

VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION LIMITED  
VINACOMIN-MONG DUONG COAL JOINT STOCK  
COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

No: 1250 /TB-TMD

Cam Pha, April 8, 2025

## NOTICE

### Regarding: Organizing the 2025 Annual General Meeting of Shareholders

To: Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company

*Pursuant to the Charter of Vinacomin - Mong Duong Coal Joint Stock Company as approved by the General Meeting of Shareholders on April 24, 2021;*

*Pursuant to the conditions and preparation work for organizing the Company's 2024 Annual General Meeting of Shareholders; pursuant to Resolution No. 14/NQ-HDQT dated April 8, 2025 of the Board of Directors of Vinacomin - Mong Duong Coal Joint Stock Company.*

The Board of Directors of Vinacomin - Mong Duong Coal Joint Stock Company hereby announces the organizing of the 2025 Annual General Meeting of Shareholders with the following details:

#### **I. Time and location:**

- Time: 08:00 AM, Tuesday, **April 29, 2025**;
- Location: Hall 350, 3rd Floor, Office of Vinacomin - Mong Duong Coal Joint Stock Company (Mong Duong Ward, Cam Pha City, Quang Ninh Province).

#### **II. Participants in the General Meeting of Shareholders:**

1. Board of Directors and Board of Supervisors of the Company.
2. Shareholders listed by the Vietnam Securities Depository and Clearing Corporation (VSDC) at the record date for exercising the right to attend the 2025 Annual General Meeting of Shareholders.
3. The independent auditing firm for the 2024 Financial Statements (if necessary).

#### **III. Meeting agenda:**

##### **1. The General Meeting shall discuss, approve, and vote on the following matters:**

- (i). Report on the Company's Production and Business Results in 2024 and the Production and Business Plan for 2025, Orientation of key targets in the 5-year plan 2026–2030.
- (ii). Proposal on the 2024 profit distribution plan;
- (iii). Proposal on the 2024 dividend.
- (iv). The 2024 Audited Financial Statements;
- (v). Report on remuneration, allowances, and salaries of the BOD, BOS, and BOM in 2024; proposal for remuneration, allowances, and salaries of the BOD, BOS, and BOM in 2025;
- (vi). Report on activities of the Board of Directors in 2024, orientation for 2025;
- (vii). Report of the independent member of the BOD
- (viii). Evaluation report of the Board of Supervisors on the Company's Production and Business Results and appraisal of the 2024 Audited Financial Statements;
- (ix). Report on the activities of the Board of Supervisors and the evaluation of the performance of the BOD and the Company's General Director in 2024.;
- (x). Report on the selection of the independent auditing firm to audit the Company's 2025 financial statements;
- (xi). Report on related-party transactions under the authority of the General Meeting of Shareholders for approval;
- (xii). Other matters under the authority of the General Meeting of Shareholders.



## 2. Content of the BOD's notice:

The BOD announces the list of related parties and related interests in accordance with the prevailing Law on Securities.

### IV. Instructions for attending the General Meeting

#### 1. Authorization and registration for attending the General Meeting:

- In case a shareholder is unable to attend the General Meeting, the shareholder may authorize a representative or authorize a member of the Company's BOD to exercise the shareholder's rights at the General Meeting.

- Registration for attending the General Meeting: To ensure the thorough organization of the General Meeting, shareholders are kindly requested to send the confirmation of attendance or letter of authorization to the Organizing Committee of the General Meeting via post, fax, or email before 04:00 PM, April 18, 2025 to the following address:

- Office of Vinacomin - Mong Duong Coal Joint Stock Company, Mong Duong Ward, Cam Pha City, Quang Ninh Province

- Telephone: 0203 3868271; Fax: 0203 3868276

#### 2. Documents to bring when attending the General Meeting:

- Shareholders are kindly requested to attend the Meeting on time. When attending the General Meeting, shareholders or their authorized representatives are required to bring their original Citizen ID/Passport and the original Power of Attorney (in case of authorized attendance) and present them to the Organizing Committee for verification of eligibility to attend

- Shareholders attending the General Meeting shall be responsible for their own accommodation and transportation expenses, and must comply with the Company's regulations at the meeting venue.

#### 3. Instructions for accessing General Meeting documents:

- The Invitation Notice to the General Meeting, together with the Meeting Agenda, Meeting Registration Form, and Letter of Authorization, will be sent to shareholders;

- The Agenda, Proxy Appointment Form, List of shareholders entitled to attend, materials used during the Meeting, and draft Resolutions for each agenda item will be published by the Company on its official website at <http://Mongduongcoal.com.vn> (Investor Relations section – materials for the 2025 Annual General Meeting of Shareholders) from April 8, 2025 for shareholders to access.

If you have any questions or concerns, please contact Mr. Nguyen Thanh Son – Company Secretary, via mobile phone (Zalo): 0904 868 817.

In the course of preparing for the organization of the General Meeting, should there be any arising or updated matters, the Company will continue to publish them on its official website in accordance with legal regulations.

The Board of Directors of Vinacomin - Mong Duong Coal Joint Stock Company respectfully invites shareholders to attend the Company's 2025 Annual General Meeting of Shareholders./.

#### Recipients:

- Shareholders;
- State Securities Commission, Hanoi Stock Exchange;
- BOD, BOS of the Company;
- Office department (for website posting and information disclosure);
- Archive – General Meeting documents.

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN



Nguyen Trong Tot



Cam Pha, April 29, 2025

DRAFT



## AGENDA

### 2025 Annual General Meeting of Shareholders Vinacomin - Mong Duong Coal Joint Stock Company

To: Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company

The Board of Directors of the Company hereby presents the draft agenda for the 2025 Annual General Meeting of Shareholders as follows:

- Scheduled time of the General Meeting: 08:30 AM – 11:30 AM, April 29, 2025
- Location: 3rd Floor Hall – Headquarters of Vinacomin - Mong Duong Coal Joint Stock Company
- Address: Mong Duong Ward, Cam Pha City, Quang Ninh Province

No.	Time	Content	Responsible person
1	8h00-8h30	Shareholder registration and distribution of voting cards	Supporting team; FPT
2	8h30-8h40	Opening of the General Meeting: - Organization stabilization and flag salute; - Statement of reasons and introduction of shareholders; - Invitation to the Chairman of the BOD to preside over the General Meeting.	Mr. Le Trong Cuong, Office Manager
3	8h40-8h45	Report on the verification of shareholder eligibility, authorized representatives, and conditions for holding the General Meeting.	Mr. Vu Duc Dinh, Head of Eligibility Verification Committee
4	8h45-8h50	- Introduction of personnel: Secretary of the General Meeting; Nomination of personnel for the Vote Counting Committee at the Meeting. - Voting to approve the Secretary and the Vote Counting Committee of the Meeting. Invite them to take their positions.	Chairman Nguyen Trong Tot, Chairman of the BOD
5	8h50-9h00	Presentation of: (i) Agenda of the General Meeting; (ii) Regulation on Organizing the General Meeting.	BOD Member Mr. Ngo Xuan Thuy
6	9h00- 9h05	Voting on the approval of: (i) Agenda of the General Meeting; (ii) Regulation on Organizing the General Meeting.	Chairman Nguyen Trong Tot, Chairman of the BOD

No.	Time	Content	Responsible person
7	9h05-9h20	Report on 2024 production and business results, 2025 production and business plan, and orientation for certain key targets of the 5-year plan for 2026–2030.	BOD Member – General Director Mr. Hoang Trong Hiep
8	9h20-9h30	<ul style="list-style-type: none"> <li>- Report on the 2024 audited financial statements;</li> <li>- Proposal on the 2024 profit distribution plan and report proposing the 2025 dividend rate.</li> </ul>	Chief Accountant Ms. Nguyen Tuyet Mai
9	9h30-9h40	(i) Report on payment of remuneration for the BOD, BOS, and actual salaries of the Company’s management in 2024; Plan for remuneration for the BOD, BOS, and salaries of the Company’s management in 2025.	Chief Accountant Ms. Nguyen Tuyet Mai
10	9h40-9h50	<ul style="list-style-type: none"> <li>- Report on the activities of the BOD in 2024 and activity orientation for 2025.</li> <li>- Report on approval of 2025 transactions.</li> </ul>	BOD Member Mr. Ngo Xuan Thuy
11	9h50-10h00	<ul style="list-style-type: none"> <li>- Report of the independent member of the BOD</li> <li>- Notice of the list of related parties and related interests (pursuant to Point a, Clause 4, Article 159 of the Law on Enterprises 2014).</li> </ul>	Independent BOD Member Mr. Pham Van Tac
12	10h00-10h15	<ul style="list-style-type: none"> <li>- Report on the activities of the Board of Supervisors and appraisal of the Company’s 2024 Audited Financial Statements;</li> <li>- Report by the Board of Supervisors on the evaluation of the performance of the BOD and the Company’s General Director in 2024;</li> <li>- Report by the BOS proposing the selection of an independent auditing firm to audit the Company’s 2025 Financial Statements.</li> </ul>	Head of BOS Ms. Nguyen Thi Tam
13	10h15-10h30	<b>Break (15 minutes)</b>	
14	10h30-11h00	Discussion, comments, responses and Voting on the matters presented to the General Meeting	Chairman Nguyen Trong Tot, Chairman of the BOD
15	11h00-11h05	Announcement of vote counting results	Head of Vote Counting Committee Mr. Vu Duc Dinh
16	11h05-11h15	Presentation of the draft Minutes and Resolutions of the General Meeting	Meeting Secretary
17	11h15-11h25	- Soliciting opinions from the General Meeting on the draft Minutes and draft Resolutions; comments received;	Chairman Nguyen Trong Tot, Chairman of the



No.	Time	Content	Responsible person
		- Voting on the approval of the Minutes and Resolutions of the General Meeting	BOD
18	11h25-11h30	Closing of the General Meeting	Chairman Nguyen Trong Tot, Chairman of the BOD



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Cam Pha, ..... 2025



**REGISTRATION FORM**

**For Attending the 2025 Annual General Meeting of Shareholders  
Vinacomin - Mong Duong Coal Joint Stock Company**

To: The Organizing Committee of the General Meeting of Shareholders

Name of shareholder (or authorized representative of institution): .....

Address: .....

ID Card/Citizen Identity Card (or Passport) No. .... Date of issue .....

Place of issue: .....

(Or) Business Registration Certificate No: ..... issued by  
..... on .....

Telephone: ..... Fax ..... Email.....

Hold: ..... common shares

I/We have received the Invitation Notice to attend the 2025 Annual General Meeting of Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company and hereby confirm to attend the General Meeting by the following method:

- **ATTENDING THE GENERAL MEETING IN PERSON**
- **AUTHORIZING A REPRESENTATIVE TO ATTEND THE GENERAL MEETING**

(Letter of Authorization attached)

We respectfully notify the Organizing Committee of the General Meeting for acknowledgement and consolidation./.

**Signature of Shareholder**

(Seal required if the shareholder is a legal entity)

**\* Note:**

- Shareholders are kindly requested to mark (x) in the corresponding box and return this form to the Organizing Committee of the General Meeting.

- If authorizing another person to attend, please enclose the Letter of Authorization and send it to the Company.



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**LETTER OF AUTHORIZATION**

(Regarding: Attending the 2025 Annual General Meeting of Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company)

**1. AUTHORIZING PARTY:**

Full name of individual/institution: .....  
ID Card/Passport/Business Registration Certificate No: ..... Date of issue.....  
Place of issue.....  
Address: .....  
Telephone: .....  
Number of shares held: .....  
(In words: ..... )

**2. AUTHORIZED PARTY:**

Full name: .....  
ID Card/Passport No: ..... Date of issue..... Place of issue.....  
Address: .....  
Telephone:.....  
Number of shares authorized: .....  
(In words: ..... )

If the shareholder is unable to attend and has not yet designated a representative, they may authorize one of the following members of the BOD of the Company (*please mark the box next to the selected authorized person*):

- Mr. Hoang Trong Hiep - Member of the BOD – General Director;
- Mr. Ngo Xuan Thuy - Member of the BOD – Deputy General Director
- Mr. Pham Van Tac - Member of the BOD – Independent Member;
- Mr. Vadym D'Omin - Member of the BOD.

**3. SCOPE OF AUTHORIZATION:**

The Authorized Party shall represent the Authorizing Party to attend the 2025 Annual General Meeting of Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company and fully exercise all rights and obligations at the General Meeting related to the number of shares authorized.

This Letter of Authorization is valid only during the 2025 Annual General Meeting of Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company. The parties undertake to strictly comply with the prevailing laws and the Charter of Vinacomin - Mong Duong Coal Joint Stock Company.

**AUTHORIZED PARTY**

(Signature, full name, and seal if applicable)

**AUTHORIZING PARTY**

(Signature, full name, and seal if applicable)

**Note:** The authorized person attending the General Meeting of Shareholders shall not authorize another person to attend on their behalf.



VIETNAM NATIONAL COAL AND MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
VINACOMIN - MONG DUONG COAL JOINT STOCK COMPANY

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**DOCUMENTS**  
**2025 ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS**

*Cẩm phả, ngày 29 tháng 4 năm 2025*





**LIST OF DOCUMENTS**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

No.	Document Title	Note
1	Regulation on Organizing the 2025 Annual General Meeting of Shareholders	x
2	Report on the Company's Production and Business Results in 2024 and the Production and Business Plan for 2025, Orientation of key targets in the 5-year plan 2026–2030	x
3	2024 Audited Financial Statements	x
4	Proposal on the 2024 profit distribution plan; dividend payment; allocation and use of funds	x
5	Report proposing the 2024 dividend rate	x
6	Report on payment of remuneration, allowances, salaries, bonuses, and other benefits for the BOD, BOS, and BOM in 2024; Plan for payment of remuneration, allowances, salaries, bonuses, and other benefits for the BOD, BOS, and BOM in 2025.	x
7	Report of the BOD on corporate governance and the performance of the BOD in 2024, direction for 2025	x
8	Report on the performance of the Independent Member of the BOD in 2024 and assigned tasks for 2025	x
9	Report on the Supervisory Board's activities and appraisal of the Company's audited 2024 financial statements;	x
10	Report of the Supervisory Board on the assessment of the performance of the Board of Directors and the General Director in 2024;	x
11	Report of the Supervisory Board proposing the selection of an independent auditing firm to audit the Company's 2025 financial statements	x
12	Proposal on related-party transactions under the authority of the General Meeting of Shareholders for approval;	x
13	Draft Resolution of the 2025 Annual General Meeting of Shareholders	x
14	Notice on related parties	x
15	Sample voting ballots, voting cards, and request-to-speak forms	x

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
VINACOMIN-MONG DUONG COAL JOINT STOCK  
COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
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*Cam Pha, April ..., 2025*



/QC-TMD

**REGULATION ON ORGANIZING  
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
VINACOMIN - MONG DUONG COAL JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its guiding documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter on Organization and Operation of the Company as approved by the Annual General Meeting of Shareholders on April 24, 2021; Pursuant to Plan No. 312/KH-TMD dated January 21, 2025 of the Board of Directors of Vinacomin - Mong Duong Coal Joint Stock Company; The Board of Directors hereby drafts the Regulation on Organizing the 2025 Annual General Meeting of Shareholders with the following contents:

**Chapter I  
GENERAL PROVISIONS**

**Article 1. Scope and subjects of application**

1.1. This Regulation applies to the organization of the 2025 Annual General Meeting of Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company.

1.2. This Regulation specifically provides for the rights and obligations of shareholders, authorized representatives attending the General Meeting, and other participating parties, as well as the conditions and procedures for conducting the General Meeting.

1.3. Shareholders, authorized representatives attending the General Meeting, and other participating parties are responsible for complying with the provisions of this Regulation.

**Chapter II  
RIGHTS AND OBLIGATIONS**



## **OF PERSONS ATTENDING THE GENERAL MEETING**

### **Article 2. Conditions, rights, and obligations of shareholders or authorized representatives attending the General Meeting**

2.1. Conditions for attending the General Meeting: Persons eligible to attend the General Meeting are shareholders or authorized representatives (in writing) of one or more shareholders whose names are on the list of shareholders of the Company as of the record date of March 21, 2025, as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).

2.2. Rights of shareholders or authorized representatives attending the General Meeting:

a) Attend the General Meeting in person or authorize another person to attend in writing using the form provided by the Company;

b) Discuss and vote on all matters under the authority of the General Meeting in accordance with the Law on Enterprises, other relevant legal documents, and the Charter of the Company;

c) Be informed by the Organizing Committee of the content and agenda of the General Meeting;

d) Each shareholder or authorized representative attending the General Meeting shall receive a voting card, voting ballot, and documents immediately after registration with the Shareholder Eligibility Verification Committee;

e) Shareholders or authorized representatives who arrive late but before the General Meeting ends may still register and vote on any matters not yet voted on. In this case, the Chair is not required to pause the General Meeting, and the validity of any previous voting results remains unaffected.

2.3. Obligations of shareholders or authorized representatives attending the General Meeting:

a) Shareholders or authorized representatives attending the General Meeting must bring their Identity Card or Citizen Identity Card, ..., Letter of Authorization (for authorized representatives), and register with the Shareholder Eligibility Verification Committee;

b) Dress formally;

c) Audio or video recording of the General Meeting must be publicly notified and approved by the Chair of the General Meeting;

d) Register to speak at the General Meeting in accordance with regulations, comply with the speaking time, and ensure the content is within the scope of the agenda of the General Meeting;

e) Speak and vote in accordance with the instructions of the Organizing Committee of the General Meeting and under the direction of the Chair of the General Meeting;

f) Do not engage in acts that obstruct or disrupt order, causing the Meeting not to proceed fairly and lawfully;

g) Do not cause disturbance or obstruct the normal proceedings of the General Meeting;

h) Comply with the authority of the Chair of the General Meeting;

i) Strictly comply with the Regulation and respect the outcomes of the General Meeting.

### **Article 3. Rights and obligations of the Shareholder Eligibility Verification Committee**

3.1. The Shareholder Eligibility Verification Committee consists of one (01) Head and members as decided by the Board of Directors (“BOD”) of the Company to perform the following functions and duties:

a) Verify the eligibility of shareholders or authorized representatives attending the General Meeting: Require shareholders and guests attending the General Meeting to present their Identity Card or Citizen Identity Card..., and Letter of Authorization (for authorized representatives);

b) Distribute to shareholders or authorized representatives attending the General Meeting: Voting cards, voting ballots, and other relevant documents;

c) Report to the General Meeting on the result of shareholder eligibility verification at the following times:

- Prior to the commencing of the General Meeting;

- Prior to each voting session of the General Meeting if there is any change in the number of shareholders registered to attend (due to late shareholders registering to attend the Meeting).

d) Perform other tasks as assigned by the Organizing Committee of the General Meeting or the Chair of the General Meeting.

3.2. The Shareholder Eligibility Verification Committee has the right to establish a supporting unit to fulfill the Committee’s tasks.

### **Article 4. Rights and obligations of the Chair and Secretary of the General Meeting**

4.1. The Chairman of the Company’s BOD is the Chair of the General Meeting. The Presidium of the General Meeting consists of the Chair and Members of the Company’s BOD.

4.2. The Chair’s decisions on matters of order, procedure, or events arising outside the agenda of the General Meeting shall be final and binding.



4.3. The Chair shall take actions deemed necessary to conduct the General Meeting lawfully and orderly, or to ensure the Meeting reflects the will of the majority of attending shareholders.

4.4. Without requiring the consent of the General Meeting, the Chair may at any time postpone the General Meeting to another time (in accordance with the provisions of the Law on Enterprises and the Charter of the Company) and to another location as decided by the Chair if:

a) The meeting location does not have sufficient convenient seating for all attendees;

b) There are attendees who engage in obstructive or disruptive behavior, posing a risk of the Meeting not being conducted fairly and lawfully;

c) The postponement is necessary for the lawful conduct of the General Meeting.

4.5. The Chair has the right not to respond to or only to acknowledge shareholders' comments if such comments or proposals are outside the matters submitted to the General Meeting for opinion.

4.6. The Chair has the right to cut off a shareholder's speech if the shareholder speaks beyond the allotted time, raises issues outside the agenda, or repeats previously stated opinions.

4.7. The Chair has the right to request competent authorities to maintain order at the Meeting; and to expel individuals who show signs of causing disruption, do not comply with the Chair's authority, or obstruct the normal proceedings of the General Meeting.

4.8. The Chair shall appoint the Secretary of the General Meeting to take the minutes of the General Meeting and carry out supporting tasks as assigned by the Chair.

### **Chapter III**

#### **ORDER OF CONDUCTING THE GENERAL MEETING**

##### **Article 5. Conditions for conducting the General Meeting**

5.1. The General Meeting shall be conducted when the attending shareholders represent at least 51% of the total number of voting shares, based on the list of shareholders determined at the record date. In case more than 30 minutes have passed since the scheduled opening time of the General Meeting (as specified in the meeting agenda sent to shareholders), and the shareholders registered to attend do not represent at least 51% of the total number of voting shares according to the shareholder list at the record date, the meeting shall be considered not eligible to proceed.

5.2. If the General Meeting does not meet the conditions to proceed as stated above, the subsequent convocations and conduct of the General Meeting of

Shareholders shall be carried out in accordance with the Company's Charter and the Law on Enterprises.

**Article 6. Conducting the General Meeting**

6.1. The General Meeting shall be conducted in accordance with the sequence and agenda approved by the General Meeting.

6.2. The General Meeting shall discuss and approve the items on the General Meeting agenda one by one in the form of voting.

6.3. The General Meeting shall be closed after the Minutes and Resolution of the General Meeting are approved.

**Article 7. Speaking at the General Meeting**

Shareholders or authorized representatives of shareholders attending the Meeting must register by filling out a Request-to-Speak Form. In the form, shareholders must clearly state the question or the content of their remarks. The form shall be submitted to the Chair of the General Meeting for processing. When speaking, remarks must be concise and relevant to the topic being discussed and the agenda of the General Meeting. Each shareholder may speak for no more than 05 minutes. Shareholders shall not repeat opinions already raised by others, and only comments relevant to the agenda of the General Meeting shall be recorded in the Minutes of the Meeting.

**Article 8. Voting ballots, voting cards, and method of voting on decisions at the General Meeting**

8.1. Voting ballots and voting cards are stamped with the Company's seal and distributed by the Shareholder Eligibility Verification Committee to shareholders or authorized representatives attending the Meeting. The voting ballots and voting cards are coded with serial numbers, full name, signature of the shareholder or authorized representative, and other technical elements to facilitate accurate and convenient vote counting.

8.2. The voting value of a voting ballot or voting card is determined based on the number of voting shares owned or authorized to be represented by the shareholder attending the General Meeting.

8.3. Voting on the matters at the 2025 Annual General Meeting of Shareholders shall be conducted by raising voting cards and shall be announced immediately by the Chair of the General Meeting. Shareholders shall vote on each matter by raising their voting card when the Chair asks whether to approve / disapprove / abstain for each specific item. Each shareholder may raise their voting card only once per matter and must confirm their vote by marking one (1) of the three (3) corresponding boxes (approve, disapprove, abstain) on the voting ballot and submitting it to the Organizing Committee after the ending of the General Meeting.

**Article 9. Approval of decisions of the General Meeting**



Except for the matters specified in Clause 3, Article 21 of the Company's Charter, the decisions of the General Meeting of Shareholders shall be approved when 51% or more of the total number of votes of shareholders with voting rights who are present in person or through authorized representatives at the General Meeting approve.

**Article 10. Minutes of the General Meeting**

10.1. The proceedings of the organization of the General Meeting shall be recorded in the Minutes. The Chair of the General Meeting and the Secretary of the General Meeting shall be responsible for the accuracy and truthfulness of the Minutes.

10.2. The Minutes of the General Meeting shall be approved by the General Meeting before its conclusion and shall be disclosed and sent to shareholders in accordance with the provisions of law.

10.3. The Minutes of the General Meeting, the Minutes of Shareholder Eligibility Verification, and other documents recording the proceedings and results of the General Meeting must be archived at the Company's Headquarters.

**Article 11. Resolution of the General Meeting**

Based on the results of the General Meeting, the Chair shall prepare the Resolution of the General Meeting on the matters approved by the General Meeting. The Resolution must be read at the General Meeting for shareholders to approve before the Meeting is concluded.

**Article 12. Effectiveness of the Regulation**

12.1. This Regulation consists of three (03) Chapters and twelve (12) Articles and takes effect immediately after it is approved by the General Meeting through voting.

12.2. The General Meeting of Shareholders shall decide on any amendments or supplements to this Regulation.

**Recipients:**

- BOD, BOS (ecopy);
- Party Committee, Trade Union, Youth Union (ecopy);
- General Director, Deputy General Directors, Chief Accountant (ecopy);
- Shareholders of the Company;
- Office department (to post on Website);
- Archive: Office, Company Secretary.

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

**Nguyen Trong Tot**

*Cam Pha, April ... , 2025*



No. /BC- TMD

**REPORT  
ON THE IMPLEMENTATION OF THE RESOLUTION OF THE 2024  
GENERAL MEETING OF SHAREHOLDERS  
TASKS AND MANAGEMENT SOLUTIONS FOR THE 2025  
PRODUCTION AND BUSINESS PLAN**

To: Annual General Meeting of Shareholders 2025

Pursuant to the Charter on the organization and operation of Vinacomin - Mong Duong Coal Joint Stock Company approved by the General Meeting of Shareholders.

Performing the duties assigned by the Board of Directors, the Company Director would like to report to the General Meeting of Shareholders on the production and business results in 2024, tasks and solutions for production and business management in 2025 as follows:

**Part One  
RESULTS OF IMPLEMENTING THE 2024 PRODUCTION AND BUSINESS  
PLAN**

**I/ IMPLEMENTATION TARGETS IN 2024:**

**1. Difficulties and advantages:**

In 2024, the world situation continues to develop in a complex and unpredictable manner; political instability in some regions escalates, especially the tension in Europe and the Middle East, threatening to disrupt the global supply chain and energy market; the world economy still faces many significant challenges and risks. Financial and monetary policies are generally still tight in many countries, creating pressure on borrowing costs and increasing the risk of economic recession... In the country, the situation of natural disasters, storms and floods is complicated, causing great damage to people and property, especially in storm No. 3 (storm Yagi). However, under the leadership and close direction of the Central Government, the accompaniment of the National Assembly and agencies in the political system; the active participation and support of the People and Enterprises; With the cooperation and assistance of international friends, the socio-economic situation in 2024 continued to recover positively, achieving positive and comprehensive results in all areas, basically achieving the goals, it is estimated that 14/15 targets for the whole year will be achieved and exceeded, notably the target of increasing labor productivity exceeding the set plan after 3 years of not achieving it, international organizations continue to highly appreciate the development and economic growth prospects of Vietnam. Energy security and food security are ensured; the labor market is recovering positively.



For Vietnam National Coal And Mineral Industries Holding Corporation Limited, carrying out the political task of being responsible for providing enough coal to meet the needs of EVN's factories is a challenge, creating great pressure on the production, import and supply of coal of TKV, in the condition that domestic coal production output has decreased compared to recent years, the coal export license has been slow to be approved, so it was not until April 2024 that TKV started exporting coal; high-quality coal consumption is very low compared to the plan (due to the decrease in world coal prices and low demand from cement, fertilizer, steel factories, etc.) has significantly reduced the efficiency of coal production and business of TKV; many disadvantages of geological conditions have appeared, reducing coal production compared to the project and plan; increased mining costs and risks, especially labor safety, however, with the Group's drastic direction in implementing active solutions to promote production and consumption, all aspects of TKV's operations remained stable, successfully completing the production and business targets in 2024: Revenue reached 168.2 trillion VND. Profit reached 6.23 trillion VND, an increase of 1.85 trillion VND compared to the plan. State budget payment reached 25.5 trillion VND, equal to 100% of the plan. Average salary reached 17.95 million VND/person-month, equal to 109.2% of the plan. Washed coal produced 38.36 million tons, reaching 102.6% of the plan. Coal consumed 46.84 million tons, reaching 93.7% of the plan.

2024 is a year with many difficulties in production and business for Mong Duong Coal Joint Stock Company: Due to the exploitation of small-scale mines, the Company had to change the mine 20 times during the year/17 times in the annual plan; the geological conditions of the CGH mine mirrors changed a lot compared to the plan, the coal was soft and weak, the mirrors were broken, the mines had to be manually cut without using machines, affecting productivity and cutting progress, the output only reached 70% of the plan; the mine mirrors often had thin seams, encountered many cuts, and had to stop production on some days due to storm No. 3... Overcoming the above difficulties, the Company maintained good internal solidarity, focused on implementing flexible solutions to stabilize production, maintain security and order, social security, and speed up the implementation of investment projects. The Company has basically completed the main targets of the 2024 plan, the life and income of employees are at a high level in the Group.

## 2. Regarding the results of the key targets fulfilled in 2024:

No.	Category	Unit	Resolution of 2024 Shareholders' Meeting	Actual 2024	% Actual/Plan
<b>A</b>	<b>Manufacture</b>				
<b>I</b>	<b>Coal production</b>	<b>Ton</b>	<b>1,550,000</b>	<b>1,565,646</b>	<b>101.0</b>
1	Underground coal	Ton	1,550,000	1,565,646	101.0
<b>II</b>	<b>Kiln meter</b>	<b>M</b>	<b>19,800</b>	<b>20,301</b>	<b>102.5</b>
1	Excavation meter for production preparation (self-performed)	M	17,665	18,118	102.6
2	Excavation meter for production preparation (outsourced)	"	2,135	2,183	102.2
3	Excavation meter of anchor support tunnel	"	3,500	1,589	45.4



No.	Category	Unit	Resolution of 2024 Shareholders' Meeting	Actual 2024	% Actual/Plan
	- Excavation meter coefficient for production preparation	m/1000ton	12.77	12.97	101.5
<b>III</b>	<b>Cutting tunnel</b>	<b>M</b>	<b>4,360</b>	<b>4,716</b>	<b>108.2</b>
<b>B</b>	<b>Total coal consumption</b>	<b>Ton</b>	<b>1,550,000</b>	<b>1,567,026</b>	<b>101.1</b>
1	Raw coal delivered to NMT	Ton	1,535,000	1,552,565	101.1
2	Washed coal delivered to Logistics Companies	Ton	15,000	14,460.74	96.4
<b>C</b>	<b>Total Revenue</b>	<b>Million VND</b>	<b>2,493,011</b>	<b>2,615,245</b>	<b>104.9</b>
<b>D</b>	<b>Profit</b>	<b>Million VND</b>	<b>62,722</b>	<b>70,930</b>	<b>113.1</b>
<b>E</b>	<b>Average income</b>	<b>Million VND/person/month</b>	<b>19,096</b>	<b>21,564</b>	<b>112.9</b>
<b>F</b>	<b>Inventory</b>	<b>Ton</b>	<b>15,000</b>	<b>21,449</b>	<b>143.0</b>

*\* Comments and evaluation:* In 2024, the Company exceeded the main targets set by the Resolution of the Shareholders' Meeting, specifically as follows:

- Actual raw coal production is 1,565,646 tons/plan 1,550,000 tons, equal to 101% of the 2024 plan;

- New tunnel meters implemented in 2024: 20,301 m/plan 19,800 m, equal to 102.5% of the 2024 plan.

- Actual coal consumption in 2024: 1,567,026 tons/plan 1,550,000 tons equal to 101.1% of the 2024 plan;

- Actual revenue in 2024: 2,615,245 million VND/plan 2,493,011 million VND, equal to 104.9% of the 2024 plan.

- Actual financial profit in 2024: 70,930 million VND/plan 62,722 million VND equal to 113.1% of plan

- Labor and income: The number of employees on the list on December 31, 2024 is 3,346/plan 3,351 people, equal to 99.8% of the plan; the number of employees increased in the period by 219 people, the number of employees decreased in the period by 248 people; The average salary of the whole Company in 2024 reached: 21,564,000 VND/person/month/plan: 19,096,000 VND/person/month, reaching 112.9% (Increased by 104.7% compared to the same period in 2023). In which: Mining and tunneling workers: 24,501,000 VND/person/month/plan: 21,819,000 VND/person/month, reaching 112.3% (Equal to 106.6% compared to the same period in 2023).

**3. In addition, the company's production and business situation in 2024 is basically summarized by 10 outstanding achievements and highlights as follows:**

3.1. This is the 6th consecutive year that the Company has achieved the designed underground coal output (>1.5 million tons/year), of which January achieved a record underground coal output of >170,000T.

3.2. A year of great success in long-term strategic work, clearing and preparation: At the end of the year, the work of clearing the -250/-400 level reached 97% of the plan and completed 61% of the plan for improving transport capacity. The decision to approve the investment policy and the investor of the Mong Duong coal mine phase II exploitation



project (adjusted) were approved to create a premise for the mine to develop systematically, ensuring the support area for the following years when gradually ending the exploitation level above -250.

3.3. As a year of continued success in technological innovation, by the end of 2024, the XDY hydraulic support furnace technology had completely replaced the frame and chain support technology, contributing to increased productivity and safety factor.

3.4. Being a successful year in terms of labor management and effective use, combined with reasonable salary incentives, 2024 does not need to recruit enough human resources according to the human resource plan but still meets the production line of the Company.

3.5. The year of taking care of workers' lives and improving the landscape and environment of the mine continued to be maintained and significantly improved. Maintaining buffet meals and energy drinks to ensure nutrition for employees; organizing weekend vacations for employees and families of excellent miners with their wives and children to vacation in Ha Long, Mong Cai, organizing quarterly hot mineral baths for excellent employees at Vinacomin Geology And Mineral Resources Joint Stock Company.

3.6. This is a year of great success in the reception and management of new students and workers thanks to the care and attention of the Company's leaders and organizations, and especially the care, supervision and guidance of the Workshops, so the number of students dropping out of school during the internship period in 2024 was only 8.3% (13/157), reaching and exceeding the target assigned by TKV of 10%, contributing to increasing the rate of students graduating from school, ensuring human resources to meet production requirements.

3.7. This is the year to prepare for the implementation of the Party cell congress for the term 2025÷2027, initially achieving certain successes, creating the premise for the successful implementation of the Party cell congress at the Company and TKV levels in 2025.

3.8. The emulation work in culture, sports and tourism has achieved many successes, notably winning second prize in the movement block of the National Sports Festival organized by TKV Group in November 2024; ranking second in the cultural and sports competition in Cam Pha region in 2024; Gold medal in men's tug of war and Silver medal in women's stick pushing when participating in the TKV National Sports Tournament in March 2024, Gold medal in men's chess when participating in the Chess Tournament organized by TKV Group in June 2024.

3.9. The implementation of grassroots democracy regulations continues to receive due attention and is increasingly going into depth and order: The Company has established a hotline dedicated to receiving feedback and recommendations from employees. In addition, major and important issues are discussed by the Company's leaders before deployment and implementation.

3.10. Corporate governance continues to receive due and in-depth attention. Rules and regulations are reviewed comprehensively to be revised and perfected to serve the Company's operations, control, and governance.

#### **4. Reasons for success in 2024 :**

To complete the 2024 plan targets right from the beginning of the year, the Board of Directors and the Company's operating system have implemented many solutions, identifying key goals as a guiding principle for operations during the year. The reasons for that success are:



4.1. With the close guidance of the Group, the Group's leaders and specialized departments regularly pay attention to and help the Company resolve difficulties in the production and business process.

4.2. The Company has had many flexible solutions suitable to the Company's specific conditions, the general developments of the Group and is resolute in management, always proactive, focusing resources on investing in mine development, technological innovation, expanding production scale and implementing deep mine exploitation projects, along with the Company's management and operation mechanism being increasingly perfected and closer to reality; offering many solutions suitable to each specific condition and circumstance, while strengthening production and management operations in all fields.

4.3. The technical, professional and production management systems are continuously strengthened to improve professional and technical skills, meeting the requirements of increasingly smooth and planned production management, minimizing all bottlenecks, in which the management of equipment maintenance, repair and transportation in the furnace plays an important role. Increase study tours to other units to improve qualifications.

4.4. Democracy in the Company has been focused on, thereby promoting the strength of the entire political system; The efforts of employees, especially the team of workers, have promoted the strength of discipline and unity to overcome difficulties to complete the task. The Trade Union, Youth Union, and Veterans Association have coordinated with professionals in the production emulation movement, providing timely encouragement. The departments have done a good job of advising in management to bring about work efficiency.

4.5. Harmonious relations with internal and external units of the Group, with functional agencies and local authorities at all levels.

#### **5. Existing problems and limitations in the management of the 2024 production and business plan.**

In addition to the achievements, in 2024 the company still had some shortcomings that need to be learned from for 2025 and the following years.

5.1. Safety work: This is the top goal set at the beginning of the year. The Company leads, directs, and instructs in documents on strengthening occupational safety and health work, organizing experience sharing, and improving inspection skills for departments and production command officers of workshops. However, the results have not met the requirements: There were 2 incidents that killed 2 people (DL4, DL1), and 43 occupational accidents.

Reason: The inspection of production sites by the management apparatus of units is dense but has not detected all violations and risks that can cause incidents and occupational accidents in order to have timely remedial measures; the experience and skills in inspection and control of occupational safety and health of some officers are still limited. Production conditions in some places do not ensure industrial hygiene, working environment, and microclimate conditions. Propaganda and dissemination work has had many innovations but is still not effective, some officers and workers are still not aware, self-conscious, and self-reliant on occupational safety and health, and still violate the prescribed procedures; some workshops have not really seriously implemented it.

5.2. The implementation of corporate culture has gradually changed and become more systematic, however, there are still some employees who have not implemented it properly and have poor awareness of compliance with rules and regulations.

#### **6. Lessons learned:**



6.1. One is: Closely follow the leadership of TKV while maximizing the democratic spirit, thereby promoting the strength of the entire political system; promoting the tradition of "Discipline and unity", the spirit of solidarity, unity, and determination to overcome difficulties to complete the assigned production and business tasks.

6.2. Second: Promote the role of leaders in performing tasks, be determined to lead, and give decisive direction; proactively grasp the situation from afar and early on to have timely leadership solutions; mobilize the active participation of mass organizations to carry out tasks together.

6.3. Be proactive, flexible and creative in management; seize opportunities, seek attention, help and support from the Party Committee and government of Quang Ninh province and localities in the province; strengthen coordination to overcome difficulties in performing tasks.

## Part Two

### TASKS AND SOLUTIONS FOR MANAGING PRODUCTION AND BUSINESS PLAN IN 2025

Assessment of difficulties: 2025 is considered a year of many fluctuations due to increasing and continuing geopolitical conflicts. Mineral prices on the market are constantly fluctuating, and domestic coal prices since 2019 have not been adjusted. For the Company, 2025 is a pivotal year for implementing the Technical Plan to ensure sustainable mine development. The geological conditions of the mine are forecasted to have many fluctuations and differences from the plan, making it difficult for the process of planning and technology management, increasing production costs.

Advantages: Over the years, the Company has always accurately predicted difficulties and had solutions to ensure that production is not blocked, ensuring enough jobs and income for workers. Entering 2025, the Company's staff and employees with the tradition of autonomy, promoting internal creativity with the tradition of "Discipline and unity" closely following the leadership and direction of the Group with the general goal of the whole TKV is "Safety - Solidarity - Development - Efficiency". Vinacomin - Mong Duong Coal Joint Stock Company sets out the following directions and tasks for 2025:

#### A. Key production and business targets in 2025.

No.	CATEGORY	Unit	Production and Business Plan	Note
<b>A</b>	<b>Manufacture</b>			
<b>I</b>	<b>Coal production</b>	<i>Ton</i>	<b>1,650,000</b>	
1	Underground coal production	"	<b>1,650,000</b>	
<b>II</b>	<b>Kiln meter</b>	<i>M</i>	<b>19,000</b>	
1	Excavation meters for production preparation (self-performed)	"	16,600	
2	Excavation meters for production preparation (outsourced)	<i>M</i>	2,400	
	Meter of furnace supporting anchor	"	1,000	
<b>III</b>	<b>Cutting tunnel</b>	<i>M</i>	<b>4,680</b>	

No.	CATEGORY	Unit	Production and Business Plan	Note
1	Self-performed	"	3,480	
2	Outsourcing	"	1,200	
<b>B</b>	<b>Total coal consumption</b>	<i>Ton</i>	<b>1,650,000</b>	
1	Raw coal	"	1,638,000	
2	Washed coal	<i>Ton</i>	12,000	
<b>C</b>	<b>Investment value</b>	<i>Million VND</i>	<b>193,373</b>	
	Construction	"	17,263	
	Equipment	"	167.104	
	Other	"	9,006	
<b>D</b>	<b>Total Revenue</b>	<i>Million VND</i>	<b>2,654,271</b>	
<b>E</b>	<b>Profit</b>	<i>Million VND</i>	<b>32,265</b>	
<b>F</b>	<b>Average income</b>	<i>Thousand VND/ Person/ Month</i>	<b>19,975</b>	
<b>G</b>	<b>Inventory</b>	<i>Ton</i>	<b>15,000</b>	

## **B. Goals and solutions for direction and management in 2025.**

### **1. Objective:**

Safety work and working environment will be improved and ensured by 2024. No occupational accidents, serious incidents and catastrophic incidents will occur, and serious and minor occupational accidents and type II and III incidents will be minimized.

Complete the 2025 Business Plan targets signed with the Group.

Ensure enough jobs for all employees, stable income for workers, average salary > 19,975 Thousand VND/person/month; miner income > 21,964 Thousand VND/person-month.

Improve working conditions, enhance material and spiritual life for workers.

Maintain good internal solidarity, maintain and develop community relations. The common goal is: "**SAFETY - SOLIDARITY - DEVELOPMENT - EFFICIENCY**".

### **2. Key solutions in 2024:**

#### **2.1. Strategic solutions long term, open preparation**

Adjusting and extending license No. 2760/GP-BTNMT issued on December 31, 2008 (*License valid until December 31, 2025*) : This is the top priority task in 2025 for the Company to develop stably and sustainably.

Completing the Mine Development Strategy (Plan to clear and open the seam, expand Mong Duong mine to Bac Coc Sau mine area).

Concentrate resources, coordinate with contractors to arrange maximum mirrors to speed up the construction progress of the XV TT tunnel system, station, power station, pumping tunnel... at -400 level to clear and prepare to ensure the pillow area for the Company in the following years when gradually ending the exploitation level above -250.



- Quarter III: Strive to produce no less than 24% of the annual output plan.
- Quarter IV: Production is not less than 26% of the annual output plan.

Develop a plan for transition from mining level -250 to level -400, from which a schedule for mobilizing equipment and human resources can be developed. Implement solutions to synchronize the pumping system, mine warehouse, power station, and transportation chain system.

Establish a clearance diagram for the seams to ensure compliance with the transportation plan of level -400, as a guide for the design work and construction of investment plans for production equipment in the following years.

Maintain ventilation for the mine shafts with 2 fans and 2 independent power sources, turn on the ventilation fans for the shafts 24 hours a day, hand over shifts on-site for local fan operation; install sufficient wind and gas measuring devices according to TKV regulations. Continue to coordinate with consulting units to survey, analyze, and re-evaluate the mine ventilation network, thereby finding optimal solutions to improve the working environment for workers.

Lower furnace conveyor system (-97.5/-250) G9.CĐ is put into operation to reduce the load on the underground mine conveyor line -97.5/-250 TT, improving coal transportation capacity. Renovating and putting the main vertical shaft at level +16/-97.5 TT into service for soil and rock transportation, reducing the load on the auxiliary vertical shaft at level +5/-97.5 TT, the auxiliary vertical shaft is concentrated to transport people and materials, thereby improving the material transportation capacity for the mine.

Continue to review the passenger transport system to minimize walking distance for workers. Install maximum interlocking for coal transport lines, reduce auxiliary line manpower.

### **3.3. Investment- land administration - environment work :**

#### **3.3.1. Investment work:**

Investment plan for 2025 total value: 193,373 million VND. Of which:

- Construction: 17,262 million VND
- Equipment: 167,104 million VND
- Other expenses: 9,006 million VND

#### **3.3.2. Environmental Work:**

The 2024 environmental protection plan continues to be developed on the basis of meeting the requirements of the Law on environmental protection with a total cost of 69,285 million VND.

#### **3.3.3. Land management:**

Compensation work - Land acquisition: Coordinate with the Project Management Board on land acquisition for group 1, zone 13, Mong Duong ward to approve compensation plan for remaining households.

### **3.4. Professional work:**

Strengthen and further improve the efficiency and quality of corporate governance. Promote corporate legal affairs and risk management. Rules and regulations continue to be reviewed in general for editing and completion to serve the operation, control and governance of the Company.

Based on the total cost of TKV assigned to the Company in the Business Plan at the beginning of the year; proceed to separate each type of cost in detail to assign to groups and individuals such as Deputy Directors, Directors. Manage and operate during the year according to functional tasks to ensure that the cost level assigned by TKV is not exceeded.

Develop a salary plan according to TKV's regulations and state regulations, pay attention to the incentive mechanism for employees and the incentive mechanism for projects requiring progress. Analyze labor productivity for each specific job, close to reality, promptly to serve as a basis for adjusting the norms and unit prices of wages for each stage, each work stage, each specific production area, in accordance with reality.

Check, review, synthesize and analyze promptly and accurately the implementation of the cost quotas in production units, based on TKV's cost quotas, find out any unreasonable



Implement additional exploration drilling projects for the mine areas.

## **2.2. Solution to maintain mining capacity to ensure project capacity of 1.5 million tons:**

Maintain 01 CGH longwall, at the same time mobilize 01 more longwall with high capacity (thick seam longwall) in the L7.VM seam area to ensure the output assigned by TKV. The excavation work to prepare the area for the CGH longwall must be calculated to ensure the installation of a support frame at once to reduce until the end of the longwall, avoiding the installation of additional extended frames that will affect the productivity and output of the whole year.

Focus on solutions to put the chain-supported longwall (first investment in 2024) into production in the first quarter of 2025; Have a plan to transfer and use the ZH1600 and ZH1800 hydraulic supports to have a mobilization plan, effectively apply to exploitation according to each condition, suitable geological area, improve the productivity of the longwall; Maintain coal mining with longwall support technology using ZRY soft support rig to exploit steep seams for the Ha10a.CĐ seam, L7.CĐ seam and G9 Vu Mon seam to maximize the exploitation of resources in other areas with slopes  $>45^{\circ}$

Schedule the critical path for the construction of the opening of the seam area to prepare the area in time for the workshops in 2025 and the following years; Review and reorganize the cycle organization chart for mining and tunneling, minimize auxiliary service lines, focus enough human resources on the main production stage to increase the capacity of the longwall and tunneling (longwalls and tunneling mirrors are reviewed and arranged sufficiently to achieve technical capacity) to increase labor productivity.

## **2.3. Solutions for mobilizing human resources and restructuring work according to TKV model:**

In 2025, the Company plans to recruit a total of 265 employees (including re-recruitment); coordinate with the Vietnam Coal and Minerals College to recruit 200 people, continue to implement training and fostering for interns and new workers according to the Framework Program issued with Decision No. 2858/QĐ-TMD, dated November 11, 2020 to improve the skills of interns and new workers to meet the production requirements of the Company, deploy fundamental solutions, use appropriate labor arrangements along with solutions to increase labor productivity to restructure the workforce, minimize management labor, indirect labor for supporting services to maintain and ensure the ratio according to the Group's model.

Continue to implement solutions on income and promotion to retain, attract and create advantages in labor competition, avoiding the situation of recruitment and dismissal.

### **3. Solutions in each field:**

#### **3.1. Safety and Health Work, CMB Department.**

With the motto "Safety for production - Production must be Safe" Determined not to have any catastrophic incidents (mine flooding, water leakage, gas explosion, broken hoist cable); No serious labor accidents or type (I, II) incidents ; Minimize other incidents and accidents ; prevent fire and explosion incidents from occurring in the Company.

#### **3.2. Operation and technical work:**

Improve the practicality of the solution, fully carry out the steps of site survey, discuss and agree with the unit before making the design. Actively follow the production progress, check to complete the technological design stages to ensure production requirements.

Sticking to the plan to stabilize the production, taking advantage of favorable weather from the beginning of the year, being determined in operations, the units strive to ensure the output of coal mined and dug each month and quarter:

- Quarter I: Production is not less than 25% of the annual output plan.
- Quarter II: Production is not less than 25% of the annual output plan.



implementation to make timely adjustments; on that basis, settle the cost quotas for units according to specific and accurate stages and tasks.

Check and carefully review the legality of documents; strengthen debt collection measures. Control funds, determine spending for the right purposes according to the Regulations; Quarterly collect and publicize the Social Activity Fund.

**3.5. Security, Legal, Fire Prevention, Military, and Public Security at the opening ceremony:**

Implement tasks according to the protection plan to maintain the work of ensuring and protecting the safety of key economic targets, resources, assets, and mining boundaries.

Comply with the requirements of the Law on Fire Prevention and Fighting, prevent and minimize the occurrence of fires and explosions, promptly detect the causes of fires and explosions, and prevent the worst cases from causing damage to people and the Company's property.

Base on the Company's production and business situation, develop and implement an inspection plan to ensure that the Company's production and business activities comply with the law.

**3.6. Emulation, propaganda, life and social work:**

Taking the health of workers as the top priority, we must be dedicated and thoughtful in the service process: from quantitative meals, bathing, traveling to entertainment, sightseeing, relaxation and medical examination and treatment for workers.

Maintain and promote cultural, artistic and sports movements well, as a driving force for production. Continue to implement the planning and construction of mine models in a systematic manner, in the direction of "Green, clean, beautiful, neat"

Maintain good relationships with relevant agencies and businesses in the area. Create maximum employment opportunities for local workers, contributing to the construction and stability of society.

To achieve the goals and requirements of production and business; the Company agrees on the following contents:

- Take the rules, regulations and provisions of the Company, the Group and the State as the principles in management and discipline.

- Perform functions and tasks correctly, in the spirit of cooperation, equality, democracy, maintain good horizontal coordination between departments, between departments and production units and between production units.

All employees in the Company, with a spirit of discipline and unity, do well the assigned work according to the assigned responsibilities and tasks because of the motto "Safety – Solidarity – Development – Efficiency".

Above is the report on production and business performance in 2024 and the goals, tasks and solutions for operating the production and business plan in 2025 of Vinacom - Mong Duong Coal Joint Stock Company.

Thank you very much./.

**Recipient**

- Shareholders of the Company;
- BOD; BOS; Director (ecopy);
- Planning Department, Human Resources and Administration Department, Secretary (ecopy);
- Archive: Office, Planning Department (2); Secretary.

**DIRECTOR**

**Hoang Trong Hiep**





No.	Target	Unit	5-year Plan					5-Year Total
			Year 2026	Year 2027	Year 2028	Year 2029	Year 2030	
2.2	Washed coal sent to screening at mine	„	10	10	10	10	10	50
	- Washed coal from raw coal	„	10	10	10	10	10	50
2.3	Coal consumed (delivered to TKV)	1000t	1.500,0	1.500,0	1.500,0	1.500,0	1.500,0	7.500
a	Raw coal delivered to the Coal Processing Company	„	1.490,0	1.490,0	1.490,0	1.490,0	1.490,0	7.450
b	Washed coal delivered to the Logistics Companies	„	10	10	10	10	10	50
3	<b>Total revenue</b>	Million VND	<b>2.605.678</b>	<b>2.616.828</b>	<b>2.608.647</b>	<b>2.568.698</b>	<b>2.554.916</b>	<b>12.954.767</b>
4	<b>Profit</b>	Million VND	<b>30.355</b>	<b>30.411</b>	<b>30.270</b>	<b>30.171</b>	<b>30.102</b>	<b>151.309</b>
5	<b>Labor – Wages</b>							
	- Standardized headcount	Person	3.732	3.751	3.720	3.769	3.815	3.757
	- Average salary	1000VND/ person-month	20.487	21.631	22.583	23.897	25.453	22.810

Respectfully submitted to the Shareholders for consideration and approval./.

**Recipients:**

- Shareholders of the Company;
- BOD, BOS;
- SSC; HNX;
- Archived in General Meeting documents.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
MEMBER OF THE BOD**

**Hoang Trong Hiep  
GENERAL DIRECTOR**





<b>B- LONG-TERM ASSETS</b>	<b>200</b>	-	<b>696,495,384,826</b>	<b>669,189,920,349</b>
<b>I - Long-term receivables</b>	<b>210</b>		<b>20,896,779,097</b>	<b>23,874,862,568</b>
<b>II - Fixed assets</b>	<b>220</b>		<b>481,858,262,504</b>	<b>488,745,129,240</b>
1. Tangible fixed assets	221	VI.9	481,643,136,402	488,373,586,748
2. Financial lease fixed assets	224	VI.11	-	-
3. Intangible fixed assets	227	VI.10	215,126,102	371,542,492
<b>III - Investment property</b>	<b>230</b>	VI.12	-	-
<b>IV - Long-term construction in progress</b>	<b>240</b>	<b>VI.8</b>	<b>32,995,900,178</b>	<b>1,016,307,784</b>
<b>V - Long-term financial investment</b>	<b>250</b>		-	-
<b>VI - Other long-term assets</b>	<b>260</b>		<b>160,744,443,047</b>	<b>155,553,620,757</b>
<b>TOTAL ASSETS (270=100+200)</b>	<b>270</b>		<b>1,186,219,315,309</b>	<b>1,098,574,193,791</b>
<b>EQUITY AND LIABILITIES</b>	<b>CODE</b>	<b>EXPLANATORY NOTES</b>	<b>ENDING BALANCE</b>	<b>BEGINNING BALANCE</b>
<i>A</i>	<i>B</i>	<i>C</i>	<i>I</i>	<i>2</i>
<b>C- LIABILITIES (300=310+320)</b>	<b>300</b>	-	<b>847,881,106,004</b>	<b>760,605,229,645</b>
<b>I. Short-term liabilities</b>	<b>310</b>		<b>707,938,736,653</b>	<b>628,458,655,307</b>
<b>II. Long-term liabilities</b>	<b>330</b>		<b>139,942,369,351</b>	<b>132,146,574,338</b>
<b>EQUITY AND LIABILITIES</b>	<b>CODE</b>	<b>EXPLANATORY NOTES</b>	<b>ENDING BALANCE</b>	<b>BEGINNING BALANCE</b>
<i>A</i>	<i>B</i>	<i>C</i>	<i>I</i>	<i>2</i>
<b>D - OWNER'S EQUITY (400=410+430)</b>	<b>400</b>	-	<b>338,338,209,305</b>	<b>337,968,964,146</b>
<b>I. Owner's equity</b>	<b>410</b>		<b>338,338,209,305</b>	<b>337,968,964,146</b>
1. Contributed capital of the owner	411	VI.25a	214,183,460,000	214,183,460,000
2. Development investment fund	418	VI.25e	7,825,181,705	7,825,181,705
11. Undistributed profit after tax	421	VI.25a	116,329,567,600	115,960,322,441
- Undistributed profit after tax from previous period	421a		63,002,822,911	63,002,822,911

- Undistributed profit after tax this period	421b		53,326,744,689	52,957,499,530
<b>II. Funding sources and other funds</b>	<b>430</b>		-	-
1. Funding sources	431	VI.28	-	-
2. Funding sources formed fixed assets	432		-	-
<b>TOTAL EQUITY AND LIABILITIES (440=300+400)</b>	<b>440</b>		<b>1,186,219,315,309</b>	<b>1,098,574,193,791</b>

**Part II  
INCOME STATEMENT**

INDICATORS	CODE	EXPLANATORY NOTES	ACCUMULATED FROM BEGINNING OF YEAR TO END OF QUARTER	
			YEAR 2024	YEAR 2023
1. Revenue from sale of goods and provision of services	01	VII.1	2,612,354,731,157	2,697,441,780,864
2. Deductions from revenue	02	VII.2	-	-
3. Net revenue from sale of goods and provision of services (10 = 01-02)	10		2,612,354,731,157	2,697,441,780,864
4. Cost of goods sold	11	VII.3	2,339,208,787,053	2,434,327,959,836
5. Gross profit from sale of goods and provision of services (20=10-11)	20		273,145,944,104	263,113,821,028
6. Financial income	21	VII.4	854,485,430	865,162,707
7. Financial expenses	22	VII.5	18,051,488,539	28,893,462,066
<i>Of which: Interest expenses</i>	23		<i>18,051,488,539</i>	<i>28,893,462,066</i>
8. Selling expenses	25	VII.8a	13,408,359,930	18,438,850,233
9. General and administrative expenses	26	VII.8b	173,321,227,924	150,085,762,871
10. Operating profit {30=20+(21-22)-(25+26)}	30		69,219,353,141	66,560,908,565
11. Other income	31	VII.6	2,221,120,029	1,402,677,987
12. Other expenses	32	VII.7	726,954,674	547,140,190
13. Other profits (40= 31-32 )	40		1,494,165,355	855,537,797
14. Total profit before tax (50=30+40)	50		70,713,518,496	67,416,446,362
15. Current corporate income tax expenses	51	VII.10	17,386,773,807	14,458,946,832
16. Deferred corporate income tax expenses	52		-	-
17. Profit after corporate income tax (60= 50-51-52)	60	VII.11	53,326,744,689	52,957,499,530
18. Basic earnings per share (*)	70		2,490	2,473
19. Diluted earnings per share (*)	71			

**Part III  
BASIC FINANCIAL RATIOS**

**1. Implementation of financial ratios**

No.	Ratio	Year 2024	Year 2023	% increase, decrease
<b>1</b>	<b>Liquidity Ratios</b>			
+	Current ratio	0.69	0.68	101.47
	Current assets/current liabilities			



+	Quick ratio	0.62	0.59	105.08
	(Current Assets-Inventories)/Current Liabilities			
<b>2</b>	<b>Capital Structure Ratios</b>			
+	Debt/Total Assets Ratio	0.71	0.69	102.9
+	Debt/Equity Ratio	2.51	2.25	111.56
<b>3</b>	<b>Performance Ratios</b>			
+	Inventory Turnover	42.01	40.05	104.89
	Cost of goods sold/Average inventory			
+	Net Revenue/Total Assets	2.20	2.46	89.43
<b>4</b>	<b>Profitability Ratios</b>			
+	Profit after tax/Net revenue ratio	0.02	0.02	100
+	Profit after tax/Owner's equity ratio	0.16	0.16	100
+	Profit after tax/Total assets ratio	0.04	0.05	80
+	Operating profit/Net revenue ratio	0.03	0.02	150

## 2. Evaluation of capital preservation and development

### 2.1. Level of capital preservation:

- The net profit margin in 2024 reached 2.04%, an increase of 0.08% compared to 2023 (1.96% in 2023);

- The return on assets (ROA) in 2024 reached 4.5%, a decrease of 0.32% compared to 2023 (4.82% in 2023);

- The return on equity (ROE) in 2024 reached 15.8%, a decrease of 0.43% compared to 2023 (16.23% in 2023);

- Capital preservation capability: In 2024, the Company recorded a profit of 70,714 million VND. The Company made provisions and purchased property insurance as required. The capital entrusted by TKV was preserved.

### 2.2 Level of implementation of financial ratios:

- The current ratio in 2024 was 0.69 times, compared to 0.68 times in 2023, which is better than the 2024 financial target set by TKV (target: 0.50 times).

- The debt-to-equity ratio in 2024 was 2.5 times, compared to 2.25 times in 2023 - an increase of 0.25 times over 2023 and a decrease of 0.41 times compared to the 2024 financial target set by TKV (2.91 times). The Company achieved a better result for the debt-to-equity ratio than the target assigned by the Board of Directors.

General assessment: The Company is capable of meeting its due obligations and maintains a safe financial position.

Respectfully reported./.

#### Recipients:

- Shareholders of the Company;
- BOD; BOS; General Director (ecopy);
- Accounting department, Secretary (ecopy);
- Archive: Office, Accounting (2); Secretary.

**GENERAL DIRECTOR**

**Hoang Trong Hiep**

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
VINACOMIN - MONG DUONG COAL

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

*Cam Pha, April ..., 2025*



**DRAFT**

**REPORT TO THE 2025 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

**Regarding the approval of the proposed dividend rate for 2025**

**To:** Valued Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company.

Pursuant to the 2025 business coordination plan with the Vietnam National Coal And Mineral Industries Holding Corporation Limited, the Company has implemented appropriate mechanisms and solutions to strive to fulfill the business coordination targets assigned by the Group, specifically:

In 2025, the Company planned to: Produce 1.65 million tons of raw coal; Sell 1.65 million tons of washed coal; Achieve revenue of 2,654,271 million VND; Attain a projected profit of 32,265 million VND.

Based on that actual performance, the Company respectfully proposes the 2025 dividend plan at an estimated rate of 6–8% of charter capital.

The actual dividend payout for 2025 will be voted on at the 2026 Annual General Meeting of Shareholders based on the 2025 production and business results.

The Board of Directors respectfully reports to the General Meeting./.

**Recipients:**

- Shareholders;
- BOD, BOS;
- Archive: Office, Accounting,  
General Meeting documents.

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

**Nguyen Trong Tot**



No: /TTr-TMD

Cam Pha, April ..., 2025



## PROPOSAL

### Regarding the profit distribution and use of fun for 2024

To: Valued Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company

Pursuant to the Charter on the Organization and Operation of Vinacomin - Mong Duong Coal Joint Stock Company;

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

Pursuant to the guiding documents issued by State regulatory authorities on the distribution of profits by State-owned enterprises and enterprises with State capital;

Pursuant to the 2024 Production and Business Results and in consideration of the interests of the Company's shareholders and employees;

The Board of Directors of Vinacomin - Mong Duong Coal Joint Stock Company hereby submits to the General Meeting of Shareholders for approval the 2024 profit distribution plan as follows:

Contents	Indicator		Note
	Rate (%)	Amount (VND)	
<b>I - Profit before tax</b>		<b>70,713,518,496</b>	
<b>II - Profit distribution</b>			
<b>1-Account 3334 (Corporate income tax 20%* taxable income + Corporate income tax under Decree 68)</b>		<b>17,386,773,807</b>	
- Taxable income		86,933,869,034	
<i>* Of which:</i>			
+ Profit before tax		70,713,518,496	
+ Non-deductible expenses for CIT calculation		16,220,350,538	
<b>2- Deferred CIT</b>		<b>0</b>	
<b>3- Net profit after tax in 2024 (I-II.1+II.2) )</b>		<b>53,326,744,689</b>	

<b>4- Undistributed profit from previous year</b>			
<b>5- Deductions from profit after tax</b>			<b>0</b>
<b>6- Profit available for distribution (2+3+4-5)</b>		<b>53,326,744,689</b>	
<b>6.1 Dividend payment (% of charter capital)</b>	<b>7.0%</b>	<b>14,992,842,200</b>	
a. Dividend payable to TKV		9,745,347,430	65.00%
b. Dividend payable to other shareholders		5,247,494,770	35.00%
<b>6.2 Account 411 Reserve fund for charter capital (5%)</b>	<b>5%</b>		
<b>6.3 Account 415 (Financial Reserve Fund 10%)</b>	<b>10%</b>		
<b>6.4- Remaining profit to be allocated to funds (6-6.1-6.2-6.3 )</b>		<b>38,333,902,489</b>	
a. Account 414 Development investment fund (6.4*30%)		0	
b. Account 353.4 (Reward fund for production management team) 5% ≤500 million VND		243,486,750	1.0 average monthly salary
c. Account 353 Bonus and Welfare Fund ( 6.4-a-b )		38,090,415,739	
<i>Of which,</i>			
'+ <i>Bonus fund</i>	65%	24,758,770,230	
'+ <i>Welfare fund</i>	35%	13,331,645,509	

Respectfully submitted to valued Shareholders for consideration and approval./.

**Recipients:**

- Shareholders of the Company;
- BOD, BOS;
- SSC; HNX;
- Archive: General Meeting Documents.

**ON BEHALF OF THE BOARD OF DIRECTORS  
MEMBER OF THE BOD**

**Hoang Trong Hiep  
GENERAL DIRECTOR**



VIETNAM NATIONAL COAL – MINERAL  
INDUSTRIES GROUP  
VINACOMIN–MONG DUONG COAL JOINT STOCK  
COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

No: 5700101203/BC-TMD

Cam Pha, April 2025

DRAFT

## REPORT

**Re: Remuneration, Allowances, Salaries, and Bonuses Paid to the Board of Directors, the Supervisory Board, and Company Executives in 2024, and the Plan for 2025**

To: The 2025 Annual General Meeting of Shareholders

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

*Pursuant to the Charter on Organization and Operation of Vinacomin – Mong Duong Coal Joint Stock Company as approved by the General Meeting of Shareholders on April 24, 2021;*

*Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;*

*Pursuant to the business results and performance evaluations of the members of the Board of Directors, the Supervisory Board, and Company Executives in 2024;*

*Pursuant to Official Dispatch No. 804/TKV-KS dated January 21, 2025, issued by Vinacomin, regarding consultation with Vinacomin prior to voting at the Annual General Meeting and enterprise ranking;*

*Pursuant to Resolution No. .../NQ-BOD dated .../.../2025 of the Board of Directors of Vinacomin – Mong Duong Coal Joint Stock Company;*

The Board of Directors hereby reports on the implementation of remuneration, allowances, salaries, and bonuses for the Board of Directors, the Supervisory Board, and Company Executives in 2024, and the proposed plan for 2025, as follows:

### **1. Remuneration, Allowances, Salaries, and Bonuses Paid to the Board of Directors, the Supervisory Board, and Company Executives in 2024:**

Based on the Resolution of the 2024 Annual General Meeting of Shareholders of Vinacomin – Mong Duong Coal Joint Stock Company, and the Company's business results for 2024, the remuneration, allowances, salaries, and bonuses paid to the Board of Directors, the Supervisory Board, and Company Executives in 2024 were as follows:

No	Position	No. of People	Salary		Remuneration & Allowances		Bonus (mil. VND)	Notes
			Person	Amount (mil. VND)	Person	Amount (mil. VND)		



1	Board of Directors	05			05	504,4		
2	Supervisory Board	03			03	168,0		
3	Company Secretary	01			01	50,4		
4	Executives	06	06	2.921,8			243,5	
	<b>Tổng cộng</b>			<b>2.921,8</b>		<b>724,8</b>	<b>243,5</b>	

*\* Remuneration and allowances for the Board of Directors, the Supervisory Board, and the Company Secretary were executed in accordance with the approved plan. The actual salary paid to the Executive Management (Board of Management) was higher than planned due to salary adjustments based on the Company's profit performance, in accordance with Circular No. 28/2016/NO.-BLĐTBXH dated September 1, 2016 issued by the Ministry of Labour, Invalids and Social Affairs and Regulation No. 685/QĐ-TKV dated April 23, 2019 of Vinacomin on salary management.*

## **2. Plan for Remuneration, Allowances, Salaries, and Bonuses for the Board of Directors, the Supervisory Board, and Company Executives in 2025:**

Pursuant to Decree No. 53/2016/NĐ-CP dated June 13, 2016 of the Government on labor, salaries, remuneration, and bonuses for companies with dominant State ownership;

Pursuant to Circular No. 28/2016/NO.-BLĐTBXH dated September 1, 2016 issued by the Ministry of Labour, Invalids and Social Affairs guiding the implementation of Decree No. 53/2016/NĐ-CP;

Pursuant to Decision No. 685/QĐ-TKV dated April 23, 2019 of Vinacomin on the issuance of labor and salary management regulations, and Decision No. 2338/QĐ-TKV dated December 31, 2020 on the management regulations for Vinacomin's representatives at subsidiaries;

Pursuant to Decision No. 1471/QĐ-TKV dated August 14, 2024 of the General Director of Vinacomin on issuing guidelines for salary payment applicable within the Group;

Pursuant to Official Letter No. 6636/TKV-KH dated November 26, 2024 of Vinacomin regarding the announcement of key planning indicators for the 2025 business and production plan;

Pursuant to Decision No. 628/QĐ-TMD dated April 10, 2021 of the Company's Board of Directors on issuing the Company's Regulations on labor, salary, and income distribution management.

The Board of Directors of the Company hereby proposes the 2025 Plan for Remuneration, Allowances, Salaries, and Bonuses for the Board of Directors, the Supervisory Board, and Company Executives as follows:

a) Remuneration and allowances for the Board of Directors, the Supervisory Board, and the Company Secretary:



No.	Position	No. of People	Salary for Calculation (million VND/per/month)	Remuneration/ Allowance Rate (%)	Remuneration /Allowance (million VND/person/month)	No. of month	Total Remuneration / Allowances in 2025 (mil. VND)
<b>I</b>	<b>Remuneration</b>						<b>448,8</b>
1	Chairman of BOD	1	27,0	20	5,4	12	64,8
2	Member of BOD	3	23,0	20	4,6	12	165,6
3	Head of BOS	1	24,0	20	4,8	12	57,6
4	Member of BOS	2	23,0	20	4,6	12	110,4
5	Company Secretary	1	21,0	20	4,2	12	50,4
<b>II</b>	<b>Allowances</b>						<b>276,0</b>
1	Independent Member of BOD	1	23,0	100	23,0	12	276,0
	<b>Total</b>						<b>724,8</b>

## b) Executive Salary Fund:

NO.	Position	Quantity	Monthly Salary per Decision No. 1471/QĐ-TKV (mil. VND)	Adjustment Coefficient per Official Letter No. 6636/TKV-KH	Adjusted Monthly Salary (mil. VND)	Number of Months	Total Annual Salary 2025 (mil. VND)
1	General Director	01	26	1,5	39,0	12	468,0
2	Deputy General Director	04	23	1,5	34,5	12	1.656
3	Chief Accountant	01	21	1,5	31,5	12	378,0
	<b>Total</b>						<b>2.502</b>

c) Bonuses for Company Executives: Based on the Company's business performance, enterprise classification results, actual profits, and the actual remuneration, allowances, and salaries received by each individual in 2025, the bonus fund for Company Executives shall be calculated in accordance with the Company's internal regulation.

\* In the event that the State or Vinacomin adjusts the salary mechanism applicable within Vinacomin, the remuneration and allowances for the Board of Directors, the Supervisory Board, the Company Secretary, and the salary and

bonus funds for Company Executives shall also be adjusted accordingly to comply with current regulations.

### **3. Payment Method:**

- On a monthly basis, members of the Board of Directors, the Supervisory Board, and the Company Secretary shall receive an advance payment equal to 80% of their monthly remuneration and allowances; Company Executives shall receive an advance of 80% of their monthly salary. The remaining 20% of remuneration, allowances, and salaries shall be settled at the end of the year based on the Company's business results and the performance evaluation of each member of the Board of Directors, the Supervisory Board, and Company Executives.

- Bonuses shall be paid after approval by the General Meeting of Shareholders of the bonus fund for Company Executives.

We respectfully submit this report to the General Meeting of Shareholders for consideration and approval./.

#### ***Recipients:***

- Shareholders of the Company;
- BOD, BOS (ecopy);
- General Director, Deputy General Directors, Chief Accountant. (ecopy);
- Office ( published on website);
- Archives: Administration Office, Secretary to the Board of Directors.

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

**Nguyen Trong Tot**



VIETNAM NATIONAL COAL – MINERAL  
INDUSTRIES GROUP  
VINACOMIN – MONG DUONG COAL JOINT  
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Cam Pha, April 2025

DRAFT

**REPORT**  
**On the Activities of the Board of Directors in 2024 and Directions for 2025**

To: The 2025 Annual General Meeting of Shareholders

*Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly;*

*Pursuant to the Charter on the Organization and Operation of Vinacomin – Mong Duong Coal Joint Stock Company;*

*Pursuant to the Regulations on the Organization and Operation of the Board of Directors of Vinacomin – Mong Duong Coal Joint Stock Company*

The Board of Directors hereby reports to the 2025 Annual General Meeting of Shareholders on the results of its activities in 2024 as follows:

**1. Board of Directors Structure.**

TT	Member of the Board of Directors	Position at the Company	Executive / Independent / Non-executive	Notes
1	Nguyen Trong Tot	Chairman of the Board	Non-executive	
2	Hoang Trong Hiep	Member of the Board – General Director	Executive	
3	Ngo Xuan Thuy	Member of the Board – Deputy General Director	Executive	
4	Vadym D'omin	Member of the Board	Non-executive	
5	Pham Van Tac	Member of the Board	Independent	

- The Company's Board of Directors consists of 05 (five) members, including 01 (one) non-executive Chairman of the Board, 02 (two) non-executive members, and 02 (two) executive members.

The Chairman of the Board of Directors, Mr. Nguyen Trong Tot, concurrently holds the position of Chairman of the Board of Directors of Vinacomin – Deo Nai – Coc Sau Coal Joint Stock Company. As such, the number of companies in which Mr. Nguyen Trong Tot serves as a Board member is in accordance with legal regulations (not exceeding five entities).

## 2. Benefits of the Members of the Board of Directors

### Allowances and remuneration of the Board members in 2024

No.	Position	Persons	Average Salary / Remuneration / Allowance (mil. VND/person/month)	Actual Months Worked	Total Salary/Remuneration/Allowance (mil. VND)			
					Total Amount	Salary	Remuneration	Allowance
	Hội đồng quản trị							
-	Chủ tịch HĐQT	1	5,4	12	64,8		64,8	
-	Thành viên HĐQT kiêm nhiệm	3	4,6	12	165,6		165,6	
-	Thành viên HĐQT độc lập	1	23,0	12	276,0			276,0

## 2. Organization of the Board of Directors' Meetings

In 2024 (Term 2023–2028), the Board of Directors held 30 meetings and issued 30 Resolutions approving or deciding on key matters related to business and production, capital construction investment, contractor selection plans, salary and labor plans, internal audit and inspection, planning, appointment and reappointment, etc. During these meetings, the Board implemented documents from competent authorities, reviewed monthly and quarterly business results, and addressed other reports submitted by the General Director. The Board also reviewed the implementation results of Resolutions passed by the General Meeting of Shareholders and by the Board itself.

All meetings were held with full attendance, with invitations extended to the Supervisory Board and relevant participants. Meeting materials were prepared comprehensively and in compliance with procedural and legal requirements. All matters approved or resolved by the Board were timely, within its jurisdiction, and did not delay operational management.

## 3. Dividend Payment and Information Disclosure.

### 3.1. Dividend Payment.

The Company has paid dividends for 2023 to shareholders in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders, specifically:



Total dividend value payable to shareholders after 5% PIT deduction: VND 14,867,039,390, including:

- a) Vinacomin shareholders: VND 9,745,347,500
  - Via Securities Depository: VND 1,645,049,700
  - Transferred to Vinacomin: VND 8,100,297,800
- b) Other shareholders: VND 5,121,691,890
  - Via Securities Depository: VND 4,899,170,220
  - Paid directly by the Company: VND 157,147,515.
  - Shareholders with accounts at the Company: VND 65,374,155.

### 3.2. Information Disclosure:

The Company disclosed information on the securities market in accordance with its Internal Regulation on Information Disclosure, ensuring compliance with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance, thereby enabling timely access by shareholders.

### 4. Supervision of Business and Production Activities in 2024

Based on the Resolutions of the General Meeting of Shareholders and the Board of Directors, and the Company's 2024 business plan, the Board strengthened its supervisory role through various methods (document review, report analysis, on-site inspections, and examination of audit and internal control results) to understand management operations and support the Executive Board in leading business activities, ensuring the completion and even overachievement of the set targets. The Board also organized implementation of directives from competent authorities and monitored their enforcement.

In 2024, the Company completed and exceeded key business targets, preserved capital, and achieved a pre-tax profit of VND 70.9 billion, fulfilling 113% of the plan and ensuring that the proposed dividend rate submitted to this year's General Meeting of Shareholders is not lower than that approved in 2023..

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

During the year, the Board effectively maintained coordination with the Party Committee pursuant to Regulation No. 905-QC/ĐU on the relationship between the Party Committee and the Board of Directors. In accordance with this Regulation, the Board reported to the Party Committee on all matters required.

### 6. General Evaluation of the Board of Directors and Executive Management.

#### 6.1. General Evaluation of the Board of Directors.

In 2024, the Board of Directors operated in accordance with its roles and responsibilities as stipulated in the Company Charter and the Law on Enterprises. The Board issued resolutions and decisions as a basis for the General Director and managers to direct and organize business activities, ensuring completion and



overachievement of key targets approved at the 2024 General Meeting of Shareholders.

The Board strengthened its supervisory role to ensure that the resolutions of the General Meeting and of the Board itself were implemented correctly and on schedule. It remained closely involved in the Company's business operations, working with the Executive Management to address arising issues, avoiding disruption in production and business.

Based on the approved 2024 plan and the results achieved, the Board of Directors, both collectively and individually, self-assesses that it has successfully fulfilled its duties in 2024.

#### 6.2. Evaluation of the General Director and Deputy General Directors.

The General Director and Deputy General Directors closely followed the resolutions of the General Meeting of Shareholders, the Board's resolutions, decisions, and regulations, and other relevant legal documents and instructions from Vinacomin; they effectively organized and implemented production and business activities with a focus on efficiency and key investments, promoted the use of mechanized equipment in mining and tunneling, and strengthened cost management;

They directed financial management, cost accounting for production and capital construction investment, and other income and expenditure in a timely and compliant manner, ensuring accuracy and proper allocation with no bad debts. The 2024 audited financial statements were prepared on schedule and without any exceptions.

They also enhanced collaboration among the Party Committee, Board of Directors, Supervisory Board, and internal organizations, promoting unity and stability, and contributed to fulfilling and exceeding the key targets of the 2024 business plan approved by the Annual General Meeting of Shareholders.

### **7. Directions for the Board of Directors' Activities in 2025**

7.1. Comply with the guidelines and policies of the Party and the laws of the State for joint-stock enterprises with State-controlled capital; properly perform the functions, duties, and powers of the Board of Directors as defined by the Law on Enterprises and related regulations.

7.2. Organize the implementation of the contents approved by the 2025 Annual General Meeting of Shareholders.

7.3. Strengthen the supervision of the General Director and Deputy General Directors in implementing the 2025 AGM resolutions and Board resolutions and decisions, in line with the Board's work plan.

7.4. Continue to maintain and enhance coordination among the Party Committee, Board of Directors, and Executive Management to ensure consensus



for the benefit of the Company, its shareholders, and employees across all business areas..

7.5. Perform other duties within the authority of the Board of Directors.

The Board of Directors respectfully submits this report to the General Meeting of Shareholders for consideration and approval./.

***Recipients:***

- Shareholders of the Company;
- Members of the BOD, BOS;
- Filed: General Meeting.

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

**Nguyen Trong Tot**

INDUSTRIAL GROUP  
VIETNAM COAL - MINERALS  
VINACOMIN - MONG DUONG COAL JOINT  
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Cam Pha, April ...2025

Draft

## REPORT

### Activities of Independent member of the Board of Directors and assessment of the Board of Directors' activities in 2024 - Vinacomin – Mong Duong Coal Joint Stock Company

To: Annual General Meeting of Shareholders 2025

*Pursuant to the Law on Enterprises No. 59/2020/QH14 of the National Assembly.*

*Pursuant to the Charter of Organization and Operation of Vinacomin – Mong Duong Coal Joint Stock Company;*

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

*Pursuant to the Organization and Operation Regulations of the Board of Directors of Vinacomin – Mong Duong Coal Joint Stock Company.*

The independent member of the Board of Directors (hereinafter referred to as the independent member) of Vinacomin – Mong Duong Coal Joint Stock Company reported to the Congress on some basic activities of the independent member, and at the same time assessed the activities of the Company's Board of Directors in 2024 as follows:

#### Part I :

### PERFORMANCE REPORT OF INDEPENDENT BOARD MEMBERS 2024 AND 2025 OPERATION PLAN

Based on the results of performing the tasks assigned by the Board of Directors, the independent member reports the results of performing the tasks as follows:

#### 1. On the results of monitoring financial accounting, salary, bonus, employee regime, internal audit, and legal affairs

Based on the supervision performed by the independent member and through the control results of the Board of Supervisors, Internal Audit and Legal



Department, and considering the quarterly financial reports and the 2024 financial reports related to the subject of supervision, the independent member shows that:

- Regarding financial accounting work: Accounting work fully performs the tasks, requirements, principles, accounting standards and professional ethics standards of accounting according to the Law on Accounting. Financial accounting activities have fully reflected economic and financial transactions arising in accounting vouchers, accounting books and financial reports; promptly reflected accounting information and data within the prescribed time; clearly, easily understood and accurately reflected accounting information and data ; honestly and objectively reflected the current status, nature of events, content and value of economic and financial transactions; accounting data is guaranteed to be sequential, systematic and comparable and verifiable.

- Regarding salary, bonus and regime for employees, comply with regulations, collective labor agreements, labor regulations of the Company and related laws. Pay income fully and promptly, reward the right subjects, deduct and pay social insurance and health insurance for 100% of employees according to current regulations...

- Regarding internal audit and legal work: Conduct audits according to plan. Audit results show that the Company has strictly managed arising economic transactions. Regarding legal work, it has advised and controlled risks that may occur in the organization of production and business activities... so in 2024, the Company did not incur any legal risks.

## **2. Regarding supervision through appraisal activities for the contents assigned by the Board of Directors for appraisal before approval.**

Independent member participates in appraising the final settlement of completed projects for the Investment project serving production in 2022; appraising 7 Management Regulations to submit to the Board of Directors for approval (*Regulations on Personnel Management; XNC Management; Material Management; Financial Supervision; Construction Investment Management...*). The appraisal results are approved by the Board of Directors.

In addition to the above tasks, Independent member attended 30/30 meetings of the Board of Directors, achieving a 100% attendance rate. Before the meeting, they received and studied documents to serve as a basis for discussion, expressing opinions and voting at the meeting.

\* **Self-assessment:** Independent Board members complete assigned tasks well.

## **3. Operational plan for 2025**

Perform general duties of a member of the Board of Directors at Board of Directors meetings in accordance with the provisions of law, the Charter, and the Company's regulations; supervise certain aspects of operations as assigned by the Board of Directors.



**Part II:****REVIEW OF THE COMPANY'S BOARD OF DIRECTORS'****1. Activities of the Board of Directors in organizing the General Meeting of Shareholders**

In 2024, the Board of Directors will hold an annual General Meeting. The order, procedures, and contents of the meeting are prepared by the Board of Directors in a planned, complete, and detailed manner, and the Board will direct the disclosure of information with full content and on time according to the provisions of law. The reports and contents submitted to the General Meeting are all unanimously approved by the Board of Directors and approved by shareholders and representatives with a rate of 100% of the voting shares attending the General Meeting.

**2. Regarding the activities of the Board of Directors in perfecting the Company's management staff to hold the position of Chief Accountant.**

In June 2024, the Board of Directors of the Company appointed the Chief Accountant of the Company. The appointed person must meet the standards and conditions; The appointment procedures and order are in accordance with the Personnel Management Regulations.

**3. Assignment of Responsibilities within the Board of Directors and Evaluation of Task Completion**

The Board of Directors assigned specific responsibilities to each member and evaluated their performance based on operational results. At the meeting, the Board assessed that all members met the expectations (Completed, Well Completed, and Excellently Completed their tasks in 2024).

**4. Activities in organizing Board of Directors meetings**

In 2024, the Board of Directors held 30 meetings (*including 29 in-person meetings and 1 online meeting*). The members attended all 30 meetings, reaching a rate of 100%. The Board of Directors issued 30 Resolutions for approval and listened to reports from the Executive Director; implemented TKV's documents and directed many other important contents.

At the meetings, 83 contents were provisionally approved, approved and passed (*25 contents were approved, 58 contents were passed*), including those related to construction investment (20); management regulations (7); personnel work, appointment, reappointment, personnel planning (16), salary fund, bonus (6); provisionally approved the 2024 and 2025 production and business plans (2) to wait for the General Meeting of Shareholders to vote and pass. In addition, the Board of Directors approved many other important contents; the Board of Directors listened to and gave opinions on monthly, quarterly and annual production reports, reports on investment implementation results... and at the same time implemented documents of TKV (the shareholder holding controlling shares).



Regarding the order, procedures, sending documents, discussing, voting, and issuing resolutions, it is ensured that the provisions in Article 30 of the Charter are complied with. The contents that the Board of Directors directs to implement or pass or approve all ensure that the Board of Directors' authority and obligations are met. The meetings are democratic, public, transparent, and invite the Supervisory Board and representatives of relevant departments to attend to clarify further issues that the Board of Directors deems necessary. The contents proposed for the Board of Directors' approval are all appraised before approval; The Board of Directors' resolutions are passed by 100% of the members attending the meeting.

### **5. Supervisory activities of the Board of Directors in production and business management**

In 2024, the Board of Directors held 30 meetings (including 29 in-person meetings and 1 online meeting). All members attended all 30 meetings, achieving a 100% attendance rate. The Board issued 30 Resolutions to approve and ratify matters, while also hearing reports from the General Director, implementing directives from Vinacomin, and providing guidance on various other important issues.

During these meetings, the Board provisionally approved, officially approved, or passed a total of 83 matters (25 approved, 58 passed), including: investment and construction (20 items); management regulations (7 items); personnel matters, appointments, reappointments, and personnel planning (16 items); salary and bonus funds (6 items); and the provisional approval of the 2024 and 2025 production and business plans (2 items) pending final approval by the General Meeting of Shareholders. In addition, the Board passed various other important matters.

All matters directed, approved, or resolved by the Board were within the scope of its authority and responsibilities. The meetings were conducted in a democratic, transparent, and open manner, with the Supervisory Board and representatives of relevant departments invited to attend and provide clarifications where necessary. All matters submitted to the Board for approval were appraised beforehand, and the Board's Resolutions were passed with a 100% consensus from the attending members.

#### **\* General assessment of the Company's Board of Directors' activities in 2024:**

The Board of Directors' activities in 2024 must comply with the Charter, relevant regulations, rules and laws. At the same time, the Board coordinated with the Company's Party Committee in accordance with the coordination regulation.

The Board of Directors' Resolutions are fully and promptly implemented without causing any hindrance or delay to the operations. The Board of Directors is careful in performing its duties to prevent risks and significantly contribute to maximizing profits for the Company; the Board of Directors members unite to perform well the tasks in 2024, which is the basis for the Company to complete and exceed the main targets of the 2024 Business Plan, preserve capital, and

ensure the rights and interests of shareholders according to the Resolution of the 2024 Annual General Meeting of Shareholders approved by vote.

Independent member of the Board of Directors respectfully reports to the Meeting./.

***Recipient:***

- As per your request;
- Board of Directors, Supervisory Board (E-copy);
- Save to Board of Directors.

**INDEPENDENT MEMBER  
BOD OF COMPANY**

**Pham Van Tac**





No: /BC-TMD

Cam Pha, date month year 2025

Draft

## REPORT OF THE SUPERVISORY BOARD

### On the Activities of the Supervisory Board and the Assessment of Production and Business Performance and Appraisal of the 2024 Financial Statements of Vinacomin - Mong Duong Coal Joint Stock Company

To: Annual General Meeting of Shareholders 2025.

*Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam at the 9th session on June 17, 2020.*

*Pursuant to Law 03/2022/QH15 on amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment under the public-private partnership model, the Investment Law, the Housing Law, the Bidding Law, the Electricity Law, the Enterprise Law, the Law on Special Consumption Tax and the Law on Civil Judgment Enforcement (amended text) ;*

*Pursuant to the Charter on Organization and Operation of Vinacomin - Mong Duong Coal Joint Stock Company approved by the General Meeting of Shareholders on April 24, 2021;*

*Pursuant to the regulations on Organization and Operation of the Board of Supervisors of Vinacomin - Mong Duong Coal Joint Stock Company;*

The Board of Supervisors reports on its 2024 activities and the results of the audit of the 2024 Financial Statements as follows:

#### **I. Activities of the Board of Supervisors**

##### **1. Personnel of the Board of Supervisors**

The Company's Board of Supervisors was elected by the Company's General Meeting of Shareholders from June 30, 2023 , including the following members:

- Ms. Nguyen Thi Tam - Head of Board.
- Mr. Nguyen The Hanh - Member.
- Mr. Nguyen Tien Hung - Member.

##### **2. Scope of Supervision**

Pursuant to the Company Charter and the Board of Supervisors' Operating Regulations, the Board of Supervisors met and agreed to assign specific tasks to the members of the Board according to the Minutes of Task Assignment of the Board of Supervisors.

The Board of Supervisors will periodically inspect the Company's operational areas every quarter and year according to assigned contents.

Members of the Board of Supervisors are responsible for their assigned areas. They proactively control assigned areas or coordinate with other members of the Board and the Company's internal control system to perform their duties.

During the inspection and supervision process, members of the Board of Supervisors must not affect the normal production and business operations of the Company.

Proactively recommend to the Board of Directors and the Company's Management Board any violations discovered during the performance of duties; be responsible for data and reporting documents.

### **3. Evaluation of business performance in 2024**

In 2024, the Company will basically complete the adjusted plan targets on the following main targets:

- Actual raw coal production is 1,565,646 tons/plan 1,550,000 tons, reaching 101% of the 2024 plan;

- New tunnel meters implemented in 2024: 20,301 m/plan 20,300 m, reaching 100% of the 2024 plan.

- Actual coal consumption in 2024: 1,567,026 tons/plan 1,550,000 tons, reaching 101.1% of the 2024 plan;

- Actual revenue in 2024: 2,612,355 million VND/plan 2,493,011 million VND, reaching 104.8% of the 2024 plan.

- Financial profit realized in 2024: 79,714 million VND/Plan 62,722 million VND, reaching 113.0% of the plan, Profit after corporate income tax is 53,327 million VND.

- Labor and income: Average labor by December 31, 2024 is 3,465 people/plan: 3,640 people/plan, equal to 95.2% of the plan; average actual salary is 21,564/plan: 19,096 million VND/person/month, equal to 112.9% of the plan.

## **II. Financial report appraisal:**

The Company's 2024 financial statements have been audited by AASC Auditing Company Limited. The audited financial statements transparently and honestly reflect the financial situation as of December 31, 2024 as well as the business results and cash flows in the fiscal year ending on the same date.

Accounting work ensures no material errors, quarterly and annual financial reports are prepared and submitted on time, in accordance with prescribed forms.

Carry out inventory of assets, cash in hand, goods, materials, finished products in stock, receivables, payables, debt reconciliation... according to the regulations and instructions of the Group.

## **III. Some basic financial indicators are as follows:**

### **1. On the financial structure**

- Debt to total capital ratio in 2024 is 0.69 times, in 2023 is 0.68 times, down 0.01 times compared to 2023

- The debt/equity ratio in 2024 is 2.5 times, in 2023 it is 2.25 times, an increase of 0.25 times compared to 2023 and a decrease of 0.41 times compared to the announced financial targets for 2024 of TKV (2.91 times).

### **2. On the payment ability**



- The general payment ratio in 2024 is 1.4 times, equal to the general payment ratio in 2023.

- Current solvency ratio in 2024 is 0.69 times, in 2023 is 0.68 times, performing better than the announced financial targets for 2024 of TKV (according to the plan is 0.50 times).

- Quick ratio in 2024 is 0.62 times, in 2023 is 0.59 times, an increase of 0.03 times compared to 2023.

### 3. On the capital efficiency

- Profit margin after tax/net revenue in 2024 will reach 2.04 %, an increase of 0.08% compared to 2023 (2023 is 1.96%);

- Profit after tax/total assets ratio in 2024 is 4.5%, down 0.32% compared to 2023 (2023 is 4.82%);

- Profit after tax/Equity ratio in 2024 is 15.8%, down 0.43% compared to 2023 (2023 is 16.23%);

- Capital preservation ability: In 2024, the Company earned 70,714 million VND. The Company has made provisions and purchased property insurance according to regulations. The Company has preserved the capital assigned by TKV.

#### \*Evaluation of financial indicators and capital efficiency:

- Current solvency and quick solvency increase TKV's plan shows that the company's financial security is at a high level.

- The capital used for the Company's production and business activities is mainly borrowed capital and customer debts: Liabilities account for 71.5% of total capital and are 2.5 times higher than equity ; Regarding capital structure, the Company has allocated 58.72 % for long-term investment and 41.28 % for short-term investment , the current payment capacity increased compared to TKV's plan, showing that the Company's payment capacity is improved . Investment assets have been effective (1 dong of assets participating in the production and business process creates 0.047 dong of after-tax profit). The after-tax profit margin reached 15.7 7 % of equity. The Company has preserved and developed capital.

### IV. Balancing investment capital in 2024.

Account	Total	NS	Loan	Other
211	2,247,034	709,995	1,489,570	47,469
213	1,330	468	862	-
214	1,766,505	476,558	1,251,532	38,415
211 – 214	480,526	233,437	238,035	9,054
241	32,996	4,949	28,047	
<b>Total Asset</b>	<b>513,525</b>	<b>238,386</b>	<b>266,085</b>	<b>9,054</b>
<b>Capital 411+415+421+341</b>	<b>732,852</b>	<b>330,513</b>	<b>402,339</b>	
<b>Surplus (-), deficit (+)</b>	<b>(219,327)</b>	<b>(92,127)</b>	<b>(136,254)</b>	<b>9,054</b>

Comment: As of December 31, 2024 , the Company had a surplus of VND 219,327 million. However, after deducting the Company 's undistributed profit after tax in 2024 of VND 116,329 million , in 2024 the Company had a surplus of VND 102,998 million.

### V. Business Ranking 2024

TT	Content	Unit of measure	Value
<b>I</b>	<b>OWNER'S CAPITAL</b>	<b>million dong</b>	<b>214,183</b>
	In which: + Capital contribution ratio of the Group	%	65
	+ Value of the Group's capital contribution	million dong	139,219
<b>II</b>	<b>BUSINESS ASSESSMENT AND RATING</b>		
<b>1</b>	<b>Indicator 1: Revenue and other income</b>		
A	Revenue plan for the reporting year	million dong	<b>2,493,011</b>
B	Total Revenue for the reporting year: ( <i>Including: Net revenue from sales and service provision (Code 10) + Financial activity revenue (Code 21) + Other income (Code 31)</i> )	million dong	2,615,484
C	% Implementation/Plan ( $c=b/a*100$ )	%	104.91
	<b>Rating according to criterion 1:</b>	<b>A, B, C</b>	<b>A</b>
<b>2</b>	<b>Indicator 2: Ratio of after-tax profit to average equity</b>		
<b>2.1.</b>	<b>Planned profit</b>		
A	Profit after tax plan	million dong	62,722
B	Planned average equity:	million dong	222,009
C	<i>Customer profit margin/Average customer equity (<math>c=a/b*100</math>)</i>	%	<b>28.25</b>
<b>2.2.</b>	<b>Realized profit</b>		
D	Net profit after tax	million dong	53.327
E	Average realized equity: (Total ( <i>Equity contribution (Code 411) + Development investment fund (Code 418) + Investment capital for construction and installation (Code 422)</i> )	million dong	222,009
F	<i>Profit margin after tax / Average realized equity (<math>f = d/e*100</math>)</i>	%	<b>24.0</b>
<b>2.3.</b>	<b>Actual profit margin after tax/Planned profit margin (<math>2.3 = f/c*100</math>)</b>	%	<b>0.85</b>
	<b>Rating according to criterion 2:</b>	<b>A, B, C</b>	<b>A</b>
<b>3</b>	<b>Indicator 3: Overdue debt and ability to pay due debt</b>		
A	Overdue debt (as reported by the company)	million dong	0
B	Short-term assets (MS 100-BCDKT)	million dong	489,724
C	Short-term debt (MS 310-BCDKT)	million dong	707,939
D	<i>Debt Coverage Ratio (<math>d=b/c</math>)</i>	<i>Time</i>	<b>0.69</b>
	<b>Rating by criterion 3</b>	<b>A, B, C</b>	<b>A</b>



TT	Content	Unit of measure	Value
4	<b>Indicator 4: Compliance with laws, policies and regimes</b>		
+	The Company reports in 2024, the Company <b>has/does not</b> There is a violation of policy.		Have
	<b>Rating by criterion 4</b>	<b>A, B, C</b>	<b>B</b>
5	<b>Summary of expected business classification in 2024</b>		<b>B</b>

The Company has prepared a monitoring report in accordance with Decree No. 87/2015/ND-CP; Circular 200/2014/TT-BTC, Circular 77/2021/TT-BTC dated September 17, 2021 amending a number of contents in Circular 200/2015/TT-BTC; Decision 2148/QĐ-TKV dated December 22, 2020 of TKV on enterprise classification and financial supervision. Implement recommendations of Tax, Inspection and Audit agencies in 2024 .

#### 5. Appraisal of profit distribution in 2024.

Content	Target	
	Rate (%)	Value (VND)
<b>I. Profit before tax</b>		<b>70,713,518,496</b>
<b>II. Profit distribution</b>		
<b>1. Account 3334 (Corporate income tax 20%* Taxable income)</b>		<b>17,386,773,807</b>
<b>2. Deferred corporate income tax</b>		
<b>3. Profit after tax in 2023 ((I-II.1+II.2)</b>		<b>53,326,744,689</b>
<b>4. Undistributed profits of previous period</b>		<b>0</b>
<b>5. Distributed profit (2+3+4)</b>		<b>53,326,744,689</b>
<b>5.1 Dividend (% of charter capital)</b>	7.0%	<b>14,992,842,200</b>
a. Dividends payable to TKV		9,745,347,430
b. Dividends payable to other shareholders		5,247,494,770
<b>5.2. Profits distributed to funds (6-6.1-6.2-6.3)</b>		<b>38,333,902,489</b>
a. Account 414 Development Investment Fund	0%	0
b. Account 353.4 (Reward for the Board of Directors) 5% ≤500 million	01 month salary	243,486,750
c. Account 353 KTPL fund 5.2-ab)		38,090,415,739
<i>In there,</i>		
+ <i>Reward fund</i>	65%	24,758,770,230
+ <i>Welfare fund</i>	35%	13,331,645,509

***Recipient:***

- As per your request;
- Board of Directors, Supervisory Board (ecopy);
- Director, Deputy Directors (ecopy);
- Note: VT, Company Secretary.

**TM. BOARD OF SUPERVISION  
PREFECT**

**Nguyen Thi Tam**



INDUSTRIAL GROUP  
VIETNAM COAL - MINERALS  
VINACOMIN - MONG DUONG COAL JOINT STOCK  
COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness



Quang Ninh, date month 2025

Draft

## **REPORT OF THE SUPERVISORY BOARD**

**On the supervision of the Company's management by the Board of Directors  
and the Board of Directors 2025**

Dear Shareholders of the Company

*Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam at the 9th session on June 17, 2020.*

*Pursuant to the Charter on Organization and Operation of Vinacomin - Mong Duong Coal Joint Stock Company approved by the General Meeting of Shareholders on April 24, 2021;*

*Pursuant to the regulations on Organization and Operation of the Board of Supervisors of Vinacomin - Mong Duong Coal Joint Stock Company;*

Exercise the rights and duties of the Board of Supervisors in accordance with the provisions of the Enterprise Law and the Company Charter. The Company's Board of Supervisors reports and submits to the General Meeting the results of supervision in 2024, specifically as follows:

### **PART I**

#### **PERFORMANCE OF THE SUPERVISION BOARD.**

##### **1. Personnel of the Board of Supervisors.**

The Company's Board of Supervisors was elected by the Company's General Meeting of Shareholders from June 30, 2023, including the following members:

- 1.1. Ms. Nguyen Thi Tam - Head of Department.
- 1.2. Mr. Nguyen The Hanh - Member.
- 1.3. Nguyen Tien Hung - Member.

##### **2. Working principles of the Board of Control.**

Pursuant to the Company Charter and the Board of Supervisors' Operating Regulations, the Board of Supervisors met and agreed to assign specific tasks to the members of the Board according to the Minutes of Task Assignment of the Board of Supervisors.

Perform according to the functions and tasks of the Company's Board of Supervisors. The Board of Supervisors has issued Decision No. 15/QD-BKS dated April 26, 2022 of the Board of Supervisors on assigning tasks to members of the Board of Supervisors of Vinacomin - Mong Duong Coal Joint Stock Company,

Develop the 2024 Work Plan in Plan No. 125/KH-BKS dated January 5, 2024 of the Board of Supervisors of Vinacomin - Mong Duong Coal Joint Stock Company.



During the period, the Board of Supervisors fully implemented the contents according to the assigned tasks and the plan set out in 2024. Periodically every quarter and year, the Board of Supervisors conducts control of the Company's fields of operation according to the assigned contents.

Members of the Board of Supervisors are responsible for their assigned areas. They proactively control assigned areas or coordinate with other members of the Board and the Company's internal control system to perform their duties.

Conduct assessment of control contents according to plan, and regularly monitor the implementation of recommendations of inspection delegations, state and internal inspections as well as recommendations of the Company's Board of Supervisors. During the inspection and supervision process, members of the Board of Supervisors must not affect the normal production and business operations of the Company. Proactively recommend to the Board of Directors and the Company's Management Board any violations discovered during the performance of duties; be responsible for data and reporting documents.

### **3. Activities of the Board of Supervisors in 2024 :**

In 2024, the Board of Supervisors shall exercise its rights and duties in accordance with the provisions of the Law on Enterprises, the Company Charter and the Board's Operating Regulations, specifically:

- Supervise the management and operation activities of the Board of Directors through the implementation of management documents of the State, the Group, the Company Charter and Resolutions of the General Meeting of Shareholders.

- Supervise the activities of the Executive Board and other managers in the Company through the implementation of the business cooperation contract between the Company Director and the Group. Implement the Resolutions, Decisions of the Board of Directors and other management documents of the State, the Group and the Company.

- Control the development, issuance and implementation of internal management documents to ensure compliance with legal regulations and the Company Charter.

- Appraise Financial Reports, Supervisory Reports, Management and Operation Reports of the Board of Directors and the Board of Directors of the Company, submit to the Board of Directors of the Group, the Company's General Meeting of Shareholders and State management agencies.

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

- Propose the selection of an independent auditor, review the management letter of the independent auditor and feedback from the Company's Board of Directors.

- Participate in meetings of the Board of Directors, Board of Management and other meetings of the Company when invited with a spirit of responsibility, constructiveness and cooperation.

- In 2024, the Board of Supervisors carried out 05 contents related to quarterly, 6-month and year-end inspection and supervision in 2024, including: (i) Appraisal of financial statements in 2024, (ii) supervision and control of activities in the first quarter and 5 months of 2024, (iii) supervision and control of production and business activities



in the first 6 months of 2024, (iv). supervision and control of activities in the first 9 months of 2024; (v). supervision of cost and salary management in the first 9 months of 2024.

During the monitoring periods, the Board of Supervisors conducted inspections of topics in production and business activities such as: Internal cost management contract work, workshop salary management work, workshop material management work... The Board of Supervisors also organized a number of meetings to discuss, reach consensus and regularly exchange with departments on professional work.

- Regularly maintain contact between members of the Board of Supervisors, between the Board of Supervisors and the Board of Directors, the Company's Board of Directors and Shareholders.

- During the performance of duties, do not affect the normal operations of the Board of Directors and the Board of Management of the Company.

- During the implementation process, each member of the Board of Supervisors coordinated to perform the work in accordance with the assigned tasks and the Company Charter.

## **PART II**

### **SUPERVISION RESULTS OF THE SUPERVISION BOARD**

#### **1. On the management and operation activities of the Company's Board of Directors.**

In 2024, the Board of Directors of the Company performed its functions and duties as prescribed in the Law on Enterprises, the Company Charter and the Board of Directors' Operating Regulations.

Perform the Company's management function through issuing Resolutions, Decisions, Regulations, Rules and supervising their implementation.

- The Board of Directors issued 117 documents, including 28 meeting minutes, 31 resolutions (30 general resolutions, 01 resolution of the General Meeting of Shareholders), 30 decisions and 28 other documents.

- The Board of Directors has revised, supplemented and issued 07 management regulations: Regulations on management of staff of Mong Duong-Vinacomin Coal Joint Stock Company; Regulations on management of entry and exit of Mong Duong-Vinacomin Coal Joint Stock Company; Regulations on implementing democracy at the grassroots level at Mong Duong-Vinacomin Coal Joint Stock Company; Amendments to the Safety Regulations of Mong Duong-Vinacomin Coal Joint Stock Company; Regulations on management of materials work of Mong Duong-Vinacomin Coal Joint Stock Company; Regulations on management of investment and construction of Mong Duong-Vinacomin Coal Joint Stock Company; Regulations on financial supervision and evaluation of operational efficiency of Mong Duong-Vinacomin Coal Joint Stock Company;

- Personnel management: Completing and appointing the Company's Chief Accountant on August 3, 2024; Re-appointing: 02 Department Heads (VP, TD); 04 Workshop Managers (PX KT4; PX VTL2, PX TG-TN, PX PVDS); Mobilizing and



appointing 05 Department Heads (TP, KCM, PX DTM, TCNS, KB, AT), 01 Manager of PX CBT; Appointing 02 Department Heads, Managers (AT, PX.VTL2);

- Report on time the following contents : 2023 Corporate Governance Report; 2024 Semi-annual Governance Report; 2023 Annual Bonus Report ; Report of the representative of TKV's capital at the Company every quarter sent to TKV before the 15th of the following month of the quarter;

During the year, the Company's Board of Directors chaired the organization of 01 Annual General Meeting of Shareholders in 2024.

The Board of Directors of the Company has closely followed the charter, regulations and rules of the Vietnam National Coal - Mineral Industries Group to implement the resolutions of the Company's General Meeting of Shareholders. The capital representative and representatives of TKV at the Company have strictly implemented the Regulations on management of Representatives of the Vietnam National Coal - Mineral Industries Group at enterprises, issued together with Decision No. 1809/QD-TKV dated September 26, 2024 (formerly Decision No. 2338/QD-TKV dated December 31, 2020) of the Board of Members of the Group .

The Company's Board of Directors has developed and approved a Resolution on the 2024 operational plan, assigning each member to supervise and direct the executive apparatus in each field appropriate to their expertise and maintain the monthly, quarterly and annual reporting regime of the Director to the Board of Directors on the production and business situation, organization, development orientation of the company, arising issues, etc.

In addition, the Board of Directors directs the Executive Director to develop, complete and issue all regulations within his authority to manage the Company in all areas. Strengthen management and operation of the unit to perform production and business tasks according to the strategies, orientations and plans assigned by TKV, ensuring compliance with the unified management system and operational discipline of TKV .

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

In 2024, the Company's Board of Directors operated the Company's production and business activities according to the functions and tasks prescribed in the Enterprise Law and the Company's Charter, specifically:

- Seriously organize and implement the Resolutions and Decisions of the General Meeting of Shareholders, the Board of Directors of the Company and the Business Plan assigned by TKV.

- The Company Director has performed the tasks according to the management regulations stipulated in the Charter, the Company's internal regulations and the regulations on representatives issued by TKV. The Company's management performs production and business tasks according to the strategies, directions and plans assigned by TKV, ensuring compliance with the management system and operating discipline of TKV.

- The Company's management and operation apparatus has operated in accordance with its assigned functions, tasks and powers, and has directed, organized



and operated production, coordinated and maintained good relations with other units to fulfill assigned tasks.

- The Company Director promptly proposed to the Board of Directors solutions to improve the Company's management and operation efficiency. Proactively developed and issued other management documents within the Company under his authority.

- During the year, directed the development of plans and exploitation plans and organized production and business implementation in a timely and flexible manner according to TKV's management, suitable to actual conditions to ensure completion according to TKV's management plan.

- Implement production and business plans with synchronous policies and solutions from the Company to units: Departments, construction sites, workshops. Issue production and business plans, assign contracts and perform periodic contract settlement in accordance with the Company's Contract Regulations.

- Organize the implementation of construction investment work according to decentralization, investment decisions within authority, promptly put investment items into use and exploitation, achieve high efficiency, contributing to the production and business efficiency of the Company. All projects and transitional items are implemented to meet the requirements for preparation for the following year. Investment implementation, settlement and audit of investment projects are carried out according to regulations.

- Organize and strictly manage mine volume, outsourcing, mine boundary resource management, maintain security and order, safety and environment, fire prevention and fighting,... ensuring compliance with current regulations.

- Management of salaries, bonuses, salary increases, promotions, etc. is carried out according to the Company's regulations and guidelines and the guiding documents of the Group and the State, ensuring democracy, publicity and transparency.

**The Company's Board of Supervisors unanimously assessed:**

In 2024, the Company still faces many difficulties in implementing the production and business plan. However, the Company's Board of Directors has made great efforts in organizing and implementing the production and business plan effectively, basically completing the production and business tasks in 2023 according to the Resolution of the Company's General Meeting of Shareholders. Specifically:

\*Regarding the implementation of production and business plan targets:

In 2024, the Company will basically complete the adjusted plan targets on the following main targets:

- Actual raw coal production is 1,565,646 tons/plan 1,550,000 tons, reaching 101% of the 2024 plan;

- New tunnel meters implemented in 2024: 20,301 m/plan 20,300 m, reaching 100% of the 2024 plan.

- Actual coal consumption in 2024: 1,567,026 tons/plan 1,550,000 tons, reaching 101.1% of the 2024 plan;

- Actual revenue in 2024: 2,612,355 million VND/plan 2,493,011 million VND, reaching 104.8% of the 2024 plan.



- Financial profit realized in 2024: 79,714 million VND/plan 62,722 million VND, reaching 113% of the plan , profit after corporate income tax is 53,327 million VND.

- Labor and income: Average labor by December 31, 2024 is 3,465 people/plan: 3,640 people, equal to 95.2% of the plan; average actual salary is 21,564 /KH: 19,096 million VND/person/month equal to 112.9% of the plan

\*Regarding management and administration: Gradually improve management quality; amend, supplement and replace regulations for implementation; strengthen financial and capital management measures and risk prevention; develop regulations to improve workers' lives and incomes, ensure better production conditions, continue to improve working conditions, stabilize management and operation, maintain stable production, and ensure production and business efficiency.

**The Board of Supervisors recommends:**

According to the assessment of the Company's Board of Supervisors, the Company 's financial situation is assessed at the level of: Financial security h. Production and business results and financial reports in 2024 The Company's management of labor and wages, construction investment, material management , and other management aspects of the Company are basically implemented in compliance with the regulations of the Group and the State. However, the Board of Supervisors notes the following contents:

- Regarding bad debts , the Company is requested to take measures to collect and report according to regulations, and at the same time strengthen debt management to limit additional bad debts incurred.

- Regarding land management : The Company monitors and manages land in accordance with State regulations and land laws.

- The Company continues to review the Company's current internal management regulations, rules and procedures to issue additional regulations or develop new ones in accordance with the new regulations issued by TKV .

- The Company further strengthens financial management and supervision to increase production and business efficiency and preserve and develop TKV's investment capital at the Company.

- Regularly review technical and economic norms, issue additional norms as appropriate, as well as review invoices and documents for purchasing materials, goods and services to limit risks related to invoices as well as corporate income tax management according to the provisions of current tax laws.

- 2025 continues to be a difficult year for the Company. Since the beginning of the year, there have been many changes in policies and legal documents of the State taking effect. Therefore, the Board of Directors and the Executive Board have directed to continue reviewing, amending and supplementing regulations and rules to ensure compliance with new documents of the Group and the State.

- Focus on accelerating the development of investment projects on schedule, as well as the settlement of investment projects in compliance with state regulations, TKV regulations and the Company's regulations.

- Continue to manage and implement well the technical and technological indicators, improve the quality of coal production and coal consumption according to the plan approved by TKV.



- Continue to deploy the work of arranging units and labor in accordance with the production situation of the Company and according to the requirements of TKV. The work of salary, bonus, and labor discipline continues to be implemented openly and transparently.

- Further strengthen the coordination between the Board of Supervisors, the Board of Directors and the Executive Board . Improve the quality of self-control and internal audit work.

- Thoroughly overcome existing problems that inspection and audit teams and the Board of Supervisors have raised in the 2024 reports.

**\*Summary:** In 2024, the Board of Directors, the Executive Director, and other managers in the Company closely followed the production and business plan set forth in the resolution of the Shareholders' Meeting. In 2024, the Company achieved profits and paid dividends to shareholders according to the plan approved by the Shareholders' Meeting.

Above is the entire content of the report of the Board of Supervisors on the implementation of the work. Control cooperation in 2024, respectfully submit to the General Meeting of Shareholders for consideration and approval .

Thank you very much./.

**Recipient:**

- As per your request;
- Board of Directors, Supervisory Board (ecopy) ;
- Director, Deputy Directors (ecopy);
- P. CV (Posted on Website);
- Save: Documents, Company Secretary.

**Board of Supervisors  
PREFECT**

**Nguyen Thi Tam**

**INDUSTRIAL GROUP**  
**COAL - MINERALS OF VIETNAM**  
**VINACOMIN - MONG DUONG COAL JOINT**  
**STOCK COMPANY**

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

*Quang Ninh , ... 2025*

No.            /BC- BKS  
Re : Selecting an independent auditing company to  
audit the 2025 financial statements.



To: Annual General Meeting of Shareholders 2025

*Pursuant to the Law on Securities dated November 26, 2019; Law 56/2024/QH15 dated November 26, 2019; The 15th National Assembly , 8th session, passed on November 29, 2024 through amendments and supplements to a number of articles of the Securities Law, Accounting Law, Independent Audit Law, State Budget Law, Law on Management and Use of Public Assets, Tax Administration Law, Personal Income Tax Law, National Reserve Law, and Law on Handling of Administrative Violations .*

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

*Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of provisions on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*

*Pursuant to Decision No. 2730 /QĐ-BTC dated November 15 , 2024 of the Ministry of Finance on approving auditing enterprises and practicing auditors to audit public interest entities in 2025;*

*Pursuant to the Charter on organization and operation of Vinacomin - Mong Duong Coal Joint Stock Company; Pursuant to the Regulation on organization and operation of the Company's Board of Supervisors;*

The Company's Board of Supervisors proposes at the Company's 2025 Annual General Meeting of Shareholders to approve the list of independent Auditing Companies to audit the Company's financial statements and perform other audits in 2025. The specific list is as follows:

**AASC Auditing Company Limited**

Address: No. 01 Le Phung Hieu, Hoan Kiem District, Hanoi City

**2. AFC Vietnam Auditing Company Limited - Ha Thanh Branch**



Address : No. 44 Nguyen Cong Hoan, Ngoc Khanh Ward, Ba Dinh District  
, Hanoi

**3. Nhan Tam Viet Auditing Company Limited**

Address : 2nd Floor, Platinum Residences Building, No. 6 Nguyen Cong  
Hoan, Ngoc Khanh Ward, Ba Dinh District , Hanoi

(With attached capacity profiles of independent auditing companies)

***Reasons for recommending the above Auditing Companies:***

- Are independent auditing companies legally operating in Vietnam approved by the Ministry of Finance to audit the Financial Statements of public interest entities in 2024 as announced by the Ministry of Finance and announced by the State Securities Commission on the Website of the State Securities Commission.

- Meet the requirements of Vinacomin - Mong Duong Coal Joint Stock Company on audit scope and progress./.

***Recipient :***

- As addressed,
- Office, Supervisory Board, Board of Directors.

**On behalf of the Board of  
Supervisors  
HEAD**

**Nguyen Thi Tam**

Cam Pha, date month year 2025



No. / TTr-TMD

## PROPOSAL

**Regarding the request to approve contracts and transactions between Vinacomin - Mong Duong Coal Joint Stock Company with related businesses and persons**

Dear:

- General Meeting of Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company.

*Pursuant to Article 167 of Enterprise Law 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 "Detailing the implementation of a number of articles of the Securities Law";*

*Pursuant to the Charter of organization and operation of Vinacomin - Mong Duong Coal Joint Stock Company;*

*Pursuant to the 2025 Business Cooperation Plan of Vinacomin - Mong Duong Coal Joint Stock Company;*

*Basis for disclosure of information about related persons.*

The Board of Directors proposes that the General Meeting of Shareholders approve the implementation of transactions between the Company and major shareholders and related enterprises in 2025, specifically as follows:

1. Currently, Mr. Nguyen Trong Tot - Member of TKV's capital management board is the representative of TKV's capital at the Company, participating in the Board of Directors and holding the position of Chairman of the Board of Directors of the Company; at the same time, Mr. Nguyen Trong Tot also holds the position of 01 other enterprise:

(1) Chairman of the Board of Directors of Deo Nai-Coc Sau Coal Joint Stock Company - TKV;

2. Ms. Nguyen Thi Tam is the Head of the Board of Supervisors of Vinacomin - Mong Duong Coal Joint Stock Company. At the same time, Ms. Nguyen Thi Tam also holds positions in 04 enterprises:



(1) Head of the Board of Supervisors of Dong Ta Phoi Joint Stock Company – Vinacomin;

(2) Member of the Board of Supervisors of Mining and Shipbuilding Mechanical Joint Stock Company - TKV;

(3) Controller of Duong Huy Coal Company - TKV;

(4) Controller of Nam Mau Coal Company - TKV;

Thus, in addition to the related units under TKV, the above 5 units all have economic and transactional contractual relationships because they are all in the Vietnam National Coal - Mineral Industries Group and have the same related persons. Therefore, according to the provisions of Clause 2, Article 167 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and Clause 3, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government "Detailed regulations for the implementation of a number of articles of the Securities Law" and the Charter of organization and operation of Vinacomin - Mong Duong Coal Joint Stock Company approved by the General Meeting of Shareholders on April 24, 2021, the Board of Directors requests shareholders to consider approving the policy for the Company to sign and execute contracts and transactions between Vinacomin - Mong Duong Coal Joint Stock Company with related enterprises and persons in accordance with the provisions of law and the Charter of organization and operation of the Company, specifically as follows:

TT	Company Name/Related Person	Address, Tax code	Field of engagement	Contract and transaction value
1	Vietnam National Coal - Mineral Industries Group; Companies under TKV and some Joint Stock Companies in which TKV holds controlling shares.	No: 3, Duong Dinh Nghe, Cau Giay District, Hanoi Tax code: 5700100256	According to the list of business lines in the business licenses of the Companies.	The value of contracts and transactions is from 35% of the total value of the Company's assets recorded in the most recent financial report.
2	Deo Nai - Coc Sau Coal Joint Stock Company - TKV (Chairman of the Board of Directors of Vinacomin - Mong Duong Coal Joint Stock Company is the Chairman of the Board of Directors of the Company)	Cam Tay Ward, Cam Pha City, Quang Ninh Province. Tax code: 5702162138	As item 1	As item 1
3	Dong Ta Phoi Joint Stock Company – Vinacomin. (Head of the Board of Supervisors and the Board of Supervisors of the Company).	Bac Cuong Ward, Lao Cai City, Lao Cai Province; Tax code: 5300252991	As item 1	As item 1

4	Mining and Shipbuilding Mechanical Joint Stock Company - TKV (Head of TMD Supervisory Board and Company Control Member)	Bai Chay Ward, Ha Long City, Quang Ninh Province; Tax code: 5700479764	As item 1	As item 1
5	Duong Huy Coal Company - TKV (Head of TMD Supervisory Board and Company Controller)	Cam Thach Ward, Cam Pha, Quang Ninh Tax Code: 5700100256-032	As item 1	As item 1
6	Nam Mau Coal Company - TKV (Head of TMD Supervisory Board and Company Controller)	Quang Trung Ward, Uong Bi City, Quang Ninh Province. Tax code: 5700100256-058	As item 1	As item 1

The Board of Directors respectfully requests that the Company's shareholders consider approving and assigning the Company's CEO to sign and organize the implementation of contracts and transactions between the Company and the above-mentioned enterprises and related persons in accordance with the provisions of the Law. Regarding the value of contracts and transactions for contracts/transactions with specific values, the value of the contract is greater than 35% of the total value of the Company's assets in the most recent Financial Report. Regarding the implementation period of contracts and transactions from January 1, 2025 until there is another change.

The Board of Directors of Vinacomin - Mong Duong Coal Joint Stock Company respectfully requests the Company's General Meeting of Shareholders to consider and approve the above content for the Company to implement in accordance with regulations./.

**Recipient:**

- Shareholders of the Company;
- Board of Directors, Supervisory Board (e-copy);
- Director, Deputy Directors, Chief Accountant (e-copy);
- P.CV (posted on Website);
- Note: VT, Secretary of the Board of Directors.

**TM . BOARD OF DIRECTORS**

**CHAIRMAN**

**Nguyen Trong Tot**



INDUSTRIAL GROUP  
VIETNAM COAL - MINERALS  
VINACOMIN - MONG DUONG COAL JOINT  
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness



No: / NQ-ĐHĐCĐ

Cam Pha, April 29, 2025

**RESOLUTION**  
**Annual General Meeting of Shareholders 2025**

**GENERAL MEETING OF SHAREHOLDERS**  
**VINACOMIN - MONG DUONG COAL JOINT STOCK COMPANY**

*Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam at the 9th session on June 17, 2020;*

*Pursuant to the Charter on organization and operation of Vinacomin - Mong Duong Coal Joint Stock Company which has been issued;*

*Pursuant to Minutes No. /BB-ĐHĐCĐ dated April 29, 2025 of the 2025 Annual General Meeting of Shareholders of Vinacomin - Mong Duong Coal Joint Stock Company.*

**RESOLUTION:**

**Article 1.** Approval of the 2024 Business Performance Report, the 2025 Business Performance Plan and key indicators guiding the 5-year Business Performance Plan 2026-2030 of Vinacomin - Mong Duong Coal Joint Stock Company

The General Meeting of Shareholders unanimously approved the Report on production and business results in 2024, the production and business plan in 2025 and the main targets guiding the 5-year production and business plan 2026-2030 of Vinacomin - Mong Duong Coal Joint Stock Company with the following basic targets:

1. Business results in 2024:

TT	Category	Unit	Resolution of 2024 Shareholders' Meeting	YEAR 2024	% TH/KH
<b>A</b>	<b>Manufacture</b>				
<b>I</b>	<b>Coal production</b>	<b>Ton</b>	<b>1,550,000</b>	<b>1,565,646</b>	<b>101.0</b>
1	Underground coal	Ton	1,550,000	1,565,646	101.0
<b>II</b>	<b>Kiln meter</b>	<b>M</b>	<b>19,800</b>	<b>20,301</b>	<b>102.5</b>
1	CBSX homemade furnace meter	M	17,665	18,118	102.6
2	CBSX outsourced furnace meter	“	2.135	2,183	102.2
3	Meter of anchor furnace	“	3,500	1,589	45.4

TT	Category	Unit	Resolution of 2024 Shareholders' Meeting	YEAR 2024	% TH/KH
	- CBSX furnace meter coefficient	m/1000ton	12.77	12.97	101.5
<b>III</b>	<b>crosscut tunnel</b>	<b>M</b>	<b>4,360</b>	<b>4,716</b>	<b>108.2</b>
<b>B</b>	<b>Total coal consumption</b>	<b>Ton</b>	<b>1,550,000</b>	<b>1,567,026</b>	<b>101.1</b>
1	Imported coal delivered to NMT	Ton	1,535,000	1,552,565	101.1
2	Clean coal delivery area	Ton	15,000	14,460.74	96.4
<b>C</b>	<b>Total Revenue</b>	<b>Mil VND</b>	<b>2,493,011</b>	<b>2,615,245</b>	<b>104.9</b>
<b>D</b>	<b>Profit</b>	<b>Mil VND</b>	<b>62,722</b>	<b>70,930</b>	<b>113.1</b>
<b>E</b>	<b>Average income</b>	<b>Tr.d.Ng/th</b>	<b>19,096</b>	<b>21,564</b>	<b>112.9</b>
<b>F</b>	<b>Inventory</b>	<b>Ton</b>	<b>15,000</b>	<b>21,449</b>	<b>143.0</b>

2. The directions and tasks for 2025 include the following main goals:

2.1. General goals for 2025: “Safety - Solidarity - Development - Efficiency”.

2.2. Production and business plan for 2025

T T	LIST	Unit	Production and Business Planning	Note
<b>A</b>	<b>Manufacture</b>			
<b>I</b>	<b>Coal production</b>	<i>Ton</i>	<b>1,650,000</b>	
1	Underground coal production	"	<b>1,650,000</b>	
<b>II</b>	<b>Kiln meter</b>	<i>M</i>	<b>19,000</b>	
1	CBSX homemade furnace meter:	"	16,600	
2	Meters of CBSX furnaces for hire:	<i>M</i>	2,400	
	Meter of furnace supporting anchor	"	1,000	
<b>III</b>	<b>Crosscut tunnel</b>	<i>M</i>	<b>4,680</b>	
1	By Company	"	3,480	
2	Outsourcing	"	1,200	
<b>B</b>	<b>Total coal consumption</b>	<i>Ton</i>	<b>1,650,000</b>	
1	Raw coal	"	1,638,000	
2	Clean coal	<i>Ton</i>	12,000	
<b>C</b>	<b>Investment value</b>	<i>Tr.đ</i>	<b>193,373</b>	
	Build	"	17,263	



<b>T T</b>	<b>LIST</b>	<b>Unit</b>	<b>Production and Business Planning</b>	<b>Not e</b>
	Device	"	167.104	
	Other	"	9,006	
<b>D</b>	<b>Total Revenue</b>	<i>Tr.đ</i>	<b>2,654,271</b>	
<b>E</b>	<b>Profit</b>	<i>Tr.đ</i>	<b>32,265</b>	
<b>F</b>	<b>Average income</b>	<i>ngd. Ng/th</i>	<b>19,975</b>	
<b>G</b>	<b>Inventory</b>	<i>Ton</i>	<b>15,000</b>	

### 2.3. Main indicators guiding the 5-year production and business plan 2026-2030

TT	Target	Unit	5 year plan					Total 5 years
			Year 2026	Year 2027	Year 2028	Year 2029	2030	
<b>1</b>	<b>Resource Management</b>							
a	Open pit excavation	1000m3	-	-	-	-	-	
b	Total tunneling	m	19,000	19,000	19,000	19,500	19,500	96,000
	Including: CBSX tunnel digging	m	19,000	19,000	19,000	19,500	19,500	96,000
	* CBSX furnace meter coefficient	m/1000t	12.67	12.67	12.67	13.00	13.00	12.80
<b>2</b>	<b>Main products</b>							
2.1	Raw coal	1000t	1,500.0	1,500.0	1,500.0	1,500.0	1,500.0	7,500
	- Mine	"	1,500	1,500	1,500	1,500	1,500	7,500
2.2	Clean coal into the mine screen	"	10	10	10	10	10	50
	- Pure from the beginning	"	10	10	10	10	10	50
2.3	Coal consumption (delivered to TKV)	1000t	1,500.0	1,500.0	1,500.0	1,500.0	1,500.0	7,500
a	Raw coal delivered to coal selection company	"	1,490.0	1,490.0	1,490.0	1,490.0	1,490.0	7,450
b	Clean coal delivered to Logistics Companies	"	10	10	10	10	10	50
<b>3</b>	<b>Total Revenue</b>	<i>Tr.đ</i>	<b>2,605,678</b>	<b>2,616,828</b>	<b>2,608,647</b>	<b>2,568,698</b>	<b>2,554,916</b>	<b>12,954,767</b>
<b>4</b>	<b>Profit</b>	<i>Tr.đ</i>	<b>30,355</b>	<b>30,411</b>	<b>30,270</b>	<b>30,171</b>	<b>30,102</b>	<b>151,309</b>
<b>5</b>	<b>Labor - Salary</b>							
	- Standard labor	People	3,732	3,751	3,720	3,769	3,815	3,757
	- Average salary	1000 VND/person/m onth	20,487	21,631	22,583	23,897	25,453	22,810

The Congress authorized the Board of Directors and Executive Board of Vinacomin - Mong Duong Coal Joint Stock Company:

Direct, implement and adjust the increase/decrease of the 2025 production and business plan targets appropriately to ensure the interests of the Company and shareholders;

Based on the orientation of some 5- year targets 2026-2030 , the Executive Director annually bases on the planning orientation and directive documents of TKV to develop the annual production and business plan according to the approved planning orientations.

**Article 2.** Approval of the Board of Directors' 2024 Operational Report and 2025 Directions and Tasks.

The General Meeting of Shareholders unanimously approved the Board of Directors' Report for 2024 and the 2025 Task Orientation (*with attached Report*).

**Article 3.** Approval of the Report of the Independent Board Member in 2024 and the Task Orientation for 2025.

The General Meeting of Shareholders unanimously approved the Report of the Independent Board Member in 2024 and the Task Orientation for 2025 (*with attached Report*)

**Article 4.** Approval of the 2025 Transaction Contract Report with related parties under the authority of the General Meeting of Shareholders.

The General Meeting of Shareholders unanimously approved the 2025 transaction contract with related parties under the authority of the General Meeting of Shareholders (*with attached Report*) .

**Article 5.** Approval of the 2024 Financial Statements audited by AASC Auditing Company Limited to audit the 2024 Financial Statements.

The General Meeting of Shareholders unanimously approved the 2024 Financial Report prepared by AASC Auditing Company Limited (*with attached Report*).

**Article 6.** Approval of the 2024 profit distribution plan.

The General Meeting of Shareholders unanimously approved the plan to pay dividends and set up funds in 2024 as follows:

TT	Explanation	Proportion (%)	Value (million dong)	Note
1	Accumulated profit after tax to 2024	100	116,330	In which: deferred corporate income tax assets 63,003 million VND
2	Expected profit distribution in 2024	45.84	53,327	
-	Dividend payment	12.89	14,993	7% /charter capital
-	Bonus fund for the Company's Executive Board.	0.21	243	
-	Bonus and welfare fund	32.74	38,090	
+	<i>Bonus fund provision (65%)</i>		24,759	
+	<i>Provision for Welfare Fund (35%)</i>		13,331	



**Article 7.** Approve the Report on salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; propose allowances, salaries, and remuneration levels in 2025.

1. Approval of the Report on salary, remuneration and allowance payment of the Board of Directors (BOD), Board of Supervisors (BOS) and Company Managers:

The General Meeting of Shareholders unanimously approved the Report on salaries, remuneration, and allowances of members of the Board of Directors, the Board of Supervisors, and the Company's managers in 2024, specifically as follows:

TT	Title	Number	Salary		Salary, Allowance		Bonus (VND)	Note
			People	Amount (VND)	People	Amount (VND)		
1	Board of Directors	05			05	504.4		
2	Supervisory Board	03			03	168.0		
3	Company Secretary	01			01	50.4		
4	Manager	06	06	2,921.8			243.5	
	<b>Total</b>			<b>2,921.8</b>		<b>724.8</b>	<b>243.5</b>	

2. Resolution on remuneration, salary and allowance payment levels in 2025:

TT	Title	Number	Salary to calculate (tr.d/person/month)	Salary/allowance ratio (%)	Salary/allowance (VND/person/month)	Number of months	Total compensation/allowances in 2025 (Tr.đ)
<b>I</b>	<b>Remuneration</b>						<b>448.8</b>
1	Chairman of the Board	1	27.0	20	5.4	12	64.8
2	Board of Directors	3	23.0	20	4.6	12	165.6
3	Head of Supervisory Board	1	24.0	20	4.8	12	57.6
4	Board Member	2	23.0	20	4.6	12	110.4
5	Company Secretary	1	21.0	20	4.2	12	50.4
<b>II</b>	<b>Allowance</b>						<b>276.0</b>
1	Independent Board Member	1	23.0	100	23.0	12	276.0
	<b>Total</b>						<b>724.8</b>

3. Payment method:

Every month, members of the Board of Directors, Supervisory Board, and Company are advanced 80% of their salary and remuneration for that month; the remaining amount is settled at the end of the year based on the Company's production and business results.

**Article 8.** Approval of the Board of Supervisors' 2024 Operation Report, 2025 Directions and Tasks and 2024 Financial Statement Audit Report.

The General Meeting of Shareholders unanimously approved the 2024 Supervisory Board's Operation Report, 2025 Directions and Tasks, and 2024 Financial Statement Audit Report (*with attached Report*).

**Article 9.** Approval of the selection of the list of Auditing Companies for Financial Statements in 2025.

The General Meeting of Shareholders unanimously approved the selection of a list of independent auditing companies to audit the 2025 financial statements , including :

**AASC Auditing Company Limited**

Address: No. 01 Le Phung Hieu, Hoan Kiem District, Hanoi City

**2. AFC Vietnam Auditing Company Limited - Ha Thanh Branch**

Address : No. 44 Nguyen Cong Hoan, Ngoc Khanh Ward, Ba Dinh District , Hanoi

**3. Nhan Tam Viet Auditing Company Limited**

Address : 2nd Floor, Platinum Residences Building, No. 6 Nguyen Cong Hoan, Ngoc Khanh Ward, Ba Dinh District , Hanoi Internal

The Congress assigned the Company to select 01 independent auditing company (out of the 03 above companies) in accordance with the law to audit the 2025 Financial Statements in accordance with current regulations.

**Article 10.** Terms of enforcement

1) The 2025 Annual General Meeting of Shareholders of Vinacomin Mong Duong Coal Joint Stock Company was conducted fairly and legally. This Resolution takes effect immediately after the 2025 Annual General Meeting of Shareholders of Vinacomin Mong Duong Coal Joint Stock Company is approved.

2. Organization of implementation of the Resolution: Members of the Board of Directors , Board of Supervisors, Board of Executive Directors and other managers, based on their functions , tasks and powers, organize the implementation of the Resolution in accordance with the provisions of law and the Company's Charter and are responsible for reporting the results of the implementation of the Resolution at the 2026 Annual General Meeting of Shareholders./ .

This Resolution was approved in full before the Congress and was approved by all shareholders attending the Congress./.

**Recipient:**

- State Securities Commission, Hanoi Stock Exchange (copy);
- Vietnam Securities Depository and Clearing Corporation;
- Company shareholders (via Website);
- Members of the Board of Directors and Board of Supervisors (e-copy);
- Board of Directors (e-copy);
- Union, Youth Union, Veterans Association (e-copy);
- Company Website;
- Save: VT, BOD.

**TM. GENERAL MEETING OF  
SHAREHOLDERS  
PRESIDE**

**Nguyen Trong Tot  
CHAIRMAN OF THE COMPANY BOARD OF  
DIRECTORS**



Cam Pha, date month year 2025



**NOTIFICATION**  
**About the list of related persons of insiders**

*Pursuant to Point a, Clause 45 and Point d - Clause 46, Article 4 - Securities Law No. 54/2019/QH14 dated November 26, 2019 of the National Assembly explaining about Insiders and related persons of insiders;*

*Pursuant to Point a, Clause 4, Article 164, Enterprise Law No. 59/2020/QH14, dated June 17, 2020 of the National Assembly, regulating the Notification of the list of Related Persons of Insiders at the Annual General Meeting of Shareholders.*

*Pursuant to the Charter of Vinacomin - Mong Duong Coal Joint Stock Company approved by the General Meeting of Shareholders;*

The Board of Directors informs the General Meeting about insiders and related persons of insiders as follows:

The Company's current insiders include 13 people, holding the following positions: Chairman of the Board of Directors, member of the Board of Directors, Director, Deputy Chief Accountant; Head of the Supervisory Board, member of the Supervisory Board, member of the internal audit; Company Secretary, person in charge of corporate governance, person authorized to disclose information.

The related persons corresponding to the 13 insiders are 127 related persons including: *biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, wife, husband, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, biological sibling, brother-in-law, brother-in-law, sister-in-law, sister-in-law of the 13 insiders;*

Information about 127 related persons of insiders was disclosed by the Company 21 days before the General Meeting (*posted on the Company's Website and disclosed on the Stock Market*) in accordance with the provisions of law.

The Board of Directors of Vinacomin - Mong Duong Coal Joint Stock Company respectfully informs the General Meeting.

*(details attached with list of 127 related people of insiders)*

**Recipient:**

- Shareholders (accessible on Website);
- CV Department;
- State Securities Commission; Hanoi Stock Exchange;
- Archive; Congress Records .

**T. BOARD OF DIRECTORS**  
**CHAIRPERSON**

**Nguyen Trong Tot**

## LIST OF RELATED PERSONS

(attached with notice number TB-TMD dated month year 2025)

STT	Stock code	Full name	Relationship with insiders	Note
1	2	3	5	
<b>1</b>		<b>People related to Mr. Nguyen Trong Tot</b>		
1.01	MDC	Vu Thi Xam	Mother	
1.02	MDC	Bui Thi Hoa	Wife	
1.03	MDC	Nguyen Mai Quynh	Daughter	
1.04	MDC	Nguyen Dinh Tin	son in law	
1.05	MDC	Nguyen Quynh Trang	Daughter	
1.06	MDC	Nguyen Thi Chien	Older sister	
1.07	MDC	Nguyen Cong Thuan	brother in law	
1.08	MDC	Nguyen Thi Huyen	Older sister	
1.09	MDC	Dinh Van Mien	brother in law	
1.10	MDC	Bui Cong Hao	father in law	
1.11	MDC	Dinh Thi Nguyen	Mother in law	
<b>2</b>		<b>People related to Mr. Hoang Trong Hiep</b>		
2.01	MDC	Hoang Trong Hai	Father	
2.02	MDC	Nguyen Thi Huyen	Mother	
2.03	MDC	Nguyen Thi Huyen	Wife	
2.04	MDC	Hoang Trong Khoa	biological child	
2.05	MDC	Hoang Kieu Ly	biological child	
2.06	MDC	Hoang Trong Hung	younger brother	
2.07	MDC	Pham Thi Duyen	sister in law	
2.08	MDC	Vu Thi Tham	Mother in law	
2.09	MDC	Nguyen Ngoc Thanh	Brother in law	
<b>3</b>		<b>People related to Mr. Ngo Xuan Thuy</b>		
3.01	MDC	Dinh Thi Hong	Wife	
3.02	MDC	Ngo Khanh Huyen	biological child	
3.03	MDC	Ngo Khanh Chi	biological child	
3.04	MDC	Ngo Xuan Huong	Father	
3.05	MDC	Pham Thi Hanh	Mother	
3.06	MDC	Cu Thi Hieu	Mother in law	
3.07	MDC	Ngo Thi Kim Chung	younger sister	
3.08	MDC	Bui Van Huong	brother in law	
3.09	MDC	Ngo Xuan Tinh	younger brother	
3.10	MDC	Nguyen Thi Dieu Ly	sister in law	
<b>4</b>		<b>People related to Mr. Vadym D'omin</b>		
<b>5</b>		<b>People related to Mr. Pham Van Tac</b>		
5.01	MDC	Nguyen Thi To	Mother	
5.02	MDC	Luong Thi Yen	Wife	
5.03	MDC	Pham Huyen Trang	biological child	



STT	Stock code	Full name	Relationship with insiders	Note
5.04	MDC	Pham Nhat Tam Long	biological child	
5.05	MDC	Nguyen Manh Cuong	son in law	
5.06	MDC	Pham Thi Lan	younger sister	
5.07	MDC	Pham Van Huu	younger brother	
5.08	MDC	Pham Thi Nhieu	younger sister	
5.09	MDC	Pham Thi Mao	younger sister	
5.10	MDC	Dao Thi Diep	sister in law	
5.11	MDC	Nguyen Cong Thao	brother in law	
5.12	MDC	Dang Van Hung	brother in law	
<b>6</b>		<b>People related to Ms. Nguyen Thi Tam</b>		
6.01	MDC	Tran Quoc Chien	Husband	
6.02	MDC	Tran Quoc Cuong	biological child	
6.03	MDC	Tran Hanh Huyen	biological child	
6.04	MDC	Nguyen Quang Long	Father	
6.05	MDC	Hoang Thi Mang	Mother	
6.06	MDC	Nguyen Quang Khuong	brother	
6.07	MDC	Nguyen Quang Hung	brother	
6.08	MDC	Nguyen Quang Mai	brother	
6.09	MDC	Nguyen Quang Vinh	brother	
6.10	MDC	Nguyen Thi Thanh	Sister	
6.11	MDC	Nguyen Thu Trang	daughter in law	
<b>7</b>		<b>People related to Mr. Nguyen The Hanh</b>		
7.01	MDC	Nguyen Van Nhai	Father	
7.02	MDC	Bui Thi Bong	Mother	
7.03	MDC	Pham Thi Hien	Wife	
7.04	MDC	Nguyen Van Anh	biological child	
7.05	MDC	Nguyen Thanh Tung	biological child	
7.06	MDC	Nguyen Thi Thuy	Sister	
7.07	MDC	Nguyen Van Hon	brother	
7.08	MDC	Nguyen Thi Thuy	younger brother	
7.09	MDC	Nguyen Thi Thu	Sister in law	
7.10	MDC	Nguyen Xuan Trinh	brother in law	
7.11	MDC	Dao Duy Khuong	brother in law	
7.12	MDC	Nguyen Thi Tuyet	Mother in law	
<b>8</b>		<b>People related to Mr. Nguyen Tien Hung</b>		
8.01	MDC	Nguyen Van Cuong	Father	
8.02	MDC	Pham Thi Mien	Mother	
8.03	MDC	Dong Thi Ha Giang	Wife	
8.04	MDC	Nguyen Dong Khanh Linh	offspring	
8.05	MDC	Nguyen Tien Dung	Older brother	
8.06	MDC	Ta Thi Thu Hien	Sister in law	

STT	Stock code	Full name	Relationship with insiders	Note
8.07	MDC	Dong Duy Pha	father in law	
8.08	MDC	Khoa Thi Tram	Mother in law	
8.09	MDC	Dong Thi Lan Huong	Sister-in-law	
<b>9</b>		<b>People related to Mr. Nguyen Huu Hung</b>		
9.01	MDC	Thai Thi Thanh	Mother	
9.02	MDC	Duong Hai Yen	Wife	
9.03	MDC	Nguyen Phuong Mai	biological child	
9.04	MDC	Nguyen Huu Tuan Hung	biological child	
9.05	MDC	Nguyen Thi Hue	younger brother	
9.06	MDC	Nguyen Huu Minh	younger brother	
9.07	MDC	Hoang Thi Hong	Mother in law	
9.08	MDC	Duong Hai Van	brother in law	
9.09	MDC	Duong Khanh Ha	brother in law	
<b>10</b>		<b>People related to Mr. Tran Manh Ha</b>		
10.01	MDC	Vu Thi Lien	Mother	
10.02	MDC	Le Thi Yen	Wife	
10.03	MDC	Tran Truong Giang	biological child	
10.04	MDC	Tran Huu Dat	biological child	
10.05	MDC	Tran Thi Mai Thanh	younger brother	
10.06	MDC	Nguyen Thi Chua	Mother in law	
10.07	MDC	Le Dong	Brother in law	
10.08	MDC	Le Phu Dung	sister in law	
10.09	MDC	Ngo Doan Mui	brother in law	
<b>11</b>		<b>People related to Mr. Lai Quang Trung</b>		
11.01	MDC	Pham Thanh Quynh	Wife	
11.02	MDC	Lai Quang Duong	biological child	
11.03	MDC	Lai Anh Thu	biological child	
11.04	MDC	Lai Quang Tuan	Father	
11.05	MDC	Ha Thi Ben	Mother	
11.06	MDC	Lai Quang Cuong	brother	
11.07	MDC	Lai Quang Dung	younger brother	
11.08	MDC	Lai Thi Yen	younger brother	
11.09	MDC	Lai Quang Phu	younger brother	
11.10	MDC	Pham Thanh Trang	father in law	
11.11	MDC	Pham Thi Minh	Mother in law	
11.12	MDC	Pham Thanh Hai	Sister-in-law	
<b>12</b>		<b>People related to Ms. Nguyen Tuyet Mai</b>		
12.01	MDC	Le The Anh	Husband	
12.02	MDC	Le Binh Minh	Son	
12.03	MDC	Le Lam Phuc	Son	



STT	Stock code	Full name	Relationship with insiders	Note
12.04	MDC	Nguyen Van Sang	Father	
12.05	MDC	Nguyen Thi Than	Mother	
12.06	MDC	Le Van Loi	father in law	
12.07	MDC	Nguyen Thi Thuy	Mother in law	
12.08	MDC	Nguyen Thi Thu Huong	Sister	
12.09	MDC	Nguyen Viet Chien	brother in law	
12.10	MDC	Nguyen Thi Hong	younger brother	
12.11	MDC	Le Viet Hai	brother in law	
12.12	MDC	Nguyen Van Nuoi	younger brother	
12.13	MDC	Pham Thi Cam Nhung	sister in law	
12.14	MDC	Le Hoan	husband	
12.15	MDC	Tran Thi Vinh Huong	Sister in law	
<b>13</b>		<b>People related to Mr. Nguyen Thanh Son</b>		
13.01	MDC	Nguyen Thi Tru	Mother	
13.02	MDC	Vu Thanh Minh	Wife	
13.03	MDC	Nguyen Khanh Thi	biological child	
13.04	MDC	Nguyen Phuc Vinh	biological child	
13.05	MDC	Nguyen Thi Thu Thuy	Sister	
13.06	MDC	Pham Van Viet	brother in law	
13.07	MDC	Vu Van Thuyet	father in law	
13.08	MDC	Nguyen Thi Nga	Mother in law	







MONG DUONG COAL JOINT STOCK COMPANY - VINACOMIN  
2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS



**VOTING BALLOT**  
**SHAREHOLDER CODE: ...**

Shareholder's name: \_\_\_\_\_

Number of shares owned: ... shares

Number of authorized shares: .... shares

**Total number of shares represented: .... shares**

*(Shareholders check the Opinion box according to each Voting Content)*

Content	Agree	Disagree	No opinion
Content 01:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 02:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 03:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 04:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 05:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 06:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 07:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 08:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 09:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 10:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content .... :	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Instruct:**

- Shareholders vote by choosing **ONE** of the following options: **Agree, Disagree, No opinion** for each voting content.

April 29, 2025

**SHAREHOLDER OR AUTHORIZED  
REPRESENTATIVE**

*(Sign and Print Full Name)*

