

TỔNG CÔNG TY KHOÁNG SẢN - TKV  
VINACOMIN - MINERALS HOLDING COMPANY  
CÔNG TY CỔ PHẦN GANG THÉP CAO BẰNG  
CAO BANG CAST IRON AND STEEL  
JOINT STOCK COMPANY

Số: ~~111~~ /CISCO-TCHC  
No.: ~~111~~ /CISCO-TCHC

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
THE SOCIALIST REPUBLIC OF VIETNAM  
Độc lập - Tự do - Hạnh phúc  
Independence - Freedom - Happiness

Cao Bằng, ngày 24 tháng 4 năm 2026  
Cao Bang, April 24, 2026

V/v thay đổi nhân sự/Personnel Changes

## THÔNG BÁO THAY ĐỔI NHÂN SỰ CHANGE IN PERSONNEL

Kính gửi/To:

- Ủy ban Chứng khoán Nhà Nước;
- State Securities Committee;
- Sở Giao dịch Chứng khoán Hà Nội
- Ha Noi Stock Exchange.

Căn cứ Nghị quyết số: 769/NQ-CISCO-ĐHĐCĐ ngày 24/4/2026 của Đại hội đồng cổ đông thường niên năm 2026 Công ty Cổ phần Gang thép Cao Bằng, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần Gang thép Cao Bằng như sau:

Based on Board Resolution No.: 769/NQ-CISCO-ĐHĐCĐ dated April 24, 2026, issued by the 2026 Annual General Meeting of Shareholders of Cao Bang Iron and Steel Joint Stock Company, we would like to formally announce the changes in the Company's personnel as follows:

### I. TRƯỜNG HỢP BỎ NHIỆM/ BASED ON BOARD RESOLUTION NO:

#### 1. Ông: Lý Xuân Tuyên/ Mr. Ly Xuan Tuyen

- Chức vụ trước khi bỏ nhiệm/Former position in the organization: Phó Tổng giám đốc Tổng công ty Khoáng sản – TKV/Deputy General Director of VIMICO – TKV (a Joint Stock Corporation).

- Chức vụ được bổ nhiệm/Newly appointed position: Thành Viên HĐQT Công ty Cổ phần Gang thép Cao Bằng/ Member of the Board of Directors of Cao Bang Iron and Steel Joint Stock Company.

- Thời hạn bổ nhiệm/Term: Nhiệm kỳ 2022-2027/The 2022-2027 tenure

- Ngày bắt đầu có hiệu lực/Effective date: Ngày 24/4/2026/April 24, 2026.

#### 2. Ông: Trần Văn Chương

- Chức vụ trước khi bỏ nhiệm/Former position in the organization: Giám đốc Công ty Cổ phần Khoáng sản Luyện kim Cao Bằng/Director of Cao Bang Mining and Metallurgy Joint Stock Company.

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành Viên HĐQT Công ty Cổ phần Gang thép Cao Bằng/*Member of the Board of Directors of Cao Bang Iron and Steel Joint Stock Company*.

- Thời hạn bổ nhiệm/*Term*: Nhiệm kỳ 2022-2027/*The 2022-2027 tenure*

- Ngày bắt đầu có hiệu lực/*Effective date*: Ngày 24/4/2026/*April 24, 2026*.

### 3. Ông: Vũ Thị Thanh Hảo

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Phó trưởng phòng Kế hoạch tại Tổng công ty Khoáng sản – TKV/*Deputy Manager of the Planning Department at VIMICO – TKV (a Joint Stock Corporation)*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành Viên HĐQT Công ty Cổ phần Gang thép Cao Bằng/*Member of the Board of Directors of Cao Bang Iron and Steel Joint Stock Company*.

- Thời hạn bổ nhiệm/*Term*: Nhiệm kỳ 2022-2027/*The 2022-2027 tenure*

- Ngày bắt đầu có hiệu lực/*Effective date*: Ngày 24/4/2026/*April 24, 2026*.

### 4. Ông: Tô Xuân Thanh

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Thành viên HĐQT Công ty Cổ phần Gang thép Cao Bằng/*Member of the Board of Directors of Cao Bang Iron and Steel Joint Stock Company*.

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành Viên ban kiểm soát Công ty Cổ phần Gang thép Cao Bằng/*Member of the Supervisory Board of Cao Bang Iron and Steel Joint Stock Company*.

- Thời hạn bổ nhiệm/*Term*: Nhiệm kỳ 2022-2027/*The 2022-2027 tenure*

- Ngày bắt đầu có hiệu lực/*Effective date*: Ngày 24/4/2026/*April 24, 2026*.

## II. TRƯỜNG HỢP MIỄN NHIỆM:

### 1. Ông: Ngô Quốc Trung

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position*: Thành viên HĐQT; Chủ tịch HĐQT Công ty cổ phần Gang thép Cao Bằng/*Member of the Board of Directors and Chairperson of the Board of Directors of Cao Bang Iron and Steel Joint Stock Company*.

- Lý do miễn nhiệm (nếu có)/*Reason (if any)*: Theo Nghị quyết số 769/NQ-CISCO-ĐHĐCĐ ngày 24/4/2026/*According to Resolution No. 769/NQ-CISCO-ĐHĐCĐ dated April 24, 2026*.

- Ngày bắt đầu có hiệu lực/*Effective date*: Ngày 24/4/2026/*April 24, 2026*.

### 2. Ông: Nguyễn Văn Phương

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position*: Thành viên HĐQT Công ty Cổ phần Gang thép Cao Bằng / *Member of the Board of Directors of Cao Bang Iron and Steel Joint Stock Company*.



- Lý do miễn nhiệm (nếu có)/Reason (if any): Theo Nghị quyết số 769/NQ-CISCO-ĐHĐCĐ ngày 24/4/2026/ According to Resolution No. 769/NQ-CISCO-ĐHĐCĐ dated April 24, 2026.

- Ngày bắt đầu có hiệu lực/Effective date: Ngày 24/4/2026/April 24, 2026

### 3. Ông: Tô Xuân Thanh

- Không còn đảm nhận chức vụ/Dismissed/Resigned position: Thành viên HĐQT Công ty Cổ phần Gang thép Cao Bằng / Member of the Board of Directors of Cao Bang Iron and Steel Joint Stock Company.

- Lý do miễn nhiệm (nếu có)/Reason (if any): Theo Nghị quyết số 769/NQ-CISCO-ĐHĐCĐ ngày 24/4/2026/ According to Resolution No. 769/NQ-CISCO-ĐHĐCĐ dated April 24, 2026.

- Ngày bắt đầu có hiệu lực/Effective date: Ngày 24/4/2026/April 24, 2026

### 4. Bà: Đào Thị Vân Anh

- Không còn đảm nhận chức vụ/Dismissed/Resigned position: Thành viên Ban kiểm soát Công ty Cổ phần Gang thép Cao Bằng/ Member of the Supervisory Board of Cao Bang Iron and Steel Joint Stock Company.

- Lý do miễn nhiệm (nếu có)/Reason (if any): Theo Nghị quyết số 769/NQ-CISCO-ĐHĐCĐ ngày 24/4/2026/ According to Resolution No. 769/NQ-CISCO-ĐHĐCĐ dated April 24, 2026.

- Ngày bắt đầu có hiệu lực/Effective date: Ngày 24/4/2026/April 24, 2026

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 24/4/2026 tại đường dẫn (<https://gtcb.com.vn>) /This information was published on the company's website on 24/4/2026 (date), as in the link (<https://gtcb.com.vn>).

#### Nơi nhận/ Recipients:

- Như kính gửi/ As above;
- Lưu: VT/ Archived: Administration Office.

#### Tài liệu đính kèm/Attached documents:

- Nghị quyết số: 769/NQ-CISCO-ĐHĐCĐ/- Resolution No.: 769/NQ-CISCO-DHDCD;
- Bản cung cấp thông tin các trường hợp bổ nhiệm/Information disclosure regarding appointed personnel.

NGƯỜI ĐẠI DIỆN THEO PHÁP LUẬT  
LEGAL REPRESENTATIVE  
GIÁM ĐỐC/ DIRECTOR



Nguyễn Văn Phương  
Nguyen Van Phuong

No.: 769/NQ-CISCO-ĐHĐCĐ

Cao Bang, April 24, 2026

**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-GTCSB dated July 21, 2021, of the Board of Directors of Cao Bang Iron and Steel Joint Stock Company;*

*Based on the Minutes of the 2026 Annual General Meeting of Shareholders of Cao Bang Iron and Steel Joint Stock Company dated April 24, 2026.*

**RESOLUTION:**

**Article 1. Approval of Report No. 619/BC-CISCO dated April 03, 2026, by the Board of Directors on the business and production results in implementing the 2025 Annual General Meeting of Shareholders' Resolution, and the 2026 Business and Production Plan, with the following key targets:**

**1. Key Production and Business Performance Results for 2025:**

| No. | Key Indicators                  | Unit                      | 2025 Plan | 2025 Actual | Comparison (%) |
|-----|---------------------------------|---------------------------|-----------|-------------|----------------|
| 1   | Revenue                         | VND million               | 2,257,550 | 2,068,918   | 92             |
| 2   | Profit after tax                | VND million               |           | (205,232)   |                |
| 3   | Tax payment to the State Budget | VND million               | 49,681    | 31,818      | 64             |
| 4   | Total salary fund               | VND million               | 85,748    | 87,100      | 102            |
| 5   | Average salary                  | VND million /person/month | 9.66      | 10.4        | 107            |
| 6   | Steel billets produced          | Tons                      | 135,000   | 137,819     | 102            |
| 7   | Steel billets sold              | Tons                      | 160,000   | 162,036     | 101            |

**2. Key Production and Business Plan Targets for 2026:**

| No. | Key Indicators                  | Unit                      | 2025 Actual | 2026 Plan | Comparison (%) |
|-----|---------------------------------|---------------------------|-------------|-----------|----------------|
| 1   | Revenue                         | VND million               | 2,068,918   | 2,299,244 | 111            |
| 2   | Profit after tax                | VND million               | (205,232)   | -         |                |
| 3   | Tax payment to the State Budget | VND million               | 31,818      | 52,456    | 165            |
| 4   | Total salary fund               | VND million               | 87,100      | 73,000    | 84             |
| 5   | Average income                  | VND million /person/month | 10.4        | 10.5      | 101            |
| 6   | Steel billets produced          | Tons                      | 137,819     | 165,450   | 120            |
| 7   | Steel billets sold              | Tons                      | 162,036     | 160,000   | 99             |

The General Meeting of Shareholders assigns the Board of Directors to direct the Company's Director to develop revised 2026 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 2026.

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 Report No. 620/BC-CISCO dated April 03, 2026, by the Board of Directors on the Board's activities in implementing the 2025 General Meeting of Shareholders' Resolutions and the 2026 action plan.**

**Article 3. Approval of Report No. 621/BC-CISCO dated April 03, 2026, by the Supervisory Board on the Board's 2025 activities and its 2026 action plan.**

**Article 4. Approval of Proposal No. 625/TTr-CISCO dated April 03, 2026, by the Supervisory Board on the selection of an auditing firm for the 2026 financial statements.**

The General Meeting of Shareholders authorizes the Supervisory Board to act as the focal point in coordination with the Company to select one of the following auditing firms to conduct the audit of the Company's 2026 Financial Statements.

- AASC Auditing Firm Company Limited;
- Viet Nam Auditing & Evaluation Company Limited;
- BDO Audit Services Company Limited (BDO).

**Article 5. Approval of the Audited Financial Statements for 2025.**

**Article 6. Approval of the 2025 construction investment results and the 2026 construction investment plan, as per Proposal No. 622/TTr-CISCO dated April 03, 2026, by the Board of Directors.**

**Article 7. Approval of the remuneration for the Board of Directors and the Board of Controllers of the Company for 2026.**

**1) Payment of remuneration for the Board of Directors (BOD) and the Board of Controllers (BOC) of the Company for 2025.**

No remuneration was paid to the BOD and the BOC for 2025 due to losses in business and production activities in 2025

**2) The Plan for Payment of remuneration for the Board of Directors and the Supervisory Board in 2026.**

| No | Title           | Salary level for planned remuneration determination VND/person/month | Proportion | Number    | Remuneration (VND/person/month) | Remuneration (VND/year) |
|----|-----------------|----------------------------------------------------------------------|------------|-----------|---------------------------------|-------------------------|
| 1  | Chairman of BOD | 37,000,000                                                           | 20%        | 01        | 7,400,000                       | 88,800,000              |
| 2  | Member of BOD   | 30,000,000                                                           | 20%        | 04        | 6,000,000                       | 288,000,000             |
| 3  | Head of BOS     | 31,000,000                                                           | 20%        | 01        | 6,200,000                       | 74,400,000              |
| 4  | Member of BOS   | 30,000,000                                                           | 20%        | 02        | 6,000,000                       | 144,000,000             |
|    | <b>Total</b>    |                                                                      |            | <b>08</b> |                                 | <b>595,200,000</b>      |

(In words: Five hundred and ninety-five million, two hundred thousand (VND)./.)

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The aforementioned remuneration amounts are estimates only; the actual remuneration paid to the Board of Directors and the Board of Controllers shall be determined based on the Company's business and production results for 2026.

**Article 8. To not approve Proposal No. 630/TTr-CISCO dated April 03, 2026, issued by the Board of Directors, regarding the policy to increase the Charter Capital of Cao Bang Iron and Steel Joint Stock Company.** ✓

**Article 9. Approval of the 2026-2027 economic contract for the purchase/sale of steel billets with VIMICO - Vinacomin, as per Proposal No. 627/TTr-CISCO dated April 03, 2026, by the Board of Directors.**

The General Meeting of Shareholders hereby authorizes the Board of Directors of the Company to: (i) Approve the model contract; (ii) Approve the implementation procedures, plans, and product distribution methods as a basis for entering into the Economic Contract for the purchase and sale of steel billets for the 2026-2027 period with VIMICO - TKV (a Joint Stock Corporation), in accordance with the actual business and production conditions of the Company, legal regulations, the Company's Charter, and the Resolution of the 2026 Annual General Meeting of Shareholders.

**Article 10. Approval of the 2026-2027 economic contract for the purchase/sale of metallurgical coke with VIMICO - Vinacomin, as per Proposal No. 626/TTr-CISCO dated April 03, 2026, by the Board of Directors.**

The General Meeting of Shareholders hereby authorizes the Board of Directors of the Company to: (i) Approve the model contract; (ii) Approve the specific implementation procedures, plans, and procurement methods as a basis for entering into the Economic Contract for the purchase and sale of metallurgical coke for the 2026-2027 period with VIMICO - TKV (a Joint Stock Corporation), in accordance with the actual business and production conditions of the Company, legal regulations, the Company's Charter, and the Resolution of the 2026 Annual General Meeting of Shareholders.

**Article 11. To approve the dismissal of members of the Board of Directors and the Supervisory Board for the 2022-2027 tenure.**

- The General Meeting of Shareholders hereby approves the dismissal of the following members of the Board of Directors:

- + Mr. Ngo Quoc Trung – Chairman;
- + Mr. Nguyen Van Phuong – Member of the Board;
- + Mr. To Xuan Thanh – Member of the Board.

- The General Meeting hereby approves the dismissal of Ms. Dao Thi Van Anh from the position of Member of the Supervisory Board.

Effective date: From the date of approval by the General Meeting of Shareholders.

**Article 12. To approve the supplementary election of members of the Board of Directors and the Supervisory Board for the 2022-2027 tenure:**

- To approve the Regulations on the supplementary election of members of the Board of Directors and the Supervisory Board for the 2022-2027 tenure.

- To approve the structure and number of additional members to be elected to the Board of Directors and the Supervisory Board for the 2022-2027 tenure:

- + Number of additional members to be elected to the Board of Directors: 03 members.



+ Number of additional members to be elected to the Supervisory Board: 01 member.

- To approve the list of candidates for the supplementary election to the Board of Directors and the Supervisory Board for the 2022-2027 tenure:

*\* Candidates for the Board of Directors:*

- 1) Mr. Ly Xuan Tuyen
- 2) Mr. Tran Van Chuong
- 3) Ms. Vu Thi Thanh Hao

*\* Candidate for the Supervisory Board:*

- 1) Mr. To Xuan Thanh

**Article 13. To approve the results of the supplementary election for members of the Board of Directors and the Supervisory Board for the 2022-2027 tenure.**

- Pursuant to the Election Regulations and the vote counting results for the supplementary election of members of the Board of Directors and the Supervisory Board, the list of newly elected members for the 2022-2027 tenure is as follows:

*\* Candidates for the Board of Directors:*

- 1) Mr. Ly Xuan Tuyen
- 2) Mr. Tran Van Chuong
- 3) Ms. Vu Thi Thanh Hao

*\* Candidate for the Supervisory Board:*

- 2) Mr. To Xuan Thanh

**Article 13. Implementation Provisions.**

1. This Resolution has been approved by the 2026 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**

  
CISCO  
**Ngô Quốc Trung**