

TẬP ĐOÀN CÔNG NGHIỆP
THAN - KHOÁNG SẢN VIỆT NAM
CÔNG TY CỔ PHẦN VẬT TƯ-TKV
VIETNAM NATIONAL COAL AND MINERAL
INDUSTRIES GROUP - VINACOMIN
VINACOMIN - MATERIALS TRADING JSC

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số/No.: 1938/TB-MTS

V/v CBTT Biên bản, Nghị quyết và tài liệu
Đại hội đồng cổ đông thường niên năm 2026

Re: Public Disclosure of the Minutes, Resolutions, and
Documents of the 2026 Annual General Meeting of Shareholders

Quảng Ninh, ngày 24 tháng 4 năm 2026
Quang Ninh, April 24, 2026

CÔNG BỐ THÔNG TIN
(Thời hạn 24 giờ)
PUBLIC DISCLOSURE OF INFORMATION
(Within 24 hours)

Kính gửi/ To: - Ủy ban Chứng khoán Nhà nước/ State Securities Commission of Vietnam;
- Sở giao dịch Chứng khoán Hà Nội/ Hanoi Stock Exchange.

I. GIỚI THIỆU VỀ TỔ CHỨC CÔNG BỐ THÔNG TIN:

INTRODUCTION TO THE INFORMATION DISCLOSURE ORGANIZATION

* Tên tổ chức phát hành: Công ty Cổ phần Vật tư - TKV

Name of the issuing organization: Vinacomin - Materials Trading Joint Stock Company

* Giấy chứng nhận đăng ký doanh nghiệp: Số 5700100707 do Sở Kế hoạch và Đầu tư
Tỉnh Quảng Ninh cấp.

Business Registration Certificate: No. 5700100707 issued by the Department of Planning
and Investment of Quang Ninh Province

* Mã chứng khoán: MTS

* Sàn giao dịch: UPCOM

Securities Code: MTS

Trading Platform: UPCOM

* Trụ sở: Tổ 1, Khu 2, Phường Hồng Hà, Thành phố Hạ Long, Quảng Ninh.

Headquarters: Group 1, Zone 2, Hong Ha Ward, Ha Long City, Quang Ninh

* Điện thoại: 0203. 3695 899

Fax: 0203. 3634 899

Phone: 0203. 3695 899

Fax: 0203. 3634 899

* Website: vmts.vn

* Người thực hiện CBTT (Người phụ trách quản trị): Hoàng Mai Phương

Information Disclosure Officer (Corporate Governance Responsible): Hoang Mai Phuong

Điện thoại/ Phone: 0978.566.888

II. NỘI DUNG THÔNG TIN CÔNG BỐ:

CONTENT OF INFORMATION DISCLOSURE

Ngày 24/4/2026, Hội đồng quản trị Công ty Cổ phần Vật tư - TKV đã tổ chức họp
Đại hội đồng cổ đông thường niên năm 2026. Nay Công ty công bố các tài liệu đại hội sau:

On April 24, 2026, the Board of Directors of Vinacomin - Materials Trading Joint
Stock Company held the 2026 Annual General Meeting of Shareholders. The company now
announces the following meeting documents

- Biên bản, Nghị quyết Đại hội đồng cổ đông thường niên năm 2026 ngày 24/4/2026/
Minutes and Resolution of the 2026 Annual General Meeting of Shareholders held on April
24, 2026

- Tài liệu Đại hội đồng cổ đông thường niên năm 2026/ *2026 Annual General Meeting of Shareholders documentation.*

- Báo cáo thẩm tra tư cách cổ đông tham dự Đại hội đồng cổ đông thường niên năm 2026/ *Report on the verification of shareholder eligibility for the 2026 Annual General Meeting of Shareholders.*

- Biên bản kiểm phiếu biểu quyết/ *Minutes of the Voting on the discussion matters.*

- Các tài liệu có liên quan khác/ *Other relevant documents.*

Căn cứ Thông tư 96/2020/TT-BTC ngày 16/11/2020 của Bộ Tài Chính về hướng dẫn công bố thông tin trên thị trường chứng khoán. Công ty Cổ phần Vật tư - TKV xin được Công bố thông tin đến Quý Ủy ban Chứng khoán Nhà nước, Sở giao dịch Chứng khoán Hà Nội được biết và thực hiện công bố thông tin ra công chúng theo quy định hiện hành.

Pursuant to Circular 96/2020/TT-BTC dated November 16, 2020, issued by the Ministry of Finance, guiding the disclosure of information in the securities market, Vinacomin - Materials Trading Joint Stock Company hereby discloses this information to the State Securities Commission and the Hanoi Stock Exchange for acknowledgment and public information dissemination as per current regulations.

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 24/4/2026 tại đường dẫn: vmts.vn.

This information has been disclosed on the company's website on April 24, 2026, at the following link: vmts.vn.

Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We affirm that the information disclosed above is accurate and fully assume legal responsibility for the contents of the disclosed information.

Xin trân trọng thông báo!

Sincerely,

**** Nơi nhận/ Recipients:***

- UBCKNN, Sở GDCK HN/ *SSC, HNX*
- Website Công ty/ *Company Website*
- HĐQT, BKS/ *BOD, BOS*
- Lưu VP, TK HĐQT/ *Archived: Office, BOD*

NGƯỜI ĐƯỢC ỦY QUYỀN CBTT
AUTHORIZED PERSON FOR
DISCLOSURE OF INFORMATION
NGƯỜI PTQT - THƯ KÝ CÔNG TY
PUBLIC RELATIONS OFFICER -
COMPANY SECRETARY



Hoàng Mai Phương
Hoang Mai Phuong

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY

**GENERAL MEETING OF SHAREHOLDERS OF VINACOMIN -
MATERIALS TRADING JOINT STOCK COMPANY**

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

Pursuant to the Charter on Organization and Operation of Vinacomin - Materials Trading Joint Stock Company.

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/26/BB-ĐHĐCĐ dated April 24, 2026 of Vinacomin - Materials Trading Joint Stock Company.

RESOLVES:

Article 1. Approval of the Reports presented at the 2026 Annual General Meeting of Shareholders, including:

1.1. Approval of the Report on Business Performance in 2025 and Business Plan for 2026. (According to Report No. 1879/BC-MTS dated April 21, 2026)

Business performance results in 2025:

No.	Indicators	Unit	Plan 2025	Implementation on 2025	Percentage %
1	Key Products and Services				
	- Gasoline	1000 L	3.840	3.957	103%
	- Diesel Oil	1000 L	180.000	201.194	112%
	- Lubricating oil and grease	1000 L	1.570	1.559	99%
	- Loading and unloading	Ton	1.600.000	1.795.436	112%
	- Waterway Transportation	Ton	600.000	455.366	76%
	- Consumption of COM lubricants	1000 L	4.000	3.624	91%
2	Total Revenue	Million dong	3.950.100	4.150.530	105%
3	Production Value	Million dong	471.100	502.682	107%
*	Production Value for Wage Calculation	Million dong	471.100	485.022	103%
4	Total Expenses for the Period	Million dong	451.100	475.116	105%
5	Profit	Million dong	20.000	27.566	138%
6	Average Salary	1000VND/person/month	12.445	13.316	107%
7	Dividend Payment	%/ Charter Capital	6÷8%	8%	Achieved

Business Plan and Investment Plan for 2026 with the following key targets:

No.	Indicators	Unit	Plan 2026
A	Production and Business Plan		
1	Physical Indicators		
	- Gasoline	1000 L	3.800
	- Diesel	1000 L	180.000
	- Lubricating oil and grease	1000 L	1.500
	- Cargo handling	Ton	1.450.000
	- Water transportation	Ton	640.000
	- Consumption of COM lubricants	1000 L	4.100
2	Total revenue	Million dong	3.840.390
3	Production value	Million dong	460.672
4	Profit	Million dong	21.530
5	Average workforce	Person	570
6	Average salary	1000VND/person/month	13.828
B	Dividend payment plan	%/ Charter Capital	≥ 7 %
C	Investment plan	VND million	65.922
1	Procurement of inland waterway transport fleet	VND million	33.029
2	Construction of a transit warehouse and petroleum receiving terminal	VND million	1.242
3	Enhancement of inland waterway transport capacity in 2026	VND million	8.705
4	Investment in equipment for production operations in 2026	VND million	22.946

Note: The production output, revenue, production value, and total investment value will be adjusted accordingly after the Company finalizes its annual plan and completes feasibility studies for implementation during the year. These adjustments will be submitted by the Board of Directors to the Vinacomin Group for approval and execution to ensure the overall emulation performance of the Company.

The General Meeting of Shareholders assigns the Board of Directors to issue the Decision on the 2026 Business Production Plan and the Decision on the 2026 Investment Plan for the Company's implementation. The General Meeting of Shareholders authorizes the Board of Directors to adjust the 2026 Business Production Plan and the 2026 Investment Plan based on market fluctuations and the specific nature of the work, in case of changes in the Company's business production conditions or adjustments (increase/decrease) to the key targets in the Business Cooperation Plan by the Vietnam National Coal and Mineral Industries Group. However, any adjustment to the plans by the Board of Directors must ensure that the realized profit shall not be lower than the planned profit approved by the 2026 Annual General Meeting of Shareholders.

1.2. Approval of the Report of the Board of Directors in 2025 on corporate governance and performance of the Board of Directors, and directions and tasks for 2026. (According to Report No. 05/BC-HĐQT-MTS dated April 3, 2026).

1.3. Approval of the Report on the Settlement of Remuneration, Allowances, and Salaries for members of the Board of Directors and the Board of Supervisors in 2025; and the Plan for Remuneration, Allowances, and Salaries for the Board of Directors and the Board of Supervisors in 2026. (According to Report No. 06/BC-HĐQT-MTS dated April 3, 2026).

- The General Meeting of Shareholders approves the settlement of remuneration, allowances, and salaries for members of the Board of Directors and the Board of Supervisors in 2025 with a total amount of 836.428.000 VND, specifically as follows:

- Remuneration of members of the Board of Directors and the Board of Supervisors:

Position	Number of persons	Planned monthly remuneration (VND)	Actual remuneration in 2025 (VND)
Chairman of the Board of Directors: 1. Pham Dang Phu: 12 months;	01	5.140.000	61.680.000
Head of the Board of Supervisors: 2. Tran Thanh Tung: 12 months;	01	4.580.000	54.960.000
Members of the Board of Directors: 1. Ta Quang Tuan: 0.5 month; 2. Nguyen Manh Toan: 8 months; 3. Le Dung: 12 months; 4. Dang Hoai Nam: 12 months;	04	4.380.000	142.350.000
Members of the Board of Supervisors: 1. Hoang Kien: 12 months; 2. Pham Thi Ngoc Bich: 12 months;	02	4.380.000	105.120.000
Total	08		364.110.000

- Salary for full-time members of the Board of Directors:

Position	Number of persons	Planned monthly salary (VND)	Actual remuneration in 2025 (VND)
Full-time member of the Board of Directors: Nguyen The Hung: 12 months	01	32.850.000	
		Finalization of management salary increased in line with profit = 20%	472.318.000

- The General Meeting of Shareholders approves the planned levels of remuneration, allowances, and salaries for the Board of Directors and the Board of Supervisors in 2026 of the Company, specifically as follows:

No.	Position	Number of persons	Contracted monthly salary (VND)	Monthly remuneration (VND)
I	Board of Directors	05		
1	Chairman	1		5.140.000
2	Member of the Board of Directors (non-executive)	2		4.380.000
3	Full-time Member of the Board of Directors	1	32.850.000	
4	Member of the Board of Directors	1		4.380.000
II	Board of Supervisors	03		
1	Head of the Board of Supervisors	1		4.580.000
2	Member of the Board of Supervisors	2		4.380.000

** Full-time members of the Board of Directors shall receive a salary equivalent to that of the Company's Deputy Director.*

*** Payment method:**

- Salaries for members of the Board of Directors shall be advanced monthly at 80%. At the end of the year, based on the Company's business production performance and the level of task completion, the Company shall settle the remaining amount for the Board of Directors positions.

- Remuneration:

+ For concurrent positions in the Board of Directors and the Board of Supervisors who are internal personnel of the Company, 80% of the concurrent position remuneration shall be temporarily paid monthly. At year-end, based on the Company's business production results and work performance, the Company shall settle the remaining remuneration for these positions.

+ For concurrent positions in the Board of Directors and the Board of Supervisors who are representatives of the Group, 80% of the concurrent position remuneration shall be temporarily paid quarterly and transferred to the Group's account. At year-end, based on business production results and individual task completion of these positions, the Company shall settle the remaining concurrent remuneration for these positions and transfer it to the Group in accordance with regulations.

1.4. Approval of the Proposal regarding the list of contracts and transactions to be signed between the Company and related parties in 2026.
(According to Proposal No. 07/TTr-HĐQT-MTS dated April 03, 2026)

1.5. Approval of the 2025 Audited Financial Statements. *(According to the 2025 Summary Financial Statements)*

1.6. Approval of the Report on the dividend payment and profit distribution plan for 2025. *(According to Report No. 11/BC-HĐQT-MTS dated April 21, 2026)*

The General Meeting of Shareholders agrees on the 2025 dividend payment rate of 8% of charter capital (equivalent to 800 VND/share) and the profit distribution plan for 2025 as follows:

No	Content	Value (Million dong)
1	Profit before tax in 2025	27.565.687.611
	Corporate income tax expenses	5.820.818.712
3	Remaining profit after tax for distribution	21.744.868.899
a	Dividend payment (8%/charter capital)	12.000.000.000
b	Remaining profit after dividend payment	9.744.868.899
	Extract from Reward and Welfare Fund, Management:	9.744.868.899

The General Meeting of Shareholders assigns the Board of Directors to issue the Decision on the 2025 dividend payment. Concurrently, to complete the procedures and carry out the dividend payment to shareholders by the end of the second quarter of 2026 in accordance with the regulations of the Law, TKV Group, and the Company.

1.7. Approval of the Report of the Board of Supervisors on the appraisal of the 2025 Business Performance Report, Financial Statements, and Profit Distribution Plan of Vinacomin - Materials Trading Joint Stock Company. *(According to Report No. 06/BC-BKS dated April 21, 2026)*

1.8. Approval of the Self-assessment Report on the activities of the Board of Supervisors and the supervision of the Board of Directors and the Executive Management of the Company in 2025. *(According to Report No. 04/BC-BKS dated March 13, 2026)*

1.9. Approval of the Proposal on the approval of the list of approved auditing organizations to conduct the audit. *(According to Report No. 03/BC-BKS dated March 13, 2026)*

The General Meeting of Shareholders agrees to approve the selection of the list of independent auditing firms to audit the 2026 financial statements, including:

- (1). AASC Auditing Firm Company Limited.
- (2). VACO Auditing Company Limited.
- (3). International Auditing and Valuation Company Limited (IAV).


The General Meeting of Shareholders, based on the list of approved independent auditing firms eligible to audit the Company's 2026 financial statements as mentioned above, authorizes the Board of Directors to decide on the selection of one of these auditing firms to perform the audit of the Company's 2026 financial statements under the terms and conditions approved by the Board of Directors.

In the event that the Company cannot reach an agreement with the above auditing firms regarding the contract terms and audit fees, the General Meeting of Shareholders authorizes the Board of Directors to select another auditing firm from the remaining list of independent auditing firms approved to audit public interest entities in the securities sector in 2026 by the State Securities Commission of Vietnam under Decision No. 902/QĐ-UBCK dated November 19, 2025, to audit the Company's financial statements for the fiscal year 2026 in accordance with applicable regulations.

Article 2. Implementation of the Resolution:

This Resolution shall take effect immediately after being approved by the 2026 Annual General Meeting of Shareholders held on April 24, 2026.

The members of the Board of Directors, the Board of Supervisors, and the Board of Management are responsible for directing and organizing the implementation of this Resolution in accordance with their functions, duties, and powers as stipulated by law and the Charter on Organization and Operation of Vinacomin - Materials Trading Joint Stock Company.

The Board of Directors is responsible for reporting the implementation results of this Resolution to the General Meeting of Shareholders at the 2027 Annual General Meeting. / 

Recipients:

- SSC (via CBTT portal, for reporting);
- HNX (via CBTT portal, for reporting);
- Vinacomin Group (for reporting);
- Company shareholders (e-copy);
- Members of the BOD, BOS (e-copy);
- Board of Management, Chief Accountant (e-copy);
- Party Committee, Trade Union, Youth Union, Veterans' Association (e-copy);
- Departments, Workshops of the Company (e-copy);
- Archived at: Office, Board of Directors.

**ON BEHALF OF THE
GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**



**Pham Dang Phu
Chairman of the Board of
Directors**

Quang Ninh, April 24, 2026

No.: 01/26/BB-ĐHĐCD

**MINUTES
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY**

Company Name: Vinacomin - Materials Trading Joint Stock Company (MTS)

Enterprise Registration Number: 5700100707

Head Office: Group 1, Zone 2, Hong Ha Ward, Ha Long City, Quang Ninh Province

Meeting Time: From 08:00 AM on April 24, 2026; Concluding at 11:00 AM on April 24, 2026

Venue: Hall of Vinacomin - Materials Trading Joint Stock Company

(Group 1, Zone 2, Hong Ha Ward, Ha Long City, Quang Ninh Province)

Chairman of the Meeting: Mr. Pham Dang Phu, Chairman of the Board of Directors

Secretariat of the Meeting:

- Mr. Hoang Kien, Member of the Board of Supervisors
- Ms. Hoang Mai Phuong, Company Secretary

Participants: 17 shareholders and authorized representatives, representing 12,453,010 shares, equivalent to 83.02% of the total voting shares of the Company.

PROCEEDINGS OF THE MEETING: (In chronological order)

I. Opening Procedures of the Meeting:

1. The Organizing Committee carried out the registration procedures for the delegates attending the Meeting.

2. Mr. Nguyen The Hung, on behalf of the Organizing Committee, announced the opening of the Meeting and introduced the Chairman of the Meeting, Mr. Pham Dang Phu, Chairman of the Board of Directors of the Company, who presided over the Meeting.

3. Legality and Validity of the Meeting:

- Mr. Vu Thanh Son, on behalf of the Organizing Committee for shareholder verification, reported the results of the verification as follows:

+ The total number of shares with voting rights, equivalent to 100% of the charter capital of Vinacomin - Materials Trading Joint Stock Company, is 15,000,000 shares, owned by 741 shareholders and representatives as of the record date, March 24, 2026.

+ The total number of shareholders and authorized representatives invited to attend the Meeting was 741 shareholders. As of 8:00 AM on April 24, 2026, the number of registered participants was 17 shareholders, owning and representing by proxy **12,453,010** shares, accounting for **83.02%** of the total number of shares with voting rights of Vinacomin - Materials Trading Joint Stock Company.

+ As of 08:00 AM, April 24, 2026:

+ Number of participating delegates: **17** persons;

+ Number of authorized delegates: **290** persons;

+ Representing a total of **12,453,010** shares, equivalent to **83.02%** of the total number of shares with voting rights.

❖ Mr. Pham Dang Phu, Chairman of the Meeting, concluded: Pursuant to Clause 1, Article 145 of the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature, at its 9th Session on June 17, 2020, and Clause 1, Article 19 of the Charter on Organization and Operation of Vinacomin - Materials Trading Joint Stock Company, the 2026 Annual General Meeting of Shareholders of Vinacomin - Materials Trading Joint Stock Company was lawfully and validly convened and is qualified to proceed.

1. Mr. Pham Dang Phu, Chairman of the Meeting, made the following nominations:

1.1. The Secretariat of the Meeting:

- Mr. Hoang Kien

- Ms. Hoang Mai Phuong

to act as Secretaries of the Meeting, which was unanimously approved by the Meeting.

1.2. The Vote Counting Committee for the Meeting:

- Mr. Vu Thanh Son – Head of the Committee

- Ms. Nguyen Thi Thu Huong – Member

- Ms. Pham Thi Ngoc Bich – Member

• Voting result: 100% approval for the composition of the Vote Counting Committee as nominated by the Chairman of the Meeting

2. Approval of the Agenda and Working Regulations of the Meeting:

Mr. Le Dung, Member of the Board of Directors, presented the Meeting Agenda and the Working and Voting Regulations.

• Voting results:

- 100% of the shareholders attending the Meeting voted to approve the Agenda of the 2026 Annual General Meeting of Shareholders.

- 100% of the shareholders attending the Meeting voted to approve the Working Regulations of the Annual General Meeting of Shareholders in accordance with the Law on Enterprises 2020 and the Company's Charter on Organization and Operation.

❖ Upon completion of the opening procedures, the Annual General Meeting of Shareholders proceeded with the Program and Agenda of the Meeting.

II. Discussion Contents at the Meeting:

The Chairman presented to the General Meeting of Shareholders for approval the following matters:

No.	Content
1	Report on Business Performance 2025 and Business Plan 2026
2	Report of the Board of Directors in 2025 on corporate governance and the performance of the Board of Directors and each of its members, and orientations and tasks for 2026.
3	Report on the finalization of remuneration, allowances, and salaries of members of the Board of Directors and the Supervisory Board for 2025; plan for remuneration, allowances, and salaries of the Board of Directors and the Supervisory Board for 2026.
4	Proposal on the approval of the list of signatories for contracts and transactions between the Company and its enterprises, major shareholders, and related persons in 2026.
5	Audited financial statements for 2025 (Summary).
6	Report on dividend payment and profit distribution plan for 2025
7	Report of the Board of Supervisors on the appraisal of the Business Performance Report, Financial Statements for 2025, and the Profit Distribution Plan of Vinacomin - Materials Trading JSC.
8	Self-assessment report on the performance of the Board of Supervisors and the supervision of the Activities of the Board of Directors and the Board of Management in 2025.
9	Report on the proposal for approval of the list of eligible auditing firms to conduct the audit of the 2026 Financial Statements.

III. Discussion:

Mr. Pham Dang Phu, the Chairman, presided over the discussion of the aforementioned matters at the General Meeting.

At the Meeting, the Chairman presented the opinions of the major shareholder, Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV), regarding the development orientation and the medium- and long-term production and business plan in alignment with TKV's overall strategy; concurrently, the capital requirements and the Company's ability to balance funding sources were identified. On that basis, the Company formulates a plan to increase its charter capital from equity sources, together with a capital utilization plan, ensuring compliance with the Company's strategic direction and applicable laws and regulations.

The General Meeting agreed that the Company shall implement and submit to the General Meeting of Shareholders for consideration and approval the plan to increase the charter capital from the Development Investment Fund of Vinacomin - Materials Trading Joint Stock Company at an appropriate time.

The Chairman of the Meeting then proceeded to the voting session for the approval of the reports and proposals as presented at the General Meeting.

IV. Voting on the Matters at the General Meeting

As of **10:30** a.m. on April 24, 2026, the number of shareholders and authorized representatives registered to attend the Meeting was **17**, representing **12,453,010** shares, equivalent to **83.02%** of the total voting shares of Vinacomin - Materials Trading Joint Stock Company.

1. Approval of the Report on Business Performance 2025 and Business Plan 2026. *(According to Report No. 1879/BC-MTS dated April 21, 2026)*

The total number of valid votes: 17, representing 12,453,010 voting shares, accounting for 100% of the total voting shares of shareholders attending and voting at the Meeting.

The total number of invalid votes: 0.

❖ Voting results:

- Total number of agree ballots: 17, representing 12,453,010 shares, accounting for 100% of the shares attending and voting.

- Total number of disagree ballots: 0.

Total number of abstain ballots: 0, representing 0 shares, accounting for 0% of the shares attending and voting.

❖ The above matter was approved with a 100% voting rate

2. Approval of the Report of the Board of Directors in 2025 on corporate governance and the performance of the Board of Directors and each of its members, and orientations and tasks for 2026. *(According to Report No. 05/BC-HĐQT-MTS dated April 3, 2026).*

The total number of valid votes: 17, representing 12,453,010 voting shares, accounting for 100% of the total voting shares of shareholders attending and voting at the Meeting.

The total number of invalid votes: 0.

❖ *Voting results:*

- *Total number of agree ballots: 17, representing 12,453,010 shares, accounting for 100% of the shares attending and voting.*

- *Total number of disagree ballots: 0.*

Total number of abstain ballots: 0, representing 0 shares, accounting for 0% of the shares attending and voting.

❖ *The above matter was approved with a 100% voting rate*

3. Approval of the Report on the finalization of remuneration, allowances, and salaries of members of the Board of Directors and the Supervisory Board for 2025; plan for remuneration, allowances, and salaries of the Board of Directors and the Supervisory Board for 2026. (According to Report No. 06/BC-HĐQT-MTS dated April 3, 2026).

The total number of valid votes: 17, representing 12,453,010 voting shares, accounting for 100% of the total voting shares of shareholders attending and voting at the Meeting.

The total number of invalid votes: 0.

❖ *Voting results:*

- *Total number of agree ballots: 17, representing 12,453,010 shares, accounting for 100% of the shares attending and voting.*

- *Total number of disagree ballots: 0.*

Total number of abstain ballots: 0, representing 0 shares, accounting for 0% of the shares attending and voting.

❖ *The above matter was approved with a 100% voting rate*

4. Approval of the Proposal on the approval of the list of signatories for contracts and transactions between the Company and its enterprises, major shareholders, and related persons in 2026. (According to Proposal No. 07/TTr-HĐQT-MTS dated April 3, 2026).

Pursuant to Clause 4, Article 167 of the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, shareholders having related interests in the parties to such contracts and transactions shall have no voting rights on the approval of the list of contracts and transactions to be entered into between the Company and its affiliated enterprises, major shareholders, and related persons in 2026, as detailed below:

No	Full name	Number of voting ballots represented	Number of owned voting ballots	Number of non-voting ballots	Relationship in the transaction
1	Vietnam National Coal And Mineral Industries Holding Corporation Limited	7,650,000	7,650,000	7,650,000	Transaction party
2	Dai Van Phu Company Limited	2,650,000	2,650,000	2,650,000	Transaction party

Accordingly, the total number of votes present and eligible to vote on the above proposal is **2,153,010** votes.

The total number of valid votes: 16, representing 2,153,010 voting shares, accounting for 100% of the total voting shares of shareholders attending and voting at the Meeting.

The total number of invalid votes: 0.

❖ *Voting results:*

- Total number of agree ballots: 16, representing 2,153,010 shares, accounting for 100% of the shares attending and voting.

- Total number of disagree ballots: 0.

Total number of abstain ballots: 0, representing 0 shares, accounting for 0% of the shares attending and voting.

❖ *The above matter was approved with a 100% voting rate*

5. Approval of the audited financial statements for 2025 (summary)

(According to the summarized financial statements for 2025).

The total number of valid votes: 17, representing 12,453,010 voting shares, accounting for 100% of the total voting shares of shareholders attending and voting at the Meeting.

The total number of invalid votes: 0.

❖ *Voting results:*

- Total number of agree ballots: 17, representing 12,453,010 shares, accounting for 100% of the shares attending and voting.

- Total number of disagree ballots: 0.

Total number of abstain ballots: 0, representing 0 shares, accounting for 0% of the shares attending and voting.

❖ *The above matter was approved with a 100% voting rate*



6. Approval of the report on the dividend payment and profit distribution plan for 2025 (According to Report No. 11/BC-HĐQT-MTS dated April 21, 2026).

The total number of valid votes: **17**, representing **12,453,010** voting shares, accounting for **100%** of the total voting shares of shareholders attending and voting at the Meeting.

The total number of invalid votes: **0**.

❖ **Voting results:**

- Total number of agree ballots: **17**, representing **12,453,010** shares, accounting for **100%** of the shares attending and voting.

- Total number of disagree ballots: **0**.

Total number of abstain ballots: **0**, representing **0** shares, accounting for **0%** of the shares attending and voting.

❖ **The above matter was approved with a 100% voting rate**

7. Approval of the Report of the Board of Supervisors on the appraisal of the Business Performance Report, Financial Statements for 2025, and the Profit Distribution Plan of Vinacomin - Materials Trading JSC. (According to Report No. 06/BC-BKS dated April 21, 2026).

The total number of valid votes: **17**, representing **12,453,010** voting shares, accounting for **100%** of the total voting shares of shareholders attending and voting at the Meeting.

The total number of invalid votes: **0**.

❖ **Voting results:**

- Total number of agree ballots: **17**, representing **12,453,010** shares, accounting for **100%** of the shares attending and voting.

- Total number of disagree ballots: **0**.

Total number of abstain ballots: **0**, representing **0** shares, accounting for **0%** of the shares attending and voting.

❖ **The above matter was approved with a 100% voting rate**

8. Approval of the Self-assessment report on the performance of the Board of Supervisors and the supervision of the Activities of the Board of Directors and the Board of Management in 2025 (According to Report No. 04/BC- BKS dated March 13, 2026)

The total number of valid votes: **17**, representing **12,453,010** voting shares, accounting for **100%** of the total voting shares of shareholders attending and voting at the Meeting.

The total number of invalid votes: **0**.

❖ *Voting results:*

- *Total number of agree ballots: 17, representing 12,453,010 shares, accounting for 100% of the shares attending and voting.*

- *Total number of disagree ballots: 0.*

Total number of abstain ballots: 0, representing 0 shares, accounting for 0% of the shares attending and voting.

❖ *The above matter was approved with a 100% voting rate*

9. Approval of the Report on the proposal for approval of the list of eligible auditing firms to conduct the audit of the 2026 Financial Statements.
(According to Report No. 03/BC-BKS dated March 13, 2026)

The total number of valid votes: 17, representing 12,453,010 voting shares, accounting for 100% of the total voting shares of shareholders attending and voting at the Meeting.

The total number of invalid votes: 0.

❖ *Voting results:*

- *Total number of agree ballots: 17, representing 12,453,010 shares, accounting for 100% of the shares attending and voting.*

- *Total number of disagree ballots: 0.*

Total number of abstain ballots: 0, representing 0 shares, accounting for 0% of the shares attending and voting.

❖ *The above matter was approved with a 100% voting rate*



V. Approval of the Minutes and Resolutions of the General Meeting:

1. Mrs. Hoang Mai Phuong, Secretary of the General Meeting, read the draft Minutes and draft Resolutions of the 2026 Annual General Meeting of Shareholders.

2. Mr. Pham Dang Phu, Chairman of the General Meeting, presented the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders for approval.

❖ *Voting result: 100% of the shareholders attending the meeting approved the Minutes and Resolutions.*

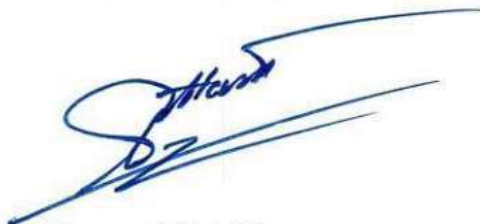
3. Mr. Pham Dang Phu, on behalf of the organizing committee of the 2026 Annual General Meeting of Shareholders of the Company, declared the meeting adjourned.

The 2026 Annual General Meeting of Shareholders concluded at 11:00 AM on April 24, 2026.

This Minutes was drawn up at 11:00 AM on April 24, 2026, immediately after the conclusion of the agenda of the 2026 Annual General Meeting of Shareholders of Vinacomin - Materials Trading Joint Stock Company.

The Minutes are effective immediately upon the conclusion of the meeting. All shareholders, the Board of Directors, the Board of Supervisors, the Board of Management, and relevant subsidiaries of Vinacomin - Materials Trading Joint Stock Company are responsible for the implementation.

**SECRETARY OF THE GENERAL
MEETING**



Hoang Mai Phuong

**CHAIRPERSON OF THE
GENERAL MEETING**



Phạm Dang Phu

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

Recipients:

- SSC (via IDS Pro, report);
- HNX (via CIMS, report);
- TKV Group (e-copy, report); Company shareholders (e-copy);
- BOD members, BOS, BOM, Chief Accountant (e-copy);
- Party Committee, Trade Union, Youth Union, Veterans Union (e-copy);
- Departments, Divisions, Branches of the Company (e-copy, published on the Website);
- Archived: Office, BOD





**DOCUMENTS
FOR THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

TT	Time	Content	Person in charge
1	7h30'÷8h00'	<ul style="list-style-type: none">- Checking the eligibility of shareholders and delegates to attend the 2026 AGM of Shareholders.- Distributing meeting documents, voting cards, ballots, election ballots.	Mr. Vu Thanh Son and 02 members Board of Supervisor Voter Eligibility Examination Committee
2	8h00'÷8h10'	<ul style="list-style-type: none">- Stabilizing the organization and opening the Congress- Introducing the Chairman and Delegates. Invite the Chairman to preside over the General Meeting.	Mr. Nguyen The Hung A Full-time Member of the Board of Directors The Organizing Committee
3	8h10'÷8h15'	Report on Voter Eligibility Examination	Mr. Vu Thanh Son Voter Eligibility Examination Committee
4	8h15'÷8h20'	The Chairman introduced: <ul style="list-style-type: none">- Secretary (1 comrade)- Vote counting committee (3 comrades) Voting for the approval.	Mr Pham Dang Phu Chairman of the Board of Directors
		<ul style="list-style-type: none">- Approval of the 2026 Annual General Meeting of Shareholders Agenda.- Approval of the Regulations on organizing the 2026 Annual General Meeting of Shareholders.- Guidance on completing voting ballots.	Mr. Le Dung A member of the Board of Directors
		Voting for the approval	Mr. Pham Dang Phu Chairman of the Board of Directors
Part I: Presenting the proposal and finalizing the list of candidates for Board of Directors members			
5	08h20'÷08h40'	(1). Report on Business Performance 2025 and Business Plan 2026.	Mr. Nguyen Manh Toan Director, A member of the Board of Directors

TT	Time	Content	Person in charge
6	08h40'÷09h00'	(2). Report of the Board of Directors in 2025 on corporate governance and the performance of the Board of Directors and each of its members, and orientations and tasks for 2026.	Mr. Nguyen The Hung A Full-time Member of the Board of Directors HDQT
		(3). Report on the finalization of remuneration, allowances, and salaries of members of the Board of Directors and the Supervisory Board for 2025; plan for remuneration, allowances, and salaries of the Board of Directors and the Supervisory Board for 2026.	
		(4). Proposal on the approval of the list of signatories for contracts and transactions between the Company and its enterprises, major shareholders, and related persons in 2026.	
7	09h00'÷09h15'	(5). Audited financial statements for 2025 (Summary)	Mr. Hoang Xuan Tung Chief Accountant
		(6). Report on dividend payment and profit distribution plan for 2025	
8	09h15'÷09h35'	(7). Report of the Board of Supervisors on the appraisal of the Business Performance Report, Financial Statements for 2025, and the Profit Distribution Plan of Vinacomin - Materials Trading JSC.	Mr. Tran Thanh Tung Head of the Board of Supervisors
		(8). Self-assessment report on the performance of the Board of Supervisors and the supervision of the Activities of the Board of Directors and the Board of Management in 2025.	
		(9). Report on the proposal for approval of the list of eligible auditing firms to conduct the audit of the 2026 Financial Statements.	
Part II: Discussion and voting on reports and proposals			
9	09h35'÷10h00'	- Discussing the Reports presented at the Meeting. - Voting for the approval of the contents discussed at the Meeting.	Mr. Pham Dang Phu Chairman of the Board of Directors
10	10h00'÷10h10'	Guidance on completing and collecting Voting Ballots.	Vote counting committee
11	10h10'÷10h20'	The meeting will take a 10-minute break.	Mr. Pham Dang Phu Chairman of the Board of Directors

TT	Time	Content	Person in charge
Part III: Announcement of voting results, Minutes and Draft Resolution of the General Meeting			
12	10h20'÷10h25'	Announcing the voting results on the matters discussed at the General Meeting and the election results.	Head of Vote counting committee
13	10h25'÷10h45'	Presenting the Minutes and draft Resolution of the General Meeting.	General Meeting Secretary
14	10h45'÷10h50'	Voting to approve the Minutes and Resolution of the General Meeting.	Mr. Pham Dang Phu Chairman of the Board of Directors
15	10h50'÷11h00'	Declaration of the General Meeting's closing.	Mr. Pham Dang Phu Chairman of the Board of Directors

Recipients:

- Shareholders of the Company;
- Members of the Board of Directors and Board of Supervisors;
- Posting on Website;
- Filed at Office, Board of Directors.

**THE ORGANIZING COMMITTEE
2026 ANNUAL GENERAL MEETING
OF SHAREHOLDERS**



Quang Ninh, April 24, 2026

WORKING REGULATIONS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

The Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding documents;

The Charter on Organization and Operation of the Company, approved by the Annual General Meeting of Shareholders on April 29, 2025;

The 2026 Annual General Meeting of Shareholders Vinacomin - Materials Trading JSC is organized and implemented according to the following Regulations:

CHAPTER I GENERAL PROVISIONS

Article 1. Scope and subjects of application

1. This Regulation applies to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting") of Vinacomin - Materials Trading JSC. It specifically stipulates the rights and obligations of shareholders/shareholder representatives attending the Meeting, as well as the conditions and procedures for conducting the Meeting.

2. Shareholders/shareholder representatives and other participants in the General Meeting are responsible for complying with the provisions of this Regulation.

Article 2. Objectives of the General Meeting

1. Ensure the principles of transparency, fairness, and democracy.

2. Facilitate the organization and conduct of the General Meeting of Shareholders, enabling the Company to stabilize its business operations promptly.

CHAPTER II RIGHTS AND OBLIGATIONS WHEN ATTENDING THE GENERAL MEETING

Article 3. Rights and obligations of shareholders

1. Conditions of participation:

Shareholders whose names appear in the list of shareholders entitled to vote prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) on March 26, 2026 under Document No. VNMEETVSDM010734/VSDMTSXX provided to the Company.

2. Rights of eligible shareholders when attending the General Meeting:

a. Have the right to vote on all matters within the authority of the General Meeting of Shareholders.

b. Have the right to authorize, in writing, a representative to attend and vote on their behalf at the General Meeting of Shareholders.

c. Shareholders/shareholder representatives attending the General Meeting of Shareholders must present their identification documents (ID card/passport/citizen identification card, etc.) and Authorization Letter (for shareholder representatives) to the Organizing Committee. They will receive a Voting Card, Ballot, and Election Ballot (if applicable), which state the number of voting shares (owned and authorized) of and bear the seal of Vinacomin - Materials Trading JSC.

d. At the Meeting, shareholders/shareholder representatives, after listening to reports and proposals on the matters to be approved, shall discuss and vote on the matters by raising the Voting Card or filling out the Ballot.

e. Shareholders/shareholder representatives attending the Meeting have the right to express their opinions on the Meeting's agenda during the discussion session under the Chairperson's direction. Before making a statement, they must register by filling out the Speaker Registration Form (as per the prescribed format). In this form, shareholders must clearly state their question or the content of their statement. The registration form shall be submitted to the Chairman for review. When speaking, statements should be concise and relevant to the topic being discussed and the General Meeting agenda. Each statement shall not exceed 5 minutes. Shareholders should avoid repeating previously stated opinions, and only comments relevant to the General Meeting's agenda will be recorded in the Meeting Minutes.

f. Shareholders/shareholder representatives arriving late may still register for the Meeting and immediately exercise their rights, including voting. However, the Chairman is not responsible for pausing the General Meeting for late attendees to register, and the validity of already voted matters will not be affected.

3. Obligations of shareholders/shareholder representatives when attending the General Meeting:

a. Shareholders and/or authorized representatives must be present on time and complete the registration procedures with the Organizing Committee before entering the Meeting room;

b. During the General Meeting, shareholders must follow the instructions of the Presidium, behave in a civilized manner, dress appropriately, refrain from wearing hats, smoking, having private conversations, or using mobile phones during the Meeting. All mobile phones must be turned off or set to silent mode.

c. Shareholders must maintain confidentiality, adhere to the proper use and safekeeping of documents, and must not copy, record, or share them with individuals outside the General Meeting without the Chairman's permission;

d. Authorized representatives attending the General Meeting are not allowed to delegate their authority to a third party.

e. Sit in the designated area assigned by the Organizing Committee and strictly comply with the seating arrangements.

f. Any audio or video recording of the Meeting must be publicly announced and approved by the Chairman;

g. Register to speak at the General Meeting in accordance with regulations, adhere to the allocated speaking time, and ensure that statements remain within the scope of the General Meeting agenda. Shareholders must speak and vote in compliance with the guidelines of the Organizing Committee and under the direction of the Chairman;

h. Refrain from any disruptive behavior that may interfere with the normal proceedings of the General Meeting or prevent it from being conducted in a fair and lawful manner;

i. Comply with the authority of the Chairman, strictly adhere to the Regulations, and respect the results of the General Meeting.

Article 4. Voter Eligibility Examination Committee

1. The Voter Eligibility Examination Committee of the General Meeting consists of three members (one Head of the Committee and other members appointed by the Board of Directors (BOD) of the Company). The committee is responsible to the Chairman and the General Meeting of Shareholders for fulfilling its duties.

2. Duties of the Voter Eligibility Examination Committee:

a) Verify the eligibility of shareholders or authorized representatives (hereinafter referred to as "Delegates") attending the meeting. Shareholders attending the General Meeting are required to present ID card/passport/citizen identification card (for individual shareholders), the Power of Attorney (for authorized representatives);

b) Distribute to attending shareholders or their authorized representatives: voting cards and other relevant meeting documents;

c) Report to the General Meeting on the results of voter eligibility verification at the following times:

- Before the commencing of the General Meeting, in case the number of eligible Delegates represents more than 50% of the total voting shares, the General Meeting of Shareholders shall be conducted;

- Before each vote of the General Meeting, if there is a change in the number of shareholders registered to attend the General Meeting (Shareholders arriving late to register to attend the meeting/Shareholders not continuing to attend the meeting).

d) Perform other tasks as assigned by the Organizing Committee or the Chairman of the General Meeting.

Article 5. Rights and obligations of the Chairman and Secretary of the General Meeting

5.1. Chairman of the General Meeting: The member in charge of the Board of Directors is the Chairman of the Meeting. The Chairman has the following responsibilities:

- Preside over and manage all activities of the Company's General Meeting of Shareholders in accordance with the contents and agenda approved by the General Meeting of Shareholders;

- Introduce the Secretary of the General Meeting;

- Guide delegates in discussions and in voting on matters included in the agenda; to decide on the order, procedures, and any matters arising outside the agenda of the Meeting.

- Respond to issues raised by delegates.

- Carry out any necessary actions to ensure that the Meeting is conducted lawfully, orderly, and reflects the will of the majority of attending delegates.

- Exercise other rights and duties as stipulated in the Charter on the Organization and Operation of Vinacomin - Materials Trading JSC.

5.2. Secretary of the General Meeting:

The Secretary is introduced by the Chairman of the General Meeting and approved by the General Meeting. The Secretary is responsible to the Chairman and the General Meeting of Shareholders for his/her duties and operates under the direction of the Chairman.

Assist the Chairman of the General Meeting in verifying the eligibility of delegates (when necessary).

Accurately and completely recording all discussions, approved matters, and noted issues in the Minutes of the General Meeting of Shareholders.

Assist the Chairman in announcing draft documents, conclusions, Resolutions of the General Meeting, and official notices from the Chairman to delegates upon request; Receive and review registration forms for delegate opinions and submitting them to the Chairman for decision.

Draft Resolution on Matters Approved at the General Meeting.

Article 6. Rights and Obligations of the Vote-Counting Committee

1. The Vote-Counting Committee of the General Meeting consists of three members: one Head and two members, who are introduced by the Chairman of the General Meeting and approved by the General Meeting.

2. The Vote-Counting Committee is responsible for:

a. Supervise the voting process of the delegates attending the General Meeting and determine the voting results accurately for each matter requiring approval;

b. Summarize the number of voting shares for each matter promptly so that the Chairman can announce the results before the General Meeting;

c. Review and report to the General Meeting on any violations of voting procedures or any complaints regarding voting results;

d. Prepare the Vote-Counting Minutes and take responsibility before the Chairman and the General Meeting of Shareholders for the execution of their duties.

CHAPTER III

PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 7. Conditions for conducting a General Meeting of Shareholders

The General Meeting of Shareholders shall be conducted when the attending delegates represent more than 50% of the total voting shares, as per the shareholder list of Vinacomin - Materials Trading JSC.

Article 8. Method of discussion and voting

1. Principles:

a. Discussions shall only take place within the designated timeframe and must be limited to the topics included in the agenda of the General Meeting of Shareholders;

b. Delegates who wish to express their opinions shall register their questions on the Question Form and submit them to the Secretary of the General Meeting;

c. The Secretary of the General Meeting shall arrange the Question Forms in the order of registration and forward them to the Chairman;

d. Delegates who wish to speak or debate shall raise their hands and may only speak upon approval from the Chairman. Each delegate may speak for no more than 03 minutes, keeping their statements concise and avoiding repetition.

2. Responding to Delegates' Questions:

a. Based on the Question Forms submitted by delegates, the Chairman or a designated member appointed by the Chairman shall respond to the question;

b. In case of time constraints, questions that are not answered directly at the General Meeting will be answered directly in writing by the Company.

3. The methods of voting to approve issues at the General Meeting of Shareholders is implemented as follows:

a. Voting by Raising Voting Cards: This method is used to approve matters such as the Agenda of the General Meeting, Working Regulations of the General Meeting, Composition of the Vote-Counting Committee, Minutes of the General Meeting, Resolutions of the General Meeting, and any other matters arising during the General Meeting (if any);

b. Voting by Filling in the Voting Ballot: This method is used to approve reports and proposals submitted to the General Meeting, as specified in the individual voting ballots distributed to each delegate.

4. Voting procedures:

a. Delegates vote to Approve, Disapprove, or Abstain from a matter presented at the General Meeting by raising the Voting Card or marking the corresponding option on the Voting Ballot.

b. Procedures for using the Voting Card:

- Delegates vote by raising their Voting Card as instructed by the Chairman. When voting by raising the Voting Card, the front side of the card must be held up facing the Presidium.

- In case a delegate does not raise their Voting Card in all three voting rounds (Approve, Disapprove, or Abstain) for a particular matter, it will be considered as an approval of that matter, and the delegate will not have the right to appeal regarding the resolutions passed by the General Meeting.

- In case a delegate raises their Voting Card more than once for Approve, Disapprove, or Abstain on a single matter, the final raised vote will be recorded.

c. When voting by filling in the Ballot: For each content, delegates select one of the three options "Agree," "Disagree," or "No opinion" printed on the Ballot by marking an "X" or "✓" in the chosen box. After completing all voting contents of the General Meeting, delegates submit the Ballot into the sealed ballot box at the Meeting following the instructions of the Vote Counting Committee. The Ballot must be signed and clearly state the delegate's full name.

Invalid ballot:

- Ballots not issued by the Organizing Committee;
- Ballots without a complete signature and the delegate's full name;
- Ballots that have been crossed out, modified, or had additional voting content added;
- Ballots where no option is selected or more than one option is selected for a single resolution of the General Meeting are considered invalid.

5. Voting rules:

a. The voting value of the Ballot and Voting Card is determined by the number of voting shares that the shareholder owns or is authorized to represent at the General Meeting. Each owned or represented share corresponds to one voting unit.

b. The Ballot and Voting Card are stamped by the Company and issued to the delegates attending the meeting by the Voter Eligibility Examination Committee. The Ballot and Voting Card are assigned a code, full name, delegate's signature, and other technical elements to ensure accurate and convenient vote counting.

c. At this General Meeting, decisions of the General Meeting of Shareholders will be approved if at least 50% of the total votes of all attending and voting shareholders are in favor, except in cases stipulated in Clauses 3, 5, and 7 of Article 21 of the Company's Charter.

Article 9. Minutes and Resolutions of the General Meeting of Shareholders.

The Minutes of the Congress and the Resolution of the Congress must be read and approved before the closing of the General Meeting.

Chapter IV

PROVISIONS OF IMPLAMENTATION

Article 10. Provisions of implamentation

This Regulation consists of 4 chapters and 10 articles and takes effect immediately after being approved at the 2026 Annual General Meeting of Shareholders of Vinacomin - Materials Trading JSC.

Shareholders and authorized representatives attending the General Meeting must strictly comply with the Working Regulations of the General Meeting of Shareholders. In case of violations of this Regulation, depending on the severity, the Chairman will review and take appropriate measures in accordance with the Company's Charter and the Law on Enterprises.

The General Meeting of Shareholders shall decide on any amendments or supplements to this Regulation./.

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

Recipients: 

- Shareholders of the Company (MTS Website);
- Party Committee, Board of Directors, Supervisory Board (e-copy);
- Board of Directors, Chief Accountant (e-copy)
- Departments, offices, and branches of the Company;
- Secretary (posted on Website);
- Office, Board of Directors.



Pham Dang Phu

No.: 1879 /BC-MTS

Quang Ninh, April 21, 2026

REPORT
BUSINESS PERFORMANCE RESULTS FOR 2025 AND
BUSINESS PLAN FOR 2026

PART ONE
PERFORMANCE RESULTS OF THE BUSINESS PLAN FOR 2025

I. GENERAL OVERVIEW

1. Advantages

In its production and business operations in 2025, the Company identifies three fundamental advantages.

- Firstly, as a member unit of TKV, performing logistics functions for coal production and trading, VINACOMIN - Materials Trading Joint Stock Company has consistently received attention, support, favorable conditions, as well as close and timely direction from Vietnam National Coal and Mineral Industries Group, the Quang Ninh Coal Party Committee, socio-political organizations within TKV, and the cooperation and support of TKV member units in using the goods and services provided by the Company, such as petroleum, Cominlub lubricants, materials and spare parts, industrial garment products, cargo handling services, and inland waterway coal transportation services;...

- Secondly, positive changes in the production organization model, streamlined organizational structure, improved management practices, and strict compliance with discipline and regulations by the management team and employees across the Company; along with consistent and coordinated direction from the Party Committee and the Board of Directors, and the strong determination of the Company's executive management;.

- Thirdly, a workforce of more than 600 dedicated, skilled, and experienced employees, who have made significant contributions to the Company's production and business performance.

2. Challenges

- The global and regional situation continued to experience complex developments, and fluctuations in petroleum prices have affected the Company's two business segments, namely petroleum supply and the production of Cominlub lubricants..

- The Company continues to implement its restructuring roadmap in accordance with the plan approved by TKV; workforce planning and the reorganization of labor, especially indirect labor, remain among the Company's challenges.

- Unexpected extreme weather conditions and prolonged rainy and stormy seasons have also impacted the Company's production and business operations.

II. IMPLEMENTATION RESULTS:

1. Production and Business Performance Results for 2025

No.	Indicators	Unit	Plan 2025	Implementation on 2025	Percentage %
1	Key Products and Services				
	- Gasoline	1000 L	3.840	3.957	103%
	- Diesel Oil	1000 L	180.000	201.194	112%
	- Lubricating oil and grease	1000 L	1.570	1.559	99%
	- Loading and unloading	Ton	1.600.000	1.795.436	112%
	- Waterway Transportation	Ton	600.000	455.366	76%
	- Consumption of COM lubricants	1000 L	4.000	3.624	91%
2	Total Revenue	Million dong	3.950.100	4.150.530	105%
3	Production Value	Million dong	471.100	502.682	107%
*	<i>Production Value for Wage Calculation</i>	Million dong	471.100	485.022	103%
4	Total Expenses for the Period	Million dong	451.100	475.116	105%
5	Profit	Million dong	20.000	27.566	138%
6	Average Salary	1000VND/person/month	12.445	13.316	107%
7	Dividend Payment	%/ Charter Capital	6÷8%	8%	Achieved

2. Assessment of Production Performance in 2025

2.1. Petroleum trading activities

The storage and supply of petroleum for coal production is the most important task assigned by TKV to the Company, with the requirement to ensure sufficient, timely, and uninterrupted supply under all circumstances. The Company has arranged fuel supply points at convenient locations within mining sites, helping to reduce mobilization costs for customers. The delivery of fuel directly to each customer's vehicle (retail supply) using specialized tanker trucks has been a key focus, with the Company investing in new and modern vehicles. In 2025, the Company closely monitored petroleum price fluctuations, balanced supply sources, maintained safe inventory levels, and supplied 201.1 million liters of DO fuel to units both within and outside TKV, making an important contribution to TKV's coal production and business activities

2.2. Production and consumption of Cominlub lubricants

The Company has implemented a range of comprehensive measures to strengthen management and supervision of input material quality, production processes, and output products, while also focusing resources on sales and after-sales services to maintain and expand its market. It has invested in research and production of high-grade lubricants meeting international standards for modern and heavy-duty vehicles, continued to diversify products using various raw material sources to reduce costs, and invested in modern machinery and equipment for the Laboratory - SXDN 12/11 Workshop (Vilas 256) to enhance research and testing capacity.

In 2025, Cominlub lubricant consumption reached 3.624 million liters, equivalent to 91% of the production and business plan and 97% compared to 2024. The main reason was the gradual decline in open-pit mining, with operations increasingly shifting to underground mining, leading to reduced demand for Cominlub lubricants for mining machinery and equipment. In addition, some units have not fully supported the use of Cominlub lubricants in accordance with TKV's production and business plan. Intense competition from major lubricant brands (CAT, Komatsu, Castrol, Mobil, Fuchs, Total, etc.) and warranty oils for machinery and equipment has also created significant challenges in marketing and expanding the market.

2.3. Cargo handling and inland waterway transportation activities

Cargo handling activities: In 2025, cargo handling volume reached 1.795 million tons against the planned 1.6 million tons, achieving 112% of the plan, including 1.037 million tons of coal cargo and 759 thousand tons of non-coal cargo. The lower coal handling volume was due to joint ventures participating in bidding for cargo handling; vessels equipped with cranes for coal transportation have been decreasing, while most customers hire vessels without cranes and use floating cranes for coal loading and unloading. However, the Company proactively sought and expanded markets outside TKV, handling ore, corn, and clinker, thereby increasing output beyond the assigned plan.

Inland waterway transportation activities: In 2025, the Company carried out coal transportation and transshipment in compliance with TKV regulations. Inland waterway transport volume reached 455 thousand tons against the planned 600 thousand tons, achieving 76% of the annual plan. The main reason was the impact of abnormal and extreme weather conditions in 2025, with prolonged heavy rainfall over a wide area, which reduced coal transportation to power plants. In addition, the Ha Bac Fertilizer Plant suspended operations for two months during the year, which also affected the Company's coal transportation volume.

2.4. Production of protective workwear and mine ventilation ducts

This is a traditional business line of the Company. In 2025, the Company produced and supplied customers with nearly 50,000 sets of protective workwear of various types and nearly 113,000 meters of mine ventilation ducts, generating revenue of VND 40.6 billion. Product quality and after-sales services were well maintained and trusted by customers. The Company also invested in additional synchronized sewing equipment and organized training for sewing workers in production lines to improve labor productivity and enhance product quality.

2.5. Planning, cost management, and production operations.

Based on the coordinated business plan with TKV, the Company assigned targets to its units in alignment with each unit's resources. During implementation, the Company closely monitored production progress, promptly addressed arising difficulties and obstacles, and ensured smooth and coordinated operations. It also closely tracked prices of petroleum, base oil, and additives to maintain inventory at safe and reasonable levels, enabling it to capitalize on rising fuel prices while minimizing risks when prices declined, thereby ensuring business efficiency.

Regarding cost management, the Company pursued cost-saving measures, reduced production costs, and ensured the profit targets set by TKV and the General Meeting of Shareholders were achieved. On a monthly and quarterly basis, the Company conducted inspections and acceptance of revenue and cost performance at its units under the internal contracting mechanism, ensuring that costs were aligned with revenue results of each unit and that overall business efficiency was maintained. In 2025, total production value reached VND 502.68 billion, costs amounted to VND 475.1 billion, and profit reached VND 27.566 billion, achieving 138% of the plan.

2.6. Investment activities.

With the objectives of maintaining the Company's production capacity; gradually supplementing and replacing outdated, inefficient equipment and vehicles; improving the quality of services provided to units within and outside TKV; and stabilizing production while ensuring employment and income for employees.

In 2025, based on the investment plan approved by Vietnam National Coal and Mineral Industries Group and the Company's Board of Directors, VINACOMIN - Materials Trading Joint Stock Company implemented two projects: the 2025 Production Equipment Investment Project and the Fleet Procurement Project.

- TKV's investment plan for 2025:

+ Planned investment implementation: 42.502 million

VND

+ Planned investment disbursement: 21,451 million VND

- Company's implementation of the 2025 investment plan:

+ Actual investment implementation: 42,198 million VND

+ Actual investment disbursement: 29,621 million VND

2.6.1. Project: Investment in Equipment for Production in 2025:

- Investment scale:

No.	Investment items	Unit	Quantity
1	Accounting software	Set	01
2	Cargo truck (9–10 ton box truck with canopy and lifting equipment)	Unit	02
3	Boiler equipment (1,000–1,500 kg/h)	Unit	01
4	Fuel dispenser (6-nozzle type, 60–80 L/min)	Unit	03
5	Fuel dispenser (double-column type, 140 L/min)	Unit	04

- Total investment: 10,980 million VND
- Of which:
 - + Equipment costs: 10,262 million VND
 - + Consulting and other costs: 718 million VND
- Funding sources: Commercial loans and owners' equity
- Planned investment implementation in 2025: 10,025 million VND
- Planned investment disbursement in 2025: 10,025 million VND
- Actual investment implementation in 2024: 0 million VND
- Actual investment implementation in 2025: 9,933 million VND
- Actual investment disbursement in 2025: 9,873 million VND
- Undisbursed amount in 2025: 60 million VND

(Consulting costs for auditing and verification of the completed project investment finalization report were completed at the end of December 2025 and will be disbursed in Q1/2026)

- Carried forward to 2026: 0 million VND

The project was basically completed in 2025..

2.6.2. Project: Procurement of inland waterway fleet

- Investment scale:

No.	Investment items	Unit	Quantity
1	Inland waterway fleet (each fleet includes: 01 pusher tug of 720 HP + 04 deck barges with a capacity of 1,000 tons)	Fleet	02

- Total investment: 72,031 million VND
- Of which:
 - + Equipment costs: 66,584 million VND
 - + Consulting and other costs: 5,447 million VND
- Funding sources: Commercial loans and owners' equity
- Planned investment implementation in 2025: 32,477 million VND
- Planned investment disbursement in 2025: 11,426 million VND
- Actual investment implementation in 2024: 0 million VND
- Certified value of investment implementation in 2025: 32,265 million VND
- Actual investment disbursement in 2025: 19,748 million VND
- Carried forward to 2026: 33,029 million VND

In 2025, the Company confirmed the completed volume of 01 inland waterway fleet (each fleet includes: 01 pusher tug of 720 HP + 04 deck barges with a capacity of 1,000 tons) with the Contractor, recognizing an implementation value of 31,147 million VND. The Company is continuing to coordinate with the Contractor to accelerate the contract execution progress to ensure the project schedule, while implementing the contract in compliance with technical and quality requirements in accordance with the approved design and applicable regulations.

TÓM TẮT TÌNH HÌNH THỰC HIỆN KẾ HOẠCH ĐẦU TƯ NĂM 2025

Unit: million dong

No.	Contents	Plan		Implementation on 2025	
		Implementation	Disbursement	Implementation	Disbursement
	TOTAL	42,502	21,451	42,198	29,621
A	Official plan	42,502	21,451	42,198	29,621
1	Project: Investment in equipment for production in 2025	10,025	10,025	9,933	9,873
2	Project: Procurement of inland waterway fleet	32,477	11,426	32,265	19,748
B	Project preparation plan				

2.7. Financial and accounting activities

In 2025, financial and accounting activities effectively fulfilled the assigned tasks, ensuring a balanced financial structure to meet funding requirements and cover expenditures for production and business operations. The Company properly carried out internal debt offsetting within the Group, contributing to a reduction in bank loan balances and improving capital turnover, with no occurrence of overdue payables. The Company also developed, revised, and supplemented accounting and financial regulations in compliance with the regulations of the State and the Group. In addition, it proactively conducted periodic and ad hoc internal reviews and inspections on documentation and accounting practices to ensure full compliance with legal requirements.

2.8. Organization, labor, and payroll activities

- Organizational work: The Company continued restructuring its organizational model, reducing management layers. It merged two workshops with similar and complementary functions in production and business—Cargo Handling & Port Workshop and Inland Waterway Transport Workshop—into the Transport & Cargo Handling Workshop effective from September 1, 2025. At the same time, the Company is developing workforce norms, plans, and a roadmap for labor restructuring to reduce the proportion of managerial and support staff while increasing the proportion of technical workers in line with TKV's directives.

+ Reorganized the fuel supply model at two petroleum departments by eliminating the model of separate fuel stations (8 stations), allowing petroleum departments to directly manage supply points to save labor and enhance individual accountability. The 8 station managers were reassigned as heads of supply points, with responsibilities tied to inventory, storage, and distribution management.

+ Developed a restructuring plan for the Hanoi Branch, completing procedures to terminate its operation and convert it into the Hanoi Business Department effective from January 1, 2026.

- Personnel work: The Company fully and properly implemented personnel management tasks, including planning, appointments, reappointments, year-end performance evaluations, and developing internal personnel management regulations in accordance with the newly issued TKV regulations.

- Labor management: Labor management was decentralized based on the principles that (1) direct management and utilization of employees fall under the authority of department heads and workshop managers; and (2) reassignment of employees among units falls under the authority of the Company's Director. In 2025, based on workforce demand assessments at different times, the Company flexibly reassigned 47 employees among units, both meeting production requirements and accommodating employees' preferences; processed retirement for 28 employees; and handled termination of labor contracts for 18 cases.

- Training: The Company regularly selected and sent employees to training courses organized by Vinacomin Business Administration School and other training institutions to enhance knowledge and update new regulations across all areas. It also organized internal training and engaged qualified providers to deliver courses on occupational safety and hygiene in accordance with legal requirements.

- Payroll: The management and utilization of the salary fund, as well as salary payments to employees, were carried out in compliance with State and TKV regulations, strictly adhering to salary principles. Salaries for managerial staff were based on KPIs. Additional payments were provided to employees at the end of each quarter, at the mid-year point, and during holidays and Tet, serving as motivation to enhance labor productivity. In 2025, based on job position salary levels and TKV's salary scale system, the Company adjusted and increased job-based salaries and the salary base for social insurance contributions for all employees.

III. LIMITATIONS AND SHORTCOMINGS:

1. Limitations and Shortcomings

The results achieved in 2025 as mentioned above reflect the significant efforts and determination of all employees of the Company, along with the support and favorable conditions provided by TKV and the cooperation of customers and partners. However, during the course of production and business operations, the Company recognizes that there remain certain limitations and shortcomings that need to be seriously reviewed and addressed for 2026 and the following period.

- Inland waterway transportation volume was low and did not meet expectations.

- Consumption of Cominlub lubricants did not meet the 2025 production and business plan, and the full capacity of the lubricant plant has not been utilized; some units have not shown strong support for the consumption of industry materials.

2. Remedial Measures

- Focus on maximizing the capacity utilization of newly invested fleets; closely monitor production conditions to efficiently manage fleet rotation and operations.

- Intensify customer care, marketing, and product promotion activities; regularly update and capture information on customers, equipment volumes, and lubricant demand across all markets; expand consumption in external markets with a target of reaching 600–700 thousand liters per year. Maintain stable quality of Cominlub lubricants; continue research and development of high-quality products that meet the stringent requirements of heavy-duty equipment used in open-pit coal mining, as well as mechanized roof support systems in underground coal mining units; diversify common product lines to replace other brands' lubricants in the market. Continue research and optimization of product lines to reduce production costs and enhance the competitiveness of Cominlub lubricants.

IV. OVERALL ASSESSMENT

In 2025, due to complex developments in the global political and economic situation, disruptions in global supply chains, and unpredictable fluctuations in raw material and fuel prices, the Company's production and business activities were significantly affected. However, with the support and assistance from the Group, the Quang Ninh Coal Party Committee, the TKV Party Committee, and socio-political organizations within the Group, along with the cooperation of customers within TKV and the strong unity of all employees, combined with strengthened discipline and management practices and flexible solutions to promote production and business activities, the Company successfully exceeded key performance targets (such as production value, profit, wages, and labor productivity), while ensuring employment, livelihoods, and income for employees.

PART II

OBJECTIVES, TASKS, AND SOLUTIONS

FOR IMPLEMENTING THE 2026 PRODUCTION AND BUSINESS PLAN

I. ASSESSMENT OF THE SITUATION:

In 2026, the 14th National Congress of the Party will be held, along with elections for the National Assembly and People's Councils at all levels. It is also the first year of implementing the 2026–2030 five-year socio-economic development plan, marking the beginning of an era of robust and prosperous national growth, with double-digit growth expected from 2026 onward. This presents both opportunities and challenges for the Company.

Units in the coal industry are reducing their open-pit mining output, including Cao Son Coal Company and Deo Nai – Coc Sau Coal Company, which have scaled down production at the Coc Sau mine. Ha Tu Coal Company is also facing production difficulties, and some units are investing in new machinery and equipment while liquidating old assets. These factors will have a significant impact on the consumption of DO oil and Cominlub lubricants.

II. OBJECTIVES:

1. Objectives

The Company's objectives align with the Group's overall goals: SAFETY – UNITY – DEVELOPMENT – EFFICIENCY.

Key Indicators of the 2026 Production and Business Plan

No.	Indicators	Unit	Plan 2026
A	Production and Business Plan		
1	Physical Indicators		
	- Gasoline	1000 L	3.800
	- Diesel	1000 L	180.000
	- Lubricating oil and grease	1000 L	1.500
	- Cargo handling	Tấn	1.450.000
	- Water transportation	Tấn	640.000
	- Consumption of COM lubricants	1000 L	4.100
2	Total revenue	Million dong	3.840.390
3	Production value	Million dong	460.672
4	Profit	Million dong	21.530
5	Average workforce	Person	570
6	Average salary	1000VND/person/month	13.828
B	Dividend payment plan	%/ Charter Capital	≥ 7 %
C	Investment plan	Trđ	65.922
1	Procurement of inland waterway transport fleet	VND million	33.029
2	Construction of a transit warehouse and petroleum receiving terminal	VND million	1.242
3	Enhancement of inland waterway transport capacity in 2026	VND million	8.705
4	Investment in equipment for production operations in 2026	VND million	22.946

2. Mission

Vinacomin - Materials Trading JSC continues to perform the tasks assigned by TKV as the “logistics” unit for coal production, including supplying gasoline and diesel, providing spare parts, producing lubricants, cargo handling, water transport of coal, and manufacturing labor protection clothing and mine ventilation ducts, while simultaneously ensuring employment stability, increasing workers’ income, and guaranteeing dividend payments to shareholders..

Specific tasks include:

- Closely following the key indicators of the 2026 Business Coordination Plan of the Group.

- Stockpiling and supplying gasoline and diesel for the Group’s coal production on a continuous and regular basis, ensuring that fuel shortages never disrupt TKV’s production under any circumstances.

- Producing and supplying Cominlub lubricants to fully meet the needs of TKV units, securing a competitive advantage in the market, and distributing products to external markets beyond TKV.

- Expanding the cargo handling market beyond coal, optimizing the use and operation of the water transport fleet for coal, and seeking customers for spare parts to increase revenue, efficiency, and income in these sectors.

- Gradually moving towards a “lean workforce, high salary” model to improve employees’ income and living standards.

- Increasing revenue, reducing costs, and achieving profit targets to fulfill dividend obligations to shareholders, while allocating funds for bonuses, welfare, and development investment.

III. KEY SOLUTIONS FOR OPERATING AND MANAGING THE 2026 PRODUCTION AND BUSINESS ACTIVITIES

For the Company, 2026 sets the requirement to maintain stable operations in traditional business areas; expand the market for materials and services; promote digital applications in management and operations; improve the quality of human resources; ensure energy safety and security; and uphold the principles of democratic centralism, discipline, and rigor of the Party. The Company has developed management and operational solutions to accomplish these tasks and successfully achieve the above objectives, as detailed below.

1.Strengthening Leadership, Direction, and Supervision: Thoroughly disseminate and implement the Party’s and the Group’s resolutions and policies; apply the principle of “Clear personnel, clear tasks, clear responsibilities, clear results” in task assignment; enhance the effectiveness of regular and specialized inspections and supervision, ensuring discipline and order in management and operations.

2.Improving the Management Quality of Business Areas:

- Fuel supply: Proactively balance supply sources, maintain safe reserves; organize scientific and timely distribution; continue upgrading and completing the automated distribution system.

- Cargo handling and water transport: Maximize the exploitation of TKV coal resources; proactively develop markets beyond coal; establish reasonable contracting mechanisms for transport fleets to increase turnover and enhance operational efficiency.

- Production and consumption of Cominlub lubricants: Innovate technology and diversify raw materials; strengthen marketing, sales, and customer care; research and develop new products; expand the market beyond TKV.

3.Enhancing Cost Management and Practicing Economy: Strictly control costs in each sector; review and update technical-economic norms in a rational and advanced manner; implement comprehensive measures for cost-saving and waste prevention, linking responsibility to unit heads.

4.Promoting Investment, Technology Application, and Digital Transformation: Efficiently implement investment projects to maintain and develop production; invest in modern equipment and means, including a 4,800-ton barge fleet to enhance water transport capacity; strengthen the application of new technologies and management software; accelerate digital transformation in production, business, and corporate governance according to the planned roadmap.

5.Continuing Organizational Restructuring and Human Resource Development: Review and adjust the organizational model; streamline indirect service, and auxiliary labor; maintain KPI-based performance evaluation and position-based salary; build a professional workforce to meet the model of “Lean enterprise – high productivity – good income.”

6.Financial and Accounting Activities: Ensure proper accounting in accordance with regulations; strengthen internal financial audits and controls; accelerate debt collection and capital turnover; strictly manage loans and cash flow to ensure timely and stable financial resources for business operations.

7.Strengthening Occupational Safety, Security, Fire Prevention, and Environmental Protection: Strictly comply with occupational safety, hygiene, and fire prevention regulations; proactively identify and control production hazards; protect assets, equipment, transport means, and operational areas; implement comprehensive environmental protection measures throughout the Company.

8.Promoting Communication, Emulation, and Corporate Culture: Enhance communication to build strong consensus; effectively manage personnel mindset and leverage the political system’s role; intensify emulation movements and timely rewards; organize cultural and sports activities to improve employees’ spiritual life; continue building and promoting corporate and human-centered culture at the Company.

The above summarizes the Company's 2025 business results and the 2026 production and business plan submitted to the 2026 Annual General Meeting of Shareholders. We sincerely look forward to the approval, endorsement, and comprehensive support of the esteemed shareholders to enable the Company to successfully implement the 2026 Production and Business Plan as proposed./.

GENERAL DIRECTOR

Recipients:

- Shareholders of the Company (MTS Website);
- Party Committee, Board of Directors, Supervisory Board (e-copy);
- Board of Directors, Chief Accountant (e-copy);
- Departments, offices, and branches of the Company;
- Office, Board of Directors.



Nguyen Manh Toan



No.: 5/BC-HĐQT-MTS

Quang Ninh, April 03, 2026

REPORT
**Report of the 2025 Business Production Results Report and the 2026 Business
Production Plan**

To: The 2026 Annual General Meeting of Shareholders of the Company

*Pursuant to Article 167 of the Law on Enterprises No. 59/2020/QH14 passed
by the 14th National Assembly on June 17, 2020.*

*Pursuant to the Charter on Organization and Operation of TKV Materials Joint
Stock Company approved by the General Meeting of Shareholders on April 29, 2025.*

The Board of Directors respectfully reports to the General Meeting of
Shareholders on its activities in 2025 and the directions and tasks for 2026, as follows:

PART I
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

In 2025, the Board of Directors of the Company fully and properly performed
its roles and responsibilities in accordance with the Law on Enterprises and the
Company's Charter. The Board of Directors held 19 meetings in the form of a
combination of in-person and online meetings, and conducted consultations through
12 written resolutions. All meetings were conducted in compliance with procedures
and principles, closely aligned with the Company's actual production and business
conditions, thereby enabling timely decisions for the General Director to implement
in order to achieve the objectives set by the General Meeting of Shareholders.
Specifically:

1. Activities of the Board of Directors:

a) Attendance of Board of Directors' members in meetings during the year:

No.	Member of the Board of Directors	Number of meetings attended	Attendance rate	Reason for absence
1	Pham Dang Phu	19/19	100%	
2	Ta Quang Tuan	02/19	10.5%	Resignation letter submitted on January 15, 2025; Dismissed on April 29, 2025
3	Nguyen Manh Toan	12/19	63.2%	Participated from April 29, 2025
4	Nguyen The Hung	18/19	94.7%	Absent from 01 meeting due to an unexpected business schedule.
5	Le Dung	18/19	94.7%	Absent from 01 meeting due to an unexpected business schedule.
6	Đang Hoai Nam	19/19	100%	

b) Members and Structure of the Board of Directors:

No.	Member of the Board of Directors	Position	Start/End Date of Serving as a Member of the Board of Directors	
			Date of Dismissal	Date of Appointment
1	Pham Dang Phu	Chairman of the Board of Directors, Representative of TKV's capital (Non-executive)		June 20, 2024 at the 2024 Annual General Meeting of Shareholders (Term 2024–2029)
2	Ta Quang Tuan	Member of the Board of Directors, General Director	April 29, 2025 at the 2025 Annual General Meeting of Shareholders (Term 2024–2029)	
3	Nguyen Manh Toan	Member of the Board of Directors, General Director		April 29, 2025 at the 2025 Annual General Meeting of Shareholders (Term 2024–2029)
4	Nguyen The Hung	Full-time Member of the Board of Directors (Non-executive)		June 20, 2024 at the 2024 Annual General Meeting of Shareholders (Term 2024–2029)
5	Le Dung	Member of the Board of Directors, Chairman of the Trade Union (Non-executive)		June 20, 2024 at the 2024 Annual General Meeting of Shareholders (Term 2024–2029)
6	Dang Hoai Nam	Member of the Board of Directors (Non-executive)		June 20, 2024 at the 2024 Annual General Meeting of Shareholders (Term 2024–2029)

Among the 05 members of the Board of Directors, 04 are non-executive members. All members of the Board of Directors are assigned to be in charge of and oversee specific areas of management and production and business activities in accordance with their capabilities and experience, as assigned by the Board. They coordinate with the Board of Supervisors and the Board of Management to effectively implement the Company's 2025 operational plan and program of the Board of Directors No. 6185/MTS-KH-HĐQT.

2. Meetings and Resolutions of the Board of Directors:

- In exercising its rights and obligations in accordance with the Company's Charter on organization and operation, the Board of Directors has regularly monitored market developments to provide timely direction and decisions for the Company's activities.

- In 2025, the Board of Directors held 19 meetings and issued 44 Resolutions and 34 Decisions; successfully organized the 2025 Annual General Meeting of Shareholders on April 29, 2025. Key matters discussed and directed by the Board of Directors for implementation by the Board of Management include:

- + Strengthening management and administration to ensure the implementation of production and business activities in line with TKV's coordination plan and the resolutions of the General Meeting of Shareholders;

- + Reviewing, issuing, amending, and supplementing internal management regulations in line with legal requirements;

- + Implementing reporting duties on production and business performance, supervision reports, reports of TKV's capital representatives to the owner, and seeking TKV's approval prior to voting at the General Meeting of Shareholders;

- + Directing the development and implementation of production and business plans, financial plans, and investment activities; continuing to restructure the Company's organizational structure and workforce in line with actual conditions;

- + Directing timely, transparent information disclosure in management and operations, and maintaining regular communication with shareholders in compliance with legal regulations; issuing Resolutions authorizing the General Director to appoint managerial personnel at the Company level.

- Members of the Board of Directors perform their duties within assigned areas, promoting their capabilities and exercising their rights and responsibilities with honesty and prudence to ensure the best interests of the Company; they do not abuse their positions, authority, or the Company's assets for personal gain or for the benefit of other organizations or individuals. Full-time members of the Board of Directors have participated in regular management meetings, contributed opinions on management and operational matters, and conducted on-site supervision at production facilities. All resolutions of the Board of Directors are reached with high consensus, in compliance with collective and democratic working principles; members attend meetings fully.

- Remuneration of Board members is implemented in accordance with the resolutions approved annually by the General Meeting of Shareholders.

- Regarding the submission of listing registration documents to the Ho Chi Minh City Stock Exchange, the Board of Directors has reviewed the Company's operational conditions to proceed; however, due to the ongoing restructuring process not yet being completed, the Company has not been able to submit the listing application in 2025.

3. Results of Production and Business Performance:

In 2025, in addition to certain favorable conditions, the Company's production and business activities continued to face numerous difficulties and challenges:

(i) (i) The global and regional economic situation remained complex, with prolonged conflicts negatively affecting both global and domestic economies. The unpredictable fluctuations in fuel prices directly impacted the Company's key business segments, which account for a large proportion of revenue (*fuel supply and production of Cominlub lubricants*);

(ii) The Company's products and services faced strong competitive pressure, particularly Cominlub lubricants, which encountered intense competition from well-known global lubricant brands dominating the domestic market (such as CAT, KOM, Shell, Castrol, Mobil, Total, Caltex, Fuchs, etc.);

(iii) Workforce planning and restructuring during the organizational and labor restructuring process were actively implemented but still faced certain difficulties.

(iv) The extension of the Vung Hoa oil depot and transshipment terminal was only granted for one year by the authorities, while efforts to identify a replacement location for investment and relocation have not yet been completed.

In response to the above challenges and opportunities, the Board of Directors provided timely directions and close guidance, combined with the proactive management of the executive team and the strong efforts of all employees, enabling the Company to effectively fulfill its assigned tasks (detailed results are presented in the report of the General Director). To successfully implement the Resolution of the 2025 General Meeting of Shareholders, the Board of Directors directed the Board of Management to proactively and flexibly monitor market developments, research, and implement comprehensive solutions; continue streamlining the production organization model, reorganizing the workforce, and strengthening management across all production and business areas. These measures have resulted in positive improvements, with enhanced management discipline, order, and professionalism across the Company's workforce. In particular, the strong coordination and unified direction from the Party Committee and the Board of Directors, together with the determination of the Company's leadership, created a driving force for innovation and significantly improved the effectiveness of implementing production and business plans. The Company also actively implemented resolutions of the Party Committee of TKV and the Company's Party Committee regarding the execution of political tasks in 2025. As a result, by year-end, the Company successfully fulfilled all targets assigned by TKV for 2025.

In 2025, the Company's financial activities complied with all legal regulations, ensured sufficient capital for production and business operations, and preserved the owner's capital. Through decisive management measures, the Company proactively developed, reviewed, and adjusted its business targets in line with market conditions in each period; effectively managed fuel and raw material inventories for COMINLUB lubricant production; and actively collected receivables. As a result, business performance in 2025 was positive, with profit reaching VND 27,566 million, an increase of 38% compared to the plan. The Company plans to propose a dividend payout of 8% of charter capital, achieving the maximum level set by the General Meeting of Shareholders for 2025 (from 6% to 8%).

The Company has preserved and developed its capital, strictly complied with tax obligations to the State, and fully implemented social policies and other benefits for employees in accordance with legal regulations.

4. Supervisory activities of the Board of Directors over the General Director and other managers:

The Board of Directors regularly supervises management personnel, requiring the executive apparatus to provide periodic and ad-hoc reports in a timely manner on any fluctuations in business operations, enabling the Board to take corrective actions and address shortcomings. All managers have fulfilled their assigned duties effectively.

4.1. Supervisory results for the General Director:

In performing duties as stipulated in the Company's Charter and further detailed in internal management regulations and resolutions of the Board of Directors, the General Director has seriously implemented these requirements, introduced timely management measures to overcome difficulties, and effectively managed the Company's production and business operations. The General Director has complied with legal regulations, strictly adhered to reporting requirements, and ensured safe management of capital, assets, and labor safety. As a result, the Company has achieved effective business performance.

4.2. Supervisory results for management personnel:

Management personnel have strictly fulfilled the tasks assigned by the General Director, directing departments and workshops to implement production and business activities in line with set objectives, without any sign of negligence or avoidance of responsibilities. They have effectively performed advisory roles and proposed practical and efficient solutions. In recent years, the Board of Directors has assessed the management team as having performed their duties at a good level or higher.

Overall assessment: The activities of the Board of Directors of TKV Materials Joint Stock Company have complied with legal regulations and the Company's Charter, ensuring the preservation of business capital. The Company has fully fulfilled its obligations to the State.

PART II

DIRECTIONS AND TASKS OF THE BOARD OF DIRECTORS IN 2026

Entering 2026, in the context of an economy facing many fluctuations and challenges, the Board of Directors identifies this as a critical period to strengthen internal capacity and create momentum for sustainable breakthroughs. Based on the established production and business plan, the Board of Directors directs the executive management to focus on decisively implementing the following strategic tasks:

Firstly, the Company remains committed to prioritizing safety and compliance as the foundation for all operations. Accordingly, the implementation of production and business targets is always associated with the preservation of capital and assets and ensuring absolute safety for employees. All operational processes are conducted within the legal framework, in strict compliance with the Company's Charter, resolutions of the General Meeting of Shareholders, and full fulfillment of obligations to the State Budget. To maintain this stability, the Company will strengthen close coordination with local authorities in managing land use and ensuring security and order at fuel stations and supply points, thereby ensuring harmonious development between the enterprise and the community.

Secondly, regarding corporate governance, the key task is to optimize resources by continuing to restructure the workforce in line with production and business activities under the new conditions, based on the restructuring plan under Decision No. 1535/QĐ-MTS dated June 20, 2024 of the Company. This includes focusing on scientific workforce planning, improving the organizational model to enhance productivity and reduce labor costs, and actively implementing the digital transformation plan. The Company will also strengthen risk management, focusing on reviewing, amending, and supplementing management documents (such as internal regulations and technical-economic norms), cost control mechanisms, and inspection and supervision of high-risk management areas. In addition, the Company will promote the implementation of investment plans and closely monitor investment projects to ensure efficient use of resources, while continuing to complete procedures for stock listing to enhance reputation and capital mobilization capacity in the market.

Thirdly, in terms of development orientation, the Company will focus on expanding markets in parallel with human resource development and investment activities, while continuing to enhance brand building and corporate culture. The Board of Directors requires the executive management to proactively research and explore new markets to increase market share and revenue, thereby improving employee income. This strategy will be supported by investment in high-quality human resources and specialized training programs to adapt to new business conditions.

Fourthly, building on lessons learned, the Board of Directors will continue to closely coordinate with socio-political organizations within the Company under the leadership of the Party organization to create synergy and promote solidarity in implementing production and business plans, while fulfilling the Company's social responsibilities toward employees and local communities.

With the support of our valued shareholders, we are confident in maximizing our potential and advantages to achieve the strategic objectives: **SAFETY – DEVELOPMENT – EFFICIENCY**.

The above presents the key results of the Board of Directors' activities in 2025 and the directions and tasks for 2026.

The Board of Directors respectfully reports to the General Meeting of Shareholders and seeks approval from our valued shareholders./.

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

Recipients: 

- Shareholders of the Company (MTS Website);
- Party Committee, Board of Directors, Board of Supervisors (e-copy);
- Board of Management, Chief Accountant (e-copy);
- Filed at Office, Board of Directors.



Pham Dang Phu



Appendix 01

RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS

(Issued together with Report No.05 / BC-HĐQT-MTS dated 03/4/2026 of the Board of Directors of the Company)

No.	Resolution No.	Date	Contents
1	01/2025/NQ-HĐQT-MTS	8/01/2025	1. Review of the report on resolving land-related difficulties in 2024. 2. Review of the 2024 Internal Audit Report. 3. Management tasks implementation by the Board.
2	02/2025/NQ-HĐQT-MTS	15/01/2025	Personnel change of the Company's General Director.
3	03/2025/NQ-HĐQT-MTS	07/02/2025	1. The Board of Directors carried out management activities. 2. The Board of Directors reviewed and approved Report No. 379/BC-MTS dated January 16, 2025, regarding the proposal to return the land used for the mechanical workshop located in Cam Thinh Ward, Cam Pha City, Quang Ninh Province to the local authorities for management. 3. Implementation of Official Letter No. 354/TKV-KTTC dated January 21, 2025, from TKV regarding the plan for the average short-term credit limit and certain financial ratios for 2025. 4. The Board of Directors reviewed Submission No. 660/TTr-MTS dated February 3, 2025, from the Company's Director regarding the approval of the plan to organize the 2025 Annual General Meeting of Shareholders of VTM Joint Stock Company – TKV.
4	04/2025/NQ-HĐQT-MTS	07/02/2025	Regarding the organization of the 2025 Annual General Meeting of Shareholders of VTM Joint Stock Company – TKV.
5	05/2025/NQ-HĐQT-MTS	21/02/2025	Regarding the review and adjustment of certain investment items under the project: Investment in production equipment for 2025 – VTM Joint Stock Company – TKV.
6	06/2025/NQ-HĐQT-MTS	04/03/2025	Review of reports submitted to TKV for written consultation before voting at the 2025 AGM.
7	07/2025/NQ-HĐQT-MTS	27/03/2025	1. Management tasks implementation by the Board. 2. Approval of 2026–2030 five-year plan indicators. 3. Review and issuance of Company's Management Regulations. 4. Approval of 2024 actual salary fund.
8	08/2025/NQ-HĐQT-MTS	02/04/2025	1. Implementation of the waterway fleet procurement project. 2. Adjustment of 2025 investment plan phases. 3. Approval of contents and documents for 2025 AGM. 4. Q1 business results and Q2 projections.
9	09/2025/NQ-HĐQT-MTS	14/04/2025	1. Implementation of management tasks by the Board of Directors. 2. Regarding the review of Submission No. 1920/TTr-MTS dated 10/04/2025 from the General Director on the approval of the Project: Procurement of waterway fleet – Vinacomin-Materials Trading Joint Stock Company.
10	10/2025/NQ-HĐQT-MTS	18/04/2025	1. Implementation of management tasks by the Board of Directors. 2. Regarding the review of the Q1 2025 Internal Audit Report. 3. Regarding the agreement on amending the voting contents at the 2025 Annual General Meeting of Shareholders.

No.	Resolution No.	Date	Contents
11	11/2025/NQ-HĐQT-MTS	18/04/2025	1. Regarding the implementation of the project: Investment in production equipment in 2025 by Vinacomin-Materials Trading JSC. 2. Regarding the approval of the allocation ratio and usage plan of the 2025 bonus and welfare funds.
12	12/2025/NQ-HĐQT-MTS	29/04/2025	Regarding the assignment of duties to members of the Board of Directors of the Company.
13	13/2025/NQ-HĐQT-MTS	29/04/2025	Regarding the consensus on the policy to reappoint the Company's Deputy General Director.
14	14/2025/NQ-HĐQT-MTS	06/05/2025	Regarding the Company's personnel affairs.
15	15/2025/NQ-HĐQT-MTS	14/05/2025	1. Implementation of management tasks by the Board of Directors. 2. Review of Submission No. 2221/TTr-MTS dated 28/04/2025 from the General Director of the Company.
16	16/2025/NQ-HĐQT-MTS	22/05/2025	Regarding personnel affairs.
17	17/2025/NQ-HĐQT-MTS	26/05/2025	Regarding personnel affairs.
18	18/2025/NQ-HĐQT-MTS	23/06/2025	1. Regarding the approval of the result of selecting an independent audit firm to audit the 2025 financial statements of the Company. 2. Regarding the announcement of expiration of the Regulation on inspection and supervision of legal compliance and implementation of owner's decisions within the Company.
19	19/2025/NQ-HĐQT-MTS	23/06/2025	Regarding the approval of the policy to restructure the Company's workforce.
20	20/2025/NQ-HĐQT-MTS	23/06/2025	Regarding the approval of the implementation plan for the reappointment review process for management personnel.
21	21/2025/NQ-HĐQT-MTS	23/06/2025	Regarding the approval of the reappointment process result and consensus on the reappointment proposal.
22	22/2025/NQ-HĐQT-MTS	27/06/2025	Regarding Q2 business results and the projected business plan for Q3.
23	23/2025/NQ-HĐQT-MTS	14/07/2025	1. The Board of Directors to implement management activities. 2. Regarding the review of the Internal Audit Report for the second quarter of 2025.
24	24/2025/NQ-HĐQT-MTS	23/07/2025	Regarding the approval of the reappointment of personnel.
25	25/2025/NQ-HĐQT-MTS	23/07/2025	Regarding the amendment and supplementation of professional titles within the salary scale and payroll system
26	26/2025/NQ-HĐQT-MTS	01/08/2025	The Board of Directors to implement management activities.
27	27/2025/NQ-HĐQT-MTS	18/08/2025	Regarding organizational and personnel affairs, and personnel planning.
28	28/2025/NQ-HĐQT-MTS	01/10/2025	Regarding orientations on personnel affairs.
29	29/2025/NQ-HĐQT-MTS	01/10/2025	1. Regarding the termination of the effectiveness of the payment regulation applicable to customers of Vinacomin-Materials Trading Joint Stock Company. 2. The Board of Directors to implement management activities
30	30/2025/NQ-HĐQT-MTS	09/10/2025	1. Regarding the review of the production and business performance results for the first nine months of the year and the implementation of tasks for the fourth quarter of 2025. 2. Regarding the review of the Report on the implementation of the Internal

No.	Resolution No.	Date	Contents
			Audit Plan for the third quarter of 2025. 3. The Board of Directors to implement management activities.
31	31/2025/NQ-HĐQT-MTS	09/10/2025	Regarding the approval of the reappointment of personnel
32	32/2025/NQ-HĐQT-MTS	04/11/2025	1. Regarding the approval of the adjustment to the Investment Plan for 2025 of Vinacomin-Materials Trading Joint Stock Company. 2. Regarding the approval of the Investment Plan for 2026 of Vinacomin-Materials Trading Joint Stock Company. 3. Regarding the revocation of the Regulation on organization and operation of inspection activities of Vinacomin-Materials Trading Joint Stock Company. 4. The Board of Directors to implement management activities.
33	33/2025/NQ-HĐQT-MTS	02/12/2025	The Board of Directors to review Submission No. 6072/TTr-MTS dated November 20, 2025 of the Company's Director regarding the proposal for approval of the organizational restructuring plan of the Hanoi Branch
34	34/2025/NQ-HĐQT-MTS	02/12/2025	1. The Board of Directors to review Submission No. 6155/TTr-MTS dated November 25, 2025 of the Company's Director regarding the appointment of the Deputy Workshop Manager of the Transport Workshop – Vinacomin-Materials Trading Joint Stock Company. 2. The Board of Directors to implement management activities.
35	35/2025/NQ-HĐQT-MTS	05/12/2025	The Board of Directors to approve the list of personnel planning under TKV's management for the period 2025–2030, following review and supplementation
36	36/2025/NQ-HĐQT-MTS	15/12/2025	The Board of Directors to review matters relating to personnel affairs of Vinacomin-Materials Trading Joint Stock Company
37	37/2025/NQ-HĐQT-MTS	15/12/2025	1. Regarding the adjustment of allocation ratios and the plan for utilization of the reward fund and welfare fund for 2025. 2. The Board of Directors to implement management activities.
38	38/2025/NQ-HĐQT-MTS	25/12/2025	1. The Board of Directors to implement management activities. 2. Regarding the promulgation of the plan and operational program of the Board of Directors of the Company for 2026. 3. Regarding the report on the results of the implementation of internal audit activities. 4. Regarding the promulgation of the Company's Internal Audit Work Plan for 2026.
39	39/2025/NQ-HĐQT-MTS	25/12/2025	The Board of Directors to review the approval of the plan for organizing the Annual General Meeting of Shareholders 2026
40	40/2025/NQ-HĐQT-MTS	25/12/2025	1. Regarding the promulgation of the adjusted Investment Plan for 2025 of the Company. 2. Regarding the promulgation of the Investment Plan for 2026 of the Company. 3. Regarding the approval of certain targets of the Company's production and business plan for 2026.
41	41/2025/NQ-HĐQT-MTS	25/12/2025	The Board of Directors to review orientations on personnel affairs.
42	42/2025/NQ-HĐQT-MTS	25/12/2025	The Board of Directors to review personnel affairs.
43	43/2025/NQ-HĐQT-MTS	31/12/2025	The Board of Directors to review the implementation of management activities
44	44/2025/NQ-HĐQT-MTS	31/12/2025	1. Regarding the approval of the supplementation of the execution of contracts and transactions between the Company and related parties in 2025. 2. Regarding the approval and authorization of contracts and transactions between the Company and related parties in 2026.

Appendix II
DECISIONS OF THE BOARD OF DIRECTORS

Issued together with Report No.05 / BC-HĐQT-MTS dated 03/4/2026 of the Board of Directors of the Company)

No	Decision No.	Date	Contents
1	322/QĐ-MTS	15/01/2025	Regarding the dismissal of the employee from the position of General Director of the Company.
2	333/QĐ-MTS	15/01/2025	Regarding the reception and appointment of the General Director of the Company
3	756/QĐ-MTS	07/02/2025	Regarding the establishment of the Steering Committee and the Organizing Committee for the 2025 Annual General Meeting of Shareholders.
4	760/QĐ-MTS	07/02/2025	Regarding the issuance of the average short-term credit quota plan and certain financial ratios for 2025
5	1729/QĐ-MTS	31/03/2025	Regarding the issuance of the Regulation on Materials Management of the Company.
6	1730/QĐ-MTS	31/03/2025	Regarding the issuance of the Regulation on Occupational Safety and Hygiene Management within the Company
7	1731/QĐ-MTS	31/03/2025	Regarding the issuance of the Regulation on Emulation and Commendation within the Company.
8	1732/QĐ-MTS	31/03/2025	Regarding the issuance of the Regulation on Risk Management and Prevention of the Company.
9	1733/QĐ-MTS	31/03/2025	Regarding the approval of the 2024 actual salary fund of the Company.
10	1980/QĐ-MTS	14/04/2025	Regarding the approval of the Project: Procurement of a fleet of waterway vessels – Vinacomin-Materials Trading Joint Stock Company.
11	2229/QĐ-MTS	29/04/2025	Regarding the allocation and approval of the usage plan for the 2025 bonus and welfare funds.
12	2233/QĐ-MTS	29/04/2025	Regarding the assignment of the 2025 production and business plan.
13	2234/QĐ-MTS	29/04/2025	Regarding the approval of the key targets orienting the 2026–2030 five-year development plan.
14	2235/QĐ-MTS	29/04/2025	Regarding the payment of dividends for 2024.
15	2238/QĐ-MTS	29/04/2025	Regarding the assignment of responsibilities to members of the Company's Board of Directors.
16	2440/QĐ-MTS	29/04/2025	Regarding the allocation and approval of the usage plan for the 2025 bonus and welfare funds of Vinacomin-Materials Trading Joint Stock Company.
17	3173/QĐ-MTS	23/06/2025	Regarding the approval of the result of selecting the independent audit firm to audit the Company's 2025 financial statements.
18	3200/QĐ-MTS	23/06/2025	Regarding the announcement of the expiration of Decision No. 2452/QĐ-MTS dated 05/09/2023.

No	Decision No.	Date	Contents
19	3799/QĐ-MTS	23/07/2025	Regarding the reappointment of personnel
20	3801/QĐ-MTS	23/07/2025	Regarding the amendment and supplementation of certain professional titles within the salary scale and payroll system
21	4337/QĐ-MTS	19/08/2025	Regarding the consolidation of the Cargo Handling and Port Workshop with the Inland Waterway Transport Workshop
22	5111/QĐ-MTS	01/10/2025	Regarding the declaration of termination of effectiveness of Decision No. 4957/QĐ-MTS dated November 28, 2024
23	5525/QĐ-MTS	24/10/2025	Regarding the assignment of personnel for overseas business trips
24	5731/QĐ-MTS	04/11/2025	Regarding the revocation of the Regulation on the organization and operation of inspection activities within the Company
25	6343/QĐ-MTS	02/12/2025	Regarding the approval of the plan for restructuring the Hanoi Branch
26	6344/QĐ-MTS	02/12/2025	Regarding the termination of branch operations.
27	6345/QĐ-MTS	02/12/2025	Regarding the establishment of the Hanoi Business Department.
28	6506/QĐ-MTS	09/12/2025	Regarding the results of the evaluation and classification of the Company's managers for 2025
29	6646 /QĐ-MTS	15/12/2025	Regarding the adjustment of allocation and approval of the plan for the use of the reward fund and welfare fund for 2025 of Vinacomin-Materials Trading Joint Stock Company
30	6988/QĐ-MTS	25/12/2025	Regarding the establishment of the Steering Committee and the organization of the Annual General Meeting of Shareholders 2026
31	6981/QĐ-MTS	25/12/2025	Regarding the approval of the adjusted Investment Plan for 2025 of the Company
32	6982/QĐ-MTS	25/12/2025	Regarding the provisional assignment of the Investment Plan for 2026 of the Company.
33	6983/QĐ-MTS	25/12/2025	Regarding the provisional assignment of the Company's production and business plan for 2026.
34	6984/QĐ-MTS	25/12/2025	Regarding the promulgation of the Company's Internal Audit Plan for 2026.

No.: 06/BC-HĐQT-MTS

Quang Ninh, April 03, 2026

REPORT

Final settlement of remuneration, allowances and salaries of members of the Board of Directors and Board of Supervisors in 2025; plan for payment of remuneration, allowances and salaries of the Board of Directors and Board of Supervisors in 2026

To: The 2026 Annual General Meeting of Shareholders of the Company

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

Pursuant to the Charter on Organization and Operation of Vinacomin - Materials Trading Jsc.

Pursuant to Circular No. 003/2025/TT-BNV dated April 28, 2025 of the Ministry of Home Affairs guiding the implementation of labor management, wages, remuneration, and bonuses in state-owned enterprises;

Pursuant to Decree No. 44/2025/NĐ-CP dated February 28, 2025 of the Government on labor management, wages, remuneration, and bonuses in state-owned enterprises;

The Board of Directors reports on the finalization of remuneration, allowances, and salaries of members of the Board of Directors and the Board of Supervisors for 2025, and the plan for remuneration, allowances, and salaries of the Board of Directors and the Board of Supervisors for 2026, as follows:

1. Report on remuneration of the Board of Directors and the Board of Supervisors in 2025:

Pursuant to Resolution No. 01/25/NQ-ĐHĐCĐ dated April 29, 2025 of the 2025 Annual General Meeting of Shareholders of TKV Materials Joint Stock Company.

Based on the business performance in 2025, the Company has paid remuneration to members of the Board of Directors and the Board of Supervisors in 2025 as follows:

- Remuneration of members of the Board of Directors and the Board of Supervisors:

Position	Number of persons	Planned monthly remuneration (VND)	Actual remuneration in 2025 (VND)
Chairman of the Board of Directors: 1. Pham Dang Phu: 12 months;	01	5,140,000	61,680,000
Head of the Board of Supervisors: 2. Tran Thanh Tung: 12 months;	01	4,580,000	54,960,000
Members of the Board of Directors: 1. Ta Quang Tuan: 0.5 month; 2. Nguyen Manh Toan: 8 months; 3. Le Dung: 12 months; 4. Dang Hoai Nam: 12 months;	04	4,380,000	142,350,000
Members of the Board of Supervisors: 1. Hoang Kien: 12 months; 2. Pham Thi Ngoc Bich: 12 months;	02	4,380,000	105,120,000
Total	08		364,110,000

- Salaries of full-time members of the Board of Directors:

Position	Number of persons	Planned monthly salary (VND)	Actual remuneration in 2025 (VND)
<i>Full-time member of the Board of Directors: Nguyen The Hung: 12 months</i>	01	32,850,000	
		Finalization of management salary increased in line with profit = 20%	472,318,000

* Total remuneration and salary paid to the Board of Directors and the Board of Supervisors: 836,428,000 VND.

2. Plan for payment of remuneration, salaries, allowances, and other benefits for the Board of Directors and the Board of Supervisors in 2026:

Pursuant to Decision No. 1471/QĐ-TKV dated August 14, 2024 of Vietnam National Coal – Mineral Industries Group regarding guidelines on salary mechanisms and salary levels based on job positions applied within TKV;

Căn cứ Công văn số: 7138/TKV-KH ngày 12/12/2025 của Tập đoàn Công nghiệp Than- Khoáng sản Việt Nam về việc thông báo các chỉ tiêu chủ yếu kế hoạch PHKD năm 2026;

Pursuant to the Company's labor and salary management regulations, the Board of Directors proposes the payment levels of salaries, allowances, and remuneration for positions in the Board of Directors and the Board of Supervisors in 2026 as follows:

No.	Position	Number of persons	Contracted monthly salary (VND)	Monthly remuneration (VND)
I	Board of Directors	05		
1	Chairman	1		5,140,000
2	Member of the Board of Directors (non-executive)	2		4,380,000
3	Full-time Member of the Board of Directors	1	32,850,000	
4	Member of the Board of Directors	1		4,380,000
II	Board of Supervisors	03		
1	Head of the Board of Supervisors	1		4,580,000
2	Member of the Board of Supervisors	2		4,380,000

* Full-time members of the Board of Directors are subject to the same salary mechanism as the Company's Deputy General Directors.

***/ Method of payment:**

- Salaries of the Board of Directors are advanced monthly at 80%. At year-end, based on the Company's production and business performance and the level of task completion, the Company settles the remaining amount for the respective positions.

- Remuneration:

+ For concurrent positions in the Board of Directors and the Board of Supervisors held by Company employees, 80% of the concurrent remuneration is provisionally paid on a monthly basis. At year-end, based on the Company's production and business results and performance evaluation, the remaining remuneration will be settled.

+ For concurrent positions in the Board of Directors and the Board of Supervisors held by representatives of the Group, 80% of the concurrent remuneration is provisionally paid quarterly and transferred to the Group's account. At year-end, based on the Company's performance and the level of task completion, the remaining remuneration will be finalized and transferred to the Group in accordance with regulations.

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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Recipients:

- Shareholders of the Company (MTS Website);
- Party Committee, Board of Directors, Board of Supervisors (e-copy);
- Board of Management, Chief Accountant (e-copy);
- Filed at Office, Board of Directors.



Pham Dang Phu

No.: 07/TTr-HĐQT-MTS

Quang Ninh, April 03, 2026

PROPOSAL

Regarding the approval of the list of contracts and transactions to be signed between the Company and related parties in 2026

To: The 2026 Annual General Meeting of Shareholders of the Company

Pursuant to Article 167 of the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly on June 17, 2020.

Pursuant to Clause 3, Article 280, and Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government on "Detailed regulations for the implementation of a number of articles of the Law on Securities".

Pursuant to the Charter on Organization and Operation of Vinacomin - Materials Trading Joint Stock Company approved by the General Meeting of Shareholders on April 29, 2025.

Pursuant to the Resolution of the General Meeting of Shareholders No. 01/25/NQ-ĐHĐCĐ dated April 29, 2025 of Vinacomin - Materials Trading Joint Stock Company.

The Company's Board of Directors respectfully reports and submits to the General Meeting of Shareholders for approval the list of contracts and transactions to be signed between Vinacomin - Materials Trading Joint Stock Company (MTS) and related parties in accordance with Article 167 of the Law on Enterprises, specifically as follows:

1. Approval of contracts and transactions between the Company and the following related parties:

- Vietnam National Coal and Mineral Industries Group (TKV), Branches of TKV, and other related parties of TKV in accordance with Article 167 of the Law on Enterprises;
- Subsidiaries and affiliated companies of TKV where a member of the Board of Directors, Director, Head of the Board of Supervisors, or related persons of that company concurrently holds one of the following positions: Chairman of the Board of Directors, Director, or Head of the Board of Supervisors of MTS. *(Details in the attached appendix)*

2. The areas of signing and executing contracts and transactions with the aforementioned parties include:

- n-principle contracts for waterway coal transportation, coal loading and unloading; trading of petroleum, lubricants, materials,...
- Supply of materials; trading of gasoline, oil...



3. Value of the contracts and/or transactions:

+ Transactions with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the latest Financial Statements.

+ Contracts and transactions of borrowing or selling assets with a value >10% of the total asset value recorded in the latest Financial Statements between the Company and the shareholder holding 51% or more of the total voting shares (TKV) and related parties of this shareholder.

4. Effective term for executing the contracts and transactions:

Effective for the 2026 financial year and continuing until replaced by a new Resolution of the nearest subsequent General Meeting of Shareholders. Or until the termination of the Company's rights and obligations as specified in the signed contracts and/or transactions.

5. The General Meeting of Shareholders approves the policy of assigning the Company Director to:

- Proactively negotiate, sign, and execute contracts and transactions between the Company and related parties within the scope specified in Point 1 of this Proposal, in strict compliance with relevant legal regulations and the Company's current Charter.

- Be responsible before the law, the Company's Board of Directors, and the General Meeting of Shareholders for the signing and execution of contracts, and report to the Company's Board of Directors and the General Meeting of Shareholders upon request. The General Meeting of Shareholders authorizes the Board of Directors to supervise the Company Director's execution of signing contracts and transactions between the Company and related parties in 2026.

The Board of Directors of Vinacomin - Materials Trading Joint Stock Company respectfully requests the General Meeting of Shareholders to consider and approve the above contents for the Company's implementation in accordance with regulations.

Recipients:

- Shareholders of the Company (MTS Website);
- Party Committee, Board of Directors, Board of Supervisors (e-copy);
- Board of Management, Chief Accountant (e-copy);
- Departments, Workshops of the Company
- Archived at: Office, Board of Directors.

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



Pham Dang Phu

APPENDIX

LIST OF CONTRACTS AND TRANSACTIONS BETWEEN TKV MATERIAL JOINT STOCK COMPANY (MTS) AND RELATED PARTIES IN 2026

(Issued attached to Proposal No.: 07/TTr-HĐQT-MTS dated April 03, 2026 of the Company's Board of Directors)

No.	NAME OF ENTERPRISE/ RELATED PARTY	TAX CODE	ADDRESS	RELATIONSHIP	MAIN CONTENT OF CONTRACTS, TRANSACTIONS AND EXPECTED VALUE IN 2026
1	Vietnam National Coal - Mineral Industries Group (TKV)	5700100256	No. 3, Duong Dinh Nghe, Yen Hoa, Hanoi	Major shareholder (51%)	Principle contract for coal transportation by waterway, coal loading and unloading; trading of petroleum, lubricants, materials,... (Expected value: Based on actual incurred demand, ensuring approval authority)
2	Deo Nai - Coc Sau Coal Joint Stock Company - TKV	5702162138	No. 42, Kim Dong, Cam Pha, Quang Ninh	Subsidiary of TKV	Trading of materials; trading of petroleum...
3	Ha Tu Coal Joint Stock Company - Vinacomin	5700101323	Group 6, Zone 3, Ha Tu, Quang Ninh, Vietnam	Subsidiary of TKV	Trading of materials; trading of petroleum...
4	Cao Son Coal Joint Stock Company - TKV	5702053837	Group 1, Cao Son 2 Zone, Cua Ong, Quang Ninh	Subsidiary of TKV	Trading of materials; trading of petroleum...

SUMMARY FINANCIAL STATEMENTS FOR 2025

SECTION I: BALANCE SHEET

No.	ASSETS	Code	31/12/2025	01/01/2025
A	CURRENT ASSETS	100	583.613.501.890	495.468.685.098
I	Cash and cash equivalents	110	27.420.692.847	24.622.294.699
1	Cash	111	27.420.692.847	24.622.294.699
II	Short-term financial investments	120	-	-
III	Short-term receivables	130	440.661.509.315	338.764.164.866
1	Short-term trade receivables	131	421.096.835.300	337.489.507.103
	- Within the Group		412.328.247.698	326.047.126.540
	- Outside the Group		8.768.587.602	11.442.380.563
2	Short-term prepayments to suppliers	132	18.691.495.177	141.100.905
	- Outside the Group		18.691.495.177	141.100.905
6	Other short-term receivables	136	873.178.838	1.133.556.858
IV	Inventories	140	111.331.529.491	124.706.062.160
1	Inventories	141	111.331.529.491	124.706.062.160
V	Other short-term assets	150	4.199.770.237	7.376.163.373
1	Short-term prepaid expenses	151	2.097.961.388	4.467.476.200
2	Deductible VAT	152		2.668.902.218
3	Taxes and other receivables from the State budget	153	2.101.808.849	239.784.955
B	NON-CURRENT ASSETS	200	65.077.585.907	82.294.203.724
I	Long-term receivables	210	45.000.000	175.000.000
6	Other long-term receivables	216	45.000.000	175.000.000
II	Fixed assets	220	55.678.071.338	62.803.105.656
1	Tangible fixed assets	221	55.304.857.535	62.803.105.656
	- Historical costs	222	516.943.987.855	548.555.712.706
	- Accumulated depreciation (*)	223	- 461.639.130.320	- 485.752.607.050
3	Intangible fixed assets	227	373.213.803	-
	- Historical costs	228	462.471.670	
	- Accumulated amortization (*)	229	- 89.257.867	
III	Investment property	230		
IV	Long-term assets in progress	240	1.141.075.342	9.285.946.000
2	Construction in progress	242	1.141.075.342	9.285.946.000
V	Long-term financial investments	250		
VI	Other long-term assets	260	8.213.439.227	10.030.152.068
1	Long-term prepaid expenses	261	6.273.185.853	10.030.152.068
2	Deferred income tax assets	262	1.940.253.374	-
	TOTAL ASSETS (270=100+200)	270	648.691.087.797	577.762.888.822

TT	CAPITAL	Mã số	31/12/2025	01/01/2025
A	LIABILITIES	300	466.275.729.715	401.420.984.213
I	Current liabilities	310	443.987.939.715	389.378.803.908
1	Short-term trade payables	311	229.029.834.771	218.655.759.428
	- Within the Group			344.512.100
	- Outside the Group		229.029.834.771	218.311.247.328
2	Short-term prepayments from customers	312	266.384.837	133.581.523
	- Outside the Group		266.384.837	133.581.523
3	Taxes and other payables to State budget	313	5.786.845.440	3.889.627.174
4	Payables to employees	314	42.396.611.721	38.724.557.437
5	Short-term accrued expenses	315	3.382.564.222	979.131.123



TT	CAPITAL	Mã số	31/12/2025	01/01/2025
9	Other short-term payments	319	1.553.300.303	795.830.770
10	Short-term borrowings and finance lease liabilities	320	153.559.448.702	118.872.928.660
11	Provisions for short-term payables	321	3.002.443.000	
12	Bonus and welfare fund	322	5.010.506.719	7.327.387.793
II	Non-current liabilities	330	22.287.790.000	12.042.180.305
8	Long-term borrowings and finance lease liabilities	338	22.287.790.000	12.042.180.305
13	Science and Technology Development Fund	343		-
B	OWNER'S EQUITY	400	182.415.358.082	176.341.904.609
I	Owner's equity	410	182.415.358.082	176.341.904.609
1	Contributed capital	411	150.000.000.000	150.000.000.000
	- Ordinary shares with voting rights	411a	150.000.000.000	150.000.000.000
	- Preferred shares	411b		
8	Development and investment funds	418	10.670.489.183	10.670.489.183
9	Enterprise Restructuring Support Fund	419		
10	Other funds under equity	420		
11	Retained earnings	421	21.744.868.899	15.671.415.426
	- Retained earnings accumulated to previous year	421a		675.082.032
	- Retained earnings of the current year	421b	21.744.868.899	14.996.333.394
II	Funding sources and other funds	430		
	TOTAL CAPITAL (440=300+400)	440	648.691.087.797	577.762.888.822

SECTION II: RESULTS OF BUSINESS OPERATIONS

No.	INDICATOR	2025	2024
1	Revenue from sales of goods and rendering of services	4.132.870.280.887	4.081.023.564.895
	Revenue from sale of goods	4.026.254.110.942	3.974.191.276.996
	Revenue from rendering of services	106.616.169.945	106.832.287.899
2	Revenue deductions	12.096.962	411.177.053
3	Net revenue from sales of goods and rendering of services	4.132.858.183.925	4.080.612.387.842
4	Cost of goods sold and services rendered	3.932.687.606.077	3.903.530.029.385
5	Gross profit from sales of goods and rendering of services	200.170.577.848	177.082.358.457
6	Financial income	84.392.471	82.721.090
7	Financial expenses	9.844.771.899	7.264.784.810
8	Selling expenses	108.048.200.996	92.444.513.966
9	General and administrative expense	71.322.100.565	55.124.359.351
10	Net profit from operating activities	11.039.896.859	22.331.421.420
11	Other income	17.575.431.336	1.204.015.886
12	Other expense	1.049.640.584	3.963.893.788
13	Other profit	16.525.790.752	- 2.759.877.902
14	Total net profit before tax	27.565.687.611	19.571.543.518
15	Current corporate income tax expenses	5.820.818.712	4.575.210.124
16	Profit after corporate income tax	21.744.868.899	14.996.333.394
17	Basic earnings per share	1.450	1.000
18	Dividend	8%	7%

Recipients:

- Shareholders of the Company;
- BOD, BOS, Board of Management of the Company;
- Filed at: BOD, Finance and Accounting Department, Office

Finance and Accounting Department
Chief Accountant



Hoàng Xuan Tung

No.: 11/BC-HĐQT-MTS

Quang Ninh, April 21, 2026

REPORT
Plan for dividend payment and profit distribution for 2025

To: The 2026 Annual General Meeting of Shareholders of the Company

Pursuant to the Charter on Organization and Operation of Vinacomin - Materials Trading Joint Stock Company;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Vinacomin - Materials Trading Joint Stock Company No. 01/25/NQ-ĐHĐCĐ dated April 29, 2025;

Pursuant to the Company's 2025 audited financial statements;

The Board of Directors of Vinacomin - Materials Trading Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the plan for dividend payment and profit distribution for 2025 as follows:

1. Profit before tax in 2025: 27.565.687.611 VND

2. Corporate income tax expense: 5.820.818.712 VND

3. Remaining profit after tax available for distribution: 21.744.868.899 VND

a) Dividend payment (8%/charter capital): 12.000.000.000 VND

b) Remaining profit after dividend payment:

+ Appropriation to the Reward, Welfare and Management Bonus Funds:
9.744.868.899 VND

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

Recipients:

- Shareholders of the Company (MTS Website);
- Party Committee, Board of Directors, Board of Supervisors (e-copy);
- Board of Management, Chief Accountant (e-copy);
- Departments, Workshops of the Company
- Archived at: Office, Board of Directors.

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



Pham Dang Phu

No.: 06 /BC-BKS

Quang Ninh, April 21, 2026

REPORT

On the Appraisal of the Business Performance Report, the Financial Statements for 2025, and the Profit Distribution Plan of Vinacomin – Materials Joint Stock Company

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the 14th National Assembly on June 17, 2020;

Pursuant to the Charter on Organization and Operations of Vinacomin – Materials Joint Stock Company as approved by the General Meeting of Shareholders on April 29, 2025;

Pursuant to the Regulations on the Operation of the Board of Supervisors of the Company issued under Decision No. 1102/QD-BKS dated April 29, 2021;

Pursuant to the Business Performance Report, the Financial Statements for 2025, the Report on the Dividend Payment and Profit Distribution Plan prepared by Vinacomin – Materials Joint Stock Company, and Audit Report No. 030326.001/BCTC.KT8 dated March 3, 2026 issued by AASC Auditing Firm Company Limited regarding the audit of the 2025 financial statements.

The Board of Supervisors has conducted an appraisal of the Company's business performance report, financial statements, and profit distribution plan for 2025. The Board of Supervisors hereby reports to the 2026 Annual General Meeting of Shareholders on the appraisal results as follows:

1. Regarding the Business Performance Report and Financial Statements for 2025:

- The accounting data, accounting records, and the preparation and presentation of the Company's financial statements as at the end of the financial year on December 31, 2025 have been carried out in compliance with the prevailing Vietnamese Accounting Standards and accounting regime, as well as the regulations and guidelines of Vietnam National Coal and Mineral Industries Holding Corporation Limited.

- The Board of Supervisors concurs with the audited figures of the Company's 2025 financial statements as audited by AASC Auditing Firm Company Limited.

2. Key indicators of business performance and financial results assessed on the basis of the 2025 financial statements are as follows:

2.1. Performance of principal business and operational targets:

No.	INDICATORS	Unit	2025 PLAN	2025 ACTUAL	% RATIO
1	Primary Products/Services				
a	Supply Services				
	- Gasoline	1000 L	3.840	3.957	109
	- Diesel Oil	1000 L	180.000	201.194	112
	- Lubricants and Grease	1000 L	1.570	1.559	99
b	Port Services				
	- Stevedoring (Loading/Unloading)	Tons	1.600.000	1.795.436	112
	- Inland Waterway Transport	Tons	600.000	455.366	76
c	Lubricant Consumption of Cominlub	1000 L	4.000	3.624	91
2	Total Revenue	Million VND	3.950.100	4.150.530	105
3	Gross Output Value	Million VND	471.100	502.682	107
4	Profit	Million VND	20.000	27.566	138
5	Average Monthly Salary	1,000 VND/person/month	12.445	13.316	107
6	Dividend Payout	%/Charter Capital	6÷8%	8%	Passed

2.2. Selected Financial Indicators:

a) Profitability indicators:

+ Return on Equity (ROE) in 2025 reached 13,53%, representing an increase of 3,79% compared to the previous year (9,74% in 2024).

+ Return on Assets (ROA) in 2025 reached 3,54%, an increase of 1,05% compared to the previous year (2,49% in 2024).

b) Liquidity indicators:

+ The current ratio as at December 31, 2025 was 1,31 times, exceeding the 2025 plan by 0,15 times (as approved by Vietnam National Coal and Mineral Industries Holding Corporation Limited under Official Letter No. 354/TKV-KTTC dated January 21, 2025 and Decision No. 760/QD-MTS dated February 7, 2025, with a planned ratio of 1,16 times).

+ The quick ratio as at December 31, 2025 was 1,06 times, increasing by 0,11 times compared to December 31, 2024.

c) Capital structure and leverage indicators:

- The debt-to-equity ratio as at December 31, 2025 was 2,53 times, an increase of 0,3 times compared to December 31, 2024, and 1,33 times lower than the 2025 plan (3,86 times), as approved by Vietnam National Coal and Mineral Industries Holding Corporation Limited under Official Letter No. 354/TKV-KTTC dated January 21, 2025 and Decision No. 760/QD-MTS dated February 7, 2025).

d) Capital preservation and development.

- Owners' equity:

+ Opening balance (January 1, 2025):	176.342 million VND
+ Increase during the period:	21.744 million VND
+ Decrease during the period:	15.671 million VND
+ Closing balance (31/12/2025):	182.415 million VND

- Profit before tax in 2025 reached 27.566 million VND, compared to the assigned plan of 20.000 million VND, equivalent to 138% of the planned target.

Assessment: After fulfilling its obligations to the State budget, the Company continued to maintain profitable business operations. In 2025, the Company successfully preserved and developed the investment capital of Vietnam National Coal and Mineral Industries Holding Corporation Limited and its shareholders in general.

3. Regarding the Profit Distribution Plan for 2025:

Based on the business performance in 2025, Vinacomin – Materials Joint Stock Company has been classified as a Category B enterprise and proposes the following profit distribution plan:

Unit: million VND

No.	Description	Amount
1	Profit before tax in 2025	27.566
2	Profit after tax in 2025	21.745
3	Total distributable profit after tax	21.745
3.1	Dividend payment (8% of charter capital)	12.000
3.2	Appropriation to Bonus and Welfare Funds	9.745

The above constitutes the report on the appraisal of the business performance report, the financial statements for 2025, and the profit distribution plan for 2025 of Vinacomin – Materials Joint Stock Company. The Board of Supervisors respectfully submits this report to the 2026 Annual General Meeting of Shareholders for consideration and approval./.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Recipients:

- As addressed above;
- BOD;
- Board of Management;
- Filed at: Office, Board of Supervisors, Board of Directors.



Tran Thanh Tung



No.: 04 /BC-BKS

Quang Ninh, March 13, 2026

REPORT

Self-Assessment of the Performance of the Board of Supervisors and the Supervision of the Board of Directors and the Board of Management of the Company in 2025

To: The 2026 Annual General Meeting of Shareholders of the Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the 14th National Assembly on June 17, 2020;

Pursuant to the Charter on Organization and Operations of Vinacomin – Materials Joint Stock Company, as amended and supplemented on April 29, 2025;

Pursuant to the Regulations on the Operation of the Board of Supervisors issued under Decision No. 1102/QD-BKS dated April 29, 2021.

The Board of Supervisors hereby reports to the General Meeting of Shareholders on its performance and the supervision of the management activities of the Board of Directors and the Board of Management of the Company in 2025 as follows:

1. Remuneration, Operating Expenses, and Other Benefits of the Board of Supervisors and Its Members in 2025

Pursuant to Decision No. 1471/QD-TKV dated August 14, 2024 of Vietnam National Coal and Mineral Industries Holding Corporation Limited regarding guidelines on remuneration mechanisms and salary levels based on job positions applied within TKV.

Pursuant to the Company's regulations on labor and salary management.

Pursuant to Resolution No. 01/25/NQ-DHDCD dated April 29, 2025 of the 2025 Annual General Meeting of Shareholders of the Company.

The Board of Supervisors reports the remuneration of the Board of Supervisors and its members in 2025 as follows:

- The total remuneration of the Board of Supervisors in 2025 amounted to 160.080.000 VND, detailed by member as follows:

No.	Full name	Position	Months	Monthly Remuneration	Annual Remuneration
1	Tran Thanh Tung	Head	12	4.580.000	54.960.000
2	Pham Thi Ngoc Bich	Member	12	4.380.000	52.560.000
3	Hoang Kien	Member	12	4.380.000	52.560.000
	Total				160.080.000

For the remuneration of the Head of the Board of Supervisors, who is concurrently an officer of Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV), the Company advances 80% of the remuneration quarterly and transfers it to TKV in accordance with regulations on the management of representatives. For the remuneration of other members of the Board of Supervisors, who are concurrently employees of the Company, the Company advances 80% of the remuneration monthly together with salary payments. The remaining portion is settled based on the level of task completion of each member.

2. Operational Status of the Board of Supervisors

2.1. Composition of the Board of Supervisors

The Board of Supervisors for the term 2024–2029, elected at the 2024 Annual General Meeting of Shareholders held on June 20, 2024, consists of three (03) members:

- | | |
|--------------------------|----------|
| - Mr. Tran Thanh Tung | - Member |
| - Ms. Pham Thi Ngoc Bich | - Member |
| - Mr. Hoang Kien | - Member |

2.2. Performance of Duties

In 2025, the Board of Supervisors held six (06) meetings.

+ The first meeting on February 20, 2025: Assignment of supervisory tasks for Q1 2025;

+ The second meeting on March 4, 2025: Review and approval of draft reports of the Board of Supervisors to be submitted to the 2025 Annual General Meeting of Shareholders, including: the report on activities of the Board of Supervisors and supervision results over the Board of Directors and the Board of Management; the appraisal report on the 2024 business performance, financial statements, and profit distribution plan; and the report proposing approval of the list of audit firms eligible to audit the 2025 financial statements;.

+ The third meeting on May 21, 2025: Assignment of supervisory tasks for Q2 2025.

+ The fourth meeting on September 10, 2025: Assignment of supervisory tasks for Q3 2025.

+ The fifth meeting on October 30, 2025: Assignment of supervisory tasks for Q4 2025.

+ The sixth meeting on December 24, 2025: Review of the Board's performance in 2025 and approval of the supervisory plan for 2026.

In addition, the Board held quarterly meetings to review supervisory minutes and assess the Company's management and business operations. All members attended meetings fully.



In 2025, the Board of Supervisors performed its functions and duties in accordance with the Law on Enterprises and the Company's Charter. The Board established supervisory plans from the beginning of the year and each quarter, assigning specific responsibilities to its members. It conducted quarterly supervision of business performance and management activities, reached consensus with the Board of Management on supervision results, and prepared periodic supervisory reports on business operations and governance activities of the Board of Directors and the Board of Management, which were duly submitted to the Group in accordance with prescribed timelines.

The Board of Supervisors also attended meetings of the Board of Directors, providing opinions and recommendations, and participated in the Company's periodic review and summary meetings in order to promptly monitor business operations and management activities.

3. Supervision Results with respect to the Board of Directors

In 2025, the Board of Directors of the Company duly performed its roles and responsibilities in accordance with the Law on Enterprises, the Company's Charter, and applicable legal regulations. The Board of Directors consistently directed and supervised the Company's operations to ensure alignment with the strategic orientation and directives of the Group, as well as the Resolutions of the General Meeting of Shareholders. The Board of Directors issued timely resolutions and decisions in relation to the management and administration of business operations, investment and construction activities, labor and remuneration policies, personnel matters, and the promulgation of internal management regulations, thereby delivering tangible benefits to shareholders and employees of the Company.

In 2025, the Board of Directors convened 19 meetings and issued 44 Resolutions and 34 Decisions to promptly direct and implement tasks within its authority related to business operations.

The Board maintained regular meetings in compliance with statutory requirements regarding agenda, quorum, and voting procedures. It also properly exercised its supervisory function over the General Director and other executive management personnel of the Company.

4. Supervision Results with respect to the Board of Management

The Board of Management implemented the Resolutions of the General Meeting of Shareholders and the Board of Directors, effectively organizing and directing business operations, investment and construction plans, corporate restructuring, personnel management, and employee welfare in accordance with its functions, duties, and authority, while complying with State laws, Group regulations, and the Company's Charter.

In 2025, despite facing various challenges related to competitive mechanisms, business conditions, operating areas, and the prolonged impact of the Russia-Ukraine conflict, the Board of Management proactively proposed solutions to the Board of Directors and independently implemented measures to maintain market share in the provision of goods and services, while preparing conditions for future market expansion. At the same time, the Board directed its units to strengthen cost management, apply technological and digital solutions in management, thereby enhancing overall management efficiency and operational performance. In 2025, the Company largely fulfilled its assigned targets and preserved the owners' capital.

5. Assessment of Coordination between the Board of Supervisors, the Board of Directors, the Board of Management, and Shareholders

The coordination between the Board of Supervisors and the Board of Directors, as well as the Board of Management, was conducted in accordance with the provisions of the Company's Charter on organization and operations. Functional departments and affiliated units actively cooperated by providing documents and information in line with quarterly supervisory plans or ad hoc requests, thereby facilitating the Board of Supervisors in fulfilling its duties.

In 2025, the Board of Supervisors did not receive any requests from shareholders holding shares of the Company regarding the activities of the Board of Directors or the Board of Management.

The above constitutes the Report on the activities of the Board of Supervisors and its supervision of the management activities of the Board of Directors and the Board of Management of Vinacomin – Materials Joint Stock Company, respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration.

Sincerely!

Recipients:

- As addressed above;
- BOD;
- Board of Management;
- Filed at: Office, Board of Supervisors, Board of Directors.

**ON BEHALF OF THE BOARD OF
SUPERVISORS
HEAD OF THE BOARD**



Trần Thanh Tung

No.: 03 /BC-BKS

Quang Ninh, March 5, 2026

REPORT

On the Proposal for Approval of the List of Eligible Audit Firms to Conduct the Audit of the 2026 Financial Statements

To: The 2026 Annual General Meeting of Shareholders of the Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;*

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter on Organization and Operations of Vinacomin – Materials Joint Stock Company as approved by the General Meeting of Shareholders on April 29, 2025;

Pursuant to the Regulations on the Operation of the Board of Supervisors issued under Decision No. 1102/QĐ-BKS dated April 29, 2021;

Pursuant to Decision No. 3830/QĐ-BTC dated November 14, 2025 of the Ministry of Finance approving audit firms and practicing auditors eligible to audit public interest entities in 2026;

Pursuant to Decision No. 902/QĐ-UBCK dated November 19, 2025 on the approval of audit firms and practicing auditors eligible to audit public interest entities in the securities sector in 2026;

The Board of Supervisors hereby submits to the 2026 Annual General Meeting of Shareholders for approval the list of audit firms eligible to conduct the audit of the Company's financial statements for 2026, comprising the following entities:

1. AASC Auditing Firm Company Limited:

Enterprise Code: 0100111105.

Address: No. 1 Le Phung Hieu Street, Hoan Kiem Ward, Hanoi City.

2. VACO Auditing Company Limited:

Enterprise Code: 0102546856

Address: 12A Floor, 319 Corporation Building, No. 63 Le Van Luong Street, Yen Hoa Ward, Hanoi City, Viet Nam.

3. International Auditing and Valuation Company Limited (IAV):

Enterprise Code: 0106299213

Address: A-TT5-3 Him Lam Van Phuc Residential Area, Ha Dong Ward, Hanoi City, Viet Nam.



All three (03) entities have been approved by the Ministry of Finance to audit public interest entities in 2026 and by the State Securities Commission to audit public interest entities in the securities sector in 2026.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration and approval the list of independent audit firms eligible to audit the Company's 2026 financial statements, and proposes to authorize the Board of Directors to select one of the aforementioned firms to perform the audit of the Company for 2026 based on the terms and conditions determined by the Board of Directors.

The Board of Supervisors respectfully submits this proposal to the 2026 Annual General Meeting of Shareholders for consideration and approval.

The Board of Supervisors respectfully submits this report./.

**ON BEHALF OF THE BOARD
OF SUPERVISORS
HEAD OF THE BOARD**

Recipients:

- As addressed above;
- BOD;
- Board of Management;
- Filed at: Office, Board of Supervisors, Board of Directors.



Tran Thanh Tung





VINACOMIN - MATERIALS TRADING JSC
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

QUESTION FORM

Delegate Name:..... **CODE:**

Or shareholder representative:

Content of the question:

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Vinacomin-Materials Trading Joint Stock Company

Address: Group 1, Zone 2, Hong Ha Ward, Ha Long City, Quang Ninh Province

Phone: 0203 3695899 | Fax: 0203 3634899 | Website: www.vmts.vn

ANNUAL GENERAL MEETING OF
SHAREHOLDERS
VINACOMIN - MATERIALS
TRADING JOINT STOCK
COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Quang Ninh, April 24, 2026



REPORT ON VERIFICATION OF SHAREHOLDER ELIGIBILITY
FOR ATTENDANCE AT THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS VINACOMIN - MATERIALS TRADING JOINT STOCK
COMPANY IN 2026

The Shareholder Verification Committee, assigned by the Organizing Committee of the Meeting, comprises the following members:

- | | | |
|---------------------------|--|---------------------|
| 1. Mr. Vu Thanh Son | - Head of Labour and Organization Department | - Head of Committee |
| 2. Ms. Pham Thi Ngoc Bich | - Member of Board of Supervisors | - Member |
| 3. Ms. Nguyen Thi Xoa | - General Administration Department Staff | - Member |

We have carried out the shareholder verification in accordance with our assigned duties and responsibilities, and hereby report to the Meeting as follows:

- The total number of shares issued by the Company is **15,000,000** shares, held by **741** shareholders.

- The total number of shareholders invited to attend the Annual General Meeting of Shareholders is **741** persons, holding **15,000,000** shares, equivalent to **100%** of the voting shares of the Company.

- The total number of Shareholders/Authorized Representatives attending the Annual General Meeting of Shareholders is **17** delegates, holding and representing **12,453,010** shares (including direct ownership and authorization), equivalent to **83.02%** of the voting shares of the Company.

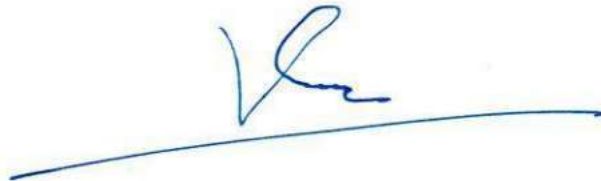
Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature, at its 9th Session on June 17, 2020, and the Charter on Organization and Operation of Vinacomin - Materials Trading Joint Stock Company approved by the Annual General Meeting of Shareholders on April 29, 2025.

Upon verification, all shareholders and their authorized representatives possess full legal capacity, civil capacity, and are duly qualified to attend the 2026 Annual General Meeting of Shareholders of Vinacomin - Materials Trading Joint Stock Company. The Meeting Is eligible to be conducted.

The Shareholder Verification Committee hereby submits this report to the Meeting and requests the Chairperson to continue presiding over the Meeting.

**ON BEHALF OF THE SHAREHOLDER
VERIFICATION COMMITTEE**

HEAD OF COMMITTEE

A handwritten signature in blue ink, consisting of a stylized 'V' followed by a horizontal line that extends to the right.

Vu Thanh Son



VIETNAM NATIONAL COAL AND MINERAL INDUSTRIES
HOLDING CORPORATION LIMITED
VINACOMIN - MATERIALS TRADING
JOINT STOCK COMPANY






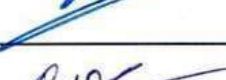
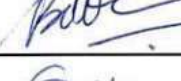
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



LIST FOR VERIFICATION OF SHAREHOLDER ELIGIBILITY TO ATTEND
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS ON APRIL 24, 2026

No.	Full name	Meeting code	Number of shares owned	Number of shares represented	Total voting shares	Proportion	Confirmation
1	Pham Dang Phu	MTS.000749	0	7.650.000	7.650.000	51,00%	
2	Tran Thanh Tung	MTS.000744	0	16.000	16.000	0,11%	
3	Nguyen Manh Toan	MTS.000745	0	199.180	199.180	1,33%	
4	Nguyen The Hung	MTS.000256	17.000	0	17.000	0,11%	
5	Le Dung	MTS.000104	5.200	0	5.200	0,03%	
6	Tran Binh Minh	MTS.000742	0	18.600	18.600	0,12%	
7	Nguyen Van Tuan	MTS.000360	10.300	18.631	28.931	0,19%	
8	Ninh Thi My Nga	MTS.000743	0	46.950	46.950	0,31%	
9	Hoang Xuan Tung	MTS.000066	1.100	9.000	10.100	0,07%	
10	Hoang Kien	MTS.000045	3.200	0	3.200	0,02%	



11	Pham Thi Ngoc Bich	MTS.000747	0	10.000	10.000	0,07%	
12	Vu Thanh Son	MTS.000619	2.000	12.000	14.000	0,09%	
13	Nguyen Van Toan	MTS.000354	2.082	7.200	9.282	0,06%	
14	Le Thi Thu Duyen	MTS.000128	2.600	0	2.600	0,02%	
15	Tran Viet Thanh	MTS.000554	5.000	72.850	77.850	0,52%	
16	Nguyen Van Binh	MTS.000746	0	58.517	58.517	0,39%	
17	Dang Hoai Nam	MTS.000748	0	4.285.600	4.285.600	28,57%	
	Total		48.482	12.404.528	12.453.010	83,02%	

Pursuant to the Law on Enterprises and the Charter of Organization and Operation of TKV Materials Joint Stock Company, the 2026 Annual General Meeting of Shareholders of TKV Materials Joint Stock Company is legally, validly and qualified to be held.


April 24, 2026

THE SHAREHOLDER VERIFICATION COMMITTEE

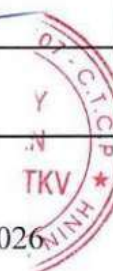
MEMBERS OF THE SHAREHOLDER VERIFICATION
COMMITTEE

HEAD OF COMMITTEE

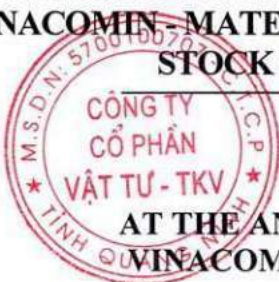
1. Ms. Pham Thi Ngoc Bich.....

2. Nguyen Thi Xoa.....


Vu Thanh Son



Quang Ninh, April 24, 2026



**MINUTES OF VOTE COUNTING
FOR VOTING MATTERS**

**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY**

—☆—

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature, at its 9th Session on May 8, 2020.

Pursuant to the Charter on Organization and Operation of Vinacomin - Materials Trading Joint Stock Company.

Pursuant to the Working Regulations of the 2026 Annual General Meeting of Shareholders, approved at the 2026 Annual General Meeting of Shareholders of Vinacomin - Materials Trading Joint Stock Company.

Today, at 10h30' on 24/4/2026 at the Office of Vinacomin - Materials Trading Joint Stock Company, the Vote Counting Committee, comprising:

- Mr. Vu Thanh Son - Head of Labour and Organization Department - Head of Committee.

- Ms. Nguyen Thi Xoa – Party Committee General Affairs Department Staff – Member.

- Ms. Pham Thi Ngoc Bich – Member of the Board of Supervisors - Member.

Proceeded to count the ballots for the Voting Matters at the Meeting as follows:

1. Number of Shares and Voting Ballots:

- | | | |
|---|------------|---------|
| - Total number of voting shares: | 15,000,000 | shares |
| - Total number of shares attending the Meeting: | 12,453,010 | shares |
| - Total number of voting ballots for all items: | 12,453,010 | ballots |

2. Matters voted on for approval:

No.	Content
1	Report on Business Performance 2025 and Business Plan 2026
2	Report of the Board of Directors in 2025 on corporate governance and the performance of the Board of Directors and each of its members, and orientations and tasks for 2026.
3	Report on the finalization of remuneration, allowances, and salaries of members of the Board of Directors and the Supervisory Board for 2025; plan for remuneration, allowances, and salaries of the Board of Directors and the Supervisory Board for 2026.
4	Proposal on the approval of the list of signatories for contracts and transactions between the Company and its enterprises, major shareholders, and related persons in 2026.
5	Audited financial statements for 2025 (Summary).
6	Report on dividend payment and profit distribution plan for 2025
7	Report of the Board of Supervisors on the appraisal of the Business Performance Report, Financial Statements for 2025, and the Profit Distribution Plan of Vinacomin - Materials Trading JSC.
8	Self-assessment report on the performance of the Board of Supervisors and the supervision of the Activities of the Board of Directors and the Board of Management in 2025.
9	Report on the proposal for approval of the list of eligible auditing firms to conduct the audit of the 2026 Financial Statements.

3. Voting Results:

- Number of ballots issued: 17 ballots equivalent to 12,453,010 ballots
- Number of ballots collected: 17 ballots equivalent to 12,453,010 ballots
- Number of valid ballots: 17 ballots equivalent to 12,453,010 ballots
- Number of invalid ballots: 0 ballots equivalent to 0 ballots

No.	Content	Agree		Disagree		Abstain	
		Number of ballots	Percentage %	Number of ballots	Percentage %	Number of ballots	Percentage %
1	Report on Business Performance 2025 and Business Plan 2026	12,453,010	100%	0	0%	0	0%
2	Report of the Board of Directors in 2025 on corporate governance and the performance of the Board of Directors and each of its members, and orientations and tasks for 2026.	12,453,010	100%	0	0%	0	0%
3	Report on the finalization of remuneration, allowances, and salaries of members of the Board of Directors and the Supervisory Board for 2025; plan for remuneration, allowances, and salaries of the Board of Directors and the Supervisory Board for 2026.	12,453,010	100%	0	0%	0	0%
4	Proposal on the approval of the list of signatories for contracts and transactions between the Company and its enterprises, major shareholders, and related persons in 2026.	2.153.010	100%	0	0%	0	0%
5	Audited financial statements for 2025 (Summary).	12,453,010	100%	0	0%	0	0%
6	Report on dividend payment and profit distribution plan for 2025	12,453,010	100%	0	0%	0	0%
7	Report of the Board of Supervisors on the appraisal of the Business Performance Report, Financial Statements for 2025, and the Profit Distribution Plan of Vinacomin - Materials Trading JSC.	12,453,010	100%	0	0%	0	0%
8	Self-assessment report on the performance of the Board of Supervisors and the supervision of the Activities of the Board of Directors and the Board of Management in 2025.	12,453,010	100%	0	0%	0	0%
9	Report on the proposal for approval of the list of eligible auditing firms to conduct the audit of the 2026 Financial Statements.	12,453,010	100%	0	0%	0	0%

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Pursuant to applicable legal regulations and the vote counting results, the Election and Vote Counting Committee hereby announces the matters approved at the 2026 Annual General Meeting of Shareholders of the Company:

The Vote Counting Minutes were completed at 10:30 am on April 24, 2026, and were announced at the 2026 Annual General Meeting of Shareholders of Vinacomin - Materials Trading Joint Stock Company.

SIGNATURES OF MEMBERS OF THE ELECTION AND VOTE COUNTING COMMITTEE

MEMBERS OF THE VOTE COUNTING COMMITTEE

HEAD OF THE VOTE COUNTING COMMITTEE

1. Ms. Nguyen Thi Xoa:

2. Ms. Pham Thi Ngoc Bich:


Vu Thanh Son



No.: 1933/QĐ-MTS

Quang Ninh, April 24, 2026

DECISION

**On the Assignment of the 2026 Production and Business Plan of
Vinacomin - Materials Trading Joint Stock Company**

**THE BOARD OF DIRECTORS
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY**

Pursuant to the Charter of Organization and Operation of Vinacomin - Materials Trading Joint Stock Company.

Pursuant to Official Letter No. 7138/TKV-KH dated December 12, 2025 of Vinacomin regarding notification of key targets of the 2026 production and business plan.

Pursuant to Decision No. 6983/QĐ-MTS dated December 25, 2025 of the Board of Directors regarding provisional assignment of the 2026 production and business plan.

Pursuant to Resolution No. 01/26/NQ-ĐHĐCĐ dated April 24, 2026 of the 2026 Annual General Meeting of Shareholders of Vinacomin - Materials Trading Joint Stock Company.

Resolves:

Article 1: To assign the 2026 production and business plan of Vinacomin - Materials Trading Joint Stock Company (with detailed Appendix No. 01 and Appendix No. 02 attached).

Article 2: This Decision takes effect from the date of signing and issuance.

Article 3: The Board of Directors assigns the Director of the Company to formulate internal production and business operation plans and organize implementation to ensure efficiency, while complying with the current regulations of the State, Vinacomin Group and the Company.

Article 4: Members of the Board of Directors, the Board of Management of the Company; the Chief Accountant, Chief of Office, Departments, Workshops and relevant individuals shall implement this Decision.

Recipients:

- As stated in Article 4 (e-copy);
- Party Committee (e-copy, for report);
- Supervisory Board, Board of Directors of the Company (e-copy, for report);
- Director, Deputy Directors, Chief Accountant (e-copy);
- Departments and Workshops of the Company (e-copy);
- Archived: Office, Planning & Investment, Company Secretary.

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



Phạm Dang Phu

APPENDIX NO. 01

SUMMARY OF KEY TARGETS OF THE 2026 PRODUCTION AND BUSINESS PLAN

(Issued together with Decision No. 1933/QĐ-MTS dated April 24, 2026 of the Board of Directors)

STT	Indicators	Unit	2026 Plan
1	Key products		
a	Supply services		
	- Diesel, gasoline, lubricants and grease	1000 L	185.300
b	Port services		
	- Stevedoring	Tons	1.450.000
	- Inland waterway transport	Tons	640.000
c	Cominlub lubricant consumption	1000 L	4.100
2	Revenue	Mil. VND	3.840.390
2.1	Trading of materials and equipment		3.452.490
2.2	Port services		
	Stevedoring		7.380
	Inland waterway transport		31.944
2.3	Lubricant production		251.330
2.4	Transportation and other services		97.246
3	Cost of goods sold (COGS)	Mil. VND	3.379.720
4	Gross output value	Mil. VND	460.672
4.1	Trading of materials and equipment	Mil. VND	121.570
4.2	Port services		
	- Stevedoring	Mil. VND	7.381
	- Inland waterway transport	Mil. VND	25.144
4.3	Lubricant production	Mil. VND	251.330
4.4	Transportation and other services	Mil. VND	55.247
5	Total costs for the period	Mil. VND	439.140
5.1	Intermediate costs	Mil. VND	304.378
5.2	Value added	Mil. VND	134.762
	- Depreciation of fixed assets	Mil. VND	27.517
	- Salaries and wages	Mil. VND	94.582
	+ Business operation salaries	Mil. VND	92.595
	+ Management salaries	Mil. VND	1.987
	- Social insurance, health insurance, unemployment insurance and trade union fees	Mil. VND	12.663
6	Profit	Mil. VND	21.530
*	Return on equity (ROE)	%	13
7	Guideline labor and salary indicators		
	- Average number of employees	Persons	570
	- Average salary	thousand VND/person-month	13.828
	- Salary unit cost	thousand VND/Gross output value	212
8	State budget contribution	According to prevailing regulations	

APPENDIX NO. 02

KEY LABOR AND SALARY PLAN TARGETS FOR 2026

(Issued together with Decision No. 1933/QĐ-MTS dated April 24, 2026 of the Board of Directors)

A. Labor Utilization Plan

No.	Criteria	Total	Of which		
			Technology	Support	Management
1	Average number of employees	570	375	62	133
	- Company managers	5			5
	- Employees	565	375	62	128
2	Newly recruited employees	21	19		2

B. Salary Fund Utilization Plan

No.	Criteria	Unit	Total	Notes
1	Total salary fund	Mil. VND	94.582	
a	Company managers	Mil. VND	1.987	
	- Chairman (concurrently General Director/Director)	Mil. VND		
	- Director	Mil. VND	445	
	- Deputy Directors, Member of the Board of Directors	Mil. VND	1.183	Including 02 Deputy Directors, 01 Member of the Board of Directors
	- Chief Accountant	Mil. VND	360	
b	Employees		92.595	
*	By business sector			
	- Coal production	Mil. VND		
	- Other production	Mil. VND	94.582	
2	Average salary	thousand VND/person /month	13.828	
	- Company managers	thousand VND/person /month	33.120	
	- Employees	thousand VND/person /month	13.657	

No.: 1935/QĐ-MTS

Quang Ninh, April 24, 2026

DECISION

**On approval of the 2026 Investment Plan of
Vinacomin - Materials Trading Joint Stock Company**

**THE BOARD OF DIRECTORS
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY**

Pursuant to the Charter on Organization and Operation of Vinacomin - Materials Trading Joint Stock Company;

Pursuant to Decision No. 4223/QĐ-MTS dated October 25, 2024 of the Board of Directors of the Company on the issuance of the Investment and Construction Management Regulations of Vinacomin - Materials Trading Joint Stock Company;

Pursuant to Official Letter No. 7215/TKV-ĐT dated December 15, 2025 of Vinacomin Group on the notification of the 2026 investment plan.

Pursuant to Decision No.: 6982/QĐ-MTS dated December 25, 2025 of the Board of Directors of the Company on the provisional assignment of the 2026 Investment Plan.

Pursuant to Resolution No. 01/26/NQ-ĐHĐCĐ dated April 24, 2026 of the 2026 Annual General Meeting of Shareholders of Vinacomin - Materials Trading Joint Stock Company.

DECIDES:

Article 1. To approve the 2026 Investment Plan of Vinacomin - Materials Trading Joint Stock Company, with the following details:

- 2026 Investment Plan: 65.922 million VND

Of which:

+ Official Plan: 33.029 million VND

+ Pre-investment plan: 1.242 million VND

+ Contingency plan: 31.651 million VND

- 2026 Disbursement Plan: 65.922 million VND

Of which:

+ Prior-year volume: 0 million VND

+ Official Plan: 33.029 million VND

+ Pre-investment plan: 1.242 million VND

+ Contingency plan: 31.651 million VND

(Detailed schedule of the 2026 Investment Plan attached hereto)



Article 2. This Decision takes effect from the date of its signing and issuance.

Article 3. The Board of Directors assigns the Director of the Company to organize and implement the approved 2026 Investment Plan in strict compliance with the regulations on investment management and procurement of the State, Vinacomin Group and the Company, while ensuring the progress and efficiency of Business and production operations.

Article 4. Members of the Board of Directors, the Board of Management of the Company; the Chief Accountant, Head of Office, Departments, Workshops, and relevant individuals shall implement this Decision./.

Recipients:

- As per Article 4 (e-copy);
- Party Committee (e-copy, for report);
- Board of Supervisors, Board of Directors of the Company (e-copy, for report);
- Director, Deputy Directors, Chief Accountant (e-copy);
- Departments, Workshops of the Company (e-copy);
- Filed: Office, Investment Planning Dept., Company Secretary.

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



Pham Dang Phu





2026 INVESTMENT IMPLEMENTATION PLAN
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY

(Issued together with Decision No.1935/QĐ-MTS dated April 24, 2026 of the Board of Directors)

Unit: Million VND

No.	Description	Construction Start / Completion Date (Approved / Estimated)	Total Investment Value (Approved / Estimated)	Unit	Quantity	2026 Investment Implementation Plan			
						Total	Investment Capital Structure		
							Construction	Equipment	Other Costs
	Total					65.922	-	59.932	5.989
A	Official Investment Plan					33.029	-	31.051	1.978
	Group C Project								
1	Waterway Vessel Fleet Procurement Project	2025-2026	72.031	Vessel fleet	02	33.029		31.051	1.978
B	Project Preparation Plan					1.242	-	-	1.242
	Group C Project								
1	Transshipment Warehouse and Oil Import Terminal Construction Project	2026-2029	44.660			1.242			1.242
C	Contingency Plan					31.651	-	28.881	2.769
	Group C Project								
1	2026 Waterway Transport Capacity Enhancement Project	2026-2027	86.371	Vessel fleet	02	8.705		7.669	1.035
2	2026 Production Equipment Investment Project	2026-2027	23.404			22.946		21.212	1.734

2026 INVESTMENT DISBURSEMENT PLAN
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY

(Issued together with Decision No.1935/QĐ-MTS dated April 24, 2026 of the Board of Directors)

Unit: Million VND

No.	Description	Construction Start / Completion Date (Approved / Estimated)	Total Investment Value (Approved / Estimated)	Unit	Quantit y	2026 Investment Disbursement Plan				
						Total	Capital Source Structure			
							Commercial Loans	Owner's Equity	Unit Welfare Fund	Other Funding
	Total					65.922	42.019	23.902	-	-
A	Prior-Year Volume									
B	Official Investment Plan					33.029	21.736	11.293	-	-
	Group C Project									
1	Waterway Vessel Fleet Procurement Project	2025-2026	72.031	Vessel fleet	02	33.029	21.736	11.293		
C	Project Preparation Plan					1.242	-	1.242	-	-
	Group C Project									
1	Transshipment Warehouse and Oil Import Terminal Construction Project	2026-2029	44.660			1.242		1.242		
D	Contingency Plan					31.651	20.283	11.367	-	-
	Group C Project									
1	2026 Waterway Transport Capacity Enhancement Project	2026-2027	86.371	Vessel fleet	02	8.705	5.369	3.336		
2	2026 Production Equipment Investment Project	2026-2027	23.404			22.946	14.915	8.031		

Quang Ninh, April 24, 2026

DECISION
On the Payment of Dividends for the Year 2025

BOARD OF DIRECTORS
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY

Pursuant to the Charter on the Organization and Operations of Vinacomin - Materials Trading Joint Stock Company.

Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2026, No. 01/26/NQ-ĐHĐCĐ dated April 24, 2026, of Vinacomin - Materials Trading Joint Stock Company.

DECISION

Article 1: The dividend payment for the year 2025 of Vinacomin - Materials Trading Joint Stock Company is as follows:

- Securities Name: Vinacomin - Materials Trading Joint Stock Company Shares
- Securities Type: Common Shares
- Securities Code: **MTS**
- Record date: **May 20, 2026**
- Stock Exchange: UPCOM
- Nominal Value: 10,000 VND/share
- Dividend Rate: 8% per share (800 VND per share)
- Payment Method: Cash
- Payment Date: **June 16, 2026**

Article 2: The Company's General Director is tasked with organizing and carrying out the procedures for dividend payment to shareholders in accordance with the applicable laws.

Article 3: The members of the Board of Directors, the Management Board of the Company, the Chief Accountant, the Chief of Office, the Departments, Workshops, Branches, and relevant individuals shall be responsible for implementing this Decision./.

Recipients: 

- As per Article 3 (e-copy);
- SSC (via IDS Pro, report);
- HNX (via CIMS, report);
- BOD, BOS, Party Committee, Trade Union (e-copy);
- Departments, Workshops, Branches (e-copy);
- Archived: Office, Accounting Department, Company Secretary.

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



Pham Dang Phu