

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

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Quang Ninh, April 7, 2026

No. 1143 /BC-TMD

ANNUAL REPORT
MONG DUONG COAL JOINT STOCK COMPANY - VINACOMIN
YEAR 2025

To: - State Securities Commission
- Hanoi Stock Exchange;

I. GENERAL INFORMATION

1. General information

- Transaction name: **Mong Duong Coal Joint Stock Company - Vinacomin;**
- Certificate of Enterprise Registration No. 5700101203 issued by the Department of Planning and Investment of Quang Ninh province for the first time on January 02, 2008, Registration for the thirteenth change on November 10, 2025.

- Charter capital: 214,183,460,000 VND (*Two hundred and fourteen billion, one hundred and eighty-three million, four hundred and sixty thousand even dong*).

- Owner's investment capital: 214,183,460,000 VND (*Two hundred and fourteen billion, one hundred and eighty-three million, four hundred and sixty thousand even dong*).

- Address: Group 7, Zone 3, Mong Duong Ward, Quang Ninh Province.

- Phone: (0203) 3868 271/ 3868 272.

- Fax: (0203) 3868 276.

- Website: mongduongcoal.vn

- Stock code: **MDC.**

Establishment and development process

On April 1, 1982, the Mong Duong - Khe Cham coal mine was established under the Hon Gai Coal Union - Ministry of Mining and Coal;

In April 1987, it was separated into 2 mines: Mong Duong Coal Mine and Khe Cham Coal Mine under Cam Pha Coal Company - Ministry of Energy;

On 29/12/1997, Mong Duong Coal Mine was transformed into an independent accounting member enterprise with full legal status of Vietnam Coal Corporation (now Vietnam Coal and Mineral Industry Group - Vinacomin) under Decision No. 24-1997/QD-BCN of the Minister of Industry;

On 01/10/2001, the Board of Directors of Vietnam Coal Corporation issued Decision No. 405/QD-HDQT on changing the name of Mong Duong Coal Mine to

Mong Duong Coal Company - an independent cost-accounting member enterprise of Vietnam Coal Corporation.

On 08/11/2006, the Board of Directors of Vietnam Coal and Mineral Industry Group issued Decision No. 2456/QD-HDQT on changing the name of Mong Duong Coal Company to Mong Duong Coal Company - TKV.

On 18/12/2006, the Minister of Industry issued Decision No. 3673/QD-BCN on the equitization of Mong Duong Coal Company - TKV.

Mong Duong Coal Company - TKV has fully implemented the equitization steps according to the State's regulations and officially put into operation under the model of a joint stock company since 02/01/2008 with the trading name: Mong Duong Coal Joint Stock Company - TKV. The company has a charter capital of: 120,850,000,000 VND (one hundred and twenty billion, eight hundred and fifty million VND); of which the State capital held is: 54.03%;

Under the guidance of Vietnam Coal and Mineral Industry Group in Official Letter No. 4648/TKV-HDTV dated 19/8/2010 and implementing the Resolution of the Annual General Meeting of Shareholders in 2011, the Company has carried out procedures to change the name of the Company from Mong Duong Coal Joint Stock Company - TKV to Mong Duong Coal Joint Stock Company - Vinacomin and increased the charter capital from VND 120,850,000,000 to VND 150,839,520,000 through the issuance of bonus shares. Registered charter capital and changed the name of the Company from 20/7/2011.

In 2016, implementing the Resolution of the Annual General Meeting of Shareholders, the Company issued 6,334,394 shares to increase share capital from the equity to increase the charter capital from VND 150,839,520,000 to VND 214,183,460,000. Registered the Company's charter capital from 28/10/2016.

2. Business lines and geographical areas

- The Company's business scope:

TT	Industry Name	Industry Code
01	Power Transmission and Distribution	3512
02	Information technology services and other computer-related services	6209
03	Building houses without dikes	4102
04	Building houses for living	4101
05	Construction of other public-utility works	4229
06	Construction of other civil engineering works	4299
07	Railway construction	4211
08	Construction of road works	4212
09	Repair and maintenance of means of transport (except automobiles, motorcycles, motorcycles and other motor vehicles)	3315
10	Repair of electrical equipment	3314
11	Repair other equipment	3319

TT	Industry Name	Industry Code
12	Installation of industrial machinery and equipment	3320
13	Demolition	4311
14	Site preparation	4312
15	Wholesale of cars and other motor vehicles	4511
16	Sale of spare parts and auxiliary parts of automobiles and other motor vehicles	4530
17	Wholesale of other machinery, equipment and machine parts	4659
18	Wholesale of solid, liquid, gaseous fuels and related products	4661
19	Wholesale of other installation materials and equipment in construction	4663
20	Rail freight transport	4912
21	Freight transport by road	4933
22	Warehousing and storage of goods	5210
23	Mining of stone, sand, gravel, clay	0810
24	Peat mining and collection	0892
25	Repair of prefabricated metal products	3311
26	Repair of machinery and equipment	3312
27	Electrical System Installation	4321
28	Completion of construction works	4330
29	Maintenance and repair of automobiles and other motor vehicles	4520
30	Other road transport	4932
31	Inland waterway freight transport	5022
32	Trading in real estate, land use rights belonging to owners, occupiers or tenants	6810
33	Mechanical Processing; Metal Processing and Coating	2592
34	Mining and collection of hard coal	0510 (Main)
35	Manufacture of metal components	2511
36	Electronics and optical equipment repair	3313

- Main area of operation: Mong Duong Ward, Cam Pha District, Quang Ninh Province.

3. Information on the governance model, business organization and management apparatus

- The company organizes and manages and operates according to the model: General Meeting of Shareholders, Board of Directors, Supervisory Board and Board of Directors.

- Organizational structure of the Company, including:

+ General Meeting of Shareholders;

+ Board of Directors: 05 members;

+ Supervisory Board: 03 members;

- + Mass organizations (Party, Trade Union and Youth Union);
- + The Board of Directors shall consist of: 01 Executive Director, 04 Deputy Directors;
- + Chief accountant: 01 member;
- + Departments and workshop sites include: 13 departments, 23 workshops of production units.

- Subsidiaries, associated companies: No

4. Development orientation of the Company

- The main objectives of the Company: Improving operational efficiency, maximizing profits, creating jobs and stable income for employees, increasing income for shareholders, contributing to the State budget and constantly developing the Company to grow stronger and stronger.

- General and long-term development strategy On the basis of the production and business plan of each year approved by the General Meeting of Shareholders, the Board of Directors sets out specific directions and tasks as follows:

+ The Company readjust its production and business strategy according to the orientation of Vietnam Coal and Mineral Industry Group, in accordance with the actual production and business conditions of the Company from time to time. To build Mong Duong Coal Joint Stock Company - Vinacomin to become a leading underground mining company of Vietnam Coal and Mineral Industry Group with mechanized technology from furnace travel to mining.

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

+ Completing the dossier of the mine development strategy (Plan to open the seam and expand the Mong Duong mine to the Bac Coc Sau mine area).

+ Prepare a clearing diagram for the pavement to ensure conformity with the transportation plan of the -400 level, serve as a guide for the design and formulation of the plan for investment in production equipment 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.

+ Implement additional exploration drilling projects for areas of the mine.

+ 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 closely follow 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...

+ Review and rearrange the cycle organization chart for the exploitation and digging of furnaces, minimize auxiliary transmission lines, concentrate sufficient 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.

+ Implement basic solutions, use appropriate labor arrangements along with solutions to increase labor productivity to restructure the labor force, streamline labor management to the maximum, indirectly serve auxiliary labor to keep and ensure the ratio in accordance with the model of the Group.

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

5. Difficulties and risks:

- For the Company, the working conditions are medium at a depth below the level of -100 to -400 above sea level, located under the old exploited areas, waste dumping areas, areas that have been exploited openly, these areas are at risk of storing water and then seeping directly into the furnace lines from -100 to -400, causing the risk of water platforms, gas in the process of mining and digging furnaces.

- The time for workers to stick to work in the mining profession is very short, so the training and arrangement of human resources for enough production lines has not been achieved.

- The awareness of compliance with the KT-AT process in production of workers, even the staff of the production station has not voluntarily complied with the internal labor regulations, working processes, construction measures, safety regulations, to cause accidents for themselves.

- 2026 is considered to be a year of many fluctuations due to increasing and ongoing geopolitical conflicts. For the Company, 2026 is the first year of implementing the 5-year plan 2026-2030. 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, increasing production costs.

II. OPERATION SITUATION IN 2025

1. Production and business results compared to the plan:

T T	CATEGORIES	DVT	Production and business customers	IMPLEME NTATION RESULTS	% TH/NQCD
A	Production				
I	Coal Production	<i>Tons</i>	1.650.000	1.675.768	101,6
1	Underground Coal Production	"	1.650.000	1.675.768	101,6
II	Excavator Meter	<i>M</i>	19.000	20.069	105,6
1	DIY CBSX oven meters:	"	16.600	18.405	110,9

T T	CATEGORIES	DVT	Production and business customers	IMPLEME NTATION RESULTS	% TH/NQCD
2	CBSX furnace meter outsourced:	M	2.400	1.665	69,4
	Anti-anchor furnace meter	"	1.000	1.287	128,7
II I	Slitting oven	M	4.680	4.427	94,6
1	DIY	"	3.480	3.970	114,1
2	Outsourcing	"	1.200	457	38,1
B	Total Coal Consumption	Tons	1.650.000	1.693.272	102,6
1	Primordial God	"	1.638.000	1.681.833	102,7
2	Clean Charcoal	Tons	12.000	11.440	95,3
C	Total Revenue	Tr.Đ	2.654.271	2.654.822	100
D	Profit	Tr.Đ	32.265	40.367	125,1
E	Average income	Ngđđ. Ng/th	19.975	21.780	109,0
F	Inventory	Tons	15.000	14.793	98,6
G	Dividend Payment	%	6-8	6	100

2. Organization and personnel

a) *Summary of the Board of Directors: (details as Appendix No. 1)*

b) *Changes in the executive leadership:*

- In 2025, the list of related persons of the Company will change in 01 specific case:

+ Dismissal of Mr. Hoang Trong Hiep Director of the Company (From 9/9/2025)

+ Appointing Mr. Luong Thanh Chung as Director of the Company (from 09/09/2025).

c) *The number of officials and employees in the Company:* Employees on the list of 31/12/2021 is 3,382 people; The average salary is 21,780,000 VND/month/customer: 19,975,000 VND/month, reaching 109%.

d) *Policies for employees*

- The company organizes the correct and full implementation of regimes and policies for employees. Organize medical examinations for officials and employees 01 time/year and for female employees and heavy and toxic workers 02 times/year; Maintain hot baths, buffet meals, and improved salary regimes. In addition to arranging holidays and Tet holidays, the Company also organizes workers and employees to visit, vacation and nursing ...

- The company always creates conditions for employees to study, improve their professional and professional knowledge, regularly sends staff to participate in short-term and long-term training courses on professional skills.

- The company has a reward policy worthy of collectives with excellent achievements, contributing initiatives to technical solutions to help bring high production and business efficiency. At the same time, the Company applies

sanctioning measures and regulations to officials who have acts that adversely affect the Company's image. In addition, the regime of visiting, rejoicing, and sickness with employees as well as relatives is always of interest to the Company

3. Investment situation and implementation of projects:

According to Document No. 6574/TKV-DT dated 25/11/2024, the investment value is 193,373 billion VND; the disbursement value of investment capital is 177,542 billion VND.

- According to Document No. 7116/TKV-DT dated 12/12/2025 (Adjusted), the investment value is 199,487 billion VND (an increase of 6,144 billion VND, equivalent to 3.1% compared to the customer); the disbursement value of investment capital is 188,200 billion VND (an increase of 10,658 billion VND, equivalent to 6.0% compared to the customer).

3.1. The implementation of a number of projects is as follows:

(i). Investment projects for production in 2023

- The project was approved in Decision No. 1878/QD-TMD dated 03/7/2023 with a total investment of 110,706 million VND and the project implementation period of 2023-:-2024.

- Project implementation status up to the time of reporting: The project has been finalized for completion.

(ii). Investment projects for production in 2024

- The project has been approved in Decision No. 1725/QD-TMD dated May 16, 2024 with a total investment of VND 84,869 million and project implementation time: 2024-:-2025.

- Project implementation status up to the time of reporting: The project has been finalized for completion.

(iii). Investment projects in service of production in 2025

- The project has been approved in Decision No. 1236/QD-TMD dated 09/4/2025 with a total investment of 98,652 million VND and the project implementation period of 2025-:-2026.

- Project implementation up to the time of reporting: The project has a total of 09 bidding packages (03 bidding packages for equipment procurement; 01 bidding package for equipment installation; 05 consultancy bidding packages). In which:

+ Completed the contract: 03 equipment bidding packages; 01 package for equipment installation; 03 consulting bidding packages.

+ Contractor selection has not yet been carried out: 02 consultancy bidding packages including audit bidding package and bidding package for verification of settlement of completed projects.

- Implementation plan in 2026: Implement 02 consultancy bidding packages including the project audit bidding package and the bidding package for verification and approval of the settlement of the completed project with a value of VND 1,570 billion.

(iv). Investment project to build 35/6/kV substation in Mong Duong coal mine

- The project has been approved in Decision No. 3310/QD-TMD dated August 21, 2024 with a total investment of VND 36,811 million and the project implementation period of 2024-:-2025.

- Project implementation up to the time of reporting: The project has a total of 08 bidding packages (01 construction and installation bidding package; 07 consultancy bidding packages). In which:

+ The contract has been completed: 3 consultancy bidding packages, including project formulation consultancy bidding packages, planning bidding packages, and bidding packages for the preparation of financial institutions;

+ Currently performing the contract: 01 construction and installation bidding package and 04 consultancy bidding packages including supervision bidding packages; project management bidding packages; audit bidding packages and bidding packages for verification of settlement of completed projects.

- Implementation plan in 2026: Continue to implement the unfinished bidding packages and the remaining 02 consultancy bidding packages, including the project audit consultancy bidding package and the bidding package for verification and approval of the settlement of the completed project with a value of VND 0.178 billion.

(v). Projects on investment in equipment to improve transport capacity

- The project has been approved in Decision No. 1238/QD-TMD dated 09/4/2025 with a total investment of 172,300 million VND and the project implementation period of 2025-:-2027.

- Project implementation up to the time of reporting: The project has a total of 07 bidding packages (02 equipment procurement bidding packages; 01 equipment installation bidding package; 04 consultancy bidding packages). In which:

+ The contract has been completed: 01 bidding package for material winch equipment and 01 bidding package for project formulation consultancy;

+ Currently performing the contract: 01 bidding package for the procurement of passenger winch equipment; 01 bidding package for project management consultancy and 01 bidding package for equipment installation;

+ Contractor selection has not yet been carried out: 02 consultancy bidding packages including audit bidding package and bidding package for verification of settlement of completed projects.

- Implementation plan in 2026: Continue to implement the remaining bidding packages and audit the project; verifying and approving the settlement of completed projects. The value of the plan in 2026 is built by the Company to implement with a value of 106,960 billion VND.

(vi). Project on investment in equipment to improve mine ventilation capacity

- The project has been approved in Decision No. 2795/QD-TMD dated 23/7/2025 with a total project investment of 67,139 million VND and the project implementation period of 2025-2027.

- Project implementation up to the time of reporting: 1/500 scale detailed planning approved in Decision No. 2364/QD-UBND dated June 12, 2025; The investment policy and investor approval are approved in Decision No. 3616/QD-UBND dated September 25, 2025; The land lease decision was approved in Decision spps 410/QD-UBND dated 25/12/2025. Currently, the company is implementing the selection of contractors for bidding packages according to the plan of the project.

- Implementation plan in 2026: Selection of contractors for the construction of project items with an implementation value of VND 41,294 billion in 2026.

(vii). Investment project to supplement backup diesel generators in Mong Duong coal mine

- The project has been approved in Decision No. 3107/QD-TMD dated August 14, 2025 with a total investment of VND 38,454 million and the project implementation period of 2025-:-2026.

- Project implementation up to the time of reporting: The project has a total of 08 bidding packages (01 equipment procurement bidding package; 01 construction bidding package; 06 consultancy bidding packages). In which:

+ The contract has been completed: 2 consultancy bidding packages including the project formulation bidding package and the bidding package for the preparation of TKBVTC.

+ Currently performing the contract: 01 bidding package for the procurement of generator equipment (expected to be handed over by the contractor in 6/2026); 02 consultancy bidding packages including project management bidding package and supervision bidding package.

+ Organizing the selection of contractors: 01 bidding package for the construction of a generator cover house.

+ Contractor selection has not yet been carried out: 02 consultancy bidding packages including audit bidding package and bidding package for verification of settlement of completed projects.

- Implementation plan in 2026: Continue to implement unfinished bidding packages and the remaining 02 consultancy bidding packages, including project audit consultancy bidding packages and verification and approval bidding packages for settlement of completed projects. The value of the plan in 2026 is built by the Company to implement with a value of VND 26,857 billion.

(viii). Investment project on fire protection system on industrial yard site

- The project has been approved in Decision No. 2245/QD-TMD dated June 14, 2025 with a total investment of VND 5,618 million and the project implementation period of 2025-:2026

- Project implementation up to the time of reporting: The project has a total of 06 bidding packages (01 construction bidding package; 05 consultancy bidding packages). In which:

+ The contract has been completed: 01 construction bidding package; 03 consultancy bidding packages, including project formulation bidding packages, project management bidding packages, and supervision bidding packages.

+ Performing the contract: 02 consultancy bidding packages including the audit bidding package and the bidding package for verification of the settlement of the completed project.

- Implementation plan in 2026: Implement 02 consultancy bidding packages, including the project audit bidding package and the bidding package for verification and approval of settlement with a value of VND 0.084 billion.

(ix). Project on investment in pumping tunnel equipment and power station level -400

- The project has been approved in Decision No. 4076/QD-TMD dated 14/11/2025 with a total investment of 170,851 million VND and the project implementation period of 2025-:2027

- Project implementation up to the time of reporting: The project has a total of 07 bidding packages (01 mixed bidding package; 06 consultancy bidding packages). In which:

+ Contract has been completed: 01 bidding package for project formulation consultancy;

+ Currently performing the contract: 02 consultancy bidding packages including the project management bidding package and the environmental protection design bidding package;

+ Contractor selection has not been carried out: 01 bidding package for supply and installation of equipment and 3 consultancy bidding packages, including 01 supervision bidding package; 01 audit bidding package and 01 bidding package for project settlement verification;

- Implementation plan in 2026: Selection of contractors for the construction of project items with an implementation value of VND 96,687 billion in 2026.

(x). Investment projects in service of production in 2026

- Project implementation up to the time of reporting: The project is being prepared by the Company as a basis for hiring a project development consultant. It is expected to report to TKV to approve the project before 01/3/2026.

- Implementation plan in 2026: Complete the project preparation and complete a number of items of the project with a value of VND 30,992 billion.

(xi). Investment projects on construction of laundry baths and auxiliary works

- Project implementation up to the time of reporting: The project has been reported by the Company to TKV on the policy of adjusting the local planning and the Company is hiring a consultant to set up the task of adjusting the local planning at the scale of 1/500.

- Implementation plan in 2026: Complete the project preparation and complete the design of the project with a value of VND 1.5 billion.

(xii). Investment project to build a food processing house for a 450-seat cafeteria

- Project implementation up to the time of reporting: The project is being prepared by the Company as a basis for hiring a project development consultant.

- Implementation plan in 2026: Complete the project preparation and complete the design of the project with a value of VND 0.620 billion.

3.2. Subsidiaries and associated companies: None

4. Financial situation:

a) Financial situation in 2025

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>			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			

b) Principal financial indicators:

TT	Criteria	Year 2025	Year 2024	% increase, decrease
1	Solvency indicators			
+	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			
2	Indicators of capital structure			
+	Debt/Total Assets Ratio	0,72	0,71	101,41
+	Debt/Equity Ratio	2,61	2,51	103,98
3	Indicators of operational capacity			
+	Inventory Turnover	41,72	42,01	99,31
	Average cost of goods sold/Inventory			
+	Net Revenue/Total Assets	2,32	2,20	105,45
4	Profitability indicators			
+	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

5. Shareholder structure, change of owner's investment capital:

a) Shares:

- Total number of ordinary shares: 21,418,346 shares;
- Face value: 10,000 VND;
- Number of shares restricted from transfer: 0 shares.

b) Shareholder structure:

STT	Categories	Number of shares	Rate (%)	Shareholder Structure	
				Organization	Personal
A	Shareholder Structure	21.418.346	100%	10	1717
1	Shareholders holding >50% of voting shares	13.921.925	65,0%	1	
2	Shareholders holding >5 to less than 20% of voting shares	3.639.268	16,99%	1	
3	Shareholders holding > 1 to less than 5% of voting shares	0	0%		0
4	Shareholders holding less than 1% of shares have voting rights	3.094.009	14,44%	8	1717
	<i>In which, shareholders are employees in the Company</i>	<i>302.139</i>	<i>1,41%</i>		<i>265</i>

STT	Categories	Number of shares	Rate (%)	Shareholder Structure	
				Organization	Personal
5	Treasury Shares	0	0%		
B	Funding sources:				
1	State capital	13.921.925	65,0%	1	
2	Foreign Capital	3.806.229	17,77%	4	7

*** Information about each major shareholder holding 5% or more of the Company's voting shares**

1) Shareholders being State organizations: Vietnam Coal and Mineral Industry Group: holding 13,921,925 shares, accounting for 65.0% of the total voting shares of the Company.

2) Foreign institutional shareholders: Raw & Refined Commodities ag – Sweden: holding 3,639,268 shares, accounting for 16.99% of the Company's total voting shares.

c) **Changes in the owner's investment capital**: No

d. **Trading treasury shares**:

Currently, the Company does not own treasury shares, in 2025 the Company will not trade treasury shares.

e. **Other securities**: (None)

6. Environmental and social impact report of the Company

6.1. Management of raw materials:

The Company's business scope: Mining and collecting hard coal according to vertical kiln mining technology. The main raw materials of the Company are furnace excavation equipment and anti-hydraulic racks for coal mining.

6.2. Energy consumption:

TT	Power Type	Unit of calculation (*)	Consumption	Notes	
1	Electrical	Electricity Purchase	kWh	43.789.234	Purchase of 6kV power of electricity
		Self-produced electricity	kWh	104.637	Running Diesel Generator
		Electricity sold	kWh	368.799	Selling 660V and 220V Electricity to Environmental Company and ATM Plant
2	Coal bran 5B.1	Tons	None		
3	Lump Charcoal 1C	Tons	907,01		
4	PROBE	Liters	707.995		
5	LPG	Tons			
6	Natural Gas	Kg	17.038		
7	Gasoline	Liters	71.510		

6.3. Consumption of wastewater treatment water:

- The collection and treatment of mine wastewater is seriously implemented, the amount of wastewater generated during the mining process will be treated in 2025/plan is 9,229,390m³/9,700,000m³. The cost of wastewater treatment is 37,166/42,394 Million VND.

6.4. Compliance with the law on environmental protection:

a) The number of times sanctioned for violations due to non-compliance with environmental laws and regulations: No.,

b) Total amount of money due to sanctioned violations due to non-compliance with environmental laws and regulations: No.

6.5. Policies related to employees:

a) Number of employees, average salary for employees:

The list of employees on December 31, 2021 is 3,382 people; The average salary is 21,780,000 VND/month/customer: 19,975,000 VND/month, reaching 109%.

b) Labor policies to ensure the health, safety and welfare of employees:

- To step up mechanization in furnace digging and exploitation in areas capable of applying mechanized lines in order to increase labor productivity, reduce line labor and service (putting chain-frame price market furnaces into operation to replace XDY price market furnaces, bringing furnace excavators, etc rake winches, small conveyors to increase the productivity of digging furnaces). Research and apply technology lines suitable for the Company's minerals in areas with complex geological conditions (ZRY anti-soft rig for slope exploitation, TLPT ZH price, chain frame price for thick seam exploitation, etc.) to increase productivity and free up labor for workers.

- Maintain and open more train routes carrying people from the center to close to the working location to reduce travel time and reduce the loss of strength for workers; invest in and install equipment to transport construction materials and materials near working positions in all production areas to reduce the level of heaviness for workers (limit to the lowest level of manual transportation).

- Strengthen ventilation, gas management, noise and dust control, overcome muddy, cluttered materials and materials, do a good job of industrial hygiene in the pit to ensure the working environment in the pit; create a green, clean and beautiful landscape at the shift house, furnace door, and industrial yard so that new furnace workers and internship students do not feel afraid and depressed when they first come into contact with reality.

- Formulate regulations and regulations on wages and regimes and policies to encourage employees, create motivation to increase productivity and income for employees to attract and retain the labor force; Develop regulations on paying fixed salaries to officials of PXs in association with labor management and revenue so that PXs can renew their thinking, awareness and vision, thereby having labor management methods suitable to the current social situation and labor competition conditions.

- Maintain preferential regimes for furnace workers who return to work shifts in the form of electives, shuttle buses to work, hot baths, washing labor protective clothing, health nursing, washing lung dust, periodic health check-ups, innovating the way of feeding in the middle of shifts, etc. at a higher level, more quality.

- Maintain activities to take care of the spiritual life of furnace workers such as rewarding furnace workers as good workers, high working days, achieving record

productivity, excellent furnace workers in exams to select good workers; Organize for the families of workers directly working in the pit who are excellent in production to go on vacations; organize mass cultural and sports movements in which employees directly participate or directly serve employees so that furnace workers can enjoy spiritual culture and limit falling into evils due to idleness.

- The company strictly implements policies for employees, maintains the use of funds (rewards, benefits, social activities) to encourage employees in production labor and supports and subsidizes employees in difficult circumstances, etc.

The implementation and settlement of regimes and policies are always timely and ensure compliance with the provisions of the Labor Law, the Law on Social Insurance and other regulatory documents prescribed by the State, specifically:

- Maintain and implement well the elective shift rice diet and toxic fostering regime for employees according to regulations to ensure sufficient quantity and nutrition.

- Developed and implemented a plan to organize employees in the company to go on vacation to support treatment for employees at coal nursing centers; Develop and deploy for employees with outstanding achievements in the first 5 months of 2025 to visit the southern and foreign resorts to ensure safety and effectiveness with the support from the Company's Welfare fund of 10 million VND/person;

- Organizing 40/40 employees suffering from silico pneumonia to go for lung washing according to TKV Group's customers.

In 2025, the Company will organize periodic health checks 2 times a year for direct employees and female employees; Indirect labor 1 time/year. The total number is: 6,301 turns, of which: examination and screening of occupational diseases for 2,127 turns of people working with toxic and particularly toxic factors. Examination and approval of sick leave, maternity leave, and convalescence leave for social insurance entitlement is: 11,336 turns = 26,300 workers, total social insurance payment is: 8,962,992,800 VND.

- The company fully and promptly pays the insurance regime for employees in accordance with the law (social insurance, health insurance, unemployment insurance, occupational accident insurance-bnn);

c) Labor training activities:

- Labor management:

The company has strengthened the management and effective use of the existing number of employees, daily summarizing and evaluating human resources mobilized to work units sent to the zalo group to operate, applying paperless daily shift assignments, fingerprint timekeeping, facial recognition, etc manage access to the furnace with cards combined with surveillance cameras to minimize workers from leaving work, leaving early, and returning before the prescribed time; strictly manage unreasonable leave due to cases of 5-day leave continuously complete the dossier to unilaterally terminate the labor contract immediately; In addition, the additional and incentive regimes of the Company's salary are closely associated with the working days of employees. As a result, with measures to strengthen management and a reasonable salary incentive mechanism, human resources are still sufficient for the Company's production line.

- Labor recruitment:

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.

Although the work of organizational restructuring and labor determination has been made, it has not been implemented in the year, so the rate of indirect management and auxiliary services is higher than the Group's model (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.

6.6. Reports related to responsibilities to local communities:

The Company always fulfills its production obligations to the state, the life of officials and employees is always improved, donation movements to support, local construction, social work are always valued and fully participated in by the Company; Policies to attract talents and employees are always concerned.

In 2025, the Company's Board of Directors has focused on directing the implementation of many measures: From investing in applying technology, improving travel and working conditions for pit workers, taking care of material and spiritual life, stabilizing production, ensuring jobs, etc income of employees, maintaining community service activities, creating a premise for maintaining and developing the Company sustainably.

6.7. Reports related to green capital market activities under the guidance of the SSC. (None)

III. REPORTS AND EVALUATIONS OF THE BOARD OF DIRECTORS

1. Evaluate the results of production and business activities.

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.

T T	CATEGORIES	DVT	PRODUCTION AND BUSINESS PLAN ACCORDING TO THE DECISION OF THE GENERAL MEETING OF SHAREHOLDE RS	IMPLEME NTATION RESULTS	% TH/NQCD
A	Production				
I	Coal Production	<i>Tons</i>	1.650.000	1.675.768	101,6
1	Underground Coal Production	"	1.650.000	1.675.768	101,6
II	Excavator Meter	<i>M</i>	19.000	20.069	105,6
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
II I	Slitting oven	<i>M</i>	4.680	4.427	94,6
1	DIY	"	3.480	3.970	114,1
2	Outsourcing	"	1.200	457	38,1
B	Total Coal Consumption	<i>Tons</i>	1.650.000	1.693.272	102,6
1	Primordial God	"	1.638.000	1.681.833	102,7
2	Clean Charcoal	<i>Tons</i>	12.000	11.440	95,3
C	Total Revenue	<i>Tr.Đ</i>	2.654.271	2.654.822	100
D	Profit	<i>Tr.Đ</i>	32.265	40.367	125,1
E	Average income	<i>Ngđđ. Ng/th</i>	19.975	21.780	109,0
F	Inventory	<i>Tons</i>	15.000	14.793	98,6
G	Dividend Payment	<i>%</i>	6-8	6	100

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.

2. Financial situation:

a) Asset situation in 2025:

STT	Criteria	Year 2025 (VND)	Year 2024 (VND)
1	Total assets (in which)	1.145.469.176.094	1.186.219.315.309
1.1	Short-term assets	392.996.031.806	489.723.930.483
1.2	Long-term assets	752.473.144.288	696.495.384.826
	In which: HH fixed assets	537.239.955.576	481.643.136.402
2	Net Revenue	2.652.989.555.936	2.612.354.731.157
3	Profit before tax	40.367.005.832	70.713.518.496
4	Profit after tax	31.912.405.659	53.326.744.689

In 2025, the Company has invested in the procurement of equipment for exploitation and production maintenance projects with a total investment of VND 153,582 million. Formation of fixed assets depreciated (increase in assets) is: 156,876 million VND. Unfinished investment equipment at the end of the period is: 32,996 million VND.

The decrease in asset value in the year was: 22,291 million VND. (In which, liquidated assets that do not meet technical requirements are 22,291 million VND).

- The efficiency of using fixed assets in 2025 is assessed by the indicator of Net revenue/Value of fixed assets: 4.94 (This ratio is high, proving that the operating situation of good enterprises has generated higher net revenue than fixed assets, the investment in fixed assets of enterprises is justified, reasonable structure, high efficiency).

- In addition to the above-mentioned targets, the monitoring of depreciation of fixed assets in service of production to recover the Company's investment capital is fully implemented, in accordance with the provisions of tax law and enterprise accounting standards.

b/ Situation of liabilities:

STT	Criteria	Year 2025 (VND)	In 2024(VND)	% Increase Decrease
(A)	(B)	1	2	(3=1/2*100)
A	Short-term debt: In which	612.369.720.020	707.938.736.653	86,50
1	Short-term loans and debts	251.447.146.733	269.773.549.049	93,21
2	Payable to the seller	178.311.419.460	175.072.068.330	101,85
B	Long-term debt	216.175.585.799	139.942.369.351	154,47

100

1	Long-term borrowing and debt	201.104.139.730	132.565.755.610	151,70
C	Total Liabilities (A+B)	828.545.305.819	847.881.106.004	97,72

Total liabilities in 2025 are VND 828.5 billion, down from 2024 to 19.3 billion VND, corresponding to a decrease 2,28%. The company does not incur overdue debts or bad debts.

Short-term liabilities in 2025 will be VND 612.4 billion, down from VND 95.6 billion in 2024, equivalent to a decrease of 13.5%. In which, short-term loans and debts in 2025 will be VND 251.4 billion, down VND 18.3 billion, equivalent to a decrease of 6.79% compared to 2024. Payables to sellers in 2025 will be VND 178.3 billion, an increase of VND 3.24 billion, equivalent to an increase of 1.85% compared to 2024.

Long-term liabilities in 2025 will be VND 216.2 billion, an increase of VND 76.23 billion, equivalent to an increase of 54.47% compared to 2024. In which, long-term loans and debts in 2025 will be VND 201.1 billion, an increase of VND 68.54 billion, equivalent to an increase of 51.70% compared to 2024.

In 2025, the Company has proactively balanced capital sources, reduced short-term loans and increased long-term loans in order to restructure capital in a more stable direction to serve production and business activities. The company still ensures to maintain a stable cash flow to fully fulfill the obligation to pay to the State budget, pay amounts payable to sellers, repay bank loans and pay salaries to officials and employees in accordance with regulations.

3. Improvements in organizational structure, policies, and management

In 2025, the Company has revised the functions and tasks of departments and workshops in the Company, specifically: (i) Re-approving the functions and tasks of the KCS Department to adjust the acceptance of products in the pit; (ii) Stipulating the functions, tasks and powers of the Departments of the Company in accordance with the model model to increase working efficiency, meet the production and business requirements of the Company as well as the Group.

4. Future development plan

Selecting solutions to maintain and develop the Company's production in the direction of sustainable development;

Improve the material, spiritual, socio-cultural life of all employees in the Company and increase values to serve the interests of the community;

Implement cohesive solutions to promote the role and strength of socio-political organizations to develop the Company.

5. Explanation to the Board of Directors for audit opinions: None (Independent audit accepts in full).

6. Assessment report related to the Company's environmental and social responsibility:

a) Assessment related to environmental indicators: In 2025, Mong Duong-Vinacomin Coal Joint Stock Company will plant trees with a total area of 2.8 hectares. In which: Planting trees to improve and restore the environment on an area of 0.3 hectares, planting trees to cover the area around the area of +10 Northeast Mong Duong and the East Wing area is 2.5 hectares.

- Dust prevention and environmental sanitation are minimized by applying measures such as: High-pressure misting in the central coal warehouse area, watering to extinguish dust on the transportation road and cleaning the site and internal roads periodically on Saturdays. The monitoring results in 2025 show that the dust content is within the permissible limits of QCVN 05:2023/BTNMT of the National Technical Regulation on air quality.

- The waste is collected, sorted, warehoused and then transferred to the transportation functional units for treatment according to regulations, specifically as follows:

+ For ordinary waste: Generated from offices, cafeterias, leaves swept from the campuses are collected daily to garbage collection trucks for use and then hired Tuan Dat Environment Joint Stock Company to collect and transport for treatment according to regulations. The volume of collection and transportation in 2025 is 1,900m³, equivalent to 798 tons.

+ For hazardous waste, the hazardous waste collection and warehousing company shall hire the Environmental Natural Resources Company - TKV. The volume of hazardous waste collected and treated in 2025 is 69,011.2kg.

+ For ordinary industrial waste, the Company shall organize the collection, warehousing, and recovery, then hire Environmental Natural Resources Company – TKV and Hon Gai Mechanical Joint Stock Company – Vinacomin to collect, transport, treat and recycle according to regulations. The amount of waste to be collected, transported and treated in 2024 is 326,217 kg.

- The collection and treatment of mine wastewater is seriously implemented, the amount of wastewater generated during the mining process will be treated in 2025/plan is 9,229,390m³/9,700,000m³. The cost of wastewater treatment is 37,166/42,394 Million VND.

- Domestic wastewater: all are collected to the domestic wastewater treatment station with a capacity of 200 m³/day for treatment before being discharged into the environment. The volume of wastewater treated at the 200m³/day domestic wastewater treatment station in 2025 will be 26,977m³. The cost of wastewater treatment is 1,035 Million VND.

b) Assessment related to employee issues:

The Company always ensures that all officers and employees of the Company who sign a contract of 01 year or more are fully entitled to the Social Insurance regime in accordance with the State's regulations. At the same time, labor protection equipment is fully allocated for workers according to regulations, ensuring a safe and clean working environment. Reward employees with good achievements in the production and business process. Every year, the Company also deducts from production costs to support employees to visit and vacation. In addition, during the year, the Company also organized 02 periodic health checks for employees, to promptly detect cases of disease or weak health to be sent for treatment and rehabilitation at the Group's and the State's facilities. The company believes that a stable life and mental peace of mind will help employees have more motivation in labor, achieve high efficiency in business and complete the set targets.

IV. Evaluation of the Board of Directors on the Company's activities

1. Evaluation of the Board of Directors on the Company's activities:



In 2025, the Board of Directors of the Company will continue to direct the Board of Directors to review the issued regulations and develop a number of new regulations to submit to the Board of Directors for consideration and approval and promulgation to apply in accordance with the provisions of law and TKV. In 2025, the Company's CEO has submitted to the Board of Directors for approval the Regulations to strengthen the management of the Company; In the Company's production and business; The Party Committee, Trade Union and CEO signed Joint Resolutions to unify the leadership and movement of the Company's employees and employees. Through supervision activities, the Board of Directors assessed:

- The Board of Directors of the Company has strictly implemented the Resolution of the General Meeting of Shareholders; Resolutions and decisions of the Board of Directors; the Regulations and Regulations of the Vietnam Coal and Mineral Industry Group and relevant provisions of law.

- Safety: With the goal of "Safety is number one", in 2025, the Company will organize OSH training for subjects according to the set plan. Synchronously implement measures to ensure safety, strengthen inspection of occupational safety (periodically and irregularly). Regularly propagate and educate employees on the sense of safety autonomy, and maintain the monitoring of safety work through the surveillance camera system. It was the year that the Company did not have any serious occupational accidents.

- Security and order: Continue to be maintained stably, drastically implemented, prevent the intrusion of the field, control people and equipment operating at the field and enter and exit the field... Regularly inspect and supervise the protection of mine resources and boundaries.

- Emulation - Commendation: From the beginning of the year, the Company has launched an extensive production labor emulation movement throughout the Company with the goal of Safety - Solidarity - Innovation - Development.

- Coordination with mass organizations and the masses in the Company and local government agencies: Together with mass organizations to promote propaganda for employees about production and business tasks and solutions of the Company; well implement the coordination to promote and launch labor emulation movements; the work of ensuring occupational safety and safety; environmental protection... creating consensus and determination to comprehensively complete the assigned targets. For local governments, strengthen cooperation and coordination to ensure harmonious development in the area. Coordinate joint patrol and control between the Company - People's Committee - Ward Police in the mine boundary areas.

2. Evaluation of the Board of Directors on the activities of the Board of Directors of the Company:

In 2025, the Board of Directors has managed production and business and other aspects of the Company's activities in accordance with the law, the Group's direction, the Resolution of the General Meeting of Shareholders in 2025 and the Resolutions and Decisions of the Board of Directors of the Company. As a result of 2025, the Company has successfully completed the main planned targets under the Business Coordination Contract with TKV Group, and at the same time the Company has fully fulfilled the obligation to contribute to the state budget.

The production management process is flexible, regularly reports to the Board of Directors on arising problems and submits to the Board of Directors to promptly solve the work contents under the approval authority of the Board of Directors. Therefore, all production and

business activities of the Company took place normally, without congestion, the Company completed the main targets of the Production and Business Plan in 2025; The Company's production and business results after setting aside provisions and buying full insurance for equipment, profits are still there, so the Company has preserved and developed capital.

The Company's finances are healthy, capital sources are used flexibly and effectively. The organization of accounting ensures compliance with the regime prescribed by the State. The economic contracts the Company has signed with business partners in 2025 are in accordance with the Civil Law, the Commercial Law and the regulations of the State and TKV Group. During the performance of the contract, there is no dispute between the Company and the partners.

The Company employs employees in accordance with the Group's regulations in labor management, salary and human resource development. The Company applies the salary scale and regime for employees according to the regulations of the State, the Group and the Company. The Company has issued and disseminated regulations on management and use of salary and bonus funds as well as regulations on salary payment and salary payment according to contractual targets to each unit in the Company. All products have a unit price, salary and income are associated with the quantity and quality of products, paying salaries directly to employees, on time.

In the process of production and business, the Board of Directors always closely coordinates with the Party Committee, Trade Union, Youth Union, Veterans Association of the Company to well direct units and employees in the Company to produce effectively, ensuring the stable and sustainable development of the Company.

3. Plans and orientations of the Board of Directors:

Based on the assigned plan targets and the actual conditions of the Company in 2026, the Board of Directors of the Company proposes a number of main guiding solutions as follows:

3.1. 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.

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

3.3. 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.

3.4. 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.

3.5. 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;

3.6. 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.

3.7. To perform other tasks according to their competence.

V. Corporate Governance

1. Board of Directors:

a. Change of members of the Board of Directors: In 2025, there will be 01 change of members of the Board of Directors

b. Members and structure of the Company's Board of Directors.

TT	Full name	Position	Executive/Independent/Non-Executive	Notes
1	Nguyen Trong Tot	Chairman	No University	Appointment 01/7/2023
2	Hoang Trong Hiep	Members	Executive	Dismissal from 28/10/2025
3	Luong Thanh Chung	Members	Executive	Appointed from 28/10/2025
4	Ngo Xuan Thuy	Members	Executive	Appointed from 01/07/2023
5	Vadym D'omin	Members	No University	Appointed from 01/07/2023
6	Pham Van Tac	Independent Members	No University	Appointed from 21/10/2023

The Board of Directors of the Company consists of 05 (five) members, of which 01 (one) member is the Chairman of the Board of Directors, 04 members of the Board of Directors; There are 03 (three) non-executive members and 02 (two) executive members.

c) Subcommittees of the Board of Directors: The Company does not establish subcommittees. The Departments in the Company are assigned to be subcommittees assisting the Board of Directors of the Company, advising and assisting the Board of

Directors in directing the executive apparatus to implement production and business in accordance with the law, using labor reasonably and effectively.

d) Activities of the Board of Directors:

The Board of Directors of the Company has properly and fully performed its duties and duties in accordance with the provisions of the Law and the Company's Charter. The meetings of the Board of Directors are carefully prepared in terms of content, ensuring the order and principles, closely following the actual production and business situation of the Company to make timely decisions for the Company's Director to implement in order to achieve the goals set by the General Meeting of Shareholders.

- Directing the development of production and business plans, and financial plans of the Company to suit the situation. Direct the timely disclosure of information, publicity and transparency in management and administration, regularly maintain contact and relationship with shareholders in accordance with the provisions of law. Approved for the Director of the Company to appoint managers of departments and units; complete the organizational apparatus in the Company according to its competence.

- Members of the Board of Directors operate in their assigned fields, promote their abilities and capabilities, perform their assigned rights and tasks honestly and carefully in order to ensure the maximum legitimate interests of the Company, do not abuse their status, positions, etc the Company's assets for self-interest or serving the interests of other organizations and individuals. The major policies and decisions issued by the Board of Directors are highly unanimous, in accordance with the principle of working in a collective manner, the members of the Board of Directors have participated in full meetings, directed the implementation of the planned targets decided by the General Assembly.

e) Activities of non-executive members of the Board of Directors

In 2025, Mr. Vadym D'omin will be a non-executive member of the Board of Directors, acting as a member of the Board of Directors to supervise and criticize when necessary for the activities of the Board of Directors, in order to ensure that the Board of Directors operates in accordance with the law and the Company's Charter. Independent member of the Board of Directors Pham Van Tac assists the Board of Directors in the field of appraisal of documents and performs the functions of an independent member of the Board of Directors.

Activities of subcommittees on the Board: None

f) List of members of the Board of Directors with training certificates in corporate governance: In 2025, members of the Board of Directors will improve their knowledge of corporate governance and participate in seminars organized by the SSC and the Hanoi Stock Exchange.

2. The Supervisory Board

a) Members and structure of the Control Board: In 2025, the Supervisory Board of the Company will not change. The list of the Supervisory Board in 202, including:

TT	Full name	Position	Ownership Ratio (%)		Term of office at the Company
			Representative	Ownership	

1	Nguyen Thi Tam	Head of Department			Appointment 01/7/2024
2	Nguyen The Hanh	Members			Appointment 01/7/2024
3	Nguyen Tien Hung	Members			Appointment 01/7/2024

b) Activities of the Supervisory Board: In 2025, the Supervisory Board of Mong Duong - Viancomin Coal Joint Stock Company will hold 04 meetings to control production and business activities at the Company, including:

- Organize 04 meetings to control production and business activities, implement construction investment and quarterly financial statements of the Company, in each meeting the Supervisory Board issues a Working Minutes at the end of each control period, the Supervisory Board has agreed on the minutes and approved by the Board of Directors, the Company's executive leaders to agree on the comments, evaluations and recommendations of the Supervisory Board on the management activities of the Board of Directors, the Company's executive leaders in production and business activities, construction investment and prudence and honesty in quarterly financial statements, years of the Company.

- Attending meetings of the Board of Directors of the Company invited to perform the duties of the Company's Supervisory Board on participating in opinions in management and administration and approving production and business plans, construction investment, appraisal and approval of the Company's management regulations.

- In 2025, the Supervisory Board will not receive any recommendations from shareholders holding shares of the Company regarding the violations of the Board of Directors and the Board of Directors. Achieving the above results, in addition to the efforts of the members of the Supervisory Board, there is also the enthusiasm and effective coordination of the members of the Board of Directors, the Board of Directors, the management functional departments of the Company and the shareholders.

3. Transactions, remuneration and benefits of the Board of Directors, the Board of Directors and the Supervisory Board.

a) Salaries, remunerations and benefits:

The remuneration, allowances, and salaries of the Board of Directors, the Supervisory Board, and the Company's Managers in 2025 are as follows:

TT	Title	Number of people	Salary		Remuneration and Allowances		Notes
			People	Amount (Million)	People	Amount (Million)	
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			
	Total			3.002,4		724,8	

b) Trading of shares of internal shareholders: (None)

c) Contracts or transactions with internal shareholders: Appendix No. 2 enclosed

d) Implementation of regulations on corporate governance: In 2025, members of the Board of Directors, the Board of Directors and managers have exercised their assigned powers and tasks in accordance with the provisions of the Company's Charter, the Resolution of the General Meeting of Shareholders and relevant laws. ensuring the legitimate interests of the Company and its shareholders.

VI. FINANCIAL STATEMENTS

1. Audit opinion: Quoting the auditor's opinion according to Report No. 180326/Financial Statements. KT3 dated March 18, 2026 of AASC Auditing Firm Limited Liability Company.

"In our opinion, the financial statements reflect honestly and reasonably, in material aspects the financial situation of Mong Duong - Vinacomin Coal Joint Stock Company as at December 31, 2025, as well as the business results and cash flow situation in the fiscal year ending on the same day in accordance with Vietnam Accounting Standards. Vietnamese enterprise accounting regime and legal regulations related to the preparation and presentation of financial statements".

2. Audited Financial Statements of the Company: The Company's financial statements for 2025 have been audited by AASC Auditing Firm Limited Liability Company. The company has sent audited financial statements to the State Securities Commission, Hanoi Stock Exchange in accordance with regulations. The Company's website address for posting financial statements is: mongduongcoal.vn

The company would like to thank you very much./.



Recipients:

- SSC, Department of Education and Training (b/c);
- Company Website;
- Member of the Board of Directors, Supervisory Board (e-copy);
- Board of Directors (e-copy);
- Save: VT, Board of Directors (3)

**LEGAL REPRESENTATIVE
COMPANY DIRECTOR**



Luong Thanh Chung

Appendix No. 01
EXECUTIVE BOARD RESUME SUMMARY
Including: Director, Deputy Director and Chief Accountant
(Issued together with Report No. 1143/BC-TMD, dated 07/4/2026)

1. Profile of CEO Luong Thanh Chung

Full name: LUONG THANH CHUNG

Gender: Male Female

CCCD Number: 0338078013334, issued on 06/04/2021

Date of Birth: January 8, 1978

Nationality: Vietnam

Ethnicity: Kinh

Permanent address: Group 7 - Zone 5 A - Cam Pha Ward, Quang Ninh Province

Educational level: 12/12

Qualifications: Master of Mining

Work experience:

From month, year to month, year	Titles, positions, working units (Party, Government, Mass Organization)
10/2000 -:- 02/2001	Mining workers at mining site 1 - Khe Cham coal mine
02/2001 -:- 11/2006	Staff of Mining Engineering Department - Khe Cham Coal Mine
11/2006 -:- 12/2008	Deputy Head of Mining Engineering Department - Khe Cham Coal Company - TKV
12/2008 -:- 01/2009	Deputy foreman of mining site 1 - Khe Cham Coal Company - TKV
01/2009 -:- 3/2009	Mining Site Foreman 1 - Khe Cham Coal Company - TKV
3/2009 -:- 3/2010	Head of Mine Ventilation Department - Khe Cham Coal Company - TKV
3/2010 -:- 6/2016	Member of the Executive Committee of the Party Committee of the company; Head of Mining Technical Department - Khe Cham Coal Company - TKV
6/2016-:- 7/2016	Member of the Standing Committee of the Party Committee of the company; Mining Site Foreman 6 - Khe Cham Coal Company - TKV
7/2016-:- 08/9/2025	Member of the Standing Committee of the Party Committee of the company; Deputy Director of Engineering and Investment - Khe Cham Coal Company - TKV
From 09/9/2025 ÷ 285/10/2025	Secretary of the Party Committee, Director of Mong Duong Coal Joint Stock Company - Vinacomin
From 28/10/2025 - now	Secretary of the Party Committee, Member of the Board of Directors, Director of Mong Duong Coal Joint Stock Company - Vinacomin

Position held at another organization: Secretary of the Party Committee.

Number of shares held: **0** Stocks

In which: + Personal ownership: **0** Stocks
+ Representative owning state capital: No

Related persons (holding shares): 353 shares

Violations of law (if any): None

Interests in conflict with company interests: No

2. Profile of Deputy Director Nguyen Huu Hung

Full name: NGUYEN HUU HUNG

Gender: Male Female

ID number: **022073001689**, Issued on 06/28/2021

Date of Birth: 17/4/1973

Nationality: Vietnam

Ethnicity: Kinh

Permanent address: **Group 3, Zone 3B, Cam Trung Ward, Quang Ninh**

Educational level: 12/12

Qualifications: Enterprise Electrification Engineer

Work experience:

From month, year to month, year	Titles, positions, working units (Party, Government, Mass Organization)
From 10/1994 ÷ 7/1998	M&E repair workers of the Mining Geology Company.
From August 1998 ÷ June 2000	M&E Technician of Duong Huy Coal Company
From July 2000 ÷ March 2003	M&E Technician of Tan Lap Coal Factory, Hon Gai Coal Company
From April 2003 ÷ May 2003	M&E repair workers at KT5 Construction Site of Mong Duong Coal Company
From June 2003 ÷ June 2004	Deputy Captain of Underground Mechanics Team of Mong Duong Coal Company
From July 2004 ÷ May 2008	Deputy M&E Supervisor of Underground Mechanical Construction Site of Mong Duong Coal Company
From 6/2008 ÷ 11/2008	Acting Deputy Head of M&E Department - Mong Duong Coal Joint Stock Company
From 12/2008 ÷ 9/2012	Deputy Head of M&E Department of Mong Duong Coal Joint Stock Company
From 10/2012 ÷ 7/2017	Head of M&E Department of Mong Duong Coal Joint Stock Company

From 8/2017 ÷ 5/2018	Member of the Trade Union Executive Committee, Head of M&E Department of Mong Duong Coal Joint Stock Company
From 6/2018 ÷ 02/2020	Member of the Trade Union Executive Committee, Deputy Director of Mong Duong Coal Joint Stock Company
From March 2020 ÷ to the present	Member of the Party Committee, Member of the Trade Union Executive Committee, Deputy Director of Mong Duong Coal Joint Stock Company

Position held at the Company: Deputy Director of the Company.

Positions held at other organizations: Member of the Party Committee;

Number of shares held: **1.772** Stocks

In which: + Personal ownership: **1.772** Stocks

+ Representative owning state capital: No

Related persons (holding shares): No

Violations of law (if any): None

Interests in conflict with company interests: No

3) Profile of Deputy Director Tran Manh Ha

Full name: Tran Manh Ha

Gender: Male Female

ID number: 010079006411 date issued 13/8/2021 - Police Department for Administrative Management of Social Order

Date of Birth: 10/02/1979

Nationality: Vietnam

Ethnicity: Glasses

Permanent address: **House No. 60 - Group 6, Binh Minh Area - Cam Pha Ward - Quang Ninh Province**

Educational level: 12/12

Qualifications: Master of Mining

Work experience:

From month, year to month, year	Titles, positions, working units (Party, Government, Mass Organization)
10/9/2001 ÷ 15/1/2002	Staff of the Department of Economics and Environment, Mong Duong Coal Mine
1/16/2002 ÷ 7/31/2002	Workers of Mining Site 4, Mong Duong Coal Company
1/8/2002 ÷ 9/10/2006	Staff of Industrial and Environmental Protection Department, Mong Duong Coal Company
10/10/2006 ÷ 25/2/2007	Participated in a Japanese language course and orientation education to go to Japan in the mining technology training program between TKV and NEDO – Japan

From month, year to month, year	Titles, positions, working units (Party, Government, Mass Organization)
2/26/2007÷ 5/14/2007	Staff of Industrial and Environmental Protection Department, Mong Duong Coal Company
5/15/2007÷6/13/2007	Deputy Head of ATM & Production Center, Mong Duong-TKV Coal Company
14/6/2007÷ 17/9/2007	Deputy Technical Manager of Mining Site 1, Mong Duong-TKV Coal Company
9/18/2007÷1/7/2008	Deputy Technical Manager of Mining Site 3, Mong Duong Coal Company - TKV
8/1/2008÷14/8/2010	Deputy Head of Underground Technical Department, Mong Duong Coal Joint Stock Company – TKV
15/8/2010÷3/23/2014	Deputy Head of IT Department, Mong Duong Coal Joint Stock Company – TKV
3/24/2014÷ 5/25/2014	Deputy Director (Commander of Production Shift) Production Centre, Mong Duong Coal Joint Stock Company – Vinacomin.
26/5/2014÷31/12/2014	Head of Production Center, Mong Duong Coal Joint Stock Company – Vinacomin
01/01/2015÷11/5/2015	Secretary of the Youth Union Cell, Head of Production Center, Mong Duong Coal Joint Stock Company – Vinacomin
12/5/2015÷31/12/2016	Member of the Executive Committee of the Party Committee, Secretary of the Party Cell, Head of the Production Center, Mong Duong Coal Joint Stock Company – Vinacomin
01/01/2017÷10/04/2017	Member of the Executive Committee of the Party Committee, Deputy Secretary of the Party Cell, Head of the Department of Higher Education, Mong Duong Coal Joint Stock Company – Vinacomin
11/4/2017÷10/8/2017	Member of the Executive Committee of the Party Committee, Secretary of the Party Cell, Head of the Department of Higher Education cum Assistant Director, Mong Duong Coal Joint Stock Company – Vinacomin
11/8/2017÷5/27/2018	Member of the Executive Committee of the Party Committee, Secretary of the Party Cell, Head of Production Control Department cum Assistant Director, Mong Duong Coal Joint Stock Company – Vinacomin
28/5/2018÷08/7/2021	Member of the Executive Committee of the Party Committee, Secretary of the Party Cell, Head of Production Control Department, Mong Duong Coal Joint Stock Company – Vinacomin
09/7/2021÷ 05/8/2021	Member of the Executive Committee of the Party Committee, Deputy Director of Mong Duong Coal Joint Stock Company – Vinacomin
06/8/2021÷ 09/5/2022	Member of the Executive Committee of the Party Committee, Member of the Standing Committee of the Trade Union, Deputy Director of Mong Duong Coal Joint Stock Company – Vinacomin
10/5/2022÷ 04/5/2023	Member of the Standing Committee of the Party Committee, Member of the Standing Committee of the Trade Union, Deputy Director of Mong Duong Coal Joint Stock Company – Vinacomin
05/5/2022 to present	Member of the Standing Committee of the Party Committee, Deputy Director of Mong Duong Coal Joint Stock Company – Vinacomin

Position held at the Company: Deputy Director of the Company.

Position held at another organization: Member of the Standing Committee of the Party Committee.

Number of shares held: 0 Stocks

In which: + Personal ownership: 0 Stocks

+ Representative owning state capital: No

Related persons (holding shares): No

Violations of law (if any): None

Interests in conflict with company interests: No

4) Profile of Deputy Director Lai Quang Trung

Full name: LAI QUANG TRUNG

Gender: Male Female

CCCD number: 022078004176; Issued on 01/25/2021

Date of Birth: 15/09/1978;

Nationality: Vietnam.

Ethnicity: Prayer.

Permanent address: House No. 57, Group 16, Ly Bon Street – Cam Pha City – Quang Ninh Province.

Educational level: 12/12

Qualifications: Master of Mining;

Work experience:

From month, year to month, year	Titles, positions, working units (Party, Government, Mass Organization)
From August 2000 ÷ December 2001	Staff of the Engineering and Technology Department;
From 01/2002 ÷ 4/2002	Mining Site Worker 1;
From May 2002 ÷ August 2002	Staff of the Safety and Production Operations Center
From September 2002 ÷ September 2005	Staff of the Engineering and Technology Department;
From 10/2005 ÷ 12/2007	Deputy Head of Engineering and Technology Department;
From 01/2008 ÷ 8/2010	Acting Head of Technology Engineering Department
From 09/2010 ÷ 8/2014	Head of Engineering and Technology Department;
From 9/2014 ÷ 6/2015	Foreman of Furnace Excavation Site 1;
From 7/2015 ÷ 9/2016	Head of Ventilation Department
From 10/2016 ÷ 06/2017	Head of Mining Technology Engineering (KCM)

From 7/2017 ÷ 02/2020	Secretary of the Party Cell, Head of the Mining Technology Engineering Department (KCM)
From 3/2020 ÷ 24/7/2022	Member of the Executive Committee of the Company's Party Committee, Secretary of the Party Cell, Head of the Mining Technology Engineering Department
From 25/7/2022 to now	Member of the Executive Committee of the Company's Party Committee, Deputy Director of the Company

Position held at another organization: Standing Committee of the Company's Party Committee

Number of shares held: **1.109** stocks.

In which: + Personal ownership: **1109** stocks;
+ Representative owning state capital: No.

Related persons (holding shares): None

Violations of law (if any): Nope.

Interests in conflict with corporate interests: No.

5) Profile of Deputy Director Ngo Xuan Thuy

Full name: NGO XUAN THUY

Gender: Male Female

CCCD number: 037079000782 Issued date:8/10/2021. Place of Issue:Police Department for Administrative Management of Social Order

Date of Birth:12/8/1979;

Nationality: Vietnam.

Ethnicity: Prayer.

Permanent address: Group 1, Zone 6A, Cam Trung, Quang Ninh

Educational level: 12/12

Qualifications: Master of Mining;

Work experience:

From month, year to month, year	Titles, positions, working units (Party, Government, Mass Organization)
From 05/4/2002÷31/10/2002	Staff of the Economics and Environment Department, Mong Duong Coal Company
From 01/11/2002÷14/2/2003	Mining Site Worker 1; UVBCH Youth Union KT1, Mong Duong Coal Company
From 15/2/2003÷3/2005	Staff of IT Department, Mong Duong Coal Company
From 4/2005÷14/7/2008	Staff of Underground Engineering Department, Mong Duong Coal Company – TKV

From 15/7/2008÷09/12/2008	Acting Deputy Head of the Underground Technical Department; Chairman of the Trade Union of Technical Sector 1, Mong Duong Coal Company – TKV
From 10/12/2008÷01/3/2009	Deputy Director of Underground Engineering Department, Chairman of Trade Union of Technical Sector 1, Mong Duong Coal Joint Stock Company – TKV
From 02/3/2009÷31/12/2009	Deputy Head of Safety Department, Mong Duong Coal Joint Stock Company – TKV
From 01/01/2010÷14/8/2010	Deputy Head of Accounting Department, Mong Duong Coal Joint Stock Company – TKV
From 15/8/2010÷28/2/2011	Deputy Head of IT Department, Mong Duong Coal Joint Stock Company – TKV
From 01/3/2011÷9/10/2012	Head of Safety Department, Mong Duong Coal Joint Stock Company – TKV
From 10/10/2012÷28/2/2013	Head of Ventilation - Drainage Department, Mong Duong Coal Joint Stock Company – TKV
From 01/3/2013÷14/10/2014	Head of Safety Department, Mong Duong Coal Joint Stock Company – TKV
From 15/10/2014÷24/3/2015	Foreman of Furnace Excavation Site 2, Mong Duong Coal Joint Stock Company – Vinacomin
From 25/3/2015÷30/6/2015	Deputy Secretary of the Party Cell, Supervisor of Furnace 2 Excavation Site, Mong Duong – Vinacomin Coal Joint Stock Company
From 01/7/2015÷14/12/2016	Head of Safety Department, Mong Duong Coal Joint Stock Company – Vinacomin
From 15/12/2016÷10/4/2017	Head of Labor Department, Mong Duong Coal Joint Stock Company – Vinacomin
From 11/4/2017÷07/9/2017	Secretary of the Party Cell, Head of the Department of Finance, Mong Duong Coal Joint Stock Company – Vinacomin
From 08/9/2017÷30/9/2017	Member of the Executive Committee of the Party Committee, Secretary of the Party Cell, Head of the Labor and Labor Department, Mong Duong Coal Joint Stock Company – Vinacomin
From 01/10/2017÷12/12/2019	Deputy Secretary of the Party Committee of Mong Duong Coal Joint Stock Company – Vinacomin
From 13/12/2019÷29/3/2020	Deputy Secretary of the Party Committee of the Company, Secretary of the Party Cell, mass organizations, Mong Duong Coal Joint Stock Company – Vinacomin
From 30/3/2020÷02/4/2022	Deputy Secretary of the Party Committee, Chairman of the Party Committee, Secretary of the Party Cell, union of Mong Duong Coal Joint Stock Company – Vinacomin

From 03/04/2022÷01/01/2023	Deputy Secretary of the Party Committee, Chairman of the Party Committee, Member of the Board of Directors, Secretary of the Party Cell, mass organizations, Mong Duong Coal Joint Stock Company – Vinacomin
From 02/01/2023÷04/05/2023	Deputy Secretary of the Party Committee, Chairman of the Party Committee, Member of the Board of Directors, Deputy Director of Mong Duong Coal Joint Stock Company – Vinacomin
From 05/05/2023 to now	Member of the Standing Committee of the Party Committee, Member of the Standing Committee of the Trade Union, Member of the Board of Directors, Deputy Director of Mong Duong Coal Joint Stock Company – Vinacomin

Positions held at other organizations: UV Member of the Party Committee of the Company; UV BTV Trade Union.

Number of shares held: 0 stocks.

In which: + Personal ownership: 0 stocks;

+ Representative owning state capital: No.

Related persons (holding shares): None

Violations of law (if any): Nope.

Interests in conflict with corporate interests: No.

6. Profile of the Chief Accountant: Nguyen Tuyet Mai.

Full name: NGUYEN TUYET MAI

Gender: Female Male

CCCD number: 022188002186 issued on 22/12/2022, place of issue: Police Department for Administrative Management of Social Order.

Date of Birth: 02/03/1988

Nationality: Vietnam

Ethnicity: Glasses

Permanent address: House No. 908, Hoang Quoc Viet Street, Cam Pha, Quang Ninh

Educational level: 12/12

Qualifications: Bachelor of Business Accounting. Master of Economic Management.

Work experience:

From month, year to month, year	Titles, positions, working units (Party, Government, Mass Organization)
From 4/2011 -:- 3/2019	Staff of Accounting, Statistics, Finance Department

From April 2019 ÷ March 21, 2024	Deputy Head of Accounting, Statistics, Finance Department.
From 22/3/2024 ÷ 3/8/2025	In charge of accounting in place of the Chief Accountant, in charge of the Accounting, Statistics and Finance Department.
From August 3, 2025 ÷ now	UV Executive Committee of the Company's Party Committee; Chief Accountant of the Company

Positions held at other organizations: UV Executive Committee of the Company's Party Committee

Number of shares held: none;

In which: + Personal ownership: none;

+ Representative owning state capital: No;

Related persons (holding shares): None;

Violations of law (if any): No;

Interests in conflict with company interests: None

Appendix No. 02

**CORPORATE TRANSACTIONS WITH MAJOR SHAREHOLDERS &
COMPANY-TO-COMPANY TRANSACTIONS IN WHICH MEMBERS OF THE BOARD OF DIRECTORS
HAVE BEEN A MEMBER OF THE BOARD OF DIRECTORS FOR THE PAST 3 YEARS**

(Issued together with Report No.1143 /BC-TMD, dated 7/4/2026)

TT	Name of Person Involved, Contract	MST	Address	Relationship	Main transaction contents	Implementation value in 2025 including VAT (VND)
1	Vietnam Coal and Mineral Industry Group (TKV)	5700100256	No. 3 Duong Dinh Nghe Street, Yen Hoa, Cau Giay, Hanoi	Major shareholder (holding 65% of the Company's charter capital)	HĐ PHKD	
-	Contract No. 01/TKV dated 30/12/2024				Brand fees	8.464.000.000
1.1	Branch of Vietnam Coal and Mineral Industry Group - Mine Construction and Installation Company - TKV	5700100256-067	No. 804, Zone 7B, Cua Ong Ward, Quang Ninh Province	TKV's Branches	Electricity trading. Construction of furnaces, construction and installation of mines	253.705.000.000
1.2	Vietnam Coal and Mineral Industry Group Branch - School of Business Administration - Vinacomin	5700100256-068	No. 25, Lane 46, An Hoa Street, Ha Dong Ward, Hanoi City		Training	926.000.000
1.3	Branch of Vietnam Coal and Mineral Industry Group - Mine Emergency Center - Vinacomin	5700100256-004	Km 8, Ha Tu Ward, Quang Ninh Province		Regular and permanent training in incident resolution, inspection, prevention and resolution of incidents, and search and rescue in coal mining by 2025	6.181.000.000
1.4	Branch of Vietnam Mineral Coal Industry Group - Mineral Coal Hospital	5700100256-034	Lane 1, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City		Health check-up	202.000.000

TT	Name of Person Involved, Contract	MST	Address	Relationship	Main transaction contents	Implementation value in 2025 including VAT (VND)
1.5	Branch of Vietnam Coal and Mineral Industry Group - Cam Pha Logistics and Port Company Vinacomin	5700100256-001	Group 93, Zone 9B, Cua Ong Ward, Quang Ninh Province		Coal Mine Trading	31.722.000.000
1.6	Branch of Vietnam Coal and Mineral Industry Group - Cua Ong TKV Coal Sorting Company	5700100256-033	Group 48, Zone 4b2, Cua Ong Ward, QN		Coal trading and electricity trading	2.577.107.000.000
2	Materials Joint Stock Company - TKV	5700100707	Group 1, Zone 2, Ha Long Ward, Quang Ninh	Joint stock company in which TKV holds 65% of charter capital Limited liability company in which TKV holds 100% of charter capital Limited liability company in which TKV holds 100% of charter capital	Buying and selling fuels, supplies, electricity	22.287.000.000
3	Environment Company Limited - TKV	5700100425	Km 4 Tran Phu Street, Quang Hanh Ward, Quang Ninh Province		Waste treatment, mine wastewater...	38.983.000.000
4.	Quang Ninh Mining Chemical Industry Company (Under MICCO)	0100101072-001	Group 25, Zone 4, Cao Xanh Ward, Quang Ninh		Supply of explosives	37.224.000.000
5	Hanoi Mining Chemical Company- Vinacomin	0100101072-007	Lot CN 02-4 Ninh Hiep Industrial Cluster, Phu Dong Commune, Hanoi		Purchase of supplies	969.000.000
6	VVMI Mechanical and Pressure Equipment Joint Stock Company	102274810	No. 506, Ha Huy Tap Street, Phu Dong Commune, Hanoi City		Subsidiaries, associated companies, with contributed capital... by TKV	Repair and purchase of materials
7	VINACOMIN Inspection Joint Stock Company	5700100552	No. 55, Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province	"	Coal Inspection	1.247.000.000
8	VINACOMIN Institute of Energy and Mining Engineering	100100632	565 Nguyen Trai, Thanh Liet Ward, TX District, HN	"	Purchase and sale of supplies	23.201.000.000
9	Vietnam Coal and Mineral College	5701740890	8 Chu Van An, Hong Hai Ward, Ha Long City, QN	"	Training	7.740.000.000

TT	Name of Person Involved, Contract	MST	Address	Relationship	Main transaction contents	Implementation value in 2025 including VAT (VND)
10	VVMI-CN Coal Nursing Center Viet Bac Mining Industry Corporation TKV-JSC	0100100015-025	No. 41 Thanh Nien Street, Sam Son Ward, Thanh Hoa Province	"	Organizing employees to go on vacation and support treatment in 2025	197.000.000
11	Occupational Disease Treatment and Rehabilitation Center - Vimico	5300716379	SN 029, Hoang Lien Street, Sapa Ward, Lao Cai Province, Vietnam	"	Organizing employees to go on vacation and support treatment in 2025	1.334.000.000
12	Mao Khe Mechanical Joint Stock Company	5700526478	Quang Trung Area, Mao Khe Ward, Dong Trieu Town, QN	"	Repair and purchase of materials	7.649.000.000
13	Uong Bi-Vinacomin M&E Joint Stock Company	5700526340	Bac Son Ward - Uong Bi City - Quang Ninh Province	Subsidiaries, associated companies, with contributed capital... by TKV	Repair and purchase of materials	5.166.000.000
14	Hon Gai Mechanical Joint Stock Company – Vinacomin	5700889986	No. 108, Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province	"	Purchase of supplies	2.499.000.000
15	Machinery Manufacturing Joint Stock Company - Vinacomin	5700495999	486 Tran Phu Street, Quang Hanh Ward, Quang Ninh Province	"	Repair equipment, purchase and sale of materials	100.912.000.000
16	Uong Bi Automotive Mechanical Joint Stock Company	5700623552	Tan Lap 2 Area, Yen Tu Ward, Quang Ninh Province	"	Refurbishment of equipment, purchase and sale of materials	1.647.000.000
17	Vinacomin Automobile Industry Joint Stock Company	5700353722	No. 370 Tran Quoc Tang Street, Cua Ong Ward, Quang Ninh Province	"	Refurbishment of equipment, purchase and sale of materials	8.758.000.000
18	Mining Geology Joint Stock Company - TKV	5701436805	No. 304 Tran Phu Street, Cam Pha Ward, Quang Ninh Province	"	Geological exploration drilling; Reserve survey.	28.001.000.000

TT	Name of Person Involved, Contract	MST	Address	Relationship	Main transaction contents	Implementation value in 2025 including VAT (VND)
19	Environmental Informatics and Technology Joint Stock Company - Vinacomin	101919181	B15 Building, Dai Kim New Urban Area, Dinh Cong Ward, Hanoi City	"	Survey consulting, reporting, etc.	1.693.000.000
20	Miner Transport and Shuttle Joint Stock Company - Vinacomin	5700477326	750 Hoang Quoc Viet, Cam Pha, QN	"	Transportation Workers	23.125.000.000
21	Mining Technology and Equipment Development Joint Stock Company (Under the Institute of Mining Science and Technology)	0100888822	No. 3 Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City	"	Repair and purchase of materials	7.878.000.000

