

VIETNAM COAL - MINERAL INDUSTRY GROUP
NÚI BÈO COAL JOINT STOCK COMPANY – VINACOMIN



**DOCUMENTS 2025 ANNUAL
GENERAL MEETING OF SHAREHOLDERS**
**(Attached are the Minutes of the 2025 Annual General
Meeting of Shareholders)**

Ha Long, April 25, 2025

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GENERAL MEETING OF SHAREHOLDERS**

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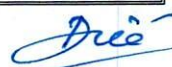


**PROGRAM 2025 ANNUAL
GENERAL MEETING OF SHAREHOLDERS**

No.	Time	Content	The performer
1	07h30-08h00	Check shareholder qualifications, issue voting cards and shareholder documents.	Qualifications Examination Board: Luu Anh Duc
2	08h00-08h10	Organize, salute the flag, declare the reason, introduce the delegates	Head of Department: Truong Van Khoa
3	08h10-08h15	Appoint a secretary, assistant team and elect the Congress Counting Committee.	Chairman of the Board: Tran Tuan Anh
4	08h15-08h20	Shareholder qualification check report.	Head of the Delegate Qualification Examination Committee: Nguyen Tien Nhung
5	08h20-08h30	(1) Present the Regulations and Agenda of the Congress.	Board Member: Dang Van Ngong
		(2) Vote passed.	Chairman of the Board: Tran Tuan Anh
6	08h30-09h30	(1) Report on production and business results in 2024; production and business goals and tasks in 2025; (2) Report on payment of salaries, remunerations, and allowances to the Board of Directors, Supervisory Board, and General Director in 2024; proposal on salaries, remunerations, and allowances to the Board of Directors, Supervisory Board, and General Director in 2025.	Member of Board of Directors - Company Director: Doan Dac Tho
		(3) Audited Financial Statements 2024; (4) Proposal on profit distribution plan for 2024; (5) Submission for approval of contracts and transactions between the Company and related businesses and persons.	Chief Accountant: Truong Thuy Mai
		(6) Board of Directors' report on activities in 2024, direction and tasks in 2025.	Board Member: Nguyen Tuan Dung
		(7) The Board of Supervisors' assessment report on the Company's	Head of Supervisory Board: Vu Thi Dung



No.	Time	Content	The performer
		business results and audited financial statements for 2024; (8) Report on the activities of the Supervisory Board and evaluation of the performance of the Board of Directors and Director in 2024; (9) Proposal for selecting the list of independent auditing companies to audit the Company's financial statements in 2025.	
		(10) The congress discussed reports and proposals presented by the Company Director, members of the Board of Directors, Head of the Supervisory Board, and Chief Accountant.	Shareholders
		(11) Vote passed.	Chairman of the Board: Tran Tuan Anh
7	09h30-09h45	(1) Report of the Board of Directors on: Mr. Tran Quoc Tuan ceases to be a member of the Board of Directors.	Chairman of the Board: Tran Tuan Anh
		(2) Vote passed.	Chairman of the Board: Tran Tuan Anh
8	09h45-10h15	(1) Present the Regulations for electing additional members of the Board of Directors.	Vote Counting Committee: Nguyen Hoa Binh
		(2) Report on introducing candidates and nominating additional members of the Board of Directors.	Head of Department: Truong Van Khoa
		(3) Vote to approve the election regulations and finalize the list of candidates and nominate additional members of the Board of Directors.	Chairman of the Board: Tran Tuan Anh
		(4) The congress held elections.	Shareholders
9	10h15-10h30	Take a break.	
10	10h30-10h35	Announcement of results of election of additional members of the Board of Directors for term IV.	Vote Counting Committee: Nguyen Hoa Binh
11	10h35-10h50	Present draft Minutes and Resolutions of the Congress.	Congress Secretary: Huynh Huu Nam



No.	Time	Content	The performer
		Vote passed.	Chairman of the Board: Tran Tuan Anh
12	10h50-11h00	Closing of the Congress.	Chairman of the Board: Tran Tuan Anh

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
Tran Tuan Anh



No.: 2449/TTr - VNBC

Ha Long, March 25, 2025

**WORKING REGULATIONS AT THE 2025 ANNUAL
GENERAL MEETING OF SHAREHOLDERS
NUI BEO COAL JOINT STOCK COMPANY – VINACOMIN**

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

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter and Internal Regulations on the Governance of Nui Beo Coal Joint Stock Company - Vinacomin approved by the General Meeting of Shareholders on April 28, 2021; Pursuant to the Minutes and Resolution of the Board of Directors' meeting dated March 25, 2025, the Board of Directors of the Company drafts the Working Regulations at the 2025 Annual General Meeting of Shareholders, including the following contents:

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope and subjects of application

1.1. These Regulations apply to the organization of the 2025 Annual General Meeting of Shareholders of Nui Beo Coal Joint Stock Company - Vinacomin.

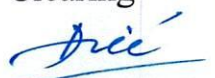
1.2. These Regulations specifically stipulate the rights and obligations of shareholders, authorized persons attending the meeting and parties participating in the General Meeting, conditions and procedures for conducting the General Meeting.

1.3. Shareholders, authorized persons attending the meeting and parties participating are responsible for implementing the provisions of these Regulations.

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

Article 2. Conditions, rights and obligations of shareholders or authorized representatives attending the General Meeting

2.1. Conditions for attending the General Meeting: Shareholders or representatives authorized in writing by one or more shareholders whose names are on the list of shareholders of the Company at the time of final registration on March 26, 2025 provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).



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

a) To directly attend or authorize another person to attend the General Meeting in writing according to the Company's form;

b) To discuss and vote on all matters within the authority of the General Meeting according to the provisions of the Law on Enterprises, other relevant legal documents and the Company's Charter;

c) To be informed by the Organizing Committee of the content and program of the General Meeting;

d) Each shareholder or authorized person attending the meeting when attending the General Meeting shall receive a voting card, ballot and documents immediately after registering to attend the General Meeting with the Shareholders' Qualification Examination Board;

e) Shareholders and authorized persons who arrive late when the General Meeting has not ended have the right to register and participate in voting immediately at the General Meeting for issues not yet voted on, at which time the Chairman is not responsible for stopping the General Meeting and the validity of the votes previously conducted shall not be affected.

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

a) Shareholders or authorized persons attending the General Meeting must bring their ID card or Citizen Identification Card..., Power of Attorney (for authorized representatives) and register to attend the General Meeting with the Shareholders' Qualification Examination Board;

b) Dress politely;

c) Recording and filming the General Meeting must be publicly announced and approved by the Chairman of the General Meeting;

d) Register to speak at the General Meeting according to regulations, comply with the speaking time and content within the scope of the General Meeting program;

e) Speak and vote in accordance with the instructions of the General Meeting Organizing Committee and comply with the direction of the General Meeting Chairman;

f) Do not obstruct or disrupt the order, making the General Meeting not be conducted fairly and legally;

g) Do not disrupt or prevent the normal progress of the General Meeting;

h) Comply with the direction of the General Meeting Chairman;

i) Strictly comply with the Regulations and respect the results of the work at the General Meeting.

Article 3. Rights and obligations of the Shareholders' Qualification Inspection Committee

3.1. The Shareholders' Qualifications Examination Committee consists of one (01) Head and members decided by the Board of Directors ("BOD") of the Company to perform the following functions and tasks:

a) Check the qualifications of shareholders or authorized representatives of shareholders attending the meeting: Request shareholders attending the General Meeting and invited guests to present their Identity Card or Citizen Identification Card ..., Power of Attorney (for authorized representatives);

b) Issue to shareholders or authorized persons attending the meeting: Voting cards; Voting ballots and other relevant documents;

c) Report to the General Meeting on the results of checking the qualifications of shareholders attending the General Meeting at the following times:

- Before the opening of the General Meeting;

- Before each vote of the General Meeting if there is a change in the number of shareholders registered to attend the General Meeting (Shareholders arriving late to register to attend the meeting).

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

3.2. The Shareholders' Qualifications Examination Board has the right to establish a support unit to complete the Board's tasks.

Article 4. Rights and obligations of the Chairman and Secretary of the General Meeting

4.1. The Chairman of the Board of Directors of the Company is the Chairman of the General Meeting. The General Meeting Presidium includes the Chairman of the General Meeting and members of the Board of Directors of the Company.

4.2. The Chairman's decision on matters of order, procedures or events arising outside the General Meeting's agenda will be of the highest judgment.

4.3. The Chairman shall carry out the work deemed necessary to conduct the General Meeting in a valid and orderly manner or for the General Meeting to reflect the wishes of the majority of attending shareholders.

4.4. Without consulting the General Meeting, the Chairman shall at any time

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Tran Tuan Anh



No.: 2450/BC - VNBC

Ha Long, March 25, 2025

REPORT
Production and business results in 2024,
production and business objectives and tasks in 2025

To: Shareholders

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

Performing the assigned duties and responsibilities, the Company Director would like to report to the General Meeting of Shareholders on the production and business results in 2024; The objectives and tasks for 2025 are as follows:

PART I:
2024 PRODUCTION AND BUSINESS RESULTS

In 2024, although the Company encountered many difficulties (unfavorable weather, heavy rain, heavy damage due to storm No. 3; reduced market consumption; complex geological conditions, fluctuations different from the original documents...), with solidarity and unity, the Company's leadership team is always aware of its responsibilities; strictly comply with the Group's regulations, rules, and operating discipline, innovate and be creative in work and study; Direct the implementation of many practical solutions; link production with the practice of saving, cost management in each field, improve the working environment, increase labor productivity, so the Company has basically completed the production and business tasks set by the General Meeting of Shareholders.

Results of implementing some production and business targets in 2024

No	Indicators	Unit of measurement	Plan		Actual performance	Comparison %	
			Beginning of the year	Adjustment		Beginning of the year	Adjustment
1	Total tunnel excavation	meter	16.300	13.000	13.016	80	100
-	Production service tunnels	"	16.300	13.000	13.016	80	100
2	Raw coal production	10 ³ tons	1.800	1.716	1.717	95	100
-	Underground coal	"	1.800	1.630	1.631	91	100
-	Recovered coal	"	0	86	86	-	100
3	Washed coal at the mine	10 ³ tons	1.674	1.689	1.693	101	100

No	Indicators	Unit of measurement	Plan		Actual performance	Comparison %	
			Beginning of the year	Adjustment		Beginning of the year	Adjustment
-	Washed coal from raw coal	"	1.674	1.589	1.583	95	100
-	Washed coal from dump and stockpile	"	0	100	110	-	110
4	Coal consumption / sales	10 ³ tons	1.674	-	1.649	98	-
5	Investment and construction value	billion VND	172	166	159	92	96
6	Revenue	billion VND	2.744	-	2.817	103	-
7	Total profit	billion VND	81	-	46,7	58	-
8	Standard labor Force	persons	3.320	-	3.190	96	-
9	Average salary	10 ³ VND/p erson/m onth	18.242	-	17.765	97	-
10	Dividend	%	5	-	5	100	-

For details on the assessment of the Company's production and business activities, please refer to the 2024 Annual Report published on the media of the State Securities Commission, the Hanoi Stock Exchange, and the Company's website.

PART II: GOALS AND TASKS OF PRODUCTION AND BUSINESS IN 2025

I. GOALS

1. Production according to the Group's orientation; Maximize the use of resources in terms of resources, business capital, equipment, and labor; ensure safety in all aspects, improve productivity, quality, and business efficiency; comply with the law, stabilize jobs and income for employees; increase the application of new technology, ensure investment progress to have equipment for timely production; Strive to fully complete the set plan targets.

2. No serious work accidents and equipment failures.

II. SOME MAIN BUSINESS INDICATORS



No.	Indicators	Units	Quantity
1	Total tunnel excavation	Meter	14.800
-	Production service tunnels	"	14.800
2	Raw coal production	10 ³ tons	1.900
-	Underground coal	"	1.900
3	Washed coal at the mine	10 ³ tons	1.767
-	Washed coal from raw coal	"	1.767
4	Coal consumption/ sales	10 ³ tons	1.767
5	Investment and construction value	billion VND	324,587
6	Total revenue	billion VND	2.730
7	Total profit	billion VND	36,168
8	Standard labor force	persons	3.385
9	Average salary	10 ³ VND/person/month	19.912
10	Dividend	%	≥ 5

III. SOLUTIONS FOR MANAGING PRODUCTION AND BUSINESS PLAN

In addition to strictly implementing the solutions for directing and operating the Group and the Company's Party Committee, the Company organizes the implementation of the following key solutions:

1. Coal production, processing and consumption

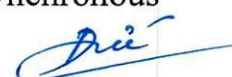
1.1. Production

- Closely follow weekly/monthly/quarterly production, organize the development of tunnel digging and coal production plans, manage production reasonably, arrange equipment synchronously, in accordance with the Company's production model; Prepare production conditions well, strive to increase labor productivity compared to the norm.

- Regularly update and monitor the results of the implementation of the production plan to arrange reasonable working and resting time, limit the arrangement of working equipment in unfavorable weather conditions or production areas.

- The construction site and workshop coordinate with departments to carefully study the product delivery plan, cost allocation plan, and labor productivity to proactively balance and make reasonable production plans, arrange labor and working equipment to achieve and exceed productivity, ensure income for workers, and save costs.

- Focus on researching and carefully surveying the geological conditions of the mine, thereby prioritizing the selection of suitable areas to apply synchronous mechanized mining technology.



- Strengthen technical management, training to improve the skills of technical managers and mining workers.
- Manage technological indicators: ash content of raw coal produced, iron-resistant furnace meter ratio, rock-digging furnace meter ratio, operating shear furnace meter lower than the Group's plan.
- Continuously improve capacity and technical requirements in furnace transportation.

1.2. Screening, processing, preparing goods

- Develop a specific plan for screening and processing clean coal from raw coal through each equipment system into coal types according to the balanced plan from the beginning of the year and the monthly and quarterly operating plan of the Group; Operate the clean coal recovery rate not lower than the level assigned by the Group.
- Strengthen the review and recovery of coal from settling pits and warehouse floors to increase coal output to serve consumption, improve production and business efficiency.

1.3. Product consumption

a) For clean coal: Strengthen relations and coordinate with the Group's Boards, Hon Gai Coal Selection Company to accelerate coal consumption progress from the beginning of the year; Develop a good plan for processing and consuming fine coal, strive to increase the average selling price of clean coal.

b) For sludge and non-coal products: When units inside/outside TKV have a need and TKV agrees in writing, the Company will deploy documents, procedures, sign purchase/sale contracts with customers to maximize resource recovery, free up warehouses, increase revenue and cash flow for production and business.

2. Research, investment and development

2.1. Apply new technology, mechanization, automation


- Promote the application of mechanization in tunneling and underground coal mining to increase labor productivity, improve working conditions, and reduce safety risks.
- Continue to review, develop plans and invest in synchronous equipment, while accelerating the progress of mastering technologies and equipment for tunneling; Implement tunneling mechanization to reduce labor and increase speed.
- Deploy investment in implementing necessary centralized automation systems according to the Group's action programs.

2.2. Strengthening investment management

Implement investment projects to maintain production according to the plan approved by the Group and the Board of Directors of the Company, ensuring timely progress to serve production.

2.3. Exploration and survey work

- Actively implement projects approved by TKV; organize the selection of units according to regulations.



- Continue to closely follow the Ministry of Natural Resources and Environment, the National Mineral Reserves Council to get approval of the Report on the results of exploration to upgrade reserves within the scope of the Underground Mining License No. 1248/GP-BTNMT dated May 27, 2015, as a basis for adjusting the Underground Mining License according to regulations.

- Complete: (i) Survey work including monitoring of mine bank movement, monitoring of well towers, establishing a mine control network, monitoring the terrain surface, and periodically surveying the terrain to serve production; (ii) Exploratory drilling for production to obtain information on the geological structure of the mine, promptly serving production in 2025 and the following years.

2.4. Technical innovation and improvement

Continue to effectively apply technical innovation and improvement in production labor to save costs and improve business efficiency.

3. Organization - Labor - Salary

3.1. Organization and training

- Continue to review and rearrange management and auxiliary service stages to innovate the labor structure, streamline management and auxiliary service staff; prepare sufficient quantity and quality of human resources to meet the requirements of underground production.

- Build a corporate governance model suitable for the application of information technology and 4.0 technology.

- Continue to sign contracts to entrust the recruitment and training of miners; develop regulations for coordination with TKV Vocational Training School; Organize delegations to work in provinces and cities and access local human resources...

- Continue to effectively retrain cadres and workers in open-air production to serve

4. Cost management, internal management

- Continue to reduce costs; assign products and costs to production units, assign management of technology indicators and production and business costs to departments; weekly warn units that exceed the consumption norms of materials and fuel, and are at risk of overspending compared to the level assigned by the Company; monthly/quarterly check the results of implementing cost management contracts for units and departments as a basis for evaluating emulation and paying salaries to the management department.

- Periodically before the 25th of each month, the Company organizes a meeting to assign production plans to submit products to production units in the mine, along with the need for labor, materials and equipment, and salary costs to perform the work.

- Continue to organize the assignment of a number of cost limits so that units can be proactive in production.



- Strengthen cash flow management, optimize financial activities to reduce interest expenses, improve financial performance; ensure that the debt ratio is not higher than the plan assigned by TKV.

- Strengthen and further improve the efficiency and quality of self-inspection and supervision of implementation and compliance with regulations of the State, the Group and the Company in all areas related to production and business activities to proactively and promptly prevent loopholes and shortcomings, not to let mistakes or violations of the law occur; inspection and supervision work is closely linked to support instructions.

- Construction sites and workshops proactively develop action programs, cost-saving solutions, improve labor productivity; have self-inspection and supervision plans, and enhance the responsibility of each individual manager.

5. Mechanical and Electrical - Transportation Work

- Closely monitor the operation of equipment systems: Vertical wells, central pumping tunnels at -350 level, monorail foundations, main transportation to ensure stable operation.


- Strengthen material management by the system of norms and cost limits, accordingly: focus on norm management measures to ensure that equipment operates productively and effectively compared to the Company's cost allocation; regularly monitor and update the implementation of equipment norms to analyze, evaluate and find solutions to overcome or adjust in accordance with reality; the establishment of requirements must be one step ahead, based on a correct assessment of the technical status of the equipment.

- Focus on strengthening equipment techniques, especially the safety status of equipment; focus on technical safety inspection to prevent unfortunate accidents from occurring; direct the good implementation of technical assurance solutions, reducing production costs.

- Continue to improve technical management, operation, equipment records, constantly research active solutions to improve the technical quality of existing equipment, improve the efficiency of equipment use; Seal and liquidate old equipment that is no longer effective, manage newly invested equipment well; improve the quality of self-repair of equipment; organize the assessment of equipment efficiency after major repairs.

- Effectively implement the program of using energy economically and effectively, accordingly: Organize production, arrange equipment to operate reasonably and synchronously to increase shift productivity, arrange water pumping equipment to operate at maximum during low and medium price periods, improve pumping efficiency, allocate electricity consumption to the screening and pumping stages, strengthen inspection and supervision of reasonable and economical electricity use, resolutely do not let transformers underload; use air conditioners, fans and lights reasonably, conduct equipment calibration and inspection in accordance with national standards.

- Continue to train on-site a number of staff and workers with appropriate professional qualifications, organize the selection of engineers with appropriate



professional qualifications to send for training in automation and computerization at major universities to serve the Company.

- Review, adjust, build and supplement processes and regulations serving the management of mechanical and electrical transportation in accordance with current regulations.

- Apply mechanization to production stages to speed up tunneling progress and increase labor productivity (The tunneling line uses a 2-drum scraper winch combined with a motor-integrated drum conveyor).

- Maximize the application of computerization to equipment management.

6. Materials management

- Continue to organize implementation according to the regulations and rules issued by the Group and the Company and the additional adjustment documents during the implementation process.

- Based on the material cost factor balanced according to the Group's stage price, the organization develops a usage plan to ensure efficiency, savings, and compliance with the technical economic norms issued by the Company.

- Continue to implement monthly and quarterly purchasing orders.

- Research the use of domestic materials and goods that can replace imported materials and goods from abroad.

- Apply the material code for management according to the Group's direction; Strengthen management and strictly control the quality of materials before entering the warehouse; the direct user unit is responsible for checking the quality and specifications of materials before receiving them from the warehouse, and has the right to refuse if the materials do not meet the quality and specifications; For materials requiring warranty and testing, the using unit must organize to monitor and update the book clearly as a basis for accurately assessing the quality of the materials used.

- Balance the inventory limit of materials at the end of the year $\leq 6\%$ of the demand for use during the period.

- Recover the maximum amount of used materials; Organize the classification and screening of materials that can be reused for immediate use or for processing and manufacturing to serve production, avoiding wasting resources that can be mobilized on the spot.

7. Safety - Security and Order

7.1. Safety

Regularly or suddenly publicize the identification of safety risks in production for workers to avoid; Regularly organize inspections and supervision of the implementation of processes and regulations at production stages; Resolutely handle cases of safety violations; Maintain safety training for employees according to regulations; Continue to promote and improve the quality of the AT-VSV network; Disseminate and educate workers to properly follow technical procedures and safety regulations; effectively implement occupational safety and health plans, fire and explosion prevention plans; ensure absolute safety during production.



7.2. Security and order

Strengthen security and order management through the security and order surveillance camera system at control stations, mines, coal warehouses and material warehouses; strengthen patrolling and controlling mine boundaries, resolutely protect resources, prevent illegal mining, transportation, processing and consumption of coal within the mine boundaries managed by the Company; strictly implement the coal consumption protection process; coordinate with local authorities to effectively implement plans to protect production, assets and resources; Comply with and seriously organize the implementation of all Directives and Resolutions of superiors on security, order and social safety.

8. Restoration and environmental protection

8.1. Restoration work

- Continue to implement the contents of the Open-pit Mine Closure Project approved by the Ministries and Branches.

- Continue to plant trees and renovate the environment in the West Wing area (the area where the mine has been leveled to the level of natural drainage) according to the approved Environmental Reclamation Project.

8.2. Environmental protection

Strictly control sources of waste that pollute the environment, strengthen environmental incident prevention. Continue to do a good job of environmental work in residential areas in the border area, renovate the environmental landscape of the workplace to ensure it is green, clean and beautiful; maintain watering to suppress dust during the day using misting systems and vehicles on transportation routes, processing areas and coal storage facilities; supervise the Environmental Company in treating industrial wastewater to ensure standards before discharging it into receiving sources.

9. Implementation organization

The objectives, tasks and solutions for the Company's 2025 Production and Business Plan are widely disseminated to employees, therefore:

- The Company's Deputy Directors, based on the assignment of tasks in the Board of Directors, implement management solutions in specific documents, ensuring the completion of the objectives and tasks set out in the plan.

- The units and departments in the Company propagate to employees to clearly understand the objectives and tasks set out by the Group and the Company; proactively develop action programs and specific management and operation measures to save costs, organize the assignment of costs to each equipment, production team and employee in the direction that wherever costs arise, they are assigned and managed.

- Every quarter, the Company organizes a review and evaluation of the results of the implementation of management solutions. Therefore, during the implementation process, units and departments must regularly update, monitor and report on implementation results, and propose solutions to resolve problems with the Company for timely direction and management.



Respectfully report to the Congress./.

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary..

**ON BEHALF OF THE BOARD OF
DIRECTORS
BOD MEMBER - DIRECTOR**

Doan Dac Tho



No.: 2451/BC - VNBC

Ha Long, March 25, 2025

REPORT

Regarding: Payment of salaries, remuneration, allowances of the Board of Directors, Supervisory Board, and Board of Management of the Company

1. Salary, remuneration and bonus of the Board of Directors, Supervisory Board, and Board of Management in 2024:

Based on the Charter of Nui Beo Coal Joint Stock Company - Vinacomin;

Based on the Resolution and implementation results of the Resolution of the Company's Annual General Meeting of Shareholders in 2024. The salary, remuneration and allowances of the Board of Directors, Supervisory Board, and Board of Management of the Company in 2024 are paid as follows:

No.	Position	Implementation of the 2024 resolution			
		Number of people (average)	Total (billion VND)	Of which:	
				Salary	Remuneration and allowances
1	Board of Directors	5,0	506,4		506,4
-	Chairman of the Board	1,0	64,8		64,8
-	Board member	4,0	441,6		441,6
2	Supervisory Board	3,0	168,0		168,0
-	Head of the supervisory Board	1,0	57,6		57,6
-	Supervisory Board member	2,0	110,4		110,4
3	Management Board	5,9	2.460,1	2.460,1	-
-	Director/CEO	1,0	468,0	468,0	-
-	Deputy Director/deputy CEO	3,9	1.614,1	1.614,1	-
-	Chief accountant	1,0	378,0	378,0	-
	Total	13,9	3.134,5	2.460,1	674,4

2. Salary, remuneration and allowances of the Board of Directors, Board of Supervisors and Board of Management in 2025:

Based on the Company's Charter approved by the General Meeting of Shareholders;

Based on the Company's Production and Business Plan in 2025, the Company's Board of Directors proposes to implement: (i) Decree 53/2016/ND-CP dated June 13, 2016 of the Government regulating labor, wages, remuneration and bonuses for companies with controlling shares and capital contributions of the State; (ii) Official Dispatch No. 6636/TKV-KH dated November 26, 2024 of TKV; (iii) Decision No. 1471/QD-TKV dated August 14, 2024 of 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 to establish the salary, remuneration and allowances of the Board of Directors, the Supervisory Board and the Company's Board of Directors in 2025 as follows:

No.	Position	Number of people	Total (million VND)	Of which:		
				Salary	Remuneration	Allowance
1	Board of Directors	5	506,4	-	230,4	276,0
-	Chairman of the board	1	64,8		64,8	
-	Board member	3	165,6		165,6	
-	Independent board member	1	276,0			276,0
2	Supervisory board	3	168,0	-	168,0	-
-	Head of the supervisory board	1	57,6		57,6	
-	Supervisory board member	2	110,4		110,4	
3	Management board	6	2.502	2.502		
-	Director/ CEO	1	468	468		
-	Deputy director / Deputy CEO	4	1.656	1.656		
-	Chief accountant	1	378	378		
	Total	14	3.176,4	2.502	398,4	276,0

• Payment method:

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

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- Every month, members of the Board of Directors, Supervisory Board, and Board of Management of the Company are advanced 80% of their monthly salary, remuneration, and allowances; The remaining amount is settled at the end of the year based on the Company's business results.

Regards, the General Meeting of Shareholders shall consider and approve./.

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

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



No.: 2452/BC - VNBC

Ha Long, March 25, 2025

**AUDITED
FINANCIAL REPORT 2024**

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

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

In performing the assigned duties and responsibilities, the Company's Director would like to briefly report on some key indicators in the audited financial report for 2024 as follows:

**Part One:
BALANCE SHEET**

Unit: Dong

No.	Target	Code	Timeline	
			12/31/2024	01/01/2024
A	TOTAL ASSETS	270	2.570.220.921.022	2.629.770.311.097
A1	CURRENT ASSETS	100	1.054.753.257.675	849.067.130.006
I	Cash and cash equivalents	110	6.621.963.053	3.277.157.042
1	Money	111	6.621.963.053	3.277.157.042
II	Short-term receivables	130	832.116.958.051	708.287.043.878
1	Short-term trade receivables	131	827.512.822.794	703.597.142.637
2	Short-term vendor advance	132		
3	Short-term internal receivables	133		
4	Other short-term receivables	136	4.604.135.257	4.689.901.241
III	Inventory	140	182.283.268.397	74.930.295.642
1	Inventory	141	182.283.268.397	74.930.295.642
IV	Other current assets	150	33.731.068.174	62.572.633.444
1	Short-term prepaid expenses	151	33.687.102.154	40.781.422.627
2	Deductible VAT	152		19.833.781.421
3	Taxes and government receivables	153	43.966.020	1.957.429.396
A2	Taxes and government receivables	200	1.515.467.663.347	1.780.703.181.091
I	Long-term receivables	210	90.124.991.388	87.022.987.214
1	Other long-term receivables	216	90.124.991.388	87.022.987.214

No.	Target	Code	Timeline	
			12/31/2024	01/01/2024
II	Fixed assets	220	1.272.126.938.298	1.574.224.787.457
1	Tangible fixed assets	221	1.272.126.938.298	1.574.224.787.457
-	<i>Original price</i>	222	4.883.173.666.935	4.838.960.926.171
-	<i>Accumulated depreciation (*)</i>	223	(3.611.046.728.637)	(3.264.736.138.714)
2	Intangible fixed assets	227		
-	<i>Original price</i>	228	396.933.150	396.933.150
-	<i>Accumulated depreciation (*)</i>	229	(396.933.150)	(396.933.150)
III	Long-term unfinished assets	240	88.175.797.748	73.145.300.681
1	Cost of unfinished construction	242	88.175.797.748	73.145.300.681
IV	Long-term financial investment	250		
V	Other long-term assets	260	65.039.935.913	46.310.105.739
1	Long-term prepaid expenses	261	26.335.227.123	7.605.396.949
2	Deferred corporate income tax assets		38.704.708.790	38.704.708.790
B	TOTAL CAPITAL	440	2.570.220.921.022	2.629.770.311.097
B1	LIABILITIES PAYABLE	300	2.044.776.838.946	2.053.069.150.137
I	Short-term debt	310	1.898.554.094.297	1.650.885.577.768
1	Short-term trade payables	311	487.419.359.235	421.047.915.894
2	Short-term advance payment buyer	312	628.768.284	101.586.165
3	Taxes and other payments to the State	313	116.036.433.820	30.749.405.360
4	Payable to workers	314	113.967.684.863	197.488.000.783
5	Short-term payable expenses	315	111.850.960	98.140.500
6	Other short-term payables	319	212.642.050.874	12.289.976.777
7	Short-term loans and finance leases	320	927.630.306.698	979.989.394.338
8	Bonus and welfare fund	322	40.117.639.563	9.121.157.951
II	Long-term debt	330	146.222.744.649	402.183.572.369
1	Long-term loans and financial leases	338	146.222.744.649	402.147.206.069
2	Long-term payables	342		36.366.300

No.	Target	Code	Timeline	
			12/31/2024	01/01/2024
	provision			
B2	EQUITY	400	525.444.082.076	576.701.160.960
I	Equity	410	525.428.996.898	576.686.075.782
1	Owner's equity	411	369.991.240.000	369.991.240.000
2	Capital surplus	412	(193.650.000)	(193.650.000)
3	Development investment fund	418	78.241.781.617	71.713.950.044
4	Undistributed profit after tax	421	77.295.734.244	135.080.644.701
5	Source of capital for basic construction investment	422	93.891.037	93.891.037
II	Funding and other funds	430	15.085.178	15.085.178
1	Funding sources	431	15.085.178	15.085.178

**Part Two:
BUSINESS RESULTS**

Unit: VND

STT	Target	Code	Timeline	
			2024	2023
1	Sales and service revenue	01	2.804.842.053.734	3.251.793.343.838
2	Net revenue from sales and services	10	2.804.842.053.734	3.251.793.343.838
3	Cost of goods sold	11	2.523.232.764.544	2.799.184.932.576
4	Gross profit from sales and service provision	20	281.609.289.190	452.608.411.262
5	Financial revenue	21	2.678.163.193	2.610.974.575
6	Financial costs	22	74.118.960.761	135.061.540.203
7	Cost of sales	25	17.992.765.321	22.705.527.783
8	Business management costs	26	151.282.351.955	177.320.914.103
9	Net operating profit	30	40.893.374.346	120.131.403.748
10	Other income	31	9.062.235.396	7.753.165.035
11	Other costs	32	3.229.698.698	1.999.857.613
12	Other profits	40	5.832.536.698	5.753.307.422
13	Total profit before tax	50	46.725.911.044	125.884.711.170
14	Profit after corporate income tax	60	37.092.704.472	104.108.494.695

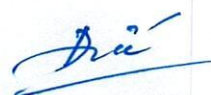
STT	Target	Code	Timeline	
			2024	2023
15	Basic earnings per share	70	1.003	2.814

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

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

MANAGER
Đoan Đac Tho





No.: 2453/TTr - VNBC

Ha Long, March 25, 2025

REPORT
Regarding: Profit distribution for the year 2024

Dear Shareholders

Pursuant to Decree No. 91/2015/ND-CP dated October 13, 2015, of the Government on state capital investment in enterprises and the management and use of capital and assets at enterprises;

Pursuant to Circular No. 219/2015/TT-BTC dated December 31, 2015, of the Ministry of Finance guiding some contents of Decree 91/2015/ND-CP;

Pursuant to the Company's Charter; the actual business production conditions, and the interests of shareholders and employees in the Company, the Board of Directors proposes the profit distribution plan for the Company for the year 2024 as follows:

No.	Contents	Percentage %	Amount of money (million VND)
I	Undistributed after-tax profit	100,0	77.295,7
1	Profit brought forward from the previous year	22,1	40.203,0
2	Profit for the Year 2024	77,9	37.092,7
II	Undistributed profit (deferred tax assets as of december 31, 2024)		38.704,7
III	Distributed profit for the year 2024		38.591,0
1	Dividend payment (dividend rate of 5%)		18.499,6
2	Remaining profit after dividend payment	100,0	20.091,4
a	Provision for development investment fund (corresponding to 5.2% of the distributed profit for 2024)	10,0	2.009,2
b	Provision for management bonus fund	0,0	0
c	Provision for reward and welfare fund (corresponding to 0.32 months of average salary)	90,0	18.082,2
-	Reward fund (provision of 50%)		9.041,1
-	Welfare fund (provision of 50%)		9.041,1

We respectfully submit this for your consideration and decision.

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Tran Tuan Anh



No.: 2454/TTr - VNBC

Ha Long, March 25, 2025

REPORT

Regarding: Approval of Contracts and Transactions Between the Company and Related Enterprises and Individuals

To: Respected Shareholders

Pursuant to Clause 2, Article 167 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Clause 3, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government "Regulations detailing the implementation of some provisions of the Securities Law";

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

The Board of Directors respectfully reports and presents to the General Meeting of Shareholders for approval of the contracts and transactions between the Company and related enterprises and individuals as follows:

1. Year 2024

The Company has executed a joint business agreement with TKV. The Company entered into contracts for the purchase and sale of coal... with the logistics companies and subsidiaries of TKV (TKV is the major shareholder owning 65% of the Company's charter capital). In the year, the total transaction value was 2,907,076,527,992 VND, including:

- Hon Gai Coal Selection Company - Vinacomin: 2,271,014,897,118 VND;
- Cam Pha Coal Logistics Company - Vinacomin: 609,570,195,130 VND;
- TKV Environmental Services One Member Limited Liability Company: 26,491,435,744 VND.

2. Year 2025

Mr. Trần Tuấn Anh is the representative of TKV's capital contribution, holding the position of Chairman of the Board of Directors of the Company, and is also a member of the Board of Directors of Cam Pha Electrical Equipment Joint Stock Company, Chairman of TKV Environmental Services One Member Limited Liability Company, and Chairman of the Vietnam Coal and Minerals Hospital.

In the year, the Company entered into contracts and transactions with businesses and individuals who are members of the Board of Directors/Chairman of the Board of Directors as follows:

No.	Name of Enterprise	/ Related Person Address, Tax ID	Contractual Field	Contract / Transaction Value
1	Vietnam National Coal and Mineral Industries Group (Vinacomin). Including its subsidiaries: - Hon Gai Coal Selection Company - Vinacomin - Cam Pha Coal Transport Company - Vinacomin - 1 Member Limited Liability Company Environmental - TKV...	226 Le Duan, Hanoi Tax ID: 5700100256	Coal, materials, environment trade...	The contract is of a general nature and does not have a specific value. For contracts with specific values, the transaction value exceeds 35% of the total assets of the Company as reported in the most recent financial statements.
2	Cầm Phả Electrical Equipment Joint Stock Company	822 Tran Phu Street, Cam Pha City, Quang Ninh Tax Identification Number (TIN): 5700495999	Repair services, sale of materials	
3	Vietnam Coal and Mineral Hospital	1st Alley, Phan Đình Giót, Phương Liệt Ward, Thanh Xuân, Hanoi	Healthcare services	

Regarding the term of the contracts and transactions, from January 1, 2025, until further notice.

We respectfully request the General Meeting of Shareholders to consider and approve, and to authorize the Director – the legal representative of the Company to sign and organize the execution of contracts and transactions between the Company and related companies in accordance with the law.

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Tran Tuan Anh



No.: 2455/BC - VNBC

Ha Long, March 25, 2025

REPORT
Activities of the Board of Directors in 2024,
Directions and Tasks of the Board of Directors for 2025

Pursuant to Decision No. 3936/QD-BCN dated November 30, 2005, by the Minister of the Ministry of Industry (now the Ministry of Industry and Trade), approving the privatization plan and the transformation of Nui Beo Coal Company into Nui Beo Coal Joint Stock Company, Nui Beo Coal Joint Stock Company – Vinacomin has entered its 5th year of operation in the 4th term as a joint-stock company.

With the goal of "Safety, Development, Efficiency" for the long-term and sustainable development of the company, and for the legal rights and benefits of shareholders, at this Annual General Meeting of Shareholders, the Board of Directors will review its activities in 2024 and set out the main tasks for 2025 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

In 2024, during the 2021-2025 term, the Board of Directors of the Company has fulfilled its duties and responsibilities in accordance with the provisions of the Law and the Company's Charter. The Board organized monthly annual meetings, addressing a total of 72 tasks related to the management and operation of production and business activities. Each Board meeting was carefully prepared in terms of content, ensuring the correct sequence, adherence to principles, and alignment with the Company's actual production and business situation, enabling timely decisions for the Director to implement and achieve the goals set by the General Meeting of Shareholders, specifically:

1. Personnel and Number of Board Meeting

The Company's Board of Directors consists of 5 members elected directly at the General Meeting. In 2024, there were no changes in the personnel of the Board, and the number of meetings held was as follows:

1.1. Information about the Board Members:

No.	Board Member	Position	Appointment Date	Termination Date
1	Tran Tuan Anh	Chairman of the Board of Directors	01/01/2023	
2	Doan Dac Tho	Board Member	05/10/2023	
3	Tran Quoc Tuan	Board Member	25/12/2017	
4	Nguyen Tuan Dung	Board Member	30/06/2024	

No.	Board Member	Position	Appointment Date	Termination Date
5	Dang Van Ngong	Board Member	28/04/2021	

1.2. Board of Directors Meetings:

No.	Full name	Number of meetings	Attendance rate at meetings	Note
1	Tran Tuan Anh	28/28	100%	
2	Doan Dac Tho	28/28	100%	
3	Tran Quoc Tuan	28/28	100%	
4	Nguyen Tuan Dung	28/28	100%	
5	Dang Van Ngong	28/28	100%	

2. Regarding the content of the Board of Directors' meetings

The Board of Directors is entrusted by the General Meeting of Shareholders with the comprehensive management of all business operations of the Company. In 2024, the Board of Directors held 28 meetings, mainly focusing on the following 08 areas of management and operation:

No.	Contents	Quantity	Note
1	Supervision, management of business operations...	18	
2	Investment - Construction, Tunnel Project	13	
3	Production organization, staff management	13	
4	Labor, wages, policies...	7	
5	Financial management	2	
6	Issuance of internal management regulations	6	
7	Shareholders' meeting, exercise of shareholders' rights...	6	
8	Other matters	7	
	Total	72	

Details of the Board of Directors' meetings are presented in the Company's 2024 Management Report and published on the State Securities Commission, Hanoi Stock Exchange, and the Company's website.

3. On the Execution of Assigned Tasks

3.1. Business Production Tasks: 2024 marked the third consecutive year in which the Company stopped open-pit coal mining, and the extracted coal was from underground mining. This shift brought numerous challenges in balancing production, labor, equipment conditions, geology, and safety. However, through the Company's dynamism, creativity, and extensive experience in managing production operations, combined with its tradition of discipline, unity, and overcoming difficulties, leveraging the collective strength of the political system,

the leadership and close direction of the Vietnam Coal and Mineral Group, the support from the leaders of Quang Ninh Province, and the effective collaboration with partners, the Company made great efforts to gradually overcome difficulties and challenges, accomplishing the business production tasks for 2024, as well as the objectives for the 2021-2025 term set by the Group and the Shareholders' General Meeting. The livelihood and employment of the staff and workers were stable, and the production business capital was preserved and developed.

No.	Indicator	Unit	Plan		Actual Implementation	Comparison %	
			Beginning of the year	Adjustment		Beginning of the year	Adjustment
1	Total Tunnel Excavation	Meters	16.300	13.000	13.016	80	100
-	Construction Tunnel	"	-	-	-	-	-
-	Production Tunnel	"	16.300	13.000	13.016	80	100
2	Raw Coal Production	10 ³ tons	1.800	1.716	1.717	95	100
-	Open-pit Coal	"	-	-	-	-	-
-	Underground Coal	"	1.800	1.630	1.631	91	100
-	Recovered Coal	"	0	86	86	-	100
3	Clean Coal Screened at the Mine	10 ³ tons	1.674	1.689	1.693	101	100
-	Clean Coal from Raw Coal	"	1.674	1.589	1.583	95	100
-	Clean Coal from Waste Rock Processing	"	0	100	110	-	110
4	Coal Consumption	10 ³ tons	1.674	-	1.649	98	-
5	Investment Value in Construction	billion VND	172	166	159	92	96
6	Revenue	billion VND	2.744	-	2.817	103	-
7	Total Profit	billion VND	81	-	46,7	58	-
8	Standard Labor Force	people	3.320	-	3.190	96	-
9	Average Salary	10 ³ dVND per person per month	18.242	-	17.765	97	-
10	Dividend	%	5	-	5	100	-

Details of the evaluation of all business production activities and the proposal for shareholders to review can be found in the 2024 Business Results Report, as well as the 2025 business objectives and tasks, published on the Company's website.

3.2. Supervision Tasks:

The Board of Directors supervises the activities of the Company's management personnel, including the Director, Deputy Directors, Chief Accountant, etc., by monitoring the compliance with legal regulations, the implementation of the resolutions and decisions made by the Board of Directors, and the Shareholders' General Meeting. The Board evaluates and comments as follows:

- All of the Company's management personnel possess the necessary qualifications and have good moral character. They are fully trained in their professional fields, knowledgeable about the areas they are responsible for, and have many years of experience in managing and operating large projects/companies.

- The management personnel have not violated any laws or the Company's Charter. They have successfully completed their assigned tasks and have effectively controlled all aspects of the Company's business activities. The internal management documents issued by the Company's Director are within the appropriate legal authority and comply with legal norms, resolutions, and decisions of the Board of Directors and the Shareholders' General Meeting.

In addition to supervising the aforementioned management personnel, during its operations, the Board of Directors of the Company has continuously studied the Company's governance regulations based on models from regulatory authorities, consulted advanced governance structures, and implemented an internal governance regulation for the Company. This is aimed at gradually standardizing management and operational practices, minimizing risks in business production activities, ensuring transparency, and creating favorable conditions for shareholders, investors, and regulatory agencies to effectively carry out their supervisory, inspection, and control functions.

3.3. Report and Comments from the Independent Board of Directors Member:

In 2024, the Board of Directors and the Executive Board of the Company successfully completed the tasks assigned by the General Meeting of Shareholders. The members of the Board of Directors and the Executive Board fully utilized their abilities and capacities, carried out the assigned rights and duties honestly and carefully to ensure the maximum legal benefits of the Company and its shareholders. They remained absolutely loyal, refrained from using the Company's information, secrets, or business opportunities, and did not abuse their position, title, or the Company's assets for personal gain or to serve the interests of other organizations or individuals.



II. OBJECTIVES AND TASKS OF THE COMPANY'S BOARD OF DIRECTORS FOR 2025

Based on the production and business plan assigned by the General Meeting of Shareholders and the actual production conditions of the Company, the Board of Directors has set the specific objectives and tasks for 2025 as follows:

A. Objectives:

The general objective for 2025 is to continue maintaining production in accordance with the Group's orientation; to maximize the use of resources such as raw materials, capital, equipment, and labor; ensure safety, improve productivity, quality, and business efficiency; comply with the law, stabilize employment and income for workers; strengthen the application of new technologies, ensure the progress of investment and construction; continue to innovate from awareness to actions, using effectiveness as the measure for every action in the pursuit of sustainable development.

B. Tasks:

Based on the Company's Charter and the leadership coordination resolution, the Board of Directors has outlined specific tasks to implement the Company's political and production-business objectives for 2025 as follows:

1. Focus all resources to complete the tasks assigned by the General Meeting of Shareholders and the Vietnam Coal and Mineral Group.

2. Continue implementing the Restructuring Plan approved by TKV and the General Meeting of Shareholders; restructure and refine the organizational model to make it more streamlined, in line with the Company's production and business situation, while also implementing the plan to reduce management and supporting staff in accordance with the direction and guidelines of the Vietnam Coal and Mineral Group.

3. Review, amend, and supplement the Company's internal management regulations in accordance with legal requirements... Enhance transparency of information, apply scientific and technological advances in production management to effectively use resources, save materials, improve labor productivity, and strengthen resource and cost management.

4. Increase patrols and security to protect the Company's property, resources, and mining boundaries, detect and promptly prevent illegal coal mining, trading, and transportation in the area; Continue to strictly follow the coordination regulations between the Company and local authorities regarding state management of economic development, business operations, and management, mining, transportation, and illegal coal trading; Develop and implement security plans for holidays and anniversaries in 2025.

5. Strengthen inspection and monitoring of technical work and safety to minimize risks of labor accidents and equipment failures; Actively improve the material and spiritual living conditions for employees so that they can focus fully on the Company's production and business tasks.



6. Effectively implement propaganda and political education, strengthen efforts to understand the thoughts and aspirations of employees, and address any concerns in a timely manner, helping employees understand and share the Company's difficulties to foster high consensus throughout the system, and unite efforts to successfully complete the 2025 objectives.

III. PROPOSAL OF THE BOARD OF DIRECTORS

In order to fulfill the tasks assigned by the General Meeting of Shareholders, the Board of Directors proposes that the 2025 Annual General Meeting of Shareholders authorize the Board of Directors of Nui Beo Coal Joint Stock Company - Vinacomin as follows:

1. Implement the Company's Restructuring Plan in accordance with TKV's orientation; Be authorized to lease assets and equipment to meet the production and business requirements of the Company.

2. Select an independent auditing firm from the list of auditing firms approved by the General Meeting to audit the financial statements for the first half and the entire year of 2025; Add additional business sectors to the Company's registration if necessary for the Company's production and business activities; Adjust the production and business plan targets to align with the Company's actual conditions and ensure that all tasks approved are carried out in compliance with legal regulations, the Company's Charter, and reported to the General Meeting of Shareholders at the next meeting, ensuring the interests of shareholders and the business.

This is the full report of the Board of Directors' activities for 2024 and the tasks for 2025. The Board of Directors hereby reports to the shareholders.

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
Tran Tuan Anh



No.: 2456/BC - VNBC

Ha Long, March 25, 2025

REPORT
SUPERVISORY BOARD'S EVALUATION OF THE PRODUCTION AND
BUSINESS RESULTS AND AUDITED FINANCIAL STATEMENTS OF
THE COMPANY FOR THE YEAR 2024

Based on the Company's Charter approved by the General Meeting of Shareholders on April 28, 2021; Based on the Regulations on the Organization and Operation of the Company's Supervisory Board, the Supervisory Board respectfully reports to the shareholders the evaluation of the production and business results and the audit of the financial statements of the Company for the year 2024 as follows:

- The Supervisory Board of the Company confirms that the figures in the Production and Business Results Report and the Financial Statements for 2024 have been audited by AASC Auditing Company Limited.

- The Supervisory Board finds that the auditing methods, the auditing standards applied by the Auditing Company, as well as the accounting standards and financial regime used in the Company's 2024 Financial Statements, are in compliance with the prescribed principles and regulations. The audited financial statements accurately, transparently, and reasonably reflect the financial situation as of December 31, 2024, as well as the business results and cash flows for the fiscal year ending on that date.

- The accounting work ensures that there are no material errors, and the preparation and submission of quarterly and annual financial reports were done in a timely manner, following the prescribed forms.

- The accounting books and records are clear, comprehensive, and properly stored with supporting documents as per regulations. Inventory checks, including cash, inventory goods, raw materials, finished goods, receivables, payables, and reconciliation of debts, are conducted following the Group's guidance.

- The Supervisory Board agrees with the figures in the Company's Production and Business Results Report as well as the auditor's comments provided in the audit report, based on several key indicators as follows:

1. Performance of key production and business indicators:

No.	Indicator	Unit	Plan		Actual Imple mentat ion	Comparison %	
			Beginn ing of the year	Adjust ment		Beginni ng of the year	Adjust ment
1	Total Tunnel Excavation	Meters	16.300	13.000	13.016	80	100
-	Construction Tunnel	"	-	-	-	-	-

No.	Indicator	Unit	Plan		Actual Implementation	Comparison %	
			Beginning of the year	Adjustment		Beginning of the year	Adjustment
-	Production Tunnel	"	16.300	13.000	13.016	80	100
2	Raw Coal Production	10 ³ tons	1.800	1.716	1.717	95	100
-	Open-pit Coal	"	-	-	-	-	-
-	Underground Coal	"	1.800	1.630	1.631	91	100
-	Recovered Coal	"	0	86	86	-	100
3	Clean Coal Screened at the Mine	10 ³ tons	1.674	1.689	1.693	101	100
-	Clean Coal from Raw Coal	"	1.674	1.589	1.583	95	100
-	Clean Coal from Waste Rock Processing	"	0	100	110	-	110
4	Coal Consumption	10 ³ tons	1.674	-	1.649	98	-
5	Investment Value in Construction	billion VND	172	166	159	92	96
6	Revenue	billion VND	2.744	-	2.817	103	-
7	Total Profit	billion VND	81	-	46,7	58	-
8	Standard Labor Force	people	3.320	-	3.190	96	-
9	Average Salary	10 ³ dVND per person per month	18.242	-	17.765	97	-
10	Dividend	%	5	-	5	2	-

2. Financial Structure:

- Debt-to-Total Capital Ratio = 0.8 (in 2023 it was 0.78);
- Debt-to-Equity Ratio = 3.82 times (in 2023 it was 3.54 times).

3. Liquidity:

- Current Ratio = 0.56 times (in 2023 it was 0.51 times);
- Quick Ratio = 0.46 times (in 2023 it was 0.47 times).

4. Capital Utilization Efficiency:

- Return on Revenue (after tax) = 1.32%;



- Return on Total Assets (after tax) = 1.44%;
- Return on Equity (after tax) = 8.27%.

From the above figures, it is evident that in 2024, the Company's production and business activities were primarily financed by loans: Liabilities account for 80% of total capital and are 3.82 times the equity. Regarding the capital structure, the Company allocated 59% for long-term investments and 41% for short-term investments. The current liquidity has increased compared to 2023 and is within acceptable limits. The investment assets are in the early stages of investment (for every 1 VND spent on assets, 0.014 VND of profit was generated). The return on equity after tax was 8.27%.

5. Evaluation of Some Key Indicators and Other Activities:

- In 2024 and in the coming years, the Company faces many difficulties and challenges: Open-pit coal mining has concluded; the underground coal mining project, while operational, has not yet reached the designed capacity. Depreciation costs and interest expenses in the production cost from 2020 to 2025 are increasing, leading to financial balancing difficulties in the coming years. The debt-to-equity ratio for the Company in 2024 is lower than planned but still exceeds the required threshold. The main reason for this is that the investment project is still in its early stages and has not yet reached its designed capacity, with a large capital requirement, and the depreciation period is longer than the loan repayment period. In the coming years, the Company needs to actively implement specific management measures to alleviate financial balancing difficulties and avoid financial risks.

- Compliance with current legal regulations: In 2024, the Company has adhered to all current legal regulations in its production and business operations and has fulfilled its obligations to pay taxes to the State. The submission of monitoring reports, enterprise classification reports, financial statements, and other required reports has been timely and in accordance with the regulations.

- In 2024, Nui Beo Coal Joint Stock Company - Vinacomin has closely followed the production and business plan in accordance with the resolution of the Annual General Meeting of Shareholders and the coal mining, screening, and processing contract between the Company and TKV.

- The Company has effectively managed labor, investment in construction, resource management, environmental management, and cost control.

- The Company has focused on management, mining a total of 1,717 thousand tons of raw coal, matching the plan of 1,716 thousand tons, ensuring stable production, jobs, and stable income for workers during the transition to new coal mining technology.

- The Company's leadership has closely followed the contents of the resolution from the General Meeting of Shareholders in its production and business activities.

Đức

* General Evaluation of the 2024 Production and Business Results:
Nui Beo Coal Joint Stock Company - Vinacomin has successfully achieved the targets set by the General Meeting of Shareholders.

We respectfully submit this report for your review and approval.

Recipients:

- Board of Directors (BOD), Supervisory Board (ecopy);
- Party Committee, Trade Union, Youth Union (ecopy);
- CEO, Deputy CEOs (ecopy);
- Departments, divisions (ecopy);
- Shareholders of the Company;
- Registration Department (Posted on Website);
- Archive: Secretariat, Company Secretary.

**ON BEHALF OF THE
SUPERVISORY BOARD
CHAIRMAN OF THE BOARD
Vu Thi Dung**



No.: 2457/BC - VNBC

Ha Long, March 25, 2025

**SUPERVISORY BOARD ACTIVITY REPORT
AND EVALUATION OF THE PERFORMANCE OF THE BOARD OF
DIRECTORS AND THE COMPANY'S MANAGEMENT IN 2024**

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and the implementation documents of the law;

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

Based on the functions and tasks assigned, the Supervisory Board reports to the General Meeting of Shareholders on the results of its activities and the supervision of the management by the Board of Directors and the General Director of the Company in 2024 as follows:

I. SUPERVISORY BOARD ACTIVITIES

- In 2024, the Company's Supervisory Board held regular quarterly meetings and additional meetings as required. At each meeting, the management and operational activities of the Board of Directors, the General Director, and the results of production and business operations were discussed and evaluated. The Board agreed on the contents of controlling the Company's operations and specific topics for the upcoming period.

The Board issued and organized the implementation of the 2024 Control Plan, focusing on specific tasks such as: Evaluating the production and business results of the Company; Controlling and auditing the Company's quarterly, semi-annual, and annual financial reports; Controlling compliance with state laws, regulations, TKV's regulations, the Company's internal regulations, and amendments or new internal management documents; Supervising specialized areas of the Company's management, such as: fixed asset management and repair, procurement and use of materials, outsourcing, labor management, salary administration, procurement of food supplies for workers' meals, etc.; Supervising the implementation of recommendations from the inspection and audit teams in 2023.

During the year, the Supervisory Board provided feedback to the Board of Directors, the General Director, and the departments on matters such as outsourcing, procurement management, material usage, amendments to internal regulations, and other operational areas. These suggestions were discussed at regular meetings, during work sessions, and via the quarterly task execution reports, which were received and integrated into the Company's management by the Board of Directors and the General Director.



- Operational Direction of the Company's Supervisory Board in 2025: The Supervisory Board has developed and issued the 2025 Supervision Plan. In addition to carrying out regular tasks as prescribed, the Supervisory Board has also created a plan to monitor specific areas of work at the unit to be implemented in 2025. This aims to enhance management and operational efficiency at the unit, contributing to the improvement of the Company's business and production activities.

II. SUPERVISION OF THE ACTIVITIES OF THE BOARD OF DIRECTORS AND THE CEO OF THE COMPANY

1. Forms and activities of supervision by the Supervisory Board.

1.1. The Company's Supervisory Board regularly monitors the activities of the Board of Directors (BOD) through the implementation of the resolutions of the General Shareholders' Meeting; the operational regulations of the BOD; and the resolutions and decisions issued by the Company's BOD.

1.2. The Supervisory Board monitors the activities of the CEO and other management personnel through the implementation of the mining, screening, and processing contract between the Company's CEO and the General Director of the Vietnam National Coal and Mineral Industries Group, as well as the implementation of the resolutions and decisions of the General Shareholders' Meeting, the BOD, and the CEO's decisions in areas under the CEO's authority as specified in the Company's Charter.

1.3. The Supervisory Board controls the production and business activities of the Company, and oversees the quarterly, semi-annual, and annual financial reports.

2. Results of supervision:

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

The Supervisory Board has reviewed the 2024 activity report of the BOD and agrees with the contents of this report. Combined with the supervision of the Supervisory Board, some assessments are as follows:

- The Company's BOD has performed its functions and duties through the operational regulations of the BOD. It has carried out the management function of the Company by issuing resolutions, regulations, decisions, and directives, and organizing checks on their implementation. In 2024, the BOD amended and issued 05 regulations. It has also complied with the provisions of Decree No. 155/2020/ND-CP dated December 31, 2020, from the Government in a timely manner.

- In 2024, the Company's BOD held 28 meetings to address many issues related to the direction and management of production and business activities, and the finalization of the Nui Beo coal mine tunnel project. All BOD meetings were well-prepared in terms of content, ensuring proper procedures, and making timely decisions based on the actual business situation of the Company.

- The BOD has carried out personnel planning and reappointment of staff. It has effectively implemented the restructuring plan, reorganizing departments in a streamlined and efficient manner, aligning with the shift from open-pit coal mining to underground coal mining. The Company has restructured its production organization model to match the transition in mining methods, meeting production requirements.

- Through the activities of the BOD and the timely amendments to management documents, the governance and operation of the Company during the period have become more flexible and effective. The management documents issued by the BOD, within its authority, have been appropriate to the actual conditions and business situation of the Company.

- The BOD issued a decision to adjust the Investment and Basic Construction Plan to align with the adjustment announcement of the Vietnam Coal and Mineral Industries Group's (TKV) Investment and Basic Construction Plan.

- The BOD has focused its leadership on effectively managing and directing operations, particularly in the preparation and organization of production and cost control, which has helped stabilize and synchronize the production and business activities, in line with actual circumstances.

- The members of the BOD possess good management skills and high ethical standards. In 2024, the members worked diligently, dynamically, and creatively, with effectiveness, demonstrating a strong sense of responsibility towards the Company and its shareholders.

2.2. Regarding the Management and Operations of the CEO of the Company

The CEO of the Company has directly managed the production and business activities in accordance with the functions and duties specified in the Enterprise Law and the Company's Charter, specifically:

- Timely implementing the resolutions and decisions of the Board of Directors (BOD) and the business coordination contract between TKV Group and the Company.

- Proactively proposing solutions to the BOD to improve the Company's operational and management efficiency. The CEO has also actively developed and issued other management documents within the Company's authority.

- Directly representing the Company to sign labor contracts, credit contracts, economic contracts, and commercial contracts, ensuring compliance with regulations and the law.

- Personnel planning, training, development, and staff appointments, as well as recruitment, are conducted democratically, transparently, and openly.

- The management of wages, bonuses, etc., is carried out in accordance with the Company's regulations and the guidelines of the Group.



- The CEO has fulfilled the Company's obligations to the State, ensured the legal rights and benefits of shareholders, and maintained security, order, and social safety.

- The implementation of investment and basic construction tasks has been carried out according to the delegation of authority, ensuring compliance with investment procedures and decisions.

- Proactively managing daily production and business activities through policies and synchronized solutions from the Company to departments and workshops.

- Effectively directing the implementation of the Company's production and business plan, achieving the technical and economic targets set by the General Shareholders' Meeting.

***Summary:** In 2024, the BOD, the CEO, and other management personnel of Nui Beo Coal Joint Stock Company – Vinacomin successfully carried out their duties in managing and operating the production and business activities, leading to significant growth and stability for the Company in 2024 and the coming years.

In 2024, the Supervisory Board made efforts to fulfill its functions and duties as prescribed by the Company's Charter. The achievement of these results was due to the efforts of each member, the support of the BOD, the Executive Board, the cooperation of departments within the Company, and the shareholders. The Supervisory Board sincerely thanks for this cooperation and hopes to continue receiving support and collaboration in 2025 and the following years of the Supervisory Board's term to successfully fulfill its tasks for the benefit of the Company and shareholders.

On the occasion of the General Shareholders' Meeting, on behalf of the members of the Supervisory Board, I wish the esteemed shareholders good health.

Sincerely, thank you.

Recipients:

- Board of Directors (BOD), Supervisory Board (ecopy);
- Party Committee, Trade Union, Youth Union (ecopy);
- CEO, Deputy CEOs (ecopy);
- Departments, divisions (ecopy);
- Shareholders of the Company;
- Registration Department (Posted on Website);
- Archive: Secretariat, Company Secretary.

**ON BEHALF OF THE
SUPERVISORY BOARD
CHAIRMAN OF THE BOARD
Vu Thi Dung**



No.: 2458/TTr - VNBC

Ha Long, March 25, 2025

PROPOSAL

Re: Selection of Independent auditing firms for the Semi - Annual and Annual financial statements of 2025

To: The Annual General Meeting of shareholders 2025

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 accordance with the functions and duties of the Supervisory Board, the Supervisory Board would like to submit to the General Meeting of Shareholders the proposal on selecting a list of independent auditing firms to audit the Company's financial statements for the first six months and the whole year of 2025, as follows:

1. Criteria for selecting independent auditing firms:

- Must be 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;
- Have experience in auditing large-scale public companies in Vietnam;
- Have a good reputation for audit quality;
- Have a highly qualified and experienced audit team;
- Be able to meet the Company's requirements in terms of audit scope and schedule;
- Offer a reasonable audit fee appropriate to the quality and scope of the audit.

2. Proposed list of independent auditing firms:

2.1. AASC Auditing Firm Co., Ltd. Head Office: No. 01 Le Phung Hieu Street, Hoan Kiem District, Hanoi.

2.2. PKF-TTG Auditing and Consulting Co., Ltd. Head Office: No. 22 Le Trong Tan Street, Khuong Mai Ward, Thanh Xuan District, Hanoi.

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval.

Sincerely, thank you./.

Recipients:

- Board of Directors (BOD), Supervisory Board (ecopy);
- Party Committee, Trade Union, Youth Union (ecopy); CEO, Deputy CEOs (ecopy);
- Departments, divisions (ecopy);
- Shareholders of the Company;
- Registration Department (Posted on Website);
- Archive: Secretariat, Company Secretary.

**ON BEHALF OF THE
SUPERVISORY BOARD
CHAIRMAN OF THE BOARD
Vu Thi Dung**



No.: 2459/TTr - VNBC

Ha Long, March 25, 2025

PROPOSAL

Regarding: Mr. Tran Quoc Tuan's resignation from the Board of Directors

To: Esteemed Shareholders

Based on the Securities Law dated November 29, 2019; the Enterprise Law dated June 17, 2020, and other relevant guiding documents;

Based on the Company's Charter approved by the General Shareholders' Meeting on April 28, 2021;

The Company's Board of Directors submits to the General Shareholders' Meeting the request made by Mr. Tran Quoc Tuan, submitted to the Company on February 25, 2025, requesting his resignation from the Board of Directors.

(Attached is the resignation letter from Mr. Tran Quoc Tuan.)

We respectfully submit this proposal for the General Shareholders' Meeting to consider and make a decision.

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
Tran Tuan Anh



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REQUEST LETTER

Regarding: Request for Resignation from the Board of Directors

To: - Shareholders of Nui Beo Coal Joint Stock Company – Vinacomin;
- Board of Directors of Nui Beo Coal Joint Stock Company – Vinacomin.

My name is: **Tran Quoc Tuan**

Position: **Member of the Board of Directors of the Company.**

Based on the Company's Charter and the resolution of the 2021 Annual General Shareholders' Meeting of Nui Beo Coal Joint Stock Company – Vinacomin;

In accordance with Official Letter No. 6548/TKV-TCNS dated November 22, 2024, from the Vietnam National Coal and Mineral Industries Group, I have been appointed by the Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin to the position of CEO of Ha Tu Coal Joint Stock Company – Vinacomin, effective from November 25, 2024;

After considering my personal circumstances, I respectfully request to resign from the Board of Directors for the fourth term of Nui Beo Coal Joint Stock Company, effective from April 25, 2025.

I kindly ask the Board of Directors and the shareholders of the Company to consider and approve this request.

I sincerely thank you.

Recipients:

- Board of Directors; Supervisory Board of the Company;
- Human Resources Department.

Hà Long, February 7, 2025

APPLICANT

Tran Quoc Tuan



No.: 2460/QC - VNBC

Ha Long, March 25, 2025

**ELECTION REGULATIONS
SUPPLEMENTARY MEMBERS OF THE BOARD OF DIRECTORS
TERM IV**

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and other guiding documents for the implementation of the Law;

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

The 2025 Annual General Shareholders' Meeting ("AGM") of Nui Beo Coal Joint Stock Company – Vinacomin ("Company") will proceed with the election of supplementary members to the Board of Directors ("BOD") according to the following provisions:

Article 1. Principles and Subjects of the Election

1.1. Principles of the Election:

- a) The election must comply with the law and the Company's Charter to ensure democracy and the legal rights of all shareholders;
- b) The election will be conducted publicly by ballot.

1.2. Eligible Voters: Shareholders of the Company or persons authorized by the shareholders to attend the General Shareholders' Meeting at the record date of March 26, 2025.

Article 2. Number and Qualifications of the Elected Members of the BOD (Supplementary)

2.1. The number of BOD members to be elected as supplementary members is: 01 member.

2.2. Qualifications and conditions for becoming a BOD member: Must comply with the provisions of the Enterprise Law and the Company's Charter.

Article 3. Conditions for Nominating and Candidacy for BOD Members (Supplementary)

- 3.1.** Before the opening of the AGM, shareholders have the right to form a group to nominate candidates for the position of BOD members.
- 3.2.** The process of candidacy and nomination for supplementary BOD members will proceed as follows:

- Shareholders or groups of shareholders holding 5% or more of the voting shares as of the record date (March 26, 2025) are eligible to nominate and run for BOD membership.



- In the absence of any candidates through nominations or candidacies, the current BOD will make the nominations.

Article 4. Documents for Nomination and Candidacy to Supplement the BOD

4.1. Documents for nomination and candidacy for BOD membership include:

- Application form for candidacy or nomination for BOD membership.
- A self-prepared CV by the candidate, including: Full name, date of birth, qualifications, work experience, management positions, related interests...
- A notarized copy of the candidate's ID card or Citizen Identification Card (CCCD);
- Authorization letter to attend the General Shareholders' Meeting (if any);

4.2. Nominations/candidacies should be submitted to the Company's office at 799 Le Thanh Tong, Ha Long City, Quang Ninh before April 23, 2025, for verification and public disclosure as required by regulations.

For nominations/candidacies submitted directly at the meeting, shareholders or groups of shareholders nominating/candidating must immediately provide full nomination/candidacy documents as outlined in section 4.1 above to the meeting's chairman for consideration and inclusion in the list of candidates.

4.3. Only those nomination/candidacy documents that meet the conditions for nomination/candidacy, submitted to the Company on time, and candidates who meet the corresponding requirements for BOD members will be included in the list of candidates to be disclosed at the AGM.

Article 5. Voting Method

5.1. The election of supplementary BOD members will be conducted through cumulative voting, where each shareholder or authorized attendee will have a number of votes corresponding to the total shares they own or represent.

5.2. Shareholders or authorized attendees can allocate all their votes to a single candidate or distribute their votes among different candidates of their choice.

Article 6. Ballots, Voting Process, and Vote Counting

6.1. Supplementary BOD Member Ballots:

a) Each shareholder or authorized attendee will be given a supplementary BOD member ballot right before the election takes place. The ballot will include: (1) Shareholder's name; (2) Shareholder code; (3) Number of shares and corresponding votes for the supplementary BOD member election; (4) Names of nominated/candidate members for the BOD to be voted on by the AGM.

b) The supplementary BOD member ballot will bear the Company's official seal.

6.2. How to Fill the Ballot and Validity of the Votes:

a) To fill in the ballot: Shareholders or authorized attendees who wish to vote for a candidate will write the number of votes they wish to cast in the "Votes" column corresponding to the candidate's name. If a shareholder makes a mistake

while filling in the ballot (provided it has not been placed in the ballot box), they have the right to directly approach the Chief of the Vote Counting Committee to correct the ballot to ensure their voting rights are protected.

b) Valid Ballots:

- A valid ballot is one issued by the Organizing Committee of the AGM;
- The ballot must have the Company's official seal.

c) Invalid Ballots:

- Ballots not issued by the Organizing Committee of the AGM;
- Ballots without the Company's official seal;
- Ballots that are torn, erased, or modified; ballots containing names of candidates not approved by the AGM;
- Ballots without the signature of the shareholder or their authorized representative;
- Ballots where the total votes for candidates exceed the number of votes the shareholder is entitled to cast;
- Ballots where the total number of candidates voted for exceeds the number of BOD members to be elected;
- Ballots submitted to the Vote Counting Committee after the voting has ended and the ballot box has been sealed.

6.3. Voting Principles:

a) The Vote Counting Committee will prepare the ballot boxes and conduct checks on them in the presence of shareholders.

b) Voting will begin upon the signal from the Chairman of the AGM or the Head of the Vote Counting Committee and will end when the last shareholder casts their vote. After voting is concluded, the ballot box will be sealed by the Vote Counting Committee in the presence of shareholders.

6.4. Vote Counting Regulations:

a) The Vote Counting Committee will proceed with counting the votes immediately after voting ends according to the following regulations:

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

- The Vote Counting Committee may use electronic technical equipment and technical specialists to assist in the vote counting, as well as necessary assistants.

- Verify the validity of the ballots.

- Review each ballot and record the results.

- Seal all the ballots and hand them over to the BOD immediately after the AGM concludes.



b) Prepare and Announce the Vote Counting Report: After the votes are counted, the Vote Counting Committee will prepare a Vote Counting Report to be announced at the AGM. The content of the Report must include the following main points:

- The time and place of the vote counting;
- The members of the Vote Counting Committee.
- The total number of shareholders attending the meeting;
- The total number of shareholders casting votes;
- The number of valid and invalid ballots;
- The number of votes received by each candidate for the Board of Directors;
- The Vote Counting Report must be signed by the members of the Vote Counting Committee and confirmed by the Chairman of the AGM.**

Article 7: Principles for Determining Elected Members of the Board of Directors (BOD)

The candidates elected to the Board of Directors are determined by the number of votes received, ranked from highest to lowest. In the event that two (02) or more candidates receive the same number of votes, the AGM will conduct a re-election among those candidates with the same vote count during the AGM.

Article 8: Complaints About the Election and Vote Counting

If, after the announcement of the election results, any shareholder raises concerns or requests a review of the results, the Board of Directors will directly verify the results. If errors or fraudulent activities are discovered in the vote counting, the Organizing Committee will arrange for a re-election, and the Vote Counting Committee must fully compensate all related costs. Complaints and their resolutions about the election and vote counting will be recorded in the AGM minutes.

Article 9: Effectiveness of the Regulations

These regulations will take effect immediately after being approved by the General Meeting of Shareholders.

We respectfully submit these regulations for the General Meeting of Shareholders to review and approve.

Let me know if you need further assistance!

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

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



Ha Long, April 25, 2025

REPORT
Regarding: Introduction of Personnel for the Board of Directors of the
Company, Term IV
(Draft)

Pursuant to: The Law on Enterprises dated June 17, 2020, and its implementing regulations; The Company's Charter approved by the General Meeting of Shareholders on April 28, 2021; The Shareholder list of the Company at the final registration date of March 26, 2025, provided by the Vietnam Securities Depository (VSD); The Regulations on the election of additional members to the Board of Directors for Term IV.

The organizing committee of the General Meeting and the Board of Directors of the Company have conducted checks and verified the profiles of candidates nominated by shareholders. We now report to the General Meeting the personnel to be elected to the Board of Directors for Term IV as follows, in accordance with the Law on Enterprises and the Company's Charter:

1. Number of Board members to be elected: 1 member.
2. Number of candidates nominated by shareholders holding more than 5% of charter capital up to this point: 0 members.
3. Number of qualified candidates nominated by the Company's Board of Directors up to this point: 1 member, specifically:

No.	Candidate Name for the Board of Directors	Year of birth	Education; Position	Note
1	Pham Ba Tuoc	1978	Mining Engineer; Deputy General Director of the Company	

Xin trân trọng báo cáo trước Đại hội và xin ý kiến các quý vị cổ đông./.

Recipient:

- Board of Directors, Supervisory Board (ecopy);
- General Director, Deputy General Director, Chief Accountant (ecopy);
- Company Shareholders;
- Registration Office (posted on Website);
- File: Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
Tran Tuan Anh

Tran Tuan Anh

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CURRICULUM VITAE

Candidate for the Board of Directors, Term IV

(Proposed by the current Board of Directors)

1. Full Name: **Pham Ba Tuoc** Gender: Male
2. Date of birth: October 6, 1978
3. Place of birth: Vu Quy Commune, Kien Xuong District, Thai Binh province
4. Ethnicity: Kinh
5. Permanent Address: Group 5, Area 1, Ha Lam Ward, Ha Long City, Quang Ninh province
6. Office Phone: 0333.825.220
Mobile: 0915043941
7. ID Number: 022078007888, issued by the department of Police administration for social order on July 2, 2021
8. Date of joining the party: September 2, 2005
9. Professional qualification: Mining engineer
10. Completed training courses:

Name of School	Field of Study, Training, and Development	From Month, Year – To Month, Year	Degree, Certificate, Educational Level
University of Mining and Geology, Hanoi	Mining engineering	1997- 2001	Mining engineer
Field of Study: Mining Engineering	Management staff class	12/2008 - 01/2009	Certificate
Training in Japan	Advanced political theory and public administration	2018 -2020	Bachelor of advanced political theory
Ho Chi Minh National Academy of Politics and Public Administration	Training Program for executive Directors	2020 – 2021	Certificate of completion

11. Work experience:

From month, year to month, year	Position, title, and working unit
11/2001 - 01/2003	Worker at Construction Site 88, Ha Lam Coal Company.
02/2003 - 05/2006	Employee in the Mining Department, Ha Lam Coal Company.

From month, year to month, year	Position, title, and working unit
06/2006 - 07/2007	Deputy Head of the Mining Department, Ha Lam Coal Company – TKV.
08/2007 - 12/2008	Head of the Mine Ventilation Department, Ha Lam Coal Joint Stock Company – TKV.
01/2009 - 12/2015	Supervisor of Mining Site 6, Ha Lam Coal Joint Stock Company – Vinacomin.
01/2016 - 02/2017	Head of the Mining Department, Ha Lam Coal Joint Stock Company – Vinacomin.
03/2017 - 03/2017	Employee, Technical and Financial Department, Nui Beo Coal Joint Stock Company – Vinacomin.
04/2017 - 08/2017	Head of the Department – Deputy Director, Mine Construction Project Management Board, Nui Beo Coal Joint Stock Company – Vinacomin.
From T8/2017 to present	Deputy Director, Nui Beo Coal Joint Stock Company – Vinacomin.

12. Current health status: Type II.

13. Awards: Consistently achieved the title of excellent laborer, fighter of emulation in successive years at the company level, industry level, and Ministry of Industry and Trade level.

14. Number of NBC shares held: 0 shares.

15. Related persons holding NBC Shares: 0 shares.

Hà Long, March 25, 2025

PERSON SUBMITTING

Pham Ba Tuoc

