

No: **3766** /NQ-VNBC

Quang Ninh, April 28, 2026

**RESOLUTION**  
**Annual general Meeting of shareholders 2026**

**GENERAL MEETING OF SHAREHOLDERS**  
**NUI BEO COAL JOINT STOCK COMPANY – VINACOMIN**

**Pursuant to** the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam (14th Legislature, 9th Session) on June 17, 2020;

**Pursuant to** the Charter of Nui Beo Coal Joint Stock Company – Vinacomin approved by the Annual General Meeting of Shareholders in 2021;

**Pursuant to** the Minutes of the Annual General Meeting of Shareholders of the Company dated April 28, 2026,

**RESOLUTION:**

**Article 1.** To approve the business and production results for 2025 and the period 2021–2025; and the business and production plan for 2026 and the period 2026–2030 of the Company, with the following key targets:

**1.1. Business performance results for 2025 and the period 2021–2025:**

a) In 2025:

No.	Indicator	Unit	Plan		Implement	Comparison %	
			Beginning of the year	adjustment		Beginning of the year	adjustment
1	Total roadway drivage	Metre	14.800	13.000	13.000	88	100
-	Roadways for production preparation	"	14.800	13.000	13.000	88	100
2	Output of imported coal	10 <sup>3</sup> Tons	1.900	1.950	2.000	105	103
-	Underground coal output	"	1.900	1.950	2.000	105	103
3	Clean coal processed at the mine	10 <sup>3</sup> Tons	1.767	1.858	1.954	111	105
-	Clean coal from imported coal	"	1.767	1.767	1.866	106	106
-	Clean coal from processed products	"		91	88		96

No.	Indicator	Unit	Plan		Implement	Comparison %	
			Beginning of the year	adjustment		Beginning of the year	adjustment
4	Coal sales volume	10 <sup>3</sup> Tons	1.767		1.819	103	
5	Capital construction investment value	Billion VND	324,6	353,4	370,0	114	105
6	Revenue	Billion VND	2.730		2.694	99	
7	Total profit	Billion VND	36,2		51,5	142	
8	Standard workforce	Person	3.385		3.079	91	
9	Average wage	10 <sup>3</sup> VND/person month	19.912		20.850	105	
10	Dividend	%	≥ 5,0		6	120	

b) For the period 2021–2025:

No.	Indicator	Unit	Five-year plan (2021-2025)		Implement	Comparison %	
			Beginning of the year	Adjusted		Beginning of the year	Adjusted
1	Overburden removal	10 <sup>3</sup> m <sup>3</sup>	1.200	4.680	4.837	403	103
-	Production earth	"	1.200	580	580	48	100
-	Earth for safety plan: excavation, transportation and dumping ensured safety	"		4.100	4.258		104
2	Total roadway drivage	Metre	77.300	67.900	68.585	89	101
-	Roadways for production preparation	"	77.300	67.900	68.585	89	101
3	Output of imported coal	10 <sup>3</sup> Tons	8.470	8.208	8.516	101	104
-	Open-pit coal output	"	220	292	292	133	100
-	Underground coal output	"	8.250	7.830	7.945	96	101
-	Coal recovered according to plan	"			192		
-	Other recovered coal	"		86	86		100
4	Clean coal processed at the mine	10 <sup>3</sup> Tons	8.621	8.375	9.526	110	114
-	Clean coal from imported coal	"	7.731	7.379	8.234	107	112
-	Clean coal from	"	890	996	1.291	145	130

No.	Indicator	Unit	Five-year plan (2021-2025)		Imple ment	Comparison %	
			Beginnin g of the year	Adjusted		Beginni ng of the year	Adjusted
	processed products						
5	Coal sales volume	10 <sup>3</sup> Tons	8.621	8.269	9.431	109	114
6	Capital construction investment value	Billion VND	1.113	1.570,4	1.444	130	92
7	Revenue	Billion VND	12.149	13.029	15.070	124	116
8	Total profit	Billion VND	142,4	276	334	234	121
9	Workforce	Người	3.271	3.361	3.143	96	94
10	Average wage	10 <sup>3</sup> VND/pe rson.month	15.258	17.213	18.332	120	107
11	Dividend	%	≥ 3,0	4,2	5,4	180	129

**1.2. Business and production plan for period 2026 – 2030.**

No.	Indicator	Unit	Plan	
			Period 2026÷ 2030	Year 2026
1	Total roadway drivage	Metre	71.820	14.320
-	Roadways for production preparation	"	71.820	14.320
2	Output of imported coal	10 <sup>3</sup> Tons	10.000	2.000
-	Underground coal output	"	10.000	2.000
3	Clean coal processed at the mine	10 <sup>3</sup> Tons	9.258	1.860
-	Clean coal from imported coal	"	9.258	1.860
4	Clean coal from processed products	"	9.258	1.860
5	Coal sales volume	10 <sup>3</sup> Tons	1.571,8	391,3
6	Capital construction investment value	Billion VND	13.270,1	2.877,1
7	Revenue	Billion VND	174,1	36,2
8	Total profit	Billion VND	3.116	3.173
9	Standard workforce	person	22.360	21.010
10	Average wage	10 <sup>3</sup> VND/person. month	≥ 5,0	≥ 5,0

**Article 2.** To approve the payment of salaries, remuneration, and allowances for the Board of Directors, the Supervisory Board, and the Board of Management of the Company in 2025, and the plan for 2026 as follows:



**2.1. Salaries and remuneration of the Board of Directors, Supervisory Board and Board of management in 2025:**

No.	Position	Number of person (Average)	Total (million VND)	Of Which:	
				Salary	Remuneration ...
<b>1</b>	<b>Board of Directors</b>	<b>5,0</b>	<b>506,4</b>	-	<b>506,4</b>
-	Chairman	1,0	64,8	-	64,8
-	Member	4,0	441,6	-	441,6
<b>2</b>	<b>Supervisory Board</b>	<b>3,0</b>	<b>168,0</b>	-	<b>168,0</b>
-	Head of the Supervisory Board	1,0	57,6		57,6
-	Member	2,0	110,4		110,4
<b>3</b>	<b>Board of Management</b>	<b>5,6</b>	<b>2.795,4</b>	<b>2.795,4</b>	-
-	Director	1,0	561,6	561,6	-
-	Deputy Director	3,6	1.780,2	1.780,2	-
-	Chief Accountant	1,0	453,6	453,6	-
	<b>Total</b>	<b>13,6</b>	<b>3.469,8</b>	<b>2.795,4</b>	<b>674,4</b>

**2.2. Plan for payment of salaries, remuneration and allowances to the Board of Directors, Supervisory Board and Board of Management in 2026:**

No.	Position	Number of person	Total (million VND)	Of Which		
				Salary	Remuneration	Allowance
<b>1</b>	<b>Board of Directors</b>	<b>5</b>	<b>506,4</b>	-	<b>230,4</b>	<b>276,0</b>
-	Chairman of the Board of Directors	1	64,8		64,8	
-	Member of the Board of Directors	3	165,6		165,6	
-	Independent Member of the Board of Directors	1	276,0			276,0
<b>2</b>	<b>Supervisory Board</b>	<b>3</b>	<b>168,0</b>	-	<b>168,0</b>	-
-	Head of the Supervisory Board	1	57,6		57,6	
-	Member of the Supervisory Board	2	110,4		110,4	
<b>3</b>	<b>Board of Management</b>	<b>6</b>	<b>2.502</b>	<b>2.502</b>		
-	Director	1	468	468		

No.	Position	Number of person	Total (million VND)	Of Which		
				Salary	Remuneration	Allowance
-	Deputy Director	4	1.656	1.656		
-	Chief accountant	1	378	378		
	<b>Total</b>	<b>14</b>	<b>3.176,4</b>	<b>2.502</b>	<b>398,4</b>	<b>276,0</b>

**\* Payment method:**

- Monthly salary, remuneration and allowances = Annual salary, remuneration and allowances/12 months;

- Each month, members of the Board of Directors, Supervisory Board and Board of Management shall receive an advance of 80% of the monthly salary, remuneration and allowances; the remaining amount shall be settled at year-end based on the Company's production and business performance.

**Article 3.** To approve the Company's Financial Statements for 2025 audited by AASC Auditing Firm Company Limited, including the following key indicators:

* Total Assets	: 2.410.001.543.615 VND;
- Current Assets	: 830.316.090.929 VND;
- Non-current Assets	: 1.579.685.452.686 VND;
* Total Liabilities and Equity	: 2.410.001.543.615 VND;
- Liabilities	: 1.880.056.574.087 VND;
- Equity	: 529.944.969.528 VND.

**Article 4. To approve the profit distribution plan for 2025 as follows:**

No.	Content	Unit	Quantity
<b>1</b>	<b>Net profit after tax</b>	<b>Million VND</b>	<b>79.787</b>
a	Profit carried over from 2024	Million VND	38.705
b	Profit in 2025	Million VND	41.083
<b>2</b>	<b>Undistributed retained earning</b>	<b>Million VND</b>	<b>36.230</b>
	<i>Including: Deferred income tax assets as of December 31, 2025</i>	<i>Million VND</i>	36.230
<b>3</b>	<b>Distributed profits</b>	<b>Million VND</b>	<b>43.557</b>
<b>3.1</b>	<b>Dividend payment Million</b>	<b>Million VND</b>	<b>22.199</b>
-	Dividend payout ratio	%	6
<b>3.2</b>	<b>Remaining profit after dividend payment</b>	<b>Million VND</b>	<b>21.358</b>
a	Development investment fund	Million VND	-
b	Reward and welfare fund	Million VND	21.358

**Article 5.** To approve contracts and transactions between the Company and related parties.

**Article 6.** To approve the addition of the business line “Architectural activities and related technical consultancy. Details: Surveying and mapping activities; Industry code (7110).” To amend and supplement Clause 6, Article 2 and Clause 2, Article 4 of the Company’s Charter in accordance with the Company’s Enterprise Registration Certificate.

**Article 7.** To approve the Report on activities of the Board of Directors in 2025 and for the term 2021–2026; and the plan for 2026 and the term 2026–2031.

**Article 8.** To approve the report on evaluation of business and production results, appraisal of the audited financial statements for 2025; the report on activities of the Supervisory Board; and the evaluation of the Company’s management by the Board of Directors and the Executive Director in 2025 and for the entire term 2021–2026.

**Article 9.** To approve the results of the election of the Board of Directors and the Supervisory Board of the Company for the 5th term (2026–2031) as follows:

No.	Full name	Position	Note
<b>I</b>	<b>Board of Directors</b>		
1	Tran Tuan Anh	Chairman of the Board of Directors	Representative of TKV’s capital
2	Doan Dac Tho	Board Member, General Director	Director
3	Truong Thuy Mai	Member of the Board of Directors	Representative of TKV
4	Nguyen Tuan Dung	Member of the Board of Directors	
5	Dang Van Ngong	Member of the Board of Directors	Independent Member of the Board of Directors
<b>II</b>	<b>Supervisory Board</b>		
1	Vu Thi Dung	Head of the Supervisory Board	Representative of TKV
2	Nguyen Tien Nhuong	Member of the Supervisory Board	Representative of TKV
3	Do Thi Thanh Huyen	Member of the Supervisory Board	

**Article 10.** To approve the list of independent auditing firms to conduct the audit of the Company’s Financial Statements for the first six months and the full year of 2026.



No.	Company's name	Address
1	AASC Auditing Firm Company Limited	No. 01 Le Phung Hieu street, Hoan Kiem district, Ha Noi.
2	CPA Vietnam Auditing Co., Ltd. – Northern Branch	Head Office: Room 902, 9th floor, VG Building Office Tower, No. 235 Nguyen Trai Street, Khuong Dinh Ward, Ha Noi.

**Article 11. Implementation provisions**


11.1. The Annual General Meeting of Shareholders 2026 authorizes the Board of Directors of Nui Beo Coal Joint Stock Company – Vinacomin to:

- Implement the Company's restructuring plan in line with the orientation of Vinacomin; and to lease assets and equipment to serve the Company's business and production activities;

- Select an independent auditing firm from the list approved by the General Meeting of Shareholders to audit the Financial Statements for the first six months and the full year of 2026;

- To organize the distribution of profits, payment of dividends, and determination of bonus levels for members of the Board of Directors, Supervisory Board, and Management Board within the scope of the reward and welfare fund approved by the General Meeting of Shareholders, ensuring compliance with the law, the Company's Charter, and the Company's current financial management regulations.

- Adjust business and production plan targets in accordance with the Company's actual conditions; and take responsibility for duly implementing the approved matters and reporting to the General Meeting of Shareholders at the nearest meeting in accordance with applicable laws and the Company's Charter, ensuring the interests of shareholders and the Company.

11.2. This Resolution was duly adopted by the Annual General Meeting of Shareholders of Nui Beo Coal Joint Stock Company – Vinacomin in 2026 and is assigned to the Board of Directors for implementation from April 28, 2026. 

**Recipients:**

- Vietnam National Coal and Mineral Industries Group (Vinacomin); State Securities Commission of Vietnam; Hanoi Stock Exchange (HNX); Vietnam Securities Depository and Clearing Corporation (VSDC) (for reporting);
- Management personnel; Shareholders of the Company;
- Divisions and departments (electronic copies);
- Office for publication on the Company's website;
- Filed at: Administration Office; Board of Directors.

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



**CHAIRMAN OF THE BOARD OF  
DIRECTORS  
Tran Tuan Anh**

**ARTICLES OF ASSOCIATION  
NUI BEO COAL JOINT STOCK COMPANY – VINACOMIN  
AMENDMENTS AND SUPPLEMENTS**

*(Attached to the Resolution of the Annual General Meeting of Shareholders 2026)*

**1. Amend point 6, Article 2:**

Registered office of the Company:

- Address: 799 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province;

**2. Amend and supplement point 2, Article 4**

Business lines of the Company:

No.	Industry Name Industry	Code
1	Technical testing and analysis	7120
2	Manufacture of fabricated metal structures	2511
3	Mining and collection of hard coal	0510
4	Mining and collection of lignite	0520
5	Machining; treatment and coating of metals	2592
6	Quarrying of stone, sand, gravel and clay	0810
7	Freight transport by road	4933
8	Mining of iron ores	0710
9	Extraction and collection of peat	0892
10	Finishing of construction works	4330
11	Freight transport by rail	4912
12	Passenger transport by road within urban and suburban areas (excluding bus transport)	4931
13	Inland waterway freight transport	5022
14	Other service activities incidental to transportation	5229
15	Forging, pressing, stamping and roll-forming of metal; powder metallurgy	2591
16	Manufacture of cutlery, hand tools and general metal hardware	2593
17	Manufacture of machinery for mining and construction	2824
18	Repair and maintenance of transport equipment (excluding automobiles, motorcycles, and other motor vehicles)	3315
19	Wholesale of electronic and telecommunications equipment and components	4652
20	Service activities directly supporting water transport	5222
21	Demolition	4311
22	Site preparation	4312
23	Restaurants and mobile food service activities	5610
24	Renting and leasing of recreational and sports equipment	7721

No.	Industry Name Industry	Code
25	Tour operator activities	7912
26	Sports and recreation education	8551
27	Cultural arts education	8552
28	Operation of sports facilities	9311
29	Electrical installation	4321
30	Installation of industrial machinery and equipment	3320
31	Architectural and engineering activities and related technical consultancy. Details: supervision of construction and completion of mining works; supervision of construction and completion of civil and industrial works; supervision of installation of electrical equipment and technologies for civil and industrial works; supervision of installation of control systems and technologies for mining works; supervision of installation of mechanical equipment and technologies for mining works; supervision of construction and completion works for civil, industrial, and technical infrastructure projects	7110
32	Construction of hydraulic engineering works	4291
33	Sewerage and wastewater treatment. Details: operation and management of wastewater treatment plants	3700
34	Construction of mining works	4292
35	Construction of processing and manufacturing works	4293
36	Construction of other civil engineering projects	4299
37	Other support service activities for mining	0990
38	Retail sale of automotive spare parts and accessories	4782
39	Construction of residential buildings	4101
40	Steam and air conditioning supply; production and distribution of steam, hot water, air conditioning, and ice	3530
41	Repair and maintenance of machinery and equipment	3312
42	Construction of non-residential buildings	4102
43	Repair and maintenance of fabricated metal products	3311
44	Renting and leasing of machinery, equipment and other tangible goods without operator	7730
45	Repair and maintenance of electrical equipment	3314
46	Construction of railway projects	4211
47	Repair and maintenance of electronic and optical equipment	3313
48	Repair and maintenance of other equipment	3319
49	Construction of road projects	4212
50	Maintenance and repair of automobiles and other motor vehicles	9531

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No.	Industry Name Industry	Code
51	Service activities directly supporting railway transport	5221
52	Maintenance and repair of motorcycles	9532
53	Service activities directly supporting road transport	5225
54	Manufacture of non-alcoholic beverages and mineral water	1105
55	Wholesale of construction materials and other installation supplies	4673
56	Construction of electrical works	4221
57	Production of electricity from non-renewable energy sources	3511
58	Production of electricity from renewable energy sources	3512
59	Construction of water supply and drainage works	4222
60	Transmission and distribution of electricity	3513
61	Construction of telecommunication and communication works	4223
62	Other short-term accommodation activities	5520
63	Construction of other public utility works	4229
64	Other amusement and recreation activities	9329
65	Business management consultancy and other management consultancy activities. Details: investment project management consultancy; consultancy on contractor selection	7020
66	Architectural and related engineering consulting activities. Details: Surveying and mapping activities	7110

*Quang Ninh, April 28, 2026*

**MINUTES**  
**Annual General Meeting of Shareholders 2026**

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Company name: **Nui Beo Coal Joint Stock Company – Vinacomin**  
Head office: **799 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province**

Enterprise Registration Certificate No.: 5700101700, 14th amendment dated August 5, 2025, issued by the Business Registration Office – Department of Finance of Quang Ninh Province

The Company held the Annual General Meeting of Shareholders 2026 at the Company's Office (799) at 08:00 on April 28, 2026, under the chairmanship of Mr. Tran Tuan Anh – Chairman of the Board of Directors.

- Attendees: 11 shareholders, holding and representing 24,064,925 shares, accounting for 65.04% of the total voting shares of the Company.

- The Meeting appointed Mr. Huynh Huu Nam – a shareholder of the Company – as the Secretary of the Meeting; and appointed Mr. Luu Anh Duc – an employee of the Company – to assist the Secretary in collecting and counting voting ballots.

- The Meeting elected Mr. Nguyen Hoa Binh, Mr. Nguyen Quang Huynh, and Mr. Pham Thanh Viet – employees of the Company – to the Vote Counting Committee.

**The Meeting was conducted in accordance with the following agenda:**

**I. Procedures of the Meeting:**

1. Mr. Nguyen Tien Nhuong, member of the Supervisory Board and Head of the Shareholder Eligibility Verification Committee, presented the report on verification of shareholders' eligibility (attached).

2. The Chairperson concluded: Based on the Law on Enterprises and the Company's Charter, the Annual General Meeting of Shareholders 2026 held on April 28, 2026 at the Company's Office has satisfied all conditions to proceed in accordance with regulations.

**II. The Meeting discussed and approved the following matters:**

**1. Rules and agenda of the Meeting:**

1.1. Mr. Dang Van Ngong, member of the Board of Directors, presented: (i) the Meeting's working regulations and (ii) the Meeting agenda (attached).

1.2. Discussion: The Meeting had no comments.

### 1.3. Voting results:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting.
- Against: 0 shareholders.
- Other opinions: 0 shareholders.

1.4. The Chairperson concluded that the Meeting approved the Rules and Agenda of the Meeting with the following voting results: In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting.

## ***2. Discussion and approval of the following reports: (1) Report on the activities of the Board of Directors in 2025 and for Term IV (2021–2026); (2) Report on the activities of the Supervisory Board and evaluation of the performance of the Board of Directors and the General Director in 2025 and for the entire Term IV 2021–2026.***

2.1. Mr. Nguyen Tuan Dung, member of the Board of Directors, presented the Report on the activities of the Board of Directors in 2025 and for Term IV (2021–2026) (attached).

2.2. Ms. Vu Thi Dung, Head of the Supervisory Board, presented the Report on the activities of the Supervisory Board and the evaluation of the performance of the Board of Directors and the General Director in 2025 and for the entire Term IV (2021–2026) (attached).

2.3. Discussion: The Meeting had no comments.

### 2.4. Voting results:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;
- Against: 0 shareholders;
- Other opinions: 0 shareholders.

2.5. The Chairperson concluded that the Meeting approved: <sup>(1)</sup> the Report on the activities of the Board of Directors in 2025 and for Term IV (2021–2026); <sup>(2)</sup> the Report on the activities of the Supervisory Board and the evaluation of the performance of the Board of Directors and the General Director in 2025 and for the entire Term IV (2021–2026), with the following voting results: In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting.

## ***3. Election of the Board of Directors and the Supervisory Board for Term V (2026–2031):***

3.1. Mr. Nguyen Hoa Binh – Head of the Vote Counting Committee, presented the Regulations on the election of the Board of Directors and the Supervisory Board for Term V (2026–2031) (attached).



3.2. Mr. Vu Ngoc Trung, Head of Organization and Human Resources Department, presented to the Meeting the list of nominees and candidates for the Board of Directors and the Supervisory Board for Term V (attached).

3.3. Discussion: The Meeting had no comments.

3.4. Voting results:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

3.5. The Chairperson concluded that the Meeting approved: <sup>(1)</sup>the Regulations on the election of the Board of Directors and the Supervisory Board for Term V; <sup>(2)</sup> the list of nominees and candidates for members of the Board of Directors and the Supervisory Board for Term V (with the following voting results). In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting.

\* The Vote Counting Committee distributed ballot papers, and shareholders proceeded to elect the Board of Directors and the Supervisory Board for Term V using the cumulative voting method.

**4. Discussion and approval of the following matters: <sup>(1)</sup> Business and production report; <sup>(2)</sup> Report on payment of salaries, remuneration, and allowances for the Board of Directors, the Supervisory Board, and the Board of Management; <sup>(3)</sup> Audited Financial Statements for 2025; <sup>(4)</sup> Proposal on profit distribution for 2025; <sup>(5)</sup> Report on contracts and transactions between the Company and related parties; <sup>(6)</sup> Report on evaluation of business and production results and appraisal of the Financial Statements; <sup>(7)</sup> Proposal on the selection of an auditing firm; <sup>(8)</sup> Proposal on the addition of business lines and amendments and supplements to the Company's Charter.**

4.1. Mr. Doan Dac Tho, member of the Board of Directors and General Director of the Company, presented: <sup>(1)</sup> the Report on business and production results for 2025 and the period 2021–2025, and the business and production plan for 2026 and the period 2026–2030; <sup>(2)</sup> the Report on payment of salaries, remuneration, and allowances for the Board of Directors, the Supervisory Board, and the Board of Management in 2025, and the proposed plan for 2026 (attached).

4.2. Ms. Truong Thuy Mai, Chief Accountant of the Company, presented: <sup>(1)</sup> the audited Financial Statements for 2025; <sup>(2)</sup> the profit distribution plan for 2025; <sup>(3)</sup> Report on contracts and transactions between the Company and related parties (Financial Statements and proposal attached).

4.3. Ms. Vu Thi Dung, Head of the Supervisory Board, presented: <sup>(1)</sup> the report of the Supervisory Board on the evaluation of business and production results and appraisal of the audited Financial Statements for 2025; <sup>(2)</sup> the proposal on the selection of independent auditing firms to audit the Company's Financial Statements for 2026 (attached).

4.4. Mr. Dang Van Ngong, member of the Board of Directors, presented Proposal No. 2897/TTr-VNBC dated April 2, 2026 of the Board of Directors regarding the addition of business lines and amendments and supplements to the Company's Charter (attached), including:

- Additional business line: "Architectural activities and related technical consultancy. Details: Surveying and mapping activities; Industry code (7110)."

- (1) Amendment to the Company's address in Clause 6, Article 2 of the Charter: "No. 799 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province"; (2) Amendment and supplementation of the Company's business lines in Clause 2, Article 4 of the Charter in accordance with the Enterprise Registration Certificate, and addition of the business line: "Architectural activities and related technical consultancy. Details: Surveying and mapping activities; Industry code (7110)."

4.5. Discussion: The Meeting had no comments.

4.6. Voting results:

a) Business and production results for 2025 and the period 2021–2025; business and production plan for 2026 and the period 2026–2030:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

b) Report on payment of salaries, remuneration, and allowances for the Board of Directors, the Supervisory Board, and the Board of Management in 2025; proposed plan for 2026:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

c) Audited Financial Statements for 2025:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

d) Profit distribution plan for 2025:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

e) Report on contracts and transactions between the Company and related parties:

\* Overall voting (including Vinacomin):

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

\* Excluding interested shareholders (related shareholders abstained – excluding Vinacomin):

- In favor: 10 shareholders, holding and representing 15,494 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

f) Report of the Supervisory Board on evaluation of business and production results and appraisal of the audited Financial Statements for 2025:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders.

- Other opinions: 0 shareholders.

g) Proposal on the selection of a list of independent auditing firms:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

h) Proposal No. 2897/TTr-VNBC dated April 2, 2026 of the Board of Directors regarding the addition of business lines and amendments and supplements to the Company's Charter:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting, approving the addition of the business line "Architectural activities and related technical consultancy. Details: Surveying and mapping activities; Industry code (7110)" and the amendments and supplements to the Company's Charter;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

4.7. The Chairperson concluded that the Meeting approved the following:

(1) Business and production results for 2025 and the period 2021–2025; and the business and production plan for 2026 and the period 2026–2030;

(2) Report on payment of salaries, remuneration, and allowances for the Board of

Directors, the Supervisory Board, and the Board of Management in 2025, and the proposed plan for 2026; <sup>(3)</sup> Audited Financial Statements for 2025; <sup>(4)</sup> Proposal on profit distribution for 2025; <sup>(5)</sup> Report on contracts and transactions between the Company and related parties; <sup>(6)</sup> Report of the Supervisory Board on evaluation of business and production results and appraisal of the audited Financial Statements for 2025; <sup>(7)</sup> Proposal on the selection of a list of independent auditing firms to audit the Financial Statements for the first six months and the full year of 2026; <sup>(8)</sup> Proposal on the addition of the business line “Architectural activities and related technical consultancy. Details: Surveying and mapping activities; Industry code (7110)” and amendments and supplements to the Company’s Charter; with the following voting results: In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting.

5. Election results of the Board of Directors and the Supervisory Board for Term V

5.1. Mr. Nguyen Hoa Binh – Head of the Vote Counting Committee, announced the election results (vote counting minutes attached).

5.2. The Board of Directors and the Supervisory Board held their first meetings to elect the Chairman of the Board of Directors and the Head of the Supervisory Board, and to assign duties to members, with the following results:

No.	Full Name	Position	Votes in Favor	Percentage (%)
1	Tran Tuan Anh	Chairman of the Board of Directors	5/5	100
2	Vu Thi Dung	Head of the Supervisory Board	3/3	100
3	Doan Dac Tho	Member of the Board of Directors, General Director	5/5	100

5.3. Discussion: The Meeting had no comments.

6. Discussion and approval of the Minutes and Resolution of the Annual General Meeting of Shareholders 2026

6.1. Mr. Huynh Huu Nam, Secretary of the Meeting, presented the draft Minutes and Resolution of the Annual General Meeting of Shareholders 2026 (attached).

6.2. Discussion: The Meeting had no comments.

6.3. Voting results:

- In favor: 11 shareholders, holding and representing 24,064,925 shares, accounting for 100% of the total voting shares attending the Meeting;

- Against: 0 shareholders;

- Other opinions: 0 shareholders.

6.4. The Chairperson concluded:

The Meeting approved the Minutes and Resolution of the Annual General Meeting of Shareholders 2026 and authorized the Board of Directors to:

- Implement the Company's restructuring plan in line with the orientation of Vinacomin; and to lease assets and equipment to serve the Company's business and production activities;

- Select an independent auditing firm from the list approved by the General Meeting of Shareholders to audit the Financial Statements for the first six months and the full year of 2026;

- To organize the distribution of profits, payment of dividends, and determination of bonus levels for members of the Board of Directors, Supervisory Board, and Management Board within the scope of the reward and welfare fund approved by the General Meeting of Shareholders, ensuring compliance with the law, the Company's Charter, and the Company's current financial management regulations.

- Adjust business and production plan targets in accordance with the Company's actual conditions; and take responsibility for duly implementing the approved matters and reporting to the General Meeting of Shareholders at the nearest meeting in accordance with applicable laws and the Company's Charter, ensuring the interests of shareholders and the Company.

With the following voting results: In favor: 11 shareholders, holding and representing 24.064.925 shares, accounting for 100% of the total voting shares attending the Meeting.

The Meeting concluded at 11:15 on the same day. *Trần*

**Recipients:**

- TKV; State Securities Commission, Hanoi Stock Exchange (for report);
- All shareholders of the Company;
- Board of Directors (BOD), Supervisory Board (SB) (e.copy);
- Party Committee, Trade Union, Youth Union (e.copy);
- General Director, Deputy general Directors, Chief accountant (e.copy);
- All departments and divisions (e.copy);
- To be posted on the Company's website by the Secretariat Dept.;
- Archives: Office; BOD.

SECRETARY

*H Nam*

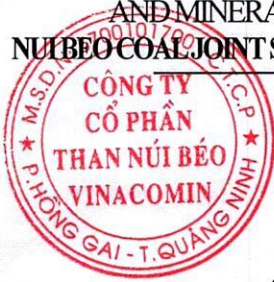
*Huynh Huu Nam*

ON BEHALF OF THE  
GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN



CHAIRMAN OF THE BOARD  
OF DIRECTORS

*Tran Tuan Anh*



Quang Ninh, April 28, 2026

**REPORT**  
**Results of shareholder eligibility verification**  
**at the 2026 Annual General Meeting of shareholders**

Based on the Law on Enterprises and guiding documents;  
Pursuant to the Charter of Nui Beo Coal Joint Stock Company – Vinacomin  
as approved by the Annual General Meeting of shareholders on April 28, 2021;

After conducting the verification of shareholder eligibility, on behalf of the  
Inspection Committee, The Supervisory Board would like to report the results of  
the verification of shareholder eligibility to attend the 2026 Annual General  
Meeting of shareholders of the Company as follows:

1. The total number of shareholders of the Company as of the record date,  
March 25, 2026, as provided by the Vietnam Securities Depository and Clearing  
Corporation: 3.043 shareholders.

2. The total number of shareholders invited by the Company to attend the  
2026 Annual General Meeting of shareholders: 3.043 shareholders.

3. The total number of shareholders eligible to attend the 2026 Annual  
General Meeting of shareholders: 11 shareholders, owning and authorized to  
represent 24.064.925 shares, accounting for 65,04% of the total voting shares.  
Among them, the major shareholder is the Vietnam National Coal and Mineral  
Industries Group, holding 65% of the Company's charter capital.

4. Number of shareholders not eligible to attend the 2026 Annual General  
Meeting of shareholders: None.

Based on Article 19 of the Company's Charter, the 2026 Annual General  
Meeting of shareholders of the Company is qualified to be conducted in  
accordance with legal regulations.

The Inspection Committee respectfully reports to the 2026 Annual General  
Meeting of Shareholders of Nui Beo Coal Joint Stock Company – Vinacomin. *Tru*

**Recipients:**

- Board of Directors;
- To be archived in the 2026 AGM  
documentation.

**ON BEHALF OF THE**  
**SHAREHOLDER ELIGIBILITY**  
**VERIFICATION COMMITTEE**  
**HEAD OF THE COMMITTEE**

*Nguyen Tien Nhuong*  
**Nguyen Tien Nhuong**

Quang Ninh, April 28, 2026

**LIST OF ATTENDING SHAREHOLDERS  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
Record Date: March 25, 2026; Meeting Date: April 28, 2026**

Share holder Code	Full name	Share Registration Number	Shares Owned / Represented Shares			Percentage (%)
			Total	Owned Authorized	Owned Authorized	
1	TRAN TUAN ANH	001072019821	24.049.431		24.049.431	65,00
2	ĐOAN DAC THO	027069000205	1.182		1.182	0,00
3	NGUYEN TUAN DUNG	030068011014	3.330		3.330	0,01
4	DANG VAN NGONG	001063014832	100	100	-	0,00
5	DO THI THANH HUYEN	100771692	2.118	2118	-	0,01
6	NGUYEN TIEN NHUONG	100421423	61	61	-	0,00
7	TRƯỜNG THUY MAI	100642013	2.118	2118	-	0,01
8	HUYNH HUU NAM	100589333	36	36	-	0,00
9	LA TUAN QUYNH	035065008297	6.061	6061	-	0,02
10	LUU ANH DUC	162704068	66	66	-	0,00
11	PHAM BA TUOC	022078007888	422		422	0,00
	<b>(11 SHAREHOLDER)</b>		<b>24.064.925</b>	<b>10.560</b>	<b>24.054.365</b>	<b>65,0</b>

*Tran Tuan Anh*

CHAIRPERSON OF THE  
GENERAL MEETING  
CHAIRMAN OF THE BOARD OF  
DIRECTORS

HEAD OF THE ELIGIBILITY  
VERIFICATION COMMITTEE

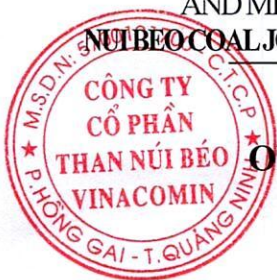
SECRETARY OF THE  
GENERAL MEETING



*Tran Tuan Anh*

*Nguyen Tien Nhuong*

*Huynh Huu Nam*



**VOTE COUNTING MINUTES  
ON THE ADDITIONAL ELECTION OF A MEMBER TO  
THE BOARD OF DIRECTORS – TERM V**

(April 28, 2026)

Based on the Law on Enterprises and its guiding documents; Pursuant to the Company's Charter;

Pursuant to the regulations on additional election of members of the Board of Directors for term V,

We, the Vote Counting Committee, are staff members of the Company elected by the 2025 Annual General Meeting of shareholders, consisting of the following 03 members:

- |                           |                       |
|---------------------------|-----------------------|
| 1) Mr. Nguyen Hoa Binh    | Head of the Committee |
| 2) Mr. Nguyen Quang Huynh | Member                |
| 3) Mr. Pham Thanh Viet    | Member                |

At 09h15' on April 28, 2026, during the Meeting, the Vote Counting Committee carried out the vote counting for the additional election of a member to the Board of Directors for term V, in accordance with our assigned responsibilities and duties. The minutes are unanimously agreed and recorded as follows:

**I. Election of the Board of Directors**

- Number of shareholders attending the meeting: 11 Shareholders
- Number of shareholders participating in the voting: 10 Shareholders
- Number of ballots distributed: 120.324.625 Ballots
- Number of ballots collected: 120.324.625 Ballots, including:
  - Valid ballots: 120.324.625 Ballots
  - Invalid ballots: 0 Ballots
  - Blank ballots: 0 Ballots

5. Based on the vote-counting results, the following candidates have been elected to the Board of Directors for Term V (2026–2031):

No.	Full name	Number of Votes	Percentage (%)	Note
<b>I</b>	<b>Board of Directors</b>			
1	Tran Tuan Anh	40.249.434	33,5	
2	Đoan Dac Tho	40.002.279	33,2	

No.	Full name	Number of Votes	Percentage (%)	Note
3	Nguyen Tuan Dung	40.002.279	33,2	
4	Pham Ba Tuoc	35.986	0,03	
5	Dang Van Ngong	34.647	0,03	Independent Member of the Board of Directors



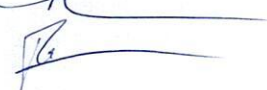
## II. Election of the Supervisory Board

- Number of shareholders attending the meeting: 11 Shareholders.
- Number of shareholders participating in voting: 10 Shareholders.
- Number of ballots issued: 72.194.775 Ballots.
- Number of ballots collected: 72.194.775 Ballots; of which:
  - Number of valid ballots: 72.194.775 Ballots.
  - Number of invalid ballots: 0 Ballots.
  - Number of blank ballots: 0 Ballots.
- Based on the vote-counting results, the following candidates have been elected to the Supervisory Board for Term V (2026–2031):

No.	Full name	Number of Votes	Percentage (%)	Note
<b>II</b>	<b>Supervisory Board</b>			
1	Vu Thi Dung	36.150.608	50,1	
2	Do Thi Thanh Huyen	36.002.315	49,9	
3	Nguyen Tien Nhuong	41.852	0,06	

This Minutes was completed at 09 hours 20 minutes on the same day, publicly read before the General Meeting, and unanimously approved and signed for confirmation by the members of the Vote Counting Committee.

*(Members of the Vote Counting Committee sign below)*

- Mr. Nguyen Hoa Binh                      Head of the Committee 
- Mr. Nguyen Quang Huynh                Member 
- Mr. Pham Thanh Viet                      Member 

CONFIRMED BY THE CHAIRPERSON OF THE GENERAL MEETING

  
Tran Tuan Anh



VIETNAM COAL - MINERAL INDUSTRY GROUP  
NUI BEO COAL JOINT STOCK COMPANY – VINACOMIN

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**DOCUMENTS 2026 ANNUAL GENERAL  
MEETING OF SHAREHOLDERS**

*Quang Ninh, April 28, 2026*

**LIST OF DOCUMENTS 2026 ANNUAL  
GENERAL MEETING OF SHAREHOLDERS**

No	Document title	Page
1	Agenda of the 2026 Annual General Meeting of Shareholders	3 - 5
2	Working Regulations of the 2026 Annual General Meeting of Shareholders	6 - 11
3	Report on the Activities of the Board of Directors in 2025 and for the 4th Term (2021–2026)	12 - 20
4	Report on the Activities of the Supervisory Board and Evaluation of the Performance of the Board of Directors and the Director in 2025 and for the Entire 4th Term (2021–2026)	21 - 24
5	Election Regulations for the Board of Directors and the Supervisory Board for the 5th Term (2026–2031)	25 - 33
6	Report on Nomination and Self-Nomination of Candidates for Election to the Board of Directors and the Supervisory Board for the 5th Term (2026–2031)	34 - 51
7	Report on Production and Business Performance in 2025 and for the 2021–2025 Period; Production and Business Plan for 2026 and for the 2026–2030 Period	52 - 63
8	Report on Payment of Salaries, Remuneration and Allowances to the Board of Directors, the Supervisory Board and the Board of Management in 2025; Proposal on the Payment Plan for 2026	64 – 66
9	Audited Financial Statements for 2025	67 – 70
10	Proposal on Profit Distribution for 2025	71
11	This document approves contracts and transactions between the Company and related parties.	72 – 73
12	Report on Evaluation of Production and Business Performance and Appraisal of the Company’s Audited Financial Statements for 2025	74 - 76
13	Proposal on Selection of an Independent Auditing Firm to Audit the Company’s Financial Statements for 2026	77
14	Proposal on Supplementation of Business Lines and Amendments and Supplements to the Company’s Charter	79 – 79
15	Draft Resolution of the General Meeting of Shareholders	80 – 86
16	Questionnaire for the 2026 Annual General Meeting of Shareholders	87

**AGENDA**  
**OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

STT	Time	Content	Person in charge
1	07:30-08:00	Registration of shareholders; distribution of voting cards and meeting documents.	Company Secretary: <b>Luu Anh Duc</b>
2	08:00-08:10	Stabilization of the Meeting; flag salute; declaration of the reason for the Meeting; introduction of delegates; invitation of the Chairperson to preside over the Meeting.	Head of HR & Administration Department: <b>Vu Ngoc Trung</b>
3	08:10-08:15	Appointment of the Secretary; election of the Vote Counting Committee.	Chairman of the Board of Directors
4	08:15-08:20	Report on verification of shareholders' eligibility and attendance status.	Member of the Supervisory Board: <b>Nguyen Tien Nhuong</b>
5	08:20-08:45	(1) Presentation of the Meeting Regulations and Agenda of the General Meeting.	Member of the Board of Directors: <b>Dang Van Ngong</b>
		(2) Discussion and voting.	Chairman of the Board of Directors
6	08:45-09:05	(1) Report on the Activities of the Board of Directors in 2025 and for the 4th Term (2021–2026).	Member of the Board of Directors: <b>Nguyen Tuan Dung</b>
		(2) Report on the Activities of the Supervisory Board and Evaluation of the Performance of the Board of Directors and the Director in 2025 and for the 4th Term (2021–2026).	Head of the Supervisory Board: <b>Vu Thi Dung</b>
		(3) Discussion and voting.	Chairman of the Board of Directors
7	09:05-09:25	(1) Presentation of the Election Regulations for the Board of Directors and the Supervisory Board for the 5th Term (2026–2031).	Head of the Vote Counting Committee: <b>Nguyen Hoa Binh</b>
		(2) Report on the Nomination and Self-Nomination of Candidates for Election to the Board of Directors and the Supervisory Board for the 5th Term (2026–2031).	Head of HR & Administration Department: <b>Vu Ngoc Trung</b>
		(3) Voting to approve the Election Regulations and the list of nominated and self-nominated candidates for election to	Chairman of the Board of Directors

STT	Time	Content	Person in charge
		the Board of Directors and the Supervisory Board for the 5th Term (2026–2031).	
		(4) Conduct of the election.	Shareholders
8	09:25-10:25	(1) Report on Production and Business Performance in 2025 and for the 2021–2025 Period; Production and Business Plan for 2026 and for the 2026–2030 Period. (2) Report on the Payment of Salaries, Remuneration and Allowances to the Board of Directors, the Supervisory Board and the Board of Management in 2025; Proposal on the Payment Plan for Salaries, Remuneration and Allowances for 2026.	Member of the Board of Directors Director of the Company: <b>Doan Dac Tho</b>
		(3) Presentation of the Audited Financial Statements for 2025. (4) Presentation of the Proposal on Profit Distribution of the Company for 2025. (5) This document approves contracts and transactions between the Company and related parties.	Chief Accountant: <b>Truong Thuy Mai</b>
		(6) Report on the Evaluation of Production and Business Performance and Appraisal of the Audited Financial Statements for 2025. (7) Presentation of the Proposal on Selection of an Independent Auditing Firm to Audit the Company's Financial Statements for 2026.	Head of the Supervisory Board: <b>Vu Thi Dung</b>
		(8) Presentation of the Proposal on Supplementation of Business Lines and Amendments and Supplements to the Company's Charter.	Member of the Board of Directors: <b>Dang Van Ngong</b>
		(9) Discussion and voting.	Chairman of the Board of Directors:
9	10:25-11:15	(1) Announcement of the election results of the Board of Directors and the Supervisory Board for the 5th Term (2026–2031).	Head of the Vote Counting Committee: <b>Nguyen Hoa Binh</b>



STT	Time	Content	Person in charge
		(2) Break; the Board of Directors and the Supervisory Board convene their first meeting of the 5th Term to elect the Chairman of the Board of Directors and the Head of the Supervisory Board. (3) Announcement by the Board of Directors and the Supervisory Board of the election results of the Chairman of the Board of Directors and the Head of the Supervisory Board.	Board of Directors and Supervisory Board
10	11:15-11:25	(1) Presentation of the Minutes of the Meeting and the Draft Resolution of the General Meeting of Shareholders.	Secretary of the Meeting: <b>Huynh Huu Nam</b>
		(2) Discussion and voting.	Chairman of the Board of Directors
11	11:25-11:30	Declaration of the Closing of the General Meeting.	Chairman of the Board of Directors

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for publication on the Company's Website);
- Filed at: Administration Office, Company Secretary.

*Tran Tuan Anh*

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



**Tran Tuan Anh**

No: *2886* /QC-VNBC

*Quang Ninh, April 2, 2026*

**WORKING REGULATIONS  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
OF NUI BEO COAL JOINT STOCK COMPANY - VINACOMIN**

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

Pursuant to the Company's Charter and Internal Regulations on Corporate Governance; and the Minutes of the Board of Directors' Meeting dated April 2, 2026, The Board of Directors hereby promulgates the Working Regulations of the 2026 Annual General Meeting of Shareholders with the following contents:

**Chapter I  
GENERAL PROVISIONS**

**Article 1. Scope and subjects of application**

1.1. These Regulations shall apply to the organization of the 2026 Annual General Meeting of shareholders of Nui Beo Coal Joint Stock Company – Vinacomin.

1.2. These Regulations set forth specific provisions on the rights and obligations of shareholders, their authorized representatives attending the Meeting, and other participants; as well as the conditions and procedures for conducting the Meeting.

1.3. Shareholders, their authorized representatives, and all participants in the Meeting shall be responsible for complying with these regulations.

**Chapter II  
RIGHTS AND OBLIGATIONS  
OF PARTICIPANTS IN THE MEETING**

**Article 2. Conditions, Rights and Obligations of Shareholders or Authorized Representatives Attending the Meeting**

2.1. Conditions for attending the Meeting: Shareholders or written authorized representatives of one or more shareholders whose names appear on the Company's shareholder list as of the record date (March 25, 2026), as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).

2.2. Rights of shareholders and their authorized representatives when attending the Meeting:

*Duc*

a) To attend the Meeting in person or authorize another person in writing, using the form issued by the Company, to attend the Meeting on their behalf;

b) To discuss and vote on all matters falling within the authority of the General Meeting of Shareholders in accordance with the Law on Enterprises, other relevant legal documents, and the Company's Charter;

c) To be informed by the Organizing Committee of the contents and agenda of the Meeting;

d) Upon registration with the Shareholder Eligibility Verification Committee, each shareholder or authorized representative attending the Meeting shall receive a voting card, voting ballots, ballot papers for election, and relevant Meeting documents;

e) Shareholders or authorized representatives arriving late, while the Meeting has not yet concluded, shall have the right to register and participate in voting on matters that have not yet been voted on. In such case, the Chairperson shall not be required to suspend the Meeting, and the validity of any prior voting conducted shall remain unaffected.

2.3. Obligations of shareholders and authorized representatives when attending the Meeting:

a) Shareholders or authorized representatives attending the Meeting must present their Identity Card or Citizen Identification Card and the Power of Attorney (in the case of an authorized representative), and complete registration procedures with the Shareholder Eligibility Verification Committee;

b) To wear appropriate and formal attire;

c) Any audio or video recording of the Meeting must be publicly announced and approved by the Chairperson of the Meeting;

d) To register to speak in accordance with the Meeting's regulations, comply with the allotted speaking time, and ensure that comments remain within the scope of the Meeting agenda;

e) To speak and vote in accordance with the instructions of the Organizing Committee and under the direction of the Chairperson of the Meeting;

f) Not to engage in any acts that obstruct or disrupt the Meeting, thereby preventing it from being conducted in a fair and lawful manner;

g) Not to cause disorder or interfere with the normal proceedings of the Meeting;

h) To comply with the authority and direction of the Chairperson of the Meeting;

i) To strictly comply with these Regulations and respect the outcomes of the Meeting.

**Article 3. Rights and Obligations of the Shareholder Eligibility Verification Committee**

*Dec*

3.1. The Shareholder Eligibility Verification Committee shall consist of one (01) Head and members appointed by the Board of Directors ("BOD") of the Company to perform the following functions and duties:

a) To verify the eligibility of shareholders or their authorized representatives attending the Meeting by requesting the presentation of Identity Cards or Citizen Identification Cards and the Power of Attorney (for authorized representatives);

b) To distribute to shareholders or their authorized representatives attending the Meeting: voting cards, voting ballots, ballot papers for election, and other relevant documents;

c) To report to the General Meeting on the results of the verification of shareholders' eligibility at the following times:

- Prior to the opening of the Meeting;

- Prior to each voting session of the Meeting if there is any change in the number of shareholders registered to attend the Meeting (including late-arriving shareholders who complete registration).

d) To perform other duties as assigned by the Organizing Committee or the Chairperson of the Meeting.

3.2. The Shareholder Eligibility Verification Committee shall have the right to establish supporting subcommittees to fulfill its assigned duties.

#### **Article 4. Rights and Obligations of the Vote Counting Committee**

4.1. The Vote Counting Committee shall consist of one (01) Head and two (02) members nominated by the Chairperson and approved by the General Meeting of Shareholders.

4.2. The Vote Counting Committee shall be responsible for providing guidance on election procedures and conducting the vote counting.

4.3. The Head of the Vote Counting Committee shall report the vote counting results to the General Meeting.

4.4. The Vote Counting Committee shall have the right to establish supporting subcommittees to fulfill its duties.

4.5. The Vote Counting Committee shall be responsible for the accuracy and integrity of the announced vote counting results.

4.6. The Vote Counting Committee shall be responsible for retaining, safeguarding, and handing over all ballot papers and vote counting minutes to the Board of Directors of the Company immediately after the conclusion of the Meeting.

#### **Article 5. Rights and Obligations of the Chairperson and the Secretary of the Meeting**

5.1. The Chairman of the Board of Directors of the Company shall act as the Chairperson of the Meeting.



5.2. Decisions made by the Chairperson regarding the order and procedures of the Meeting or matters arising outside the Meeting agenda shall have the highest binding authority.

5.3. The Chairperson shall carry out all actions deemed necessary to conduct the Meeting in a lawful and orderly manner or to ensure that the Meeting reflects the will of the majority of attending shareholders.

5.4. Without requiring the consent of the General Meeting, the Chairperson may, at any time, adjourn the Meeting to another time (in accordance with the Law on Enterprises and the Company's Charter) and to another venue as determined by the Chairperson, if he/she determines that:

- a) The Meeting venue does not have sufficient seating capacity to accommodate all attendees in a convenient manner;
- b) There are attendees engaging in acts of obstruction or disorder that may prevent the Meeting from being conducted in a fair and lawful manner;
- c) An adjournment is necessary to ensure that the affairs of the Meeting are conducted in a lawful and proper manner.

5.5. The Chairperson shall have the right not to respond to, or only to acknowledge, shareholders' opinions if such opinions or proposals fall outside the scope of matters submitted to the Meeting for consideration.

5.6. The Chairperson shall have the right to cut off a shareholder's speech if it exceeds the allocated time, falls outside the Meeting agenda, or is repetitive.

5.7. The Chairperson shall have the right to request competent authorities to maintain order at the Meeting and to remove individuals who cause disorder, fail to comply with the authority of the Chairperson, or obstruct the normal proceedings of the Meeting.

5.8. The Chairperson shall appoint the Secretary of the Meeting to prepare the Minutes of the Meeting and perform supporting duties as assigned by the Chairperson.

### **Chapter III**

## **PROCEDURES FOR CONDUCTING THE MEETING**

### **Article 6. Conditions for Holding the Meeting**

6.1. The Meeting shall be conducted when the number of attending shareholders represents at least fifty-one percent (51%) of the total voting shares, based on the shareholder list finalized as of the record date for attendance.

If, after thirty (30) minutes from the scheduled opening time of the Meeting (as stated in the Meeting agenda sent to shareholders), the number of registered attending shareholders does not represent at least fifty-one percent (51%) of the total voting shares according to the shareholder list as of the record date, the Meeting shall be deemed not to have met the required quorum and shall not be conducted.



6.2. In the event that the General Meeting does not satisfy the required conditions to proceed as stipulated above, the convening and organization of subsequent General Meetings of Shareholders shall be conducted in accordance with the Company's Charter and the Law on Enterprises.

### **Article 7. Conduct of the General Meeting**

7.1. The General Meeting shall be conducted in accordance with the agenda and sequence approved by the Meeting.

7.2. The General Meeting shall discuss and vote to adopt each item in the approved agenda.

7.3. The General Meeting shall be adjourned after the Minutes and the Resolution of the Meeting are duly adopted.

### **Article 8. Speaking at the general meeting**

Shareholders or their authorized representatives attending the General Meeting who wish to speak must register by completing a Registration Form for speaking. The Registration Form must clearly state the question or the content of the speech. The Form shall be submitted to the Chairperson of the Meeting for consideration and arrangement of speaking order.

When speaking, the content must be concise, focused, and relevant to the matters being discussed and the approved agenda. The speaking time for each shareholder shall not exceed five (05) minutes.

Shareholders shall not repeat opinions previously expressed. Only opinions relevant to the Meeting agenda shall be recorded in the Minutes of the General Meeting.

### **Article 9. Voting ballots, voting cards and voting procedures**

9.1. Voting Ballots and Voting Cards shall be issued to shareholders or their authorized representatives attending the Meeting by the Shareholder Eligibility Verification Committee and shall bear the Company's seal. The Voting Ballots/Cards must clearly state the code number, full name, signature of the shareholder or authorized representative, and other necessary technical elements to ensure accurate and convenient vote counting.

9.2. The voting value of each Voting Ballot/Card shall correspond to the number of voting shares owned by the shareholder or represented under authorization at the Meeting.

9.3. The voting on matters at the 2026 Annual General Meeting of Shareholders shall be conducted by raising Voting Cards, and the results shall be announced immediately at the Meeting by the Chairperson.

Shareholders shall vote on each matter by raising their Voting Card upon the Chairperson's request according to the following options: "For", "Against", or "No Opinion". Each shareholder may raise the Voting Card only once for each matter. In addition, shareholders shall mark one (01) of the three (03)



corresponding boxes on the Voting Ballot and submit it to the Organizing Committee upon conclusion of the Meeting.

9.4. Except for matters specified in Clause 3, Article 21 of the Company's Charter, resolutions of the General Meeting of Shareholders shall be adopted when they receive approval from fifty-one percent (51%) or more of the total votes of shareholders with voting rights attending the Meeting (in person or via authorized representatives).

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

10.1. The proceedings of the General Meeting shall be recorded in the Minutes by the Secretary of the Meeting. The Chairperson and the Secretary of the Meeting shall be responsible for the accuracy and truthfulness of the Minutes.

10.2. The Minutes of the General Meeting must be approved by the Meeting prior to its adjournment and shall be disclosed and sent to shareholders in accordance with applicable laws.

10.3. The Minutes of the General Meeting, the Report on Verification of Shareholder Eligibility, and other documents recording the proceedings and results of the Meeting must be archived at the Company's Head Office.

#### **Article 11. Resolution of the General Meeting**

Based on the results of the General Meeting, the Chairperson shall prepare the Resolution of the General Meeting on matters approved by the Meeting.

The Resolution must be read at the Meeting for shareholders' approval and shall be sent to shareholders within fifteen (15) days from the date of adjournment of the General Meeting.

#### **Article 12. Effectiveness of the Regulation**

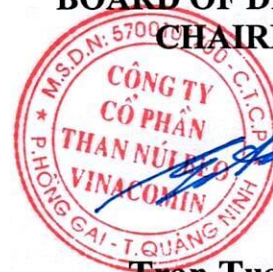
12.1. This Regulation consists of three (03) Chapters and twelve (12) Articles and shall take effect immediately upon approval by the General Meeting of shareholders.

12.2. The General Meeting of Shareholders shall decide on any amendment or supplementation to this regulation. *Đúc*

#### **Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for publication on the Company's Website);
- Filed at: Administration Office, Company Secretary. *T.E*

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



**Tran Tuan Anh**

No: *2887* /BC-VNBC

*Quang Ninh, April 2, 2026*

## REPORT

### **On the Operations of the Board of Directors in 2025, Term 2021–2026; Orientation and Key Tasks for 2026, Term 2026–2031**

Respectfully submitted to: Esteemed Shareholders.

Pursuant to Decision No. 3936/QĐ-BCN dated November 30, 2005 of the Minister of Industry (now the Ministry of Industry and Trade) approving the equitization plan and the transformation of Nui Beo Coal Company into Nui Beo Coal Joint Stock Company, the Company has, to date, gone through four (04) five-year terms.

With the objective of “Safe and Efficient Production” for the long-term and sustainable development of the Company and for the legitimate rights and interests of shareholders, at this Annual General Meeting of Shareholders, the Board of Directors hereby reviews its performance in 2025 for the 2021–2026 term and sets out the key orientations and tasks for 2026 for the 2026–2031 term as follows:

#### **I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 – TERM 2021–2026**

In 2025, during the 2021–2026 term, the Board of Directors of the Company fully and properly performed its roles and responsibilities in accordance with the Law and the Company’s Charter. The Board convened regular meetings once per month and handled more than 300 matters related to the direction and management of production and business operations. All meetings were carefully prepared in terms of content, ensured compliance with procedures and principles, and closely followed the Company’s actual production and business situation in order to make timely decisions for the Director to implement, thereby achieving the objectives set by the General Meeting of shareholders, specifically:

##### **1. Personnel and Number of Board meetings**

The Board of Directors consists of five (05) members elected directly at the 2021 Annual General Meeting of Shareholders. As of the end of March 2026, the Board held 124 meetings, and there were four (04) changes in the Board’s membership as follows:

##### **1.1. From April 28, 2021 to June 29, 2022:**

There was no change in the membership of the Board of Directors.

No.	Full name	Position	Meetings attended	Attendance rate (%)	Number of reason for absence
1	Pham Cong Huong	Chairman	23	100	

*[Signature]*

No.	Full name	Position	Meetings attended	Attendance rate (%)	Number of reason for absence
2	Ngo The Phiet	Member	23	100	
3	Truong Thuy Mai	Member	23	100	
4	Tran Quoc Tuan	Member	23	100	
5	Đang Van Ngong	Member	23	100	

### 1.2. From 30 June 2022 to 31 December 2022:

The composition of the Board of Directors changed as follows: Ms. Truong Thuy Mai ceased to be a member of the Board of Directors; Mr. Nguyen Tuan Dung – the representative of Vietnam National Coal and Mineral Industries Group (Vinacomin) – was elected as a member of the Company's Board of Directors pursuant to Resolution No. 12/NQ-VNBC dated 30 June 2022 of the Board of Directors.

No.	Full name	Position	Meetings attended	Attendance rate (%)	Number of reason for absence
1	Pham Cong Huong	Chairman	12	100	
2	Ngo The Phiet	Member	12	100	
3	Nguyen Tuan Dung	Member	12	100	
4	Tran Quoc Tuan	Member	12	100	
5	Dang Van Ngong	Member	12	100	

### 1.3. From January 01, 2023 to October 04, 2023:

The composition of the Board of Directors changed as follows: Mr. Pham Cong Huong ceased to hold the position of Chairman of the Board of Directors and ceased to be a member of the Board of Directors; Mr. Tran Tuan Anh – the representative of the capital contribution of Vietnam National Coal and Mineral Industries Group (Vinacomin) – joined the Board of Directors and was elected as Chairman of the Board of Directors of the Company pursuant to Resolutions No. 23, 24, 25/NQ-VNBC dated 28 December 2022 of the Company's Board of Directors.

No.	Full name	Position	Meetings attended	Attendance rate (%)	Note
1	Tran Tuan Anh	Chairman	20	100	
2	Ngo The Phiet	Member	20	100	
3	Nguyen Tuan Dung	Member	20	100	
4	Tran Quoc Tuan	Member	20	100	



No.	Full name	Position	Meetings attended	Attendance rate (%)	Note
5	Dang van Ngong	Member	20	100	

#### 1.4. From October 05, 2023 to 24 April 2025:

The composition of the Board of Directors changed in accordance with the resolution of the 2023 extraordinary General Meeting of shareholders: Mr. Ngo The Phiet ceased to be a member of the Board of Directors; Mr. Doan Dac Tho was elected as a member of the Company's Board of Directors.

No.	Full name	Position	Meetings attended	Attendance rate (%)	Note
1	Tran Tuan Anh	Chairman	41	100	
2	Doan Dac Tho	Member	41	100	
3	Nguyen Tuan Dung	Member	41	100	
4	Tran Quoc Tuan	Member	41	100	
5	Dang Van Ngong	Member	41	100	

#### 1.5. From April 25, 2025 to present:

The composition of the Board of Directors changed in accordance with the Resolution of the 2025 Annual General Meeting of shareholders: Mr. Tran Quoc Tuan ceased to be a member of the Board of Directors; Mr. Pham Ba Tuoc was elected as a member of the Company's Board of Directors.

No.	Full name	Position	Meetings attended	Attendance rate (%)	Note
1	Tran Tuan Anh	Chairman	28	100	
2	Doan Dac Tho	Member	28	100	
3	Nguyen Tuan Dung	Member	28	100	
4	Pham Ba Tuoc	Member	28	100	
5	Dang Van Ngong	Member	28	100	

## 2. Regarding the contents of Board meetings

- The Board of Directors is entrusted by the General Meeting of shareholders with comprehensive management of all production and business activities of the Company.

- In 2025, the Board of Directors handled 86 matters, and throughout the 2021–2026 term, the Board resolved a total of 361 matters, mainly covering six key areas of management and administration as follows:



No.	Contents	Number of matters handled	Breakdown by year:					2025; 2026
			2021	2022	2023	2024		
1	Supervision and management of production and business operations...	78	14	17	10	18	18+1	
2	Investment – Construction, underground mining projects	68	3	6	8	13	33+5	
3	Organization of production and personnel management	69	9	19	19	13	8+1	
4	Labor, wages, policies and benefits, finance...	76	10	19	18	16	13	
5	Promulgation of internal management regulations...	40	10	8	7	6	7+2	
6	General Meeting of Shareholders, exercise of shareholders' rights...	30	2	6	8	6	7+1	
	<b>Total</b>	<b>361</b>	<b>48</b>	<b>75</b>	<b>70</b>	<b>72</b>	<b>86+10</b>	

Details of the contents of the Board of Directors' meetings are presented in the Company's annual Corporate Governance Report and are disclosed through the information channels of the State Securities Commission, the Hanoi Stock Exchange, and on the Company's website.

### 3. Implementation of assigned duties

#### 3.1. Production and business operations:

- The year 2025, within the 2021–2026 term, marks a period in which the Company has ceased open-pit coal mining operations, while the underground mining project has come into operation and reached its designed capacity of 2 million tons per year.

- During this period, the Company encountered numerous difficulties, including challenges in balancing capital sources, complex geological conditions, a shortage of underground miners, and potential risks to safety of personnel and



equipment due to the fact that the Company's mining site is located beneath areas previously exploited by open-pit mining.

- However, with dynamism, creativity, and extensive experience in directing and managing production and business activities; upholding the tradition of discipline, solidarity, and mutual support; promoting the combined strength of the entire political system; and with the close leadership and direction of the Vietnam National Coal and Mineral Industries Group, the support of leaders at all levels in Quang Ninh province, and effective cooperation from partners, the Company has made continuous efforts to gradually overcome difficulties and challenges. As a result, the Company successfully fulfilled its production and business tasks for 2025 and the 2021–2025 period as assigned by the Group and the General Meeting of Shareholders, ensuring stable employment and income for employees while preserving and developing its business capital.

### Results of implementation of key production and business indicators in 2025:

No.	Indicator	Unit	Plan		Implement	Comparison %	
			Beginning of the year	adjustment		Beginning of the year	adjustment
1	Total roadway drivage	Metre	14.800	13.000	13.000	88	100
-	Roadways for production preparation	"	14.800	13.000	13.000	88	100
2	Output of imported coal	10 <sup>3</sup> Tons	1.900	1.950	2.000	105	103
-	Underground coal output	"	1.900	1.950	2.000	105	103
3	Clean coal processed at the mine	10 <sup>3</sup> Tons	1.767	1.858	1.954	111	105
-	Clean coal from imported coal	"	1.767	1.767	1.866	106	106
-	Clean coal from processed products	"		91	88		96
4	Coal sales volume	10 <sup>3</sup> Tons	1.767		1.819	103	
5	Capital construction investment value	Billion VND	324,6	353,4	370,0	114	105
6	Revenue	Billion VND	2.730		2.694	99	
7	Total profit	Billion VND	36,2		51,5	142	
8	Standard workforce	Person	3.385		3.079	91	
9	Average wage	10 <sup>3</sup> VND/person.m onth	19.912		20.850	105	
10	Dividend	%	≥ 5,0		6	120	

Results of implementation of selected production and business indicators for the period 2021-2025

No.	Indicator	Unit	Five-year plan (2021-2025)		Implementation	Comparison %	
			Beginning of the year	Adjusted		Beginning of the year	Adjusted
1	Overburden removal	10 <sup>3</sup> m <sup>3</sup>	1.200	4.680	4.837	403	103
-	Production earth	"	1.200	580	580	48	100
-	Earth for safety plan: excavation, transportation and dumping ensured safety	"		4.100	4.258		104
2	Total roadway drivage	Metre	77.300	67.900	68.585	89	101
-	Roadways for production preparation	"	77.300	67.900	68.585	89	101
3	Output of imported coal	10 <sup>3</sup> Tons	8.470	8.208	8.516	101	104
-	Open-pit coal output	"	220	292	292	133	100
-	Underground coal output	"	8.250	7.830	7.945	96	101
-	Coal recovered according to plan	"			192		
-	Other recovered coal	"		86	86		100
4	Clean coal processed at the mine	10 <sup>3</sup> Tons	8.621	8.375	9.526	110	114
-	Clean coal from imported coal	"	7.731	7.379	8.234	107	112
-	Clean coal from processed products	"	890	996	1.291	145	130
5	Coal sales volume	10 <sup>3</sup> Tons	8.621	8.269	9.431	109	114
6	Capital construction investment value	Billion VND	1.113	1.570,4	1.444	130	92
7	Revenue	Billion VND	12.149	13.029	15.070	124	116
8	Total profit	Billion VND	142,4	276	334	234	121
9	Workforce	Người	3.271	3.361	3.143	96	94
10	Average wage	10 <sup>3</sup> VND/person month	15.258	17.213	18.332	120	107
11	Dividend	%	≥ 3,0	4,2	5,4	180	129

Detailed assessments of all production and business activities are respectfully referred to in the Report on Production and Business Results for 2025 and the period 2021–2025; Production and Business Plan for 2026 and the period 2026–2030, published on the Company's website.



### **3.2. Supervisory duties**

The Board of Directors performs its supervisory function over the Company's management officers, including the General Director, Deputy General Directors, Chief Accountant, etc., through monitoring compliance with applicable laws, implementation of Resolutions and Decisions of the Board of Directors and the General Meeting of Shareholders, with the following evaluations:

- The Company's management officers possess professional qualifications, strong ethical standards, and have been adequately trained in their respective fields. They are knowledgeable in their assigned areas of responsibility and have many years of experience in managing and operating large-scale projects and enterprises.

- The Company's management officers have not violated any laws or the Company's Charter, have successfully fulfilled their assigned duties, and have effectively managed and controlled all production and business activities. Internal management documents issued by the General Director have been within proper authority and in compliance with legal regulations, as well as Resolutions and Decisions of the Board of Directors and the General Meeting of Shareholders.

In addition to supervising the above-mentioned management officers, throughout its operations, the Board of Directors has regularly studied the Model Corporate Governance Regulations issued by State management authorities and referred to advanced organizational and governance models in order to develop and implement the Company's Internal Corporate Governance Regulations. This aims to gradually standardize management and operational practices, mitigate risks in production and business activities, ensure transparency, and facilitate shareholders, investors, and regulatory authorities in effectively performing their supervisory, inspection, and control functions.

### **3.3. Report and assessment of the Independent member of the Board of Directors**

In 2025 and for the 2021–2026 term, the Board of Directors and the Board of Management have successfully fulfilled the duties assigned by the General Meeting of Shareholders. Members of the Board of Directors and the Board of Management have maximized their capabilities and competencies, exercising their rights and performing their duties honestly and prudently to ensure the maximum lawful interests of the Company and its shareholders. They have maintained absolute loyalty, refrained from using the Company's information, trade secrets, or business opportunities for personal gain, and have not abused their position, authority, or the Company's assets for personal benefit or for the benefit of other organizations or individuals.

## **II. OBJECTIVES AND DUTIES OF THE BOARD OF DIRECTORS IN 2026 AND THE 2026–2031 TERM**

Based on the annual production and business plans and the medium-term plan approved by the General Meeting of Shareholders; in line with the development orientation of Vietnam National Coal and Mineral Industries Group

and the Company's actual production conditions, the Board of Directors of Nui Beo Coal Joint Stock Company – Vinacomin determines the objectives and key tasks for 2026 and the 2026–2031 term as follows:

## **1. Objectives**

To continue developing Nui Beo Coal Joint Stock Company – Vinacomin in a stable and sustainable manner, striving to become a Modern – Safe – Green – Clean – Beautiful mine within Vietnam National Coal and Mineral Industries Group; ensuring the harmonious interests of shareholders, employees, and the enterprise; enhancing governance efficiency, competitiveness, and long-term enterprise value.

## **2. Key duties**

2.1. To focus on leading and directing the full implementation and completion of annual production and business targets assigned by the General Meeting of Shareholders and Vietnam National Coal and Mineral Industries Group; to preserve and develop capital and utilize the Company's resources effectively.

2.2. To continue implementing the Company's restructuring project as approved by the Group and the General Meeting of Shareholders; to review, reorganize, and improve the production and organizational model toward a streamlined and efficient structure in line with actual business conditions; to implement the plan for reducing management and support staff in accordance with the policies, roadmap, and guidance of Vietnam National Coal and Mineral Industries Group.

2.3. To review, amend, supplement, and improve the Company's internal management regulations to ensure compliance with applicable laws, the Company's Charter, and the Group's regulations; to strengthen transparency and information disclosure; to promote the application of science and technology and digital transformation in management and administration in order to enhance governance efficiency, resource management, cost control, material savings, labor productivity, and overall business performance.

2.4. To orient and accelerate mechanization, automation, and informatization in production; to strengthen the protection of assets, mineral resources, and mining boundaries; to improve the effectiveness of technical and safety inspection and supervision to minimize occupational accidents and equipment incidents; and to continuously improve working conditions as well as the material and spiritual well-being of employees, thereby fostering long-term commitment to the Company.

2.5. To effectively carry out communication and political-ideological education; to strengthen the monitoring and understanding of employees' thoughts, aspirations, and developments; to promptly discuss and resolve legitimate recommendations; to build consensus and internal solidarity; to promote collective strength; and to strive for the successful fulfillment of the objectives and tasks assigned for 2026 and the entire 2026–2031 term.

### III. PROPOSALS OF THE BOARD OF DIRECTORS

In order to effectively implement the tasks assigned by the General Meeting of Shareholders, the Board of Directors of Nui Beo Coal Joint Stock Company – Vinacomin respectfully requests the 2026 Annual General Meeting of Shareholders to consider, approve, and authorize the Board of Directors to implement the following:

1. To organize and implement the Company's restructuring project in accordance with the orientation and direction of Vietnam National Coal and Mineral Industries Group; to decide on the lease of assets and equipment serving the Company's production and business requirements in compliance with applicable laws and the Company's Charter.

2. To select an independent auditing firm from the list of auditing firms approved by the General Meeting of Shareholders to audit the Company's semi-annual and annual Financial Statements for 2026; to decide on adjustments to production and business plan targets in accordance with the Company's actual conditions from time to time; to organize the implementation of contents approved by the General Meeting of Shareholders in compliance with applicable laws and the Company's Charter, ensuring the lawful interests of shareholders and the interests of the enterprise; and to report to the General Meeting of Shareholders at the nearest meeting in accordance with regulations.

The above constitutes the full content of the Report on the activities of the Board of Directors in 2025 and the 2021–2026 term; and the orientations and tasks for 2026 and the 2026–2031 term.

The Board of Directors of Nui Beo Coal Joint Stock Company – Vinacomin respectfully submits this report to the General Meeting of shareholders for consideration and approval. *Die*

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for publication on the Company's Website);
- Filed at: Administration Office, Company Secretary. *TE*

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



**Tran Tuan Anh**

No: 2888 /BC-VNBC

Quang Ninh, April 2, 2026

**REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS  
AND ASSESSMENT OF THE PERFORMANCE OF THE BOARD OF  
DIRECTORS AND THE GENERAL DIRECTOR IN 2025  
AND THE 4TH TERM (2021–2026)**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its guiding documents;

Pursuant to the Company's Charter approved by the Annual General Meeting of Shareholders on April 28, 2021;

Pursuant to the assigned functions and duties, the Board of Supervisors hereby reports to the General Meeting of Shareholders on the results of its activities and the supervision of the management and administration of the Company by the Board of Directors and the Board of Management in 2025 and during the 4th term (2021–2026) as follows:

**I. ACTIVITIES OF THE BOARD OF SUPERVISORS**

- In 2025 and throughout the 2021–2026 term, the Board of Supervisors convened regular quarterly meetings and extraordinary meetings as required. At these meetings, members discussed matters relating to the supervision of the Company's operations, thematic supervision topics, and issues related to handover and assignment of duties among members in case of personnel changes within the Board. The Board of Supervisors reviewed the Company's quarterly and annual financial statements; supervised certain completed and ongoing bidding packages under the underground mining investment and construction project of Nui Beo Coal Mine and Group C production maintenance projects; and coordinated with relevant units to supervise several management areas, including materials management, fixed asset management, major asset repairs, outsourcing activities, and labor and wage management.

- During the annual supervision of production and business activities, the Board of Supervisors provided recommendations to the operational and executive departments regarding production and business activities, capital investment and construction, and other operational aspects at regular Company meetings. These recommendations were acknowledged and incorporated into management practices by the Board of Directors and the General Director.

**II. SUPERVISION OF THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR**

**1. Forms and Activities of Supervision by the Board of Supervisors**

1.1. The Board of Supervisors regularly monitors the activities of the Board of Directors through the implementation of Resolutions of the General Meeting of



Shareholders, the Operating regulations of the Board of Directors, and resolutions and decisions issued by the Board of Directors.

1.2. The Board of Supervisors supervises the activities of the General Director and other management officers through the implementation of coal mining, screening, and processing contracts signed between the General Director and the Chief Executive Officer of Vietnam National Coal and Mineral Industries Group; the implementation of Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors; and Decisions issued by the General Director within the scope of authority as stipulated in the Company's Charter.

1.3. To supervise the Company's production and business performance and to review the quarterly, semi-annual, and annual financial statements.

## **2. Supervisory results**

### **2.1. Regarding the activities of the Board of Directors (BOD)**

The Supervisory Board has reviewed the 2025 performance report and the report for the 2021–2026 term of the Board of Directors and agrees with the contents presented therein. Based on its supervisory activities, the Supervisory Board provides the following assessments:

- The Board of Directors has duly performed its functions and duties in accordance with its Operating Regulations; it has exercised corporate governance through the issuance of Resolutions, Regulations, Decisions, and internal Rules, and has organized inspections and supervision of their implementation.

- In 2025, the Board of Directors convened 31 meetings; throughout the 2021–2026 term, it convened 124 meetings to address numerous important matters related to the direction and management of production and business activities, as well as the implementation of the Nui Beo underground coal mining project. The meetings were well-prepared in terms of content, conducted in compliance with procedures and principles, closely aligned with the Company's actual production and business situation, and resulted in timely and appropriate decisions.

- Personnel planning, appointment, and reappointment of managers were carried out in accordance with regulations. The Company effectively implemented its restructuring plan, reorganizing departments and units toward a streamlined structure in line with the roadmap to cease open-pit mining and fully transition to underground mining. The organizational structure was consolidated to meet production requirements. The BOD also directed the resolution of outstanding issues related to the Nui Beo underground mining investment projects.

- The review and timely amendment and supplementation of internal management documents have contributed to improving governance and operational efficiency. Documents issued by the BOD were within its authority and in compliance with legal regulations and the Company's actual production and business conditions.

- The Board of Directors issued decisions to adjust the Investment and Capital Construction Plan in accordance with the adjustment notice issued by Vietnam National Coal - Mineral Industries Holding Corporation Limited.



- The Board of Directors focused on leadership and direction in effectively implementing management and production operations, particularly in production preparation and organization, as well as cost control. As a result, synchronized and stable production and business operations were maintained in alignment with practical conditions.

- Members of the Board of Directors possess strong managerial competence and good moral integrity. In 2025 and throughout the 2021–2026 term, they worked diligently, proactively, creatively, and effectively, demonstrating a high sense of responsibility toward the Company and its shareholders.

## **2.2. Regarding the management and executive activities of the Director**

The Director has directly managed the Company's production and business activities in accordance with the functions and duties prescribed by the Law on Enterprises and the Company's Charter, specifically:

- Promptly implementing the Resolutions and Decisions of the Board of Directors and the business cooperation agreements between Vietnam National Coal - Mineral Industries Holding Corporation Limited and the Company;

- Timely proposing solutions to the Board of Directors to enhance operational efficiency and corporate governance; proactively developing and issuing internal management documents within his/her authority;

- Directly representing the Company in signing labor, credit, economic, and commercial contracts in compliance with applicable regulations and laws;

- Implementing personnel planning, training, development, appointment, and recruitment in a democratic, transparent, and public manner;

- Managing salaries, bonuses, and other remuneration in accordance with the Company's Regulations and the guidelines issued by the Corporation;

- Fulfilling obligations to the State; safeguarding the lawful rights and interests of shareholders; ensuring security, social order, and safety;

- Effectively organizing the implementation of investment and capital construction activities in accordance with delegated authority and in full compliance with investment procedures and regulations;

- Proactively managing daily production and business operations through synchronized policies and solutions from the Company level down to departments and workshops;

- Effectively directing the implementation of the Company's production and business plan, successfully achieving the economic and technical targets set out in the resolution of the General Meeting of shareholders.

- In summary: In 2025 and throughout the 2021–2026 term, the Board of Directors, the Director, and other managers of Nui Beo Coal Joint Stock Company

- Vinacomin have successfully fulfilled their duties in managing and operating production and business activities, enabling the Company to achieve strong growth and establish a stable foundation for 2026 and subsequent years.

- In 2025 and during the entire term, the Supervisory Board has made every effort to fulfill its functions and duties in accordance with the Company's Charter.

The achievements obtained were attributable not only to the efforts of each member but also to the support of the Board of Directors, the Board of management, the cooperation of the Company's departments, and the shareholders.

The Supervisory Board sincerely appreciates such cooperation and hopes to continue receiving even greater support and collaboration in 2026 and the remaining years of the term in order to successfully fulfill its duties for the benefit of the Company and its shareholders.

On the occasion of the General Meeting of shareholders, on behalf of the Supervisory Board, I would like to wish all esteemed shareholders good health.

Sincerely yours.



**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors, Chief accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for publication on the Company's website);
- Filed at: Administration office, Company secretary



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



**Vu Thi Dung**

No: 2889 /QC-VNBC

Quang Ninh, April 2, 2026

**REGULATION ON THE ELECTION OF THE BOARD  
OF DIRECTORS AND THE SUPERVISORY BOARD TERM V**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its guiding documents;

Pursuant to the Company's Charter adopted by the Annual General Meeting of Shareholders on April 28, 2021;

The 2026 Annual General Meeting of Shareholders ("the Meeting") of Nui Beo Coal Joint Stock Company – Vinacomin ("the Company") shall elect members of the Board of Directors ("BOD") and the Supervisory Board ("SB") in accordance with the following regulations:

**Article 1. Principles and Subjects of election**

**1.1. Principles of election:**

- a) The election must comply with the law and the Company's Charter, ensuring democracy and the lawful rights and interests of all shareholders;
- b) The election shall be conducted publicly by secret ballot.

**1.2. Eligible voters:**

Shareholders of the Company or their duly authorized representatives attending the General Meeting of Shareholders as of the record date of March 25, 2026.

**Article 2. Number and Criteria for Members of the BOD and SB**

**2.1. Number of members:**

- The number of BOD members to be elected is five (05), including one (01) independent BOD member;
- The number of SB members to be elected is three (03).

**2.2. Criteria and conditions:**

Criteria and conditions for becoming a BOD or SB member shall comply with the Law on Enterprises and the Company's Charter.

**Article 3. Nomination and Self-nomination of BOD and SB Members**

**3.1.** Before the opening of the Meeting, shareholders may form a group to nominate candidates for positions on the BOD and SB.

**3.2.** Nomination and self-nomination procedures are as follows:

- For BOD members: A shareholder or group of shareholders holding from 5% to under 10% of the total voting shares as of the record date (March 25, 2026) may nominate one (01) candidate; From 10% to under 30% may nominate two

 25

(02) candidates; From 30% to under 50% may nominate three (03) candidates; From 50% to under 65% may nominate four (04) candidates; From 65% or more may nominate a full five (05) candidates.

- For SB members: A shareholder or group of shareholders holding from 5% to under 20% of the total voting shares as of the record date (March 25, 2026) may nominate candidates in accordance with the Law on Enterprises and the Company's Charter. (As of March 25, 2026), a shareholder or group of shareholders holding from 5% to under 20% of the total voting shares may nominate one (01) candidate; from 20% to under 50% may nominate up to two (02) candidates; and from 50% or more may nominate a full three (03) candidates.

**3.3.** In the event that the total number of candidates nominated and self-nominated is still insufficient to meet five (05) candidates for the BOD (including one (01) independent BOD member) and three (03) candidates for the SB, the incumbent BOD and SB shall nominate additional candidates to ensure the required number.

#### **Article 4. Application Dossier for Nomination and Self-nomination to the BOD and SB**

**4.1.** The application dossier for nomination or self-nomination as a BOD or SB member includes:

- Application form or written nomination/self-nomination request for BOD or SB membership;
- Curriculum Vitae declared by the candidate, including: full name, date of birth, qualifications, working experience, managerial positions held, related interests, etc.;
- Notarized copy of the candidate's ID card or Citizen Identification Card;
- Power of Attorney for attending the General Meeting (if any).

**4.2.** The nomination/self-nomination dossier must be submitted to the Company's Office at No. 799 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province before April 25, 2026 for verification and information disclosure in accordance with regulations.

For direct nominations/self-nominations at the Meeting, the shareholder/group of shareholders must immediately provide a complete dossier as stated in Section 4.1 above to the Chairperson of the Meeting for consideration and inclusion in the list of candidates.

**4.3.** Only dossiers that fully satisfy the nomination/self-nomination requirements, are submitted within the prescribed deadline, and candidates who meet all applicable criteria for BOD/SB membership shall be included in the official list of candidates announced at the Meeting.

#### **Article 5. Voting method**

**5.1.** The election of BOD and SB members shall be conducted by cumulative voting. Accordingly, each shareholder or authorized representative attending the Meeting shall have a total number of votes equal to the number of

shares owned or represented multiplied by the number of members to be elected to the BOD (05 members, including 01 independent member) and the SB (03 members)...when electing the BOD, multiplied by the number of members to be elected to the SB (03 members) when electing the Company's SB.

**5.2.** A shareholder or his/her authorized representative attending the Meeting may allocate all of his/her votes to one (01) candidate or distribute the votes among selected candidates.

## **Article 6. Ballots, Voting Instructions, Casting and Counting of votes**

### **6.1. Ballots for election of BOD and SB members**

a) Each shareholder or authorized representative attending the General Meeting of Shareholders shall be provided with ballots for the election of BOD and SB members immediately before the voting takes place. Each ballot shall state:(1) Name of the shareholder; (2) Shareholder code; (3) Number of shares and total voting rights (calculated by multiplying the number of shares by the number of members to be elected to the BOD or SB); (4) Names of candidates nominated or self-nominated to the BOD and SB as approved by the General Meeting of Shareholders.

b) Each ballot for the election of BOD and SB members must bear the Company's seal affixed (overlapping seal).

### **6.2. Instructions for completing ballots and determination of validity**

a) How to complete the ballot:

If a shareholder or authorized representative agrees to vote for a candidate, he/she shall write the number of votes allocated in the "Number of Votes" column corresponding to that candidate's name.

If a mistake is made while completing the ballot, and provided that the ballot has not yet been put into the ballot box, the shareholder may directly contact the Head of the Vote Counting Committee to request a replacement ballot to ensure his/her rights.

b) Valid ballots:

- Issued by the Organizing Committee of the Meeting;
- Bearing the Company's seal;
- Not torn, erased, altered, or corrected; containing only the names of candidates approved by the General Meeting of Shareholders;
- Signed by the shareholder or authorized representative;
- The total votes allocated to candidates do not exceed the total voting rights of that shareholder;
- The total number of candidates voted for does not exceed the number of BOD or SB members to be elected.

c) Invalid ballots:

- Not issued by the Organizing Committee;
- Not bearing the Company's seal;



- Torn, erased, altered, corrected, or containing additional candidate names not approved by the General Meeting of Shareholders;
- Not signed by the shareholder or authorized representative;
- The total votes allocated exceed the shareholder's total voting rights;
- The number of candidates voted for exceeds the number of BOD or SB members to be elected;
- Submitted after the voting has ended and the ballot box has been sealed.

### **6.3. Voting procedures:**

a) The Vote Counting Committee shall prepare ballot boxes and inspect them in the presence of shareholders before voting begins.

b) Voting shall commence upon the signal of the Chairperson of the Meeting or the Head of the Vote Counting Committee and shall end when the last shareholder casts his/her ballot. After voting ends, the ballot box shall be sealed by the Vote Counting Committee in the presence of shareholders.

### **6.4. Vote Counting regulations**

a) The Vote Counting Committee shall conduct vote counting immediately after voting ends, in accordance with the following:

- The Committee shall work in a separate room or designated area. No one other than members of the Vote Counting Committee and assistants assigned by the Committee shall be allowed in the vote counting area, including Company shareholders.

- The Committee may use electronic technical equipment and technical staff to assist in vote counting and may assign necessary assistants.

- Verify the validity of all ballots.

- Count each ballot in turn and record the results.

- Seal all ballots and hand them over to the BOD immediately after the Meeting is adjourned.

b) Preparation and announcement of the Vote Counting Minutes:

- After completing the vote counting, the Committee shall prepare Minutes of Vote Counting Results and announce them at the Meeting. The Minutes must include the following main contents:

- Time and venue of vote counting;

- Members of the Vote Counting Committee;

- Total number of shareholders attending the Meeting;

- Total number of shares represented at the Meeting;

- Total number of valid ballots, invalid ballots;

- Total votes for each candidate;

- List of candidates elected as BOD and SB members.

- Total number of shareholders participating in the voting;

- Number of valid ballots and invalid ballots;

- Number of votes cast for each candidate to the BOD and SB;
- The Minutes of Vote Counting must bear the signatures of all members of the Vote Counting Committee and the confirmation of the Chairperson of the Meeting.

**Article 7. Principles for Determining Elected members of the BOD and SB**

- Elected members of the Company's BOD and SB shall be determined based on the number of votes received, in descending order from the highest to the lowest, starting with the candidate receiving the highest number of votes until the required number of members is filled (five (05) members for the BOD and three (03) members for the SB).

- In the event that two (02) or more candidates receive an equal number of votes, the General Meeting of Shareholders shall conduct a re-vote among those candidates with equal votes immediately at the Meeting.

**Article 8. Complaints regarding voting and vote counting**

- In the event that, after the announcement of the election results, a shareholder files a complaint or requests a re-examination of the election results, the Company's BOD shall directly review the matter.

- If any errors or fraud in vote counting are discovered, the Organizing Committee of the Meeting shall conduct a re-election, and the Vote Counting Committee shall be responsible for fully compensating all related costs.

- Any complaints and the resolution thereof regarding the election and vote counting shall be recorded in the Minutes of the Meeting.

**Article 9. Effectiveness of the regulation**

- This Regulation shall take effect immediately upon approval by the General Meeting of Shareholders.

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

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for publication on the Company's Website);
- Filed at: Administration Office, Company Secretary.

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



**Tran Tuan Anh**

**SOCIALIST REPUBLIC OF VIET NAM**  
**Independence – Freedom – Happiness**

....., date ..... month ..... year 2026



**APPLICATION FOR CANDIDACY FOR MEMBER OF THE BOARD  
OF DIRECTORS / SUPERVISORY BOARD TERM V (2026–2031)**

To: The Organizing Committee of the 2026 Annual General Meeting of shareholders - Nui Beo Coal Joint Stock Company – Vinacomin

Full name: .....  
Date of birth: ...../...../..... Nationality: .....  
ID card/Passport/Identity No.: ....., issued on: ..... at: .....  
Permanent address: .....  
Contact phone: ....., Fax: .....  
Educational qualification: ....., Major: .....

Number of shares owned or represented as of the record date (March 25, 2026):.....shares, equivalent to: .....% of the Company’s charter capital.

After reviewing the provisions of the Law on enterprises, the Company’s charter, and the Election Regulations, I hereby nominate myself as a candidate for the position of Member of the Board of Directors/ Supervisory Board of Nui Beo Coal Joint Stock Company – Vinacomin for Term V.

I hereby declare that I fully satisfy the conditions and standards to serve as a Member of the Board of Directors/ Supervisory Board in accordance with the Law on enterprises, the Company’s charter, and the election regulations at the 2026 Annual General Meeting of shareholders.

Respectfully submitted.

**SHAREHOLDER**  
*(Signature and full name)*

**\*Attachments:**

1. Curriculum vitae (in the Company’s prescribed form);
2. Certified copy of ID Card/Citizen Identity Card.



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....., date ... month ... year 2026

**NOMINATION FORM FOR MEMBER OF THE BOARD OF DIRECTORS/ SUPERVISORY BOARD TERM V (2026–2031)**

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders – Nui Beo Coal Joint Stock Company - Vinacomin.

We/I am (are) shareholder(s)/a group of shareholders of the Company:

No.	Name of Shareholder	ID Card/Passport/Business Registration No. (for organizations); Place of Issue; Date of Issue	Address; Contact Phone Number	Number of Shares Owned	% of Charter Capital	Signature of Shareholder or Legal Representative and Seal (for organizations)
1						
2						
3						
4						
5						
...						
<b>Total:</b>						

Pursuant to the provisions of the Law on Enterprises, the Company’s Charter and the Election Regulations of the Company, I/we hereby nominate the following Mr./Ms. for inclusion in the list of candidates for election to the Board of Directors/ the Supervisory Board of the Company for the 5th term (2026–2031):

No.	Candidate’s full name	Date of birth; nationality	ID/Passport No.; Place of issue; Date of issue	Address; Contact telephone number	Educational background	Educational background
<b>I</b>	<b>Board of Directors</b>					
1						
2						
3						
4						
5						
<b>II</b>	<b>Supervisory Board</b>					

*Acc*  
31



No.	Candidate's full name	Date of birth; nationality	ID/Passport No.; Place of issue; Date of issue	Address; Contact telephone number	Educational background	Educational background
1						
2						
3						

I/We hereby confirm and undertake that the nominated candidate fully satisfies all conditions and standards required to serve as a member of the Board of Directors / the Supervisory Board in accordance with the Law on Enterprises, the Company's Charter, and the Company's Election Regulations at the 2026 Annual General Meeting of shareholders.

Sincerely yours./.

**REPRESENTATIVE OF THE  
SHAREHOLDER/ GROUP OF  
SHAREHOLDERS**

*(Signature and seal, if any)*

**\* Enclosures:**

- (1) Curriculum vitae (summary) completed and signed by the nominee proposed by the shareholder/group of shareholders (attached form);
- (2) Valid Power of Attorney in the attached form (if the shareholder authorizes another person to make the nomination);
- (3) Certified copy of the nominee's Identity Card/Citizen Identification Card.

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**CURRICULUM VITAE (SUMMARY)**

Candidate for the Board of Directors/ Board of Supervisors

Term V (2026–2031) (Nominated by: .....)

Full name: .....

Gender: .....

Date of birth: .....

Ethnicity: .....

Nationality: .....

Place of origin: .....

Permanent address: .....

ID Card/ Citizen Identification No.: .....

Date of issue: ..... Place of issue: .....

Contact phone number: .....

General education level: .....

Professional qualifications: .....

Employment history: .....

<b>Period (From – To)</b>	<b>Position and Organization</b>

Number of shares (NBC) held: ..... shares (representing .....%), of which:

Personal ownership: ..... shares (representing .....%);

Representative of State capital: ..... shares (representing .....%).

Number of shares (NBC) held by related persons: ..... shares.

Legal violations: None.

Conflict of interests with the Company: None.

I hereby declare that the above information is true and correct. Should any statement be found incorrect, I shall take full responsibility before the law.

....., April , 2026

**Declarant**

*(Signature and full name)*

Quang Ninh, April 28, 2026

**REPORT**  
**On the Nomination of Personnel for Participation in the Board of Directors**  
**and the Board of Supervisors of the Company for Term V (2026–2031)**  
**(Draft)**

Pursuant to: the Law on Enterprises 2020 dated June 17, 2020 and its guiding documents; the Company’s Charter adopted by the General Meeting of Shareholders on April 28, 2021; the list of shareholders of the Company as of the final registration date of March 25, 2026 provided by the Vietnam Securities Depository and Clearing Corporation; the Regulation on the election of the Board of Directors and the Board of Supervisors of the Company for Term V (2026–2031); Resolution No. .../NQ-VNBC dated April 28, 2026 of the Board of Directors; and the official dispatch of the Board of Supervisors dated April 28, 2026,

The Organizing Committee of the General Meeting and the Company’s Board of Directors have conducted a review and verification of the dossiers of candidates nominated by shareholders, the incumbent Board of Directors, and the Board of Supervisors, and hereby report to the General Meeting the list of personnel for election to the Board of Directors and the Board of Supervisors for Term V in accordance with the Law on Enterprises and the Company’s Charter as follows:

**I. For the Board of Directors:**

1. Number of members of the Board of Directors to be elected by the General Meeting: 05 members; including 01 independent member of the Board of Directors.

2. Number of qualified candidates nominated by shareholders holding more than 5% of the charter capital up to this time: 03 members, of which:

- Vietnam National Coal - Mineral Industries Group, holding 65% of the charter capital, has nominated 03 members (TKV has not nominated any candidate for the position of independent member of the Board of Directors);

- Other shareholders: 0 (None).

3. Number of qualified candidates nominated by the incumbent Board of Directors pursuant to Clause 3, Article 25 of the Company’s Charter: 02 persons, including 01 independent member of the Board of Directors.

No.	Candidate name (BoD)	Year of birth	Qualification level	Note
<b>I</b>	<b>Nominated by TKV</b>			
1	Tran Tuan Anh	1972	Bachelor of Economics	



No.	Candidate name (BoD)	Year of birth	Qualification level	Note
2	Doan Dac Tho	1969	Mining engineer	
3	Nguyen Tuan Dung	1968	Mining engineer	
<b>II Nominated by the incumbent Board of Directors</b>				
1	Pham Ba Tuoc	1978	Mining engineer	
2	Dang Van Ngong	1963	Vocational diploma in mining	Nomination of an Independent Member of the Board of Directors

## II. For the Board of Supervisors:

1. Number of members of the Board of Supervisors to be elected by the General Meeting: 03 members.

2. Number of qualified candidates nominated by shareholders holding more than 5% of the charter capital up to this time: 02 members, of which:

- Vietnam National Coal - Mineral Industries Group, holding 65% of the charter capital, has nominated 02 members;

- Other shareholders: 0 (None).

3. Number of qualified candidates nominated by the incumbent Board of Supervisors pursuant to Clause 3, Article 36 of the Company's Charter: 01 member.

No.	Shareholder/ BOS candidate name	Date of birth	Qualification level	Note
<b>I Nominated by TKV</b>				
1	Vu Thi Dung	1979	Master of Economics	
2	Do Thi Thanh Huyen	1974	Mining Engineer	
<b>II Nominated by the incumbent Board of Supervisors</b>				
1	Nguyen Tien Nhuong	1967	Bachelor's Degree in accounting	

We respectfully submit this report to the General Meeting and seek the opinions of the esteemed shareholders.

### Recipients:

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for publication on the Company's Website);
- Filed at: Administration Office, Company Secretary.

FOR AND ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN



Tran Tuan Anh

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**CURRICULUM VITAE (SUMMARY)**

**Candidate for the Board of Directors – Term V (2026–2031)**  
**(Nominated by Vietnam National Coal - Mineral Industries Group (TKV))**

1. Full name: Tran Tuan Anh
2. Gender: Male
3. Date of birth: February 24, 1972
4. Place of birth: Phu Dong Commune, Hanoi.
5. Citizen Identification No.: 001072019821, issued by the Police Department for Administrative Management of Social Order on May 8, 2021.
6. Nationality: Vietnamese.
7. Ethnicity: Kinh.
8. Permanent address: R1B Building, Royal City Apartment Complex, 72A Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan district, Ha Noi.
9. Phone number: 0932 466 688.
10. Email address: anhtt@vinacomin.vn
11. Name of the organization subject to information disclosure: Nui Beo Coal Joint Stock Company – Vinacomin.
12. Current position at the organization subject to information disclosure: Candidate for Chairman of the Board of Directors.
13. Member of the Board of Directors of Vinacomin Maritime Agency Joint Stock Company.
14. Number of shares (NBC) held: 0 shares, representing 0% of the charter capital.
15. Commitment to holding shares (if any): None.
16. Related persons of the declarant: List attached.
17. Interests related to the Company: None.
18. Conflicting interests with the Company: None.
19. Educational qualification: Bachelor of Economics.
20. Employment history:

<b>From (Month/Year) To (Month/Year)</b>	<b>Position and Organization</b>
10/1994 - 04/1996	Accountant, Finance and Accounting Department, Inland Coal Construction Project Management Board.
05/1996 - 05/2000	Accountant, Finance and Accounting Department, Vietnam Coal Project Management Board.
06/2000 - 02/2008	Chief Accountant and Head of Accounting Department, Vietnam Coal Project Management Board.

<b>From (Month/Year) To (Month/Year)</b>	<b>Position and Organization</b>
03/2008 - 02/2012	Chief Accountant cum Head of Accounting Department, Red River Delta Coal Projects Management Board – Vinacomin.
03/2012 - 12/2015	Deputy Head, Accounting and Statistics Department, Vietnam National Coal - Mineral Industries Group (TKV).
12/2015 - 02/2016	Head, Accounting and Statistics Department, Vietnam National Coal - Mineral Industries Group (TKV).
03/2016 - 08/2020	Chief accountant, Cao Son Coal Joint Stock– Vinacomin.
08/2020 - 09/2022	Deputy Head of Internal Audit Department, Vietnam National Coal - Mineral Industries Group (TKV).
09/2022 - 12/2022	Representative for the State Capital of TKV.
From 01/2023 to...	Representative for the State Capital of TKV; Chairman of the Board of Directors, Nui Beo Coal Joint Stock– Vinacomin. – Vinacomin.

I hereby declare that the above statements are completely true and accurate. Should any information be found incorrect, I shall take full responsibility before the law.

*Quang Ninh, April 2, 2026*

**Declarant**

**Tran Tuan Anh**

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**CURRICULUM VITAE (SUMMARY)**

**Candidate for the Board of Directors – Term V (2026–2031)**  
**(Nominated by Vietnam National Coal - Mineral Industries Group (TKV))**

1. Full name: Doan Dac Tho
2. Gender: Male
3. Date of birth: February 7, 1969
4. Place of birth: Luong Tai District, Bac Ninh Province.
5. Citizen Identification No.: 027069000205, issued by the Police Department for Administrative Management of Social Order on May 10, 2021.
6. Nationality: Vietnamese.
7. Ethnicity: Kinh.
8. Permanent address: No. 138 To Vinh Dien Street, Group 15, Area 4, Ha Long Ward, Quang Ninh Province.
9. Phone number: 0903 207 269.
10. Email address: vp799nbc@gmail.com.
11. Name of the organization subject to information disclosure: Nui Beo Coal Joint Stock Company – Vinacomin.
12. Current position at the organization subject to information disclosure: Candidate for the Board of Directors.
13. Current positions held at other organizations: None.
14. Number of shares (NBC) held: 0 shares, representing 0% of the charter capital.
15. Commitment to holding shares (if any): None.
16. Related persons of the declarant: List attached.
17. Interests related to the Company: None.
18. Conflicting interests with the Company: None.
19. Educational qualification: Mining Engineer.
20. Employment history:

<b>From (Month/Year) To (Month/Year)</b>	<b>Position and Organization</b>
09/1991 - 04/1998	Technical Officer, Technical Department, Cam Pha Coal Enterprise.
05/1998 - 05/2000	Head of KTM Tay Bac Da Mai Department, Quang Ninh Coal Company.
06/2000 - 04/2006	Deputy Technical Director, Khe Cham II Coal Construction and Production Enterprise.
05/2006 - 09/2006	Investment Officer, Ha Long Coal Company.



<b>From (Month/Year) To (Month/Year)</b>	<b>Position and Organization</b>
10/2006 - 05/2009	Deputy Director, Tan Lap Coal Enterprise, Ha Long Coal Company.
05/2009 - 10/2013	Director and Deputy Secretary of the Party Committee, Tan Lap Coal Enterprise, Ha Long Coal Company.
11/2013 - 03/2018	Deputy Director, Ha Long Coal Company – TKV.
04/2018 - 07/2023	Director, Specialized Coal Mine Project Management Board – Vietnam National Coal - Mineral Industries Group (TKV).
08/2023 - 10/2023	Director, Nui Beo Coal Joint Stock Company – Vinacomin
10/2023 to present	Member of the Board of Directors and Director, Nui Beo Coal Joint Stock Company – Vinacomin

I hereby declare that the above statements are completely true and accurate. Should any information be found incorrect, I shall take full responsibility before the law.

*Quang Ninh, April 2, 2026*

**Declarant**

**Doan Dac Tho**



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**CURRICULUM VITAE (SUMMARY)**

**Candidate for the Board of Directors – Term V (2026–2031)**

**(Nominated by Vietnam National Coal - Mineral Industries Group (TKV))**

1. Full name: **Nguyen Tuan Dung**
2. Gender: Male
3. Date of birth: December 16, 1968
4. Place of birth: Nam An Phu Commune, Hai Phong City.
5. Citizen Identification No.: 030068011014, issued by the Police Department for Administrative Management of Social Order on June 28, 2021.
6. Nationality: Vietnamese.
7. Ethnicity: Kinh.
8. Permanent address: Ha Long Ward, Quang Ninh Province.
9. Phone number: 0913 071 497.
10. Email address: nguyentuandung1612@gmail.com
11. Name of the organization subject to information disclosure: Nui Beo Coal Joint Stock Company – Vinacomin. Current position at the organization subject to information disclosure: Candidate for the Board of Directors.
12. Current positions held at other organizations: None.
13. Number of shares (NBC) held: 0 shares, representing 0% of the charter capital.
14. Commitment to holding shares (if any): None.
15. Related persons of the declarant: List attached.
16. Interests related to the Company: None.
17. Conflicting interests with the Company: None.
18. Educational qualification: Mining Engineer.
19. Employment history:

<b>From (Month/Year) To (Month/Year)</b>	<b>Position and Organization</b>
05/1989 - 03/1991	Worker, General Operations Site, Nui Beo Coal Mine.
03/1991 - 04/1993	Soldier, Regiment E43, Quang Ninh Provincial Military Command.
04/1993 - 02/1994	Officer, Inspection and Security Department, Nui Beo Coal Mine.
03/1994 - 03/1996	Officer, Production Control Department, Nui Beo Coal Mine.
04/1996 - 11/1996	Deputy Head, Production Control Department, Nui Beo Coal Mine.
11/1996 - 03/1999	Deputy Site Manager, Coal Site No. 1, Nui Beo Coal Mine.

<b>From (Month/Year) To (Month/Year)</b>	<b>Position and Organization</b>
04/1999 - 03/2002	Site Manager, Coal Site No. 1, Nui Beo Coal Mine.
04/2002 - 03/2006	Workshop Manager (Port Workshop), Nui Beo Coal Company.
04/2006 - 09/2007	Head of Production Control Department, Nui Beo Coal Joint Stock Company – Vinacomin.
10/2007 - 02/2013	Deputy Director in charge of Production, Nui Beo Coal Joint Stock Company – Vinacomin.
03/2013 – 02/2017	Deputy Director in charge of Technical Affairs, Nui Beo Coal Joint Stock Company – Vinacomin.
03/2017 – 9/2022	Deputy Director in charge of Production, Nui Beo Coal Joint Stock Company – Vinacomin.
10/2022 – 10/2023	Full-time Member of the Board of Directors, Nui Beo Coal Joint Stock Company – Vinacomin.
10/2023 to present	Deputy Secretary of the Party Committee and Member of the Board of Directors, Nui Beo Coal Joint Stock Company – Vinacomin.

I hereby declare that the above statements are completely true and accurate. Should any information be found incorrect, I shall take full responsibility before the law.

*Quang Ninh, April 2, 2026*

**Declarant**

**Nguyen Tuan Dung**

*Dung*

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**CURRICULUM VITAE (SUMMARY)**

**Candidate for the Board of Directors – Term V (2026–2031)**  
**(Nominated by the incumbent Board of Directors in case of additional nomination)**

1. Full name: **Pham Ba Tuoc**
2. Gender: Male
3. Date of birth: October 6, 1978
4. Place of birth: Ha Long, Quang Ninh province.
5. Citizen Identification No.: 022078007888, issued by the Police department for Administrative Management of Social Order on July 2, 2021.
6. Nationality: Vietnamese.
7. Ethnicity: Kinh.
8. Permanent address: Group 5, Ha Lam 1 Residential Area, Ha Lam Ward, Quang Ninh Province.
9. Phone number: 0915 043 941.
10. Email address: tuockcm2016@gmail.com
11. Name of the organization subject to information disclosure: Nui Beo Coal Joint Stock Company – Vinacomin.
12. Current position at the organization subject to information disclosure: Candidate for the Board of Directors.
13. Current positions held at other organizations: None.
14. Number of shares (NBC) held: 0 shares, representing 0% of the charter capital.
15. Commitment to holding shares (if any): None.
16. Related persons of the declarant: List attached.
17. Interests related to the company: None.
18. Conflicting interests with the company: None.
19. Educational qualification: Mining engineer.
20. Employment history:

<b>From (Month/Year) To (Month/Year)</b>	<b>Position and Organization</b>
11/2001 - 01/2003	Worker, Site 88, Ha Lam Coal Company
02/2003 - 05/2006	Staff member, Technical Department, Ha Lam Coal Company.
06/2006 - 07/2007	Deputy Head of Technical Department, Ha Lam Coal Joint Stock Company – TKV
08/2007 - 12/2008	Head of Mine Ventilation Department, Ha Lam Coal Joint

<b>From (Month/Year) To (Month/Year)</b>	<b>Position and Organization</b>
	Stock Company – TKV
01/2009 - 12/2015	Workshop Manager, Mining Site No. 6, Ha Lam Coal Joint Stock Company – TKV
01/2016 - 02/2017	Head of Technical Department, Ha Lam Coal Joint Stock Company – Vinacomin.
03/2017 - 03/2017	Staff member, General Technical Department, Ha Lam Coal Joint Stock Company – Vinacomin.
04/2017 - 08/2017	Head of Department and Deputy Director, Underground Project Management Board, Nui Beo Coal Joint Stock Company – Vinacomin..
08/2017 – 4/2025	Deputy Director, Nui Beo Coal Joint Stock Company – Vinacomin..
04/2025 to present	Member of the Board of Directors and Deputy Director, Nui Beo Coal Joint Stock Company – Vinacomin.

I hereby declare that the above statements are completely true and accurate. Should any information be found incorrect, I shall take full responsibility before the law.

Quang Ninh, April 2, 2026

**Declarant**

**Pham Ba Tuoc**



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**CURRICULUM VITAE (SUMMARY)**

**Independent Candidate for the Board of Directors – Term V (2026–2031)**  
**(Nominated by the incumbent Board of Directors in case of additional nomination)**

1. Full name: **Dang Van Ngong**
2. Gender: Male
3. Date of birth: July 4, 1963
4. Place of birth: Hong Son, Hanoi
5. Citizen Identification No.: 001063014832, issued by the Police Department for Administrative Management of Social Order on August 10, 2021.
6. Nationality: Vietnamese
7. Ethnicity: Kinh
8. Permanent address: Group 7, Area 3, Ha Long Ward, Quang Ninh Province
9. Phone number: 0912108875
10. Email address:
11. Name of the organization subject to information disclosure: Nui Beo Coal Joint Stock Company – Vinacomin.
12. Current position at the organization subject to information disclosure: Independent Candidate for the Board of Directors
13. Current positions held at other organizations: None
14. Number of shares (NBC) held: 100 shares, representing 0...% of the charter capital
15. Commitment to holding shares (if any): None
16. Related persons of the declarant: List attached
17. Interests related to the Company: None
18. Conflicting interests with the Company: None
19. Educational qualification: Intermediate Diploma in Mining
20. Employment history:

<b>From (year...) to (year...)</b>	<b>Position and Organization</b>
1984 - 1989	Blasting Worker, Ha Tu Coal Mine.
1989 - 1990	Team Leader of Blasting Team, General Site, Nui Beo Coal Mine.
1990 - 1997	Deputy Workshop Manager, Seam 11 Site, Nui Beo Coal Mine.
1997 - 1998	Workshop Manager, Seam 14 Site, Nui Beo Coal Mine.
1998 - 2003	Deputy Head of Technical Department; Deputy Workshop Manager, Seam 11 Site, Nui Beo Coal Mine.

  
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<b>From (year...) to (year...)</b>	<b>Position and Organization</b>
2003 - 2008	Workshop Manager, Seam 11 Site; Construction & Mining Site, Nui Beo Coal Joint Stock Company – TKV
2008 - 2010	Deputy Head of Production Control Department, Nui Beo Coal Joint Stock Company – TKV
2010 - 2011	Site Manager, Construction Site of Thach Khe Iron Project – Ha Tinh.
2011	Deputy Head of Production Control Department, Nui Beo Coal Joint Stock Company – Vinacomin.
2011 - 2018	Workshop Manager, CGLĐ Site; Seam 11 Site; Underground Transport Workshop No.1, Nui Beo Coal Joint Stock Company – Vinacomin.
2018 - 2021	Retired.
2021 to present	Independent Member of the Board of Directors, Nui Beo Coal Joint Stock Company – Vinacomin.

I hereby declare that the above statements are completely true and accurate. Should any information be found incorrect, I shall take full responsibility before the law.

*Quang Ninh, April 2, 2026*

**Declarant**

**Dang Van Ngong**



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

**CURRICULUM VITAE (SUMMARY)**  
**Candidate for Head of the Supervisory Board – Term V (2026–2031)**  
**(Nominated by TKV)**

1. Full name: **Vu Thi Dung**
2. Gender: Female
3. Date of birth: August 28, 1979
4. Place of birth: Cam Pha, Quang Ninh province
5. Citizen Identification No.: 022179003564, issued by the Police department for Administrative Management of Social Order on August 7, 2023
6. Nationality: Vietnamese
7. Ethnicity: Kinh
8. Permanent address: Sapphire Apartment Building, Hong Gai 1 Residential Area, Hong Gai Ward, Quang Ninh Province
9. Contact phone number: 0904 198 222
10. Email address: dungvt@vinacomin.vn
11. Name of the organization subject to information disclosure: Nui Beo Coal Joint Stock Company – Vinacomin.
12. Current position at the organization subject to information disclosure: Candidate for Head of the Supervisory Board
13. Current positions held at other organizations: None
14. Number of shares (NBC) held: 0 shares, representing 0% of the charter capital
15. Commitment to holding shares (if any): None
16. Related persons of the declarant: List attached
17. Interests related to the Company: None
18. Conflicting interests with the Company: None
19. Educational qualifications: Master's Degree in Economic Management; Bachelor of Economics
20. Employment history:

<b>From (year...) to (year...)</b>	<b>Position and Organization</b>
12/2001 - 10/2007	Accounting Officer, Accounting Department, Service and Coal Trading Enterprise – Ha Long Coal Company – TKV.
10/2007 – 6/2008	Deputy Head of Accounting Department, Service and Coal Trading Enterprise – Ha Long Coal Company.
6/2008 – 9/2008	Accounting Officer, Accounting Department, Hon Gai Port and Logistics Company – Vinacomin.
9/2008 – 8/2016	Deputy Head of Accounting Department, Hon Gai Port and

From (year...) to (year...)	Position and Organization
	Logistics Company – Vinacomin.
8/2016 – 7/2017	Officer-in-Charge of Accounting Department, Hon Gai Port and Logistics Company – Vinacomin.
8/2017 – 10/2017	Officer-in-Charge of Accounting Department, Hon Gai Port and Logistics Company – Vinacomin; Assistant to the Director – Accounting Department, Hon Gai Coal Preparation Company.
10/2017 – 11/2019	Deputy Head of Accounting Department, Hon Gai Coal Company – TKV.
From 1/11/2019 to present	Head of the Supervisory Board, Nui Beo Coal Joint Stock Company – Vinacomin.

I hereby declare that the above statements are completely true and accurate. Should any information be found incorrect, I shall take full responsibility before the law.

*Quang Ninh, April 2, 2026*

**Declarant**

**Vu Thi Dung**



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

**CURRICULUM VITAE (SUMMARY)**  
**Candidate for the Supervisory Board – Term V (2026–2031)**  
**(Nominated by TKV)**

1. Full name: **Do Thi Thanh Huyen**
2. Gender: Female
3. Date of birth: May 23, 1974
4. Place of birth: Quang Yen Ward, Quang Ninh Province
5. Citizen Identification No.: 022174011092, issued by the Police Department for Administrative Management of Social Order on August 26, 2021
6. Nationality: Vietnamese
7. Ethnicity: Kinh
8. Permanent address: Group 6, Hong Ha 5 Residential Area, Ha Long Ward, Quang Ninh Province
9. Contact phone number: 0912 791 299
10. Email address: huyen.nuibeo@gmail.com
11. Name of the organization subject to information disclosure: Nui Beo Coal Joint Stock Company – Vinacomin.
12. Current position at the organization subject to information disclosure: Candidate for the Supervisory Board
13. Current positions held at other organizations: None
14. Number of shares (NBC) held: 2,118 shares, representing 0,...% of the charter capital
15. Commitment to holding shares (if any): None
16. Related persons of the declarant: List attached
17. Interests related to the Company: None
18. Conflicting interests with the Company: None
19. Educational qualification: Mining Engineer
20. Employment history:

<b>From (year...) to (year...)</b>	<b>Position and Organization</b>
06/1998 - 12/2004	Officer, Planning and Investment – Capital Construction Department, Nui Beo Coal Mine.
01/2005 - 03/2010	Deputy Head of Investment and Capital Construction Department, Nui Beo Coal Joint Stock Company – TKV.
03/2010 - 04/2011	Head of Investment and Capital Construction Department, Nui Beo Coal Joint Stock Company – Vinacomin.
04/2011 – 04/2016	Member of the Board of Directors; Head of Investment

<b>From (year...) to (year...)</b>	<b>Position and Organization</b>
	and Capital Construction Department (DTM), Nui Beo Coal Joint Stock Company – Vinacomin.
04/2016 to present	Member of the Supervisory Board; Head of Investment and Capital Construction Department (DTM), Nui Beo Coal Joint Stock Company – Vinacomin.

I hereby declare that the above statements are completely true and accurate. Should any information be found incorrect, I shall take full responsibility before the law.

*Quang Ninh, April 2, 2026*

**Declarant**

**Do Thi Thanh Huyen**



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

**CURRICULUM VITAE (SUMMARY)**

**Candidate for the Supervisory Board – Term V (2026–2031)**  
**(Nominated by the incumbent Supervisory Board in case of additional nomination)**

1. Full name: **Nguyen Tien Nhuong**
2. Gender: Male
3. Date of birth: February 20, 1967
4. Place of birth: Hong Gai Ward, Quang Ninh Province
5. Citizen Identification No.: 022067002045, issued by the Police Department for Administrative Management of Social Order on April 13, 2021
6. Nationality: Vietnamese
7. Ethnicity: Kinh
8. Permanent address: Hong Gai Ward, Quang Ninh Province
9. Contact phone number: 0914 258 118
10. Email address: nhuongcdnb@gmail.com
11. Name of the organization subject to information disclosure: Nui Beo Coal Joint Stock Company – Vinacomin.
12. Current position at the organization subject to information disclosure: Candidate for the Supervisory Board
13. Current positions held at other organizations: None
14. Number of shares (NBC) held: 0 shares, representing 0% of the charter capital
15. Commitment to holding shares (if any): None
16. Related persons of the declarant: List attached
17. Interests related to the Company: None
18. Conflicting interests with the Company: None
19. Educational qualification: Bachelor of Economics
20. Employment history:

<b>From (year...) to (year...)</b>	<b>Position and Organization</b>
4/1988 – 3/1996	Staff member, Hong Gai Mechanical Factory.
4/1996 – 8/1999	Secretary of the Ho Chi Minh Communist Youth Union (full-time), Hong Gai Mechanical Factory.
9/1999 – 11/2003	Staff member, Project Management Board, Son Long Footwear Joint Venture Company, Cam Pha, Quang Ninh.



<b>From (year...) to (year...)</b>	<b>Position and Organization</b>
11/2003 – 12/2003	Officer, Vietnam National Coal and Mineral Industries Group (Vinacomin).
12/2003 - 9/2004	Accounting Officer, Nui Beo Coal Joint Stock Company – TKV.
10/2000 – 02/2006	Officer, Party Committee Office; Chief of Party Committee Office, Nui Beo Coal Joint Stock Company – TKV.
03/2006 - 02/2010	Member of the Supervisory Board (concurrently); Chief of Party Committee Office, Nui Beo Coal Joint Stock Company – TKV.
03/2010 - 02/2015	Member of the Supervisory Board (concurrently); Vice President of the Trade Union, Nui Beo Coal Joint Stock Company – Vinacomin.
03/2015 to present	Member of the Supervisory Board; President of the Trade Union, Nui Beo Coal Joint Stock Company – Vinacomin.

I hereby declare that the above statements are completely true and accurate. Should any information be found incorrect, I shall take full responsibility before the law.

*Quang Ninh, April 2, 2026*

**Declarant**

**Nguyen Tien Nhuong**



No: 2890/BC-VNBC

Quang Ninh, April 2, 2026

## REPORT

### **Results of production and business activities in 2025 and the period 2021–2025; Production and business plan for 2026 and the period 2026–2030**

Pursuant to the Charter of Nui Beo Coal Joint Stock Company – Vinacomin approved by the General Meeting of Shareholders on April 28, 2021;

In performing the duties assigned by the Board of Directors, the General Director hereby reports to the General Meeting of Shareholders the results of production and business activities in 2025 and the period 2021–2025; and the production and business plan for 2026 and the period 2026–2030 as follows:

## PART I

### **RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025, THE FIVE-YEAR PERIOD 2021–2025**

In 2025 and the period 2021–2025, the Company faced numerous difficulties and challenges. The Company ended open-pit coal mining and transitioned to underground mining under conditions of a shortage of underground miners; the structure of skill grades, as well as the workforce of management and supporting services, remained unbalanced compared to the Group's model. Geological conditions of the mine were complex, and during roadway drivage, new fault lines with larger-than-expected amplitudes were frequently encountered. Mechanized longwall faces repeatedly encountered water inflows with large volumes (approximately 60 m<sup>3</sup>/hour), significantly affecting production output. In addition, extended fault and folding systems in the longwall faces reduced the quality of run-of-mine coal compared to the plan, causing difficulties in preparing sufficient supply to meet consumption demand. Meanwhile, fixed costs such as loan interest and depreciation of fixed assets remained high.

However, with the close attention, direction and guidance of the Group, the Company proactively adhered to the overall objectives, plans and management solutions, while developing targets and plans suitable to actual conditions. Through the synchronous implementation of flexible and decisive management measures, the promotion of close coordination across the entire political system, and the active and creative working spirit of employees, the Company successfully fulfilled the production and business targets in accordance with the five-year plan and the annual plan assigned by the General Meeting of Shareholders, specifically as follows:



**I. RESULTS OF IMPLEMENTATION OF PRODUCTION AND BUSINESS INDICATORS IN 2025**

No.	Indicator	Unit	Plan		Implement	Comparison %	
			Beginning of the year	adjustment		Beginning of the year	adjustment
1	Total roadway drivage	Metre	14.800	13.000	13.000	88	100
-	Roadways for production preparation	"	14.800	13.000	13.000	88	100
2	Output of imported coal	10 <sup>3</sup> Tons	1.900	1.950	2.000	105	103
-	Underground coal output	"	1.900	1.950	2.000	105	103
3	Clean coal processed at the mine	10 <sup>3</sup> Tons	1.767	1.858	1.954	111	105
-	Clean coal from imported coal	"	1.767	1.767	1.866	106	106
-	Clean coal from processed products	"		91	88		96
4	Coal sales volume	10 <sup>3</sup> Tons	1.767		1.819	103	
5	Capital construction investment value	Billion VND	324,6	353,4	370,0	114	105
6	Revenue	Billion VND	2.730		2.694	99	
7	Total profit	Billion VND	36,2		51,5	142	
8	Standard workforce	Person	3.385		3.079	91	
9	Average wage	10 <sup>3</sup> VND/person month	19.912		20.850	105	
10	Dividend	%	≥ 5,0		6	120	

**II. RESULTS OF IMPLEMENTATION OF PRODUCTION AND BUSINESS INDICATORS FOR THE FIVE-YEAR PERIOD 2021–2025.**

No.	Indicator	Unit	Five-year plan (2021-2025)		Implement	Comparison %	
			Beginning of the year	Adjusted		Beginning of the year	Adjusted
1	Overburden removal	10 <sup>3</sup> m <sup>3</sup>	1.200	4.680	4.837	403	103
-	Production earth	"	1.200	580	580	48	100
-	Earth for safety plan: excavation, transportation and dumping ensured safety	"		4.100	4.258		104
2	Total roadway drivage	Metre	77.300	67.900	68.585	89	101
-	Roadways for production preparation	"	77.300	67.900	68.585	89	101

No.	Indicator	Unit	Five-year plan (2021-2025)		Implement	Comparison %	
			Beginning of the year	Adjusted		Beginning of the year	Adjusted
3	Output of imported coal	10 <sup>3</sup> Tons	8.470	8.208	8.516	101	104
-	Open-pit coal output	"	220	292	292	133	100
-	Underground coal output	"	8.250	7.830	7.945	96	101
-	Coal recovered according to plan	"			192		
-	Other recovered coal	"		86	86		100
4	Clean coal processed at the mine	10 <sup>3</sup> Tons	8.621	8.375	9.526	110	114
-	Clean coal from imported coal	"	7.731	7.379	8.234	107	112
-	Clean coal from processed products	"	890	996	1.291	145	130
5	Coal sales volume	10 <sup>3</sup> Tons	8.621	8.269	9.431	109	114
6	Capital construction investment value	Billion VND	1.113	1.570,4	1.444	130	92
7	Revenue	Billion VND	12.149	13.029	15.070	124	116
8	Total profit	Billion VND	142,4	276	334	234	121
9	Workforce	Người	3.271	3.361	3.143	96	94
10	Average wage	10 <sup>3</sup> VND/person.month	15.258	17.213	18.332	120	107
11	Dividend	%	≥ 3,0	4,2	5,4	180	129

### III. ASSESSMENT OF TASK PERFORMANCE RESULTS

In 2025 and the period 2021–2025, most of the Company's production and business indicators were achieved in accordance with the Plan approved by the General Meeting of shareholders and were assessed by the Company's Board of Directors as follows:

#### 1. Safety management:

The Company has strictly implemented safety management measures; inspected and directed units and employees to comply with technical procedures and safety regulations; promptly rectified unsafe behaviors; and organized safety training for employees in accordance with regulations. During the term, occupational safety has been basically ensured.

#### 2. Technical management and production operation:

- The Company has strictly and fully implemented all steps from mining design, roadway design to preparation of construction documentation in compliance with technical standards of the coal industry. The system of technical documents, longwall logs, roadway logs and equipment inspection records has been scientifically managed and fully updated, providing accurate data for operation management and periodic adjustment of operating parameters.



- Technical safety management has continued to be strengthened; the review and updating of technical parameters of ventilation, drainage, transportation and power supply systems have been carried out periodically, ensuring equipment operates in a stable and safe condition; site inspection and technical supervision have been maintained regularly, promptly detecting and addressing geological instability risks; many measures for roadway support, water control and mine gas control have been strictly implemented, contributing to minimizing risks in mining, especially in areas beneath former open-pit waste dumps; ventilation and mine gas control during production have been well implemented; dredging of water sump roadways at level -350 has been effectively carried out, ensuring drainage capacity during the rainy and storm season.

- The Company has proactively applied technological innovation solutions, automation, mechanization and semi-mechanization in roadway drivage and mining, contributing to improving productivity and reducing manual labor intensity. Many new technological solutions have been studied and applied, such as putting into operation a light mechanized longwall face with a capacity of 350,000 tons/year, aiming to improve working conditions and increase labor productivity continuing to closely follow the directives of the Group, promoting mechanization and modernization in underground mining, putting the EBH-45 roadheader into operation for drivage of panel roadways in coal to increase output and labor productivity. Applying automatic coal seam temperature monitoring technology to continuously (24/7) monitor seam temperature in order to prevent spontaneous combustion. Technological processes have been standardized, complying with work permits and technical regulations of TKV; major deviations are inspected, evaluated and promptly adjusted.

- Production planning has been managed proactively, flexibly and in a timely manner, closely following the targets assigned by the Group and in line with the geological conditions of the mine and market demand for coal consumption. The Company has organized operations under the motto of safety, productivity, efficiency and stability, ensuring close coordination among functional departments and production units. Indicators such as roadway meters, drivage and support, and output have been allocated and assigned specifically to each unit and each stage, helping implementation to be focused and effective. Panel roadway drivage has been organized; plans have been developed and the relocation of longwall faces has been operated in accordance with schedule, ensuring stable production faces and contributing to the completion of the plan.

### **3. Electrical and mechanical, transportation; equipment maintenance and repair:**

- In the past period, the electrical and mechanical transportation sector has affirmed its role as a critical “lifeline”, providing a solid technical foundation for the Company’s entire production chain. With a proactive and decisive approach, equipment management and operation have undergone strong transformation, from maintaining stability of traditional systems to making breakthroughs in technology and management thinking.

- The Company has ensured safe and continuous operation of core equipment systems such as vertical shaft hoisting systems, main ventilation fan

stations, drainage pumping systems and the network of transformer substations. Periodic maintenance and repair of fixed assets have been carried out systematically, with thorough review and close alignment with actual conditions, maintaining a high equipment availability factor even during peak production periods. The centralized belt conveyor system and underground electric locomotives have been operated synchronously, ensuring timely supply of materials and coal transportation.

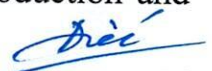
- The most notable highlight is the promotion of the application of science and technology and mechanization. The Company has successfully implemented light mechanization models in mining and roadway drivage, while modernizing automated control systems for key equipment clusters. The transition from manual operation to centralized monitoring has not only optimized manpower but also enhanced safety and equipment reliability. At the same time, digital transformation has been emphasized through the digitization of technical management records, making monitoring and failure prediction more scientific and accurate.

- Equipment management and electrical-mechanical transportation systems: The Company has maintained effective technical safety management for the entire system of electrical and mechanical equipment power and transportation systems; Operating parameters of electrical stations, transformer substations, conveyor lines, hoisting systems, water pumps, fuel depots, etc. are all monitored, recorded and controlled in accordance with regulations; Periodic inspection of equipment subject to strict safety requirements under National Technical Regulations is fully carried out, with no violations arising. As a result, key electromechanical systems operate stably, contributing to maintaining continuous and safe production.

- Equipment maintenance and repair: Regular maintenance, periodic maintenance and major repairs are carried out in accordance with approved plans, ensuring quality and schedule; The principle of "proactive prevention, timely repair" is well implemented, minimizing incidents causing equipment stoppage; The electromechanical workforce actively improves techniques and remedies faults arising during shifts, significantly reducing equipment downtime. The application of mechatronics and automation in monitoring pumping stations, conveyor systems, gas monitoring systems, airflow measurement, etc. has been expanded, contributing to enhancing safety and reducing direct labor.

- Transportation: Transportation systems including vertical shafts, diesel locomotives, conveyor belts, trucks and mine cars serving production are maintained stably; Transportation routes are operated rationally, optimizing haulage distances, contributing to reducing fuel consumption norms, electricity consumption and production costs; Maintenance of transport routes, drainage and reinforcement is carried out regularly to ensure safety.

- Economic management: The Company strictly implements control of material consumption norms, especially for key materials in accordance with Norm No. 2048. Through detailed annual analysis of material usage, solutions are proposed to reduce electricity costs and spare parts consumption, contributing significantly to lowering production costs and improving overall production and business efficiency.



#### **4. Capital construction investment:**

The Company's capital construction investment activities are implemented in line with the mine development strategy and plans approved by the Group and the Company's Board of Directors, contributing to the completion of technical infrastructure, enhancement of production capacity and ensuring long-term mining conditions. All projects are prepared, appraised and approved in accordance with State regulations as well as the regulations and rules of TKV and the Company. Bidding activities are conducted publicly and transparently in compliance with the Law on Bidding and its guiding Decrees and Circulars. All procurement and construction packages under the Company's investment projects are carried out through contractor selection via the National Bidding Network System.

#### **5. Restructuring:**

The Company has complied with the workforce allocation guidelines in accordance with the Group's model, ensuring that the number of departments does not exceed regulations. To date, the Company has 13 functional departments and 19 production units.

#### **6. Wages and employee income:**

The management of wages and income has always been carried out in a manner that balances the interests between the Company's owners and employees, thereby building harmonious labor relations, improving production and business efficiency and ensuring sustainable development. The management and use of the wage fund are conducted in a transparent, democratic and reasonable manner, in compliance with regulations of the State, the Group and the Company's Board of Directors. Annual wage growth is ensured to be consistent with labor productivity growth.

#### **7. Environmental protection:**

The Company has closely followed the environmental themes of Quang Ninh Province to effectively implement environmental protection measures. Efforts have been strengthened in planting trees to create shade and improve the landscape of industrial project sites. Completed waste dump areas have been rehabilitated with greenery.

#### **8. Cost management:**

In implementing the cost allocation and cost management regulations of TKV, immediately after the Group issues the annual production and business plan and assigns targets to units, the Company balances its production and business plan by cost elements for internal management and allocation. As a result, in the 2021–2025 period, the Company has been recognized by the Group for achieving cost savings.

#### **9. Accounting and finance:**

Effectively performing the advisory role to the Management Board in financial management, accounting and cost control of production and business activities. Accounting work is organized scientifically, in full compliance with legal regulations and the Group's financial management rules. The accounting department promptly records, reflects and consolidates arising economic transactions; strictly manages assets, capital and liabilities; monitors and

accumulates production costs, and calculates coal production costs to serve management and production operations.

Preparing and presenting financial statements and periodic management reports in accordance with regulations, ensuring accurate and transparent data, effectively serving the Company's management, and coordinating timely periodic information disclosure.

Fulfilling financial obligations to the State, including taxes, fees and other budget contributions, fully and on time. Through this, accounting work has made an important contribution to improving financial management efficiency, controlling costs, and supporting stable and sustainable production and business operations of the Company.

#### **10. Digital transformation, application of IT and automation:**

The Company has implemented digital transformation, applying informatization and automation in a synchronous and practical manner, closely linked to production needs, initially bringing about efficiency in management, operation and improvement of labor productivity.

Management and operation: The Company has modernized governance through production management, accounting and materials management software. The online reporting system (daily/weekly/monthly) has been implemented synchronously, enabling management to closely monitor the actual production situation in a timely manner.

Production safety: Underground safety has been enhanced through automatic monitoring devices at key areas, including gas sensor systems (CH<sub>4</sub>, CO, O<sub>2</sub>), dust and airflow measurement, and surveillance cameras at longwall faces and along transportation routes. At the same time, energy consumption is strictly controlled through systems monitoring electricity, water and fuel.

Digital human resources: Focus is placed on training managers and miners in software usage skills and electronic working processes. In particular, young workers are encouraged to proactively research and propose practical digitalization solutions.

Application of informatization and automation: In line with the Group's plans and objectives for implementing automation and informatization projects, the Company maintains stable operation of existing centralized monitoring systems such as: emulsion stations; vertical shaft hoisting systems; man-riding winch systems; centralized monitoring and control systems for two main ventilation fan stations; centralized monitoring systems for underground auxiliary fans. In terms of informatization, the Company has promoted digital transformation through the application of digital signatures, the Group-wide document interconnection system, and the deployment of software for recording underground production shift logs.

In summary: With continuous efforts, promotion of internal strengths and creative labor, during the past term the Company has fulfilled the production and business plan assigned by the General Meeting of Shareholders; wages and living conditions of employees have remained stable, and all obligations to the State and the Group have been fully performed.



**PART II**  
**PRODUCTION AND BUSINESS PLAN FOR 2026 AND THE PERIOD**  
**2026-2030; TASKS AND MANAGEMENT SOLUTIONS**

The five-year term for the 2026–2030 period is forecast to continue being a period in which the Company faces many difficulties and challenges. Prices of materials and services are expected to remain on an upward trend due to escalating conflicts among countries. The organization of production under geological conditions where mining faces are becoming deeper, farther and more complex will require increased roadway drivage for production preparation to ensure output is maintained. The coal consumption market is forecast to become increasingly competitive. In addition, the Group’s requirements regarding the application of science and technology, automation, informatization and digitalization in production and management require the Company to continue to strongly innovate its management methods, optimize costs and improve equipment productivity. Occupational safety and environmental sanitation will continue to be prioritized, while risks in underground mining remain potentially present; requiring the Company to strengthen risk control, improve labor discipline and invest in monitoring and automatic warning systems.

Regarding labor, the Company continues to face difficulties in recruiting underground miners, as the trend of workers shifting to jobs with lower labor intensity, less hardship and lower risk is increasing. The pressure to improve income, working conditions and retain underground workers requires the Company to strengthen welfare policies and take better care of employees’ lives.

In addition to challenges, there are also new opportunities: key investment projects of the Company continue to receive attention from the Group; mechanization in roadway drivage and mining has favorable conditions to promote productivity; centralized production management systems are gradually proving effective; and the spirit of innovation, creativity, unity and diligence of Nui Beo’s staff and workers is maintained. These are important foundations for the Company to strive to comprehensively fulfill its production and business tasks, ensuring the motto of “*Unity – Democracy – Discipline – Innovation – Development*”.

**I. OBJECTIVES AND TASKS**

**1. Strategic objectives:**

To stabilize and develop production, ensure safety and efficiency in production and business activities; strengthen investment in technological innovation; actively apply Mechanization – Automation – Informatization – Digital Transformation in mining and production management; focus on developing human resources and continuously improve employees’ living standards; uphold the tradition of “Discipline and Solidarity” to successfully achieve the goals of: “Safety – Unity – Development – Efficiency”.

**2. Key targets**

No.	Indicator	Unit	Plan	
			Period 2026÷ 2030	Year 2026
1	Total roadway drivage	Metre	71.820	14.320

*Die*

No.	Indicator	Unit	Plan	
			Period 2026÷ 2030	Year 2026
-	Roadways for production preparation	"	71.820	14.320
2	Output of imported coal	10 <sup>3</sup> Tons	10.000	2.000
-	Underground coal output	"	10.000	2.000
3	Clean coal processed at the mine	10 <sup>3</sup> Tons	9.258	1.860
-	Clean coal from imported coal	"	9.258	1.860
4	Clean coal from processed products	"	9.258	1.860
5	Coal sales volume	10 <sup>3</sup> Tons	1.571,8	391,3
6	Capital construction investment value	Billion VND	13.270,1	2.877,1
7	Revenue	Billion VND	174,1	36,2
8	Total profit	Billion VND	3.116	3.173
9	Standard workforce	person	22.360	21.010
10	Average wage	10 <sup>3</sup> VND/person. month	≥ 5,0	≥ 5,0

## II. KEY SOLUTIONS

### 1. Production operation

- Operate production in accordance with the schedule and plan assigned by TKV; ensure synchronous coordination among roadway drivage, mining, transportation, processing and consumption. Closely follow production; on a weekly, monthly and quarterly basis, organize the development of plans for roadway drivage and coal production, ensuring that equipment is not idle due to lack of working faces.

- Prioritize resources for key production areas; promptly handle issues related to geology, ventilation and transportation. Strengthen site inspection and enhance the responsibility of production supervisors. Assign specific plans to each unit and team, linked with output, quality and safety. Regularly update and monitor the implementation of production plans in order to arrange working and rest time reasonably, minimizing the arrangement of equipment operation under unfavorable weather or production conditions that reduce labor productivity and increase production costs.

### 2. Technical and technological work; coal screening and processing

- Finalize roadway support passports; improve the quality of geological surveying, mapping, and forecasting of mining conditions. Enhance mechanization in roadway drivage (continuous miners, loaders, roof bolters, etc.) to improve equipment productivity.

- Review ventilation networks; improve airflow and microclimate conditions underground. Focus on studying and thoroughly surveying geological conditions to prioritize suitable areas for the application of fully mechanized mining technologies to ensure efficiency.

- Proactively develop production organization and labor arrangements to ensure roadway drivage meets schedule requirements. Maintain the use of drilling rigs and loaders in combination with rock bolting for large cross-section roadways; promote mechanization to accelerate progress.



- Strengthen technical management; provide training to improve the qualifications of technical management staff and miners. Develop specialized work teams and implement in-depth training programs by technological fields.

- Manage technological indicators in line with the following orientations:
  - (i) Ratios of steel-supported roadway meters; roadway meters driven in rock; and corrective roadway meters controlled below the levels assigned by the Group;
  - (ii) Roadway drivage coefficient (for production preparation) aligned with the Group's assigned plan;
  - (iii) Strict control of underground raw coal quality to ensure it does not exceed the planned targets.

- Develop detailed plans for coal screening and processing from raw coal through each system to produce coal grades in line with the annual balanced plan and monthly/quarterly operating plans of the Group. Optimize processing and blending processes; strictly control input and output quality. Ensure the clean coal recovery rate meets or exceeds the targets assigned by the Group.

### **3. Investment and capital construction**

- Focus on implementing mine infrastructure, ventilation, drainage, and transportation projects on schedule to maintain stable production capacity. Strengthen supervision of contractor quality; control construction volume and progress.

- Invest in mechanization, automation, and mine safety equipment in accordance with the 2026–2030 plan. Prioritize investments that improve working conditions and employee welfare.

### **4. Electromechanical and transportation work**

- Building on the achievements of the previous period, in the 2026–2030 term, the key solutions for electromechanical and transportation work include:

- Ensuring safe and continuous operation of core systems such as vertical shaft hoisting systems, main ventilation fans, mine drainage pumping systems, and the transformer station network. Coordinate effectively among conveyor belts, electric locomotives, diesel locomotives, and trucks to ensure timely and smooth supply of materials and coal transportation.

- Continue the stable and effective implementation of medium- and light-level mechanization technologies in mining; promote semi-mechanization and mechanization in roadway drivage.

- Accelerate centralized monitoring, automatic control, and digitalization of technical records.

- Manage materials based on techno-economic norms and cost limits; focus on ensuring equipment operates with productivity and efficiency in line with the Group's assigned targets. Regularly monitor and update the implementation of equipment norms for analysis, evaluation, and timely corrective measures or adjustments in accordance with the Group's norms and the Company's actual production conditions.

### **5. Occupational Safety and Health (OSH)**

- Strictly implement the safety management system; conduct periodic inspections of roadways, transportation equipment, and mine electrical systems. Enhance the application of automatic gas monitoring systems, ventilation cameras,



and incident warning systems. Improve the quality of safety training and organize periodic emergency drills.

- Strengthen labor discipline; strictly handle violations of procedures and safety regulations. Promote the “Green – Clean – Beautiful” movement to improve industrial hygiene.

#### **6. Resource and mine boundary management**

- Conduct mining operations in accordance with approved designs and technological sequences; minimize losses and dilution of resources during extraction. Enhance geological surveying, delineate risk zones, and update mine reserve maps.

- Strictly control transportation, processing, and consumption activities to prevent resource losses. Coordinate with relevant authorities in land and mining boundary management. Strengthen governance of mining resources and finished product quality.

#### **7. Labor and remuneration**

- Arrange and utilize labor effectively in line with a streamlined production organization model. Intensify recruitment of young miners; enhance vocational training, skill upgrading, and standardization of workforce competencies.

- Continue implementing wage payment based on output, quality, and task completion levels. Improve working conditions and employee welfare to stabilize the workforce in the long term.

#### **8. Materials management**

- Comply with regulations and policies issued by the Group and the Company, including any amendments and supplements during implementation. Continue to develop monthly and quarterly procurement plans; strengthen supplier sourcing and organize competitive bidding/quotation processes via the Group’s website to ensure competitiveness, transparency, and efficiency.

- Study and promote the use of domestically produced materials and goods to replace imported ones where feasible. Maximize the recovery of used materials; organize classification and screening to reclaim reusable items for immediate use or refurbishment, thereby avoiding waste of available on-site resources.

- Manage inventory limits for materials in accordance with the Group’s guidelines.

#### **9. Cost management**

- Strictly control norms for materials, fuel, and industrial explosives; monitor equipment consumption and outsourced service costs. Enhance in-house repair and refurbishment capabilities to reduce replacement costs. Apply energy-saving measures and optimize equipment operation schedules.

- Allocate cost targets to each unit; ensure transparency and openness in evaluation and settlement. Continue issuing and assigning cost norms, as in previous years, to enable units to proactively manage production.

- Implement solutions to minimize costs compared to those assigned by the Group; assign production output and cost targets to production units, and assign technological and cost management indicators to departments. Regularly warn units that exceed material and fuel consumption norms or risk overspending beyond allocated limits. Conduct monthly/quarterly reviews of cost management

performance as a basis for emulation assessment and salary payment for management staff.

- Maintain weekly reporting mechanisms to promptly identify and warn of adverse factors affecting production and business, and propose effective solutions.

#### **10. Finance and accounting**

- Closely manage cash flow to ensure financial balance for production and investment activities. Review and standardize cost items; strictly implement procurement and bidding procedures.

- Control receivables and inventories; improve capital utilization efficiency. Ensure full compliance with tax obligations and preserve and develop State capital within the enterprise.

#### **11. Security, order, and asset protection**

- Strengthen patrols to protect mine boundaries, warehouses, and transportation routes; prevent theft of assets and resources. Coordinate closely with local authorities and police to maintain security and order in the mining area.

- Improve the quality of the security workforce; apply surveillance camera technology to reduce risks. Implement specific measures to protect coal throughout production, transportation, storage, and consumption processes.

#### **12. Digital transformation, automation, and informatization**

- Effectively implement breakthrough objectives and tasks in science and technology development, innovation, and digital transformation; step by step build a centralized data center, leveraging the power of digital technology and data to develop a “smart mine” and “smart governance” model, thereby improving production and business efficiency.

- Utilize existing infrastructure effectively; focus on upgrading IT and telecommunications infrastructure, developing IT platforms and architecture, and accelerating the development and implementation of digital transformation programs. Complete the model for digital information exchange connectivity with the digital government and enterprises; strengthen cybersecurity and ensure information safety within the Company and the Group.

Conclusion: The above presents the full report on production and business performance in 2025 for the period 2021–2025, as well as the plans, tasks, and operational solutions for 2026 and the period 2026–2030 of the Company.

Respectfully submitted to the General Meeting *Đức*

#### **Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors (e-copy);
- Divisions and departments (e-copy);
- Company shareholders;
- Office (for publication on the Company’s Website);
- Archived at: Administration Office, Company Secretariat.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**BOARD MEMBER – DIRECTOR**



**Đoan Dac Tho**

No: *2891* /BC-VNBC

Quang Ninh, April 2, 2026

## REPORT

### Re: Payment of Salaries, Remuneration and Allowances for the Board of Directors, Supervisory Board and Board of Management

#### 1. Salaries, remuneration and allowances of the Board of Directors, Supervisory Board and Board of Management in 2025:

Pursuant to the Charter of Công ty Cổ phần Than Núi Béo – Vinacomin;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of the Company. The salaries, remuneration and allowances of the Board of Directors, Supervisory Board and Board of management for 2025 were paid as follows:

No.	Position	Resolution of the General Meeting of shareholders				Implementation Results				Comparison %
		Number of persons (Average)	Total amount (VND million)	Of which:		Number of persons (Average)	Total amount (VND million)	Of which:		
				Salary	Remuneration...			Salary	Remuneration...	
<b>1</b>	<b>Board of Directors (BOD)</b>	<b>5,0</b>	<b>506,4</b>	-	<b>506,4</b>	<b>5,0</b>	<b>506,4</b>	-	<b>506,4</b>	<b>100</b>
-	Chairman	1,0	64,8		64,8	1,0	64,8	-	64,8	100
-	Member	4,0	441,6		441,6	4,0	441,6	-	441,6	100
<b>2</b>	<b>Supervisory Board</b>	<b>3,0</b>	<b>168,0</b>	-	<b>168,0</b>	<b>3,0</b>	<b>168,0</b>	-	<b>168,0</b>	<b>100</b>
-	Head	1,0	57,6		57,6	1,0	57,6		57,6	100
-	Member	2,0	110,4		110,4	2,0	110,4		110,4	100
<b>3</b>	<b>Board of Management</b>	<b>6,0</b>	<b>2.502</b>	<b>2.502</b>	-	<b>5,6</b>	<b>2.795,4</b>	<b>2.795,4</b>	-	<b>112</b>
-	Director	1,0	468,0	468	-	1,0	561,6	561,6	-	120
-	Deputy Director	4,0	1.656,0	1.656	-	3,6	1.780,2	1.780,2	-	108
-	Chief Accountant	1,0	378,0	378	-	1,0	453,6	453,6	-	120
	<b>Total</b>	<b>14,0</b>	<b>3.176,4</b>	<b>2.502</b>	<b>674,4</b>	<b>13,6</b>	<b>3.469,8</b>	<b>2.795,4</b>	<b>674,4</b>	<b>109</b>

#### 2. Salary, remuneration and allowances of the Board of Directors, Supervisory Board and Board of management in 2026:

- Pursuant to the Company's charter as approved by the General Meeting of Shareholders;

- Pursuant to the Company's 2026 Production and Business Plan, the Board of Directors proposes implementation in accordance with: (i) Decree No.

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53/2016/ND-CP dated June 13, 2016 of the Government on labor, salaries, remuneration and bonuses applicable to companies in which the State holds controlling shares or capital contributions; (ii) Official Letter No. 7138/TKV-KH dated December 12, 2025 of Vietnam National Coal and Mineral Industries Group (TKV) regarding notification of key targets of the 2026 production and business plan; (iii) Decision No. 1471/QD-TKV dated August 14, 2024 of TKV promulgating guidelines on salary mechanisms and salary levels based on job positions applicable within TKV; (iv) Decision No. 1803/QD-TKV dated December 28, 2021 of TKV; (v) Decision No. 8608/QD-VNBC dated November 24, 2020 of the Board of Directors of Công ty Cổ phần Than Núi Béo – Vinacomin; as the basis for determining the salary, remuneration and allowances of the Board of Directors, Supervisory Board and Board of management for 2026 as follows:

No	Position	Number of persons	Total (million VND)	Of Which		
				Salary	Remue ration	Allowanc e
<b>1</b>	<b>Board of Directors</b>	<b>5</b>	<b>506,4</b>	-	<b>230,4</b>	<b>276,0</b>
-	Chairman	1	64,8		64,8	
-	Member	3	165,6		165,6	
-	Independent member	1	276,0			276,0
<b>2</b>	<b>Supervisory Board</b>	<b>3</b>	<b>168,0</b>	-	<b>168,0</b>	-
-	Head	1	57,6		57,6	
-	Member	2	110,4		110,4	
<b>3</b>	<b>Board of Management</b>	<b>6</b>	<b>2.502</b>	<b>2.502</b>		
-	General Director	1	468	468		
-	Deputy General Director	4	1.656	1.656		
-	Chief Accountant	1	378	378		
	<b>Total</b>	<b>14</b>	<b>3.176,4</b>	<b>2.502</b>	<b>398,4</b>	<b>276,0</b>

**\* Payment Method:**

- Monthly salary, remuneration and allowances = Annual salary, remuneration and allowances / 12 months.

- On a monthly basis, members of the Board of Directors, the Supervisory Board and the Board of Management shall receive an advance payment of 80% of their monthly salary, remuneration and allowances. The remaining 20% shall be finalized at year-end based on the Company's business performance.



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

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for publication on the Company's website);
- Filed at: Administration Office, Company secretary.

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



**Tran Tuan Anh**

No: 2892 /BC-VNBC

Quang Ninh, April 2, 2026

**AUDITED FINANCIAL STATEMENTS  
 FOR THE YEAR 2025**

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on 17 June 2020;

Pursuant to the Company's Charter approved by the General Meeting of shareholders on 28 April 2021;

In performing the assigned duties and responsibilities, the General Director hereby presents a summary of key indicators of the audited financial statements for the year 2025 as follows:

**Part I:  
 BALANCE SHEET**

Unit: VND

No.	Indicator	Code	Time point	
			31/12/2025	01/01/2025
<b>A</b>	<b>TOTAL ASSETS</b>	<b>270</b>	<b>2.410.001.543.615</b>	<b>2.570.220.921.022</b>
<b>A1</b>	<b>CURRENT ASSETS</b>	<b>100</b>	<b>830.316.090.929</b>	<b>1.054.753.257.675</b>
<b>I</b>	<b>Cash and Cash Equivalents</b>	<b>110</b>	<b>5.040.405.056</b>	<b>6.621.963.053</b>
1	Cash	111	5.040.405.056	6.621.963.053
<b>II</b>	<b>Short-term financial Investments</b>	<b>120</b>	<b>8.940.000.000</b>	
1	Held-to-Maturity Investments	123	8.940.000.000	
<b>III</b>	<b>Short-term receivables</b>	<b>130</b>	<b>479.407.630.531</b>	<b>832.116.958.051</b>
1	Short-term Trade receivables	131	423.020.291.412	827.512.822.794
2	Short-term Advances to Suppliers	132	48.575.839.579	
3	Short-term Intercompany Receivables	133		
4	Other Short-term Receivables	136	7.811.499.540	4.604.135.257
<b>IV</b>	<b>Inventories</b>	<b>140</b>	<b>301.284.068.138</b>	<b>182.283.268.397</b>
1	Inventories	141	301.284.068.138	182.283.268.397
<b>V</b>	<b>Other current assets</b>	<b>150</b>	<b>35.643.987.204</b>	<b>33.731.068.174</b>
1	Short-term Prepaid Expenses	151	34.854.793.407	33.687.102.154

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No.	Indicator	Code	Time point	
			31/12/2025	01/01/2025
2	Deductible VAT	152	-	-
3	Taxes and Other Receivables from the State	153	789.193.797	43.966.020
<b>A2</b>	<b>NON-CURRENT ASSETS</b>	<b>200</b>	<b>1.579.685.452.686</b>	<b>1.515.467.663.347</b>
<b>I</b>	<b>Long-term Receivables</b>	<b>210</b>	<b>93.327.986.558</b>	<b>90.124.991.388</b>
1	Other Long-term Receivables	216	93.327.986.558	90.124.991.388
<b>II</b>	<b>Fixed Assets</b>	<b>220</b>	<b>1.233.030.633.608</b>	<b>1.272.126.938.298</b>
1	Tangible Fixed Assets	221	1.233.030.633.608	1.272.126.938.298
-	Cost	222	5.090.377.106.439	4.883.173.666.935
-	Accumulated Depreciation (*)	223	(3.857.346.472.831 )	(3.611.046.728.637 )
2	Intangible Fixed Assets	227	-	-
-	Cost	228	396.933.150	396.933.150
-	Accumulated Amortization (*)	229	(396.933.150)	(396.933.150)
<b>III</b>	<b>Long-term Work in Progress</b>	<b>240</b>	<b>95.387.790.283</b>	<b>88.175.797.748</b>
1	Construction in Progress	242	95.387.790.283	88.175.797.748
<b>IV</b>	<b>Long-term Financial Investments</b>	<b>250</b>		
<b>V</b>	<b>Other Non-current Assets</b>	<b>260</b>	<b>157.939.042.237</b>	<b>65.039.935.913</b>
1	Long-term Prepaid Expenses	261	121.708.675.583	26.335.227.123
2	Deferred Corporate Income Tax Assets		36.230.366.654	38.704.708.790
<b>B</b>	<b>TOTAL LIABILITIES AND EQUITY</b>	<b>440</b>	<b>2.410.001.543.615</b>	<b>2.570.220.921.022</b>
<b>B1</b>	<b>LIABILITIES</b>	<b>300</b>	<b>1.880.056.574.087</b>	<b>2.044.776.838.946</b>
<b>I</b>	<b>Current Liabilities</b>	<b>310</b>	<b>1.605.128.315.976</b>	<b>1.898.554.094.297</b>
1	Short-term Trade Payables	311	491.196.442.334	487.419.359.235
2	Short-term Advances from Customers	312	103.996.342	628.768.284
3	Taxes and Other Payables to the State	313	79.264.942.940	116.036.433.820
4	Payables to Employees	314	138.864.784.680	113.967.684.863
5	Short-term Accrued Expenses	315	122.611.226	111.850.960
6	Other Short-term Payables	319	12.904.977.251	212.642.050.874
7	Short-term Borrowings and Finance Lease Liabilities	320	852.509.441.953	927.630.306.698

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No.	Indicator	Code	Time point	
			31/12/2025	01/01/2025
8	Bonus and Welfare Fund	322	30.161.119.250	40.117.639.563
<b>II</b>	<b>Non-current Liabilities</b>	<b>330</b>	<b>274.928.258.111</b>	<b>146.222.744.649</b>
1	Long-term Borrowings and Finance Lease Liabilities	338	274.928.258.111	146.222.744.649
2	Long-term Provisions	342		
<b>B2</b>	<b>EQUITY</b>	<b>400</b>	<b>529.944.969.528</b>	<b>525.444.082.076</b>
<b>I</b>	<b>Owners' equity</b>	<b>410</b>	<b>529.929.884.350</b>	<b>525.428.996.898</b>
1	Contributed capital	411	369.991.240.000	369.991.240.000
2	Share premium	412	(193.650.000)	(193.650.000)
3	Development investment Fund	418	80.250.927.962	78.241.781.617
4	Retained earnings	421	79.787.475.351	77.295.734.244
5	Capital for construction investment	422	93.891.037	93.891.037
<b>II</b>	<b>Funding sources and other funds</b>	<b>430</b>	<b>15.085.178</b>	<b>15.085.178</b>
1	Funding sources	431	15.085.178	15.085.178

**Part II:**  
**STATEMENT OF PROFIT OR LOSS**

*Unit: VND*

No.	Indicator	Code	Time point	
			Year 2025	Year 2024
1	Revenue from sales and Provision of Services	01	2.682.404.444.770	2.804.842.053.734
2	Net Revenue from sales and Provision of services	10	2.682.404.444.770	2.804.842.053.734
3	Cost of Goods sold	11	2.416.737.692.797	2.523.232.764.544
4	Gross profit from sales and provision of services	20	265.666.751.973	281.609.289.190
5	Financial Income	21	3.037.979.679	2.678.163.193
6	Financial expenses	22	51.502.747.039	74.118.960.761
7	Selling expenses	25	15.214.853.614	17.992.765.321
8	General and Administrative expenses	26	157.892.463.685	151.282.351.955
9	Net profit from operating activities	30	44.094.667.314	40.893.374.346
10	Other income	31	8.469.711.999	9.062.235.396
11	Other Expenses	32	1.110.403.448	3.229.698.698

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No.	Indicator	Code	Time point	
			Year 2025	Year 2024
12	Other Profit	40	7.359.308.551	5.832.536.698
13	Total Profit Before Tax	50	51.453.975.865	46.725.911.044
14	Profit After Corporate income tax	60	41.082.766.561	37.092.704.472
15	Basic Earnings per share	70	1.110	1.003

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

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration Office, Company Secretary.

**GENERAL DIRECTOR**



**Doan Duc Tho**

No: 3565/TTr - VNBC

Quang Ninh, April 22, 2026

**SUBMISSION**

**Re: Profit Distribution Plan for 2025**

*(Replacing submission No. 2895/TTr-VNBC dated April 2, 2026)*

To: Esteemed Shareholders

Based on Government Decree No. 366/2025/ND-CP dated December 31, 2025 on State Capital Investment in Enterprises;

Based on the Resolution of the Annual General Meeting of Shareholders in 2025;

Based on the Company's Charter; the actual production and business conditions, and the interests of shareholders and employees of the Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Company's profit distribution plan for 2025 as follows:

No.	Content	Unit	Quantity
<b>1</b>	<b>Net profit after tax</b>	<b>Million VND</b>	<b>79.787</b>
a	Profit carried over from 2024	Million VND	38.705
b	Profit in 2025	Million VND	41.083
<b>2</b>	<b>Undistributed retained earning</b>	<b>Million VND</b>	<b>36.230</b>
	<i>Including: Deferred income tax assets as of December 31, 2025</i>	<i>Million VND</i>	<i>36.230</i>
<b>3</b>	<b>Distributed profits</b>	<b>Million VND</b>	<b>43.557</b>
<b>3.1</b>	<b>Dividend payment Million</b>	<b>Million VND</b>	<b>22.199</b>
-	Dividend payout ratio	%	6
<b>3.2</b>	<b>Remaining profit after dividend payment</b>	<b>Million VND</b>	<b>21.358</b>
a	Development investment fund	Million VND	-
b	Reward and welfare fund	Million VND	21.358

Respectfully submitted to the Shareholders for consideration and decision./.

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration Office, Company secretary

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



**Trần Tuan Anh**

No: 3566/TTr-VNBC

Quang Ninh, April 2, 2026

**STATEMENT**

**Subject: Approval of contracts and transactions  
between the Company and related parties  
(Replacing Statement No. 2894/TTr-VNBC dated April 2, 2026)**

To: Esteemed shareholders

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

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

Pursuant to the Charter of Nui Beo Coal Joint Stock Company – Vinacomin;

Pursuant to the Company's 2026 production and business plan;

The Board of Directors hereby submits to the General Meeting of Shareholders for its consideration and approval the following transactions between the Company and its related parties:

**I. Results of related party transactions in 2025**

In 2025, under its business cooperation arrangements with Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV), the Company carried out various contracts with TKV and its affiliated entities, including coal trading, material supply, and service agreements. The total value of these transactions amounted to VND 3,054,027,637,022, as follows:

1. Coal trading contract with Hon Gai Coal Processing branch, a subsidiary of Vietnam National Coal and Mineral Industries Holding Corporation Limited - Vinacomin: VND 2,808,600,159,519;

2. Fuel and materials supply and purchase contracts with Materials JSC - TKV: VND 32,055,282,406;

3. Service contracts with Environment JSC- TKV: VND 19,596,575,604.

**II. Proposed transactions with related parties for 2026**

Due to TKV's centralized management model, the Company regularly carries out transactions with TKV and its affiliated entities for the purchase and sale of coal, procurement of materials, equipment repairs, and the use of related services to support its operations.

To comply with applicable laws and support the Company's operations, the Board of Directors hereby submits for the General Meeting of Shareholders' consideration and approval the following contracts and transactions with related parties for 2026:

No.	Related party	Address	Relationship	Transaction description and estimated value
1	Vietnam National Coal - Industries Holding Corporation Limited (TKV); Tax code: 5700100256	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi	Major Shareholder (65%)	Principle contract; business cooperation, capital management, industry management fees, infrastructure leasing, brand fees, etc. Transaction value is based on actual needs and subject to approved authority limits.
2	Hon Gai Coal Processing company, a subsidiary of TKV Tax Code: 5700100256-002	46 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh	Subsidiary of TKV	Coal trading, toll fees, port/yard leasing. Estimated value: VND 3,107,321 million.
3	Materials Trading JSC - Vinacomin (TKV); Tax Code: 5700100707	Group 1, Area 2, Ha Long Ward, Quang Ninh	Subsidiary of TKV	Purchase and sale of fuel, materials, and equipment. Estimated value: VND 45,000 million
4	Other subsidiaries, affiliates, and member companies of TKV.	Related parties as defined under applicable laws.		Transactions include coal trading, procurement of materials and equipment, mechanical repair, transportation, technical services, construction and installation, electricity supply, and other services supporting business operations. Transaction value is based on actual needs and subject to approved authority limits.

The implementation period is from 01 January 2026 to 31 December 2026.

The Board of Directors submits to the General Meeting of Shareholders for consideration and approval, and requests authorization for the Director - Legal representative of the Company to sign and implement the above contracts and transactions in accordance with applicable laws and the Company's Charter, ensuring business efficiency.

**Recipients:**

- Board of Directors, Supervisory Board (ecopy);
- Party Committee, TU, YU (e-copy);
- GD, DGD, CA (e-copy);
- Company's Shareholders;
- Corporate Affairs Dept. (for website posting);
- Filed at: Administration Office, Secretary.

*Đức*

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



*Trần Tuấn Anh*

**Trần Tuấn Anh**

No: 2895 /BC-VNBC

Quang Ninh, April 02, 2026

**REPORT**  
**ASSESSMENT BY THE BOARD OF SUPERVISORS ON BUSINESS PERFORMANCE AND REVIEW OF THE COMPANY'S AUDITED FINANCIAL STATEMENTS FOR 2025**

Pursuant to the Company's Charter approved by the General Meeting of Shareholders on April 28, 2021; and pursuant to the Operating Regulations of the Board of Supervisors, the Board of Supervisors hereby reports to the Shareholders its assessment of the Company's business performance and its review of the audited financial statements for 2025 as follows:

- The Board of Supervisors agrees to confirm the figures presented in the 2025 Business Performance Report and the Financial Statements of the Company, which have been audited by AASC Auditing Firm Company Limited.

- The Board of Supervisors considers that the audit methodology, auditing standards applied by the auditing firm, as well as the accounting standards and financial regime adopted by the Company in the 2025 Financial Statements, have complied with applicable principles and regulations. The audited financial statements fairly, truthfully, and reasonably reflect the Company's financial position as at December 31, 2025, as well as its business results and cash flows for the fiscal year ended on the same date.

- Accounting work has been carried out without material misstatements. The preparation and submission of quarterly and annual financial statements were timely and in accordance with prescribed formats.

- Accounting books have been properly maintained with clear records; data has been fully recorded; documents have been systematically archived in compliance with regulations. Inventory checks of assets, cash on hand, goods, materials, finished products in stock, receivables, payables, and debt reconciliations have been conducted in accordance with the Group's guidelines.

- The Board of Supervisors agrees with the figures in the Company's Business Performance Report as well as the auditor's opinions presented in the audit report, based on several key indicators as follows:

**1. Results of implementation of key business performance indicators:**

No.	Indicator	Unit	Plan		Implement	Comparison %	
			Beginning of the year	adjustment		Beginning of the year	adjustment
1	Total roadway drivage	Metre	14.800	13.000	13.000	88	100
-	Roadways for production preparation	"	14.800	13.000	13.000	88	100
2	Output of imported coal	10 <sup>3</sup> Tons	1.900	1.950	2.000	105	103

No.	Indicator	Unit	Plan		Implement	Comparison %	
			Beginning of the year	adjustment		Beginning of the year	adjustment
-	Underground coal output	"	1.900	1.950	2.000	105	103
3	Clean coal processed at the mine	10 <sup>3</sup> Tons	1.767	1.858	1.954	111	105
-	Clean coal from imported coal	"	1.767	1.767	1.866	106	106
-	Clean coal from processed products	"		91	88		96
4	Coal sales volume	10 <sup>3</sup> Tons	1.767		1.819	103	
5	Capital construction investment value	Billion VND	324,6	353,4	370,0	114	105
6	Revenue	Billion VND	2.730		2.694	99	
7	Total profit	Billion VND	36,2		51,5	142	
8	Standard workforce	Person	3.385		3.079	91	
9	Average wage	10 <sup>3</sup> VND/person/month	19.912		20.850	105	
10	Dividend	%	≥ 5,0		6	120	

## 2. Financial structure:

- Liabilities-to-total assets ratio: 0.77 (2024: 0.78);
- Liabilities-to-equity ratio: 3.49 times (2024: 3.82 times).

## 3. Liquidity:

- Current ratio: 0.51 times (2024: 0.56 times);
- Quick ratio: 0.33 times (2024: 0.46 times).

## 4. Efficiency of capital utilization:

- Profit after tax to revenue: 1.53%;
- Profit after tax to total assets: 1.7%;
- Profit after tax to equity: 9.12%.

Based on the above figures, in 2025 the Company's production and business operations were mainly financed by borrowings: liabilities accounted for 76.76% of total capital and were 3.49 times equity. In terms of capital structure, 65.6% was allocated to long-term investments and 34.4% to short-term investments. The current ratio decreased compared to 2024 but remained within acceptable limits. Assets are still in the investment phase (each VND 1 invested generated VND 0.017 in profit). The return on equity reached 9.12%.

## 5. Assessment of certain other indicators and activities:

- In 2025, the Company continued to face many difficulties and challenges: open-pit mining operations have ceased; although the underground mining project has come into operation and reached its designed capacity, depreciation and

interest expenses during the 2020–2025 period remained high, creating pressure on financial balancing. The liabilities-to-equity ratio in 2025 was lower than the plan but still higher than regulatory thresholds. The main reasons include: the project is still in its early investment stage with high capital demand; the depreciation period is longer than the loan repayment period; since the project has been in operation since 2021, additional investment in maintenance equipment has increased; coal consumption in 2025 was low, resulting in high inventory levels, with year-end inventory reaching 269% of the beginning inventory, thereby increasing short-term borrowings.

- In the coming year and subsequent years, the Company needs to proactively implement comprehensive management solutions to ease financial pressure and mitigate financial risks.

- Compliance with applicable laws: In 2025, the Company fully complied with legal regulations in its production and business operations and fulfilled its obligations to the State budget. The submission of supervisory reports, enterprise classification reports, financial statements, and other reports was timely and in accordance with regulations.

- In 2025, Nui Beo Coal Joint Stock Company – Vinacomin closely followed its production and business plan as approved by the Annual General Meeting of Shareholders and the coal mining, processing, and beneficiation contract with TKV.

- The Company effectively implemented labor and salary management, investment and construction management, resource and environmental management, and cost control.

- The Company focused on maintaining stable operations, achieving raw coal output of 2,000 thousand tons against the assigned plan of 1,900 thousand tons, ensuring employment and stable income for employees during the transition of mining technology.

- The Company's management closely adhered to the resolutions of the General Meeting of Shareholders in directing production and business activities.

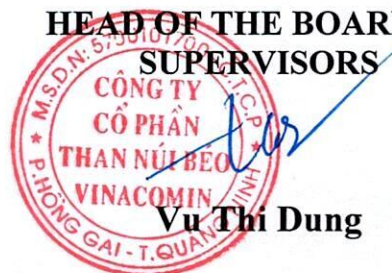
\* Overall assessment of business performance in 2025: Nui Beo Coal Joint Stock Company – Vinacomin has successfully fulfilled the targets set by the General Meeting of Shareholders.

Respectfully submitted for the Shareholders' consideration and approval./.

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration office, Company secretary

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



**Vũ Thị Dung**

No: 1896 /TTr-VNBC

Quang Ninh, April 02, 2026

## SUBMISSION

**Re: Selection of a list of independent auditing firms for the audit of the Company's Financial Statements for the first six months and the full year of 2026**

To: The Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Pursuant to the Charter of Nui Beo Coal Joint Stock Company – Vinacomin;

In performing its functions and duties, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of independent auditing firms to audit the Company's financial statements for the first six months and the full year of 2026 as follows:

### 1. Criteria for selecting an independent auditing firm:

- Being a company legally operating in Vietnam and approved by the Ministry of Finance or the State Securities Commission to audit financial statements of public interest entities in 2025;
- Having experience in auditing large-scale public companies in Vietnam;
- Having a strong reputation for audit quality;
- Having a highly qualified and experienced audit team;
- Being able to meet the Company's requirements in terms of audit scope and timeline;
- Offering reasonable audit fees commensurate with audit quality and scope.

### 2. Proposed list of independent auditing firms:

2.1. AASC Auditing Firm Company Limited Head Office: No. 01 Le Phung Hieu street, Hoan Kiem ward, Ha Noi

2.2. CPA Vietnam Auditing Company Limited – Northern Branch; Head Office: Room 902, 9th Floor, VG Building, 235 Nguyen Trai street, Khuong Dinh ward, Ha Noi.

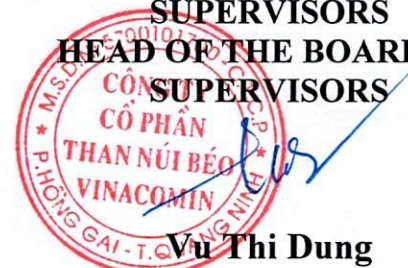
Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely yours./.

#### Recipients:

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration office, Company secretary

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



Vu Thi Dung

No: 2897 /TTr-VNBC

Quang Ninh, April 02, 2026

## PROPOSAL

### Re: Supplementation of Business Lines; Amendments and Additions to the Company Charter

To: Esteemed Shareholders

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

Pursuant to the Company charter adopted by the General Meeting of Shareholders on April 28, 2021; Based on the Company's production and business conditions, the Board of Directors respectfully submits to the General Meeting of shareholders for approval the supplementation of business lines and amendments to the Company Charter as follows:

#### I. SUPPLEMENTATION OF BUSINESS LINES

##### 1. Additional business line:

Architectural activities and related technical consultancy. Details: Surveying and mapping activities. Business code: 7110.

##### 2. Reason for supplementation:

In accordance with Official Letter No. 5275/TKV–TN dated September 17, 2025 issued by Vietnam National Coal – Mineral Industries Holding Corporation Limited (TKV) regarding the application for a Surveying and Mapping Operation License.

#### II. AMENDMENTS AND ADDMENTS TO THE COMPANY CHARTER

##### 1. Amendment to the Company's address under Clause 6, Article 2 of the Company charter:

The Company charter was adopted by the 2021 General Meeting of shareholders.	Proposed amendments and supplements to the Company charter.	Reason for amendment: Adjustment due to the reorganization of the two-tier local government system.
Registered Office of the Company: Address: 799 Le Thanh Tong street, Ha Long city, Quang Ninh province.	Registered Office of the Company: Address: 799 Le Thanh Tong street, Hong Gai ward, Quang Ninh province.	Reason for Amendment: Adjustment due to the reorganization of the two-tier local government system.



**2. Amendment and supplementation of the Company's business lines under Clause 2, Article 4 of the Company charter:**

Update of industry codes and business line names in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister, and addition of business lines as proposed in Section I.

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

***Recipients:***

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration Office, Company Secretary.



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

**Tran Tuan Anh**