

No. **701** /TB-TVD

*Uong Bi, April 07, 2026*

**NOTICE OF INVITATION**  
**to Attend the 2026 Annual General Meeting of Shareholders**  
**Vinacomin – Vang Danh Coal Joint Stock Company**

To: The Shareholders of Vinacomin – Vang Danh Coal Joint Stock Company

Pursuant to the Charter of Vinacomin – Vang Danh Coal Joint Stock Company;

Pursuant to the conditions for convening the 2026 Annual General Meeting of Shareholders;

The Board of Directors of Vinacomin – Vang Danh Coal Joint Stock Company hereby convenes the 2026 Annual General Meeting of Shareholders in accordance with the following particulars:

**1. Date, Time, and Venue:**

- Time: 7:30 AM, 28 April 2026;
- Venue: Conference Hall, Vinacomin – Vang Danh Coal Joint Stock Company, No. 969 Bach Dang Street, Uong Bi City, Quang Ninh Province.

**2. Attendees:**

- Members of the Board of Directors and the Supervisory Board of the Company;
- Shareholders entitled to attend the 2026 Annual General Meeting of Shareholders (the list of eligible shareholders will be finalized as of 30 March 2026).

**3. Agenda Items:**

**3.1 . Items for Discussion and Approval by the General Meeting:**

- Report on the Company's business performance in 2025 and business plan for 2026;
- Report on the activities of the Board of Directors in 2025 and its orientations for 2026;
- Report of the Supervisory Board on the assessment of the Company's business performance and review of the audited financial statements for the fiscal year 2025;
- Report on the activities of the Supervisory Board and its assessment of the performance of the Board of Directors and the General Director in 2025;

- Report on remuneration, allowances, and emoluments paid to the Board of Directors, Supervisory Board, and Executive Management in 2025; proposed remuneration, allowances, and emoluments for the Board of Directors, Supervisory Board, and Executive Management in 2026;

- Audited Financial Statements for the fiscal year 2025;

- Proposed profit distribution plan for the fiscal year 2025;

- Proposed dividend distribution plan for the fiscal year 2026..

- Proposed amendments and supplements to the Company's Charter of Organization and Operation (including the addition of business line code 7110 – Architectural and Engineering Activities and Related Technical Consultancy; specifically: surveying and mapping activities, pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister).

- Proposal for selection of an independent auditing firm to audit the Company's financial statements for the fiscal year 2026;

- Other matters falling within the authority of the General Meeting of Shareholders.

### **3.2. Election:**

Election of one (01) additional member of the Supervisory Board to ensure compliance with the composition requirements prescribed in the Company's Charter.

### **4. Registration to Attend the General Meeting:**

4.1. To facilitate the orderly conduct of the General Meeting, shareholders are kindly requested to submit their attendance confirmation or proxy appointment to the Organizing Committee of the General Meeting by post, fax or email no later than 4:00 PM on 27 April 2026, to the following address:

- Company Secretary's Office, Vinacomin - Vang Danh Coal Joint Stock Company: No. 969 Bach Dang Street, Uong Bi City, Quang Ninh Province;

- Tel: 0203 3573 385; Fax: 0203 3853 120; Mobile: 0936.464.482 (Mr. Bui Ngoc Duc, Corporate Secretary);

4.2. Shareholders may register their attendance in advance by fax or telephone; however, upon attending the General Meeting, they are required to present their Citizen ID card or passport, together with a duly executed power of attorney (if applicable)

4.3. In addition to the foregoing, shareholders may download attendance confirmation and proxy forms from the Company's website (<http://vangdanhcoal.com.vn>). Shareholders or groups of shareholders satisfying the conditions prescribed in Clause 2, Article 115 of the Law on Enterprises are entitled to propose additional items for inclusion in the agenda of the General Meeting. Such proposals must be submitted in writing to the Company no later than three (03) business days prior to the opening of the General Meeting, and must specify the shareholder's full name, number of shares held and the proposed additional agenda item.



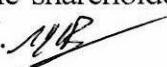
## 5. Access to Meeting Documents:

5.1. The meeting agenda, proxy appointment form, list of shareholders entitled to attend the General Meeting, meeting materials, and draft resolutions of the General Meeting are published on the Company's website: <http://vangdanhcoal.com.vn> ("Investor Relations" section – "Documents for the 2026 Annual General Meeting of Shareholders").

Any updates or amendments arising during the preparation period for the General Meeting will be posted on the Company's website in a timely manner and in accordance with applicable regulations.

5.2. The following documents are enclosed with this Notice:

- Agenda of the 2026 Annual General Meeting of Shareholders;
- (Form) Attendance Registration Form for the General Meeting of Shareholders;
- (Form) Proxy Appointment Form for the 2026 Annual General Meeting of Shareholders, together with a list of designated proxy holders for shareholders' reference when granting a proxy.

The Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company cordially invites all eligible shareholders to attend the Company's 2026 Annual General Meeting of Shareholders. / 

***Distribution:***

- As addressed;
- Company website;
- Board of Directors; Supervisory Board (electronic copy);
- Archived at: General Affairs Department, Meeting Records.

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN



Nguyen Van Dung

*\*Note: Shareholders and their authorized representatives shall bear all travel, accommodation and other expenses incurred in attending the General Meeting.*

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

**PROXY APPOINTMENT LETTER**

**Re: Appointment of Proxy to Attend the 2026 Annual General Meeting of Shareholders**

**To: Vinacomin - Vang Danh Coal Joint Stock Company**

Name of Shareholder: .....

Legal Representative (for Institutional Shareholders): .....

Citizen ID Card / Passport / Enterprise Registration Certificate No.: .....

Date of Issue: ..... Place of Issue: .....

Address: .....

otal Number of Shares Owned / Represented: ..... shares (In words: ..... shares)

*(Please select one of the following options and tick (✓) the appropriate box)*

**1. ATTEND THE GENERAL MEETING IN PERSON**

☐

**2. APPOINT A PROXY TO ATTEND THE GENERAL MEETING ON MY/OUR BEHALF**

☐

Information of the Appointed Proxy:

Name of Proxy (individual or organization): ..... Shareholder Code (if applicable): .....

Citizen ID Card / Passport / Enterprise Registration Certificate No.: .....

Date of Issue: ..... Place of Issue: .....

Address: .....

Number of Shares Authorized for Representation: ..... shares (In words: .....)

**Note:** In the event that a shareholder is unable to attend the General Meeting and is unable to appoint another person as proxy, the shareholder may appoint one of the following members of the Board of Directors as proxy:

No.	Full Name	Position	Selection	Number of Shares Authorized
1	Mr. Nguyen Van	Chairman of the Board of		



	Dung	Directors		
2	Mr. Ho Quoc	Member of the Board of Directors and General Director		
3	Mr. Tran Van Thuc	Member of the Board of Directors and Deputy General Director		
4	Mr. Trinh Van An	Member of the Board of Directors		
5	Mr. Nguyen Ba Quang	Independent Member of the Board of Directors		

(Please tick (✓) next to the name of the member of the Board of Directors appointed as proxy and specify the number of shares authorized for representation.)

**Scope of Proxy:**

- The Appointed Proxy is authorized, on behalf of the Shareholder, to attend, participate in discussions and cast votes on all matters within the agenda of the 2026 Annual General Meeting of Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company, and to exercise all rights and perform all obligations attached to the number of shares authorized for representation.

- The Shareholder shall be fully responsible for this proxy appointment and undertakes to comply with the applicable laws and the Charter of Vinacomin - Vang Danh Coal Joint Stock Company, and shall have no claim against the Company or the Appointed Proxy in relation thereto.

***\* Notes:***

- *The Appointed Proxy may not further delegate the proxy granted under this Letter to any third party.*

- *Where either party is an organization, this Letter must bear the signature of its legal representative and the seal of such organization (if any).*

- *This Proxy Appointment Letter shall be valid only if executed in its original form and signed by both parties; where either party is an organization, it must also bear the signature of its legal representative and the seal of such organization (if any). This Letter shall remain valid until the closing of the 2026 Annual General Meeting of Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company.*

**Shareholder / Authorized Representative**

Date: \_\_\_\_ April, 2026  
**Appointed Proxy**

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**Independence - Freedom - Happiness**

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....., day ..... month ..... year 2026

**REGISTRATION FORM FOR ATTENDANCE**

*For the 2026 Annual General Meeting of Shareholders  
Vinacomin - Vang Danh Coal Joint Stock Company*

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**To:** The Organizing Committee of the 2026 Annual General Meeting of Shareholders

Name of shareholder (or authorized representative of an institutional shareholder):.....

Registered address: .....

Citizen ID Card / Passport No: ..... Date of Issue: .....

Place of Issue: .....

(Or) Enterprise Registration Certificate No. (if applicable): .....

Issued by: ..... Date of Issue: ..... / ..... / .....

Tel.: ..... Fax: ..... Email: .....

Shareholder Code: ..... ; Number of shares owned: ..... ordinary shares.

Having received the Notice of Invitation to Attend the 2026 Annual General Meeting of Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company, I/we hereby confirm my/our attendance as follows:

- **ATTEND THE GENERAL MEETING IN PERSON** ☐
- **AUTHORIZE A PROXY TO ATTEND THE GENERAL MEETING ON MY/OUR BEHALF** ☐

*(Proxy Appointment Letter enclosed)*

I/We respectfully submit this Registration Form for Attendance to the Organizing Committee of the General Meeting for record purposes.

**Shareholder / Authorized Representative**

**\* Notes:**

- Please mark (✓) in the appropriate box..
- If you authorize another person to attend on your behalf, please enclose the Proxy Appointment Letter and submit it to the Company.





VINACOMIN - VANG DANH COAL JOINT STOCK COMPANY  
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS



813841

**BALLOT**  
**VOTER ID: .....**

Full name: .....

Number of shares in own possession: ..... shares

Number of shares authorized by other shareholders: ..... shares

Total number of voting shares: ..... shares

*((Check the corresponding box for your choice in each content))*

CONTENT	Approve	Disapprove	Abstain
Content 01: Approval of the Report of the Executive Management on production and business performance for 2025, and the plan and management measures for production and business operations in 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 02: Approval of the Report on the activities of the Board of Directors in 2025 and the orientations and key mandates of the Board of Directors for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 03: Approval of the Report of the Independent Member of the Board of Directors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 04: Approval of the audited financial statements for the fiscal year 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 05: Approval of the profit distribution plan and dividend payment for the fiscal year 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 06: Approval of the Report on remuneration paid to members of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 07: Approval of the proposed dividend rate for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 08: Approval of related-party contracts and transactions for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 09: Approval of amendments and supplements to the Charter on Organization and Operation of the Company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 10: Approval of the Supervisory Board's Report on oversight of management and operations in 2025 and its appraisal of the 2025 financial statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 11: Approval of the selection of an independent audit firm to audit the Company's financial statements for the fiscal year 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 12: Approval of the proposal on personnel for the mid-term addition to the Supervisory Board for the term 2023–2028.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Guide:**

Shareholders tick (X) or (V) in one of 3 boxes:

Approve/Disapprove/Abstain each Proposal

April 28, 2026

**VOTER**

*(Signature and full name)*

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**VINACOMIN - VANG DANH COAL JOINT STOCK COMPANY**

(At 7:30 AM on April 28, 2026 )

No.	Time	Content	Presenter / Responsible Party
1	7:30 - 8:00	Reception of delegates; verification of shareholders' eligibility to attend the General Meeting; registration guidance; and distribution of meeting materials.	Shareholder Eligibility Verification Committee; Registration Staff
2	8:00-8:10	Opening Ceremony: - Flag Salute Ceremony - Statement of the purpose of the General Meeting; introduction of delegates; - Introduction of the Presidium of the General Meeting	Head of Human Resources & Labour Department
3	8:10-8:15	Nomination and approval of the officers of the General Meeting: - Meeting Secretariat - Vote Counting Committee	Chairperson of the General Meeting
4	8:15-8:45	- Presentation of the meeting agenda; - Presentation of the Working Regulations of the General Meeting; - Explanation of the voting and ballot-counting procedures;	Meeting Secretary
5	8:45-8:50	- Approval of the meeting agenda; - Adoption of the Meeting Rules of Procedure; - Adoption of the voting and ballot-counting procedures.	Chairperson of the General Meeting
6	8:50-8:55	Report on the results of verification of shareholders' eligibility to attend the General Meeting.	Chairperson, Shareholder Eligibility Verification Committee
7	8:55-9:05	Report of the Board of Directors on the Company's business performance in 2025; business plan and management measures for 2026.	General Director



No.	Time	Content	Presenter / Responsible Party
8	9:05-9:15	Report on the activities of the Board of Directors in 2025; orientations and key tasks of the Board of Directors for 2026.	Member of the Board of Directors
9	9:15-9:20	Report of the Independent Member of the Board of Directors	Independent Member, Board of Directors
10	9:20-9:45	Presentation of the audited financial statements for the fiscal year 2025 (audited by AASC Auditing Firm Company Limited).	Chief Accountant
11		Approval of the profit distribution plan and dividend payment plan for the fiscal year 2025	
12		Report on remuneration paid to members of the Board of Directors and the Supervisory Board in 2025; proposed remuneration plan for 2026.	
13		Approval of the proposed dividend distribution plan for 2026	
14	9:45-10:00	Report on transactions between the Company and related parties / insiders in 2026.	Board of Directors, General Director
15		Approval of amendments and supplements to the Company's Charter of Organization and Operation.	
16	10:00-10:25	Report of the Supervisory Board on the assessment of the Company's management and operations in 2025 and review of the audited financial statements for the fiscal year 2025.	Ms. Tran Thi Van Anh – Chairperson of the Supervisory Board
17		Approval of the selection of the independent auditing firm for the audit of the Company's financial statements for the fiscal year 2026.	
18	10:25-10:35	Election of one (01) additional member of the Supervisory Board for the 2023–2028 term.	Chairperson of the General Meeting
19	10:25-10:55	Discussion, voting and election.	Chairperson of the General Meeting
20	10:55-11:10	Break (15 minutes)	
21	11:10-11:20	Announcement of the vote-counting results.	Ballots Counting Committee

No.	Time	Content	Presenter / Responsible Party
22	11:20-11:30	Presentation of the draft Minutes and Resolution of the General Meeting	Meeting Secretary
23	11:30-11:35	Adoption of the Minutes and Resolution of the General Meeting	Chairperson of the General Meeting
24	11:35-11:40	Closing remarks and adjournment of the General Meeting	

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**



No.:699/TVD

*Uong Bi, April 7th 2026*

**NOTICE**

**On Nomination and Candidacy for the By-election of a Supervisory Board  
Member**

**Vinacomin - Vang Danh Coal Joint Stock Company Mid-Term 2023÷2028**

To: The Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company

Pursuant to Enterprise Law No. 59/2020/QH14 dated 17 June 2020 and Securities Law No. 54/2019/QH14 dated 26 November 2019;

Pursuant to the Charter of Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company, as approved by the General Meeting of Shareholders on 23 April 2021;

Pursuant to applicable statutory requirements and corporate governance regulations of Than Vang Danh Joint Stock Company (TVD),

The Board of Directors of Than Vang Danh Joint Stock Company– Vinacomin hereby hereby announces the nomination and candidacy process to supplement the Supervisory Board of the Supervisory Board of the Company, as set out below:

**1. Number of Supervisory Board Members to be elected (by-election): One (01) member.**

**2. Eligibility criteria and conditions for Supervisory Board members:**

Please refer to the attached Guidelines.

**3. Nomination and candidacy rights.**

Please refer to the attached Guidelines.

**4. Application dossier for nomination and candidacy for Candidacy and Nomination to the Supervisory Board.**

The application dossier shall include:

- Nomination or candidacy letter for Supervisory Board membership, 2023–2028 term (Form No. 1)

- Self-completed curriculum vitae (CV) (Form No. 2);

- Certified copies of national identity card / Passport and permanent household registration certificate (or long-term temporary residence registration);

- Certified copies of academic degrees and professional qualification certificates.

Note: Relevant forms are available on TVD's website:

**<http://vangdanhcoal.com.vn>**.

- Translations of foreign-language documents into Vietnamese must be consular legalized and / or notarized in accordance with Vietnamese law.

### **5. Submission Procedures for Nomination and Candidacy Applications:**

- Application dossiers must be submitted to the General Meeting Organizing Committee of Vinacomin - Vang Danh Coal Joint Stock Company no later than 4:30 PM on 17/04/2026 (as recorded by the Company upon receipt), to the following address:

**2026 Annual General Meeting Organizing Committee**

**Vinacomin - Vang Danh Coal Joint Stock Company;**

**No. 969 Bach Dang Street, Uong Bi City, Quang Ninh Province.**

- The envelope must be clearly marked: **"Nomination / Self-nomination dossier for Supervisory Board by-election (TVD, term 2023–2028), TVD, Term 2023–2028"**

- Only dossiers submitted within the prescribed deadline, meeting all eligibility criteria and conditions, and submitted by eligible shareholders in accordance with applicable laws to nominate or stand as candidates for Supervisory Board membership shall be compiled by the Organizing Committee into the official candidate list for the election at the General Meeting.

This Notice is hereby issued for disclosure to shareholders for the attention of all shareholders. *[Signature]*

#### **Distribution:**

- TVD Shareholders;
- Members of the Board of Directors and Supervisory Board (electronic copy);
- Filed: General Affairs Dept., Board of Directors.

**ON BEHALF OF THE BOARD OF  
DIRECTORS**

**CHAIRMAN**



**Nguyen Van Dung**

#### **Enclosure:**

Guidelines on Eligibility Criteria and Nomination / Candidacy Rights for Supervisory Board Membership.



**GUIDELINES  
ON ELIGIBILITY CRITERIA AND NOMINATION/CANDIDACY RIGHTS  
FOR THE BY-ELECTION OF ADDITIONAL SUPERVISORY BOARD  
MEMBER – TERM IV (2023–2028)**

**I. Legal Basis.**

Pursuant to Enterprise Law No. 59/2020/QH14 dated 17 June 2020 and its implementing regulations;

Pursuant to Securities Law No. 54/2019/QH14 dated 26 November 2019 and its implementing regulations;

Pursuant to the Charter on Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company, as approved by the General Meeting of Shareholders on 23 April 2021;

Pursuant to Resolution No. 04/TVD-HDQT dated 04/03/2026 of the Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company approving the plan for convening the Annual General Meeting of Shareholders in 2026.

**II. Eligibility criteria and conditions for Supervisory Board members**

As stipulated under Clause 2, Article 103 of Enterprise Law No. 59/2020/QH14, specifically:

a) Must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a discipline relevant to the Company's business operations, and must have at least three (03) years of relevant working experience; the Chairperson of the Supervisory Board must have at least five (05) years of experience;

b) The candidate must not hold any managerial or executive position of the Company or of any other enterprise; must not serve as an inspector of a non-state-owned enterprise; and must not be an employee of the Company;

c) The candidate must not be a related person of the head or deputy head of the state ownership representative body; any member of the Board of Directors; the Chairman; the Director or General Director; the Deputy Director or Deputy General Director; the Chief Accountant; or any other inspector of the Company;

d) Such other criteria and conditions as stipulated in the Company's Charter.

### **III. Nomination and candidacy rights for Supervisory Board Membership.**

#### **1. Nomination and candidacy rights.**

The number of candidates a shareholder shall be entitled to nominate shall be determined as follows:

- a) A shareholder or group of shareholders holding from 10% to below 20% of total voting shares is entitled to nominate one (01) candidate;
- b) A shareholder or shareholder or group of shareholders holding from 20% to below 50% may nominate up to two (02) candidates;
- c) A shareholder or shareholder or group of shareholders holding 50% or more may nominate up to three (03) candidates.

2. Shareholders meeting the above criteria are entitled to stand as candidates for the Supervisory Board of the Company to stand as a candidate for TVD's Supervisory Board.

3) In the event that the total number of candidates nominated and self-nominated is insufficient in accordance with Clause 5, Article 115 of the Enterprise Law, the incumbent Supervisory Board may propose additional candidates or organize nominations pursuant to the Company's Charter and Internal Corporate Governance Regulations. Any additional nomination must be publicly disclosed prior to the General Meeting of Shareholders conducting the election of Supervisory Board members, in accordance with applicable law.

#### **Note:**

*All candidates and nominators shall be fully responsible before the law and the General Meeting of Shareholders and the General Meeting of Shareholders for the accuracy and truthfulness of their nomination and candidacy dossiers.*



**NOMINATION / SELF-NOMINATION LETTER**  
**For the By-election of a Supervisory Board Member, Mid-Term 2023–2028**

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders  
Vinacomin - Vang Danh Coal Joint Stock Company

I / We, the undersigned shareholder(s) of Vinacomin - Vang Danh Coal Joint Stock Company (the “Company” or “TVD”), holding ..... shares (in words: ..... shares), representing..... % of the Company’s total voting shares, as listed below:

No.	Full Name	National ID / Enterprise Reg. No.	Issuing Authority / Date of Issue	Address	% of Total Voting Shares	Signature / Seal (if applicable)
1						
	Total Shares					

Having reviewed the Guidelines on eligibility criteria for Supervisory Board members and nomination/candidacy rights on eligibility criteria for Supervisory Board membership and the nomination and candidacy rights at the 2026 Annual General Meeting of Shareholders, We hereby nominate / self-nominate the following individual(s) as candidates for the by-election of Supervisory Board member for the 2023–2028 term:

No.	Full Name	Date of Birth	Place of Birth	National ID No.	Date of Issue	Place of Issue	Permanent Address	Long-term Temporary Residence Address
1								
	Total Shares							

I/ We hereby confirm that the nominated candidate(s) satisfy all eligibility criteria for Supervisory Board membership under applicable law, the Company’s Charter, and the regulations on nomination, candidacy and election of Vinacomin - Vang Danh Coal Joint Stock Company. I/ We undertake full legal responsibility for this nomination and confirm compliance with all applicable regulations.

**Enclosures:**

- Certified copies of National Identity Card / Passport; Permanent household registration / Long-term temporary residence certificate;
- Certified copies of relevant academic qualifications;
- Curriculum Vitae (CV) of the candidate (prescribed form);
- Minutes of the meeting of the shareholder group (if applicable)

....., date ..... month ..... 2026

**SHAREHOLDER**

**(ON BEHALF OF THE  
SHAREHOLDER GROUP)**

(Signature and full name)

*Please note: This letter must be submitted to the General Meeting Organizing Committee no later than 4:30 PM on 17/04/2026, to the following address:*

*Vinacomin - Vang Danh Coal Joint Stock Company, No. 969 Bach Dang Street, Uong Bi City,  
Quang Ninh Province*

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

Form No.2

**CURRICULUM VITAE (CV) <sup>(1)</sup>**

**1. Personal Information:**

- Full name (as on birth certificate): .....
- Commonly used name: .....
- Alias (if any): .....
- Date of birth: .....
- Place of birth: .....
- Nationality (if applicable): .....
- Permanent residential address (household registration): .....
- Address as stated on National ID: .....
- .....
- Current residential address: .....
- .....
- National ID number (or passport / equivalent valid personal identification document): .....
- .....
- Date of issue:..... Place of issue: .....
- Name and address of the represented organization (if any) and percentage of ownership represented (where the individual acts as representative of a shareholder or capital contributor that is a legal entity): .....
- .....
- .....
- .....

Passport-size  
photo (4x6 cm)

**2. Educational Background:**

- General education level: .....
- Academic degree(s): .....

Name and address of institution	Field of study	Period of study	Degree(s) awarded

**3. Employment History:**

Employment history (from age 18 to present) <sup>(2)</sup>

No.	Period (from month/year to month/year) (3)	Employer / Organization	Position <sup>(4)</sup>	Business lines and key responsibilities	Notes <sup>(5)</sup>




Awards and disciplinary records:

.....  
 .....  
 .....

4. Civil legal capacity status <sup>(6)</sup>:

.....  
 .....

#### 5. Legal Declaration:

I hereby declare and undertake as follows:

- That I meet all eligibility criteria and conditions required for the position of (if applicable): ..... at Vinacomin - Vang Danh Coal Joint Stock Company;
- That I have not committed any violations of applicable laws in the sectors in which the Company operates.
- All personal information I have provided to Vinacomin - Vang Danh Coal Joint Stock Company for submission to the 2026 Annual General Meeting Organizing Committee for personnel review and approval is true and accurate. I undertake full legal responsibility for the completeness, truthfulness, and accuracy of the information declared herein.

....., date .... month .... 2026

**DECLARANT**

(Signature and full name)

#### Note:

- (1) The declarant must provide complete information as required and shall be legally responsible to Vinacomin - Vang Danh Coal Joint Stock Company for the completeness, truthfulness, and accuracy of the dossier. **Where there is nothing to declare, write "None" or "N/A".**
- (2) The declarant must fully disclose all positions, employers, and roles held, both past and present.
- (3) The employment history must be presented in chronological order without gaps.
- (4) Specify if the individual has served as a managerial officer or executive as defined under applicable law and the enterprise's charter;
- (5) Add a note if the employer falls under any of the following categories:
  - a) A subsidiary of TKV;

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**VINACOMIN - VANG DANH COAL JOINT STOCK COMPANY**

**(At 7:30 AM on April 28, 2026 )**

<b>No.</b>	<b>Time</b>	<b>Content</b>	<b>Presenter / Responsible Party</b>
1	7:30 - 8:00	Reception of delegates; verification of shareholders' eligibility to attend the General Meeting; registration guidance; and distribution of meeting materials.	Shareholder Eligibility Verification Committee; Registration Staff
2	8:00-8:10	Opening Ceremony: - Flag Salute Ceremony - Statement of the purpose of the General Meeting; introduction of delegates; - Introduction of the Presidium of the General Meeting	Head of Human Resources & Labour Department
3	8:10-8:15	Nomination and approval of the officers of the General Meeting: - Meeting Secretariat - Vote Counting Committee	Chairperson of the General Meeting
4	8:15-8:45	- Presentation of the meeting agenda; - Presentation of the Working Regulations of the General Meeting; - Explanation of the voting and ballot-counting procedures;	Meeting Secretary
5	8:45-8:50	- Approval of the meeting agenda; - Adoption of the Meeting Rules of Procedure; - Adoption of the voting and ballot-counting procedures.	Chairperson of the General Meeting
6	8:50-8:55	Report on the results of verification of shareholders' eligibility to attend the General Meeting.	Chairperson, Shareholder Eligibility Verification Committee
7	8:55-9:05	Report of the Board of Directors on the Company's business performance in 2025; business plan and management measures for 2026.	General Director



<b>No.</b>	<b>Time</b>	<b>Content</b>	<b>Presenter / Responsible Party</b>
8	9:05-9:15	Report on the activities of the Board of Directors in 2025; orientations and key tasks of the Board of Directors for 2026.	Member of the Board of Directors
9	9:15-9:20	Report of the Independent Member of the Board of Directors	Independent Member, Board of Directors
10	9:20-9:45	Presentation of the audited financial statements for the fiscal year 2025 (audited by AASC Auditing Firm Company Limited).	Chief Accountant
11		Approval of the profit distribution plan and dividend payment plan for the fiscal year 2025	
12		Report on remuneration paid to members of the Board of Directors and the Supervisory Board in 2025; proposed remuneration plan for 2026.	
13		Approval of the proposed dividend distribution plan for 2026	
14	9:45-10:00	Report on transactions between the Company and related parties / insiders in 2026.	Board of Directors, General Director
15		Approval of amendments and supplements to the Company's Charter of Organization and Operation.	
16	10:00-10:25	Report of the Supervisory Board on the assessment of the Company's management and operations in 2025 and review of the audited financial statements for the fiscal year 2025.	Ms. Tran Thi Van Anh – Chairperson of the Supervisory Board
17		Approval of the selection of the independent auditing firm for the audit of the Company's financial statements for the fiscal year 2026.	
18	10:25-10:35	Election of one (01) additional member of the Supervisory Board for the 2023–2028 term.	Chairperson of the General Meeting
19	10:25-10:55	Discussion, voting and election.	Chairperson of the General Meeting
20	10:55-11:10	Break (15 minutes)	
21	11:10-11:20	Announcement of the vote-counting results.	Ballots Counting Committee

<b>No.</b>	<b>Time</b>	<b>Content</b>	<b>Presenter / Responsible Party</b>
22	11:20-11:30	Presentation of the draft Minutes and Resolution of the General Meeting	Meeting Secretary
23	11:30-11:35	Adoption of the Minutes and Resolution of the General Meeting	Chairperson of the General Meeting
24	11:35-11:40	Closing remarks and adjournment of the General Meeting	

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**



VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION  
LIMITED  
VINACOMIN - VANG DANH COAL JOINT  
STOCK COMPANY

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THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Uong Bi, April , 2026

## **WORKING REGULATIONS**

**At the 2026 Annual General Meeting of Shareholders  
Vinacomin - Vang Danh Coal Joint Stock Company**

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*Pursuant to the Law on Enterprises dated June 17, 2020; Law No. 03/2022/QH15 dated January 11, 2022;*

*Pursuant to the Law on Securities dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024;*

*Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of certain provisions of the Law on Securities;*

*Pursuant to the Charter of Vinacomin - Vang Danh Coal Joint Stock Company;*

The 2026 Annual General Meeting of Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company shall be organized and conducted in accordance with these Regulations.

### **Chapter I**

#### **GENERAL PROVISIONS**

##### **Article 1. Purpose and Requirements**

1. Purpose: To ensure that the 2026 Annual General Meeting of Shareholders is conducted in accordance with the provisions of the law and the Charter of Vinacomin - Vang Danh Coal Joint Stock Company (hereinafter referred to as the “Company”), with the aim of protecting the lawful rights and interests of the Company and its shareholders.

2. Requirements: The content of the Regulations must comply with legal principles and must not contradict the laws or the Company’s Charter.

##### **Article 2. Scope and Subjects of Application**

1. Scope of Application: These Regulations shall apply during the organization of the 2026 Annual General Meeting of Shareholders of the Company.

2. Subjects of Application: Including shareholders, authorized representatives, and other individuals invited to attend the Meeting.

### **Chapter II**

#### **SPECIFIC PROVISIONS**

##### **Article 3. Conditions for Attending the General Meeting**

Eligible attendees include shareholders of the Company whose names appear on the list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of March 30, 2026; representatives authorized by a shareholder or a group of shareholders; and other individuals invited to attend the Meeting.

**Article 4. Rights and Obligations of Shareholders or Authorized Representatives Attending the General Meeting** (*hereinafter referred to as "Attendees"*)

**1. Permissions:**

*Attendees shall have the following basic rights:*

- a) To directly attend the General Meeting; to discuss, express opinions, and vote on all matters within the scope of the Meeting's authority.
- b) To receive one "Voting Card," one "Ballot," one "Ballot Paper for the By-election of a Supervisory Board Member" and relevant documents for discussion, expression of opinions, and voting. These documents shall bear the Company's seal.
- c) Latecomers have the right to register and participate in voting on issues not yet voted upon. In such cases, the Chairperson is not obliged to pause the Meeting, and the validity of previous voting sessions shall remain unaffected.
- d) Other rights in accordance with the law and the Company's Charter.

**2. Obligations:**

*Attendees shall have the following basic obligations:*

- a) Attendees must bring their Citizen ID card, Passport, or other identification documents; and a Power of Attorney (for authorized representatives).
- b) Upon entering the meeting room, Attendees or their interpreters (if any) must strictly follow the seating arrangements organized by the Organizing Committee and sit in the assigned seat corresponding to the Shareholder Code labeled on the back of the chair.
- c) Smoking or using other stimulants in the meeting room is strictly prohibited. Attendees must not attend the Meeting while intoxicated or under the influence of stimulants to the extent that they lose self-control.
- d) Attendees must refrain from private conversations, unrelated activities, or any behavior that disrupts the order of the Meeting. Mobile phone use during the Meeting is prohibited - all devices must be set to silent or turned off. In case of force majeure or personal matters, Attendees must request permission from the Chairperson before leaving the meeting room.
- e) Attendees may only speak at the Meeting regarding matters listed in the Meeting Agenda.
- f) Attendees must notify the Shareholder Eligibility Inspection Committee if they choose not to continue participating in the Meeting.
- g) Attendees must comply with the authority and instructions of the Chairperson.

## **Article 5. Use of “Voting Card” and “Ballot” for Approving Agenda Items at the General Meeting**

### **1. Voting Card**

1.1. Certain items on the Meeting agenda shall be openly discussed and voted on using a “Voting Card.” The “Voting Card” shall bear the Company’s seal. It will clearly state the code number, full name of the shareholder or authorized representative, the total number of shares owned/represented, and the number of shares under proxy.

1.2. The raising of “Voting Cards” shall follow the instructions of the Chairperson and be conducted in the form of questions. The voting result shall be announced by the Chairperson immediately after each voting item is completed.

1.3. Method of using the Voting Card:

a) Valid use of the Voting Card: Each Attendee may vote only once per item—either “Agree,” “Disagree,” or “Abstain.” The card must be held up high, with the front side facing the Chairperson.

b) If an Attendee does not raise their Voting Card in any of the three voting rounds (“Agree,” “Disagree,” or “Abstain”) for a specific item, it shall be considered a vote in favor of that item.

c) If an Attendee raises their Voting Card more than once for the same voting item, the last raised option shall be recorded as the shareholder’s official vote.

### **2. Ballot**

Each voting item on the Ballot includes three checkboxes for Attendees to indicate their vote:

- + Box for Agree
- + Box for Disagree
- + Box for Abstain

For each voting item, Attendees express their opinion by marking either an (X) or a (✓) in one of the three boxes, signing, and clearly writing their full name on the Ballot before submitting it to the Vote Counting Committee.

- A Ballot will be considered invalid in the following cases:
  - + The Ballot is not in the format issued by the Meeting’s Organizing Committee or does not bear the Company’s official red seal;
  - + The Ballot is torn, damaged, or contains any additional marks or symbols;
  - + The Ballot is not signed and does not clearly state the full name of the shareholder or authorized representative attending the meeting;
  - + The Ballot has been crossed out or corrected;
  - + The Ballot has no mark in any checkbox, or marks more than one checkbox for a single voting item.

## **Chapter III**

## **SHAREHOLDER ELIGIBILITY VERIFICATION COMMITTEE AND VOTE COUNTING COMMITTEE**



## **Article 6. Rights and Obligations of the Shareholder Eligibility Verification Committee**

### **1. Permissions:**

- a) To request Attendees to present their Citizen ID, Passport, or Power of Attorney (*for authorized representatives*).
- b) To guide and explain to Attendees any unclear matters during their registration to attend the Meeting.

### **2. Obligations:**

- a) To issue to Attendees the “Voting Card,” “Ballot,” and relevant documents for discussion and voting at the Meeting (including those arriving late).
- b) To create the list of shareholders and their authorized representatives attending the Meeting.
- c) To prepare a report on the result of the eligibility verification of Attendees and present the results at the Meeting.
- d) To report to the Meeting before each voting round if there is an increase in the number of Attendees.
- e) To submit the results of the eligibility verification to the Chairperson immediately after the Meeting concludes and to be legally responsible for the results of the verification.
- f) To carry out other tasks as required by the Chairperson of the Meeting.

## **Article 7. Responsibilities of the Vote Counting Committee**

The Vote Counting Committee has the following duties:

- 1. To count the votes cast using the Ballots, and to prepare a report and inform the Meeting about the results of the vote counting for each agenda item.
- 2. To announce the conditions and criteria for the nomination of candidates for the additional election of Board of Directors (BOD) members, as well as to explain the principle of cumulative voting before the Meeting proceeds with the election of additional BOD members. To prepare a report and inform the Meeting about the election results for BOD members.
- 3. To be legally responsible for the accuracy of the results of their duties and for the report to the Meeting

## **Chapter IV**

### **CHAIRPERSON AND SECRETARY OF THE GENERAL MEETING**

## **Article 8. Rights and Obligations of the Chairperson**

The Chairman of the Board of Directors (BOD) of the Company shall serve as the Chairperson of the General Meeting. The Chairperson has the rights and obligations according to the Enterprise Law and the Company’s Charter, including the following basic rights and obligations:

### **1. Permissions:**

- a) To preside over the General Meeting.

- b) To decide the order, procedures, or any issues arising outside the agenda of the Meeting, which shall have the highest decision-making authority.
- c) To not respond to opinions that are outside the Meeting's agenda, though the Chairperson will record those opinions.
- d) To interrupt the statements of Attendees when they speak on matters outside the agenda, repeat opinions, or provide unclear statements.
- e) To expel individuals who cause disruptions, fail to comply with the Chairperson's authority, or obstruct the normal course of the Meeting.
- f) To nominate the Secretary of the General Meeting.

## **2. *Obligations:***

- 1. To preside over the General Meeting in accordance with the proper procedures and rules as prescribed by law, the Company's Charter, and the Meeting agenda.
- 2. To answer or delegate someone else to answer all opinions and suggestions from Attendees on issues related to the Meeting agenda.
- 3. To sign the Minutes and Resolutions of the General Meeting.

## **Article 9. Secretary of the General Meeting**

The Secretary of the General Meeting has the rights and obligations according to the Enterprise Law and the Company's Charter, including the following basic obligations:

To accurately and fully record the proceedings of the Meeting.

To present the draft Minutes and Resolutions of the Meeting.

Together with the Chairperson, to be jointly responsible for the authenticity and accuracy of the content of the Minutes and Resolutions.

To be responsible for organizing the storage of the Minutes and Resolutions of the Meeting according to the Company's Charter.

## **Chapter V**

### **PROCEDURES FOR CONDUCTING THE GENERAL MEETING**

## **Article 10. Conditions for Holding the General Meeting**

- 1. The General Meeting may be held when the number of Attendees represents more than 50% of the total shares with voting rights according to the shareholder list prepared at the time of the cutoff date for shareholder attendance at the Meeting.
- 2. If the General Meeting does not meet the above conditions, the convening and holding of subsequent General Meetings shall be carried out in accordance with the Enterprise Law, Clause 2 and Clause 3, Article 19 of the Company's Charter.

## **Article 11. Approval of the Resolutions of the General Meeting**

The resolutions of the General Meeting shall be approved when more than 50% of the total votes cast by Attendees present at the Meeting are in favor, as prescribed in Clause 4, Article 21 of the Company's Charter.

## **Article 12. Making Statements at the General Meeting**

1. Principle: Before making a statement, Attendees must register their speaking topic. The registration form for speaking can be obtained at the Shareholder Eligibility Verification Table. The Secretary of the General Meeting is responsible for receiving and submitting the registration forms to the Chairperson.

2. Method of Speaking: Attendees should make brief statements, staying on the topic they have registered, and ensuring that the content aligns with the Meeting agenda. The Chairperson will arrange for Attendees to speak in the order of their registration. Attendees should not repeat opinions that have already been made by others or issues that the Chairperson has already addressed.

## **Chapter VI**

### **MINUTES AND RESOLUTIONS OF THE GENERAL MEETING**

#### **Article 13. Minutes and Resolutions of the General Shareholders' Meeting**

1. The Minutes and Resolutions of the Meeting shall be prepared in Vietnamese and must include the contents as required by law.

2. The Minutes and Resolutions of the Meeting must be read and voted on by raising the “Voting Card” before the Meeting is adjourned.

3. The Minutes shall be sent to shareholders by posting on the Company’s website: [vangdanhcoal.com.vn](http://vangdanhcoal.com.vn) (*Under the Shareholder Relations section, select the Annual General Meeting 2026*). If shareholders or their representatives request a hard copy, the Company will send it via mail or fax.

This is the working regulation for the 2026 Annual General Meeting of Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company.

This regulation shall be effective immediately once it has been approved by the shareholders.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**

***Recipients:***

- Shareholders of the Company;
- Authorized representatives of the Shareholders;
- CV Department (Information Disclosure);
- State Securities Commission (SSC); Hanoi Stock Exchange (HNX);
- Board Secretary; Meeting Records.

**Nguyen Van Dung**



*Uong Bi, April , 2026*

**REGULATIONS**  
**VOTING PROCEDURE AT THE ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS IN 2026**  
**VINACOMIN - VANG DANH COAL JOINT STOCK COMPANY**

Pursuant to the Enterprise Law dated June 17, 2020; Law No. 03/2022/QH15 dated January 11, 2022;

Pursuant to the Securities Law dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024;

Pursuant to the Charter of Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company, approved by the General Meeting of Shareholders on April 23, 2021;

**PART I: GENERAL PROVISIONS**

**Article 1. Purpose**

1. This regulation is established to specify the principles and methods of voting in accordance with the law, the Charter, and the Company's governance regulations.
2. Shareholders exercise their right to express opinions on specific issues to determine whether those issues meet the conditions to be approved by the General Meeting.

**Article 2. Scope of Application**

This regulation only applies to voting at the Annual General Meeting of Shareholders in 2026 of the Vinacomin - Vang Danh Coal Joint Stock Company.

**Article 3. Principles and Eligible Voters**

1. Voting Principles:
  - Ensure compliance with legal provisions and the company's Charter;
  - Ensure transparency, democracy, and the legal rights of all shareholders;
  - Ensure the concentration and organizational stability of the General Meeting.
2. Eligible Voters:
  - Shareholders who own common shares with voting rights or authorized representatives attending the meeting with voting rights (according to the shareholder list for participation and voting at the 2026 Annual General Meeting issued by the Vietnam Securities Depository and Clearing Corporation - VSDC) present at the meeting and who

register their participation in accordance with the regulations published by the company.

- Voting cards will be distributed to shareholders at the registration desk.

## **PART II: VOTING INSTRUCTIONS**

### **Article 4. Voting Method**

- Shareholders have the right to participate in voting immediately after registration. In case a shareholder arrives late, the validity of the votes that have already been cast will not be affected.

### **Article 5. Voting Principles**

- The voting rights of shareholders correspond to the number of shares owned/represented by the shareholder.

- Voting on issues at the General Meeting will be carried out through an open, direct voting method.

- The voting ballots are issued by the Organizing Committee. The content of the voting ballot includes: the issues to be voted on, the name of the shareholder or the authorized representative, and the total number of shares with voting rights. The voting ballot will include the items to be approved at the General Meeting according to the agenda that has been passed.

- When receiving a voting ballot, the shareholder/representative must verify the information, the total number of shares with voting rights, and the total number of voting ballots received. If there are any errors, they must be reported immediately upon receiving the ballot. The voting ballot is considered valid when it contains complete and accurate information as required on the ballot.

- Voting will be carried out in accordance with Article 5 of the Rules of Procedure for the 2026 Annual General Meeting of Shareholders of Vinacomin Gold Danh Coal Joint Stock Company.

### **Article 6. Approved Voting Matters**

The matters to be voted on shall be approved in accordance with the provisions of Article 11 of the Regulations on the Organization of the 2026 Annual General Meeting of Shareholders of Vinacomin Vang Danh Coal Joint Stock Company.

## **PART III: BALLOT COUNTING AND ANNOUNCEMENT OF RESULTS**

### **Article 7. Ballot Counting Committee, Voting and Counting Principles**

#### **1. Ballot Counting Committee:**

- Vote counting shall be conducted by the Ballot Counting Committee. The Organizing Committee of the General Meeting shall prepare and propose to the General Meeting of Shareholders a Ballot Counting Committee responsible for: verifying the eligibility of shareholders attending the meeting; introducing and distributing ballots, providing guidance and answering questions during the voting process; conducting the vote count; and announcing the voting results at the meeting. This Committee shall be approved by the shareholders attending the meeting through open voting.

#### **2. Voting Principles:**

- Before voting begins, the Ballot Counting Committee shall inspect the ballot box in the presence of shareholders.
- Voting begins once announced by the representative of the Ballot Counting Committee and ends either when the last shareholder casts their vote into the ballot box or 30 minutes after the announcement—whichever comes first. After voting concludes, the ballot box shall be sealed by the Ballot Counting Committee.

### 3. Vote Counting Regulations:

The Ballot Counting Committee shall follow these rules during vote counting:

- Conduct the vote counting in a separate room or designated area;
- May use electronic tools and technical staff for support;
- Verify the validity of all voting ballots;
- Review each ballot individually and record the results;
- Seal all ballots and hand them over to the Chairperson.

## **Article 8. Preparation and Announcement of the Vote Counting Minutes**

After the vote counting is completed, the Ballot Counting Committee is responsible for compiling the voting results and preparing the Vote Counting Minutes. These minutes must be signed by all members of the Committee to confirm the accuracy, transparency, and compliance with the principles and procedures of vote counting.

The contents of the Vote Counting Minutes must include the following information: Composition of the Ballot Counting Committee; Time and location of the vote counting; Total number of shareholders who participated in the voting; Total number of voting shares present at the General Meeting; Total number of ballots distributed; Total number of ballots collected; Total number of invalid ballots; Total number of valid ballots; Total number of votes in favor, against, or abstaining, along with the corresponding percentages for each voting item; Signatures of all members of the Ballot Counting Committee.

The full text of the Vote Counting Minutes must be announced before the General Meeting. The Head of the Ballot Counting Committee may, on behalf of the Chairperson, announce the voting results.

## **PART IV: COMPLAINTS AND ENFORCEMENT EFFECTIVENESS**

### **Article 9. Complaints**

All complaints related to the voting results shall be reviewed and resolved immediately during the General Meeting. In case of disagreement regarding the voting procedure or the results, the Ballot Counting Committee shall re-examine the matter and seek the opinion of the General Meeting for a final decision.

### **Article 10. Enforcement Effectiveness**

This Voting Regulation shall take effect immediately upon its approval by the 2026 Annual General Meeting of Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company.



***Recipients:***

- Shareholders of the Company;
- Board of Directors (BOD), Supervisory Board (SB) of the Company;
- To be archived: Office of the Company, BOD.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**

**Nguyen Van Dung**

*Uong Bi, April , 2026*

**ELECTION REGULATIONS  
SUPPLEMENTARY ELECTION A SUPERVISORY BOARD MEMBER FOR  
THE 4TH TERM (2023–2028)  
AT THE 2026 ANNUAL GENERAL SHAREHOLDERS' MEETING  
VINACOMIN -VANG DANH COAL JOINT STOCK COMPANY**

*Pursuant to the Enterprise Law dated June 17, 2020; Law No. 03/2022/QH15 dated January 11, 2022;*

*Pursuant to the Securities Law dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024;*

*Pursuant to the Charter of Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company, approved by the General Meeting of Shareholders on April 23, 2021;*

*Pursuant to the Company's internal regulations on corporate governance, issued under Decision No. 656/QD-TVD dated June 8, 2021, by the Supervisory Board of the Company.*

The 2026 Annual General Shareholders' Meeting ("AGM") of Vinacomin - Vang Danh Coal Joint Stock Company ("the Company") will conduct a supplementary election of Supervisory Board ("SB") members for the 4th term (2023–2028) according to the following regulations:

**Article 1. Principles and Eligible Voters in the Election:**

**1. Principles of Election:**

1.1. The election shall be conducted in accordance with the law, the Company's Charter, and in alignment with these regulations to ensure democracy and the legitimate rights of all shareholders.

1.2. The election shall be conducted publicly by secret ballot.

**2. Eligible Voters:**

Shareholders who own voting shares or their authorized representatives with voting rights (according to the list provided by the Vietnam Securities Depository (VSDC) on March 30, 2026) and who are present at the 2026 Annual General Shareholders' Meeting are eligible to vote.

**Article 2. Number, Term, and Standards for Supervisory Board Members**

1. Number of Board Members to be Elected: 1 member.

2. Term: 2023 - 2028.

3. Number of Board Candidates: Unlimited.

4. Standards for Board Candidates:

As stipulated in Clause 2, Article 103 of the Law on Enterprises No. 59/2020/QH14, specifically as follows:

a. The candidate must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or other disciplines relevant to the Company's business operations, and must have at least three (03) years of relevant working experience. The Chairperson of the Supervisory Board must have at least five (05) years of working experience;

b. The candidate must not hold a managerial or executive position in the Company or in any other enterprise; must not act as a controller (supervisor) of an enterprise that is not a state-owned enterprise; and must not be an employee of the Company;

c. The candidate must not be a related person of: the head or deputy head of the body representing the State owner in the Company; any member of the Board of Directors; the Chairperson of the Company; the Director or General Director; the Deputy Director or Deputy General Director; the Chief Accountant; or any other member of the Supervisory Board of the Company;

d. Other criteria and conditions as stipulated in the Company's Charter.

### **Article 3. Nomination for Supervisory Board Members**

1. Nomination and candidacy rights.

The number of candidates a shareholder shall be entitled to nominate shall be determined as follows:

a) A shareholder or group of shareholders holding from 10% to below 20% of total voting shares is entitled to nominate one (01) candidate;

b) A shareholder or shareholder or group of shareholders holding from 20% to below 50% may nominate up to two (02) candidates;

c) A shareholder or shareholder or group of shareholders holding 50% or more may nominate up to three (03) candidates.

2. Shareholders meeting the above criteria are entitled to stand as candidates for the Supervisory Board of the Company to stand as a candidate for TVD's Supervisory Board.

3) In the event that the total number of candidates nominated and self-nominated is insufficient in accordance with Clause 5, Article 115 of the Enterprise Law, the incumbent Supervisory Board may propose additional candidates or organize nominations pursuant to the Company's Charter and Internal Corporate Governance Regulations. Any additional nomination must be publicly disclosed prior to the General Meeting of Shareholders conducting the election of Supervisory Board members, in accordance with applicable law.

### **Article 4. Candidate Application and Nomination Documents for the the Supervisory Board**

1. Application dossier for nomination and self-nomination of candidates to the Supervisory Board shall include:

- Nomination / self-nomination letter for candidates to the Supervisory Board for the term 2023–2028 (Form No. 1);
- Curriculum Vitae (CV) of the candidate (Form No. 2);
- Certified true copies of National ID card / passport and permanent residence registration (or long-term temporary residence certificate);
- Certified true copies of academic degrees, diplomas and professional certificates evidencing educational and professional qualifications;
- Valid power of attorney for nomination (in case a shareholder authorizes another person to nominate a candidate);
- The nominating shareholder(s) and/or candidate(s) shall be fully responsible before the law and the General Meeting of Shareholders for the accuracy, truthfulness and completeness of the contents of the submitted dossier.

2. Location and deadline for submission of nomination/application documents.

To ensure the preparation of materials for the General Meeting of Shareholders, the nomination/application documents must be sent to the Company by 16:30 on April 17, 2026, to the following address:

**Organizing Committee of the 2026 Annual General Meeting of Shareholders  
Vinacomin - Vang Danh Coal Joint Stock Company  
969 Bach Dang Street, Uong Bi Ward, Quang Ninh Province.**

- The envelope should clearly state: "Nomination/Application for the Supervisory Board TVD 2023-2028".

3. Only those nomination/application documents that meet the required conditions for nomination/application, submitted to the Organizing Committee before the above deadline, and candidates who meet the legal qualifications for Board members will be included in the list of candidates to be announced at the General Meeting.

4. The list of candidates for the Supervisory Board will be arranged in alphabetical order, with full names on the voting ballots.

## **Article 5. Voting Method**

1. The voting to elect members of the Supervisory Board (SB) will be conducted using a cumulative voting method. Under this method, each shareholder has a total number of votes corresponding to the total number of shares they hold, multiplied by the number of Board members to be elected. Shareholders may allocate all of their votes to a single candidate or choose not to vote for any candidates.

2. The total number of votes cast for a candidate by a shareholder must equal the total number of votes that shareholder is entitled to (calculated by the number of shares held, multiplied by the number of members to be elected (x1)).

3. Shareholders or authorized representatives may vote for a number of candidates up to the number of Board members to be elected (1 person).



## **Article 6. Election Process**

1. Voting Ballot: Each shareholder or authorized representative attending the meeting will be issued 01 (one) voting ballot for the Supervisory Board(SB). The ballot will contain the shareholder's code, the number of shares they own, and the total number of votes allocated, which is multiplied by the number of SB members to be elected. It will also list the nominated candidates for the SB, with columns for "Cumulative Voting" and "Number of Votes," along with the company's official stamp.

### **2. How to Fill Out the Voting Ballot:**

Delegates can vote for up to the number of candidates needed to be elected.

If voting all of the votes for one candidate, the delegate should mark "X" or "V" in the "Cumulative Voting" box or clearly write the number of votes in the "Number of Votes" box for the selected candidate.

If no candidate is selected, the delegate should not mark any box and must sign and write their full name at the bottom of the ballot to confirm.

Shareholders must sign and write their full name at the bottom of the ballot to confirm.

### Note:

*In the case where a delegate marks both the "Cumulative voting" box and writes the number in the "Number of votes" box, the result will be based on the number of votes written in the "Number of votes" box.*

*If the ballot is incorrectly filled out, torn, or damaged, and has not yet been placed in the ballot box or the voting time has not yet ended, the shareholder may request the Organizing Committee to exchange it for another ballot. The Ballot Counting Committee will collect the damaged ballots and return them to the Secretary of the General Meeting.*

### **3. Validity of Ballots:**

#### **3.1. Valid ballots:**

- The ballot is issued by the Organizing Committee of the General Meeting and has the company's official seal.
- The total number of votes equals the number of votes the shareholder is entitled to cast.
- The ballot is signed by the shareholder or the authorized representative.
- The ballot is not torn, scratched, erased, or altered.

#### **3.2. Invalid ballots:**

- The ballot was not issued by the Organizing Committee of the General Meeting.
- The ballot does not bear the company's official seal.
- The ballot is torn, scratched, erased, altered, or includes additional candidates not on the list of nominees previously approved by the General Meeting before voting.
- The ballot does not have the signature and full name of the shareholder or the shareholder's authorized representative.
- The ballot includes additional information or marks.

- The number of votes cast for candidates does not match the total number of votes the shareholder is entitled to cast.
- The number of candidates voted for exceeds the required number of candidates to be elected.
- The ballot is submitted to the Election Committee after voting has closed and the ballot box has been sealed.

Invalid ballots will not be counted in the election results.

#### 4. Principles of Voting for Supervisory Board Members:

- The Election Committee will inspect the ballot box in the presence of shareholders.
- Voting will begin when authorized by the Chairman of the meeting or the Head of the Election Committee and will end when the last shareholder casts their vote into the ballot box. Shareholders or their authorized representatives will cast their votes for Board members into the ballot box. After voting concludes, the Election Committee will seal the ballot box in front of the shareholders.
- The vote counting process will commence immediately after the voting has ended and the ballot box has been sealed.

#### 5. Regulations on Vote Counting:

##### 5.1. The Election Committee will perform the vote counting process as follows:

- The Election Committee will work in a separate room/area.
- The Election Committee may use electronic technical equipment and technical experts to assist in vote counting.
- Verify the validity of the ballots.
- Examine each ballot and record the vote count results.
- The vote counting process will be conducted under the supervision of the Supervisory Board or shareholder representatives.

##### 5.2. Preparing and Announcing the Vote Counting Report:

- After the vote counting is completed, the Election Committee will prepare a report on the vote counting results.
- The vote counting report must include the following key information:
  - + Time and location of the vote counting process;
  - + Composition of the Election Committee;
  - + Total number of shareholders attending the meeting; total number of shareholders voting;
  - + Number and percentage of valid and invalid ballots;
  - + Number and percentage of votes for each candidate for the Supervisory Board;
  - + The vote counting report must be signed by all members of the Election Committee.

#### 6. Principles of Electing Board Members)

- The elected Board members are determined based on the highest number of votes, starting from the candidate with the highest vote count until the required number of members is elected.

- In case two or more candidates receive the same number of votes for the last Board member position, a re-election will be held among the candidates with equal vote counts.

**Article 7. Announcement of Election Results:**

Based on the ballot counting minutes, the election results for the Supervisory Boardmembers will be announced immediately at the General Meeting. These results will be recorded in the Resolution of the General Meeting.

**Article 8. Effectiveness of the Election Regulations:**

These election regulations shall be effective immediately upon approval by the General Meeting of Shareholders. These regulations will expire when the Annual General Meeting of Shareholders of the Company for 2026 concludes. The above is the entire Election Regulation for supplementing the Supervisory Boardmembers between the 2023-2028 term at the 2026 Annual General Meeting of Shareholders of the Company.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

***Recipients:***

- Shareholders of the Company;
- Members of the Board of Directors, Supervisory Board;
- Company Website posting;
- Archive of the Board of Directors.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**

**Nguyen Van Dung**

No.: 01/BC-DHCD

*Uong Bi, ..... 2026*

**REPORT**  
**IMPLEMENTING THE RESOLUTION OF THE 2025 GENERAL SHAREHOLDER**  
**MEETING TASKS AND SOLUTIONS FOR OPERATION IN 2026**

Dear Shareholders,

Pursuant to the Charter of Organization and Operation of Vinacomin - Than Vang Danh Coal Joint Stock Company;

In fulfilling the responsibilities assigned by the Board of Directors, the Company Director hereby reports to the General Meeting of Shareholders on the business results for 2025 and the tasks and solutions for managing business operations in 2026 as follows:

**PART I**  
**PRODUCTION AND BUSINESS RESULTS FOR 2025**

**1. General situation**

**a. Advantages**

Thanks to the attention and support from agencies, departments, localities, and especially TKV (Vietnam National Coal and Mineral Industries Holding Corporation Limited), the company has overcome difficulties in production and business. Preparations regarding production area, conditions, and materials were fully implemented from the end of 2024, creating a good momentum for the implementation of the 2025 production plan. Furthermore, under the close guidance of the Party Committee, Board of Directors, and Management Board, the company has established a rational management mechanism to promote production and strive to complete the production plan assigned by TKV.

**b. Difficulties**

The global situation continues to face numerous difficulties, challenges, and risks; security and political instability continues to escalate in several countries and regions, especially in Russia, Ukraine, and the Gaza Strip. Inflation remains high, and monetary policies in many major economies continue to be managed cautiously in a tightening direction; global commodity and raw material prices fluctuate sharply, thus significantly impacting the Vietnamese economy in general and TKV and the Company in particular.

Currently, TKV's coal sales are still facing difficulties, resulting in high coal inventories and additional costs for loading, stacking, and transporting coal to storage facilities, significantly impacting the balance of costs, revenue, and profit.

**2. Business performance results of the Company in 2025**

**2.1. Regarding the management of production organization and enterprise administration.**

- Regarding organizational management: From the beginning of the year, the Company has focused on implementing the production and business plan approved by the General Meeting of



Shareholders; setting out management mechanisms and key solutions to direct and manage the 2025 production and business plan, proactively balancing production and consumption appropriately, increasing production of coal types in high market demand; and focusing on managing production according to consumption needs.

- Regarding production organization: Based on the plan assigned by TKV, the Company has arranged and continues to maintain 37 production workshops, including 16 mining workshops, 10 tunneling workshops, 3 transportation workshops, 2 beneficiation workshops, 4 auxiliary workshops, and 2 service workshops; The number of departments managing and supervising the organization and operation of production workshops is 14, ensuring compliance with TKV Group regulations.

- Regarding resource management and mine boundaries: The company has implemented numerous management measures and closely coordinated with local authorities to strictly manage coal resources, preventing losses. Throughout the year, no illegal coal mining occurred within the mine boundaries under the company's management.

- Regarding corporate governance: Implementing various solutions for technical management, production operation, and product sales; managing costs, materials, labor and wages, accounting and statistics, and cash flow management; revising, supplementing, and improving several regulations related to the Company's management to suit the Company's actual conditions and the regulations of the Group and the State.

## **2.2. Results of achieving key production and business targets in 2025**

- Total raw coal production: 4,292/4,195 thousand tons, equivalent to 102.3% of the initial plan and 113% of the adjusted plan.

In which: (i) Underground coal 3,777/3,600 thousand tons equals 104.9% of the initial plan and 100.1% of the adjusted plan;

(ii) Open-pit coal production of 25.16 thousand tons/100 thousand tons is 25% of the initial plan and 100.7% of the adjusted plan;

(iii) Coal purchased from Uong Bi Coal Company: 490/495 thousand tons, equivalent to 99% of the initial plan.

- Clean coal production: 3,877/3,666 thousand tons, equivalent to 103% of the initial plan.
- Coal consumption: 33,748/3,666 thousand tons, equivalent to 102.2% of the initial plan.
- CBSX furnace meters: 41,052/41,050 meters, reaching 100% of the initial plan for the year.
- Revenue: 6,668 6.686 billion VND, equivalent to 99.7% of the initial plan for the year;
- Average workforce: 5,788/6,280 people, equivalent to 92.2% of the initial plan.
- Average salary: 22,915/20,468 thousand VND/person-month, equivalent to 112% of the initial plan.

- Capital construction investment: The value of implementation reached 529/390 billion VND, equivalent to 135.7% of the plan.

- Fulfilling obligations to the State: The company fully fulfills its obligations to the State in accordance with current laws and regulations, with a total amount of VND 1,226.7 billion paid to the state budget in 2025.

- Business performance: The company has hired an independent auditor to conduct the audit in accordance with regulations. Profit before tax: VND 97.443 billion, equivalent to 114.1% of the plan;

- Results of achieving some key financial targets:

- + Ratio of liabilities/total capital: 74.4%; 72.58% in 2024

- + Ratio of after-tax profit/total assets: 3.04%; 4.14% in 2024
- + Ratio of after-tax profit/owners' equity: 11.67%; 2024: 14.06%

## PART II

### PLAN AND MANAGEMENT MEASURES FOR PRODUCTION AND BUSINESS OPERATIONS IN 2026

#### 1. General situation.

In 2026, the global situation is projected to remain complex and unpredictable, with increased geopolitical conflicts and great power competition, posing numerous risks. The world is witnessing extremely tense developments in geopolitical hotspots such as the conflict between Russia and Ukraine, and the escalating conflict in the Middle East between the US, Israel, and Iran since the end of February, which has the potential to spread to many Middle Eastern countries. The volatile and upward trend in oil prices is impacting the global energy market.

The company's production area is expanding further into remote locations, and recruitment of labor remains challenging. While mining technology has been modernized, the increase in production targets set by TKV for 2025 will be very difficult to implement. Furthermore, bank interest rates are expected to rise from the end of 2025, with banks increasing deposit and lending rates, thus raising interest costs and potentially impacting the company's investment efficiency and financial indicators. Personnel changes and restructuring are also expected in some state management agencies and local governments following the 16th National Assembly elections and the 2026-2031 People's Council elections. These circumstances significantly affect the company's financial balance and production management.

#### 2. Objectives for the Company's Business Production Plan in 2026

The company's officers, employees, and workers uphold the tradition of "Discipline and Unity," determined to overcome difficulties, adapt flexibly, and stabilize production and business. They strive to ensure safe, economical, and efficient coal production; innovate and improve corporate organization and management, enhancing production and business efficiency; continue to innovate and apply new, advanced, and modern technologies; and gradually implement the digital transformation program within the enterprise. They aim to improve production and business efficiency and ensure the achievement of the common goal. **“UNITY - SAFETY - INNOVATION AND DEVELOPMENT”**.

#### 3. Production and business targets for 2026:

No.	Target	Unit	Plan 2026	Note
1	Raw coal	ton	4.395.000	
-	Open-pit coal	"	100.000	
-	Underground coal	"	3.800.000	
	In which: Do it yourself	"	3.630.000	
	Outsourcing	"	170.000	

-	Coal purchased from mines (Uong Bi Coal Company)	"	495.000	
2	Clean coal	ton	3.877.000	
-	Clean coal from raw coal	"	3.877.000	
3	Excavating soil and rocks	m3	1.675.000	
	In which: Do it yourself	"	11.000	
	Outsourcing	"	1.664.000	
4	New tunnel	meter	41.530	
-	Development meters of production roadways	"	41.050	
	In which: Do it yourself	"	33.550	
	Outsourcing	"	7.500	
-	Meters of roadway development for capital construction	"	480	
5	Coal consumption	ton	3.877.000	
6	Total Revenue	million dong	6.729.523	
-	Coal revenue	"	6.729.523	
7	Profit	"	76.161	
8	Average labor	People	5.840	
9	Average salary	1000đ/ ng-th	22.154	
10	Total investment value	million dong	436.004	
11	Expected dividend $\geq 5\%$			

### 3. Solutions for managing the 2026 plan:

Based on the Group's main solutions for directing and managing the 2026 business coordination plan; and the Resolution of the Party Committee and Board of Directors of the Company on the direction and tasks for 2026, we will strengthen discipline and order in leadership and management, and the working methods of departments and workshops to ensure the progress and quality of work; enhance cost and resource management, apply new and advanced science and technology to production; gradually implement the enterprise digital transformation program; and promote the application of mechanization and automation to increase labor productivity and improve working conditions for employees.

### 3.1. Occupational Safety and Health

Occupational safety: "Proactive - Creative - Decisive" in leadership, direction, and management, always identified as the "Number 1 most important" task in the Company's production and business process; quarterly improvement of the quality of risk identification training for employees, ensuring it closely matches the working conditions and tasks of employees according to the requirements of TKV. Particular attention is paid to interactive, hands-on training to help employees quickly master work skills, identify risks, and implement preventive measures; reviewing areas with potential safety hazards to develop the most optimal preventive plans and measures to minimize the impact of water and gas; foremen must daily identify safety hazards in the production of their managed units; functional departments must strengthen inspection and control of risks to ensure safe production. Resolutely halt construction at mine shafts, tunnels, and work sites that do not meet technical standards and pose potential safety risks; production will only resume when all necessary safety conditions and measures are in place. Strengthen communication with workers to raise awareness, responsibility, and promote "safety self-reliance and a safety culture" while commuting and working.

### 3.2. Tunneling and mining operations

a. Regarding mining technology: Conduct mining according to procedures and regulations ensuring safety, technical standards, and timely preparation of mine shafts for production; continue to proactively innovate technology and equipment for underground coal mining (research and investment in light-duty mechanized longwall mining with a production capacity of 200,000-300,000 tons/year); improve and enhance the application of synchronized mechanization technology for roof coal recovery; coordinate with the consulting unit to introduce mining machines into inclined longwall mining with ZRY soft support systems at the Company to increase productivity, improve working conditions, enhance safety, and save resources. Simultaneously, continue to promote existing technologies suitable to the mine's geological conditions, such as mobile hydraulic frame supports; for concentrated open-pit coal mining, urgently prepare all necessary documents and contract procedures to implement construction according to the planned schedule;

b. Regarding tunnel excavation technology: Review and maximize the application and effectiveness of existing tunnel excavation equipment such as the EBH-45 tunnel boring machine and the CMJ-14 single-arm drilling machine; effectively utilize side-loading excavators to increase productivity, accelerate tunnel excavation speed, and promptly prepare production areas for the entire company; master tunnel excavation technology using the EBH-45 tunnel boring machine combined with mobile temporary support systems; increase tunnel excavation cross-sections to maximize mechanization of material transportation and improve working conditions for workers; research and innovate to improve the efficiency of tunnel excavation technology stages such as drilling and blasting, loading and unloading, coal and rock transportation, especially in intermediate level tunnels, and tunnel support work to increase productivity, tunnel excavation speed, and maintain the stability of the tunnel system during use; Research, study, and invest in a system of rock tunnel boring machines, mirror shield systems, and support beam lifting systems for the project to excavate tunnels down to below -175 meters, further enhancing safety and improving working conditions for workers.

### 3.3. Mechanical, transportation and screening work

a. Promote investment in the application of automation in mine working tunnel transportation; mechanize the loading and unloading process in mine transportation, and automate the entire conveyor line to reduce operating labor; install suitable conveyor belt transportation systems to replace scraper conveyors; complete the transportation diagram for each area in a centralized manner, avoiding overlap between units. Focus on the transportation of people and materials, and



improve working conditions for laborers; organize tunnel trimming and repair, then replace suitable conveyor belts in tunnels with conveyor belts at the -175 GVD level and XVVT level at the -175 GVD level in Zone II GVD to renovate and upgrade the conveyor belt system in the cross-seam transportation tunnels at the -175 GVD level, increasing transportation productivity.

b. Organize and manage coal screening appropriately between TVD1 and TVD2 screening plants, ensuring that all raw coal produced by the Company is screened and the raw coal purchased from Uong Bi Coal Company is screened; proactively contact and coordinate with Da Bac Warehousing and Transportation Company to screen, process, and blend coal types to meet the Group's coal consumption requirements at different times.

#### 3.4. Ventilation, drainage, and mine gas control.

a. Focus on key construction areas to excavate tunnels, connect ventilation systems in zones III-IV, and urgently bring the +230 fan station into operation to improve ventilation conditions for the Central Vang Danh area before June 1, 2026; organize the reinforcement, repair, and reinforcement of damaged tunnels, reducing cross-sections that affect ventilation and drainage in 2026;

b. Continue to maintain the stable operation of the automated centralized mine gas monitoring system in mine gas control; invest in ventilation and mine gas management equipment (coolers, dust collectors, automatic anemometers, pneumatic local fans, explosion-proof exploration drills, etc.) to serve production and improve working conditions for workers; install automatic air vents, complete the automation of main ventilation stations and central drainage pumping stations to reduce auxiliary labor and improve working conditions for workers; mechanize sludge pumping to ensure mine drainage.

#### 3.5. Product quality and sales management

a. Strengthen basic technical management measures, right from the design and construction planning stage, thoroughly conserve resources, minimize coal loss rates in mining technology, improve coal recovery rates through technical and technological measures in all mining stages to ensure safety, strive to achieve the targets set by TKV (TKV targets coal loss in open-pit mining at 4.40%; in underground mining at 20.02%), and organize the thorough separation and filtering of rocks mixed in raw coal from the mining stage to the screening stage, ensuring a clean coal recovery rate to achieve the target set by TKV at 88.21%;

b. Regularly monitor and implement measures to improve coal quality right from the mining stage, such as separating and removing impurities mixed in raw coal, separating and filtering technological rocks, and separating water to ensure coal moisture content; balance production operations to effectively mobilize coal from seams according to plan and target. The average ash content (Ak) of raw coal produced by the entire company must not exceed the TKV's contracted level of 35.91% (of which: Ak of underground raw coal is 35.86%; Ak of open-pit raw coal is 37.89%).

c. Closely coordinate with Da Bac Logistics Company in improving loading, unloading, and transportation capacity to ensure timely coal sales. Simultaneously, organize the renovation and upgrading of the unloading and transfer system, and expand the coal storage facilities to meet coal production requirements for 2026 and subsequent years.

#### 3.6. Disaster prevention, search and rescue, and environmental protection.

a. Proactive disaster prevention and control: (i) Develop plans and organize and implement all projects and tasks according to the plan; (ii) Develop plans and conduct simulated drills for incident response, search and rescue, to learn from experience and address any remaining issues; (iii) Regularly review emerging projects and tasks to supplement the plan and organize the

implementation of disaster prevention and control work. This aims to minimize the impact of natural disasters on the Company's production;

b. Environmental protection work: Implement comprehensively and strictly all regulations on environmental protection, fulfill commitments in environmental impact assessment reports and climate change reports, ensuring that no environmental incidents occur; direct the implementation to ensure the progress and quality of construction of environmental projects; organize tree planting to restore open-pit mining areas; plant additional trees to ensure the landscape of production areas in order to gradually achieve the goals of "Bringing parks into mines and factories" and "Greening the mining environment"; strengthen close coordination with the Group's environmental company and local authorities in environmental protection work; cooperate well with the environmental company in maintaining the stable operation of the existing underground wastewater and domestic wastewater treatment systems, contributing to ensuring a green, clean, and beautiful environment as prescribed.

### 3.7. Financial management; cost management; internal management

#### a. Financial management

Strictly control and manage debt collection, maintain reasonable material reserves, and reduce short-term loan balances; Comply with current regulations on debt management of the State, TKV, and the Company; Effectively manage and implement financial targets according to the plan assigned by TKV; Strengthen the review and reconciliation between relevant departments, update revenue and expenses fully and promptly to serve the preparation of monthly, quarterly, and annual financial statements, ensuring honesty, accuracy, and compliance with accounting regulations, as well as the regulations and rules of the State, the Group, and the Company; Periodically, provide quarterly reports analyzing and evaluating the overall performance of economic indicators to support management; Balance finances appropriately to ensure sufficient resources for production and business activities and to ensure the Company's capital is preserved and developed.

#### b. Cost management

(i) Conduct a review of all stages and processes in production and business to develop a cost-saving plan: The guiding principle is "Save  $\geq 5\%$  compared to the TKV contracted costs in the 2026 business plan".

(ii) Closely follow TKV's 2026 coordinated production and business management solutions and mechanisms to develop synchronized solutions and measures in managing costs in all production stages, controlling costs weekly (or every 10 days), monthly, and quarterly; control and tighten cost management in all production stages to improve production and business efficiency; regularly review and adjust contract quotas in a timely manner to suit the actual production area of the units, adjust the contract mechanism accordingly, in order to create incentives for cost savings and increased labor productivity;

(iii) Based on the technical and technological indicators assigned by TKV to the Company, proactively manage production costs, and regularly check and strictly control technical and technological indicators and economic and technical norms, right from the stage of preparing construction design methods; regularly review and promptly adjust norms to suit the Company's production conditions effectively, striving to ensure that no indicator exceeds the norms assigned by TKV;

(iv) Strengthen decisive leadership in developing measures to promptly recover materials and equipment from production units, for restoration, recycling, and reuse in production to reduce the cost of purchasing new equipment. In particular, during the planning and design phases, the use of recycled and restored materials must be considered for production areas that are not intended for long-term maintenance; balance the area of CBSX tunnel excavation and the area of mining

appropriately, avoiding leaving tunnels unexcavated for too long without being put into operation, as this will lead to increased costs for tunnel maintenance and reinforcement;

(v) Manage and operate the use of materials most effectively, strengthen measures for managing materials, equipment, and assets of the unit and the Company (import, export, use, and inventory); use raw materials, fuel, and materials economically in production, especially thoroughly recovering resources in the extraction process. Balance usage needs and necessary reserves to create a procurement plan that is close to reality, according to the principle of having sufficient materials for production and reasonable reserves, strictly manage input prices, and prioritize the purchase and use of domestically produced goods.

c. Internal management

Strictly implement the regulations and rules on inspection and auditing of the State, TKV, and the company; develop appropriate inspection, control, and audit plans that meet management requirements; review the company's investment projects; strengthen corporate legal affairs and risk management; enhance and further improve the effectiveness and quality of self-inspection and monitoring of implementation; and comply with legal regulations in all areas of production and business activities.

3.8. Management of capital construction investment

In 2026, accelerate the construction progress of the mine; focus on organizing and implementing projects to ensure timely completion in order to meet production needs, specifically:

a. Focus on implementing investment projects and works: (i) Commence and implement the underground mining project to a depth below -175 meters at the Vang Danh coal mine; (ii) Complete the procedures for implementing the open-pit mining project 4-8a; (iii) Complete investment, audit, and finalize the following projects: Equipment for maintaining production in 2025; equipment for ventilation and mine gas management and control; equipment for maintaining mechanized longwall mining, underground sludge dredging system, improving transportation capacity for inclined shaft production, ventilation system for the Vang Danh mine; equipment for tunnel excavation in 2025, wastewater treatment plant; (iv) Submit projects to TKV for approval, complete contractor selection, and monitor the progress of the following projects: Investment in equipment for maintaining production in 2026; (v) Investing in equipment for tunnel excavation in 2026, information technology infrastructure and centralized data warehouse, and investing in mechanized equipment for underground mining; (v) Organizing the construction of exploratory drilling for the coal exploration project in the Canh Ga - Vang Danh mine area in Yen Tu ward and Vang Danh ward, Quang Ninh province; (vi) Implementing adjustments to mining license No. 2794/GP-BTNMT; license No. 140/GP-BTNMT and extending mining license No. 104/GP-BTNMT; closing mine under license No. 103/GP-BTNMT, and applying for a new mining license for the underground mining project down to -175 meters, Vang Danh coal mine;

b. Investment preparation: Focus on resolving construction planning procedures, preparing feasibility studies, environmental impact assessments, etc., for the construction of the Vang Danh central production management area; Organize the preparation and submission to TKV for approval of investment projects for equipment in 2026, aiming to replace equipment in the production line that has reached the end of its depreciation period, is damaged, or has malfunctions and operates in low efficiency, serving digital transformation, increasing labor productivity to meet production needs.

3.9. Digital Transformation

a. Gradually build the information technology infrastructure throughout the Company/Group according to the cloud-based data center model with high-speed communication infrastructure, data

storage systems using modern technologies, capable of storing and processing large amounts of data; build and apply systems to serve general management and operation within the Company; apply digital technology to automate production processes and management operations, ensuring speed, transparency, accuracy, and security;

b. Implement investment items according to the approved digital transformation plan; build and complete level 2 and 3 documentation for the Company's information system; complete the online meeting room according to TKV standards (Decision No.: 2120/QD-TKV, dated October 2, 2025); develop a framework for a centralized data warehouse and intelligent reporting system at the Company and connect it with TKV; build and complete the electronic office system, electronic signature; 4 public service portals and an electronic one-stop shop, and implement online administrative procedures at level 4.

### 3.10. Labor and wage management and human resource development.

a. Organize and manage the existing workforce effectively, regularly review, balance, and rationally transfer labor between workshops to ensure sufficient employment and income for workers; research and innovate production organization methods towards a scientific, interconnected, and automated approach to reduce auxiliary labor, and arrange technological lines rationally to increase labor productivity and ensure income for workers;

b. Strictly and rationally manage the wage fund to promote production, based on TKV's wage norms, continue to review and adjust wage norms that are no longer appropriate; balance the spacing coefficient between job titles and professions, wage norms between main production, support, service, and management sectors, in a reasonable manner to serve as a basis for labor management and wage payment for each sector, and in accordance with TKV's regulations;

c. Regularly care for and improve working conditions for employees, including food, accommodation, living arrangements, and transportation; especially improve working conditions in underground mines (such as transportation, carrying, and handling materials in the mines, etc.); Focus on measures to attract miners, such as food, accommodation, living conditions, wages, and working and transportation conditions in the mines; especially assigning suitable jobs to newly recruited workers and ethnic minority workers, ensuring greater safety, building trust among employees, and retaining underground miners for the long term; Organize training to improve the professional skills and expertise of employees; improve work skills and industrial work ethics for management staff;

d. Continue implementing restructuring as directed by TKV.

### 3.11. Protection, inspection, and control work.

Strengthening inspection and management, closely coordinating with local authorities to ensure harmonious development in the area, protecting the order of mine boundaries, managing mineral resource exploitation, and promptly preventing illegal coal mining activities (according to Directive No. 30/CT-TTg dated October 6, 2025 of the Prime Minister and Plan No. 412/KH-TKV dated November 11, 2025 of TKV); focusing on protecting the Company's materials and assets, maintaining social security and order in the mining area; inspecting and controlling labor management, salary and bonus distribution, and the management and use of materials and assets in the units; inspecting and controlling the management of outsourcing, purchasing and selling materials and equipment, investment, and the acceptance and settlement of product volumes; conducting surprise inspections as required by the Company's production and business management.

### 3.12. Emulation, Innovation, Culture and Sports Activities

a. Continue to promote the study and emulation of Ho Chi Minh's ideology, ethics, and style among Party members, cadres, and workers, and in the labor and production emulation movement from the Company to units, teams, and working groups; maintain the recognition and honoring of



the emulation titles "Outstanding Miner; Excellent Manager; Culturally Advanced Unit" and build the image of "Miner - Soldier"; build exemplary collectives and individuals, and have a system of incentives and honors for those who are excellent and have outstanding achievements in labor, production, and management;

b. Promote the movement to develop initiatives, improve technical processes, and rationalize production among all employees in the Company, in order to enhance production and business efficiency;

c. Organize cultural and sports activities and exchanges among employees from the Company to its units to create a healthy lifestyle, improve the quality of life, and promote production development.

The above is the complete report on the business performance results for 2025 and the operational tasks and solutions for 2026 of the Company. We respectfully present this report to the General Meeting./.

***Recipient:***

- *Shareholders (Information Disclosure);*
- *Members of the BOD, BOS;*
- *General Affairs Department (Posted on the Website);*
- *Filed: Archives, BOD.*

**LEGAL REPRESENTATIVE  
DIRECTOR**

**Ho Quoc**

**RESULTS OF SOME KEY INDICATORS**  
**COMPANY'S PRODUCTION AND BUSINESS ACTIVITIES IN 2025**

<b>No.</b>	<b>Target</b>	<b>Unit</b>	<b>General Shareholders' Meeting Resolution</b>	<b>To be implemented in 2025</b>	<b>Percentage (%)</b>	<b>Note</b>
1	Raw coal	1000 tons	4.195	4.292	102,3	
-	Underground coal mining	"	3.600	3.777	104,9	
-	Open-pit coal	"	100	25	25	
-	Coal purchased from Uong Bi Coal Company	"	495	490	99	
2	Clean coal	1000t	3.666	3.780	103,1	
3	New oven	meter	41.050	41.052	100	
4	Excavating earth and rocks	1000 m3	1.675	3,1	0,2	
5	Consume	1000 tons	3.666	3.748	102,2	
6	Construction investment	billion.	390	530	135,7	
7	Revenue	billion.	6.686	6.668	99,7	
8	Profit before tax	million VND	85.424	97.444	114,1	
9	Average labor	People	6.280	5.788	92,16	

10	Average salary	thousand VND/ person/ month	20.430	22.915	112	
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No.: 02/BC-DHCD

*Uong Bi, ..... 2026*

**REPORT**  
**ACTIVITIES OF THE COMPANY'S BOARD OF DIRECTORS IN 2025**  
**DIRECTIONS AND TASKS FOR 2026**

Dear Shareholders,

Pursuant to the Enterprise Law dated June 17, 2020;

Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, provides guidance on certain provisions regarding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;

Pursuant to the Charter of Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company, approved by the General Meeting of Shareholders on April 23, 2021;

Pursuant to the Board of Directors' operating regulations approved by the General Meeting of Shareholders on April 23, 2021;

The Company's Board of Directors reports to the Annual General Meeting of Shareholders in 2026 on the governance and performance of the Board of Directors in 2025 and the operational plan for 2026 as follows:

**I. Administrative work:**

**1. Management of the Board of Directors' Structure**

The Board of Directors consists of the following members:

- Mr. Nguyen Van Dung - Chairman of the Board of Directors – Representative of TKV's capital stake (appointed on March 3, 2025).
- Mr. Nguyen Trong Tot - Chairman of the Board of Directors – Representative of TKV's capital stake (dismissed on February 20, 2025).
- Mr. Pham Van Minh - Board Member – Company Director (dismissed on February 20, 2025).
- Mr. Ho Quoc - Board of Directors – Company Director;
- Mr. Tran Van Thuc - Member of the Board of Directors, Deputy Director (appointed on April 29, 2025);
- Mr. Trinh Van An - Member of the Board of Directors, Chairman of the Company's Trade Union;
- Mr. Nguyen Ba Quang - Independent TV Board of Directors



Of the five members of the Board of Directors mentioned above, two members hold executive positions; two members are non-executive; and one member is an independent board member, ensuring the structure complies with legal regulations.

To enable the Board of Directors to fully perform its functions, duties, and powers, on March 7, 2025, the Board of Directors issued Decision No. 584/QD-TVD to promulgate the Working Regulations of the Company's Board of Directors and simultaneously assigned tasks to each member of the Board of Directors to oversee and monitor each area of management, production, and business in accordance with the capabilities and experience of each member.

## 2. Regarding the overall management of the Board of Directors

In order for the Board of Directors to fully perform its functions, duties, and powers, the Chairman of the Board of Directors has issued the 2025 operational plan to implement and monitor the implementation of the resolutions of the General Meeting of Shareholders and the resolutions and decisions issued by the Board of Directors.

## 3. Governing the company through internal management regulations.

In 2025, the Company approved amendments, additions, and promulgation of 05 internal management regulations to comply with legal regulations, TKV (*Vietnam National Coal and Mineral Industries Holding Corporation Limited*) regulations, and the Company's management requirements.

## **II. Organizing Board of Directors meetings, remuneration, allowances, and salaries for the Board of Directors.**

### 1. Number of meetings and meeting agendas:

In 2025, the Board of Directors held 31 meetings, issuing 45 resolutions to approve matters within its authority, such as: directing the implementation of the 2025 Annual General Meeting resolutions; approving project content and adjusting the implementation phase of the 2025 investment plan; approving quarterly production and business plans; matters related to production and business organization, personnel matters, and other important matters within the Board of Directors' authority. All Board of Directors meetings were meticulously prepared, ensuring proper procedures, adherence to principles, and close monitoring of the Company's actual production and business situation to provide timely decisions for the Company Director to implement, meeting the requirements and objectives set by the Annual General Meeting.

### 2. Number of members attending the meeting

No.	Board Member	Number of meetings	Proportion attend the meeting	Reasons for not attending
1	Nguyen Trong Tot	5	16,1%	Dismissal: February 20, 2025
2	Pham Van Minh	0	0%	On business trip, absent, relieved of duties: 20/02/2025
3	Nguyen Van Dung	26/31	83,8%	Appointment: February 20, 2025
4	Ho Quoc	30/31	96,77%	On a business trip, away.

5	Tran Van Thuc	26/31	83,8%	Appointment: April 29, 2025
6	Trinh Van An	31/31	100%	
7	Nguyen Ba Quang	29/31	93,54%	On a business trip, away.

### 3. Regarding remuneration, allowances, and salaries

The company will implement and provisionally disburse the remuneration, allowances, and salaries of the Board of Directors in accordance with the resolution of the 2025 Annual General Meeting of Shareholders, at the following rates:

(i) Remuneration for the Chairman of the Board of Directors and concurrently serving members of the Board of Directors

- Monthly remuneration for the member holding the position of Chairman of the Board of Directors:

$$27,000,000 \text{ VND} \times 20\% = 5,400,000 \text{ VND}$$

- Monthly remuneration for each member of the Board of Directors:

$$23,000,000 \text{ VND} \times 20\% = 4,600,000 \text{ VND}$$

(ii) Monthly allowance for independent members of the Board of Directors: VND 23,000,000.

In 2025, the company will advance 80% of the remuneration, allowances, and salaries to its members, with the remaining 20% to be paid in 2026 based on business performance and task completion in 2025.

### III. Coordination Activities of the Board of Directors

During its operation, the Board of Directors consistently and effectively maintains a coordinated leadership relationship with the Party Committee and the Company Director in accordance with the joint resolution, and conducts a review of the implementation of the coordination regulations every six months.

All Board of Directors meetings are attended by members of the Board of Supervisors or their representatives.

### IV. Supervisory activities of the Board of Directors over the Board of Management

1. Implementing the production and business plan and investment and construction plan for 2025.

No.	Target	Unit	General Shareholders' Meeting Resolution	To be implemented in 2025	Percentage (%)	Note
1	Raw coal	1000 tons	4.195	4.292	102,3	
-	Underground coal mining	"	3.600	3.777	104,9	
-	Open-pit coal	"	100	25	25	

-	Coal purchased from Uong Bi Coal Company	"	495	490	99	
2	Clean coal	1000t	3.666	3.780	103,1	
3	New oven	meter	41.050	41.052	100	
4	Excavating earth and rocks	1000 m3	1.675	3,1	0,2	
5	Consume	1000 tons	3.666	3.748	102,2	
6	Construction investment	billion.	390	530	135,7	
7	Revenue	billion.	6.686	6.668	99,7	
8	Profit before tax	million VND	85.424	97.444	114,1	
9	Average labor	People	6.280	5.788	92,16	
10	Average salary	thousand VND/ person/ month	20.430	22.915	112	

Some targets for 2025 were achieved at a low level (open-pit coal mining and overburden removal targets), failing to meet the plan set by the General Shareholders' Meeting, for the following reasons:

- Obtaining an open-pit mining permit for the company has been very difficult; the Ministry of Natural Resources and Environment will only consider and decide on granting the permit at the end of October. Therefore, the limited time available will prevent the completion of the open-pit coal mining and overburden removal plan.

## 2. Regarding dividend payments, information disclosure, and protecting shareholder rights.

(i) Dividend Payment: In 2025, the Company will pay the 2024 dividend to existing shareholders at the rate approved by the 2024 General Meeting of Shareholders, ensuring payment within the stipulated timeframe.

Total dividend payable to shareholders: 35,970,291,200 VND, equivalent to 8% of charter capital; of which:

- Transfer via Custodian: 11,666,387,200 VND;
- Transfers not yet deposited: 24,303,904,000 VND.

(ii) Information Disclosure: The Company is a large-scale public company with listed shares. In accordance with the law, the legal representative has authorized one person to disclose information. The Company has disclosed information promptly and in accordance with the law on information disclosure.

However, information about some shareholders is incomplete. To enhance the connection between the Company and its shareholders, ensuring that shareholders receive timely information about the Company and protecting their rights in accordance with the law and the advancements in information technology, we request that shareholders provide their personal information, residential address, and information receiving details (especially timely information updates). The Company will announce specific methods for sending and receiving information, which will be posted on the Company's website.

(iii) Other rights of shareholders as stipulated by law and in the company's charter are strictly implemented by the Company's management.

#### **V. Overall assessment of the performance of the Board of Directors, the Board of Management, and the management staff.**

The Board of Directors regularly monitors management, requiring the executive team to submit regular and ad hoc reports, and to promptly report any changes in business operations so that the Board can take appropriate action. They regularly inspect production and business activities and promptly correct any shortcomings... As a result, all management staff have successfully completed their assigned tasks.

##### **1. Results of the monitoring of the Director:**

In fulfilling the tasks stipulated in the Charter and specified in the management regulations and resolutions of the Board of Directors, the company's Director has seriously and promptly implemented them, overcoming difficulties and proposing many effective management measures in the operation of the company's production and business. The company has complied with all legal regulations, strictly adhered to reporting requirements, and ensured the safety of capital and assets, labor safety, profitability, and the security of capital and assets.

##### **2. Results of monitoring of management staff:**

The company's management staff are appointed by the Board of Directors based on the Director's recommendation and assigned tasks to assist the Director. These management staff have strictly complied with the tasks assigned by the Director, directing and managing departments and workshops to ensure the company's production and business objectives are met, without any signs of shirking responsibility. They have also effectively advised and implemented the Director's tasks. Over the past year, the management staff have been evaluated by the Board of Directors as having completed, performed well, and performed excellently in their assigned duties.

**\*In short:** The Board of Directors' activities during the year complied with the law and the company's charter in performing its functions and duties; the resolutions and decisions of the Board of Directors were issued promptly, contributing to the management and direction of the company's production and business operations, achieving positive results during the year.

#### **IV. Directions and tasks of the Board of Directors' activities in 2026**

1. Strictly adhere to the State's policies and laws regarding joint-stock companies in which the State holds a controlling stake; and properly perform the functions, duties, and powers of the Board of Directors.

2. Implement the contents approved by the 2026 Annual General Meeting of Shareholders.

3. Strengthen the supervision of the company's directors and management staff in implementing resolutions of the General Meeting of Shareholders, resolutions and decisions of the Board of Directors, etc., in accordance with the Board of Directors' work program and plan.

4. Continue to maintain and strengthen the leadership coordination between the Party Committee and the Board of Directors and the Company Director to create consensus for the benefit of the Company and the shareholders.

5. Perform other duties within your authority.

The above outlines the main activities of the Company's Board of Directors in 2025, and the direction and measures for implementing the business plan in 2026. The Board of Directors respectfully reports this to the General Meeting and seeks the opinions of the esteemed shareholders./.

**Recipient:**

- *Shareholders;*
- *Members of the BOD, BOS;*
- *Posted on the Website;*
- *Filed: Archives, Company Secretary.*

**ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Van Dung**



## BOARD OF DIRECTORS MEETINGS 2025

(Attached to report No. 02/BC-TVD dated ...../...../2026)

No.	Number of Resolutions /Decisions	Date	Content
1	Number: 01/TVD-HDQT	07/01/2025	<p>1. Review and implementation of personnel changes regarding the TKV capital representative at the Company:</p> <p>1.1. The Board of Directors approved the handover of duties of the TKV capital representative at the Company from Mr. Nguyen Trong Tot –Chairman of the Board of Directors, to Mr. Nguyen Van Dung – Acting Director of the Company, effective from January 01, 2025;</p> <p>1.2. The Board of Directors is preparing a personnel restructuring plan to be submitted for approval at the next meeting, in order to select and nominate candidates for additional members of the Board of Directors to be elected at the Extraordinary General Meeting of Shareholders in 2025. Current members of the Board of Directors shall continue to perform their assigned duties in accordance with Decision No. 1780QD-TVD dated September 17, 2024, until the Board of Directors completes its personnel restructuring at the 2025 Extraordinary General Meeting of Shareholders;</p> <p>1.3. Mr. Nguyen Van Dung – the TKV capital representative at the Company and Acting Director – shall perform the duties and exercise the powers of the TKV capital representative in accordance with the Regulation on the Management of Capital Representatives.</p> <p>2. Review and approval for the Director to impose disciplinary action:</p> <p>Approval granted for the Director of the Company to decide on disciplinary action against Mr. Le Trung Kien –Position: Foreman of Workshop KT15.</p> <p>a) Nature of violation: Failure to comply with production directives issued by the Director of the Company; lack of honesty in work performance.</p> <p>b) Form of disciplinary action: Reprimand (In accordance with Point q, Clause 5, Article 49 of the Company’s Internal Labor Regulations).</p> <p>3. Review and approval of the 2025 plan for financial inspection</p>

			and supervision, legal compliance, and adherence to decisions of the Owner; and the 2025 Internal Audit Plan.
2	Number: 02/TVD-HDQT	20/01/2025	<p>1. Review and approval of the Board of Directors' personnel restructuring plan:</p> <p>1.1. The Company's Board of Directors approved the resignation of Mr. Nguyen Trong Tot from the position of Chairman of the Board of Directors and his withdrawal from the Board, to be submitted to the General Meeting of Shareholders for approval. The resignation from the position of Chairman shall take effect upon the General Meeting of Shareholders' issuance of a resolution approving his withdrawal from the Board of Directors.</p> <p>1.2. The Board of Directors unanimously approved the personnel restructuring plan for the members of the Board of Directors of Vinacomin-Vang Danh Coal Joint Stock Company, to serve as the basis for electing additional members to the Board at the General Meeting of Shareholders.</p> <p>1.3. The Company's Board of Directors authorized the Chairman of the Board to sign and issue the approved plan, and assigned the Director to direct the disclosure of information in accordance with regulations.</p> <p>1.4. Regarding leadership personnel matters: The Company shall develop a proposal to report to the competent authority and implement it in a timely manner to ensure prompt organizational restructuring and stable management and operation of the Company's production and business activities.</p> <p>2. The Board of Directors unanimously approved the agenda and all reports and documents to be submitted to the Extraordinary General Meeting of Shareholders in 2025..</p> <p>3. Approval of the plan for reappointment to the position of Foramen of Workshop K7.</p>
3	Number: 03/TVD - HDQT	07/02/2025	<p>1. Approval of disciplinary action against company personnel:</p> <p>a) The Board of Directors resolved to impose a disciplinary measure in the form of a reprimand against Mr. Pham The Hung – Deputy Director of VinacominVang Danh Coal Joint Stock Company , effective from December 24, 2024.</p> <p>b) A written reminder shall be issued to Mr. Vuong Minh Thu – Deputy Director, Mr. Ho Quoc – Deputy Director, and Mr. Tran Van Thuc – Deputy Director, requesting them to draw lessons and improve in the performance of their duties.</p> <p>2. Approval regarding the supplemental plan for outsourcing certain production stages in 2025:</p>

			<p>a) The Company's Board of Directors has not approved the supplemental plan for outsourcing additional production stages in 2025. The Company shall manage and balance (if implementation is necessary) within the volume of outsourcing already approved. In the event that the required volume exceeds the level previously approved by TKV, the Company must prepare documentation, site conditions, and submit a written report for TKV's departments to conduct inspections, verify the necessity, and propose inclusion in the periodic reports for TKV to consider supplementing the approved volume and corresponding budget;</p> <p>b) The Director shall review and develop a comprehensive plan and solutions for mine drainage and flood prevention, covering the drainage pumping system, power supply, topographical assessment, and identification of surface water sources flowing into the underground mine. The plan shall also include the repair and construction of flood prevention infrastructure in case of incidents. Resources should be prioritized and allocated appropriately to ensure the effective implementation of essential works, meeting drainage and flood prevention requirements for the underground mining areas in 2025 and subsequent years.</p>
4	Number: 04/TVD-HDQT	07/02/2025	Approval of the personnel plan and agreement on the policy to appoint one Director from internal personnel sources, as a basis for the Company to submit a proposal to TKV for approval regarding personnel matters.
5	Number: 05/TVD-HDQT	17/02/2025	<p>1. The Board of Directors approved the list of nominees and candidates for the additional election of members of the Board of Directors for the 2023– 2028 term.</p> <p>2. Approval of the agenda and all reports and documents to be submitted to the 2025 Extraordinary General Meeting of Shareholders.</p> <p>3. Approval of the policy for the Director to develop the digital transformation proposal for Vinacomin-Vang Danh Coal Joint Stock Company..</p>
6	Number: 06/TVD - HDQT	21/02/2025	<p>1. The Board of Directors approved the plan for implementing the procedure to consider the appointment to the position of Director of Vinacomin-Vang Danh Coal Joint Stock Company. 2. The Board of Directors approved the results of the procedure and unanimously agreed to propose the appointment of the Director of Vinacomin-Vang Danh Coal Joint Stock Company.</p>
7	Number: 07/TVD - HDQT	03/3/2025	The Board of Directors resolved to relieve Mr. Nguyen Van Dung from the position of Acting Director of Vinacomin-Vang Danh Coal Joint Stock Company , effective from March 03, 2025.
8	Number 08/TVD-HDQT	03/3/2025	The Board of Directors of Vinacomin-Vang Danh Coal Joint Stock Company unanimously elected Mr. Nguyen Van Dung –

			Member of the Board of Directors – as Chairman of the Board of Directors of Vinacomin-Vang Danh Coal Joint Stock Company for the 2023–2028 term.
9	Number 09/TVD-HDQT	03/3/2025	Appointment of Mr. Ho Quoc, Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company, to the position of Director of Vinacomin-Vang Danh Coal Joint Stock Company.
10	Number 10/TVD-HDQT	07/3/2025	<ol style="list-style-type: none"> <li>1. The Board of Directors approved the Working Regulations of the Board of Directors.</li> <li>2. The Board of Directors approved the assignment of duties to the members of the Board of Directors.</li> <li>3. Approval of the plan for organizing the 2025 Annual General Meeting of Shareholders: - Time and venue: Tentatively scheduled for April 29, 2025, at the Head Office of Vinacomin-Vang Danh Coal Joint Stock Company, No. 969 Bach Dang Street, Uong Bi City, Quang Ninh Province. - Approval of the record date for the list of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders. Tentative date: March 31, 2025.</li> <li>4. Approval of the estimated business results for the first quarter and the business plan for the second quarter.</li> <li>5. Implementation by the Company's Board of Directors of several management documents issued by TKV.</li> <li>6. The Board of Directors provided guidance on the handling and implementation of the Company's internal management documents.</li> </ol>
11	Number 11/TVD-HDQT	11/3/2025	<p>1. Approval of the proposed plan for reappointment of personnel whose term of office has expired, to be submitted to TKV for consideration:</p> <p>It is proposed that Vietnam National Coal and Mineral Industries Holding Corporation Limited consider and approve the reappointment of Mr. Vuong Minh Thu to a third term as Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company, in accordance with Point a, Clause 2, Article 20 of TKV's Regulation on Personnel Management.</p>
12	Number 12/TVD-HDQT	11/3/2025	Approval of the plan and policy for the appointment of a Deputy Director from internal personnel sources.
13	Number 13/TVD-HDQT	11/3/2025	<p>1. Decision on salary placement for the Company's management personnel, as follows:</p> <ul style="list-style-type: none"> <li>- Fullname: Nguyen Van Dung - Employee ID: 11264;</li> <li>- Current position: Chairman of the Board of Directors of the Company;</li> <li>- Current salary level: 2/2; salary amount: 17.722.000 VND; Salary table: TKV 08.4 (salary level applicable to the position of Deputy Director of the Company).</li> </ul>

			<p>- New salary level: 1/2; salary amount 19.739.000 VND; Salary table 08.1 (salary level applicable to the position of Chairman of the Board of Directors of the Company).</p> <p>- Effective date of the new salary level: From March 04, 2025.</p> <p>2. Approval of the results from the review process for the reappointment of personnel, authorizing the Company Director to decide on the reappointment of Mr. Nhu Duc Thao as Foreman of Workshop K7. Mr. Thao currently holds the position of Foreman of Workshop K7.</p>
14	Number 14/TVD-HDQT	26/3/2025	<p>1. Approval of the outline, cost estimate, and procurement plan for preparing the exploration proposal of the Vang Danh Central Area.</p> <p>2. Approval of the survey outline and contractor selection plan (CSP): Geological survey of construction works on the +105 elevation surface area under the Project for deep underground coal mining below level -175 at Vang Danh coal mine.</p> <p>3. Approval of the outline, cost estimate, and contractor selection plan (CSP): Investigation, survey, and measurement of the current status of forest and forest land under the deep underground coal mining project below level -175 at Vang Danh coal mine.</p> <p>4. Approval of the project content for investment in equipment to maintain the mechanized longwall system, under the 2025 construction investment plan.</p> <p>5. Approval of the project content for investment in equipment serving tunneling and mining operations in 2025, under the 2025 construction investment plan.</p> <p>6. Approval of the adjustment to advance the investment plan for 2025, as follows: Adjusting the project phase from preparation to official status (newly commenced project) for the investment project concerning soft-frame mechanized longwall equipment: - Adjusting the 2025 capital construction investment plan: 2.631 million VND. - Adjusting the investment disbursement plan: 2.631 million VND.</p> <p>7. The Board of Directors has not yet reached a consensus to authorize the capital representative to report to TKV for approval of advancing the 2025 construction investment plan for the project on the underground sludge pumping system.</p> <p>8. The Board of Directors temporarily approved the 2025 plan for the use of the Company's bonus and welfare funds. The Company's Board of Directors is responsible for reporting to and seeking approval from the 2025 Annual General Meeting of Shareholders on the 2024 profit distribution and fund allocations. The Board of Directors agreed in principle to allow the Company Director to provide welfare-related financial support to employees and union organizations within the Company in 2025.</p>



15	Number <b>15/TVD-HĐQT</b>	26/3/2025	<p>1. Approve the revised and supplemented list of planned personnel for company units for the 2025-2030 period (following the 2025 review).</p> <p>2. Approval of the personnel reappointment plan for Company units.</p> <p>3. Approval of the personnel transfer and rotation plan, as follows:</p> <ul style="list-style-type: none"> <li>- Relocate and appoint Mr. Duong Thanh Hung, currently Head of the Office Department, as Head of the Internal Control and Security Department.</li> <li>-Relocate and appoint Mr. Nguyen Thanh Tung, currently Head of the Internal Control and Security Department, as Head of the Office Department.</li> </ul>
16	Number <b>16/TVD-HĐQT</b>	08/4/2025	<p>1. Approval of the investment project content for the procurement of additional equipment to support mine ventilation and gas monitoring and control.</p> <p>2. Approval of the investment project content for production maintenance equipment in 2025, under the 2025 construction investment plan.</p> <p>3. Approval of the 2024 actual payroll fund</p> <p>4. Temporary approval of the 2025 labor and salary plan, including the salary fund for management personnel and remuneration for members of the Board of Directors and the Board of Supervisors.</p> <p>5. Approval of the capital mobilization plan, the average short-term credit limit, and key financial targets for 2025.</p> <p>6. Approval of the agenda and reporting documents for the 2025 Annual General Meeting of Shareholders.</p>
17	Number <b>17/TVD-HĐQT</b>	24/4/2025	<p>1. Approval of the investment phase transition for the project on the underground sludge dredging system – Vinacomin-Vang Danh Coal Joint Stock Company.</p> <p>2. greement to authorize the Capital Representative to report to Vinacomin for approval of the investment policy, project scale, and inclusion in the 2025 investment plan for the Workers’ Housing Project Vinacomin– Vang Danh Coal Joint Stock Company.</p> <p>3. Approval of the results of the personnel reappointment review process for the Director to decide on the following:</p> <ul style="list-style-type: none"> <li>a) Reappoint Mr. Hoang Tien Nam to the position of Foreman of Workshop KT9.</li> <li>b) Reappoint Mr. Vu Dang Chuyen as Foreman of the Ventilation Workshop.</li> </ul> <p>4. Approve the list of nominations and candidates for the election of an additional member to the Company's Board of Directors for</p>

			<p>the 2023-2028 term, as follows:</p> <ul style="list-style-type: none"> <li>- Quantity: 01 person;</li> <li>- Specific Personnel: Mr. Tran Van Thuc – Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company.</li> </ul> <p>5. Approval of the agenda and reporting documents for the 2025 Annual General Meeting of Shareholders.</p>
18	Number 18/TVD-HDQT	25/4/2025	Approval of the plan for implementing the procedure for considering the appointment to the position of Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company.
19	Number 19/TVD-HDQT	25/4/2025	Approval of the results of the appointment procedure and agreement on the proposal for the appointment to the position of Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company.
20	Number 20/TVD-HDQT	16/5/2025	<p>1. Approve the Regulations on Occupational Safety and Health Management within Vinacomin-Vang Danh Coal Joint Stock Company.</p> <p>2. Approve the Regulations on the Organization and Operation of Legal Affairs within Vinacomin-Vang Danh Coal Joint Stock Company.</p> <p>3. Approve the Regulations on Land Management within Vinacomin-Vang Danh Coal Joint Stock Company.</p> <p>4. Approve the content of the investment project for the renovation of the Vang Danh Shaft ventilation system, part of the 2025 capital construction investment plan.</p> <p>5. Approve the outline, cost estimate, and procurement plan for surveying and drawing current status maps, extracting land parcel records for site clearance, and planting site clearance boundary markers related to the Project to exploit the underground mine below -175m, Vang Danh coal mine.</p> <p>6. Approve the 2025 Production and Business Plan - Vinacomin-Vang Danh Coal Joint Stock Company, as follows:</p> <p>a) Key Targets of the 2025 Production and Business Plan:</p> <p>b) Guiding Targets for the 2025 Labor and Salary Plan:</p> <p>c) 2025 Fixed Asset Repair Plan, total number of repair items: -</p> <ul style="list-style-type: none"> <li>-Electromechanical equipment: 60 items;</li> <li>-Transport equipment: 10 items;</li> <li>-Coal processing equipment: 22 items;</li> </ul>

			<p>-Surface construction works: 1 item.</p> <p>7. Approval of the key orientation targets for the 5-year plan (2026–2030) of Vinacomin-Vang Danh Coal Joint Stock Company.</p> <p>8. Approval of the 2025 Plan for the use of the Company’s Bonus and Welfare Fund.</p> <p>9. Approval of the adjustment to remuneration and allowances for members of the Board of Directors and the Board of Supervisors for the year 2024.</p> <p>10. Approval of the record date for receiving 2024 dividends, as follows: -Record date: June 10, 2025. -Rate: 8% per share (800 VND per share) -Payment date: June 24, 2025</p> <p>11. Approval of the assignment of duties to members of the Board of Directors.</p> <p>12. Approval of the reporting templates and activity plan of the TKV Representative serving on the Board of Directors.</p>
21	Number 21/TVD-HDQT	16/5/2025	The Board of Directors decided to appoint Mr. La Thanh Thuong, Head of the Mining Industrial Engineering Department , as Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company, effective from May 17, 2025.
22	Number 22/TVD-HDQT	29/5/2025	<p>1. Approval of the project investment step transition for the construction of a domestic wastewater treatment station, Vinacomin-Vang Danh Coal Joint Stock Company.</p> <p>2. Extended the tenure until retirement age for:</p> <p>- Mr. Nguyen Van Tiep – Head of the Quality Control Department (KCS).</p> <p>- Mr. Nguyen Duy Hao – Shaft No.2 Transportation Workshop.</p> <p>3. Approval of the personnel plan for reappointment to the position of Workshop Foreman for the KT6 Workshop and the Service Workshop.</p> <p>4. Approved the plan for appointment to the position of Head of the Mining Technology Department (KCM).</p>
23	Number 23/TVD-HDQT	04/6/2025	Approval of the proposal, plan, and implementation program for the re-appointment review process of the position of Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company

			for Mr. Vuong Minh Thu.
24	Number 24/TVD-HDQT	04/6/2026	Approval of the results of the re-appointment review process and agreement on the proposal to re-appoint Mr. Vuong Minh Thu to the position of Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company.
25	Number 25/TVD-HDQT	11/06/2025	The Board of Directors resolves to re-appoint Mr. Vuong Minh Thu to the position of Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company, effective from June 12, 2025.
26.	26/TVD-HDQT	11/6/2025	<p>1. Approve the projected business results for Q2 and the first six months, and the business plan for Q3 of 2025.</p> <p>2. The Board of Directors unanimously agreed not to approve the personnel matter regarding the position of Mine Executive Director at this time. The Company Director is to instruct relevant departments to review all exploitation licenses to ensure that reappointments align with the criteria: the Director and Deputy Directors will serve as the Mine Executive Director according to the exploitation license. Only if there is insufficient personnel will appointments extend to Department Heads.</p> <p>3. Approval of the outline, cost estimate, and contractor selection plan for the appraisal of the Feasibility Study Report on the underground mining project below level - 175 at Vang Danh coal mine.</p> <p>4. Approval of the outline, cost estimate, and contractor selection plan for the Building Information Modeling (BIM) at the stage of preparing the Basic Design Report (BCNCKT) of the underground mining project below level -175 at Vang Danh coal mine.</p> <p>5. Approval of the Regulation on the management of clerical and archival work at Vinacomin-Vang Danh Coal Joint Stock Company.</p>
27	Number 27/TVD-HDQT	26/06/2025	<p>1. Approved the results of the review process for reappointment/appointment of personnel for the Company's Director to make decisions:</p> <p>a) Reappointed Mr. Lam Hong Quang as Workshop Manager of KT6 Workshop.</p> <p>b) Reappointed Mr. Nguyen Chien Binh as Workshop Manager of the Service Workshop.</p> <p>c) Appointed Mr. Ngo Van Cu (Employee No. 14458) as Head of the Mining Technology Department.</p>

28	Number 28/TVD-HDQT	22/7/2025	1. Approved the consideration to suspend the implementation of the investment project for construction of the Vang Danh central production operations service area in Vang Danh Ward.
29	Number 29/TVD-HDQT	30/7/2025	<p>1. Approved the reappointment plan for the position of Workshop Manager of the Vang Danh 2 Coal Preparation Workshop.</p> <p>2. Approved the plan for transfer, rotation, and appointment of personnel as follows:</p> <p>a) Relieved Mr. Nguyen Duc The of the position of Workshop Manager of KT13 Workshop and approved the policy for the Company's Director to transfer and train him as a full-time trade union officer.</p> <p>b) Transferred and appointed Mr. Nguyen Hong, Workshop Manager of KT5 Workshop, as Workshop Manager of KT13 Workshop.</p> <p>c) Transferred and appointed Mr. Nguyen Nhu Long, Deputy Head of the Safety Department, as Workshop Manager of KT5 Workshop.</p> <p>3. Considered and approved personnel matters:</p> <p>a) Relieved Mr. Nguyen Van Nguyen (Employee No. 7433) of the duty as Mine Director for the underground coal mine operating by the level-entry method from outcrop to level +115m at the Vang Danh Canh Ga Area under Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>b) Assigned Mr. Ho Quoc (Employee No. 10241), the Company's Director, concurrently as Mine Director for the underground coal mine operating by the level-entry method from outcrop to level +115m at the Vang Danh Canh Ga Area under Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>c) Relieved Mr. Ngo Van Khuong (Employee No. 14932) of the duty as Mine Director for the underground coal mine from level +105m to level +0m at the Vang Danh Central Area under Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>d) Assigned Mr. Tran Van Thuc (Employee No. 13647), Deputy Director of the Company, concurrently as Mine Director for the underground coal mine from level +105m to level +0m at the Vang Danh Central Area under Vinacomin - Vang Danh Coal Joint Stock Company.</p>



			<p>e) Assigned Mr. La Thanh Thuong (Employee No. 14438), Deputy Director of the Company, concurrently as Mine Director for the underground coal mine in the Vang Danh Area from level <math>\pm 0\text{m}</math> to level <math>-175\text{m}</math> under Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>f) Assigned Mr. Vuong Minh Thu (Employee No. 12424), Deputy Director of the Company, concurrently as Mine Director for the Canh Ga Shaft underground area from level <math>+122\text{m}</math> to level <math>-50\text{m}</math> under Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>4. Agreed to authorize the capital representative to report to TKV on the approval of the investment policy, project scale, and the supplementation of the 2025 investment plan for the project on construction of the Vang Danh central production operations area under Vinacomin - Vang Danh Coal Joint Stock Company.</p>
30	Number 30/TVD-HDQT	18/8/2025	<p>1. Approved TKV's policy on appointing Mr. Vuong Minh Thu, Deputy Director of Vinacomin - Vang Danh Coal Joint Stock Company, as Director of Thong Nhat Coal Company –TKV.</p> <p>2. Approved the evaluation and remarks on Mr. Vuong Minh Thu, Deputy Director of the Company, during his tenure at Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>3. The Board of Directors authorized the Chairman of the Board and the capital representative to report to TKV on the evaluation and remarks regarding Mr. Vuong Minh Thu.</p>
31	Number 31/TVD-HDQT	21/8/2025	<p>1. Approved the personnel arrangement for the Company's executive management as follows:</p> <p>- Relieved Mr. Vuong Minh Thu of the position of Deputy Director of the Company effective from 21 August 2025.</p>
32	Number 32/TVD-HDQT	28/8/2025	<p>1. Approved the results of the review process for reappointment/appointment of personnel for the Company's Director to make decisions: a) Reappointed Mr. Bui Si Lam as Workshop Manager of the Vang Danh 2 Coal Workshop.</p> <p>2. Approved the final settlement of the completed project and the financial handling of the suspended project for the investment project on construction of the Vang Danh central production operations service area.</p>
33	Number 33/TVD-HDQT	28/8/2025	<p>1. Approved the plan and policy to appoint a Deputy Director of the Company from internal personnel.</p>

34	Number 34/TVD-HDQT	09/09/2025	<p>1. Approved the estimated production and business results for Q3 and the first nine months of 2025, and the production and business plan for Q4 of 2025.</p> <p>2. Agreed to authorize the capital representative to report to TKV for consideration and approval of the policy on outsourcing the peat coal treatment stage using drying technology for consumption.</p>
35	Number 35/TVD-HDQT	07/10/2025	<p>1. Approved the plan for implementing the process of reviewing the appointment to the position of Deputy Director of Vinacomin - Vang Danh Coal Joint Stock Company.</p>
36	Number 36/TVD-HDQT	07/10/2025	<p>1. Approved the results of the process and agreed to propose the appointment to the position of Deputy Director of Vinacomin - Vang Danh Coal Joint Stock Company.</p>
37	Number 37/TVD-HDQT	09/10/2025	<p>1. Agreed to authorize the capital representative to report to TKV on the difficulties related to financial capacity for implementing the mineral mining project.</p> <p>2. Agreed to authorize the capital representative to report to TKV for approval of the Company's production investment plan for 2026 and the period from 2026 to 2030.</p> <p>3. Approved the plan for reappointment of personnel: -Extended the term of office until the statutory retirement age for Mr. Bui Sy Hung, Workshop Manager of the Vang Danh Coal Preparation Workshop.</p> <p>4. Other matters:</p> <p>a) Regarding Submission No. 1469/TTr-TVD dated 01 October 2025 of the Company's Director on approval of the Company's development strategy for the period 2026–2030, with orientation to 2045: the Chairman of the Board signed Decision No. 3556/QD-HDQT dated 06 October 2025 on the establishment of a Board appraisal team to conduct the appraisal. After the appraisal results are available, the Board will convene to approve and promulgate the strategy.</p> <p>b) Regarding Submission No. 1435/TTr-TVD dated 16 September 2025 of the Company's Director on reporting to TKV to seek approval for outsourcing the coal extraction stage in Zone I from level –50 to +115 at the Canh Ga shaft: the Board requested the Company's Director to instruct the relevant departments to prepare the coal extraction plan for Zone I from level –50 to +115 at the Canh Ga shaft and report to TKV for consideration and approval.</p>

			c) Regarding Submission No. 1471/TTr-TVD dated 02 October 2025 of the Company's Director on outsourcing certain production stages in 2026: according to the submission, some items have outsourcing volumes exceeding the plan approved by TKV. The Board only approved work items or outsourcing volumes that are less than or equal to the plan approved by TKV. In case of any increase, the Company's Director must report to TKV for approval before submitting to the Board for approval.
38	Number 38/TVD-HDQT	30/10/2025	1.The Board of Directors decided to appoint Mr. Do Van Tinh, Workshop Manager of KT7 Workshop, as Deputy Director of Vinacomin - Vang Danh Coal Joint Stock Company.
39	Number 39/TVD-HDQT	30/10/2025	<p>1. Approved the plan to outsource the peat coal drying stage for consumption in the period 2026–2030.</p> <p>2. Approved the plan to outsource certain production stages in 2026.</p> <p>3. Approved the financial handling of the suspended project for the investment project on construction of the Vang Danh central production operations service area.</p> <p>4. Approved the Company's development strategy for the period 2026–2030, with a vision to 2045.</p> <p>5. Agreed to assign Mr. Do Van Tinh, Deputy Director of the Company, concurrently as Mine Director for the Canh Ga Shaft underground area from level +122m to level –50m under Vang Danh Coal Joint Stock Company –Vinacomin.</p> <p>6. Approved the personnel appointment plan at KT7 Workshop and the Investment and Environment Department.</p> <p>7. Approved the termination of validity of Decision No. 199/QD-TVD dated 25 February 2022 of the Company's Board of Directors</p>
40	Number 40/TVD-HDQT	31/10/2025	Agreed to assign Mr. Ngo Van Cu, Head of the Mining Technology Department, concurrently as Mine Director for the open-pit coal mining operations at Outcrop Area 5 – Canh Ga Area from level +330m to level +273m, and at Outcrop Area 5 – West Vang Danh Area from level +265m to level +150m under Vinacomin - Vang Danh Coal Joint Stock Company, in accordance with Mineral Mining License No. 470/GP-BNNMT.
41	Number	14/11/2025	1. Decided to revoke Decision No. 1086/QD-TVD dated 06

	41/TVD-HDQT		<p>September 2019 of the Company's Board of Directors on the Regulation on organization and operation of inspection within Vang Danh Coal Joint Stock Company –Vinacomin, effective from 01 November 2025.</p> <p>2. Approved the assignment of duties to the Mine Directors.</p> <p>3. Approved the results of the process for reviewing personnel appointment for the Company's Director to make the decision: appointed Mr. Phung Trung Hoai (Employee No. 12732) as Head of the Investment and Environment Department.</p>
42	42/TVD-HDQT	25/11/2025	<p>1. In agreement with the proposal of Hon Gai Coal Company - TKV, we will report to TKV to appoint Ms. Tran Thi Thu Thao - Chief Accountant of Vang Danh Coal Joint Stock Company - Vinacomin - to the position of Chief Accountant of Hon Gai Coal Company - TKV.</p> <p>2. Approved the plan and policy of appointing the Chief Accountant of the Company from within the existing personnel.</p>
43	Number 43/TVD-HDQT	27/11/2025	<p>1. Approved the personnel plan for appointment/reappointment of staff.</p> <p>2. Approved the Regulation on labor recruitment at Vinacomin - Vang Danh Coal Joint Stock Company.</p>
44	44/TVD-HDQT	18/12/2025	<p>1. Provisionally approved the 2026 production and business plan; approved the estimated production and business results for 2025; approved the production and business plan for Q1 2026; and approved the 2026 risk management plan.</p> <p>2. Approved the exploration and survey plan for 2026.</p> <p>3. Approved the continued implementation of the Regulation on personnel management in the Company.</p> <p>4. Approved the results of the process for reviewing the reappointment of personnel.</p> <p>5. Approved the amendments to the regulations on functions and duties of the Internal Control and Security Department and the Safety Engineering and Labor Protection Department.</p> <p>6. Approved the adjusted investment plan for 2025.</p> <p>7. Approved the investment plan for 2026.</p> <p>8. Approved the Regulation on environmental protection management at Vinacomin - Vang Danh Coal Joint Stock</p>

			Company.
45	45/TVD-HDQT	24/12/2025	1. Considered the appointment of the Person in charge of corporate governance cum Company Secretary

No.: 03/BC-DHCD

*Uong Bi, ..... 2026*

## **REPORT INDEPENDENT BOARD MEMBER ASSESSMENT 2025**

Dear Shareholders,

Pursuant to the Charter of Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company;

Pursuant to the Regulation on operation of the Board of Directors approved by the General Meeting of Shareholders on April 23, 2021;

In performing the duties and responsibilities assigned by the Board of Directors, the Independent Member of the Board of Directors hereby presents an assessment report on the activities of the Board of Directors in 2025 as follows:

The Board of Directors of the Company operated with a high sense of responsibility and transparency in corporate governance, in compliance with regulations applicable to public companies. Meetings of the Board of Directors were convened in a timely manner and conducted in accordance with the procedures stipulated in the Charter and the Internal Regulations on Corporate Governance. The contents of the meetings were thoroughly discussed and carefully evaluated by all members of the Board of Directors in order to provide orientations and solutions that bring the highest benefits to the Company.

Matters relating to production and business plans, construction investment, organizational and personnel work, and the development of management regulations were all reviewed and assessed by the Board of Directors at its periodic meetings.

Decisions of the Board of Directors at the meetings were adopted based on the majority principle. Minutes of meetings were fully prepared and duly signed by the attending members of the Board of Directors.

### **1. Organizational structure of the Board of Directors:**

The Company's Board of Directors for the 2023-2028 term consists of 5 members, including 2 members holding executive positions, 2 non-executive members, and 1 independent member, ensuring the number and structure are in accordance with the Company's charter and legal regulations.

All members of the Board of Directors fully and actively participate in planning, compliance control, strategic critique, and ensuring good corporate governance practices.

### **2. Regarding the operating mechanism:**

- In 2025, the Board of Directors held 31 in-person, focused meetings. These meetings were convened and conducted according to a specific schedule, with complete documentation prepared, in compliance with the Company Charter and applicable laws. The content of the meetings was thoroughly and carefully discussed, debated, and evaluated by the members of the Board of Directors.

- Issues related to strategy, business plans, finance, corporate culture, and the development of management systems within the company are discussed and closely monitored between the Board of Directors and the Executive Management Team.

- Changes to production and business plans, investment plans, and new strategies are all independently researched, scientifically based, and subject to review between the Board of Directors and the Executive Management.

### **3. Regarding the results of management and supervision:**



Overall, the Board of Directors has performed its role well in implementing the plans, policies, and strategic directions set forth by the General Meeting of Shareholders.

- The Board of Directors has complied with corporate governance regulations, convening regular and extraordinary meetings to provide timely guidance and issue decisions appropriate to the actual situation.

- The Board of Directors has fulfilled its role and responsibilities in directing, supporting, and supervising the Board of Management in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations while harmonizing the interests of the Company and its shareholders.

- Board members holding positions in the Board of Management regularly attend both regular and extraordinary meetings of the Board of Management. Important decisions of the Board of Management are analyzed, debated, and consulted with Board members/Chairman of the Board to ensure the best interests of the Company.

- Board members proactively identify their roles and responsibilities in supporting the management board and share experiences, interact, and exchange information with the management board regarding company governance.

#### **4. Conclusion:**

- The Board of Directors has fully performed its function as the owners' representative in supervising the Company's operations, providing appropriate direction and timely guidance to ensure the efficient use of resources to achieve the targets set by the General Meeting of Shareholders, based on compliance with the law and the Company's Charter.

- In addition to performing its functions of managing and supervising the Board of Directors' operations, the Board of Directors has closely coordinated with the Board of Directors to seek solutions to overcome difficulties in production and business in 2025.

- Overall, in 2025, the Company was significantly affected by the high prices of raw materials and fuel, increasingly difficult mining conditions, complex geology and seams, interbedded rocks, fractures, high water content, and significant mine pressure. The procedures for granting/renewing exploration and mining licenses, approving planning, investment policies, land clearance, land leasing, etc., became increasingly complicated. Furthermore, the implementation of a two-tiered local government model prolonged and complicated procedures. However, with a high sense of responsibility, unity, and cooperation in carrying out tasks honestly and carefully, the Board of Directors implemented decisive solutions in supervising and directing the Executive Management to implement the resolutions of the General Meeting of Shareholders and the Board of Directors. With the spirit of unity, discipline, and concerted effort of the Board of Directors, the Company's management and employees have overcome difficulties to effectively implement the 2025 production and business plan, ensuring benefits for the Company and its shareholders.

#### ***Recipient:***

- *Shareholders (Information Disclosure);*

- *Members of the BOD, BOS;*

- *General Affairs Department (Posted on the Website);*

- *Filed: Archives, BOD.*

**INDEPENDENT MEMBER OF  
THE BOARD OF DIRECTORS**

**Nguyen Ba Quang**

No.: 04/BC-DHCD

*Uong Bi, ..... 2026*

**REPORT**  
**TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**Approval of the audited financial statements for 2025**

Dear Shareholders,

Pursuant to the Charter of Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company;

Pursuant to the 2025 financial statements of the Company audited by AASC Auditing Firm Company Limited.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the audited financial statements for 2025 (details are available on the Company's website).

The contents of the financial statements are as follows:

<b>Targets</b>	<b>Code</b>	<b>Note</b>	<b>Ending balance</b>	<b>Beginning balance</b>
<b>A. SHORT-TERM ASSETS</b>	<b>100</b>		<b>1,225,117,663,054</b>	<b>1,402,508,003,519</b>
<b>I. Cash and cash equivalents</b>	<b>110</b>		<b>29,408,176,901</b>	<b>33,583,133,626</b>
1. Cash	111	V.1	29,408,176,901	33,583,133,626
2. Cash equivalents	112		-	-
<b>II. Short-term financial investments</b>	<b>120</b>		<b>-</b>	<b>-</b>
1. Trading securities	121		-	-
2. Provision for impairment of trading securities (*)	122		-	-
3. Investment held until maturity.	123		-	-

<b>III. Short-term receivables</b>	<b>130</b>		<b>954,936,744,496</b>	<b>1,165,235,032,631</b>
1. Short-term receivables from customers	131	V.3a	850,323,783,506	1,148,683,248,517
2. Prepayment to short-term sellers	132		95,133,263,795	5,640,463,355
3. Short-term intercompany receivables	133		-	-
4. Payments must be collected according to the progress schedule of the construction contract.	134		-	-
5. Short-term loans receivable	135		-	-
6. Other short-term receivables	136	V.4a	14,227,280,039	16,251,941,135
7. Provision for doubtful short-term receivables (*)	137	V.6	- 4,747,582,844	- 5,340,620,376
8. Assets awaiting processing	139		-	-
<b>IV. Inventory</b>	<b>140</b>	<b>V.7</b>	<b>228,113,509,564</b>	<b>195,486,563,005</b>
1. Inventory	141		228,113,509,564	195,486,563,005
2. Provision for inventory devaluation (*)	149		-	-
<b>V. Other current assets</b>	<b>150</b>		<b>12,659,232,093</b>	<b>8,203,274,257</b>
1. Short-term prepaid expenses	151	V.13 a	7,248,430,573	8,203,274,257
2. Deductible VAT	152		-	-
3. Taxes and other amounts due to the State	153	V.17 b	5,410,801,520	-
4. Government bond repurchase transactions	154		-	-

5. Other current assets	155		-	-
<b>B. LONG-TERM ASSETS</b>	<b>200</b>		<b>1,337,993,877,586</b>	<b>1,069,676,631,827</b>
<b>I. Long-term receivables</b>	<b>210</b>		<b>65,283,773,987</b>	<b>49,412,768,753</b>
1. Long-term receivables from customers	211		-	-
2. Long-term upfront payment to the seller.	212		-	-
3. Business capital in subsidiary units	213		-	-
4. Long-term intercompany receivables	214		-	-
5. Long-term loans receivable	215		-	-
6. Other long-term receivables	216	V.4b	65,283,773,987	49,412,768,753
7. Provision for long-term doubtful receivables (*)	219		-	-
<b>II. Fixed Assets</b>	<b>220</b>		<b>924,830,112,246</b>	<b>759,085,319,442</b>
<b>1. Tangible fixed assets</b>	<b>221</b>	<b>V.9</b>	<b>924,830,112,246</b>	<b>759,085,319,442</b>
- Original price	222		6,393,422,445,870	6,195,768,198,222
- Accumulated depreciation value (*)	223		- 5,468,592,333,624	5,436,682,878,780
<b>2. Fixed assets under finance lease</b>	<b>224</b>		-	-
- Original price	225		-	-
- Accumulated depreciation value(*)	226		-	-
<b>3. Intangible fixed assets</b>	<b>227</b>	<b>V.10</b>	-	-

- Original price	228		5,704,506,450	5,704,506,450
- Accumulated depreciation value(*)	229		- 5,704,506,450	- 5,704,506,450
<b>III. Investment Properties</b>	<b>230</b>		-	-
- Original price	231		-	-
- Accumulated depreciation value (*)	232		-	-
<b>IV. Long-term work-in-progress assets</b>	<b>240</b>	<b>V.8b</b>	<b>55,565,257,027</b>	<b>63,937,002,383</b>
1. Long-term work-in-progress production and business costs	241		-	-
2. Construction in progress costs	242	V8.b	55,565,257,027	63,937,002,383
<b>V. Long-term financial investment</b>	<b>250</b>		-	-
1. Investing in subsidiaries	251		-	-
2. Investing in joint ventures and affiliated companies.	252		-	-
3. Investing capital in other entities.	253		-	-
4. Provision for long-term financial investments (*)	254		-	-
5. Investment held until maturity.	255		-	-
<b>VI. Other long-term assets</b>	<b>260</b>		<b>292,314,734,326</b>	<b>197,241,541,249</b>
1. Long-term upfront costs	261	V.13 b	243,647,183,308	141,151,509,071
2. Deferred income tax assets	262		48,667,551,018	56,090,032,178

3. Long-term equipment, supplies, and spare parts.	263		-	-
4. Other long-term assets	268		-	-
<b>TOTAL ASSETS (270 = 100 + 200)</b>	<b>270</b>		<b>2,563,111,540,640</b>	<b>2,472,184,635,346</b>
<b>C. LIABILITIES</b>	<b>300</b>		<b>1,906,944,121,560</b>	<b>1,794,401,580,348</b>
<b>I. Short-term debt</b>	<b>310</b>		<b>1,192,037,536,404</b>	<b>1,227,774,306,586</b>
1. Short-term payables to suppliers.	311	V.16 a	504,461,911,185	502,754,005,285
2. Short-term advance payment by the buyer	312		-	-
3. Taxes and other payments due to the government.	313	V.17 a	93,039,709,417	95,120,404,602
4. Workers must be paid.	314		259,625,153,802	248,541,639,619
5. Short-term liabilities	315	V.18 a	17,214,867,040	46,582,844,417
6. Short-term internal payments required.	316		-	-
7. Payment must be made according to the construction contract schedule.	317		-	-
8. Short-term unearned revenue	318		-	-
9. Other short-term payables	319	V.19 a	7,030,299,452	16,670,069,792
10. Short-term loans and financial leases	320	V.15 a	284,389,702,345	282,080,560,241
11. Short-term provisions for liabilities	321	V.23 a	-	-
12. Reward and Welfare Fund	322		26,275,893,163	36,024,782,630

13. Price Stabilization Fund	323		-	-
14. Government bond repurchase transactions	324		-	-
<b>II. Long-term debt</b>	<b>330</b>		<b>714,906,585,156</b>	<b>566,627,273,762</b>
1. Long-term payment to the seller.	331	V.16 b	-	-
2. Buyers pay in advance for a long term.	332		-	-
3. Long-term costs	333	V.18 b	-	-
4. Internal payments for working capital.	334		-	-
5. Long-term internal payment required.	335		-	-
6. Long-term unearned revenue	336		-	-
7. Other long-term payables	337		-	-
8. Long-term loans and financial leases	338	V.15 b	706,989,918,989	559,910,778,951
9. Convertible bonds	339		-	-
10. Preferred stock	340		-	-
11. Deferred income tax payable	341		-	-
12. Long-term provisions for liabilities	342		-	-
13. Science and Technology Development Fund	343		7,916,666,167	6,716,494,811
<b>D. EQUITY</b>	<b>400</b>		<b>656,167,419,080</b>	<b>677,783,054,998</b>



<b>I. Equity</b>	<b>410</b>	<b>V.25 a</b>	<b>656,167,419,080</b>	<b>677,783,054,998</b>
1. Owner's equity contribution	411		449,628,640,000	449,628,640,000
- Common stock with voting rights	411A		449,628,640,000	449,628,640,000
- Preferred stock	411B		-	-
2. Shareholder surplus	412		- 393,100,000	- 393,100,000
3. Bond conversion option	413		-	-
4. Other owner's equity	414		351,818,182	351,818,182
5. Treasury stock (*)	415		-	-
6. Revaluation difference of assets	416		-	-
7. Exchange rate differences	417		-	-
8. Development Investment Fund	418	V.25 e	73,934,245,782	63,026,310,353
9. Business Restructuring Support Fund	419		-	-
10. Other funds belonging to equity capital	420		-	-
11. Undistributed after-tax profit	421		132,645,815,116	165,169,386,463
- Undistributed net profit accumulated up to the end of the previous period	421A		56,090,032,178	64,007,301,681
- Undistributed net profit for this period	421B		76,555,782,938	101,162,084,782
12. Capital investment sources for construction projects.	422		-	-

<b>II. Funding Sources and Other Funds</b>	<b>430</b>		-	-
1. Funding sources	431		-	-
2. The funding source has formed fixed assets.	432		-	-
<b>TOTAL CAPITAL (440 = 300 + 400)</b>	<b>440</b>		<b>2,563,111,540,640</b>	<b>2,472,184,635,346</b>

## II. BUSINESS PERFORMANCE RESULTS

Targets	Code	Note	Ending balance	Beginning balance
1. Revenue from sales and services	01	VII.1a	6,668,850,345,722	6,473,476,824,880
2. Revenue deductions	02	VII.2	-	-
3. Net revenue from sales and services (10=01-02)	10		6,668,850,345,722	6,473,476,824,880
4. Cost of goods sold	11	VII.3	6,298,217,088,847	6,084,858,851,212
5. Gross profit from sales and services (20 = 10 - 11)	20		370,633,256,875	388,617,973,668
7. Financial operating costs	22	VII.5	53,827,675,688	43,910,112,835
- Including: interest expense	23		53,827,675,688	43,910,112,835
8. Cost of goods sold	24	VII.8b	15,215,596,003	15,310,696,093
9. Business management costs	25	VII.8a	212,132,627,515	211,135,171,329
10. Net profit from business operations { 30=20+(21-22)-(24+25)}	30		91,292,736,647	119,944,737,557
11. Other income	31	VII.6	9,161,464,831	3,512,195,957
12. Other expenses	32	VII.7	3,010,358,074	2,545,465,397
13. Other profit (40 = 31-32)	40		6,151,106,757	966,730,560
14. Total profit before tax	50		97,443,843,404	120,911,468,117

(50 = 30 + 40)				
15. Current Corporate Income Tax Expense	51	VII.10	13,465,579,306	17,665,327,435
16. Deferred Corporate Income Tax Expense	52		7,422,481,160	7,917,269,503
17. Profit after corporate income tax (60 = 50 - 51 - 52)	60		76,555,782,938	95,328,871,179
18. Earnings per share	70		1,703	2,120
19. Declining earnings per share	71		-	-

### III. BASIC FINANCIAL EXPENDITURES

N o.	Target	Unit	Reporting period 2024	Reporting period 2025	Comparis on 2025/2024	Percentage increase, decrease
<b>1</b>	<b>Solvency ratio:</b>					
	Current ratio = Current assets / Current liabilities	time	1.14	1.03	89.97	-10.03
	+ Quick Ratio = (Current Assets - Inventory) / Current Liabilities	time	0.98	0.84	85.08	-14.92
<b>2</b>	<b>Indicators regarding capital structure</b>					
	+ Liabilities/Total Capital	%	72.58	74.40	102.50	2.50
	+ Debt-to-Equity Ratio	time	2.59	2.87	110.48	10.48
<b>3</b>	<b>Performance</b>					

	<b>indicators</b>					
	Inventory Turnover Ratio = Cost of Goods Sold / Average Inventory	turn over	28.83	29.74	103.13	3.13
	Total asset turnover = Net revenue / Average total assets	turn over	2.81	2.65	94.23	-5.77
<b>4</b>	<b>Profitability indicators</b>					
	+ Net profit after tax/Net revenue ratio	%	1.47	1.15	77.95	-22.05
	+ Net profit after tax/Equity ratio	%	14.06	11.67	82.95	-17.05
	+ Net profit after tax/Average total assets ratio	%	4.14	3.04	73.46	-26.54
	+ Profit margin from business operations/Net revenue	%	1.85	1.37	73.88	-26.12

#### **IV. OTHER INDICATORS**

<b>No.</b>	<b>Target</b>	<b>Unit</b>	<b>2025</b>
1	Salaries and remuneration for the Board of Directors, Board of Supervisors, and company managers (Detailed table attached).	VND	5,372,562,000

On behalf of the Board of Directors, I would like to present this to the General Meeting.

***Recipient:***

- *Shareholders (Information Disclosure);*
- *Members of the BOD, BOS;*
- *General Affairs Department (Posted on the Website);*
- *Filed: Archives, BOD.*

**ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Van Dung**

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED

**VINACOMIN - VANG DANH COAL  
JOINT STOCK COMPANY**

No.: 05/BC-DHCD

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

*Uong Bi, April.....,2026*

**REPORT TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Re: Approval of the profit distribution plan, appropriation of funds,  
and dividend rate for 2025**

Dear Shareholders,

Pursuant to the Charter of Organization and Operation of the Company and the Financial Management Regulations of the Company;

Pursuant to the Resolution of the General Meeting of Shareholders approved at the 2024 Annual General Meeting of Shareholders;

Pursuant to the 2025 production and business performance of Vinacomin - Vang Danh Coal Joint Stock Company (based on the audited financial statements by AASC Auditing Firm Company Limited);

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan, dividend payment, and appropriation of funds as follows:

No.	Content	Value (VND)
1	Pre-tax accounting profit arising in 2025	97,443,843,404
2	Corporate income tax payable in 2025	13,465,579,306
3	Deferred corporate income tax expense reversal:	7,422,481,160
4	Net profit after corporate income tax in 2025 (4=1-2-3)	76,555,782,938
5	Profit carried forward from the previous year.	56,090,032,178
6	Total undistributed after-tax profit as of the end of 2025: 6 = 4 + 5	132,645,815,116
	In there:	
6.1	Undistributed after-tax profit carried forward to the next year (Deferred corporate income tax asset: mineral exploitation rights fees)	48,667,551,018

6.2	Net profit after tax to be distributed in 2025:	83,978,264,098
	This includes:	
	<i>Net profit after corporate income tax generated in 2025</i>	<i>76,555,782,938</i>
	<i>Net profit after corporate income tax carried forward from the previous year (Deferred corporate income tax is reversed)</i>	<i>7,422,481,160</i>
6.2.1	Pay dividends to shareholders.	
6.2.1.1	Dividends are paid to shareholders in proportion to their capital contributions (5%).	22,481,432,000
6.2.1.2	Paying dividends to shareholders from the previous year's profits.	<i>7,422,481,160</i>
6.2.2	The remaining profit is distributed as follows:	
6.2.2.1	Business Development Investment Fund: (equal to 20% of profits generated in 2025 that will be distributed)	15,311,156,588
6.2.2.2	Reward and welfare fund:	38,160,464,350
6.2.2.3	Business Manager Bonus Fund	602,730,000

The appropriation rates for the bonus and welfare fund and the bonus fund for the Company's managers as stated above are based on the provisional enterprise classification by TKV (expected classification: Grade A). In the event that TKV's official classification of the Company for 2025 differs from the Company's self-assessment, the General Meeting of Shareholders is requested to authorize the Board of Directors to make appropriate adjustments in accordance with regulations and in line with the official classification decision for 2025.

Respectfully submitted to the General Meeting of Shareholders for approval./.

***Recipient:***

- *As addressed to;*
- *Members of the BOD, BOS;*
- *General Affairs Department (Posted on the Website);*
- *Filed: Archives, BOD.*

**ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Van Dung**



No.: 06/BC-DHCD

*Uong Bi, ..... 2026*

**REPORT TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Re: Results of payment of remuneration and allowances for members of the Board of Directors and the Board of Supervisors in 2025; and the plan for remuneration payment for members of the Board of Directors and the Board of Supervisors in 2026**

Dear Shareholders,

Pursuant to the Charter of Organization and Operation of the Company;

Pursuant to Decision No. 1471/QĐ-TKV dated August 14, 2024 of Vietnam National Coal and Mineral Industries Holding Corporation Limited (Vinacomin) on the promulgation of guidelines on remuneration mechanisms and salary levels based on job positions applied within the Group;

The Board of Directors hereby reports to the General Meeting of Shareholders on the results of payment of salaries, remuneration, and allowances for members of the Board of Directors and the Board of Supervisors in 2025, and the plan for payment of salaries, remuneration, and allowances for members of the Board of Directors and the Board of Supervisors in 2026 as follows:

**1. Payment levels of remuneration, salaries, allowances, bonuses and other benefits for members of the Board of Directors and the Board of Supervisors in 2025.**

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders and the 2025 production and business results of the Company, the payment of salaries, remuneration and allowances for the Board of Directors, the Board of Supervisors and the Board of Management in 2025 is as follows:

No.	Management position	Quantity (People)	Remuneration (thousand VND/year)	Allowance (thousand VND/year)	Salary (thousand VND/year)
1	Chairman of the BOD	01	9,072		612,030
2	Member of the BOD	03	155,250		
3	Independent Member of the BOD	01		276,000	
4	Head of the BOS	01			657,000
5	Member of the BOS	02	110,400		
6	Director	01			709,660

7	Deputy Director	04			2,268,230
8	Chief Accountant	01			574,920
<b>Total</b>			<b>274.722</b>	<b>276,000</b>	<b>4,821,840</b>

**2. Plan for payment of remuneration, salaries, allowances, bonuses and other benefits for members of the Board of Directors and the Board of Supervisors in 2026.**

With respect to the plan for payment of remuneration, salaries, allowances, bonuses and other benefits for members of the Board of Directors and the Board of Supervisors in 2026, the Company shall implement in accordance with Decision No. 1471/QĐ-TKV dated August 14, 2024 on the promulgation of guidelines on remuneration mechanisms and salary levels based on job positions applied within TKV. Accordingly, the salaries of the Company's managers are classified under (Group I – Grade I) in Appendix 04 of the Decision. Remuneration and allowances for part-time members of the Board of Directors, Independent Directors, and the Board of Supervisors shall be finalized and capped at a maximum of 20% of the planned average salary of the corresponding full-time managerial positions.

**3. Proposal on salary, bonus, remuneration and allowances for members of the Board of Directors, the Board of Supervisors and managerial staff in 2026:**

- (i) The source of bonuses shall be appropriated from the Company's after-tax profit.
- (ii) The specific appropriation rate: (based on the enterprise classification results of A, B, or C) serving as the basis for fund appropriation in accordance with regulations.

The Company has developed specific remuneration, allowance and salary levels to be paid to members of the Board of Directors, the Board of Supervisors and the Company's managers in 2026 as follows:

No.	Management position	Quantity (People)	Remuneration (thousand VND/year)	Allowance (thousand VND/year)	Salary (thousand VND/year)
1	Chairman of the BOD	01			648,000
2	Member of the BOD	03	165,600		
3	Independent Member of the BOD	01		276,000	
4	Head of the BOS	01			576,000
5	Member of the BOS	02	110,400		
6	Director	01			624,000
7	Deputy Director	04			2,208,000
8	Chief Accountant	01			504,000
<b>Total</b>			<b>276.000</b>	<b>276,000</b>	<b>4,560,000</b>

Members of the Board of Directors and the Board of Supervisors shall be advanced 80% of the planned salaries and remuneration on a monthly basis;

On behalf of the Board of Directors, I hereby present this to the General Meeting of Shareholders.

**Recipient:**

- *Shareholders;*
- *Members of the BOD, BOS;*
- *Posted on the Website;*
- *Filed: Archives, Company Secretary.*

**ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Van Dung**

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
**VINACOMIN - VANG DANH COAL  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

No.: 07/BC-DHCD

*Uong Bi, ..... 2026*

**REPORT TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Re: Approval of the proposed dividend rate for 2026**

Dear Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company.

Pursuant to the Charter of Organization and Operation of the Company;

Based on the coordinated business plan for 2026 with TKV, the Company has established appropriate solutions and mechanisms to strive to fulfill the production and business targets assigned by the Group, specifically:

In 2026, the Company sets the following targets: production of 4.395 million tons of raw coal; consumption of 3.877 million tons of clean coal; revenue of 6,729 billion VND; and estimated profit of 76.161 billion VND.

Based on the above, the Company proposes an estimated dividend plan for 2026 of: > 5%.

The actual dividend payment rate for 2026 shall be subject to approval at the 2027 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits this report to the General Meeting of Shareholders./.

**Recipient:**

- *Shareholders;*
- *Members of the BOD, BOS;*
- *General Affairs Department (Posted on the Website);*
- *Filed: Archives, Company Secretary.*

**ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Van Dung**

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED

**VINACOMIN - VANG DANH COAL  
JOINT STOCK COMPANY**

No.: 08/BC-DHCD

**THE SOCIALIST REPUBLIC OF VIETNAM**

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*Uong Bi, ..... 2026*

## **REPORT**

### **On the approval of contracts and transactions between the Company and its related parties in 2026**

Dear:        - Shareholders;  
              - The General Meeting of Shareholders of Vinacomin - Vang Danh Coal  
                    Joint Stock Company

Pursuant to Article 167 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;;

Pursuant to Clause 3, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on “detailing the implementation of a number of articles of the Law on Securities”;

Pursuant to the Charter of Vinacomin - Vang Danh Coal Joint Stock Company approved by the General Meeting of Shareholders on April 23, 2021.

The Board of Directors reports to the General Meeting of Shareholders of the Company on the results of transactions between the Company and major shareholders and related parties in 2025. At the same time, the Board of Directors seeks approval from the General Meeting of Shareholders for the implementation of transactions between the Company and major shareholders and related parties in 2026, as follows:

Report on the results of transactions between the Company and major shareholders and related parties in 2025:

In 2025, the Annual General Meeting of Shareholders approved contracts and transactions arising between Vinacomin - Vang Danh Coal Joint Stock Company and related enterprises and individuals. Accordingly, the Company entered into the following transactions:

- Purchase and sale of coal under the coordinated business contract with Vietnam National Coal - Mineral Industries Group (Vinacomin), with the transaction ratio (transaction value/total assets based on the most recent audited financial statements):

$$6,668,850,345,722 / 2,563,111,540,640 = 260.18\%$$

#### **1. Proposal for the General Meeting of Shareholders to approve transactions between the Company and major shareholders and related parties in 2026 as follows:**

Currently, Mr. Nguyen Van Dung – the representative of TKV’s capital at the Company – is a member of the Board of Directors and serves as the Chairman of the Board of Directors of the Company.

Accordingly, Vietnam National Coal and Mineral Industries Holding Corporation Limited (Vinacomin), its subsidiaries and certain joint stock companies in which TKV holds controlling shares are considered related parties in accordance with Clause 2, Article 167 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, Clause 3, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities, and Article 15 of the Charter of Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company approved by the General Meeting of Shareholders on April 23, 2021.

The Board of Directors respectfully requests the shareholders to consider and approve the policy allowing the Company to enter into and implement contracts and transactions (if any arise) between Vinacomin - Vang Danh Coal Joint Stock Company and related enterprises and persons in accordance with the provisions of law and the Company's Charter of Organization and Operation, as follows:

No.	Business Name/Related Person	Address, Tax identification number	Area of contract	Value of the contract/transaction
1	Vinacomin; TKV's subsidiaries and a number of joint-stock companies in which TKV holds a controlling stake.	No. 03 - Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi MST: 5700100256	According to the list of business activities in the companies' business licenses.	The value of contracts and transactions must account for 35% of the Company's total assets as recorded in the most recent financial statements.

The Board of Directors respectfully requests the Company's shareholders to consider and approve, and to authorize the Company's Chief Executive Officer to sign and implement contracts and transactions between the Company and the above-mentioned related enterprises and persons in compliance with applicable laws. The term for implementation of such contracts and transactions shall be from January 1, 2026 until any further changes are made.

The Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company respectfully submits this matter to the General Meeting of Shareholders for consideration and approval in accordance with regulations.

**Recipient:**

- *Shareholders;*
- *Members of the BOD, BOS;*
- *General Affairs Department (Posted on the Website);*
- *Filed: Archives, Company Secretary.*

**ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Van Dung**



VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED

**VINACOMIN - VANG DANH COAL  
JOINT STOCK COMPANY**

No.: 09/BC-DHCD

**THE SOCIALIST REPUBLIC OF VIETNAM**

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*Uong Bi, ..... 2026*

**REPORT TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Re: Approval of amendments and supplements to the Charter of Organization and  
Operation of the Company**

Dear: Dear Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company

Pursuant to the Charter of Organization and Operation of the Company;

Pursuant to the operational needs for the Company's production and business activities, the Board of Directors reports to the General Meeting of Shareholders as follows:

Currently, the Company is carrying out surveying and mapping activities internally to serve its production and business operations. In accordance with regulations, conducting surveying and mapping activities requires an operating license. The conditions for obtaining such a license, in addition to having qualified personnel and equipment, require that the enterprise or public service unit has registered functions and business lines in surveying and mapping. Therefore, to comply with the above regulations, it is necessary to supplement business line code 7110 (industry name: Architectural activities and related technical consultancy; specifically, surveying and mapping activities in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister promulgating the Vietnam Standard Industrial Classification).

The Company respectfully requests the General Meeting of Shareholders to approve the amendments and supplements to the Charter of Organization and Operation as follows:

- Addition of business line:

Code: 7110;

+ Industry: Architectural activities and related technical consultancy (specifically: surveying and mapping activities).

In addition, based on the review and update conducted to ensure compliance with Decision No. 36/2025/QĐ-TTg dated 29 September 2025 of the Prime Minister, the Company is required to amend and supplement its Charter on Organization and Operation due to changes in industry names and industry codes, as well as the addition of new business lines.

An appendix detailing the results of the review of business lines of Vinacomin - Vang Danh Coal Joint Stock Company is attached hereto.

The Board of Directors respectfully submits this report to the General Meeting of Shareholders./.

**Recipient:**

- *Shareholders;*
- *Members of the BOD, BOS;*
- *General Affairs Department (Posted on the Website);*
- *Filed: Archives, Company Secretary.*

**ON BEHALF OF THE  
BOARD OF DIRECTORS**

**CHAIRMAN**

**Nguyen Van Dung**

**APPENDIX:**  
**SUMMARY OF BUSINESS LINES AFTER REVIEW (INCLUDING ONE (01)**  
**PROPOSED ADDITIONAL BUSINESS LINE)**

<b>No.</b>	<b>Industry Code</b>	<b>Business Line</b>
1	0510 (Primary)	Mining and agglomeration of hard coal
2	4211	Construction of railways
3	4212	Construction of roads and highways
4	7730	Renting and leasing of other machinery, equipment and tangible goods without operator
5	0892	Extraction and agglomeration of peat
6	4321	Electrical installation
7	4330	Building completion and finishing
8	4390	Other specialized construction activities
9	4933	Freight transport by road
10	7710	Renting and leasing of motor vehicles
11	4329	Other building installation
12	4912	Freight transport by rail
13	3320	Installation of industrial machinery and equipment
14	4221	Construction of utility projects for electricity
15	4222	Construction of utility projects for water supply and sewerage
16	4223	Construction of utility projects for telecommunications
17	4229	Construction of other utility projects
18	4292	Construction of mining and industrial facilities
19	4293	Construction of manufacturing and processing facilities
20	4299	Construction of other civil engineering projects
21	0810	Quarrying of stone, sand, gravel and clay
22	4932	Other passenger land transport
23	7120	Technical testing and analysis

<b>No.</b>	<b>Industry Code</b>	<b>Business Line</b>
24	3311	Repair and maintenance of fabricated metal products
25	3319	Repair and maintenance of other equipment
26	3315	Repair and maintenance of other transport equipment (excluding motor vehicles, motorcycles and motorbikes)
27	3314	Repair and maintenance of electrical equipment
28	3312	Repair and maintenance of machinery and equipment
29	3513	Electric power transmission and distribution
30	9531	Repair and maintenance of motor vehicles and other motorized vehicles
31	7110	Architectural and engineering activities and related technical consultancy Details: Surveying and mapping activities

\*) Total number of the Company's existing business lines: 30 business lines.

\*) Total number of the Company's business lines after review: 31 business lines (*including 30 existing business lines and one (01) proposed additional business line*)

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED

**VINACOMIN - VANG DANH COAL  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

No.: 10/BC-DHCD

*Uong Bi, ..... 2026*

## **REPORT OF THE BOARD OF SUPERVISORS**

**Re: Supervision of the management and administration activities  
of the Board of Directors and the Board of Management of the Company,  
and appraisal of the Company's 2025 financial statements**

Dear:        - Shareholders;  
              - The General Meeting of Shareholders of Vinacomin - Vang Danh  
                  Coal Joint Stock Company.

Pursuant to the Law on Enterprises No. 59 dated June 17, 2020;

Pursuant to the Charter of Organization and Operation of the Company;

Pursuant to the Company's 2025 audited financial statements;

Pursuant to the management and administrative documents of the Board of Directors and the Board of Management of the Company;

Pursuant to the current regulations on the rights and obligations of the Board of Supervisors of a joint stock company under the Law on Enterprises and the Company's Charter;

The Board of Supervisors hereby reports to the General Meeting of Shareholders the results of its inspection and supervision of the Company's activities as follows:

### **PART 1**

#### **OPERATIONAL STATUS OF THE BOARD OF SUPERVISORS**

In 2025, the company's Board of Supervisors exercised its rights and duties in accordance with the Enterprise Law, the Company's Charter, and the Regulations on the Operation of the Board of Supervisors.

Overseeing the operational activities of the Board of Directors through the implementation of state and group regulations, the Company's charter, and resolutions of the General Meeting of Shareholders.

Supervising the Board of Directors and management staff of the Company through the implementation of business cooperation contracts between the Company Director and the Group, the implementation of resolutions and decisions of the Board of Directors, and other management documents of the State and the Group.

Oversee the drafting and implementation of internal management documents to ensure compliance with legal regulations and the Company's Charter. Monitor the enforcement of laws and the disclosure of information by the Company as required.

Review quarterly and annual financial statements; reports on the operational activities of the Board of Directors and the Management Board of the Company submitted to the TKV Board of Members, the Company's Shareholders' Meeting, and state management agencies. Verify the reliability of financial reporting data. (including assets, liabilities, capital, revenue, expenses, profits, taxes paid to the state); economic information and other reports of the Company.

Monitoring the feasibility and implementation status of basic construction investment projects. Monitoring the implementation of the Company's production and business plan; the level of achievement of objectives and targets according to the resolutions of the General Meeting of Shareholders and the Board of Directors of the Company, primarily focusing on indicators such as return on equity, the use of after-tax profits, and the use of the Company's funds.

Oversee the coordination of company leadership through joint resolutions between the Party Committee, Trade Union, Youth Union, Board of Directors, and Management Board.

Supervise internal units within the Company in implementing the Company's internal regulations and rules; and the regulations for managing internal expenses within the Company.

Supervise internal company units in the implementation of labor contracts and salary regulations; the payment of wages to employees; the payment of bonuses and welfare benefits; severance pay and unemployment benefits from the Unemployment Benefit Reserve Fund (if any) and other employee rights.

Consider the rationality of mobilizing, distributing, and utilizing resources such as assets, materials, capital, recruitment, and employee benefits.

Supervise the Company's Board of Directors in implementing recommendations from inspection, auditing, and internal control agencies...

Proposals for selecting an independent auditing firm, the results of the independent audit, and feedback from the company's Board of Directors.

Participate in some meetings of the Board of Directors and the Management Board (when invited) with a responsible, constructive, and cooperative spirit; exchange and contribute opinions frankly, honestly, and objectively with the Board of Directors and the Management Board of the Company.

Maintain regular communication among members of the Board of Supervisors, between the Board of Supervisors and the Board of Directors, the Company's management, and shareholders.

Perform other rights and duties as prescribed by the Enterprise Law, the Company's Charter, and resolutions of the General Meeting of Shareholders.

## **PART 2**

### **RESULTS OF MONITORING BY THE CONTROL BOARD**

#### **1. Regarding the management and operational activities of the Company's Board of Directors:**

In 2025, the Board of Directors fulfilled its functions and duties through the Operating Regulations and issued resolutions, regulations, decisions, rules, and conducted appropriate inspections.

In accordance with the directives of the Board of Directors and other management departments within the Company, strictly implement the management documents of the State, the

Group, and the Company; develop appropriate and timely production and business plans to reflect changes in periodic indicators and accompanying financial plans, and organize their implementation.

The Board of Directors has proactively developed the company's development strategy for 2025 and subsequent years. This includes deciding on an appropriate organizational structure, internal management regulations, and investment projects within its authority. It also develops staff training programs suitable for each period.

Through the activities of the Board of Directors and the timely amendment and supplementation of management documents, the company's governance and operation achieved better results during the year.

In 2025, the Board of Directors held meetings to gather input and passed resolutions covering areas of management such as:

- + Personnel management;
- + Management of capital construction investment; Approval of the adjusted 2025 construction investment plan and the 2026 construction investment plan;
- + Approve the company's business performance results for 2025;
- + Amend and supplement internal management regulations

The management documents issued by the Board of Directors ensure compliance with the Company's production and business conditions and practices, as well as the regulations of TKV and the laws of the State.

## **2. Regarding the implementation work of the Company's Board of Management:**

The company's board of directors directly manages production and business operations in accordance with the functions and duties stipulated in the Enterprise Law and the company's charter.

The organization will seriously implement the directives, resolutions, and decisions of the Board of Directors and the business cooperation agreement between the Group and the Company.

Promptly propose solutions to the Board of Directors to improve the efficiency of management operations within the Company. Proactively develop and issue management documents within the scope of executive authority.

Directing the implementation of the production and business plan for the entire company and within each unit of the company;

Actively promote and encourage employees within the company to effectively carry out environmental and social welfare work in the area and maintain order and safety in production.

Directly representing the Company in signing labor contracts, loan agreements, and the use of borrowed capital; monitoring the supply and allocation of funds, raw materials, goods, and labor to internal units of the Company during business operations or service provision; and monitoring the implementation of asset purchase and sale contracts and other economic contracts.

Implement labor agreements and signed employment contracts. Ensure the legal rights and interests of shareholders. Direct and manage internal company units in the implementation of employment contracts, salary regulations; salary payments to employees; bonus payments, and welfare benefits.; Severance pay and unemployment benefits from the Unemployment Benefit Reserve Fund and other employee benefits are implemented in accordance with the Company's Regulations and the Group's guidelines. Promptly identify and address shortcomings and weaknesses in the Company's management and operational systems.



The planning, training, and appointment of personnel are carried out according to proper procedures; labor recruitment is conducted democratically, openly, and transparently.

Proactively implement and manage the Company's production and business activities on a daily, weekly, monthly, and yearly basis in accordance with the Enterprise Law, the Company's charter, and relevant documents of the Group.

Implement the production and business plan through synchronized policies and solutions from the company level down to departments, divisions, and workshops in a timely manner.

Organize and implement capital construction investment projects according to the assigned responsibilities, and make investment decisions within the proper authority. Conduct audits of completed capital construction investment projects to facilitate project settlement in accordance with regulations.

To effectively direct the implementation of the Company's production and business plan, and to fulfill the economic and technical targets set forth in the Shareholders' Meeting Resolution. (according to the data reported to the Meeting)

In 2025, the Board of Directors and the Executive Management Board successfully performed their functions and duties, coordinating leadership, management, and operation of the company to achieve the goals set by the Shareholders' Meeting; fulfilling all obligations to the State Budget and to the Group; preserving and developing capital, creating stability for the following years.

To strictly adhere to the Party's guidelines and policies and the State's laws. To be loyal to the legitimate interests of the Company and its shareholders. Not to use the Company's information, trade secrets, or business opportunities. Not to abuse one's position, title, or the Company's assets for personal gain.

### **PART 3**

#### **EVALUATION OF THE COMPANY'S FINANCIAL STATEMENTS FOR 2025**

The Company's Board of Supervisors unanimously confirms the figures in the Company's 2025 business performance report and financial report, prepared by the AASC Auditing Firm Co., Ltd. branch in Quang Ninh.

During the audit of the 2025 financial statements of AASC Auditing Firm Co., Ltd.'s branch in Quang Ninh, the Board of Supervisors of the Company found that the audit methodology, auditing and accounting standards, and financial regulations applied by the Company in the 2025 financial statements were in accordance with the prescribed principles and regulations.

The audited financial statements reflect transparently, fairly, and reasonably the financial position as of December 31, 2025, as well as the business results and cash flows for the fiscal year ended on the same date.

Accounting work ensures there are no material errors, and financial statements are prepared on time and in accordance with current registration forms and regulations.

The organization of the statistical and accounting system is centralized and aligned with the company's production, business, and management processes.

Implement accounting records and documents in accordance with the regulations stipulated in Decision No. 200/TT-BTC dated December 22, 2014 of the Ministry of Finance and Circular 53/2016/TT-BTC dated March 21, 2016 of the Ministry of Finance amending and supplementing

some articles of Circular 200/2014/TT-BTC dated December 22, 2014 guiding the accounting regime for enterprises.

Maintain clear accounting records and data, compile complete statistics, and store documents systematically and in accordance with regulations.

Conduct inventory of assets, cash on hand, goods and materials, finished goods inventory, accounts receivable and payable at the end of the accounting period in accordance with the Group's guidelines.

Ensure compliance with financial management regulations, with all revenues and expenditures fully accounted for and in accordance with established procedures;

The company has proactively balanced its financial resources to serve production and business activities rationally, maintaining sound financial indicators, and fulfilling its obligations to the State Budget fully and promptly.

Statistical work is monitored, recorded, and updated relatively promptly, ensuring compliance with the Company's organizational processes;

The Company's Board of Supervisors agrees with the figures and comments of the auditors presented in the Audit Report on Business Performance for 2025. of the Company and evaluate the Company's performance through the following indicators:

Regarding the form of capital ownership:

Registered capital: 449,628,640,000 VND

State-owned shares: TKV Group holds 66.83%, equivalent to 300,487,430,000 VND

Shareholder contributions: 33.17%, equivalent to 149,141,210,000 VND

Debt-to-equity ratio in 2025: 74.4%; in 2024: 72.58%

Liabilities / Equity = 2.91 times;

Current liquidity ratio (Current Assets - Accounts / Bank Liabilities) = 0.84 times.

Average after-tax return on total assets: 3.04% in 2025; 4.14% in 2024.

Return on equity (ROE) in 2025: 11.67%; in 2024: 14.06%

The capital preservation ratio has been achieved.

The company strictly adheres to state policies and laws, especially regarding wages and employee benefits. This includes compliance with recommendations from the owner, auditors, inspectors, and corporate financial management agencies.

The Board of Supervisors of the Company unanimously assessed the quality of the financial statements and business performance results for 2025 of Vang Danh Coal Joint Stock Company - Vinacomin, concluding that they met the requirements and objectives set by the Company's 2025 General Shareholders' Meeting. According to Circular No. 200/TT-BTC guiding the evaluation of enterprise performance, the Company qualifies for an A rating.

In 2025, the members of the Board of Supervisors performed their duties in accordance with the operating regulations in an honest, careful, and objective manner to ensure the maximum legitimate interests of the Company and its Shareholders.

Comply strictly with the law, the Company's Articles of Association, the resolutions of the General Meeting of Shareholders, and professional ethics in performing assigned rights and duties.

To be loyal to the interests of the Company and its Shareholders, not to use the Company's information, know-how, or business opportunities, and not to abuse one's position, title, or assets for personal gain or to serve the interests of other organizations or individuals.

In 2025, the Board of Supervisors did not receive any complaints or denunciations from shareholders regarding the management and operation of the Board of Directors, the Board of Management, and other management departments within the Company.

This achievement is the result of the efforts of each member of the board, as well as the support, encouragement, and cooperation of the Company's leadership, shareholders, and management departments within the Company. The Board of Supervisors sincerely thanks you for your cooperation and hopes that in 2026 the Company's Board of Supervisors will continue to receive your support and cooperation to better fulfill its nhiệm vụ.

#### **PART 4**

##### **ACTION PLAN OF THE BOARD OF SUPERVISORS FOR 2026**

Monitoring the implementation of resolutions passed by the General Meeting of Shareholders;

Monitoring compliance with the law, the Company's Articles of Association, and the company's rules and regulations;

Monitoring financial performance, capital balance and cash flow management, operational efficiency and debt repayment capacity; monitoring the use, management and preservation of capital, and the performance of production and business activities on a monthly and quarterly basis;

Monitoring the implementation of the 2026 business production plan approved by the 2026 Shareholders' Meeting; Inspecting/monitoring the 2026 business production activities of departments and workshops through the reporting system;

Assess the completeness, legality, and accuracy of quarterly production and business reports and financial statements;

To examine the reasonableness, legality, honesty, and level of prudence in the management and operation of production and business activities, as well as the systematic, consistent, and appropriate nature of accounting and financial reporting;

Review the company's accounting books, accounting records, accounting files, and other documents, as well as the management and operation of the company's units, when deemed necessary;

Coordinate, inspect, and supervise internal audit work;

Monitor the implementation of recommendations from independent inspection/audit teams (if any).

Perform other duties of the Board of Supervisors as prescribed by the Enterprise Law;

Stay updated on newly issued policies and regulations, and participate in training courses to improve your professional skills.

**Recipient:**

- *Shareholders;*
- *Members of the BOD, BOS;*
- *Posted on the Website;*
- *Filed: Archives, BOD.*

**ON BEHALF OF THE BOARD OF  
SUPERVISORS**

**HEAD OF THE BOARD OF  
SUPERVISORS**

**Tran Thi Van Anh**

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED

**VINACOMIN - VANG DANH COAL  
JOINT STOCK COMPANY**

No.: 11/BC-DHCD

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

*Uong Bi, ..... 2026*

## **REPORT TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

### **Re: Selection of an independent auditing firm for the audit of the 2026 financial statements**

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Pursuant to the Law on Enterprises passed by the National Assembly;

Pursuant to the Charter of Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company approved by the General Meeting of Shareholders;

In performing the functions, duties and authority of the Board of Supervisors.

The Board of Supervisors hereby reports to the General Meeting of Shareholders on the receipt of capability dossiers and the selection of several independent auditing firms qualified to audit the Company's 2026 financial statements as follows:

As of March 27, 2026, the Board of Supervisors received capability dossiers from firms registering to participate in the Company's 2026 financial audit, specifically:

1. AASC Auditing Firm Company Limited: Address: No. 1, Le Phung Hieu Street, Hoan Kiem Ward, Hanoi City.
2. PKF-TTG Auditing and Advisory Company Limited; address: 22 Le Trong Tan Street, Phuong Liet Ward, Hanoi City

The Board of Supervisors considers that the above firms are experienced auditing organizations with sufficient capacity to provide financial consulting and auditing services, including the audit of the Company's 2026 financial statements and other audit-related services, in compliance with the provisions of Decree No. 17/2012/ND-CP of the Government detailing and guiding the implementation of a number of articles of the Law on Independent Audit, and Decree No. 90/2025/ND-CP amending and supplementing a number of articles of Decree No. 17/2012/ND-CP dated March 13, 2012. These are independent auditing firms legally operating in Vietnam, approved by the Ministry of Finance to audit financial statements of public interest entities in 2026 under Decision No. 3830/QD-BTC dated November 14, 2025, and approved by the State Securities Commission under Decision No. 902/QD-UBCK dated November 19, 2025.

The Board of Supervisors respectfully requests the shareholders to approve the above list of independent auditing firms and to authorize the Company to select one firm from the list to conduct the audit of the Company's 2026 financial statements in accordance with applicable laws.

Respectfully submitted!

***Recipient:***

- *BOD, BOS;*
- *Shareholders;*
- *Filed: Archives, BOS.*

**ON BEHALF OF THE BOARD OF  
SUPERVISORS**

**HEAD OF THE BOARD OF  
SUPERVISORS**

**Tran Thi Van Anh**

**VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED**

**VINACOMIN - VANG DANH COAL  
JOINT STOCK COMPANY**

No.:..../2026 / NQ-DHDCD

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

*Uong Bi, April , 2026*

**RESOLUTION  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
VINACOMIN - VANG DANH COAL JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019;
- Pursuant to the Charter on Organization and Operation of the Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders , dated April 28 , 2026 , of Vinacomin - Vang Danh Coal Joint Stock Company;

**RESOLUTION:**

**Article 1.** Approval of the Report on Production and Business Performance for 2025, and the Operational Directions and Tasks for 2026.

The General Meeting of Shareholders unanimously approved the Report on Production and Business Performance in 2025 and the Business Plan for 2026 of Vinacomin - Vang Danh Coal Joint Stock Company with the following key indicators:

1. Key Performance Indicators for 2025 :

No.	Target	Unit	Resolution of the General Meeting of Shareholders	Actual results 2025	Completion (%)	Note
1	Raw coal	thousand tons	4,195	4,292	102.3	
Of which	Underground coal extraction	"	3,600	3,777	104.9	
Of which	Open-pit coal	"	100	25	25	
Of which	Coal purchased from Uong Bi Coal Company – TKV	"	495	490	99	
2	Clean coal	thousand tons	3,666	3,780	103.1	
3	New roadway	meter	41,050	41,052	100	

	development					
4	Overburden removal	1000 m3	1,675	3,100	0.2	
5	Coal sales	1000 tons	3,666	3,748	102.2	
6	Capital investment	VND billion	390	530	135.7	
7	Revenue	VND billion	6,686	6,668	99.7	
8	Profit before tax	million VND	85,424	97,444	114.1	
9	Average headcount	People	6,280	5,788	92.16	
10	Average salary	VND thousand per person per month	20,430	22,915	112	

## 2. Production and Business Plan for 2026:

No.	Target	Unit	Plan 2026	Note
1	Raw coal	ton	4,395,000	
Of which	Open-pit coal	"	100,000	
Of which	Underground coal	"	3,800,000	
	Of which: Self-performed	"	3,630,000	
	Contracted out	"	170,000	
Of which	Coal purchased from Uong Bi Coal Company – TKV	"	495,000	
2	Clean coal	ton	3,877,000	
Of which	Clean coal processed from raw coal	"	3,877,000	
3	Overburden removal	m3	1,675,000	
	Of which: Self-performed	"	11,000	
	Contracted out	"	1,664,000	
4	New roadway development (total)	meter	41,530	



Of which	Of which: Production roadways	"	41,050	
	Of which: Self-performed	"	33,550	
	Contracted out	"	7,500	
Of which	Construction roadways	"	480	
5	Coal sales	ton	3,877,000	
6	Total revenue	million VND	6,729,523	
Of which	Revenue from coal	"	6,729,523	
7	Pre-tax profit	"	76,161	
8	Average headcount	People	5,840	
9	Average salary	1000 VND/ ng-th	22,154	
10	Total capital investment	million VND	436,004	
11	Target dividend $\geq 5\%$			

Strategic Direction: The Company's management, employees, and workers shall uphold the tradition of "Discipline and Unity," remaining resolute in overcoming challenges, adapting flexibly, and sustaining stable production and business operations. The Company will strive to ensure safe, efficient, and cost-effective coal production; drive innovation in corporate organization and management to enhance operational efficiency; continue to adopt new, advanced, and modern technologies; and progressively advance its enterprise digital transformation programme. The overarching goal is to achieve **"DISCIPLINE AND UNITY – SAFETY – INNOVATION – DEVELOPMENT"**

The General Meeting of Shareholders hereby authorizes the Board of Directors to adjust the 2026 production and business plan in light of prevailing production, business, and market conditions. Where circumstances are favorable or adverse, the Board of Directors shall have the authority to revise production and business targets upward or downward, as appropriate, in order to safeguard the interests of shareholders and the Company.

*(as per the attached report).*

**Article 2.** Approval of the Activity Report of the Board of Directors for 2025 and the Strategic Direction and Key Mandates of the Board of Directors for 2026.

The General Meeting of Shareholders unanimously approved the Activity Report of the Board of Directors for 2025 and the Strategic Direction and Key Mandates of the Board of Directors for 2026.

*(as per the attached report).*

**Article 3.** Approval of the Independent Board Member's Independent Board Member's Report on the Evaluation of the Board of Directors' Performance in 2025.

The General Meeting of Shareholders unanimously approved the report assessing the activities of the Board of Directors in 2025 by the Independent Board Member.

*(as per the attached report).*

**Article 4.** Approval of the 2025 Audited Financial Statements for the Fiscal Year 2025, as audited by AASC Auditing Firm Company Limited.

The General Meeting of Shareholders unanimously approved the Audited Financial Statements for the fiscal year 2025, as audited by AASC Auditing Firm Company Limited.  
*(as per the attached report).*

**Article 5.** Approval of the Profit Distribution Plan, Fund Appropriation, and Dividend Rate for the Fiscal Year 2025.

The General Meeting of Shareholders unanimously approved the profit distribution plan and fund appropriation for the fiscal year 2025, details of which are as follows:

No.	Content	Value (VND)
1	Accounting profit before corporate income tax for fiscal year 2025	97,443,843,404
2	Corporate income tax (CIT) payable for fiscal year 2025	13,465,579,306
3	Reversal of deferred corporate income tax (CIT):	7,422,481,160
4	Net profit after CIT for fiscal year 2025 (Item 4 = Item 1 – Item 2 – Item 3)	76,555,782,938
5	Retained earnings carried forward from prior year	56,090,032,178
6	Total undistributed after-tax profit as at 31 December 2025 (Item 6 = Item 4 + Item 5)	132,645,815,116
	Of which:	
6.1	After-tax profit carried forward to subsequent period (deferred CIT asset: mineral exploitation royalties)	48,667,551,018
6.2	Distributable after-tax net profit for fiscal year 2025:	83,978,264,098
	Comprising:	
	<i>After-tax net profit generated in fiscal year 2025</i>	<i>76,555,782,938</i>
	<i>After-tax net profit carried forward from prior year (reversal of deferred CIT)</i>	<i>7,422,481,160</i>
6.2.1	Dividend distribution to shareholders	
6.2.1.1	Dividend payment to shareholders proportional to shareholding (5% of par value)	22,481,432,000
6.2.1.2	Dividend payment from prior year retained earnings	7,422,481,160
6.2.2	Remaining profit distributed as follows:	

6.2.2.1	Business Development and Investment Fund (equivalent to 20% of distributable profit for fiscal year 2025)	15,311,156,588
6.2.2.2	Employee Reward and Welfare Fund:	38,160,464,350
6.2.2.3	Management Bonus Fund	602,730,000

The amounts appropriated to the Employee Reward and Welfare Fund and the Management Bonus Fund are determined on the basis of the Company's provisional performance rating (expected rating: A ). In the event that TKV's 2025 performance rating differs from the Company's provisional rating, the General Meeting of Shareholders is requested to authorize the Board of Directors to make the necessary adjustments in accordance with applicable regulations and consistent with the final 2025 performance rating decision.

**Article 6.** Approval of the Report on Remuneration, Allowances and Emoluments Paid to Members of the Board of Directors and Supervisory Board in 2025, , and the Remuneration Plan for Members of the Board of Directors and Supervisory Board for 2026 .

The General Meeting of Shareholders unanimously approved the Report on remuneration, allowances, and emoluments paid to members of the Board of Directors, Supervisory Board, and Executive Management (Management Board) for the fiscal year 2025 and the Remuneration, Allowance, and Emolument Plan for members of the Board of Directors, Supervisory Board, and Executive Management (Management Board) for the year 2026 as follows :

1. Report on Remuneration, Allowances, and Emoluments Paid to Members of the Board of Directors, Supervisory Board, and Executive Management (Management Board) in 2025 :

No.	Management position	Quantity (People)	Remunerati on (thousand VND/year)	Allowanc e (thousand VND/	Salary (thousand VND/year )
1	Chairman of the Board of	01	9,072		612,030
2	Member of the Board of	03	155,250		
3	Independent Member of	01		276,000	
4	Chairperson of the	01			657,000
5	Member of the Supervisory	02	110,400		
6	General Director	01			709,660
7	Deputy General Director	04			2,268,230
8	Chief Accountant	01			574,920

<b>No.</b>	<b>Management position</b>	<b>Quantity (People)</b>	<b>Remunerati on (thousand VND/year)</b>	<b>Allowanc e (thousand VND/</b>	<b>Salary (thousand VND/year )</b>
<b>Total</b>			<b>274,722</b>	<b>276,000</b>	<b>4,821,840</b>

2. Resolution on the payment of allowances, remuneration, salaries, bonuses, and other benefits for members of the Board of Directors and Supervisory Board in 2026 :

<b>No.</b>	<b>Management position</b>	<b>Quantit y (People)</b>	<b>Remunerati on (thousand VND/year)</b>	<b>Allowanc e (thousand VND/year)</b>	<b>Salary (thousand VND/year)</b>
1	Chairman of the Board of	01			648,000
2	Member of the Board of	03	165,600		
3	Independent Member of	01		276,000	
4	Chairperson of the	01			576,000
5	Member of the	02	110,400		
6	General Director	01			624,000
7	Deputy General Director	04			2,208,000
8	Chief Accountant	01			504,000
	<b>Total</b>		<b>276,000</b>	<b>276,000</b>	<b>4,560,000</b>

### 3. Payment method:

Each month, members of the Board of Directors, Supervisory Board, and Executive Management (Management Board) shall receive an advance payment equivalent to 80% of their monthly remuneration and salary; the remaining balance shall be settled at year-end based on the Company's actual business performance.

#### **Article 7.** Approval of the Target Dividend Rate for the Fiscal Year 2026 :

The General Meeting of Shareholders unanimously approved the following dividend plan for 2026:

Target dividend rate for 2026:  $\geq 5\%$

2. The final dividend for 2026 shall be resolved at the 2027 Annual General Meeting of Shareholders, based on the Company's actual business results for 2026.

#### **Article 8.** Approval of Contracts and Transactions with Related Parties in 2026 .

1. The General Meeting of Shareholders unanimously approved the related-party contracts and transactions for 2026 falling within the jurisdiction of the General Meeting of Shareholders (as per the attached report).

2. The General Meeting of Shareholders hereby authorizes the Board of Directors and the General Director to enter into and implement contracts and transactions with the aforementioned enterprises and related parties in accordance with applicable law. The effective period of such contracts and transactions shall commence from 1 January 2026 until further notice.

**Article 9.** Approval of Amendments and Supplements to the Company's Charter of Organization and Operation.

1. The General Meeting of Shareholders unanimously approved the following amendments and supplements to the Company's Charter of Organization and Operation:

- Addition of new business line:

Industry code: 7110;

+ Industry name: Architectural and related technical consulting activities (specifically: Surveying and Mapping Activities, pursuant to Decision No. 36/2025/QĐ-TTg of the Prime Minister) .

2. The General Meeting of Shareholders hereby authorizes the Board of Directors and the General Director to execute charter amendment procedures and complete all required filings with the relevant state management authorities for the addition of the new business line.

**Article 10.** Approval of the 2025 Supervisory Board's Report on the Oversight of Management and Operations for 2025 and the 2026 Review of the Audited Financial Statements for 2025.

The General Meeting of Shareholders unanimously approved the Supervisory Board's Report on the Oversight of Management and Operational Activities in 2025 and its Review of the Financial Statements for the fiscal year 2025, as conducted by the Company's Supervisory Board. (as per the attached report).

**Article 11.** Approval of the Shortlist of Independent Audit Firms to Audit the Company's Financial Statements for the Fiscal Year 2026.

The General Meeting of Shareholders unanimously approved the shortlist of independent audit firms to audit the financial statements for the fiscal year 2026 , including:

1. AASC Auditing Firm Co., Ltd.: Address: No. 1, Le Phung Hieu Street, Hoan Kiem Ward, Hanoi, Vietnam.

2. PKF-TTG Auditing and Consulting Company Limited; address: 22 Le Trong Tan Street, Phuong Liet Ward, Hanoi City

The General Meeting of Shareholders authorizes the Company to appoint one independent audit firm from the above shortlist, in accordance with applicable law and current regulations, to audit the financial statements for the fiscal year 2026.

**Article 12.** Results of the By-Election of an Additional Member to the Supervisory Board for the Fourth Term (2023–2028).

The General Meeting of Shareholders conducted the election to elect one (01) additional member to the Company’s Supervisory Board for the Fourth Term (2023–2028). Mr. Duong Van Hoang – Chief Accountant of Uong Bi Coal Company – TKV was duly elected as a member of the Company’s Supervisory Board for the Fourth Term (2023–2028) (*vote count record enclosed*).

**Article 13.** General Provisions

The 2026 Annual General Meeting of Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company was conducted in a lawful and orderly manner. This Resolution takes effect immediately upon its adoption at the 2026 Annual General Meeting of Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company.

The 2026 Annual General Meeting of Shareholders hereby authorizes the Board of Directors and the Executive Management (Management Board) of Vinacomin - Vang Danh Coal Joint Stock Company to implement all tasks approved under this Resolution, in a manner that protects the lawful rights and interests of shareholders and the Company, and in full compliance with applicable law./.

***Distribution:***

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange (HNX);
- Vietnam Securities Depository and Clearing Corporation (VSDC) ;
- Shareholders (published on the Company’s website);
- Board of Directors; Supervisory Board; Executive Management;
- Filed: General Affairs Department., Office of the Board of Directors.

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

**Nguyen Van Dung  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**