

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
DEO NAI-COC SAU-TKV COAL JOINT STOCK  
COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Cam Pha, April 24, 2025

No: 3246/ TDNCS-HDQT  
Re: Information disclosure (24 hours)

To:       - State Securities Commission;  
          - Hanoi Stock Exchange (HNX)  
          - Company's shareholders.

**1. Company Name:** Deo Nai - Coc Sau - TKV Coal Joint Stock Company

- Address: Cam Tay Ward, Cam Pha City, Quang Ninh Province

- Phone: 0203. 3863739

Fax: 0203. 3863942

- Person in charge of information disclosure: Hoang Duc Giang, Phone:  
0964.011.177

**2. Information disclosure content:**

2.1. Minutes and Resolution of the 2025 Annual General Meeting of  
Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company.

2.2. Meeting agenda, Meeting's Regulations, Reports, Proposals,  
Announcements and other documents used at the meeting (*details attached*).

3. This information is posted on the Company's website at:  
[thandeonaicocsau.vn](http://thandeonaicocsau.vn), at Shareholder Relations Section – The 2025 Annual General  
Meeting of Shareholders.

We hereby commit that the above information is true and take full legal  
responsibility for the content of the published information./.

**Recipients:**

- State Securities Commission, Hanoi  
Stock Exchange (to report);
- Company's shareholders (Via  
Website);
- Save: Administration, BOD.

**PERSONS AUTHORIZED  
TO DISCLOSE INFORMATION**

**COMPANY SECRETARY**



Hoang Duc Giang

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
DEO NAI - COC SAU – TKV COAL  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

*Cam Pha, April 24, 2025*

**MEETING AGENDA**  
**The 2025 General Meeting of Shareholders**

No.	Time	Content	The Implementer
1	08:00÷ 08:30	- Welcome delegates and shareholders. - Check shareholder eligibility (issue voting cards, voting ballots); make a list of attending shareholders.	Mr. Nguyen Danh Tuan - Organizing Committee of the Meeting.
2	08:30÷ 08:40	Opening of the Meeting: - Organize, salute the flag, sing the National Anthem. - State the reason, introduce the delegates; - Introduce the chairman and invite the chairman to run the Meeting;	Mr. Pham Viet Thang - Organizing Committee of the Meeting.
3	08:40÷ 08:45	- Report on Voter Eligibility Verification attending the General Meeting.	Mr. Nguyen Danh Tuan - Organizing Committee of the Meeting.
4	08:45÷ 08:50	- The Chairman introduces the Secretary of the Meeting and nominates the Ballot Counting Committee at the Meeting. - Vote to approve the Secretary and the Ballot Counting Committee at the Meeting. Invite to position to work.	Mr. Nguyen Trong Tot, Chairman of the Board of Directors
5	08:50÷ 09:00	- Present the draft Working Regulations and Meeting Agenda of the 2025 Annual General Meeting of Shareholders.	Mr. Nguyen Danh Tuan - Organizing Committee of the Meeting.
6	09:00÷ 09:10	- Vote to approve the Working Regulations and Meeting Agenda of the Meeting.	Mr. Nguyen Trong Tot, Chairman of the Board of Directors
<b>Part: Reporting/presenting content at the Meeting</b>			
7	09:10÷ 10:45	- Report on Production and business results in 2024, Production and business plan in 2025 and key targets for the 5-year plan 2026-2030 of Deo Nai - Coc Sau – TKV Coal Joint Stock Company;	Mr. Dang Thanh Binh - Member of Board of Directors - Company Director.
		- Report on the Board of Directors' operation in 2024 and operation direction in 2025;	Mr. Nguyen Van Thuan - Executive member of the Board of Directors
		- Report on listing all Company shares on the Stock Market;	
		- Report on Activities of Independent Member of the Board of Directors and evaluation results of Independent member of the	Mr. Phung Van Tuyen - Independent member of the Board of Directors



No.	Time	Content	The Implementer
		Board of Directors on the operation of the Company's Board of Directors in 2024.	
		- Report on contracts and transactions with related people in 2025;	Mr. Vu Trong Hung - Member of Board of Directors - Deputy Director of the Company
		- Announcement on List of related people of Internal members;	
		- 2024 Audited Financial Statement;	Ms. Vu Thi Huong - Chief Accountant of the Company
		- Proposal on 2024 Profit Distribution;	
		- Report on salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; propose allowances, salaries, and remuneration levels in 2025;	
		- Board of Supervisors' 2024 Operation Report, 2025 Operation Directions and 2024 Financial Statement Audit Report;	Ms. Nguyen Thi Luong Anh – Company’s Head of Board of Supervisors
- Proposal regarding the selection of the list of independent auditing firms to audit 2025 Financial Statements;			
15 - MINUTE BREAK			
		Part: Discuss and vote on the contents reported/presented at the Meeting	
8	11:00 ÷11:20	* Information on shareholder situation at the General Meeting (2nd time)	Mr. Nguyen Trong Tot - Chairman of the Board of Directors
		- Approval of Report on Production and business results in 2024, Production and business plan in 2025 and key targets for the 5-year plan 2026-2030 of Deo Nai - Coc Sau – TKV Coal Joint Stock Company;	Mr. Nguyen Trong Tot, Chairman of the Board of Directors
		- Approval of Report on the Board of Directors’ operation in 2024 and operation direction in 2025;	
		- Approval of Report on Activities of Independent Member of the Board of Directors and evaluation results of Independent member of the Board of Directors on the operation of the Company's Board of Directors in 2024.	
		- Approval of Report on contracts and transactions with related people in 2025;	
		- Approval of the 2024 Audited Financial Statement;	
		- Approval of the proposal on 2024 Profit Distribution;	
		- Approval of Report on salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; propose allowances, salaries, and remuneration levels in 2025;	

No.	Time	Content	The Implementer
		- Approval of the Board of Supervisors' 2024 Operation Report, 2025 Operation Directions and 2024 Financial Statement Audit Report;	
		- Approval of the Proposal regarding the selection of the list of independent auditing firms to audit 2025 Financial Statements;	
9	11:20÷ 11:30	- Present draft Minutes and Resolutions of the Meeting.	Secretary of the Meeting
10	11:30- 11:30	- Vote to approve the Minutes and Resolutions of the Meeting.	Mr. Nguyen Trong Tot, Chairman of the Board of Directors
		- Declaration of the end of the Meeting.	

**Recipients:**

- Shareholders of the Company (Via Website);
- Members of the Board of Directors, Board of Supervisors (e-copy);
- Post on Company Website;
- Save: Administration, Board of Directors

**O/B. MEETING ORGANIZING COMMITTEE**  
**CHAIRMAN OF BOARD OF DIRECTORS**



**Nguyễn Trong Tot**

VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION LIMITED  
**DEO NAI - COC SAU - TKV COAL  
JOINT STOCK COMPANY**

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

*Cam Pha, April 24, 2025*

No: 3245 /QC-DHDCCD

**WORKING REGULATION**  
**The 2025 Annual General Meeting of Shareholders**  
**Deo Nai - Coc Sau – TKV Coal Joint Stock Company**

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

Pursuant to the Company's Charter on organization and operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company approved by the Extraordinary General Meeting of Shareholders on November 19, 2024;

Pursuant to Resolution of the Board of Directors meeting No.07/NQ-HDQT dated April 22, 2025.

The Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company drafted the Working Regulations at the Company's 2025 Annual General Meeting of Shareholders as follows:

**Article 1. Meeting's objectives**

1. Ensure the principles of publicity, fairness and democracy.
2. Create favorable conditions for the organization and successful conduct of the General Meeting of Shareholders.

**Article 2. Shareholders' eligibility to attend the General Meeting**

Shareholders or authorized representatives attending the 2025 Annual General Meeting of Shareholders must meet the following conditions:

1. Shareholders entitled to attend the meeting must be on the list of shareholders to exchange shares issued by the Vietnam Securities Depository and Clearing Corporation on June 26, 2024 and currently managed by the Company.

2. To prepare documents, arrange the meeting venue and other conditions for holding the meeting, the Organizing Committee requests that Shareholders or authorized representatives to attend the meeting proactively register to attend the meeting with the Organizing Committee before 4:30 p.m. on April 19, 2025 (Shareholders who do not register in advance still have the right to attend the meeting).

3. Shareholders or authorized representatives attending the General Meeting must present to the Organizing Committee:

- ID card/Passport or other legal documents;
- Original authorization letter to attend the Meeting.



4. Shareholders attending the General Meeting will be given the General Meeting Documents and 01 Voting Card, 01 Voting Ballot; shareholders check the information on the cards and voting ballots.

5. Other content:

- Shareholders or authorized representatives attending the General Meeting must comply with the Company's instructions when attending the General Meeting;
- The date of the General Meeting may be adjusted accordingly according to the instructions of the State Securities Commission and competent management levels.

### **Article 3. Order of the Meeting**

1. Shareholders entering the General Meeting room must sit in the correct position or area as specified by the General Meeting Organizing Committee. Strictly comply with the seating arrangement of the Organizing Committee.

2. Do not bring dangerous objects, toxic substances, explosives, flammable substances and do not smoke in the Meeting Room.

3. Meeting attire: Formal, polite; do not wear slippers or hats to the Meeting.

4. Do not talk privately or use mobile phones during the Meeting. All mobile phones must be turned off or not ringing.

### **Article 4. Percentage of attendance and voting to approve matters at the Meeting**

1. Conditions for holding a General Meeting of Shareholders:

The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 50% of the total number of votes as prescribed in Clause 1, Article 145 of the Law on Enterprises 2020.

2. Principle:

All matters on the agenda of the General Meeting must be approved by voting by raising voting cards of all shareholders. Each shareholder is given a "Voting Card" and "Voting Ballot" which contain the shareholder code, the number of shares entitled to vote (owned and authorized) of the shareholder and is stamped by Deo Nai-Coc Sau-TKV Coal Joint Stock Company. In addition, the "Voting Ballot" also specifically records the contents that the Company presents/reports to the General Meeting.

3. How to vote:

a. Shareholders vote to approve a content ( *approval, disapproval, no opinion*) by raising a voting card. When voting, shareholders will raise the "Voting Card" according to the instructions of the Chairman of the meeting, and at the same time check the corresponding box in the "Voting Ballot" for voting on the contents according to the Proposal and Report at the Meeting recorded in the "Voting Ballot". For other contents, shareholders only vote by raising the "Voting Card".

b. Each time a vote is taken, the Election Counting Committee will quickly update the voting results via the "Voting Card" to report to the Chairman for immediate notification during the Meeting; the voting results recorded in the "Voting



Ballot" will be updated and summarized to the Meeting when the voting contents are completed and will be the basis for inclusion in the Meeting Minutes.

#### 4. Voting rules:

a. Each owned or represented share corresponds to a voting unit (*For example, the voting card of a shareholder delegate is recorded as 01 share, meaning that shareholder has 01 vote*).

b. Resolutions on the following contents shall be approved when at least 65% of the total votes of all shareholders attending the General Meeting are in favor:

- Type of shares and total number of shares offered for sale of each type;
- Change of industry, profession and business field;
- Change the Company's organizational, management and operational model according to the provisions of Article 137 of the 2020 Enterprise Law;
- Decisions to invest, sell assets of the Company or purchase transactions made by the Company or its branches with a value of 35% or more of the Company's total assets recorded in the most recent audited financial statements;
- Decide on capital contribution and share purchase of other enterprises with total capital contribution and share purchase value of 35% or more of the Company's total assets recorded in the most recent audited financial statements;
- Reorganization, dissolution, bankruptcy of the Company;
- Amend and supplement the contents of the Company's Charter.

c. Resolutions on other matters within the authority of the General Meeting of Shareholders shall be approved (except for matters in Point b, Clause 4 of this Article) when approved by more than 50% of the total votes of all shareholders attending the General Meeting.

d. TKV shareholders (holding 65% of shares) have the right to participate in voting on all matters carried out at the General Meeting except for matters related to Contracts and transactions with Related People.

#### 5. How to check results in "Voting Ballot":

a. The contents of the Proposal and Report at the Shareholders' Meeting are voted on simultaneously by "Voting Card" and "Voting Ballot". The counting of "Voting Ballot" is carried out by the Election Counting Team immediately after the contents to be voted are completed;

b. How to determine invalid voting content: The "Voting Ballot" is recorded with the contents to be voted according to the Proposal and Report at the General Meeting. If the content in the ballot is not selected by the shareholder delegate (marked with an "x"), or 2 or 3 situations are selected or the voting content is crossed out, the ballot is considered invalid. The Head of the Election Counting Team or the Chairman will guide before the shareholder delegate writes the ballot.

### **Article 5. Speaking at the Meeting**

1. Principle: Shareholders attending the General Meeting who want to express their opinions must register to speak and receive the consent of the Chairman.

2. How to speak: Shareholders speak briefly and focus on the key contents to be discussed, in accordance with the approved agenda of the General Meeting. The Chairman will arrange for shareholders to speak in the order of registration, and at the same time answer shareholders' opinions.

### **Article 6. Responsibilities of the Chairman**

1. Conduct the Meeting in accordance with the agenda and regulations approved by the Meeting. The Chairman works according to the principle of democratic centralism and makes decisions by majority vote.

2. Guide the Meeting to discuss and vote on issues within the Meeting agenda and related contents throughout the Meeting.

3. Resolve issues arising during the Meeting.

### **Article 7. Responsibilities of the Secretary and the Ballot Counting Committee**

1. Secretary of the Meeting

1.1. Fully and honestly record all the content of the General Meeting and the issues approved by shareholders or still noted at the General Meeting.

1.2. Draft and complete the draft Minutes of the Meeting and Resolutions on contents approved at the Meeting.

2. Ballot counting committee at the Meeting

2.1. Determine the results of shareholders' voting on contents approved at the General Meeting.

2.2. Quickly report the voting results to the Chairman.

### **Article 8. Minutes of the General Meeting of Shareholders**

All contents of the General Meeting of Shareholders must be recorded by the Secretary of the General Meeting in the Minutes of the General Meeting of Shareholders. The Minutes of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

### **Article 9. Implementation**

This regulation was approved by the 2025 Annual General Meeting of Shareholders with 100% of voting shares attending and participating in the vote.

This is an official document used at the 2025 Annual General Meeting of Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company.

#### **Recipients:**

- Shareholders of the Company (Via Website);
- Members of the Board of Directors, Board of Supervisors (e-copy);
- Post on Company Website;
- Save: Administration, Board of Directors

**O/B. MEETING ORGANIZING COMMITTEE  
CHAIRMAN OF BOARD OF DIRECTORS**



**Nguyen Trong Tot**



VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION  
LIMITED  
DEO NAI - COC SAU- TKV COAL JOINT  
STOCK COMPANY

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

*Cam Pha, April 24, 2025*

No: 08 /BB-DHDCCD

## **REPORT**

### **The 2025 Annual General Meeting of Shareholders**

Today, at 8:30 a.m., April 24, 2025 at Meeting Room No. 1, Office of Deo Nai - Coc Sau - TKV Coal Joint Stock Company .

Meeting address: Cam Tay Ward - Cam Pha City - Quang Ninh Province.

Company's Business Registration Certificate No.: 5702162138. First registered on June 24, 2024 and effective on June 26, 2024 issued by the Department of Planning and Investment of Quang Ninh Province.

The 2025 Annual General Meeting of Shareholders was held, with attendees including:

1. Mr. Nguyen Trong Tot, Chairman of the Board of Directors and members of the Board of Directors of the Company.
2. Mrs. Nguyen Thi Luong Anh, Head of Board of Supervisors and members of the Company's Board of Supervisors.
3. Mr. Dang Thanh Binh, Member of the Board of Directors - Director of the Company and members of the Company's Executive Board.
4. Representative of the Independent Auditing Company (AASC).

#### **I. About organization**

After the opening, introduce the delegates; introduce the Meeting's Chairman, appoint the secretary and the vote counting and election team. The following tasks:

1. Mr. Nguyen Danh Tuan, Head of the Voter Eligibility Verification Committee, read the Voter Eligibility Verification report and announced that 29 shareholders present are eligible to attend the General Meeting; the shareholders present own and represent 41.958.068 shares , equal to 67,75 % of the Company's voting shares.

2. The Chairman concluded the conditions for holding the General Meeting: Based on the provisions of the 2020 Enterprise Law and the Company's Charter, the 2025 Annual General Meeting of Shareholders of the Company is legal, valid and has sufficient conditions to proceed.

3. The Meeting was chaired by Mr. Nguyen Trong Tot, Chairman of the Board of Directors of the Company. The Chairman of the Meeting appointed Mr. Hoang Duc Giang, Secretary of the Company, as Secretary of the Meeting and nominated the Election Counting Team consisting of the following members:

1. Mr. Nguyen Duc Phuong,	Team Leader
2. Mr. Nguyen Trung Thanh	Deputy Team leader
3. Mr. Bui Van Nha	Member
3. Mrs. Hoang Thi Quynh Trang	Member
4. Mrs. Le Thi Bac	Member

To assist the secretary in collecting, counting voting cards, and handling other related tasks at the General Meeting.

4. Mr. Nguyen Danh Tuan presented the draft working regulations and content and program of the Meeting.

5. The Chairman of the Meeting took votes to approve the Working Regulations and the Content and Program of the Meeting. The results are as follows:

*- Total number of approval votes: 29 / 29 votes corresponding to 41.958.068 shares, equal to 100 % of the number of shares with voting rights of shareholders attending the Meeting.*

*- Total number of disapproval votes: 0 votes, equal to 0 % of voting shares of shareholders attending the Meeting.*

*- Total number of no opinion votes : 0 votes .*

The working regulations and content and program of the Meeting were approved with the number of approval votes equal to 100 % of the voting shares of the shareholders attending the Meeting.

The Chairman concluded and requested the Shareholders and the entire Meeting to carry out the following contents of the Meeting according to the Program and Working Regulations approved by the Meeting.

## **II. Presentation of Reports and Proposals at the Meeting**

The Meeting listened to presentations from members of the Board of Directors, Board of Supervisors, and Board of Management as assigned in the Meeting Agenda on the following contents:

- Report on Production and business results in 2024, Production and business plan in 2025 and key targets for the 5-year plan (2026-2030);
- Report on the Board of Directors' operation in 2024 and operation direction in 2025;
- Report on continuing to implement procedures for listing shares on the Stock Market;



- Report on Activities of Independent Member of the Board of Directors, tasks in 2025 and evaluation results of Independent member of the Board of Directors on the operation of the Company's Board of Directors;
- Report on contracts and transactions with related people in 2025;
- Announcement on List of related people of Internal members and related interests (according to Point a, Clause 4 - Article 164 - Law on Enterprises 2020);
- 2024 Audited Financial Statement;
- Proposal on 2024 Profit Distribution;
- Report on salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; propose allowances, salaries, and remuneration levels in 2025.
- Approval of the Board of Supervisors' 2024 Operation Report, 2025 Operation Directions and 2024 Financial Statement Audit Report;
- Proposal of the Board of Supervisors on the selection of the list of independent auditing firms to audit 2025 Financial Statements;

*(Attached with reports and proposals at the Meeting)*

### **III. Discussion and voting on contents at the Meeting**

#### **\* Report on Voter Eligibility Verification before discussion and voting**

Mr. Nguyen Trong Tot, Chairman of the Meeting, informed the Meeting: According to the report on the results of Voter Eligibility Verification (2nd time) of the Voter Eligibility Verification Committee, at the time of 10 h 55 minutes (before the time of discussion and voting on the contents of the Meeting), the total number of shareholders attending the Meeting was ... shareholders, representing ... shares, accounting for ... % of the total number of voting shares of the Company. After the examination ... shareholders are eligible to attend the Meeting according to regulations.

#### **\* General discussion section**

The Chairman of the Meeting has opinions for shareholder delegates to comment on the contents presented/reported at the Meeting.

The Shareholder and attendees had no other comments or opinions at the General Meeting

#### **\* Voting section**

Mr. Nguyen Trong Tot, Chairman of the Meeting, organized to collect opinions from shareholders attending the Meeting to give opinions and vote on each content presented/reported at the Meeting.

**1. Content:** Approval of the Report on Production and business results in 2024, Production and business plan in 2025 and key targets for the 5-year plan (2026-2030).

This content was presented by Mr. Dang Thanh Binh - Member of the Board of Directors - Director of the Company in the Report on Production and business results in 2024, Production and business plan in 2025 and key targets for the 5-year plan (2026-2030). Some of the main indicators are as follows:

1. Production and business results in 2024:

No.	Indicators	Unit	Resolution of the 2024 Shareholders' Meeting	TKV plan (Adjusted)	Implementation in 2024	Implementation /Resolution ratio 2024 (%)	Implementation /TKV plan (adjusted) (%)
1	2	3	4	5	6	7=6/4	8=6/5
1	Produced coal	1,000 tons	1,631		1,868	115	
-	Raw coal	“	1,110		1,111	100	
-	Clean coal from mixed waste rock and coal	“	521	721	757	145	105
2	Coal consumption	1,000 tons	1,719		1,826	106	
-	Raw coal	“	1,153		932	81	
-	Clean Screened	“	566		894	158	
3	Excavated soil and rock	1,000 m3	17,214		17,688	103	
-	Excavated soil and rock accounting	“	17,968	18,428	18,442	103	100
4	Prepared for production screened coefficient	m3/ton	15.51		15.92	103	
-	Accounting prepared for production stripping coefficient	“	16.19	16.60	16.60	102	100
5	Production Drilling Meter	1000 mk	390.2		270	69	
6	Total Revenue	Billion VND	2,920		2,907	99.6	
7	Construction investment	Billion VND	274.873	275.527	275.527	100	100
8	Average Salary	1000 VND/person/month	12,770		13,823	108	



No.	Indicators	Unit	Resolution of the 2024 Shareholders' Meeting	TKV plan (Adjusted)	Implementation in 2024	Implementation /Resolution ratio 2024 (%)	Implementation /TKV plan (adjusted) (%)
1	2	3	4	5	6	7=6/4	8=6/5
9	Profit (before Tax)	Billion VND	40.276		63.694	158	
10	Payout ratio (expected)	%	≥ 3		3	100	

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

2.1. General goal for 2025: **"Safety - Solidarity - Development - Efficiency"** .

2.2. Production and business plan for 2025

No.	Indicators	Unit	Plan 2025	Note
1	Produced coal	1000 tons	3,710	
-	Raw coal	“	2,670	
-	Clean coal from mixed waste rock and coal	“	1,040	
2	Coal consumption	1000 tons	3,190	
-	Raw coal	“	2,385	
-	Clean Screened	“	805	
3	Soil and rock	1000 m3	35,000	
4	Prepared for production screened coefficient	m3/ton	13.46	
5	Accounting prepared for production stripping coefficient	“	13.85	
6	Total Revenue	Million VND	5,218,266	
7	Construction investment	Million VND	495,925	
8	Total Profit	Million VND	38,108	
9	Average salary	Million VND	13.106	
10	Payout ratio	%	≥ 3	

2.3. Key targets for the 5-year production and business plan (2026-2030)

No.	Indicators	Unit	5 year plan				
			2026	2027	2028	2029	2030
<b>1</b>	<b>Resource Management</b>						
a	Open-pit Overburden Stripping	1000m3	25,500	30,000	37,200	37,200	33,800
	In which: Land prepared for production	"	25,500	30,000	37,200	37,200	33,800
b	Preparation for production Overburden Stripping	m3/ton	12.14	12.50	13.78	13.78	13.52
<b>2</b>	<b>Main products</b>						
<b>2.1</b>	<b>Raw coal</b>	<b>1000t</b>	<b>2,100</b>	<b>2,400</b>	<b>2,700</b>	<b>2,700</b>	<b>2,500</b>
-	Open-pit	"	2,100	2,400	2,700	2,700	2,500
2.2	Clean coal at the mine	1000t	650	670	790	790	675
-	Clean coal from raw material	"	150	170	190	190	175
-	Clean coal from mixed waste rock and coal	"	500	500	600	600	500
2.3	Coal consumption (delivered to the Corporation)	1000t	2,600	2,900	3,300	3,300	3,000
a	Coal delivered to coal preparation Company	"	1,950	2,230	2,510	2,510	2,325
-	Raw coal	"	1,950	2,230	2,510	2,510	2,325
b	Coal delivered to the logistics company	"	650	670	790	790	675
-	Clean coal	"	650	670	790	790	675
<b>3</b>	<b>Total Revenue</b>	<b>Million dong</b>	<b>3,984,265</b>	<b>4,398,348</b>	<b>5,087,123</b>	<b>5,266,529</b>	<b>4,624,076</b>
3.1	Coal production revenue	"	3,972,265	4,386,348	5,075,123	5,254,529	4,612,076
3.2	Other manufacturing revenue	"	12,000	12,000	12,000	12,000	12,000
<b>4</b>	<b>Profit</b>	<b>Million dong</b>	<b>29,591</b>	<b>32,899</b>	<b>37,773</b>	<b>38,666</b>	<b>34,427</b>
4.1	Coal production	"	29,591	32,899	37,773	38,666	34,427
4.2	Other production	"					
<b>5</b>	<b>Labor - Salary</b>						
5.1	Standard labor	People	2,981	2,934	2,968	2,858	2,620



5.2	Average salary	1000 VND/person/month	14,191	14,923	15,528	16,442	17,255
-----	----------------	--------------------------	--------	--------	--------	--------	--------

The Meeting discussed and voted:

a) Discussion section:

The Chairman of the Board of Directors of the Company has the opinion: Proposing that the General Meeting of Shareholders authorize the Board of Directors and the Board of Management of Deo Nai - Coc Sau - TKV Coal Joint Stock Company to direct, implement and adjust the increase/decrease of the 2025 production and business plan targets in accordance with actual conditions to ensure the interests of the Company and shareholders.

- Other opinions expressed at the Meeting: None.

b) The Meeting voted to approve the Report on Production and business results in 2024, Production and business plan in 2025 and key targets for the 5-year plan (2026-2030);

- Number of votes issued : 29 votes , representing 41.958.068 shares ;

- Number of votes received: 29 votes , representing 41.958.068 shares;

- Number of votes with valid voting content: 29/29 votes.

- Number of votes with invalid voting content: 0/29 votes.

\* Voting results (calculated on the total number of valid votes received):

- Approval: 29/ 29 votes equal to 41.958.068 shares representing 100 % of shares with voting rights attending the meeting and participating in the vote;

- Disapproval: 0/29 shares account for 0 % of shares with voting rights attending the meeting and participating in the vote;

- No opinion: 0/29 shares account for 0 % of the voting shares attending the meeting and participating in the vote.

Thus: Production and business results in 2024, Production and business plan in 2025 and key targets for the 5-year plan (2026-2030) of Deo Nai - Coc Sau - TKV Coal Joint Stock Company were approved with 41.958.068 shares accounting for 100 % of the voting shares attending the meeting and participating in the vote.

**2. Content:** Approval of the Board of Directors' operation in 2024 and operation direction in 2025.

This content was presented by Mr. Nguyen Van Thuan - Member of the Board of Directors *(The report was posted in full on the Company's website and sent in the General Meeting documents of shareholders)*.

The Meeting discussed and voted:

a) Discussion section:

Opinion expressed at the Meeting: None.

b) The Meeting voted to approve the Board of Directors' operation in 2024 and operation direction in 2025.

- Number of votes issued : 29 votes , representing 41.958.068 shares ;
- Number of votes received: 29 votes , representing 41.958.068 shares;
- Number of votes with valid voting content: 29/29 votes.
- Number of votes with invalid voting content: 0/29 votes.

\* Voting results (calculated on the total number of valid votes received):

- Approval: 29/ 29 votes equal to 41.958.068 shares representing 100 % of shares with voting rights attending the meeting and participating in the vote;

- Disapproval: 0/29 shares account for 0 % of shares with voting rights attending the meeting and participating in the vote;

- No opinion: 0/29 shares account for 0 % of the voting shares attending the meeting and participating in the vote.

Thus: The Board of Directors' report on operation in 2024 and operation direction in 2025 were with 41.958.068 shares accounting for 100 % of the voting shares attending the meeting and participating in the vote.

**3. Content:** Report on continuing to implement procedures for listing shares on the Stock Market.

This content was presented by Mr. Nguyen Van Thuan – Executive Member of the Board of Directors reporting on continuing to implement procedures for listing shares on the Stock Market. *(The report was posted in full on the Company's website and sent in the documents of the General Meeting of Shareholders).*

Discussion Section: Mr. Nguyen Trong Tot – Chairman of the General Meeting – provided additional information to the attending shareholders regarding the share registration certificate (stock code: TD6) of Deo Nai – Coc Sau – TKV Coal Joint Stock Company, in accordance with Official Document No. 4689/VSDC-DKCP.NV dated April 21, 2025, issued by the Vietnam Securities Depository and Clearing Corporation.

(This content is for reporting only and not voting at the Meeting)

**4. Content:** Approval of Activities of Independent Member of the Board of Directors, tasks in 2025 and evaluation results of Independent member of the Board of Directors on the operation of the Company's Board of Directors.

This content was presented by Mr. Phung Van Tuyen - Independent Member of the Board of Directors. Report on the Activities of Independent Member of the Board of Directors, tasks in 2025 and evaluation results of Independent member of the Board of Directors on the operation of the Company's Board of Directors.



*(The full report has been posted on the Company's website and included in the General Meeting documents of shareholders).*

The Meeting discussed and voted:

a) Discussion section:

Comments at the Meeting: None.

b) The Meeting voted to approve the Report on the activities of the Board of Directors. Independent member in 2024, tasks in 2025 and independent member's assessment of the Company's Board of Directors' performance.

- Number of votes issued : 29 votes , representing 41.958.068 shares ;

- Number of votes received: 29 votes , representing 41.958.068 shares;

- Number of votes with valid voting content: 29/29 votes.

- Number of votes with invalid voting content: 0/29 votes.

\* Voting results (calculated on the total number of valid votes received):

- Approval: 29/ 29 votes equal to 41.958.068 shares representing 100 % of shares with voting rights attending the meeting and participating in the vote;

- Disapproval: 0/29 shares account for 0 % of shares with voting rights attending the meeting and participating in the vote;

- No opinion: 0/29 shares account for 0 % of the voting shares attending the meeting and participating in the vote.

Thus: Report on Activities of Independent Member of the Board of Directors, tasks in 2025 and evaluation results of Independent member of the Board of Directors on the operation of the Company's Board of Directors were approved with 41.958.068 shares accounting for 100 % of the voting shares attending the meeting and participating in the vote.

**5. Content:** Approval of contracts and transactions with related people in 2025.

This content was presented by Mr. Vu Trong Hung - Member of the Board of Directors - Deputy Director of the Company in the Report on contracts and transactions with related people in 2025. *(The full report has been posted on the Company's Website and sent in the General Meeting documents of shareholders).*

The Meeting discussed and voted:

a) Discussion section:

Comments at the Meeting: None.

b) The Meeting voted to approve the 2025 contracts and transactions with related people in 2025.

\* Voting (according to regulations, representatives of TKV shareholders are not allowed to participate in voting)

- Number of votes issued : 28 votes , representing 1.700.185 shares ;
- Number of votes received: 28 votes , representing 1.700.185 shares;
- Number of votes with valid voting content: 28/28 votes.
- Number of votes with invalid voting content: 0/28 votes.

\* Voting results (calculated on the total number of valid votes received):

- Approval: 28/ 28 votes equal to 1.700.185 shares representing 100 % of shares with voting rights attending the meeting and participating in the vote;
- Disapproval: 0/28 shares account for 0 % of shares with voting rights attending the meeting and participating in the vote;
- No opinion: 0/28 shares account for 0 % of the voting shares attending the meeting and participating in the vote.

Report on approval of contracts and transactions with related people in 2025 approved with with 1.700.185 shares accounting for 100 % of voting shares attending the meeting and having the right to participate in voting.

**6. Content:** Announcement on List of related people of Internal members and related interests.

This content was presented by Mr. Vu Trong Hung - Member of the Board of Directors - Deputy Director of the Company in the Announcement on List of related people of Internal members and related interests. *(The Notice has been posted in full on the Company's Website and sent in the General Meeting documents of shareholders).*

(This content is for reporting only and not voting at the Meeting)

**7. Content:** Approval of the 2024 Audited Financial Statement.

This content was presented by Ms. Vu Thi Huong - Chief Accountant of the Company, in the 2024 Audited Financial Statement. *(The report and documents have been posted in full on the Company's Website and sent in the General Meeting documents of shareholders).*

The Meeting discussed and voted:

a) Discussion section:

Comments at the Meeting: None.

b) The Meeting voted to approve the 2024 Audited Financial Statement.

- Number of votes issued : 29 votes , representing 41.958.068 shares ;
- Number of votes received: 29 votes , representing 41.958.068 shares;
- Number of votes with valid voting content: 29/29 votes.



- Number of votes with invalid voting content: 0/29 votes.

\* Voting results (calculated on the total number of valid votes received):

- Approval: 29/ 29 votes equal to 41.958.068 shares representing 100 % of shares with voting rights attending the meeting and participating in the vote;

- Disapproval: 0/29 shares account for 0 % of shares with voting rights attending the meeting and participating in the vote;

- No opinion: 0/29 shares account for 0 % of the voting shares attending the meeting and participating in the vote.

Thus: The 2024 Audited Financial Statement of Deo Nai - Coc Sau - TKV Coal Joint Stock Company was approved with 41.958.068 shares accounting for 100 % of the voting shares attending the meeting and participating in the vote.

#### **8. Content:** Approval of 2024 Profit Distribution Plan.

This content was presented by Ms. Vu Thi Huong - Chief Accountant of the Company, the 2024 Profit Distribution Plan. The main content is as follows:

No.	Explanation	Proportion (%)	Value (Million dong)	Note
1	Accumulated profit after tax to 2024	100	81,887	In which: (i) Deferred income tax assets 40,215 million VND; (ii) Difference in increase in profit after tax due to reduction in corporate income tax (transfer of loss of TC6 to consolidated company) 9,601 million VND.
-	Profit after tax from 02 Consolidated companies		19,283.1	
-	Profit after tax achieved in 2024		62,603.4	
2	Undistributed earnings	60.84	49,816	
3	Expected profit distribution in 2024	39.16	32,071	
-	Dividend payment	22.69	18,581	3% /charter capital
-	Executive Management Bonus Fund	0.35	288	
-	Bonus and welfare fund	16.12	13,202	
+	<i>Provision for Bonus fund (80%)</i>		<i>10,561.6</i>	
+	<i>Provision for Welfare Fund (20%)</i>		<i>2,640.4</i>	

The Meeting discussed and voted:

a) Discussion section:

Comments at the Meeting: None.

b) The Meeting voted to 2024 Profit Distribution Plan, dividend payment and Bonus and welfare fund.

b) The Meeting voted to approve the 2024 Profit Distribution Plan.

- Number of votes issued : 29 votes , representing 41.958.068 shares ;

- Number of votes received: 29 votes , representing 41.958.068 shares;

- Number of votes with valid voting content: 29/29 votes.

- Number of votes with invalid voting content: 0/29 votes.

\* Voting results (calculated on the total number of valid votes received):

- Approval: 29/ 29 votes equal to 41.958.068 shares representing 100 % of shares with voting rights attending the meeting and participating in the vote;

- Disapproval: 0/29 shares account for 0 % of shares with voting rights attending the meeting and participating in the vote;

- No opinion: 0/29 shares account for 0 % of the voting shares attending the meeting and participating in the vote.

Thus: The 2024 Profit Distribution Plan of Deo Nai - Coc Sau - TKV Coal Joint Stock Company was approved with 41.958.068 shares accounting for 100 % of the voting shares attending the meeting and participating in the vote.

**9. Content:** Approval of the report on salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; propose allowances, salaries, and remuneration levels in 2025.

This content was presented by Ms. Vu Thi Huong - Chief Accountant of the Company, reporting on salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; propose allowances, salaries, and remuneration levels in 2025 *(The report has been posted in full on the Company's Website and sent in the documents of the General Meeting of Shareholders).*

1) Report on salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024:

No.	Management Position	Quantity (People)	Remuneration (thousand dong)	Allowance (thousand dong)	Salary (thousand dong)
1	Chairman of the Board of Directors	1	31,611		
2	Member of Board of Directors	3	74,971		



3	Executive Member of Board of Directors	1			252,544
4	Independent Member of Board of Directors	1		29,200	
5	Head of Board Supervisors	1	28,167		
6	Member of Board Supervisors	2	53,874		
7	Director	1			284,832
8	Deputy Director	4			1,017,002
9	Chief Accountant	1			230,633
<b>Total</b>			<b>188,623</b>	<b>29,200</b>	<b>1,785,011</b>

2 ) Resolution on allowances, salaries, and remuneration levels in 2025:

Total salary, remuneration and allowances that the Company will pay to members of the Board of Directors, Board of Supervisors working concurrently and the salary of the Company Manager in 2025, specifically:

No.	Management position	Quantity (People)	Salary (thousand VND/year)	Allowance (thousand VND/year)	Salary (thousand VND/year)
1	Chairman of the Board of Directors	1	61,680		
2	Member of Board of Directors	2	105,120		
3	Executive Member of Board of Directors	1			394,200
4	Independent Member of Board of Directors	1		262,800	
5	Head of Board Supervisors	1	54,960		
6	Member of Board Supervisors	2	105,120		
7	Director	1			444,600
8	Deputy Director	4			1,576,800
9	Chief Accountant	1			360,000
<b>Total</b>			<b>326,880</b>	<b>262,800</b>	<b>2,775,600</b>

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

The Meeting discussed and voted:

a) Discussion section:

Comments at the Meeting: None.

b) The Meeting voted to approve the payment of salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; propose allowances, salaries, and remuneration levels in 2025.

- Number of votes issued : 29 votes , representing 41.958.068 shares ;

- Number of votes received: 29 votes , representing 41.958.068 shares;

- Number of votes with valid voting content: 29/29 votes.

- Number of votes with invalid voting content: 0/29 votes.

\* Voting results (calculated on the total number of valid votes received):

- Approval: 29/ 29 votes equal to 41.958.068 shares representing 100 % of shares with voting rights attending the meeting and participating in the vote;

- Disapproval: 0/29 shares account for 0 % of shares with voting rights attending the meeting and participating in the vote;

- No opinion: 0/29 shares account for 0 % of the voting shares attending the meeting and participating in the vote.

Thus: Report on salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; propose allowances, salaries, and remuneration levels in 2025 of Deo Nai - Coc Sau - TKV Coal Joint Stock Company were approved with 41.958.068 shares accounting for 100 % of the voting shares attending the meeting and participating in the vote.

**10. Content:** Approval of the Board of Supervisors' 2024 Operation Report, 2025 Operation Directions and 2024 Financial Statement Audit Report.

This content was presented by Ms. Nguyen Thi Luong Anh - Head of the Company's Supervisory Board, on the Board of Supervisors' 2024 Operation Report, 2025 Operation Directions and 2024 Financial Statement Audit Report. *(The draft report has been posted in full on the Company's website and sent in the General Meeting documents of shareholders).*

The Meeting discussed and voted:

a) Discussion section:

Comments at the Meeting: None.



b) The Meeting voted to approve the Board of Supervisors' 2024 Operation Report, 2025 Operation Directions and 2024 Financial Statement Audit Report.

- Number of votes issued : 29 votes , representing 41.958.068 shares ;
- Number of votes received: 29 votes , representing 41.958.068 shares;
- Number of votes with valid voting content: 29/29 votes.
- Number of votes with invalid voting content: 0/29 votes.

\* Voting results (calculated on the total number of valid votes received):

- Approval: 29/ 29 votes equal to 41.958.068 shares representing 100 % of shares with voting rights attending the meeting and participating in the vote;
- Disapproval: 0/29 shares account for 0 % of shares with voting rights attending the meeting and participating in the vote;
- No opinion: 0/29 shares account for 0 % of the voting shares attending the meeting and participating in the vote.

Thus: The Board of Supervisors' 2024 Operation Report, 2025 Operation Directions and 2024 Financial Statement Audit Report were approved with 41.958.068 shares accounting for 100 % of the voting shares attending the meeting and participating in the vote.

**11. Content:** Approval of the selection of the list of independent auditing firms to audit 2025 Financial Statements.

This content was reported by Ms. Nguyen Thi Luong Anh - Head of the Company's Supervisory Board to propose the selection of the list of independent auditing firms to audit 2025 Financial Statements; The General Meeting of Shareholders unanimously approved the the selection of the list of independent auditing firms to audit 2025 Financial Statements, including:

- 1) AASC Auditing Company Limited.
- 2) BDO Auditing Company Limited.
- 3) UHY Auditing and Consulting Company Limited (UHY).

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

a) Discussion section:

Comments at the Meeting: None.

b) The Meeting voted to approve the selection of the list of independent auditing firms to audit 2025 Financial Statements.

- Number of votes issued : 29 votes , representing 41.958.068 shares ;

- Number of votes received: 29 votes , representing 41.958.068 shares;
- Number of votes with valid voting content: 29/29 votes.
- Number of votes with invalid voting content: 0/29 votes.

\* Voting results (calculated on the total number of valid votes received):

- Approval: 29/ 29 votes equal to 41.958.068 shares representing 100 % of shares with voting rights attending the meeting and participating in the vote;
- Disapproval: 0/29 shares account for 0 % of shares with voting rights attending the meeting and participating in the vote;
- No opinion: 0/29 shares account for 0 % of the voting shares attending the meeting and participating in the vote.

Thus: The Proposal for Approval of the selection of the list of independent auditing firms to audit 2025 Financial Statements of Deo Nai - Coc Sau - TKV Coal Joint Stock Company was approved with 41.958.068 shares accounting for 100 % of the voting shares attending the meeting and participating in the vote.

#### **IV. Closing procedures of the Meeting**

1. Mr. Hoang Duc Giang - Secretary of the Meeting read the draft Minutes and draft Resolution of the Meeting.

2. Mr. Nguyen Trong Tot - Chairman of the Meeting collected comments from the Meeting on the draft and approved the draft Minutes and Resolution of the Meeting.

\* Number of votes : 29 Votes , of which:

- Number of valid votes : 29 Votes.
- Number of invalid votes: 0 Votes.

\* Voting results:

- Total number of approval votes: 29/29 Votes representing 41.958.068 Shares accounting for 100 % of the number of shares with voting rights attending the meeting;
- Total number of disapproval votes: 0/29 Votes .
- Total number of no opinion : 0/29 Votes .

Minutes and Resolution of the 2025 Annual General Meeting of Shareholders, Deo Nai - Coc Sau - TKV Coal Joint Stock Company were approved with 41.958.068 Shares accounting for 100 % of the number of shares with voting rights and attending the meeting.



3. Mr. Nguyen Trong Tot - On behalf of the Organizing Committee, carry out the procedures to declare the closing of the Meeting.

The Meeting ended at 11h'55 the same day./.

**SECRETARY OF THE MEETING**

**Hoang Duc Giang**

**O/B. GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN**



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

***Recipients:***

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

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
DEO NAI - COC SAU - TKV COAL  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

No: 08/ NQ-DHDCD

Cam Pha, April 24, 2025

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

**GENERAL MEETING OF SHAREHOLDERS**  
**DEO NAI - COC SAU - TKV COAL JOINT STOCK COMPANY**

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

*Pursuant to the Company's Charter on organization and operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company which has been issued;*

*Pursuant to Minutes No. /BB-DHDCD dated April 24, 2025 of the 2025 Annual General Meeting of Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company.*

**RESOLUTION:**

**Article 1.** Approval of the 2024 Production and Business result Report, the 2025 Production and Business Plan and key indicators guiding the 5-year Production and Business Plan 2026-2030 of Deo Nai-Coc Sau-TKV Coal Joint Stock Company.

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

**1. Production and Business results in 2024:**

No.	Indicators	Unit	Resolution of the 2024 Shareholders' Meeting	TKV Plan (Adjusted)	Implementation in 2024	Implementation/Resolution ratio 2024 (%)	Implementation/TKV ratio (adjusted) (%)
1	2	3	4	5	6	7=6/4	8=6/5
1	Coal production	1,000 tons	1,631		1,868	115	
-	Imported coal	"	1.110		1.111	100	
-	Clean coal from mixed waste rock and coal	"	521	721	757	145	105
2	Coal consumption	1,000 tons	1,719		1,826	106	



No.	Indicators	Unit	Resolution of the 2024 Shareholders' Meeting	TKV Plan (Adjusted)	Implementation in 2024	Implementation/Resolution ratio 2024 (%)	Implementation/TKV ratio (adjusted) (%)
1	2	3	4	5	6	7=6/4	8=6/5
-	Raw coal	“	1,153		932	81	
-	Clean coal	“	566		894	158	
3	Rocks and soil prepared for production in 2024	1,000 m3	17,214		17,688	103	
-	Rocks and soil prepared for production accounting	“	17,968	18,428	18,442	103	100
4	Prepared for production screened coefficient	m3/ton	15.51		15.92	103	
-	Accounting prepared for production stripping coefficient	“	16.19	16.60	16.60	102	100
5	Production Drilling Meter	1000 Drilled meter	390.2		270	69	
6	Total Revenue	Billion VND	2,920		2,907	99.6	
7	Construction investment	Billion VND	274.873	275.527	275.527	100	100
8	Average Salary	1000 VND/day/month	12,770		13,468	106	
9	Profit (before Tax)	Billion VND	40.276		63.694	158	
10	Payout ratio (expected)	%	≥ 3		3	100	

2. Directions and tasks in 2025 include the following main goals:

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

2.2. Production and business plan in 2025

No.	Indicators	Unit	Plan in 2025	Note
1	Coal production	1000 tons	3,710	
-	Imported coal	“	2,670	
-	Clean coal from mixed waste rock and coal	“	1,040	
2	Coal consumption	1000 tons	3,190	
-	Raw coal	“	2,385	

No.	Indicators	Unit	Plan in 2025	Note
-	Clean coal	"	805	
3	Rock and soil	1000 m3	35,000	
4	Prepared for production screened coefficient	m3/ton	13.46	
5	Prepared for production screened coefficient accounting	"	13.85	
6	Total Revenue	Million VND	5,218,266	
7	Construction investment	Million VND	495,925	
8	Total profit	Million VND	38,018	
9	Average salary	Million VND	13,106	
10	Payout ratio	%	≥ 3	

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

No.	Indicators	Unit	5 year plan				
			2026	2027	2028	2029	2030
<b>1</b>	<b>Resource Management</b>						
a	Open-pit Overburden Stripping	1000m3	25,500	30,000	37,200	37,200	33,800
	In which: Land prepared for production	"	25,500	30,000	37,200	37,200	33,800
	Construction land	"					
b	Preparation for production Overburden Stripping	m3/ton	12.14	12.50	13.78	13.78	13.52
2	Main products						
2.1	Raw coal	1000 ton	2,100	2,400	2,700	2,700	2,500
-	Open-pit	"	2,100	2,400	2,700	2,700	2,500
2.2	Clean coal at the mine	1000 ton	650	670	790	790	675
-	Clean coal from raw material	"	150	170	190	190	175
-	Clean coal from mixed waste rock and coal	"	500	500	600	600	500
2.3	Coal consumption (delivered to the Corporation)	1000 ton	2,600	2,900	3,300	3,300	3,000



a	Coal delivered to coal preparation Company	"	1,950	2,230	2,510	2,510	2,325
-	Raw coal	"	1,950	2,230	2,510	2,510	2,325
b	Coal delivered to the logistics company	"	650	670	790	790	675
-	Clean coal	"	650	670	790	790	675
<b>3</b>	<b>Total Revenue</b>	<b>Million dong</b>	<b>3,984,265</b>	<b>4,398,348</b>	<b>5,087,123</b>	<b>5,266,529</b>	<b>4,624,076</b>
3.1	Coal production revenue	"	3,972,265	4,386,348	5,075,123	5,254,529	4,612,076
3.2	Other manufacturing revenue	"	12,000	12,000	12,000	12,000	12,000
<b>4</b>	<b>Profit</b>	<b>Million dong</b>	<b>29,591</b>	<b>32,899</b>	<b>37,773</b>	<b>38,666</b>	<b>34,427</b>
4.1	Coal production	"	29,591	32,899	37,773	38,666	34,427
4.2	Other production	"					
<b>5</b>	<b>Labor - Salary</b>						
5.1	Standard labor	People	2,981	2,934	2,968	2,858	2,620
5.2	Average salary	1000 VND/person/month	14,191	14,923	15,528	16,442	17,255

The Meeting authorized the Board of Directors (BDO) and Board of Management of Deo Nai-Coc Sau - TKV Coal Joint Stock Company:

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

**Article 2.** Approval of Report on the Board of Directors' operation in 2024 and operation direction in 2025.

The General Meeting of Shareholders unanimously approved the Report on the Board of Directors' operation in 2024 and operation direction in 2025 *(with Report attached)*.

**Article 3.** Approval of the Operation report of Independent Member of the Board Of Directors In 2024 And 2025 Operation Direction *(with Report attached)*.

**Article 4.** Approval of the Report on contracts and transactions in 2025 between the Company and related people under the authority of General Meeting of Shareholders.

The General Meeting of Shareholders unanimously approved the Report on contracts and transactions in 2025 between the Company and related people under the authority of the General Meeting of Shareholders *(with Report attached)*.

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

The General Meeting of Shareholders unanimously approved the 2024 Financial statements implemented by AASC Auditing Firm *(with Report attached)*.

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

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

No.	Explanation	Proportion (%)	Value (Million dong)	Note
1	Accumulated profit after tax to 2024	100	81,887	In which: (i) Deferred income tax assets 40,215 million VND; (ii) Difference in increase in profit after tax due to reduction in corporate income tax (transfer of loss of TC6 to consolidated company) 9,601 million VND.
-	Profit after tax from 02 Consolidated companies		19,283.1	
-	Profit after tax achieved in 2024		62,603.4	
2	Undistributed profit	60.84	49,816	
3	Expected profit distribution in 2024	39.16	32,071	
-	Dividend payment	22.69	18,581	3% / charter capital
-	Executive Management Bonus Fund	0.35	288	
-	Bonus and welfare fund	16.12	13,202	
+	<i>Provision for Bonus fund (80%)</i>		10,561.6	
+	<i>Provision for Welfare Fund (20%)</i>		2,640.4	

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

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

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

No.	Position	Number	Salary (VND)		Remuneration (VND)		Allowance (VND)	
			Number	Amount	Number	Amount	Number	Amount
1	Board of Directors	06	01	252.544	05	106.582	01	29.2
2	Board of Supervisors	03			03	82.041		
3	Managers	07	06	1,532.46 7				
	<b>Total</b>			<b>1,785.011</b>		<b>188.623</b>		<b>29.2</b>



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

No.	Position	Quantity (People)	Remuneration (thousand VND/year)	Allowance (thousand VND/year)	Salary (thousand VND/year)
1	Chairman of the Board	1	61,680		
2	BOD's Member	2	105,120		
3	Executive BOD's Member	1			394,200
4	Independent Member of Board of Directors	1		262,800	
5	Head of Board of Supervisors	1	54,960		
6	BOS's Member	2	105,120		
7	Director	1			444,600
8	Deputy Director	4			1,576,800
9	Chief Accountant	1			360,000
<b>Total</b>			<b>326,880</b>	<b>262,800</b>	<b>2,775,600</b>

### 3. Payment method:

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

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

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

**Article 9.** Approval of the the selection of the list of independent auditing firms to audit 2025 Financial Statements.

The General Meeting of Shareholders unanimously approved the the selection of the list of independent auditing firms to audit 2025 Financial Statements, including:

1. AASC Auditing Firm;
2. BDO Audit Services, Ltd.Co;
3. UHY Audit And Advisory Services Limited (UHY).

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

### **Article 10. Terms of implementation**

1) The 2025 Annual General Meeting of Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company was conducted fairly and legally. This Resolution takes effect immediately after the 2025 Annual General Meeting of Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company is approved.

2) The General Meeting of Shareholders authorizes the Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company:

- Responsible for implementing the works approved in this Resolution, ensuring the legitimate rights and interests of shareholders, business interests and in accordance with the provisions of law and the Company's Charter.

- Continue to fully implement documents and procedures to list all shares of Deo Nai - Coc Sau - TKV Coal Joint Stock Company at Hanoi Stock Exchange (HNX) to ensure compliance with legal regulations.

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

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

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

**O/B. GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN**



**Nguyễn Trọng Tot  
CHAIRMAN OF THE COMPANY'S BOD**