

CAO SON COAL JOINT STOCK
COMPANY

No. 827/BC-TCS-HDQT

Cam Pha, January 20, 2025

**REPORT ON CORPORATE GOVERNANCE
YEAR 2024**

To: - The State Securities Commission.

- The Hanoi Stock Exchange.

Name of Company: Cao Son Coal Joint Stock Company

Address of headoffice: Cam Son Ward, Cam Pha City, Quang Ninh Province

Telephone: 02033 862 337

Fax: 02033 863 945

Charter capital: 428,467.730.000 VND

Stock symbol: CST

Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors,
Director.

The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders

No.	Resolution No.	Date	Content
1	01/NQ-TCS-DHDCD	26/4/2024	Contents voted for approval at the congress: (1) Report on production and business results in 2023, production and business plan in 2024; (2) Report of the Board of Directors on governance and operating results in 2023, orientation for 2024; (3) The report on the activities of Board of Supervisors; The report of the Board of Supervisors on the evaluation of the management and operation of the company by the Board of Directors and the Director of the Company in 2023; The appraisal report of the Board of Supervisors regarding: Report on the Company's production and business results, financial statements for 2023; (4) The audited financial statement for the year 2023; (5) Plan for profit distribution, appropriation and use of funds; Dividend payment plan in 2023; (6) Report on remuneration payment for members of the Board of Directors and Board of Supervisors in 2023 and approve the proposal for remuneration payment for members of the Board of Directors and Board of Supervisors in 2024; (7) Report on the proposal to select a list of independent audit firms for the fiscal year 2024;

			<p>(8) To approve the Company's contracts and transactions under the authority of the General Meeting of Shareholders;</p> <p>(9) Approve the approval of the plan to increase the customary capital from owner's equity of Cao Son Coal Joint Stock Company.</p>
2	01/NQ-TCS-DHDCD	06/09/2024	<p>Contents voted for approval at the congress:</p> <p>(1) Approving the dismissal of members of the Board of Directors for the term 2020 – 2025 for Mr. Vu Trong Tuan from 06/09/2024 the reason: Mr. Vu Trong Tuan has submitted his resignation, approved by the Board of Directors of the company and voted for by the General Meeting of Shareholders of the company.</p> <p>2) Approve the nomination of 01 candidate to elect additional members of the Board of Directors for the term 2020 - 2025. The General Meeting elected an additional 01 member of the Board of Directors of the Company to perform the duties from 06/09/2024 until the end of the remaining term of 2020-2025 for Mr. Nguyen Ngoc Toan.</p>
3	02/NQ-TCS-DHDCDBT	24/12/2024	<p>Contents voted for approval at the congress:</p> <p>(1) Approved the dismissal of 01 Member of the Board of Supervisors of the Company for the term 2020-2025 for Ms. Le Thi Kim Dung from 24/12/2024, the reason: Ms. Le Thi Kim Dung ceased to be the representative of TKV Group at the Company, the resignation application was approved and voted for by the General Meeting of Shareholders of the Company.</p> <p>(2) Approving the results of the election of 01 additional member of the company's Board of Supervisors for the term 2020 - 2025, specifically: Election and appointment of 01 member of the Board of Supervisors of Cao Son Coal Joint Stock Company from 24/12/2024 until the end of the remaining term of 2020-2025 for Ms. Ha Thi Diep Anh.</p>

II. Board of Directors:

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Vu Van Thien	Chairman of the Board	05/08/2020	
2	Pham Quoc Viet	Members of Board of Directors, Director.	01/10/2021	
3	Vu Trong Tuan	Members of Board of Directors, Party Committee Secretary.	05/08/2020	06/09/2024
4	Tran Phuong Nam	Members of Board of Directors	05/08/2020	
5	Mai Huy Giap	Members of Board of Directors, Deputy Director.	27/4/2022	
6	Nguyen Ngoc Toan	Members of Board of Directors, Deputy Director.	06/09/2024	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate (%)	Reasons for absence
1	Vu Van Thien	13	100	
2	Pham Quoc Viet	13	100	
3	Vu Trong Tuan	09	100	Dismissed on 06/9/2024
4	Tran Phuong Nam	13	100	
5	Mai Huy Giap	13	100	
6	Nguyen Ngoc Toan	04	100	Appointed on 06/9/2024

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

The Board of Directors of the company has appointed 01 person in charge of corporate governance to concurrently serve as the Company Secretary according to the provisions of Clause 5, Article 156 of the Law on Enterprises.

The Board of Directors of the company has developed an internal regulation on corporate governance and submitted it to the General Meeting of Shareholders for approval on April 22, 2021.

The Chairman of Board does not concurrently hold the title of Director of the company. There is only 01 member of the Board of Directors of the company who is also a member of the Board of Directors at 05 other companies.

The structure of the Board of Directors of the Company ensures that at least one-third of the total number of members of the Board of Directors are non-executive members.

In 2024, the Board of Directors will organize 13 direct meetings and 25 rounds of written opinion to approve the issuance of resolutions, 03 sessions of the General Meeting of Shareholders, 01 meeting of the Company's leadership collective. The Board of Directors issued 244 documents [of which 45 resolutions (38 general resolutions, 04 thematic resolutions, 03 resolutions of the General Meeting of Shareholders), 50 decisions and 103 other documents]. In 2024, the Board of Directors will amend, supplement and promulgate 10 internal management regulations of the Company.

The Board of Directors of the Company has reported to the 2024 Annual General Meeting of Shareholders the content of continuing to carry out the procedures for listing the company's shares on the Hanoi Stock Exchange (HNX). On December 15, 2024, the HNX issued Decision No. 1266/QĐ-SGDH on approving the listing of shares of Cao Son Coal Joint Stock Company.

Through the Board of Directors of the Company, the Capital Representative and representatives of Vietnam National Coal & Mineral Industries Holding Corporation Limited (TKV) participating in the Board of Directors have closely followed the charter, statutes and regulations of TKV to direct the implementation of the resolutions of the Company's General Meeting of Shareholders. The representative of the capital and the representatives of TKV at the

Company shall strictly implement the Regulation on Management of Representatives of TKV at enterprises (the Regulation is promulgated together with Decision No. 2338/QĐ-TKV dated 12/31/2020 and Decision No. 1809/QĐ-TKV dated 06/09/2024 of the Board of Members of TKV). The Board of Directors of the Company has developed and approved the Resolution on the 2024 operation plan, assigned members to supervise and direct the executive apparatus in each field in accordance with their expertise and maintain the reporting regime of the Director to the Board of Directors of the company on the production and business situation, organization and orientation for the company's development, arising issues...

The Board of Directors develops and approves the Resolution to temporarily assign the production and business plan in 2025 as a basis for submitting to the 2025 Annual General Meeting of Shareholders for approval.

4. Activities of the Board of Directors' subcommittees, production and business results implemented in 2024:

The departments in the company are assigned tasks and are also subcommittees assisting the Board of Directors of the company to advise and assist the Board of Directors in directing the executive apparatus to carry out production and business in accordance with the law and use labor reasonably.

Production and business results implemented in 2024 are as follows:

No.	Item	Unit	TKV Plan 2024 (1)	Implement Year 2024 (2)	Compare % (2/1)
1	Soil and rock preparation for production	1000 m ³	58.250	58.043	99,6
2	Coal production	1000 Tons	4.700	5.150	109,6
3	Coal consumption	Ton	4.700	5.108	108,7
4	Coal Revenue	Million VND	9.425	9.279	98,5
5	Total Profit	Billion VND	130	139,7	107,5
6	Average salary	Thousand VND/person/month	11.855	16.600	140,0

5. Resolutions/Decisions of the Board of Directors:

5.1. Resolutions

No.	Resolution No.	Date	Content
1	01/NQ-TCS-HDQT	24/01/2024	Regarding the implementation of production and business plans in 2024; Regarding the reports of the Representative of TKV's capital in the Company, the report on compliance with the law and decisions of the owner in 2023, the report of the Company's Party Committee on the results of leadership coordination in 2023, the report on the company's governance in 2023 and the operation plan of the Board of Directors in 2024; Regarding the approval of the planned salary fund, the salary fund of managers and the contracted salary of managers

			in 2024; Regarding the approval of the proposed plan to use the Reward Fund and the Welfare Fund in 2024; Regarding the approval of the inspection and supervision plan in 2024 of Cao Son Coal Joint Stock Company; Regarding the proposal for approval of the implementation of the exploration and survey plan in 2024; Regarding the approval of the production and business plan in 2024; Regarding the proposal to approve the signing of contracts and transactions between the company and enterprises and relevant insiders, persons/organizations in 2024; Regarding the approval of the adjustment of production and business plan targets in 2023; Regarding the plan to issue shares to increase charter capital from equity.
2	01A/NQ-TCS-HDQT	24/01/2024	Regarding the approval of the policy on the implementation of contracts and transactions between Cao Son Coal Joint Stock Company and related businesses and persons in 2024
3	02/NQ-TCS-HDQT	27/02/2024	Regarding the production and business situation in January and February 2024; Regarding the implementation of the content of Document No. 893/TKV-DT dated 21/02/2024 of TKV, on the approval of the policy of adjusting the direction of the soil and rock dumping conveyor belt and Document No. 901/TKV-KS dated 21/02/2024 of TKV on the report on asking for opinions on voting contents at the annual general meeting of shareholders; Regarding the approval of the adjustment of the Contractor Selection Plan for Package No. 15-MRNCs: Supply 01 hydraulic excavator with an inverted bucket $E=10 \div 12$ m ³ in 2024 under the Project on Renovation and Expansion to Increase the Capacity of Cao Son Coal Mine; Regarding the addition of the volume of outsourcing processing and recovery of clean coal from soil and coal sources in 2024; Regarding the plan to recruit labor contracts for industries in 2024; Regarding the approval and promulgation of the Regulation on financial management; Regulation on management of fixed assets; Regulation on debt management; Regulation on capital mobilization, use of capital, guarantee and financial products and services of Cao Son Coal Joint Stock Company. Resolution of the Board of Directors on the organization of the 2024 Annual General Meeting of Shareholders.
4	02A/NQ-TCS-HDQT	27/02/2024	Resolution of the Board of Directors on the organization of the 2024 Annual General Meeting of Shareholders.
5	03/NQ-TCS-HDQT	14/03/2024	Regarding the dispatch of officials to visit the mining equipment factory and work with Caterpillar representatives in Japan; Regarding the proposal for approving the planning of the titles of leaders of Cao Son Coal Joint Stock Company.
6	04/NQ-TCS-HDQT	21/03/2024	Regarding production and business results in February and production and business situation in March 2024; Regarding the application for adjustment of the detailed planning at the scale of 1/500 of the renovation and expansion project to increase the capacity of Cao Son coal mine, for the Environment-TKV Company to make a construction plan for the project to increase the capacity of the Cao Son Mine wastewater treatment station; Regarding the promulgation of the Regulation on Management of Materials of Cao Son Coal Joint Stock Company (CST); Regarding the promulgation of

			the Regulation on the implementation of democracy at the grassroots at CST; Regarding the review and supplementation of the planning of the Company's leaders and managers for the period of 2020-2025 and the period of 2025-2030; Regarding the adjustment of labor and salary plan targets in 2023; Regarding the approval of the salary fund in 2023; Approve the reports of the Board of Directors to submit to the 2024 Annual General Meeting of Shareholders; Approve the content of the report of the representative of equity ownership to ask TKV for opinions on the voting contents at the 2024 Annual General Meeting of Shareholders (according to the direction of TKV in document 901/TKV-KS dated 21/02/2024).
7	05/NQ-TCS-HDQT	24/03/2024	Regarding the approval of the adjustment of the contractor selection plan for Package No. 12-MRNCS: Formulation of tasks and detailed planning of 1/500 waste dumps in Khe Cham II open-pit mine under the Project of Renovation and Expansion to increase the capacity of Cao Son coal mine; Regarding the approval of the adjustment of the Contractor Selection Plan (2nd time) of Package No. 15-MRNCS: Supply 01 hydraulic excavator with an inverted bucket E=10÷12 m ³ in 2024 under the Project on Renovation and Expansion to Increase the Capacity of Cao Son Coal Mine; Regarding the establishment of the Settlement Verification Team for the 2022 Production Equipment Investment Project – Cao Son Coal Joint Stock Company.
8	06/NQ-TCS-HDQT	08/4/2024	Regarding the report on production and business results in March, the first quarter and the plan for April and the second quarter of 2024; Regarding the implementation of Document No. 1876/TKV-KCM+DT dated 07/04/2024 of TKV regarding adjusting the boundary for the establishment of a waste disposal site in Khe Tam - Duong Huy; Concerning the draft report from the representative of equity ownership sent to TKV., Financial Supervision Report in 2023; Regarding the review, amendment, supplementation and promulgation of the Regulation on management of cadres of Cao Son Coal Joint Stock Company (CST); Regarding the proposal to reward individuals from the 2022 Reward Fund for business managers and controllers; Regarding the application for adjustment of the detailed planning at the scale of 1/500 of the Khe Cham II open-pit mining project, to serve the waste dumping of the Renovation and Expansion Project, increasing the capacity of the Cao Son Coal mine; Regarding the approval of investment projects in service of production CST; Regarding the approval of the plan to select contractors for the investment project for production CST; Regarding the approval of the step change of the construction investment plan in 2024; Regarding the adjustment of a number of approved contents in Decision No. 6396/QĐ-TCS-HDQT dated 04/08/2022; approving the estimate of the bidding package and adjusting the plan to select contractors for the investment project on construction of automobile repair and maintenance workshops CST; Regarding the approval of the prospectus for listing shares on the Hanoi Stock Exchange of CST.
9	07/NQ-TCS-HDQT	12/4/2024	Regarding the approval of the settlement of completed projects; Regarding the draft report of the Investor to TKV,

			etc., the results of production and business activities and the Company's financial situation in the first quarter of 2024; Regarding the draft report of the Investor to TKV, etc. to comply with the law and comply with the decisions of the owner in the first quarter of 2024 of the Company;
10	08/NQ-TCS-HDQT	15/4/2024	Regarding the report on the results of the implementation of the Regulation on leadership coordination between the Party Committee and the Board of Directors and the Company's Director in the first quarter of 2024; Regarding the Audit Report, it complies with a number of items of the 2023 Financial Statements; Evaluate the efficiency of production and business activities, the ability to conserve, develop and use capital as of 31/12/2023 of the Company.
11	09/NQ-TCS-HDQT	19/4/2024	Regarding the consultation of TKV on some contents for the implementation of the investment project on the construction of automobile repair and maintenance workshop - Cao Son Coal Joint Stock Company.
12	10/NQ-TCS-HDQT	25/4/2024	Implementing the contents of Official Letter No. 2378/TKV-KS dated 25/04/2024 of Vietnam National Coal And Mineral Industries Holding Corporation Limited Regarding the establishment of the Verification Team for the settlement of completed projects.
13	01/NQ-TCS-DHDCD	26/4/2024	Resolution of the 2024 Annual General Meeting of Shareholders
14	11/NQ-TCS-HDQT	26/4/2024	Regarding the implementation of the Resolution of the Annual General Meeting of Shareholders in 2024
15	12/NQ-TCS-HDQT	21/5/2024	Regarding the production and business situation in April, the first 4 months of the year, the customer in May 2024; Regarding the implementation of TKV's documents; Regarding the adjustment of the plan to use the Reward Fund and the Welfare Fund in 2024; Regarding the policy of adjusting the structure of the cost items "Automobile Repair and Maintenance Workshop Investment Project – Cao Son Coal Joint Stock Company (CST); Regarding the approval of the adjustment of the implementation time and some contents of the contractor selection plan "Automobile Repair and Maintenance Workshop Project – CST.
16	13/NQ-TCS-HDQT	06/6/2024	Regarding the production and business situation in May, the first 5 months of the year, the customer in June, 2024; Regarding the approval and implementation: (i) Decision No. 938/QĐ-TKV dated 27/05/2024 of the General Director of TKV and approving the report 4786/TTr-TCS-TCLD dated 29/05/2024 of the Director of the Company, etc. sending officials on foreign business trips; (ii) Official Letter No. 3298/TKV-KH dated 06/06/2024 of TKV, etc. supplementing information as a basis for handling the annual output shortage of the contract for transportation of soil and rock by conveyor; Regarding the approval of the proposal to select an independent auditor to audit the 2024 Financial Statements of Cao Son Coal Joint Stock Company (CST); Regarding the report on inspection and review of documents; propose to adjust the structure of cost items and supplement the person to supervise the bidding activities of the "Automobile Repair and Maintenance Workshop Investment Project - CST; Regarding

			the supervision of bidding activities to select contractors for investment projects for production – CST; Regarding the addition of registration fees of the project to invest in cars to improve the capacity of transporting soil and rocks of CST.
17	14/NQ-TCS-HDQT	03/7/2024	Regarding the adoption and implementation of TKV documents; Approving Report No. 6086/BC-TCS-KH,KTKT,KT,CD,DM dated 02/7/2024, on the results of reviewing and completing the plan to move the Stone Conveyor Road for the dumping of Cao Son coal mine and the report No. 6032/TTr-TCS-KTKT,KH,DM,CD,KT dated 01/7/2024, on approving the plan to move the stone conveyor belt route for the dumping of Cao Son coal mine by the Director of director of Cao Son Coal Joint Stock Company (CST); Approval of the Investment Project of Auxiliary Equipment for Production in 2024 - CST; Ms. assigned the task of supervising bidding activities to select contractors for the Project of Renovation and Expansion to Increase the Capacity of Cao Son Coal Mine - CST; Approval of the adjustment of the Contractor Selection Plan for Package No. 14-MRNCS: Supply of 03 dump trucks with a load of 130 ÷ 150 tons in 2024 - under the Project on Renovation and Expansion to Increase the Capacity of Cao Son Coal Mine; Regarding the report No. 6055/BC-TCS-DM dated 02/7/2024 of the Director of the Company, on the explanatory report on the addition of registration fees of the Automobile Investment Project to improve the capacity of soil and rock transportation of CST; Regarding the resignation of Mr. Vu Trong Tuan as a member of the Board of Directors of the Company for the term 2020 - 2025.
18	15/NQ-TCS-HDQT	12/7/2024	Approval of the change of personnel Representative of TKV to join the Board of Directors of the company for the term 2020-2025
19	16/NQ-TCS-HDQT	16/7/2024	Regarding the Plan, continue to implement the Restructuring Plan (Restructure) and promulgate the Regulation on settling benefits for employees due to the renewal, labor structure of Cao Son Coal Joint Stock Company (CST); on the organization of the Extraordinary General Meeting of Shareholders in 2024; approving the Report of the first 6 months of the year of the Representative of TKV's capital at the Company; Report on compliance with the law and compliance with the decisions of the Owner in the first 6 months of the year of the Representative of TKV's capital at the Company; Report on the results of the implementation of the Regulation on leadership coordination between the Party Committee, the Board of Directors and the Director of the Company.
20	16A/NQ-TCS-HDQT	16/7/2024	Regarding the organization of the Extraordinary General Meeting of Shareholders in 2024
21	17/NQ-TCS-HDQT	17/7/2024	Regarding the application for leave in 2024 of Mr. Pham Quoc Viet, Secretary of the Party Committee, members of Board of Directors, Director of the Company; Regarding the appointment of personnel for overseas business trips

22	18/NQ-TCS-HDQT	22/7/2024	Regarding the report on the company's governance situation in the first 6 months of 2024; Regarding the financial supervision report for the first 6 months of 2024.
23	19/NQ-TCS-HDQT	26/7/2024	Regarding the implementation of the restructuring of the production organization and personnel work in the Company.
24	20/NQ-TCS-HDQT	08/8/2024	Regarding the approval of the draft dossier of the Extraordinary General Meeting of Shareholders in 2024.
25	21/NQ-TCS-HDQT	19/8/2024	Regarding the implementation of pre-qualification of peat in rocky soil and peat at Cao Son Coal Joint Stock Company; Regarding the recruitment of new workers in 2024.
26	22/NQ-TCS-HDQT	21/8/2024	Regarding the adjustment of the investment plan in 2024.
27	23/NQ-TCS-HDQT	05/9/2024	Regarding the production and business situation in August, the results of production and business in the first 8 months of the year, the implementation of the plan in September 2024; Approval and implementation of TKV documents; Supplementing and amending the Regulation on labor and salary management of Cao Son Coal Joint Stock Company; Approval of the contracted salary for the titles of managers and equivalent in the last 5 months of 2024; Regarding the promulgation of the Regulation on personnel rotation and change of working positions of Cao Son Coal Joint Stock Company; etc. to develop the investment plan in 2025; etc. to establish a supervision team to implement construction investment in 2024.
28	01/NQ01TCS-DHDCDBT	06/9/2024	Resolution of the Extraordinary General Meeting of Shareholders in 2024 Cao Son Coal Joint Stock Company
29	24/NQ-TCS-HDQT	06/9/2024	Approval of the assignment of duties of Member of the Board of Directors, Person in charge of administration and Secretary of Cao Son Coal Joint Stock Company for the term 2020-2025 from 06/9/2024.
30	25/NQ-TCS-HDQT	24/9/2024	Regarding the report to TKV to apply for adjustment of the land return planning and land return at the Khe Cham II mine open-pit exploitation project; on approving the promulgation of the Regulation on financial supervision and evaluation of the operational efficiency of Cao Son Coal Joint Stock Company; on applying for the policy of appointing officials.
31	26/NQ-TCS-HDQT	27/9/2024	Regarding the approval of the adjustment and transfer of the investment plan in 2024; on the establishment of the project appraisal team and the pomegranate plan to select contractors for the project of investment in auxiliary equipment for production in 2024 - Cao Son Coal Joint Stock Company; Appointment of officers of the Company's Director.
32	27/NQ-TCS-HDQT	18/10/2024	Regarding the production and business situation of the Company's Director in September, the results of production and business in the first 9 months of the year; Approval and implementation of TKV documents; Approval of the settlement of investment capital of the completed project; Approval of the investment project of auxiliary equipment for production in 2024 - Cao Son Coal Joint Stock Company (CST); Approval of the plan to select a contractor for the project to invest in auxiliary equipment for production in 2024 - CST; Approval and promulgation of the Regulation on

			investment and construction management of CST; Report of TKV's Representative at the Company, production and business results and financial situation of the Company in the first 9 months of 2024; Comply with the law and comply with the decisions of the owner in the first 9 months of 2024 of the Company; report on the results of the implementation of the regulation on leadership coordination in the first 9 months of 2024 between the Party Committee and the Board of Directors and the Company's Director; Audit report under the topic "Inspect DIY repairs for fixed assets, including equipment and assemblies, in first quarter 2024."; Report "Audit complies with a number of items of the financial statements for the first 6 months of 2024; Evaluate the efficiency of production and business activities, the ability to preserve, develop and use capital as of 30/06/2024".
33	28/NQ-TCS-HDQT	30/10/2024	Regarding the approval of the settlement of investment capital for the completed project: Investment in equipment for production in 2022 – Cao Son Coal Joint Stock Company (According to the results of the State Audit); etc. Regarding approval and implementation of documents directing the Representative of TKV's capital contribution;
34	28A/NQ-TCS-HDQT	30/10/2024	Regarding the organization of the 2nd Extraordinary General Meeting of Shareholders in 2024
35	29/NQ-TCS-HDQT	05/11/2024	Regarding the plan to implement the review, evaluation and ranking of cadres in 2024; on approving the system of salary scales, payrolls and allowances of Cao Son Coal Joint Stock Company.
36	30/NQ-TCS-HDQT	14/11/2024	Regarding the implementation of new salary transfer
37	31/NQ-TCS-HDQT	22/11/2024	Regarding the implementation of TKV's guiding documents and the implementation of Circular No. 68/2024/TT-BTC dated 18/09/2024 of the Ministry of Finance; Approval of the dossier of the 2nd Extraordinary General Meeting of Shareholders in 2024 Cao Son Coal Joint Stock Company; Approval of the Supervision Report of the Supervisory Team of the Board of Directors on construction investment in 2024.
38	32/NQ-TCS-HDQT	25/11/2024	Regarding approve the content and implementation of Document No. 6500/TKV-KH dated 21/08/2024 of TKV, on reporting the unit price of transporting soil and rock by conveyor belt after completing the diversion of the waste dumping route.
39	33/NQ-TCS-HDQT	27/11/2024	Regarding the application for the policy of appointing officials.
40	34/NQ-TCS-HDQT	29/11/2024	Regarding appointment of officials; about reporting to TKV to apply for adjustment of land return planning and land return at the Khe Cham II mine open-pit exploitation project.
41	35/NQ-TCS-HDQT	03/12/2024	To approve the content and implement the official dispatches of TKV; on the temporary assignment of the volume of the plan to outsource several production stages in 2025.
42	36/NQ-TCS-HDQT	10/12/2024	Approve the content and implement the official letters of TKV; on the Report on the implementation of Official Letter No. 893/TKV-KH dated 21/02/2024 and Official Letter No. 6500/TKV-KH dated 22/11/2024 of TKV; Approval of the adjusted investment plan from 2024; Approval of the investment

			plan from 2025; regarding the approval of the content of TKV report on difficulties and obstacles in the process of implementing Document No. 3740/TKV-DT dated 28/06/2024 of TKV; on the proposal for approval of the planning of the titles of officials at the construction site, workshop and department level in the period of 2025-2030.
43	37/NQ-TCS-HDQT	13/12/2024	Re: Approval of the implementation of the 2025 exploration and survey plan.
44	02/NQ-TCS-DHDCDBT	24/12/2024	Resolution of the 2nd Extraordinary General Meeting of Shareholders in 2024 of Cao Son Coal Joint Stock Company.
45	38/NQ-TCS-HDQT	30/12/2024	Regarding the implementation of the restructuring of the production organization and personnel work in the Company; Establishment of an appraisal team of the Board of Directors to appraise the promulgation of fuel consumption, power, lubricants and engine grease for equipment; on the approval and promulgation of the 2025 internal audit plan of Cao Son Coal Joint Stock Company (CST); on the approval of the 2025 inspection and supervision plan of CST; Report on the results of the thematic audit dated 20/12/2024 of the Person in charge of the Company's Internal Audit; about the 2025 work plan of the Company's Board of Directors, the 2025 operation plan of TKV representative to join the Board of Directors of the Company.

5.2. Decisions

No.	Resolution No.	Date	Content
1	966 /QĐ-TCS-HDQT	24.01.2024	Decision on approving the planned salary fund, the salary fund of managers in 2024 and the contracted salary of managers in 2024
2	1229 /QĐ-TCS-HDQT	01.02.2024	Decision on approving the implementation of the exploration and survey plan in 2024
3	1242 /QĐ-TCS-HDQT	01.02.2024	Decision on approving the production and business plan in 2024
4	1243 /QĐ-TCS-HDQT	01.02.2024	Decision on approving the adjustment of production and business plans in 2023
5	1279 /QĐ-TCS-HDQT	02.02.2024	Decision on the expected use of the Reward Fund and Welfare Fund in 2024
6	1842 /QĐ-TCS-HDQT	27.02.2024	Decision approving the adjustment of the customer to select the contractor of the bidding package No. 15-MRNCS: supplying 01 hydraulic excavator with an inverted bucket E=10-12m ³ in 2024 belonging to the Cao Son coal mine project
7	1891 /QĐ-TCS-HDQT	28.02.2024	Decision on the promulgation of the Regulation on financial management of Cao Son Coal Joint Stock Company
8	1906 /QĐ-TCS-HDQT	28.02.2024	Decision on the plan to recruit labor contracts for industries in 2024
9	1907 /QĐ-TCS-HDQT	28.02.2024	Decision on supplementing the volume of outsourcing processing and recovery of clean coal from soil and coal sources in 2024

10	2005 /QĐ-TCS-HDQT	04.03.2024	Decision on the promulgation of the Regulation on management of fixed assets of Cao Son Coal Joint Stock Company
11	2006 /QĐ-TCS-HDQT	04.03.2024	Decision on the promulgation of the Regulation on debt management of Cao Son Coal Joint Stock Company
12	2007 /QĐ-TCS-HDQT	04.03.2024	Decision on the promulgation of the Regulation on capital mobilization, use of capital, guarantee and financial services of Cao Son Coal Joint Stock Company
13	2358 /QĐ-TCS-HDQT	14.3.2024	Decision on sending officials to tour the mining equipment factory and work with Caterpillar representatives in Japan
14	2383 /QĐ-TCS-HDQT	14.3.2024	Decision on approving the planning of the titles of leaders of Cao Son Coal Joint Stock Company
15	2599 /QĐ-TCS-HDQT	21.3.2024	Decision on promulgating the Regulation on the implementation of democracy at the grassroots at Cao Son Coal Joint Stock Company
16	2732 /QĐ-TCS-HDQT	26.3.2024	Decision approving the adjustment of the contractor selection plan Package No. 12-MRNCS to formulate tasks and make detailed planning at the scale of 1/500 waste dump in Khe Cham II open-pit mine under the Cao Son coal mine project
17	2733 /QĐ-TCS-HDQT	26.3.2024	Decision approving the adjustment of the contractor selection plan (2nd time) of package No. 15-MRNCS: supply 01 hydraulic excavator with reverse bucket E=10-12m ³ in 2024 under the Cao Son coal mine project
18	2734 /QĐ-TCS-HDQT	26.3.2024	Decision on the establishment of the Verification Team for the Settlement of investment projects in production equipment in 2022 - Cao Son Coal Joint Stock Company
19	2929 /QĐ-TCS-HDQT	01.4.2024	Decision on the promulgation of the Regulation on material management of Cao Son Coal Joint Stock Company
20	3308 /QĐ-TCS-HDQT	10.4.2024	Decision on the promulgation of the Regulation on management of cadres of Cao Son Coal Joint Stock Company
21	3402 /QĐ-TCS-HDQT	12.4.2024	Decision on Approving Investment Projects for Production - Cao Son Coal Joint Stock Company
22	3403 /QĐ-TCS-HDQT	12.4.2024	Decision approving the step change of the construction investment plan in 2024
23	3404 /QĐ-TCS-HDQT	12.4.2024	Decision approving the plan to select contractors for investment projects for production - Cao Son Coal Joint Stock Company
24	3410 /QĐ-TCS-HDQT	12.4.2024	Decision on approving the settlement of investment capital of completed projects
25	3898 /QĐ-TCS-HDQT	26.4.2024	Decision on the assignment of production and business plan targets in 2024
26	3899 /QĐ-TCS-HDQT	26.4.2024	Decision on assignment of construction investment plan in 2024
27	3900 /QĐ-TCS-HDQT	26.4.2024	Decision on the establishment of the Verification Team for the Settlement of the project to improve the capacity of transporting soil and stones - Cao Son Coal Joint Stock Company

28	4742 /QĐ-TCS-HDQT	27.5.2024	Decision on the adjustment of the plan to use the Reward Fund and Welfare Fund in 2024
29	5428 /QĐ-TCS-HDQT	06.6.2024	Decision on the assignment of the task of supervising bidding activities to select contractors for investment projects in service of production - Cao Son Coal Joint Stock Company
30	5470 /QĐ-TCS-HDQT	18.6.2024	Decision on the selection of an auditing firm to audit financial statements in 2024
31	5471 /QĐ-TCS-HDQT	18.6.2024	Decision approving the adjustment of the structure of the cost items of the investment project for the construction of the automobile repair and maintenance workshop - Cao Son Coal Joint Stock Company
32	6651 /QĐ-TCS-HDQT	16.7.2024	Decision on the promulgation of the regulation on settlement of benefits for employees due to labor restructuring in Cao Son Coal Joint Stock Company
33	6652 /QĐ-TCS-HDQT	16.7.2024	Decision on the assignment of the task of supervising the bidding for the selection of contractors for the Cao Son Coal Mine Project of Cao Son Coal Joint Stock Company
34	6654 /QĐ-TCS-HDQT	16.7.2024	Decision on approving the adjustment of the contractor selection plan Package No. 14-MRNCS to supply 03 cars with a load of 130-150 tons in 2024 under the Cao Son-TKV coal mine project
35	6766 /QĐ-TCS-HDQT	18.7.2024	Decision on sending officials on foreign business trips: Do Van Kien, director to attend the US exhibition
36	7074 /QĐ-TCS-HDQT	26.7.2024	Decision approving the adjustment of the implementation time and some contents of the plan to select contractors for the investment project on construction of workshops for repair and maintenance of automobiles of Cao Son Coal Joint Stock Company
37	8632 /QĐ-TCS-HDQT	05.9.2024	The decision on the establishment of the Board of Directors' Supervisory Team for the implementation of construction investment activities in 2024.
38	8666 /QĐ-TCS-HDQT	06.9.2024	Decision on the promulgation of the Regulation on labor and salary management of Cao Son Coal Joint Stock Company
39	9321 /QĐ-TCS-HDQT	26.9.2024	Decision on the promulgation of the Regulation on financial supervision and evaluation of operational efficiency of Cao Son Coal Joint Stock Company
40	9339 /QĐ-TCS-HDQT	27.9.2024	Decision on the establishment of the project appraisal team and appraisal of the plan to select contractors for the investment project in auxiliary equipment for production in 2024 - Cao Son Coal Joint Stock Company
41	9513 /QĐ-TCS-HDQT	02.10.2024	Decision approving the adjustment of the investment plan in 2024
42	10410/QĐ-TCS-HDQT	24.10.2024	Decision on approving the settlement of investment capital of completed projects
43	10440/QĐ-TCS-HDQT	24.10.2024	Decision on approving the investment estimate of auxiliary equipment for production in 2024 - Cao Son Coal Joint Stock Company

44	10441/QĐ-TCS-HDQT	24.10.2024	Decision on approving the Plan for Selection of Contractors for Auxiliary Equipment Investment Project for Production in 2024 - Cao Son Coal Joint Stock Company
45	10456/QĐ-TCS-HDQT	25.10.2024	Decision on the promulgation of the Regulation on investment and construction management - Cao Son Coal Joint Stock Company
46	10643/QĐ-TCS-HDQT	30.10.2024	Regarding the report and consultation of TKV to organize the 2nd Extraordinary General Meeting of Shareholders in 2024
47	10644/QĐ-TCS-HDQT	30.10.2024	Decision on approving the settlement of investment capital for the project to complete the investment project on equipment for production in 2022 - Cao Son Coal Joint Stock Company (According to the results of the State Audit)
44	10828/QĐ-TCS-HDQT	05.11.2024	Decision on approving the system of salary scales, payrolls and allowances of Cao Son Coal Joint Stock Company
45	11246/QĐ-TCS-HDQT	14.11.2024	Decision on the implementation of salary transfer for managerial public employees
46	12034/QĐ-TCS-HDQT	03.12.2024	Decision on the temporary assignment of the volume of the plan to outsource some production stages in 2025
47	12650/QĐ-TCS-HDQT	16.12.2024	Decision on approving the adjusted 2024 construction investment plan
48	12651/QĐ-TCS-HDQT	16.12.2024	Decision approving the construction investment plan in 2025
49	13381/QĐ-TCS-HDQT	30.12.2024	Decision on the establishment of the appraisal team for the promulgation of fuel consumption, propulsion, lubricants and engine grease for equipment
50	12552/QĐ-TCS-HDQT	30.12.2024	Decision to promulgate the internal audit plan in 2025 of Cao Son Coal Joint Stock Company

III. Board of Supervisors (Annual report)

1. Information about members of Board of Supervisors

NO.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Ms. Nguyen Thi Lich	Head of Board	05/8/2020	Bachelor of Economics
2	Ms. Duong Thi Thu Phong	Member	05/8/2020	Mine Industrial Electrification Engineer; Master of Mining Economics
3	Ms. Le Thi Kim Dung	Member	05/8/2020 / 24/12/2024	Bachelor of Economics
4	Mr. Nguyen Huy Hoang	Member	05/8/2020	Bachelor of Economics, Accounting Engineer
5	Ms. Dao Thi My	Member	27/4/2022	Bachelor of Business Administration; Bachelor of Business Accounting
6	Ms. Ha Thi Diep Anh	Member	24/12/2024	Bachelor of Accounting

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Nguyen Thi Lich	03	03/03	100%	
2	Ms. Duong Thi Thu Phong	03	03/03	100%	
3	Ms. Le Thi Kim Dung	02	02/02	100%	Dismissal from office from 24/12/2024
4	Mr. Nguyen Huy Hoang	03	03/03	100%	
5	Ms. Dao Thi My	03	03/03	100%	
6	Ms. Ha Thi Diep Anh	01	01/01	100%	Appointment from 24/12/2024

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

The Board of Supervisors has focused on inspecting and controlling the contents according to the plan related to the Company's production and business, finance and investment activities.

Supervise the Board of Directors to implement the Resolution of the Annual General Meeting of Shareholders on 26/04/2024, the Board of Management of the Company implements the resolution of the Board of Directors of the Company.

Monitor the business performance indicators set by the Board of Management in accordance with the 2024 production and business plan approved by the Annual General Meeting of Shareholders on April 26, 2024; overseeing the management and reporting of quarterly business performance data; implementing the construction investment plan, managing materials, major repairs of fixed assets, outsourcing management, financial matters, safety and occupational health, etc.

Attend regular meetings of the Board of Directors, thereby grasping the guidelines and decisions in the Company's production and business activities.

The monitoring results show that the Company's production and business activities take place continuously, safely, stably and transparently in accordance with the provisions of law.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers.

Board of Supervisors has worked closely to follow the contents according to the work plan; the provisions of the Company's Charter, State Law and regulations, resolutions, decisions and directives of Vietnam National Coal and Mineral Industries Holding Corporation Limited.

Supervise the Board of Directors and Directors in the management and administration of the Company, check the legality, honesty and prudence of the Board of Directors in the organization of the exercise of ownership rights, of the Director in the fields of management and administration of the Company's business activities. Actively coordinate with the Board of Directors and the Company's Director in all aspects of work, production and business management of the Company.

5. Other activities of the Board of Supervisors.

Perform rights, obligations and responsibilities according to the tasks of the Board of Supervisors upon request.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment	Date of dismissal
1	Mr. Pham Quoc Viet, Director	7/30/1974	Mining Engineer	8/5/2020	
2	Mr. Nguyen Van Sinh, Deputy Director	2/28/1966	Mining Engineer	8/5/2020	
3	Mr. Mai Huy Giap, Deputy Director	8/15/1966	Mine Electrification Engineer	8/5/2020	
4	Mr. Do Van Kien, Director	6/25/1977	Mining Engineer, Master of Economic Management	8/5/2020	
5	Mr. Nguyen Ngoc Dung, Deputy Director	11/13/1978	Mining Engineer	4/6/2022	
6	Mr. Nguyen Ngoc Toan, Deputy Director	10/9/1979	Automotive Mechanical Engineer; Master of Development Economics.	26/7/2022	

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment
Mr. Dinh Van Chien	9/1/1966	Bachelor of Accounting, Master of Business Administration	8/5/2020

VI. Training courses on corporate governance:

The Company always sends its officers and management employees to attend, study and research at training courses on safety, professional training in capital representation, auditing, internal control, product quality management, training of successors and specialized managers. Appoint officials and management employees of the Company to attend, study and research at training classes of the SSC, Hanoi Stock Exchange.

VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company.

1. The list of affiliated persons of the Company *(in Appendix 01 attached)*.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons *(in Appendix 02 attached)*.
3. The company has no subsidiaries, so there is no insider holding transaction with the company, related persons of insiders with subsidiaries, companies controlled by the Company.
4. Transactions between the Company and other objects: **None**.

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): **None**.

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): **None**.

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of the Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: **None**.

VIII. Share transactions of internal persons and their affiliated persons (Annual report)

1. The list of internal persons and their affiliated persons *(in Appendix 01 attached)*.
2. Transactions of internal persons and affiliated persons with shares of the company *(in Appendix 03 attached)*.

IX. Other significant issues: None

Cao Son Coal Joint Stock Company would like to submit to your agency a report on the company's governance situation in 2024.

Sincerely thank you!

Recipients:

- SSC, HNX;
- ĐU, BOD, BOS, BOM;
- Archived: Clerical, Office of BOD

**ON BEHALF OF BOARD OF
DIRECTORS**

CHAIRMAN OF THE BOARD



Vu Van Khan

APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS 2024

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction
1	Vinacomin - Cam Pha Coal Trading Joint Stock Company	Mr. Vu Van Thuan is the Chairman of the Board	NSH No. 5700526333 issued by Quang Ninh Department of Planning and Investment on 12/27/2004	No. 170 Tran Phu Street, Cam Tay Ward, Cam Pha City, Quang Ninh Province	01/01/2024	No. 01A /NQ- TCS-HDQT dated 01/24/2024	- 03 Contracts for purchase and sale of coal in non-coal products, implementation value in 2024: 122,51 billion VND (excluding VAT)
2	Vinacomin Mining Geology Joint Stock Company	Mr. Vu Van Thuan is the Chairman of the Board; Ms. Le Thi Kim Dung is members of Board of Supervisors	NSH No. 5701436805 issued by the Department of Planning and Investment of Quang Ninh	No. 304 Tran Phu Street, Cam Thanh Ward, Cam Pha City, Quang Ninh Province	01/01/2024	No. 01A /NQ- TCS-HDQT dated 01/24/2024	- 01 contract to establish a coal quality map of the GPKT280 dated 08/07/2023, valued at VND 533,09 million (excluding VAT)
3	Vinacomin - Mineral Mechanic and Shipbuilding Join Stock Company	Mr. Vu Van Thuan is the Chairman of the Board		Cai Lan Industrial Park, Bai Chay Ward, Ha Long City, Quang Ninh Province	01/01/2024	No. 01A /NQ- TCS-HDQT dated 01/24/2024	- No transactions
4	Uong Bi Coal Trading Joint Stock Company	Mr. Vu Van Thuan is the Chairman of the Board		No. 48A - Trung Vuong Ward - Uong Bi City - Quang Ninh Province.	01/01/2024	No. 01A /NQ- TCS-HDQT dated 01/24/2024	- No transactions
5	Vinacomin - Vietbac Mining Industry Holding Corporation	Ms. Nguyen Thi Lich is members of Board of Supervisors	NSH No. 0100100015 issued by the Hanoi Department of Planning and Investment	No. 1, Phan Dinh Giot Street, Phuong Liet Ward, Thanh Xuan District, Ha Noi City.	01/01/2024	No. 01A /NQ- TCS-HDQT dated 01/24/2024	- No transactions

6	Vinacomin – Quanghanh Coal Company Limited	Ms. Nguyen Thi Lich is members of Board of Supervisors	NSH No. 55700100256-059 issued by Quang Ninh Department of Planning and Investment	No. 302 Tran Phu Street, Cam Thanh Ward, Cam Pha City, Quang Ninh Province	01/01/2024	No. 01A /NQ-TCS-HDQT dated 01/24/2024	- No transactions
7	Vinacomin - Hongai Coal Company	Ms. Nguyen Thi Lich is members of Board of Supervisors	NSH No. 55700100256-063 issued by the Department of Planning and Investment of Quang Ninh	No. 169 Le Thanh Tong Street, Ha Long City, Quang Ninh Province	01/01/2024	No. 01A /NQ-TCS-HDQT dated 01/24/2024	- No transactions
8	Vinacomin - Cuaong Coal Preparation Company	Ms. Nguyen Thi Lich is the Controller	NSH No. 5700100256-033 issued by Quang Ninh Department of Planning and Investment on 04/10/2019	Group 48, Zone 4B2, Cua Ong, Cam Pha, Quang Ninh	01/01/2024	No. 01A /NQ-TCS-HDQT dated 01/24/2024	- Purchase and sale of coal, 03 contracts. implementation value in 2024: VND 8,016,57 billion (excluding VAT)
9	Vinacomin Geology and Mineral Resources Joint Stock Company.	Ms. Le Thi Kim Dung is members of Board of Supervisors	NSH No. 0300424948 issued by the Department of Planning and Investment of Ho Chi Minh City on 09/22/2004	No. 173 Truong Dinh, Ward 9, District 3, Ho Chi Minh City	01/01/2024	No. 01A /NQ-TCS-HDQT dated 01/24/2024	- Construction of exploration drilling for Cao Son coal mine in 2024: 01 contract with an implementation value of 1,627,23 million VND (excluding VAT)
10	Institute Of Energy & Mining Mechanical Engineering	Ms. Le Thi Kim Dung is members of Board of Supervisors	NSH No. 0100100632 issued by the Hanoi Department of Planning and Investment on 06/19/2019	No. 565 Nguyen Trai, Thanh Xuan Ward, Thanh Xuan, Hanoi	01/01/2024	No. 01A /NQ-TCS-HDQT dated 01/24/2024	- Service of selling materials and goods, total implementation value in 2024: 5,116,26 million VND (excluding VAT)
11	Vinacomin - Halong Coal Company	Ms. Le Thi Kim Dung is members of Board of Supervisors	NSH No. 5700100256-062 issued by Quang Ninh Department of Planning and Investment on 05/04/2021	Group 35, Diem Thuy Area, Cam Dong, Cam Pha, Quang Ninh	01/01/2024	No. 01A /NQ-TCS-HDQT dated 01/24/2024	- Lease to manage and operate the substation, 01 contract, total purchase value of 620,12 million VND/year.
12	Vinacomin- Campha Port and Logistics Company	>35% total assets		Ly Thuong Kiet Street, Cua Ong Ward, Cam Pha City, Quang Ninh	01/01/2024	No. 01A /NQ-TCS-HDQT dated 01/24/2024 and no. 01/NQ-TCS-DHDCD dated 04/26/2024	- Coal trading, 01 contract, implementation value in 2024 is: 1,033,49 billion VND (excluding VAT)

13	Vietnam National Coal and Mineral Industries Holding Corporation Limited	Mr. Vu Van Khan; Ms. Nguyen Thi Lich; Ms. Duong Thi Thu Phong; Ms. Le Thi Kim Dung; >35% total assets	No. 3, Duong Dinh Nghe Street, Cau Giay, Hanoi	01/01/2024	No. 01A/NQ-TCS-HDQT dated 01/24/2024 and no. 01/NQ-TCS-DHDCD dated 04/26/2024	Contract under business coordination in 2024, coal production revenue: 9.050 billion VND (excluding VAT)
14	Vinacomin - Materials Trading Joint Stock Company	>35% total assets	Group 1, Zone 2, Hong Ha Ward, Ha Long City, Quang Ninh	03/01/2024	No. 01/NQ-TCS-DHDCD dated 04/26/2024	Contract for purchase and sale of fuel, grease and supplies in 2024 Total implementation value in 2024: 1,458,55 billion VND (excluding VAT)
15	Tan Phu Xuan Joint Stock Company	>35% total assets	Zone 2, Phu Thu Ward, Kinh Mon Town, Hai Duong Province.	01/01/2024	No. 01/NQ-TCS-DHDCD dated 04/26/2024	The implementation value in 2024 is 1,003,6 billion VND (excluding VAT)

CAO SON COAL JOINT STOCK COMPANY

APPENDIX 03: SHARE TRANSACTIONS OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS (ANNUAL REPORT)
(Attached to the Report on Corporate Governance for 2024 No. 827/BC-TCS-HDQT dated 01/20/2025 of the Board of Directors of the Company)

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage (%)	Number of shares	Percentage (%)	
1	Pham Phu My	Company Secretary	2600	0,006	0	0	Selling
2	Pham Thi Hanh	Mr. Pham Phu My's wife	7426	0,017	0	0	Selling