

NOTICE OF CHANGE IN PERSONNEL

To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange

Pursuant to Resolution No. 03/2026/NQ-HĐQT dated June 25, 2026 of the Board of Directors of Lao Cai Mineral Mining and Processing Joint Stock Company;

Pursuant to the Minutes of the Supervisory Board Meeting dated June 25, 2026;

Lao Cai Mineral Mining and Processing Joint Stock Company hereby respectfully announces the following changes in the Company's personnel:

Trường hợp Bổ nhiệm

1. Mr. Vu Viet Cuong

- Position prior to appointment: N/A
- Appointed position: Chairman of the Board of Directors
- Term of appointment: 2026–2031 term
- Effective date: June 24, 2026

2. Mr. Nguyen Duc Thang

- Position prior to appointment: Member of the Board of Director
- Appointed position: Member of the Board of Directors
- Term of appointment: 2026–2031 term
- Effective date: June 24, 2026

3. Mr. Hoang Quoc Tung

- Position prior to appointment: Member of the Board of Directors
- Appointed position: Member of the Board of Directors
- Term of appointment: 2026–2031 term
- Effective date: June 24, 2026

4. Mr. Ngo Truong An

- Position prior to appointment: Member of the Board of Directors
- Appointed position: Member of the Board of Directors
- Term of appointment: 2026–2031 term
- Effective date: June 24, 2026

5. Mr. Bui Thanh Binh

- Position prior to appointment: Member of the Board of Directors
- Appointed position: Member of the Board of Directors
- Term of appointment: 2026–2031 term
- Effective date: June 24, 2026

6. Mr. Nhu Ngoc Quang

- Position prior to appointment: Head of the Supervisory Board
- Appointed position: Member of the Supervisory Board
- Term of appointment: 2026–2031 term

- Effective date: June 24, 2026

7. Mr. Ngo Gia Huy

- Position prior to appointment: Member of the Supervisory Board
- Appointed position: Head of the Supervisory Board
- Term of appointment: 2026–2031 term
- Effective date: June 24, 2026

8. Mr. Nguyen Van Tuan

- Position prior to appointment: Member of the Supervisory Board
- Appointed position: Member of the Supervisory Board
- Term of appointment: 2026–2031 term
- Effective date: June 24, 2026

Dismissal / Termination of Office:

1. Mr. Vu Dinh Vinh

- Position prior to dismissal: Chairman of the Board of Directors
- Position relinquished: Chairman of the Board of Directors
- Remaining position(s) held: None. Following the dismissal, Mr. Vu Dinh Vinh is no longer an internal person of the Company.
- Reason for dismissal: Expiration of term of office
- Effective date: June 24, 2026

Enclosures:

- *Resolution No. 01/NQ-DAGM;*
- *Resolution No. 03/2026/NQ-BOD;*
- *Minutes of the Supervisory Board Meeting*

INFORMATION DISCLOSER



Ngô Trung An

No: 01 /NQ-ĐHĐCĐ

Lao Cai, June 24, 2026

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Lao Cai Mineral Mining and Processing Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders.

RESOLVES

Article 1: To approve in full the reports of the Board of Directors, the Board of Management, and the Supervisory Board on the Company's operational performance and business results for 2025.

Article 2: To approve the 2025 financial statements (separate financial statements of the parent company and consolidated financial statements) of Lao Cai Mineral Mining and Processing Joint Stock Company, as audited by International Auditing and Valuation Company Limited.

Article 3: To authorize the Board of Directors to select an independent auditing firm for the audit of the Company's 2026 financial statements from among the auditing firms approved by the State Securities Commission of Vietnam to audit public companies.

Article 4: To approve the business performance for 2025 and the business plan for 2026.

✓ *Approval of the 2025 business performance*

The key financial indicators for 2025 as presented in the audited consolidated financial statements and audited separate financial statements of the parent company are as follows:

No	Item	Unit	Consolidated Financial Statements	Separate Financial Statements
1	Total Assets	VND billion	194.351	140.254
2	Share Capital	VND billion	246.330	246.33
3	Net Revenue from Sales and Service Rendering	VND billion	45.157	25.225
4	Profit After Tax	VND billion	(2.890)	(2.797)

✓ *Approval of the 2026 business plan*

STT	Item	Unit	Giá trị
1	Net Revenue from Sales and Service Rendering	VND billion	50
2	Consolidated Profit After Tax	VND billion	5

Article 5: To approve the authorization of the Board of Directors to decide on certain matters falling within the authority of the General Meeting of Shareholders, including:

- Deciding on transactions, contracts, and loans between the Company and its subsidiaries and associated companies.
- Deciding on investments, mergers and acquisitions (M&A), and other corporate transactions with a value equal to or exceeding 35% of the total assets recorded in the Company's most recent financial statements.

Article 6: To approve the remuneration for the Board of Directors and the Supervisory Board. Remuneration plan for the Board of Directors and the Supervisory Board in 2026:

- Board of Directors: VND 1,000,000 per member per month.
- Supervisory Board: VND 1,000,000 per member per month.

In the event that the Company fails to achieve its 2026 business plan targets, the remuneration payable to the Board of Directors and the Supervisory Board shall be VND 0.

Article 7: To approve the election of members of the Board of Directors and the Supervisory Board for the 2026–2031 term:

- Election of members of the Board of Directors:
 - Mr. Vu Viet Cuong
 - Mr. Nguyen Duc Thang
 - Mr. Hoang Quoc Tung
 - Mr. Bui Thanh Binh
 - Mr. Ngo Truong An
- Election of members of the Supervisory Board:
 - Mr. Nhu Ngoc Quang
 - Mr. Ngo Gia Huy
 - Mr. Nguyen Van Tuan

Article 8: This Resolution was unanimously approved in its entirety by the General Meeting of Shareholders and shall take effect from the date of its adoption by the General Meeting of Shareholders.

The Board of Directors, the Board of Management, and all relevant individuals and departments shall be responsible for the implementation of this Resolution./.

To:

State Securities Commission of Vietnam (for reporting)
Hanoi Stock Exchange
Board of Directors, Board of Management,
Supervisory Board
Shareholders

Archived at: Finance and Accounting
Department, Corporate Governance
Department

CHAIRMAN OF THE MEETING



VU DINH VINH

No. 03/2026/NQ-HĐQT

Lao Cai, June 25, 2026

RESOLUTION OF THE BOARD OF DIRECTORS
LAO CAI MINERAL MINING AND PROCESSING JOINT STOCK COMPANY
(Regarding the Election of the Chairman of the Board of Directors for the 2026–2031 Term)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter on Organization and Operation of Lao Cai Mineral Mining and Processing Joint Stock Company;
- Pursuant to Minutes of the Board of Directors Meeting No. 03/2026/BB-HĐQT..

RESOLVES

Article 1. To approve the election of Mr. Vu Viet Cuong as Chairman of the Board of Directors of Lao Cai Mineral Mining and Processing Joint Stock Company for the 2026–2031 term.

Article 2. Members of the Board of Directors, the Board of Management, and relevant departments and individuals of the Company shall be responsible for implementing this Resolution.

This Resolution shall take effect from the date of signing.

Recipients:

- As stated in Article 2;
- Members of the Board of Directors and the Supervisory Board;
- Archived at the Company's Office..

ON BEHALF OF THE BOARD OF DIRECTORS
MEMBER OF THE BOARD OF DIRECTORS



VU VIET CUONG

No. 25/2026/BB/BKS

Lao Cai, June 25, 2026



MINUTES OF THE MEETING OF THE SUPERVISORY BOARD

Re: Election of the Head of the Supervisory Board

I. TIME, VENUE AND ATTENDEES

1. **Time:** 08:00 a.m., June 25, 2026
2. **Venue:** Office of Lao Cai Mineral Mining and Processing Joint Stock Company
3. **Attendees:**

The members of the Supervisory Board elected by the 2026 Annual General Meeting of Shareholders of Lao Cai Mineral Mining and Processing Joint Stock Company held on June 24, 2026, including:

1. Mr. Nhu Ngoc Quang
2. Mr. Ngo Gia Huy
3. Mr. Nguyen Van Tuan

II. MEETING AGENDA

- Election of the Head of the Supervisory Board of Lao Cai Mineral Mining and Processing Joint Stock Company for the 2026–2031 term

- Voting method: Secret ballot

The Supervisory Board unanimously nominated **Mr. Ngo Gia Huy** for the position of Head of the Supervisory Board of Lao Cai Mineral Mining and Processing Joint Stock Company for the 2026–2031 term;

The Supervisory Board conducted a secret ballot, with the following results:

- Number of ballots issued: 03
- Number of ballots collected: 03

Voting Result: The Supervisory Board unanimously approved, with 100% of votes in favor, the election of **Mr. Ngo Gia Huy** as the Head of the Supervisory Board of Lao Cai Mineral Mining and Processing Joint Stock Company for the 2026–2031 term;

The meeting was adjourned at 11:15 a.m. on the same day. These Minutes were reviewed, approved and signed by all members of the Supervisory Board.

MEMBERS OF THE SUPERVISORY BOARD

1. Mr. Nhu Ngoc Quang
2. Mr. Ngo Gia Huy
3. Mr. Nguyen Van Tuan

Sign

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