

No: 01/BC-LCM

Lao Cai, January 26, 2026

REPORT ON CORPORATE GOVERNANCE
(For the year ended at 31/12/2025)

To:

- The State Securities Commission;
- The Stock Exchange.

- Name of company: Lao Cai Mineral Exploitation & Processing JSC

- Headquarter: House No. 28B, Phan Dinh Giot Street, Lao Cai Ward, Lao Cai City, Lao Cai Province

- Telephone: 0214.383.0036 Fax: 0214.383.0036 Email:

- Charter capital: 246,330,000,000 VND

- Stock symbol: LCM

- Governance model:

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

- The implementation of internal audit:

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including resolutions of the General Meeting of Shareholders adopted by written consultation):

The Annual General Meeting of Shareholders for 2025 has not yet been successfully convened.

No.	Resolution/Decision No.	Date	Content
	01/NQ – ĐHĐCĐ	09/07/2025	The Annual General Meeting of Shareholders for 2025 convened and approved the following matters: (1) Report of the Board of

			Management; (2) Report of the Board of Directors; Independent Member(s) of the Board of Directors' Report; (3) Report of the Supervisory Board; (4) Approval of the audited financial statements for the year 2024; (5) Approval of the authorization granted to the Board of Directors to select the auditor for the 2025 financial statements; (6) Approval of the 2024 business performance results and the 2025 business plan; (7) Approval of the authorization granted to the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders; (8) Remuneration plan for the Board of Directors and the Supervisory Board for 2025.
--	--	--	---

II. Board of Management (For the year ended at 31/12/2025):

1. Information about the members of the Board of Management:

No.	Board of Management' members	Position (Independent members of the Board of Management, Non-executive members of the Board of Management)	The date becoming/ceasing to be the member of the Board of Management	
			Date of appointment	Date of dismissal
1	Mr. Vu Dinh Vinh	Chairman	25/06/2021	
2	Mr. Nguyen Duc Thang	Board Member	26/05/2016	
3	Mr. Ngo Truong An	Board Member	14/06/2014	

4	Mr. Hoang Quoc Tung	Independent/Non-Executive Board Member	24/06/2020	
5	Mr. Bui Thanh Binh	Independent/Non-Executive Board Member	24/06/2020	

2. Meetings of the Board of Mangement:

No.	Board of Director' member	Number of meetings attended by Board of Management	Attendan ce rate	Reasons for absence
1	Mr. Vu Dinh Vinh	5/5	100%	
2	Mr. Nguyen Duc Thang	5/5	100%	
3	Mr. Ngo Truong An	5/5	100%	
4	Mr. Hoang Quoc Tung	5/5	100%	
5	Mr. Bui Thanh Binh	5/5	100%	

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

Closely supervise the implementation of solutions to promote production and business activities in order to achieve the objectives set out in the Resolution of the Annual General Meeting of Shareholders. The Company makes timely decisions in directing and managing production and business operations, which are issued in accordance with the authority prescribed by law and the Company's regulations.

Inspect the implementation and application of the internal regulations and policies that have been issued, and direct the handling of issues arising in production and business activities in line with the Company's actual conditions.

Review compliance with the Law on Enterprises, the Company's Charter, and applicable laws and regulations.

4. Activities of the Board of Directors' subcommittees (If any): None

5. Resolutions/Decisions of the Board of Directors (The year 2025):

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2025/NQ-HĐQT	24/03/2025	Extension of the deadline for holding the 2025 Annual General Meeting of Shareholders	100%
2	02/2025/NQ-HĐQT	24/03/2025	Holding the 2025 Annual General Meeting of Shareholders	100%
3	03/2025/NQ-HĐQT	02/05/2025	Approval of the General Meeting of Shareholders' documents	100%
4	04/2025/NQ-HĐQT	28/07/2025	Selection of the auditor for the year 2025.	100%
5	05/2025/NQ-HĐQT	25/12/2025	Summary of production and business performance in 2025 and orientation for 2026.	100%

III. Board of Supervisors (The year 2025):

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Nhu Ngoc Quang	Head of Board of Supervisors	26/06/2019	Bachelor of Accounting
2	Mr. Ngo Gia Huy	Board member	20/05/2016	Bachelor of Economics
3	Mr. Nguyen Van Tuan	Board member	12/07/2022	Master of Economics

2. Meetings of Board of Supervisors or Audit Committee

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Nhu Ngoc Quang	2/2	100%	100%	
2	Mr. Ngo Gia Huy	2/2	100%	100%	
3	Mr. Nguyen Van Tuan	2/2	100%	100%	

3. Supervising Board of Managements, Board of General Directors and shareholders by Board of Supervisors:

- The Supervisory Board operated independently, objectively, and prudently in accordance with its assigned functions and duties; held regular meetings and ensured full attendance of its members.

- The Supervisory Board monitored the Board of Directors' compliance with the resolutions of the General Meeting of Shareholders, the Company's Charter, the Law on Enterprises, and applicable laws and regulations.

- The Supervisory Board supervised the exercise of shareholders' rights and obligations, the provision of information to shareholders, and the handling of shareholders' requests in accordance with applicable regulations.

4. The coordination among the Board of Supervisors, the Board of Management, Board of General Directors and other managers:

- The members of the Board of General Directors and the Board of Management always create favorable conditions for the Board of Supervisors to fulfill its obligations

- The Board of Supervisors is notified of invitations to regular and extraordinary meetings of the Board of Management and the Board of General Directors.

- When there is a request for information, documents, meeting invitations or convenings related to the Company's operations, the Board of Management and Board of General Directors always coordinate and provide full information support.

5. Other activities of the Board of Supervisors and Audit Committee (if any):

IV. Board of General Directors

No.	Members of Board of General Directors	Date of birth	Qualification	Date of appointment/dismissal of members of the Board of General Directors
1	Mr Nguyen Duc Thang	30/03/1979	Telecommunications Engineer	22/06/2016
2	Mr Ngo Truong An	07/02/1985	Bachelor	05/05/2020

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/dismissal
Nguyen Thi Hoa	30/09/1960	Bachelor	16/09/2011

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Management, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: *None*

VII. The list of affiliated persons of the public company (First half of 2025) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Mr. Vu Dinh Vinh								
2	Mr. Nguyen Duc Thang								

3	Mr. Ngo Truong An								
4	Mr. Bui Thanh Binh								
5	Mr. Hoang Quoc Tung								
6	Mr. Nhu Ngoc Quang								
7	Mr. Ngo Gia Huy								
8	Mr. Nguyen Van Tuan								
9	Ms. Nguyen Thi Hoa								
10	Mr. Le Tuan Viet								
11	Mrs. Nghiem Thi Nhanh								

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

No.	Name of organization/individual	Relationship with the Company	NSH No. *, date of issue, place of issue	Addresses	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note

NSH* No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power.

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No./ Passport No., date of issue, place of issue	Addresses	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Management, or CEOs in three (03) latest years (calculated at the time of reporting): *None*

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Management, Board of Supervisors, Director (General Director) and other managers as a member of Board of Management, Director (General Director or CEO): *None*.

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: *None*

VIII. Share transactions of internal persons and their affiliated persons (The year 2025)

1. The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note

1	Mr. Vu Dinh Vinh		Chairman of the Board					
1.1	Vu Huy Thong							
1.2	Nong Thi Thu							
1.3	Nguyen Thu Giang							
1.4	Nguyen Van Son							
1.5	Hoang Thi Viet Ha							
1.6	Vu Ha Trang							
1.7	Nguyen Ngoc Lam							
1.8	Vu Lam Tung							
1.9	Vu Ha Chau							
2	Mr. Nguyen Duc Thang		Board Member and General Director					
2.1	Nguyen Dac Bo							

2.2	Duong Thi Hong							
2.3	Dinh Thi Phuong Lien							
2.4	Nguyen Thi Thu Ha							
2.5	Nguyen Thi Bac							
2.6	Nguyen Bao Hien							
2.7	Nguyen Tung Luong							
3	Mr. Ngo Truong An		Board Member and Deputy General Director , Informa					

			tion Security Officer					
3.1	Ngo Van Thu							
3.2	Cung Thi Thanh Binh							
3.3	Ngo Quang Thao							
3.4	Mai Thi Hien							
4	Mr. Bui Thanh Binh		Board of member					
4.1	Bui Thanh Thinh							
4.2	Dinh Thi Mo							
4.3	Bui Xuan Tinh							
4.4	Bui Thi Xuan Yen							
5	Mr. Hoang Quoc Tung		Board of member					
5.1	Viet Thi Luu							
5.2	Nguyen							

	Quynh							
6	Mr. Nhu Ngoc Quang		Head of Board of Supervis ors					
6.1	Nhu Cong Hien							
6.2	Quach Thi Thang							
6.3	Nguyen Thi Thuong							
6.4	Nhu Cao Vinh							
7	Mr. Ngo Gia Huy		Member of Board of Supervis ors					
7.1	Ngo Gia Loi							
7.2	Ha Thi Mai Luong							
7.3	Ngo Gia Minh							
8	Mr. Nguyen Van Tuan		Member of Board of Supervis ors					
8.1	Nguyen Huu							

	Trong							
8.2	Tran Thi Binh							
8.3	Le Thi Huyen Thuong							
8.4	Nguyen Thien Khoi							
8.5	Nguyen Yen Trang							
8.6	Nguyen Thi Phuong Thao							
8.7	Dang Thanh Truyen							
8.8	Le Van Phu							
8.9	Bang Thi Lien							
9	Ms. Nguyen Thi Hoa		Chief Account ant					
9.1	Nguyen Thi Hue							
9.2	Tran Van Hoa							
9.3	Nguyen Trong							

	Hong							
9.4	Nguyen Thi Nhan							
9.5	Nguyen Minh Chuyen							
9.6	Nguyen Trong Gia							
9.7	Nguyen Trong Oai							
9.8	Nguyen Thi Thanh Toan							
9.9	Tran Thi Thanh Huyen							
9.10	Tran Xuan Huy							
10	Mr. Le Tuan Viet		Head of Internal Audit					
10.1	Le Trong Triet							
10.2	Duong Thi Hong Hai							
10.3	Le Hoai Nam							

11	Mrs. Nghiem Thi Nhanh		Corpora te Governance Officer					
11.1	Nghiem Xuan Thuat							
11.2	Tran Thi Trinh							
11.3	Nghiem Thi Huyen							
11.4	Nghiem Thi Thao Nguyen							
11.5	Nghiem Phuc Hung							
11.6	Tran Trung Linh							
11.7	Tran Khai Phong							
11.8	Tran Dang Duong							
11.9	Tran Trung Bau							
11.10	Le Thi Hai							

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

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	

IX. Other significant issues

:

Recipients:

-

- Archived:....

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)



VU DINH VINH