

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

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Cam Pha, 2/4/ 2025

Number : 416 /BC-TMD

ANNUAL REPORT

VINACOMIN - MONG DUONG COAL JOINT STOCK COMPANY 2024

To: - State Securities Commission
- Hanoi Stock Exchange;

I. GENERAL INFORMATION

1. General information

- Trading name: **Vinacomin - Mong Duong Coal Joint Stock Company;**
- Business registration certificate No. 5700101203 first issued by the Department of Planning and Investment of Quang Ninh province on January 2, 2008, registered for the tenth change on May 19, 2022.a
- Charter capital: VND 214,183,460,000 (*Two hundred and fourteen billion, one hundred and eighty three million, four hundred and sixty thousand dong*).
- Owner's investment capital: VND 214,183,460,000 (*Two hundred and fourteen billion, one hundred and eighty three million, four hundred and sixty thousand dong*).
- Address: Mong Duong Ward, Cam Pha City, Quang Ninh Province.
- Phone: (0 203) 3868 271/ 3868 272.
- Fax: (0203) 3868 276.
- Website : mongduongcoal.vn
- Stock code: **MDC.**

Formation and development process

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

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

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

On October 1, 2001, the Board of Directors of Vietnam National Coal Corporation issued Decision No. 405/QD-HDQT on changing the name of Mong Duong Coal Mine to Mong Duong Coal Company - an independent accounting member enterprise of Vietnam National Coal Corporation.

On November 8, 2006, the Board of Directors of Vietnam National Coal and Mineral Industries Group issued Decision No. 2456/QD-HDQT on changing the name of Mong Duong Coal Company to Mong Duong Coal Company - TKV.

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December 18, 2006, the Minister of Industry issued Decision No. 3673/QĐ-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 started operating under the model of a joint stock company since January 2, 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 Vietnamese Dong); in which the State capital held is: 54.03%;

Under the guidance of Vietnam National Coal and Mineral Industries Group in Official Dispatch No. 4648/TKV-HDTV dated August 19, 2010 and implementing the Resolution of the 2011 Annual General Meeting of Shareholders, the Company completed procedures to change the Company's name from Mong Duong Coal Joint Stock Company - TKV to Vinacomin - Mong Duong Coal Joint Stock Company and increased its charter capital from VND 120,850,000,000 to VND 150,839,520,000 through the form of issuing bonus shares. Registered charter capital and changed the Company's name from July 20, 2011.

In 2016, implementing the Resolution of the Annual General Meeting of Shareholders, the Company issued 6,334,394 shares to increase equity capital from owner's equity to increase charter capital from VND 150,839,520,000 to VND 214,183,460,000. The Company's charter capital was registered on October 28, 2016.

2. Business sector and location

- Company's business lines:

TT	Industry name	Industry code
01	Electricity transmission and distribution	3512
02	Information technology services and other services related to computers	6209
03	Building houses not for residential use	4102
04	Building a house to live in	4101
05	Construction of other public works	4229
06	Construction of other civil engineering works	4299
07	Railway construction	4211
08	Road construction	4212
09	Repair and maintenance of means of transport (except motorbikes, scooters and other motor vehicles)	3315
10	Electrical equipment repair	3314
11	Repair other equipment	3319
12	Installation of industrial machinery and equipment	3320
13	Demolition	4311
14	Site preparation	4312
15	Wholesale of automobiles and other motor vehicles	4511
16	Sale of spare parts and accessories for automobiles and other motor vehicles	4530

TT	Industry name	Industry code
17	Wholesale of other machinery, equipment and spare parts	4659
18	Wholesale of solid, liquid, gaseous fuels and related products	4661
19	Wholesale of other construction materials and installation equipment	4663
20	Rail freight transport	4912
21	Road freight transport	4933
22	Warehousing and storage of goods	5210
23	Quarrying of stone, sand, gravel, clay	0810
24	Peat exploitation and collection	0892
25	Repair of prefabricated metal products	3311
26	Repair of machinery and equipment	3312
27	Electrical installation	4321
28	Construction completion	4330
29	Maintenance and repair of automobiles and other motor vehicles	4520
30	Other road passenger transport	4932
31	Inland waterway freight transport	5022
32	Real estate business, land use rights owned, used or leased	6810
33	Mechanical processing; metal treatment and coating	2592
34	Mining and collection of hard coal	0510 (main)
35	Manufacture of metal components	2511
36	Repair of electronic and optical equipment	3313

- Main operating area: Mong Duong Ward, Cam Pha City, Quang Ninh Province.

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

- The company organizes management and operations according to the model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and Executive Board.

- The Company's organizational structure includes:

+ General meeting of shareholders;

+ Board of Directors: 05 members;

+ Board of Supervisors: 03 members;

+ Mass organizations (Party, Trade Union and Youth Union);

+ Board of Directors has: 01 Executive Director, 04 Deputy Directors;

+ Chief Accountant: 01 member;

+ Departments, Factories and construction sites include: 13 Departments , 23 Production Unit Workshops .

- Subsidiaries, affiliates: None

4. Company development orientation

- The main goals of the Company: Improve operational efficiency, maximize profits, create jobs and stable income for employees, increase profits for shareholders, contribute to the State budget and continuously develop the Company to become stronger and stronger.

- General and long-term development strategy Based on the annual production and business plan approved by the General Meeting of Shareholders, the Board of Directors sets out specific tasks and directions as follows:

- + The Company adjusts its production and business strategy according to the orientation of the Vietnam National Coal and Mineral Industries Group, in accordance with the actual production and business conditions of the Company at each time. Building Vinacomin - Mong Duong Coal Joint Stock Company to become a leading underground mining company of the Vietnam National Coal and Mineral Industries Group with mechanized technology from moving in the mine to the mining stage.

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

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

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

- + Implement additional exploration drilling projects for mine areas.

- + Maintain 01 CGH longwall panel, and at the same time mobilize 01 more high-capacity longwall panel (thick seam longwall panel) in the L7.VM seam area to ensure the output TKV has assigned.

- + Review and reorganize the cycle organization chart for mining and tunneling work, reduce auxiliary service lines, focus enough human resources on the main production stage to increase the capacity of the longwall and tunneling (longwalls and tunneling mirrors are reviewed and arranged sufficiently to achieve technical capacity) to increase labor productivity.

- + Implement fundamental solutions, use appropriate labor arrangements along with solutions to increase labor productivity to restructure the workforce, minimize management labor, and maintain and ensure the ratio according to the Group's model.

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

5. Difficulties, obstacles and risks:

- For the Company, the working conditions are at a depth of -100 to -400 below sea level, located below old mining areas, dumping areas, and exposed mining areas. These areas are at risk of storing water and then seeping directly into the tunnels from -100 to -400, causing the risk of water and gas bursting during mining and tunneling.

- Besides, compensation and site clearance work still has many shortcomings in procedures, legal guidance... leading to impacts on production and workers' lives.

- The time workers spend working in mining is very short, so training and arranging enough human resources for the production line has not been achieved .

- Workers' awareness of compliance with safety and technical procedures in production, even production management staff, has not voluntarily complied with labor regulations, working procedures, construction measures, and safety regulations, resulting in self-inflicted accidents .

- 2025 is considered a year of many fluctuations due to the increasing and continuing geopolitical conflicts. Mineral prices on the market are constantly fluctuating, and domestic coal prices since 2019 have not been adjusted. For the Company, 2025 is a pivotal year for implementing the Technical Exploitation Plan to ensure sustainable mine development. The geological conditions of the mine are forecasted to have significant deviations from the planned geological conditions, posing challenges to planning and technical management, increasing production costs.

II. PERFORMANCE IN 2024

1 - Actual production and business results compared to plan:

i-1. Revenue: In 2024, the Company's Clean coal output in 2024 was 1,321,070 tons, exceeding the plan of 1,319,750 tons (100.1%), actual coal production revenue will be 2,591.9 billion VND/plan: 2,493 billion, reaching 104% of the plan, equal to 96.5% over the same period.

i-2. Payment to the state budget: The company must pay the state budget 423 billion VND, lower than the same period last year (580 billion VND) by 156 billion, mainly due to a decrease in VAT of 35 billion VND; resource tax decreased by 9 billion VND, personal income tax increased by 2.3 billion VND, corporate income tax increased by 2.9 billion VND and in 2024, it does not have to pay the mineral exploitation right fee because it has paid in full according to the exploitation license No. 2760 (in 2023, it is 118 billion VND).

i-3. Profit: 70.9 billion VND, reaching 113% of the annual plan (plan: 62.7 billion VND), equal to 105% compared to the same period in 2023.

i-4. Solvency ratio: As of December 31, 2024, the Company's solvency ratio reached 0.69 times/plan 0.50 times, exceeding the plan assigned by TKV at the beginning of the year.

i-5. Debt to equity ratio is 2.5 times/plan: 2.91 times lower than the plan of 0.41 times, return on equity (ROE) is 15.82% and return on assets (ROA) is 4.68%.

i-6. Debt situation: Total outstanding receivables as of December 31, 2024 are VND 431.2 billion; an increase of VND 75.6 billion compared to the beginning of the period, equivalent to an increase of 21.3%, mainly due to an increase in outstanding receivables for coal; Bad debt is VND 14.2 billion (the Company has made a provision of VND 14.2 billion). Total payables as of December 31, 2024 are VND 847.3 billion; an increase of VND 86.7 billion compared to the beginning of the period, the company has no overdue debt.

i-7. Total assets in 2024 were VND 1,185 billion, an increase of more than VND 87.3 billion compared to the beginning of the period, mainly due to an increase in short-term receivables from customers. After setting aside provisions and purchasing property insurance as prescribed, the Company achieved pre-tax profit of VND 70.9 billion, which shows that the Company has preserved and developed its business capital.

i-8. Labor and income: The number of employees on the list as of December 31, 2024 is 3,346/plan 3,351 people, equal to 99.8% of the plan; the number of employees

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

i-9. Coal Production: 1,566,000T/Plan: 1,550,000T, reaching 101% of the annual plan (equal to 100.1% compared to the same period in 2023).

i-10. CBSX tunnel digging: Implemented 20,301 m/plan: 20,300 m reached 100% of the annual plan (equal to 102.9% compared to the same period in 2023); of which:

- Internal implementation: Actual 18,118m/Plan 18,100m, reaching 100.1% of the annual plan (equal to 99.4% compared to the same period in 2023).

- Outsourcing implementation: Construction 2,183m/Plan 2,200m, reaching 99.2% of the annual plan (equal to 144.8% compared to the same period in 2023).

- Actual anchor tunnel meter: TH 1,590m/Plan 3,500m, reaching 45.4% of the annual plan (equal to 49.6% compared to the same period in 2023).

i-11. Kiln meter: Actual implementation is 4,720m/ Plan 4,360m equal to 108.1% of the annual plan (equal to 108.6% compared to the same period in 2023).

i-12. Coal consumption: Total implementation 1,567,000T/Plan: 1,550,000T, reaching 101% of the annual plan (equal to 99.3% of the same period in 2023); Of which:

- Imported coal delivered to NMT achieved 1,553,000 tons/plan: 1,535,000 tons, reaching 101.2% of the annual plan (equal to 99.6% compared to the same period in 2023).

- Clean coal delivered to the implementation area of 14,000/plan: 15,000 tons, reaching 93.3% of the plan (equal to 77.9% compared to the same period in 2023).

- Inventory: 21,500 tons, equal to 162.4% of the same period in 2023

2. Organization and personnel

a) Summary of the Executive Board's CV: (details as in Appendix No. 1)

b) Changes in executive leadership :

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

- + Do not re-appoint chief accountant for Mr. Pham Cam Hai

- + Assign responsibility for accounting department to Mr. Ha Duc Hieu (until March 22, 2024)

- + Assign responsibility as Acting Chief Accountant and accounting department to Ms. Nguyen Tuyet Mai from March 22, 2024.

- + Appointed Ms. Nguyen Tuyet Mai as Chief Accountant from August 3, 2025;

c) Number of employees in the Company: Labor list as of December 31, 2024 is 3,346 people ; Average Actual Salary To be 21,564,000 VND/person-month/customer: 19,096,000 VND/person-month, reaching 112.9% .

d) Policy towards employees

- The company properly and fully implements policies for employees. Organizes medical examinations for employees once a year and for female employees and those doing heavy and hazardous work twice a year; Maintains hot baths, buffet meals, and improved salary regime. In addition to arranging holidays and Tet holidays, the company also organizes employees to visit, relax, and recuperate...

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

- The Company has a policy of rewarding groups with outstanding achievements and contributions of technical solutions to help bring about high production and business efficiency. At the same time, the Company applies measures and regulations to punish employees whose behavior negatively affects the Company's image. In addition, the Company always pays attention to the regime of visiting, mourning, and illness for employees and their relatives.

3. Investment situation, project implementation situation :

The Company's adjusted 2024 Construction Investment Plan was approved by the Board of Directors in Decision No. 4597 /QD-TĐNCS dated December 4 , 2024, with a total value of VND 141,946 million, with specific implementation values as follows:

3.1. Status of implementing some projects as follows:

(i). Investment project for production in 2021

- The project was approved by TKV in Official Dispatch No. 1908/TKV-DT dated May 5, 2021 and approved by the Company Director in Decision No. 1028/QD-TMD dated May 19, 2021. Adjusted in Decision No. 1834/QD-TMD dated August 2, 2022, including:

- Total investment: 75,229 million VND.
- Project implementation time: 2021-2023
- Accumulated implementation up to reporting time: 72,269 million VND;
- Disbursement up to reporting time: 72,269 million VND;
- Project audit and approval status: The project has been approved by the Board of Directors for project settlement in Decision No. 330/QD-TMD dated January 24, 2024.

(ii). Investment project for production in 2022

- The project was approved by TKV in Official Dispatch No. 1864/TKV-DT dated April 26, 2022 and approved by the Company Director in Decision No. 1038/QD-TMD dated May 16, 2022, including:

- Total investment: 92,331 million VND.
- Project implementation time: 2022-2023
- Accumulated implementation up to reporting time: 77,886 million VND;
- Disbursement up to reporting time: 77,886 million VND;
- Project audit and approval status: The project has been approved by the Board of Directors for completion of the project settlement in Decision No. 2459/QD-TMD dated June 28, 2024.

(iii). Investment project for production in 2023

The project was approved by TKV in Official Dispatch No. 2185/TKV-DT dated May 16, 2023 and approved by the Company Director in Decision No. 11878/QD-TMD dated July 3, 2023.

- Total investment: 110,706 million VND
- Project implementation time: 2023-:-2024.
- Accumulated implementation up to reporting time: 92,920 million VND;
- Disbursement up to reporting time: VND 88,925 million;
- First quarter 2025 target: Project audit and approval of completed project settlement.
- Evaluate project implementation progress compared to approved progress: Project

implementation progress meets requirements compared to plan.

- Project audit and settlement approval status: Not yet implemented

(iv). Investment project for production in 2024

- The project was approved by TKV in Official Dispatch No. 2279/TKV-DT dated April 22, 2024 and approved by the Company Director in Decision No. 1725/QD-TMD dated May 16, 2024.

- Total investment: 84,869 million VND.

- Project implementation time: 2024-:-2025

- Accumulated implementation up to reporting time: 46,548 million VND;

- Disbursement up to reporting time: 41,461 million VND;

- First quarter 2025 target:

- + Acceptance of the remaining equipment of Package No. 03: Supply of transportation equipment; Package No. 04: Supply of ventilation, drainage, safety and service equipment and acceptance of all equipment of the project.

- Evaluate project implementation progress compared to approved progress: Project implementation progress meets requirements compared to plan.

- Project audit and settlement approval status: Not yet implemented

(v). Investment project to build 35/6kV transformer station at Mong Duong coal mine - Mong Duong Coal Joint Stock Company

- The project was approved by TKV in Official Dispatch No. 5474/TKV-DT dated November 7, 2023 and approved by the Company Director in Decision No. 3310/QD-TMD dated August 21, 2024.

- Total investment: 36,811 million VND.

- Project implementation time: 2024-:-2025

- Accumulated implementation up to reporting time: 471 million VND;

- Disbursement up to reporting time: 471 million VND;

- First quarter 2025 target: Complete contractor selection for package 06: Construction, supply, installation of 35/6kV transformer station and sign construction contract.

- Evaluate project implementation progress compared to approved progress: Project implementation progress meets requirements compared to plan.

- Project audit and settlement approval status: Not yet implemented

(vi). Project to invest in equipment to improve transport capacity - Mong Duong Coal Joint Stock Company

- The project has been approved by the Board of Directors in principle and outline - budget in Decision No. 995/QD-TMD dated March 21, 2024. Currently, the company's appraisal team is appraising the Appraising The Technical Feasibility Study (BCNCKT) so that the capital representative can report to TKV to approve the project.

- First quarter 2025 target: Work with the consulting unit to complete the Appraising The Technical Feasibility Study (BCNCKT) documents for TKV to approve the project.

(vii). Investment project for pumping tunnel equipment and power station level -400 - Mong Duong Coal Joint Stock Company

- The project has been approved by the Board of Directors in principle and outline - budget in Decision No. 996/QD-TMD dated March 21, 2024. Currently, the company's appraisal team is

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appraising the Appraising The Technical Feasibility Study (BCNCKT) so that the capital representative can report to TKV to approve the project.

- First quarter 2025 target: Work with the consulting unit to complete the Appraising The Technical Feasibility Study (BCNCKT) documents for TKV to approve the project.

(viii). Project to invest in equipment to improve mine ventilation capacity - Mong Duong Coal Joint Stock Company

- The project has been approved by TKV in document No. 6158/TKV-DT dated November 5, 2024. The company has submitted documents to Cam Pha city to request investment policy and detailed planning 1/500.

- First quarter 2025 target: Submit to the Board of Directors for approval of investment policy, detailed planning 1/500 and submit to the Company Director for project approval.

(ix). Investment project to build a laundry and drying house and auxiliary constructions - Mong Duong Coal Joint Stock Company

The project was approved by the Company's Board of Directors in terms of investment policy and budget outline in Decision No. 1229/QD-TMD dated April 4, 2024. Currently, the consulting unit is preparing the project's feasibility study report according to the signed contract.

First quarter 2025 target: Submit to TKV the Appraising The Technical Feasibility Study (Bcnckt) dossier to conduct appraisal and approve project content.

(x). Fire protection system investment project in industrial yard of Mong Duong Coal Joint Stock Company (phase 1)

reviewed by competent authorities for fire prevention and fighting.

First quarter 2025 target: Submit the financial statement to the Board of Directors for appraisal and approval of project content.

3.2. Results of plan implementation

Unit: Million VND

TT	Content	Value (VND million)		% TH/KH adjustment
		According to Decision No. 4597/QD-TMD dated December 4, 2024	Implementation in 2024	
	TOTAL (A+B)	141,964	142,170	100.2%
A	Payment for backlog volume from prior year	13,097	13,097	
B	Plan 2024	128,867	129,073	
1	Ongoing project	76,292	75,658	
2	New project commencement	51,501	52,602	
3	Project preparation	1,074	813	

3.3. Subsidiaries, affiliates: None

4. Financial situation:

a) *Financial situation in 2024*

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INDICATORS	CODE	DESCRIPTION	ACCUMULATED FROM BEGINNING OF YEAR TO END OF QUARTER	
			2024	2023
1. Revenue	01	VII.1	2,612,354,731,157	2,697,441,780,864
2. Revenue deductions	02	VII.2	-	-
3. Net revenue from sales and service provision (10 = 01-02)	10		2,612,354,731,157	2,697,441,780,864
4. Cost of goods sold	11	VII.3	2,339,208,787,053	2,434,327,959,836
5. Gross profit from sales and service provision (20=10-11)	20		273.145.944.104	263.113.821.028
6. Financial operating revenue	21	VII.4	854.485.430	865.162.707
7. Financial costs	22	VII.5	18,051,488,539	28,893,462,066
<i>In which: Interest expense</i>	23		18,051,488,539	28,893,462,066
8. Selling expenses	25	VII.8a	13,408,359,930	18,438,850,233
9. Business management costs	26	VII.8b	173,321,227,924	150,085,762,871
10. Net profit from business activities {30=20+(21-22)-(25+26)}	30		69.219.353.141	66.560.908.565
11. Other income	31	VII.6	2,221,120,029	1,402,677,987
12. Other costs	32	VII.7	726,954,674	547.140.190
13. Other profits (40= 31-32)	40		1,494,165,355	855,537,797
14. Total profit before tax (50=30+40)	50		70,713,518,496	67,416,446,362
15. Current corporate income tax expense	51	VII.10	17,386,773,807	14,458,946,832
16. Deferred corporate income tax expense	52		-	-
17. Profit after corporate income tax (60= 50-51-52)	60	VII.11	53,326,744,689	52,957,499,530
18. Basic earnings per share (*)	70		2,490	2,473
19. Diluted earnings per share (*)	71			

b) Main financial indicators :

TT	Target	2024	2023	% increase, decrease
1	Solvency ratio			
+	Current ratio	0.69	0.68	101.47
	Current assets/current liabilities			
+	Quick ratio	0.62	0.59	105.08
	(Current Assets-Inventories)/Current Liabilities			
2	Capital structure indicators			
+	Debt/Total Assets Ratio	0.71	0.69	102.9
+	Debt/Equity Ratio	2.51	2.25	111.56
3	Performance indicators			
+	Inventory Turnover	42.01	40.05	104.89
	Cost of goods sold/Average inventory			
+	Net Revenue/Total Assets	2.20	2.46	89.43
4	Profitability ratio			

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+	Profit after tax/Net revenue ratio	0.02	0.02	100
+	Profit after tax/Equity ratio	0.16	0.16	100
+	Profit after tax/Total assets ratio	0.04	0.05	80
+	Operating profit ratio/Net sales	0.03	0.02	150

5. Shareholder structure, changes in owner's capital :

a) Shares:

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

b) Shareholder structure:

STT	Category	Number of shares	Rate (%)	Shareholder structure	
				Organization	Individual
A	Shareholder structure	21,418,346	100%	12	1850
1	Shareholders holding more than 50% of shares have voting rights	13,921,925	65.0%	1	
2	Shareholders holding more than 5 to less than 20% of voting shares	3,639,268	16.99%	1	
3	Shareholders holding more than 1 to less than 5% of voting shares	0	0%		0
4	Shareholders holding less than 1% of voting shares	3,094,009	14.44%	10	1850
	<i>In which shareholders are employees in the Company</i>	440,899	2.05%		487
5	Treasury stock	0	0%		
B	Capital sources Including:				
1	State capital	13,921,925	65.0%	1	
2	Foreign capital	3873430	18.08%	4	10

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

1) Shareholder is a State organization : Vietnam National Coal-Mineral Industries Group: holds 13,921,925 shares, accounting for 65.0% of the total voting shares of the Company.

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

c) *Changes in owner's capital*: Are not

d. *Treasury stock transactions* :

Currently, the Company does not own treasury shares. In 2024, the Company will not have any treasury share transactions.

e. *Other securities* : (None)

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6. Report on the Company's environmental and social impacts

6.1. Management of raw materials:

The Company's business lines: Mining and collecting hard coal using vertical shaft mining technology. The Company's main raw materials are tunneling equipment and supports, hydraulic supports for coal mining.

6.2. Energy consumption:

TT	Energy type		Unit of measure (*)	Consumption	Note
1	Electricity	Purchased electricity	kWh	43.8629.988	Buy 6kV electricity from the power company
		Self-produced electricity	kWh	94,980	Diesel generator running
		Electricity sold	kWh	440.403	Sell 660V and 220V electricity to Environmental Company and ATM
2	Coal 5B.1		Ton	Do not have	
3	1C lump charcoal		Ton	846.66	
4	DO Oil		Liter	723,629	
5	LPG		Ton		
6	Natural Gas		Kg	16,535.58	
7	Gasoline		Liter	85,500	

6.3. Wastewater treatment water consumption :

- Attention is paid to the collection and treatment of mine wastewater to ensure environmental protection requirements. The amount of wastewater generated during the mining process to be treated in 2024/plan (adjusted) is 11,307,590m³/11,378,689m³. The cost of wastewater treatment is 40,213 million VND/41,041 million VND.

6.4. Compliance with environmental protection laws :

a) Number of times fined for non-compliance with environmental laws and regulations: None.

b) Total amount of fines imposed for non-compliance with environmental laws and regulations: None.

6.5. Employee related policies:

a) Number of employees, average salary for employees:

Labor list on December 31, 2024 is 3,346 people ; Average Actual Salary To be 21,564,000 VND/person-month/customer: 19,096,000 VND/person-month, reaching 112.9%.

b) Labor policy to ensure the health, safety and welfare of workers:

- Promote mechanization in tunneling and mining in areas where mechanization chains can be applied to increase labor productivity, reduce line labor, and serve (putting the chain frame longwall into operation to replace the XDY longwall longwall, using tunnel

digging machines, winches, and small conveyors to increase tunneling productivity). Research and apply technological chains suitable for the Company's mineral deposits in areas with complex geological conditions (ZRY soft support rig for steep seam mining, ZH TLPT price, chain frame price for thick seam mining...) to increase productivity and free up labor for workers.

- Maintain and open more train routes to transport people from the center to the work location to reduce travel time and save workers' effort; invest in and install equipment to transport construction materials and supplies near the work location in all production areas to reduce the level of hardship for workers (minimize manual transportation).

- Strengthen ventilation, gas management, noise control, dust control, overcome muddiness, messy materials, and ensure good industrial hygiene in the mine to ensure a safe working environment in the mine; create a green, clean, and beautiful landscape at the shift change house, the mine door, and the industrial yard so that new miners and interns do not feel scared or discouraged when they first come into contact with reality.

- Develop regulations and rules on wages and policies to ensure incentives for workers, create motivation to increase productivity and income for workers to attract and retain the workforce; Develop regulations on paying fixed wages to factory staff in conjunction with labor and revenue management so that factories can innovate their thinking, awareness and vision, thereby having labor management methods suitable to current social trends and labor competition conditions.

- Maintain preferential policies for miners regarding optional meals, shuttle bus to work, hot showers, washing of protective clothing, health care, lung dust washing, periodic health check-ups, innovation in mid-shift nutrition... at a higher level and better quality.

- Maintain activities to care for the spiritual life of miners such as rewarding miners who are good workers, have high working days, achieve record productivity, and excellent miners in competitions to select good workers; Organize tours for families of workers who are directly working in the mines and are excellent in production; organize mass cultural and sports movements in which workers directly participate or directly serve workers so that miners can enjoy spiritual culture and limit falling into social evils due to idleness.

- The company strictly implements policies for employees, maintains the use of funds (rewards, welfare, social activities) to encourage employees in production and support, subsidize employees in difficult circumstances...

The implementation and settlement of policies are always timely and ensure compliance with the provisions of the labor law, social insurance law and other regulations prescribed by the State, specifically:

- Maintain and implement well the self-selected meal regime and toxic compensation regime for employees according to regulations to ensure adequate quantity and nutrition.

- Developed and implemented the Plan to organize vacations for employees in the company to support treatment according to Plan No. 1250/KH-TMD, dated April 4, 2024, organized for 350 people to go on vacation, support treatment for employees at the Coal industry nursing centers; Developed and implemented Plan No. 1958/KH-TMD, dated May 27, 2024, organized for 161 employees with outstanding achievements in the first 5 months of 2024 to visit the South and abroad to ensure safety and efficiency with the support level from the Company's Welfare Fund of 10 million VND/person; Developed and implemented

Plan No. 1946/KH-TMD, dated May 25, 2024, organized for 3,355 employees of units in the Company to go on weekend vacations (Saturday and Sunday); Develop and implement Plan No. 1545/KH-TMD dated April 24, 2024 to resolve outstanding employees with outstanding achievements in labor production in 2024 and relatives of employees, a total of 276 people, to visit and relax (including 69 employees and 207 relatives of outstanding employees); develop Plan No. 1122/KH-TMD dated March 27, 2024 to organize for outstanding employees to go to hot mineral baths to recuperate on weekends every quarter of the year, with 286 outstanding employees going to hot mineral baths at TKV Mining Geology Joint Stock Company.

- Organize lung washing for 40/40 employees with silicosis according to TKV Group's plan.

- Periodic health check-up phase I/2024 is: 3,135 people/3,186 people, reaching 98.4%; Phase II/2024 is: 3,198 people/3,250 people, reaching 98.4%, specialized female check-up is: 502 people/507 people.

- Regular hardship allowance for company employees: With the amount of 242.5 million VND;

- Visiting sick and maternity employees, visiting relatives of employees: 850 people with the amount of 1,090 million VND;

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

- Cooperate with Quang Ninh Provincial Social Insurance to resolve retirement benefits for 28 employees in the company in accordance with regulations and the Social Insurance Law;

- Support to build charity houses for 09 families with especially difficult circumstances with a total amount of: 465 million VND;

- In conjunction with the provincial Social Insurance, the sick leave regime in 2024 will be resolved for 7,431 people with a total of 20,881 sick days, with the amount of Social Insurance paid: 6,534 million VND;

- Giving birthday gifts to 3,350 employees in the whole company at the rate of 300,000 VND/person/year with a total cost of 670 million VND

- Support and give gifts to political organizations and humanitarian charity centers in Quang Ninh Province; Support funding for building and drilling water wells for Xam Man Primary Boarding School for Ethnic Minorities in Dien Bien Dong - Dien Bien Province; Support funding for drilling water wells for Keo Lom Kindergarten - Dien Bien Dong - Dien Bien Province; Contribute to support funding for new rural construction in 2024 (concrete road construction project in Na Tao village - Dong Tam - Binh Lieu - Quang Ninh) from social welfare funds; Welfare; Company's cost price with a total expenditure of 658 million VND.

c) Employee training activities:

- Labor management:

The company has strengthened management and effectively used the existing workforce, daily synthesized and evaluated the mobilized workforce to send to the zalo group for management, applied paperless shift handover, fingerprint attendance, facial recognition, managed entry and exit of the furnace by card combined with surveillance cameras to minimize workers taking leave, leaving early, and returning before the prescribed time; strictly managed unreasonable leave, cases of 5 consecutive days off completed the records to unilaterally terminate the labor contract immediately; In addition, the Company's additional regimes and salary incentives are closely linked to the working days of the workers. As a result of measures to strengthen management and reasonable salary incentive mechanisms... in the year, the overall labor mobilization rate of the whole Company reached 91.5%, of which the mining and tunneling sector reached 86.2% and the average miner's labor force reached 20.5 workers/person-month, an increase of 2.5% compared to the regulations of TKV and the expected labor list by December 31, 2024 of the Company was 3,346/3,351 people, equal to 99.8%..

- Labor recruitment:

* Work done:

Right from the beginning of the year, the Company has developed and issued the labor recruitment plan No. 443/PA-TMD, dated February 1, 2024, proposing appropriate solutions according to the actual conditions of the Company, such as: Closely coordinating with the College of Coal and Minerals, establishing working groups to consult, propagate and promote the Company in localities to recruit workers, assign labor recruitment targets to departments and workshops in the Company to enhance the responsibility of units in recruiting and retaining workers... especially restructuring the organizational model to increase operational efficiency, applying new technology, automation to increase safety coefficient, reduce heavy stages, increase labor productivity, thereby increasing income to retain and attract workers to the Company.

* Results of implementation in 2023:

In 2024, 219 people were recruited/317 people planned = 69%, of which (miners: 175/220 people planned = 79%; Electromechanics: 35/80 people planned = 44%; Other occupations: 9/17 people planned = 59%). Although the recruited workers did not meet the annual plan, the Company had to stop recruiting from May 2024 because the Company had done a good job of taking care of the material and spiritual life of workers (Housing, meals, allowances, arranging sleeper buses, sightseeing and vacations...), so the natural labor loss rate decreased by 15% compared to the same period in 2023 and the Company's number of employees always maintained an average of 3,350 people, ensuring sufficient arrangement for the Company's production line according to the Group's Plan. The number of recruited workers is timely supplemented, replacing retired workers and workers whose labor contracts have been terminated, contributing to maintaining a stable workforce serving the Company's production activities.

- Recruitment of underground mining students to be sent for training at TKV College:

* Work done:

- Recruitment: Identifying that recruitment for underground mining is increasingly difficult, especially for the Company due to the specific geographical conditions, mining is increasingly deep... so from the beginning of the year, the Company has focused on implementing many solutions to attract students such as:

+ Maintain bus routes to pick up workers from Tien Yen, Dam Ha, Binh Lieu, Dong Rui; extend the Ba Che to Dong Rui routes, extend 02 bus routes to pick up workers in Binh Lieu area: from the district center to Hoanh Mo border gate (15km) (Pac Poc commune) and add 01 extended route from Huc Dong commune (11km) to attract workers in these areas. From October 2023 to now, 4 seat buses have been converted to sleeper buses to pick up workers from Binh Lieu and Dam Ha to ensure the health of workers, increase rest time on long travel distances.

+ Coordinate with the Vietnam Coal and Minerals College to organize 02 additional training courses on primary vocational training in underground mine hoist operation for 96 workers from units in the Company and 32 workers from PX VTL2 to learn the profession of operating battery electric trains in underground mines. Open 01 connecting class from primary to intermediate for 25 workers from units in the Company who wish to study to improve their qualifications to meet job requirements and production requirements. Specifically: report to the Department of Industrial Safety and Environment to grant a license to put the KT8 PX hoist system into operation to ensure that there are enough hoist operators who are workers of the workshop to receive additional vocational training.

+ Have appropriate incentive policies for employees participating in recruitment work (bonus of 2,000,000 VND/01 mining vocational student, 3,000,000 VND/01 underground mining mechanical and electrical vocational student and intermediate underground mining vocational student).

+ Once a quarter, the Company and the Coal and Mineral College hold a meeting to evaluate enrollment results, resolve difficulties and obstacles to complete the assigned targets. Approve and distribute quarterly scholarships to students studying at TKV College and workers studying interdisciplinary classes at the Company at intermediate level or higher.

* Results of implementation in 2024:

In 2024, the Company cooperated with the Vietnam Coal and Minerals College to enroll and train 157/190 students in mining and underground mine electromechanics, reaching 83% of the annual plan. Of which, TKV College recruited 105 students, and the Company recruited 52 students. The self-recruitment results were high ($52/38 = 137\%$) compared to the plan assigned by TKV (20% of enterprises recruited themselves).

* Other training:

- Organized additional and part-time vocational training classes for 53 blasting commanders, 41 workers learning to operate battery electric trains, 9 workers learning to operate boilers, 96 workers operating underground mine hoists, 37 workers training in group E technical safety skills, 32 cooking workers and 69 employees in security skills classes.

- Provided training and organized exams for 397 technical workers to participate in the exam, 373 workers passed the exam and qualified for the exam, accounting for 94%.

- Training and coaching on technology transfer from XDY, ZRY to ZH1600, ZH1800 and vice versa for 914 people.

- Organize occupational safety and hygiene training according to Decree 44/2015/ND-CP of the Government: Group 1 (158 people), Group 2, 5 (66 people); Group 3 (1,707 people); Group 4 (425 people); Group 6 (289 people).

- Organize training courses: Electrical safety training (392 people), production skills training (20 people), organize training for the CCMBC Team (96 people); mine rescue training for foremen and deputy foremen (104 people); improve the professional skills of workshop

economic staff for 60 employees in the Company; train, operate, use, repair mine gas monitoring systems and drilling to collect coal and gas samples to determine the content of natural methane gas in 2024 (102 people); fire prevention and fighting training (338 people).

+ Coordinate with the College of Coal and Minerals to open 01 intermediate to intermediate level bridging class for 23 workers from units in the Company who wish to study to improve their qualifications.

6.6. Reports relating to responsibility towards local communities :

The company always fulfills its production obligations to the state, the lives of cadres and employees are always improved, the donation movements, local construction work, social work are always valued and fully participated by the company; The policy of attracting talents and workers is always concerned.

In 2023, the Company's Board of Directors focused on directing the implementation of many measures: From investing in technology application, improving travel and working conditions for mine workers, taking care of their material and spiritual life, stabilizing production, ensuring jobs and income for workers, maintaining community service activities, creating a premise for maintaining and developing the Company sustainably.

6.7. Reports related to green capital market activities according to the guidance of the State Securities Commission. (None)

III. REPORT AND ASSESSMENT OF THE BOARD OF DIRECTORS

1. Evaluate production and business performance.

In 2024, Vinacomin - Mong Duong Coal Joint Stock Company faced numerous challenges in its production and business operations. Due to the fragmented and small-scale mining faces, the Company had to relocate longwall operations 20 times, while the annual plan projected only 17 times. The geological conditions at the CGH longwall faces changed significantly compared to expectations: the coal seams were soft and weak, frequent face collapses occurred, and manual extraction was required in some areas due to the inability to use machinery—negatively impacting productivity and progress, with output reaching only 70% of the plan. The tunneling faces frequently encountered thin coal seams, geological faults, and hard rock zones. Additionally, production had to be suspended on certain days due to Typhoon No. 3. Despite these difficulties, the Company maintained strong internal unity and proactively implemented flexible solutions to stabilize production, uphold security and social welfare, and accelerate the progress of investment projects. As a result, the Company basically fulfilled the key targets of the 2024 plan, and the living standards and incomes of employees remained among the highest within the Group.

TT	Category	Unit	Resolution of 2024 Shareholders' Meeting	YEAR 2024	% TH/KH
A	Manufacture				
I	Coal production	Ton	1,550,000	1,565,646	101.0
1	Underground coal	Ton	1,550,000	1,565,646	101.0
II	Kiln meter	M	19,800	20,301	102.5
1	Homemade CBSX furnace meter	M	17,665	18,118	102.6

TT	Category	Unit	Resolution of 2024 Shareholders' Meeting	YEAR 2024	% TH/KH
2	CBSX outsourced furnace meter	"	2.135	2,183	102.2
3	Meter of anchor furnace	"	3,500	1,589	45.4
	- CBSX furnace meter coefficient	m/1000ton	12.77	12.97	101.5
III	shearing furnace	M	4,360	4,716	108.2
B	Total coal consumption	Ton	1,550,000	1,567,026	101.1
1	Imported coal delivered to NMT	Ton	1,535,000	1,552,565	101.1
2	Clean coal delivery area	Ton	15,000	14,460.74	96.4
C	Total Revenue	Tr.đ	2,493,011	2,615,245	104.9
D	Profit	Tr.đ	62,722	70,930	113.1
E	Average income	Tr.đ.Ng/th	19,096	21,564	112.9
F	Inventory	Ton	15,000	21,449	143.0

The company's progress has been:

The company's production and business situation in 2024 is basically summarized by the following achievements and highlights:

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

- A year of great success in long-term strategic work, clearing preparation: At the end of the year, the work of clearing the -250/-400 level reached 97% of the plan and completed 61% of the plan for improving transport capacity. The decision to approve the investment policy and the investor of the Mong Duong coal mine phase II exploitation project (adjusted) were approved to create a premise for the mine to develop systematically, ensuring the support area for the following years when gradually ending the exploitation level above -250.

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

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

- The year of taking care of workers' lives and improving the landscape and environment of the mine continued to be maintained and significantly improved. Maintaining buffet meals and energy drinks to ensure nutrition for employees; organizing weekend vacations for employees and excellent miners' families with their wives and children to

vacation in Ha Long, Mong Cai, organizing quarterly hot mineral baths for excellent employees at the Geology and Minerals Joint Stock Company - Vinacomin.

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

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

- Cultural and sports emulation work achieved many victories, notably winning second prize in the National Sports Festival organized by TKV Group in November 2024; ranking second in the Cultural and Sports Competition of Cam Pha region in 2024; Gold medal in men's tug of war and Silver medal in women's stick pushing when participating in the TKV National Sports Tournament in March 2024, Gold medal in men's chess when participating in the Chess Tournament organized by TKV Group in June 2024.

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

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

2. Financial situation :

a) Asset situation in 2024:

STT	Target	2024 (VND)	2023 (VND)
1	Total assets (of which)	1,186,219,315,309	1,098,574,193,791
1.1	Current assets	489.723.930.483	429.384.273.442
1.2	Long-term assets	696.495.384.826	669.189.920.349
	In which: Fixed assets	481.643.136.402	488.373.586.748
2	Net revenue	2,612,354,731,157	2,697,441,780,864
3	Profit before tax	70,713,518,496	67,416,446,362
4	Profit after tax	53,326,744,689	52,957,499,530

In 2024, the Company invested in equipment procurement for mining and production maintenance projects with a total investment amount of VND 124,373 million. The value of fixed assets formed for depreciation (asset increase) was VND 90,236 million; unfinished investment equipment at the end of the period was VND 32,996 million.

The total decrease in asset value during the year was VND 36,734 million; of which, liquidated assets that no longer met technical requirements accounted for VND 36,734 million.

- The efficiency of fixed asset utilization in 2024 is reflected in the Net Revenue/Fixed Asset Value ratio, which reached 5.42; this high ratio indicates that the Company's strong business performance generated significantly higher net revenue relative to its fixed assets, demonstrating that fixed asset investment was appropriate, well-structured, and highly efficient.

- In addition to the above-mentioned indicators, the Company fully implemented the monitoring of fixed asset depreciation for production purposes in compliance with the applicable tax regulations and corporate accounting standards, thereby ensuring proper recovery of invested capital.

b) Debt situation:

STT	Target	2024 (VND)	2023(VND)	% Increase/decrease
(A)	(B)	1	2	(3=1/2*100)
A	Short-term debt: Of which	707.938.736.653	628.458.655.307	112.65
1	Short-term loans and debt	269,773,549,049	276.437.506.123	97.59
2	Payable to seller	175.072.068.330	141.331.602.149	123.87
B	Long-term debt	139.942.369.351	132,146,574,338	105.90
1	Long-term loans and debt	132,565,755,610	117,672,971,030	112.66
C	Total liabilities (A+B)	847.881.106.004	760.605.229.645	111.47

As of the end of 2024, total payables increased by VND 87.3 billion, equivalent to an increase of 11.47% compared to the beginning of the period; there were no overdue debts or bad debts. Short-term payables increased by VND 79.5 billion (up 12.65%); long-term liabilities increased by VND 7.8 billion (up 5.9%). The main reasons were the increase in short-term payables to suppliers, higher allocations to employee welfare and bonus funds, and an increase in borrowings and long-term financial lease liabilities. Despite this increase, the Company maintained a stable cash flow to ensure timely payments to the State budget; repayment to suppliers; settlement of short-term financial loans; and salary payments to employees as prescribed.

To effectively manage debt obligations, the Company has strengthened the verification of documents, invoices, and sales contracts; conducted monthly, quarterly, and annual debt reconciliation; strictly complied with the Group's payment procedures; actively collected receivables to reduce outstanding payables. The Company also accelerated the completion of investment projects and promptly brought them into use to increase depreciated assets and generate sources for repaying long-term loan principals. In parallel, it has adopted a flexible cash flow strategy to limit short-term debt, appropriately balance long-term liabilities, and save capital to reduce loan principal and interest expenses.

3. Improvements in organizational structure, policies, and management

In 2024, the Company reviewed and revised the functions and responsibilities of its departments and production units to enhance operational efficiency and align with production and business requirements. Specifically: (i) the functions and responsibilities of the Quality Control Department were re-approved; (ii) the functions and responsibilities of the Mining and Tunneling Workshops were revised and supplemented; (iii) the functions, responsibilities, and authority of all Company Departments were redefined in accordance with the operational model to improve work performance and meet the evolving needs of both the Company and the Group.

4. Future development plan

Select and implement appropriate solutions to maintain and expand the Company's production activities in the direction of sustainable development;

Improve the material, spiritual, cultural, and social well-being of all employees within the Company and enhance the value of initiatives that serve the interests of the community;

Strengthen the implementation of solutions that promote the role and collective strength of political and social organizations in contributing to the Company's overall development.

5. Board of Directors' explanation for audit opinion: None (Independent auditor fully accepted).

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

a) Assessment related to environmental indicators :

In 2024, Vinacomin - Mong Duong Coal Joint Stock Company carried out environmental rehabilitation on a total area of 12.38 hectares; of which, 8.38 hectares were afforested in the Mong Duong West Wing area under the Mong Duong Coal Mine Seam Exploitation Project, and 4.0 hectares were replanted in the Northeast Mong Duong area of Seam 9 and Seam 10 to restore damage caused by Typhoon Yagi.

- Dust control and environmental sanitation work was strengthened through the application of several measures; including high-pressure misting systems at the Central Coal Warehouse, routine water spraying to suppress dust along transport routes, and scheduled cleaning of yards and internal roads every Saturday. Monitoring results in 2024 confirmed that dust concentrations remained within the permissible limits set by QCVN 05:2023/BTNMT – National Technical Regulation on Ambient Air Quality.

- Waste management was carried out in compliance with environmental regulations; waste was sorted, collected, and stored in designated areas before being transferred to qualified service providers for transportation and treatment, specifically as follows:

+ General domestic waste generated from offices, canteens, and leaf litter was collected daily and transported by Tuan Dat Environmental Joint Stock Company for proper treatment; total volume collected and transported in 2024 was 1,834.8 m³, equivalent to 770.6 tons.

+ Hazardous waste was collected and stored in accordance with regulations, then handled by TKV Environmental Resources and Environment Company; a total of 61,725.9 kg of hazardous waste was treated in 2024.

+ Common industrial waste was sorted, stored, and transferred to TKV Environmental Resources and Environment Company and Vinacomin Hon Gai Mechanical Joint Stock Company for transportation, treatment, and recycling in accordance with regulations; the total volume treated in 2024 was 326,217 kg.

- The Company paid particular attention to the collection and treatment of mine wastewater to meet environmental protection standards; the total amount of wastewater generated during the mining process that required treatment in 2024 (adjusted plan) was 11,307,590 m³ / 11,378,689 m³, and the total cost of wastewater treatment was VND 40,213 million / 41,041 million.

b) Assessment related to labor issues:

The Company ensures that all employees with employment contracts of one year or more are fully covered by the Social Insurance regime in accordance with the State's regulations; at the same time, all workers are adequately provided with personal protective equipment as prescribed, thereby ensuring a safe and hygienic working environment. Employees with outstanding achievements in the production and business process are duly recognized and rewarded; each year, the Company allocates a portion of production costs to organize vacation programs for employees. In addition, the Company arranges two periodic health check-ups per year for all employees to enable early detection of illnesses or health issues so they may receive timely treatment and rehabilitation at medical facilities under both the Group and the State. The Company believes that a stable life and peace of mind will help employees remain motivated, enhance work efficiency, and contribute to the successful achievement of business targets.

IV. Board of Directors' assessment of the Company's operations

1. Board of Directors' assessment of the Company's operations:

In 2024, the Board of Directors continued to direct the Executive Board to review existing regulations and develop several new internal regulations to submit to the Board of Directors for consideration, approval, and issuance in accordance with the law and the guidance of TKV. The Executive Director submitted proposals to the Board of Directors for approving regulations aimed at strengthening corporate management in areas such as personnel administration, occupational safety and hygiene, and production and business operations. In addition, the Party Committee, the Trade Union, and the Executive Director jointly signed resolutions to ensure unified leadership and coordination in organizing employee engagement activities. Through its oversight activities, the Board of Directors provided the following assessments:

- Compliance with governance and internal regulations: The Executive Board fully implemented the resolutions of the General Meeting of Shareholders; complied with the resolutions and decisions of the Board of Directors; and strictly followed the regulations and rules of the Vietnam National Coal – Mineral Industries Group as well as applicable legal provision.

- Occupational safety and health: With the guiding principle of “Safety is the top priority,” the Company organized occupational safety and health training sessions in accordance with the approved plan; comprehensively deployed safety measures; strengthened both regular and ad-hoc safety inspections; and consistently raised employee awareness through communication and education campaigns. A safety monitoring system using surveillance cameras was maintained. However, despite these efforts, two serious occupational accidents resulting in fatalities occurred during the year.

- Security and order: The Company continued to maintain stability and strictly implemented measures to prevent unauthorized intrusion into mining areas; ensured control over personnel and equipment entering and exiting the mines; and regularly inspected and monitored the protection of resources and mining boundaries.

- Emulation and commendation: From the beginning of the year, the Company launched a broad-based emulation movement across all departments with the theme of “Safety – Innovation – Development,” creating motivation for collective efforts toward fulfilling business goals.

- Coordination with mass organizations and local authorities: The Company cooperated closely with internal mass organizations to disseminate information about production and business plans; launched and sustained emulation movements; ensured occupational safety and health; and protected the environment to foster unity and determination in achieving assigned targets. In parallel, the Company also strengthened cooperation with local authorities to promote harmonious development in the region; coordinated patrols and security controls in areas under mine boundary management in collaboration with the People’s Committee and the Ward Police.

2. Board of Directors' assessment of the Company's Board of Directors' performance:

In 2024, the Board of Directors directed the Company’s production, business, and other activities in strict accordance with legal regulations; the orientation of the Group; the Resolution of the 2024 General Meeting of Shareholders; and the Resolutions and Decisions issued by the Company’s Board of Directors. In 2023, the Company successfully fulfilled the key targets set out in the Business Cooperation Contract signed with the Vietnam National Coal – Mineral Industries Group (TKV), and fully complied with its tax obligations to the State.

The Company managed production activities flexibly, with regular reporting to the Board of Directors on emerging issues and timely submission of matters requiring approval under the authority of the Board; as a result, all production and business activities were conducted smoothly, without disruption. The Company successfully completed the key targets of the 2024 Production and Business Plan; even after making appropriate provisions and fully insuring equipment, the Company still generated profits, thereby preserving and growing its capital.

The Company’s financial position remains sound; capital sources are used flexibly and efficiently. The accounting system is organized in compliance with the State’s regulations. All economic contracts signed by the Company in 2024 with business partners were conducted in accordance with the Civil Code, Commercial Law, and relevant provisions of the State and TKV Group; no disputes arose during the execution of these contracts.

Labor usage is strictly aligned with TKV’s policies on human resource management, compensation, and development. The Company applies salary scales and regimes in accordance with the regulations of the State, the Group, and the Company; internal regulations

on the management and use of salary and bonus funds, as well as salary payment methods, have been issued and disseminated to all departments. Salaries are linked to product volume and quality; all products have defined unit prices; wages are calculated and paid directly and on time to employees.

Throughout the production and business process, the Board of Directors closely coordinated with the Party Committee, Trade Union, Youth Union, and Veterans Association to provide effective leadership to units and employees; this contributed significantly to ensuring the Company's stable and sustainable development.

3. Plans and directions of the Board of Directors:

Based on the assigned planning targets and the actual operational conditions in 2025, the Board of Directors of Vinacomin – Mong Duong Coal Joint Stock Company proposes the following key strategic directions and solutions:

- Continue to mobilize all available resources to fulfill the tasks assigned by the General Meeting of Shareholders; accelerate the implementation of the underground coal mining project at Mong Duong to ensure stable production in the years ahead.

- Continue to restructure and improve the Company's organizational model for production and business operations to enhance efficiency across all production stages and systems; promote the socialization of selected stages in the production chain where appropriate.

- Implement mechanisms for recruiting, attracting, and developing human resources to timely meet the requirements of the Company's long-term and sustainable development.

- Review, amend, and supplement the Company's internal management regulations to ensure consistency with applicable laws; enhance transparency, apply scientific and technological advances, promote mechanization and production automation to optimize resource utilization, reduce material consumption, improve labor productivity, and strengthen both resource and cost management.

- Maintain security and order, protect resources and mine boundaries; enhance occupational safety and protection measures to eliminate hazards and risks at the root, aiming for a firm reduction in labor accidents.

- Strengthen internal and external communications to objectively and promptly reflect the Company's production and business activities, thereby fostering understanding, consensus, and support among employees, shareholders, local authorities, and the Group.

- Continue to lead and focus on environmental protection efforts; develop the Company's corporate culture and brand in a modern direction while upholding the traditions of discipline and solidarity; deepen cooperation with local authorities at all levels to contribute to poverty alleviation, human resource development, gender equality, preservation of indigenous culture, and the safeguarding of national defense, security, and social order in Mong Duong Ward, Cam Pha City, Quang Ninh Province.

- Continue to strengthen the Company's political system, including the Party Committee, Trade Union, Youth Union, and Veterans Association to foster a unified force that contributes to building a stronger and more resilient enterprise.

V. Corporate Governance

1. Board of Directors:

a. Change of Board of Directors members: In 2024, there will be no change in Board of Directors members.

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

TT	Full name	Position	Executive/Independent/Non-Executive	Note
1	Nguyen Trong Tot	Chairperson	No University	Appointed 01/07/2023
2	Hoang Trong Hiep	Member	Operation	Appointed from 01/07/2023
3	Ngo Xuan Thuy	Member	Operation	Appointed from 01/07/2023
4	Vadym D'omin	Member	No University	Appointed from 01/07/2023
5	Pham Van Tac	Independent Member	No University	Appointed from 21/10/2023

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

c) Subcommittees under the Board of Directors : The Company has not established formal subcommittees under the Board of Directors; instead, relevant departments within the Company are assigned to act as supporting units, assisting and advising the Board of Directors in directing the executive management team to carry out production and business activities in accordance with the law and ensuring the effective and efficient use of human resources.

d) Activities of the Board of Directors:

In 2024, the Board of Directors properly and fully performed its functions and responsibilities in compliance with the Law and the Company's Charter. Meetings of the Board of Directors were well-prepared in terms of agenda and content; held in an orderly manner; in line with regulatory principles; and closely aligned with the Company's actual production and business conditions to facilitate timely decision-making by the General Director in pursuit of the objectives set by the General Meeting of Shareholders.

- The Board of Directors directed the implementation of the Company's production, business, and financial plans in accordance with prevailing circumstances; ensured timely and transparent disclosure of information; maintained regular communication with shareholders as prescribed by law; and authorized the General Director to appoint department and unit managers in line with the organizational structure and delegated authority.

- Each member of the Board of Directors worked within their assigned scope, promoted their professional capacity, and exercised their assigned rights and responsibilities with honesty and diligence to protect the Company's legitimate

interests; they did not abuse their positions, titles, or Company assets for personal gain or for the benefit of any organization or individual. Major policies and decisions of the Board were issued in a unified manner, in accordance with the principle of collective decision-making; all members fully participated in meetings and directed the implementation of the plans approved by the General Meeting of Shareholders.

e) Activities of non-executive Board members

In 2024, Mr. Vadym D'omin served as a non-executive member of the Board of Directors, acting as a supervisory member who provided feedback when necessary on the activities of the Board of Directors to ensure that the Board operated in accordance with the law and the Company's Charter. Mr. Pham Van Tac, an independent member of the Board of Directors, supported the Board in the appraisal of documents and performed the functions of an independent Board member.

Activities of subcommittees in the Board of Directors: None

f) List of Board of Directors members with corporate governance training certificates: In 2024, Board of Directors members will self-improve their knowledge of corporate governance.

2. Board of Control

a) Members and structure of the Board of Supervisors: In 2024, the Company's Board of Supervisors will not change. List of the Board of Supervisors in 2024, including:

TT	Full name	Position	Ownership ratio (%)		Length of tenure at the Company
			Represent	Own	
1	Nguyen Thi Tam	Prefect			Appointed 01/07/2024
2	Nguyen The Hanh	Member			Appointed 01/07/2024
3	Nguyen Tien Hung	Member			Appointed 01/07/2024

b) Activities of the Board of Supervisors : In 2024, the Supervisory Board of Vinacomin – Mong Duong Coal Joint Stock Company held four meetings to oversee the Company's production and business activities, including:

- Organizing four meetings to monitor the Company's operations, capital construction investment activities, and quarterly financial reports; at each meeting, the Supervisory Board issued working minutes, which were unanimously agreed upon by the Supervisory Board and submitted to the Board of Directors and the Executive Management for acknowledgment and action. The Supervisory Board provided observations, assessments, and recommendations regarding the performance of the Board of Directors and Executive Management in terms of production and business activities, capital construction investment, and the prudence and accuracy of the Company's quarterly and annual financial reports.

- Attending meetings of the Board of Directors at the invitation of the Company to fulfill its supervisory duties; participating in discussions related to business management, approval of production and investment plans, and the appraisal and adoption of internal management regulations.

- In 2024, the Supervisory Board did not receive any complaints or petitions from shareholders regarding violations by the Board of Directors or the Executive Management. This positive result reflects not only the efforts of the Supervisory Board members but also the active and effective coordination of the Board of Directors, Executive Management, functional departments, and shareholders.

3. Transactions, remuneration and benefits of the Board of Directors, Board of Management and Board of Supervisors.

a) Salary, bonus, remuneration, benefits:

The remuneration, allowances, salaries and bonuses of the Board of Directors, Board of Supervisors and Company Managers in 2024 are as follows:

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

b) Stock transactions of internal shareholders : (None)

c) Contract or transaction with internal shareholders : Appendix No. 2 attached

d) Implementing regulations on corporate governance : In 2024, members of the Board of Directors, the Executive Management, and key managerial personnel exercised their assigned powers and responsibilities in strict accordance with the provisions of the Company's Charter; the Resolutions of the General Meeting of Shareholders; and relevant laws and regulations, thereby ensuring the protection of the legitimate interests of the Company and its shareholders.

VI. FINANCIAL REPORTS

1. Auditor's opinion: Excerpt from the auditor's opinion as stated in Audit Report No. 130325.002/BCTC-KT3 dated March 13, 2025, issued by AASC Auditing Company Limited.

"In our opinion, the financial statements present fairly, in all material respects, the financial position of Vinacomin – Mong Duong Coal Joint Stock Company as of December 31, 2024, as well as its results of operations and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of financial statements."

2. Audited financial statements of the Company: The 2024 financial statements of the Company were audited by AASC Auditing Company Limited. The audited financial statements have been submitted to the State Securities Commission of Vietnam and the Hanoi Stock Exchange in accordance with prevailing regulations.

The Company has also published the audited financial statements on its website: mongduongcoal.vn.

The company would like to thank you./.

Recipient :

- State Securities Commission, Hanoi Stock Exchange (copy);
- Company website ;
- Members of the Board of Directors and Supervisory Board (e-copy);
- Board of Directors (e-copy);
- Save: VT, BOD (3)

**LEGAL REPRESENTATIVE
COMPANY DIRECTOR**



Hoang Trong Hiep

Appendix No. 01
BRIEF PROFILES OF THE EXECUTIVE MANAGEMENT
Including: Director, Deputy Director and Chief Accountant
(Issued with Report No.: /BC-TMD, dated March 29, 2025)

1. Profile of the General Director: Hoang Trong Hiep

Full name: HOANG TRONG HIEP

Sex: ☒male ☐female

CCCD number : 022080008381 , issued on August 12, 2021

Date of birth: February 14 , 1980

Nationality: Vietnam

Nation: Terrible

Permanent address: Group 5 - Phan Dinh Phung Area, Cam Tay, Cam Pha, Quang Ninh

Education level: 12/12

Qualification: Master of Mining

Work process :

- From July 20, 2001 to December 31, 2002, Employee of the Department of Science and Technology, Mong Duong Coal Mine.
- From January 1, 2003 to October 2004, Employee of Mining Technology Department, Mong Duong Coal Company.
- From October 2004 to March 14, 2006, Deputy Head of Mining Technology Department, Mong Duong Coal Company.
- From March 15, 2006 ÷ January 4, 2007 Deputy Head of Mining Technology Department, Mong Duong Coal Company.
- From January 5, 2007 to April 1, 2007, Deputy Head of Safety Department, Mong Duong Coal Company - TKV.
- From April 2, 2007 to November 30, 2007, Acting Head of Safety Department, Mong Duong Coal Company - TKV.
- From December 1, 2007 to December 9, 2008, Acting Head of Mine Safety and Production Center, Mong Duong Coal Company - TKV
- From December 10, 2008 to April 16, 2010, Head of Mine Safety and Production Center, Mong Duong Coal Joint Stock Company - TKV.
- From April 17, 2010 to June 18, 2010, Deputy Secretary of the Executive Block Party Cell, Head of the Mine Safety and Production Center, Mong Duong Coal Joint Stock Company - TKV.
- From June 19, 2010 to November 22, 2012, Member of the Party Executive Committee of the Company, Deputy Secretary of the Executive Block Party Cell, Head of the Mine Safety and Production Center, Mong Duong Coal Joint Stock Company - TKV.
- From November 23, 2012 to May 17, 2013, Member of the Party Executive Committee of the Company, Secretary of the Party Cell of the Executive Block, Head of the Mine Safety and Production Center, Mong Duong Coal Joint Stock Company - TKV.

- From May 18, 2013 to August 19, 2013, Member of the Party Executive Committee of the Company, Assigned the task of Manager of Tunnel 4 Construction Site, Vinacomin - Mong Duong Coal Joint Stock Company.

- From August 20, 2013 to May 25, 2014, Member of the Party Executive Committee of the Company, Secretary of the Party Cell of the Executive Block, Head of the Safety and Production Operation Center, Vinacomin - Mong Duong Coal Joint Stock Company.

- From May 26, 2014 to May 11, 2015, Member of the Party Executive Committee, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company.

- From May 12, 2015 to December 31, 2016, Member of the Standing Committee of the Party Committee, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company.

- From January 2017 to April 2017, Member of the Standing Committee of the Company's Party Committee, Secretary of the Party Cell of the Operation - Safety - Consumption Block, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company.

- From April 2017 to April 23, 2018, Member of the Standing Committee of the Company's Party Committee, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company.

- From April 24, 2018 to April 2, 2022 Member of the Standing Committee of the Party Committee, Member of the Board of Directors, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company.

- From April 3, 2022 to May 9, 2022 Member of the Standing Committee of the Party Committee, Member of the Board of Directors, Director of Vinacomin - Mong Duong Coal Joint Stock Company.

- From May 10, 2022 ÷ July 11, 2022 Party Secretary, Member of the Board of Directors, Director of Vinacomin - Mong Duong Coal Joint Stock Company.

- From July 12, 2022 to present: Member of the Executive Committee of the Quang Ninh Coal Party Committee; Party Secretary, Member of the Board of Directors, Director of Vinacomin - Mong Duong Coal Joint Stock Company.

Current position held at other organizations: Party Secretary .

Number of shares held: **921** shares

In which: + Personal ownership: **921** shares

+ Representative of state capital ownership: No

Related persons (currently holding shares): None

Illegal acts (if any): None

Interests conflicting with company interests: No

2. Profile of the Deputy Director: Nguyen Huu Hung

Full name: NGUYEN HUU HUNG

Sex: ☒male ☐female

ID number: **100588463** ,

Date of birth: April 17, 1973

Nationality: Vietnam

Nation: Terrible

Permanent address: **Group 3, Area 3B, Cam Trung Ward, Pha Town, Quang Nam Province**

Education level: 12/12

Professional qualification: Factory Electrification Engineer

Work process :

- From October 1994 to July 1998: Electromechanical repair worker at Mining Geology Company.

- From August 1998 ÷ June 2000 Electromechanical Technician, Duong Huy Coal Company.

- From July 2000 ÷ March 2003 Electromechanical Technician, Tan Lap Coal Factory, Hong Gai Coal Company.

- From April 2003 to May 2003: Electromechanical repair worker, KT5 Construction Site, Mong Duong Coal Company.

- From June 2003 to June 2004, Deputy Head of the Mine Mechanization Team of Mong Duong Coal Company.

- From July 2004 to May 2008, Deputy Electrical and Mechanical Manager of the Mine Mechanization Construction Site of Mong Duong Coal Company.

- From June 2008 to November 2008, Deputy Head of Transportation Electromechanical Department - Mong Duong Coal Joint Stock Company.

- From December 2008 to September 2012, Deputy Head of Mechanical and Electrical Transportation Department, Mong Duong Coal Joint Stock Company.

- From October 2012 to July 2017, Head of Mechanical and Electrical Transportation Department, Mong Duong Coal Joint Stock Company.

- From August 2017 to May 2018, Member of the Trade Union Executive Committee, Head of Mechanical and Electrical Transportation Department, Mong Duong Coal Joint Stock Company.

- From June 2018 to February 2020, Member of the Trade Union Executive Committee, Deputy Director of Mong Duong Coal Joint Stock Company

- From March 2020 to present: Member of the Party Committee, Member of the Trade Union Committee, Deputy Director of Mong Duong Coal Joint Stock Company

Current position at the Company: Deputy Director of the Company.

Current position held at other organizations: Member of the Party Committee ;

Number of shares held: 1,772 shares

In which: + Personal ownership: 1,772 shares

+ Representative of state capital ownership: No

Related persons (currently holding shares): None

Illegal acts (if any): None

Interests conflicting with company interests: No

3) Profile of the Deputy Director Tran Manh Ha

Full name: TRAN MANH HA

Sex: ☒male ☐female

ID number: 010079006411, date of issue: August 13, 2021 - Department of Administrative Police for Social Order

Date of birth: February 10, 1979

Nationality: Vietnam

Ethnicity: Kinh

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

Education level: 12/12

Qualification: Master of Mining

- From September 10, 2001 to January 15, 2002, Staff of the Department of Technical and Environmental Engineering, Mong Duong Coal Mine

- From January 16, 2002 to July 31, 2002, Workers at Mining Site 4, Mong Duong Coal Company

- From August 1, 2002 to October 9, 2006, Employee of Technical and Environmental Department, Mong Duong Coal Company

- From October 10, 2006 to February 25, 2007, participated in Japanese language course and orientation education to study in Japan in the mining technology training program between TKV and NEDO organization - Japan.

- From February 26, 2007 to May 14, 2007, Employee of Technical and Environmental Department, Mong Duong Coal Company

- From May 15, 2007 to June 13, 2007 Deputy Head of ATM & Production Center, Mong Duong Coal Company - TKV

- From June 14, 2007 ÷ September 17, 2007 Deputy Technical Manager of Mining Site 1, Mong Duong Coal Company - TKV

- From September 18, 2007 to January 7, 2008, Deputy Technical Manager of Mining Site 3, Mong Duong Coal Company - TKV

- From January 8, 2008 to August 14, 2010 Deputy Head of Underground Engineering Department, Mong Duong Coal Joint Stock Company - TKV

- From August 15, 2010 ÷ March 23, 2014 Deputy Head of Technical Department, Mong Duong Coal Joint Stock Company - TKV

- From March 24, 2014 to May 25, 2014 Deputy Head of Department (Chief of Production Shift) of Production and Training Center, Vinacomin - Mong Duong Coal Joint Stock Company.

- From May 26, 2014 to December 31, 2014, Head of Production and Training Center, Vinacomin - Mong Duong Coal Joint Stock Company

- From January 1, 2015 to May 11, 2015, Secretary of the Party Cell of the University-Safety Block, Head of the Center for University-Safety-Production, Vinacomin - Mong Duong Coal Joint Stock Company

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- From May 12, 2015 to December 31, 2016 Member of the Party Executive Committee, Secretary of the Party Cell of the University-Safety Block, Head of the Center for Training and Production, Vinacomin - Mong Duong Coal Joint Stock Company

- From January 1, 2017 to April 10, 2017, Member of the Party Executive Committee, Deputy Secretary of the Party Cell of the University-Safety-Information Block, Head of the University-Production Department, Vinacomin - Mong Duong Coal Joint Stock Company

- From April 11, 2017 to August 10, 2017, Member of the Party Executive Committee, Party Cell Secretary, Head of Production and Training Department and Assistant Director, Mong Duong Coal Joint Stock Company - Vinacomin

- From August 11, 2017 to May 27, 2018 Member of the Party Executive Committee, Party Cell Secretary, Head of Production Control Department and Assistant Director, Mong Duong Coal Joint Stock Company - Vinacomin

- From May 28, 2018 to July 8, 2021 Member of the Party Executive Committee, Party Cell Secretary, Head of Production Control Department, Vinacomin - Mong Duong Coal Joint Stock Company

- From July 9, 2021 to August 5, 2021 Member of the Party Executive Committee, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company

- From August 6, 2021 to May 9, 2022 Member of the Party Executive Committee, Member of the Trade Union Standing Committee, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company

- From 10/5/2022 ÷ May 4, 2023 Member of the Party Committee Standing Committee, Member of the Trade Union Standing Committee, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company

- From May 5, 2022 to present: Member of the Standing Committee of the Party Committee, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company

Current position at the Company: Deputy Director of the Company.

Current position at other organizations: Member of the Executive Committee Party Committee .

Number of shares held: 0 shares

In which: + Personal ownership: 0 shares

+ Representative of state capital ownership: No

Related persons (currently holding shares): None

Illegal acts (if any): None

Interests conflicting with company interests: No

4) Profile of the Deputy Director Lai Quang Trung

Full name: LAI QUANG TRUNG

Sex: ☒male ☐female

CCD Number : 022078004176 ;

Date of birth: September 15, 1978 ;

Nationality: Vietnam.



Ethnicity: Kinh.

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

Education level: 12/12

Professional qualifications: Master of Mining;

Work process:

- From August 2000 ÷ December 2001: Technical and Technology Department staff;

- From January 2002 ÷ April 2002: Worker at Exploitation Site 1;

- From May 2002 ÷ August 2002 Staff of Safety - Production Operations Center;

- From September 2002 ÷ September 2005: Technical and Technology Department staff;

- From October 2005 ÷ December 2007 Deputy Head of Technology Department;

- From January 2008 to August 2010, Acting Head of Technology Department

- From September 2010 to August 2014, Head of Technology Department;

- From September 2014 to June 2015, Manager of Tunnel 1 Construction Site;

- From July 2015 ÷ September 2016 Head of Ventilation Department

- From October 2016 ÷ June 2017 Head of Mining Technology Department (KCM)

- From July 2017 ÷ February 2020 Party cell secretary, Head of Mining Technology Department (KCM)

- From March 2020 to July 24, 2022 Member of the Party Executive Committee of the Company, Party Cell Secretary, Head of Mining Technology Department

- From July 25, 2022 to present: Member of the Party Executive Committee of the Company, Deputy Director of the Company

Current position at other organizations: Member of the Party Committee of the Company

Number of shares held: 0 shares.

In which: + Personal ownership: 0 shares;

+ Representative of state capital ownership: No.

Related persons (currently holding shares): None

Illegal acts (if any): No.

Interests conflicting with company interests: No.

5) Profile of the Deputy Director Ngo Xuan Thuy

Full name: NGO XUAN THUY

Sex: ☒male ☐female

number : 037079000782 Date of issue: August 10, 2021. Place of issue: Department of Administrative Police for Social Order

Date of birth: August 12, 1979 ;

Nationality: Vietnam.

Ethnicity: Kinh.

Permanent address: Group 1, Area 6A, Cam Trung, Cam Pha, Quang Nam

Education level: 12/12

Professional qualifications: Master of Mining;

Work process:

- From April 5, 2002 to October 31, 2002, Staff of the Technical and Environmental Department, Mong Duong Coal Company

- From November 1, 2002 to February 14, 2003, Workers of Mining Site 1; Member of Executive Committee of KT1 Youth Union, Mong Duong Coal Company

- From February 15, 2003 to March 2005, Staff of Technical Department, Mong Duong Coal Company

From April 2005 to July 14, 2008, Staff of Underground Engineering Department, Mong Duong Coal Company - TKV

- From July 15, 2008 to December 9, 2008, Deputy Head of Underground Engineering Department; Chairman of Technical Union 1, Mong Duong Coal Company - TKV.

- From December 10, 2008 to March 1, 2009, Deputy Head of Underground Engineering Department, Chairman of Technical Union 1, Mong Duong Coal Joint Stock Company - TKV

- From March 2, 2009 to December 31, 2009, Deputy Head of Safety Department, Mong Duong Coal Joint Stock Company - TKV

- From January 1, 2010 to August 14, 2010, Deputy Head of Technical Department, Mong Duong Coal Joint Stock Company - TKV

- From August 15, 2010 to February 28, 2011 Deputy Head of Technical Department, Mong Duong Coal Joint Stock Company - TKV

- From March 1, 2011 to October 9, 2012 Head of Safety Department, Mong Duong Coal Joint Stock Company - TKV

- From October 10, 2012 to February 28, 2013 Head of Ventilation - Drainage Department, Mong Duong Coal Joint Stock Company - TKV

- From March 1, 2013 to October 14, 2014 Head of Safety Department, Mong Duong Coal Joint Stock Company - TKV

- From October 15, 2014 to March 24, 2015, Manager of Tunnel 2 Construction Site, Mong Duong Coal Joint Stock Company – Vinacomin

- From March 25, 2015 to June 30, 2015 Deputy Secretary of Party Cell, Manager of Tunnel 2 Construction Site, Vinacomin - Mong Duong Coal Joint Stock Company

- From July 1, 2015 to December 14, 2016, Head of Safety Department, Vinacomin - Mong Duong Coal Joint Stock Company

- From December 15, 2016 to April 10, 2017, Head of TC-LĐ Department, Vinacomin - Mong Duong Coal Joint Stock Company

- From April 11, 2017 to September 7, 2017, Party cell secretary, Head of TC-LĐ Department, Vinacomin - Mong Duong Coal Joint Stock Company

- From September 8, 2017 to September 30, 2017 Member of the Party Executive Committee, Party Cell Secretary, Head of TC-LĐ Department, Vinacomin - Mong Duong Coal Joint Stock Company

- From October 1, 2017 to December 12, 2019 Deputy Secretary of the Party Committee of Vinacomin - Mong Duong Coal Joint Stock Company

- From December 13, 2019 to March 29, 2020 Deputy Secretary of the Company Party Committee, Secretary of the Party Cell, mass organizations, Vinacomin - Mong Duong Coal Joint Stock Company

- From March 30, 2020 to April 2, 2022 Deputy Secretary of the Party Committee, Chairman of the Party Committee's Inspection Committee, Secretary of the Party Cell, mass organizations of Vinacomin - Mong Duong Coal Joint Stock Company

- From April 3, 2022 to January 1, 2023 Deputy Secretary of the Party Committee, Chairman of the Party Committee's Inspection Committee, Member of the Board of Directors, Secretary of the Party Cell of the Party and Mass Organizations, Vinacomin - Mong Duong Coal Joint Stock Company

- From January 2, 2023 to May 4, 2023 Deputy Secretary of the Party Committee, Chairman of the Party Committee's Inspection Committee, Member of the Board of Directors, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company

- From May 5, 2023 to present: Member of the Party Committee Standing Committee, Member of the Trade Union Standing Committee, Member of the Board of Directors, Deputy Director of Vinacomin - Mong Duong Coal Joint Stock Company

Current positions held at other organizations: Member of the Party Committee of the Company; Member of the Trade Union Executive Committee.

Number of shares held: 0 shares.

In which: + Personal ownership: 0 shares;

+ Representative of state capital ownership: No.

Related persons (currently holding shares): None

Illegal acts (if any): No.

Interests conflicting with company interests: No.

6. Profile of Chief Accountant: Nguyen Tuyet Mai .

Full name: NGUYEN TUYET MAI

Sex: ☒Female ☐Male

CCCD number: 022188002186 issued on December 22, 2022, issued by: Department of Administrative Police for Social Order.

Date of birth: 02/03/1988

Nationality: Vietnam

Ethnicity: Kinh

Permanent address: Group 7, Hai Gieng 2 area, Cam Thuy ward, Cam Pha city, Quang Ninh province

Education level: 12/12

Qualifications: Bachelor of Business Accounting. Master of Business Administration.

Work process:

- From April 2011 -:- March 2019 Staff of Accounting, Statistics, Finance Department

- From April 2019 ÷ March 21, 2024 Deputy Head of Accounting, Statistics, Finance Department.

- From March 22, 2024 ÷ August 3, 2025, in charge of accounting instead of Chief Accountant, in charge of Accounting, Statistics and Finance department.

- From August 3, 2025 ÷ present: Chief Accountant of the Company

Current position at other organizations: Member of the Party Executive Committee of the Company

Number of shares held: none ;

In which: + Personal ownership: none ;

+ Representative of state capital ownership: No;

Related persons (currently holding shares): None;

Illegal acts (if any): No;

Interests conflicting with company interests: No

Appendix No. 02

**TRANSACTIONS BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS &
TRANSACTIONS BETWEEN THE COMPANY AND THE COMPANY IN WHICH THE BOARD OF DIRECTORS ARE MEMBERS
BEING A MEMBER OF THE BOARD OF DIRECTORS FOR THE PAST 3 YEARS**

(Issued with Report No. /BC-TMD, dated /3/2025)

TT	Organization name/ individual	Relationship with the company	NSH certificate number; Date of issue; Place of issue of NSH	Head office address/Contact address	Time of transaction with the company	Number of Resolutions/Decisions passed by the General Meeting of Shareholders/Board of Directors	Content, Quantity, Total Transaction Value	Note
1	Vietnam National Coal and Mineral Industries Group (TKV). (Including Branches under the Group such as: - Cua Ong Coal Selection Company - TKV; - Cam Pha Logistics Company - Vinacomin; - Environment Company Limited - TKV)	Major shareholder	Enterprise code: 5700100256; October 21, 2014 Department of Planning and Investment Hanoi	No. 3 Duong Dinh Nghe, Cau Giay District, Hanoi City	From 2024 until further change	No. 02/NQ-ĐHĐCĐ dated April 24, 2024	The contract in principle has no specific value. For a contract/transaction with a specific value, the contract value is greater than 35% of the total value of the Company's assets in the most recent Financial Statement.	TKV holds 65% of the Company's charter capital.
2	Ha Lam Coal Joint Stock Company - Vincomin (Chairman of TMD Board of Directors is Chairman of the	Same Chairman of the Board of Directors	Tax code: 5700101637; Department of Planning and Investment of Quang Ninh	Ha Lam Ward, Ha Long, Quang Ninh	From 2023 until further notice	No. 02/NQ-ĐHĐCĐ dated April 24, 2024	No transaction yet	

TT	Organization name/ individual	Relationship with the company	NSH certificate number; Date of issue; Place of issue of NSH	Head office address/Contact address	Time of transaction with the company	Number of Resolutions/Decisions passed by the General Meeting of Shareholders/Board of Directors	Content, Quantity, Total Transaction Value	Note
	Company's Board of Directors)							
3	Vang Danh Coal Joint Stock Company - Vinacomin (Chairman of TMD Board of Directors is Chairman of the Company's Board of Directors)	Same Chairman of the Board of Directors	Tax code: 5700101877; Quang Ninh Department of Planning and Investment	Quang Trung Ward, Uong Bi City, Quang Ninh	From 2023 until further notice	No. 02/NQ-ĐHĐCĐ dated April 24, 2024	No transaction yet	
4	Deo Nai - Coc Sau Coal Joint Stock Company - TKV (Chairman of TMD Board of Directors is Chairman of the Company's Board of Directors)	Same Chairman of the Board of Directors	Tax code: 5702162138 Department of Planning and Investment of Quang Ninh	Cam Tay Ward, Cam Pha City, Quang Ninh Province.	From 2024 until further change	No. 02/NQ-ĐHĐCĐ dated April 24, 2024	No transaction yet	
5	Dong Ta Phoi Joint Stock Company – Vinacomin. (Head of the Board of Supervisors and the Board of Supervisors of the Company).	Same Head of Control	Enterprise code: 530025299 Department of Planning and Investment Lao Cai	Bac Cuong Ward, Lao Cai City, Lao Cai Province, Vietnam	From 2023 until further notice	No. 02/NQ-ĐHĐCĐ dated April 24, 2024	No transaction yet	

TT	Organization name/ individual	Relationship with the company	NSH certificate number; Date of issue; Place of issue of NSH	Head office address/Contact address	Time of transaction with the company	Number of Resolutions/Decisions passed by the General Meeting of Shareholders/Board of Directors	Content, Quantity, Total Transaction Value	Note
6	Mining and Shipbuilding Mechanical Joint Stock Company - TKV (Head of TMD Control Board and Company Control Member)	Have the same board of directors	Enterprise code: 5700479764; Department of Planning and Investment Quang Ninh	Bai Chay Ward, Ha Long City, Quang Ninh Province	From 2023 until further notice	No. 02/NQ-ĐHĐCĐ dated April 24, 2024	No transaction yet	