

No: 1077/TB-TMB

Ha Noi, April 06th, 2025

**INFORMATION DISCLOSURE ON THE HANOI STOCK
EXCHANGE ELECTRONIC PORTAL**

Attention: - Hanoi Stock Exchange (HNX)

Name of the company: VINACOMIN - NORTHERN COAL TRADING JOINT STOCK COMPANY

Stock symbol: TMB

Address of head office: No 5, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi

Tel: 024.38642793 Fax: 024.38642792

Person responsible for information disclosure: Hoang Minh Long

Position: Deputy General Director

Type of disclosed information: Periodic **Unscheduled** 24h Upon request

The Company hereby discloses information on the convening of the 2026 Annual General Meeting of Shareholders, as follows:

- Time: 8:30 a.m., Tuesday, April 28, 2026.
- Venue: Meeting Hall of Northern Coal Trading Joint Stock Company – Vinacomin, No. 5 Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City.
- Eligibility for attendance: All shareholders holding shares of Northern Coal Trading Joint Stock Company – Vinacomin whose names appear on the list of shareholders as of March 31, 2026.
- Main contents of the Meeting, proxy form, meeting materials, and information on the candidates for the Board of Directors are available on the Company's website at: <http://thanmienbac.vn>.

This information was disclosed on the Company's website on April 28, 2026, at the following link: <http://thanmienbac.vn>.

I certify that the disclosed information above is true and take full legal responsibility for the content of the disclosed information.

Recipient:

- As above,
- BOD, BOS.
- CEO, Deputy CEO.
- Website: <http://thanmienbac.vn>
- Archived at Office, Company Secretary

**ON BEHALF OF THE GENERAL DIRECTOR
DEPUTY GENERAL DIRECTOR**



Hoang Minh Long

Hanoi, April 06th 2026

No.: 1076 /TB-HĐQT

NOTICE OF MEETING
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Shareholders of Northern Coal Trading Joint Stock Company - Vinacomin

The Board of Directors of Northern Coal Trading Joint Stock Company - Vinacomin cordially invites you to attend the Company's 2026 Annual General Meeting of Shareholders, with details as follows:

- 1. Time: Starting at 08:30 on April 28, 2026 (Tuesday).**
- 2. Location: Hall of Northern Coal Trading Joint Stock Company - Vinacomin (No. 5, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City).**
- 3. Meeting Content and Documents:**
 - Verification of shareholder attendance;
 - Approval of the Meeting Rules of Procedure;
 - Approval of the Meeting Agenda;
 - Approval of the Company's 2025 Production and Business Performance Summary Report and the 2026 Production and Business Plan;
 - Approval of the Company's audited 2025 Financial Statements; Profit distribution plan, allocation and use of funds; 2026 Dividend payment plan;
 - Approval of the Report on remuneration, salaries and other benefits for the Board of Directors, Supervisory Board and Company Secretary in 2025; Plan for remuneration, salaries and other benefits for the Board of Directors, Supervisory Board and Company Secretary in 2026;
 - Approval of the Supervisory Board's appraisal report on the appraisal results of the production and business plan implementation, appraisal of the 2025 financial statements; Report on the activities of the Supervisory Board in 2025; Inspection, control, and supervision plan for 2026.
 - Approval of the proposal to select an audit firm to audit the Company's 2026 Financial Statements;
 - Approval of the Board of Directors' 2025 Activity Report;
 - Proposal on the Dismissal of a Member of the Board of Directors
 - Proposal on the Election of an Additional Member of the Board of Directors
 - Proposal on the Approval of Contracts and Transactions between the Company and its Affiliates, Major Shareholders and Related Persons in 2026
 - Proposal for Approving the Authorization of the Board of Directors to Proactively Decide on Changes to the 2026 Production and Business Plan and the 2026



Investment and Construction Plan According to the Coordinated Business Plan of TKV, Adjusting to Suit the Actual Developments of the Market, Business Environment, and the Implementation of Investment and Construction

Draft Resolution of the General Meeting of Shareholders 2026

- Other matters within the competence of the General Meeting.

Shareholders are requested to review the Meeting documents attached to this Notice on the Company's website at: www.thanmienbac.vn and distributed directly at the Meeting.

4. Participants:

All shareholders of Northern Coal Trading Joint Stock Company - Vinacomin according to the list finalized on March 31, 2026 by Vietnam Securities Depository.

Shareholders who are unable to attend may authorize another person to represent them at the Meeting in writing using the Company's template.

5. Registration and Confirmation of Attendance:

For the purpose of welcoming shareholders and facilitating the smooth conduct of the Meeting, shareholders are requested to confirm their attendance or authorize attendance before 09:00 on April 27, 2026 by sending directly, by mail, or by fax to:

Organizing Committee of the 2026 Annual General Meeting of Shareholders, Northern Coal Trading Joint Stock Company - Vinacomin.

Address: No. 5 Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City.

Telephone: 024.38642793 Fax: 024.38642792.

6. Shareholders attending the General Meeting are requested to bring the following documents: Original ID card/Citizen Identity Card or Passport, Proxy Authorization Letter (if applicable).

Shareholders are responsible for all travel and accommodation expenses incurred when attending the General Meeting.

Sincerely!

Recipients:

- As respectfully submitted;
- Hanoi Stock Exchange;
- Board of Directors, Supervisory Board (e-copy);
- General Director, Deputy General Directors (e-copy);
- Executive Committee of the Trade Union, Youth Union (e-copy);
- Departments, Branches, Stations under TMB (e-copy);
- Units directly under TMB (e-copy);
- Archives; Company Secretary.

On behalf of the Board of Directors
CHAIRMAN



Tran Dao

Vietnam National Coal And Mineral Industries Holding Corporation Limited
Vinacomin - Northern Coal Trading Joint Stock Company



**DOCUMENTS
FOR THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2026**

(Posted on website: <http://thanmienbac.vn>)

Hanoi, April 06th 2026



DOCUMENT CATALOG
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
VINACOMIN - NORTHERN COAL TRADING JOINT STOCK COMPANY

No.	Document Title	Notes
1	Agenda of the Annual General Meeting of Shareholders 2026	
2	Rules of Procedure of the Annual General Meeting of Shareholders 2026; Regulations on the Election of Additional Member(s) of the Board of Directors	
3	Report on Production and Business Results in 2025; Production and Business Plan for 2026	
4	Audited Financial Statements of the Company for 2025	
5	Proposal for Profit Distribution Plan; Allocation and Use of Funds; Dividend Payment Plan for 2025	
6	Report on Remuneration, Salaries and Other Benefits Paid to the Board of Directors, Supervisory Board and Company Secretary in 2025; Plan for Remuneration, Salaries and Other Benefits Paid to the Board of Directors, Supervisory Board and Company Secretary in 2026	
7	Report on the Appraisal of the Implementation of the Production and Business Plan and Appraisal of the 2025 Financial Statements	
8	Report on the Activities of the Supervisory Board in 2025; Inspection, Control and Supervision Plan for 2026	
9	Proposal for Selection of an Auditing Company to Audit the Company's Financial Statements for 2026	
10	Report on the Activities of the Board of Directors in 2025	
11	Proposal on the Dismissal of a Member of the Board of Directors	
12	Proposal on the Election of an Additional Member of the Board of Directors	
13	Proposal on the Approval of Contracts and Transactions between the Company and its Affiliates, Major Shareholders and Related Persons in 2026	
14	Proposal for Approving the Authorization of the Board of Directors to Proactively Decide on Changes to the 2026 Production and Business Plan and the 2026 Investment and Construction Plan According to the Coordinated Business Plan of TKV, Adjusting to Suit the Actual Developments of the Market, Business Environment, and the Implementation of Investment and Construction	
15	Draft Resolution of the General Meeting of Shareholders 2026	



SOCIALIST REPUBLIC OF VIETNAM
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CONFIRMATION

ATTENDANCE AT THE 2026 ANNUAL GENERAL MEETING OF NORTHERN COAL TRADING JOINT STOCK COMPANY - VINACOMIN

To: **Organizing Committee of the 2026 Annual General Meeting of Shareholders
Northern Coal Trading Joint Stock Company - Vinacomin**

Shareholder/Shareholder representative's name:.....

ID card/Passport/Business Registration No.:..... issued on:...../...../.....at

Address:.....

Phone:.....Fax:Email:

Confirm attendance at the 2026 Annual General Meeting of Shareholders of Northern Coal Trading Joint Stock Company - Vinacomin on 2026-04-28 with the number of voting shares: shares.

Including:

- Number of owned shares: common shares

- Number of authorized shares (if any):..... common shares

(Attached is the Power of Attorney corresponding to the number of authorized shares)

Request the AGM Organizing Committee to confirm the list of shareholders/shareholder representatives attending the meeting.

....., date month year 2026

SHAREHOLDER
(Signature, full name)

Note:

If the shareholder is a legal entity, there must be a written confirmation of attendance at the General Meeting of Shareholders.

Shareholders please send the Confirmation of Attendance to the AGM Organizing Committee at the address on the invitation letter before 9:00 AM on April 27th 2026.

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....., date month year 2026

INDIVIDUAL PROXY

Attending the 2026 Annual General Meeting of Shareholders

Vinacomin - Northern Coal Trading Joint Stock Company

My name is:

Address:

Citizen Identity Card/ID Card No.: Date of issue:

Place of issue:

Home phone: Mobile:

FAX: Email:

Shareholder code:

Owning: common shares of Vinacomin - Northern Coal Trading Joint Stock Company.

Due to my inability to directly attend the 2026 Annual General Meeting of Shareholders of Vinacomin - Northern Coal Trading Joint Stock Company, I hereby authorize:

Grandparents):

Address:

Citizen Identity Card/ID Card No.: Date of issue:

Place of issue:.....

Home phone: Mobile:

FAX: Email:

To represent me in attending, voting, and electing at the 2026 Annual General Meeting of Shareholders of Vinacomin - Northern Coal Trading Joint Stock Company as a representative for all the shares that I own.

The authorized person is not allowed to re-authorize to another person and is responsible for informing me of the meeting results.

This proxy is only valid at the 2026 Annual General Meeting of Shareholders of Vinacomin - Northern Coal Trading Joint Stock Company and is made in 02 copies, The authorized person keeps 01 copy, the meeting documents archive keeps 01 copy.

Authorized person
(Signature and full name)

Authorizing person
(Signature and full name)

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....., date month year 2026

COLLECTIVE PROXY

**Participating in the 2026 Annual General Meeting of Shareholders
Vinacomin - Northern Coal Trading Joint Stock Company**

We are shareholders of Vinacomin - Northern Coal Trading Joint Stock Company, consisting of the individuals listed below:

No.	Full name	Shareholder code	Number of shares owned	ID card/Citizen ID number, date of issue, place of issue	Authorized signatory
	Total	-			

We hereby unanimously authorize Mr.:....., Citizen Identity Card/ID Card No.:.....issued by.....onto represent us in attending, voting, and electing at the 2026 Annual General Meeting of Shareholders of Vinacomin - Northern Coal Trading Joint Stock Company as a representative for all the shares that we own as mentioned above.

We are legally responsible for this authorization and agree to sign. The person authorized by us is not allowed to re-authorize to another person and is responsible for informing us of the meeting results.

This proxy is only valid at the 2026 Annual General Meeting of Shareholders of Vinacomin - Northern Coal Trading Joint Stock Company and is made in 02 copies with equal legal validity, the authorized person keeps 01 copy. The meeting documents archive keeps 01 copy.

AUTHORIZED SIGNATORY
(Signature and full name, seal if a legal entity)

PROGRAM
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(From 08:30 to 11:30 on 2026-04-28)

No.	Time (expected)	Content	Implementer
1	8 ^h 30 - 8 ^h 35	Opening of the General Meeting and introduction of delegates	Member of the Board of Directors
2	8 ^h 35 - 8 ^h 40	Report on verification of shareholders' eligibility	Head of the Shareholder Eligibility Verification Committee
3	8 ^h 40 - 8 ^h 45	Introduction of the Chairperson of the Meeting	Member of the Board of Directors
4	8 ^h 45 - 8 ^h 55	Appointment of the Meeting Secretary Approval of the Meeting Regulations Approval of the Meeting Agenda	Chairperson of the General Meeting
5	8 ^h 55 - 9 ^h 10	Report on the Company's business performance in 2025 and the business plan for 2026	Chief Executive Officer (CEO)
6	9 ^h 10 - 9 ^h 20	Audited financial statements of the Company for 2025 Proposal on the profit distribution plan; appropriation and use of funds; dividend payment plan for 2025	Member of the Board of Directors
7	9 ^h 20 - 9 ^h 25	Report on remuneration, salaries and other benefits of the Board of Directors, the Supervisory Board and the Company Secretary for 2025 Plan for remuneration, salaries and other benefits of the Board of Directors, the Supervisory Board and the Company Secretary for 2026	Member of the Board of Directors
8	9 ^h 25 - 9 ^h 35	Supervisory report on the implementation of the business plan and appraisal of the 2025 financial statements Report on the activities of the Supervisory Board in 2025; inspection, control and supervision plan for 2026	Head of the Supervisory Board
9	9 ^h 35 - 9 ^h 40	Proposal on the selection of an auditing firm to audit the Company's financial statements for 2026	Head of the Supervisory Board
10	9 ^h 40 - 9 ^h 50	Report on the activities of the Board of Directors of the Company in 2025	Chairperson of the General Meeting
11	9 ^h 50 - 9 ^h 55	Proposal on the approval of contracts and transactions with major shareholders and related persons in accordance with the Law on Enterprises and the Company's Charter	Chairperson of the General Meeting



12	9 ^h 55-10 ^h 00	Proposal on authorizing the Board of Directors to proactively decide on adjustments to the 2026 business plan and the 2026 investment and construction plan in line with TKV's coordinated business plan, ensuring alignment with market developments, business conditions, and the implementation progress of investment and construction activities	Chairperson of the General Meeting
13	10 ^h 00 - 10 ^h 05	Proposal on the dismissal of a member of the Board of Directors; voting and announcement of the voting results on the dismissal of the Board member	Member of the Board of Directors
14	10 ^h 05 - 10 ^h 10	Proposal on the election of additional member(s) of the Board of Directors	Member of the Board of Directors
15	10 ^h 10 - 10 ^h 25	Approval of the Regulation on the election of Board members; introduction of candidates; approval of the Vote Counting Committee	Chairperson of the General Meeting
16	10 ^h 25 - 10 ^h 35	Conducting the voting for the election of additional member(s) of the Board of Directors	Chairperson of the General Meeting
17	10 ^h 35 - 10 ^h 50	Recess of the General Meeting	
18	10 ^h 50 - 11 ^h 00	Vote counting and announcement of the results of the election of additional member(s) of the Board of Directors	Chairperson of the General Meeting
19	11 ^h 00 - 11 ^h 15	Discussion and approval of reports and proposals presented at the General Meeting	Chairperson of the General Meeting
20	11 ^h 15 - 11 ^h 20	Reading of the draft Resolution of the General Meeting	Secretary of the General
21	11 ^h 20 - 11 ^h 30	Voting to approve the Resolution of the General Meeting Closing remarks and adjournment of the General Meeting	Chairperson of the General Meeting

Recipients:

- Members of the Board of Directors, Supervisory Board;
- Shareholders of the Company;
- Office of the Board of Directors (posted on the website);
- Archives: Secretary, Company Secretary.

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



Tran Dao

DRAFT

**WORKING REGULATIONS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

- Pursuant to the Charter of Organization and Operation of the Company;
- Pursuant to the Resolution of the Board of Directors of the Company on the organization of the Annual General Meeting of Shareholders 2026;

The Board of Directors of the Company respectfully submits to the General Meeting the content of the Working Regulations at the Annual General Meeting of Shareholders 2026 as follows:

Article 1: General Provisions

- These Working Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Vinacomin - Northern Coal Business Joint Stock Company (hereinafter referred to as the "General Meeting") to ensure that the General Meeting achieves results and completes the proposed agenda.
- These regulations stipulate the rights and obligations of shareholders and shareholder representatives; the responsibilities of the subjects when participating in the General Meeting; the method of discussion and voting at the General Meeting; and the procedures for conducting the General Meeting.
- Shareholders and shareholder representatives are responsible for complying with the provisions of these Regulations when participating in the General Meeting.

Article 2: Rights and Obligations of the Chairman of the General Meeting:

- The Chairman of the General Meeting shall preside over the General Meeting. The Chairman of the Board of Directors shall preside or authorize another member of the Board of Directors to preside in accordance with the Company's Charter.
- Duties and powers of the Chairman of the General Meeting:
 - + Preside over the activities of the Company's Annual General Meeting of Shareholders according to the agenda approved by the General Meeting.
 - + Present reports and issues for the General Meeting to vote on.
 - + Guide the General Meeting's discussions, answer questions, or request the Company's management staff to answer questions raised by the General Meeting.
 - + The Chairman of the General Meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda.

Article 3: Rights and Obligations of the Secretary of the General Meeting:

- The Secretary of the General Meeting shall consist of 01 person appointed by the Chairman. The Secretary of the General Meeting shall perform his/her duties under the direction of the Chairman and be responsible to the Chairman for his/her duties. The Secretary of the General Meeting shall have 01 assistant, appointed by the Chairman.

- Duties of the Secretary:
- + Record fully and truthfully the contents of the General Meeting.
- + Receive registration for shareholders' statements.
- + Support the Chairman in announcing the draft Resolution of the General Meeting for approval at the General Meeting.

Article 4: Rights and Obligations of the Shareholder Eligibility Verification Board:

- The Shareholder Eligibility Verification Board shall consist of 3 people appointed by the Board of Directors of the Company.

- Duties of the Shareholder Eligibility Verification Board:

+ Responsible for verifying the eligibility of shareholders and the status of shareholders and shareholder representatives attending the General Meeting.

+ Report to the General Meeting on the results of the verification of eligibility and the status of shareholders and shareholder representatives attending the General Meeting.

Article 5: Rights and Obligations of the Ballot Counting Board:

- The Ballot Counting Board of the General Meeting shall consist of 3 people introduced by the Chairman of the General Meeting and directly voted on by the General Meeting.

- The Ballot Counting Board has the following duties: Supervise, collect, and determine the voting results of shareholders on matters approved at the General Meeting. Prepare minutes of the ballot counting and announce the results of the ballot counting before the General Meeting.

Article 6: Rights and Obligations of Shareholders Attending the General Meeting:

- Conditions of Attendance: All shareholders of the Company whose names are on the register of shareholders as of March 31, 2026 are entitled to attend the General Meeting.

- Rights and Obligations of Attending Shareholders:

+ Shareholders have the right to attend the General Meeting in person or authorize a representative by a Proxy Form (according to the Company's prescribed template).

+ Shareholders and authorized representatives attending the General Meeting must be present on time, register with the Organizing Committee, and receive a Ballot with the shareholder code, total number of shares owned, and the number of shares or representative shares entitled to vote.

+ Shareholders and shareholder representatives, upon attending the General Meeting and hearing the reports on the matters to be approved, shall discuss and approve each item using the Ballot.

+ Late-arriving shareholders or their representatives have the right to register immediately and participate in voting at the General Meeting. The Chairperson is not obligated to pause the General Meeting for shareholder registration, and the validity of previous votes will not be affected.

+ Authorized representatives attending the General Meeting may not re-authorize another person to attend.

+ Shareholders and their authorized representatives attending the General Meeting who leave the Meeting for any reason must notify the Organizing Committee. In cases where a shareholder has registered to attend the Meeting but does not participate in voting on one or several agenda items, such shareholder shall be deemed not to have participated in voting on those items.

+ During the Meeting, all shareholders must comply with the directions of the Chairperson, behave in a civilized and courteous manner, and must not disrupt the order of the Meeting. Any shareholder causing disorder or affecting the security of the Meeting shall be requested to leave and will not be allowed to continue attending the Meeting.

- Shareholders and their authorized representatives attending the Meeting must strictly comply with the Working Regulations of the General Meeting. Any violations of these



regulations shall, depending on the severity, be considered and handled by the Organizing Committee in accordance with applicable regulations.

Article 7: Raising Opinions and Addressing Questions at the General Meeting:

- Shareholders wishing to speak or debate must raise their hand and may only speak with the Chairperson's consent. Each shareholder may speak for a maximum of 3 minutes, keeping their remarks concise and avoiding repetition. No shareholder may speak more than twice (02) on the same issue.

- The Chairperson will only directly answer key questions relevant to the agenda and representative of multiple shareholders. The Chairperson will not directly answer or explain detailed, technical matters or those serving the specific needs of individual shareholders.

- Questions about individual information or matters not directly related to the agenda will be collected by the secretary and answered in writing or posted on the Company's website.

- Questions not addressed during the General Meeting due to time constraints will also be answered in writing or posted on the Company's website.

Article 8: Voting at the General Meeting.

- Shareholders and their authorized representatives shall vote on matters at the General Meeting of Shareholders by voting ballots or other forms as instructed by the Chairperson of the Meeting.

- The approval of agenda items (except for the election contents) shall be conducted by voting ballots.

- The election of members of the Board of Directors shall be conducted by ballot voting under the cumulative voting method in accordance with applicable laws and the Company's Charter.

- The Vote Counting Committee shall be responsible for collecting ballots, counting votes, and announcing the voting results at the Meeting.

- Matters submitted to the General Meeting of Shareholders shall be approved in accordance with the voting thresholds prescribed by the Law on Enterprises and the Company's Charter.

Article 9: Minutes of the General Meeting.

All matters discussed at the General Meeting must be recorded in the minutes by the Secretary of the General Meeting. The minutes of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

Article 10: Implementation Clause.

The working regulations of the General Meeting of Shareholders of Vinacomin - Northern Coal Trading Joint Stock Company in 2026 consist of 10 articles.

These regulations take effect immediately after being approved by the General Meeting.

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

Recipients:

- Shareholders of the Company;
- Members of the Board of Directors and Supervisory Board;
- Office of the Board of Directors (posted on the website);
- File: Secretary, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Tran Dao

DRAFT

**REGULATIONS ON THE ELECTION OF ADDITIONAL MEMBERS
OF THE BOARD OF DIRECTORS FOR THE TERM 2022 – 2027**

Article 1. Legal Basis

- Law on Enterprises 2020;
- Charter of Northern Coal Trading Joint Stock Company – Vinacomin;
- Working Regulations of the 2026 Annual General Meeting of Shareholders.

Article 2. Purpose and Scope of Application

These Regulations provide the principles and procedures for electing additional members to the Board of Directors for the term 2022 – 2027 at the 2026 Annual General Meeting of Shareholders of the Company.

Article 3. Number and List of Candidates

1. The General Meeting of Shareholders shall elect an additional 02 (two) members to the Board of Directors for the term 2022 – 2027.
2. The list of candidates shall be compiled based on valid nomination and self-nomination dossiers submitted by shareholders or groups of shareholders in accordance with applicable laws and the Company's Charter, including candidates nominated by the major shareholder – Vietnam National Coal and Mineral Industries Group (TKV):
 - Mr. Hoang Minh Long
 - Mr. Vo Khac Nghiem

Article 4. Principles of Election, Nomination and Self-nomination

1. Election principle:

The election shall be conducted by cumulative voting in accordance with applicable laws and the Company's Charter.

Total votes of each shareholder shall be determined as follows:

Total votes = Number of voting shares × Number of members to be elected

In this case:

Total votes = Number of shares owned × 02

2. Nomination and self-nomination:

- Shareholders or groups of shareholders holding 10% or more of the total voting shares are entitled to nominate candidates to the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.
- Nomination/self-nomination dossiers include:
 - + Nomination/self-nomination letter;
 - + Curriculum vitae of the candidate;
 - + Copy of identification documents;



- + Documents proving eligibility and qualifications as required.
- Nomination dossiers must be submitted to the Company no later than 16:00 on April 20, 2026.
- After the above deadline, the Company shall consolidate the list of candidates and submit it to the General Meeting of Shareholders for consideration and approval.

Article 5. Voting Guidelines

- Shareholders may allocate all or part of their votes to one or more candidates.
- A valid ballot must:
 - + Be issued by the Organizing Committee;
 - + Not be erased or altered;
 - + Bear the signature of the shareholder or authorized representative;
 - + Not exceed the total number of votes entitled to the shareholder.
- Ballots that do not meet the above conditions shall be deemed invalid.

Article 6. Vote Counting

The Vote Counting Committee shall be responsible for:

- Collecting ballots;
- Verifying the validity of ballots;
- Tabulating voting results;
- Preparing the vote-counting minutes and announcing the results before the General Meeting.

Article 7. Determination of Elected Candidates

Candidates receiving the highest number of valid votes, in descending order, shall be elected until the required number of members is filled.

Respectfully submitted to the General Meeting of Shareholders for approval.



Recipients:

- Shareholders of the Company;
- Members of the Board of Directors and Supervisory Board;
- Office of the Board of Directors (posted on the website);
- File: Secretary, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Tran Dao

**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
ON THE REVIEW OF BUSINESS PRODUCTION AND OPERATIONS IN 2025
AND THE BUSINESS PRODUCTION AND OPERATIONS PLAN FOR 2026**

PART I

REVIEW OF BUSINESS PRODUCTION AND OPERATIONS IN 2025

1. General assessment:

In 2025, weather conditions were unusually complex compared to previous years, with prolonged and heavy rainfall. As a result, thermal power plants reduced their electricity generation output and decreased coal intake compared to initial plans, leading to difficulties in coal consumption and increased inventory pressure for Vietnam National Coal and Mineral Industries Group in general and Northern Coal Trading Joint Stock Company - Vinacomin in particular.

With the close direction and support from the leadership of Vietnam National Coal and Mineral Industries Group, along with the coordination and assistance from its functional departments in implementing management solutions and addressing arising issues, Northern Coal Trading Joint Stock Company - Vinacomin promptly organized and deployed its 2025 business coordination plan (PHKD) from the early days of the first quarter. The Company strictly maintained operational discipline, reorganized its warehouse system, ensured stable coal supply sources for blending activities, and prepared sufficient stockpiles to timely supply coal to thermal power plants in accordance with Vietnam National Coal and Mineral Industries Group's monthly consumption plans.

2. Results of implementation of 2025 planned targets:

No.	Indicator	Unit	Plan year 2025	Actual 2025	Actual /Plan (%)
1	Production Volume				
1.1	Imported coal	Tons	6,700,000	4,130,926	62
1.2	Coal sales volume, including:	Tons	15,591,000	13,855,020	89
	- Blended coal delivered to TKV for on-behalf sales to power plants	Tons	12,781,000	11,827,907	
	- Coal redelivered to TKV for on-behalf sales to fertilizer plants and others	Tons	250,000	227,011	
	- Self-operated coal sales	Tons	1,000,000	983,133	
	- Imported coal sold to blending units	Tons	1,560,000	819,969	



2	Total revenue	VND million	42,192,653	30,187,224	72
2.1	Coal sales revenue		42,115,863	30,109,963	
2.2	Entrusted service revenue (large-volume contracts)		70,000	57,244	
2.3	Other business revenue		6,790	20,016	
3	Cost of goods sold	VND million	40,745,476	28,923,358	71
3.1	Coal trading		40,742,886	28,917,715	
3.2	Other business activities		2,590	5,642	
4	Gross profit	VND million	1,447,177	1,263,866	87
4.1	Coal trading		1,372,977	1,205,803	
4.2	Entrusted coal delivery services (large-volume)		70,000	57,244	
4.3	Other business activities		4,200	819	
5	Outsourced transportation and handling expenses	VND million	823,885	691,153	84
5.1	Coal trading		819,885	691,153	
5.2	Other business activities		4,000		
6	Production value for payroll calculation	VND million	623,092	572,713	92
6.1	Coal trading		553,092	514,650	
6.2	Entrusted coal delivery services (large-volume)		70,000	58,063	
7	Total expenses	VND million	1,317,177	1,142,394	87
7.1	Intermediate costs:		1,103,542	932,334	
	Of which: Outsourced transportation and handling (loading/unloading) costs:		823,885	691,153	
7.2	Value added (GDP):		213,665	210,060	
	Depreciation of fixed assets		6,303	7,875	
	Salaries and wages		191,632	175,672	
	Employee payroll fund		188,432	172,949	
	Management payroll fund		3,200	2,723	
	Insurance expenses; remuneration of the Board of Directors and the Supervisory Board		10,700	16,605	
	Taxes (included in cost of production)		5,000	9,909	
8	Profit	VND million	130,000	121,472	93
9	Labor and salary indicators				
9.1	Average number of employees	Persons	617	617	100
9.2	Average monthly salary	VND/pers on/month	25,882,000	23,727,000	92

10	State budget contributions:		As prescribed	1,502,404	
11	Capital construction investment	VND million	28,989	28,989	100
12	Dividend payout ratio	% of charter capital	≥ 20	≥ 20	100

3. Implementation status of key operational areas:

3.1. Leadership, direction, and issuance of regulations and policies:

The Party Committee of Northern Coal Trading Joint Stock Company - Vinacomin concretized Resolution No. 212-NQ/ĐU dated December 16, 2024 of the Party Committee of Vietnam National Coal and Mineral Industries Group by issuing Resolution No. 735-NQ/ĐU dated January 2, 2025 on leadership and direction for implementing the 2025 tasks. The Party Committee and the Board of Management held regular briefings to promptly direct the resolution of difficulties in coal production, consumption, and trading. Resolutions were issued in a timely manner on labor safety, mechanization, automation, cost reduction, and productivity improvement. Inspection and supervision were strengthened to ensure progress in line with the planned schedule.

In implementing Decision No. 1019/QĐ-TKV dated May 23, 2025 of Vietnam National Coal and Mineral Industries Group on promulgating the operational plan to achieve the Group's 2025 growth targets, Northern Coal Trading Joint Stock Company - Vinacomin deployed comprehensive and decisive solutions in coal blending technology, cost management, and flexible production operations. However, due to the reasons analyzed above, the implementation results of the growth targets did not meet the assigned plan.

Northern Coal Trading Joint Stock Company - Vinacomin strictly implemented Decision No. 2295/QĐ-TKV dated November 26, 2024 of Vietnam National Coal and Mineral Industries Group on the 2025 business coordination plan of the TKV Group. Specifically, the Company strictly adhered to the principle of prioritizing the use of each other's products and services to support mutual development, expand markets, and achieve optimal overall efficiency under market mechanisms without harming the interests of participating parties.

The Company reported to and sought written opinions from Vietnam National Coal and Mineral Industries Group on matters as prescribed in Point a, Clause 1, Article 11 of the Regulations on management of capital representatives prior to voting or making decisions at the Board of Directors or the General Meeting of Shareholders.

Documents issued by Vietnam National Coal and Mineral Industries Group for its representatives at Northern Coal Trading Joint Stock Company - Vinacomin were implemented promptly and in compliance with regulations.

Regarding the development and issuance of internal regulations: Northern Coal Trading Joint Stock Company - Vinacomin issued the "Regulation on

Organization of Coal Trading Activities” and several new regulations/policies for specialized tasks, while continuing to review, amend, and supplement regulations to ensure compliance with new legal requirements and those of Vietnam National Coal and Mineral Industries Group, in line with the Company’s specific conditions and characteristics.

3.2. Assessment of business production and operating results in 2025:

Implemented management solutions in 2025:

Northern Coal Trading Joint Stock Company - Vinacomin effectively prepared coal sources to fully meet blending requirements, ensuring both volume and quality of imported blended coal in accordance with the requirements of Vietnam National Coal and Mineral Industries Group. The Company successfully imported several low-volatile coal shipments in Q1 and Q2 of 2025 to replace the shortage of Type 1 coal (equivalent to Lao coal), thereby not affecting the volume and quality of coal used for blending.

Most coal processing and blending activities of Northern Coal Trading Joint Stock Company - Vinacomin were outsourced. Therefore, the Company placed special emphasis on selecting capable and reputable suppliers to ensure efficient blending and processing, as well as the quality of coal delivered to customers after blending.

All blending sites of Northern Coal Trading Joint Stock Company - Vinacomin applied synchronized blending technologies as required by Vietnam National Coal and Mineral Industries Group. After blending, coal was stockpiled as finished products at warehouses and subjected to pile sampling inspection before being released for consumption.

Subsidiary units of Northern Coal Trading Joint Stock Company - Vinacomin were required to closely follow the monthly operational plans of Vietnam National Coal and Mineral Industries Group to develop blending plans, ensuring that the ratio of imported coal used in blending aligned with the plan. In cases where targets were not met in a given month, corrective balancing measures were incorporated into the following month’s plan.

Results of key performance indicators:

In 2025, the dispatch output of thermal power plants was unstable and frequently deviated from initial monthly plans. The prolonged rainy season and unusually high rainfall compared to historical patterns led many plants to reduce electricity generation, accept less coal than planned, and delay unloading operations. This resulted in prolonged storage of coal on transport vehicles, increased inventory pressure at storage facilities, and ultimately caused key performance indicators to fall short of the targets assigned by Vietnam National Coal and Mineral Industries Group, specifically:

Imported coal: 4.13 million tons, achieving 62% of the plan, in line with Vietnam National Coal and Mineral Industries Group’s operational plan.

Coal sales volume: 13.85 million tons, achieving 89% of the plan, due to reduced electricity generation by thermal power plants and adjustments in consumption plans by Vietnam National Coal and Mineral Industries Group.

Revenue: Total revenue and other income in 2025 reached VND 30,178 billion, equivalent to 72% of the plan, mainly due to: (i) lower-than-planned imported coal and sales volumes; and (ii) adjustments by Vietnam National Coal and Mineral Industries Group to reduce selling prices of certain coal types used for blending and blended coal supplied to power plants compared to initial plan prices.

Profit: Full-year profit reached VND 121.47 billion, achieving 93% of the plan, mainly due to: (i) imported coal volume, sales volume, and revenue reaching only 62%–89% of the plan; and (ii) certain incurred costs not being accepted for settlement in the pricing of blended coal transactions.

Labor cost: Due to profit not meeting the plan, the salary fund recognized in costs for 2025 was VND 175.67 billion, achieving 92% of the plan; the average monthly income across the Company was VND 23.73 million per employee, also achieving 92% of the plan.

Resource and environmental management:

Northern Coal Trading Joint Stock Company - Vinacomin consistently ensured environmental safety throughout its production and business operations, strictly complying with local environmental protection regulations applicable to coal operations coal production and business operations. Coal stockyards located near residential areas were fully covered and equipped with dust control measures; coal transportation strictly followed approved routes; and transport vehicles were properly covered to prevent coal spillage and dust dispersion into the environment.

In 2025, Northern Coal Trading Joint Stock Company - Vinacomin implemented tree planting programs, procured tarpaulins and coal covering nets, regularly organized sanitation activities, and effectively maintained mist-spraying systems for dust suppression at coal stockyards and blending/processing areas, with a total expenditure of over VND 8.7 billion. The Company achieved a score of **93/100** under the “Green – Clean – Beautiful” environmental criteria in 2025.

Digital transformation:

In 2025, Northern Coal Trading Joint Stock Company - Vinacomin continued to implement and accelerate digital transformation initiatives in line with the overall direction of Vietnam National Coal and Mineral Industries Group. These efforts were carried out comprehensively across management, operations, and business activities, contributing to improved production efficiency and enhanced corporate governance capacity.

Labor and remuneration:

The Company directed the full implementation of labor management, staffing, wages, and income in compliance with the regulations of Vietnam National Coal and Mineral Industries Group and Northern Coal Trading Joint

Stock Company - Vinacomin, with a strong focus on cost reduction, workforce optimization, productivity improvement, and operational efficiency.

All employee policies and benefits were implemented in full compliance with regulations. The Company ensured comprehensive entitlements, including insurance, leave, sickness, maternity, and occupational accident benefits, fostering employee confidence and long-term commitment.

Salary and bonus payments were made in a timely and compliant manner, linked to work performance. During holidays and Tet, the Company supplemented the salary fund appropriately to motivate employees and promote a positive and competitive working spirit. In addition, salary grade increases and adjustments were carried out in accordance with regulations, ensuring fairness and encouraging employees to enhance their qualifications and professional skills.

Occupational safety, hygiene, and fire prevention (OSH & fire safety): The Company consistently maintained strict practices in occupational safety, labor protection, fire and explosion prevention, storm and flood prevention, industrial hygiene, and environmental protection. Safety measures were implemented comprehensively from the executive level to all units. As a result, in 2025, the Company recorded no occupational accidents, no fire or explosion incidents, and no damage to people or assets, ensuring safe, stable, and sustainable business operations.

3.3. Status of construction investment activities:

The total value of construction investment implemented by Northern Coal Trading Joint Stock Company - Vinacomin in 2025 reached VND 28.99 billion, achieving 100% of the plan.

Implementation status of key projects:

(i) Inland waterway port project of Northern Coal Trading Joint Stock Company - Vinacomin to supply coal for thermal power plants (Dong Hai Port):

Project progress: Currently, the Management Board of Economic Zones and Industrial Parks of Hung Yen Province is consolidating opinions and conducting appraisal procedures for investment policy approval.

Difficulties and challenges: According to Decision No. 1587/QĐ-TTg dated December 17, 2024 of the Prime Minister approving the adjustment of the inland waterway infrastructure development plan for the period 2021–2030 with a vision to 2050, the port cluster under the project is approved with a capacity of 3.65 million tons/year. However, to ensure coal supply for Thai Binh 1 and Thai Binh 2 thermal power plants, the project proposes a capacity of 10 million tons/year (5 million tons of inbound cargo and 5 million tons of outbound cargo). Therefore, it is necessary to consider adjusting the planned port capacity under Decision No. 1587/QĐ-TTg. In addition, the location for the coal storage and blending yard has not yet been finalized.

(ii) **Coal transshipment, processing, and trading warehouse project in Quang Tri:**

Project progress: The People's Committee of Quang Tri Province issued Decision No. 2745/QĐ-UBND dated November 21, 2025 on the partial adjustment of the general construction planning of the Southeast Quang Tri Economic Zone to 2035, with a vision to 2050 (scale 1/10,000). The Economic Zone Management Board is currently collecting opinions from provincial departments, agencies, and local authorities (My Thuy and Vinh Dinh communes) to serve the appraisal of the phase-1 zoning plan adjustment. Northern Coal Trading Joint Stock Company - Vinacomin is coordinating with consulting units to implement the next steps.

Difficulties and challenges: Due to the appraisal process and administrative procedures involving multiple levels of authorities, including various departments, agencies, and the Ministry of Construction, Northern Coal Trading Joint Stock Company - Vinacomin has not been able to proactively control the project implementation schedule. Dependence on the processing time of competent authorities has significantly affected the project timeline and overall progress.

3.4. Assessment of shortcomings, limitations, and remedial measures:

Shortcomings and limitations:

The global energy transition trend is gradually reducing the share of coal in the overall energy mix of the economy, thereby diminishing the competitiveness of coal compared to alternative energy sources.

Domestic coal supply is increasingly constrained, leading to greater dependence on imported coal for blending activities. At the same time, domestic coal trading operations may face increasing competition from imported coal sources.

Geopolitical fluctuations and the risk of trade wars may have significant impacts on the global economy, including Vietnam.

The business network of Northern Coal Trading Joint Stock Company - Vinacomin includes multiple branches established in earlier periods, some of which are now operating inefficiently due to declining local demand, low sales volumes, and difficulty in covering operating costs. Additionally, most warehouses and logistics, blending, and processing services are outsourced, resulting in fragmented and unsynchronized operations that are not aligned with long-term development strategies.

Remedial measures:

Continue reviewing and comprehensively evaluating the existing organizational structure, and determine optimal workforce sizing based on a standardized model.

Enhance forecasting capabilities and strategic vision to develop flexible development orientations, while strengthening responsiveness and adaptability to real-world conditions.

PART II
BUSINESS PRODUCTION AND OPERATIONS PLAN FOR 2026

1. Situation assessment:

Northern Coal Trading Joint Stock Company - Vinacomin is an enterprise with extensive experience in coal processing and trading, possessing a well-established warehouse system and a broad customer network. Therefore, it is capable of fulfilling the tasks assigned by Vietnam National Coal and Mineral Industries Group and adapting to market changes.

2. Key operating targets for 2026:

Based on the notifications of key targets for the 2026 business coordination plan and the 2026 investment plan issued by Vietnam National Coal and Mineral Industries Group under Documents No. 7138/TKV-KH dated December 12, 2025 and No. 7220/TKV-ĐT dated December 15, 2025, Northern Coal Trading Joint Stock Company - Vinacomin has developed the following operating targets for 2026:

No.	Indicator	Unit	Plan year 2026
1	Production Volume		
1.1	Imported coal	Tons	5,500,000
1.2	Coal sales volume, including:	Tons	15,013,000
	- Blended coal delivered to TKV for on-behalf sales to power plants	Tons	12,454,000
	- Coal redelivered to TKV for on-behalf sales to fertilizer plants and others	Tons	268,000
	- Self-operated coal sales	Tons	761,000
	- Imported coal sold to blending units	Tons	1,530,000
2	Total revenue	VND million	33,075,097
2.1	Coal sales revenue		32,998,097
2.2	Entrusted service revenue (large-volume contracts)		70,000
2.3	Other business revenue		7,000
3	Cost of goods sold	VND million	31,581,425
3.1	Coal trading		31,578,625
3.2	Other business activities		2,800
4	Gross profit	VND million	1,493,672
4.1	Coal trading		1,419,472
4.2	Entrusted coal delivery services (large-volume)		70,000
4.3	Other business activities		4,200
5	Outsourced transportation and handling expenses	VND million	805,150
5.1	Coal trading		805,150

No.	Indicator	Unit	Plan year 2026
5.2	Other business activities		0
6	Production value for payroll calculation	VND million	688,522
6.1	Coal trading		614,322
6.2	Entrusted coal delivery services (large-volume)		74,200
7	Total expenses	VND million	1,357,189
7.1	Intermediate costs:		962,254
7.2	Financial expenses		178,771
7.3	Value added (GDP):		216,164
	Depreciation of fixed assets		9,484
	Salaries and wages		179,210
	Employee payroll fund		176,627
	Management payroll fund		2,583
	Insurance expenses; remuneration of the Board of Directors and the Supervisory Board		16,670
	Taxes (included in cost of production)		10,800
8	Profit	VND million	136,483
9	Labor and salary indicators		
9.1	Average number of employees	Persons	586
9.2	Average monthly salary	VND/person/month	25.478.000
10	State budget contributions:		As prescribed
11	Capital construction investment	VND million	12,353
12	Dividend payout ratio	% of charter capital	≥ 20

Implementation solutions:

Strictly comply with the regulations of Vietnam National Coal and Mineral Industries Group regarding coal business operations.

Continue restructuring the organizational model to align with current and future business conditions in accordance with the restructuring plan reported to Vietnam National Coal and Mineral Industries Group.

Strengthen management of coal blending activities to ensure the volume and quality of blended coal delivered back to Vietnam National Coal and Mineral Industries Group.

Continue to enhance risk management in business operations, including exchange rate risk, environmental risk, asset safety, occupational safety, and labor productivity; promote cost-saving measures and strictly control costs from input to output across all stages of coal blending, processing, and consumption.

Implement coal import activities to ensure sufficient supply for blending and processing in accordance with Vietnam National Coal and Mineral Industries Group's operational plan.


Strengthen management of coal warehouse utilization; review and complete all legal procedures related to ports, terminals, and other relevant regulations in

compliance with legal requirements and those of Vietnam National Coal and Mineral Industries Group.

Promote the application of digital transformation and digital technologies in management and operations in line with the directions of the Government, ministries, sectors, and Vietnam National Coal and Mineral Industries Group.

Respectfully submitted to the General Meeting of Shareholders for approval!

GENERAL DIRECTOR *etc*



Ngo Quang Trung



Hanoi, April 6, 2026

SUBMISSION

RE: Approval of the Audited Financial Statements and the Profit Distribution Plan for 2025 of Northern Coal Trading Joint Stock Company - Vinacomin

Respectfully submitted to: Esteemed Shareholders

In 2025, despite numerous challenges arising from complex weather conditions and a decline in coal demand from power plants, Northern Coal Trading Joint Stock Company - Vinacomin still achieved positive business performance results.

1. The financial position and business performance, as audited, are summarized as follows:

- a. Independent Auditor's Report (detailed report attached).
- b. Statement of Financial Position as at December 31, 2025 (detailed report attached).
- c. Statement of Profit or Loss for 2025 (detailed report attached).
- d. Notes to the Financial Statements (detailed report attached).

2. Profit distribution plan, dividend payment and appropriation to funds:

No	Description	A Mount (VND)
I	Total profit before tax for 2025	121,472,014,165
II	Non-deductible expenses for corporate income tax purposes	81,382,192,335
1	Excluded expenses	5,627,324,503
2	Excess financial expenses under Decree No. 68/2020/NĐ-CP	75,754,867,832
III	Taxable income for corporate income tax (CIT) in 2025	202,854,206,500
IV	Corporate income tax (20%)	40,570,841,300
	Retained earnings for 2025	80,901,172,865
	Retained earnings brought forward from 2024	360,047,391,034
V	Total profit after corporate income tax as at end of 2025	440,948,563,899
VI	Profit distribution	
1	Dividend payment to existing shareholders (28,42% of charter capital)	42.630.000.000
	Of which: State-owned shares	28,749,672,000
	Ordinary shares	13,880,328,000
2	Remaining profit of 2025 for further distribution	38,271,172,865
A	Appropriation to Development Investment Fund (30% of profit after tax for 2025)	24,270,351,860
B	Allocate funds from the bonus and welfare fund based on	14,000,821,005



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	rating C (1 month's actual salary)	
	- Bonus Fund (50%)	7,000,410,003
	- Welfare Fund (50%)	7,000,410,002
C	Bonus for management executives (No excerpt)	-
D	Remaining undistributed profit for 2025	-
E	Retained earnings carried forward to the following year	360,047,391,034

Recipients:

- As above;
- Members of the Board of Directors, Supervisory Board;
- Administration Office (for website publication);
- Archives:Administration, Company Secretary.

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



Tran Dao



Hanoi, April 6, 2026

SUBMISSION

Re: Remuneration, Salaries and Other Benefits for the Board of Directors, the Supervisory Board and the Company Secretary in 2025; and the Plan for Remuneration, Salaries and Other Benefits for the Board of Directors, the Supervisory Board and the Company Secretary in 2026

Respectfully submitted to: Esteemed Shareholders

Pursuant to the Resolution of the Annual General Meeting of Shareholders 2025 of Northern Coal Trading Joint Stock Company – Vinacomin dated April 28, 2025, the remuneration, salaries and other benefits for the Board of Directors, the Supervisory Board and the Company Secretary in 2025 are calculated as follows:

1. Remuneration, salaries and other benefits for the Board of Directors, the Supervisory Board and the Company Secretary in 2025:

The total remuneration for non-executive members of the Board of Directors, non-executive members of the Supervisory Board, the Company Secretary, and allowances for independent members of the Board of Directors for the whole year of 2025 amounts to VND 639,840,000. Of this amount, 80% (equivalent to VND 511,872,000) has been advanced, and the remaining VND 127,968,000 will be paid in 2026 upon approval by the General Meeting of Shareholders. Details are as follows:

No.	Position	Number of people	Remuneration, Salary, and Other Benefits for the Board of Directors, Supervisory Board, and Company Secretary
1	Chairman of the Board of Directors (working time 12 months)	01	5,140,000 VND/month x 12 months = 61,680,000 VND
2	Member of the Board of Directors (working time 12 months)	03	4,380,000 VND/month x 12 months x 3 people = 157,680,000 VND
3	Independent Member of the Board of Directors (working time 12 months)	01	21,900,000 VND/month x 12 months = 262,800,000 VND
4	Head of the Supervisory Board (full-time)	01	(Receiving full-time salary in accordance with the guidance under Decision No. 1471/QĐ-TKV dated August 14, 2024, and from the Company's management salary fund.)
5	Member of the Supervisory Board (working time 12 months)	02	4,380,000 VND/month x 12 months x 2 people = 105,120,000 VND
6	Company Secretary (working time 12 months)	01	4,380,000 VND/month x 12 months = 52,560,000 VND



2. Plan for Remuneration, Salary, and Other Benefits for the Board of Directors, Supervisory Board, and Company Secretary in 2026:

The planned remuneration, salaries and other benefits for the Board of Directors, the Supervisory Board and the Company Secretary in 2026 are estimated at VND 639,840,000, detailed as follows:

No.	Position	Number of people	Remuneration, Salary, and Other Benefits for the Board of Directors, Supervisory Board, and Company Secretary
1	Chairman of the Board of Directors	01	25,700,000 VND x 20% = 5,140,000 VND/month
2	Member of the Board of Directors	03	21,900,000 VND x 20% = 4,380,000 VND/month
3	Independent Member of the Board of Directors	01	21,900,000 VND/month (Receiving allowance according to the guidance in Decision No. 1803/QĐ-TKV dated 2021-12-28)
4	Head of the Supervisory Board (full-time)	01	(Receiving full-time salary in accordance with the guidance under Decision No. 1471/QĐ-TKV dated August 14, 2024, and from the Company's management salary fund.)
5	BKS Member	02	21,900,000 VND x 20% = 4,380,000 VND/month
6	Company Secretary	01	21,900,000 VND x 20% = 4,380,000 VND/month

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

Recipients:

- As above;
- Members of the Board of Directors, Supervisory Board;
- Administration Office (for website publication);
- Archives:Administration, Company Secretary.

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



Tran Dao