

VIETNAM NATIONAL COAL AND MINERAL INDUSTRIES HOLDING CORPORATION LIMITED  
VINACOMIN - VIET BAC MINING INDUSTRY HOLDING CORPORATION



**DOCUMENTS OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
VINACOMIN - VIET BAC MINING INDUSTRY HOLDING CORPORATION**

1. Agenda of the 2026 Annual General Meeting of Shareholders;
2. Working regulations of the General Meeting;
3. Report on production and business results in 2025, orientation and tasks in 2026;
4. Report on the operation of the Board of Directors;
5. Report on the operation of the Supervisory Board;
6. Election regulations for members of the Board of Directors for the 2025-2030 term
7. Submission on the election of additional members of the Board of Directors and the Supervisory Board for the 2025-2030 term;
8. Submission on the Election of an Independent Member of the Board of Directors for the 2025-2030 Term;
9. Submission for approval of financial statements and profit distribution in 2025;
10. Submission on remuneration payment to members of the Board of Directors and the Supervisory Board;
11. Submission on selection of an auditing company for the 2026 financial statements.
12. Submission on transaction contracts with related parties;
13. Submission on amendments and supplements to business lines and amendments to the charter;
14. Draft Resolution of the 2026 Annual General Meeting of Shareholders.

Year 2026

**AGENDA FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
VINACOMIN VIET BAC MINING INDUSTRY HOLDING CORPORATION**



No.	Time	Content	Presenter
1	7:30 a.m. - 8:00 a.m.	Welcoming delegates and shareholders. Shareholders register to attend the general meeting with The Shareholder's Eligibility Verification Committee and receive voting cards	The Shareholder's Eligibility Verification Committee
2	8:00 a.m. - 8:20 a.m.	- Salute the flag, declare the reason, introduce the delegates	Ms. Nguyen Hong Hanh
		- Introduction of the Chairperson to preside over the General Meeting	Ms. Nguyen Hong Hanh
		- Report on the Shareholder's Eligibility Verification	Mr. Nguyen Van Tao
		- The Chairperson of the General Meeting appoints the Secretariat of the General Meeting and appoints a person from the Organizing Committee of the General Meeting to assist in conducting the General Meeting.	Mr. Le Quang Binh
		<b>① Approval of the General Meeting Agenda</b>	Mr. Le Quang Binh
<b>② Approval of the Working Regulation of the 2026 Annual General Meeting of Shareholders</b>	Mr. Vu Minh Tan		
3	8:20 a.m. - 8:50 a.m.	<b>③ Report on the implementation of the production and business plan in 2025, orientation and tasks in 2026 of the Parent company</b>	Mr. Trinh Hong Ngan
4	8:50 a.m. - 9:15 a.m.	<b>④ Report on the operation of the Board of Directors in 2025, orientation and tasks in 2026</b>	Mr. Dang Van Tung
5	9:15 a.m. - 9:40 a.m.	<b>⑤ Report of the Supervisory Board in 2025, orientation for 2026; Review report on the 2025 Financial Statements</b>	Ms. Le Thi Thu Hien
6	9:40 a.m. - 10:00 a.m.	<b>Supplementary Election of Members of the Board of Directors and the Supervisory Board for the 2025–2030 Term</b>	Mr. Le Quang Binh
7	10:00 a.m. - 10:15 a.m.	<b>⑥ Submission for approval of the 2025 Financial Statements and profit distribution of the Parent company for 2025</b>	Mr. Vu Minh Tan
8	10:15 a.m. - 10:30 a.m.	<b>⑦ Submission on remuneration payment in 2025 and payment plan in 2026 for Members of the Board of Directors, Supervisory Board</b>	Mr. Vu Minh Tan
9	10:30 a.m. - 10:45 a.m.	<b>⑧ Submission on selection of an independent audit company to audit the Parent company's financial statements in 2026</b>	Ms. Le Thi Thu Hien
10	10:45 a.m. - 10:55 a.m.	<b>⑨ Submission on contracts and transactions between the Parent company and enterprises and related persons in 2026</b>	Mr. Trinh Hong Ngan
11	10:55 a.m. - 11:15 a.m.	<b>Approval of Other Matters Falling Within the Authority of the General Meeting of Shareholders</b>	Mr. Trinh Hong Ngan

No.	Time	Content	Presenter
12	11:15 a.m. - 11:30 a.m.	<b>Presenting the draft Minutes and Resolutions of the General Meeting, voting for approval</b>	General Meeting Secretariat
	11:30 a.m.	Closing of the General Meeting	Mr. Le Quang Binh

*\* Note: Shareholders discuss and vote to approve each content of the General Meeting.*

**ORGANIZING COMMITTEE OF THE GENERAL MEETING**

HOLDING CORPORATION

No.: 01/2026/OC-DHDCD

Ha Noi, May ..7., 2026

**REGULATION ON ORGANIZATION OF  
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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

*Pursuant to the Charter on the organization and operation of VINACOMIN – Viet Bac Mining Industries Holding Corporation (amendment) issued under Decision No. 302/QĐ-HĐQT dated October 16, 2025, by the Board of Directors of the Parent company.*

To ensure that the 2026 Annual General Meeting of Shareholders (AGMS) is conducted in accordance with regulations and successfully held, the Board of Directors of the Parent company has established the Regulation on Organization and Voting Rules of the General Meeting as follows:

**CHAPTER I  
GENERAL PROVISIONS**

**Article 1. Working Principles of the General Meeting:**

1. Ensuring the principles of transparency, fairness, and democracy.
2. For the benefit of the shareholders of VINACOMIN - Viet Bac Mining Industries Holding Corporation.

**Article 2. Conditions for attending the General Meeting:**

Shareholders of VINACOMIN - Viet Bac Mining Industries Holding Corporation named in the List of shareholders eligible to attend the 2026 Annual General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industries Holding Corporation finalized by the Vietnam Securities Depository, are entitled to attend or authorize their representatives to attend and vote at the General Meeting.

**Article 3. Conditions for conducting the General Meeting:**

1. The meeting is conducted when the number of shareholders attending represents more than 50% of the total voting shares of VINACOMIN - Viet Bac Mining Industries Holding Corporation.
2. In case the first General Meeting is convened without the required number of delegates, the subsequent meetings shall be conducted in accordance with Sections 2 and 3, Article 19 of the Charter on the Organization and Operation of the Parent company, as follows:
  - If the first Annual General Meeting of Shareholders does not reach the required number of delegates within thirty (30) minutes from the scheduled opening time, the convener shall cancel the meeting. The AGMS must be reconvened within thirty (30) days from the originally scheduled date of the first meeting. The reconvened General Meeting can only proceed if shareholders and authorized representatives attending the meeting represent at least 33% of the total voting shares.
  - If the second Annual General Meeting of Shareholders cannot be held due to the lack of required delegates within thirty (30) minutes from the scheduled opening time, the third AGMS may be convened within twenty (20) days from the intended date of the second meeting. In this case, the meeting shall be conducted regardless of the number of attending shareholders or authorized representatives and shall be considered valid, with the authority to decide on all issues that were expected to be approved at the first General Meeting.

**Article 4. Rules of the General Meeting:**

1. All shareholders attending the General Meeting must be properly dressed.
2. Shareholders must sit in the designated areas assigned by the Organizing Committee.
3. Shareholders are not allowed to engage in private work or use mobile phones during the General Meeting. The General Meeting will proceed continuously without break time.

**Article 5. Rights of shareholders when attending the General Meeting:**

1. To be entitled to vote on all issues of the General Meeting according to the Charter of VINACOMIN – Viet Bac Mining Industries Holding Corporation and the provisions of law.
2. Shareholders conduct their voting rights directly or through an authorized representative. Each common share carries one voting right.
3. Shareholders who are unable to attend the 2026 Annual General Meeting of Shareholders may delegate to any organizations or individuals to attend on

their behalf (using the power of attorney in the prescribed form). The power of attorney must be sent to the Organizing Committee at least **one (01) day** before the General Meeting.

4. The Organizing Committee will send the Notice of Invitation for the 2026 Annual General Meeting of Shareholders to all attending shareholders.
5. Shareholders attending the General Meeting must bring the Invitation Letter and identification documents such as the ID card or Passport to present to the Shareholder Eligibility Verification Committee. Upon verification, they will receive a Voting Card specifying Shareholder's full name, Shareholder Code, and the number of shares represented by shareholders. Each share with voting rights corresponds to one vote (e.g., if a shareholder's Voting Card states 300,000 shares, they have 300,000 votes).
6. Shareholders shall conduct *discussion and voting on each agenda item* of the General Meeting by raising their Voting Cards. For each Voting content the Chairperson must ask for shareholder's opinions three times:
  - Those in favor.
  - Those against.
  - Those abstaining.
7. Shareholders to attend the meeting after the General Meeting has opened are still registered and have the right to vote immediately after registration, but do not have the right to participate and vote on the contents previously approved by the General Meeting when the shareholder is not present (the validity of the votes that have been conducted will not be affected).

**Article 6. Obligations of shareholders when attending the General Meeting:**

1. Comply with the provisions of these Regulations.
2. Respect the authority of the Chairperson and the results of work at the General Meeting.
3. Bear your own travel, accommodation, and other expenses to attend the General Meeting.

**Article 7. Rights and Obligations of Shareholder Eligibility Verification Committee:**

1. The Shareholder Eligibility Verification Committee is established by the Board of Directors of Parent company, and has the following obligations:
  - Prepare the list of shareholders attending the General Meeting and post it at the Meeting's place.
  - Collect and check Power of attorney to attend the General Meeting.
  - Verify that attending shareholders are complete and accurate.

- Prepare Report on verification of the eligibility of Shareholders to be presented at the General Meeting.
  - Distribute Voting Cards to shareholders attending the Meeting.
2. The Shareholder Eligibility Verification Committee has an obligation to act honestly and diligently when conducting their duties and must be responsible for the results of work.

**Article 8. Rights and obligations of the Chairperson and the Secretariat of the General Meeting:**

1. The Chairperson of the Meeting:
- According to the Charter on the Organization and Operation of the Parent company, the Chairperson of the General Meeting is the Chairman of the Board of Directors of VINACOMIN - Viet Bac Mining Industries Holding Corporation.
  - Rights and obligations of the Chairperson of the General Meeting:
    - a) Direct the General Meeting to carry out the agenda in a valid and orderly manner.
    - b) The decision of the Chairperson on issues of order, procedures or events arising outside the agenda of the General Meeting.
    - c) At any time, the Chairperson can postpone the General Meeting to another time without consulting the opinion of the General Meeting if it is found that:
      - + The behavior of those present obstructs or is likely to obstruct the orderly conduct of the General Meeting.
      - + The delay is necessary so that the work of the General Meeting can be conducted validly.
2. The General Meeting Secretariat is appointed or nominated by the Chairperson and approved by the General Meeting. The Secretariat performs supporting tasks assigned by the Chairman, truthfully and accurately reflecting the General Meeting's content in the Minutes and Resolutions of the General Meeting.

**CHAPTER II**  
**ORDERS AND CONTENTS**  
**OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Article 9. Orders for conducting the General Meeting:**

The General Meeting shall proceed in the following orders and include the following contents:

1. Flag salute, statement of purpose, and introduction of delegates.
2. Report on the verification of shareholder eligibility.
3. Introduction of the Chairperson of the General Meeting and approval of the List of the General Meeting Secretariat.
4. Approval of the agenda of the General Meeting.
5. The Chairperson presides over the General Meeting and conducts voting on the Meeting's contents.
6. Approval of the Meeting Resolution and closing of the General Meeting.

**Article 10. Minutes of the General Meeting:**

All contents at the 2026 Annual General Meeting of Shareholders must be recorded in the Minutes of the General Meeting by the General Meeting Secretariat. Minutes of the General Meeting are read and approved before closing the meeting and are archived at the Parent company.

**Article 11. Effectiveness:**

This Regulation shall take effect and be binding on all Shareholders attending the General Meeting and Organizing Committee upon the time of the General Meeting's approval.

**Recipients:**

- All shareholders;
- Members of the Board of Directors and the Supervisory Board (e-copy);
- General Director, Finance & Human Resources Department (e-copy);
- CPV for publication on the website (e-copy);
- Archived at: Office, Board of Directors (H.02)

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

**Le Quang Binh**



*Hanoi, May 7, 2026*

**REPORT AT THE ANNUAL GENERAL MEETING OF  
SHAREHOLDERS  
ON PRODUCTION AND BUSINESS RESULTS IN 2025  
AND TASKS AND DIRECTIONS FOR 2026**

Submission: Annual General Meeting of Shareholders 2026 of  
VINACOMIN - Viet Bac Mining Industry Holding Corporation

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

Pursuant to Decision No. 302/QĐ-HĐQT dated October 16, 2025 of the  
Board of Directors of the Parent company regarding the promulgation of the  
amended Charter on the organization and operation of VINACOMIN - Viet Bac  
Mining Industry Holding Corporation.

Performing the duties assigned by the Board of Directors, the General  
Director of the Parent company would like to report to the General Meeting of  
Shareholders on the results of production and business activities in 2025 and the  
direction and tasks for the 2026 term as follows:

**PART 1  
2025 BUSINESS PERFORMANCE RESULTS**

In 2025, the world situation continued to develop in a complex and  
unpredictable manner, with intensifying strategic competition and escalating  
conflicts in Ukraine; global economic and trade recovery remained slow and  
unstable; natural disasters, climate change, energy security, food security, and  
cybersecurity continued to pose complicated challenges. Domestically, it was  
necessary to respond flexibly and effectively to external fluctuations, including  
policy changes of the United States, while also addressing the consequences of  
storms and floods in many localities. The domestic economy faced numerous  
difficulties and challenges. For the Parent company, changes in legal policies,  
particularly the new Law on Geology and Minerals, have led to more complex  
procedures for mineral recovery licensing, resulting in delays in licensing  
processes. In addition, Storm No. 11 (Matmo) caused widespread flooding in  
Thai Nguyen Province, adversely affecting the Parent company's production  
activities. Site clearance and compensation for coal mining remained challenging  
during the transition to a two-tier local government system, while the shortage of  
resettlement land has constrained production areas.

Faced with these challenges, the Board of Directors and the Executive  
Board of the Parent company, under unified leadership across the political system

and with the concerted efforts of all employees, have actively implemented flexible solutions in production and business operations, maintained solidarity to overcome difficulties, practiced cost savings, and ensured stable employment and income for employees. However, certain targets set out in the Resolution of the Annual General Meeting of Shareholders have not been fully achieved. The production and business results achieved are as follows:

### 1. Business performance results in 2025

No.	Items	Unit	Resolution of GMS 2025	Actual in 2025	Rate (%)
1	Physical indicators				
+	Raw coal	1,000 tons	930	785,429	84.45
+	Overburden removal	1,000 m <sup>3</sup>	10,766	8,478,396	78.75
+	Clean coal production and import	1,000 tons	1,070	1,093,447	102.19
+	Coal sales	1,000 tons	1,257	1,236,990	98.41
2	Charter capital	Million VND	1,050,000	1,050,000	100.00
3	Total revenue	Million VND	2,400,771	2,550,970	106.25
4	Profit before tax	Million VND	282,293	250,567	88.76
5	Corporate income tax	Million VND	56,198	45,740	81.39
6	Profit after tax	Million VND	226,695	204,827	90.35
7	Dividend payout ratio/charter capital	%	≥ 9%	Expected 10.5%	116.67
8	Construction investment	Million VND	187,899	310,461	165.23

Pre-tax profit decreased by VND 31.73 billion compared with the resolution of the General Meeting of Shareholders, mainly because coal consumption reached only 98.41% of the level approved in the resolution, and TKV adjusted downward the price of self-produced coal by VND 116 billion.

Due to objective factors affecting coal production, the Parent Company had its plan adjusted by the Vietnam National Coal – Mineral Industries Group (TKV) under Official Letter No. 7326/TKV-KH dated December 19, 2025. All coal production targets implemented during the period met and exceeded the adjusted plan, specifically:

- + Raw coal: 785,429 tons / adjusted plan 780,000 tons, equal to 100.7%.
- + Revenue: VND 2,550,970 million / VND 2,075,300 million, equal to 122.9%.
- + Pre-tax profit: VND 250,567 million / VND 242,293 million, equal to 103.4%.

### 2. Key solutions and tasks implemented in 2025:

#### 2.1. Production organization, technical management, processing and consumption:

##### 2.1.1. Coal production and consumption:

Coal supplied reached 98.41% of the Resolution of the Board of Directors, specifically as follows:

- Coal supplied to Na Duong Thermal Power Plant: 405,430 tons / Resolution 500,000 tons, equivalent to 81.1%;
- Coal supplied to Cao Ngan Thermal Power Plant: 465,297 tons / Resolution 444,000 tons, equivalent to 104.8%;
- Coal supplied to cement production units of the Parent company: 285,823 tons / Resolution 300,000 tons, equivalent to 95.1%;
- Coal supplied to other customers: 80,468 tons / Resolution 13,000 tons, equivalent to 619%.

Reasons for not achieving coal consumption targets: Consumption for Na Duong Thermal Power Plant decreased, and Hong Nui Coal Mine ceased coal extraction from July 1, 2025 due to depletion of reserves as per the mining license; additionally, there was a shortage of 73,289 tons of raw coal (TNK), necessitating the purchase of 51,236 tons of 5a.3 coal fines to blend with 7a NH coal fines supplied to Cao Ngan Thermal Power Plant.

### **2.1.2. Cement production and consumption:**

In 2025, the cement industry continued to be affected by the global situation, with the real estate market showing signs of recovery but cement supply still far exceeding demand; input material and fuel prices for production remained high... In the context of fierce market competition, the cement production units of the Corporation made extraordinary efforts in sales activities. As a result, in 2025, the Corporation's cement sales volume reached 113.2% of the annual plan and 108.13% of the same period in 2024, with profit achieving 130.4% of the annual plan.

### **2.1.3. Mechanical and electrical work.**

Maintenance and repair of equipment were carried out in accordance with established norms, ensuring technical requirements, and no major incidents occurred during the year. At the same time, management of machinery and equipment was strengthened, and materials and fuel were used economically.

Across the Parent company, major overhaul repairs were conducted for 27 equipment items out of a plan of 27, achieving 100% of the plan, with a total value of VND 73 billion compared to the plan of VND 79.1 billion. The quality and progress of overhaul and major repairs generally met requirements.

### **2.1.4. Application of mechanization, automation, computerization and digital transformation:**

The Parent Company has paid close attention to digital transformation (CGH), corporate governance (TDH), human resource development (THH), and corporate culture development (CDS), implementing digital transformation tasks in a synchronized manner, including awareness training and AI applications for leaders and employees; completing the development of the Digital Transformation Project and Plan for the 2025–2030 phase. The organizational system has been streamlined with a Digital Transformation Steering Committee established from the Parent Company level down to the units. Many digital applications have been put into operation, such as Bravo software, digital signatures, centralized data warehouse, integration of weighbridges, cameras, drones, production management software, maintenance, and emission monitoring.

## **2.2. Restructuring and human resource organization.**

### **2.2.1 Restructuring work:**

According to the Project to restructure the Parent company by 2025 approved by VINACOMIN in Decision No. 1423/QĐ-TKV dated August 7, 2024, the Parent company will divest all 51% of charter capital at Thai Nguyen Hotel Joint Stock Company; 29% of charter capital at Mining Equipment Joint Stock Company; 1.5% of charter capital at Hanoi Industrial Investment Joint Stock Company; 10.8% of charter capital at VINACOMIN – Nong Son Coal-Electricity Joint Stock Company.

Currently, the Parent company is in the process of implementing divestment at VINACOMIN – Nong Son Coal-Electricity Joint Stock Company and VVMI Thai Nguyen Hotel Joint Stock Company.

### **2.2.2. Labor management and human resource development:**

- The Parent company recruits employees according to the plan approved by VINACOMIN. Newly recruited employees mainly replace those who retire or terminate their labor contracts. The quality and professional qualifications of newly recruited employees basically meet the requirements, promptly meeting production needs. No untrained labor is recruited to work at the units.

- The total number of employees of the Parent company as of December 31, 2025 was: 3,155, a decrease of 113 employees compared to January 1, 2025.

- Labor and salary management is implemented in accordance with the regulations and guidance of the Parent company and VINACOMIN. In 2025, employment, income, and living conditions for employees were ensured.

## **2.3. Environmental protection, occupational safety and hygiene, security:**

- Environmental protection measures committed in the approved Environmental Impact Assessment (EIA) were strictly implemented; environmental protection facilities were effectively operated, ensuring no environmental incidents occurred. Total environmental protection cost in coal production activities in 2025 was VND 65.6 billion.

- Legal regulations, internal rules, procedures, technical measures, occupational safety and health (OSH), and fire prevention and fighting (FPF) measures were fully and strictly implemented; working conditions for employees were improved. In 2025, no serious occupational accidents or Level-I incidents (as classified by VINACOMIN) occurred.

- Proactive disaster prevention measures helped minimize damage caused by the historic flooding in Thai Nguyen province due to Storm No. 11.

- The Parent company and its subsidiaries and affiliated units have closely coordinated with local Party committees, authorities and functional agencies to effectively ensure security and order, protect assets, resources and mining boundaries; and effectively implement national defense and military policies at enterprises.

### **2.4. Construction investment work:**

The Parent company implemented construction investment projects in 2025 in accordance with the Resolution of the General Meeting of Shareholders, with the following results:

- Total implemented value: VND 377.2 billion / VND 227.6 billion, equal to 165.6% of the plan.

- Investment projects were implemented on schedule, meeting production requirements and improving efficiency.

- The mining license for the Na Duong Mine capacity expansion project was implemented in line with VINACOMIN's direction (Action Program No. 37/CTr-TKV dated February 4, 2025 and Notice No. 40/TB-TKV).

- Although site clearance and compensation work did not fully meet the schedule, it still ensured sufficient production area.

### **2.5. Cost management and finance:**

- Planning and cost management were implemented in line with actual conditions. The Parent company issued key solutions for business coordination, technical and technological improvements, cost reduction, and productivity enhancement.

- Strict control of cost allocation for units was implemented; cost-saving measures were applied, and expenses were closely controlled from input to output across all production and business stages. The Parent company issued Decision No. 1318/QĐ-CMV dated May 21, 2025 on the program for thrift practice and anti-waste.

- Procurement of materials complied with regulations, ensuring quality and competitive prices; strict control over procurement, usage, and inventory was maintained. As of December 31, 2025, inventory value was 2.47% (compared to VINACOMIN's limit of 6%); material usage efficiency reached 72.06% (compared to VINACOMIN's benchmark of 65%).

- Coal consumption was carried out in compliance with VINACOMIN regulations; coordination with Northern Coal Trading Joint Stock Company ensured sufficient supply of coal grade 5a.3 for blending, meeting quality and quantity requirements of Cao Ngan and Na Duong thermal power plants.

- Financial balance was ensured across the Parent company; cash flows were managed flexibly; payables to suppliers were settled in accordance with contract terms; medium-term loans were repaid on schedule, and high-interest loans were settled. Investment projects were well managed and finalized in a timely manner.

*In 2025, the Executive Board of the Parent company made significant efforts in management and operations, upholding its responsibilities before the General Meeting of Shareholders. All employees remained united in overcoming difficulties, ensuring effective production and business operations.*

## **PART 2**

### **TASKS, OBJECTIVES AND SOLUTIONS FOR DIRECTING AND MANAGING THE 2026 PRODUCTION AND BUSINESS PLAN**

#### **General overview.**

The global and domestic economic situation continues to face numerous difficulties and challenges, with complex geopolitical fluctuations. In particular,

the military conflict in the Middle East starting from February 28, 2026 has adversely impacted international transportation, trade, and global supply chains, especially energy supplies, leading to rising oil prices both globally and domestically. Meanwhile, compensation and site clearance, as well as mining licensing procedures, remain challenging. Although mine expansion projects create opportunities for breakthroughs in coal production, significant challenges persist. The highly competitive cement market will also greatly affect the Parent company's production and business activities.

**1. The Parent company's 2026 operating plan target is:**

*To flexibly manage production in response to market demand and operational conditions; apply advanced technologies; accelerate mechanization, automation and digital transformation; develop high-quality human resources; promote the tradition of "Discipline and Solidarity"; foster innovation and maximize value-added chains based on coal production and construction materials, striving to improve productivity, reduce costs and enhance business efficiency, with the goal of:*

**UNITY – SAFETY – INNOVATION – DEVELOPMENT**

**2. Key production and business targets.**

No.	Name of items	Unit	Plan in 2026
1	Physical indicators		
	- Raw coal	1000 Tons	1,350
	- Overburden removal	1000 m <sup>3</sup>	17,360
	- Clean coal (self-produced)	1000 Tons	1,559
	- Coal sales	1000 Tons	1,664
2	Charter capital	Million VND	1,050,000
3	Total revenue	"	2,680,956
4	Profit before tax	"	153,887
5	Corporate income tax	"	30,777
6	Profit after tax	"	123,110
7	Dividend Payout Ratio/Charter Capital	%	≥ 8%
8	Construction investment	Million VND	381,026

**3. Implementation solutions:**

**3.1 Promote production and coal sales, improve efficiency in production and business:**

- Ensure sufficient quantity and quality of coal supplied to Cao Ngan and Na Duong Thermal Power Company and cement units of the Parent company:
- Achieve key technological indicators approved by VINACOMIN such as ash content, stripping ratio, haul distance, recovery rate, and loss rate.
- Continue applying mechanization, automation and digitalization to improve safety, working conditions, productivity and reduce costs.
- Closely follow and coordinate with the Ministry of Agriculture and Environment and the relevant departments of Thai Nguyen Province to promptly complete all legal procedures to bring the Nui Hong Mine Capacity Expansion Project into operation; at the same time, complete dossiers and submit to

competent authorities for approval of the adjustment of the mining license for the Khanh Hoa open-pit coal mining project (adjusted).

- Implement all necessary legal procedures to obtain permission for the sale of waste rock from Khanh Hoa Coal Mine for use as leveling, backfilling and construction materials; and for the recovery and utilization of associated minerals at Na Duong Mine during mining operations, thereby enhancing the coal production value chain.

- Complete the investment project for the construction of a coal screening plant with a capacity of 1.2 million tons per year to supply coal to Na Duong I and Na Duong II Thermal Power Plants.

- Monitor the landslide situation at the slope (pit wall) in Zone III of Na Duong Mine in order to promptly implement measures to ensure production safety; and develop landslide mitigation and treatment solutions upon receipt of the slope stability assessment report for Na Duong Mine prepared by the Mining Science and Technology Institute.

### **3.2. Exploration, survey and environmental protection:**

- Carry out survey and exploration work to serve production, ensuring progress. Coordinate with consulting units to implement the exploration project for Nui Hong Mine after it is licensed.

- Review and implement synchronously all legal environmental documentation in compliance with the Law on Environmental Protection; complete procedures to obtain environmental permits for mineral exploitation projects.

- Implement the construction of the wastewater treatment plant project at Nui Hong Coal Mine with a capacity of 350 m<sup>3</sup>/hour.

- Continue to closely coordinate with VINACOMIN Environment Company to ensure that mine wastewater treatment meets coal production requirements, and that treated wastewater quality complies with regulations.

- Coordinate with consulting units to submit to the Ministry of Natural Resources and Environment for approval of the Environmental Impact Assessment (EIA) report and environmental rehabilitation plan (CPM) for the Khanh Hoa open-pit mining project (adjusted) and the Nui Hong Mine Capacity Expansion Project.

### **3.3. Construction investment and site clearance compensation work:**

#### **\* Construction investment work:**

- Implement investment projects to ensure progress, including the Nui Hong Mine Capacity Expansion Project, the Khanh Hoa open-pit mining project (adjusted), and maintenance investments to promptly serve production.

- For the Nui Hong Mine Capacity Expansion Project, since major equipment is newly invested under a tight schedule, it is necessary to focus resources and adopt solutions to accelerate investment progress.

- Urgently implement investment in waste heat recovery power generation systems for Tan Quang Cement and Quan Trieu Cement; the 110 tons/hour cement packing system project; and prepare the project for upgrading the cement production line at La Hien Cement Company.

#### **\* Site clearance and compensation work:**

Actively coordinate with local authorities and resolutely implement compensation and site clearance to meet production requirements at coal production units, specifically:

- Focus on compensation work to expand the mining area in Zone III and divert Toong Gianh stream to expand the waste dump area at Na Duong Mine.
- Strengthen compensation and site clearance to expand mining areas, including the Southern and Western waste dumps, and divert the northern stream at Khanh Hoa Mine; with emphasis on coordinating with local authorities in arranging resettlement for households whose land is acquired.
- Urgently carry out compensation, site clearance and land lease procedures for the Nui Hong Mine Capacity Expansion Project to serve production areas, industrial yards and wastewater treatment facilities.

### **3.4. Automation, IT application and digital transformation.**

#### **\* Automation and IT application work:**

Continue implementing and completing automation and IT application projects at cement and coal production units according to plan.

#### **\* Digital transformation work:**

Implement the Parent company's Digital Transformation Plan for the period 2025–2030, focusing on key tasks in 2026 as follows:

- Develop Business Intelligence (BI) reporting systems and a centralized data warehouse (Data Lake/Data Warehouse) synchronized with VINACOMIN systems.
- Develop an HRM system for enterprise-wide human resource management, including digital personnel records, attendance, payroll, KPI evaluation, training and development.
- Develop an online production order and shift assignment system at three cement production companies to ensure task assignment, progress monitoring, productivity control and integration with production management systems.
- Develop a mine production and operation management system to support planning, dispatching, reserve management, equipment monitoring and on-site supervision.
- Develop a Computerized Maintenance Management System (CMMS) to standardize asset lists, maintenance cycles, material norms for repairs, and ensure integration with production and inventory systems.
- Develop an investment project management system to monitor progress, costs, legal documentation, workload and final settlement of construction investment projects across the Parent company.

### **3.5. Materials and commercial management:**

- Strictly comply with regulations of the State, VINACOMIN and the Parent company on materials management, assigning direct responsibility to heads of units, collectives and individuals.

- Maintain inventory at reasonable levels, minimize slow-moving materials, and classify and recover reusable materials.

### **3.6. Organization and human resource:**

\* **Restructuring work:** Accelerate the implementation of the Parent company's restructuring plan for the 2026–2030 period.

\* **Labor and payroll management:**

- Implement the goal of “lean workforce – high income” in accordance with Resolution No. 49-NQ/ĐU dated July 24, 2018 of the Party Committee of the Parent company.

- Continue restructuring the workforce, optimizing the ratio between management, support and production labor; reduce indirect labor and increase technical labor; improve workforce quality through training and recruitment aligned with mechanization, automation and modern corporate governance.

- Nui Hong and Na Duong Coal Companies to recruit and train qualified workers to meet labor demand for mine expansion projects.

\* **Training and employee policies:**

- Strengthen training on awareness, industrial discipline, professional commitment and long-term engagement with the enterprise through labor discipline and both material and non-material incentives, promoting miners' cultural traditions.

- Improve workforce planning and select qualified personnel for appropriate training programs to create development and promotion opportunities.

- Prioritize focused training programs for key positions and critical topics.

- Maintain and enhance welfare and healthcare policies, and improve working, living and commuting conditions for employees.

**3.7. Corporate governance:**

- Continue reviewing, amending and improving internal regulations in compliance with legal provisions and the Charter of the organization and operation of the Parent company.

- Develop cost-saving solutions and strictly control costs from input to output across all production and business stages; units take responsibility for their contracted operations, cost management and business performance according to current laws and the Parent company's Business Expense Management Regulations.

- Strictly implement coordination mechanisms prioritizing the use of each other's products and services to achieve mutual development and overall efficiency without harming stakeholders' interests.

- Strictly implement inspection and supervision regulations on legal compliance and owner's regulations under Decision No. 1520/QĐ-TKV dated August 22, 2024; relevant departments and supervisory boards to regularly monitor operations and provide timely warnings.

- Strengthening corporate legal affairs, risk management, and legal education and dissemination to employees to enhance awareness of law enforcement and ensure production and business activities comply with legal regulations.

- Enhance financial management and risk control, particularly receivables management in cement production and trading units.

- Representatives of the Parent company's capital at the subsidiaries must comply with the charter of the unit. The Parent company shall announce key

indicators such as revenue, average salary, profit, return on equity and dividend payout ratio to shareholders.

**3.8. Strengthen cooperation and coordination with local agencies:**

Ensure harmonious development in the area; continue to proactively coordinate well with local Party committees and authorities to create favorable conditions for the Parent company's production and business activities in the locality, especially compensation and site clearance for mining and dumping, resource management, and mining boundaries.

Due to the impact of the Middle East conflict causing fluctuations in input prices, which affects business production and operation efficiency—particularly the sharp increase in diesel oil prices (the business production targets presented at the congress were approved by TKV at a time when diesel oil price was VND 17,280/liter, with diesel accounting for 19.17% of coal production costs)—to proactively respond to the effects of the military conflict in the Middle East, the Corporation has developed scenario-based plans for production targets according to fuel prices. It is proposed that the General Meeting of Shareholders authorize the Board of Directors to adjust technical targets in line with the actual situation.

The above presents the report on the results of production and business activities in 2025 and the directions for production and business activities in 2026 of VINACOMIN - Viet Bac Mining Industry Holding Corporation at the 2026 Annual General Meeting of Shareholders.

We look forward to receiving the valuable comments and contributions of our esteemed shareholders.

Sincerely!

***Recipients:***

- Shareholders;
- Members of the BOD, Supervisory Board (e-copy);
- General Director, Deputy General Directors (e-copy);
- Units, departments of the Parent company (e-copy);
- Archived at: Office, Secretary of the Parent company, KTKH (T.03)

**GENERAL DIRECTOR**

**Trinh Hong Ngan**



Hanoi, 7/5, 2026

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Respectfully submitted to:

**The 2026 Annual General Meeting of Shareholders  
VINACOMIN - Viet Bac Mining Industry Holding Corporation**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, the Securities Law No. 54/2019/QH14 dated November 26, 2019 of the National Assembly of the Socialist Republic of Vietnam, and other relevant current legal documents;

- Pursuant to the Charter of Organization and Operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation (amended) issued under Decision No. 302/QD-HDQT dated October 16, 2025 of the Board of Directors of the Parent Company;

- Pursuant to the Operating Regulations of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation issued under Decision No. 108/QD-HDQT dated April 22, 2021 of the Board of Directors of the Parent Company.

**\* The composition of the Board of Directors of the Parent Company for 2025 consists of 5 members:**

No.	Members of the BOD	Position	Note
1	Mr. Le Quang Binh	Chairman of the Board of Directors	
2	Mr. Trinh Hong Ngan	Member of the BOD - General Director	
3	Mr. Dang Van Tung	Full-time Member of the BOD	
4	Mr. Vu Minh Tan	Full-time Member of the BOD	From 16/10/2025
5	Mr. Pham Van Lo	Independent Member of the BOD	Until 15/10/2025

From October 15, 2025 to the 2026 Annual General Meeting of Shareholders:  
04 members

**\* Capital contribution structure:**

Charter capital: 1 050 000 000 000 đồng

Capital contribution of the Vietnam National Coal and Mineral Industries Holding Corporation Limited: 98,19%

Capital contribution of other shareholders: 1,81%

The Parent Company is a public company listed on the HNX Stock Exchange.

*The Board of Directors (BOD) of the Parent Company respectfully reports to the General Meeting of Shareholders on the BOD's operating results for 2025 and the operating orientation for 2026 as follows:*

## **I. Operating results for 2025.**

### **1. General situation:**

In 2025, the Parent Company carried out its production and business tasks under difficult conditions:

#### *\*Regarding coal mining:*

- Rainy and stormy weather greatly affected the production of the coal and cement production units of the Parent Company in Thai Nguyen Province. The increased mobilization of hydropower by EVN significantly reduced the demand for coal for power generation, resulting in coal extraction and consumption volumes not meeting the plan.

- The Nui Hong Mine capacity expansion project fell behind schedule because the expanded area was not yet included in the land use plan for mineral extraction. Consequently, obtaining investment policy approval, Environmental Impact Assessment approval, and mining licenses faced many prolonged difficulties, directly affecting employment and income of workers.

- Compensation and site clearance encountered many obstacles due to lengthy land use conversion procedures and the lack of resettlement land locally, mining and waste dumping areas were narrow, and the mining site was close to residential areas, limiting the scale of blasting zones.

*\* Regarding cement production and consumption:* The cement market in 2025 continued to experience supply-demand imbalance. Prices of raw materials and fuel inputs for cement production remained high. Domestic consumption was weak, the housing and real estate market recovered slowly, and price competition was fierce, etc.

Under the unified direction of the Parent Company's political system, the guidance of the Vietnam National Coal and Mineral Industries Holding Corporation Limited, and the support of local authorities where the Parent Company's units operate, the collective workforce of the Parent Company united, overcame all difficulties, saved costs, and stabilized production and business. The Parent Company completed its 2025 production and business plan, ensuring employment and income for workers.

+ Coal mining and consumption: Coal mining was carried out safely, meeting the coal demand of power plants, cement plants, and the market.

+ Cement production and consumption: The Parent Company's cement companies strengthened equipment management and operation, improving productivity; closely followed the consumption market, conducted good market marketing, and flexibly decided selling prices. They implemented management and operational solutions to reduce costs and increase production and business efficiency. In 2025, the cement consumption volume of the entire Parent Company exceeded the plan.

+ Other production and trading companies: Adopted many measures to save costs of raw materials, supplies, energy, management expenses, etc., improved product and service quality, increased labor productivity, and ensured production and business efficiency.

## 2. Results of the implementation of the 2025 General Meeting of Shareholders' Resolution:

No.	Items	Unit	Resolution of the GMS for 2025	Actual in 2025	Achievement rate (%)
1	Physical items				
	- Raw coal	1000 Tons	930	785,429	84.45
	- Peel off soil and rocks	1000 m <sup>3</sup>	10,766	8,478,396	78.75
	- Clean coal for production and import	1000 Tons	1,070	1,093,447	102.19
	- Coal consumption	1000 Tons	1,257	1,236,990	98.41
2	Charter capital	Million VND	1,050,000	1,050,000	100.00
3	Total revenues	"	2,400,771	2,550,969	106.26
4	Profit before tax	"	282,293	250,567	88.76
5	CIT payment	"	56,198	45,740	81.39
6	Profit after tax	"	226,695	204,827	90.35
7	Dividend payout ratio/Charter capital	%	≥ 9	10,5	116.67
8	Construction investment	Million VND	187,899	310,461	165.23

*During the year, under the authorization of the 2025 Annual General Meeting of Shareholders, the Board of Directors of the Parent Company adjusted certain production and business targets, including: raw coal extraction volume, coal consumption volume, Peel off soil and rocks volume, etc., to suit the actual production and business situation of the Parent Company.*

### 3.1. Compliance with laws and the Charter of Organization and Operation of the Parent Company:

- The BOD performed the functions and duties prescribed in the Parent Company's Charter, issued and implemented resolutions in full compliance with regulations.

- Organized the 2025 Annual General Meeting of Shareholders in accordance with regulations.

- Decided and exercised the legitimate rights and interests of the Parent Company and the shareholders.

- Organized regular BOD meetings, closely following the contents of the General Meeting of Shareholders' Resolutions and the coordination mechanism for production and business operations of VINACOMIN; strengthened corporate governance. Held extraordinary meetings to resolve issues related to the management and administration of the Parent Company within the BOD's authority.

- The BOD assigned the 2025 production and business plan and the quarterly plans, and implemented solutions to help the Parent Company overcome difficulties and complete the production and business plan.

- Supervised the activities of the Executive Board in implementing the BOD's resolutions and decisions. Consolidated organizational work and personnel management from the Parent Company down to its units, appointing personnel within its authority.

- Issued resolutions directing the Parent Company's representatives at its subsidiaries, who serve as Chairpersons of the Board of Directors and Directors of the companies, in implementing assigned tasks. Strengthened supervision of the management of the Parent Company's capital contributions in enterprises where the Parent Company holds invested capital, through the Parent Company's representatives at those enterprises.

- Implemented solutions to resolve difficulties for subsidiary companies facing challenges in performing the production and business tasks.

### **3.2. Summary of BOD meetings and Issuance of management documents:**

In 2025, the Board of Directors of the Parent Company organized 48 in-person meetings; issued 250 resolutions and decisions on strategic issues and important decisions related to the production, business, and investment activities of the Parent Company within the BOD's authority. All meetings were attended with contributions from the Supervisory Board and the Executive Board of the Parent Company.

The BOD meetings were conducted in accordance with the Charter; the composition of attendees was complete; documents were provided to BOD members fully and within the prescribed time; BOD members fully exercised their voting rights in approving the matters set out in the meeting resolutions.

### **3.3. Restructuring of the Parent Company:**

- Under the Restructuring Scheme for the 2021-2025 period, approved by the Corporation under Decision No. 1423/QĐ-TKĐ dated August 7, 2024, the Parent Company will divest the entire 51% of charter capital in Thai Nguyen Hotel Joint Stock Company - VVMI; 29% of charter capital in Mining Equipment Joint Stock Company; 1.5% of charter capital in Hanoi Industrial Investment Joint Stock Company; and 10.8% of charter capital in Nong Son Coal and Power Joint Stock Company - VINACOMIN.

- In 2025, the Parent Company was in the process of implementing the divestment from Nong Son Coal and Power Joint Stock Company - VINACOMIN and Thai Nguyen Hotel Joint Stock Company - VVMI.

### **3.4. BOD assessment of the Executive Board's performance:**

- The Board of Directors agrees with the report on the 2025 production and business plan implementation results of the Parent Company's Executive Board.

- The Executive Board has complied with the resolutions of the General Meeting of Shareholders, the resolutions and decisions of the BOD; adhered to legal regulations and the regulations of the Vietnam National Coal and Mineral Industries Holding Corporation Limited.

- Implemented flexible solutions in organizing production and business management, promptly handling obstacles and difficulties during production, saving costs, and stabilizing employment and income for workers.

- The Executive Board strictly complied with the information disclosure regulations on the Hanoi Stock Exchange (HNX) and the State Securities Commission (SSC).

- Strengthened supervision of the activities of subsidiary companies, coordinated in production management and product consumption markets to improve capital use efficiency.

- Implemented measures to reduce inventory indicators, intensified collection of receivables to increase working capital turnover, reduce short-term loan balances, reduce interest costs in production cost, and achieve the financial targets set by the VINACOMIN.

- The Deputy General Directors and the Chief Accountant performed well the tasks assigned or delegated by the General Director; together with the General Director, managed and operated the Parent Company to achieve the production and business targets. The members of the Executive Board worked united and cooperated effectively during task execution.

- No signs of violation of the Parent Company's regulations or State regulations were detected among the management officers of the Parent Company

- The Deputy General Directors appointed as capital representatives of the Parent Company, serving as Chairman or members of the BOD at subsidiaries and associates, successfully led and participated with those units to complete 2025 production and business tasks, preserving and growing capital.

*\* **Assessment of management and administration in 2025:** Despite many difficulties, the Parent Company achieved profitable operations; ensured the safety of capital and assets; fulfilled its State budget obligations; and stabilized employment and income for workers.*

**Remaining issues:**

- Due to a sharp decline in consumption demand from thermal power plants, raw coal extraction, Peel off soil, and coal consumption did not meet the plan.

- Coal prices decreased compared to the plan, reducing the value of coal consumption and causing coal production profit to fall short of the plan.

- The mining license for the Nui Hong Mine capacity expansion project was delayed because the project's expansion area was not included in the land use plan for mineral extraction.

- During 2025, there were 05 serious labor accidents and 01 breach of security and order.

**3.5. BOD assessment of the performance of BOD members:**

- All Board of Directors members attended all meetings. The contents of the meetings were unanimously approved by the members with a 100% approval rate.

- The members of the Board of Directors fully performed the tasks assigned to them under Decision No. 304/QD-HDQT dated October 22, 2025, in accordance with the BOD Working Regulations, the Enterprise Law, current legal regulations, and the regulations of VINACOMIN and the Parent Company.

### **3.5.1. Chairman of the BOD Le Quang Binh:**

- As the capital representative of VINACOMIN at the Parent Company, the Chairman directed the overall implementation of the rights and obligations of the Board of Directors as defined in the Charter of Organization and Operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

- Directed and supervised the implementation of BOD resolutions and decisions, including: Development strategy; Resource allocation; Personnel organization; Internal management regulations; Product consumption management, procurement management of supplies, construction investment management, cement production, etc.

- Directed the implementation of the Parent Company's restructuring scheme for the 2021-2025 period under Decision No. 1423/QD-TKV dated August 7, 2024 of the Vietnam National Coal and Mineral Industries Holding Corporation Limited.

- Directed the capital representatives of the Parent Company, who serves as Chairmen of the BOD, BOD members, Heads of the Supervisory Board, or Supervisors at companies with Parent Company investment, to ensure production and business efficiency in 2025.

- Directed the Internal Control department to comply with the issued internal control regulations and procedures.

- Performed well other tasks assigned by the Board of Directors.

### **3.5.2. BOD Member Trinh Hong Ngan:**

- Fulfilled all rights and obligations of a BOD member as defined in the Charter of Organization and Operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

- As the legal representative of VINACOMIN - Viet Bac Mining Industry Holding Corporation, performed the rights and duties of the General Director under the Parent Company's Charter, the BOD Working Regulations, the Enterprise Law, current legal regulations, and the regulations of VINACOMIN and the Parent Company.

- Performed well the tasks of managing the production and business activities of the Parent Company - VINACOMIN - Viet Bac Mining Industry Holding Corporation and coordinating production and business between the Parent Company and its subsidiaries under the resolutions and decisions of the BOD.

- Performed well other tasks assigned by the Board of Directors.

### **3.5.3. Full-time BOD Member Dang Van Tung:**

- Fulfilled all rights and obligations of a BOD member as defined in the Charter of Organization and Operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

- Completed well the supervision and management of: internal control, finance-accounting, production and business planning, commercial business, services, etc.

- Directed and supervised the implementation of BOD resolutions and decisions at the companies, branches, joint ventures, and associates. Monitored the production and business activities of the Parent Company's 03 cement companies; supervised under Government Decree No. 87/ND-CP of 2015 and Decision No.

44/QD-HDQT dated March 15, 2017 regarding VVMI Quan Trieu Cement Joint Stock Company.

- Contributed to improving the Parent Company's governance regulations, managed and supervised production and business operations together with the BOD, contributing to the successful completion of the 2025 plan.

- Performed well other tasks assigned by the Board of Directors.

#### **3.5.4. BOD Member Vu Minh Tan:**

- Fulfilled all rights and obligations of a BOD member as defined in the Charter of Organization and Operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

- Chaired the supervision and management of: site clearance compensation; cost management contracting; monitoring of capital contributions in joint stock companies, joint ventures, and associates; directed and supervised the implementation of BOD resolutions and decisions at: Khanh Hoa Coal Company, Na Duong Coal Company, Nui Hong Coal Company, VVMI - Mechanical and Pressure Equipment Joint Stock Company; VVMI - Manufacturing and Materials Equipment Trading Joint Stock Company; VVMI - Viet Bac Mechanical Joint Stock Company; VVMI - Coal Industry Rehabilitation Center; Mining Equipment Joint Stock Company; Nong Son Coal and Power Joint Stock Company - VINACOMIN, and the Coalimex building business cooperation at 33 Trang Thi - Hanoi.

- Completed the duties as capital representative of the Parent Company at Mining Equipment Joint Stock Company and Nong Son Coal and Power Joint Stock Company - VINACOMIN; and as Chairman of the BOD at VVMI La Hien Cement Joint Stock Company.

- Performed well other tasks assigned by the Board of Directors.

#### **3.5.5. Independent BOD Member Pham Van Lo:**

- In the role of Independent BOD Member – protecting the interests of shareholders and controlling the activities of the management and administration apparatus, Mr. Pham Van Lo fully performed the rights and obligations of a BOD member as defined in the Charter of Organization and Operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

- Directed and supervised the implementation of BOD resolutions and decisions at branches of the Parent Company: VVMI Khanh Hoa Coal Company, VVMI Na Duong Coal Company, VVMI Nui Hong Coal Company, and VVMI - Building Material and General Trading Joint Stock Company.

- Monitored the adjustment of the open-pit mining project at Khanh Hoa Coal Company and the capacity expansion project at Nui Hong Coal Company.

- Performed well other tasks assigned by the Board of Directors.

*Due to poor health, Mr. Pham Van Lo ceased participating in the BOD from October 15, 2025.*

#### **\* General assessment:**

*In 2025, all members of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation completed their assigned tasks. The BOD*

*directed the Parent Company's Executive Board to achieve the 2025 plan targets under the resolution of the 2025 Annual General Meeting of Shareholders.*

### **3.5.6. Remuneration and benefits of the Board of Directors for 2025:**

No.	Full name	Position	Total remuneration (VND)	Total allowances (VND)	Total salary (VND)
1	Le Quang Binh	Chairman of the BOD	74.400.000		
2	Trinh Hong Ngan	Member of the BOD	64.800.000		
3	Dang Van Tung	Full-time BOD Member			648.000.000
4	Vu Minh Tan	Full-time BOD Member	56.700.000		81.000.000
5	Pham Van Lo	Independent BOD Member		260.100.000	

**3.6. Report on transactions between the company, its subsidiaries, and companies of which the public company holds controlling ownership of 50% or more of charter capital, with members of the Board of Directors and their related persons; transactions between the company and other companies in which a BOD member was a founder or a business manager during the three-year period immediately preceding the transaction date:**

Transactions between VINACOMIN - Viet Bac Mining Industry Holding Corporation and VINACOMIN - Viet Bac Geology Joint Stock Company (sharing the same Chairman of the BOD, Le Quang Binh) consist of 03 contracts:

1. Contract for the preparation of technical plan, construction, and estimate: exploratory drilling to assess the stability of Area III, pillar bank of seam 4, Na Duong coal mine No. 217/HD-KTKH dated January 21, 2025, contract value: VND 67,488,768.

2. Contract for consulting and survey services for the preparation of a technical and economic feasibility study report for the wastewater treatment system investment project at Nui Hong coal mine No. 2070/HD-KTKH dated August 1, 2025, contract value: VND 206,688,698.

3. Contract for exploration drilling construction to assess the stability of Area III, pillar bank of seam 4, Na Duong coal mine No. 2472/HD-KTKH dated September 22, 2025, contract value: VND 2,924,196,853.

The execution of these contracts has complied with all legal regulations.

### **III. Orientation for BOD activities in 2026:**

The Parent Company will carry out its 2026 production and business tasks under conditions that remain difficult: rising prices of raw materials and input supplies, challenges in coal mining, rock extraction, waste dumping, site clearance compensation, high competition in the cement consumption market, etc. The dumping area and mining area of Khanh Hoa Coal Company are narrow. Coal consumption for power generation and the market is forecast to be unfavorable, and the quality of Na Duong coal has a high ash content ( $A_k$ ).

**The Board of Directors of the Parent Company focuses on directing the following:**

1. Organize stable production and business operations, ensuring safety for personnel and equipment during the production process. Produce coal and cement according to plan and meet market demand,

2. Direct the Executive Board to achieve the 2026 production and business plan targets and all aspects of production and business activities in strict compliance with legal regulations and the Parent Company's Charter of Organization and Operation. The Executive Board, based on the 2026 production and business plan, shall proactively resolve difficulties and obstacles in plan implementation, focusing on the following key indicators:

**\* Production and business plan indicators for 2026:**

No.	Indicators	Unit	Plan for 2026
1	Physical items		
	- Raw coal	Ton	1.350.000
	- Peel off soil and rocks	m <sup>3</sup>	17.360.000
	- Clean coal for production and import	Ton	1.559.000
	- Coal consumption	Ton	1.664.000
2	Charter capital	Million VND	1.050.000
3	Total revenues	"	2.680.956
4	Profit before tax	"	153.887
5	CIT payment	"	30.777
6	Profit after tax	"	123.110
8	Dividend payout ratio/Charter capital	%	≥ 8
9	Construction investment	Million VND	381.026

**3. Regarding the issuance of resolutions and decisions directing the production and business activities of the Parent Company:**

- Issue resolutions, regulations, and decisions in all areas appropriate to the production and business situation of the Parent Company.

- Direct and supervise the Executive Board in accordance with the Resolutions of the Board of Directors.

- Due to the military conflict in the Middle East, input raw material and fuel prices have risen sharply; consumption by VINACOMIN - Power Holding Corporation and the market is forecast to be unfavorable. The BOD requests the 2026 Annual General Meeting of Shareholders to authorize the BOD to adjust certain targets that may arise in the production and business plan and the construction investment plan within the authority of the General Meeting, after obtaining the opinion of Vietnam National Coal and Mineral Industries Holding Corporation Limited, but must ensure that the 2026 production and business results

are not loss-making, and to report to the next Annual General Meeting of Shareholders.

#### **4. Cost contracting and management:**

- Continue to improve the organization, management mechanisms, and technical-economic norms. Save costs, enhance production and business efficiency, fully fulfill State budget obligations, protect shareholders' interests, and create stable employment and income for workers.

- Strengthen the application of new technologies, mechanization, digitalization, and automation in all areas of production and business activities.

- Coordinate with the Supervisory Board of the Parent Company and the Supervisory Boards of subsidiary companies to supervise the activities of subsidiaries and subordinate units.

#### **5. Restructuring of the Parent Company:**

Implement the Parent Company's restructuring scheme for the 2025-2030 period after it is approved by Vietnam National Coal and Mineral Industries Holding Corporation Limited, directing subsidiaries and subordinate units to carry out internal restructuring to increase labor productivity and competitiveness.

#### **6. Personnel work:**

- Based on the personnel planning for the 2025-2030 period, focus on training and development for personnel in the planning pipeline, identify capable personnel to be added to the planning, ensure succession, and maintain sufficient quantity and quality of human resources for the Parent Company's development.

- Establish mechanisms for recruiting high-quality labor to work at the Parent Company. Strengthen training and rotation of personnel to improve staff quality and prepare a human resource base to meet management requirements.

- Pay attention to streamlining the management apparatus and restructuring the Parent Company's workforce toward increasing labor productivity.

#### **7. Development investment.**

- Ensure investment progress for the Nui Hong Mine expansion and capacity increase project, the Khanh Hoa Mine open-pit mining project (adjusted), the Na Duong Coal Mine expansion and capacity increase project, and maintenance investments to serve production in a timely manner.

- Carry out maintenance investments for coal mines and in-depth investments for cement plants, mechanical workshops, etc., according to the 2026 plan and subsequent years to meet production requirements and maximize the efficiency of invested capital.

- Implement investment in waste heat power generation systems for Tan Quang Cement and Quan Trieu Cement; the investment project for a 110-ton/hour cement bagging system; prepare for the cement production line renovation project at La Hien Cement Company.

- Implement site clearance compensation at Na Duong, Nui Hong, and Khanh Hoa coal mines on schedule and in accordance with State regulations.

- Implement the Parent Company's digital transformation scheme and plan for the 2025-2030 period.

#### **8. Internal audit:**

- Direct the internal audit department to comply with the Parent Company's internal audit regulations, in order to assess and improve the effectiveness of risk management processes, control procedures, and governance, enabling the Parent Company to achieve its production and business objectives.

**9. Environmental protection – Safety – Worker health protection:**

- Direct the implementation of environmental work throughout the Parent Company in full compliance with regulations, strictly implement the environmental protection measures committed to in the approved Environmental Impact Assessment. Operate environmental protection works properly, manage hazardous waste, maintain environmental hygiene at production sites and industrial yards, etc. Direct cement companies to invest in stable equipment to control the required environmental parameters and indicators.

- Safety – Worker health protection: Comply fully and properly with legal regulations, internal rules, procedures, and technical measures for labor safety, worker health protection, and fire and explosion prevention. Strengthen the application of digitalization and automation in production, invest in advanced equipment to enhance safety levels and improve working conditions for employees.

***Dear Shareholders and Delegates!***

*With the results achieved in 2025, the Board of Directors of the Parent Company will focus on directing the implementation of the production and business plan according to the Resolution to be adopted by the 2026 Annual General Meeting of Shareholders, and will propose appropriate solutions to achieve the 2026 production and business targets.*

We welcome comments and feedback from our shareholders.

We hereby express our sincere gratitude !

***Recipients:***

- Shareholders;
- Members of the BOD, Supervisory Board (e-copy);
- General Director, Deputy General Directors (e-copy);
- Units, departments of the Parent Company (e-copy);
- Archived at: Office, Secretary of Parent Company, BOD (T.03)

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

**Le Quang Binh**



Hanoi, ... 6.1.5... , 2026



## REPORT OF THE SUPERVISORY BOARD

### At the 2026 Annual General Meeting of Shareholders

#### **Pursuant to:**

- The Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;

- The Charter of Organization and Operation, the Operating Regulations of the Supervisory Board, and the Resolution of the 2025 Annual General Meeting of Shareholders dated April 23, 2025, of Vinacomin - Viet Bac Mining Industry Holding Corporation;

On the basis of the results of inspection and supervision, the Supervisory Board reports to the General Meeting of Shareholders on the following main contents:

### **I. Operating situation of the Supervisory Board**

#### **1. Structure and composition of the Supervisory Board:**

The Supervisory Board consists of 03 members, including one full-time member and two part-time members, specifically:

- |   |                     |                                 |
|---|---------------------|---------------------------------|
| ① | Ms. Le Thi Thu Hien | Head of the Supervisory Board   |
| ② | Ms. Nguyen Thi Lich | Member                          |
| ③ | Mr. Nguyen Anh Tuan | Member (until April 23rd, 2025) |
| ④ | Mr. Nguyen Van Tao  | Member (from April 24th, 2025)  |

#### **2. Activities of the Supervisory Board**

##### **2.1 Summary of Supervisory Board meetings:**

During the year 2025, the Supervisory Board held 10 periodic and extraordinary meetings to review, discuss, and decide on matters within its authority.

Meeting content focused on:

- Developing and implementing work plans;
- Assigning responsibilities by area;
- Monitoring production, business, and financial situations;

- Assessing compliance with laws, the Charter, and internal regulations;
- Reviewing inspection and thematic supervision reports.

Member attendance at meetings complied with regulations and was appropriate to their time in office. All matters raised at the meetings were discussed democratically, transparently, with a high consensus, and were adopted with 100% voting approval.

## **2.2. Conclusions and recommendations of the Supervisory Board**

Based on the results of inspections and supervision, the Supervisory Board compiled and issued conclusions and recommendations regarding matters needing correction or improvement. The Supervisory Board's opinions were fully and promptly transmitted to the Board of Directors and the Executive Board through official reports, statements at Board of Directors and Executive Board meetings, and direct recommendations on specific issues.

## **3. Results of performing specific tasks**

In 2025, the Supervisory Board closely followed the Resolutions of the General Meeting of Shareholders (annual and extraordinary); complied with legal regulations, the Charter, and internal management regulations. Inspection and supervision activities were focused, concentrating on governance, administration, and production and business areas of the Parent Company.

### **3.1. Supervising compliance with the Charter and Resolutions of the General Meeting of Shareholders**

The Supervisory Board monitored and supervised the implementation of the General Meeting of Shareholders' Resolutions within the Parent Company. By attending meetings of the Board of Directors and briefings of the Executive Board, the Supervisory Board promptly kept abreast of the production and business situation.

On that basis, the Supervisory Board assessed the level of compliance with laws, the Parent Company's Charter, and the General Meeting of Shareholders' Resolutions; simultaneously recorded, reflected, and recommended adjustments to improve the effectiveness and efficiency of governance and administration.

### **3.2. Participating in improving the system of management mechanisms and policies**

Within its functions, the Supervisory Board provided opinions on the development, review, amendment, and supplementation of the Parent Company's internal regulations and rules to ensure compliance with legal requirements and practical governance needs.

In 2025, based on input from relevant departments, the Board of Directors amended and supplemented the Charter and 07 regulations and norms; the General Director issued 13 management rules. The improvement of the document system

helped standardize management processes, enhance consistency, and improve administrative efficiency throughout the Parent Company.

### **3.3 Conducting thematic inspections and supervision**

The Supervisory Board carried out inspections and supervision according to plan and coordinated several thematic reviews at subordinate units and subsidiary companies; supervised the management and use of funds at the Parent Company's headquarters and monitored the activities of Capital Representatives.

Generally, units largely complied with regulations; however, some issues still required improvement. The Supervisory Board provided specific comments in meeting minutes and reports sent to the Board of Directors and the Executive Board for consideration and direction, contributing to improved compliance and performance.

### **3.4 Inspection of financial and accounting work and review of financial statements**

The Supervisory Board examined the reasonableness, legality, and truthfulness of management and administration, accounting and statistical organization, and financial statement preparation. It also reviewed interim and annual financial statements to ensure that the data submitted to the General Meeting of Shareholders complied with applicable regulations. In addition, it examined the management and use of resources (assets, materials, capital, labor, etc.) to promptly recommend efficiency improvements.

### **3.5 Monitoring compliance and information disclosure**

The Supervisory Board monitored related parties of the Board of Directors, the Supervisory Board, and the General Director; supervised compliance with information disclosure regulations. It also reviewed management letters from independent auditors and the Executive Board's responses to assess and recommend improvements in management.

### **3.6 Implementation of reporting regime**

The Supervisory Board fully complied with periodic and extraordinary reporting requirements, ensuring timeliness, correct content, and management requirements.

#### **❖ *General assessment:***

The Supervisory Board was proactive, closely following its functions and tasks; inspection and supervision activities were focused and targeted. Its recommendations were generally accepted and promptly addressed, helping to strengthen discipline and improve governance and administration efficiency throughout the Parent Company.

#### **4. Self-assessment report of the Supervisory Board and Its Members**

The Supervisory Board performed its functions and duties in accordance with the Law on Enterprises, the Parent Company's Charter on organization and operation, the Operating regulations of the Supervisory Board, and the 2025 activity plan approved by the AGMS. The Supervisory Board self-assesses the performance of the Supervisory Board and its members as follows:

##### **4.1 Evaluation of the Supervisory Board's performance:**

During 2025, the Supervisory Board operated in accordance with its designated functions, working under the principle of collective decision-making while ensuring individual responsibility for assigned duties. Conducted independent, objective reviews and reported its opinions on the truthfulness and fairness of financial statements, as well as compliance with operational activities across the Parent Company.

The Supervisory Board maintained communication and coordination with the Board of Directors and the Executive Board; promptly provided opinions and recommendations on existing issues, limitations, or potential risks, contributing to improved governance and internal control effectiveness.

##### **4.2 Evaluation of the Supervisory Board Members' Performance**

###### **① Ms. Le Thi Thu Hien - Head of the Supervisory Board**

Fully performed all rights and obligations as prescribed; promoted the role as focal point in organizing and directing the activities of the Supervisory Board. Proactively developed plans, assigned tasks, and monitored progress; oriented inspection and supervision activities with focus, closely following the Parent Company's governance requirements and the Corporation's regulations.

Maintained coordination with the Board of Directors and the Executive Board; attended meetings (when invited) to promptly grasp the situation and provide appropriate opinions, contributing to improving the quality of advice and overall operational efficiency.

Clearly demonstrated the role of coordination and leadership; contributed to improving the effectiveness of the Supervisory Board's operations.

**Assessment:** During the year, performed well and maintained a key role in carrying out assigned functions and tasks.

###### **② Ms. Nguyen Thi Lich - Member**

Fully performed rights and obligations as prescribed; participated in inspection and supervision activities as assigned with a sense of responsibility. Based on work experience and role at the Parent Company, gave practical, relevant comments that met professional requirements and management orientations, contributing to improving the quality of the Supervisory Board's activities.

At the same time, effectively coordinated and exchanged information between the Supervisory Board and related units, helping to ensure consistency in task implementation according to management requirements of the Corporation and the Parent Company.

**Assessment:** During the year, always performed functions and tasks well.

③ **Mr. Nguyen Anh Tuan - Member** (until April 23rd, 2025)

During tenure, fully performed rights and obligations as prescribed; participated in inspection and supervision activities as assigned with a sense of responsibility. All assigned tasks were carried out seriously and met requirements.

**Assessment:** During tenure, completed assigned tasks well.

④ **Mr. Nguyen Van Tao - Member** (from April 24th, 2025)

Performed rights and obligations as prescribed from the time of joining; proactively approached work and participated in Supervisory Board activities as assigned. Understood work matters promptly, basically meeting requirements, and gradually improved performance efficiency.

**Assessment:** During tenure, completed assigned tasks well.

## II. Remuneration and operating expenses of the Supervisory Board

### 1. Remuneration of the Supervisory Board:

In 2025, the Supervisory Board received salaries, remuneration, bonuses, and other benefits according to the Parent Company's regulations on salaries, remuneration, and compensation policies, which were approved by the 2025 Annual General Meeting of Shareholders and are in compliance with current legal regulations

Therein, the salary of full-time members of the Supervisory Board is determined within the salary fund of management personnel, linked to the level of task completion and the production and business efficiency of the Parent Company. The remuneration of the Supervisory Board is accounted into production and business costs as prescribed by law.

Detailed as follows:

*Unit: dong*

No.	Full name	Title	Salary	Remuneration	Notes
1	Le Thi Thu Hien	Head of the Supervisory Board	672,000,000		Full-time
2	Nguyen Thi Lich	Member of the		60,000,000	Part-time

No.	Full name	Title	Salary	Remuneration	Notes
		Supervisory Board			
3	Nguyen Anh Tuan	Member of the Supervisory Board		18,833,333	Part-time
4	Nguyen Van Tao	Member of the Supervisory Board		41,166,667	Part-time

## 2. Operating expenses of the Supervisory Board:

Expenses for the activities of the Supervisory Board are incurred in accordance with legal regulations, the Charter, financial regulations, and other internal regulations of the Parent Company.

The management, use, and accounting of such expenses are carried out for the correct purposes, ensuring savings, efficiency, and compliance with applicable regulations.

## III. Operational, Financial Situation, and Business Performance of the Parent Company

### 1. Implementation results of the Resolutions of the GMS

No.	Items	Unit	Resolution of the GMS for 2025	Actual in 2025	Achievement rate (%)
a	b	c	1	2	3=2/1
1	Physical items				
-	<i>Raw coal</i>	<i>ton</i>	<i>930,000</i>	<i>785,429</i>	<i>84.45</i>
-	<i>Overburden removal</i>	<i>m<sup>3</sup></i>	<i>10,766,000</i>	<i>8,478,396</i>	<i>78.75</i>
-	<i>Clean coal for production</i>	<i>ton</i>	<i>1,070,000</i>	<i>1,093,447</i>	<i>102.19</i>
-	<i>Coal consumption</i>	<i>ton</i>	<i>1,257,000</i>	<i>1,236,990</i>	<i>98.41</i>
2	Charter capital	Million VND	1,050,000	1,050,000	100.00
3	Total revenues	Million VND	2,400,771	2,550,970	106.26
4	Profit before tax	Million VND	282,293	250,567	88.76

No.	Items	Unit	Resolution of the GMS for 2025	Actual in 2025	Achievement rate (%)
a	b	c	1	2	3=2/1
5	CIT payment	Million VND	56,198	45,740	81.39
6	Profit after tax	Million VND	226,695	204,827	90.35
7	Dividend payout ratio/Charter capital	%	≥9	(expected) 10,5	116.67
8	Construction investment	Million VND	187,899	310,461	165.23

***Comments and assessment:***

Based on review, evaluation, and the results of inspection and supervision, the Supervisory Board unanimously assesses:

In 2025, the Parent Company proactively implemented production and business solutions and basically completed key targets under the Resolution of the General Meeting of Shareholders. Several targets met or exceeded the plan, including: clean coal output, total revenue, dividend ratio, and construction investment; management maintained stable production, employment, and income for workers.

However, some key targets were not met, including: raw coal, peel off soil and rocks, and profit. The main reasons were the slow licensing progress of the Nui Hong Mine expansion and capacity increase project; concurrently, costs arose due to prolonged heavy rains and storms.

The Board of Directors and the General Director basically performed their functions and tasks correctly; complied with legal regulations, the Charter, and internal regulations; implemented the objectives under the Resolution of the General Meeting of Shareholders.

The Supervisory Board basically agrees with the reports submitted to the General Meeting of Shareholders, while also providing an independent assessment within its supervisory functions. During the year, no serious violations were recorded; no signs of abuse of position or power, or use of assets or information for personal purposes, were detected; no shareholder complaints or recommendations were recorded.

Based on its supervision, the Supervisory Board found no material irregularities were identified that could affect the financial position and operations of the Parent Company; activities basically complied with legal regulations, the Charter, and the Resolutions of the General Meeting of Shareholders and the Board

of Directors. However, it is necessary to continue controlling factors affecting output, costs, and operational efficiency in the coming period.

## 2. Results of the Financial statement review of the Parent Company

### 2.1. Overview of Assets and Resources in 2025:

*Unit: Million dong*

ASSETS	Code	Parent company		Consolidated	
		Opening balance	Closing balance	Opening balance	Closing balance
<b>A- SHORT-TERM ASSETS (100=110+120+130+140+150)</b>	<b>100</b>	<b>738,964</b>	<b>685,244</b>	<b>1,290,553</b>	<b>1,345,900</b>
I. Cash and cash equivalents	110	135,468	97,264	327,949	197,112
II. Short-term financial investments	120	30,000	60,000	100,500	311,000
III. Short-term receivables	130	337,523	191,551	481,577	359,501
IV. Inventories	140	223,888	310,993	363,699	444,656
V. Other short-term assets	150	12,084	25,437	16,828	33,630
<b>B. LONG-TERM ASSETS (200=210+220+240+250+260)</b>	<b>200</b>	<b>1,359,339</b>	<b>1,559,126</b>	<b>1,873,754</b>	<b>1,910,933</b>
I. Long-term receivables	210	118,593	140,182	146,384	158,330
II. Fixed assets	220	242,494	450,393	1,169,792	1,210,808
1. Residual value of tangible fixed assets	221	237,860	446,142	1,165,158	1,206,557
2. Residual value of intangible fixed assets	227	4,634	4,251	4,634	4,251
III. Investment properties	230	80,986	77,187	80,986	77,187
IV. Long-term unfinished assets	240	16,228	22,348	17,237	33,923
V. Long-term financial investment	250	510,412	510,615	17,471	17,674
VI. Other long-term assets	260	390,627	358,402	441,884	413,012
<b>TOTAL ASSETS (270=100+200)</b>	<b>270</b>	<b>2,098,303</b>	<b>2,244,370</b>	<b>3,164,307</b>	<b>3,256,833</b>

RESOURCES	Code	Parent company		Consolidated	
		Opening balance	Closing balance	Opening balance	Closing balance
<b>A. LIABILITIES (300=310+330)</b>	<b>300</b>	<b>489,742</b>	<b>568,633</b>	<b>1,091,616</b>	<b>1,104,762</b>
I. Short-term liabilities	310	406,808	330,769	944,476	843,882
II. Long-term liabilities	330	82,934	237,864	147,140	260,880
<b>B. OWNER'S EQUITY (400=410+430)</b>	<b>400</b>	<b>1,608,561</b>	<b>1,675,737</b>	<b>2,072,690</b>	<b>2,152,071</b>
I. Owner's equity	410	1,608,561	1,675,737	2,072,690	2,152,071
1. Owner's equity	411	1,050,000	1,050,000	1,050,000	1,050,000
2. Capital surplus	412	-	-	239	239

RESOURCES	Code	Parent company		Consolidated	
		Opening balance	Closing balance	Opening balance	Closing balance
3. Other owners' equity	414	-	-	20,259	20,259
6. Asset revaluation difference	416	-	-	(13,978)	(13,978)
8. Development investment fund	418	294,999	360,734	340,255	405,989
11. Undistributed profit after tax	421	263,561	265,003	322,269	330,247
- Accumulated undistributed profit after tax to the end of previous period	421a	44,446	60,177	97,194	60,177
- Undistributed profit for this period	421b	219,116	204,827	225,076	270,071
13. Non-controlling interests	429	-	-	353,647	359,315
II. Other funds and reserves	430	-	-	-	-
<b>TOTAL RESOURCES</b> (440=300+400)	<b>440</b>	<b>2,098,303</b>	<b>2,244,370</b>	<b>3,164,307</b>	<b>3,256,833</b>

**\* Comments:**

At the end of 2025, the total assets and capital of the Parent Company showed a slight increase compared to the beginning of the year, mainly driven by an increase in long-term assets. The asset structure was adjusted toward higher inventory and investments, while cash and receivables decreased, reflecting the concentration of resources on production and business activities.

Regarding capital, liabilities increased, primarily long-term liabilities, while short-term liabilities decreased, helping to reduce payment pressure during the period. Owners' equity was maintained and increased slightly, ensuring a stable financial foundation.

*Overall, the financial position of the Parent Company was generally stable, with appropriate adjustments to the capital and asset structure; however, it is necessary to continue monitoring the efficiency of capital use and inventory management in order to improve financial quality in the coming period.*

## 2.2. Business performance of the Parent Company

Unit: Million dong

Items	Code	Parent company		Consolidated	
		Year 2025	Year 2024	Year 2025	Year 2024
1. Revenue from sales and services provision	1	2,550,970	2,690,919	5,509,668	5,273,038
2. Revenue deductions	2	0	0	5,406	5,070
3. Net revenues from sales and service provision	10	2,550,970	2,690,919	5,504,263	5,267,968
4. Cost of goods sold	11	2,073,437	2,260,184	4,659,506	4,510,763
5. Gross profit from sales and service provision	20	477,532	430,735	844,756	757,205
6. Financial income	21	54,429	55,872	21,700	13,912

Items	Code	Parent company		Consolidated	
		Year 2025	Year 2024	Year 2025	Year 2024
7. Financial expenses	22	9,939	3,334	36,451	28,536
- In which: Interest expenses	23	10,141	2,457	21,259	17,936
8. Selling expenses	25	36,917	34,261	108,696	100,953
9. General and administrative expenses	26	240,499	229,074	376,959	349,858
10. Net profit from business activities (30=20+(21-22)+24-(25+26))	30	244,606	219,938	344,351	291,770
11. Other income	31	8,045	50,745	9,694	51,082
12. Other expenses	32	2,085	5,557	3,492	5,976
13. Other profit (40=31-32)		5,960	45,188	6,202	45,106
14. Total accounting profit before tax (50=30+40)	50	250,567	265,126	350,553	336,876
15. Current corporate income tax expenses	51	41,413	58,908	69,419	82,748
16. Deferred corporate income tax expenses	52	4,327	(12,898)	4,327	(12,898)
17. Profit after corporate income tax	60	204,827	219,116	276,807	267,026
18. Profit after tax of Parent company shareholders	61			227,348	225,076
19. Profit after tax of non-controlling interests	62			49,459	41,950
20. Basic earnings per share (dong/ 1 share)	70			1,879	1,833
21. Diluted earnings per share (dong/ 1 share)	71				

**\* Comments:**

The 2025 production and business results of the Parent Company remained generally stable, with consolidated revenue increasing compared to the previous year; gross profit and net profit from operating activities both improved.

However, the pre-tax profit of the Parent Company decreased compared to the previous year, mainly due to fluctuations in revenue and cost structure during the period; at the same time, a decrease in income from other activities also affected the overall result.

*Overall, production and business activities remained stable; in the coming period, the Parent Company needs to continue reviewing and optimizing costs and improving operational efficiency in order to enhance profitability.*

**2.3. Evaluation of key financial indicators**

No.	Indicators	Unit	Parent company		Consolidated	
			Year 2024	Year 2025	Year 2024	Year 2025
<b>1</b>	<b>Solvency ratios</b>					
	- Overall solvency ratio	Times	4.28	3.95	2.90	2.95
	- Current ratio	Times	1.82	2.07	1.37	1.59
	- Quick ratio	Times	1.24	1.06	0.97	1.04
<b>2</b>	<b>Capital structure ratios</b>					

No.	Indicators	Unit	Parent company		Consolidated	
			Year 2024	Year 2025	Year 2024	Year 2025
	- Debt ratio/Total capital	Times	0.23	0.25	0.34	0.34
	- Debt-to-equity ratio	Times	0.26	0.30	0.48	0.47
<b>3</b>	<b>Asset structure ratios</b>					
	- Short-term investment ratio	Times	0.35	0.31	0.41	0.41
	- Long-term investment ratio	Times	0.65	0.69	0.59	0.59
<b>4</b>	<b>Capital efficiency ratios</b>					
	- Profit after tax/Owner equity (ROE)	%	16.23	14.69	15.24	19.23
	- Profit after tax/Total assets (ROA)	%	10.88	9.43	8.51	8.62
	- Profit after tax/Revenues	%	8.14	8.03	5.07	5.03
	- Gross profit/ Revenues	%	16.01	18.72	14.37	15.35

**\* Comments:**

The 2025 financial indicators of the Parent Company remained relatively stable overall. Liquidity was ensured, with the Current ratio improved; the capital structure continued to be maintained at a safe level with a reasonable debt ratio.

The asset structure showed a trend of increasing the proportion of long-term investments, consistent with the development orientation. Efficiency indicators such as ROE and ROA of the Parent Company decreased slightly compared to the previous year, while the consolidated figures were basically stable with improvement in some indicators.

At the same time, the improvement in gross profit margin reflects effectiveness in controlling production and business costs. However, it is necessary to continue monitoring fluctuations in revenue and costs to enhance the quality and sustainability of profitability indicators.

*Overall, the financial position of the Parent Company is basically stable; in the coming period, it is necessary to continue improving capital use efficiency, controlling costs, and optimizing the asset - capital structure in order to sustainably improve profitability indicators.*

#### **2.4. Shareholders structure as of December 31, 2025**

The Parent Company's charter capital amounted to VND 1,050 billion, divided into 105,000,000 shares, allocated as follows:

+ Vietnam National Coal and Mineral Industries Holding Corporation Limited:	103,104,100 shares	equivalent to 98.19%
+ Other shareholders:	1,895,900 shares	equivalent to 1.81%

**Comments:**

The shareholder structure of the Parent Company has a high degree of concentration, in which the major shareholder, the Corporation, holds controlling power, ensuring strategic direction and stability in governance and management. The ownership ratio of other shareholders is low but still contributes to diversifying the shareholder structure and enhancing transparency in the Parent Company's operations.

**3. Supervisory Board's assessment opinions**

Based on the evaluation of the 2025 financial statements of the Parent company and the consolidated Parent Company, the Supervisory Board confirms that the financial statements 2025 have been audited by BDO Audit Services Company Limited.

The Supervisory Board assessed the 2025 financial statements of Vinacomin - Viet Bac Mining Industry Holding Corporation:

- ✓ Truly and fairly reflect, in all material aspects, the financial position as at December 31, 2025, the income statement and cash flows for the fiscal period from January 1, 2025 to December 31, 2025, in conformity with Vietnamese Accounting Standards, the current Enterprise Accounting Regime, and relevant legal regulations;
- ✓ The accounting system of the Parent company was centrally managed, ensuring compliance with the production and management processes. Accounting vouchers and accounting books are recorded and accounted for in compliance with current regulations;
- ✓ The management and use of capital and assets have been generally effective; capital has been preserved; financial safety indicators have been maintained at reasonable levels, contributing to improving the operational efficiency of the Parent Company.

*On the basis of the review results, the Supervisory Board has not identified any material errors that could affect the truth and fair aspect of the 2025 Financial Statements; the data are fundamentally reliable and comply with current regulations. The Supervisory Board unanimously submits the Financial Statements to the General Meeting of Shareholders for consideration and approval.*

**IV. Report on the assessment of transactions between the company, subsidiaries, companies in which the public company controls 50% or more of the charter capital with members of the BOD, General Director, other executives of the enterprise and related persons of that entity; transactions between the company and companies in which members of the BOD, General Director, other executives of the enterprise are founding members or enterprise managers within the last 03 years before the time of the transaction:**

In 2025, the Parent Company signed 03 transaction contracts with VINACOMIN - Viet Bac Geology Joint Stock Company, an entity related through the Chairman of the Board of Directors. These transactions were conducted based on production and business needs, with complete documentation and approval procedures in accordance with regulations.

Upon review, the Supervisory Board found that the transactions were signed and executed in compliance with legal regulations, the Charter, and the internal governance regulations of the Parent Company; no signs of irregularity, conflicts of interest, or adverse effects on the legitimate rights and interests of the Parent Company and its shareholders were recorded.

**V. Supervision results of the Board of Directors, General Director, and other executives of the Parent Company:**

Through the inspection and supervision activities in 2025, the Supervisory Board observed that the Board of Directors and the Executive Board performed their functions and duties in accordance with legal regulations, the Charter, and the Resolutions of the General Meeting of Shareholders; management operations generally complied with regulations and ensured stable production and business activities despite challenging circumstances. At the same time, coordination among departments in management was gradually improved, contributing to enhanced administrative efficiency and task implementation.

**1. Regarding the activities of the Board of Directors:**

The BOD has effectively performed its role in orientation, governance, and supervision of the Parent Company's activities, focusing on the following key matters:

- + Organized regular meetings, issued resolutions and decisions within proper authority, in compliance with legal regulations, and closely following the Resolutions of the General Meeting of Shareholders; directives focused on production and business management, investment, and corporate governance;

- + Promptly reviewed, amended, and supplemented internal regulations, contributing to improving the governance framework and enhancing transparency and management efficiency;

- + Strengthened supervision of the Executive Board's activities and the management of capital contributions at member units;

+ Directed the payment of dividends in accordance with the Resolutions of the General Meeting of Shareholders.

In the context of 2025, which was affected by adverse weather, difficult consumption markets (especially for coal and cement), along with obstacles in investment and site clearance, the BOD promptly directed and adjusted management solutions as appropriate, helping to maintain stable operations of the Parent Company.

## **2. Regarding the execution by the Executive Board:**

The Executive Board was proactive and flexible in organizing task implementation, focusing on deploying solutions to maintain production and business operations under difficult market and production conditions:

- + Managed production and business activities in a generally stable manner; used capital and assets for proper purposes, complying with legal regulations;
- + Proactively advised and proposed solutions to the BOD; issued management documents within its authority to support management operations;
- + Implemented policies and regimes for employees in accordance with regulations; ensured employment, income, and internal stability;
- + Fulfilled obligations to the State, protected shareholders' rights; maintained security, order, and complied with internal regulations;
- + Organized the implementation of BOD resolutions and decisions in a timely manner; made efforts to complete planned targets despite numerous adverse factors.

### ***General assessment***

In 2025, despite many objective difficulties (adverse weather, declining consumption markets, increased costs), the BOD and the Executive Board made significant efforts in governance and management, helping to maintain stable operations of the Parent Company.

However, it is still necessary to continue improving the quality of forecasting, production management, cost control, and investment efficiency in order to enhance operating results in the coming period.

## **VI. Evaluation of coordination between the Supervisory Board, the Board of Directors, the General Director, and the Shareholders**

- The working relationship between the Supervisory Board, the Board of Directors, and the Executive Board was maintained closely, based on the principle of compliance with laws, the Charter, and internal regulations; ensuring a harmonious balance of interests between the Parent Company and its shareholders;

- In 2025, the Board of Directors, the Executive Board, and the functional units facilitated the Supervisory Board's access to information and documents for inspection and supervision purposes;

- The receipt and handling of information from shareholders was carried out in a timely manner; the legitimate rights and interests of shareholders were ensured as prescribed; shareholders' opinions and recommendations were fully and properly addressed;

- Information disclosure was performed in accordance with current regulations; the Supervisory Board regularly monitored and supervised to ensure the completeness, accuracy, and timeliness of information provided to shareholders;

- The Supervisory Board cooperated with the Board of Directors and the Executive Board in inspection and supervision activities at various units; thereby promptly recommending resolution of issues, contributing to improved management efficiency and ensuring compliance with legal regulations.

## **VII. Proposal/Recommendations of the Supervisory Board**

Based on the supervision results for 2025, the Supervisory Board observes that the Board of Directors and the Executive Board have made significant efforts to maintain stable production and business operations, ensure employment and income for workers, and pay dividends to shareholders.

However, in the context of the socio - economic situation in 2026, which is forecast to face many difficulties, challenges, and major fluctuations; certain production and business efficiency targets for the previous year were not met; incurred costs remain significantly affected by objective factors, thereby impacting capital use efficiency at certain times.

On that basis, to continue improving operational efficiency in the coming period, the Supervisory Board recommends attention to the following key matters:

### ***First, regarding production management and cost control:***

It is recommended that the Parent Company continue to proactively implement solutions to resolve production difficulties, particularly those related to licensing procedures, and accelerate the progress of key projects, including the Nui Hong Mine expansion and capacity increase project, in order to ensure planned output and stabilize employment for employees.

Continue to review and optimize production organization, especially in the areas of coal extraction and overburden removal; develop flexible management plans appropriate to geological and weather conditions. At the same time, strengthen cost control by stage and by unit; analyze and evaluate the causes of increased costs (environmental treatment, outsourcing, repairs, etc.), promptly implement reduction measures, and improve production efficiency.

### ***Second, regarding financial management and capital use efficiency:***

Continue to closely monitor the asset and capital structure; reasonably control inventory levels in line with production and consumption needs. Strengthen the analysis of efficiency indicators (ROE, ROA, profit margin) to implement

appropriate management solutions; proactively balance capital resources, control debt obligations, and ensure financial safety.

***Third, regarding receivables management and cash flow:***

Regularly review and classify receivables by customer group; develop a specific collection roadmap for overdue and outstanding debts. At the same time, improve sales mechanisms and payment terms to strictly control cash flow and adapt to actual conditions; mitigate the arising of new bad debts.

***Fourth, regarding capital management at member units:***

Continue to review and evaluate the operational efficiency and capital use efficiency of subsidiary and associated companies; strengthen supervision of capital representatives, linking responsibility to production and business results as well as capital preservation and growth.

***Fifth, regarding planning, forecasting, and risk management:***

Further improve the quality of production and business planning by making it more realistic, taking into account market fluctuations and production conditions. At the same time, enhance the identification, assessment, and control of material risks; continue to review and improve the system of internal regulations to ensure consistency, transparency, and effectiveness in governance.

The Supervisory Board recommends that the Board of Directors and the Executive Board regularly pay attention to directing and implementing the above solutions. On that basis, the Supervisory Board believes that if these solutions are implemented in a synchronous and effective manner, they will contribute to improving operational efficiency, overcoming existing limitations, and creating a foundation for the stable and sustainable development of the Parent Company in the future.

**VIII. Orientation for the Supervisory Board's activities in 2026**

Based on the Supervisory Board's functions and duties and the Parent Company's 2026 production and business plan, the Supervisory Board outlines the following operational plan:

**1. Perform regular duties:**

- Organize meetings of the Supervisory Board as prescribed; attend meetings of the Board of Directors and the Executive Board within the scope of supervision;
- Implement the periodic reporting regime (quarterly, annually) and report at the 2026 Annual General Meeting of Shareholders;
- Propose the selection of an independent audit firm for approval by the General Meeting of Shareholders;
- Review the profit distribution plan and the allocation to funds for 2025;

- Supervise the issuance and implementation of resolutions of the General Meeting of Shareholders, the Board of Directors, and the Executive Board.

## **2. Thematic Inspections and Supervision**

- Fully implement the contents of the 2026 work plan according to the program established at the beginning of the year;
- Based on actual circumstances, issue monthly/quarterly thematic inspection and supervision contents, focusing on areas with potential risks to ensure full implementation of the set plan.

## **3. Other Responsibilities:**

- Perform tasks under the regulations on capital representatives of VINACOMIN, the Charter, and the Parent Company's internal regulations;
- Participate in inspection and supervision teams of the Parent Company, VINACOMIN, and State management agencies upon request.

### **❖ *Key focus areas for 2026:***

Focus on supervising areas with potential risks such as production cost management, receivables, investment efficiency, and cash flow; simultaneously monitor the achievement of targets under the Resolution of the General Meeting of Shareholders to improve operational efficiency and ensure the financial safety of the Parent Company.

In addition, pay attention to monitoring compliance with legal regulations, the Charter, and internal regulations; improve the quality of risk analysis and warning, contributing to supporting governance and management in a more proactive, transparent, and effective manner in the coming period.

This report presents the Supervisory Board's activities in 2025, the activity plan for 2026, and the assessment of the 2025 financial statements of the Supervisory Board, submitted to the 2026 AGMS for consideration and approval.

Respectfully submitted!

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

- Shareholders;
- The BOD, Supervisory Board (e-copy);
- General Director, Deputy General Directors (e-copy);
- Uploaded on the Parent Company's Website;
- Archived at: Office, Secretary of Parent Company, Supervisory Board (H.03)

**ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE BOARD**

**Le Thi Thu Hien**

No.: 02/2026/QĐ-DHDCD

Hanoi, May 7., 2026

**REGULATIONS ON ELECTION OF MEMBERS OF THE BOARD OF  
DIRECTORS AND THE SUPERVISORY BOARD  
TERM 2025–2030**

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam, on June 17, 2020;

Pursuant to the Charter of organization and operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation (amendment) issued under Decision No. 302/QĐ-HĐQT dated October 16, 2025 of the Board of Directors of the Parent company.

*The Regulations on election of Members of the Board of Directors and Supervisory Board for the term 2025–2030 at the General Meeting of Shareholders in 2026 shall be implemented with the following provisions:*

**Article 1. Principles and objects of election:**

1. Election principles: The election of Members of the Board of Directors, Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation (hereinafter referred to as the Parent company) shall be carried out according to the following principles:

- Public and direct elections in the form of secret ballots;
- The election of Members of the Board of Directors and Supervisory Board of the Parent company shall be carried out by the method of cumulative voting as prescribed in Clause 3, Article 148 of the Law on Enterprises 2020.

2. Persons entitled to vote: All shareholders or authorized representatives in writing (according to the form) of one or a group of shareholders named in the list of shareholders as of March 20, 2025 of the Vietnam Securities Depository.

3. The Chairperson of the General Meeting is responsible for presiding over the election of Members of the Board of Directors and the Supervisory Board with specific tasks:

- Synthesize and make a list of candidates and nominations to the Board of Directors and Supervisory Board for approval at the General Meeting;
- Supervise the voting and counting of votes;
- Resolve complaints about the election of Members of the Board of Directors, Supervisory Board (if any).

**Article 2. Number and criteria of members of the Board of Directors and the Supervisory Board:**

1. The number of members of the Board of Directors:

According to Clause 1, Article 26 of the Parent Company's Charter, the number of members of the Board of Directors is 05 (five) members.

At the 2025 Annual General Meeting of Shareholders, the Parent Company elected all 05 members of the Board of Directors for the term 2025–2030. However, as 03 members of the Board of Directors were dismissed before the end of their term, the 2026 General Meeting of Shareholders shall elect an additional 03 (three) members of the Board of Directors as replacements to ensure the required number of members in accordance with regulations.

2. Number of members of the Supervisory Board

According to Clause 1, Article 37 of the Parent Company's Charter, the number of members of the Supervisory Board is 03 (three) members.

At the 2025 Annual General Meeting of Shareholders, the Parent Company elected all 03 members of the Supervisory Board for the term 2025–2030. However, since 01 member of the Supervisory Board was dismissed before the end of term, the 2026 Annual General Meeting of Shareholders shall elect 01 (one) additional member to replace that position, in order to ensure the required number as prescribed.

3. The term of office of the Board of Directors and the Supervisory Board is 05 (five) years (2025–2030). The term of office of the BOD and Supervisory Board members elected as additional members at the 2026 Annual General Meeting of Shareholders shall be the remaining term of the BOD and Supervisory Board

Members of the BOD and the Supervisory Board may be re-elected an unlimited number of times.

4. Members of the Board of Directors must meet the following criteria and conditions:

a) Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

b) Having professional qualifications and experience in business administration or in the business domains, business lines of the Parent company and not necessarily being a shareholder of the Parent company, unless otherwise provided for by the Parent company's Charter;

c) Having good health, moral qualities, integrity, honesty and a sense of law observance.

d) A member of the Parent company's Board of Directors may also be a member of the Board of Directors of another company;

e) Members of the Board of Directors must not be persons related to the family of the General Director and other managers of the Parent company; of the manager, the person competent to appoint the manager of the Parent company;

5. Independent members of the Board of Directors according to Clause 2, Article 155 of the Law on Enterprises must satisfy the following criteria and conditions:

a) Not being a person working for the Parent company, its parent company or its subsidiaries; not being a person who has worked for the Parent company, its parent company or its subsidiaries at least for the previous 3 consecutive years;

b) Not being a person who is receiving salaries and remuneration from the Parent company, except for allowances to which members of the Board of Directors are entitled as prescribed;

c) Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, brother, sister or sibling who is a major shareholder of the Parent company; being a manager of the Parent company or its subsidiaries;

d) Not being the person who directly or indirectly owns at least 01% of the total number of shares with voting rights of the Parent company;

dd) Not being a person who has been a member of the Board of Directors or the Supervisory Board of the Parent company for at least the previous 5 years, except for the case of being appointed for 02 consecutive terms;

6. Criteria for supervisors according to Clause 1, Article 169 of the Law on Enterprises:

a) Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

b) Being trained in one of the majors in economics, finance, accounting, auditing, law, business administration or majors suitable to the business activities of the enterprise;

c) Not being a person related to the family of a member of the Board of Directors, the General Director and other managers;

d) Not being a manager of the Parent company; not necessarily being a shareholder or employee of the Parent company, unless otherwise provided for by the company's charter;

dd) Other criteria and conditions as prescribed by other relevant laws and the Parent company's charter.

*In addition to the criteria and conditions specified in Clause 3 of this Article, the Supervisor of the Parent company must not be a person related to the family of the enterprise manager of the Parent company and the parent company; representatives of capital interests of enterprises, representatives of state capital interests at parent company and the Parent company.*

### **Article 3. Conditions for candidacy and nomination of Members of the Board of Directors and the Supervisory Board:**

1. Before the General Meeting, shareholders have the right to form a group together to nominate candidates for the positions of Members of the Board of Directors and the Supervisory Board.

2. Nomination of Members of the Board of Directors:

a) Members of the Board of Directors shall be nominated by shareholders according to the shareholding ratio of shareholders. Shareholders are entitled to pool their share ownership together to vote on the nomination of Board Members.

b) If a shareholder or group of shareholders owns a number of shares with voting rights:

- From 10% to less than 20%, a maximum of 01 candidate may be nominated.
- From 20% to less than 50%, a maximum of 02 candidates may be nominated.

- From 50% to less than 65%, a maximum of 03 candidates may be nominated.
- From 65% or more, the full number of candidates shall be nominated.

c) In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient for the necessary number, the incumbent Board of Directors may nominate additional candidates that are clearly announced and approved by the General Meeting of Shareholders before the election is conducted.

Candidates for the Board of Directors must make a written commitment to the truthfulness, accuracy and reasonableness of the personal information disclosed and must commit to perform their duties in an honest manner if elected as a Member of the Board of Directors under Clause 1, Article 25 of the Parent company's Charter.

3. The candidacy and nomination of Controllers shall comply with Clause 1, Article 36 of the Parent company's Charter:

a) Shareholders have the right to combine the number of votes of each person together to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 50% may nominate a maximum of two (02) candidates; from 50% or more shall be nominated for three (03) candidates.

b) In case the number of candidates of the Supervisory Board approved for nomination and candidacy is still insufficient for the necessary number, the incumbent Supervisory Board may nominate additional candidates that are clearly announced and approved by the General Meeting of Shareholders before the election is conducted.

Candidates for the Supervisory Board must make a written commitment to the truthfulness, accuracy and reasonableness of the disclosed personal information and must commit to perform their duties honestly if elected as a member of the Supervisory Board according to Clause 1, Article 36 of the Parent company's Charter.

#### **Article 4. How to introduce and elect Members of the Board of Directors and the Supervisory Board**

1. The list, curriculum vitae and relevant information of nominated or self-nominated candidates for election to the Board of Directors or Supervisory Board must be sent to the incumbent Board of Directors or Supervisory Board at least ten (10) days before the Annual General Meeting of Shareholders is held.

2. The list of nominated or self-nominated candidates for the Board of Directors and the Supervisory Board (enclosed with curriculum vitae and information) must be publicly posted at the head office of the Parent company, the location where the General Meeting is held and posted on the Parent company's website.

3. The election of members of the Board of Directors and the Supervisory Board must be carried out by the method of cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors, the Supervisory Board and shareholders have the right to accumulate all their total votes for one or several candidates or distribute them evenly.

4. Ballot papers pre-printed by the Organizing Committee, with a list of candidates, arranged in order according to the Vietnamese alphabet, inscribed with the value or number of shares, and stamped with the Parent company's seal.

5. Shareholders have the right to vote for themselves if they are on the list of candidates written on the ballot.

6. Ballot papers shall be distributed at the General Meeting of Shareholders. On each ballot, the names of candidates for the Board of Directors, the Supervisory Board, information about shareholders and the total number of voting shares they represent. Shareholders must check the number of shares written on the ballot, if there is any error, they must notify again at the time of receipt of the ballot.

7. An invalid ballot is a ballot in one or more of the following cases:

- Ballot papers not issued by the Vote counting committee;
- Ballots voting for more candidates than the permitted number;
- Ballot papers have been erased or corrected;
- Ballot papers with the names of persons outside the list of nominees and candidates approved by the General Meeting of Shareholders before the election;
- Other cases as prescribed by law or decisions of the General Meeting of Shareholders.

8. Based on the number of members prescribed for the Board of Directors, the Supervisory Board, the General Meeting of Shareholders shall rely on the percentage of votes with the highest number of shares from top to bottom to select a sufficient number of members of the Board of Directors and the Supervisory Board.

9. If the first round of election does not have enough members of the Board of Directors and the Supervisory Board, the General Meeting of Shareholders shall continue to elect the second round of the remaining candidates until the members of the Board of Directors and the Supervisory Board are sufficient or decided by the General Meeting of Shareholders.

10. In case it is necessary to select one (01) out of two (02) candidates with an equal number of votes, the selection shall be decided by the Chairman according to a method deemed appropriate by the General Meeting of Shareholders.

11. Election results shall be recognized after the election minutes have been approved by the Chairman and the resolution approved by the General Meeting of Shareholders.

#### **Article 5. Ballot marking and vote counting:**

1. How to record election ballots: Vote by the method of recording the number of shares for the number of candidates of your choice. Shareholders/representatives authorizing shareholders to select candidates by directly recording the number of votes for each candidate in the column "Number of votes". The total number of votes for candidates must not exceed the total number of votes entitled to vote stated in the shareholder information section. The number of votes for each candidate may vary depending on the assessment of shareholders/shareholder representatives in each candidate.

##### ***Example:***

1. *Election of Members of the Board of Directors:*

Shareholder Nguyen Van A, holding/representing a total of 1,000 voting shares at the General Meeting, participates in the election of 03 additional members of the Board of Directors. Accordingly, the total number of votes of the shareholder shall be:  $1,000 \times 3 = 3,000$  votes.

- Case 1: Shareholder Nguyen Van A divides his votes equally among 03 candidates (equivalent to each candidate receiving 1000 votes)

No.	List of candidates	Number of votes
1	Candidate A	1,000
2	Candidate B	1,000
3	Candidate C	1,000
	Total	3,000

- Case 2: Shareholder Nguyen Van A puts all his votes into 01 candidate (in case of accumulating all votes to candidate B)

No.	List of candidates	Number of votes
1	Candidate A	0
2	Candidate B	3,000
3	Candidate C	0
	Total	3,000

- Case 3: Shareholder Nguyen Van A votes for 03 candidates (but unevenly)

No.	List of candidates	Number of votes
1	Candidate A	1,000
2	Candidate B	700
3	Candidate C	1,300
	Total	3,000

- Case 4: Shareholder Nguyen Van A divides his votes among several candidates (divides votes between candidate C and candidate E)

No.	List of candidates	Number of votes
1	Candidate A	2,000
2	Candidate B	1,000
3	Candidate C	0
	Total	3,000

## 2. Election of Members of the Supervisory Board

Shareholder Nguyen Van A, holding/representing a total of 1,000 voting shares at the General Meeting, participates in the election of 01 additional member of the Supervisory Board. Accordingly, the total number of votes of the shareholder shall be:  $1,000 \times 1 = 1,000$  votes.

- Case 1: Shareholder Nguyen Van A puts all their votes into the candidate

No.	List of candidates	Number of votes
1	Candidate A	1,000
	Total	1,000

- *Case 2: Shareholder Nguyen Van A allocates part of their votes to the candidate*

No.	List of candidates	Number of votes
1	Candidate A	600
	Total	600

- *Case 3: Shareholder Nguyen Van A does not cast their votes for the candidate*

No.	List of candidates	Number of votes
1	Candidate A	0
	Total	0

- Shareholders/authorized representatives of shareholders can choose one of the above methods and other suitable methods according to regulations to conduct elections.

- On each ballot, there is a list of candidates. Shareholders/shareholders' authorized representatives will choose candidates they trust to elect. In case of incorrect writing: Shareholders/authorized representatives of shareholders shall not be erased but must request the Election Committee cum Vote Counting Committee to exchange new ballots.

2. The Election Board and Vote Counting Committee shall count votes according to the following provisions:

- The counting of votes shall be conducted by the Election Committee cum Vote Counting Committee immediately after the voting has ended and shall be conducted in a separate room supervised by the representative of shareholders and/or the Chairperson of the General Meeting;

- Checking the validity of ballot papers and recording the results of vote counting;

- Seal all ballot papers and hand them over to the Supervisory Board of the Parent company immediately after the General Meeting closes.

3. Prepare and announce the Vote Counting Minutes:

- The Election Board and Vote Counting Committee are responsible for making the Vote Counting Minutes. The Head of the Election Board read the Minutes of vote counting before the General Meeting.

- All work of inspecting, preparing minutes and announcing vote counting results must be honestly and accurately worked by the Election Board and take responsibility for such results.

#### **Article 6. Election of the Chairman of the Board of Directors:**

1. After the results of the election of members of the Board of Directors of the General Meeting of Shareholders are available, the Board of Directors must select from among its members to elect one (01) Chairman according to Clause 1, Article 29 of the Charter.

2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of the Parent company.

#### **Article 7. Complaints about election and vote counting:**

1. All shareholders attending the General Meeting have the right to question before the General Meeting on issues related to the election of Members of the Board of Directors and the Supervisory Board.

All complaints and the election of additional results must be considered and resolved immediately at the General Meeting. In case of complaints, the Vote Counting Committee will re-examine and consult the General Meeting for a decision.

2. All complaints about elections and vote counting will be settled by the Chairperson of the General Meeting and recorded in the Minutes of the General Meeting.

**Article 8. Effect of the regulation:**

This Regulation takes effect for all shareholders attending the 2026 Annual General Meeting of Shareholders and the Organizing Committee of the General Meeting from the time of approval by the General Meeting.

**BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

***Recipient:***

- Shareholders;
- Members of the Board of Directors, Supervisory Board (e-copy);
- General Director, Human Resources Department (e-copy);
- CPV posted on the website (e-copy);
- Archived at: Office, Board of Directors. (H.02)

**Le Quang Binh**

VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION LIMITED  
VINACOMIN - VIET BAC MINING INDUSTRY  
HOLDING CORPORATION

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

No. 048 NGT/HDQT

Hanoi, April 7, 2026

### SUBMISSION

**Regarding: Election of additional members of the Board of Directors and the  
Supervisory Board for the 2025-2030 term**

**To: The 2026 Annual General Meeting of Shareholders**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to Decision No. 302/QĐ-HĐQT dated May 16, 2025 of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation on the promulgation of the amended Charter on organization and operation of the Parent company;*

*Pursuant to Decision No. 497/QĐ-TKV dated March 26, 2026 of the shareholders of Vietnam National Coal and Mineral Industries Holding Corporation Limited (VINACOMIN) regarding the change of the Capital Representative and the Representative of VINACOMIN participating in the Board of Directors and the Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation.*

The Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation hereby submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the following contents:

1. Approval of dismissal of members of the Board of Directors and the Supervisory Board:

(i) To approve the dismissal of Mr. Le Quang Binh – Capital representative of VINACOMIN, from participation in the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation and his resignation from all positions in the Board of Directors of the Parent company for the 2025–2030 term, at the request of the shareholders of Vietnam National Coal and Mineral Industries Holding Corporation Limited.

(ii) To approve the dismissal of Mr. Dang Van Tung from the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation and his resignation as a Member of the Board of Directors of the Parent company for the 2025–2030 term, at the request of the shareholders of Vietnam National Coal and Mineral Industries Holding Corporation Limited.

(iii) To approve the dismissal of Ms. Nguyen Thi Lich – Deputy Head of the Inspection Committee of VINACOMIN Party Committee, from the Supervisory

Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation and her resignation as a Member of the Supervisory Board of the Parent company for the 2025–2030 term, at the request of the shareholders of Vietnam National Coal and Mineral Industries Holding Corporation Limited.

2. Election of additional members of the Board of Directors and the Supervisory Board:

(i) To elect Mr. Bui Tran Dong – Head of Capital Management Department of VINACOMIN, to join the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation for the 2025-2030 term, replacing Mr. Le Quang Binh.

(ii) To elect Mr. Hoang Kieu Hung – Deputy General Director of the Parent company, to join the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation and hold the position of Member of the Board of Directors of the Parent company for the 2025-2030 term.

(iii) To elect Ms. Le Thi Thu Trang – Internal Supervisory Board of VINACOMIN to join the Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation and hold the position of Member of the Supervisory Board of the Parent company.

The summarized curricula vitae of Mr. Bui Tran Dong, Mr. Hoang Kieu Hung and Ms. Le Thi Thu Trang are attached to this Submission.

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

***Recipients:***

- Shareholders;
- Member of the Board of Directors, General Director, Deputy General Directors (e);
- Supervisory Board (e);
- Subsidiaries, departments of the Parent company (e);
- Archived at: Office, Human Resources Department, Secretary of the Parent company

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

**Le Quang Binh**



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**SUMMARY OF CURRICULUM VITAE**

1. Full name: Bui Tran Dong
2. Gender: Male
3. Date of birth: 31/12/1966
4. Place of birth: Hai Hung Commune, Ninh Binh Province
5. Nationality: Vietnam
6. Current residence: 63 Trung Liet Street, Dong Da Ward, Hanoi City.
7. ID card number: 036066027855; Place of issue: Department of Civil Status Administration, National Population Database; Ngày cấp: 18/12/20218.
8. Contact phone number: Mobile: 091.308.1233
9. Professional qualifications: Mining Economics Engineer; Bachelor of Information Technology; Mining Engineer
10. Current working position: Head of Capital Management Department, Vietnam National Coal and Mineral Industries Holding Corporation Limited
11. Position currently held at Viet Bac Mining Industry Holding Corporation: None
12. Positions currently held at other organizations: Chairman of the Board of Directors of Vinacomin - Viet Bac Geology Joint Stock Company and Thachkhe Iron Ore Joint Stock Company
13. Number of MVB shares held: 2,500 shares
14. Work experience



Period	Working Unit	Position
01/1989-11/1992	Nui Hong Coal Mine	Staff, Organization and Labor Department
12/1992-04/1993	Nui Hong Coal Mine	Deputy Head of Organization and Labor Department
05/1993-07/1997	Nui Hong Coal Company	Deputy Head of Accounting

Period	Working Unit	Position
		Department
08/1997-10/1998	Nui Hong Coal Company	Head of Accounting Department
11/1998- 08/2003	Nui Hong Coal Company	Chief Accountant
09/2003-12/2008	Nui Hong Coal Company	Director
01/2009- 04/2012	VINACOMIN - Viet Bac Mining Industry Holding Corporation	Deputy General Director
05/2012- 04/2015	VINACOMIN - Viet Bac Mining Industry Holding Corporation	General Director
05/2015- 29/3/2026	VINACOMIN - Viet Bac Mining Industry Holding Corporation	Head of Planning Department
30/3/2026- present	VINACOMIN - Viet Bac Mining Industry Holding Corporation	Head of Capital Management Department





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**SUMMARY OF CURRICULUM VITAE**

1. Full name: Hoang Kieu Hung
2. Gender: Male
3. Date of birth: 06/4/1982
4. Place of birth: Binh Dinh Commune, Hung Yen Province
5. Nationality: Vietnam
6. Current residence: No. 19, Alley 21, Giap Bat Street, Tuong Mai Ward, Hanoi City
7. ID card number: 034082003608; Place of issue: Department of Civil Status Administration, National Population Database; Date of issue: 31/12/2021
8. Contact phone number: Mobile: 0987.302.509
9. Professional qualifications: Master's Degree in Mining Engineering, Mining Engineer
10. Position currently held at Vinacomin - Viet Bac Mining Industry Holding Corporation: Deputy General Director
11. Positions currently held at other organizations: None
13. Number of MVB shares held: 900 shares
14. Work experience



Period	Working Unit	Position
09/2005 - 04/2006	VINACOMIN Thong Nhat Coal Company	Underground Miner, Mining Site No. 3
5/2006 - 4/2008	VINACOMIN Thong Nhat Coal Company	Engineer, Mining Technical Department
5/2008 - 4/2009	VINACOMIN Thong Nhat Coal Company	Deputy Head of Mining Technical Department
05/2009 - 02/2010	VINACOMIN Thong Nhat Coal Company	Deputy Workshop Manager, Mining Site No. 3
03/2010 - 02/2012	VVMI Khanh Hoa Coal Limited Liability Company	Deputy Head of Production Technical Department

Period	Working Unit	Position
03/2012 -02/2013	VVMI Khanh Hoa Coal Limited Liability Company	Acting Head of Production Technical Department
3/2013 - 10/2014	VVMI Khanh Hoa Coal Limited Liability Company	Workshop Manager, Open-pit Mining Workshop
11/2014 - 12/2015	VVMI Khanh Hoa Coal Company	Workshop Manager, Overburden Removal Workshop
01/2016 - 5/2017	VVMI Khanh Hoa Coal Company	Assistant to Director and Head of Production Control Department
06/2017 - 9/2017	VVMI Khanh Hoa Coal Company	Head of Production Control Department
10/2017-09/2020	VVMI Khanh Hoa Coal Company	Deputy Director
10/2020- 18/1/2026	VVMI Na Duong Coal Company	Director
19/1/2026 - present	VINACOMIN - Viet Bac Mining Industry Holding Corporation	Deputy General Director





SOCIALIST REPUBLIC OF VIETNAM  
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SUMMARY OF CURRICULUM VITAE

1. Full name: Le Thi Thu Trang
2. Gender: Female
3. Date of birth: 24 /07/1978
4. Place of birth: Hanoi
5. Nationality: Vietnam
6. Current residence: No. 47, Alley 164, De La Thanh Street, Van Mieu – Quoc Tu Giam Ward, Hanoi City
7. ID card number: 001178038742; Place of issue: Department of Civil Status Administration, National Population Database; Date of issue: 10/07/2021
8. Contact phone number: Mobile: 091.2171718
9. Professional qualifications: Bachelor of Accounting, Bachelor of Foreign Languages
10. Current working position: Capital Representative, Internal Supervisory Board, Vietnam National Coal and Mineral Industries Holding Corporation Limited.
11. Position currently held at Vinacomin - Viet Bac Mining Industry Holding Corporation: None
12. Positions currently held at other organizations:
  - Chairman of the Supervisory Board of Vinacomin - Motor Industry Joint Stock Company
  - Member of the Supervisory Board of Vinacomin – Hon Gai Engineering Joint Stock Company
13. Number of MVB shares held: 0 shares
14. Work experience



Period	Working Unit	Position
08/2000 -11/2003	Vinacomin – Coal Import Export Joint Stock Company (Coalimex)	Specialist, Organization and Administration Department

Period	Working Unit	Position
12/2003 -08/2005	Vinacomin – Coal Import Export Joint Stock Company (Coalimex)	Specialist, Finance and Accounting Department
09/2005 - 06/2006	Vinacomin – Coal Import Export Joint Stock Company (Coalimex)	Deputy Head of Finance and Accounting Department
07/2006 -11/2009	Vinacomin – Coal Import Export Joint Stock Company (Coalimex)	Head of Financial and Accounting Department
12/2009 -11/2019	Vinacomin – Coal Import Export Joint Stock Company (Coalimex)	Chief Accountant
12/2019 - 03/2026	Vinacomin – Coal Import Export Joint Stock Company (Coalimex)	Deputy Director
04/2026 - present	Vietnam National Coal and Mineral Industries Holding Corporation Limited	Capital Representative, Internal Supervisory Board



VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION LIMITED  
VINACOMIN - VIET BAC MINING INDUSTRY  
HOLDING CORPORATION

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

No. 154 / TT-HĐQT

Hanoi, May 7, 2026

**SUBMISSION**

**Regarding: Nomination of an independent member of the Board of Directors  
for the 2025-2030 term**

**To: The 2026 Annual General Meeting of Shareholders**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to Decision No. 302/QĐ-HĐQT dated May 16, 2025 of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation on the promulgation of the amended Charter on organization and operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation;*

*Pursuant to Resolution No. 144/NQ-HĐQT dated May 05, 2026 of the Board of Directors of the Parent company.*

The Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation hereby submits to the 2026 Annual General Meeting of Shareholders for consideration and approval as follows:

Currently, the Board of Directors of the Parent company consists of four (04) members who are representatives of Vietnam National Coal and Mineral Industries Holding Corporation Limited. The Corporation holds 98.19% of the voting shares of the Parent company and has not nominated any independent member of the Board of Directors. The remaining shareholders do not hold 10% or more of the total ordinary shares and therefore are not eligible to nominate members to the Board of Directors in accordance with the Law on Enterprises and the Charter of the Parent company. Accordingly, pursuant to the Law on Enterprises and the Charter of the Parent company, the right to nominate candidates to the Board of Directors is vested in the Board of Directors of the Parent company.

Pursuant to the provisions of the Law on Enterprises, the Charter of the Parent company and the Regulations on election of Members of the Board of Directors, the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation unanimously nominates Mr. Ngo Ngoc Son as a candidate for the position of Independent Member of the Board of Directors of the Parent company for the 2025-2030 term at the 2026 Annual General Meeting of Shareholders.

Summary of curriculum vitae of Mr. Ngo Ngoc Son:

- Date of birth: August 19, 1961

- Professional qualifications: Mining Electro-mechanical engineer; Bachelor of Economics (Business Administration); Bachelor of Law.
- Political theory: Advanced level
- Position before retirement: Deputy General Director of VINACOMIN - Viet Bac Mining Industry Holding Corporation
- Place of residence: No. 22, Alley 45, O Cho Dua Ward, Hanoi
- Work experience:

From April 1984 to July 10, 1988: Electro-mechanical engineer, Mining workshop – Nui Hong Coal Mine;

From July 11, 1988 to September 14, 1992: Deputy Head of Electro-mechanical Transport Department; Deputy Head of Materials and Electro-mechanical Department; Head of Electro-mechanical Materials Department – Nui Hong Coal Mine;

From September 15, 1992 to March 1996: Senior engineer – Head of electro-mechanical group, Coal Company III;

From March 1996 to August 1996: Deputy Head of Planning Department, Domestic Coal Company;

From September 1996 to September 1997: Head of Planning Department, Domestic Coal Company;

From October 1997 to March 4, 1999: Head of Materials Department, Domestic Coal Company;

From March 5, 1999 to October 2009: Head of Electro-mechanical Department, Domestic Coal Company;

From November 2009 to November 2021: Deputy General Director, VINACOMIN - Viet Bac Mining Industry Holding Corporation.

From December 2021 to present: Retired under pension regime

The Board of Directors of the Parent company confirms that Mr. Ngo Ngoc Son fully satisfies the conditions to be nominated as an Independent Member of the Board of Directors in accordance with the Law on Enterprises, the Charter of the Parent company and the Regulations on election of members of the Board of Directors of the Parent company.

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

**Recipients:**

- Shareholders;
- Members of the Board of Directors, General Director, Deputy General Director (e);
- Supervisory Board (e);
- Subsidiaries, departments of the Parent company (e);
- Archived at: Office, Human Resources Department, Secretary of the Parent Company

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

**Le Quang Binh**



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



**SUMMARY OF CURRICULUM VITAE**

1. Full name: Ngo Ngoc Son
2. Gender: Male
3. Date of birth: 19/8/1961
4. Place of birth: Bac Ninh
5. Nationality: Vietnam
6. Current residence: No. 22, Alley 45, O Cho Dua Ward, Hanoi
7. ID card number; Place of issue: Department of Civil Status Administration, National Population Database; Date of issue: 10/7/2021
8. Contact phone number: Mobile: 0913.346.966
9. Professional qualifications: Mining Electro-mechanical engineer; Bachelor of Economics (Business Administration); Bachelor of Law.
10. Position currently held at Vinacomin - Viet Bac Mining Industry Holding Corporation: None
11. Positions currently held at other organizations: None
12. Number of MVB shares held: 3,000 shares
13. Work experience



Period	Working Unit	Position
04/1984 - 6/1988	Nui Hong Coal Mine	Electro-mechanical engineer, Mining workshop
7/1988 - 08/1992	Nui Hong Coal Mine	Staff of Electro-mechanical Transport Department
09/1992 - 03/1996	Coal Company III	Senior engineer – Head of electro-mechanical group
04/1996 - 08/1996	Domestic Coal Company	Deputy Head of Planning Department
09/1996 - 09/1997	Domestic Coal Company	Head of Planning Department

Period	Working Unit	Position
10/1997 - 02/1999	Domestic Coal Company	Head of Materials Department
03/1999 - 10/2009	Domestic Coal Company	Head of Electro-mechanical Department
11/2009 - 9/2015	VINACOMIN - Viet Bac Mining Industry Holding Corporation	Deputy General Director
10/2015 - 11/2021	VINACOMIN - Viet Bac Mining Industry Holding Corporation	Deputy General Director
12/2021 - present	Retired under pension regime	



No. 147/TT-HDQT

Hanoi, 7/5, 2026

## SUBMISSION

Regarding the approval of finalized financial statements and profit distribution plan for 2026 of the Parent company - VINACOMIN - Viet Bac Mining Industry Holding Corporation

Submission: Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam dated June 17, 2020;

Pursuant to the Charter of organization and operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation (amended) promulgated under Decision No. 302/QĐ-HDQT dated October 16, 2025 of the Board of Directors of the Parent Company;

Pursuant to the production and business results in 2025 of the Parent company – VINACOMIN - Viet Bac Mining Industry Holding Corporation;

Pursuant to the 2025 finalized financial statements of the Parent company – VINACOMIN - Viet Bac Mining Industry Holding Corporation which has been audited by BDO Audit Services Company Limited.

The Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation hereby submits to the 2026 Annual General Meeting of Shareholders for approval the finalized financial statement and profit distribution plan for 2025 of the Parent company - VINACOMIN - Viet Bac Mining Industry Holding Corporation as follows:

### 1. Results of business performance:

No.	Content	Amount (VND)
1	Revenue from sales of goods and provision of services	2,550,969,598,058
2	Revenue deductions	0
3	Net revenue from sales of goods and provision of services	2,550,969,598,058
4	Cost of goods sold	2,073,437,238,655
5	Gross profit from sales of goods and provision of services	477,532,359,403
6	Financial operating revenue	54,428,935,341
7	Financial expenses	9,938,647,580
	<i>In which: Interest expenses</i>	<i>10,141,375,063</i>
8	Sales expenses	36,917,317,448
9	Business management expenses	240,498,870,819
10	Net profit from operating activities (30=20+(21-22)+24-(25+26))	244,606,458,897
11	Other income	8,045,203,085
12	Other expenses	2,084,954,130

No.	Content	Amount (VND)
13	Other profit (40=31-32)	5,960,248,955
14	Total accounting profit before tax (50=30+40)	250,566,707,852
15	Current corporate income tax expenses	41,412,681,058
16	Deferred corporate income tax expenses	4,327,426,426
17	Profit after corporate income tax	204,826,600,368

## 2. Profit distribution plan:

<b>1</b>	<b>Profit after corporate income tax</b>	VND	<b>265,003,141,913</b>
	Of which: + Retained profit carried forward from previous years	VND	60,176,541,545
	+ Profit of the current year	VND	204,826,600,368
<b>2</b>	<b>Undistributed retained profit of the current year</b>	VND	<b>55,849,115,119</b>
<b>3</b>	<b>Dividend payment plan for 2025</b>		
3.1	Dividend payment rate according to the Resolution of the GMS at the beginning of the year	%	≥ 9
3.2	Dividend payout rate for 2025	%	10.5
3.3	Dividend payment amount	VND	110,250,000,000
<b>4</b>	<b>Offsetting losses of previous years that have expired for deduction from pre-tax profit (if any)</b>		
<b>5</b>	<b>Remaining profit (5=1-2-3.3-4)</b>	VND	<b>98,904,026,794</b>
a	Allocation to development investment fund	VND	61,447,980,110
b	Allocation to bonus and welfare fund	VND	37,456,046,684
b.1	Total salary fund implemented in 2025 of the Company	VND	245,708,383,562
b.2	Average monthly salary fund of the Company	VND	20,475,698,630
+	Average number of employees in 2025	Person	1,670
+	Average salary in 2025	VND/person/month	12,260,897
b.3	Number of months of salary allocated	Month	2.73
<b>b.4</b>	<b>Amount allocated to bonus and welfare fund (b4=b2*b3)</b>	VND	<b>37,456,046,684</b>
+	Allocation to bonus and welfare fund per average monthly salary	Month	1.83
+	Allocation to bonus and welfare fund per	VND/person	22,428,770

average employee		
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### 3. Assets and resources as at December 31, 2025:

Unit: VND

ASSETS	Code	Note	Closing balance	Opening balance
<b>A. SHORT-TERM ASSETS (100=110+120+130+140+150)</b>	<b>100</b>		<b>685,244,277,686</b>	<b>738,964,062,709</b>
<b>I. Cash and cash equivalents</b>	<b>110</b>		<b>97,263,813,620</b>	<b>135,468,454,588</b>
1. Cash	111	V.01	17,263,813,620	25,468,454,588
2. Cash equivalents	112		80,000,000,000	110,000,000,000
<b>II. Short-term financial investments</b>	<b>120</b>	<b>V.02</b>	<b>60,000,000,000</b>	<b>30,000,000,000</b>
1. Short-term investment	121		-	-
2. Provision for price reductions and business discounts (*) (2)	122		-	-
3. Held-to-maturity investments	123		60,000,000,000	30,000,000,000
<b>III. Short-term receivables</b>	<b>130</b>		<b>191,550,616,148</b>	<b>337,523,342,232</b>
1. Short-term trade receivables	131		119,670,981,836	321,296,966,349
2. Short-term advances to suppliers	132		57,448,857,449	2,159,381,136
3. Internal short-term receivables	133		-	-
4. Receivables under construction contracts	134		-	-
5. Short-term loans receivable	135	V.03	-	-
6. Other receivables	136		14,430,776,863	14,066,994,747
7. Allowance for doubtful debts (*)	137		-	-
8. Missing assets pending resolution	139		-	-
<b>IV. Inventories</b>	<b>140</b>		<b>310,992,552,625</b>	<b>223,888,221,922</b>
1. Inventories	141	V.04	310,992,552,625	223,888,221,922
2. Allowance for inventory devaluation (*)	149		-	-
<b>V. Other short-term assets</b>	<b>150</b>		<b>25,437,295,293</b>	<b>12,084,043,967</b>
1. Short-term prepaid expenses	151		1,470,160,260	1,022,695,923
2. Deductible VAT	152		12,911,020,566	7,949,973,720
3. Taxes and other receivables from the State	153	V.05	11,056,114,467	3,111,374,324
4. Government bond repurchase transactions	154		-	-
5. Other short-term assets	155		-	-
<b>B. LONG-TERM ASSETS (200=210+220+240+250+260)</b>	<b>200</b>		<b>1,559,126,164,389</b>	<b>1,359,338,978,413</b>
<b>I. Long-term receivables</b>	<b>210</b>		<b>140,181,634,440</b>	<b>118,592,840,903</b>
1. Long-term trade receivables	211		-	-
2. Long-term advances to suppliers	212		-	-
3. Business capital in dependent units	213	V.06	-	-
4. Internal long-term receivables	214	V.07	-	-
5. Long-term loans receivable	215		-	-
6. Other long-term receivables	216		140,181,634,440	118,592,840,903
7. Allowance for doubtful long-term receivables (*)	219		-	-

ASSETS	Code	Note	Closing balance	Opening balance
<b>II. Fixed assets</b>	<b>220</b>		<b>450,393,232,185</b>	<b>242,493,640,009</b>
1. Tangible fixed assets	221	V.08	446,142,499,193	237,860,109,424
- Historical cost	222		2,049,131,683,727	1,966,557,924,506
- Accumulated depreciation (*)	223		(1,602,989,184,534)	(1,728,697,815,082)
2. Financial lease fixed assets	224	V.09	-	-
- Historical cost	225		-	-
- Accumulated depreciation (*)	226		-	-
3. Intangible fixed assets	227	V.10	4,250,732,992	4,633,530,585
- Historical cost	228		8,695,847,586	8,695,847,586
- Accumulated depreciation (*)	229		(4,445,114,594)	(4,062,317,001)
<b>III. Investment properties</b>	<b>230</b>	<b>V.12</b>	<b>77,186,818,217</b>	<b>80,985,682,817</b>
- Historical cost	231		107,725,874,427	107,725,874,427
- Accumulated depreciation (*)	232		(30,539,056,210)	(26,740,191,610)
<b>IV. Long-term work in progress</b>	<b>240</b>		<b>22,348,042,913</b>	<b>16,227,949,600</b>
1. Long-term work in progress	241		-	-
2. Construction in progress	242		22,348,042,913	16,227,949,600
<b>V. Long-term financial investments</b>	<b>250</b>	<b>V.13</b>	<b>510,614,861,945</b>	<b>510,412,134,462</b>
1. Investment in subsidiaries	251		492,941,236,296	492,941,236,296
2. Investment in associates and joint ventures	252		1,740,000,000	1,740,000,000
3. Investment in other entities	253		16,607,900,000	16,607,900,000
4. Allowance for long-term investment losses (*)	254		(674,274,351)	(877,001,834)
5. Held-to-maturity investments	255		-	-
<b>VI. Other long-term assets</b>	<b>260</b>		<b>358,401,574,689</b>	<b>390,626,730,622</b>
1. Long-term prepaid expenses	261	V.14	338,262,260,582	366,159,990,089
2. Deferred income tax assets	262	V.21	20,139,314,107	24,466,740,533
3. Long-term replacement equipment, supplies and spare parts	263		-	-
4. Other long-term assets	268		-	-
5. Goodwill	269		-	-
<b>TOTAL ASSETS (270=100+200)</b>	<b>270</b>		<b>2,244,370,442,075</b>	<b>2,098,303,041,122</b>

RESOURCES	Code	Note	Closing balance	Opening balance
<b>A. LIABILITIES (300=310+330)</b>	<b>300</b>		<b>568,633,203,582</b>	<b>489,742,418,441</b>
<b>I. Current liabilities</b>	<b>310</b>		<b>330,768,817,774</b>	<b>406,808,209,375</b>
1. Short-term trade payables	311	V.15	74,889,571,443	109,375,136,860
2. Short-term advances from customers	312		-	200
3. Taxes and other payables to the State	313		24,675,437,232	59,672,207,342
4. Payables to employees	314	V.16	119,903,528,992	139,739,521,672
5. Short-term accrued expenses	315		4,305,387,909	4,057,307,483
6. Short-term internal payables	316	V.17	-	-
7. Payables under construction contracts	317		-	-
8. Short-term unearned revenue	318		-	15,909,091
9. Other short-term payables	319	V.18	7,612,591,260	9,933,876,817

RESOURCES	Code	Note	Closing balance	Opening balance
10. Short-term borrowings and finance lease liabilities	320		25,526,709,090	12,334,476,182
11. Short-term provisions	321		-	-
12. Bonus and welfare fund	322		73,855,591,848	71,679,773,728
13. Price stabilization fund	323		-	-
14. Government bond repurchase transactions	324		-	-
<b>II. Non-current liabilities</b>	<b>330</b>		<b>237,864,385,808</b>	<b>82,934,209,066</b>
1. Long-term trade payables	331		-	-
2. Long-term advances from customers	332	V.19	-	-
3. Long-term accrued expenses	333		-	-
4. Internal payables for business capital	334	V.20	-	-
5. Long-term intercompany payables	335		-	-
6. Long-term unearned revenue	336		-	-
7. Other long-term payables	337		-	-
8. Long-term borrowings and finance lease liabilities	338		237,864,385,808	82,934,209,066
9. Convertible bonds	339		-	-
10. Preferred shares	340		-	-
11. Deferred income tax liabilities	341		-	-
12. Long-term provisions	342		-	-
13. Science and technology development fund	343		-	-
<b>B. EQUITY (400=410+430)</b>	<b>400</b>		<b>1,675,737,238,493</b>	<b>1,608,560,622,681</b>
<b>I. Owner's equity</b>	<b>410</b>	V.22	<b>1,675,737,238,493</b>	<b>1,608,560,622,681</b>
1. Contributed capital	411		1,050,000,000,000	1,050,000,000,000
- Ordinary shares with voting rights	411a		1,050,000,000,000	1,050,000,000,000
- Preference shares	411b		-	-
2. Share premium	412		-	-
3. Convertible bond options	413		-	-
4. Other owners' equity	414		-	-
5. Treasury shares (*)	415		-	-
6. Revaluation surplus of assets	416		-	-
7. Foreign exchange differences	417		-	-
8. Investment and development fund	418		360,734,096,580	294,999,372,424
9. Enterprise arrangement support fund	419		-	-
10. Other funds belonging to equity	420		-	-
11. Undistributed profit after tax	421		265,003,141,913	263,561,250,257
- Accumulated undistributed profit after tax to the end of previous period	421a		60,176,541,545	44,445,503,070
- Undistributed profit after tax of current period	421b		204,826,600,368	219,115,747,187
12. Capital investment for construction	422		-	-

RESOURCES	Code	Note	Closing balance	Opening balance
13. Non-controlling interests	429		-	-
<b>II. Other funds and resources</b>	<b>430</b>		-	-
1. Funds	432	V.23	-	-
2. Funds used to form fixed assets	433		-	-
<b>TOTAL RESOURCES (440=300+400)</b>	<b>440</b>		<b>2,244,370,442,075</b>	<b>2,098,303,041,122</b>

**4. Salaries paid to the General Director and other managers:**

No.	Full name	Position	Total salary in 2025 (VND)	Average monthly salary in 2025 (VND)
1	Trinh Hong Ngan	General Director	720,000,000	60,000,000
2	Vu Minh Tan	Deputy General Director	648,000,000	54,000,000
3	Dang Van Tung	Member of the BOD	648,000,000	54,000,000
4	Nguyen Van Dung	Deputy General Director	648,000,000	54,000,000
5	Pham Thanh Hai	Deputy General Director	648,000,000	54,000,000
6	Nguyen Thac Tan	Deputy General Director	648,000,000	54,000,000
7	Le Thi Thu Hien	Head of the Supervisory Board	672,000,000	56,000,000
8	Le Minh Hien	Chief Accountant	600,000,000	50,000,000
	<b>Total</b>		<b>5,232,000,000</b>	

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

**Recipients:**

- Shareholders;
- Member of BOD, Supervisory Board (e-copy);
- General Director, Deputy General Directors (e-copy);
- Units, departments of Parent company (e-copy);
- Archived at: Office, FSA, Secretary of Parent Company (H.03)

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

**Le Quang Binh**

VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION LIMITED  
VINACOMIN - VIET BAC MINING INDUSTRY  
HOLDING CORPORATION

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness



Hanoi, May 7/5, 2026

### SUBMISSION

Regarding the payment of remuneration and allowances to the Board of Directors and the Supervisory Board in 2025 and the plan to pay remuneration and allowances to the Board of Directors and the Supervisory Board in 2026

### Submission: Annual General Meeting of Shareholders 2026

*Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to the Charter of organization and operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation (amended) promulgated under Decision No. 302/QĐ-HDQT dated October 16, 2025 of the Board of Directors of the Parent company;*

*Pursuant to the resolution of the 2025 Annual General Meeting of Shareholders of VINACOMIN – Viet Bac Mining Industry Holding Corporation on April 23, 2026.*

The Board of Directors (BOD) of VINACOMIN - Viet Bac Mining Industry Holding Corporation hereby submits to the 2026 Annual General Meeting of Shareholders for approval of the remuneration and allowances of the Board of Directors and the Supervisory Board as follows:

#### 1. Payment of remuneration of the Board of Directors and the Supervisory Board in 2025:

No.	Position	Number of people	Monthly payment according to the Resolution of the GMS	Number of months	Total amount in 2025 (VND)
<b>I</b>	<b>Board of Directors</b>				
1	Chairman of the BOD	1	6 200 000	12	74 400 000
2	Members of the BOD	1	5 400 000	12	64 800 000
		1	5 400 000	10.5	56 700 000
<b>II</b>	<b>Supervisory Board</b>				
1	Supervisors	2	5 000 000	12	120 000 000
	<b>Total</b>				<b>315 900 000</b>

## 2. Payment of allowances to independent members of the BOD in 2025:

No.	Position	Number of people	Total amount of allowances to be paid in 2025 (VND)	Actual monthly payment	Note
1	Independent Member of the BOD	1	260 100 000	27 000 000	Independent board members resign effective October 15, 2025.

## 3. Remuneration payment plan for BOD, Supervisory Board in 2026:

No.	Position	Number of people	Monthly payment according to the Resolution of the GMS	Number of months	Total amount in 2026 (VND)
<b>I</b>	<b>Board of Directors</b>				
1	Chairman of the BOD	1	6 200 000	12	74 400 000
2	Members of the BOD	1	5 400 000	12	64 800 000
		1	5 400 000	7	37 800 000
<b>II</b>	<b>Supervisory Board</b>				
1	Supervisors	2	5 000 000	12	120 000 000
	<b>Total</b>				<b>297 000 000</b>

## 4. The plan to pay allowances for independent members of the Board of Directors in 2026:

The allowance for independent members of the Board of Directors in 2026 is planned at VND 27,000,000 per month.

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

### *Recipients:*

- Shareholders;
- Members of the BOD, General Director, Deputy General Director (e);
- Supervisory Board (e);
- Affiliated units, departments of the Parent Company (e);
- Archived at: Office, Human Resources Department, Secretary of the Parent Company

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

**Le Quang Binh**

No. 020/2025-BKS



Hanoi, (date) 6 (month) , 2026

## SUBMISSION

### **On the selection of an independent Auditing Firm to audit the 2026 financial statements of the Parent company**

*Submission:* Annual General Meeting of Shareholders

*Pursuant to:*

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law on Securities No. 54/2019/QH14 and guiding documents;
- The Charter of organization and operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation issued together with Decision No. 302/QD-HDQT dated October 16, 2025;
- The functions, duties and authority of the Supervisory Board.

The Supervisory Board of the Parent Company hereby submits to the General Meeting of Shareholders for consideration, discussion and approval the selection of an independent auditing firm to audit the 2026 financial statements of the Parent company with the following contents:

#### **1. Proposed list of auditing firms**

To ensure the selection of an independent auditing firm with reputation, capacity, and meeting the requirements on audit scope and schedule, the Supervisory Board proposes the following auditing firms:

- ① AASC Auditing Company Limited
- ② AFC Vietnam Auditing Company Limited
- ③ BDO Audit Services Company Limited
- ④ VACO Auditing Company Limited
- ⑤ AAC Auditing and Accounting Company Limited

#### **2. Selection criteria**

The above auditing firms meet the following main criteria:

- ✓ Being auditing firms legally operating in Vietnam and approved by the Ministry of Finance and the State Securities Commission to audit financial statements of public interest entities in 2026;

- ✓ Having experience in auditing large-scale enterprises and public companies;
- ✓ Having reputation, brand and audit service quality;
- ✓ Having a team of auditors with high professional qualifications and practical experience;
- ✓ Meeting the requirements of the Parent Company on scope of work, quality and implementation schedule.

### **3. Proposed selection plan**

To ensure proactiveness, flexibility and compliance with legal regulations in selecting the audit service provider, the Supervisory Board proposes that the General Meeting of Shareholders:

- ❖ Approve the above list of auditing firms;
- ❖ Authorize the Board of Directors of the Parent company to select one of the auditing firms from the above list to audit the 2026 financial statements of the Parent company in accordance with regulations.

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

Sincerely!

***Recipients:***

- Shareholders;
- BOD, Supervisory Board (e-copy);
- General Director, Deputy General Directors (e-copy);
- Units, departments of the Parent company (e-copy);
- Archived at: Office, Secretary of Parent company, Supervisory Board (H.03).

**ON BEHALF OF THE  
SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD**

**Le Thi Thu Hien**

No. 155/2020/ND-CP

Hanoi, May 7, 2026



**SUBMISSION**

**Regarding the approval of transaction contracts between the Parent Company with businesses and related person in 2026**

To:

- Shareholders;
- General Meeting of Shareholders of Vinacomin - Viet Bac Mining Industry Holding Corporation.

Pursuant to Article 167 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Clause 3, Article 280 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 on “Detailed regulations on the implementation of a number of articles of the Law on Securities”;

Pursuant to the Charter of organization and operation of Vinacomin - Viet Bac Mining Industry Holding Corporation (amended) issued under Decision No. 302/QĐ-HĐQT dated October 16, 2025.

Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV) is currently a major shareholder of the Parent Company. In 2026, to serve production and business, the Parent Company plans to sign contracts with a value greater than 35% of the total asset value of the parent company recorded in the most recent audited financial statements and contracts with a value greater than 10% of the total asset value recorded in the most recent financial statements with Vietnam National Coal and Mineral Industries Holding Corporation Limited and related parties:

No.	Name of Business/ Related Person	Relationship	Address	Field of engagement
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited	Major shareholders	No. 03 Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi	Contract in principle on coal mining, screening and processing (estimated value is 2,500 billion VND)

No.	Name of Business/ Related Person	Relationship	Address	Field of engagement
				Contract in principle on coal purchase and sale for cement production (estimated value is 388 billion VND)
2	Vinacomin - Cam Pha Port and Logistics Company	Related person of shareholders	Group 93, Area 9B, Cua Ong Ward, Quang Ninh Province	Contract in principle on coal purchase and sale (estimated value is 2,500 billion VND)
3	Northern Coal Trading Joint Stock Company - Vinacomin	Related person of major shareholders	No. 5 Phan Dinh Giot, Phuong Liet, Hanoi	Domestic coal purchase and sale contract for blending (signed by Na Duong Coal Company - VVMI, estimated value is 229 billion VND)

Pursuant to legal regulations, the Board of Directors requests Shareholders to consider approving the above contracts and transactions and the contracts and transactions between Vinacomin - Viet Bac Mining Industry Holding Corporation and related enterprises and person in accordance with the law and the Parent Company's Charter of Organization and Operation are as follows:

No.	Name of Business/ Related Person	Relationship	Address	Field of contract and transaction
1	Vietnam National Coal And Mineral Industries Holding Corporation Limited and related parties, including but not limited to the following entities:	Major shareholders	No. 03 Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi	<ul style="list-style-type: none"> <li>- Coal mining, screening and processing contract</li> <li>- Coal delivery service contract.</li> <li>- Coal purchase and sale contract</li> <li>- Other production and business service fields</li> </ul>
1.1	Cam Pha Port and Logistics Company - Vinacomin	Related person of shareholders	Group 93, Area 9B, Cua Ong Ward, Quang Ninh Province	- Coal sales contract

No.	Name of Business/ Related Person	Relationship	Address	Field of contract and transaction
1.2	Mine Rescue Center – Vinacomin – Branch of Vietnam National Coal And Mineral Industries Holding Corporation Limited	Related person of major shareholders	Km No. 8 - Ha Tu Ward, Quang Ninh Province	Contract for regular training services, permanent incident handling; incident prevention inspection in coal-mining
1.3	Vinacomin Inspection Joint Stock Company	Related person of major shareholders	No. 55 Le Thanh Tong, Hong Gai Ward, Quang Ninh Province	Coal inspection contract
1.4	Institute of Mining Science and Technology - Vinacomin	Related person of major shareholders	No. 3 Phan Dinh Giot, Phuong Liet Ward, Hanoi	Consulting contracts, surveying, geology and other fields serving production and business
1.5	TKV Environment Company Limited	Related person of major shareholders	Km No. 4 Tran Phu Street, Quang Hanh Ward, Quang Ninh Province	- Wastewater treatment contract (Contract signed by coal production units) and other production and business service fields
1.6	Vinacomin Information Technology and Environment Joint Stock Company	Related person of major shareholders	Building B15, Dai Kim New Urban Area, Dinh Cong Ward, Hanoi City	Consulting contracts, surveying, geology and other fields serving production and business
1.7	Vinacomin Mining and Industry Investment Consulting Joint Stock Company	Related person of major shareholders	No. 565 Nguyen Trai, Thanh Liet Ward, Hanoi	Consulting contracts and other business production service fields
1.8	Vinacomin Mining Chemical Industry Corporation and its branches	Related person of major shareholders	Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City	Blasting Contract (Contract signed by coal production units)
1.9	Northern Coal Trading Joint Stock Company - Vinacomin	Related person of major shareholders	No. 5 Phan Dinh Giot, Phuong Liet, Hanoi	Imported coal purchase and sale contract (signed by Na Duong Coal

No.	Name of Business/ Related Person	Relationship	Address	Field of contract and transaction
				Company and Nui Hong Coal Company)
1.10	TKV Materials Joint Stock Company	Related person of major shareholders	Group 1, Area 2, Ha Long Ward, Quang Ninh Province	Subcontract for sale of oil and grease (Contract signed by coal production units) and fields serving production and business
1.11	Viet Bac Geological Joint Stock Company - TKV	Related persons of the Chairman of the Board of Directors	30B Doan Thi Diem, O Cho Dua Ward, Hanoi City	Contracts for exploration drilling, surveying, geology and other fields serving production and business
1.12	Vietnam College of Coal and Minerals	Related person of major shareholders	No. 8 Chu Van An, Ha Long Ward, Quang Ninh Province	- Training contract - Other production and business service fields
1.13	School of Business Administration- Vinacomin	Related person of major shareholders	No. 25, Alley 46, An Hoa Street, Mo Lao Ward, Hanoi City	- Training contract - Other production and business service fields
1.14	Vinacomin Tourism and Trade Joint Stock Company	Related person of major shareholders	8th Floor, Viet A Building, Duy Tan Street, Cau Giay Ward, Hanoi City	- Contracts for the purchase and sale of supplies, tires, and tourist tours. - Other production and business service fields
1.15	Institute of Mechanical Engineering Energy and Mining - Vinacomin	Related person of major shareholders	565 Nguyen Trai Street, Thanh Liet Ward, Hanoi	- Contract for safety inspection services and purchase of materials (Contract signed by coal production units) - Other production and business service fields

No.	Name of Business/ Related Person	Relationship	Address	Field of contract and transaction
1.16	Mining Technology and Equipment Development Joint Stock Company	Related person of major shareholders	No. 3 Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City	<ul style="list-style-type: none"> <li>- Electrical equipment testing and calibration service contract (Contract signed by coal production units)</li> <li>- Other production and business service fields</li> </ul>
1.17	Coal-Mineral Hospital	Related person of major shareholders	Alley 1, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City	<ul style="list-style-type: none"> <li>- Health examination contract</li> <li>- Other production and business service fields</li> </ul>
1.18	Vinacomin Automobile Industry Joint Stock Company	Related person of major shareholders	No. 370 Tran Quoc Tang Street, Cua Ong Ward, Quang Ninh Province	<ul style="list-style-type: none"> <li>- Material purchase contract</li> <li>- Other production and business service fields</li> </ul>
1.19	VINACOMIN - Minerals Holding Corporation and its branches	Related person of major shareholders	193 Nguyen Huy Tuong Street, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi	<ul style="list-style-type: none"> <li>- Other production and business service fields</li> <li>- Nursing Contract</li> </ul>
1.20	VINACOMIN – Power Holding Corporation and its branches	Related person of major shareholders	No. 3 Duong Dinh Nghe, Yen Hoa Ward, Hanoi	<ul style="list-style-type: none"> <li>- Other production and business service fields</li> <li>- Electricity purchase and sale contract for consumption (signed by Na Duong Coal Company - VVMI)</li> </ul>
2	VVMI La Hien Cement Joint Stock Company	Subsidiary company	Cay Bong Hamlet, La Hien Commune, Thai Nguyen Province	Contract for buying and selling waste rock after screening (signed by Khanh Hoa Coal Company - VVMI) and fields serving production

No.	Name of Business/ Related Person	Relationship	Address	Field of contract and transaction
				and business
3	VVMI Quan Trieu Cement Joint Stock Company	Subsidiary company	An Khanh Commune, Thai Nguyen Province	Coal purchase and sale contract, limestone purchase and sale contract, waste rock purchase and sale contract after screening (signed by Khanh Hoa Coal Company - VVMI), Contract for purchasing cement bags (signed by Nui Hong Coal Company - VVMI) and fields serving production and business
4	Tan Quang Cement Joint Stock Company - VVMI	Subsidiary company	Hamlet No. 5, Nong Tien Ward, Tuyen Quang Province	Coal purchase and sale contract, Cement bag purchase contract (signed by Nui Hong Coal Company - VVMI) and fields serving production and business
5	Viet Bac Mining Mechanical Joint Stock Company - VVMI	Subsidiary company	Hamlet No. 2, An Khanh Commune, Thai Nguyen Province	Equipment repair contracts (signed by coal production companies) and fields serving production and business
6	VVMI Mechanical and Pressure Equipment Joint Stock Company	Subsidiary company	506 Ha Huy Tap Street, Phu Dong Ward, Hanoi	Equipment repair contracts (signed by coal production companies) and fields serving production and business

No.	Name of Business/ Related Person	Relationship	Address	Field of contract and transaction
7	Construction Materials and General Trading Joint Stock Company - VVMI	Subsidiary company	Ta Lai Hamlet, Hoang Van Thu Commune, Lang Son Province	Contract for fields serving production and business
8	VVMI - Manufacturing And Materials Equipment Trading Joint Stock Company	Subsidiary company	Group 12, Thu Lam Commune, Hanoi City	Contract for renting assets and fields serving production and business
9	Thai Nguyen Hotel Joint Stock Company - VVMI	Subsidiary company	No. 2 Hoang Van Thu Street, Hoang Van Thu Ward, Thai Nguyen Province	Contract for renting rooms, conference organization and fields serving production and business

The Board of Directors of the Parent Company would like to request the Shareholders of the Parent Company to consider approving and assigning the General Director of the Parent Company to sign and organize the implementation of contracts and transactions between the Parent Company and the above-mentioned enterprises and related person in accordance with the provisions of law. Regarding the implementation time of contracts and transactions from January 1, 2026 until there are other changes.

The Board of Directors of Vinacomin - Viet Bac Mining Industry Holding Corporation would like to request the General Meeting of Shareholders of the Parent Company to consider and approve the above contents for the Parent Company to comply with regulations./.

**Recipient:**

- Shareholders;
- Member of BOD, Supervisory Board (e-copy);
- Archived at: Office, Secretary of Parent Company.

**ON BEHALF OF THE BOARD OF DIRETORS  
CHAIRMAN**

**Le Quang Binh**

No. 179/TT-HDQT

Hanoi, May 29, 2026

**SUBMISSION**  
**Regarding the amendment and supplementation of business lines and amendment of the Charter of the Parent company**

To: 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 at its 9th Session on June 17, 2020;

Pursuant to Decision No. 302/QĐ-HDQT dated October 16, 2025 of the Board of Directors of the Parent company promulgating the Charter of organization and operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

The Board of Directors of the Parent company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the following contents:

I. Approval of the amendment and supplementation of the Parent company's business lines:

1. Addition of the following registered business line:

No.	Business Line	Code	Reason for addition
1	Architectural activities and related technical consultancy (Details: Surveying and mapping activities)	7110	In accordance with the Law on Survey and Mapping No. 27/2018/QH14 dated June 14, 2018 and its guiding and implementing documents

2. Amendment of the "Business lines of the Parent company" in accordance with the Vietnam Standard Industrial Classification issued under Decision No. 36/2025/QĐ-TTg dated September 29, 2025, as detailed in Appendix 1 attached hereto.

II. Approval of the amendment and supplementation of the Parent company's business lines stipulated in Clause 2, Article 4 of the Charter of the Parent company, as detailed in Appendix 2 attached hereto.

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

**Recipients:**

- Shareholders;
- Member of the Board of Directors, General Director, Deputy Director (e);
- Supervisory Board (e);
- Subsidiaries, departments of the Parent company (e);
- Archived at: Office, Human Resources Department, Secretary of the Parent company

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

**Le Quang Binh**

**Appendix 1**  
**Amendments to the business lines of VINACOMIN - Viet Bac Mining Industry Holding Corporation in accordance with Decision No. 36/2025/QĐ-TTg**  
*(Attached to Submission No. 179/TTr-HDQT dated May 29, 2026)*

**1. List of business lines unchanged under Decision No. 36/2025/QĐ-TTg: 39 business lines.**

Current business lines of the Parent company			Updated business lines under Decision No. 36/2025/QĐ-TTg	
No.	Code	Business line	Code	Business line
1	0510 (Principal)	Mining and collection of hard coal	0510 (Principal)	Mining and collection of hard coal
2	0520	Mining and collection of lignite	0520	Mining and collection of lignite
3	0810	Quarrying of stone, sand, gravel and clay Details: Extraction of soil and rock, stone, sand, gravel and clay from waste dumps generated during mining activities; quarrying of stone; extraction of sand; extraction of gravel; extraction of clay.	0810	Quarrying of stone, sand, gravel and clay Details: Extraction of soil and rock, stone, sand, gravel and clay from waste dumps generated during mining activities; quarrying of stone; extraction of sand; extraction of gravel; extraction of clay.
4	0892	Extraction and collection of peat	0892	Extraction and collection of peat
5	1702	Manufacture of corrugated paper, paperboard and containers of paper and paperboard	1702	Manufacture of corrugated paper, paperboard and containers of paper and paperboard
6	2392	Manufacture of clay building materials	2392	Manufacture of clay building materials
7	2394	Manufacture of cement, lime and plaster	2394	Manufacture of cement, lime and plaster
8	2395	Manufacture of concrete and products of concrete, cement and plaster	2395	Manufacture of concrete and products of concrete, cement and plaster
9	2431	Casting of iron and steel	2431	Casting of iron and steel
10	2511	Manufacture of structural metal products	2511	Manufacture of structural metal products
11	2512	Manufacture of tanks, reservoirs and containers of metal	2512	Manufacture of tanks, reservoirs and containers of metal
12	2513	Manufacture of steam generators (except central heating boilers)	2513	Manufacture of steam generators (except central heating boilers)
13	2591	Forging, pressing, stamping and roll-forming of metal; powder metallurgy	2591	Forging, pressing, stamping and roll-forming of metal; powder metallurgy
14	2592	Machining; treatment and coating of metals	2592	Machining; treatment and coating of metals
15	2813	Manufacture of pumps, compressors, taps and valves	2813	Manufacture of pumps, compressors, taps and valves
16	2814	Manufacture of bearings, gears, gearing and driving elements	2814	Manufacture of bearings, gears, gearing and driving elements

Current business lines of the Parent company			Updated business lines under Decision No. 36/2025/QD-TTg	
No.	Code	Business line	Code	Business line
17	2815	Manufacture of ovens, furnaces and furnace burners	2815	Manufacture of ovens, furnaces and furnace burners
18	2816	Manufacture of lifting and handling equipment	2816	Manufacture of lifting and handling equipment
19	2819	Manufacture of other general-purpose machinery	2819	Manufacture of other general-purpose machinery
20	2824	Manufacture of machinery for mining, quarrying and construction	2824	Manufacture of machinery for mining, quarrying and construction
21	2829	Manufacture of other special-purpose machinery	2829	Manufacture of other special-purpose machinery
22	2910	Manufacture of motor vehicles	2910	Manufacture of motor vehicles
23	2930	Manufacture of parts and accessories for motor vehicles	2930	Manufacture of parts and accessories for motor vehicles
24	3290	Other manufacturing has not been classified anywhere	3290	Other manufacturing has not been classified anywhere
25	3320	Installation of industrial machinery and equipment	3320	Installation of industrial machinery and equipment
26	3600	Water collection, treatment and supply	3600	Water collection, treatment and supply
27	3700	Sewerage and wastewater treatment activities	3700	Sewerage and wastewater treatment activities
28	4101	Construction of residential buildings	4101	Construction of residential buildings
29	4102	Construction of non-residential buildings	4102	Construction of non-residential buildings
30	4211	Construction of railways	4211	Construction of railways
31	4212	Construction of roads and highways	4212	Construction of roads and highways
32	4390	Other specialized construction activities	4390	Other specialized construction activities
33	4659	Wholesale of other machinery, equipment and spare parts	4659	Wholesale of other machinery, equipment and spare parts
34	4912	Freight transport by railways	4912	Freight transport by railways
35	4932	Other passenger land transport	4932	Other passenger land transport
36	4933	Freight transport by road	4933	Freight transport by road
37	5610	Restaurants and mobile food service activities	5610	Restaurants and mobile food service activities
38	6810	Real estate activities with own or leased property. Details: Leasing and operating non-residential buildings and land.	6810	Real estate activities with own or leased property. Details: Leasing and operating non-residential buildings and land.

Current business lines of the Parent company			Updated business lines under Decision No. 36/2025/QD-TTg	
No.	Code	Business line	Code	Business line
39	8710	Residential nursing care activities	8710	Residential nursing care activities

**2. List of business lines with changes in business line names only (business codes unchanged): 07 business lines.**

Current business lines of the Parent company			Updated business lines under Decision No. 36/2025/QD-TTg	
No.	Code	Business line	Code	Business line
1	3020	Manufacture of railway locomotives, electric railcars and rolling stock	3020	Manufacture of railway locomotives, electric railcars, rolling stock and specialized rail vehicles and equipment
2	3312	Repair of machinery and equipment	3312	Repair and maintenance of machinery and equipment
3	3313	Repair of electronic and optical equipment	3313	Repair and maintenance of electronic and optical equipment
4	3314	Repair of electrical equipment	3314	Repair and maintenance of electrical equipment.
5	3315	Repair and maintenance of transport equipment (except motor vehicles, motorcycles and mopeds)	3315	Repair, maintenance of transport equipment (except motor vehicles, motorcycles and mopeds).
6	3319	Repair of other equipment	3319	Repair and maintenance of other equipment
7	5510	Short-stay accommodation activities	5510	Hotels and similar accommodation

**3. List of business lines with changes in business codes only (business line names unchanged): 03 business lines.**

Current business lines of the Parent company			Updated business lines under Decision No. 36/2025/QD-TTg	
No.	Code	Business line	Code	Business line
1	4511	Wholesale of cars and other motor vehicles	4661	Wholesale of cars and other motor vehicles
2	4661	Wholesale of solid, liquid and gaseous fuels and related products	4671	Wholesale of solid, liquid and gaseous fuels and related products
3	4663	Wholesale of construction materials and installation supplies. Details: Wholesale of soil and rock, stone, sand, gravel and clay extracted and/or produced from waste dumps generated during mining activities	4673	Wholesale of construction materials and installation supplies. Details: Wholesale of soil and rock, stone, sand, gravel and clay extracted and/or produced from waste dumps generated during mining activities.

**4. List of business lines with changes in both business line names and business codes: 02 business lines.**

Current business lines of the Parent company			Updated business lines under Decision No. 36/2025/QD-TTg	
No.	Code	Business line	Code	Business line
1	4513	Agency for automobiles and other motor vehicles	4610	Agency, brokerage and auction of goods. (Details: Agency for automobiles and other motor vehicles).
2	4520	Maintenance and repair of automobiles and other motor vehicles	9531	Repair and maintenance of automobiles and other motor vehicles

**5. List of business lines to be split into two business lines: 01 business line.**

Current business lines of the Parent company			Updated business lines under Decision No. 36/2025/QD-TTg	
No.	Code	Business line	Code	Business line
1	4530	Sale of parts and accessories of automobiles and other motor vehicles	4662	Wholesale of parts and accessories of automobiles and other motor vehicles
2			4782	Retail sale of parts and accessories of automobiles and other motor vehicles

**6. List of business lines to be newly added: 01 business line.**

No.	Code	Business line
1	7110	Architectural activities and related technical consultancy Details: Surveying and mapping activities

**Appendix 2**  
**AMENDMENTS TO CLAUSE 2, ARTICLE 4 OF THE CHARTER OF PARENT COMPANY**

*(Attached to Submission No. 179 /TTr-HDQT dated May 29 , 2026)*

No.	Code	Business line
1	0510 (Principal)	Mining and collection of hard coal
2	0520	Mining and collection of lignite
3	0810	Quarrying of stone, sand, gravel and clay Details: Extraction of soil and rock, stone, sand, gravel and clay from waste dumps generated during mining activities; quarrying of stone; extraction of sand; extraction of gravel; extraction of clay
4	0892	Extraction and collection of peat
5	1702	Manufacture of corrugated paper, paperboard and containers of paper and paperboard
6	2392	Manufacture of clay building materials
7	2394	Manufacture of cement, lime and plaster
8	2395	Manufacture of concrete and products of concrete, cement and plaster
9	2431	Casting of iron and steel
10	2511	Manufacture of structural metal products
11	2512	Manufacture of tanks, reservoirs and containers of metal
12	2513	Manufacture of steam generators (except central heating boilers)
13	2591	Forging, pressing, stamping and roll-forming of metal; powder metallurgy
14	2592	Machining; treatment and coating of metals
15	2813	Manufacture of pumps, compressors, taps and valves
16	2814	Manufacture of bearings, gears, gearing and driving elements
17	2815	Manufacture of ovens, furnaces and furnace burners
18	2816	Manufacture of lifting and handling equipment
19	2819	Manufacture of other general-purpose machinery
20	2824	Manufacture of machinery for mining, quarrying and construction
21	2829	Manufacture of other special-purpose machinery
22	2910	Manufacture of motor vehicles
23	2930	Manufacture of parts and accessories for motor vehicles
24	3020	Manufacture of railway locomotives, electric railcars, rolling stock and specialized rail vehicles and equipment
25	3290	Other manufacturing has not been classified anywhere
26	3312	Repair and maintenance of machinery and equipment

No.	Code	Business line
27	3313	Repair and maintenance of electronic and optical equipment
28	3314	Repair and maintenance of electrical equipment
29	3315	Repair and maintenance of transport equipment (except motor vehicles, motorcycles and mopeds)
30	3319	Repair and maintenance of other equipment
31	3320	Installation of industrial machinery and equipment
32	3600	Water collection, treatment and supply
33	3700	Sewerage and wastewater treatment activities
34	4101	Construction of residential buildings
35	4102	Construction of non-residential buildings
36	4211	Construction of railways
37	4212	Construction of roads and highways
38	4390	Other specialized construction activities
39	4610	Agency, brokerage and auction of goods. Details: Agency for automobiles and other motor vehicles.
40	4659	Wholesale of other machinery, equipment and spare parts
41	4661	Wholesale of automobiles and other motor vehicles
42	4662	Wholesale of parts and accessories of automobiles and other motor vehicles
43	4671	Wholesale of solid, liquid and gaseous fuels and related products
44	4673	Wholesale of construction materials and installation supplies. Details: Wholesale of soil and rock, stone, sand, gravel and clay extracted and/or produced from waste dumps generated during mining activities; wholesale of cement; wholesale of bricks, tiles, stone, sand and gravel; wholesale of bamboo, rattan, timber and processed wood.
45	4782	Retail sale of parts and accessories of automobile and other motor vehicle
46	4912	Freight transport by railways
47	4932	Other passenger land transport
48	4933	Freight transport by road
49	5510	Hotels and similar accommodations
50	5610	Restaurants and mobile food service activities
51	6810	Real estate activities with own or leased property. Details: Leasing and operating non-residential buildings and land.
52	7110	Architectural activities and related technical consultancy. Details: Surveying and mapping activities.
53	8710	Residential nursing care activities
54	9531	Repair and maintenance of automobiles and other motor vehicles

- Other business lines as permitted by applicable laws.

Hanoi, 31 May, 2026

**RESOLUTION  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
VINACOMIN - VIET BAC MINING INDUSTRY HOLDING  
CORPORATION**

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

Pursuant to the amended Charter of Organization and Operation of VINACOMIN - Viet Bac Mining Industry Holding Corporation issued under Decision No. 302/QĐ-HĐQT dated October 16, 2025 of the Board of Directors of the Parent Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of the Parent Company dated May 31, 2026.

**RESOLVES:**

**Article 1.** Approval of Report No. 1361/BC-CMV dated 06/5/2026 on the 2025 production and business performance and the 2026 production and business plan orientation of the Parent Company - VINACOMIN - Viet Bac Mining Industry Holding Corporation, with the following main contents:

1.1. Results of key targets against the Resolution of the 2025 Annual General Meeting of Shareholders of the Parent Company (figures according to the audited Financial Statements):

No.	Items	Unit	Resolution of the GMS for 2025	Actual in 2025	Achievement rate (%)
1	Physical items				
	- Raw coal	1000 Tons	930	785,4	84,45
	- Peel off soil and rocks	1000 m <sup>3</sup>	10.766	8 478,4	78,75
	- Clean coal for production and import	1000 Tons	1.070	1 093,4	102,19
	- Coal consumption	1000 Tons	1.257	1 237	98,41
2	Charter capital	Million VND	1.050.000	1.050.000	100,00
3	Total revenues	"	2.400.771	2550.970	106,25
4	Profit before tax	"	282.293	250.567	88,76
5	CIT payment	"	56.198	45.740	81,39
6	Profit after tax	"	226.695	204.827	90,35
7	Dividend payout ratio/Charter capital	%	≥ 9%	Expected 10,5 %	116,67

No.	Items	Unit	Resolution of the GMS for 2025	Actual in 2025	Achievement rate (%)
8	Construction investment	Million VND	187.899	310.461	165,23

1.2. Production and business plan targets of the Parent company for 2026:

No.	Items	Unit	Plan for 2026
1	Physical items		
	- Raw coal	1000 Tons	1.350
	- Peel off soil and rocks	1000 m <sup>3</sup>	17.360
	- Self-produced clean coal	1000 Tons	1.559
	- Coal consumption	1000 Tons	1.664
2	Charter capital	Million VND	1.050.000
3	Total revenues	"	2.680.956
4	Profit before tax	"	153.887
5	CIT payment	"	30.777
6	Profit after tax	"	123.110
7	Dividend payout ratio/Charter capital	%	≥ 8%
8	Construction investment	Million VND	381.026

**Article 2.** Approval of Report No.151/BC-HDQT dated 07/5/2026 on the activities of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation for 2025 and the orientation for 2026.

*The 2026 Annual General Meeting of Shareholders authorizes the Board of Directors to proactively adjust certain arising targets in the production and business plan and the construction investment plan under the authority of the General Meeting of Shareholders, after obtaining opinions from Vietnam National Coal and Mineral Industries Holding Corporation Limited, provided that the 2026 production and business results do not incur losses*

**Article 3.** Approval of Report No. 019/BC-BKS dated May 6, 2026 of the Supervisory Board of VINACOMIN - Viet Bac Mining Industry Holding Corporation on its activities for 2025 and the orientation for 2026.

**Article 4.** Approval of Submission No 147 /TTr-BKS dated 07/5/2026 regarding the approval of the audited financial settlement of the Parent Company - VINACOMIN - Viet Bac Mining Industry Holding Corporation, and the remuneration paid to the General Director and other managers in 2025.

The profit distribution plan for 2025, with a dividend payout ratio to charter capital of 10.5%, is as follows:

<b>1</b>	<b>Profit after Corporate Income Tax</b>	VND	<b>265.003.141.913</b>
	Of which: + Profit from previous years carried forward	VND	60.176.541.545
	+ Profit of the current year	VND	204.826.600.368
<b>2</b>	<b>Current year undistributed retained earnings</b>	VND	<b>55.849.115.119</b>

<b>3</b>	<b>Dividend payment plan for 2025</b>		
3.1	Dividend rate per AGM resolution at beginning of year	%	≥ 9 %
3.2	Actual dividend rate for 2025	%	10,5
3.3	Total dividend payment amount	VND	110.250.000.000
<b>4</b>	<b>Offset of prior years' losses that have expired the period for deduction from pre-tax profit (if any)</b>		
<b>5</b>	<b>Remaining profit (5=1-2-3.3-4)</b>	<b>VND</b>	<b>98.904.026.794</b>
a	Allocation to development investment fund	VND	61.447.980.110
b	Allocation to bonus and welfare fund	VND	37.456.046.684
b.1	Actual salary fund of the Company for 2025	VND	245.708.383.562
b.2	Average monthly salary fund of the Company	VND	20.475.698.630
+	Average number of employees in 2025	Persons	1.670
+	Average monthly salary in 2025	VND/ Person/ month	12.260.897
b.3	Number of months of salary used for allocation	Month	2,73
<b>b.4</b>	<b>Amount allocated to bonus and welfare fund (b4=b2*b3)</b>	<b>VND</b>	<b>37.456.046.684</b>
+	Allocation to bonus and welfare fund per month of average salary	Month	1,83
+	Allocation to bonus and welfare fund per average employee	VND/ Person	22.428.770

**Article 5.** Approval of the payment of remuneration to members of the Board of Directors and the Supervisory Board for 2025 and the payment plan for 2026:

**5.1. Remuneration payment to BOD and Supervisory Board for 2025:**

No.	Position	No. of persons	Monthly rate per AGM Resolution	No. of months	Total remuneration for 2025 (VND)
<b>I</b>	<b>Board of Directors</b>				
1	Chairman of the BOD	1	6 200 000	12	74 400 000
2	Member of the BOD	1	5 400 000	12	64 800 000
		1	5 400 000	10.5	56 700 000
<b>II</b>	<b>Supervisory Board</b>				
1	Supervisory Board member	2	5 000 000	12	120 000 000
	<b>Total</b>				<b>315 900 000</b>

**5.2. Payment of allowances to the Independent BOD Member for 2025:**

No.	Position	No. of persons	Total allowance paid for 2025 (VND)	Actual monthly rate	Notes
1	Independent BOD Member	1	260 100 000	27 000 000	Independent BOD Member resigned effective October 15, 2025

**5.3. Remuneration payment plan for BOD and Supervisory Board for 2026:**

No.	Position	No. of persons	Monthly rate per AGM Resolution	No. of months	Total remuneration for 2026 (VND)
<b>I</b>	<b>Board of Directors</b>				
1	Chairman of the BOD	1	6 200 000	12	74 400 000
2	Member of the BOD	1	5 400 000	12	64 800 000
		1	5 400 000	7	37 800 000
<b>II</b>	<b>Supervisory Board</b>				
1	Supervisory Board member	2	5 000 000	12	120 000 000
	<b>Total</b>				<b>297 000 000</b>

**5.4. Allowance payment plan for the Independent BOD Member for 2026:**

The allowance payment plan for the Independent BOD Member for 2026 is VND 27,000,000 per month.

**Article 6.** Approval of Submission No. 020/TTr-BKS dated 06/5/2026 on the selection of an independent audit firm to audit the Parent Company's 2026 Financial Statements.

The General Meeting of Shareholders authorizes the Board of Directors of the Parent Company to select the audit firm in accordance with legal regulations.

**Article 7.** Approval of and authorization to the General Director of the Parent Company to sign and organize the implementation of contracts and transactions between VINACOMIN - Viet Bac Mining Industry Holding Corporation and related enterprises and related persons for 2026 under Submission No. 155 /TTr-HĐQT dated 07 /5/2026 in compliance with legal regulations.

**Article 8.** Approval of Submission No. 179/TTr-HĐQT dated 29 May 2026 regarding the amendment and supplementation of the Company's business lines and the amendment of the Charter of the Corporation.

**Article 9.** Approval of the results of the additional election of members of the Board of Directors and the Supervisory Board for the term 2025–2030:

- Board of Directors for the term 2025-2030:

1. Mr. **Bui Tran Dong**

2. Mr. **Hoang Kieu Hung**

3. Mr. **Ngoc Ngoc Son** - Independent BOD Member

- Supervisory Board for the term 2025-2030:

1. Ms **Le Thi Thu Trang**

**Article 10.** Implementation provisions

- This Resolution was approved in its entirety by the 2026 Annual General Meeting of Shareholders of VINACOMIN - Viet Bac Mining Industry Holding Corporation by way of vote.

- This Resolution takes effect immediately upon the conclusion of the General Meeting.

- The members of the Board of Directors, the Supervisory Board, and the Executive Board are responsible for implementing this Resolution and organizing its execution in accordance with their respective functions, legal regulations, and the Charter of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

***Recipients:***

- Shareholders;
- As per Article 9 (e-copy);
- Department of the Parent Company (e-copy);
- Subsidiaries (e-copy);
- Website of the Parent Company;
- Archived:Office, BOD, Secretary of the Parent Company (H.08).

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

**Le Quang Binh**