Billet Sale and Purchase Agreement; Volume: 67,289.322 tons; Estimated value: VND 945 billion	

9	Vinacomin – Institute of Mining Science and Technology			3, Phan Dinh Giot, Phuong Liet, Hanoi.		Resolution No. 2639/NQ – VIMICO dated 21/10/2025	Consultancy services for the development of the Inventory Codification System. Provisional contract value: VND 456 million	
10	Vinacomin – Institute of Mining Science and Technology			3, Phan Dinh Giot, Phuong Liet, Hanoi.		Resolution No. 2878/NQ – VIMICO dated 18/11/2025	Consultancy services for the formulation of VINACOMIN - Minerals Holding Corporation's Development Strategy to 2030, with a Vision to 2045.	

## Appendix 04

### Share transactions of internal persons and their affiliated persons (Annual report 2025)

#### 1. The list of internal persons and their affiliated persons.

N o.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passpo rt No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Ly Xuan Tuyen	069C063 409	Deputy General Director Vinacomin – Minerals Holding Corporation	015050001 078	Thanh Xuan, Hanoi	0	0	
2	Ngo Quoc Trung	069C381 616	Deputy General Director Vinacomin – Minerals Holding Corporation	001073024 984	Dong Da, Hanoi	0	0	
3	Trinh Van Tue	069C376 225	General Director Vinacomin – Minerals Holding Corporation	00107200 9253	Ha Dong, Hanoi	0	0	



## Appendix 05

### Transactions of internal persons and affiliated persons with shares of the Company

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Ngo Quoc Trung	Deputy General Director Vinacomin – Minerals Holding Corporation	5.100	0,0025%	0	0	Individual investment
2	Trinh Van Tue	General Director Vinacomin – Minerals Holding Corporation	15.200	0,0076%	0	0	Individual investment
3	Ly Xuan Tuyen	Deputy General Director Vinacomin – Minerals Holding Corporation	5.000	0,0025%	0	0	Individual investment

## APPENDIX: LIST OF STATE SHAREHOLDERS, STRATEGIC SHAREHOLDERS, MAJOR SHAREHOLDERS, AND TREASURY SHARES

Name of Organization: VINACOMIN - MINERALS HOLDING CORPORATION

Stock symbol: KSV

Record Date: January 01, 2026

No	Name of Person/Organization	Types of Shareholder				ID Number/ Certificate of business registration No.	Date of issue	Securities trading account (If any)	Number of shares held	Ownership percentage (%)	Notes
	(Name of representative)	State Shareholder	Strategic Shareholder	Major Shareholder	Treasury shares						
1	Vietnam National Coal and Mineral Industries Holding Corporation	Có		Có		5700100256	10/21/2010		196.117.900	98,06%	

### PERSON IN CHARGE OF INFORMATION DISCLOSURE DEPUTY GENERAL DIRECTOR



Ngo Quoc Trung

# CORPORATE GOVERNANCE INFORMATION 2025

Company: VINACOMIN - MINERALS HOLDING CORPORATION

Stock symbol: KSV

Reporting Period: 2025

No	Evaluation Criteria	REPORTING PERIOD	
		Answers	Supplemental Information (If any)
1	State ownership percentage (%)	98,06%	
2	Company model (1 or 2) - 1: According to point a, clause 1, Article 137 of the Enterprise Law 2020 - 2: According to point b, clause 1, Article 137 of the Enterprise Law 2020	1	
3	Number of legal representatives of the company?	1	
4	Amended charter according to the Enterprise Law 2020 (Yes/No)?	Yes	
5	The company issued internal regulations on corporate governance according to the Enterprise Law 2020 and Decree No. 155/2020/NĐ-CP dated December 31, 2020	Yes	
6	Date of Annual/Extraordinary General Meeting of Shareholders (AGM/EGM)	22/04/2025	
7	Date of posting GMS meeting materials	28/3/2025	
8	Date of disclosing GMS Resolutions and Minutes	23/04/2024	
9	Successful GMS convocation (1st, 2nd, or 3rd attempt)	1	
10	Any lawsuits or complaints regarding GMS organization or Resolutions? (Yes/No)	No	

11	Number of notices from the Stock Exchange on the GMS organization and disclosure	0	
12	Number of notices from the SSC regarding GMS organization and information disclosure	0	
13	Number of Board members	5	
14	Number of Independent Board members	1	
15	Chairman of the Board concurrently holding the CEO position? (Yes/No)	No	
16	Number of Board meetings	49	
17	Board sub-committees? (Yes/No)	Yes	
18	Names of sub-committees under the Board	Internal Audit	
19	Does an Independent Board member in charge of remuneration and personnel? (Yes/No)	No	
20	Is a Person in charge of Corporate Governance appointed?	Yes	
21	Is the Head of the Supervisory Board a full-time employee?	Yes	
22	Number of Supervisory Board members	3	
23	Number of Supervisors who are related persons of Board members, CEO, or other managers (List names if any)	0	
24	Number of Supervisors holding management positions (List names and positions, if any)	02 (Mr. Pham Xuan Phong - Head of Internal Audit Department, Vietnam National Coal-Mineral Industries Holding Corporation Limited; Mr. Nguyen Nam Hung - Head of Electromechanical Department, VINACOMIN - Minerals Holding Corporation)	

25	Number of Supervisors who were finance/accounting staff or employees of the Company's external audit firm within the last 3 years?	No	
26	Number of Supervisory Board meetings	12	
27	Does the Company have an Audit Committee? (Yes/No)	No	
28	Is the Audit Committee established under the Board?	No	
29	Number of Audit Committee members	0	
30	Number of Audit Committee members	0	
31	Does the website provide full information to shareholders as regulated? (Yes/No)	Yes	
32	Dividends paid within 6 months from the conclusion of the AGM? (Yes/No)	Yes	
33	Any notices from the SE or SSC regarding related party transactions? (Yes/No)	No	

## PREPARED BY



Nguyen Thi Phuong Thao

## LEGAL REPRESENTATIVE

## GENERAL DIRECTOR



Trinh Van Tue