
No: **03/BC-HĐQT-MTS**

Quang Ninh, January 28, 2026

**REPORT ON CORPORATE GOVERNANCE
2025**

To: - The State Securities Commission
 - Ha Noi Stock Exchange

- Name of company: **Vinacomin-Materials Trading Joint Stock Company.**
- Address of head office: Cluster 1, block 2, Ha Long ward, Quang Ninh province.
- Telephone: 0203. 3695 899 Fax: 0203. 3634 899 Email: mts@vmts.vn
- Charter capital: 150.000.000.000 VND (*One hundred and fifty billion Dong*).
- Stock symbol: MTS
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders:

The Company held the Annual General Meeting of Shareholders on April 29, 2025 and issued Resolution No. 01/25/NQ-ĐHĐCĐ dated April 29, 2025 with the following contents:

No.	Resolution No.	Date	Content
1	01/25/NQ-ĐHĐCĐ	29/4/2025	The General Meeting voted to approve the following contents: 1. Report on the 2024 business and production performance results, and the 2025 business and production plan. 2. Proposal on the approval of key targets for the 2026–2030 five-year strategic plan. 3. Report of the Board of Directors on corporate governance and activities in 2024, and orientations and tasks for 2025. 4. Report on the finalization of remuneration, allowances, and salaries for members of the Board of Directors and the Board of Supervisors in 2024; and the plan for remuneration, allowances, and salaries in 2025. 5. Proposal on the approval of the list of contracts and transactions to be signed between the Company and enterprises, major shareholders, and related parties in 2025.

No.	Resolution No.	Date	Content
			6. Proposal on the addition of business lines and amendments and supplements to the Charter on the organization and operation of Vinacomin-Materials Trading Joint Stock Company. 7. Audited financial statements for 2024 (Summary). 8. Report on the dividend payment plan and profit distribution for 2024. 9. Report of the Board of Supervisors on the assessment of the business and production performance report, the 2024 financial statements, and the profit distribution plan. 10. Self-assessment report on the performance of the Board of Supervisors and supervision of the activities of the Board of Directors and Executive Management in 2024. 11. Proposal on the approval of the list of approved auditing firms to audit the 2025 financial statements. 12. Proposal on the dismissal of a member of the Board of Directors and nomination of a candidate for by-election to the Board of Directors during the current term.

II. . Board of Directors:

1. Thông tin về thành viên Hội đồng quản trị (HĐQT):

No.	Board of Directors 's members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of appointment
1	Mr. Pham Dang Phu	Chairman of BOD, Representative capital of TKV (Non-executive)		20/6/2024 – Annual General Meeting of Shareholders 2024 (Term 2024–2029)
2	Mr. Ta Quang Tuan	BOD member, Director	29/4/2025 – Annual General Meeting of Shareholders 2025 (Term 2024–2029)	
3	Mr. Nguyen Manh Toan	BOD specialized member (Non-executive)		29/4/2025 – Annual General Meeting of Shareholders 2025 (Term 2024–2029)

No.	Board of Directors 's members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of appointment
4	Mr. Nguyen The Hung	BOD member, Chairman of the Trade Union (Non-executive)		20/6/2024 – Annual General Meeting of Shareholders 2024 (Term 2024–2029)
5	Mr. Le Dung	BOD member, Director of Hon Gai Enterprise		20/6/2024 – Annual General Meeting of Shareholders 2024 (Term 2024–2029)
6	Mr. Dang Hoai Nam	BOD member (Non-executive)		20/6/2024 – Annual General Meeting of Shareholders 2024 (Term 2024–2029)

Of the 05 members of the Board of Directors, 04 are non-executive members. Each member of the Board of Directors is assigned to oversee and monitor specific areas of management and business operations in alignment with their expertise and experience.

2. Meetings of the Board of Directors:

No	Board of Directors 's members	Position	Number of meetings attended by BOD	Attendance rate (%)	Reasons for absence
1	Pham Dang Phu	Chairman of the Board of Directors, Representative of TKV capital (Non-executive)	19/19	100%	
2	Ta Quang Tuan	BOD member, Director	02/19	10,5%	Resignation letter from January 15, 2025; Dismissal April 29, 2025
3	Nguyen Manh Toan	Board Member, Company Director	12/19	63,2%	Appoint April 29, 2025
4	Nguyen The Hung	Full-time member of the Board of Directors (Non-executive)	18/19	94,7%	Absent for one session due to an unexpected business assignment
5	Le Dung	Member of Board of Directors, Chairman of Trade Union (Non-executive)	18/19	94,7%	Absent for one session due to an unexpected business assignment.
6	Dang Hoai Nam	Board Member (Non-executive)	19/19	100%	

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

3.1. Activities of the Board of Directors:

- The Board of Directors, with responsibility for managing all aspects of the Company's production and business operations, has proactively and closely monitored the Company's business performance, and promptly issued management and operational directives in line with the approved orientation.

- The Board of Directors strictly complied with applicable laws and the Company's Charter on organization and operation, and timely implemented the resolutions of the General Meeting of Shareholders. In 2025, the Board of Directors convened 19 meetings and issued 44 Resolutions and 34 managerial Decisions; successfully organized the Annual General Meeting of Shareholders 2025, held on 29 April 2025. In addition, the Board of Directors directed the following:

+ To strengthen the management and administration of units in implementing production and business tasks in accordance with the orientations and plans assigned by TKV, ensuring compliance with TKV's unified management system and operational discipline;

+ To review, promulgate, amend and supplement management regulations across the Company's operational and management areas in conformity with current regulations;

+ To fully and accurately prepare and submit reports on production and business performance, supervision reports, reports of TKV's capital representatives to the Owner, and reports seeking TKV's opinions prior to voting at the General Meeting of Shareholders;

+ To direct the development and implementation of production and business plans, financial plans, and organizational restructuring schemes in line with actual conditions;

+ To direct the timely disclosure of information, ensuring transparency in management and administration, and to maintain regular communication and relations with shareholders in accordance with legal regulations; through the issuance of Resolutions authorizing the Director of the Company to appoint Company-level managerial personnel.

- Members of the Board of Directors operated in accordance with their assigned fields, fully leveraging their capabilities and competencies, and exercised their assigned rights and duties in an honest and prudent manner to ensure the maximum lawful interests of the Company; they did not abuse their positions, titles, or the Company's assets for personal gain or for the benefit of other organizations or individuals. All resolutions of the Board of Directors were adopted with a high level of consensus, strictly adhering to the principles of collective leadership and democratic decision-making; all members of the Board of Directors fully attended Board meetings.

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- Remuneration of the members of the Board of Directors was implemented strictly in accordance with the resolutions approved annually by the General Meeting of Shareholders.

3.2. The Board of Directors regularly supervised managerial personnel and required the executive management to submit periodic and ad-hoc reports in a timely manner on fluctuations arising during business operations, enabling the Board of Directors to take appropriate corrective and remedial measures. All managerial personnel satisfactorily fulfilled their assigned duties.

- Supervision results with respect to the Director: In performing the duties prescribed by the Company's Charter and further specified in management regulations and resolutions of the Board of Directors, the Director of the Company seriously and effectively implemented assigned responsibilities, proactively introduced timely management measures to overcome difficulties, and achieved effective results in the administration of the Company's production and business activities. The Director strictly complied with legal regulations, duly implemented the reporting regime, and directed operations to ensure the safety of capital and assets as well as occupational safety. As a result, the Company's production and business activities were conducted efficiently.

- Supervision results with respect to managerial personnel: Managerial personnel strictly complied with duties assigned by the Director, directed departments and workshops to perform production and business tasks in accordance with established requirements, and showed no signs of shirking responsibilities. They performed well in advisory and consultative roles, proposing practical and effective implementation solutions. Over the years, the Board of Directors has assessed the managerial team as having completed their duties at a good level or higher.

* Overall assessment: The activities of the Board of Directors of Vinacomin-Materials Trading Joint Stock Company were conducted in full compliance with applicable laws and the Company's Charter, ensuring the preservation of business capital. The Company fully complied with all obligations to the State.

4. Activities of the Board of Directors' subcommittees:

The Board of Directors of the Company has not established any sub-committees under the Board of Directors.

5. Decisions of the Board of Directors:

In 2025, the Company's Board of Directors held 19 meetings, issued 44 Resolutions, and enacted 34 Decisions. *(Details are provided in Appendix No. 01 attached).*

III. Board of Supervisors:

1. Information about Board of Supervisor's members:

No.	Members of Board of Supervisor	Position	The Date becoming/ceasing to be the member of the Board of Supervisors		Qualification
			Date of dismissal	Date of appointment	
1	Tran Thanh Tung	Head	20/6/2024 Annual General Meeting of Shareholders 2024 (Term 2019–2024)	20/6/2024 Annual General Meeting of Shareholders 2024 (Term 2024–2029)	Bachelor of Finance - Accounting
2	Hoang Kien	Member	20/6/2024 Annual General Meeting of Shareholders 2024 (Term 2019–2024)	20/6/2024 Annual General Meeting of Shareholders 2024 (Term 2024–2029)	Bachelor of Business Administration Bachelor of Accounting
3	Pham Thi Ngoc Bich	Member	20/6/2024 Annual General Meeting of Shareholders 2024 (Term 2019–2024)	20/6/2024 Annual General Meeting of Shareholders 2024 (Term 2024–2029)	Bachelor of Accounting

2. Meetings of Board of Supervisors:

No	Members of Board of Supervisors	Number of meetings attended	Attendance rate (%)	Voting rate (%)	Reasons for absence
1	Tran Thanh Tung	6/6	100%	100%	
2	Hoang Kien	6/6	100%	100%	
3	Pham Thi Ngoc Bich	6/6	100%	100%	

- In 2025, the Company's Board of Supervisors held 06 meetings:

No.	Date	Content
1	20/02/2025	- Assignment of supervisory responsibilities for the first quarter of 2025
2	04/03/2025	- To approve the draft reports of the Supervisory Board to be submitted to the Annual General Meeting of Shareholders 2025, including: the Supervisory Board's activity report; the supervision results with respect to the Board of Directors and the Board of Management; the appraisal report on the production and business performance report, the financial statements, and the profit distribution plan for 2024; and the report proposing the approval of the list of eligible auditing firms authorized to conduct the audit of the 2025 financial statements.
3	21/5/2025	- Assignment of supervisory responsibilities for the second quarter of 2025
4	10/9/2025	- Assignment of supervisory responsibilities for the third quarter of 2025
5	30/10/2025	- Assignment of supervisory responsibilities for the fourth quarter of 2025
6	24/12/2025	- Meeting to review the results of the Supervisory Board's activities in 2025 and the supervisory plan for 2026.

3. Supervisory activities of the Supervisory Board over the Board of Directors, the Executive Management and shareholders:

- In 2025, the Company's Supervisory Board performed its functions and duties in accordance with the Law on Enterprises and the Company's Charter. The Supervisory Board formulated its supervision plans from the beginning of the year and each quarter, and assigned specific tasks to its members for implementation. The Supervisory Board prepared supervision reports on production and business activities and supervised the management activities of the Board of Directors and the Executive Management of the Company, and submitted quarterly reports to the Group in compliance with prescribed contents and timelines.

- On a quarterly basis, the Supervisory Board conducted supervision over several management areas, including: procurement of materials and fuel; outsourcing and capital construction investment; labor and wages; cost management and production cost pricing of Cominlub oil; and the management and use of the Company's land assets, etc. The Supervisory Board issued opinions and recommendations through Management Letters for the Company to review, amend relevant regulations where appropriate, draw lessons learned, and improve the effectiveness of internal management.

- Participated in providing opinions to the Company regarding the promulgation and amendment of internal management regulations and rules to ensure compliance with State regulations and TKV's requirements.

- Attended meetings of the Board of Directors and provided comments and contributions thereat; participated in preliminary and year-end review meetings of the Company in order to promptly grasp the Company's production and business activities.

4. Coordination between the Supervisory Board and the Board of Directors, the Executive Director and other managerial personnel:

The coordination between the Supervisory Board and the Board of Directors as well as the Executive Management of the Company was carried out in accordance with the provisions of the Company's Charter on organization and operation. Functional departments and units actively cooperated and provided dossiers and documents in accordance with the quarterly supervision plans or thematic requests, thereby facilitating the Supervisory Board in fulfilling its assigned duties.

Representatives of the Supervisory Board attended all meetings of the Board of Directors. In 2025, the Supervisory Board did not receive any requests from shareholders holding shares of the Company regarding the activities of the Board of Directors or the Executive Management of the Company.

5. Other activities of the Supervisory Board: (None)

IV. Board of Management:

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/dismissal of members of the Board of Management
1	Mr. Ta Quang Tuan Director	24/3/1973	Master of Business Administration	Appointment from 01/11/2020 Dismissed on 16/01/2025.
2	Mr. Nguyen Manh Toan Director	15/9/1978	Master of Business Administration	Appointment from 16/01/2025
3	Ms. Ninh Thi My Nga Deputy Director	31/01/1976	Master of Business Administration	Appointment from 28/7/2020
4	Mr. Nguyen Van Tuan Deputy Director	9/4/1976	Automotive Mechanical Engineer	Appointment from 16/02/2022

V. Chief Accountant, the person in charge of internal audit:

Full Nam	Date of birth	Qualification	Date of appointment/dismissal
Mr. Hoang Xuan Tung (Chief accountant)	21/11/1979	Bachelor of Finance	Appointment from 25/05/2016; Reappointed from 17/05/2021.
Ms. Pham Thi Ngoc Bich (Internal Auditor)	01/4/1980	Bachelor of Accounting	Appointment from 20/3/2023

VI. Training courses on corporate governance:

- Members of the Board of Directors and the Board of Management fully participated in professional training and capacity-building programs for TKV Group officers and its subsidiaries conducted at the TKV Business Administration School, with a view to supplementing and enhancing leadership, management, executive, and organization skills for the Company's production and business activities.

- In 2025, the Board of Directors, the Board of Management, Internal Audit, and the Company Administrator concurrently serving as the Company Secretary fully attended conferences and training courses organized by the State Securities Commission of Vietnam, the Ho Chi Minh Stock Exchange (HOSE), the Hanoi Stock Exchange, the Vietnam Institute of Directors, and the Securities Science Research and Training Center.

VII. The list of affiliated persons of the Company and transactions of affiliated persons of the Company:

1. The list of affiliated persons of the Company: *(Details in Appendix No. 02 attached).*

2. Transactions between the Company and its affiliated persons or between the Company and major shareholder, internal persons and affiliated persons: *(Details in Appendix No. 02 attached).*

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: None.

4. Transaction 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 have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *(Details in Appendix No. 03 attached).*

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director and other managers as a member of Board of Directors, CEO: *(Details in Appendix No. 03 attached)*.

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 and other managers: None.

5. Share transactions of internal persons and their affiliated persons:

5.1. The list of internal persons and their affiliated persons: *Details in Appendix No. 04 attached*).

5.2. Transactions of internal persons and affiliated persons with shares of the Company: None.

6. Other significant issues: None.

Sincerely report./ 

Recipients:

- SSC, HNX (B/c)
- BOD, BOS (e-copy);
- BOM, Chie accountant (e-copy);
- Website (e-copy);
- Archived: Office, the company's Secretariat.

**ON BEHALF OF BOARD
OF DIRECTORS
CHAIRMAN**



Phạm Dang Phu





Appendix 01

RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS

(Issued with Report No.: 03/BC-HĐQT-MTS, date 28/01//2026 of the Board of Directors)

No.	Resolution No.	Date	Contents
1	01/2025/NQ-HĐQT-MTS	8/01/2025	1. Review of the report on resolving land-related difficulties in 2024. 2. Review of the 2024 Internal Audit Report. 3. Management tasks implementation by the Board.
2	02/2025/NQ-HĐQTMTS	15/01/2025	Personnel change of the Company's General Director.
3	03/2025/NQ-HĐQTMTS	07/02/2025	1. The Board of Directors carried out management activities. 2. The Board of Directors reviewed and approved Report No. 379/BC-MTS dated January 16, 2025, regarding the proposal to return the land used for the mechanical workshop located in Cam Thinh Ward, Cam Pha City, Quang Ninh Province to the local authorities for management. 3. Implementation of Official Letter No. 354/TKV-KTTC dated January 21, 2025, from TKV regarding the plan for the average short-term credit limit and certain financial ratios for 2025. 4. The Board of Directors reviewed Submission No. 660/TTr-MTS dated February 3, 2025, from the Company's Director regarding the approval of the plan to organize the 2025 Annual General Meeting of Shareholders of VTM Joint Stock Company – TKV.
4	04/2025/NQ-HĐQTMTS	07/02/2025	Regarding the organization of the 2025 Annual General Meeting of Shareholders of VTM Joint Stock Company – TKV.
5	05/2025/NQ-HĐQTMTS	21/02/2025	Regarding the review and adjustment of certain investment items under the project: Investment in production equipment for 2025 – VTM Joint Stock Company – TKV.
6	06/2025/NQ-HĐQTMTS	04/03/2025	Review of reports submitted to TKV for written consultation before voting at the 2025 AGM.
7	07/2025/NQ-HĐQTMTS	27/03/2025	1. Management tasks implementation by the Board. 2. Approval of 2026–2030 five-year plan indicators. 3. Review and issuance of Company's Management Regulations. 4. Approval of 2024 actual salary fund.
8	08/2025/NQ-HĐQTMTS	02/04/2025	1. Implementation of the waterway fleet procurement project. 2. Adjustment of 2025 investment plan phases. 3. Approval of contents and documents for 2025 AGM. 4. Q1 business results and Q2 projections.
9	09/2025/NQ-HĐQTMTS	14/04/2025	1. Implementation of management tasks by the Board of Directors. 2. Regarding the review of Submission No. 1920/TTr-MTS dated 10/04/2025 from the General Director on the approval of the Project: Procurement of waterway fleet – Vinacomin-Materials Trading Joint Stock Company.
10	10/2025/NQ-HĐQTMTS	18/04/2025	1. Implementation of management tasks by the Board of Directors. 2. Regarding the review of the Q1 2025 Internal Audit Report. 3. Regarding the agreement on amending the voting contents at the 2025 Annual General Meeting of Shareholders.



No.	Resolution No.	Date	Contents
11	11/2025/NQ-HĐQTMTS	18/04/2025	1. Regarding the implementation of the project: Investment in production equipment in 2025 by Vinacomin-Materials Trading JSC. 2. Regarding the approval of the allocation ratio and usage plan of the 2025 bonus and welfare funds.
12	12/2025/NQ-HĐQTMTS	29/04/2025	Regarding the assignment of duties to members of the Board of Directors of the Company.
13	13/2025/NQ-HĐQTMTS	29/04/2025	Regarding the consensus on the policy to reappoint the Company's Deputy General Director.
14	14/2025/NQ-HĐQTMTS	06/05/2025	Regarding the Company's personnel affairs.
15	15/2025/NQ-HĐQTMTS	14/05/2025	1. Implementation of management tasks by the Board of Directors. 2. Review of Submission No. 2221/TTr-MTS dated 28/04/2025 from the General Director of the Company.
16	16/2025/NQ-HĐQTMTS	22/05/2025	Regarding personnel affairs.
17	17/2025/NQ-HĐQTMTS	26/05/2025	Regarding personnel affairs.
18	18/2025/NQ-HĐQTMTS	23/06/2025	1. Regarding the approval of the result of selecting an independent audit firm to audit the 2025 financial statements of the Company. 2. Regarding the announcement of expiration of the Regulation on inspection and supervision of legal compliance and implementation of owner's decisions within the Company.
19	19/2025/NQ-HĐQTMTS	23/06/2025	Regarding the approval of the policy to restructure the Company's workforce.
20	20/2025/NQ-HĐQTMTS	23/06/2025	Regarding the approval of the implementation plan for the reappointment review process for management personnel.
21	21/2025/NQ-HĐQTMTS	23/06/2025	Regarding the approval of the reappointment process result and consensus on the reappointment proposal.
22	22/2025/NQ-HĐQTMTS	27/06/2025	Regarding Q2 business results and the projected business plan for Q3.
23	23/2025/NQ-HĐQTMTS	14/07/2025	1. The Board of Directors to implement management activities. 2. Regarding the review of the Internal Audit Report for the second quarter of 2025.
24	24/2025/NQ-HĐQTMTS	23/07/2025	Regarding the approval of the reappointment of personnel.
25	25/2025/NQ-HĐQTMTS	23/07/2025	Regarding the amendment and supplementation of professional titles within the salary scale and payroll system
26	26/2025/NQ-HĐQTMTS	01/08/2025	The Board of Directors to implement management activities.
27	27/2025/NQ-HĐQTMTS	18/08/2025	Regarding organizational and personnel affairs, and personnel planning.
28	28/2025/NQ-HĐQTMTS	01/10/2025	Regarding orientations on personnel affairs.
29	29/2025/NQ-HĐQTMTS	01/10/2025	1. Regarding the termination of the effectiveness of the payment regulation applicable to customers of Vinacomin-Materials Trading Joint Stock Company. 2. The Board of Directors to implement management activities

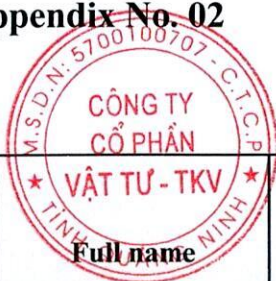
No.	Resolution No.	Date	Contents
30	30/2025/NQ-HĐQTMTS	09/10/2025	1. Regarding the review of the production and business performance results for the first nine months of the year and the implementation of tasks for the fourth quarter of 2025. 2. Regarding the review of the Report on the implementation of the Internal Audit Plan for the third quarter of 2025. 3. The Board of Directors to implement management activities.
31	31/2025/NQ-HĐQTMTS	09/10/2025	Regarding the approval of the reappointment of personnel
32	32/2025/NQ-HĐQTMTS	04/11/2025	1. Regarding the approval of the adjustment to the Investment Plan for 2025 of Vinacomin-Materials Trading Joint Stock Company.. 2. Regarding the approval of the Investment Plan for 2026 of Vinacomin-Materials Trading Joint Stock Company. 3. Regarding the revocation of the Regulation on organization and operation of inspection activities of Vinacomin-Materials Trading Joint Stock Company. 4. The Board of Directors to implement management activities.
33	33/2025/NQ-HĐQTMTS	02/12/2025	The Board of Directors to review Submission No. 6072/TTr-MTS dated November 20, 2025 of the Company's Director regarding the proposal for approval of the organizational restructuring plan of the Hanoi Branch
34	34/2025/NQ-HĐQTMTS	02/12/2025	1. The Board of Directors to review Submission No. 6155/TTr-MTS dated November 25, 2025 of the Company's Director regarding the appointment of the Deputy Workshop Manager of the Transport Workshop – Vinacomin-Materials Trading Joint Stock Company. 2. The Board of Directors to implement management activities.
35	35/2025/NQ-HĐQTMTS	05/12/2025	The Board of Directors to approve the list of personnel planning under TKV's management for the period 2025–2030, following review and supplementation
36	36/2025/NQ-HĐQTMTS	15/12/2025	The Board of Directors to review matters relating to personnel affairs of Vinacomin-Materials Trading Joint Stock Company
37	37/2025/NQ-HĐQTMTS	15/12/2025	1. Regarding the adjustment of allocation ratios and the plan for utilization of the reward fund and welfare fund for 2025. 2. The Board of Directors to implement management activities.
38	38/2025/NQ-HĐQTMTS	25/12/2025	1. The Board of Directors to implement management activities. 2. Regarding the promulgation of the plan and operational program of the Board of Directors of the Company for 2026. 3. Regarding the report on the results of the implementation of internal audit activities. 4. Regarding the promulgation of the Company's Internal Audit Work Plan for 2026.
39	39/2025/NQ-HĐQTMTS	25/12/2025	The Board of Directors to review the approval of the plan for organizing the Annual General Meeting of Shareholders 2026
40	40/2025/NQ-HĐQTMTS	25/12/2025	1. Regarding the promulgation of the adjusted Investment Plan for 2025 of the Company. 2. Regarding the promulgation of the Investment Plan for 2026 of the Company. 3. Regarding the approval of certain targets of the Company's production and business plan for 2026.

No.	Resolution No.	Date	Contents
41	41/2025/NQ-HĐQTMTS	25/12/2025	The Board of Directors to review orientations on personnel affairs.
42	42/2025/NQ-HĐQTMTS	25/12/2025	The Board of Directors to review personnel affairs.
43	43/2025/NQ-HĐQTMTS	31/12/2025	The Board of Directors to review the implementation of management activities
44	44/2025/NQ-HĐQTMTS	31/12/2025	1. Regarding the approval of the supplementation of the execution of contracts and transactions between the Company and related parties in 2025. 2. Regarding the approval and authorization of contracts and transactions between the Company and related parties in 2026.

No	Decision No.	Date	Content
1	322/QĐ - MTS	15/01/2025	Regarding the dismissal of the employee from the position of General Director of the Company.
2	333/QĐ-MTS	15/01/2025	Regarding the reception and appointment of the General Director of the Company
3	756/QĐ-MTS	07/02/2025	Regarding the establishment of the Steering Committee and the Organizing Committee for the 2025 Annual General Meeting of Shareholders.
4	760/QĐ-MTS	07/02/2025	Regarding the issuance of the average short-term credit quota plan and certain financial ratios for 2025
5	1729/QĐ-MTS	31/03/2025	Regarding the issuance of the Regulation on Materials Management of the Company.
6	1730/QĐ-MTS	31/03/2025	Regarding the issuance of the Regulation on Occupational Safety and Hygiene Management within the Company
7	1731/QĐ-MTS	31/03/2025	Regarding the issuance of the Regulation on Emulation and Commendation within the Company.
8	1732/QĐ-MTS	31/03/2025	Regarding the issuance of the Regulation on Risk Management and Prevention of the Company.
9	1733/QĐ-MTS	31/03/2025	Regarding the approval of the 2024 actual salary fund of the Company.
10	1980/QĐ-MTS	14/04/2025	Regarding the approval of the Project: Procurement of a fleet of waterway vessels – Vinacomin-Materials Trading Joint Stock Company.
11	2229/QĐ-MTS	29/04/2025	Regarding the allocation and approval of the usage plan for the 2025 bonus and welfare funds.
12	2233/QĐ-MTS	29/04/2025	Regarding the assignment of the 2025 production and business plan.
13	2234/QĐ-MTS	29/04/2025	Regarding the approval of the key targets orienting the 2026–2030 five-year development plan.
14	2235/QĐ-MTS	29/04/2025	Regarding the payment of dividends for 2024.

No	Decision No.	Date	Content
15	2238/QĐ-MTS	29/04/2025	Regarding the assignment of responsibilities to members of the Company's Board of Directors.
16	2440/QĐ-MTS	29/04/2025	Regarding the allocation and approval of the usage plan for the 2025 bonus and welfare funds of Vinacomin-Materials Trading Joint Stock Company.
17	3173/QĐ-MTS	23/06/2025	Regarding the approval of the result of selecting the independent audit firm to audit the Company's 2025 financial statements.
18	3200/QĐ-MTS	23/06/2025	Regarding the announcement of the expiration of Decision No. 2452/QĐ-MTS dated 05/09/2023.
19	3799/QĐ-MTS	23/07/2025	Regarding the reappointment of personnel
20	3801/QĐ-MTS	23/07/2025	Regarding the amendment and supplementation of certain professional titles within the salary scale and payroll system
21	4337/QĐ-MTS	19/08/2025	Regarding the consolidation of the Cargo Handling and Port Workshop with the Inland Waterway Transport Workshop
22	5111/QĐ-MTS	01/10/2025	Regarding the declaration of termination of effectiveness of Decision No. 4957/QĐ-MTS dated November 28, 2024
23	5525/QĐ-MTS	24/10/2025	Regarding the assignment of personnel for overseas business trips
24	5731/QĐ-MTS	04/11/2025	Regarding the revocation of the Regulation on the organization and operation of inspection activities within the Company
25	6343/QĐ-MTS	02/12/2025	Regarding the approval of the plan for restructuring the Hanoi Branch
26	6344/QĐ-MTS	02/12/2025	Regarding the termination of branch operations.
27	6345/QĐ-MTS	02/12/2025	Regarding the establishment of the Hanoi Business Department.
28	6506/QĐ-MTS	09/12/2025	Regarding the results of the evaluation and classification of the Company's managers for 2025
29	6646 /QĐ-MTS	15/12/2025	Regarding the adjustment of allocation and approval of the plan for the use of the reward fund and welfare fund for 2025 of Vinacomin-Materials Trading Joint Stock Company
30	6988/QĐ-MTS	25/12/2025	Regarding the establishment of the Steering Committee and the organization of the Annual General Meeting of Shareholders 2026
31	6981/QĐ-MTS	25/12/2025	Regarding the approval of the adjusted Investment Plan for 2025 of the Company
32	6982/QĐ-MTS	25/12/2025	Regarding the provisional assignment of the Investment Plan for 2026 of the Company.
33	6983/QĐ-MTS	25/12/2025	Regarding the provisional assignment of the Company's production and business plan for 2026.
34	6984/QĐ-MTS	25/12/2025	Regarding the promulgation of the Company's Internal Audit Plan for 2026.

Appendix No. 02



LIST OF RELATED PERSONS OF THE COMPANY

(Attached to Report No. 03/BC-MTS dated 28/01/2026)

No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
1	Pham Dang Phu		BOD Chairman						
1.1	Pham Thi Thu Huong					26/08/2023			Related person of the insider
1.2	Nguyen Thi Thoa					26/08/2023			Related person of the insider
1.3	Pham Tien Vong					26/08/2023			Related person of the insider
1.4	Do Thi Tich					26/08/2023			Related person of the insider
1.5	Pham Duc Hien					26/08/2023			Related person of the insider
1.6	Pham Thanh Hoi					26/08/2023			Related person of the insider
1.7	Pham Thi Phuong					26/08/2023			Related person of the insider



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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
1.8	Pham Van Tien					26/08/2023			Related person of the insider
1.9	Pham Van Chien					26/08/2023			Related person of the insider
1.10	Pham Thi Chien					26/08/2023			Related person of the insider
1.11	Pham Van Trung					26/08/2023			Related person of the insider
1.12	Pham Phuong Lam					26/08/2023			Related person of the insider
1.13	Pham Thuy Duong					26/08/2023			Related person of the insider
1.14	Pham Ngoc Bao Chau					26/08/2023			Related person of the insider
1.15	Pham Dang Phuc					26/08/2023			Related person of the insider
1.16	Nguyen Hoang Nam					26/08/2023			Related person of the insider

No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
2	Nguyen Manh Toan		BOD Member, Company Director						
2.1	Nguyen Thanh Diem					16/01/2025			Related person of the insider
2.2	Pham Thi Hoa					16/01/2025			Related person of the insider
2.3	Pham Thi To Mai					16/01/2025			Related person of the insider
2.4	Nguyen Quoc Tuan					16/01/2025			Related person of the insider
2.5	Nguyen Tuan Phuc					16/01/2025			Related person of the insider

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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
2.6	Nguyen Hai Thanh					16/01/2025			Related person of the insider
2.7	Hoang Thi Don					16/01/2025			Related person of the insider
2.8	Pham Hai Nam					16/01/2025			Related person of the insider
2.9	Pham Thi Nga					16/01/2025			Related person of the insider
2.10	Pham Thi Minh Hai					16/01/2025			Related person of the insider
2.11	Thai Thi Phuong Thao					01/10/2025			Related person of the insider

No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
3	Nguyen The Hung		Full-time Member of the Board of Directors						
3.1	Nguyen Canh Dap					01/05/2014			Related person of the insider
3.2	Vu Thi Hoa					01/05/2014			Related person of the insider
3.3	Nguyen Thi Hang					01/05/2014			Related person of the insider
3.4	Tran Cam Thach					01/05/2014			Related person of the insider
3.5	Tran Thi Nu					01/05/2014			Related person of the insider
3.6	Nguyen Thi Cam Ly					01/05/2014			Related person of the insider
3.7	Nguyen Canh Hung					01/05/2014			Related person of the insider

No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
4	Le Dung		BOD member, Chairman of the Company's Trade Union						
4.1	Nguyen Thi Van					19/04/2019			Related person of the insider
4.2	Le Mai Phuong					19/04/2019			Related person of the insider
4.3	Nguyen Van Nghiep					19/04/2019			Related person of the insider
4.4	Le Thuy Ha					19/04/2019			Related person of the insider
4.5	Pham Van Kinh					19/04/2019			Related person of the insider
4.6	Le Mai Anh					19/04/2019			Related person of the insider



No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
4.7	Nguyen Duc An					19/04/2019			Related person of the insider
4.8	Le Thanh Huong					19/04/2019			Related person of the insider
4.9	Nguyen Van Toan					19/04/2019			Related person of the insider
4.10	Le Thi Le					19/04/2019			Related person of the insider
4.11	Nguyen Thi Thu Nguyet					19/04/2019			Related person of the insider
4.12	Le Thuy Duong					19/04/2019			Related person of the insider
4.13	Le Anh Thu					19/04/2019			Related person of the insider

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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
5	Dang Hoai Nam		BOD member						Related person of the insider
5.1	Vo Thi Hue					20/06/2024			Related person of the insider
5.2	Dang Khoi Nguyen					20/06/2024			Related person of the insider
5.3	Dang Anh Khoi					20/06/2024			Related person of the insider
5.4	Dang Van Vuong					20/06/2024			Related person of the insider
5.5	Tran Thi Anh Tuan					20/06/2024			Related person of the insider
5.6	Vo Xuan Hoa					20/06/2024			Related person of the insider
5.7	Thai Thi Nguyet					20/06/2024			Related person of the insider

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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
5.8	Dang Thi Anh Tuyet					20/06/2024			Related person of the insider
5.9	Nguyen Canh Quy					20/06/2024			Related person of the insider
5.10	Dang Van Ngoc					20/06/2024			Related person of the insider
5.11	Ho Nhan Linh					20/06/2024			Related person of the insider
5.12	Dang Van Dung					20/06/2024			Related person of the insider
5.13	Nguyen Thi Phuong Mai					20/06/2024			Related person of the insider
5.14	Vo Xuan Hoang					20/06/2024			Related person of the insider
5.15	Vo Xuan Hoat					20/06/2024			Related person of the insider
5.16	Vo Thi Huong					20/06/2024			Related person of the insider

No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
6	Nguyen Van Tuan		Deputy Director of the Company						
6.1	Vu Thi Oanh					11/02/2022			Related person of the insider
6.2	Nguyen Hong Thai					11/02/2022			Related person of the insider
6.3	Nguyen Duc Minh					11/02/2022			Related person of the insider
6.4	Nguyen Quynh Chi					11/02/2022			Related person of the insider
6.5	Nguyen Thi Hang					11/02/2022			Related person of the insider
6.6	Nguyen Thanh Tung					11/02/2022			Related person of the insider
6.7	Nguyen Thanh Dung					11/02/2022			Related person of the insider

No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
6.8	Nguyen Van Khiem					11/02/2022			Related person of the insider
6.9	Nguyen Thi Du					11/02/2022			Related person of the insider
6.10	Nguyen Thuy Binh					11/02/2022			Related person of the insider
6.11	Nguyen Thu Hien					11/02/2022			Related person of the insider
6.12	Nguyen Thi Hoa					11/02/2022			Related person of the insider
6.13	Hoang Xuan Thuy					11/02/2022			Related person of the insider
6.14	Le Quang Hoa					11/02/2022			Related person of the insider



No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
7	Ninh Thi My Nga		Deputy Director of the Company						
7.1	Ninh Kim Ngoc					28/07/2020			Related person of the insider
7.2	Vu Hong Quan					28/07/2020			Related person of the insider
7.3	Ninh My Nga					28/07/2020			Related person of the insider
7.4	Van Thanh Son					28/07/2020			Related person of the insider
7.5	Ninh The Dung					28/07/2020			Related person of the insider

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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
7.6	Nguyen T. Phuong Thuy					28/07/2020			Related person of the insider
7.7	Nguyen Quang Hoan					28/07/2020			Related person of the insider
7.8	Tran Thi Sinh					28/07/2020			Related person of the insider
7.9	Nguyen Ninh My My					28/07/2020			Related person of the insider
7.10	Nguyen Ninh My Dan					28/07/2020			Related person of the insider

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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
8	Tran Binh Minh		Deputy Director of the Company						
8.1	Tran Quoc Phuong					01/01/2026			Related person of the insider
8.2	Dang Thi Minh Vuong					01/01/2026			Related person of the insider
8.3	Nguyen Thi Hong					01/01/2026			Related person of the insider
8.4	Tran Nguyen Dai Thang					01/01/2026			Related person of the insider

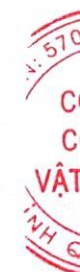
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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
8.5	Tran Nguyen Thuy Anh					01/01/2026			Related person of the insider
8.6	Tran Nhat Quang					01/01/2026			Related person of the insider
8.7	Tran Quang Tho					01/01/2026			Related person of the insider
8.8	Luong Thi Thien					01/01/2026			Related person of the insider
8.9	Nguyen Thi Thuy					01/01/2026			Related person of the insider
8.10	Nguyen Quang Huy					01/01/2026			Related person of the insider

No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
9	Hoang Xuan Tung		Chief Accountant						
9.1	Ho Xay Denh					25/05/2016			Related person of the insider
9.2	Hoang Thi Minh Hanh					25/05/2016			Related person of the insider
9.3	Tran Trung Tuyen					25/05/2016			Related person of the insider
10	Tran Thanh Tung		Head of BOS						
10.1	Tran Van Hanh					27/04/2022			Related person of the insider
10.2	Le Thi Tam					27/04/2022			Related person of the insider
10.3	Nguyen Thi Dung					27/04/2022			Related person of the insider



No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
10.4	Tran The Ninh					27/04/2022			Related person of the insider
10.5	Tran Binh Minh					27/04/2022			Related person of the insider
10.6	Tran Anh Tuan					27/04/2022			Related person of the insider
10.7	Luu Thi Phuong					27/04/2022			Related person of the insider
10.8	Nguyen Van Vinh					27/04/2022			Related person of the insider
10.9	Dang Thi Nhung					27/04/2022			Related person of the insider
10.10	Nguyen Thi Phuong					27/04/2022			Related person of the insider



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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
11	Hoang Kien		BOS member						
11.1	Hoang The Kim					18/04/2018			Related person of the insider
11.2	Hoang Thi Thu Chung					18/04/2018			Related person of the insider
11.3	Hoang Thi Huyen					18/04/2018			Related person of the insider
11.4	Hoang Duc Huynh					18/04/2018			Related person of the insider
11.5	Nguyen Thi Den					18/04/2018			Related person of the insider
11.6	Hoang Tuan Kiet					18/04/2018			Related person of the insider

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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
12	Pham Thi Ngoc Bich		Member of the Board of Supervisors concurrently serving as Head of Internal Audit						
12.1	Pham Thi Tua					27/06/2023			Related person of the insider
12.2	Pham Thi Thu Trang					27/06/2023			Related person of the insider
12.3	Pham Quang Thao					27/06/2023			Related person of the insider
12.4	Pham Tuan Ngoc					27/06/2023			Related person of the insider
12.5	Pham The Duy					27/06/2023			Related person of the insider
12.6	Pham Thao Nguyen					27/06/2023			Related person of the insider

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No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
13	Hoang Mai Phuong		Corporate Governance Officer cum Full-time Company Secretary						
13.1	Hoang Anh Tuan					10/07/2023			Related person of the insider
13.2	Phung Thi Thanh Mai					10/07/2023			Related person of the insider
13.3	Hoang Phuong Thuy					10/07/2023			Related person of the insider

Appendix No. 03



TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS

(Attached to Report No. 03/BC-MTS dated January 28, 2026)

From January 1, 2025 to December 31, 2025

No.	Name of organization/individual	Relationship with the Company	NSH No.	Address	Time of transactions	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited (holding 51% of the charter capital): Subsidiaries and affiliated entities of the TKV Group include: Vinacomin – Hon Gai Coal Preparation Company; Vinacomin – Cam Pha Port and Logistics Company; Vinacomin – Quang Ninh Coal Processing Company; Viet Bac Mining Mechanical Joint Stock Company (VVMJ); Vinacomin – Machine Manufacturing Joint Stock Company; Vinacomin – Automobile Industry Joint Stock Company; Vinacomin – Informatics, Technology and Mining Science and Technology Institute Joint Stock Company; Cam Pha Mining Chemical Industry Company; Vinacomin Mine Rescue Center; Quang Ninh Mining Chemical Industry Company; Deo Nai – Coc 6 Coal Joint Stock Company – TKV; Vinacomin Power Corporation; Vinacomin Mining and Industrial Investment Consulting Joint Stock Company; Vinacomin – Nui Beo Coal Joint Stock Company, together with a number of other joint stock companies in which TKV holds a controlling interest.	Major Shareholder	5700100256	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Cau Giay District, Hanoi	From 2025 until further changes are made	Resolution No. 19/24/NQ-HDQT-MTS dated December 17, 2024, and Resolution No. 01/25/NQ-DHDCD dated April 29, 2025	Framework contracts without a specific contract value. For contracts or transactions with a specific value, the transaction value must be less than 35% of the Company's total assets as stated in the most recent financial statements. Transaction sectors: Trading of materials and supplies; trading of gasoline, petroleum products, and lubricants; equipment repair and maintenance; inland waterway transportation of coal; coal loading and unloading; and other related activities. Total value of inbound transaction contracts: VND 5.658.235.382. Total value of outbound transaction contracts: VND 4.089.109.618.483	TKV holds 51% of the Company's charter capital.



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No.	Name of organization/individual	Relationship with the Company	NSH No.	Address	Time of transactions	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
2	Vinacomin - Tourism & Trading Joint Stock Company	BOD Chairman of MTS concurrently serving as BOD Chairman of the Company	103005779	Viet A Building, Duy Tan Street, Cau Giay District, Hanoi	From 2025 until further changes are made	Resolution No. 19/24/NQ-HDQT-MTS dated December 17, 2024, and Resolution No. 01/25/NQ-DHDCD dated April 29, 2025	Resort and vacation services; organization of conferences and meetings; provision of staff meals; and other related services. Total value of inbound transaction contracts: VND 6.951.787.054.	
3	Vinacomin - Maokhe Mechanical Joint Stock Company	BOD Chairman of MTS concurrently serving as BOD Chairman of the Company	5700526478	Mao Khe Ward, Dong Trieu Town, Quang Ninh Province	From 2025 until further changes are made	Resolution No. 19/24/NQ-HDQT-MTS dated December 17, 2024, and Resolution No. 01/25/NQ-DHDCD dated April 29, 2025	Sale and purchase contract for materials and lubricants. Total value of outbound transaction contracts: VND 39.698.716.	
4	Vinacomin - Transportation and Miner Commuting Service Joint Stock Company	BOD Chairman of MTS concurrently serving as BOD Chairman of the Company	5700477326	Tay Son 2 Area, Cua Ong, Quang Ninh Province	From 2025 until further changes are made	Resolution No. 19/24/NQ-HDQT-MTS dated December 17, 2024, and Resolution No. 01/25/NQ-DHDCD dated April 29, 2025	Service contracts for transportation and shuttle services for employees commuting to work; trading of gasoline, petroleum products, lubricants, materials, etc. Total value of inbound transaction contracts: VND 1.442.305.602. Total value of outbound transaction contracts: VND 38.470.456.798.	

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No.	Name of organization/individual	Relationship with the Company	NSH No.	Address	Time of transactions	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
5	Vinacomin - Khe Cham Coal Company	The Head of the Board of Supervisors of MTS concurrently serves as a Supervisor of the Company.	5700100256-060	Mong Duong Ward, Cam Pha City, Quang Ninh Province	From 2025 until further changes are made	Resolution No. 19/24/NQ-HDQT-MTS dated December 17, 2024, and Resolution No. 01/25/NQ-DHDCD dated April 29, 2025	Sale and purchase contract for petroleum products and lubricants – master agreement. Total value of outbound transaction contracts: VND 28.660.904.041.	
6	Vinacomin - Thong Nhat Coal Company	The Head of the Board of Supervisors of MTS concurrently serves as a Supervisor of the Company.	5700101179	Cam Dong Ward, Cam Pha City, Quang Ninh Province	From 2025 until further changes are made	Resolution No. 19/24/NQ-HDQT-MTS dated December 17, 2024, and Resolution No. 01/25/NQ-DHDCD dated April 29, 2025	Sale and purchase contract for petroleum products and lubricants – master agreement. Total value of outbound transaction contracts: VND 43.290.290.518.	
7	Vinacomin – Hon Gai Coal Preparation Company	The Head of the Board of Supervisors of MTS concurrently serves as a Supervisor of the Company.	5700100256-002	Bach Dang Ward, Ha Long City, Quang Ninh Province	From 2025 until further changes are made	Resolution No. 19/24/NQ-HDQT-MTS dated December 17, 2024, and Resolution No. 01/25/NQ-DHDCD dated April 29, 2025	Master agreement for the sale and purchase of petroleum products, lubricants, and supplies. Total value of outbound transaction contracts: VND 80.063.673.752.	

No.	Name of organization/individual	Relationship with the Company	NSH No.	Address	Time of transactions	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
8	Vietnam Coal and Mineral Industries Hospital	The Head of the Board of Supervisors of MTS concurrently serves as a Supervisor of the Company.	5700100256-034	Phuong Liet Ward, Thanh Xuan District, Hanoi	From 2025 until further changes are made	Resolution No. 19/24/NQ-HDQT-MTS dated December 17, 2024, and Resolution No. 01/25/NQ-DHDCD dated April 29, 2025	Contract for the provision of health check-up services. Total value of inbound transaction contracts: VND 669.631.620.	
9	Vinacomin - Ha Lam Coal Joint Stock Company	The Head of the Board of Supervisors of MTS concurrently serves as the Head of the Company's Board of Supervisors.	5700101637	No. 1 Tan Lap Street, Ha Lam Ward, Quang Ninh Province	From November 28, 2025 until further changes are made	Resolution No. 02/NQ-DHDCDBT-2025 dated November 28, 2025 of Vinacomin-Ha Lam Coal Joint Stock Company	Sale and purchase of petroleum products and lubricants – master agreement; purchase and sale of materials, etc. Total value of outbound transaction contracts: VND 54.610.152.902.	
10	Construction Environment Joint Stock Company	The Head of the Board of Supervisors of MTS concurrently serves as a Supervisor of the Company.	6400308865	Hamlet 11, Nhan Co Commune, Lam Dong Province	From November 21, 2025 until further changes are made	Resolution No. 02/2025/NQ-DHDCD-VCE dated November 21, 2025 of Construction Environment Joint Stock Company	Mining of other non-ferrous metal ores; construction of works (residential buildings, railways, roads, and other civil engineering works), etc.	

No.	Name of organization/individual	Relationship with the Company	NSH No.	Address	Time of transactions	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
11	Dai Van Phu One Member Company Limited (Shareholder holding 10% or more of the total outstanding ordinary shares; Dai Van Phu One Member Company Limited holds 17.67% of the Company's charter capital; Ms. Luu Tuyet Huong holds 7.33% of the Company's charter capital).	Ms. Luu Tuyet Huong – the Company's Legal Representative.	304007430	26 Dinh Tien Hoang Street, Tan Dinh Ward, Ho Chi Minh City	From 2025 until further changes are made	Resolution No. 19/24/NQ-HDQT-MTS dated December 17, 2024, and Resolution No. 01/25/NQ-DHDCD dated April 29, 2025	Contract for the purchase of base oil and additives for lubricant production, etc. Total value of inbound transaction contracts: VND 23.609.399.100.	





THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Attached to Report No. 03/BC-MTS dated January 28, 2026)

No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
1	Pham Dang Phu		BOD Chairman					Representative of the 51% Capital Contribution of TKV
1.1	Pham Thi Thu Huong							Wife
1.2	Nguyen Thi Thoa							Mother
1.3	Pham Tien Vong							Father-in-law
1.4	Do Thi Tich							Mother-in-law
1.5	Pham Duc Hien							Elder brother
1.6	Pham Thanh Hoi							Elder brother
1.7	Pham Thi Phuong							Younger sibling



No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
1.8	Pham Van Tien							Brother-in-law
1.9	Pham Van Chien							Brother-in-law
1.10	Pham Thi Chien							Sister-in-law
1.11	Pham Van Trung							Brother-in-law
1.12	Pham Phuong Lam							Daughter
1.13	Pham Thuy Duong							Daughter
1.14	Pham Ngoc Bao Chau							Daughter
1.15	Pham Dang Phuc							Son
1.16	Nguyen Hoang Nam							Son-in-law

No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
2	Nguyen Manh Toan		BOD Member, Company Director					Insider
2.1	Nguyen Thanh Diem							Father
2.2	Pham Thi Hoa							Mother
2.3	Pham Thi To Mai							Wife
2.4	Nguyen Quoc Tuan							Son
2.5	Nguyen Tuan Phuc							Son

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No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
2.6	Nguyen Hai Thanh							Elder brother
2.7	Hoang Thi Don							Mother-in-law
2.8	Pham Hai Nam							Brother-in-law
2.9	Pham Thi Nga							Sister-in-law
2.10	Pham Thi Minh Hai							Sister-in-law
2.11	Thai Thi Phuong Thao							Daughter-in-law

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No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
3	Nguyen The Hung		Full-time Member of the Board of Directors			17.000	0,11%	Insider
3.1	Nguyen Canh Dap							Father
3.2	Vu Thi Hoa							Mother
3.3	Nguyen Thi Hang							Younger sister
3.4	Tran Cam Thach							Mother-in-law
3.5	Tran Thi Nu							Wife
3.6	Nguyen Thi Cam Ly							Child
3.7	Nguyen Canh Hung							Child

No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
4	Le Dung		BOD member, Chairman of the Company's Trade Union						
4.1	Nguyen Thi Van					19/04/2019			Related person of the insider
4.2	Le Mai Phuong					19/04/2019			Related person of the insider
4.3	Nguyen Van Nghiep					19/04/2019			Related person of the insider
4.4	Le Thuy Ha					19/04/2019			Related person of the insider
4.5	Pham Van Kinh					19/04/2019			Related person of the insider
4.6	Le Mai Anh					19/04/2019			Related person of the insider



No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
4.7	Nguyen Duc An							Brother-in-law
4.8	Le Thanh Huong							Elder sister
4.9	Nguyen Van Toan							Brother-in-law
4.10	Le Thi Le							Mother-in-law
4.11	Nguyen Thi Thu Nguyet							Wife
4.12	Le Thuy Duong							Child
4.13	Le Anh Thu							Child

No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
5	Dang Hoai Nam		BOD member					Insider
5.1	Vo Thi Hue							Wife
5.2	Dang Khoi Nguyen							Child
5.3	Dang Anh Khoi							Child
5.4	Dang Van Vuong							Father
5.5	Tran Thi Anh Tuan							Stepmother
5.6	Vo Xuan Hoa							Father-in-law
5.7	Thai Thi Nguyet							Mother-in-law
5.8	Dang Thi Anh Tuyet							Sister

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No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
5.9	Nguyen Canh Quy							Brother-in-law
5.10	Dang Van Ngoc							Brother
5.11	Ho Nhan Linh							Sister-in-law
5.12	Dang Van Dung							Brother
5.13	Nguyen Thi Phuong Mai							Sister-in-law
5.14	Vo Xuan Hoang							Brother-in-law
5.15	Vo Xuan Hoat							Brother-in-law
5.16	Vo Thi Huong							Sister-in-law

No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
6	Nguyen Van Tuan		Deputy Director of the Company			10.300	0,07%	Insider
6.1	Vu Thi Oanh							Mother
6.2	Nguyen Hong Thai							Wife
6.3	Nguyen Duc Minh							Child
6.4	Nguyen Quynh Chi							Child
6.5	Nguyen Thi Hang							Younger sibling
6.6	Nguyen Thanh Tung							Younger sibling

No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
6.7	Nguyen Thanh Dung							Sister-in-law
6.8	Nguyen Van Khiem							Father-in-law
6.9	Nguyen Thi Du							Mother-in-law
6.10	Nguyen Thuy Binh							Sister-in-law
6.11	Nguyen Thu Hien							Sister-in-law
6.12	Nguyen Thi Hoa							Sister-in-law
6.13	Hoang Xuan Thuy							Brother-in-law
6.14	Le Quang Hoa							Brother-in-law



No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
7	Ninh Thi My Nga		Deputy Director of the Company					Insider
7.1	Ninh Kim Ngoc							Elder sister
7.2	Vu Hong Quan							Brother-in-law
7.3	Ninh My Nga							Elder sister
7.4	Van Thanh Son							Brother-in-law
7.5	Ninh The Dung							Younger brother
7.6	Nguyen T. Phuong Thuy							Sister-in-law
7.7	Nguyen Quang Hoan							Husband
7.8	Tran Thi Sinh							Mother-in-law
7.9	Nguyen Ninh My My							Child
7.10	Nguyen Ninh My Dan							Child

No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
8	Tran Binh Minh		Deputy Director of the Company					Insider
8.1	Tran Quoc Phuong							Father
8.2	Dang Thi Minh Vuong							Mother
8.3	Nguyen Thi Hong							Wife
8.4	Tran Nguyen Dai Thang							Son
8.5	Tran Nguyen Thuy Anh							Daughter
8.6	Tran Nhat Quang							Younger brother
8.7	Tran Quang Tho							Younger brother
8.8	Luong Thi Thien							Mother-in-law
8.9	Nguyen Thi Thuy							Sister-in-law
8.10	Nguyen Quang Huy							Sister-in-law

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No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
9	Hoang Xuan Tung		Chief Accountant			1.100	0,01%	Insider
9.1	Ho Xay Denh							Mother
9.2	Hoang Thi Minh Hanh							Elder sister
9.3	Tran Trung Tuyen							Brother-in-law
10	Tran Thanh Tung		Head of BOS					Insider
10.1	Tran Van Hanh							Father
10.2	Le Thi Tam							Mother
10.3	Nguyen Thi Dung							Wife

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No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
10.4	Tran The Ninh							Child
10.5	Tran Binh Minh							Child
10.6	Tran Anh Tuan							Brother
10.7	Luu Thi Phuong							Sister-in-law
10.8	Nguyen Van Vinh							Father-in-law
10.9	Dang Thi Nhung							Mother-in-law
10.10	Nguyen Thi Phuong							Sister-in-law

No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
11	Hoang Kien		BOS member			3.200	0,02%	Insider
11.1	Hoang The Kim							Father
11.2	Hoang Thi Thu Chung							Younger sister
11.3	Hoang Thi Huyen							Wife
11.4	Hoang Duc Huynh							Father-in-law
11.5	Nguyen Thi Den							Mother-in-law
11.6	Hoang Tuan Kiet							Child



No.	Full name	Securities Trading Account	Position at the Company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Time of becoming a related person	Time of cessation as a related person	Reason	Relationship
12	Pham Thi Ngoc Bich		Member of the Board of Supervisors concurrently serving as Head of Internal Audit						
12.1	Pham Thi Tua					27/06/2023			Related person of the insider
12.2	Pham Thi Thu Trang					27/06/2023			Related person of the insider
12.3	Pham Quang Thao					27/06/2023			Related person of the insider
12.4	Pham Tuan Ngoc					27/06/2023			Related person of the insider
12.5	Pham The Duy					27/06/2023			Related person of the insider
12.6	Pham Thao Nguyen					27/06/2023			Related person of the insider

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No.	Full name	Securities trading account	Position at the company	ID Card/Citizen ID Number; Passport Number; Date and Place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership	Note
13	Hoang Mai Phuong		Corporate Governance Officer cum Full-time Company Secretary					Insider
13.1	Hoang Anh Tuan							Father
13.2	Phung Thi Thanh Mai							Mother
13.3	Hoang Phuong Thuy							Sister