

**QUANG NAM MINERAL INDUSTRY CORPORATION**

**Address** : Binh Phuc, Thang Binh, Quang Nam  
**Phone** : 0235 3665022 **Fax**: 0235 3665024  
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**DANH MỤC TÀI LIỆU**  
**ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2025**  
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**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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02	Thông báo Đề cử bầu bổ sung thành viên Hội đồng quản trị nhiệm kỳ 2023-2028; các biểu mẫu liên quan <i>Announcement for Nomination for Additional Election of Member of the Board of Directors for the 2023–2028 Term of Quang Nam Mineral Industry Coporation</i>
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No : 19/TB-HĐQT-KNKS

Quang Nam, April 25<sup>th</sup> 2025

**ANNOUNCEMENT**  
**INVITATION TO THE 2025 ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS**

***Dear: Shareholders of Quang Nam Mineral Industry Corporation***

The Board of Directors of Quang Nam Mineral Industrial Joint Stock Company respectfully invites our esteemed Shareholders to attend the 2025 Annual General Meeting of Shareholders with the following details:

**1. Time:** 8:30, Friday, May 23th, 2025

**2. Location:** Company Headquarters, Ha Lam – Cho Duoc industrial cluster, Binh Phuc, Thang Binh, Quang Nam.

**3. Contents:**

1	Report on production and business results in 2024 (Audited 2024 financial statements).
2	Production and business plan in 2025.
3	Report on the operation of the Board of Directors và định hướng hoạt động năm 2025.
4	Supervisory Board's Activity Report 2024.
5	Report on remuneration paid to the Board of Directors and Supervisory Board in 2024, and the proposed remuneration and operational budget for the Board of Directors and Supervisory Board in 2025.
6	Proposal for the selection of an independent auditing firm to audit the financial statements for 2025.
7	Proposal on profit distribution for 2024.
8	Proposal on the dismissal and additional election of members of the Board of Directors.
9	Other matters added at least three (03) days prior to the General Meeting in accordance with the Law on Enterprises and the Company's Charter (if any).

**4. Meeting Materials:** Shareholders are kindly requested to access the documents on the Company's website: [www.minco.com.vn](http://www.minco.com.vn).

**5. Conditions for Attending the General Meeting:**

- Shareholders eligible to attend the General Meeting are those whose names appear on the list of securities holders as of April 23, 2025, provided by the Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch.

- In case of inability to attend, shareholders may authorize another person to attend on their behalf (a sample proxy form is attached).

**6. Other Matters:** To facilitate the organization of the meeting, shareholders are kindly requested to confirm their attendance or send a proxy confirmation to the Company no later than 4:00 PM on May 22, 2025, at the following address:

Quang Nam Mineral Industrial Joint Stock Company (Attn: Ms. Lieu)

Ha Lam – Cho Duoc Industrial Cluster, Binh Phuc Commune, Thang Binh District, Quang Nam  
Province

Or via email: bichlieu007@yahoo.com.vn

Shareholders attending the meeting are kindly requested to bring the Invitation Letter, Citizen Identification Card/Passport, Letter of Introduction (for institutional shareholders), and the original Proxy Letter (in case of proxy attendance)..

**Sincerely,**

*Note: - In case the Invitation Letter  
is not received, shareholders may  
download it from the Company's  
website.*

*- Shareholders shall bear their own  
accommodation and travel expenses  
when attending the General Meeting.*

**ON BEHALF OF THE BOARD  
OF DIRECTORS  
CHAIRWOMAN**

**Le Thi Thu Huong**



No : 20 /TB-HĐQT-KNKS

Quang Nam, April 25<sup>th</sup> 2025

**ANNOUNCEMENT**

**Nomination for Additional Election of Member of the Board of Directors  
for the 2023–2028 Term of Quang Nam Mineral Industry Corporation**

***Dear: Shareholders of Quang Nam Mineral Industry Corporation***

*Pursuant to:*

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;*
- *The Law on Securities No. 54/2019/QH14 dated June 29, 2006 of the National Assembly of the Socialist Republic of Vietnam;*
- *The Charter of Quang Nam Mineral Industrial Joint Stock Company approved on June 29, 2021.*

On February 11, 2025, Mr. Nguyen Van Viet – Member of the Board of Directors – submitted a resignation letter requesting to be relieved from his position and participation in all Board meetings.

To ensure the Board maintains the required number of 05 members as stipulated, the Board of Directors respectfully informs and provides guidance to shareholders on the nomination of candidates for election to the Board of Directors as follows:

**1. Number of additional members to be elected:** 01 person

**2. Conditions for nominating members to the Board of Directors:** A shareholder or group of shareholders holding 10% or more of the total ordinary shares has the right to nominate candidates to the Board of Directors.

**3. Criteria and conditions for candidacy:** Shall comply with the provisions of the Law on Enterprises and the Company Charter.

**4. Nomination dossier:**

To facilitate preparation for the Annual General Meeting of Shareholders 2025, shareholders or groups of shareholders nominating a candidate to the Board of Directors are requested to submit the following documents to the Company no later than three (03) days prior to the Meeting:

- Power of attorney (if the candidate is nominated by a group of shareholders or an organization) (Form 01).
- Nomination letter for the Board of Directors (Form 02).
- Curriculum vitae completed and signed by the candidate (Form 03).



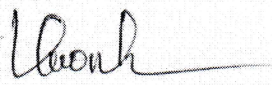
- Certified copies of: Citizen ID card, household registration book (or long-term residence certificate), passport (for overseas Vietnamese or foreigners), and the candidate's degrees and professional certificates.

(Sample documents can be obtained directly at the Company or downloaded from the website: [www.minco.com.vn](http://www.minco.com.vn). Company address: Ha Lam – Cho Duoc Industrial Cluster, Binh Phuc Commune, Thang Binh District, Quang Nam Province. Phone: 0235 3665022 | Fax: 0235 3665024 | Email: bichlieu007@yahoo.com.vn)

Note: The nominated candidate shall be legally and personally responsible before the 2025 Annual General Meeting of Shareholders for the accuracy and truthfulness of the information and documents submitted in the nomination dossier.

Sincerely,

**ON BEHALF OF THE BOARD  
OF DIRECTORS  
CHAIRWOMAN**



**Le Thi Thu Huong**





**QUANG NAM MINERAL INDUSTRY CORPORATION**

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**AGENDA**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

Venue: Headquarters of Quang Nam Mineral Engineering Joint Stock Company Ha Lam  
– Cho Duoc Industrial Cluster, Thang Binh District, Quang Nam Province.

Time: 08:30 AM, Friday, May 23, 2025

<b>Time</b>	<b>Content</b>
08h00 – 08h30	<b>Reception and Shareholder Qualification Check:</b> 1. Welcoming shareholders and delegates; 2. Shareholder registration, distribution of documents and Voting Cards.
08h30 – 08h45	<b>Opening ceremony of the Meeting:</b> 1. Statement of purpose, introduction of participants; 2. Introduction and approval of the Shareholder Qualification Committee; 3. Report on shareholder qualification check results; 4. Introduction and approval of the Chairperson and Secretary of the Meeting; 5. Agenda and Working Regulations of the Meeting.
08h45– 09h45	<b>Meeting Contents:</b> 1. General Director’s report on 2024 business results and 2025 business plan; 2. Report of the Board of Directors (BOD) on 2024 activities and 2025 directions; 3. Report of the Supervisory Board to the 2025 AGM; 4. Submission for approval of the 2024 audited financial statements; 5. Submission for profit distribution in 2024; 6. Submission for approval of remuneration and operating budget for the BOD and Supervisory Board in 2024 and plan for 2025; 7. Submission for approval of 2025 Business Plan; 8. Submission for appointment of auditing firm for 2025; 9. Submission for dismissal and additional election of BOD members; 10. Submission for approval of charter capital increase by share issuance.
09h45-10h15	<b>Discussion Session</b>

10h15 – 10h30	<b>Break</b>
15h30 – 16h00	<b>Checking of voting slips, ballot papers and Declaration of voting and electing results</b>
16h00 – 16h15	<b>Closing</b> <ol style="list-style-type: none"> <li>1. Approval of the Resolution and Minutes of the 2025 AGM;</li> <li>2. Official closing of the Meeting.</li> </ol>



**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

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**WORKING REGULATIONS**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**Quang Nam Mineral Industry Corporation**  
**(Draft)**

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*Pursuant to:*

- *The Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *The Charter on the Organization and Operation of Quang Nam Mineral Industry Joint Stock Company adopted on June 29, 2021.*

**CHAPTER I**  
**GENERAL PROVISIONS**

**Article 1: Scope of Application**

- 1.1. These Regulations for the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting") are applicable to the Meeting of Quang Nam Mineral Industry Joint Stock Company (hereinafter referred to as the "Company").
- 1.2. These Regulations specifically stipulate the rights and obligations of the participants, as well as the conditions and procedures for conducting the Meeting.
- 1.3. Shareholders and participants are responsible for complying with these Regulations.

**Article 2: Objectives**

- 2.1. Ensure principles of transparency and publicity.
- 2.2. Facilitate the successful organization and execution of the Meeting in compliance with State laws and the Company's Charter.

**CHAPTER II**  
**MEETING ORGANIZING COMMITTEE**

**Article 3: Presidium and Chairperson of the Meeting**

- 3.1. The Presidium shall consist of no more than 03 members.
- 3.2. The Chairperson of the Board of Directors shall preside over the Meeting convened by the Board. In case of absence, the remaining members shall elect one among themselves to act as Chairperson.



3.3. The Chairperson shall nominate members of the Presidium and submit them to the Meeting for approval.

#### **Article 4: Meeting Secretary and Voting Committee**

4.1. The Secretary and Voting Committee are introduced by the Meeting Organizing Committee and must be approved by the Meeting.

4.2. The Voting Committee shall consist of no more than 03 members.

### **CHAPTER III RIGHTS AND RESPONSIBILITIES OF PARTICIPANTS**

#### **Article 5: Rights and Responsibilities of the Presidium and Chairperson**

5.1. The Presidium shall consist of 1 to 3 members.

5.2. The Presidium has the following rights and responsibilities:

- The Chairperson of the Board of Directors (BOD) shall act as the Chairperson of the Meeting and preside over the Meeting.
- The Chairperson shall work in accordance with the principle of democratic centralism and make decisions by majority vote.
- Manage and conduct the Meeting's activities according to the approved agenda.
- Guide delegates and shareholders in discussions.
- Present draft proposals and conclude matters that require voting by the Meeting.
- Address issues raised by the Meeting upon request

5.3. The Chairperson of the Meeting has the authority to:

- Take necessary measures to reasonably and orderly manage the Meeting, in accordance with the approved agenda and reflecting the wishes of the majority of participants.
- Request all participants to undergo security checks or other necessary measures.
- Request competent authorities to maintain order during the Meeting; expel any individuals who fail to comply with the Chairperson's authority, intentionally disrupt the Meeting, obstruct proceedings, or violate security requirements from the Meeting.

#### **Article 6: Rights and Responsibilities of the Shareholder Eligibility Verification Committee.**

6.1. The Shareholder Eligibility Verification Committee is established by resolution of the Company's Board of Directors. The committee shall comprise 03 members, proposed as follows:

- |                       |                         |
|-----------------------|-------------------------|
| - Ms. Lê Thị Hạnh     | - Head of the Committee |
| - Mr. Nguyễn Văn Dũng | - Secretary             |
| - Mr. Phan Minh Tuấn  | - Member                |

6.2. The Committee is responsible for verifying shareholders' identification (ID cards/Enterprise Registration Certificates/Passports), checking the validity of authorization documents, and reporting the verification results to the Meeting.

6.3. The Committee must conduct verification, prepare the verification report, and present it to the Meeting truthfully and accurately. The Committee is responsible for the integrity of the results.



## **Article 7: Rights and Responsibilities of the Meeting Secretary.**

7.1. The Meeting Secretary team shall consist of no more than 02 members, nominated by the Meeting Organizing Committee and approved by the Meeting.

7.2. The Secretary team shall be accountable to the Presidium for their duties and work under the direction of the Presidium.

7.3. Duties of the Secretary team:

- Receive speaking request forms from shareholders as directed by the Presidium.
- Accurately record shareholders' opinions during the Meeting and compile delegates' comments during discussions into the Meeting Minutes and Resolutions.
- Assist the Presidium in announcing draft documents, conclusions, Meeting Minutes, Resolutions, and Presidium notices to shareholders as required.

## **Article 8: Rights and Responsibilities of the Vote Counting Committee at the General Meeting.**

8.1. The Vote Counting Committee consists of 3 members who are knowledgeable about the law, honest, and possess IT skills. They are nominated by the Chairperson of the General Meeting and approved by the General Meeting. The proposed members of the Vote Counting Committee are as follows:

- |                       |                       |
|-----------------------|-----------------------|
| - Mr. Nguyễn Văn Dũng | Head of the Committee |
| - Mr. Nguyễn Anh Tài  | Member                |
| - Mr. Phan Minh Tuấn  | Secretary             |

8.2. The Vote Counting Committee has the right to establish supporting teams to fulfill its duties.

8.3. Duties of the Vote Counting Committee:

- Inspect and supervise the voting and ballot collection of shareholders or authorized persons;
- Consolidate and approve the Minutes of Voting Results based on the resolutions put forth by the General Meeting;
- Hand over the Minutes of Voting and all Voting Cards to the Organizing Committee;
- Address complaints (if any) regarding the voting results and present them to the General Meeting

## **Article 9. Rights of Shareholders Attending the General Meeting.**

9.1. Conditions for Participation:

- Shareholders attending the General Meeting include all shareholders of the Company as per the list of MIC securities holders prepared by the Vietnam Securities Depository – Ho Chi Minh City Branch, with the final registration date of April 23, 2025.
- Each shareholder or shareholder representative must bring their ID card/passport and present the original Registration or Authorization Form to the Shareholder Eligibility Verification Committee for confirmation.
- Shareholders may authorize a representative to attend and vote at the General Meeting. If a shareholder has authorized another person without providing a written cancellation, they will not receive Voting Cards or Ballots if their proxy has already collected these documents.



- Each shareholder may authorize only once. The authorized person is not allowed to re-authorize a third party

#### 9.2. Rights and Obligations of Eligible Shareholders:

- Shareholders or their representatives must complete registration procedures and receive Voting Ballots, which include shareholder information, voting rights, verification code, and the agenda.
- Shareholders must follow the instructions of the Chairperson, behave civilly, maintain order, refrain from smoking in the meeting hall, and set their phones to silent or off mode.
- Shareholders may give opinions directly or through their authorized representatives. All opinions will be discussed during the General Meeting.
- Shareholders must raise their hand for permission to speak and may only do so when invited by the Chairperson.
- Shareholders must comply with these regulations; violations will be handled by the Chairperson according to the Enterprise Law 2020.
- Latecomers may still register and participate but will not affect the results of prior votes.
- The Vote Counting Committee will add latecomers' voting rights to subsequent voting results.
- Shareholders leaving early without notifying the Vote Counting Committee are deemed to agree with all subsequent voting issues.
- The value of Voting Cards/Ballots corresponds to the number of shares held or represented.
- Shareholders will vote by raising Voting Cards as guided by the Organizing Committee.
- Eligible shareholders have the right to vote and speak as stipulated in Article 13 of these Regulations

### CHAPTER IV:

#### AGENDA AND WORK CONTENT OF THE GENERAL MEETING

##### Article 10. Conducting the General Meeting

The General Meeting is valid when shareholders representing over 50% of total voting shares are present. The Supervisory Board will verify shareholder attendance and announce the eligibility for proceeding with the meeting.

##### Article 11. Program and Content of the General Meeting

11.1. The meeting agenda must be approved by the General Meeting at the opening session, with a detailed timeline for each issue.

##### 11.2. Meeting sequence:

- Shareholder Eligibility Verification Committee reports its results;
- Approval of meeting agenda and regulations;
- Approval of the Presidium, Secretariat, and Vote Counting Committee;
- Presentation and discussion of reports and proposals;
- Discussion and feedback on presented issues;
- Explanations and feedback from the Organizing Committee;
- Election of the Board of Directors and Supervisory Board (if applicable);



- Voting on proposed issues;
- Vote counting and announcement of results;
- Approval of the Meeting Resolution and Minutes.

## **Article 12. Discussion and Q&A at the General Meeting**

12.1. The Presidium may choose the most appropriate meeting method depending on attendance and time. Shareholders wishing to speak must raise their hands and get approval from the Chairperson.

12.2. Shareholders should speak concisely and to the point. The Chairperson may remind speakers to stay focused and avoid off-topic discussions.

12.3. Each shareholder has a maximum of five (05) minutes to speak. If exceeding this time, the Chairperson may request questions in written form, which will be answered in writing within five (05) working days after the meeting.

## **Article 13. Voting and Decision-Making of the General Meeting.**

13.1. Principles:

- Items such as the Agenda, Regulations, Presidium, Secretariat, Vote Counting Committee, candidate lists, Meeting Minutes, and Meeting Resolution are voted by raising Voting Cards with results of Agree, Disagree, or No Opinion.
- Other matters are voted using Voting Ballots, where shareholders mark their choice

13.2. Voting Ballots Procedure:

Shareholders vote by marking Agree, Disagree, or No Opinion. The Vote Counting Committee collects and counts the ballots and records results in the Vote Counting Minutes, which are read aloud to the General Meeting.

13.3. Approval Ratios:

- A matter is approved if over 50% of the voting shares present agree, per the Enterprise Law and Company Charter.
- Special matters (e.g., share types, business lines, asset sales  $\geq 35\%$  of total assets, restructuring, dissolution) require at least 65% approval from voting shares present.

## **Article 14. Meeting Minutes and Resolution.**

14.1. The Meeting Minutes must record all contents of the General Meeting and be published on the Company website and disclosed per regulations.

14.2. Based on the Meeting Minutes and Vote Counting Report, the Secretariat will draft the Meeting Resolution, which is read and approved before the meeting ends and disclosed per regulations.

## **Article 15. Cases When the General Meeting Cannot Be Held.**

15.1. If the first meeting fails due to insufficient quorum as per Article 10, a second meeting must be convened within 30 days. The second meeting is valid if shareholders representing at least 33% of voting shares attend.

15.2. If the second meeting also fails, a third meeting must be convened within 20 days. The third meeting is valid regardless of shareholder attendance or voting share representation.



**CHAPTER V**  
**IMPLEMENTATION PROVISIONS**

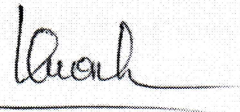
**Article 16. Implementation Provisions**

The Regulations on Organizing the Annual General Meeting of Shareholders of Quang Nam Mineral Industry Joint Stock Company consist of 5 Chapters and 16 Articles. These Regulations shall take effect immediately after being approved by the General Meeting of Shareholders.

- The Presidium is responsible for conducting the Meeting in accordance with these Regulations.
- Shareholders or their authorized representatives attending the Meeting are responsible for complying with these Regulations.

Respectfully submitted to the General Meeting of Shareholders of the Company for consideration and approval to ensure that the organization of the Meeting is conducted in accordance with the laws of the State and the Company's Charter.

**ON BEHALF OF THE**  
**BOARD OF DIRECTORS**  
**CHAIRWOMAN**



**Le Thi Thu Huong**



**RULES FOR VOTING ON MATTERS AT THE 2025  
ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**1. Principle:**

All matters included in the agenda of the General Meeting of Shareholders must be approved through open voting by all shareholders based on the number of shares they own. Each shareholder is provided with one green Voting Ballot and one white Voting Card (received during the shareholder eligibility check). The Card and Ballot include: shareholder information (Full name, Shareholder Registration Number, number of voting shares, and Ballot Verification Code) and the issues subject to voting.

**2. Voting Methods:**

- Direct voting at the Meeting: Shareholders vote by raising the white Voting Card.
- Voting by ballot: Shareholders vote by marking an "X" in one of the three boxes: "Agree," "Disagree," or "No opinion" for each issue listed on the green Voting Ballot.

**3. Valid Voting Ballot:**

- It bears the Company's official seal (red ink);
- The shareholder has marked an "X" in one of the three boxes for all voting issues;
- It includes the shareholder's signature and clearly written full name.

**4. Invalid Voting Ballot:**

- It was not issued by Minco (i.e., not in the prescribed format or without Minco's official seal);
- It lacks the signature and clearly written full name of the shareholder or authorized representative;
- It has erasures or includes additional content not requested by the Meeting Presidium;
- More than one box is marked for any voting issue;
- It does not contain shareholder information.

**5.** The results of direct voting at the Meeting will be announced by the Chairperson. For voting by ballot, after all issues have been addressed, the Vote Counting Committee will collect the ballots, count the votes, and prepare the Vote Counting Minutes to record the voting results and complete the legal documentation.

**ON BEHALF OF THE  
ORGANIZING COMMITTEE  
CHAIRWOMAN**



**Le Thi Thu Huong**



**ELECTION RULES FOR SUPPLEMENTING A MEMBER OF  
THE BOARD OF DIRECTORS  
QUANG NAM MINERAL INDUSTRY CORPORATION TERM 2023 – 2028**

**1. Election Content**

- Election of 01 additional member to the Board of Directors.

**2. Voting Method: Cumulative Voting Principle**

Pursuant to Clause 3, Article 148 of the Law, which stipulates: "Voting for the election of members of the Board of Directors must be conducted by cumulative voting, whereby each shareholder has a total number of votes equal to the total number of shares they own multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board. Shareholders may allocate all or part of their total votes to one or several candidates."

The elected members of the Board of Directors shall be determined based on the number of votes received in descending order, starting from the candidate with the highest number of votes until the required number of members specified in the Company's Charter is reached. In case two or more candidates receive an equal number of votes, a re-vote shall be conducted among those candidates.

**3. Election Regulations:**

- Ballot Form:
  - Pink A4 paper ballot for the Board of Directors, stamped with the Company's seal;
- Ballot Content:
  - Section 1: Includes the shareholder's name, shareholder code, total number of shares held, and total number of votes. Each ballot corresponds to the number of shares owned by the shareholder;
  - Section 2: List of candidates for the Board of Directors.
- **Voting Method:** Shareholders may allocate their total votes to one or any candidate(s) listed in the candidate roster;
- **Result Recognition:** The candidate with the highest number of votes shall be elected as a member of the Board of Directors.



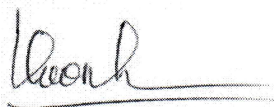
***The sample ballot:***

BALLOT FOR THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS TERM 2023 – 2028		
Shareholder's Name: .....		
Shareholder's Code: .....		
Total Number of Shares: 1000 shares		
Total Number of Votes: 1000 x 7 = 7000 votes		
LIST OF CANDIDATES		
STT	Candidate's Name	Number of Votes Allocated
1	Nguyễn Văn A	...
2	Nguyễn Văn B	...
3	Nguyễn Văn C	...
4	Nguyễn Văn D	...
5	...	...
6	...	...
7	...	...

**Requirements:**

1. Shareholders may distribute votes equally among candidates by dividing their total votes evenly, or may allocate votes disproportionately to one or multiple candidates, provided **the total votes cast do not exceed their total voting entitlement.**
2. If a shareholder does not allocate votes to any candidate in the list, the "Number of votes allocated" column shall remain blank, and such ballot shall still be considered valid.
3. A valid ballot is one that meets the following conditions:
  - The total number of votes cast for the candidates is less than or equal to the shareholder's total voting rights;
  - The ballot is left blank;
  - Votes are concentrated on one or more candidates;
  - The shareholder adds the name of a validly nominated candidate during the General Meeting.
4. An invalid ballot is one that falls under the following cases:
  - The shareholder crosses out the names of candidates;
  - The shareholder casts votes exceeding their total number of voting rights;
  - The shareholder votes using a percentage (%) of their voting rights;

**ON BEHALF OF THE ORGANIZING COMMITTEE  
CHAIRWOMAN**



**Le Thi Thu Huong**

**REPORT OF THE GENERAL DIRECTOR**  
*(Re: Business Performance in 2024 and Business Plan for 2025)*

*Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to the Charter on organization and operation of Quang Nam Mineral industry Corporation,*

The General Director of Quang Nam Mineral Engineering Joint Stock Company respectfully submits to the General Meeting of Shareholders the business results for 2024 and the business plan for 2025 as follows:

**1. Business Performance in 2024.**

In 2024, the Company faced numerous challenges related to mining legal procedures and fluctuations in the price of services, particularly in the field of leveling materials. However, with great efforts from the Management Board and all employees, the Company endeavored to fulfill the targets assigned by the Board of Directors and the General Meeting of Shareholders with the following results:

Indicator	Unit	2024		Fulfillment Rate
		Plan	Actual	
Revenue	Billion Dong	235,70	230,40	98%
Profit before tax	Billion Dong	31,40	16,98	54%

**2. Stock Listing Transfer from Upcom to HNX**

- The Company has successfully completed the transfer of its stock listing and had its first trading session on HNX on March 19, 2025. This is a significant step forward in the Company's journey toward operational transparency and standardized corporate governance.

**3. Investment and Mining Legal Procedures**

**- Investment in Equipment for Business Operations**

In 2024, the Company operated the production line that had been previously invested in and performed necessary maintenance on equipment to support business operations. The processing line functioned stably and contributed significantly to production efficiency.

**- Continuing the Completion of Mining Legal Documentation**

Under the guidance of the Board of Directors in 2024, the General Director carried out necessary procedures to complete permits and ensure stable mine operation:

As of Q2/2025, the following have been completed:

- ✓ Land lease for Que Son Industrial Park;
- ✓ Surface water exploitation license for factory production.



- **Pending Tasks**
  - ✓ Completion of mining license adjustment (valid for 15 years and 11 months);
  - ✓ Renewal of land lease contract for mining operations;
  - ✓ Closure and handover of land to local authorities.
- 4. **Organization, Labor and Salary**
  - Total number of employees as of the end of 2024: 96 employees.
  - Functional departments include:
    - ✓ General Meeting of Shareholders, Board of Directors, Supervisory Board, General Director's Office.
    - ✓ Mining Dept., Business Dept., HR & Administration Dept., Finance & Accounting Dept., Technical Control Dept., SC Dept.
  - Subsidiaries and affiliates:
    - ✓ Trảng Thạch Đại Lộc One Member Limited Liability Company.
  - Salary and bonus policy were implemented based on legal provisions, company regulations, and specific performance indicators, ensuring internal consensus and fairness to encourage employees' commitment and performance.
- 5. **Business Plan for 2025:**

The Management Board aims to:

  - Overcome the difficulties and shortcomings of 2024; Mobilize resources to build core values that enhance business efficiency.
  - Focus on resolving existing issues in mining legal procedures and environmental matters...
  - Optimize customer selection and sales structure under current conditions of MINCO.
  - Improve product quality to increase selling prices.
  - Fully and effectively implement all Resolutions of the Board of Directors.

Resolution of local budget support issues:

  - For Thang Binh: implement the mineral exploitation road investment project;
  - For Que Son: reach an agreement with the Department of Finance and the Province on support through infrastructure construction projects in compliance with laws and Decree 158.

Continue refining departments/units and dissolve subordinate units according to the Board's orientation.

Based on the achievements in 2024 and the operational orientation for 2025, the Executive Board respectfully submits the 2025 Business Plan as follows:

  - **Business Plan:**

No	Indicator	Unit	2025 plan
1	Revenue	Billion dong	218,81
2	Profit before tax	Billion dong	17,57
  - **Investment and Legal Affairs**

Continue to resolve legal obstacles to stabilize production and business activities.
  - **Organization, Labor, and Salary**

Reorganize the workforce structure rationally to maximize the company's human resource potential.

Conduct annual salary adjustments for employees and ensure all employee benefits are handled in accordance with the law and the company's internal regulations.

Develop, finalize, and issue company operation regulations in compliance with the integrated ISO standards 9001-14001-45001.

**6. Conclusion**

In 2024, the company faced numerous challenges from both external and internal factors. However, with the trust of the General Meeting of Shareholders, the leadership of the Board of Directors and the Executive Board, and the dedicated efforts of all employees, the company has achieved commendable results despite the overall market difficulties.

**GENERAL DIRECTOR**

**Recipients:**

- *Shareholders.*
- *Board of Directors, Executive Board.*
- *Filing (Archive).*

**PHẠM NGỌC AN**



**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024  
AND ORIENTATION FOR ACTIVITIES IN 2025**

*At the 2025 Annual General Meeting of Shareholders*  
**QUANG NAM MINERAL INDUSTRY CORPORATION**

Dear Shareholders!

In accordance with the functions and duties of the Board of Directors as stipulated in the Charter of Quang Nam Mineral Engineering Joint Stock Company, approved by the General Meeting of Shareholders,

The Board of Directors respectfully submits this report on the activities in 2024 and the orientation for operations in 2025 to the General Meeting of Shareholders as follows:

**PART I**

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024**

**1. Organization of the Board of Directors:**

- The list of Board members as of the 2025 Annual General Meeting includes:

1. Ms Lê Thị Thu Hường	Chairman of BOD
2. Mr Nguyễn Văn Việt	Member
3. Mr Nguyễn Thế Lâm	Member
4. Mr Phạm Ngọc An	Member
5. Mr Nguyễn Anh Nguyên	Member
- On February 11, 2025, the Board of Directors acknowledged the resignation letter and withdrawal from participation and voting in meetings submitted by Mr. Nguyễn Văn Việt.

**2. Regular meetings, reporting regime, and information disclosure by the Board in 2024:**



In 2024, the Board of Directors held 05 regular and extraordinary meetings, issuing 05 Resolutions to enhance governance and make timely decisions for business operations in accordance with prevailing developments. Almost all meetings saw 100% attendance by Board members. All in-person meetings were attended by the Supervisory Board and the Executive Management.

Meetings were well-prepared and conducted seriously, ensuring both time efficiency and quality. All discussed matters were timely, practical, and oriented toward guiding the Company's business activities. Documents and materials were fully sent to members in advance for reference and review in compliance with regulations. In general, the Board of Directors made decisions on the Company's policies, strategies, and business solutions aligned with State policies and the Company's actual situation.

Semi-annual and annual corporate governance reports were submitted to the State Securities Commission and the Hanoi Stock Exchange, and published on the Company's website, thereby enhancing transparency and helping shareholders keep up to date with the Company's operations

### **3. Board of Directors activities in 2024:**

#### **3.1 Implementation of the 2024 Annual General Meeting of Shareholders' Resolutions:**

##### ***a. General assessment:***

Overall, 2024 continued to be a challenging year for the Company. However, the Company made considerable efforts and successfully achieved several key tasks:

- Completed the expansion of mining and processing capacity to 300,000 tons/year.
- Completed land lease procedures for mining activities.
- Completed water treatment system for production

As for the 2024 results, revenue met the plan, but profit targets were not achieved due to several objective factors: rising costs, especially the significant price increase of red backfill soil (from VND 56,000/m<sup>3</sup> to VND 160,000/m<sup>3</sup>), and market fluctuations that reduced the share of high-margin product sales.

Nonetheless, the completion of key tasks in 2024 will serve as a foundation for stable development in 2025.

##### ***b. Implementation of Business Targets Assigned by the 2024 Annual General Meeting of Shareholders:***



Indicator	Plan (Billion dong)	Actual (Billion dong)	Compare between Actual/plan	Comapre with 2023
Revenue	235,7	230,4	98%	128%
Profit before tax	31,4	16,9	54%	108%

Salaries and bonuses for employees were paid promptly. Welfare policies for employees were well attended to and effectively implemented.

***c. Remuneration and Operating Expenses for the Board of Directors (BOD) and Supervisory Board (SB) in 2024:***

The remuneration and operating expenses for the BOD and SB were carried out in accordance with Article 6 of the Resolution of the 2024 Annual General Meeting of Shareholders. Details are as follows:

Position	Unit	Remuneration and Operating Expenses		
		Approved	Actual	% Actual/Approved
Chariman of the BOD	Dong/month	6.000.000	6.000.000	100%
BOD Member	Dong/month	3.000.000	3.000.000	100%
Head of the SB	Dong/month	3.000.000	3.000.000	100%
SB member	Dong/month	2.500.000	2.500.000	100%
Company Secretary	Dong/month	3.000.000	3.000.000	100%
BOD and SB Operating Expenses	Dong	180.000.000	24.316.995	13%
<b>Total Remuneration and Operating Expenses</b>	<b>Dong</b>	<b>528.000.000</b>	<b>372.316.995</b>	<b>70%</b>

***d. Selection of Audit Firm for 2024 Financial Statements:***



Based on capacity, reputation, service fees, and work requirements, the Board of Directors selected Deloitte Vietnam Co., Ltd. through a public bidding process. Total audit cost for 2024: VND 430 million (excluding VAT).

**e. Listing of MIC Shares from UPCoM to HNX:**

The listing of MIC shares from the UPCoM market to the Hanoi Stock Exchange (HNX) has been completed. The first trading day was March 19<sup>th</sup> 2025.

**f. Regarding the signing of transaction contracts with Related Parties – VP Silica Joint Stock Company:**

The transaction contract was signed immediately after the Resolution of the General Meeting of Shareholders (GMS) was passed and the contract is still in effect.

**3.2 Other activities of the Board of Directors:**

In 2024, the Board of Directors (BOD) issued 05 Resolutions, primarily focusing on addressing key issues of the Company: directing the Executive Board to develop the business and production plan to submit to the GMS; proposing numerous important and timely solutions related to market development, investment activities, production and business operations, with particular attention to legal matters concerning mines, thereby enhancing the effectiveness of the Company's operational management.

The Executive Board has strictly and fully implemented the Resolutions and Decisions of the Board of Directors, managing the Company's production and business activities flexibly, responding promptly to risks, and making timely proposals to assist the BOD in providing appropriate directions and decisions in managing each activity.

**3.3 Performance evaluation of the members of the Board of Directors:**

Over the past year, all members of the Board of Directors have performed well within their assigned rights and duties, participated in all BOD meetings, and made practical contributions to the implementation of the Company's overall business and production plan. All members have successfully fulfilled their responsibilities.

**PART II**

**BUSINESS ORIENTATION FOR 2025**

**1. Business Plan for 2025:**

- Revenue from sales of goods and services: VND 218.81 billion: 218,81 billion Dong
- Profit before tax: 17,57 billion Dong

**2. Strengthen and promote the development of the Company's core business activities through considering investments to expand production, diversify products, and focus on developing high-quality products.**



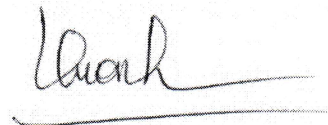
3. Rigorously and effectively implement the Resolutions of the Board of Directors regarding investment, production and business activities, financial management, appropriate personnel arrangements, and strengthening internal control to ensure comprehensive and timely supervision of the Company's operations; develop corporate culture, and promote practices of thrift and anti-wastefulness.
4. Continue to consolidate the organizational structure and key personnel; foster a united and cohesive team; update and improve salary and bonus policies in line with the current situation to meet the Company's practical needs; revitalize emulation and commendation activities while replacing underperforming personnel who do not meet job requirements.
5. Direct efforts to seek and develop new potential markets; establish flexible pricing policies to meet customer demands.
6. Focus on legal compliance in the process of exploitation and processing, ensuring adherence to regulations set by state management agencies.
7. Direct effective cash flow management; seek low-interest capital mobilization sources; proactively forecast financial risks.
8. Apply modern management tools; focus on standardizing business processes and internal management regulations to enhance efficiency and ensure compliance with legal requirements. Improve information governance to minimize risks.
9. Direct the organization of the Annual General Meeting of Shareholders; ensure transparent corporate information disclosure; and perform timely, accurate accounting, financial reporting, and auditing in accordance with current legal regulations.

Dear Shareholders!

The above is the report on the activities of the Board of Directors in 2024 and the business orientation for 2025, respectfully submitted to the 2025 Annual General Meeting of Shareholders for approval.

Sincerely!

**ON BEHALF OF THE BOARD  
OF DIRECTORS  
CHAIRWOMAN**



**Le Thi Thu Huong**

No: 03/BC-BKS

Quang Nam, April 29<sup>th</sup> 2025

## **REPORT OF THE SUPERVISORY BOARD ON THE OPERATION RESULTS IN 2024 AND THE OPERATION PLAN FOR 2025**

**To: The General Meeting of Shareholders of Quang Nam Mineral Industry Corporation**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Quang Nam Mineral Industry Joint Stock Company;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders (AGM) 2024 of Quang Nam Mineral Industry Joint Stock Company dated May 18, 2024;
- Based on the inspection and supervision activities of the Supervisory Board in 2024.

The Supervisory Board respectfully reports to the General Meeting of Shareholders on the results of its activities in 2024 and the operation plan for 2025 as follows:

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

In 2024, the Supervisory Board maintained regular activities, fully attended meetings of the Board of Directors (BOD) and the Executive Board related to the Company's operations to grasp the actual business situation, and contributed opinions on the implementation of targets approved by the AGM.

Additionally, the Supervisory Board conducted inspection and supervision activities in coordination with functional departments, contributing to risk management and enhancing corporate governance quality. The main activities included:

- Monitoring the implementation of resolutions of the 2024 AGM; supervising compliance with State laws, the Company's Charter, and resolutions and decisions of the BOD;
- Supervising compliance with internal regulations and procedures by the Company and functional departments;
- Monitoring the implementation of the 2024 business and financial plans;
- Reviewing periodic financial reports before submission to the BOD and discussing audit-related issues with external auditors;
- Other activities as prescribed by law and the Company's Charter

The Supervisory Board organized meetings to discuss and agree on its activities, address arising issues, and exchange professional tasks with the participation of all members. Details of 2024 Supervisory Board meetings are as follows:



No	Participants	Main Contents
1	3/3	- Assessment of Supervisory Board's performance in 2023 and 2024 activity plan; - Review of 2023 audited financial statements
2	3/3	- Assessment of Q1/2024 performance and Q2/2024 activity plan; - Agreement on report contents for AGM 2024
3	3/3	- Assessment of Q2/2024 performance and Q3/2024 activity plan; - Review of H1/2024 reviewed financial statements
4	3/3	- Assessment of Q3/2024 performance and Q4/2024 activity plan; - Drafting 2025 activity plan

During the supervision process, the Supervisory Board received full support from the BOD and the Executive Board to fulfill its duties.

## **2. Supervision Results of BOD and Executive Board Activities**

- The BOD held regular meetings in accordance with the Company's Charter and the BOD's Regulations. The Supervisory Board evaluates that the BOD's operations complied with legal regulations and responded timely to business requirements.
- The BOD issued resolutions and decisions within its responsibilities and authority, fully complying with legal procedures, the Company's Charter, the Enterprise Law, and other regulations.
- The BOD supervised the Executive Board in implementing AGM resolutions and coordinated in managing the Company's business operations to strive for achieving approved targets.
- The Company complied with State laws and industry regulations in business management.

## **3. Evaluation of Cooperation Between Supervisory Board, BOD, and Executive Board**

- In 2024, the Supervisory Board was facilitated by the BOD and the Executive Board with sufficient information on business and financial operations;
- The Supervisory Board attended all BOD meetings and provided opinions within its functions and responsibilities;
- The Supervisory Board regularly submitted reports and written recommendations to the BOD and the Executive Board, which were acknowledged and implemented

## **4. Appraisal of 2024 Financial Statements**

### ***a. Preparation and Audit of Financial Statements***

The 2024 financial statements were audited by Deloitte Vietnam Audit & Assurance Co., Ltd., an entity approved by the State Securities Commission to audit public and listed companies.

**b. Evaluation of Financial Data and Business Performance**

The Supervisory Board reviewed the semi-annual and consolidated financial statements for 2024, with the following consolidated results:

No	Indicator	Value (dong)
1	Total Assets as of 31/12/2024	174.373.523.470
1.1	Current Assets	53.946.378.651
1.2	Non-Current Assets	120.427.144.819
2	Total Liabilities and Equity	174.373.523.470
2.1	Liabilities	82.511.640.592
2.2	Owner's Equity	91.861.882.878
3	Revenue	230.404.048.106
4	Profit Before Tax	16.983.471.255
5	Profit After Tax	10.434.583.100
6	Basic Earnings per Share (EPS)	1.892

- Total assets/liabilities reached VND 174 billion, up 4.37% from 2023;
- Revenue reached VND 230.4 billion, up 27.7% from 2023, but only 97.75% of the target;
- Profit before tax was VND 16.98 billion, up 8.8% from 2023, but only 54% of the target. Profit after tax was VND 10.4 billion, down 3.1% from 2023;

**5. Implementation of 2024 AGM Resolutions**

- Business performance did not meet the 2024 AGM targets;
- Profit distribution was not implemented as per the AGM resolution;
- BOD and Supervisory Board received remuneration as approved by the AGM;
- Deloitte Vietnam was selected as the independent auditor for 2024 financial statements;
- The transfer of MIC stock listing from UPCoM to Hanoi Stock Exchange was not completed in 2024 but was finalized in March 2025

**6. 2025 Supervisory Board Activity Plan:**

- Supervise the implementation of AGM resolutions and BOD decisions;
- Supervise the preparation and issuance of semi-annual and annual financial statements in 2025;
- Conduct audits of business activities and other aspects per the 2025 internal control plan;
- Monitor and update the list of major shareholders and related parties of BOD, Supervisory Board, and Executive Board members; review contracts/transactions with related parties;



- Perform other duties in accordance with the Company's Charter.

**7. Supervisory Board's Recommendations:**

To enhance business performance, the Supervisory Board recommends that the Executive Board focus on:


- Strictly controlling raw sand procurement and stockpiling activities for production;
- Managing new investments and fixed asset disposals;
- Controlling machinery repair and transportation costs;
- Strengthening cash flow management, minimizing cash transactions, and shifting to bank transfers;
- Strictly complying with legal regulations to avoid administrative penalties.

This report presents the Supervisory Board's results in 2024 and its 2025 plan for consideration and approval by the General Meeting of Shareholders.

Wishing all shareholders health, happiness, and success. Wishing the General Meeting great success!

Sincerely!

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

A handwritten signature in black ink, consisting of a stylized 'L' and 'H' followed by a long horizontal stroke.

**LÊ THỊ HẠNH**

**PROPOSAL**

*Re: Approval of the Consolidated Financial Statements and  
Separate Financial Statements for the year 2024 audited*

**To: Annual General Meeting of Shareholders 2025  
Quang Nam Mineral Industry Corporation**

*Pursuant to:*

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *The Charter on the organization and operation of Quang Nam Mineral Industry Joint Stock Company approved on June 29, 2021;*
- *The audit results of the consolidated and separate financial statements for 2024;*

The Board of Directors of Quang Nam Mineral Industry Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2025 for approval of the consolidated financial statements and separate financial statements for the year 2024, which have been audited by Deloitte Vietnam Co., Ltd., reviewed by the Company's Supervisory Board, and disclosed by the Board of Directors in accordance with regulations. Including:

1. Executive Board's Report.
2. Independent Auditor's Report.
3. Balance Sheet as of December 31, 2024.
4. Income Statement for the year 2024.
5. Cash Flow Statement for the year 2024.
6. Notes to the Financial Statements for the year 2024.

*(Detailed consolidated and separate financial statements for 2024 are published on the Company's website)*

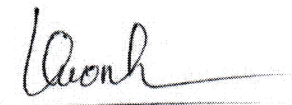
Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely,

Recipients:

- As above;
- Archives: Office, Secretary.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRWOMAN**



**Lê Thị Thu Hương**



## PROPOSAL

*Re: Issuance of Shares for Dividend Payment in 2024*

**To:        The Annual General Meeting of Shareholders 2025  
              Quang Nam Mineral Industry Corporation**

*Pursuant to:*

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *The Charter on the organization and operation of Quang Nam Mineral Industry Joint Stock Company approved on June 29, 2021;*
- *The business performance results in 2024 and the Consolidated Financial Statements audited by Deloitte Vietnam Co., Ltd*

The Board of Directors of Quang Nam Mineral Industry Corporation respectfully submits to the Annual General Meeting of Shareholders 2025 for approval of the plan to issue shares for the purpose of paying dividends for 2024 as follows:

- I. Plan for Issuance of Shares to Pay Dividends for 2024**
1. Share name: Share of Quang Nam Mineral Industry Corporation
2. Type of shares: Common shares
3. Par value of shares: VND 10,000 per share.
4. Number of outstanding shares: 5,544,946 shares.
5. Number of treasury shares: 30,325 shares.
6. Issuance ratio for dividend payment: 55% of the total outstanding shares at the time of issuance, equivalent to a ratio of 100:55 (for every 1 share held, shareholders will receive 1 right; for every 100 rights, shareholders will receive 55 additional shares issued for dividend payment).
7. Estimated number of shares to be issued for dividend payment: Up to 3,049,720 shares.
8. Total estimated issuance value at par value: VND 30,497,200,000
9. Rounding principle and handling of fractional shares: The number of shares issued will be rounded down to the nearest whole number. Any fractional shares (if any) arising from the issuance will be canceled.  
*Example: On the record date, shareholder Nguyen Van A holds 96 shares. The number of new shares Nguyen Van A will receive is calculated as  $(96/100) \times 55 = 52.8$  shares. Following the rounding principle, Nguyen Van A will receive 52 shares, and the remaining 0.8 fractional shares will be canceled.*
10. Source of issuance: From undistributed after-tax profit as shown in the audited consolidated financial statements of 2024.
11. Purpose of issuance: To pay dividends for 2024.
12. Eligible participants: Existing shareholders whose names are recorded on the final list of shareholders entitled to receive dividends for 2024.



13. Implementation method: Existing shareholders will receive the additional shares based on their entitlements. These rights are non-transferable.
14. Transfer restriction: Shares currently under transfer restriction (if any) are still entitled to receive additional shares. Shares issued for dividend payment will not be subject to transfer restriction.
15. Expected issuance time: Within 2025, immediately after receiving confirmation of the report on the issuance from the State Securities Commission of Vietnam (SSC), in compliance with legal regulations.
16. Distribution method: Shares will be distributed directly to existing shareholders whose names are recorded on the final list on the record date.

**II. Authorization to the Board of Directors (BOD):**

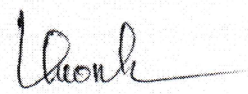
1. Decide the specific issuance time and register the issuance with the State Securities Commission of Vietnam (SSC);
2. Determine detailed contents of the issuance plan, carry out all necessary procedures and processes in accordance with the approved plan, including amendments and supplements required by competent state authorities or necessary adjustments to ensure compliance with laws and the actual situation of the Company, ensuring the success of the issuance and protecting shareholders' and the Company's interests;
3. Execute procedures for distributing dividend shares, calculate and determine the specific number of shares to be issued based on the approved issuance ratio and rounding principle, and report issuance results to the SSC;
4. Amend relevant provisions on charter capital, shares, and shareholding structure in the Company's Charter after the issuance is completed; register changes to the Company's business registration in connection with the increase of charter capital with the competent state authorities;
5. Conduct necessary procedures to register the shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and for additional listing of the shares on the Hanoi Stock Exchange (HNX);
6. Perform other authorized tasks specified in the issuance plan;
7. Decide on other issues and perform other tasks deemed necessary by the Board of Directors, the Chairman of the Board, or the General Director in relation to the issuance;
8. The Board of Directors is authorized to delegate the Chairman or the General Director to perform one or more of the above-mentioned tasks.

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

Recipients:

- As above;
- Archives: Office, Secretary.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRWOMAN**



**Le Thi Thu Huong**



**PROPOSAL**

*Re: Approval of Remuneration and Operating Expenses for the Board of Directors and the Supervisory Board for 2024 and Plan for Remuneration and Operating Expenses for 2025*

**To: Annual General Meeting of Shareholders 2025  
Quang Nam Mineral Industry Corporation**

*Pursuant to:*

- *The Charter of Quang Nam Mineral Industry Joint Stock Company;*
- *Resolution No. 01/2024/NQ-GMS dated May 18, 2024, of the Annual General Meeting of Shareholders 2024*

The Board of Directors of Quang Nam Mineral Industry Joint Stock Company respectfully reports to the General Meeting of Shareholders on the payment of remuneration to the Board of Directors and the Supervisory Board in 2024 and proposes the remuneration plan for 2025 as follows:

**1. Report on Remuneration Payment in 2024:**

In 2024, the remuneration payment for the Board of Directors and the Supervisory Board was implemented in accordance with Resolution No. 01/2024/NQ-GMS dated May 18, 2024, of the Annual General Meeting of Shareholders 2024. Details are as follows:

Position	Unit	Remuneration and Operating Expenses		
		Approved	Actual	% Completion
Chairwoman of the BOD	VND/month	6.000.000	6.000.000	100%
Member of the BOD	VND/month	3.000.000	3.000.000	100%
Head of Supervisory Board	VND/month	3.000.000	3.000.000	100%
Member of Supervisory Board	VND/month	2.500.000	2.500.000	100%
Company Secretary	VND/month	3.000.000	3.000.000	100%
Operating expenses of BOD and Supervisory Board	VND	180.000.000	24.316.995	13%
Total remuneration and operating expenses of BOD & Supervisory Board	VND	528.000.000	372.316.995	70%



## **2. Remuneration and Operating Expenses Plan for the Board of Directors and Supervisory Board in 2025:**

Based on the business plan for 2025, the remuneration and operating expenses for the Board of Directors and the Supervisory Board are proposed to remain unchanged from 2024, specifically as follows:

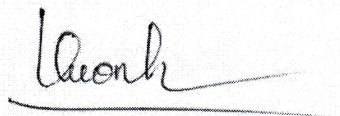
- Chairwoman of the BOD : 6.000.000 VND/month
- Member of BOD : 3.000.000 VND/person/month
- Company Secretary : 3.000.000 VND/month
- Head of Supervisory Board : 3.000.000 VND/month
- Member of Supervisory Board : 2.500.000 VND/person/month
- Operating expenses for the Board of Directors and Supervisory Board: 180.000.000 VND/year
- Total remuneration and operating expenses of the Board of Directors and Supervisory Board for 2025 : 528.000.000 VND

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

### Recipients:

- As above;
- Archives: Office, Secretary.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRWOMAN**



**Le Thi Thu Huong**



**QUANG NAM MINERAL  
INDUSTRY CORPORATION**

----------  
**No : 04/ĐHCD/TT-HĐQT**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

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*Quang Nam, April 29<sup>th</sup> 2025*

**PROPOSAL**

*Re: Approval of the 2025 Business Plan*

**To: Annual General Meeting of Shareholders 2025  
Quang Nam Mineral Industry Corporation**

*Pursuant to:*

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *The Charter on Organization and Operation of Quang Nam Mineral Industry Joint Stock Company approved on June 29, 2021.*

The Board of Directors of Quang Nam Mineral Industry Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders in 2025 for approval of the 2025 Business Plan, including the following targets:

1. Revenue from goods sold and services: 218,8 billion dong.
2. Profit before tax: 17,5 billion dong.

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

Sincerely,

**Recipients:**

- As above;
- Archives: Office, Secretary.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRWOMAN**



**Le Thi Thu Huong**



**PROPOSAL**

*Re: Selection of the Auditor for the 2025 Financial Statements*

**To: Annual General Meeting of Shareholders 2025  
Quang Nam Mineral Industry Corporation**

In order to audit the 2025 financial statements in accordance with legal regulations and the Company's Charter, the Supervisory Board of Quang Nam Mineral Industry Joint Stock Company respectfully submits to the General Meeting of Shareholders the proposal to select the auditing firm for the 2025 financial statements as follows:

**1. Criteria for selecting an independent audit firm:**

In addition to the standards and conditions prescribed by the State under the "Regulations on selection of auditing firms approved to audit for issuing organizations, listed organizations, and securities business organizations," the Supervisory Board proposes the following criteria for selecting the independent audit firm to audit the Company's financial statements in 2025:

- Select a reputable Vietnamese auditing firm approved by the State Securities Commission of Vietnam to be eligible to audit issuing organizations, listed companies, and securities business organizations in Vietnam;
- Offer a reasonable audit fee, appropriate to the scope, content, and schedule of the audit, and ensure no conflict of interest when performing the audit of the Company's financial statements;
- Have a team of qualified and experienced auditors and experts in auditing financial statements.

**2. Proposed Independent Audit Firms:**

It is proposed to select one of the following three reputable auditing firms:

- AAC Auditing and Accounting Co., Ltd.;
- Deloitte Vietnam Co., Ltd.;
- Ernst & Young Vietnam Co., Ltd..

We respectfully request the Annual General Meeting of Shareholders in 2025 to approve the above selection criteria and authorize the Board of Directors to select the appropriate auditing firm based on the proposed criteria.

Respectfully submitted to the Annual General Meeting of Shareholders for approval.

Trân trọng,

Recipients:

- As above;
- Archives: Office, Secretary.

**On behalf of the Supervisory Board  
Head of Supervisory Board**

  
**Lê Thị Hạnh**



**PROPOSAL**  
**Regarding the Dismissal and Additional Election of a Member**  
**of the Board of Directors**

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**To: The Annual General Meeting of Shareholders 2025**  
**Quang Nam Mineral Industry Corporation**

*Pursuant to:*

- *The Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *The Charter on the Organization and Operation of Quang Nam Mineral Industry Joint Stock Company approved on June 29, 2021;*
- *The resignation letter of Mr. Nguyen Van Viet – Member of the Board of Directors of Quang Nam Mineral Industry Joint Stock Company*

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2025 for approval of the following matters regarding the dismissal and additional election of a member of the Board of Directors:

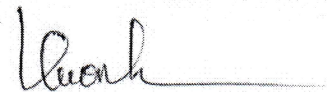
1. Approval of the dismissal of Mr. Nguyen Van Viet from the position of Member of the Board of Directors in accordance with his resignation letter submitted to the Company.
2. Election of an additional Member of the Board of Directors to replace Mr. Nguyen Van Viet in order to ensure the number of Board members complies with the Company's Charter

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

**Recipients:**

- As above;
- Archives: Office, Secretary.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRWOMAN**



**Le Thi Thu Huong**