

VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED
CAO SON COAL JSC

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No.: 608 /BC-TCS-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

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Cua Ong, January 26, 2026

REPORT ON CORPORATE GOVERNANCE
2025

To: - The State Securities Commission;
- The Hanoi Stock Exchange.

Name of company: Cao Son Coal Joint Stock Company

Address of headoffice: Group 1, Cao Son 2 Area, Cua Ong Ward, Quang Ninh Province

Telephone: 02033 862 337

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Email: caosoncoal@gmail.com

Charter capital: 428.467.730.000 VND

Stock code: CST

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

The implementation of internal audit: Implemented.

I. Activities of The General Meeting of Shareholders

No.	Resolution/Decision No.	Date	Content
1	01/NQ-TCS-DHDCD	25/4/2025	Resolutions adopted at the General Meeting: 1) Report on business results in 2024 and business plan for 2025; 2) Report of the Board of Directors on corporate governance and performance in 2024, and orientation for 2025; 3) Report of the Board of Supervisors; Report of the Board of Supervisors on the assessment of the management and operation of the Company by the Board of Directors and the Director in 2024; Evaluation report of the Board of Supervisors on the Company's business performance report and the 2024 financial statements; 4) Audited financial statements for 2024;

			<ul style="list-style-type: none"> 5) Profit distribution plan, appropriation and use of funds; Dividend payment plan for 2024; 6) Report on remuneration paid to members of the Board of Directors and the Board of Supervisors in 2024, and approval of proposed remuneration levels for 2025; 7) Proposal on the selection of an independent auditing firm for the 2025 financial year; 8) Approval of contracts and transactions subject to the authority of the General Meeting of Shareholders; 9) Approval of the amendment and reissuance of the Charter on the organization and operation of Cao Son Coal Joint Stock Company; 10) Approval of the policy on the consolidation of independent members of the Board of Directors for the 2020–2025 term.
2	02/NQ-TCS-DHDCDBT	30/07/2025	<p>Resolutions adopted at the General Meeting:</p> <ul style="list-style-type: none"> 1) List of elected members of the Board of Directors of Cao Son Coal Joint Stock Company for the 2025–2030 term, effective from 30 July 2025. 2) List of elected members of the Board of Supervisors of Cao Son Coal Joint Stock Company for the 2025–2030 term, effective from 30 July 2025. 3) Details of remuneration (allowances) paid to independent members of the Board of Directors of the Company for 2025. 4) Amendment to Clause 6, Article 2 regarding the registered head office address of the Company in the Charter of Organization and Operation of Cao Son Coal Joint Stock Company.

II. Board of Directors

1. Information about the members of the Board of Directors (BOD)

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Vu Van Khan	Chairman of the BOD	05/08/2020	

2	Mr. Pham Quoc Viet	Member of the BOD cum Director	01/10/2021	
3	Mr. Tran Phuong Nam	Member of the BOD	05/08/2020	30/07/2025
4	Mr. Mai Huy Giap	Member of the BOD, Deputy Director	27/4/2022	30/07/2025
5	Mr. Nguyen Ngoc Toan	Member of the BOD, Deputy Director	06/9/2024	
6	Mr. Nguyen Ngoc Dung	Member of the BOD, Deputy Director	30/07/2025	
7	Mr. Pham Hong Luong	Independent member of the BOD	30/07/2025	

2. Meetings of the Board of Directors

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate (%)	Reasons for absence
1	Mr. Vu Van Khan	09	100%	
2	Mr. Pham Quoc Viet	09	100%	
3	Mr. Tran Phuong Nam	04	100%	Dismissal from 30/07/2025
4	Mr. Mai Huy Giap	04	100%	Dismissal from 30/07/2025
5	Mr. Nguyen Ngoc Toan	09	100%	
6	Mr. Nguyen Ngoc Dung	05	100%	Appointment from 30/07/2025
7	Mr. Pham Hong Luong	05	100%	Appointment from 30/07/2025

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

The Company's Board of Directors dismissed one person in charge of corporate governance concurrently serving as the Company Secretary with effect from 1 December 2025 due to retirement under the applicable pension regime, and appointed a new person to concurrently assume the position of corporate governance officer and Company Secretary from 1 December 2025, in accordance with Clause 5, Article 156 of the Law on Enterprises.

The Company amended, supplemented, and promulgated the Charter on Organization and Operation of Cao Son Coal Joint Stock Company, which was approved by the Annual General Meeting of Shareholders on 25 April 2025 and the Extraordinary General Meeting of Shareholders on 30 July 2025.

The Chairman of the Board of Directors does not concurrently hold the position of Director. Only one member of the Board of Directors concurrently serves as a member of the board of directors of three other companies.

The composition of the Company's Board of Directors complies with regulatory requirements, ensuring at least one non-executive member and one independent member of the Board of Directors.

In 2025, the Board of Directors convened nine in-person meetings; conducted 27 written consultations; and held three meetings of the Company's collective leadership to approve resolutions; in addition to one Annual General Meeting of Shareholders and one Extraordinary General Meeting of Shareholders. During the year, the Board of Directors issued a total of 239 documents, including 53 resolutions (38 general resolutions, 13 specialized resolutions, and two resolutions of the General Meeting of Shareholders), 41 minutes and written consultation records (comprising nine minutes of in-person meetings, 27 written consultations, three minutes of collective leadership meetings, and two minutes of General Meetings of Shareholders), 48 decisions, and 97 other documents. The Board of Directors amended, supplemented, and issued five management regulations, including: The Regulation on Training and Development for Employees and Officers; the Regulation on the Management and Use of the Bonus and Welfare Funds; the Regulation on Occupational Safety and Hygiene; the Regulation on the Organization and Operation of Legal Affairs; and the Regulation on Allowances and Support for Redundant Labor and Workforce Restructuring of Cao Son Coal Joint Stock Company. The Director regularly reviewed, amended, or newly issued regulations to manage various operational aspects of the Company.

The Board of Directors continued to implement procedures for listing the Company's shares on the Hanoi Stock Exchange (HNX). On 10 February 2025, the Hanoi Stock Exchange officially approved the listing and trading of CST shares on HNX pursuant to Decision No. 1266/QD-SGDHN on the approval of the listing of shares of Cao Son Coal Joint Stock Company.

Through the Company's Board of Directors, the representatives of Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)'s capital and TKV's representatives participating in the Board of Directors closely adhered to the Company's Charter and TKV's regulations and policies in directing the implementation of resolutions of the Company's General Meeting of Shareholders. TKV's capital representatives and TKV's representatives at the Company strictly complied with the Regulation on the Management of Representatives of Vietnam National Coal and Mineral Industries Holding Corporation Limited at enterprises (issued together with Decision No. 1809/QD-TKV dated 6 September 2024 of the Members' Council of Vietnam National Coal and Mineral Industries Holding Corporation Limited).

The Board of Directors developed and approved the Resolution on the 2025 operational plan, assigned members to supervise and direct the executive management by specific areas in line with their professional expertise, and maintained the reporting regime whereby the Director reports to the Board of Directors on production and business performance, organizational matters, development orientations, and arising issues.

The Board of Directors issued the decision assigning the 2025 production and business plan based on the resolution approved by the 2025 Annual General Meeting of Shareholders.

4. Activities of the Board of Directors' subcommittees

None.

5. Resolutions/Decisions of the Board of Directors

5.1. Resolutions

No.	Resolutions no.	Date	Content	Approval rate
1	01/NQ-TCS-HDQT	02/01/2025	Regarding the approval and implementation of official letters and decisions issued by TKV directing the Representative of TKV's capital portion at the Company in 12/2024; the decision of the Hanoi Stock Exchange; the provisional assignment of key targets in the 2025 business plan; the proposed plan for the use of the Bonus and Welfare Funds in 2025; and the proposal for approval of the plan for rational use of the Tay Nam Da Mai office for the period from 02/2025 to the end of 01/2026.	100%
2	02/NQ-TCS-HDQT	16/01/2025	Regarding the implementation of TKV's directives; the request for approval of the 1/500 master plan for the construction investment project of the physical training facility for workers of Cao Son Coal Joint Stock Company; the adjustment of the contractor selection plan for Package No. 17-MRNCS: Procurement of one hydraulic backhoe excavator with a bucket capacity of $E = 10 \div 12m^3$ in 2025 under the Project for Expansion and Capacity Upgrade of Cao Son Coal Mine; the proposal for approval of the personnel planning for leadership positions of Cao Son Coal Joint Stock Company; the approval of the planned salary fund, the salary fund for managers, and the assigned salary levels for management positions in 2025; the approval of the policy on entering into contracts and transactions in 2025; the draft reports for 2024 of the Representative of the State Capital and other representatives of TKV participating in the Company's Board of Directors; the report on the performance of internal audit duties in 2024 by the Company's Head of Internal Audit; and the draft report on the implementation of the coordination	100%

No.	Resolutions no.	Date	Content	Approval rate
			regulation between the Party Committee, the Board of Directors, and the Director in 2024.	
3	02A/NQ-TCS-HDQT	16/01/2025	Regarding the approval of the policy on entering into contracts and transactions between Cao Son Coal Joint Stock Company and related parties and entities in 2025.	100%
4	03/NQ-TCS-HDQT	25/02/2025	Regarding the business performance in January and February 2025; the approval and implementation of TKV's directives; the approval of the policy on organizing the 2025 Annual General Meeting of Shareholders; the restructuring of the Asset Verification and Disposal Committee of Cao Son Coal Joint Stock Company; the adjustment of the "Start time for contractor selection" for Package No. 11: Construction and installation of the fire protection system for the automobile repair and maintenance workshop under the investment project of constructing the automobile repair and maintenance workshop – Cao Son Coal Joint Stock Company; the recruitment plan for labor contracts in various occupations in 2025; the approval and issuance of the Regulation on Training and Development for employees and officers of Cao Son Coal Joint Stock Company; the issuance of norms for fuel, energy, and lubricant consumption for equipment; the approval of the preliminary technical and economic report for the 2025 production capacity enhancement investment project of Cao Son Coal Joint Stock Company; and the establishment of the Committee for Final Account Verification of investment projects serving production – Cao Son Coal Joint Stock Company.	100%
5	03A/NQ-TCS-HDQT	25/02/2025	Regarding the organization of the 2025 Annual General Meeting of Shareholders.	100%
6	04/NQ-TCS-HDQT	19/03/2025	Regarding the approval of adjustments to key targets in the 2024 business plan and the 2024 outsourced workload; and the approval of the actual salary fund for 2024.	100%
7	05/NQ-TCS-HDQT	27/03/2025	Regarding the approval and implementation of the contents of documents issued by TKV directing the Representative of TKV's capital portion at the	100%

No.	Resolutions no.	Date	Content	Approval rate
			Company; the approval of the orientation and key targets of the 5-year (2026–2030) business plan of Cao Son Coal Joint Stock Company; the issuance of the Regulation on the management and use of the Bonus and Welfare Funds of Cao Son Coal Joint Stock Company; and the establishment of a Project Appraisal Team to appraise the investment project, the contractor selection plan, and the final account verification for the 2025 production capacity enhancement project of Cao Son Coal Joint Stock Company.	
8	06/NQ-TCS-HDQT	31/3/2025	Approval of the contents of documents (in both Vietnamese and English) for disclosure of information regarding the 2025 Annual General Meeting of Shareholders of Cao Son Coal Joint Stock Company.	100%
9	07/NQ-TCS-HDQT	02/4/2025	Regarding the approval for the Director of Cao Son Coal Joint Stock Company to implement Document No. 1295/TKV-KCM dated 12/03/2025, issued by TKV, on “Approval of the technical plan for overburden excavation in the overlapping boundary area between the Project for Expansion and Capacity Upgrade of Cao Son Coal Mine and the Project for Exploitation of the Coc Sau – Deo Nai Mine Cluster,” in accordance with current regulations and TKV’s directives.	100%
10	08/NQ-TCS-HDQT	15/4/2025	Regarding the implementation of business activities in March and the first quarter, and the assignment of tasks for April and the second quarter of 2025; the approval and implementation of TKV’s directives; the approval of reports and draft proposals of the Board of Directors and the Board of Supervisors for information disclosure and submission to the 2025 Annual General Meeting of Shareholders; the approval of the Regulation on Occupational Safety and Hygiene Management of Cao Son Coal Joint Stock Company; the inclusion of the Company’s Digital Transformation Project to 2025, with orientation to 2030, into the 2025 Investment and Construction Plan; the preparation of adjustments to the master plan and topographic survey serving the adjusted planning of	100%

No.	Resolutions no.	Date	Content	Approval rate
			the Project for Expansion and Capacity Upgrade of Cao Son Coal Mine, and the approval of the additional contractor selection plan for packages under the same project; the approval of adjustments to the contractor selection plan for packages to be implemented in 2025 under the project for expansion and capacity upgrade of Cao Son Coal Mine; the draft report dated 25/3/2025 by the Company's Internal Audit Department on the compliance audit of certain items in the 2024 financial statements; the assessment of business performance, capital preservation, development, and utilization as of 31/12/2025; the draft reports of the TKV Capital Representative at the Company, including: the 2024 financial supervision report, the Q1/2025 operational report of Cao Son Coal Joint Stock Company; and the Q1/2025 report on legal compliance and adherence to owner's decisions; the draft report on the implementation of the coordination regulation among the Party Committee, the Board of Directors, and the Director in Q1/2025; and the approval of the final investment capital settlement for completed production support projects of Cao Son Coal Joint Stock Company	
11	09/NQ-TCS-HDQT	22/4/2025	Regarding the approval and implementation of Decision No. 770/QĐ-TKV dated April 15, 2025, issued by TKV; and the approval and implementation of Official Letter No. 2239/TKV-KTTC dated April 21, 2025, issued by TKV.	100%
12	10/NQ-TCS-HDQT	25/4/2025	Regarding the amendment, supplementation, and issuance of the Company's Charter; the consolidation of independent members of the Board of Directors for the 2020–2025 term; and the increase of charter capital from the owner's equity.	100%
13	11/NQ-TCS-ĐHDCĐ	25/4/2025	Regarding the implementation of the matters approved at the 2025 Annual General Meeting of Shareholders of Cao Son Coal Joint Stock Company; the approval of the 2025 production capacity investment project of Cao Son Coal Joint Stock Company; the transition of the 2025	100%

No.	Resolutions no.	Date	Content	Approval rate
			investment and construction plan to the next stage; and the approval of the contractor selection plan for the 2025 production capacity investment project of Cao Son Coal Joint Stock Company.	
14	12/NQ-TCS-HDQT	12/5/2025	Regarding the implementation of TKV's directives to the Company through the Representative of TKV's capital at the Company; and the review, evaluation, and request for approval of the reappointment of an executive, as well as the handling of the resignation letter from Mr. Mai Huy Giap, Member of the Board of Directors.	100%
15	13/NQ-TCS-HDQT	26/5/2025	Regarding the implementation of TKV's directives to the Company through the Representative of TKV's capital at the Company; and the assignment of personnel for overseas business trips.	100%
16	14/NQ-TCS-HDQT	04/6/2025	Regarding the business performance in May and task assignments for June 2025; the approval and implementation of TKV's directives; the policy on organizing the 2025 Extraordinary General Meeting of Shareholders and the implementation of information disclosure procedures for the meeting; the approval of adjustments to the 2025 plan for the use of the Company's Bonus and Welfare Funds; the issuance of the Regulation on the organization and operation of legal affairs in Cao Son Coal Joint Stock Company; the approval of the transition to the next phase of the 2025 Investment Plan; the approval of the additional contractor selection plan for packages under the Project for Expansion and Capacity Upgrade of Cao Son Coal Mine; and the announcement of the expiration of Decision No. 1262/QĐ-TCS-HĐQT dated 23/02/2022 issued by the Company's Board of Directors.	100%
17	14A/NQ-TCS-HDQT	10/6/2025	Organization of the 2025 Extraordinary General Meeting of Shareholders	100%
18	15/NQ-TCS-HDQT	06/6/2025	Implementation of Document No. 3260/TKV-CV dated 05/06/2025, issued by TKV	100%

No.	Resolutions no.	Date	Content	Approval rate
19	16/NQ-TCS-HDQT	16/6/2025	Regarding the approval and implementation of TKV's documents; the establishment of an Appraisal Team for issuing norms on equipment productivity and key material consumption; and the approval of the selection of the auditing firm for the 2025 financial statements.	100%
20	17/NQ-TCS-HDQT	20/6/2025	Regarding the assignment of personnel for overseas business trips; and the request for approval of personnel-related matters within the Company.	100%
21	18/NQ-TCS-HDQT	25/6/2025	Regarding personnel affairs within the Company; and the organization of the Extraordinary General Meeting of Shareholders in 2025 of Cao Son Coal Joint Stock Company, including the approval of the draft meeting documents.	100%
22	19/NQ-TCS-HDQT	11/7/2025	Regarding personnel matters of the Company	100%
23	20/NQ-TCS-HDQT	14/7/2025	Regarding the approval of the request for resignation from executive duties submitted by an official; regarding the draft six-month report of the capital representative, the reports of TKV's representatives at the Company, and the report on the results of the coordination in leadership activities during the first six months of the year.	100%
24	20A/NQ-TCS-HDQT	16/7/2025	Regarding the approval of the plan for implementing the procedure to consider the reappointment to the position of Deputy General Director of Cao Son Coal Joint Stock Company.	100%
25	20B/NQ-TCS-HDQT	16/7/2025	Regarding the approval of the results of the implementation of the procedure and the agreement to propose the consideration of the reappointment to the position of Deputy General Director of Cao Son Coal Joint Stock Company.	100%
26	20C/NQ-TCS-HDQT	16/7/2025	Regarding the approval of the plan for implementing the procedure to consider the appointment to the position of Chief Accountant of Cao Son Coal Joint Stock Company.	100%
27	20D/NQ-TCS-HDQT	16/7/2025	Regarding the approval of the plan for implementing the procedure to consider the appointment to the position of Deputy General Director of Cao Son Coal Joint Stock Company.	100%

No.	Resolutions no.	Date	Content	Approval rate
28	21/NQ-TCS-HDQT	28/7/2025	Regarding the approval and implementation of TKV's directive documents; regarding personnel matters of the Company.	100%
29	22/NQ-TCS-HDQT	29/7/2025	Approval of Proposal No. 6545/TTr-TCS-TCLD dated 02/07/2025 and Proposal No. 7481/TTr-TCS-TCLD dated 28/07/2025 of the Company's General Director regarding the proposed personnel plan for members of the Board of Directors and the Board of Supervisors of Cao Son Coal Joint Stock Company for the 2025–2030 term, serving as the basis for the Board of Directors to submit to the Extraordinary General Meeting of Shareholders in 2025; Approval of Proposal No. 7336/TTr-TCS-TCLD dated 23 July 2025 of the Company's General Director regarding the amendment of the Company's registered head office address in the Charter on Organization and Operation of Cao Son Coal Joint Stock Company, serving as the basis for the Board of Directors to submit to the Extraordinary General Meeting of Shareholders in 2025; Approval of Proposal No. 7337/TTr-TCS-TCLD dated 23 July 2025 of the Company's General Director regarding the payment of remuneration to independent members of the Board of Directors for 2025, serving as the basis for the Board of Directors to submit to the Extraordinary General Meeting of Shareholders in 2025.	100%
30	23/NQ-TCS-HDQT	30/7/2025	Regarding the election of the position of Chairman of the Board of Directors of the Company for the 2025–2030 term and the assignment of duties to members of the Board of Directors; Regarding the extension of the assignment of duties for the Corporate Governance officer concurrently holding the position of Company Secretary of Cao Son Coal Joint Stock Company; Regarding the promulgation of the Charter on Organization and Operation of Cao Son Coal Joint Stock Company; Regarding the report on the results of the thematic audit “Review of compliance with regulations and rules in the management and use of fixed assets” – Audit period (scope): Q1 2025 at Cao Son Coal Joint Stock Company.	100%
31	23A/NQ-TCS-HDQT	30/7/2025	Regarding the approval of the results of the election of the Chairman of the Board of Directors of Cao Son Coal Joint Stock Company for the 2025–2030 term.	100%

No.	Resolutions no.	Date	Content	Approval rate
32	24/NQ-TCS-HDQT	04/8/2025	Regarding the reappointment of the Deputy General Director of the Company; Regarding the plan for implementing the procedure for the appointment to the position of Chief Accountant of Cao Son Coal Joint Stock Company.	100%
33	24A/NQ-TCS-HDQT	04/8/2025	Regarding the approval of the plan for implementing the procedure to consider the appointment to the position of Chief Accountant of Cao Son Coal Joint Stock Company.	100%
34	25/NQ-TCS-HDQT	11/8/2025	Regarding the promulgation of productivity norms for Electromechanical and Transportation equipment	100%
35	26/NQ-TCS-HDQT	18/8/2025	Regarding the approval of the results of the implementation of the procedure and the agreement to propose the consideration of the appointment to the position of Chief Accountant of Cao Son Coal Joint Stock Company.	100%
36	27/NQ-TCS-HDQT	21/8/2025	Approval of Proposal No. 8366/TTr-TCS-TCLD dated 21/08/2025 of the Company's General Director regarding the appointment to the position of Chief Accountant of the Company.	100%
37	28/NQ-TCS-HDQT	24/8/2025	Regarding the implementation of Document No. 4782/TKV-KH dated 21/08/2025 issued by TKV.	100%
38	29/NQ-TCS-HDQT	05/9/2025	Regarding the implementation of Notice No. 5031/TKV-KH dated 04/9/2025 issued by TKV; regarding the establishment of the Appraisal Team for the final settlement of the investment project on auxiliary equipment serving production in 2024 at Cao Son Coal Joint Stock Company.	100%
39	30/NQ-TCS-HDQT	23/9/2025	Regarding the production and business performance in August, the first 08 months of the year, and the implementation of tasks for the remaining months of 2025; regarding the implementation of TKV's directive documents and the implementation of the procedure for the appointment of the Deputy General Director of the Company; regarding the approval of the final settlement of the completed investment project "Investment project on auxiliary equipment serving production in 2024 – Cao Son Coal Joint Stock Company"; regarding the draft report on the compliance audit of certain	100%

No.	Resolutions no.	Date	Content	Approval rate
			items of the financial statements for the first six months of 2025; assessment of the effectiveness of production and business activities and the ability to preserve, develop, and utilize capital as at 30/6/2025.	
40	30A/NQ-TCS-HDQT	23/9/2025	Regarding the approval of the plan for implementing the procedure for the appointment to the position of Deputy General Director of Cao Son Coal Joint Stock Company.	100%
41	30B/NQ-TCS-HDQT	23/9/2025	Regarding the approval of the results of the implementation of the procedure and the agreement to propose the appointment to the position of Deputy General Director of Cao Son Coal Joint Stock Company.	100%
42	31/NQ-TCS-HDQT	15/10/2025	Regarding the implementation of TKV's directive documents; regarding the promulgation of additional and amended labor norms for the maintenance and repair of electromechanical equipment and transportation equipment; regarding the report on the operational performance of Cao Son Coal Joint Stock Company in the first nine months of 2025; regarding the annual leave schedule for 2025 of the Chairman of the Board of Directors of the Company.	100%
43	32/NQ-TCS-HDQT	05/11/2025	Approval of Proposal No. 10237/TTr-TCS-TCLD dated 04/11/2025 of the Company's General Director regarding the request for approval of the policy on staff secondment and assignment of duties.	100%
44	33/NQ-TCS-HDQT	07/11/2025	Regarding the production and business performance in October, the first 10 months of the year, and the implementation of tasks for the remaining months of 2025; regarding the implementation of TKV's directive documents; regarding the promulgation of additional and amended labor norms for the maintenance and repair of electromechanical equipment and transportation equipment; regarding the assignment of staff for overseas business trips; regarding resignation with entitlement to social insurance benefits (retirement) of Mr. Pham Phu My, Company Secretary and person in charge of corporate governance; regarding organizational matters within the Company; regarding staff secondment and assignment of duties; regarding the appointment of the Deputy General Director of the Company.	100%

No.	Resolutions no.	Date	Content	Approval rate
45	33A/NQ-TCS-HDQT	07/11/2025	Regarding the appointment of the Deputy General Director of Cao Son Coal Joint Stock Company.	100%
46	34/NQ-TCS-HDQT	20/11/2025	Regarding the production and business performance in October, the first 10 months of the year (post-acceptance results), and the implementation of tasks for the remaining months of 2025; regarding the approval of the plan for balancing and arranging labor and the promulgation of the regulations on allowances and support for redundant labor and restructuring and improvement of labor quality within Cao Son Coal Joint Stock Company; regarding the review of the investment and construction project of the drainage system and dust-retaining wall at the coal yard of Screening Cluster 2; regarding the dismissal from the positions of person in charge of corporate governance and Company Secretary of Mr. Pham Phu My with effect from 01/12/2025; regarding the proposal for the appointment of personnel to the positions of person in charge of corporate governance and Company Secretary.	100%
47	35/NQ-TCS-HDQT	01/12/2025	Regarding the continuation of the implementation of the Regulations on personnel management of Cao Son Coal Joint Stock Company.	100%
48	36/NQ-TCS-HDQT	09/12/2025	Approval of Proposal No. 11024/TTr-TCS-TCLD dated 28/11/2025 of the Company's General Director regarding the request for approval of the policy on the reappointment of staff within the Company; approval of Proposal No. 11255/TTr-TCS-TCLD dated 05/12/2025 of the Company's General Director regarding the cessation of professional duties to arrange full-time positions for the Company's Trade Union; approval of Proposal No. 11254/TTr-TCS-TCLD dated 05/12/2025 of the Company's General Director regarding the request for approval of the policy on personnel matters within the Company; regarding the approval of the policy for accepting the supplementation of the execution of contracts and transactions between the Company and related persons/organizations in 2025; regarding the establishment of a thematic supervision team on the results of the implementation of the Company's restructuring plan for the 2021–2025 period in accordance	100%

No.	Resolutions no.	Date	Content	Approval rate
			with TKV's guidance under Document No. 1437/TKV-TCNS dated 07/4/2021.	
49	36A/NQ-TCS-HDQT	09/12/2025	Regarding the approval of the supplementation of the execution of contracts and transactions between Cao Son Coal Joint Stock Company and related persons/organizations in 2025.	100%
50	37/NQ-TCS-HDQT	15/12/2025	Approval of Proposal No. 11508/TTr-TCS-TCLD dated 11/12/2025 of the Company's General Director regarding the appointment of the Chief of Office of the Company.	100%
51	38/NQ-TCS-HDQT	29/12/2025	Regarding the approval of the adjusted investment and construction plan for 2025; regarding the reappointment of staff within the Company.	100%

5.2. Decisions

No.	Decisions no.	Date	Content	Approval rate
1	12/QD-TCS-HDQT	02/01/2025	Regarding the provisional assignment of key targets in the 2025 business and production plan.	100%
2	27/QD-TCS-HDQT	02/01/2025	Regarding the proposed plan for the use of the Bonus and Welfare Funds in 2025.	100%
3	688/QD-TCS-HDQT	16/01/2025	Regarding the approval of the planned salary fund, the salary fund for managerial personnel in 2025, and the assigned salary levels for management positions in 2025.	100%
4	696/QD-TCS-HDQT	17/01/2025	Regarding the approval of the adjusted contractor selection plan for Package No. 17-MRNCS: Procurement of one hydraulic backhoe excavator (bucket capacity E = 10–12 m ³) in 2025, under the Project for Expansion and Capacity Upgrade of Cao Son Coal Mine.	100%
5	763/QD-TCS-HDQT	17/01/2025	Approval of the planning for leadership positions of Cao Son Coal Joint Stock Company for the 2020–2025 period (after review and supplementation)	100%
6	1826/QD-TCS-HDQT	27/02/2025	Regarding the establishment of the Final Settlement Review Team for the Investment Project serving production of Cao Son Coal Joint Stock Company.	100%

No.	Decisions no.	Date	Content	Approval rate
7	1828/QD-TCS-HDQT	27/02/2025	Regarding the issuance of norms on fuel, lubricant, and grease consumption for equipment.	100%
8	1832/QD-TCS-HDQT	27/02/2025	Regarding the consolidation of the Council for Inventory and Disposal of Fixed Assets of Cao Son Coal Joint Stock Company.	100%
9	1864/QD-TCS-HDQT	27/02/2025	Regarding the issuance of the Regulation on Training and Professional Development for workers and staff of Cao Son Coal Joint Stock Company.	100%
10	2320/QD-TCS-HDQT	11/3/2025	Approval of the adjustment of the “starting time for contractor selection” for Package No. 11: Construction and installation of the fire prevention and fighting system at the automobile maintenance workshop under the Investment Project for the Construction of the Automobile Maintenance Workshop – Cao Son Coal Joint Stock Company.	100%
11	2689/QD-TCS-HDQT	19/3/2025	Approval of the adjustment of key targets in the 2024 production and business plan and outsourced volumes in 2024.	100%
12	2724/QD-TCS-HDQT	20/3/2025	Regarding the approval of the actual salary fund for 2024.	100%
13	3072/QD-TCS-HDQT	28/3/2025	Regarding the establishment of the Appraisal Team for the Project and the appraisal of the Contractor Selection Plan for the 2025 Production Capacity Investment Project – Cao Son Coal Joint Stock Company.	100%
14	3073/QD-TCS-HDQT	28/3/2025	Regarding the establishment of the Final Settlement Review Team for the 2025 Production Capacity Investment Project – Cao Son Coal Joint Stock Company.	100%
15	3182/QD-TCS-HDQT	01/4/2025	Regarding the issuance of the Regulation on Management and Use of the Bonus and Welfare Funds of Cao Son Coal Joint Stock Company.	100%
16	3782/QD-TCS-HDQT	18/4/2025	Regarding the approval of capital finalization procedures for completed	100%

No.	Decisions no.	Date	Content	Approval rate
			investment projects serving production – Cao Son Coal Joint Stock Company.	
17	3832/QD-TCS-HDQT	21/4/2025	Approval of adjustments to the Contractor Selection Plan for packages to be implemented in 2025 under the Project on CTMRNCS	100%
18	3847/QD-TCS-HDQT	21/4/2025	Regarding the issuance of the Regulation on Occupational Safety and Hygiene Management – Cao Son Coal Joint Stock Company.	100%
19	4032/QD-TCS-HDQT	25/4/2025	Regarding the issuance of the Charter on Organization and Operation of Cao Son Coal Joint Stock Company.	100%
20	4275/QD-TCS-HDQT	07/5/2025	Approval of the 2025 Construction Investment Plan.	100%
21	4276/QD-TCS-HDQT	07/5/2025	Regarding the assignment of key targets in the 2025 Production and Business Plan.	100%
22	4291/QD-TCS-HDQT	07/5/2025	Regarding the approval of the 2025 Production Capacity Investment Project – Cao Son Coal Joint Stock Company.	100%
23	4292/QD-TCS-HDQT	07/5/2025	Decision on approving the phase transition of the 2025 Construction Investment Plan.	100%
24	4293/QD-TCS-HDQT	07/5/2025	Regarding the approval of the Contractor Selection Plan for the 2025 Production Capacity Investment Project – Cao Son Coal Joint Stock Company.	100%
25	5300/QD-TCS-HDQT	04/6/2025	Approval of the supplemental Contractor Selection Plan for three packages: (i) formulation of task and adjustment of the planning for Screening Plant No. 2 and Cao Son Wastewater Treatment Station; (ii) topographic survey for the adjustment of expansion planning towards Deo Nai Mine; (iii) formulation of task and adjustment of expansion planning towards Deo Nai Mine under the CTMRNCS Project – Cao Son Coal Mine.	100%
26	5301/QD-TCS-HDQT	04/6/2025	Approval of the adjustment to the phase transition of the 2025 Investment Plan.	100%

No.	Decisions no.	Date	Content	Approval rate
27	5426/QD-TCS-HDQT	06/6/2025	Regarding the approval of the adjustment to the 2025 Bonus and Welfare Fund Utilization Plan.	100%
28	5857/QD-TCS-HDQT	16/6/2025	Regarding the selection of the audit firm for the 2025 financial statements of Cao Son Coal Joint Stock Company.	100%
29	5858/QD-TCS-HDQT	16/6/2025	Establishment of the Appraisal Team for issuing norms on equipment productivity – VT Division.	100%
30	7119/QD-TCS-HDQT	16/7/2025	Decision on retirement under the pension regime: Mr. Mai Huy Giap – Deputy General Director of the Company.	100%
31	7120/QD-TCS-HDQT	16/7/2025	Decision on retirement under the pension regime: Mr. Nguyen Van Sinh – Deputy General Director of the Company.	100%
32	7122/QD-TCS-HDQT	16/7/2025	Decision on changes to the contents of the General Meeting of Shareholders of Cao Son Coal Joint Stock Company.	100%
33	7128/QD-TCS-HDQT	17/7/2025	Decision on promulgating the Regulations on organization and operation of legal affairs of Cao Son Coal Joint Stock Company.	100%
34	7289/QD-TCS-HDQT	22/7/2025	Decision on retirement under the pension regime: Mr. Dinh Van Chien – Chief Accountant of the Company.	100%
35	7571/QD-TCS-HDQT	30/7/2025	Decision on promulgating the Charter on organization and operation of Cao Son Coal Joint Stock Company.	100%
36	7572/QD-TCS-HDQT	30/7/2025	Decision on assigning duties to members of the Board of Directors and the Corporate Governance Officer concurrently holding the position of Company Secretary.	100%
37	7573/QD-TCS-HDQT	30/7/2025	Decision on extending the assignment of duties for an official: Company Secretary.	100%
38	7688/QD-TCS-HDQT	04/8/2025	Decision on the reappointment of the Deputy General Director of Cao Son Coal Joint Stock Company – Mr. Do Van Kien.	100%
39	8368/QD-TCS-HDQT	21/8/2025	Decision on the appointment of the Chief Accountant of Cao Son Coal Joint Stock Company.	100%

No.	Decisions no.	Date	Content	Approval rate
40	9062/QD-TCS-HDQT	17/9/2025	Decision on establishing the Appraisal Team for the final settlement of the investment project on auxiliary equipment serving production in 2024 at Cao Son Coal Joint Stock Company.	100%
41	10346/QD-TCS-HDQT	07/11/2025	Decision on organizational restructuring: renaming the Inspection and Protection Department to the Internal Control and Protection Department, effective from 01/7/2025.	100%
42	10368/QD-TCS-HDQT	07/11/2025	Decision on the appointment of the Deputy General Director of Cao Son Coal Joint Stock Company.	100%
43	10754 /QD-TCS-HDQT	20/11/2025	Decision on the dismissal from the positions of Company Secretary and Corporate Governance Officer of Mr. Pham Phu My.	100%
44	10755/QD-TCS-HDQT	20/11/2025	Decision on the appointment of the Company Secretary and Corporate Governance Officer: Mr. Nguyen Hoang Cuong – Deputy Chief of Office.	100%
45	10768/QD-TCS-HDQT	20/11/2025	Decision on promulgating the Regulations and policies on allowances and support for redundant labor and restructuring of the labor force at Cao Son Coal Joint Stock Company.	100%
46	11082/QD-TCS-HDQT	02/12/2025	Decision on continuing the implementation of the Regulations on Personnel Management of Cao Son Coal Joint Stock Company.	100%
47	11380/QD-TCS-HDQT	09/12/2025	Decision on establishing the Board of Directors' supervision team to supervise the thematic review of the results of the implementation of the Company's restructuring plan for the 2021–2025 period.	100%
48	12384 /QD-TCS-HDQT	29/12/2025	Decision on approving the adjusted investment and construction plan for 2025.	100%

III. Board of Supervisors (Semi-annual report)

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	Qualification
1	Ms. Ha Thi Diep Anh	Head of the Board of Supervisors	24/12/2024 (Appointment of the Head of the Board of Supervisors 30/07/2025)	Bachelor of Accounting
2	Ms. Nguyen Thi Lich	Head of the Board of Supervisors	05/8/2020 (Dismissal of the Head of the Board of Supervisors 30/07/2025)	Bachelor of Economics
3	Ms. Duong Thi Thu Phong	Member of the Board of Supervisors	05/8/2020	Electrical Engineer in Mine Electrification; Master's Degree in Mining Economics
4	Mr. Nguyen Huy Hoang	Member of the Board of Supervisors	05/8/2020	Bachelor of Economics, Engineer in Accounting
5	Ms. Dao Thi My	Member of the Board of Supervisors	27/4/2022	Bachelor of Business Administration; Bachelor of Corporate Accounting
6	Mr. Ngo Thanh Long	Member of the Board of Supervisors	30/7/2025	Economic Engineering and Business Administration Engineer

2. Meetings of Board of Supervisors (BOS):

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Ha Thi Diep Anh	03	03/06	50%	
2	Ms. Nguyen Thi Lich	03	03/06	50%	Dismissal from 30/07/2025
3	Ms. Duong Thi Thu Phong	06	06/06	100%	

4	Mr. Nguyen Huy Hoang	06	06/06	100%	
5	Ms. Dao Thi My	06	06/06	100%	
6	Mr. Ngo Thanh Long	04	04/06	66,7%	Appointment from 30/07/2025

3. Activities of the Board of Supervisors for the Board of Directors, the Board of Management and shareholders:

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

It supervised the Board of Directors in implementing the Resolutions of the Annual General Meeting of Shareholders dated 25/4/2025, and monitored the Board of Management in executing the Resolutions of the Board of Directors.

The Board of Supervisors supervised the Board of Directors in implementing the Resolution of the Extraordinary General Meeting of Shareholders dated 30/07/2025, while the Company's Executive Management implemented the resolutions of the Board of Directors.

It oversaw the business performance targets managed by the Board of Management in accordance with the 2025 Business Plan approved at the Annual General Meeting of Shareholders on 25/4/2025; monitored the management and quarterly reporting of production and business results; implementation of investment and construction plans; management of materials, major fixed asset repairs, outsourced services, finance, and occupational safety and health.

The Board of Supervisors participated in regular meetings of the Board of Directors to stay informed of orientations and decisions in the Company's business operations.

The supervision results show that the Company's production and business activities have been carried out continuously, safely, stably, and transparently, in accordance with legal regulations.

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

The Board of Supervisors operated in close alignment with its work plan, the Company's Charter, State laws, and the regulations, resolutions, decisions, and directives issued by Vietnam National Coal and Mineral Industries Holding Corporation Limited.

It carried out supervision over the Board of Directors and the Director regarding the management and operation of the Company, and inspected the legality, integrity, and prudence of the Board of Directors in exercising shareholder rights, and of the Director in managing and operating the Company's business activities. The Board of Supervisors proactively coordinated with the Board of Directors and the Director in various aspects of the Company's production and business administration and operations.

Managed and supervised the use of TKV's capital investment in the Company in accordance with the Law on Management and Use of State Capital Invested in Production and Business in Enterprises No. 69/2014/QH13 dated 26 November 2014.

Inspected the legitimacy and appropriateness of the issuance and implementation of resolutions of the Annual General Meeting of Shareholders, Extraordinary General Meeting of Shareholders, the Board of Directors, and the Executive Management.

Performed other duties as prescribed in TKV's regulations on the management of representatives at enterprises.

Proactively coordinated with the Company's professional departments in carrying out assigned tasks.

The Company's departments cooperated and facilitated the provision of documents, records, and accounting books to enable the Board of Supervisors to effectively perform its duties.

5. Other activities of the Board of Supervisors:

To perform the rights, duties, and responsibilities of the Board of Supervisors as required.

IV. Board of Management

No.	Members of Board of Management	Position	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management	
					Date of appointment	Date of dismissal
1	Mr. Pham Quoc Viet	Director	30/7/1974	Mining Engineer	05/8/2020	
2	Mr. Nguyen Van Sinh	Deputy Director	28/02/1966	Mining Engineer	05/8/2020	01/8/2025
3	Mr. Mai Huy Giap	Deputy Director	15/8/1966	Engineer in Mine Electrification	05/8/2020	01/8/2025
4	Mr. Do Van Kien	Deputy Director	25/6/1977	Mining Engineer, Master of Economic Management	05/8/2020	
5	Mr. Nguyen Ngoc Dung	Deputy Director	13/11/1978	Mining Engineer	06/4/2022	
6	Mr. Nguyen Ngoc Toan	Deputy Director	09/10/1979	Automotive Mechanical Engineer, Master of Development Economics	26/7/2022	

7	Mr. Vu Quang Dung	Deputy Director	11/11/1971	Mechanical and Electrical Engineer	7/11/2025	
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V. Chief Accountant

No.	Name	Date of birth	Qualification	Date of appointment/ dismissal	
				Date of appointment	Date of dismissal
1	Mr. Dinh Van Chien	01/9/1966	Bachelor of Accounting, Master of Business Administration	05/8/2020	01/8/2025
2	Mr. Luong Xuan Quang	07/9/1977	Master of Industrial Economics, Bachelor of Economics, Bachelor of Accounting, Mining Engineer, Bachelor of English	22/8/2025	

VI. Training courses on corporate governance

The Company regularly assigns its management staff and officers to attend training courses on safety, capital representation, auditing, internal control, product quality management, succession planning, and specialized management. The Company also nominates its management staff and officers to participate in training programs organized by the State Securities Commission and the Hanoi Stock Exchange.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company:

1. **The list of affiliated persons of the Company:** *(Details are provided in Appendix I attached hereto).*
2. **Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:** *(Details are provided in Appendix II attached hereto).*
3. **Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power:** *None.*
4. **Transactions between the Company and other objects:** *None*
 - 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *(Details are provided in Appendix II attached hereto).*
 - 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director: *None*

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

VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report)

1. **The list of internal persons and their affiliated persons:** *(Details are provided in Appendix I attached hereto).*
 2. **Transactions of internal persons and affiliated persons with shares of the company:** *(Details are provided in Appendix III attached hereto).*
- IX. Other significant issues:** *None*

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

Recipient:

- SSC, HNX;
- PC; BOD, BOS, BOM;
- Save: Clerical, Office of BOD.



Vu Van Khan

APPENDIX I

THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Attached to the Company's Report on Corporate Governance 2025 No.: 608/BC-TCS-BOD dated 26/01/2026)

Stock code: CST

Name of company: Cao Son Coal Joint Stock Company

Record date: 31/12/2025

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	CST	Vu Van Khan		Chairman of the Board of Directors							8.000	0,0187	
1.01	CST	Dong Thi Nhuan			Mother								
1.02	CST	Nguyen Thi Nhung			Wife								
1.03	CST	Vu Thanh Tung			Child								
1.04	CST	Vu Thanh Binh			Child								
1.05	CST	Hoang Luu Ly			Daughter-in-law								
1.06	CST	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)			Mr. Vu Van Khan is a member of the Capital Management Board of TKV and the representative of TKV's capital contribution at Cao Son Coal Joint Stock Company						27.909.807	65,14	
1.07	CST	Vinacomin - Mining Geology Joint Stock Company			Mr. Vu Van Khan is the Chairman of the Board of Directors.								
1.08	CST	Vinacomin Industry Investment Consulting Joint Stock Company			Mr. Vu Van Khan is the Chairman of the Board of Directors.								

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.09	CST	Vinacomin - Ha Tu Coal Joint Stock Company			Mr. Vu Van Khan is the Chairman of the Board of Directors.								
2	CST	Pham Quoc Viet		Member of the Board of Directors cum Directors							1167	0,00272	
2.01	CST	Nguyen Thi Hue			Mother								
2.02	CST	Ngo Thi Ha			Wife								
2.03	CST	Pham An Ninh			Child								
2.04	CST	Pham An Hoa			Child								
2.05	CST	Pham Thi Ly Van			Younger sister								
2.06	CST	Ngo Ba Son			Father-in-law								
2.07	CST	Le Thi Lo			Mother-in-law								
2.08	CST	Tran Quyet Thang			Younger brother-in-law								
2.09	CST	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)			Mr. Pham Quoc Viet is a Representative at Cao Son Coal Joint Stock Company						27.909.807	65,14	
3	CST	Nguyen Ngoc Toan		Member of the Board of Directors cum Deputy Director							113	0,00026	
3.01	CST	Vu Thi Thanh			Wife								
3.02	CST	Nguyen Thi Phong			Mother								

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.03	CST	Nguyen Khanh Linh			Child								
3.04	CST	Nguyen Ngoc Diep			Child								
3.05	CST	Nguyen Bich Thuy			Sister						2332	0,0054	
3.06	CST	Nguyen Tien Thanh			Brother						2098	0,0049	
3.07	CST	Nguyen Kim Que			Sister								
3.08	CST	Nguyen Thi Hoa Lan			Sister								
3.09	CST	Vu Quoc Lap			Father-in-law								
3.10	CST	Nguyen Thi Phung			Mother-in-law								
3.11	CST	Trinh Ba Huu			Brother-in-law								
3.12	CST	Pham Thi Thanh Ha			Sister-in-law								
3.13	CST	Nguy Quoc Vi			Brother-in-law								
3.14	CST	Nguyen Thanh Tuan			Brother-in-law								
3.15	CST	Vu Thi Nga			Sister-in-law								
3.16	CST	Vu Duc Hai			Brother-in-law								
3.17	CST	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)			Mr. Nguyen Ngoc Toan is a Representative at Cao Son Coal Joint Stock Company						27.909.807	65,14	
4	CST	Nguyen Ngoc Dung		Member of the Board of Directors cum Deputy Director							1074	0,0025	

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.01	CST	Nguyen Kim Nhung			Wife						0		
4.02	CST	Nguyen Van Nghi			Father						4027	0,0093	
4.03	CST	Vuong Thi Quy			Mother						1074	0,0025	
4.04	CST	Nguyen Bao Anh			Child								
4.05	CST	Nguyen Trung Kien			Chile								
4.06	CST	Nguyen Thi Thu			Younger sister								
4.07	CST	Nguyen Thi Ha			Younger sister								
4.08	CST	Pham Thi Dui			Mother-in-law								
4.09	CST	Nguyen Anh Dung			Brother-in-law								
4.10	CST	Le Duc Phuong			Younger brother-in-law								
4.11	CST	Nguyen Thanh Trung			Younger brother-in-law								
5	CST	Pham Hong Luong		Independent member of the Board of Directors									
5.01	CST	Nguyen Thi Mau			Wife								
5.02	CST	Pham Thi Lan Huong			Child								
5.03	CST	Trinh Quoc Viet			Son-in-law								
5.04	CST	Pham Thi Kieu Trinh			Child								
5.05	CST	Nguyen Tuan Duong			Son-in-law								
5.06	CST	Pham Thi Chung			Sister								
5.07	CST	Do Duc Bay			Younger brother-in-law								

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6	CST	Do Van Kien		Deputy Director									
6.01	CST	Ha Thi Nga			Wife								
6.02	CST	Do Viet Dung			Child								
6.03	CST	Do Viet Hung			Child								
6.04	CST	Do Van Chien			Father								
6.05	CST	Vu Thi Thuan			Mother								
6.06	CST	Do Hong Khanh			Brother								
6.07	CST	Do Van Tan			Younger brother								
6.08	CST	Do Hong Quyet			Younger brother								
6.09	CST	Do Truong Phi			Younger brother								
6.10	CST	Ha Quang Vuong			Father-in-law								
6.11	CST	Nguyen Thi Ngoc			Mother-in-law								
6.12	CST	Luong Thi Van			Sister-in-law								
6.13	CST	Vu Thi Nhat Ha			Younger Sister-in-law								
6.14	CST	Vu Thi Thoa			Younger Sister-in-law								
6.15	CST	Hoang Thuy Sam			Younger Sister-in-law								
6.16	CST	Ha Quang Trung			Younger brother-in-law								
6.17	CST	Ha Quang Hieu			Younger brother-in-law								
7	CST	Luong Xuan Quang		Chief Accountant									
7.01	CST	Do Thi Hong Loan			Wife								
7.02	CST	Trinh Thi Loat			Mother								

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.03	CST	Luong Trung Kien			Child								
7.04	CST	Luong Khanh Linh			Child								
7.05	CST	Luong Xuan Hoang			Younger brother								
7.06	CST	Luong Xuan Hai			Younger brother								
7.07	CST	Luong Xuan Huy			Younger brother								
7.08	CST	Do Xuan Lam			Father-in-law								
7.09	CST	Do Xuan Toan			Brother-in-law								
7.10	CST	Do Phuong Thao			Younger Sister-in-law								
7.11	CST	Le Thi Hong			Younger Sister-in-law								
7.12	CST	Le Hoa Binh			Younger Sister-in-law								
7.13	CST	Kim Ngoc			Younger Sister-in-law								
8	CST	Ha Thi Diep Anh		Head of the Board of Supervisors									
8.01	CST	Ha Van Dao			Father								
8.02	CST	Doan Thi Ly			Mother								
8.03	CST	Le Xuan Lieu			Husband								
8.04	CST	Le Tu Quynh			Child								
8.05	CST	Le Phuc Chuong			Child								
8.06	CST	Ha Minh Nghia			Younger brother								
8.07	CST	Ha Thi Bach Diep			Younger sister								
8.08	CST	Le Thi Minh Hoa			Younger Sister-in-law								
8.09	CST	Pham Minh Tuan			Younger brother-in-law								

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8.10	CST	Vinacomin - Uong Bi Electric Mechanical Joint Stock Company			Ms. Ha Thi Diep Anh is Member of the Board of Supervisors								
8.11	CST	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)			Ms. Ha Thi Diep Anh is a Capital Supervisor at the Internal Control Board of TKV and a representative of TKV at Cao Son Coal Joint Stock Company						27.909.807	65,14	
9	CST	Duong Thi Thu Phong		Member of the Board of Supervisors									
9.01	CST	Nguyen Hai Thong			Husband								
9.02	CST	Nguyen Hai Nam			Child								
9.03	CST	Nguyen Ha Phuong			Child								
9.04	CST	Duong Thuc Danh			Father								
9.05	CST	Nguyen Thi Cay			Mother								
9.06	CST	Duong Thi Thu Thuy			Sister								
9.07	CST	Duong Van Chinh			Younger brother								
9.08	CST	Duong Dai Nghia			Younger brother								
9.09	CST	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)			Ms. Duong Thi Thu Phong is the Deputy Head of the Planning Department of TKV Group and a representative of TKV at Cao Son Coal Joint Stock Company						27.909.807	65,14	

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10	CST	Dao Thi My		Member of the Board of Supervisors									
10.01	CST	Dao Anh Xuyen			Father								
10.02	CST	Duong Thi Binh			Mother								
10.03	CST	Nguyen Kim Dinh			Father-in-law								
10.04	CST	Nguyen Thi Canh			Mother-in-law								
10.05	CST	Nguyen Kim Cuong			Husband								
10.06	CST	Nguyen Kim Thanh			Child								
10.07	CST	Nguyen Kim Lam			Child								
10.08	CST	Dao Thi Anh Thuong			Sister								
10.09	CST	Dao Thi Thuy			Sister								
10.10	CST	Dao Thi Men			Younger sister								
10.11	CST	Dao Thi Thuan			Younger sister								
10.12	CST	Nguyen Van Binh			Brother-in-law								
10.13	CST	Tran Quang Huy			Brother-in-law								
10.14	CST	Dao Viet Ha			Younger sister-in-law								
10.15	CST	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)			Ms. Dao Thi My serves as a representative of TKV at Cao Son Coal Joint Stock Company						27.909.807	65,14	
11	CST	Nguyen Huy Hoang		Member of the Board of Supervisors									
11.01	CST	Doan Thi Mai Huong			Wife								

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
11.02	CST	Nguyen Anh Dung			Child								
11.03	CST	Nguyen Nam Phong			Child								
11.04	CST	Pham Thi Ngat			Mother								
11.05	CST	Nguyen Van Phuong			Father								
11.06	CST	Nguyen Hai Phi			Brother								
11.07	CST	Nguyen Thi Hang			Sister-in-law								
11.08	CST	Doan Thanh Binh			Father-in-law								
11.09	CST	Bui Thi Mai			Mother-in-law								
11.10	CST	Doan Trung Kien			Younger brother-in-law								
11.11	CST	Pham Thi Hien			Younger Sister-in-law								
12	CST	Ngo Thanh Long		Member of the Board of Supervisors							1167	0,0027	
12.01	CST	Do Thi Huong My			Wife								
12.02	CST	Ngo Duc Minh			Child								
12.03	CST	Ngo Anh Duc			Child								
12.04	CST	Bui Thị Nguyệt			Mother								
12.05	CST	Ngo Thi Kim Ngan			Younger Sister								
12.06	CST	Do Huy Tuong			Father-in-law								
12.07	CST	Do Thi Mien			Younger Sister-in-law								
12.08	CST	Do Thi Mai			Younger Sister-in-law								
12.09	CST	Nguyen Thanh Trung			Younger brother-in-law								

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
13	CST	Vu Quang Dung		Deputy Director							1.632	0,0038089	
13.01	CST	Do Thi Tuyet			Wife								
13.02	CST	Ha Thi Thuy Van			Mother								
13.03	CST	Vu Quang Duy			Child								
13.04	CST	Vu Bao Tram			Chile								
13.05	CST	Vu Thi Mai Huong			Younger Sister								
13.06	CST	Vu Xuan Thanh			Younger Brother								
13.07	CST	Do Duc Nhan			Father-in-law								
13.08	CST	Do Thi Tam			Sister-in-law								
13.09	CST	Do Thi Nguyet			Sister-in-law								
13.10	CST	Do Thi Thanh			Younger Sister-in-law								
13.11	CST	Pham Van Vuong			Younger Brother-in-law								
13.12	CST	Lu Hoang Dung			Younger Sister-in-law								
14	CST	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)			TKV is the parent company of Cao Son Coal Joint Stock Company						27.909.807	65,14	
15	CST	Nguyen Hoang Cuong		Person in charge of corporate governance cum Secretary									
15.01	CST	Nguyen Thai Ha			Wife								
15.02	CST	Nguyen Ngoc Thinh			Father								

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Relationship with internal person	Type of NSH	NSH No.*	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
15.03	CST	Hoang Thi Gia			Mother								
15.04	CST	Nguyen Hoang Dai Duong			Child								
15.05	CST	Nguyen Nha Uyen			Chile								
15.06	CST	Nguyen Hoang Lan			Younger Sister								
15.07	CST	Nguyen Chi Linh			Father-in-law								
15.08	CST	Ly Thi Le			Mother-in-law								
15.09	CST	Nguyen Ly Cuong			Brother-in-law								
15.10	CST	Pham Thanh Hai			Younger Brother-in-law								
15.11	CST	Pham Thi Mai			Sister-in-law								

APPENDIX II

INTERNAL PERSONS AND AFFILIATED PERSONS.

(Attached to the Company's Report on Corporate Governance 2025 No.: 608/BC-TCS-BOD dated 26/01/2026)

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction
1	Vinacomin - Transportation and Miner Commuting Service Joint Stock Company	Under the same parent company	NSH No. 5700477326 issued by the Quang Ninh Department of Planning and Investment on 22/12/2003	No. 750, Hoang Quoc Viet Street, Group 16, Tay Son 2 Area, Cua Ong Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase and sale of goods and services, transaction value: 32.950.586.455 VND
2	Cam Pha Mining Chemical Industry Company	Under the same parent company	NSH No. 0100101072- 026 issued by the Quang Ninh Department of Planning and Investment	Thuy Son Area, Cua Ong Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase and sale of goods and services, transaction value: 617.678.296.831 VND
3	Vinacomin - Machinery Joint Stock Company	Under the same parent company	NSH No. 5700495999 issued by the Quang Ninh Department of Planning and Investment	No. 486, Tran Phu Street, Quang Hanh Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase and sale of goods and services, transaction value: 43.922.464.467 VND
4	Vinacomin - Motor Industry Joint Stock Company	Under the same parent company	NSH No. 5700353722 issued by the Quang Ninh Department of Planning and Investment	No. 370, Tran Quoc Tang Street, Cua Ong Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 65.507.601.041 VND
5	VVMI Viet Bac Mechanical Joint Stock Company	Under the same parent company	NSH No. 4600432062 issued by the Thai Nguyen Department of Planning and Investment	Hamlet 2, An Khanh Commune, Thai Nguyen Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 30.137.874.742 VND

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction
6	Vinacomin - Coal Import Export Joint Stock Company	Under the same parent company	NSH No. 100100304 issued by the Hanoi Department of Planning and Investment	No. 47, Quang Trung Street, Cua Nam Ward, Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 91.330.500.000 VND
7	Vinacomin Institute of Energy and Mining Mechanical Engineering	Under the same parent company	NSH No. 106426817 issued by the Hanoi Department of Planning and Investment	No. 565, Nguyen Trai Street, Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 6.850.695.403 VND
8	Vinacomin Quacontrol Joint Stock Company	Under the same parent company	NSH No. 5700100552 issued by the Quang Ninh Department of Planning and Investment	No. 55, Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase and sale of goods and services, transaction value: 3.971.567.082 VND
9	Vinacomin - Viet Bac Geology Joint Stock Company	Under the same parent company	NSH No. 104944595 issued by the Hanoi Department of Planning and Investment	No. 65, An Trach Street, O Cho Dua Ward, Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 1.725.128.110 VND
10	Vietnam Coal and Mineral College	Under the same parent company	Tax Code No. 5701740890	No. 8, Chu Van An Street, Ha Long Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 1.913.839.300 VND
11	Development of Mining Technology and equipment Joint Stock Company	Under the same parent company	NSH No. 100888822 issued by the Hanoi Department of Planning and Investment	Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 450.624.245 VND
12	Vinacomin Industry Investment Consulting Joint Stock Company	Mr. Vu Van Khan is the Chairman of the Board of Directors	NSH No. 0500237543 issued by the Hanoi Department of Planning and Investment	No. 565, Nguyen Trai Street, Thanh Liet Ward, Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 36A/NQ-TCS-HDQT dated 09/12/2025	Purchase of goods and services, transaction value: 1.330.798.000 VND

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction
13	Institute of Mining Science and Technology	Under the same parent company	Tax Code No. 0100101594	No. 3, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 325.142.354 VND
14	TKV Environment Limited Company	Under the same parent company			From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 34.151.632.233 VND
15	Vinacomin - Cuaong Coal Preparation Company	Ms. Nguyen Thi Lich is a member of the Board of Supervisors (exceeding 35% of total assets).	NSH No. 5700100256- 033 issued by the Quang Ninh Department of Planning and Investment on 10/04/2019	Group 48, Area 4B2, Cua Ong Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase and sale of goods and services, transaction value: 7.015.417.069.810 VND
16	Vinacomin - MaoKhe Mechanical Joint Stock Company	Ms. Ha Thi Diep Anh is a member of the Board of Supervisors	NSH No. 5700526478 issued by the Quang Ninh Department of Planning and Investment on 10/04/2019	Quang Trung Area, Mao Khe Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 02A/NQ-TCS-HDQT dated 16/01/2025	Purchase of goods and services, transaction value: 238.445.000 VND
17	Vinacomin Informatics, Technology, Environment Joint Stock Company	Under the same parent company	NSH No. 101919181 issued by the Hanoi Department of Planning and Investment	Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 3.776.904.700 VND
18	Vinacomin Hospital	Under the same parent company	Tax Code No. 5700100256-034	Alley 1, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 1.394.092.625 VND
19	Vinacomin Geology And Mineral Resources Joint Stock Company	Under the same parent company	NSH No. 300424948 issued by the Ho Chi Minh City Department of Planning and Investment	No. 173, Truong Dinh Street, Nieu Loc Ward, Ho Chi Minh City, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 5.461.372.306 VND

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction
20	Vinacomin - Machinery Joint Stock Company	Under the same parent company	NSH No. 5700495999 issued by the Quang Ninh Department of Planning and Investment	No. 486, Tran Phu Street, Quang Hanh Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 117.750.000 VND
21	Vinacomin mine rescue center	Under the same parent company	NSH No. 5700100256- 004 issued by the Quang Ninh Department of Planning and Investment	Km 8, Ha Tu Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 5.635.526.000 VND
22	Vinacomin-Materials Trading Joint Stock Company.	Under the same parent company	NSH No. 5700100707- 013 issued by the Quang Ninh Department of Planning and Investment	Group 1, Area 2, Ha Long Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase and sale of goods and services, transaction value: 1.543.820.222.872 VND
23	Vinacomin Business School	Under the same parent company	NSH No. 5700100256- 011 issued by the Hanoi Department of Planning and Investment	No. 25, Alley 46, An Hoa Street, Mo Lao Ward, Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 418.721.761 VND
24	Vinacomin - Cam Pha Port and Logistics Company	Ms. Ha Thi Diep Anh is a member of the Board of Supervisors (exceeding 35% of total assets).	NSH No. 5700100256- 001 issued by the Quang Ninh Department of Planning and Investment	Ly Thuong Kiet Street, Cua Ong Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Sale of goods and services, transaction value: 1.153.749.275.121 VND
25	Vinacomin - Minerals Holding Corporation	Under the same parent company	NSH No. 100103087 issued by the Hanoi Department of Planning and Investment	No. 193, Nguyen Huy Tuong Street, Thanh Xuan Ward, Hanoi, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Sale of goods and services, transaction value: 727.930.000 VND

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction
26	Quang Ninh Mining Chemical Industry Company	Under the same parent company	NSH No. 0100101072- 001 issued by the Quang Ninh Department of Planning and Investment	Group 25, Ha Khanh 4 Residential Area, Cao Xanh Ward, Quang Ninh Province, Vietnam	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Sale of goods and services, transaction value: 797.645.790 VND
27	Vinacomin Cam Pha Coal Trading Joint Stock Company	Mr. Vu Van Khan is the Chairman of the Board of Directors	Business Registration Certificate No. 5700526333, issued by Quang Ninh Department of Planning and Investment on December 27, 2004	No. 170 Tran Phu Street, Cam Pha Ward, Quang Ninh Province	From 01/01/2025 - 31/12/2025	Resolution No. 02A/NQ-TCS-HDQT dated 16/01/2025	Sale of goods and services, transaction value: 26.195.530.474 VND
28	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)	Mr. Vu Van Khan; Ms. Nguyen Thi Lich; Ms. Duong Thi Thu Phong	NSH No. 5700100256 issued by the Hanoi Department of Planning and Investment	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Cau Giay District, Hanoi City	From 01/01/2025 - 31/12/2025	Resolution No. 01/NQ-TCS-HDQT dated 25/4/2025	Purchase of goods and services, transaction value: 28.344.281.574 VND

APPENDIX III
TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS
WITH SHARES OF THE COMPANY

(Attached to the Company's Report on Corporate Governance 2025 No.: 608/BC-TCS-BOD dated 26/01/2026)

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage (%)	Number of shares	Percentage (%)	
1	Vu Van Khan	Chairman of the Board of Directors	0		8.000	0,0187	Buy