

INDUSTRIAL GROUP  
VIETNAM'S COAL - MINERALS  
MONGDUONG-VINACOMIN COAL JOINT STOCK  
COMPANY  
No. 1059/TB-TMD

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Quang Ninh, April 2, 2026

## NOTICE

### About: Organizing the Annual General Meeting of Shareholders in 2026

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

*Pursuant to the Charter of Mong Duong - Vinacomin Coal Joint Stock Company approved by the General Meeting of Shareholders on 24/04/2021;*

*Based on the conditions and preparations for the organization of the Company's Annual General Meeting of Shareholders in 2026; Resolution No. 19/NQ-HDQT dated 01/4/2026 of the Board of Directors of the Company.*

The Board of Directors of Mong Duong Coal Joint Stock Company - Vinacomin announces the organization of the Annual General Meeting of Shareholders in 2026 with the following contents:

#### **I. Time and place:**

- Time: 7:30 a.m. Friday, April 24, 2026;
- Location: Hall 350, 3rd floor of the office of Mong Duong Coal Joint Stock Company - Vinacomin (Group 7, Zone 3, Mong Duong Ward, Quang Ninh Province).

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

1. The Board of Directors, the Company's Control Board.
2. Shareholders named in the list provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) at the time of the last registration date to exercise their right to attend the annual general meeting of shareholders in 2026.
3. The unit audits the 2025 financial statements (if necessary).

#### **III. Contents of the congress:**

1. The congress shall discuss, approve and vote on the following issues:
  - (i). Report on production and business results in 2025; production and business plan in 2026 and the plan for major targets for 5 years 2026-2030.
  - (ii). Report on the profit distribution plan in 2025;
  - (iii). Audited Financial Statements for 2025;
  - (iv). Report on payment of remuneration, allowances, salaries of the Board of Directors, Supervisory Board and Board of Directors in 2025; proposing remuneration, allowances, salaries of the Board of Directors, Supervisory Board and Board of Directors in 2026;
  - (v). Report on the activities of the Board of Directors in 2025, orientation for 2026;
  - (vi). Report on the performance of the Independent Member of the Board of Directors in 2025, the orientation for 2026 and the independent member's assessment of the Company's Board of Directors' activities;
  - (vii). Evaluation report of the Supervisory Board on production and business results and appraisal of the Company's audited financial statements in 2025;
  - (viii). Report on the activities of the Supervisory Board and evaluate the performance of the Board of Directors and Directors of the Company in 2025;

(ix). Report on the selection of an independent auditing firm to audit the Company's financial statements in 2026;

(x). Proposal of transaction contract with related persons under the authority of the General Meeting of Shareholders for approval;

(xi). Proposal to supplement and amend a number of contents of the Company's Charter;

(xii). Other contents under the jurisdiction of the General Meeting of Shareholders.

2. Contents of the Board of Directors' announcement:

The Board of Directors announces the list of related persons and related interests according to the current Securities Law.

#### **IV. Guidelines for attending the congress**

##### **1. Authorization and registration to attend the General Meeting:**

- In case the shareholder does not attend the General Meeting, the shareholder may authorize a representative or a member of the Board of Directors of the Company to exercise the rights of shareholders at the General Meeting.

- Registration to attend the General Meeting: In order to facilitate the organization of the General Meeting, shareholders are requested to send a confirmation of attendance, or authorization to attend the General Meeting of Shareholders by post, fax, email before 16:00, on **18/4/2026** at the following address:

- Office of Mong Duong Coal Joint Stock Company - Vinacomin, Group 7, Zone 3, Mong Duong Ward, Quang Ninh Province.

- Phone number: 0203 3868271; Fax: 0203 3868276

##### **2. Papers to bring to attend the Congress:**

- Shareholders please come to attend on time. When attending the General Meeting, shareholders or authorized persons are requested to bring their original CCCD/Passport, power of attorney (*in case of authorization to attend*) and present it to the Organizing Committee to check their eligibility to attend.

- Shareholders attending the General Meeting take care of their own accommodation and transportation, comply with the Company's regulations at the meeting place.

##### **3. Guidelines for accessing the documents of the Congress:**

- Notice of invitation to the General Meeting enclosed with the Agenda of the General Meeting, the form of the Meeting Registration Form, the Form of Power of Attorney sent to the Shareholders;

- Agenda of the meeting, the form of appointment of representatives under authorization to attend the meeting, the list of shareholders entitled to attend the meeting and documents used in the meeting, the draft resolution for each issue in the agenda of the General Meeting, the Company shall be posted on the website: <http://Mongduongcoal.com.vn> (*Shareholder relations section - documents for the 2026 Annual General Meeting of Shareholders*) from **03/4/2026** for shareholders to access.

- If you have any problems, please contact Mr. Nguyen Thanh Son - Company Secretary, mobile phone number (zalo): 0904 868 817

- During the preparation for the General Meeting, if there are any arising or changing contents, the Company shall continue to be uploaded on the Company's Website in accordance with the provisions of law.

The Board of Directors of Mong Duong Coal Joint Stock Company - Vinacomin is pleased to announce to invite shareholders to attend the 2026 Annual General Meeting of Shareholders of the Company./.

**Recipients :**

- Shareholders;
- SSC, Hanoi Stock Exchange;
- Board of Directors, Supervisory Board of the Company (E-copy);
- CV Department (website posting and disclosure)
- Keep the records of the General Meeting.

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



**Nguyễn Trọng Tot**

Quang Ninh, April 24, 2026



**PROGRAM**  
**Annual General Meeting of Shareholders in 2026**  
**Mong Duong Coal Joint Stock Company – Vinacomin**

TT	Time	Contents	People Implementation
1	7:00-7:30	Register shareholders to attend the General Meeting, distribute voting cards.	Service teams; FPT
2	7:30-7:40	Opening of the Congress: - Stabilize the organization and salute the flag; - Declaration of reasons and introduction of delegates; - Introduce the Chairman, invite the Chairman to run the Congress.	Mr. Le Trong Cuong, CVP
3	7:50-7:55	Report on the results of checking the eligibility of shareholders, representatives and conditions for conducting the General Meeting.	Mr. Vu Duc Dinh TB KTTCĐB
4		(i) Introduction of personnel: - Secretary of the Congress; - Nomination of personnel of the vote counting team (ii) Voting through the personnel of the Secretary, the vote counting team. Offer to the position.	Chairman Nguyen Trong Tot CT. Board of Directors
5	7:55-8:15	(i) Presentation: - The program of the Congress; - Working regulations of the Congress. (ii) Voting to approve: - The program of the Congress; - Working regulations of the Congress.	TV of the Board of Directors Mr. Ngo Xuan Thuy
			Chairman Nguyen Trong Tot CT. Board of Directors
6	8h20-8h35	(i) Report on production and business results in 2025, production and business plan in 2026 Proposed dividend level in 2026; the main targets oriented to the 5-year plan 2026-2030 (ii) Proposal on amendments to some contents of the Company's Charter of Organization and Operation	TV Board of Directors - Director Mr. Luong Thanh Chung
7	8:35-8:50	(i) Audited 2025 Financial Statements; (ii) Proposal for approval of the profit distribution plan in 2025. (iii) Report on payment of remuneration of the Board of Directors, Supervisory Board and salaries of the Company's management officers in 2025; Remuneration plan for the Board of Directors, Supervisory Board and salaries of the Company's managers in 2026.	Ms. Nguyen Tuyet Mai KTT
8	9:05-9:30	(i) Report on the activities of the Board of Directors in 2025, operational orientation in	TV of the Board of Directors Mr. Ngo Xuan Thuy

TT	Time	Contents	People Implementation
		2026. (ii) Report on the approval of the 2026 Transaction Contract.	
9	9:30-9:40	(i) Report of an Independent Member of the Board of Directors (ii) Notification of the list of related persons and related interests (according to Point a, Clause 4 - Article 159 - Law on Enterprises 2020).	Independent TV Board of Directors Mr. Pham Van Tac
10	9:40-10:00	(i) Report on the operation of the Supervisory Board and the report on appraisal of the Company's audited financial statements in 2025; (ii) Report of the Supervisory Board on the evaluation of the performance of the Board of Directors and Director of the Company in 2025; (iii) The report of the Supervisory Board proposes the selection of an independent auditing firm to audit the Company's 2026 Financial Statements.	Head of the Supervisory Board Ms. Nguyen Thi Tam
11	10:00-10:15	<b>Conference Break (15 minutes)</b>	
12	10:15-10:20	Report on the results of the examination of the eligibility of shareholders, representatives and conditions for conducting the General Meeting (the 2nd time).	The Committee for Examination of the Qualifications of Mr. Vu Duc Dinh
13	10:20-10:45	Discussing, expressing opinions and responding to opinions	Chairman Nguyen Trong Tot CT. Board of Directors
14	10:45-11:05	Voting on the contents reported to the Congress	
15	11h05-11h15	Announcement of the minutes of vote counting	Vote counting committee Mr. Vu Duc Dinh
16	11h15-11h20	Presentation of the draft Minutes and Resolutions of the General Meeting	University Secretary
17	11h20-11h30	(i) Consulting the congress on the draft Minutes and draft resolutions of the congress; Comments; (ii) Voting to approve the Minutes and Resolutions of the General Meeting	Chairman Nguyen Trong Tot CT. Board of Directors
18	11h30-11h35	Flag salute - Closing of the Congress	Chairman Nguyen Trong Tot CT. Board of Directors



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*Quang Ninh, Day ..... April 2026*

**REGISTRATION CERTIFICATE**

**Attending the 2026 Annual General Meeting of Shareholders**  
**Mong Duong Coal Joint Stock Company - Vinacomin**

To: Organizing Committee of the General Meeting of Shareholders

Name of shareholder (or organizational representative): .....

Address: .....

CCCD (or passport) number..... Date of ..... Place of issue:  
.....

(or) Business registration certificate number: .....  
..... Issued on ..... Month ..... .....

Phone: ..... Fax ..... Email.....

Ownership: ..... Ordinary Shares

I/ We have received a notice of invitation to the 2026 Annual General Meeting of Shareholders of Mong Duong Coal Joint Stock Company - Vinacomin, now confirming that we will attend the General Meeting in the following form:

- **DIRECTLY ATTENDING THE CONGRESS**
- **AUTHORIZING REPRESENTATIVES TO ATTEND THE CONGRESS**

(With a power of attorney attached)

Respectfully inform the Organizing Committee of the General Meeting of Shareholders for information and synthesis./.

**Signatures of shareholders**  
(Stamped if it is a legal shareholder)

**\* Notes:**

- Shareholders are requested to mark (x) in the corresponding box and send it back to the Organizing Committee of the General Meeting.
- If you authorize someone else to attend, please enclose the Power of Attorney to the Company.

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....., date ..... April 2026

**POWER OF ATTORNEY**

(Attending the 2026 Annual General Meeting of Shareholders of Mong Duong Coal Joint Stock Company - Vinacomin)

**1. AUTHORIZING PARTY:**

Name of the individual/organization: .....  
ID card/passport/business license number: .. Date Grant ..... at.....  
Address:.....  
Phone: .....  
Number of shares owned: .....  
(In words:..... )

**2. AUTHORIZED PARTIES:**

Personal Name: .....  
ID card/Passport number: ..... Date Grant ..... at.....  
Address:.....  
Phone:.....  
Number of authorized shares: .....  
(In words:..... )

If the shareholders are unable to attend and do not have a representative, they can authorize one of the members of the Board of Directors of the Company (*check the box with authorized members*):

- Mr. Luong Thanh Chung - Member of the Board of Directors - Director;
- Mr. Ngo Xuan Thuy - Member of the Board of Directors – Deputy Director
- Mr. Pham Van Tac - Independent member of the Board of Directors – TV;
- Mr. Vadym d'Omin - Member of the Board of Directors.

**3. AUTHORIZATION CONTENTS:**

The Authorized Party is entitled to represent the Authorizing Party to attend the 2026 Annual General Meeting of Shareholders of Mong Duong Coal Joint Stock Company – Vinacomin and perform all rights and obligations at the General Meeting of Shareholders related to the number of authorized shares.

This Power of Attorney is only effective during the 2026 Annual General Meeting of Shareholders of Mong Duong - Vinacomin Coal Joint Stock Company, this authorization and commitment to strictly comply with the current provisions of the Law and the Charter of Mong Duong - Vinacomin Coal Joint Stock Company.

**AUTHORIZED PARTY**  
(Sign, specify full name and seal)

**AUTHORIZER**  
(Sign, specify full name and seal)

*Note: The person authorized to attend the General Meeting of Shareholders is not allowed to re-authorize another person to attend the meeting.*



## VOTING VOTES

SHAREHOLDER CODE: ...

Full name of Shareholder:

Number of shares owned: ... Shares

Number of authorized shares: .... Shares

**Total number of representative shares: .... Shares**

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

Contents	Agree	None Agree	No Comments
<b>Content 01:</b> Report on production and business results in 2025, production and business plan in 2026 and main targets of the 5-year production and business plan 2026-2030	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 02:</b> Audited Financial Statements for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 03:</b> Profit distribution plan in 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 04:</b> Report on payment of salaries and remuneration of members of the Board of Directors, Supervisory Board and Managers in 2025; proposed allowances, salaries, and remuneration in 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 05:</b> Report on the activities of the Board of Directors in 2025, Orientation for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 06:</b> Report on the approval of contracts and transactions in 2026 with relevant persons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 07:</b> Report on the activities of independent members of the Board of Directors in 2025, tasks in 2026 and evaluation of independent members on the activities of the Board of Directors of the Company in 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 08:</b> Report on the operation of the Supervisory Board in 2025, Orientation and tasks in 2026 and Report on appraisal of the financial statements in 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 09:</b> The report of the Supervisory Board proposes to select the list of independent auditing firms to audit financial statements in 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>Content 10:</b> Amendments and supplements to a number of contents in the Charter - Mong Duong Coal Joint Stock Company - Vinacomin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Instructions:**

April 24, 2026

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

**SHAREHOLDERS OR REPRESENTATIVES**

**BY AUTHORIZATION**

*(Sign and Specify full name)*

VIETNAM COAL AND MINERAL INDUSTRY GROUP  
MÔNG DƯƠNG COAL JOINT STOCK COMPANY - VINACOMIN


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**DOCUMENTATION  
GENERAL MEETING OF  
SHAREHOLDERS IN 2026**

*Quang Ninh, April 2026*

**DOCUMENT CATALOGUE**  
**GENERAL MEETING OF SHAREHOLDERS IN 2026**



STT	Document Name	Notes
1	Working Regulations of the Annual General Meeting of Shareholders in 2026	x
2	Report on production and business results in 2025 and production and business plan in 2026; Main targets of the 5-year plan 2026-2030	x
3	Audited Financial Statements 2025	x
4	Report on profit distribution plan; dividend payment, appropriation and use of funds in 2025;	x
5	Report on payment of remuneration, allowances, salaries and other benefits to the Board of Directors, Supervisory Board and Board of Directors in 2025; Plan to pay remuneration, allowances, salary and other benefits to the Board of Directors, Supervisory Board and Board of Directors in 2026	x
6	Report of the Board of Directors on governance and performance of the Board of Directors in 2025, orientation for 2026	x
7	Report on the performance of independent members of the Board of Directors in 2025, tasks in 2026	x
8	The Supervisory Board's operating report and the audited financial statement appraisal report of the Company in 2025	x
9	Report of the Supervisory Board on the evaluation of the performance of the Board of Directors and Director of the Company in 2025;	x
10	The report of the Supervisory Board proposes to select an independent auditing firm to audit the Company's 2026 Financial Statements.	x
11	Proposal of transaction contract with related persons under the authority of the General Meeting of Shareholders for approval in 2026;	x
12	Notice of relevant persons	x
13	Proposal to supplement and amend a number of contents of the Company's Charter	x
14	Draft Resolution of the Annual General Meeting of Shareholders in 2025	x

INDUSTRIAL GROUP  
VIETNAM'S COAL - MINERALS  
MONG DUONG COAL COMPANY – VINACOMIN

SOCIALIST REPUBLIC OF VIETNAM  
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No. /QC-TMD

Quang Ninh, April 2026



**WORKING REGULATIONS  
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026  
MONG DUONG COAL JOINT STOCK COMPANY – VINACOMIN**

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019;

Pursuant to the Company's Charter of organization and operation approved by the Annual General Meeting of Shareholders on April 24, 2021; Pursuant to Plan No. 241/KH-TMD, dated 20/01/2026 of the Board of Directors of Mong Duong-Vinacomin Coal Joint Stock Company;

The Board of Directors of the Company drafts the Working Regulations at the Annual General Meeting of Shareholders in 2026, including the following contents:

**Chapter I  
GENERAL PROVISIONS**

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

1. This Regulation applies to the organization of the 2026 Annual General Meeting of Shareholders of Mong Duong Coal Joint Stock Company - Vinacomin.

2. This Regulation specifies the rights and obligations of shareholders, persons authorized to attend meetings and parties participating in the General Meeting, conditions and procedures for conducting the General Meeting.

3. Shareholders, authorized persons attending meetings and participants shall comply with the provisions of this Regulation.

**Chapter II  
RIGHTS AND OBLIGATIONS  
OF THE CONFERENCE ATTENDEES**

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

1. Conditions for attending the General Meeting: Shareholders or authorized representatives in writing of one or more shareholders named in the list of shareholders of the Company at the time of closing the list of shareholders

on March 25, 2026 provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).

2. Rights of shareholders and authorized representatives of shareholders when attending the General Meeting:

a) To directly attend or authorize others to attend the General Meeting in writing according to the Company's form;

b) To discuss and vote on all matters falling under the competence of the General Meeting in accordance with the provisions of the Law on Enterprises, other relevant legal documents and the Company's Charter;

c) Be notified of the contents and program of the Congress by the Organizing Committee;

d) Each shareholder or authorized person attending the meeting shall receive a voting card, voting slip and documents immediately after registering to attend the General Meeting with the Shareholder Eligibility Examination Board;

e) Shareholders and persons authorized to attend the meeting late when the General Meeting has not yet ended have the right to register and participate in voting right at the General Meeting for issues that have not yet been voted on, in which case the Chairman is not responsible for stopping the General Meeting and the validity of the votes previously conducted is not affected.

3. Obligations of shareholders and authorized representatives of shareholders when attending the General Meeting:

a) Shareholders or authorized persons attending the meeting must bring their identity cards, power of attorney (for authorized representatives) and register to attend the General Meeting with the Shareholder Eligibility Examination Board;

b) Dress politely;

c) The audio and video recording of the Congress must be publicly announced and approved by the Chairman of the Congress;

d) Register to speak at the Congress as prescribed, comply with the speech time and speech contents within the Congress program;

e) Make speeches and vote in accordance with the guidance of the Organizing Committee of the Congress and comply with the control of the Chairman of the Congress;

f) There must be no acts of obstructing or disturbing the order that prevent the meeting from being conducted in a fair and lawful manner;

g) Not to disrupt or obstruct the normal development of the Congress;

h) Comply with the executive authority of the Chairman of the Congress;

i) Strictly abide by the Regulation and respect the results of work at the Congress.

**Article 3. Rights and obligations of the Shareholder Status Examination Board**

1. The Shareholder Eligibility Examination Committee consists of one (01) Head of the Board of Directors and members decided by the Board of Directors ("BOD") of the Company to perform the following functions and tasks:

a) Check the status of shareholders or authorized representatives of shareholders attending the meeting: Request shareholders attending the General Meeting and guests to present their identity cards or identity cards, etc., Power of Attorney (for authorized representatives);

b) Distribute to shareholders or authorized persons attending the meeting: Voting cards; Voting slips and other relevant documents;

c) Report to the General Meeting on the results of the examination of shareholders' eligibility to attend the General Meeting at the following times:

- Before the opening of the Congress;

- Before each vote of the General Meeting, if there is a change in the number of shareholders registered to attend the General Meeting (late shareholders register to attend the meeting).

d) Perform other tasks assigned by the Organizing Committee of the Congress or the Chairman of the Congress.

2. The Shareholder Eligibility Examination Board has the right to set up an assisting department to fulfill its tasks.

#### **Article 4. Rights and obligations of the Chairman and Secretary of the Congress**

1. The Chairman of the Board of Directors of the Company is the Chairman of the General Meeting. The Presiding Delegation of the General Meeting consists of the Chairman of the General Meeting and members of the Board of Directors of the Company.

2. The Chairman's decision on the order, procedures or events arising outside the program of the General Meeting shall be of the highest judgment.

3. The Chairman shall carry out the tasks deemed necessary to conduct the General Meeting in a valid and orderly manner or for the General Meeting to reflect the wishes of the majority of the shareholders attending.

4. Without consulting the General Meeting, the Chairperson may at any time postpone the General Meeting to another time (in accordance with the provisions of the Law on Enterprises and the Company's Charter) and at another location decided by the Chairman if he finds that:

a) The meeting place does not have enough convenient seats for all participants;

b) There are participants in the meeting who obstruct or disrupt the order, causing the meeting to not be conducted in a fair and lawful manner;

c) The delay is necessary for the work of the General Assembly to be carried out in a valid manner.

5. The Chairman has the right not to reply or only record the comments of shareholders if the contents of the contributions and proposals are outside the contents of the consultation of the General Meeting.

6. The Chairman has the right to cut off the opinions of shareholders when the shareholders make speeches beyond the prescribed time limit or opinions are outside the content of the General Meeting program or the opinions are duplicated.

7. To have the right to request competent agencies to maintain the order of meetings; expel those who show signs of causing trouble, do not comply with the executive power of the Chairman, and prevent the normal development of the Congress.

8. The Chairperson shall appoint the Secretary of the Congress to make the minutes of the Congress meeting and perform assisting tasks as assigned by the Chairperson.

### **Chapter III FORMAT OF CONDUCTING THE CONGRESS**

#### **Article 5. Conditions for conducting the Congress**

1. The General Meeting shall be conducted when the number of shareholders attending the meeting represents at least 51% of the total number of voting shares according to the list of shareholders made at the time of closing the list of shareholders attending the General Meeting. In case more than 30 minutes from the time of opening of the General Meeting (stated in the agenda of the meeting sent to shareholders), the number of shareholders registered to attend the General Meeting does not sufficiently represent at least 51% of the total number of voting shares according to the list of shareholders made at the time of closing the list of shareholders, the meeting shall be considered as are not eligible to proceed.

2. In case the General Meeting is not eligible to be conducted according to the above provisions, the convening and conducting the next General Meeting of Shareholders shall be conducted in accordance with the provisions of the Company's Charter and the Law on Enterprises.

#### **Article 6. Conducting the Congress**

1. The Congress will take place in accordance with the order of program content approved by the Congress.

2. The General Meeting shall in turn discuss and approve the contents of the General Assembly program in the form of voting.

3. The Congress shall conclude after the Minutes and Resolutions of the Congress are adopted.

#### **Article 7. Speech at the General Meeting**

Shareholders or authorized representatives of shareholders who attend the meeting when expressing their opinions must register in the registration form for expressing opinions. In the registration form, shareholders need to clearly state the question or content of the statement. The registration form shall be transferred to the Chairman of the General Meeting for processing. When speaking, the content of the speech should be brief and consistent with the content being

discussed at the Congress and the Congress program. The duration of the speech shall not exceed 05 minutes. Shareholders shall not restate the opinions expressed by other shareholders and only those expressed in accordance with the content of the General Meeting program will be recorded in the Minutes of the General Meeting.

**Article 8. Voting slips, voting cards, voting methods for approving decisions at the General Meeting**

1. Voting slips and voting cards stamped with the Company's seal shall be issued by the Shareholder Eligibility Examination Board to shareholders or authorized representatives of shareholders attending the meeting. Voting slips and voting cards are inscribed with codes, full names, signatures of shareholders or authorized representatives of shareholders and other technical factors to help count votes accurately and conveniently.

2. The voting value of a voting slip or voting card is determined by the number of voting shares owned by such shareholder or authorized representative to attend the General Meeting.

3. Voting to approve issues at the Annual General Meeting of Shareholders in 2025 shall be carried out in the form of holding up voting cards and announced by the Chairman of the General Meeting right at the General Meeting. Shareholders vote on each issue by holding up their voting cards when asked by the Chairman to agree/disagree/have no opinion on each specific content. Shareholders are only allowed to hold up their voting cards once for each content and are authenticated by shareholders ticking 01 (one) of 3 (three) corresponding boxes (approve, disapprove, no opinion) written in the voting slip and return it to the Organizing Committee after the end of the General Meeting.

4. How to count the results in the "Voting Form":

a. The contents according to the Report and Report at the General Meeting of Shareholders shall be voted simultaneously by "Voting Card" and "Voting Form". The counting of "voting votes" shall be carried out by the election vote counting team immediately after the end of the contents to be voted on;

b. Method of determining invalid voting contents: "Voting slips" are inscribed with the contents to be voted on according to the Report and Report at the General Meeting. If the contents of the vote are not selected by the shareholders' delegates (marked "x"), or 2 or 3 situations are selected or the voting content is crossed out, it is considered as a vote with invalid voting contents. The leader of the election vote counting team or the chairman shall instruct before the delegates record their votes.

**Article 9. Approval of the Congress's decision**

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

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

1. The contents of the organization of the Congress shall be made into a Minutes. The Chairperson of the Congress and the Secretary of the Congress shall be responsible for the accuracy and truthfulness of the Minutes of the Congress.

2. The minutes of the General Meeting shall be approved by the General Meeting before the closing of the General Meeting and disclosed and sent to shareholders in accordance with law.

3. The minutes of the General Meeting, the minutes of examination of shareholder status and other documents recording the developments and results of the General Meeting must be archived at the Company's head office.

**Article 11. Resolution of the Congress**

Based on the results at the Congress, the Chairman prepares the Resolution of the Congress on the issues approved by the Congress. The resolution of the General Meeting must be read at the General Meeting for approval by shareholders before the General Meeting closes.

**Article 12. Enforcement effect of the Regulation**

1. This Regulation consists of three (03) Chapters and twelve (12) Articles and takes effect immediately after being voted upon by the Congress.

2. The General Meeting of Shareholders shall decide on the amendment and supplementation of this Regulation.

***Recipients:***

- Shareholders of the Company (Via Website);
- Member of the Board of Directors, Supervisory Board (e-copy);
- P. CV: post the Company's website;
- Save VT, Board of Directors.

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

**Nguyen Trong Tot**

INDUSTRIAL GROUP

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VIETNAM'S COAL - MINERALS  
MONG DUONG COAL JOINT STOCK COMPANY -  
VINACOMIN

Ng: /BC - TMD

Re: Production and business results in 2025,  
production and business plan in 2026 and main  
targets  
5-year plan 2026-2030

Quang Ninh, May 2026

**Draft**

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

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

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

Pursuant to Resolution No. /NQ-HDQT dated .../4/2026 of the Board of Directors of the Company;

Based on the production and business results in 2025 and the production and business plan in 2026;

The Board of Directors of the Company shall report to the General Meeting on production and business results in 2025, the production and business plan in 2026 and the targets of the 5-year plan 2026-2030 with the following contents:

## PART ONE

### IMPLEMENTATION OF PRODUCTION AND BUSINESS RESULTS IN 2025

#### 1. Advantages and disadvantages in production and business in 2025.

In 2025, the world context will continue to be complicated with many difficulties and challenges such as military conflicts, political instability, and trade conflicts. Domestically, under the leadership of the Party, the drastic and flexible management of the Government, the socio-political situation is basically stable; maintaining a positive trend, achieving many encouraging results, including GDP growth estimated to exceed 8%, the size of the economy increasing in the world ranking, inflation is controlled and macroeconomic balances are ensured, investment has achieved positive results, both in terms of public investment, private investment and foreign investment.

Vietnam Coal and Mineral Industry Group (TKV) continues to receive the attention, direction and support of the Central Government, the Provincial Party Committee, the Provincial People's Committee and localities; many difficulties and bottlenecks in production and business have been gradually removed, creating favorable

conditions for TKV to maintain stable production and contribute positively to the overall growth of the province and the country. However, TKV also faces many challenges, especially the consumption of coal is still difficult, and the amount of coal inventory is increasing. Implementing a number of main targets of TKV in 2025: (1) Clean coal production: 38.65 million tons, equal to 104.9% of the year plan; (2) Total revenue of the Group is 161 trillion VND, reaching 93.2% of the year plan; (3) Profit of 7.6 trillion VND, equal to 225% of the year plan; (4) The average salary of TKV will reach 19.5 million VND/person-month, equal to 111% of the 2025 plan.

2025 is a year with many difficulties in production and business for Mong Duong Coal Joint Stock Company: Due to the exploitation of small market furnaces, in the year the Company has had to convert market furnaces 18 times/customer 16 times a year; the geological conditions of the CGH market furnace mirror change, the slope is large, the local floating pillar, the market furnace must be deducted in one direction from the top down, drilling and shooting mines to cut the stone of the floating pillar, affecting the productivity and stage progress; many mirrors of the excavation furnace encountered milling and unseamless areas, specifically such as: K8 seam. College, L7 sidewalk. Union; M6. College, L7. VM... so it is necessary to stop digging the furnace, the number of times the furnace is opened, affecting the productivity and progress of digging the furnace; the quality of raw coal was worse than the TH plan by 38.00%/37.28%, an increase of 0.72%, overcoming the above difficulties The Company maintained good internal solidarity, focused on implementing flexible solutions to stabilize production, maintain security and order, social security, etc accelerating the implementation of investment projects, the Company has basically completed the main targets of the 2025 plan, the life and income of employees are at a high level in the Group.

## 2. Regarding the results of the implementation of the main production and business targets of 2025.

<b>T T</b>	<b>CATEGORIES</b>	<b>DVT</b>	<b>PRODUCTIO N AND BUSINESS PLAN ACCORDING TO THE DECISION OF THE GENERAL MEETING OF SHAREHOL DERS</b>	<b>IMPLEME NTATION RESULTS</b>	<b>% TH/NQCD</b>
<b>A</b>	<b>Production</b>				
<b>I</b>	<b>Coal Production</b>	<i>Tons</i>	<b>1.650.000</b>	<b>1.675.768</b>	<b>101,6</b>
1	Underground Coal Production	"	: 1.650.000	1.675.768	101,6
<b>II</b>	<b>Excavator Meter</b>	<i>M</i>	<b>19.000</b>	<b>20.069</b>	<b>105,6</b>
1	DIY CBSX oven meters:	"	16.600	18.405	110,9

2	CBSX furnace meter outsourced:	<i>M</i>	2.400	1.665	69,4
	Anti-anchor furnace meter	"	1.000	1.287	128,7
<b>II I</b>	<b>Slitting oven</b>	<i>M</i>	<b>4.680</b>	<b>4.427</b>	<b>94,6</b>
1	DIY	"	3.480	3.970	114,1
2	Outsourcing	"	1.200	457	38,1
<b>B</b>	<b>Total Coal Consumption</b>	<i>Tons</i>	<b>1.650.000</b>	<b>1.693.272</b>	<b>102,6</b>
1	Primordial God	"	1.638.000	1.681.833	102,7
2	Clean Charcoal	<i>Tons</i>	12.000	11.440	95,3
<b>C</b>	<b>Total Revenue</b>	<i>Tr.Đ</i>	<b>2.654.271</b>	<b>2.656.805</b>	<b>100,1</b>
<b>D</b>	<b>Profit</b>	<i>Tr.Đ</i>	<b>32.265</b>	<b>40.836</b>	<b>126,6</b>
<b>E</b>	<b>Average income</b>	<i>Ngđđ. Ng/th</i>	<b>19.975</b>	<b>21.780</b>	<b>109,0</b>
<b>F</b>	<b>Inventory</b>	<i>Tons</i>	<b>15.000</b>	<b>14.793</b>	<b>98,6</b>
<b>G</b>	<b>Dividend Payment</b>	<i>%</i>	<b>6-8</b>	<b>6</b>	<b>100</b>

### 3. Results of the implementation of the Resolution of the 2025 General Meeting of Shareholders.

In 2025, the Company has decided on production and business targets in 2025 with main solutions to implement the targets. For the implementation of production and business tasks in 2025, the main targets have been completed and exceeded the plan; for 9 solutions according to the Resolution:

3.1. First: Solutions on long-term strategies, clearance of preparations, results:

a. Focus on adjusting and extending the license No. 2760/GP-BTNMT issued on 31/12/2008 (*the license is valid until 31/12/2025*): The Ministry of Agriculture and Environment has adjusted the content of the mineral exploitation license according to Decision No. 4761/QĐ-BNNMT dated 10/11/2025.

b. Clearing the -250/-400 floor:

Technical plan for exploitation of floor -250/-550: Volume of excavation furnace excavation of floor -250/-400 to be implemented by the end of 2025: 8,450 m/7,694 m (excluding 986 m of furnace adjacent to the secondary vertical well) reached 109.8%; there are still some items that have not been achieved and are slower than the schedule approved by TKV, the reason is that the Company has not extended the lease of a part of the area of about 02 hectares in the area that is closing the mine according to License No. 2684/GP-BTNMT to construct the above furnace lines in 2025.

Plan to improve transportation capacity: The volume of excavation of underground furnaces for transportation ventilation at -97.5 ÷ -250 and Underground ventilation for transportation at -250 ÷ -400 The Company implements by the end of 2025 to reach 1,240m/KH: 1,240 m to reach 100% of the KH.

Currently, the Company is striving to accelerate the supply and installation of equipment to bring the first market furnace down to -400/-250 into operation in January 2026. Thus, the solution of long-term strategy, clearance preparation in the following

years when gradually ending the exploitation level above -250 is guaranteed according to the Resolution.

3.2. Secondly: Solutions to maintain the exploitation capacity to ensure the project capacity of 1.5 million tons:

The items set out by the Company to fully implement are reflected in the targets of coal output and furnace meters all exceeding the targets set out in the Resolution, however, although the Company has implemented many solutions at the same time, the quality of raw coal is worse than the TH plan by 38.0% / 37.28%, an increase of 0.72%, affecting the revenue situation. the Company's finances in the year.

3.3. Third: Solutions to mobilize human resources, restructuring according to the TKV model:

The list of employees until 31/12/2025 is 3,279 people/customer: 3,382 people, equal to 96.9%, down 67 people compared to the beginning of the year. Labor increased in the year by 124 people, of which the number of employees who are students of the Company's target of graduating from school was 51 people, receiving back 71 old workers, and recruiting 02 new people. The number of employees decreased in the period by 191 people, of which 96 employees quit their jobs, 63 employees applied for contract termination, and 23 retired employees. other cases: 9 people.

The company has coordinated with TKV Colleges to enroll and train 176/200 students in the profession of mining, M&E in underground mines, reaching 89% of the year's customers.

During the year, the Company stabilized its job, ensured income and had many remuneration regimes for employees, contributing to improving the lives of employees, employees were assured to work and determined to stick with the Company for a long time, as reflected in the indicators of labor management: (i) Employees quit their jobs compared to 2024 decreased by 35.2% (96/148 people); compared to the same period in 2023, it decreased by 40.4% (96/161 people), not only workers in stable PXs but also workers in departments such as KCM, TD, CV in previous years with many fluctuations in human resources are now stable. (ii) Many employees who were previously employees of the Company for reasons have quit their jobs and now return to the Company to work (in 2025, 61/124 employees who are former employees of the Company will be re-recruited, accounting for 49.2% of the total newly recruited employees and many applications for re-employment but due to the lack of demand for recruitment). (iii) The number of students who are self-recruited by the Company exceeds the target assigned by the Group (48/40 students reach 120% of the target assigned by TKV).

In the labor year, the list decreased in the period by 67 people, however, by measures to strengthen management and reasonable wage incentive mechanisms... so human resources are still sufficient for the Company's production line.

\* Limitations: Although the restructuring of the organization and labor margin has been planned, it has not been implemented in the year, so the rate of indirect management and auxiliary services is higher than the model of the Group (Labor management 10.93%/MHM 10%; Service and auxiliary workers 24.2%/MHM 21%); the percentage of students who graduated from school to work at the Company and then

quit their jobs, although lower than in previous years, there were still 24 people in the year.

#### 3.4. Fourth: Occupational Safety and Safety, Prevention and Control of Crime:

The Company's goal in 2025 is to resolutely not have any catastrophic incidents (flooding of mines, water platforms, gas fires and explosions, broken winch cables); No serious occupational accidents and type (I, II) incidents; minimize other incidents and accidents; not to allow incidents related to fire and explosion to occur in the Company. Results: In the year (up to the time of reporting), the Company did not have serious occupational accidents, occupational accidents (severe, light) occurred 15 cases, down 53.1% compared to 2024, of which the number of serious accidents occurred 13 cases, down 50%, the number of minor accidents occurred 02 cases, decreased by 4 cases, equivalent to 66.7%; About the incident: No type of incident occurred.

Early and synchronous deployment of fire protection works right from the dry season, focusing on areas that have been exploited in 2024 - focusing on new key locations that need new PAs to prevent. Coordinate with units in the area (Deo Nai - Coc Sau Coal Joint Stock Company, Cao Son Coal Joint Stock Company, Ha Long Coal Company, Company 790 - Dong Bac Corporation) to inspect and review the overlapping area of open-pit mining and pit mines; leveling terrain areas at risk of water infiltration, causing water platforms to fall into pits, areas at risk of landslides, flash floods to eliminate the risk of unsafety for people and the Company's mines downstream.

\* **Evaluation:** Thus, the OSH work is satisfactory.

#### 3.5. Fifth: Solutions: Operational, technical and technological innovation solutions:

The Resolution sets out the management of quarterly output (Quarter I: Production is not lower than 25% of the annual output; Quarter II: Production is not lower than 25% of the annual output; Quarter III: Strive to produce not less than 24% of the annual output; Quarter IV: Production is not lower than 26% of the customer's annual output), for this content, the Company achieved the annual target, but in the third quarter the Company did not achieve the set target, mainly due to the long conversion of CGH market furnaces from July 20 ÷ September 19 (due to the supply of long transformation, the furnace road transportation route changes many slopes, the compression furnace has a low furnace height, it is necessary to drill and shoot mines to cut stone pillars to lower the railway for the rig to pass through...).

The solution is to review the anti-furnace excavation areas to continuously maintain the CGH excavation technology line with the EBH-45 machine to increase the excavation furnace meter in 2025 and the following years. Continue to maintain motorized equipment in the drilling and loading stages during the excavation of furnaces. Excavators and small conveyors construct furnace lines along small cross-sections; Results: Meters of CGH semi-excavators (using drill trucks, excavators) implemented 0.0m/400 m planned; The meter of CGH (combai) excavator TH 750m/KH 1,000m, reaching 75.0%KH, so the above solution does not meet the set target.

#### 3.6. Sixth: Investment-cadastral-environment:

Investment: The value of investment in 2025 (TH/KH) is 199.4/193.3 billion VND, reaching 103% of the plan; the value of capital disbursement (TH/KH) was 182.2/177.5 billion VND, reaching 102.6% of the plan.

Environmental work: The implementation value in the year was 61.7/64.1 billion VND, reaching 96.2% of the plan. Completing the environmental license for the worker housing project and the Environmental License for the Phase II Mining project. Completion of mine closure under License No. 2684/GP-BTNMT dated 30/12/2013 was extended in License No. 1145/GP-BTNMT dated 8/5/2019.

Cadastral work: Actively coordinate with the authorities on the site clearance of group 1, area 13, Mong Duong ward (during the year, the Company stopped implementing the site clearance work to relocate households in group 1, area 13, Mong Duong ward according to CV No. 2069/UBND-QLDA dated June 19, 2025).

\* **Existence:** During the year, due to the delay in the procedures for renting land with the furnace door +60 West Wing to dig a platform to complete the ventilation upper furnace at -97.5/+60 West Wing and install the main fan station at the furnace door according to the plan to improve the ventilation capacity of the mine affecting the wind network and improve microclimate conditions, working conditions for employees.

### 3.7. Seventh: Professional work:

For the governance of the cities, leaders; the analysis of labor productivity and salary incentives to promote production, the professional management of the departments meets the requirements; However, although the contracting and management of internal costs have been put into order, the quality of contracting is not high because the acceptance of specialized departments is often slow, the quality of monthly production and business plan assignment is not close to reality, there are many types of materials that are not incurred, supplies and spare parts are regularly repaired for workshops that are not close, many materials and spare parts assigned to the plan but the workshop does not use them or there are materials and spare parts that the unit uses a lot, but they are not built in the plan, in the last 04 months of the year, the Director of the Company must issue many directives, announced the adjustment of cost management, especially material costs and the coordination in reviewing and balancing the demand for materials provided to production workshops.

### 3.8. Eighth: Security, Legislation, Fire Protection, QS, Security and Order of the School:

The company has maintained the proper implementation of all tasks according to the protection plan in 2025. Safeguard key economic objectives, resources, assets and mine boundaries, and at the same time do a good job of coordinating with local authorities, functional agencies and units in the Company on self-management, patrolling, inspection, prevention and prevention of violations. Properly implement the directives of superiors on local military and defense work. Always follow the State's legal documents, regulations and guiding regulations of TKV to ensure compliance with regulations and at the same time review the issued documents to amend, supplement and re-promulgate them to suit the actual production and business and management of the Company to bring efficiency.

### 3.9. Ninth: Emulation, propaganda, life and society:

The Resolution sets out:

Taking the health of employees as a priority, they must be dedicated and thoughtful in the process of serving: from quantitative meals, bathing, laundry, travel to entertainment, recreation, convalescence and medical examination and treatment for employees; Organizing typical and excellent employees to visit and travel at home and abroad. Maintain and promote cultural, artistic and sports movements well, as a driving force to promote production. Closely coordinate with the people, local authorities, agencies and businesses in the area in community activities to create a cohesion and harmonious development. This solution has basically been well implemented by the Company and has been evaluated and recognized by the superior agencies and management agencies along with the general excitement of employees in a successful production year.

## **PART TWO**

### **OBJECTIVES AND SOLUTIONS FOR DIRECTION AND ADMINISTRATION IN 2026**

Identifying difficulties: 2026 is considered to be a year of many fluctuations due to increasing and ongoing geopolitical conflicts. Mineral prices on the market are constantly fluctuating..... The demand for coal products for domestic economic sectors is expected to increase higher than in 2025 because it is the first year of implementing the 5-year Socio-Economic Development Plan (SOC) 2026 - 2030, entering the Era of prosperous development, prosperity of the nation, double-digit growth as soon as 2026. For the Company in 2026, which is the first year of mining below -250 to ensure sustainable mine development, the geological conditions of the mine are forecasted to be volatile and different from the plan, making it difficult for the planning and technology management process. increased production costs; The exploitation area is wide, the mine pressure is large, the gas, high temperature and water are abundant, the transportation supply is getting farther and farther, the travel time to the working location takes a long time, and the microclimate and working environment conditions are more harsh. The exploitation area is small and narrow, so the conversion time is fast, and the number of conversions is large.

Advantages: With the attention of TKV, local authorities, the collective of employees of the Company with the tradition of autonomy, promoting creative internal resources with the tradition of **"Discipline and concentricity"** always follow the leadership and direction of TKV with the general goal of the whole TKV is **"Safety - Solidarity - Development - Efficiency"**, Mong Duong - Vinacomin Coal Joint Stock Company sets out the direction, The tasks in 2026 are as follows:

#### **1. Objectives:**

Safety and working environment will be improved and guaranteed by 2025. Prevent occupational accidents, serious incidents and catastrophic incidents, minimize serious and minor occupational accidents and incidents of type II and III.

Complete the targets of the 2026 Business Plan signed with the Group.

Ensuring enough jobs for all employees, stable employee income, average salary > 20,130 VND/person-month; the income of furnace workers > 21,959 VND/person-month.

Improve working conditions, improve the material and spiritual life of employees.

Maintaining good internal solidarity, community relations and development  
The common goal is: "SAFETY – SOLIDARITY – DEVELOPMENT – EFFICIENCY".

## 2. Main production and business targets in 2026.

<b>T T</b>	<b>CATEGORIES</b>	<b>DVT</b>	<b>Production and business customers</b>	<b>Note s</b>
<b>A</b>	<b>Production</b>			
<b>I</b>	<b>Coal Production</b>	<i>Tons</i>	<b>1.500.000</b>	
1	Underground Coal Production	"	<b>1.500.000</b>	
<b>II</b>	<b>Excavator Meter</b>	<i>M</i>	<b>18.000</b>	
1	DIY CBSX oven meters:	"	17.000	
2	CBSX furnace meter outsourced:	<i>M</i>	1.000	
	Anti-anchor furnace meter	"	1.000	
<b>III</b>	<b>Slitting oven</b>	<i>M</i>	<b>4.370</b>	
1	DIY	"	3.270	
2	Outsourcing	"	1.100	
<b>B</b>	<b>Total Coal Consumption</b>	<i>Tons</i>	<b>1.500.000</b>	
1	Primordial God	"	1.490.000	
2	Clean Charcoal	<i>Tons</i>	10.000	
<b>C</b>	<b>Investment value</b>	<i>Tr.Đ</i>	<b>306.741</b>	
	Construction	"	59.041	
	Equipment	"	241.302	
	Others	"	6.398	
<b>D</b>	<b>Total Revenue</b>	<i>Tr.Đ</i>	<b>2.286.202</b>	
<b>E</b>	<b>Profit</b>	<i>Tr.Đ</i>	<b>29.725</b>	
<b>F</b>	<b>Average income</b>	<i>Ngđđ. Ng/th</i>	<b>20.982</b>	
<b>G</b>	<b>Inventory</b>	<i>Tons</i>	<b>10.000</b>	
<b>H</b>	<b>Dividend Plan</b>	<i>%</i>	<b>≥ 3</b>	

## 3. Main solutions for direction and administration in 2026.

### 3.1. Solutions on long-term strategies, opening up preparations.

Coordinate with the consultant to complete the mine development strategy dossier (Plan to open the seam, expand the Mong Duong mine to the Bac Coc Sau mine area).

Quickly implement the procedures for applying for land use planning in the area of the furnace door +60 West Wing, digging the upper furnace platform of TG at -97.5/+60 West Wing and installing a blower station according to the plan approved by TKV.

Pursuant to the Law on Geology and Minerals, to formulate a technical plan to mobilize market furnaces in the DMD area for production to ensure the project schedule and in accordance with the production cost of the mine; Make a plan to fully deduct the protection pillar of the fan station +15 in Vu Mon area.

Prepare a clearing diagram for the pavement to ensure that it is in accordance with the transportation plan of the -400 level, serve as a guide for the design and development of production equipment investment plans in the following years.

Completing the dossier of licensing to put the -400-level explosives warehouse into use. Monitor and control the process of using explosives according to the License.

***3.2. Solutions to maintain the exploitation capacity to ensure the project capacity of 1.5 million tons:***

Building a point model at 02 workshops KT8 and DL4, striving to become a model workshop in terms of basic technical work, transport equipment, electrical cable system, pipelines and industrial sanitation... ensure the requirements of the Audit and Security, focus on completing before 31/12/2025, organize evaluation and reward. On the basis of this model, other workshops will visit, learn and gradually deploy to all workshops in the Company that meet the standards of audit and hygiene.

Invest in 01 more CGH market furnace system with medium thickness seams, market furnace capacity from 180-:-200 thousand tons/year. Develop a plan to gradually replace market kilns using frame rack technology with anti-chain rack technology. Develop a plan to replace C14 rakes with SGB 420 or 520 rakes in market furnaces and furnaces along the sidewalk to reduce operating manpower, reduce equipment breakdowns and increase transportation productivity.

Maintain the stability of CGH market furnaces, and at the same time mobilize 02 more high-capacity market furnaces (thick seam market furnaces) in the area of L7 West Wing - Vu Mon to ensure that the output and quality of Ak coal are close to the targets assigned by TKV. The excavation of the furnace to prepare the surface for the CGH market furnace must be calculated to ensure that the truss is installed once to deduct until the end of the market furnace, avoiding the installation of additional trusses that will affect the productivity and output of the whole year. Implement the application of solutions to fully deduct the collection of protection pillars such as digging enamel kilns, preventing and reinforcing the transport furnace of the upper stratum market furnace to make a ventilation furnace for the lower stratification...

***3.3. Solutions to mobilize human resources and restructure according to the model of Vietnam Coal and Mineral Industry Group.***

In 2026, the Company plans to recruit a total of 260 employees (including re-recruitment); coordinate with Vietnam Coal and Minerals College to enroll 200 people, continue to implement the training and fostering of interns and new workers according to the Framework Program issued together with Decision No. 2858/QĐ-TMD, dated 11/11/2020 to improve the skill level of interns and new workers to meet the Company's production requirements. implement basic solutions, use appropriate labor arrangement along with solutions to increase labor productivity to restructure the workforce, streamline labor management to the maximum, indirectly serve auxiliary labor to keep and ensure the ratio in accordance with the Group's model model.

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

**4. Solutions in each field:**

***4.1. Occupational Safety and Safety, CMB Department:***

With the motto "Safety for production - Production must be safe", resolutely do not have catastrophic incidents (flooding of mines, water platforms, gas fires and explosions, broken winch cables); No serious occupational accidents and type (I, II) incidents; minimize other incidents and accidents; not to allow incidents related to fire and explosion to occur in the Company. Early and synchronous implementation of fire protection works right from the dry season, focusing on areas that have been exploited in 2025 - may be new critical locations that need new PAs to prevent. Coordinate with units in the area (Deo Nai Coal Joint Stock Company - Coc Sau - TKV, Cao Son Coal Joint Stock Company - TKV, Ha Long Coal Company - TKV, Company 790 - Dong Bac Corporation) to inspect and review the overlapping area of open-pit mining and pit mines; leveling terrain areas at risk of water infiltration, causing water platforms to fall into pits, areas at risk of landslides, flash floods to eliminate the risk of unsafety for people and the Company's mines downstream. Dredging of storage bunkers and storage tanks in the area of the pumping tunnel with a level of -97.5; level -250 Central and Northern Mong Duong always ensure operational readiness. Each specific and detailed content and solution for each of these solutions was presented by the Company at the 2025 safety review conference.

#### ***4.2. Administrative and technical work:***

Production preparation must focus on all stages from site inspection, formulation of measures to organize construction and guidance for all executors, preparation of materials, equipment, human resources, schedule and implementation schedule. Improve the realism of the solution, fully implement the steps of site survey, exchange and agree with the unit before making the design. Proactively arrange tasks to make solutions for production in a timely and effective manner, closely follow production developments, inspect to complete the stages of technological design to ensure production requirements.

The operating system needs to continue to strengthen from the stage of relationships, matchmaking, and units to solve work smoothly, improve professional skills, especially coordinating with units/departments to grasp the production scene of each shift. Constantly improve the level to meet the production requirements of the Company.

Based on the plan of days, weeks, months and the shortcomings of good control of the order shift, it is required to completely overcome the shortcomings at the beginning of the production order shift, carefully check and review the work items, thereby detecting the jobs that are not in the plan and do not have enough legal procedures.

Sticking to the plan for the University of Science and Technology to be stable, taking advantage of favorable weather from the beginning of the year, must be very resolute in the administration, the units strive to ensure the output of coal mined and dug furnace each month and quarter:

- Quarter I: Production is not lower than 25% of the customer's annual output.
- Quarter II: Production is not lower than 28% of the annual output.
- Third quarter: Strive to produce not less than 22% of the annual output.
- Quarter IV: Production is not lower than 25% of the annual output.

Review and rearrange the cycle organization chart for the exploitation and digging of furnaces, minimize auxiliary transmission lines, concentrate enough human resources

for the main production stage to increase the capacity of market furnaces and digging furnaces (market furnaces and mirrors are reviewed and arranged sufficiently to achieve technical capacity) to increase labor productivity. Maximum focus on technology stages, maximum use of available loading and transportation equipment of the mine... maximize the meters of mechanized and semi-mechanized excavation furnaces, reduce manual stages.

Implement solutions to fundamentally improve the transportation of market furnaces and new levels (maximum installation of conveyors, long rakes, interconnection of machines, etc.), and continue to apply mechanization to transportation stages in general such as: automation of main air inlets, railway breakers, railway repair and renovation... Maximum interlock installation for coal transportation transmission lines, reduce auxiliary transmission line manpower.

Continue to review the system of passenger routes to minimize walking for workers. Arrange wagons carrying furnace people with maximum access to production locations; install winch to support people in inclined furnace lines with appropriate slopes; maximizing the mechanization of loading and unloading and transporting materials; fully install lighting for furnace lines, build model models of furnace lines – workshops. Continue to review the paths, exits, inclined furnace shaft routes, unique dead-end furnace locations, isolation retaining walls, etc. ensure safe technical conditions.

### ***4.3. Investment-Cadastral Affairs-Environment:***

#### *4.3.1. Investment:*

Investment plan in 2026 of the company with a total value: 306.7 billion VND, disbursement plan with a value of 301 billion VND; In which:

- Construction and installation: 59 billion VND
- Equipment: 241.3 billion VND
- Other expenses: 6.4 billion VND

The main tasks and solutions to be focused on in the 2026 plan:

- Investment project on pumping tunnel equipment and power station level -400, investment project on equipment to improve transportation capacity striving to be completed and put into use in the fourth quarter of 2026

- Investment projects on construction of laundry baths and auxiliary works; investment project to build a food processing house serving a 450-seat cafeteria. Closely follow and focus on completing the dossiers of adjustment of the 1/500 Detailed Planning, investment policies (if any)... as a basis for approving the project and organizing the implementation.

#### *4.3.2. Environmental work:*

The environmental protection plan in 2026 will continue to be developed on the basis of meeting the requirements of the Law on Environmental Protection with a total cost of 64,216 million VND, focusing on the following main tasks:

- For environmental protection works, focus on environmental protection measures such as overcoming and minimizing the impact of dust, wastewater, exhaust gas, etc. in production activities outside the environment.

- For environmental works, focus on the construction of the project "Strengthening against mudslides on the internal road from Cua Lo area +20 to the 1500-ton warehouse

and the road to the main well" in order to improve the environmental landscape of the central area of Mong Duong.

#### *4.3.3. Land management:*

Actively coordinate with the authorities to implement the land clearance work to relocate households in group 1, area 13, Mong Duong ward. Focus on accelerating the procedure for renting a part of an area of about 02 hectares in the area where the land return is being carried out according to License No. 2684/GP-BTNMT

#### *4.4. Professional work:*

Strengthen and further improve the efficiency and quality of corporate governance. Promote business legislation and risk management. Regulations and regulations continue to be reviewed overall to edit and complete to serve the administration, control and governance of the Company

Based on the total cost of TKV assigned to the Company in the business development plan at the beginning of the year; dissect in detail each type of cost to assign collectives and individuals who are Deputy Director and City to manage and administer in the year according to their functions and tasks to ensure that they do not exceed the cost assigned by TKV.

Develop a salary plan in accordance with the regulations of TKV and the State's regulations, pay attention to the mechanism of reward and incentive for employees and the mechanism to encourage projects that need progress. Analyze labor productivity for each specific job, close to reality and in a timely manner to serve as a basis for adjusting salary norms and unit prices for each stage, each stage of work, each specific and realistic production area.

Continue to implement the Company's restructuring scheme in the period of 2025-2030, in 2025 (restructuring of service and auxiliary labor), arrange appropriate jobs and settle for redundant employees who are eligible for early retirement under the support category under the Group's restructuring fund.

**Internal cost management:** On a monthly basis, the customer service department shall assume the prime responsibility for coordinating with the departments of KCM, CV, Supplies, TCNS, and Audit to inspect, review, synthesize and analyze in a timely and accurate manner the implementation of the presumptive fee targets at the production units, on the basis of the cost contracting of TKV to find out the irrationalities in the implementation in order to have timely adjustment; on that basis, the settlement of costs for units according to specific and accurate stages and jobs. Analyze economic activities on a monthly and quarterly basis, find out the causes and propose solutions, implement management solutions to ensure production cost savings.

Carefully examine and review the legality of documents, synthesize and make financial settlements as a basis for comparing data with relevant departments (Materials, Science, Technology, CV, Laboratory, etc.); strengthen debt recovery measures.

Control funds, determine expenditures for the right purposes according to the Regulation; Quarterly gather and publicize the Social Activity Fund.

#### *4.5. Security, Legislation, Fire Protection, Military, Security and Order:*

Implement tasks according to the protection plan to maintain the work of ensuring and protecting the safety of key economic objectives of natural resources, assets and mine exploitation boundaries; especially proactively detecting and coordinating with

functional agencies to implement tasks on patrol and inspection in order to detect, prevent and promptly handle violations arising within the boundaries of mine exploitation according to their functions and competence, propagate to employees throughout the Company to implement regulations on fire protection in pits, especially do not bring spark-emitting objects, cigarettes, tobacco and flammable substances into the oven; strictly manage industrial explosives.

Strictly comply with the requirements of the Law on Fire Protection, prevent and limit to the lowest level the occurrence of fires and explosions, detect the causes of fires and explosions early, and prevent the worst cases that occur causing damage to people and property of the Company. Strengthen the inspection and coordination with units to ensure fire and explosion prevention and fighting in the area under the management of the Company.

Military work: Fully implement programs, plans and instructions of superiors, focusing on performing tasks on Party work, political work and training for self-defense forces, actively managing and encouraging workers to enlist in the army.

Based on the production and business situation of the Company, develop and implement an inspection plan to ensure the production and business activities of the Company in accordance with the provisions of law. At the same time, it is necessary to improve the responsibility and role of self-inspection in state management in all fields such as contracts, inspection - audit; Materials management; Land; property; Salary, Environment, etc. etc.

#### ***4.6. Emulation, propaganda, life and society:***

Taking the health of employees as a priority, they must be dedicated and thoughtful in the process of serving: from quantitative meals, bathing, washing, traveling to entertainment, entertainment, visiting, resorting and medical examination and treatment for employees.

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

Continue to build corporate culture through the strict implementation of the Labor Regulation and the Democratic Regulation; working style; behavior on the basis of mutual respect and helping each other to accomplish common goals.

Maintain good relations with relevant agencies and businesses in the same area. Creating maximum job opportunities for local workers, contributing to the construction and stability of society.

Closely coordinate with the people, local authorities, agencies and businesses in the area in community activities to create a cohesion and harmonious development. There are specific programs and actions to support and support schools, hospitals, and families in difficult circumstances in the area....

Mobilize employees to contribute to the mutual aid fund + social activity fund + cultural activity fund equal to the value of 900,000 VND/person-year (collected 3 times/year).

In order to achieve the set goals and requirements of production and business; The Company agrees on the following contents:



TT	Criteria	DVT	5-Year Plan					Total 5 years
			Year 2026	Year 2027	Year 2028	Year 2029	Year 2030	
a	Coal handed over to coal sorting companies	„	1.490	1.490	1.490	1.490	1.490	7.450
	-Primordial coal	„	1.490	1.490	1.490	1.490	1.490	7.450
b	Coal delivered to logistics companies	„	10	10	10	10	10	50
	-Clean charcoal	„	10	10	10	10	10	50
<b>3</b>	<b>Total Revenue</b>	Tr.Đ	<b>2.286.202</b>	<b>2.442.787</b>	<b>2.448.095</b>	<b>2.463.779</b>	<b>2.483.866</b>	<b>12.124.729</b>
	- Revenue from coal production	„	2.286.202	2.442.787	2.448.095	2.463.779	2.483.866	12.124.729
	- Other production and business revenues	„						
<b>4</b>	<b>Profit</b>	Tr.Đ	<b>29.725</b>	<b>31.375</b>	<b>31.401</b>	<b>31.479</b>	<b>31.579</b>	<b>155.559</b>
	- Coal production	„	29.725	31.375	31.401	31.479	31.579	155.559
	- Other Manufacturing	„						

Above is a report on the implementation of production and business in 2025 and the objectives, tasks and solutions to operate production and business planning in 2026, the main targets of production and business planning in 5 years 2026-2030 of Mong Duong Coal Joint Stock Company - Vinacomin.

Thank you very much./.

**Recipients**

- Shareholders of the Company;
- Board of Directors; BKS; Director (ecopy);
- Department of Planning, Finance, Secretary (ecopy);
- Save: VP, KH (2); Secretary.

**DIRECTOR**

**Luong Thanh Chung**

Quang Ninh, April 2026



Number: /BC- TMD

## REPORT

### Summary of the audited financial statements for 2025

Dear Shareholders of Mong Duong Coal Joint Stock Company – Vinacomin

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

*Pursuant to the Company's 2025 financial statements, which have been audited by AASC Auditing Firm Co., Ltd. in the audit report of financial statements No. 180236.004/BCTC. KT3 on March 17, 2026;*

Accordingly, the Company's 2025 financial statements have honestly and reasonably reflected the key aspects of the Company's financial situation as of December 31, 2025 as well as on the results of business activities and cash flows for the fiscal year ending on the same day. in accordance with the Accounting Standards, the current Vietnamese corporate accounting regime and legal regulations related to the preparation and presentation of financial statements. Specifically, as follows:

### Part I SUMMARY BALANCE SHEET

ASSETS	CODE	THEORY	LAST ISSUE	FIRST ISSUE OF THE YEAR
	NUMBER	MINH		
<i>A</i>	<i>B</i>	<i>C</i>	<i>1</i>	<i>2</i>
<b>A- SHORT-TERM ASSETS</b>	<b>100</b>	-	<b>392.996.031.806</b>	<b>489.723.930.483</b>
I. Cash and cash equivalents	110		1.775.520.503	2.759.307.911
II. Short-term financial investment	120		-	-
III. Short-term receivables	130		277.155.589.113	410.524.309.950
IV. Inventory	140	VI.7	62.499.561.477	53.095.917.917
V. Other Short-Term Assets	150		51.565.360.713	23.344.394.705
<b>B- LONG-TERM ASSETS</b>	<b>200</b>	-	<b>752.473.144.288</b>	<b>696.495.384.826</b>

ASSETS	CODE	THEORY	LAST ISSUE	FIRST ISSUE OF THE YEAR
	NUMBER	MINH		
<b>I - Long-term receivables</b>	<b>210</b>		<b>20.384.862.685</b>	<b>20.896.779.097</b>
<b>II - Fixed assets</b>	<b>220</b>		<b>537.661.959.612</b>	<b>481.858.262.504</b>
1. Tangible fixed assets	221	VI.9	537.239.955.576	481.643.136.402
2. Fixed assets lease finance	224	VI.11	-	-
3. Intangible fixed assets	227	VI.10	422.004.036	215.126.102
<b>III - Investment real estate</b>	<b>230</b>	VI.12	-	-
<b>IV - Long-term unfinished assets</b>	<b>240</b>	<b>VI.8</b>	<b>28.607.652.723</b>	<b>32.995.900.178</b>
<b>V - Long-term financial investment</b>	<b>250</b>		-	-
<b>VI - Other long-term assets</b>	<b>260</b>		<b>165.818.669.268</b>	<b>160.744.443.047</b>
<b>TOTAL ASSETS (270=100+200)</b>	<b>270</b>		<b>1.186.219.315.309</b>	<b>1.186.219.315.309</b>
FUNDING	CODE	THEORY	LAST ISSUE	FIRST ISSUE OF THE YEAR
	NUMBER	MINH		
<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>828.545.305.819</b>	<b>847.881.106.004</b>
<b>I. Short-term debt</b>	<b>310</b>		<b>612.369.720.020</b>	<b>707.938.736.653</b>
<b>II. Long-term debt</b>	<b>330</b>		<b>216.175.585.799</b>	<b>139.942.369.351</b>
FUNDING	CODE	THEORY	LAST ISSUE	FIRST ISSUE OF THE YEAR
	NUMBER	MINH		
<i>A</i>	<i>B</i>	<i>C</i>	<i>I</i>	<i>2</i>
<b>D - EQUITY (400=410+430)</b>	<b>400</b>		<b>316.923.870.275</b>	<b>338.338.209.305</b>
<b>I. Equity</b>	<b>410</b>		<b>316.923.870.275</b>	<b>338.338.209.305</b>
1. Owner's contributed capital	411	VI.25a	214.183.460.000	214.183.460.000
2. Development investment funds	418	VI.25e	7.825.181.705	7.825.181.705
11. Undistributed after-tax profit	421	VI.25a	94.915.228.570	116.329.567.600
- Undistributed profit from the previous period	421a		63.002.822.911	63.002.822.911
- Undistributed profit for this period	421b		31.912.405.659	53.326.744.689
<b>II. Other funding sources and funds</b>	<b>430</b>		-	-
1. Funding sources	431	VI.28	-	-
2. Funding sources that have formed fixed assets	432		-	-
<b>TOTAL CAPITAL (440=300+400)</b>	<b>440</b>		<b>1.186.219.315.309</b>	<b>1.186.219.315.309</b>

**Part II**  
**BUSINESS RESULTS**

CRITERIA	CODE	EXPLANATION	ACCUMULATED FROM THE BEGINNING OF THE YEAR TO THE END OF THE QUARTER	
			YEAR 2025	YEAR 2024
1. Revenue from sales and provision of services	01	VII.1	2.652.989.555.936	2.612.354.731.157
2. Revenue deductions	02	VII.2	-	-
3. Net revenue from sales and service provision ( 10 = 01-02 )	10		2.652.989.555.936	2.612.354.731.157
4. Cost of goods sold	11	VII.3	2.411.331.758.988	2.339.208.787.053
5. Gross profit on sales and service provision (20=10-11)	20		241.657.796.948	273.145.944.104
6. Revenue from financial activities	21	VII.4	623.809.468	854.485.430
7. Financing costs	22	VII.5	15.794.851.703	18.051.488.539
<i>In which: Interest expenses</i>	23		15.794.851.703	18.051.488.539
8. Cost of sales	25	VII.8a	18.087.560.510	13.408.359.930
9. Business management expenses	26	VII.8b	169.003.024.372	173.321.227.924
10. Net profit from business contracts {30=20+(21-22)-(25+26)}	30		39.396.169.831	69.219.353.141
11. Other incomes	31	VII.6	1.299.287.781	2.221.120.029
12. Other expenses	32	VII.7	328.451.780	726.954.674
13. Other profits (40= 31-32)	40		970.836.001	1.494.165.355
14. Total profit before tax (50=30+40)	50		40.367.005.832	70.713.518.496
15. Current CIT expenses	51	VII.10	92.112.331	17.386.773.807
16. Deferred CIT expenses	52		8.362.487.842	-
17. Profit after CIT (60= 50-51-52)	60	VII.11	31.912.405.659	53.326.744.689
18. Basic earnings per share (*)	70		1.490	2.490
19. Declining interest on stocks (*)	71			

**Part III**  
**BASIC FINANCIAL INDICATORS**

**1. Implementation of financial targets**

TT	Criteria	Year 2025	Year 2024	% increase, decrease
<b>1</b>	<b>Solvency indicators</b>			
+	Short-term ratio	0,64	0,69	92,75
	Short-term assets/short-term liabilities			
+	Quick payout ratio	0,54	0,62	87,10
	(Short-Term Assets-Inventory)/Short-Term Liabilities			
<b>2</b>	<b>Indicators of capital structure</b>			
+	Debt/Total Assets Ratio	0,72	0,71	101,41

TT	Criteria	Year 2025	Year 2024	% increase, decrease
+	Debt/Equity Ratio	2,61	2,51	103,98
<b>3</b>	<b>Indicators of operational capacity</b>			
+	Inventory Turnover	41,72	42,01	99,31
	Average cost of goods sold/Inventory			
+	Net Revenue/Total Assets	2,32	2,20	105,45
<b>4</b>	<b>Profitability indicators</b>			
+	Profit after tax/Net revenue ratio	0,012	0,02	60,00
+	Profit After Tax/Equity Ratio	0,10	0,16	62,50
+	Profit after tax/Total assets ratio	0,03	0,04	75,00
+	Profit ratio from business activities/Net revenue	0,02	0,03	66,67

## 2. Assessment of capital preservation and development

### 2.1. Level of capital preservation:

- The profit after tax/net revenue ratio in 2025 will reach 1.2%, down from 0.84% in 2024 (2.04% in 2024);
- Profit margin after tax/total assets in 2025 will reach 2.79%, down from 1.71 in 2024 (4.5% in 2024);
- Profit after tax/equity ratio in 2025 will reach 10.1%, down from 5.7% in 2024 (15.8% in 2024);
- Ability to preserve capital: In 2025, the Company will make a profit of VND 40,367 million. The company has set aside provisions and purchased property insurance as prescribed. The company preserves the capital allocated by TKV.

### 2.2 Level of implementation of financial targets:

- The current solvency ratio in 2025 is 0.64 times, in 2024 it is 0.69 times, better implemented according to TKV's 2025 financial target plan announcement (according to the customer, it is 0.50 times)
- The ratio of liabilities/capital in 2025 is 2.61 times, in 2024 it is 2.51 times, an increase of 0.1 times compared to 2024 and a decrease of 0.3 times compared to the announcement of the plan for financial targets in 2025 of TKV (2.91 times) The Company has well implemented the target of the ratio of debt to equity compared to the plan assigned by the Board of Directors.

Overall assessment: The company can afford to pay due debts, ensuring a safe financial situation.

Sincerely report./.

#### *Recipients*

- Shareholders of the Company;
- Board of Directors; BKS; Director (ecopy);
- Department of Audit, Secretary (ecopy);
- Save: VP, KT (2); Secretary.

**DIRECTOR**

**Luong Thanh Chung**



No.: /TTr-TMD

Quang Ninh, April 2026

**STATEMENT**  
**Regarding the expected distribution of profits in 2025**

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

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

Pursuant to the Law on Enterprises No. 59/QH14/2020 dated June 17, 2020; Law 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises.

Pursuant to the guiding documents of State management agencies on the distribution of profits to State-owned enterprises and State-owned enterprises;

Based on the results of production and business activities in 2025 and the interests of shareholders and employees in the Company;

Pursuant to the Resolution of the Board of Directors meeting of the Company No. /NQ-HDQT dated /04/2026.

The Board of Directors of Mong Duong - Vinacomin Coal Joint Stock Company submits to the General Meeting of Shareholders for approval the profit distribution plan in 2025 as follows:

TT	Explanation	Rate (%)	Values (Million VND)	Notes
1	Accumulated profit after tax by 2025	100	94.915	In which: deferred corporate income tax assets of VND 63,003 million
2	Profit expected to be distributed in 2025	42,43	40.275	
-	Dividend Payment	13,54	12.851	6% / charter capital

-	Deduction from the Reward and Welfare Fund	28,89	27.424	
+	<i>Setting up the Reward Fund (65%)</i>		17.826	
+	<i>Setting up a welfare fund (35%)</i>		9.598	

The Board of Directors of Mong Duong - Vinacomin Coal Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval./.

***Recipients:***

- Dear (via the Company's Website);
- Board of Directors, Supervisory Board (e-copy);
- Office (posted on the Company's website);
- Liu Van Letter, Congress Records.

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

**Nguyen Trong Tot**



1	Board of Directors	05			05	506,4	
2	Supervisory Board	03			03	168,0	
3	Company Secretary	01			01	50,4	
4	Manager	06	06	3.002,4			
	<b>Total</b>			<b>3.002,4</b>		<b>724,8</b>	

*\* Remuneration and allowances of the Board of Directors, Supervisory Board, Company Secretary shall be implemented by customer. The salary of the Manager (Board of Directors) is higher than that of the Customer because the salary is increased according to the Company's profit realization rate according to the Regulation on Salary Management No. 685/QD-TKV dated 23/4/2019 and Decision No. 1471/QD-TKV dated 14/8/2024 etc. promulgating guidelines on salary payment mechanisms and salary levels applied in TKV's TKV.*

## **2. Remuneration, allowances, and salary plans of the Board of Directors, the Supervisory Board and the Company's Managers in 2026:**

Pursuant to the Government's Decree No. 248/2025/ND-CP dated September 15, 2025 stipulating the salary and remuneration regime of the direct owner's representative, the representative of state ownership interests and the Controller in state-owned enterprises;

Pursuant to Decision No. 685/QD-TKV dated 23/4/2019 of TKV V/v promulgating the Regulation on labor and salary management of TKV and Decision No. 1809/QD-TKV dated 26/09/2024 of TKV V/v promulgating the Regulation on management of TKV representatives at enterprises;

Pursuant to Decision No. 1471/QD-TKV dated 14/8/ 2024 of the General Director of Vietnam Coal and Mineral Industry Group to issue salary payment guidelines for salary payment mechanisms and salary levels applied in TKV;

Pursuant to Official Letter No. 7138/TKV-KH dated 12/12/2025 of TKV V/v Announcement of the main targets of the 2026 Business Development Plan; Pursuant to Decision No. 628/QD-TMD dated April 10, 2021 of the Board of Directors of the Company on the promulgation of the Regulation on labor management, salary and income distribution of the Company.

The Board of Directors of the Company proposes the Remuneration, Allowances and Salary Plan of the Board of Directors, the Supervisory Board and the Company's Manager in 2026, as follows:

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

TT	Title	Number of people	Salary to calculate (Million/person/year)	Remuneration/allowance rate (%)	Remuneration/Allowance (Tr.d/person/th)	Number of months	Total remuneration/allowance in 2026 (Tr.D)
<b>I</b>	<b>Remuneration</b>						<b>448,8</b>
1	Chairman of the Board of Directors	1	27,0	20	5,4	12	64,8
2	Board of Directors TV	3	23,0	20	4,6	12	165,6
3	Head of the Supervisory Board	1	24,0	20	4,8	12	57,6
4	Member of the Supervisory Board	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 TV Board of Directors	1	23,0	100	23,0	12	276,0
	<b>Total</b>						<b>724,8</b>

b) The salary fund of the Company Manager:

TT	Title	Quantity	1 month's salary according to Decision No. 1471/QĐ-TKV (Tr.Đ)	Adjustment coefficient of Decision No. 1471/QĐ-TKV	Salary 1 month after adjusting the coefficient (Tr.đ)	Number of months	Gross Salary in 2026 (Tr.D)
1	Director	01	26	1,5	39,0	12	468,0
2	Deputy 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>

\* In case the State and TKV change the salary payment mechanism applied in TKV, the remuneration and allowances of the Board of Directors, the Supervisory Board, the Company Secretary and the Salary Fund of the Company Manager are also changed in accordance with current regulations.

### 3. Payment method:

- Monthly members of the Board of Directors, Supervisory Board and

Company Secretary are entitled to an advance of 80% of the monthly remuneration and allowance; Managers are entitled to an advance of 80% of that month's salary; The remaining remuneration, allowances and salaries shall be settled at the end of the year on the basis of the Company's production and business results and the level of fulfillment of tasks of members of the Board of Directors, Supervisory Board and Company Managers.

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

***Recipients:***

- Dear (via the Company's Website);
- Board of Directors, Supervisory Board (e-copy);
- Directors, Deputy Directors, Auditors (e-copy);
- Office (posted on the Company's website);
- Liu Van Letter, Congress Records.

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

**Nguyen Trong Tot**

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

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

*Quang Ninh, April 2026*



Number: /BC-TMD  
Report on the operation of the Board of Directors  
of the Company in 2025 and Operational  
direction in 2026

**DRAFT**

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

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

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

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

Pursuant to Resolution No..... /NQ-BOD dated /4/2026 of the Board of Directors of the Company

The Board of Directors shall report to the Annual General Meeting of Shareholders (AGM) in 2026 on the performance of the Board of Directors in 2025 and the direction of operation in 2026 as follows:

**1. Regarding the structure of the Board of Directors.**

TT	Board Members	Position at the company	Executive/Independent/Non-Executive	Notes
1	Nguyen Trong Tot	Chairman of the Board of Directors	Non-Executive	
2	Hoang Trong Hiep	TV Board of Directors - Director	Executive	Dismiss TV. Board of Directors 28/10/2025
3	Luong Thanh Chung	TV Board of Directors - Director	Executive	Vote for additional TV. Board of Directors 28/10/2025

4	Ngo Xuan Thuy	MEMBER OF THE BOARD OF DIRECTORS - DEPUTY DIRECTOR	Executive	
5	Vadym D'omin	Board of Directors TV	Non-Executive	
6	Pham Van Tac	TV. Board of Directors	Independence	

- The Board of Directors of the Company consists of 05 (five) members, of which 01 (one) member is not the Chairman of the Board of Directors; 02 (two) non-executive members and 02 (two) executive members. Thus, the structure of the Board of Directors ensures compliance with the provisions of the Charter and the law.

Chairman of the Board of Directors Mr. Nguyen Trong Tot is also the Chairman of the Board of Directors of; Chairman of the Board of Directors of Deo Nai-Coc Sau TKV Coal Joint Stock Company; Chairman of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin; Member of the Board of Directors of Uong Bi Automobile Mechanical Joint Stock Company; Thus, the number of companies Mr. Nguyen Trong Tot participating in the Board of Directors ensures the provisions of the law (not more than 5 units).

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

Allowances and remuneration of members of the Board of Directors in 2025

TT	Position	Number of people	Salary/remuneration/allowance (Million/person- month)	Actual months	Total Salary/Re		
					Total	Salary	I
	Board of Directors						
-	Chairman of the Board of Directors	1	5,4	12	64,8		
-	Part-time member of the Board of Directors	3	4,6	12	165,6		
-	Independent Member of the Board of Directors	1	23,0	12	276,0		

## 2. Organizing a meeting of the Board of Directors

In 2025 (Term 2023-2028), the Board of Directors will hold 28 sessions, issue 28 Resolutions to decide to approve or approve basic contents related to production and business, Construction investment, approval of contractor selection plans, approval of salary and labor plans, inspection, etc internal control, planning, appointment, re-appointment... at meetings to implement documents of competent agencies, listen to reports on monthly and quarterly production and business results and other issues reported by the Director. At the same time, listen to reports on the results of the implementation of the resolutions of the General Meeting of Shareholders and the Resolution of the Board of Directors.

The meetings of the Board of Directors ensure that there are enough participants, with the participation of the Supervisory Board and related parties. The meeting documents are fully prepared, ensuring the order, principles, and contents approved or approved by the Board of Directors to ensure timeliness, competence, and without causing delays to executive activities.

### **3. Regarding dividend payment and information disclosure.**

#### **3.1. Regarding dividend payment.**

The Company has paid dividends in 2024 to shareholders according to the Resolution of the 2025 Annual General Meeting of Shareholders that has been approved, specifically:

Total value of dividends payable to shareholders after 5% PIT: 14,867,039,390 VND; in which:

a) TKV shareholders:	9,745,347,500 VND
- Transfer via Depository:	1,645,049,700 VND
- Return to TKV:	8,100,297,800 VND
b) Other shareholders:	5,121,691,890 VND
- Transfer via Depository:	4,899,170,220 VND
- The company pays for itself:	157,147,515 VND.
- Shareholders at the Company:	65,374,155 VND.

#### **3.2. Regarding information disclosure:**

The Company discloses information on the stock market in accordance with the Company's Regulation on Disclosure of Information on the Stock Market, ensuring the requirements of Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance for shareholders to access in a timely manner.

### **4. Regarding the supervision of production and business activities in 2025**

On the basis of the Resolution of the General Meeting of Shareholders, the resolution of the Board of Directors and the production and business plan in 2025, the Board of Directors strengthens supervision activities in many forms such as (Studying records, listening to reports, going to the production site; studying the results of inspection, control, audit...) to master management activities, to work with the Board of Directors to direct the Company's production and business to complete and exceed the plan. At the same time, it contributes to ensuring the safety of the Company in all aspects of operation. In addition, the Board of Directors implements documents of competent authorities to organize the implementation and inspect the implementation.

In 2025, the Company will complete and exceed the main targets of the production and business plan, preserve capital, profit before tax of VND 40.9 billion, reaching 126.6% of the customer and ensure that the dividend submitted to this year's General Meeting is not lower than the planned dividend approved by the General Meeting of Shareholders in 2025.

**5. To supervise the percentage of charter capital ownership of foreign investors.**

At the time of closing the right to attend the 2026 Annual General Meeting of Shareholders, the Company has 9 shareholders who are foreign investors, owning 3,804,129 shares/a total of 21,418,346 shares of the Company, accounting for 17.76% of the Company's Charter Capital.

Clause 4 \_Article 12 of the Charter stipulates that "For shareholders who are foreign investors, they are entitled to own up to 35% of the charter capital of the Company". Thus, the ownership rate of foreign investors does not exceed the ratio specified in the Company's Charter.

**6. Coordination activities of the Board of Directors**

In the course of operation, the Board of Directors regularly and effectively maintains the leadership coordination relationship between the Board of Directors and the Party Committee according to Regulation No. 905-QC/DU on the promulgation of the Regulation on the working relationship between the Party Committee and the Board of Directors of the Company. Implementing this Regulation, the Board of Directors shall report to the Party Committee the contents according to the prescribed regulations.

**7. General assessment of the activities of the Board of Directors and other managers.**

**7.1. General assessment of the activities of the Board of Directors.**

In 2025, the Board of Directors has properly performed its functions and tasks according to its competence specified in the Charter and the Law on Enterprises to issue Resolutions and Decisions as a basis for the CEO and managers to direct all aspects of the Company's production and business activities in order to complete and exceed the main targets of the production and business plan. investment has been voted and approved by the 2025 Congress.

In the process of performing its tasks, the Board of Directors strengthens supervisory activities, in order to ensure the Resolution of the 2025 General Meeting of Shareholders; Resolutions and decisions of the Board of Directors must be implemented in accordance with the content and schedule. At the same time, proactively follow the production and business situation of the Company together with the Board of Directors and other managers to solve arising obstacles, contributing to not causing congestion to the Company's production and business activities.

On the basis of the 2025 plan approved by the general meeting, the results of the implementation of the production and business plan in 2025 and the results in all aspects of activities of the Board of Directors in general and each member of the Board of Directors in particular self-assessed that they have successfully completed the tasks in 2025.

#### 7.2. Evaluation of the performance of the Directors and Deputy Directors.

Directors and Deputy Directors actively follow the Resolution of the General Meeting of Shareholders; Resolutions, decisions, regulations promulgated by the Board of Directors, relevant legal documents and documents of TKV to organize the timely and adequate implementation and organize production and business reasonably and effectively; investment with a focus and focus...; promote the capacity of mechanized equipment in mining and digging furnaces; cost management;

Direct the implementation of financial management, accounting of production costs, construction investment costs and other revenue and expenditure regimes in a timely and proper manner; the right subjects, no bad debts...; direct the preparation of financial statements in 2025 in a timely manner and in accordance with the regime. The audited financial statements do not contain excluded items.

Strengthening the relationship between the Party Committee, the Board of Directors, the Supervisory Board and organizations in the Company creates consensus and solidarity, contributing to maintaining business order and safety, completing and exceeding the main targets of the Planning and Business Plan approved by the General Meeting of Shareholders in 2025.

## **8. Orientation of the Board of Directors in 2026**

8.1. To strictly comply with the Party's undertakings and policies and the State's laws for joint-stock enterprises in which the State holds dominant shares. Strictly perform the functions, tasks and powers of the Board of Directors specified in the Law on Enterprises and other relevant documents.

8.2. Organize the implementation of the contents approved by the 2026 Annual General Meeting of Shareholders.

8.3. To direct the implementation of the plan and quarterly organize the assessment and inspection of the implementation of the plan in all stages of production, especially the stage of product consumption, outsourcing, material management, and cost management. Implement specific solutions to ensure production and business efficiency.

- Strengthen cost management by reviewing economic and technical norms, creating a driving force to increase labor efficiency of employees.

- Strictly control capital sources, review and consider investment portfolios and projects to have effective investment plans. Managing and operating the Company's business activities to complete the planned targets and achieve efficiency.

8.4. Strengthen the supervision of activities of Directors and Deputy Directors... in the implementation of the Resolution of the 2026 General Meeting of Shareholders, Resolutions and decisions of the Board of Directors... according to the Program and operation plan of the Board of Directors issued.

8.5. Continue to review, amend and supplement the management regulations in accordance with the provisions of law, complete specific management mechanisms, decentralization and decentralization to ensure the most convenient management role of the Board of Directors and the administration of the Board of Directors. creating a motivating basis for promoting the autonomy and self-responsibility of departments and individuals;

8.5. Continue to maintain and strengthen the relationship Closely coordinate with the executive agency, the Supervisory Board in governance and other socio-political organizations in the Company to promote synergy in the business process for the purpose of developing the Company. take good care of the lives of employees to build the Company to develop more and more.

8.6. To perform other tasks according to their competence.

Above are the main activities of the Board of Directors of the Company in 2025, directions and measures to direct the implementation of the production and business plan

in 2026, the Company's Board of Directors would like to report to the General Meeting and ask for the opinions of shareholders./.

***Recipients:***

- Dear (via the Company's Website);
- Board of Directors, Supervisory Board (e-copy);
- Office (posted on the Company's website);
- Liu Van Letter, Congress Records.

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

**Nguyen Trong Tot**

INDUSTRIAL GROUP  
 VIETNAMESE COAL AND MINERALS  
 MONG DUONG COAL JOINT STOCK COMPANY -  
 VINACOMIN



SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Quang Ninh, March 2026

## REPORT

### **Activities of independent members of the Board of Directors and evaluation of the activities of the Board of Directors in 2025 - Mong Duong Coal Joint Stock Company - Vinacomin**

To: Annual General Meeting of Shareholders in 2026

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

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

*Pursuant to the Government's Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities*

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

*Pursuant to the Resolution of the Meeting No. .... /NQ-Board of Directors on ..... of the Board of Directors of Mong Duong Coal Joint Stock Company - Vinacomin.*

Independent members of the Board of Directors (hereinafter referred to as independent members) of Mong Duong-Vinacomin Coal Joint Stock Company report to the General Meeting on a number of basic activities of independent members, and at the same time evaluate the activities of the Board of Directors of the Company in 2025 as follows:

#### **Part I:**

### **REPORT ON ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS 2025 AND 2026 OPERATION PLAN**

On the basis of the results of the performance of the tasks assigned by the Board of Directors, the independent members report the results of the performance of the tasks as follows:

**1. Regarding the results of supervision of financial accounting, salaries, bonuses, employee regimes, internal audit, and legal according to the Resolution of the Board of Directors.**

- Regarding financial accounting: Comply with the provisions of the Accounting Law, the Charter, statutes and regulations of the Company; implement the average short-

term credit norm plan and financial coefficient in 2025 approved by the Board of Directors; The annual financial settlement report is audited by an independent auditing unit and appraised by the Supervisory Board; The settlement of project investment capital is completed within the statutory time limit and in accordance with accounting standards and relevant laws.

- Regarding salaries, bonuses and regimes for employees, comply with statutes and regulations, collective labor agreements, internal labor regulations of the Company and relevant laws. Pay fully, promptly, to the right subjects, deduct and pay social insurance and health insurance premiums for 100% of employees according to the current regime and settle fully and promptly.

- Regarding internal audit and legal work: Perform audits according to the plan approved by the Board of Directors and report the results periodically. The audit results show that the Company has strictly managed arising economic operations, preventive recommendations that the Company is interested in implementing to strengthen management. For legal work, it has participated in potentially risky legal contents; advise and control risks that may occur in the organization of production and business activities, participate in the construction of regulations and regulations, etc. is a factor that contributes to the occurrence of legal risks.

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

Independent members participate in the appraisal of the settlement of investment capital of completed projects for investment projects serving production in 2023 and projects serving production in 2024; appraisal and comments on 3 management regulations (*Regulation on cost management; regulation on management of occupational safety and health; Regulation on Legal Work*) and amending and supplementing the contents of 02 appendices of the Regulation on Personnel Management.

In addition to the tasks mentioned above, independent members participated in 28/28 meetings of the Board of Directors, reaching a rate of 100% attendance. Before the meeting, the dossier shall be received and studied to serve as a basis for discussion, expression of opinions and voting at the meeting.

\* **Self-assessment:** In 2025, independent members of the Board of Directors will successfully complete their assigned tasks.

## **3. Operation plan in 2026.**

In addition to the implementation of the general tasks of the members of the Board of Directors and the assignment of the Board of Directors, on January 27, 2026, based on Resolution No. 02/NQ-HDQ, independent members promulgated Plan No. 02/KH-TMD to supervise a number of topics related to the implementation of the Resolution and Regulations of the Board of Directors such as: Legal work, investment, materials, contracts and the Company's implementation of recommendations (if any), and at the same time report to the Board of Directors at meetings.

## **Part II:**

# **EVALUATION OF THE COMPANY'S BOARD OF DIRECTORS IN 2025**

## **1. Activities of the Board of Directors in organizing the General Meeting of Shareholders**

In 2025, the Board of Directors will hold an Annual General Meeting and an Extraordinary General Meeting of Shareholders. The order, procedures and contents of the general meeting are prepared by the Board of Directors in a planned, complete and detailed manner and direct the disclosure of information with full content and on time as prescribed by law. The reports and contents submitted to the University are voted and approved by shareholders and representatives at the rate of 100% of the shares with voting rights to attend the University.

## **2. Regarding the activities of the Board of Directors in consolidating the Company's managers holding the positions of Directors and members of the Board of Directors.**

In August and September 2025, the Board of Directors of the Company will dismiss the Director of the Company to be transferred to receive new tasks, and at the same time appoint new personnel to hold the position of Director of the Company. The dismissal and appointment strictly follow the steps and procedures according to the Regulation on Personnel Management and have been reported to the Extraordinary General Meeting of Shareholders on October 28, 2025. At the Extraordinary General Meeting, the General Meeting approved the dismissal of 01 member of the Board of Directors and the election of 01 additional member of the Board of Directors. The dismissal and election of new members does not change the structure of the Board of Directors specified at Points a, b-Clause 4-Article 26-Charter of the Company.

## **3. Activities in the assignment of tasks in the Board of Directors**

In order to manage and supervise the Company's activities and evaluate the level of completion of tasks of members, the Board of Directors assigns tasks to each member, the assignment of tasks is in accordance with the professional qualifications, techniques and capacity in each aspect of each person's work. When there is a change in personnel as members, the Board of Directors has promptly issued a new task assignment to replace the members to stick to their work, strive to complete well and successfully complete their tasks. At the meeting, assessing the level of completion of tasks in 2025, all members achieved (*well completed and successfully completed tasks in 2025*)

## **4. Activities in organizing the Board of Directors meeting**

In 2025, the Board of Directors will hold 28 meetings. Members attended all 28 meetings, reaching 100%. The Board of Directors issued 28 Resolutions to approve and approve contents such as: Related to the General Meeting of Shareholders (8 times); Regulations and amendments to the statute (4); investment (31); personnel planning and cadre work (15); remuneration, salaries, bonuses, benefits (5); 5-year PLAN orientation 2026-:-2030 (1); settlement of investment capital of completed projects (2); Customers' average credit capital norms and financial coefficients (1)...

In addition, the Board of Directors listens to and gives opinions on monthly, quarterly and annual production reports, reports on the results of investment, land management, labor recruitment, taking care of the material and spiritual life of employees and the results of the implementation of the Resolution of the General Meeting of Shareholders, the Board of Directors has issued... at the same time, implement the

documents of TKV (shareholders holding dominant shares) and approve many other important contents.

The meetings of the Board of Directors ensure democracy, openness, transparency and invite the Supervisory Board and representatives of relevant departments to attend to further clarify issues that the Board of Directors deems necessary, and the Resolutions of the Board of Directors passed reach 100% of the number of members attending the meeting.

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

In addition to supervising the results of production and business activities, investment, directions of TKV... through the report at the meeting. The Board of Directors supervises through the issued plans and programs. The Board of Directors organized a visit to the production site and listened to the report to agree with the Board of Directors on a solution to complete and exceed the production and business plan in 2025 approved by the General Meeting of Shareholders.

### **6. Activities of the Board of Directors in the relationship of leadership coordination with the Party Committee**

On the basis of the functions, tasks and powers of the Board of Directors and the Party's leadership in joint-stock enterprises dominated by the State, on May 21, 2022, the Party Committee and the Board of Directors of the Company agreed to promulgate Regulation No. 905-QC/DU on the promulgation of the Regulation on the working relationship between the Party Committee and the Board of Directors of the Company. Implementing this Regulation, the Board of Directors shall report to the Party Committee the contents according to the prescribed regulations.

#### **\* General assessment of the Company's Board of Directors in 2025:**

The 2025 activities of the Board of Directors will be implemented in a planned manner, closely supervising the implementation and implementation results. The activities of the Board of Directors ensure the competence specified in the laws; charters, statutes, regulations on coordination with the Party Committee, the Company's regulations and the Resolution of the Annual General Meeting of Shareholders in 2025. Thus, in 2025, the Board of Directors of the Company has successfully completed the assigned tasks./.

Members of the Board of Directors independently report to the General Meeting./.

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

- As dear to you;
- Board of Directors; BKS;
- Save the Board of Directors.

**INDEPENDENT MEMBER OF THE  
BOARD OF DIRECTORS**

**Pham Van Tac**



Number: /BC-TMD

Quang Ninh, date 2025

**REPORT OF THE SUPERVISORY BOARD**  
**Appraisal of financial statements in 2025**  
**of Mong Duong Coal Joint Stock Company - Vinacomin**

Dear Shareholders of Mong Duong Coal Joint Stock Company – Vinacomin

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

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

Pursuant to the Regulation on Organization and Operation of the Supervisory Board of Mong Duong Coal Joint Stock Company – Vinacomin;

Pursuant to the Resolution of the Board of Directors of the Company No. /NQ-HDQT dated /4/2026.

The Supervisory Board reports on its activities in 2025 and the results of appraisal of the financial statements in 2025 as follows:

**I. Appraisal of financial statements:**

**1. Accounting:**

- The recording and accounting shall be carried out in accordance with the accounting regime of Vietnam Coal and Mineral Industry Group and the Circular No. 200/2014/TT-BTC dated 22/12/2014 of the Ministry of Finance guiding the accounting regime of enterprises; Decision No. 56/QĐ-TKV dated 16/1/2017 of TKV Group etc. Temporary regulations on the form of Financial Statements and Management Reports applied in TKV.

- According to the opinion of the Supervisory Board, considering the material aspects, the financial statements have honestly and reasonably presented the financial situation as of December 31, 2025, the business results in the fiscal year 2025 of Mong Duong-Vinacomin Coal Joint Stock Company. The financial statements for 2025 are prepared in accordance with accounting standards, accounting regimes of Vietnam and current regulations related to the preparation and presentation of financial statements.

- Carry out the inventory of assets, cash in stock, goods, supplies, finished products in inventory, receivables, payables, debt reconciliation, etc. in accordance with the Group's regulations and guidelines

## **2. Regarding financial statement data in 2025:**

The Company's Supervisory Board agrees with the Company's financial statements in 2025 prepared by the Company and audited by AASC Auditing Firm Co., Ltd. in report No. 180326/FS. KT3 on March 17, 2026. Specifically:

The Control Board shall appraise and agree on the figures on the balance sheet, Form No. B01-DN; The report on business results Form No. B02-DN has been reported to the General Meeting of Shareholders in Sections 9 and 10.

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

### **1. Regarding the financial structure**

- The ratio of liabilities to total capital in 2025 is 0.64 times, in 2024 it is 0.69 times, 0.05 times lower than in 2024, 0.14 times higher than TKV's 2025 financial targets (0.5 times).

- The ratio of liabilities/capital in 2025 is 2.61 times, in 2024 it is 2.51 times, an increase of 0.1 times compared to 2024 and a decrease of 0.3 times compared to the announcement of the plan for financial targets in 2025 of TKV (2.91 times).

### **2. Solvency**

- The general ratio in 2025 will be 1.38 times, in 2024 it will be 1.40 times, down 0.02 times from the general ratio in 2024.

- The current solvency ratio in 2025 is 0.64 times, in 2024 it is 0.69 times, a decrease of 0.05 times. The company complies with TKV's announcement of the plan for financial targets in 2025 (according to customers, it is 0.50 times).

- The quick solvency ratio in 2025 is 0.54 times, in 2024 it is 0.62 times, down 0.08 times compared to 2024.

### **3. Regarding the efficiency of use of capital**

- The profit after tax/net revenue ratio in 2025 will reach 1.2%, down from 0.84% in 2024 (2.04% in 2024);

- The profit margin after tax/total assets in 2025 will reach 2.74%, down from 1.76% in 2024 (4.5% in 2024);

- Profit after tax/equity ratio in 2025 will reach 9.74%, down from 6.03% in 2024 (15.77% in 2024);

- Ability to preserve capital: In 2025, the profit after that is 31,912.4 million VND. The company has set aside provisions, purchased property

insurance and distributed profits according to regulations. The company preserves capital.

- Dividend payment in 2025: The company plans to pay dividends at the rate of 6%/charter capital equal to 100% according to the plan of the General Meeting of Shareholders in 2025.

In 2025, the Company has preserved capital: Year-end equity: 316,923.8 million VND, of which: Charter capital 214,183.4 million.copper. Investment fund: 7,825 million VND; Undistributed profit after tax: VND 94,915 million.

Above are the results of the appraisal of the 2025 financial statements of Mong Duong Coal Joint Stock Company - Vinacomin. The Supervisory Board reports to the General Meeting of Shareholders of the Company.

Thank you very much./.

***Recipients:***

- As dear to you;
- Board of Directors, Supervisory Board (ecopy);
- Save: VT, Company Secretary.

**ON BEHALF OF THE  
SUPERVISORY BOARD  
HEAD**

**Nguyen Thi Tam**



During the period, the Supervisory Board has fully implemented the contents according to the assigned tasks and the plan set out in 2025. Quarterly and annually, the Supervisory Board controls the Company's operational fields according to the assigned contents.

Members of the Supervisory Board are responsible for their assigned fields. Actively control assigned areas or coordinate with board members, with the Company's internal control system to perform tasks.

Carry out the evaluation of the control contents according to the plan, and at the same time regularly supervise the implementation of the recommendations of the inspection teams, state and internal inspection teams as well as the recommendations of the Company's Supervisory Board.

In the process of inspection and supervision, members of the Supervisory Board must not affect the normal production and business work of the Company.

Proactively propose to the Board of Directors and the Board of Directors of the Company the violations detected in the course of performing their duties; take responsibility for data and reporting documents.

### **3. Activities of the Supervisory Board in 2025:**

In 2025, the Supervisory Board shall exercise its rights and duties in accordance with the provisions of the Law on Enterprises, the Company's Charter and the Board's Operation Regulations, specifically:

- Supervise the management and executive activities of the Board of Directors through the implementation of management documents of the State, the Group, the Company's Charter and the Resolution of the General Meeting of Shareholders.

- Supervise the activities of the Board of Directors and other managers in the Company through the performance of business coordination contracts between the Directors of the Company and the Group. The implementation of Resolutions, Decisions of the Board of Directors and other management documents of the State, the Group and the Company.

- Control the formulation, promulgation and implementation of internal management documents to ensure compliance with the provisions of law and the Company's Charter.

- Appraisal of Financial Statements, Supervision Reports, Management and Administration Reports of the Board of Directors and the Board of Directors of the Company, and submission to the Board of Directors of the Group, the General Meeting of Shareholders of the Company and State management agencies.

- Supervise the Board of Directors of the Company in implementing the recommendations of the inspection, examination, audit and internal control agencies,...

- Propose the selection of an independent audit firm, consider the management letter of the Independent Auditor and the feedback of the Board of Directors of the Company.

- Participate in meetings of the Board of Directors, the Board of Directors and other meetings of the Company when invited with a sense of responsibility, construction and cooperation.

- In 2025, the Supervisory Board has implemented contents related to quarterly, 6-month inspection and supervision and the whole year of 2025, including: (i) Appraisal of financial statements in 2024, (ii) Supervision and control of activities in the first quarter and 5 months of 2025, (iii) Supervision, control production and business activities in the first 6 months of 2025, (iv). Supervision and control of activities in the first 9 months of 2025, and a number of other thematic supervision contents.

- In the process of performing tasks, it does not affect the normal operation of the Board of Directors and the Board of Directors of the Company. The Supervisory Board has implemented the supervision and control contents according to the promulgated 2025 plan

## **PART II**

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

#### **1. Regarding the management and administration activities of the Board of Directors of the Company.**

In 2025, the Board of Directors of the Company has performed its functions and tasks specified in the Law on Enterprises, the Company's Charter and the Regulation on Operation of the Board of Directors.

Perform the function of managing the Company through the issuance of Resolutions, Decisions, Regulations, Regulations and supervise the implementation.

The Board of Directors held 28 sessions, issued 28 Resolutions to decide to approve or approve basic contents related to production and business (Construction investment, approval of salary and labor plans, inspection, internal control, planning, appointment, re-appointment...) according to the authority of the Board of Directors.

The meetings of the Board of Directors comply with the regulations on: relevant participants attend, meeting documents are fully prepared, approved or approved by the Board of Directors to ensure timeliness, competence, and no delay to operating activities

- Report on time the following contents: Corporate Governance Report in 2024; Semi-annual Governance Report 2025; Annual Report 2024; The quarterly report of the representative of TKV's capital at the Company shall be sent to TKV before the 15th of the following month of the quarter;

During the year, the Board of Directors of the Company presided over the organization of 01 Annual General Meeting of Shareholders in 2025, 01 Extraordinary General Meeting of Shareholders (10/2025).

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

In 2025, the Board of Directors of the Company will manage the Company's production and business activities according to the functions and tasks specified in the Law on Enterprises and the Company's Charter, specifically:

- Organize the strict implementation of the Resolutions and Decisions of the General Meeting of Shareholders, the Board of Directors of the Company and the TKV Business Development Plan.

- The Director of the Company has managed to perform tasks in accordance with the management regulations specified in the Charter, the Company's internal regulations and the regulations on representatives of TKV. Operating the Company to perform production and business tasks according to the strategies, orientations and plans assigned by TKV, ensuring compliance with the management system and executive discipline of TKV.

- The Company's management and administration apparatus has operated in accordance with its assigned functions, tasks and powers, and at the same time directed, organized production, coordinated and had good relations with friendly units to complete the assigned tasks.

- The Director of the Company promptly proposed to the Board of Directors of the Company solutions to improve the efficiency of management and operation of the Company. Proactively develop and promulgate other management documents in the Company under its jurisdiction.

### **The Company's Supervisory Board unanimously assessed:**

In 2025, the Company will still have many difficulties in implementing the production and business plan, however, the Company's Executive Board has made many efforts in organizing the implementation of the production and business plan effectively, basically completing the production and business tasks in 2025 according to the Resolution of the General Meeting of Shareholders of the Company. Specifically:

- \*Regarding the implementation of production and business plan targets: In 2025, the Company will basically complete the approved targets of the assigned plan and/or adjustment plan.

- \*Regarding management and administration: Newly promulgated, amended, supplemented and replaced regulations for implementation; strengthen measures to manage finance, capital and risk prevention; develop regulations to improve the life and income of employees are guaranteed, production conditions are better, working conditions continue to improve, management and administration have been stable, keeping production stable, ensuring production and business efficiency.

**The Supervisory Board recommends:**

According to the assessment of the Company's Supervisory Board, the Company's financial situation is assessed at the level of: Financial safety. The Company's production and business results and financial statements in 2025 as well as the Company's management basically comply with the regulations of the Group and the State. However, the Supervisory Board notes some of the following contents:

- Bad debts : The Company is requested to take measures to recover and report as prescribed, and at the same time strengthen the management of debts to further limit the occurrence of bad debts.

- The Company continues to review the current statutes, regulations and internal management processes of the Company that have been issued to promulgate supplements or new ones according to regulations, in accordance with the new regulations issued by TKV.

- The Company further strengthens financial management and supervision, in order to increase production and business efficiency, preserve the development of TKV's investment capital in the Company.

- Regularly review economic and technical norms, promulgate additional norms accordingly as well as review invoices and vouchers for procurement of materials and services to limit risks on invoices as well as on corporate income tax administration in accordance with current tax laws.

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

**\*In summary:** In 2025, the Board of Directors, the CEO, and other managers in the Company have closely followed the production and business plan set out in the resolution of the General Meeting of Shareholders. Business results in 2025 The Company has achieved profits and paid dividends to shareholders according to the plan approved by the General Meeting of Shareholders.

Above is the entire content of the Supervisory Board's report on the implementation of control in 2025.

Thank you very much./.

**Recipients:**

- As dear to you;
- Board of Directors, Supervisory Board (ecopy);
- Save: Clerk, Company Secretary.

**ON BEHALF OF THE  
SUPERVISORY BOARD  
HEAD**

**Nguyen Thi Tam**

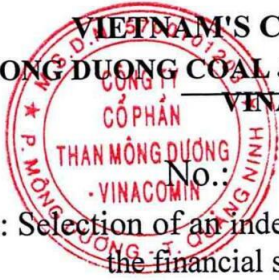
INDUSTRIAL GROUP

SOCIALIST REPUBLIC OF VIETNAM

VIETNAM'S COAL - MINERALS  
MONG DUONG COAL JOINT STOCK COMPANY -  
VINACOMIN

Independence - Freedom - Happiness

Quang Ninh, May 2026



No.: /BC- BKS

Re: Selection of an independent auditing firm to audit  
the financial statements in 2026.

Dear Shareholders of Mong Duong Coal Joint Stock Company –  
Vinacomin

Pursuant to the Law on Securities dated 26/11/2019; Law 56/ QH XV, 8th session approved on November 29, 2024 approving amendments and supplements to a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations.

Pursuant to Decision No. 3830/QĐ-BTC dated 14/11/2025 of the Ministry of Finance on approving auditing firms and practicing auditors to audit units with public interests in 2026;

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

The Company's Supervisory Board proposes at the Company's 2026 Annual Shareholders Company to approve the list of Independent Auditing Firms to audit the Company's financial statements and perform other audits in 2026 of the Company, the specific list is as follows:

**1. AASC Auditing Firm Co., Ltd.**

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

**2. PKF-TTG Auditing and Consulting Co., Ltd.**

Address: No. 22 Le Trong Tan, Phuong Liet Ward, Hanoi City

**3. CPA Vietnam Auditing Co., Ltd.**

Address: 8th Floor, VG Building, No. 235 Nguyen Trai, Khuong Dinh Ward,  
Hanoi City

(There are capacity profiles of independent auditing firms attached)

***Reasons for recommending the above auditing firms:***

- Being independent auditing firms legally operating in Vietnam approved by the Ministry of Finance to audit the financial statements of units with public interests in 2026 as announced by the Ministry of Finance and published by the State Securities Commission on the website of the SSC.

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

***Recipients:***

- Dear Sir,
- Save the VP, SUPERVISORY BOARD, and BOD.

**ON BEHALF OF THE  
SUPERVISORY BOARD  
HEAD .....**

**Nguyen Thi Tam**

**STATEMENT**  
**Regarding the amendment and supplementation of a number of contents in**  
**the Charter**  
**Mong Duong Coal Joint Stock Company - Vinacomin**

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

Pursuant to the Charter of organization and operation of Deo Nai Coal Joint Stock Company - Coc Sau - TKV (amended and supplemented for the first time) approved by the General Meeting of Shareholders on November 19, 2024;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and amending and supplementing laws (including Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15);

Pursuant to the Resolution of the Company's Board of Directors Meeting No. /NQ-HĐQT dated /04/2026

The Board of Directors of Mong Duong - Vinacomin Coal Joint Stock Company submits to the General Meeting of Shareholders for approval the contents of amendments, supplements, updates of business lines and amendments to the Company's Charter as follows:

**1. Updating the Company's address in the Company's Charter**

Pursuant to Resolution No. 1679/NQ-UBTVQH15 of the National People's Committee on the arrangement of commune-level administrative units of Quang Ninh province in 2025. The Company updates the address of its head office in Clause 6, Article 2 of the Company's Charter according to the arrangement of administrative units of Quang Ninh province in 2025. Specifically:

- Address of the head office according to the current Charter: Group 7, Zone 3, Mong Duong Ward, Cam Pha City, Quang Ninh Province.

- Address of the head office after updating according to the arrangement of administrative units: Group 7, Zone 3, Mong Duong Ward, Quang Ninh Province.

**2. Updating and supplementing details of business lines already in the Charter**

Pursuant to the Prime Minister's Decision No. 36/2025/QĐ-TTg dated 29/09/2025 promulgating the List of Vietnam's economic sector system, effective from 15/11/2025. This decision has changed and adjusted a number of codes and names of economic sectors.

Therefore, the company has a business line that the company is registering has a change in code or name. The Company updated 12 industry codes, added details of 01 industry code, this change needs to be adjusted in the enterprise registration dossier and

the Company's Charter in Clause 2, Article 4, to ensure consistency and legality. Specifically:

STT	Registered Industries		Updated Industries	
	Industry Name	Industry Code	Industry Name	Industry Code
01	Power Transmission and Distribution	3512	Power Transmission and Distribution <i>Details: Power distribution.</i>	3513
02	Information technology services and other computer-related services	6209	Other computer and information technology services	6290
10	Repair of electrical equipment	3314	Repair and maintenance of electrical equipment	3314
11	Repair other equipment	3319	Repair and maintenance of other equipment	3319
15	Wholesale of cars and other motor vehicles	4511	Wholesale of cars and other motor vehicles	4661
16	Sale of spare parts and auxiliary parts of automobiles and other motor vehicles	4530	Wholesale of spare parts and auxiliary parts of automobiles and other motor vehicles	4662
18	Wholesale of solid, liquid, gaseous fuels and related products	4661	Wholesale of solid, liquid, gaseous fuels and related products	4671
19	Wholesale of other installation materials and equipment in construction	4663	Wholesale of other installation materials and equipment in construction	4673
25	Repair of prefabricated metal products	3311	Repair and maintenance of prefabricated metal products	3311
26	Repair of machinery and equipment	3312	Repair and maintenance of machinery and equipment	3312
29	Maintenance and repair of automobiles and other motor vehicles	4520	Repair and maintenance of automobiles and other motor vehicles	9531
36	Electronics and optical equipment repair	3313	Repair and maintenance of electronic and optical equipment	3313

### 3. Regarding the addition of additional business lines

#### a. The need for additional professions

The company is an underground coal mining unit, regularly carrying out measurement work for mine boundary management, mapping the current situation, monitoring dynamics and making periodic reports. Geodesic products are used in internal management and supplied to state agencies, so they are subject to a License for Geodesy and Mapping Activities.

#### b. Legal basis

Pursuant to Official Letter No. 5275/TKV-TN dated 17/9/2025 of TKV Group on the application for a License for Surveying and Mapping Activities, units are required to apply for a License for Surveying and Mapping Activities in accordance with the requirements of the Department of Surveying, Mapping and Geographic Information of Vietnam in Document No. 1086/DDBĐVN-CSPC dated 05/9/2025 on responding to petitions, reflecting that it is not difficult to wrinkle or entangle due to legal regulations (In case the topographic and cartographic

products provided by the organization are provided to management agencies or used by other organizations and individuals, the organization performing the surveying must have a License for geodesy and cartography activities as prescribed).

Pursuant to the Law on Surveying and Mapping 2018, organizations performing geodesy and mapping activities must have a topographic and mapping activity license when products are supplied to other organizations and individuals or serve state management agencies.

Pursuant to Decree No. 27/2019/ND-CP and Decree No. 136/2021/ND-CP of the Government detailing a number of articles of the Law on Surveying and Mapping, which clearly stipulates the conditions for being granted a License for Surveying and Mapping activities, including legal conditions, manpower and equipment.

To be eligible for a license, the company needs to register the business line in the Enterprise Registration Certificate and supplement it in the Company's Charter in Clause 2, Article 4.

**c. Proposal for supplementation of the list of business lines**

TT	Industry Name	Industry Code
1	Architectural activities and related technical consultancy <i>Details: Surveying and mapping activities</i>	7110

The Board of Directors of Mong Duong - Vinacomin Coal Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval./.

***Recipients:***

- Dear (via the Company's Website);
- Board of Directors, Supervisory Board (e-copy);
- Office (posted on the Company's website);
- Liu Van Letter, Congress Records.

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

**Nguyen Trong Tot**

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



Number /BC-TMD

Report on the approval of contracts and transactions between the Company and businesses and related persons in 2026

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

*Quang Ninh, May 2026*

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

Pursuant to Article 167 of the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;

Pursuant to Clause 3, Article 280 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 "Detailing the implementation of a number of articles of the Securities Law";

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

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

Grounds for disclosure of information about related persons;

Pursuant to the Resolution of the Board of Directors of the Company No. /NQ-HDDQT dated /4/2026.

The Board of Directors of the Company shall report to the General Meeting on the results of transactions between the Company and major shareholders and related enterprises in 2025. At the same time, it is proposed that the Board of Directors approve the implementation of transactions between the Company and major shareholders and related enterprises in 2026, specifically as follows:

**1. Report on the results of transactions between the Company and major shareholders and related persons in 2025.**

In 2025, the General Meeting of Shareholders issued Resolution No. 02/NQ-ĐHDCĐ dated April 29, 2025 "On the approval of contracts and transactions between Mong Duong Coal Joint Stock Company - Vinacomin and related businesses and persons in 2025" and disclosed information as prescribed. Accordingly, the transaction contracts between the Company and major shareholders or businesses and related persons are mainly about the sale of coal to TKV Group (TKV Group is a major shareholder owning 65% of the Company's charter capital), the total value of transactions made in 2025 between the Company and TKV Group is VND 2,632,059,945,193, of which mainly through affiliated companies include: Cua Ong Coal Sorting Company - TKV and Cam Pha Logistics and Port Company - Vinacomin.

**2. Request the Board of Directors to approve transactions between the Company and major shareholders and related persons in 2026 as follows:**

1. Currently, Mr. Nguyen Trong Tot – Capital Manager – Capital Management Board of TKV 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 positions of other enterprises namely:

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

(2) Chairman of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin;

(3) Member of the Board of Directors of Uong Bi Automobile Mechanical Joint Stock Company - Vinacomin;

2. Ms. Nguyen Thi Tam is the Head of the Supervisory Board of Mong Duong - Vinacomin Coal Joint Stock Company and Ms. Nguyen Thi Tam also holds the positions of 04 enterprises, namely:

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

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

Thus, in addition to the relevant units under TKV, the above 05 units all have economic contractual and transaction relationships because they are in the same Vietnam Coal and Mineral Industry Group and have the same related persons. Therefore, according to the provisions of Clause 2, Article 167 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Clause 3, Article 280 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 "Detailing the implementation of a number of articles of the Law on Securities" and the Charter of organization and operation of Mong Duong - Vinacomin Coal Joint Stock Company were approved by the General Meeting of Shareholders on April 24, 2021.

The Board of Directors requests shareholders to consider and approve the policy for the Company to sign and implement contracts and transactions between Mong Duong Coal Joint Stock Company - Vinacomin and related businesses and persons in accordance with the provisions of law and the Charter of the organization. the Company's activities, specifically as follows:

TT	Business Name/ Related Person	Address, Tax code	Contracting Areas	Contract and transaction value
1	Vietnam Coal and Mineral Industry Group; Companies under TKV and a number of joint stock companies in	No. 3 Duong Dinh Nghe Street, Yen Hoa, Hanoi MST: 5700100256	According to the list of business lines in the business licenses of companies.	The value of contracts and transactions is from 35% of the total value of the Company's assets

TT	Business Name/ Related Person	Address, Tax code	Contracting Areas	Contract and transaction value
	which TKV holds dominant shares.			recorded in the financial statements at the latest time.
2	Deo Nai Coal Joint Stock Company - Coc Sau - TKV (Chairman of the Board of Directors of Mong Duong Coal Joint Stock Company - Vinacomin is the Chairman of the Board of Directors of the Company)	No. 42, Kim Dong Street, Cam Pha Ward, Quang Ninh Province MST: 5702162138	As item 1	As item 1
3	Ha Lam Coal Joint Stock Company - Vinacomin (Chairman of the Board of Directors of Mong Duong Coal Joint Stock Company - Vinacomin is the Chairman of the Board of Directors of the Company)	No. 1, Tan Lap Street, Ha Lam Ward, Quang Ninh Province MST: 5700101637	As item 1	As item 1
4	Uong Bi Automobile Mechanical Joint Stock Company - Vinacomin (Chairman of the Board of Directors of Mong Duong Coal Joint Stock Company - Vinacomin is a Member of the Board of Directors of the Company)	Tan Lap 2 Area - Yen Tu Ward - Quang Ninh, Vietnam MST: 5700623552	As item 1	As item 1
5	Dong Ta Phoi Joint Stock Company – Vinacomin. (Head of the TMD Control Department and the Company Control Department).	House No. 40 Vo Nguyen Giap Street, Cam Duong Ward, Lao Cai Province; MST: 5300252991	As item 1	As item 1
6	Mining and Shipbuilding Mechanical Joint Stock Company - TKV (Head of TMD and TV Control Department)	Cai Lan Industrial Park, Bai Chay Ward, Quang Ninh Province; MST: 5700479764	As item 1	As item 1

The Board of Directors respectfully requests the shareholders of the Company to 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 businesses and related persons in accordance with the provisions of law. Regarding the value of contracts, transactions for contracts/transactions with

specific value, the value of the contract is greater than 35% of the total value of the Company's assets in the latest financial statements. Regarding the time limit for performing contracts and transactions from 01/01/2026 until there are other changes.

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

***Recipients:***

- Dear (via the Company's Website);
- Board of Directors, Supervisory Board (e-copy);
- Directors, Deputy Directors, Auditors (e-copy);
- Office (posted on the Company's website);
- Liu Van Letter, Congress Records.

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

**Nguyen Trong Tot**

Quang Ninh, April 2026



Number: /TB-TMD

## NOTICE

### About the list of relevant people of internal people

*Pursuant to Point a, Clause 45 and Point d - Clause 46, Article 4 - Law on Securities No. 54/2019/QH14 dated 26/11/2019 of the National Assembly explaining Insiders and related persons of Insiders;*

*Pursuant to Point a, Clause 4 - Article 164 - Law on Enterprises No. 59/2020/QH14, dated June 17, 2020 of the National Assembly stipulating the notification of the list of related persons of internal persons at the Annual General Meeting of Shareholders.*

*Pursuant to the Charter of Mong Duong Coal Joint Stock Company – Vinacomin*

The Board of Directors notifies the General Meeting of internal persons and related persons of internal persons as follows:

The Company's internal personnel currently include 13 people, holding the following positions: Chairman of the Board of Directors, members of the Board of Directors, Director, Deputy Chief Accountant; Head of the Control Board, members of the Control Board, members of the internal audit; company secretary, person in charge of company administration, person authorized to disclose information.

The 13 internal persons corresponding to 127 related persons include: *Natural father, natural mother, adoptive father, adoptive mother, father-in-law, mother-in-law, mother-in-law, wife, husband, natural child, adopted child, daughter-in-law, son-in-law, son-in-law, brother, sister, sister-in-law, brother-in-law, brother-in-law, sister-in-law, sister-in-law of 13 internal people;*

The information about 127 related persons of internal persons has been disclosed by the Company 21 days before the date of the General Meeting (*posted on the Company's Website and Disclosure on the Stock Market*) in accordance with the provisions of law.

The Board of Directors of Mong Duong-Vinacomin Coal Joint Stock Company would like to inform the General Meeting.

*(details attached to the list of 127 related persons of internal persons)*

**Recipients:**

- Shareholders (accessible at the Website);
- CV Department;
- SSC; Department of Education and Training;
- Luu T.; Records of the Congress.

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

**Nguyen Trong Tot**

**LIST OF STAKEHOLDERS**  
(enclosed with the notice of TB-TMD dated 2026)

STT	Stock code	Full name	Relationship with insiders	Notes
1	2	3	5	
<b>1</b>		<b>People related to Mr. Nguyen Trong Tot</b>		
1.01	MDC	Bui Thi Hoa	Wife	
1.02	MDC	Nguyen Mai Quynh	Daughter	
1.03	MDC	Nguyen Dinh Tin	Son-in-law	
1.04	MDC	Nguyen Quynh Trang	Daughter	
1.05	MDC	Nguyen Thi Chien	Sister	
1.06	MDC	Nguyen Cong Thuan	Brother-in-law	
1.07	MDC	Nguyen Thi Huyen	Sister	
1.08	MDC	Dinh Van Mien	Brother-in-law	
1.09	MDC	Dinh Thi Nguyen	Mother-in-law	
<b>2</b>		<b>People related to Mr. Luong Thanh Chung</b>		
2.01	MDC	Nguyen Thi Toc	Mother	
2.02	MDC	Pham Thi Hong Dien	Wife	
2.03	MDC	Luong Thu Uyen	Biological children	
2.04	MDC	Luong Thanh Hai	biological children	
2.05	MDC	Luong Xuan Thanh	Sister	
2.06	MDC	Nguyen Thi Nga	sister-in-law	
2.07	MDC	Pham Van More	Father-in-law	
2.08	MDC	Pham Thi Rau	Mother-in-law	
2.09	MDC	Pham Dinh Thoan	Sister-in-law	
2.10	MDC	Pham Thi Thuy	Sister-in-law	
2.11	MDC	Pham Van Thang	Sister-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 children	
3.03	MDC	Ngo Khanh Chi	Biological children	
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	Sister	
3.08	MDC	Bui Van Huong	brother-in-law	
3.09	MDC	Ngo Xuan Tinh	Sister	
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 children	
5.04	MDC	Pham Nhat Tam Long	Biological children	
5.05	MDC	Nguyen Manh Cuong	Son-in-law	
5.06	MDC	Pham Thi Lan	Siblings	

STT	Stock code	Full name	Relationship with insiders	Notes
5.07	MDC	Pham Van Huu	Siblings	
5.08	MDC	Pham Thi Nhieue	Siblings	
5.09	MDC	Pham Thi Mau	Siblings	
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 children	
6.03	MDC	Tran Hanh Huyen	Biological children	
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 children	
7.05	MDC	Nguyen Thanh Tung	Biological children	
7.06	MDC	Nguyen Thi Thuy	Sister	
7.07	MDC	Nguyen Van Than	Brother	
7.08	MDC	Nguyen Thi Thuy	Siblings	
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	Spam	
8.04	MDC	Nguyen Dong Khanh Linh	Offspring	
8.05	MDC	Nguyen Tien Dung	Brother	
8.06	MDC	Ta Thi Thu Hien	Sister-in-law	
8.07	MDC	Dong Duy Pha	Father-in-law	
8.08	MDC	Faculty of 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	

STT	Stock code	Full name	Relationship with insiders	Notes
9.03	MDC	Nguyen Phuong Mai	biological children	
9.04	MDC	Nguyen Huu Tuan Hung	biological children	
9.05	MDC	Nguyen Thi Hue	Sister	
9.06	MDC	Nguyen Huu Minh	Sister	
9.07	MDC	Hoang Thi Hong	Mother-in-law	
9.08	MDC	Duong Hai Van	sister-in-law	
9.09	MDC	Duong Khanh Ha	sister-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 children	
10.04	MDC	Tran Huu Dat	Biological children	
10.05	MDC	Tran Thi Mai Thanh	Siblings	
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 children	
11.03	MDC	Lai Anh Thu	Biological children	
11.04	MDC	Lai Quang Tuan	Father	
11.05	MDC	Ha Thi Nguyen	Mother	
11.06	MDC	Lai Quang Cuong	Brother	
11.07	MDC	Lai Quang Dung	Siblings	
11.08	MDC	Lai Thi Yen	Siblings	
11.09	MDC	Lai Quang Phu	Siblings	
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	Children	
12.03	MDC	Le Lam Phuc	Children	
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	Siblings	
12.11	MDC	Le Viet Hai	Brother-in-law	
12.12	MDC	Nguyen Van Cuong	Siblings	
12.13	MDC	Pham Thi Cam Nhung	Sister-in-law	
12.14	MDC	Le Hoan	Brother-in-law	

STT	Stock code	Full name	Relationship with insiders	Notes
12.15	MDC	Tran Thi Vinh Huong	Sister-in-law	
<b>13</b>		<b>Persons 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 children	
13.04	MDC	Nguyen Phuc Vinh	Biological children	
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	