

No: 1062/NQ-CISCO-DHĐCĐ

Cao Bang, Jun24, 2025

**RESOLUTION**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**CAO BANG IRON AND STEEL JOINT STOCK COMPANY**

*Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*

*Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019;*

*Based on the Charter on Organization and Operation of Cao Bang Iron and Steel Joint Stock Company, amended and supplemented for the fourth time, issued under Decision No. 856/QĐ-GTCB dated July 21, 2021, of the Board of Directors of Cao Bang Iron and Steel Joint Stock Company;*

*Based on the Minutes of the 2025 Annual General Meeting of Shareholders of Cao Bang Iron and Steel Joint Stock Company dated June 24, 2025.*

**RESOLUTION:**

**Article 1. Approval of the Report on Business Performance and Implementation of the 2024 Resolution of General Meeting of Shareholders, and the 2025 Production and Business Plan:**

**1. Key Production and Business Performance Results for 2024:**

NO	Key Indicators	Unit	2024 Plan	2024 Actual	Comparison (%)
1	Revenue	VND million	3,056,958	2,188,863	72
2	Profit after tax	VND million	5,012	(160,349)	-3,199
3	Tax payment to the State Budget	VND million	69,546	39,954	57
4	Total salary fund	VND million	100,441	92,000	92
5	Average salary	VND million /person/month	10.46	10.36	99
6	Steel billets produced	Tons	205,000	170,240	83
7	Steel billets sold	Tons	220,000	164,758	75
8	Value of construction investment	VND million	8,273	36,453	441
9	Implement the exploitation of the northern area of Na Rua iron mine	VND million	207,927	22,000	11



## 2. Key Production and Business Plan Targets for 2025:

NO	Key Indicators	Unit	2024 Actual	2025 Plan	Comparison (%)
1	Revenue	VND million	2,188,863	2,257,550	103
2	Profit after tax	VND million	(160,349)	-	-
3	Tax payment to the State Budget	VND million	39,954	49,681	124
4	Total salary fund	VND million	92,000	85,748	93
5	Average salary	VND million /person/month	10.36	9.66	93
6	Steel billets produced	Tons	170,240	135,000	79
7	Steel billets sold	Tons	164,758	160,000	97

The General Meeting of Shareholders assigns the Board of Directors to direct the Company's Director to develop revised 2025 production and business operation scenarios that align with actual conditions and market developments, to be submitted to the Company's Board of Directors in July 2025.

The General Meeting of Shareholders authorizes the Company's Board of Directors, during the implementation of the plan, to proactively adjust the plan as necessary based on actual conditions and market price fluctuations to ensure the profit target, maintain stable production, and preserve and develop capital.

**Article 2. Approval of the Report on the Activities of the Board of Directors in implementing the 2024 Resolution of General Meeting of Shareholders and the Activity Plan for 2025.**

**Article 3. Approval of the Report on the activities of the Supervisory Board in 2024 and the activity plan for 2025.**

**Article 4. Approval of the Selection of the auditing firm for the 2025 financial statements**

Based on the above-mentioned criteria, the Supervisory Board proposes the following four independent auditing firms to be included in the shortlist for selection to audit the Company's 2025 financial statements as follows:

- BDO Audit Services Company Limited (BDO);
- Moore Aisc Auditing And Informatics Services Company Limited – Ho Chi Minh Branch;
- Viet Nam Auditing & Evaluation Company Limited;
- International Auditing And Valuation Company Limited.

**Article 5. Approval of the Audited Financial Statements for 2024.**

**Article 6. Approval of the Payment of remuneration for the Board of Directors and the Supervisory Board in 2024 and the Plan for 2025.**



No	Title	Salary level for planned remuneration determination VND/person/month	Proportion	Number	Remuneration (VND/person/month)	Remuneration (VND/year)
1	Chairman of BOD	25,000,000	20%	01	5,000,000	60,000,000
2	Member of BOD	21,000,000	20%	04	4,200,000	201,600,000
3	Head of BOS	22,000,000	20%	01	4,400,000	52,800,000
4	Member of BOS	21,000,000	20%	02	4,200,000	100,800,000
	<b>Total</b>			<b>08</b>		<b>415,200,000</b>

The remuneration level mentioned above is only provisional, and the actual amount paid to the Board of Directors and the Supervisory Board will be determined based on the Company's production and business results in 2025.

**Article 7. Approved of the Proposal for approval of the 2025 Investment and Construction Plan.**

**Article 8. Approval of the economic contract for the purchase/sale of steel billets for 2025–2026 with Vinacomin – Minerals Holding Corporation.**

Accordingly: The General Meeting of Shareholders is requested to authorize the Board of Directors to: (i) Approve the draft contract; (ii) Approve the implementation process, plan, and method of product consumption as a basis for signing the Economic Contract for the purchase and sale of steel billets for the period 2025–2026 with Vinacomin – Mineral Holding Corporation, in accordance with the actual production and business conditions of the Company, applicable laws, the Company's Charter, and the Resolution of the 2025 Annual General Meeting of Shareholders.

**Article 9. Approval of the economic contract for the purchase/sale of metallurgical coke for 2025–2026 with Vinacomin – Minerals Holding Corporation.**

Accordingly: The General Meeting of Shareholders is requested to authorize the Board of Directors to: (i) Approve the contract template; (ii) Approve the implementation process, plan, and method of product consumption as a basis for signing the Economic Contract for the purchase and sale of steel billets for the period 2025–2026 with Vinacomin – Mineral Holding Corporation, in accordance with the actual production and business conditions of the Company, applicable laws, the Company's Charter, and the Resolution of the 2025 Annual General Meeting of Shareholders.

**Article 10. Did not approve the plan to increase the charter capital of Cao Bang Iron and Steel Joint Stock Company.**

**Article 11. Approval of the capital plan for the implementation of the production and mining plan in the Northern area of Na Rua iron mine for the period 2025-2026.**



No	Purpose of Capital Use	Total project implementation cost (million VND)	Own capital (million VND)	Bank loan capital (million VND)
1	Compensation and Site Clearance Costs for the Na Rua Iron Mine North Area Exploitation Project	380,000	380,000	0
2	Cost of Stripping Soil and Rock for Production of the Na Rua Iron Mine North Area Exploitation Project	250,000	76,000	174,000
	<b>Total</b>	<b>630,000</b>	<b>456,000</b>	<b>174,000</b>

**Article 12. Approval of the investment plan for the Project: Investment in a steel rolling production line at the Cao Bang Iron and Steel Complex as per the contents of the Board of Directors' Report.**

- With an estimated total investment: 351,913 billion VND.
- The General Meeting of Shareholders authorizes the Company's Board of Directors to approve the project, approve the business cooperation plan, and carry out the tasks and implementation of the project in accordance with regulations and authority.

**Article 13. Implementation Provisions**

1. This Resolution has been approved by the 2025 Annual General Meeting of Shareholders of Cao Bang Iron and Steel Joint Stock Company with a 100% approval rate of the total voting shares of the shareholders present at the General Meeting.

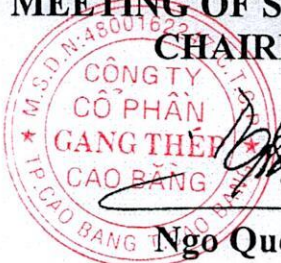
2. This Resolution takes effect from the date of approval by the General Meeting of Shareholders.

3. The General Meeting of Shareholders assigns the Board of Directors, the Supervisory Board, the Management Board, and all Shareholders of the Company the responsibility to implement this Resolution in accordance with their authority and functions, in compliance with the provisions of the Law and the Charter on Organization and Operation of Cao Bang Iron and Steel Joint Stock Company.

**Recipient:**

- Shareholders of the Company (website);
- SSC, HNX (report);
- Board of Directors, Supervisory Board;
- Management Board;
- Archive: Office, Board of Directors.

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



**Ngo Quoc Trung**



**MINUTES  
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
CAO BANG CAST IRON AND STEEL JOINT STOCK COMPANY**

Today, at 13:40 on June 24, 2025, at the Hall on the 2nd Floor – Cao Bang Iron and Steel Integrated Complex – Cao Bang Cast Iron and Steel Joint Stock Company.

Address: Km7, National Highway 4A, Chu Trinh Commune, Cao Bang City, Cao Bang Province.

The 2025 Annual General Meeting of Shareholders of Cao Bang Cast Iron and Steel Joint Stock Company was convened with the following agenda:

**A. COMPANY NAME, ADDRESS, HEAD OFFICE, BUSINESS  
REGISTRATION NUMBER**

1. Company name: Cao Bang Cast Iron and Steel Joint Stock Company.
2. Head office address: No. 052, Kim Dong Street, Hop Giang Ward, Cao Bang City, Cao Bang Province.
3. Business registration number: 4800162247 initially issued by the Business Registration Office of the Department of Planning and Investment of Cao Bang Province on October 18, 2006; 10th amendment issued on June 10, 2022.

**B. PARTICIPANTS, LEGALITY AND VALIDITY OF THE MEETING**

**I. Participants**

1. Shareholders or authorized representatives (in writing) of one or more shareholders whose names appear on the Company's list of shareholders as of the record date, March 21, 2025, as confirmed by the Vietnam Securities Depository and Clearing Corporation.

2. Members of the Board of Directors, members of the Supervisory Board; the Executive Board, the Chief Accountant, the Company Secretary, and company staff summoned to support the organization of the Meeting.

**II. Legality and Validity of the Meeting**

1. The General Meeting listened to Mr. Dao Ngoc Minh – Head of the Administration and Organization Department, Head of the Shareholder Eligibility Verification Committee – who, on behalf of the Committee, presented the Report on the Results of Shareholder Eligibility Verification for the Meeting.

- According to the list of shareholders finalized on March 21, 2025, provided by the Vietnam Securities Depository and Clearing Corporation, Cao Bang Cast Iron and Steel Joint Stock Company has 393 shareholders representing 43,006,366 voting shares of the Company, as certified.



- As of 1:55 p.m. on June 24, 2025, the number of shareholders and authorized representatives attending the General Meeting was 05, representing 37,558,999 shares, accounting for 87.33% of the total voting shares. All attending shareholders and authorized representatives were fully eligible to participate in the Meeting.

2. Pursuant to the provisions of the Law on Enterprises No. 59/2020/QH14, the Company's Charter, and relevant guiding documents, the 2025 Annual General Meeting of Shareholders of Cao Bang Cast Iron and Steel Joint Stock Company is legal, valid, and eligible to be conducted.

### **C. AGENDA AND CONTENT OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

(1) Report on Business Performance in Implementation of the 2024 Resolution of General Meeting of Shareholders and the 2025 Production and Business Plan.

(2) Report on the activities of the Board of Directors (BOD) in implementing the 2024 Resolution of General Meeting of Shareholders and the 2025 activity plan.

(3) Report on the activities of the Supervisory Board in 2024 and the 2025 activity plan.

(4) Proposal on the Selection of the Auditing Firm for the 2025 Financial Statements.

(5) The 2024 Financial Statements have been audited.

(6) Proposal for approval of the 2025 investment and construction plan.

(7) Proposal on the remuneration payment plan for the Board of Directors and the Supervisory Board in 2024 and the remuneration plan for 2025.

(8) Approval of the Economic Contract for Purchasing/Selling Steel Billets for 2025–2026 with Vinacomin – Minerals Holding Corporation.

(9) Approval of the Economic Contract for Purchasing/Selling Metallurgical Coke for 2025–2026 with Vinacomin – Minerals Holding Corporation.

(10) Approval of the policy on increasing the charter capital of Cao Bang Cast Iron and Steel Joint Stock Company.

(11) Approval of the capital plan for implementing the production and mining plan at the Northern area of Na Rua Iron Mine for the period 2025-2026.

(12) Decision on the investment policy for the project: Investment in a steel rolling line at Cao Bang Iron and Steel Integrated Complex.

(13) Other matters under the authority of the General Meeting of Shareholders.

### **D. PROCEEDINGS OF THE GENERAL MEETING**

#### **I. Opening Session of the Meeting**

1. Mr. Dao Ngoc Minh – Head of the Company's Administration and Organization Department – on behalf of the Meeting Organizing Committee, stated the purpose of the Meeting, introduced the delegates, and presented the Regulations of the Company's 2025 Annual General Meeting of Shareholders.



2. According to the Company's Charter and the Regulations on the organization of the General Meeting, Mr. Ngo Quoc Trung – Chairman of the Board of Directors – shall act as the Chairman of the Meeting.

3. Mr. Ngo Quoc Trung invited Mr. Nguyen Van Phuong – Member of the Board of Directors - Director of the Company – to join as Co-Chairman of the Meeting.

4. Mr. Ngo Quoc Trung – Chairman of the Meeting – nominated the Secretariat and the Vote Counting Committee and requested the General Meeting to vote for approval as follows:

*4.1. Members of the Secretariat:*

- Ms. Le Thi Linh Da      - Company Secretary - Head of the Secretariat;
- Mr. Vu Duy Tin              - Materials Planning Department - Member.

*\* Voting method: Voting cards*

*\* Voting ratio:*

+ Total number of voting shares: 37,558,999 votes/37,558,999 votes, accounting for 100% of the total voting shares of shareholders attending the Meeting;

+ Total number of valid votes: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of shareholders attending the Meeting;

+ Total number of invalid votes: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of shareholders attending the Meeting;

+ Total number of votes in favor: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of shareholders attending the Meeting;

+ Total number of votes against: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of shareholders attending the Meeting;

+ Total number of votes with no opinion: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of shareholders attending the Meeting.

- Result: 100% of the voting shares approved the Secretariat of the General Meeting.

*4.2. Members of the Vote Counting Committee:*

(1) Mr. Hoang Duy Thang – Deputy Head of Mechanical and Electrical Engineering Department – Head of the Committee;

(2) Mr. Nguyen Van Hieu – Deputy Head of Planning and Materials Department – Member;

(3) Ms. Nguyen Thi Huong – Deputy Head of Finance and Accounting Department – Member;

(4) Ms. Nguyen Thi Hue – Officer, Planning and Materials Department – Member;

(5) Mr. Le Bao Trung – Officer, Administration and Organization Department – Member.

*\* Voting method: Voting cards*

*\* Voting ratio:*



+ Total number of voting shares: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of shareholders attending the Meeting;

+ Total number of valid votes: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of shareholders attending the Meeting;

+ Total number of invalid votes: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of shareholders attending the Meeting;

+ Total number of votes in favor: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of shareholders attending the Meeting;

+ Total number of votes against: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of shareholders attending the Meeting;

+ Total number of votes with no opinion: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of shareholders attending the Meeting.

- Result: 100% of the voting shares approved the Vote Counting Committee of the General Meeting.

5. Mr. Ngo Quoc Trung – Chairman of the Board of Directors and Chairman of the Meeting – requested the attending shareholders to vote on the Regulations and Agenda of the 2025 Annual General Meeting of Shareholders (*the agenda has been disclosed in accordance with the regulations on Meeting materials*). (*a document was submitted at the Meeting*).

**(i) Voting on the Meeting Regulations:**

\* Voting method: Voting cards

\* Voting ratio:

+ Total number of voting shares: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the Meeting;

+ Total number of valid votes: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of shareholders attending the Meeting.;

+ Total number of invalid votes: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the Meeting;

+ Total number of votes in favor: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the Meeting;

+ + Total number of votes against: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting;

+ Total number of votes with no opinion: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

- Result: 100% of the voting shares approved the Meeting Regulations.

**(ii) Voting on the Meeting Agenda:**

\* Voting method: Voting cards



*\* Voting ratio:*

+ *Total number of voting shares: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the Meeting;*

+ *Total number of valid votes: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of invalid votes: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of votes in favor: 37,558,999 votes / 37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of votes against: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of votes with no opinion: 0 votes / 37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting.*

- *Result: 100% of the voting shares approved the Meeting Agenda.*

## **II. Main Contents of the General Meeting**

### **1. Report on Business Performance and Implementation of the 2024 Resolution of General Meeting of Shareholders, and the 2025 Production and Business Plan (as submitted at the General Meeting).**

Mr. Nguyen Van Phuong – Member of the Board of Directors and Director of the Company – on behalf of the Presidium, presented Report No. 897/BC-CISCO dated June 2, 2025, on the business performance results in implementation of the 2024 Resolution of General Meeting of Shareholders and the 2025 Production and Business Plan.

### **2. Report on the Activities of the Board of Directors in implementing the 2024 Resolution of General Meeting of Shareholders and the Activity Plan for 2025.**

Mr. Ngo Quoc Trung – Chairman of the Board of Directors, on behalf of the Presidium, presented Report No. 899/BC-CISCO dated June 2, 2025 on the activities of the Board of Directors in implementing the 2024 Resolution of General Meeting of Shareholders and the activity plan for 2025 (*the report was submitted at the General Meeting*).

### **3. (i) Report on the activities of the Supervisory Board in 2024 and the activity plan for 2025; (ii) Selection of the auditing firm for the 2025 financial statements.**

Ms. Dao Thi Van Anh – Member of the Supervisory Board, on behalf of the Supervisory Board, presented the Reports and Proposals:

(i) Report No. 900/BC-BKS dated June 2, 2025 on the activities of the Supervisory Board in 2024 and the activity plan for 2025 (*the report was submitted at the General Meeting*).

(ii) Proposal No. 902/TTr-BKS dated June 2, 2025 on the selection of the auditing firm for the 2025 financial statements (*the document was submitted at the General Meeting*).



#### 4. Audited Financial Statements for 2024;

Mr. Nguyen Van Hung – Chief Accountant of the Company, on behalf of the Presidium, presented Proposal No. 901/TTr-CISCO dated June 2, 2025 regarding the approval of the audited financial statements for 2024 (*this content has been published on the Company's website*).

#### 5. (i) Proposal for approval of the 2025 Investment and Construction Plan.

(ii) Payment of remuneration for the Board of Directors and the Supervisory Board in 2024 and the Plan for 2025;

(iii) Approval of the economic contract for the purchase/sale of steel billets for 2025–2026 with Vinacomin – Minerals Holding Corporation;

(iv) Approval of the economic contract for the purchase/sale of metallurgical coke for 2025–2026 with Vinacomin – Minerals Holding Corporation.

(v) Decision on the Investment Policy for the Project “Investment in a Steel Rolling Line at the Cao Bang Iron and Steel Integrated Complex”.

(vi) Approval of the policy to increase the charter capital of Cao Bang Cast Iron and Steel Joint Stock Company.

(vii) Approval of the capital plan for the implementation of the production and mining plan in the Northern area of Na Rua iron mine for the period 2025–2026. (*The documents were submitted at the General Meeting*).

Mr. Nguyen Van Phuong – Member of the Board of Directors, Director of the Company, on behalf of the Presidium, presented the following proposals:

(i) Proposal No. 898/TTr-CISCO dated June 2, 2025 on the approval of the 2025 Investment and Construction Plan.

(ii) Proposal No. 903/TTr-CISCO dated June 2, 2025 on the payment of remuneration for the Board of Directors and the Supervisory Board in 2024 and the remuneration plan for 2025 (*the document was submitted at the General Meeting*).

\* VIMICO shareholders proposed: Amending the remuneration payment plan for the Board of Directors and the Supervisory Board for 2025:

No	Title	Salary level for planned remuneration determination VND/person/month	Proportion	Number	Remuneration (VND/person /month)	Remuneration (VND/year)
1	Chairman of BOD	25.000.000	20%	01	5.000.000	60.000.000
2	Member of BOD	21.000.000	20%	04	4.200.000	201.600.000
3	Head of BOS	22.000.000	20%	01	4.400.000	52.800.000
4	Member of BOS	21.000.000	20%	02	4.200.000	100.800.000
	<b>Total</b>			<b>08</b>		<b>415.200.000</b>



(iii) Proposal No. 905/TTr-CISCO dated June 2, 2025 on the approval of the economic contract for the purchase/sale of steel billets for 2025–2026 with Vinacomin – Minerals Holding Corporation (*the document was submitted at the General Meeting*).

(iv) Proposal No. 904/TTr-CISCO dated June 2, 2025 on the approval of the economic contract for the purchase/sale of metallurgical coke for 2025–2026 with Vinacomin – Minerals Holding Corporation (*the document was submitted at the General Meeting*).

(v) Proposal No. 906/TTr-CISCO dated June 2, 2025 on the approval of the policy to increase the charter capital of Cao Bang Cast Iron and Steel Joint Stock Company (*the document was submitted at the General Meeting*).

(vi) Proposal No. 907/TTr-CISCO dated June 2, 2025 on the approval of the capital plan for the implementation of the production and mining plan in the Northern area of Na Rua iron mine for the period 2025–2026 (*the document was submitted at the General Meeting*).

(vii) Proposal No. 1030/TTr-CISCO dated June 20, 2025 on the investment decision for the project “*Investment in a steel rolling line at Cao Bang Iron and Steel Integrated Complex*”.

**7. The General Meeting proceeded with the discussion session (from item 1 to item 5 in Section II):**

The shareholders discussed and contributed opinions on the matters presented at the Meeting. Shareholders raised questions to the Presidium, which were answered directly during the Meeting. The comments focused on the following topics:

**\* Opinions of Shareholders of PC1 Group Joint Stock Company:**

(i) *Regarding the Inefficiency of 2024 Production and Business Results: Clearly state the reasons for the ineffective production and business performance in 2024 and request the Company's Management Board to develop operational scenarios for 2025 production and business activities for approval by the Company's Board of Directors, specifying solutions to ensure effective production and business operations. The General Meeting of Shareholders assigns the Board of Directors to direct the Company's Director to revise the 2025 production and business operation scenarios to align with actual conditions and market developments, to be submitted to the Company's Board of Directors in July 2025.*

(ii) *Regarding the Capital Plan for the Production and Exploitation of the North Na Rua Iron Mine Area for the 2025-2026 Period: Request the Company to provide a detailed calculation of the project's efficiency and the progress of tasks to be implemented. Complete the plan for the work steps and submit it to the Company's Board of Directors in the third quarter of 2025.*

(iii) *Regarding the Decision on the Investment Plan for the Project: Investment in a Steel Rolling Production Line at the Cao Bang Iron and Steel Complex: Request a separate breakdown of the costs the Company needs to incur to implement the project. The content and format of the Report must comprehensively include the legal basis, specific details, total investment amount, progress of tasks, and matters requiring approval, ensuring scientific accuracy and compliance with regulations.*



The Chairman of the Meeting acknowledged the shareholders' comments and provided direct responses during the Meeting. After listening to the Chairman's explanations and discussions, the shareholders had no further comments.

**8. The General Meeting proceeded to vote using voting cards to approve the contents of the Reports and Proposals (from item 1 to item 5 in Section II)**

After the discussion session, under the direction of the Presidium, Mr. Ngo Quoc Trung proposed that the General Meeting conduct an open vote using voting cards to approve the items on the Meeting agenda. The Vote Counting Committee proceeded with the vote counting in accordance with regulations.

**9. The Vote Counting Committee announced the voting results. (The vote counting minutes are attached)**

Mr. Hoang Duy Thang – Head of the Vote Counting Committee – on behalf of the Committee, announced the voting results for the items presented at the General Meeting, as follows:

Total number of shareholders attending the Meeting: 05 (In which: Number of shareholders attending in person: 02; Number of shareholders represented by proxy: 03). Total number of shares held by the attending shareholders: 37,558,999 shares out of a total of 43,066,366 voting shares of Cao Bang Cast Iron and Steel Joint Stock Company, corresponding to 37,558,999 voting ballots, accounting for 87.33% of the total voting shares..

**1) Items on the agenda of the General Meeting from item 1 to item 7; 10; 11; 12:**

Total number of voting shares: 37,558,999 / 37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the meeting.

- Voting method: Voting card
- Total valid votes: 37,558,999
- Total invalid votes: 0 votes

**2) The items listed in the General Meeting agenda under Sections 8 and 9:**

Total number of voting shares: 14,963,579/37,558,999 votes, accounting for 39.84% of the total voting shares of the shareholders attending the meeting (after excluding 22,595,420 votes held by Vinacomin – Minerals Holding Corporation, which accounts for 100% of the voting shares of the shareholders attending the meeting).

- Voting method: Voting card
- Total valid votes: 14,963,579
- Total invalid votes: 0 votes

**Voting results:**



No	Voting items	In Favor		Against		No opinion	
		Number of voting ballots	Percentage of the total voting ballots at the Meeting	Number of voting ballots	Percentage of the total voting ballots at the Meeting	Number of voting ballots	Percentage of the total voting ballots at the Meeting
1	Report No. 897/BC-CISCO dated June 2, 2025, on the Business Performance Results in Implementation of the 2024 Resolution of General Meeting of Shareholders and the 2025 Production and Business Plan.	37,558,999	100%	0	0%	0	0%
2	Report No. 899/BC-CISCO dated June 2, 2025, on the Activities of the Board of Directors in Implementing the 2024 Resolution of General Meeting of Shareholders and the Activity Plan for 2025	37,558,999	100%	0	0%	0	0%
3	Report No. 900/BC-BKS dated June 2, 2025 on the activities of the Supervisory Board in 2024 and the activity plan for 2025	37,558,999	100%	0	0%	0	0%
4	Proposal No. 902/TTr-BKS dated June 2, 2025 on the selection of the auditing firm for the 2025 financial statements	37,558,999	100%	0	0%	0	0%
5	Proposal No. 901/TTr-CISCO dated June 2, 2025 on the approval of the audited financial statements for 2024	37,558,999	100%	0	0%	0	0%
6	Proposal No. 898/TTr-CISCO dated June 2, 2025 on the approval of the 2025 Investment and Construction Plan	37,558,999	100%	0	0%	0	0%
7	Proposal No. 903/TTr-CISCO dated June 2, 2025 on the payment of remuneration for the Board of Directors and the Supervisory Board in 2024 and the remuneration plan for 2025	37,558,999	100%	0	0%	0	0%
8	Proposal No. 904/TTr-CISCO dated June 2, 2025 on the approval of the economic contract for the purchase/sale of steel billets for 2025–2026 with Vinacomin – Minerals Holding Corporation	14,963,579	100%	0	0%	0	0%
9	Proposal No. 905/TTr-CISCO dated June 2, 2025 on the approval of the economic contract for the purchase/sale of metallurgical coke for 2025–2026 with Vinacomin – Minerals Holding Corporation	14,963,579	100%	0	0%	0	0%
10	Proposal No. 906/TTr-CISCO dated June 2, 2025 on the approval of the policy to increase the charter capital of Cao Bang Cast Iron and Steel Joint Stock Company	22,603,785	60.18%	14,955,214	39.82%	0	0%



No	Voting items	In Favor		Against		No opinion	
		Number of voting ballots	Percentage of the total voting ballots at the Meeting	Number of voting ballots	Percentage of the total voting ballots at the Meeting	Number of voting ballots	Percentage of the total voting ballots at the Meeting
11	Proposal No. 907/TTr-CISCO dated June 2, 2025 on the approval of the capital plan for implementing the production and mining plan in the Northern area of Na Rua iron mine for the 2025-2026 period	33,392,011	88.91%	0	0%	4,166,988	11.09%
12	Proposal No. 1030/TTr-CISCO dated June 2, 2025 on the investment decision for the project: Investment in a steel rolling line at the Cao Bang Iron and Steel Integrated Complex	10,796,591	72.2%	0	0%	4,166,988	27.8%



## **8. Resolutions passed at the General Meeting:**

Based on the Enterprise Law No. 59/2020/QH14, the Company's Charter, and the Regulations on organizing the 2025 Annual General Meeting of Shareholders; Based on the results recorded in the Vote Counting Minutes/Voting Cards, the Chairman of the Meeting concludes:

### **(1) The matters approved by the General Meeting: (11 matters)**

**8.1.** Approval of Report No. 897/BC-CISCO dated June 2, 2025 on the business performance in implementation of the 2024 Resolution of General Meeting of Shareholders and the Production and Business Plan for 2025.

*The resolution was passed with 37,558,999 votes in favor, accounting for 100% of the total voting shares of all shareholders present and voting at the meeting.*

**8.2.** Approval of Report No. 899/BC-CISCO dated June 2, 2025 on the activities of the Board of Directors in implementing the 2024 Resolution of General Meeting of Shareholders and the activity plan for 2025.

*The resolution was passed with 37,558,999 votes in favor, accounting for 100% of the total voting shares of all shareholders present and voting at the meeting.*

**8.3.** Approval of Report No. 900/BC-BKS dated June 2, 2025 on the activities of the Board of Supervisors in 2024 and the activity plan for 2025.

*The resolution was passed with 37,558,999 votes in favor, accounting for 100% of the total voting shares of all shareholders present and voting at the meeting.*

**8.4.** Approval of Proposal No. 902/TTr-BKS dated June 2, 2025 regarding the selection of the audit firm for the 2025 financial statements.

*The resolution was passed with 37,558,999 votes in favor, accounting for 100% of the total voting shares of all shareholders present and voting at the meeting.*

**8.5.** Proposal No. 901/TTr-CISCO dated June 2, 2025 regarding the approval of the audited 2024 financial statements.

*The resolution was passed with 37,558,999 votes in favor, accounting for 100% of the total voting shares of all shareholders present and voting at the meeting.*

**8.6.** Approval of Proposal No. 898/TTr-CISCO dated June 2, 2025 on the Investment and Construction Plan for 2025.

*The resolution was passed with 37,558,999 votes in favor, accounting for 100% of the total voting shares of all shareholders present and voting at the meeting.*

**8.7.** Approval of Proposal No. 903/TTr-CISCO dated June 2, 2025 on the remuneration payments for the Board of Directors and the Board of Supervisors in 2024 and the remuneration plan for 2025.

The planned remuneration level for the Board of Directors and the Supervisory Board for 2025 is adjusted as follows:



No	Title	Salary level for planned remuneration determination VND/person/month	Proportion	Number	Remuneration (VND/person/month)	Remuneration (VND/year)
1	Chairman of BOD	25.000.000	20%	01	5.000.000	60.000.000
2	Member of BOD	21.000.000	20%	04	4.200.000	201.600.000
3	Head of BOS	22.000.000	20%	01	4.400.000	52.800.000
4	Member of BOS	21.000.000	20%	02	4.200.000	100.800.000
	<b>Total</b>			<b>08</b>		<b>415.200.000</b>

*The resolution was passed with 37,558,999 votes in favor, accounting for 100% of the total voting shares of all shareholders present and voting at the meeting.*

**8.8.** Approval of Proposal No. 905/TTr-CISCO dated June 2, 2025 on the approval of the economic contract for the purchase/sale of steel billets for 2025–2026 with Vinacomin - Minerals Holding Corporation.

*The resolution was passed with 37,558,999 votes in favor, accounting for 100% of the total voting shares of all shareholders present and voting at the meeting.*

**8.9.** Approval of Proposal No. 904/TTr-CISCO dated June 2, 2025 on the approval of the economic contract for the purchase/sale of metallurgical coke for 2025–2026 with Vinacomin - Minerals Holding Corporation.

*The resolution was passed with 37,558,999 votes in favor, accounting for 100% of the total voting shares of all shareholders present and voting at the meeting.*

**8.10.** Approval of Proposal No. 907/TTr-CISCO dated June 2, 2025 on the approval of the capital plan to implement the production and mining plan in the Northern area of Na Rua Iron Mine for the period 2025-2026.

*The resolution was passed with 33,392,011 votes in favor, accounting for 88,91% of the total voting shares of all shareholders present and voting at the meeting.*

**8.11.** Approval of Proposal No. 1030/TTr-CISCO dated June 20, 2025 on the Investment Policy Decision for the Project: Investment in a steel rolling line at the Cao Bang Iron and Steel Integrated Complex.

*The resolution was passed with 10,796,591 votes in favor, accounting for 72,2% of the total voting shares of all shareholders present and voting at the meeting.*

**(2) The matters not approved by the General Meeting: (01 matter)**

Did not approve Report No. 906/TTr-CISCO dated June 2, 2025, regarding the plan to increase the charter capital of Cao Bang Iron and Steel Joint Stock Company.



*The resolution was not passed with 22,603,785 votes in favor, accounting for 60.18% of the total voting shares of all shareholders present and voting at the meeting.*

## **9. Approval of the Meeting Minutes and Resolutions**

9.1. Ms. Le Thi Linh Da – on behalf of the Secretariat – presented to the General Meeting the full text of the draft Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders.

9.2. Mr. Ngo Quoc Trung – Chairman of the Meeting – requested the General Meeting to vote on the approval of the Meeting Minutes and Resolutions.

### **(1) Approval of the Meeting Minutes:**

- Comments or discussions on the Meeting Minutes: None

\* *Voting method: Voting cards*

\* *Voting ratio:*

+ *Total number of voting shares: 37,558,999 votes /37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of valid votes: 37,558,999 votes /37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of invalid votes: 0 votes /37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of votes in favor: 37,558,999 votes /37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of votes against: 0 votes /37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of votes with no opinion: 0 votes /37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting.*

- Result: 100% of voting shareholders approved the Meeting Minutes.

### **(2) Approval of the General Meeting Resolution:**

- Comments or discussions on the General Meeting Resolution: None

\* *Voting method: Voting cards*

\* *Voting ratio:*

+ *Total number of voting shares: 37,558,999 votes /37,558,999 shares, accounting for 100% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of valid votes: 37,558,999 votes /37,558,999 votes, accounting for 100% the total voting shares of the shareholders attending the meeting;*



+ *Total number of invalid votes: 0 votes /37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting*

+ *Total number of votes in favor: 37,558,999 votes /37,558,999 votes, accounting for 100% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of votes against: 0 votes /37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting;*

+ *Total number of votes with no opinion: 0 votes /37,558,999 votes, accounting for 0% of the total voting shares of the shareholders attending the meeting.*

- **Result:** 100% of voting shareholders approved the Resolution of the General Meeting.

### **10. Closing of the General Meeting**

Mr. Ngo Quoc Trung – Chairman of the Meeting – declared the closing of the 2025 Annual General Meeting of Shareholders of Cao Bang Cast Iron and Steel Joint Stock Company.

The full text of the Minutes and the Resolutions of the 2025 Annual General Meeting of Shareholders was approved with 100% of voting shares at the Meeting.

The Meeting ended at 17:00 on June 24, 2025, immediately after the Company completed the agenda of the 2025 Annual General Meeting of Shareholders.

The Meeting Minutes were made in two copies of equal legal validity and shall be disclosed in accordance with the applicable laws and regulations.

The 2025 Annual General Meeting of Shareholders was officially closed at 17:05 on June 24, 2025./.

**ON BEHALF OF THE SECRETARIAT  
HEAD OF SECRETARIAT**



**Le Thi Linh Da**

**ON BEHALF OF THE PRESIDIUM  
CHAIRMAN**



**Ngo Quoc Trung**



*Cao Bang, June 24, 2025*

**MINUTES OF SHAREHOLDER ELIGIBILITY VERIFICATION  
FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Today, on June 24, 2025, at the Conference Hall on the 2nd floor, Cao Bang Steel Complex, Cao Bang Steel Joint Stock Company, Km7, QL4A, Chu Trinh Commune, Cao Bang City, Cao Bang Province, the Shareholder Eligibility Verification Committee for the 2025 Annual General Meeting of Shareholders of Cao Bang Steel Joint Stock Company, consisting of:

1. Mr. Đào Ngọc Minh - Head of Administration and Organization Department, Member, Committee Chairman;
2. Ms. Nguyễn Thị Thu - Administration and Organization Department, Committee Member;
3. Ms. Nguyễn Ngọc Linh - Officer of the Administration and Organization Department, Committee Member.

The Committee conducted the verification of the eligibility of all shareholders and authorized representatives attending the General Meeting. The results are as follows:

- As of 5:00 PM on March 21, 2025, the number of shareholders of Cao Bang Steel Joint Stock Company eligible to attend the General Meeting was 393 shareholders (including 4 organizations, 388 domestic individuals, and 1 foreign individual), representing 43,006,366 voting shares of the Company, as confirmed by the Vietnam Securities Depository and Clearing Corporation.

- As of 1:55 PM on June 24, 2025, the number of shareholders and authorized representatives present at the General Meeting was 5 individuals, representing 37,558,999 shares, equivalent to 87.33% of the total voting shares. All shareholders and their representatives present are fully eligible to attend the General Meeting.

Based on Clause 1, Article 145 of the Enterprise Law No. 59/2020/QH14:

1. All shareholders and authorized representatives present at the Annual General Meeting of Shareholders of Cao Bang Steel Joint Stock Company held today are eligible to attend the General Meeting.

2. The number of shareholders and authorized representatives present at this General Meeting holds more than 65% of the total voting shares of the Company, meeting the conditions for the General Meeting to proceed as regulated.

*(The list of shareholders attending the General Meeting is attached to these Minutes).*

These Minutes were recorded at 13:45 on the same day./.

**SHAREHOLDER ELIGIBILITY  
VERIFICATION COMMITTEE**



**Dao Ngoc Minh**





CÔNG TY CỔ PHẦN GANG THÉP CAO BẰNG

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc

**DANH SÁCH CỔ ĐÔNG ĐĂNG KÝ THAM DỰ ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2025**  
(Ngày 24 tháng 6 năm 2025)

(Kèm theo Biên bản kiểm tra tư cách cổ đông dự ĐHĐCĐ thường niên năm 2025 ngày 24/6/2025)

STT	Họ và tên	Mã cổ đồng/SDKKD/ CMND/HC	Địa chỉ liên hệ	Tổng số CP sở hữu	Tỷ lệ sở hữu (%)	Tổng số CP tham dự	Tỷ lệ sở hữu (%)2	Tổng số CP ủy quyền	Tỷ lệ sở hữu (%)3	Cá nhân	Tổ chức	Tổng số CP có quyền bq	Người được ủy quyền	Xác nhận (Ký và ghi rõ họ tên)
001	Tổng công ty khoáng sản - TKV	0106000168	193, Nguyễn Huy Tường, Thanh Xuân, Hà Nội	22.595.420	60,1598		0,0000	22.595.420	60,1598		x	22.595.420	Ngô Quốc Trung	
002	Công ty cổ phần xây lắp điện I (Công ty CP Tập đoàn PC1)	0100100745	Số 583 Nguyễn Trãi, Thanh Xuân, Hà Nội	10.788.226	28,7234		0,0000	10.788.226	28,7234		x	10.788.226	Trịnh Văn Tuấn	
003	CTCP Cơ khí và Khoáng sản Hà Giang	5100101762	Số 390, Đường Nguyễn Trãi, Tổ 17, p. Nguyễn Trãi, Hà Giang	4.166.988	11,0945		0,0000	4.166.988	11,0945		x	4.166.988	Nguyễn Ngọc Tuấn	
004	Nguyễn Trung Thành	080025744	Tổ 10, phường Đề Thám, TP Cao Bằng, tỉnh Cao Bằng	8.238	0,0219	8.238	0,0219		-	x		8.238		
005	Nông Nguyễn Nghiệp	080442061	Nam Tuấn, Hoà An, Cao Bằng	127	0,0003	127	0,0003		-	x		127		
	<b>TỔNG CỘNG:</b>			37.558.999	100,0000	8.365	0,0223	37.550.634	99,9777	2	3	37.558.999		





*Cao Bang, June 24, 2025*

**MINUTES OF VOTE COUNTING  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Today, at 1:30 PM on June 24, 2025, at the Conference Hall on the 2nd floor of the Cao Bang Iron and Steel Complex, located at: Km7, National Highway 4A, Chu Trinh Commune, Cao Bang City, Cao Bang Province, the 2025 Annual General Meeting of Shareholders was held.

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

(1) Mr. Hoang Duy Thang - Deputy Head of Electrical-Mechanical Department - Committee Head;

(2) Mr. Nguyen Van Hieu - Deputy Head of Planning and Materials Department - Member;

(3) Ms. Nguyen Thi Huong - Deputy Head of Accounting and Finance Department - Member;

(4) Ms. Nguyen Thi Hue - Staff of Planning and Materials Department - Member;

(5) Mr. Le Bao Trung - Staff of Organization and Administration Department - Member.

The vote counting for the agenda items of the General Meeting was conducted, with the following results:

Total number of shareholders of the Company: 393

Total number of shareholders attending the General Meeting: 05 (of which: 02 shareholders attended directly; 03 shareholders attended by proxy).

Total number of shares of attending shareholders: 37,558,999 shares out of 43,066,366 voting shares of Cao Bang Iron and Steel Joint Stock Company, equivalent to 37,558,999 voting ballots, accounting for 87.33% of the total voting ballots.

Agenda items from Item 1 to Item 7, Item 10, and Item 11:

Total number of valid voting ballots: 37,558,999/37,558,999 ballots, accounting for 100% of the total voting ballots of attending shareholders.

Voting method: Voting cards

Total number of valid ballots: 37,558,999

Total number of invalid ballots: 0

Agenda items at Item 8, Item 9, and Item 12:

Total number of valid voting ballots: 14,963,579/37,558,999 ballots, accounting for 39.84% of the total voting ballots of attending shareholders (after excluding 22,595,420 ballots owned by Vinacomin - Minerals Corporation, accounting for 100% of the total voting ballots of attending shareholders).

Voting method: Voting cards

Total number of valid ballots: 14,963,579

Total number of invalid ballots: 0

Voting Results:





No	Voting items	In Favor		Against		No opinion	
		Number of voting ballots	Percentage of the total voting ballots at the Meeting	Number of voting ballots	Percentage of the total voting ballots at the Meeting	Number of voting ballots	Percentage of the total voting ballots at the Meeting
1	Report No. 897/BC-CISCO dated June 2, 2025, on the Business Performance Results in Implementation of the 2024 Resolution of General Meeting of Shareholders and the 2025 Production and Business Plan.	37,558,999	100%	0	0%	0	0%
2	Report No. 899/BC-CISCO dated June 2, 2025, on the Activities of the Board of Directors in Implementing the 2024 Resolution of General Meeting of Shareholders and the Activity Plan for 2025	37,558,999	100%	0	0%	0	0%
3	Report No. 900/BC-BKS dated June 2, 2025 on the activities of the Supervisory Board in 2024 and the activity plan for 2025	37,558,999	100%	0	0%	0	0%
4	Proposal No. 902/TTr-BKS dated June 2, 2025 on the selection of the auditing firm for the 2025 financial statements	37,558,999	100%	0	0%	0	0%
5	Proposal No. 901/TTr-CISCO dated June 2, 2025 on the approval of the audited financial statements for 2024	37,558,999	100%	0	0%	0	0%
6	Proposal No. 898/TTr-CISCO dated June 2, 2025 on the approval of the 2025 Investment and Construction Plan	37,558,999	100%	0	0%	0	0%
7	Proposal No. 903/TTr-CISCO dated June 2, 2025 on the payment of remuneration for the Board of Directors and the Supervisory Board in 2024 and the remuneration plan for 2025	37,558,999	100%	0	0%	0	0%
8	Proposal No. 904/TTr-CISCO dated June 2, 2025 on the approval of the economic contract for the purchase/sale of steel billets for 2025–2026 with Vinacomin – Minerals Holding Corporation	14,963,579	100%	0	0%	0	0%
9	Proposal No. 905/TTr-CISCO dated June 2, 2025 on the approval of the economic contract for the purchase/sale of metallurgical coke for 2025–2026 with Vinacomin – Minerals Holding Corporation	14,963,579	100%	0	0%	0	0%
10	Proposal No. 906/TTr-CISCO dated June 2, 2025 on the approval of the policy to increase the charter capital of Cao Bang Cast Iron and Steel Joint Stock Company	22,603,785	60.18%	14,955,214	39.82%	0	0%



No	Voting items	In Favor		Against		No opinion	
11	Proposal No. 907/TTr-CISCO dated June 2, 2025 on the approval of the capital plan for implementing the production and mining plan in the Northern area of Na Rua iron mine for the 2025–2026 period	33,392,011	88.91%	0	0%	4,166,988	11.09%
12	Proposal No. 1030/TTr-CISCO dated June 2, 2025 on the investment decision for the project: Investment in a steel rolling line at the Cao Bang Iron and Steel Integrated Complex	10,796,591	72.2%	0	0%	4,166,988	27.8%



The minutes of the vote count for the 2025 Annual General Meeting of Shareholders were completed at 16:30 on the same day and were approved by the General Meeting.

The General Meeting unanimously agreed with 100% approval, with no dissenting opinions.

**MEMBER**



**Nguyen Van Hieu**



**Nguyen Thi Huong**



**Nguyen Thi Hue**



**Le Bao Trung**

**HEAD OF THE VOTE  
COUNTING COMMITTEE**



**Hoang Duy Thang**

