

Number: 853 /TB-TVD

*Uong Bi, April 8 , 2025*

**NOTIFICATION**  
**Convening the 2025 Annual General Meeting of Shareholders**  
**Vang Danh Coal Joint Stock Company - Vinacomin**

To: Shareholders of Vang Danh Coal Joint Stock Company - Vinacomin

Pursuant to the Charter of Vang Danh Coal Joint Stock Company - Vinacomin;

Pursuant to the conditions for organizing the 2025 Annual General Meeting of Shareholders and Resolution No. 16 /NQ-HDQT dated April 10 , 2025 of the Board of Directors of Vang Danh Coal Joint Stock Company - Vinacomin;

The Board of Directors of Vang Danh Coal Joint Stock Company - Vinacomin convened the 2025 Annual General Meeting of Shareholders with the following contents:

**1. Time and location:**

- Time: From 7:30 a.m, April 29 , 2025 ;
- Location: At the Hall, Vang Danh Coal Joint Stock Company - Vinacomin, No. 969 Bach Dang Street, Quang Trung Ward, Uong Bi City, Quang Ninh Province.

**2. Congress participants:**

- Board of Directors and Board of Supervisors of the Company;
- Shareholders have the right to attend the 2025 Annual General Meeting of Shareholders (*The list of shareholders entitled to attend the General Meeting is finalized on March 31 , 2025* ) .

**3. Congress content:**

**3.1 . The Congress discussed and approved the following contents:**

- Report on production and business results in 2024 and production and business plan in 2025;
- Report on the Board of Directors' activities in 2024 and orientation for 2025;
- The Board of Supervisors' assessment report on the Company's production and business results and audited financial statements for 2024;
- Report on the activities of the Board of Supervisors and evaluate the performance of the Board of Directors and the Company's Director in 2024;
- Report on remuneration, allowances and salaries of the Board of Directors, Board of Supervisors and Board of Directors in 2024; Proposal on remuneration, allowances and salaries of the Board of Directors, Board of Supervisors and Board of Directors in 2025;
- Audited Financial Statements for 2024;
- Report on profit distribution plan for 2024;

- Proposed dividend level for 2025.
- Approving amendments and supplements to the Company's Charter of Organization and Operation ( Supplementing the Company's business lines\_ *Industry name: Technical testing and analysis; Industry code 7120* ).
- Report on selection of independent auditing company to audit the Company's financial statements in 2025;
- Other contents under the authority of the General Meeting of Shareholders.

### **3.2. Election Congress:**

Elect 01 additional member of the Board of Directors to ensure the structure according to the provisions of the Company's Charter of Organization and Operation.

### **4. Register to attend the Congress:**

4.1. In order to organize the General Meeting carefully, shareholders are requested to send confirmation of attendance or authorization to attend to the Organizing Committee of the General Meeting of Shareholders via post, fax, email before 16:00, April 28, 2025 to the following address:

- Office of Vang Danh Coal Joint Stock Company - Vinacomin: No. 969 Bach Dang Street, Quang Trung Ward, Uong Bi City, Quang Ninh Province;
- Phone number: 0203 3573 385; Fax number: 0203 3853 120; Mobile number: 090 444 0578 Email: hoaitukyqn@gmail.com; (Mr. Phung Trung Hoai, Company Secretary);

4.2. Shareholders can register by fax, phone, email, etc., but when attending the General Meeting, please bring your ID card/passport and power of attorney (if you are an authorized person to attend the meeting).

4.3. In addition to the above agenda, shareholders can download the confirmation form or the authorization form to attend the General Meeting and refer to the documents on the Company's website (<http://vangdanhcoal.com.vn>) . Shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 03 working days before the opening date. The proposal must clearly state the name of the shareholder, the number of shares of the shareholder, and the issues proposed to be included in the agenda.

### **5. Instructions for accessing Congress documents:**

5.1. Meeting agenda, sample of proxy representative, list of shareholders entitled to attend the meeting; documents used in the meeting and draft resolutions of the General Meeting... are posted on the website: <http://vangdanhcoal.com.vn> (*Shareholder relations section - Documents for the 2025 Annual General Meeting of Shareholders*) .

During the preparation for the General Meeting, if any content arises or changes, the Company will continue to upload it on the Company's Website in accordance with the provisions of law.

5.2. Documents attached to this notice include:

- Annual General Meeting of Shareholders 2025 ;
- (Form) Certificate form to attend the General Meeting of Shareholders;

- (Form) Authorization letter to attend the General Meeting of Shareholders with a list of delegates for shareholders to consider authorizing to attend the General Meeting;

The Board of Directors of Vang Danh Coal Joint Stock Company - Vinacomin respectfully invites shareholders to attend the Company's 2025 Annual General Meeting of Shareholders./ *[Signature]*

***Recipient:***

- Shareholders of the Company;
- Members of the Board of Directors, Supervisory Board;
- (posted on website);
- Archive: Office.



*\* Note: Shareholders and authorized persons shall pay for their own travel, food, accommodation and other expenses when attending the General Meeting.*

**ANNUAL GENERAL MEETING AGENDA 2025**  
**VANG DANH COAL JOINT STOCK COMPANY - VINACOMIN**  
**(At 7:30 AM on April 29, 2025)**

No.	Time	Content	Responsible Party
1	7:30-8:00	Reception of delegates, verification of shareholder status, registration guidance, and handout of materials	Delegate Credentials Verification Committee; FPTs Staff
2	8:00- 8:10	Opening: - National anthem - Statement of reasons, introduction of delegates - Introduction of the Chairperson	Company Secretary
3	8:10-8:15	Introduction and voting for personnel: - Secretariat of the AGM - Vote Counting Committee	AGM Chairperson
4	8:15-8:45	Presentations: - AGM Agenda - Meeting Regulations - Voting Rules - Election Rules - Nominee list for midterm BOD (2023–2028)	Company Secretary
5	8:45-8:50	Approval of: - AGM Agenda - Meeting Regulations - Voting Rules - Election Rules - Nominee list for midterm BOD (2023–2028)	AGM Chairperson
6	8:50-8:55	Report on verification of shareholder status	Head of Delegate Credentials Committee
7	8:55-9:05	Board of Directors' Report: - Business results 2024 - 2025 management and business plan	Company Director
8	9:05-9:15	Report on BOD activities in 2024 and plans for 2025	BOD Member
9	9:15-9:20	Report from the Independent BOD Member	Independent BOD Member
10	9:20-9:45	2024 Audited Financial Report (by AASC Audit Company Limited)	Chief Accountant
11		Approval of 2024 profit distribution and dividend payment plan	
12		Report on BOD and Supervisory Board remuneration in 2024 and 2025 remuneration plan	
13		Approval of proposed dividend rate for 2025	
14	9:45- 10:00	Report on 2025 Transaction Contracts	BOD Member
15		Approval of amendments and supplements to the Company's Charter	

<b>No.</b>	<b>Time</b>	<b>Content</b>	<b>Responsible Party</b>
16	10:00-10:15	Supervisory Board report on 2024 executive management and audit of financial statements	Tran Thi Van Anh – Head of Supervisory Board
17		Proposal for independent audit firm to audit 2025 financial statements	
18	10:15-10:25	Midterm election of BOD member for 2023–2028 term	Chairman of the BOD
19	10:25 -10 : 55	Discussion, voting, and election process	AGM Chairperson
20	10:55 – 11:10	Break (15 minutes)	
21	11:10-11:20	Announcement of vote and election results	Vote Counting Committee
22	10:20 -11 : 30	Presentation of Draft Minutes and AGM Resolution	Company Secretary
23	11:30 -11 : 3 5	Approval of Minutes and AGM Resolution	AGM Chairperson
24	11: 3 5-11: 4 0	Closing of the AGM	

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

....., date ..... month ..... year 2025

**CERTIFICATE**

*Attend the 2025 Annual General Meeting of Shareholders  
Vang Danh Coal Joint Stock Company - Vinacomin*

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**To:** Organizing Committee of the General Meeting of Shareholders

Name of shareholder (or organization representative): .....

Address : .....

ID card number (or passport) ..... Date of issue .....

Place of issue: .....

(Or) Business registration certificate number: .....

issued by ..... on ..... month ..... year .....

Phone : ..... Fax ..... Email.....

Shareholder code : ..... ; Ownership: ..... common shares

I/We have received the invitation to attend the 2025 Annual General Meeting of Shareholders of Vang Danh Coal Joint Stock Company - Vinacomin, and hereby confirm that we will attend the Meeting in the following form:

- **ATTEND THE CONFERENCE IN PERSON** ☐
- **AUTHORIZATION FOR REPRESENTATIVES TO ATTEND THE MEETING** ☐

*(Authorization letter attached)*

Respectfully inform the Organizing Committee of the General Meeting of Shareholders to know and summarize./.

**Shareholder signature**

**\* Note:**

- Shareholders are requested to mark (x) in the corresponding box.
- If you authorize another person to attend, please send along the Authorization Letter to the Company.

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

**POWER OF ATTORNEY**

**Re: Attendance to the 2025 Annual General Meeting of Shareholders**  
**Vang Danh Coal Joint Stock Company - Vinacomin**

Dear : Vang Danh Coal Joint Stock Company - Vinacomin

Shareholder name:

Legal representative (*for organizations*): .....

ID card/Passport/Business registration number:.....issued on: .....at.....  
.....;

Address: .....

Total number of shares represented or owned: .....shares (*In words*: .....  
.....shares)

*(Shareholders choose one of the two items below, check the appropriate box)*

**1. REGISTER FOR MEETING**      ☐

**2. AUTHORIZED ATTENDANCE**      ☐

Authorized person information:

Name of individual/organization:.....

Shareholder code ( *if any* ) .....

ID card/CCCD/Passport/Business registration number:.....issued  
on..... at.....

Address: .....

Number of authorized shares: ..... Shares (*In words*: .....  
.....)

**Note:** In case shareholders cannot attend and cannot authorize another person, shareholders please authorize a member of the company's Board of Directors according to the list below:

TT	Full name	Position	Check mark	Number of authorized shares
1	Nguyen Van Dung	Chairman of the Board		
2	Lake Country	Board Member		
3	Trinh Van An	Board Member		
4	Nguyen Ba Quang	Independent Member of Board of Directors		

*(Please mark (X) next to the name of the member that you choose to authorize and clearly state the number of shares authorized for each member).*

**Authorization content :**

- The attorney-in-fact shall represent the principal to attend the Annual General Meeting of Shareholders 2025 of Vang Danh Coal Joint Stock Company - Vinacomin and perform all rights and obligations of the principal at the Meeting with respect to the shares authorized.

- We hereby certify to assume full responsibility for this Power of Attorney and undertake to oblige all applicable law and the Charter of Vang Danh Coal Joint Stock Company - Vinacomin and have no complaints later..

**\* Note:**

- *The attorney-in-fact is not allowed to delegate the number of shares owned by itself and/or the principal to another person.*

- *If the principal or the attorney-in-fact is an organization, there must be the signature of the legal representative and the seal of the organization.*

- *This authorization is only valid when it is an original authorization signed by both parties. If the principal or the attorney-in-fact is an organization, it must have the signature of the legal representative and the seal of the organization. This authorization will expire when the 2025 Annual General Meeting of Shareholders of Vang Danh Coal Joint Stock Company - Vinacomin ends.*

**The principal**

Date \_\_\_\_ April 2025  
**The attorney-in-fact**



No.: **854** /TVD

*Uong Bi, April 8, 2025*

**NOTIFICATION**

**Regarding the Nomination and Election for the Supplementary Member of  
the Board of Directors**

**Vinacomin - Vang Danh Coal Joint Stock Company between term 2023  
÷ 2028**

To: Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company

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

Pursuant to the Charter of organization and operation of Vinacomin - Vang  
Danh Coal Joint Stock Company approved by the General Meeting of Shareholders  
on April 23, 2021.

Pursuant to the Resolution of the 2025 Extraordinary General Meeting of  
Shareholders of Vinacomin - Vang Danh Coal Joint Stock Company

Pursuant to the provisions of law and management requirements of Vinacomin  
- Vang Danh Coal Joint Stock Company (TVD).

The Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company  
(TVD) has implemented the personnel restructuring of the Company's Board of  
Directors, specifically as follows:

**1. Number of Supplementary Board Members to be Elected: 01 person.**

**2. Qualifications and conditions to become a member of the Board of  
Directors:**

Please refer to the attached Guidelines

**3. Nomination and Candidacy Rights.**

Please refer to the attached Guidelines

**4. Required Documents for Candidacy and Nomination.**

The application must include:

- A nomination or candidacy letter for Board Member for the 2023–2028 term (Form  
No. 1, Form No. 2)

- A resume filled out by the candidate (Form No. 03)

- A certified copy of the candidate's ID card/passport, permanent residence registration (or long-term temporary residence registration).

- A certified copy of academic degrees and professional certificates.

Note: Relevant forms are available on the TVD's website:  
<http://vangdanhcoal.com.vn>.

- Documents translated from foreign languages into Vietnamese must be consularly legalized and/or notarized according to Vietnamese legal regulations.

#### **5. Nomination and Candidacy Submission Process:**

- Nomination and candidacy documents must be submitted to the Organizing Committee of the 2025 Extraordinary General Meeting of Shareholders of Vang Danh Coal Joint Stock Company before 16:00 on April 18, 2025 (based on the time of receipt) at the following address:

#### **Organizing Committee of the 2025 Extraordinary General Meeting of Shareholders**

**Vinacomin - Vang Danh Coal Joint Stock Company; No. 969 Bach Dang Street, Quang Trung Ward, Uong Bi City, Quang Ninh Province.**

- The envelope should be clearly marked "Application for candidacy/nomination to join the Board of Directors of TVD for the term 2023÷2028"

- Only documents submitted within the stipulated deadline, meeting the qualifications and conditions, and having the right to nominate/candidate according to the regulations, will be compiled by the Board of Directors and officially published as nominees for election at the General Meeting. *emd*

Sincerely!

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

- TVD shareholders;
- Members of the Board of Directors and Board of Supervisors (e-copy);
- Archived: Administrative, BOD.

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



**Nguyễn Văn Dung**

#### **Attached documents:**

Guidelines on qualifications and conditions for Board of Directors members and the right to nominate and run for election.

**REGULATORY GUIDELINES**  
**CRITERIA, CONDITIONS FOR BEING A MEMBER OF THE BOARD OF**  
**DIRECTORS AND RIGHTS TO NOMINATE AND ELECT ADDITIONAL**  
**MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM IV**  
**(2023÷2028)**

**I. Legal basis.**

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

The Law on Securities No. 54/2019/QH14 dated November 26, 2019 and documents guiding the implementation of the Law on Securities;

Pursuant to the Charter of organization and operation of Vinacomin - Vang Danh Coal Joint Stock Company approved by the General Meeting of Shareholders on April 23, 2021.

Resolution No. 10 /NQ-HDQT dated March 7, 2025 of the Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company on Approving the plan to organize the 2025 Annual General Meeting of Shareholders.

**II. Standards and conditions for membership in the Board of Directors**

Stipulated in Clause 1, Article 155 of the Law on Enterprise No. 59/2020/QH14 specifically:

- a) He/she is not one of the persons specified in Clause 2 Article 17 of this Law;
- b) He/she has professional qualifications and experience of business administration in the company's business lines; a member is not necessarily a shareholder of the company;
- c) A member of the Board of Directors of a company may concurrently be a member of the Board of Directors of another company;
- d) A member of the Board of Directors must not be a family member of the Director and other managers of the company; of the manager or person with the authority to appoint the manager of TKV.

**III. Rights to Nominate and Elect Members of the Board of Directors.**

- 1. Rights to Nominate and Elect Members of the Board of Directors.

The number of candidates eligible for nomination follows these principles:

- a) Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate;
- b) Shareholders or groups of shareholders holding from 20% to less than 50% are entitled to nominate a maximum of two (02) candidates;
- c) Shareholders or groups of shareholders holding from 50% to less than 65% are entitled to nominate a maximum of three (03) candidates;
- d) Shareholders or groups of shareholders holding 65% or more are entitled to nominate the full number of candidates required.

2. Shareholders who meet the criteria and conditions to become a member of the Board of Directors as mentioned above are eligible to nominate themselves for a position on the Board of Directors of TVD.

3. In the case where the number of candidates nominated through the election or nomination process is insufficient according to the provisions of Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors and the Board of Supervisors shall introduce additional candidates or conduct nominations according to the company's charter, internal governance regulations, and the Board of Directors' operational regulations. The introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect the members of the Board of Directors in accordance with the law.

**Note:**

*Candidates and nominators are responsible before the law and the General Meeting of Shareholders for the accuracy and integrity of their nomination or candidacy documents.*

**LETTER OF NOMINATION/ SELF-NOMINATION**  
**Board of Directors term 2023÷2028**

To: Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company

I/We are a shareholder/group of shareholders of Vinacomin - Vang Danh Coal Joint Stock Company holding ..... Shares (in words: ..... shares, accounting for ... % of the Company's voting shares, whose names are listed below:

No.	Full name	ID card number/Business registration number	Place of issue, date of issue	Address	Percentage of total voting shares	Signature, seal (if any)
1						
	<b>Total number of shares</b>					

After reviewing the Guidelines on the criteria and conditions for members of the Board of Directors and the rights to nominate and stand for election to the Board of Directors at the 2025 Annual General Meeting of Shareholders, I/we hereby agree to stand for nomination / nominate the following individual as a candidate for additional election to the Board of Directors of the Company for the 2023–2028 term:

No.	Full name	Date of birth	Place of birth	ID card number	Date of issue	Place of issue	Permanent address	Long-term temporary residence address
1								
	<b>Total number of shares</b>							

I/We guarantee that the nominated candidate is qualified to run for the position of member of the Board of Directors according to the provisions of law, the Company's Charter as well as the regulations on nomination, self-nomination and election of members of the Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company. I/We are fully responsible for this nomination and commit to strictly comply with current regulations.

**Attached documents:**

- Valid copy of ID card/passport; Permanent residence/Long-term temporary residence;
- Valid copies of relevant diplomas;
- Candidate's resume according to the form;
- Minutes of shareholder group meeting (if group)

....., date ..... month..... year 2025

**SHAREHOLDERS**  
**(ON BEHALF OF SHAREHOLDERS)**  
(Sign and print full name)

**Please note:** This letter must be sent to the Organizing Committee before 16:00 on April 19, 2025 at the address:

**Vinacomin - Vang Danh Coal Joint Stock Company, No. 969 Bach Dang Street, Quang Trung Ward, Uong Bi City, Quang Ninh Province**

**CURRICULUM VITAE <sup>(1)</sup>**

**1. Personal Information:**

- Full name at birth: .....
- Commonly Used Name: .....
- Alias: .....
- Date of birth: .....
- Place of birth: .....
- Nationality/nationalities (if any): .....
- Permanent address according to household registration: .....
- Address according to ID/Citizen ID: .....  
.....
- Current residential address: .....  
.....
- ID/Citizen ID (or passport/other equivalent legal personal identification document)  
.....  
Date of issue ..... place of issue: .....
- Name and address of the legal entity represented (if the candidate is representing a  
shareholder or capital contributor who is a legal entity):  
.....  
.....  
.....

Photo  
(4x6 cm)

**2. Education:**

- Basic education: .....
- Academic title and Degrees: .....

School name, school address	Major	Study Period	Degree(s) (list all qualifications)

**3. Career History:**

Profession, Company, and Position held from the age of 18 until now <sup>(2)</sup>

No.	Time (from month/year to month/year) <sup>(3)</sup>	Company	Position <sup>(4)</sup>	Business activities and assigned tasks	Notes <sup>(5)</sup>

Awards and Disciplinary Actions: .....  
.....  
.....  
.....

**4. Capacity to Act in Legal Matters <sup>(6)</sup>:** .....  
.....

**5. Legal Commitment:**

I commit to:

- Meeting the qualifications and conditions required for the position of <sup>(7)</sup> :  
..... at Vinacomin - Vang Danh Coal Joint Stock Company;
- Do not violate the provisions of law in the field of operation of the Company.
- The personal information I have provided to Vinacomin - Vang Danh Coal Joint Stock Company for the Board of Directors to consider and approve the proposed personnel is true. I am legally responsible for the completeness, honesty and accuracy of the above declared information.

**Authentication of declarant's signature**

....., date..... month.... year 2025

**DECLARANT**

(Sign and print full name)

**Note:**

*(1) The declarant must fully declare the information as required and be responsible before the law and Vinacomin - Vang Danh Coal Joint Stock Company for the completeness, honesty and accuracy of the records. **In case there is no problem, write "none".***

*(2) The declarant must fully disclose their job history, positions held, and employer organizations.*

*(3) Ensure continuous time periods are maintained.*

*(4) Specify if the employee is a manager or executive in accordance with the provisions of law and the Charter of the enterprise;*

*(5) Note if the work unit falls into the following cases:*

*a) Subsidiary of TKV Group;*

*b) Enterprises in which the State owns 50% or more of the charter capital;*

*c) Related enterprises as prescribed by the Law on Enterprises;*

*(6) Specifically record: full/ limited/ loss of civil capacity.*

**Note :**

- The CV must have confirmation from the People's Committee of the competent level about the declarant's permanent residence registration in the locality or the agency that the declarant is working at that agency or a notary certifying the declarant's signature.

- In addition to the above basic contents, the declarant can add other contents if necessary.

*Uong Bi, April 29, 2025*

**ANNUAL GENERAL MEETING AGENDA 2025**  
**VANG DANH COAL JOINT STOCK COMPANY - VINACOMIN**  
**(At 7:30 AM on April 29, 2025)**

No.	Time	Content	Responsible Party
1	7:30-8:00	Reception of delegates, verification of shareholder status, registration guidance, and handout of materials	Delegate Credentials Verification Committee; FPTs Staff
2	8:00- 8:10	Opening: - National anthem - Statement of reasons, introduction of delegates - Introduction of the Chairperson	Company Secretary
3	8:10-8:15	Introduction and voting for personnel: - Secretariat of the AGM - Vote Counting Committee	AGM Chairperson
4	8:15-8:45	Presentations: - AGM Agenda - Meeting Regulations - Voting Rules - Election Rules - Nominee list for midterm BOD (2023–2028)	Company Secretary
5	8:45-8:50	Approval of: - AGM Agenda - Meeting Regulations - Voting Rules - Election Rules - Nominee list for midterm BOD (2023–2028)	AGM Chairperson
6	8:50-8:55	Report on verification of shareholder status	Head of Delegate Credentials Committee
7	8:55-9:05	Board of Directors' Report: - Business results 2024 - 2025 management and business plan	Company Director
8	9:05-9:15	Report on BOD activities in 2024 and plans for 2025	BOD Member
9	9:15-9:20	Report from the Independent BOD Member	Independent BOD Member
10	9:20-9:45	2024 Audited Financial Report (by AASC Audit	Chief Accountant



No.	Time	Content	Responsible Party
		Company Limited)	
11		Approval of 2024 profit distribution and dividend payment plan	
12		Report on BOD and Supervisory Board remuneration in 2024 and 2025 remuneration plan	
13		Approval of proposed dividend rate for 2025	
14		Report on 2025 Transaction Contracts	
15	9:45- 10:00	Approval of amendments and supplements to the Company's Charter	BOD Member
16		Supervisory Board report on 2024 executive management and audit of financial statements	
17	10:00-10:15	Proposal for independent audit firm to audit 2025 financial statements	Tran Thi Van Anh – Head of Supervisory Board
18	10:15-10:25	Midterm election of BOD member for 2023–2028 term	Chairman of the BOD
19	10:25-10:55	Discussion, voting, and election process	AGM Chairperson
20	10:55-11:10	Break (15 minutes)	
21	11:10-11:20	Announcement of vote and election results	Vote Counting Committee
22	10:20-11:30	Presentation of Draft Minutes and AGM Resolution	Company Secretary
23	11:30-11:35	Approval of Minutes and AGM Resolution	
24	11:35-11:40	Closing of the AGM	AGM Chairperson

### **ANNUAL GENERAL MEETING ORGANIZING COMMITTEE – 2025**

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
**VINACOMIN - VANG DANH COAL  
JOINT STOCK COMPANY**

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

**DRAFT**

No.: / BC- DHCD

*Uong Bi, date month year 2025*

**REPORT**  
**ON THE IMPLEMENTATION OF THE 2024 GENERAL SHAREHOLDERS’  
MEETING RESOLUTION**  
**TASKS AND MANAGEMENT SOLUTIONS FOR 2025**

To: Shareholders

*Pursuant to the Charter of Organization and Operation of Vinacomin - Vang Danh Coal Joint Stock Company;*

*Pursuant to Resolution No. ..../NQ-HDQT dated ..../4/2025 of the Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company.*

Performing the duties assigned by the Board of Directors, the Company Director would like to report to the General Meeting of Shareholders on the production and business results in 2024 and the tasks and solutions for production and business management in 2025 as follows:

**Part I**

**PRODUCTION - BUSINESS RESULTS IN 2024**

**1. General situation**

**1.1. Advantages:**

(i) With the attention, support, and facilitation from the authorities, departments, localities, and TKV, the Company was able to overcome difficulties in production and business activities, especially in addressing the consequences of Storm No. 3 (Yagi). In addition, under the direction of the Party Committee and the Board of Directors, the Company’s Executive Management proposed many reasonable management solutions and various incentive and support mechanisms to promote production; focused on reviewing and developing a plan to reorganize production in accordance with actual conditions; promptly addressed the consequences of Storm No.3 in order to resume production soon, ensuring employment and income for employees.

(ii) Preparations in terms of area, production conditions, and materials have been well prepared since the end of 2023.

## 1.2. Difficulties:

(i) The global situation continued to face numerous difficulties, challenges, and risks, with escalating security and political instability in several countries and regions, particularly in Russia–Ukraine, the Gaza Strip, and the Red Sea. Inflation remained at a high level, and monetary policies in many major economies continued to be cautiously managed in a tightening direction; global prices of goods and raw materials fluctuated sharply, thereby significantly affecting our national economy in general, and TKV and the Company in particular;

(ii) Due to the impact of Storm No. 3 (Yagi), the Company was forced to halt operations for recovery, resulting in the failure to meet the production targets assigned by the General Shareholders' Meeting at the beginning of the year. Consequently, it faced substantial challenges in operational balance and cost management. Additionally, the process of obtaining an open-pit mining license encountered great difficulties. Currently, the Department of Geology and Minerals of Vietnam is still reviewing relevant legal regulations to report to the Ministry of Natural Resources and Environment (now the Ministry of Agriculture and Environment) for further consideration and decision-making.

## 2. Business Performance of the Company in 2024

2.1. Regarding the management and organization of production and corporate governance.

- Regarding organizational management: From the beginning of the year, the Company focused on implementing the business plan approved by the General Meeting of Shareholders; established management mechanisms and key solutions for directing and managing the 2024 production and business plan; proactively balanced production and consumption appropriately; enhanced the production of coal types with high market demand; and focused on managing production based on consumption needs.

- Regarding production organization: In accordance with Decision No. 1263/QĐ-TTg dated October 27, 2023, by the Prime Minister approving the restructuring plan of Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV); and Document No. 5999/TKV-TCNS dated December 7, 2023, by TKV regarding the implementation of the restructuring plan of TKV until 2025, the Company continued to review its production organization and restructure the Company accordingly by 2025.

- Regarding resource management and mine boundaries: The Company implemented many management measures and closely coordinated with local authorities to strictly manage coal resources and prevent loss. During the year, there was no illegal coal mining within the mine boundaries assigned to the Company.

- Regarding corporate governance: The Company implemented multiple solutions for technical management, production operation, and product consumption; cost management, materials management, labor and salary administration, accounting and statistics, and cash flow management; revised, supplemented, and completed several internal regulations related

to the Company's management to ensure consistency with the Company's actual conditions and in accordance with the regulations of the Group and the State.

## 2.2. Results of implementing key production and business indicators in 2024

- Total raw coal: 3,813/4,195 thousand tons, equal to 90.9 % of the plan at the beginning of the year and 102 % of the adjusted plan, down 4.1 % compared to 2023. Of which: (i) Underground coal 3,319/3,600 thousand tons, equal to 92.2 % of the plan at the beginning of the year and 102.1 % of the adjusted plan, down 2 % compared to 2023 ; (ii) Open-pit coal was not implemented by the Company because the procedures for extending the mining license had not been completed during the year; (iii) Coal purchased from Uong Bi Coal Holding Company Limited: 494 thousand tons, equal to 100 % of the year-beginning plan, down 100 % compared to 2023 ;

- Clean coal production: 3,379/3,691 thousand tons, equal to 92 % of the plan at the beginning of the year, down 4.6 % compared to 2023 ;

- CBSX furnace meter: 37,569/41,030 meter, equal to 91.6 % of the plan at the beginning of the year, compared to 2023, down 2.2 %;

- Coal consumption: 3,413/3,691 thousand tons, equal to 92.5 % of the plan, down 2.1 % compared to 2023;

- Coal revenue: VND 6,347/6,612 billion, equal to 96 % of the plan, down 1.4 % compared to 2023;

- Average labor: 5,684/6,381 people, equal to 89.1 % of the plan, down 8.9 % compared to 2023;

- Average salary: VND 21,950/18,875 thousand/person-month, equal to 116.3 % of the plan, increased by 11.4 % compared to 2023;

- Construction investment: VND 501/409 billion, equal to 122.4% of the plan, increased by 18.7 % compared to 2023.

- Fulfilling obligations to the State: The Company fully performed its obligations to the State in accordance with current laws, the total amount paid to the budget in 2024 is VND 1,085 billion;

- Production and business efficiency: The company hired an independent auditor to conduct the audit according to regulations. Profit before tax: VND 120.91 billion, equal to 70.81 % of the plan, equal to 68.4 % compared to 2023 ;

- Results of implementing some key financial indicators:

- + Debt ratio/Total capital: 72.6%; 2023 was 66.6%;

- + Profit margin after tax/Total assets: 3.86%; 2023 was 5.83%;

- + Profit after tax/Equity: 14.06%; 2023 was 21.25%;

(with detailed table attached)

**\* Reasons for not completing the plan assigned by the General Meeting of Shareholders:**

- Super typhoon YAGI (Storm No. 03) made landfall directly in Quang Ninh province on September 7, 2024, causing severe damage to people and businesses in Quang Ninh province, including Vinacomin - Vang Danh Coal Joint Stock Company.

Although the Company implemented various storm prevention measures as directed by TKV and Quang Ninh Province, the storm's extreme strength, with wind gusts reaching level 17, caused a power outage and disrupted the communication system. At the same time, prolonged heavy rainfall from September 7, 2024, through the early morning of September 8, 2024, led to flooding incidents at the Pumping Station and several underground tunnels in the Vang Danh Mine shaft area (elevation +0/-175) and the Canh Ga Mine shaft area (elevation +115/-50).

The company had to stop production at the Canh Ga Mine area and the -175 level Vang Danh Mine to fix the problem and restore production, thus failing to complete the plan according to the Resolution of the General Meeting of Shareholders.

- Regarding open-pit mining of seam 4-8A: During the year, the Company has not yet obtained a mining license, so the Company has not been able to implement it.

## **Part II**

### **PLAN AND MEASURES FOR MANAGING AND OPERATING PRODUCTION AND BUSINESS IN 2025**

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

In 2025, the global situation is forecasted to continue evolving in a complicated and unpredictable manner, with intensified geopolitical conflicts and great-power competition posing numerous risks. Global economic growth is expected to recover slowly, exports will face difficulties, and global foreign direct investment is projected to decline with a strong trend of relocation. Domestically, the economy continues to face the dual impacts of unfavorable external factors and unresolved internal difficulties, along with newly arising challenges, posing significant pressure on the management and implementation of socio-economic development tasks.

The ongoing conflict between Russia and Ukraine shows no sign of ending, making it increasingly difficult to source coal imports. Meanwhile, energy demand in general—and domestic coal consumption in particular—continues to rise. In addition, labor recruitment is facing many difficulties. Although mining technology has been improved, the progress remains limited, making the implementation of increased production targets assigned by TKV to the Company highly challenging. The Company's production areas are becoming increasingly wider and deeper, while input prices—such as fuel, materials, taxes, and fees—are all trending upward, significantly affecting the Company's financial balance and cost management operations.

#### **2. Business Plan Management Objectives for 2025**

Officers, employees, and workers of the Company will uphold the tradition of "Discipline and Unity," demonstrating strong determination to overcome difficulties, adapt flexibly, and maintain stable production and business operations. The Company strives to ensure coal production is conducted safely, economically, and efficiently; to innovate and

improve its organizational structure and corporate governance, thereby enhancing overall business performance. Continuous innovation and the application of advanced modern technologies will be promoted, along with the gradual implementation of the enterprise's digital transformation program. The Company is committed to the overarching objective of “SAFETY – UNITY – DEVELOPMENT – EFFICIENCY,” with the following key performance targets:

### 3. Production and business targets for 2025 :

No.	Target	Unit	Plan 2025	Note
1	Raw coal	ton	4,195,000	
-	Open-pit coal	"	100,000	
-	Underground coal	"	3,600,000	
	In which: Self-operated	"	3,445,000	
	Outsourcing	"	155,000	
-	Coal mine purchase (Uong Bi Coal Holding Company Limited)	"	495,000	
2	Clean coal	ton	3,666	
-	Clean coal from raw coal	"	3,666	
3	Excavation of soil and rock	m3	1,675,000	
	In which: Self-operated	"		
	Outsourcing	"	1,675,000	
4	New tunnel meter	meter	41,050	
-	CBSX furnace meter	"	41,050	
	In which: Self-operated	"	33,650	
	Outsourcing	"	7,400	
5	Coal consumption	1000 tons	3,666	
6	Coal revenue	million dong	6,686,116	
7	Profit	"	85,424	
8	Average workforce	People	6,280	
9	Average wage	VND 1000 /person/month	20,430	
10	Total value of construction investment	million dong	390,479	

### 3. Management Solutions for the 2025 Business Plan:

Closely follow the Group's production and consumption management directives, as well as the Company Party Committee's and Board of Directors' resolutions on directions and

tasks for 2025, in order to promptly develop appropriate production plans. Proactively and decisively implement safety assurance measures; strengthen discipline and administrative order in management and leadership, as well as in the working practices of departments and production units to ensure work progress and quality. Enhance cost and resource management, apply advanced science and technology in production; gradually implement the enterprise's digital transformation program; and promote the application of mechanization and automation to increase labor productivity and improve working conditions for employees.

a) Regarding production and consumption:

Maximize resources to increase production, strive to achieve the highest output, proactively manage production and consumption according to market demand.

b) Regarding organizational structure optimization and corporate governance innovation:

Conduct a thorough review and reassessment of workforce allocation for each production stage, management, and service segment, aiming to streamline staffing in alignment with TKV's standard organizational model: (i) Complete the development and implementation of HR management software to enhance work efficiency, increase labor productivity, and ensure accuracy in employee benefits and entitlements; (ii) Strengthen the management of existing workforce, improve employee attendance and working days; (iii) Develop recruitment and training plans to attract high-quality personnel capable of executing programs on mechanization, automation, and digitalization, while also improving the quality of human resources across all operational areas.

Accelerate the development of the digital transformation project by 2026, with a vision to 2030, to optimize processes and work performance, improve labor productivity, improve product quality; ensure safety, improve performance and business efficiency .

c) Regarding investment work:

(i) Focus on completing investment projects and auditing and finalizing the completion of projects: Investing in equipment to maintain production in 2024, investing in automation systems for longwall transportation routes, investing in equipment to serve mining and excavation in 2024, improving transportation capacity to serve inclined well production, investing in automation and monitoring of 6 kV underground distribution stations, investing in equipment to improve production capacity, investing in construction and upgrading to improve screening and automation capacity of Vang Danh 1 Mining Plant; Submitting to TKV for approval of the project, completing the selection of contractors and urging the progress of project implementation: Investing in equipment to maintain production in 2025, investing in equipment to serve mining and excavation in 2025; Land acquisition, completing the investment project to renovate and expand open-pit mining of seams 4 ÷ 8A of Vang Danh Coal Mine;

(ii) Mine development investment projects:

- The underground mining project below -175 level, Vang Danh Coal Mine has been approved by the People's Committee of Quang Ninh province to approve the investment policy and approve the project investor, so in 2025, it will continue to urgently prepare the

project investment procedures (Organize bidding to select a consulting contractor; Prepare a project feasibility study report; Prepare an environmental impact assessment report (EIA)...; submit to competent authorities for approval);

- Project to renovate and expand open-pit mining V4 ÷ V8a of Vang Danh coal mine, continue to focus on reporting to relevant agencies to soon issue project mining licenses to implement according to approved planning.

- Underground mining project of the well section at level -50÷-175 in Canh Ga Mine area, Vang Danh coal mine, focusing on coordinating with the consulting unit to report to the relevant agencies to apply for an exploration license to implement the project to upgrade the reserves at level -50/-175 in Canh Ga Mine area to ensure project investment efficiency.

d) Regarding resource management:

Promote the application of information technology in resource exploration and management; research, apply and upgrade software for resource management to meet the development needs of the Company.

Strictly manage resources, quantity and quality of coal at all stages of production from the seam to exploitation, screening, loading and unloading for consumption; Reduce coal loss rate in mining technology, increase coal recovery rate by technical and technological measures.

e) Promote the application of new coal mining technology:

Promote research and innovation in technology, especially mining and tunneling technology, to increase labor productivity, improve working conditions, enhance safety, save resources, and reduce manual labor in mining, tunneling, and mine transportation stages; deploy and apply new mining technologies in complex geological conditions (thick seams, slopes, thin seams, etc.);

f) Mechanical and electrical works, transportation and screening

Focus on implementing the project to increase the capacity of transporting people in the Vang Danh Mine area to shorten the transport time through the well, improve travel and working conditions for workers;

Continue to implement the "3-ization" strategy of Mechanization - Automation - Computerization and identify this as the "Core" for the Company's sustainable development; Promote investment in applying automation to the mine transportation route; mechanize the mine loading and unloading stage, automate the production line to reduce operating labor; install suitable conveyor systems to replace the form of transportation by scraper; complete the transportation diagram of each area in a concentrated direction, avoiding overlap between units. Focus on the transportation of people and materials, improve travel conditions for workers;

Organize and manage the appropriate coal screening between the TVD1 and TVD2 screening plants, meeting the screening of all raw coal produced by the Company and the raw coal output purchased from Uong Bi Coal Holding Company Limited; proactively contact and



coordinate with Vinacomin Dabac Lacoghicity to screen, process and blend coal types to best meet the Group's coal consumption requirements at each time.

g) Cost management.

Closely follow the Business Coordination Plan and the Cost Management Regulation to proactively manage and strictly control technology-related expenditures; ensure cost control is enforced from the beginning of the year;

Tighten debt collection management, reasonably reserve materials, reduce short-term loan balance. Strictly implement debt management regulations issued in Decree No. 206/2013/ND-CP dated June 25, 2013 of the Government; Decision No. 1775/QD-TKV dated December 27, 2021 on promulgating debt management regulations of TKV; Effectively implement financial indicators according to the plan assigned by TKV.

Manage and operate the most effective use of materials, strengthen measures to manage materials and equipment, economically use raw materials and fuel in production, especially thoroughly recover resources in the exploitation stage.

h) Capital management and use:

Mobilize and use capital for investment projects according to plan, for the right purpose, effectively and financially safe;

Tightly control cash flow and capital sources to avoid financial risks; focus on management accounting to promptly provide information for operations and make appropriate management decisions;

Good management of assets and capital, flexible operation, proper and effective use of capital to preserve and develop capital.

i) Labor and wages

Continue to organize the review and re-determine the labor quota for each production stage, management and service stages, salary and bonus management, ensuring the proportion of salary funds between blocks, the spacing coefficient between job titles in accordance with regulations and TKV's model.

Manage and effectively use existing labor force, regularly review and balance labor, organize production scientifically and reasonably to increase labor productivity and ensure income for workers.

Innovate training and fostering to improve the quality of human resources such as retraining, specialized training, training skilled workers and gradually shift from being a friend to mastering mechanized and automated equipment; research new state policies to make a breakthrough in caring for the lives and improving working conditions for workers, while being responsible to society and the local community;

Implement the Company's restructuring project until 2025 according to TKV's direction in Document No. 5999/TKV-TCNS dated December 7, 2023.

j) Inspection and protection work:

Closely coordinate with local authorities to ensure harmonious development in the area and in the management of mine boundaries; well manage the exploitation, transportation and trading of coal; focus on inspection, control, protection of materials and assets, and surprise inspections according to the requirements of the Company's production and business direction and management; maintain security and order in the mine area and promote the work of preventing and combating corruption; practice thrift and combat waste.

k) Regarding working life and corporate social responsibility

Continue to transport employees from their residence to their work location. Maintain good care for employees from meals, bathing, entertainment, sightseeing, rest and medical treatment.

Do good charity work to help families in especially difficult circumstances: Build charity houses and give gifts to the poor on the occasion of the traditional New Year of the nation.

Closely coordinate with local authorities and local businesses in community activities to create cohesion and harmonious development.

Above is the entire content of the Report on the 2024 production and business Results and the 2025 Operational Tasks and Solutions of the Company, respectfully reported to the General Meeting./.

***Recipient:***

- Shareholders of the Company (Information disclosure);
- Member of BOD, BOS;
- Administration Department (Posted on Wetsite);
- Archived: Office, BOD.

**LEGAL REPRESENTATIVE  
GENERAL DIRECTOR**

**Ho Quoc**

## 2024 PRODUCTION AND BUSINESS RESULTS

(Attached with Report on implementation of Resolution of Shareholders' Meeting in 2024, tasks and solutions in 2025)

No.	Target	Unit	Shareholders' Meeting Resolution	Implemented in 2024	Rate (%)	Note
1	Raw coal	1000 tons	4,195	3,813	90,91	
-	Underground coal	"	3,600	3,319	92,21	
-	Open-pit coal	"	1 00	0		
-	Coal purchased from Uong Bi Coal Holding Company Limited	"	495	494	99,81	
2	Clean coal	1000 tons	3,691	3, 379	91,55	
3	New furnace meter	meter	41,030	37,569	91,56	
4	Excavation	1000 m3	1,320			
5	Consume	1000 tons	3,691	3,414	92,49	
6	Construction investment	VND billion	409,371	501,013	122,39	
7	Revenue	VND billion	6,611	6,473	96	
8	Profit before tax	VND million	169,024	120,911	70,81	
9	Average workforce	People	6,381	5,684	89,08	
10	Average wage	Thounsand VND/person/month	18,875	21,950	116,29	
11	Dividend (expected)	%	≥8	8	100	



VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
**VINACOMIN – VANG DANG  
JOINT STOCK COMPANY**

No.: /BC- DHCD

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

*Uong Bi, date.... ,month... ,year 2025*

**DRAFT**

**REPORT**  
**ON THE 2024 BOARD OF DIRECTORS' ACTIVITY AND THE 2025 BOARD OF  
DIRECTORS' PLANS AND OBJECTIVES**

To: Shareholders

*Pursuant to the Law on Enterprises dated June 17, 2020;*

*Circular No. 116/2020/TT-BTC dated December 31 , 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*

*Pursuant to the Charter of operation of Vinacomin - Vang Danh Coal Joint Stock Company approved by the General Meeting of Shareholders on April 23, 2021;*

*Pursuant to the Board of Directors' Operating Regulations approved by the General Meeting of Shareholders on April 23, 2021;*

*Pursuant to Resolution Number. /NQ-HDQT dated. ../.../2025 of the Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company.*

The Board of Directors of the Company reports to the 2025 Annual General Meeting of Shareholders on the management and performance of the Board of Directors in 2024 and the 2025 operating plan as follows:

**I. Management Activities:**

**1. Management of the Board of Directors structure**

At the 2023 Annual General Meeting of Shareholders (April 28, 2023), the General Meeting of Shareholders elected the Board of Directors and the Board of Supervisors of the Company for the 2023-2028 term. The number of members of the Board of Directors includes 05 members, specifically as follows:

- Mr. Nguyen Trong Tot      - Chairman of the Board of Directors - Representative of TKV's capital.

- Mr. Pham Van Minh      - Member of Board of Directors - Company Director.

- Mr. Ho Quoc      - Member of Board of Directors, Deputy Director;

- Mr. Trinh Van An      -Member of Board of Directors, Chairman of the Company's Trade Union;

- Mr. Nguyen Ba Quang - Independent member of the Board of Directors

Among the five members of the Board of Directors, two hold executive positions, two are non-executive members, and one is an independent member, ensuring compliance with legal requirements regarding the structure.

To enable the Board of Directors to fully perform their functions, tasks, and responsibilities, and to establish a basis for evaluating the performance of each member, on May 23, 2023, the Board of Directors issued Decision No. 1046/QD-TVD, assigning specific duties to each member of the Board of Directors, overseeing each management and business area based on their respective capabilities and experience.

## 2. On management and general operations of the Board of Directors

In order for the Board of Directors to fully perform their functions, duties and powers, the Chairman of the Board of Directors issued program and plan No. 156/KH-TVD dated January 30, 2024 to implement and supervise the implementation of the resolutions of the General Meeting of Shareholders and the resolutions and decisions issued by the Board of Directors.

## 3. Corporate Governance Regarding General Activities of the Board of Directors.

In 2024, the Company approved amendments, supplements and issued 07 Internal Management Regulations to comply with the provisions of law, TKV and the Company's management requirements.

## **II. Board of Directors Meetings, Remuneration, Allowances, and Salaries.**

### 1. Number of sessions and meeting content:

In 2024, the Board of Directors held 33 Board meetings, issued 33 Resolutions to approve and pass issues under the authority of the Board of Directors such as: Directing the implementation of the 2024 Shareholders' Meeting Resolution; approving the project content and adjustments to the 2024 investment and construction plan; approving the quarterly production and business plan; contents on production and business organization, personnel work... and other important contents under the authority of the Board of Directors. All Board of Directors meetings were carefully prepared in terms of content, ensuring order, correct principles, closely following the actual production and business situation of the Company to make timely decisions for the Company Director to implement to meet the requirements and goals set by the General Meeting of Shareholders.

*(Details of Board of Directors meetings attached)*

### 2. Number of members attending the meeting

Order	BOD Member	Number of meetings	Meeting attendance rate	Reason for not attending
1	Nguyen Trong Tot	33/33	100%	
2	Pham Van Minh	27/33	81.8 %	Business trip, absent with reason

3	Ho Quoc	32/33	96.97 %	Business trip, absent with reason
4	Trinh Van An	33/33	100%	
5	Nguyen Ba Quang	33/33	100 %	

### 3. Remuneration, allowances, salaries

The Company implemented and temporarily paid remuneration, allowances and salaries to the Board of Directors in accordance with the resolution of the 2024 Annual General Meeting of Shareholders, at the following levels:

(i) Remuneration for the Chairman of the Board of Directors and concurrent members of the Board of Directors

- 01-month remuneration of the member holding the position of Chairman of the Board of Directors:

$$27,000,000 \text{ VND} \times 20\% = \text{VND } 5,400,000$$

- Monthly remuneration of each member of the Board of Directors:

$$23,000,000 \text{ VND} \times 20\% = \text{VND } 4,600,000$$

(ii) 1-month allowance for independent members of the Board of Directors: VND 23,000,000.

In 2024 , the Company advanced 80% of the remuneration, allowances and salaries to members, and paid the remaining 20% in 2025 based on production and business results and task completion levels in 2024 .

### III. Coordination activities of the Board of Directors

During operation, the Board of Directors regularly and effectively maintains the leadership coordination relationship between the Board of Directors, the Party Committee and the Company's Director according to the Joint Resolution, periodically summarizing the implementation of the coordination regulations once every 6 months.

All meetings of the Board of Directors included the participation of members of the Board of Supervisors or representatives of the Board of Supervisors.

### IV. Supervisory activities of the Board of Directors over the Board of Directors

1. Implement the production and business plan and construction investment plan for 2024

Order	Target	Unit	Shareholders' Meeting Resolution	Implemented in 2024	Rate (%)	Note
1	Raw coal	1000 tons	4,195	3,813	90.91	
-	Underground coal	"	3,600	3,319	92.21	

-	Open-pit coal	"	100	0		
-	Coal purchased from Vinacomin - Uong Bi Coal Company	"	495	494	99.81	
2	Clean coal	1000 tons	3,691	3,379	91.55	
3	New mine shaft meters	meter	41,030	37,569	91.56	
4	Excavation	1000 m3	1,320			
5	Consumption	1000 tons	3,691	3,414	92.49	
6	Construction investment	Billion VND	409,371	501,013	122.39	
7	Revenue	Billion VND	6,611	6,473	96	
8	Profit before tax	Million VND	169,024	120,911	70.81	
9	Average workforce	People	6,381	5,684	89.08	
10	Average wage	Thousand VND/person/month	18,875	21,950	116.29	
11	Dividend (expected)	%	≥8	8	100	

The indicators for 2024 were low, and the targets set by the General Meeting of Shareholders were not achieved, due to the following reasons::

- Typhoon No. 3 (Yagi) made landfall in Quảng Ninh province on September 7, 2024, causing severe damage to the local population and businesses in the region, including Vinacomin - Vang Danh Coal Joint Stock Company. The company had to halt production to address the aftermath and restore operations, resulting in the inability to meet the production targets set at the beginning of the year as per the resolution of the General Meeting of Shareholders.

- The process of obtaining the open-pit mining license for the company has been challenging. Currently, the Department of Mineral Resources of Vietnam is reviewing the legal regulations related to minerals and other relevant laws to report to the Ministry of Natural Resources and Environment for consideration and decision. As a result, open-pit mining has not yet been carried out.



2. Regarding dividend payments, information disclosure and ensuring shareholders' rights

(i) Dividend payment: In 2024, the Company paid 2023 dividends to existing shareholders at the level approved by the 2024 General Meeting of Shareholders, ensuring compliance with the stipulated time frame.

Total value of dividends payable to shareholders: VND 40,466,577,600, equivalent to 9% of charter capital; of which:

a) TKV shareholders	: VND 27,043,868,700
- Transfer to Custody	: VND 0;
- Transfer to TKV	: VND 27,043,868,700;
b) Other shareholders	: VND 13,422,708,900
- Transfer to Custody	: VND 12,511,697,940 (after deducting personal income tax of 605,198,160 VND)
- Company's Direct Payment	: VND 288,171,900 (after deducting personal income tax of VND 8,820,450).

(ii) Information disclosure: The Company is a large-scale public company with listed shares. In accordance with the provisions of law, the Legal Representative has authorized 01 person to make information disclosure. The Company has promptly disclosed information in accordance with the provisions of law on information disclosure.

However, information about some shareholders is not complete. To strengthen the connection between the Company and Shareholders so that Shareholders can promptly grasp information about the Company, ensure the rights of Shareholders according to the law, in accordance with the development process of information technology. Shareholders are requested to provide personal information, residential address, and information receipt (especially timely provision when there is a change). The Company will have specific notices on the methods of sending and receiving information and will be posted on the Company's website.

(iii) Other rights of shareholders as prescribed by law as well as the provisions of the Company's Charter are strictly implemented by the Company's Board of Management.

## **V. General assessment of the performance of the Board of Directors, Board of Management and management staff.**

The Board of Directors regularly supervises the management staff, requires the executive apparatus to report regularly and suddenly, and must promptly report any changes in the business process so that the Board of Directors can take measures to handle them. Regularly check the production and business situation and promptly correct any shortcomings... As a result, the management staff all completed their assigned tasks well.

### **1. Supervision results for the Director:**

In carrying out the tasks stipulated by the Charter and specified by the management regulations and resolutions of the Board of Directors, the Company Director has seriously

and urgently implemented them, promptly overcoming difficulties, proposing many management measures and being effective in the company's production and business operations. Complying with the provisions of the Law, strictly complying with the reporting regimes, directing and operating to ensure the safety of capital and assets - labor safety. Although the Company was severely affected by typhoon No. 3 and did not complete the plan assigned by the General Meeting of Shareholders, the Company still made a profit, ensuring the safety of capital and assets.

## 2. Supervision results for managers:

The company's management staff were appointed by the Board of Directors based on the Director's proposal and assigned by the Director to assist the Director. The management staff have seriously carried out the tasks assigned by the Director, directed and operated the departments and workshops to carry out the company's production and business tasks to ensure that they meet the set requirements, without any signs of shirking their duties, and have advised and proposed to effectively implement the Director's tasks. Over the past year, the management staff have been assessed by the Board of Directors as having completed, completed well and completed excellently the assigned tasks.

**\*Summary:** The activities of the Board of Directors during the year complied with the provisions of law and the Company's Charter when performing their functions and duties; Resolutions and decisions of the Board of Directors were issued promptly to help manage and direct the company's production and business activities during the year to achieve results.

## **IV. Plans and objectives of the Board of Directors in 2025**

1. Correctly implement the State's policies and laws on joint stock enterprises in which the State holds controlling shares; properly perform the functions, tasks and powers of the Board of Directors.

2. Organize the implementation of the contents approved by the 2025 Annual General Meeting of Shareholders .

3. Strengthen supervision of the activities of the Director and company management staff in implementing resolutions of the General Meeting of Shareholders, Resolutions, Decisions of the Board of Directors... according to the program and operation plan of the Board of Directors.

4. Continue to maintain and strengthen the leadership coordination relationship between the Party Committee, the Board of Directors and the Company's Director to create consensus for the benefit of the Company and the interests of shareholders.

5. Perform other duties as assigned.

Above are the main activities of the Board of Directors of the Company in 2024, along with the direction and measures for implementing the business plan for 2025. The Board of Directors respectfully submits this report to the General Meeting and seeks the opinions of the esteemed shareholders./.

***Recipients:***

- Company shareholders;
- Members of the Board of Directors and Board of Supervisors;
- Post on Website;
- Archived: Administrative, Company Secretary.

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

**Nguyen Van Dung**

## BOARD OF DIRECTORS MEETINGS 2024

(attached to report No. .... /BC-TVD dated April 29, 2025 )

Order	Resolution No.	Date	Content
1	No: <b>01</b> /TVD-HĐQT	05/01/2024	<p>1. Approved the projected production and business results for 2023, approved the first-quarter 2024 production and business plan, and provisionally approved the 2024 production and business plan.</p> <p>2. Approved the 2024 investment plan for the Company:</p> <ul style="list-style-type: none"> <li>- Total value of VND 409,371 million;</li> <li>Including: <ul style="list-style-type: none"> <li>+ Debt repayment: VND 63,994 million;</li> <li>+ 2024 plan: VND 256,827 million;</li> <li>(i) Carry-over projects: VND 243,333 million;</li> <li>(ii) New projects: VND 1,975 million;</li> <li>(iii) Investment preparation: VND 11,519 million;</li> <li>+ Contingency: VND 88,550 million.</li> </ul> </li> </ul> <p>3. To contribute comments on the deep mining project below the -175 level at Vang Danh Coal Mine;</p> <p>4. Approved the proposal to repair the premises of the Lan Thap - Vang Danh production management area.</p> <p>5. Approved the 2024 exploration and survey plan.</p> <p>6. Through the Company's personnel work</p> <ul style="list-style-type: none"> <li>(i) Upon completion of the cadre review and appointment process, the Company's Director has decided to appoint Mr. Nguyen Van The, Deputy Foreman of Workshop KT16, to the position of Foreman of Workshop KT16.</li> <li>(ii) Pursuant to the personnel reshuffling and appointment plan for the position of Foreman of Workshop KT5: <ul style="list-style-type: none"> <li>- Mr. Nguyen Nhu Long, currently Foreman of Workshop KT15, will be relieved of his position and assigned to other duties by the Company Director.</li> <li>- Mr. Nguyen Hong, Deputy Foreman of Workshop KT4, will be transferred and appointed as Foreman of Workshop KT5.</li> </ul> </li> </ul> <p>7. Approval of the 2024 risk management plan.</p> <p>8. Approval of the plan for monitoring and supervising compliance with the law and adherence to the owner's decisions in 2024, as well as the internal audit plan for</p>

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			2024.. 9. Approval of the report on the performance of the Company's Board of Directors in 2023; Program and activity plan for 2024
2	No: <b>02</b> /TVD-HDQT	19/01/2024	To submit to the Chairman of the Board of Directors - the Representative of capital report to TKV for approval of the project content and adjustments to the 2024 investment and construction plan, particularly the project to enhance transportation capacity to serve Inclined Shaft production at Vinacomin - Vang Danh Coal Joint Stock Company
3	No: <b>03</b> /TVD - Board of Directors	01/02/2024	To approve the plan, schedule, and program for implementing the process of reviewing and reappointing Mr. Pham The Hung as Deputy Director of Vinacomin - Vang Danh Coal Joint Stock Company.
4	No: <b>04</b> /TVD-HDQT	01/02/2024	Upon reviewing the results of the process, it is agreed to consider the reappointment of Mr. Pham The Hung as Deputy Director of Vinacomin - Vang Danh Coal Joint Stock Company.
5	No: <b>05</b> /TVD-HDQT	01/02/2024	<p>1. To approve the projected production and business results for January 2024 and the production and business plan for February 2024.</p> <p>2. Regarding production organization and labor management during the 2024 Lunar New Year holiday, the Company Director will implement suitable incentive programs to encourage employees to return to work after the holiday and ensure a high labor mobilization rate. The Company will also maximize opportunities for employees to enjoy the holiday with their families. Additionally, a comprehensive plan for security, fire prevention, and mine inspection will be developed and implemented before, during, and after the holiday.</p> <p>3. Approval of the list of personnel planning for the Company's units for the 2020–2025 and 2025–2030 periods, after review and supplementation in 2024, and revised based on input from the Board of Directors meeting.</p> <p>4. The Board of Directors has approved the draft regulations on personnel management for revision and finalization in accordance with the additional comments and subject to the prescribed review and evaluation procedures. The Company Director is tasked with finalizing the draft regulations based on the comments received, including seeking written opinions from the</p>

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			<p>Company's Party Committee.</p> <p>5. Approve the report by the Company's Director on the settlement of remuneration and bonuses for company managers in 2022. Assign the internal audit department to review and assess the reasonableness of the procedures for paying remuneration and bonuses to company managers in 2022.</p> <p>6. Through the report on addressing shortcomings identified after the inspection by the Quang Ninh Tax Department. The Company's Director is tasked with directing the resolution of the company's existing issues and adjusting the related accounting entries.</p> <p>7. Approve the plan for organizing the 2024 Annual General Meeting of Shareholders.</p> <ul style="list-style-type: none"> <li>- Time and location: Tentatively scheduled for April 26, 2024, at the headquarters of Vinacomin - Vang Danh Coal Joint Stock Company, 969 Bach Dang Street, Uong Bi City, Quang Ninh Province;</li> <li>- Approval of the record date for the list of shareholders eligible to attend the 2024 Annual General Meeting of Shareholders: Tentatively set for March 26, 2024;</li> <li>- The Company's Director is tasked with ensuring timely implementation in compliance with legal regulations.</li> </ul>
6	No: <b>06</b> /TVD - Board of Directors	08/3/2023	<p>Mr. Pham The Hung has been reappointed as Deputy Director of Vinacomin - Vang Danh Coal Joint Stock Company effective March 22, 2024. The Director and Legal Representative are instructed to direct the authorized person to carry out the process of disclosing information to the securities market in accordance with the law.</p>
7	No: <b>07</b> /TVD - Board of Directors	08/3/2023	<p>1. Approval for the Chairman of the Board of Directors and the Capital Representative to report to TKV for approval of the content and adjustment to the 2024 investment and construction plan transition for the equipment investment project serving mining and tunneling in 2024 – Vinacomin-Vang Danh Coal Joint Stock Company.</p> <p>2. Approval for the Chairman of the Board of Directors and the Capital Representative to report to TKV for approval of the content and adjustment to the 2024 investment and construction plan transition for the equipment investment project to maintain production in 2024 – Vinacomin-Vang Danh Coal Joint Stock Company.</p>

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			<p>3. The outline, estimate, and contractor selection plan for the feasibility study report of the deep mining project below the -175m level at Vang Danh coal mine have not been approved. The Board of Directors will review and approve them after the General Meeting of Shareholders passes the project investment proposal report. The Company's Director has instructed the specialized departments to prepare the outline, estimate, and environmental impact assessment report to submit to the Board of Directors, together with the outline, estimate, and contractor selection plan for the feasibility study report.</p> <p>4. The Board of Directors approves the draft dossier of the Investment and Construction Management Regulations for revision and finalization based on additional feedback and for review in accordance with regulations. The Company's Director is tasked with finalizing the draft regulations based on the provided feedback.</p> <p>5. Approval of the cadre management regulations in Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>6. Approve the Grassroots Democracy Regulations at Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>7. Decision on salary increase for the company's management cadre, as follows:</p> <ul style="list-style-type: none"> <li>- Full name: Pham The Hung - Employee ID: 9954;</li> <li>- Date of birth: September 23, 1967;</li> <li>- Professional qualification: Mining electrical engineer;</li> <li>- Current position: Deputy Director of the Company;</li> <li>- Current salary level: 1/2; salary amount: VND 12,681,000; Salary table: TKV 08.4; time of reclassification of the current salary level: July 01, 2022.</li> <li>- New salary level: 2/2; salary amount: VND 13,632,000; salary table 08.4;</li> <li>- Effective date of the new salary increase: From April 01, 2024.</li> </ul>
8	08/TVD-BOD	28/3/2024	<p>To allow the Chairman of the Board of Directors and the Capital Representative to report to TKV on the content of the Proposal for Investment in the Deep mining project below the -175 level of Vang Danh Coal Mine. The Company Director directs all specialized departments to work closely with the Boards to ensure that TKV approves the content of the investment proposal in April 2024 as a basis for submission to the 2024 Annual General Meeting of Shareholders.</p>

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9	09/TVD-BOD	04/04/2024	<p>1. . Approve the projected Quarter 1 business results and the Quarter 2 2024 business plan of the Company. The Company Director shall direct all relevant departments to closely monitor and explain to TKV and state management agencies to expedite the issuance of the Open-pit exploitation license for seams 4-8A so that the Company can commence mining operations. The Company Director is tasked with organizing the implementation of the plan in accordance with the indicators approved by the Board of Directors. Ensure that safety measures are in place during production; implement Flood and storm prevention activities; closely monitor and expedite debt recovery from forestry companies; and continue to carry out construction and investment procedures... and report the implementation results to the Board of Directors.</p> <p>Provisionally approve the Company's 2024 Reward and Welfare Fund Utilization Plan as follows:</p> <p>Total amount: VND 106,314.0 million, including:</p> <p>(i) Reward fund : VND 76,429.2 million:</p> <ul style="list-style-type: none"> <li>- Balance carried forward from 2023: VND 13,401.2 million</li> <li>- Appropriation from 2023 after-tax profit: VND 63,028 million</li> </ul> <p>(ii) Welfare Fund: VND 29,884.8 million:</p> <ul style="list-style-type: none"> <li>- Balance carried forward from 2023: VND 3,064.8 million</li> <li>- Appropriation from 2023 after-tax profit: VND 26,820 million</li> </ul> <p>The Company's Board of Directors is responsible for reporting and approving the distribution of 2023 profits and the establishment of funds at the 2024 Annual General Meeting of Shareholders.</p> <p>2. Temporarily approve the 2024 labor and salary plan, the salary fund for management personnel, and the remuneration for members of the Board of Directors (BOD) and the Board of Supervisors of the Company.</p> <p>3. Approve the 2023 salary fund. The Board of Directors assigns the Company Director to pay salaries to employees in accordance with current regulations and TKV's guidelines.</p> <p>4. The Board of Directors has not yet approved the</p>



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			<p>Company's internal governance restructuring project of Vinacomin - Vang Danh Coal Joint Stock Company until 2025. The Company Director is tasked with making adjustments based on the Board's feedback, seeking the opinion of the Company's Party Committee, and finalizing the project for the Board's consideration and approval at the next meeting.</p> <p>5. The Board of Directors approves the draft regulations on material management for review and evaluation as per regulations. The Board of Directors establishes an Expert team for document evaluation (Independent member of the Board of Directors as Team Leader; other personnel are proposed by the Board Secretary and the Material Department for the Board Chairman to sign the Decision to establish the Expert Team). The Board of Directors assigns the Evaluation Team to review, prepare an evaluation report, and report to the Board for consideration and approval of the Regulations in the next meeting.</p> <p>6. Approve the agenda and reporting documents for the 2024 Annual General Meeting of Shareholders. The Company Secretary and the Authorized Information Discloser shall organize the disclosure of information about the AGM documents as prescribed. Coordinate with relevant departments to fully prepare all documents and other conditions to ensure that the Annual General Meeting of Shareholders is held smoothly as planned and approved by the Board of Directors.</p> <p>7. Approve the report detailing the implementation of management documents issued by TKV to the Company and its authorized representative.</p>
10	<b>10</b> /TVD-HĐQT	23/4/2024	<p>1. Approve the Internal Governance Restructuring Project of Vinacomin - Vang Danh Coal Joint Stock Company until 2025.</p> <p>2. Approve the schedule, venue, and reporting materials for the upcoming 2024 Annual General Meeting. The Company Secretary and the Authorized Information Discloser are responsible for disseminating information about the AGM in accordance with regulations. Collaborate with relevant departments to ensure all necessary preparations are in place for a successful AGM, as per the Board's approved plan.</p> <p>3. Approve the Director's report on the preparation for the 2024 Annual General Meeting of Shareholders.</p> <p>4. Approve for the Chairman of the Board of Directors, the</p>

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			<p>representative of the capital contribution to report to TKV the results of financial supervision and evaluation of the Company's operations in 2023.</p> <p>5. Approve the report on the implementation of TKV's management documents sent to the Company, the TKV representative, and other management tasks:</p> <ul style="list-style-type: none"> <li>- Implementation of TKV's management documents.</li> <li>- Regarding land management: The Company Director directs relevant departments and divisions to comply with the monthly reporting regime on the process of removing difficulties and obstacles related to land to TKV to ensure compliance with regulations, and simultaneously send a report to the Board of Directors for supervision and coordination.</li> <li>- Regarding the issue of adding business lines: This content is within the authority of the General Meeting of Shareholders (as stipulated in the Company's Charter) and must be reported to TKV for comment before voting at the General Meeting of Shareholders (according to the Representative Regulations issued under TKV's Decision No. 2338/QD-TKV dated December 31, 2020), therefore, it is proposed that the Company Director direct the departments to provide consulting services to implement the above process and report to the Board of Directors.</li> </ul>
11	11/TVD-BOD	07/5/2024	<p>1. The Chairman of the Board of Directors, the representative of TKV's capital contribution at the Company, implements some management tasks.</p> <p>2. Approve the project content and the adjustment to transition the 2024 investment and construction plan for the project, Investment in Equipment for Tunnel Excavation in 2024.</p> <p>(i) Approve the project for investing in equipment for tunnel excavation in 2024.</p> <p>(ii) Adjust the transition from the contingency plan to the official plan (as a newly initiated project) for the "Investment in Equipment for Tunnel Excavation in 2024" project.</p> <p>3. Approve the project content and adjust the 2024 investment and construction plan, specifically the 2024 equipment investment project for production maintenance.</p> <p>(i) Approve the 2024 equipment investment project for production maintenance.</p>

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			<p>(ii) Adjust the plan to transition from a contingency plan to a formal plan (new project commencement) for the 2024 equipment investment project for production maintenance..</p> <p>4. The Board of Directors has not yet approved the preparation content of the equipment investment project to enhance production capacity as proposed by the Company Director. The Company Director directs: (1) Departments coordinate with the consulting unit to revise the content of the equipment investment project to enhance production capacity to match the project name and objectives, and report to the Board of Directors for consideration in order to report to TKV as per regulations; (2) Expedite the completion of the preparation of the remaining Group C equipment investment projects and report to the Board of Directors for consideration and implementation according to the plan..</p> <p>5. Approval of the material management procedure at Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>6. Approval of the 2024 Business Production Plan - Vinacomin - Vang Danh Coal Joint Stock Company. The Company Director shall organize and implement the Business Production Plan to ensure the quantity, quality, and progress of the plan for the goal of Safety - Innovation - Development - Efficiency.</p> <p>7. The 2024 Company Reward and Welfare Fund Utilization Plan has been approved.</p> <p>8. Approval of the capital mobilization plan, average short-term credit limit, and certain financial indicators for 2024</p> <p>9. Approval of the record date for dividend payment in 2023. The Company Director shall sign a Notice of the record date for dividend entitlement and make dividend payments in accordance with the law and disclose information as required.</p>
12	<b>12/TVD-BOD</b>	24/5/2024	Approve for the Capital Representative to report to TKV for consideration of supplementing the 2024 construction investment plan.
13	<b>13/TVD-HĐQT</b>	04/06/2024	Approval of the principle and implementation plan for the process of reviewing and appointing the Workshop KT4 Foreman. The Company Director shall direct the Human Resources Department and relevant units to coordinate

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			with the Company's Party Committee to conduct a confidence vote in accordance with the appointment process outlined in the Plan; report the results of the implementation process to the Party Committee and the Board of Directors as prescribed.
14	<b>14/TVD-HĐQT</b>	12/6/2024	<p>1. Approval of the results of the review and appointment process for the position of Workshop KT4 Foreman. The Company Director shall decide to appoint Mr. Pham Duy Diep - Deputy Workshop of KT4 Workshop to the position of Foreman of KT4 Workshop.</p> <p>2. The project to improve transportation capacity for Inclined shaft production has been approved, along with adjustments and phase shifts to the 2024 construction investment plan</p> <p>3. Agree to allow the following personnel to travel abroad. Individuals are responsible for complying with the Vietnamese immigration regulations, the company's and TKV's regulations on overseas travel, the laws of the destination country, and for reporting on the trip as required.</p>
15	<b>15/TVD-HĐQT</b>	01/7/2024	<p>1. Approval of the projected business results for the first 6 months of 2024 and the business plan for the 3rd quarter of 2024.</p> <p>2. To use the Company's official symbol, the Company Director directs relevant departments to complete the copyright registration procedures with the state management agency. Afterwards, it will be submitted to the Board of Directors for consideration and reported to the latest annual general meeting of shareholders for approval to adjust and supplement the content of the Company's Charter.</p> <p>3. Approval of the technical solution, construction design (construction plan), and geotechnical and hydrogeological monitoring estimate to assess the geotechnical and hydrogeological conditions of the Canh Ga area, Vinacomin - Vang Danh Coal Joint Stock Company.</p> <p>4. Approval for the representative of the capital contribution to review and approve the adjustment of the 2024 construction investment plan, the automation investment project, and the monitoring of the 6kV substation in the mine.</p> <p>5. Approval of the Company Director's report on the investment preparation for the deep mining project</p>

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			below the -175 level at Vang Danh mine.
16	<b>16/TVD-HĐQT</b>	19/7/2024	<ol style="list-style-type: none"> <li>1. Approval of the Company Director's report on the implementation of the 2024 investment plan; Guidance from the Chairman of the Board of Directors on production inspection and flood prevention.</li> <li>2. Approval for the representative of the capital contribution to report to TKV for review and approval of the project and the adjustment of the 2024 construction investment plan, including the investment project to upgrade production capacity.</li> <li>3. Supplement the 2024 construction investment plan with an investment project for equipment to ensure safety and improve working conditions in the mine.</li> </ol>
17	<b>17/TVD-HĐQT</b>	14/8/2024	<ol style="list-style-type: none"> <li>1. Approval of the principle and implementation plan for the process of reviewing and appointing the Mechanical and Construction Workshop.</li> <li>2. Approval of the personnel plan to transfer and appoint Mr. Nguyen Van Ha - Deputy Head of KCM Department as the Foreman of KT4 Workshop</li> </ol>
18	<b>18/TVD-HĐQT</b>	27/8/2024	<ol style="list-style-type: none"> <li>1. Upon completion of the personnel appointment review process, the Company Director has decided to appoint Mr. Nguyen Van Dinh, currently the Deputy Foreman of Mechanical and Construction Workshop, as the Foreman of Mechanical and Construction Workshop.</li> <li>2. Approval of the Company Director's report on the rectification of deficiencies found in the state audit of the 2023 financial statements.</li> <li>3. Approval of the projected production and business results for August 2024 and approval of the company's production and business plan for September 2024.</li> <li>4. Approval of the Company Director's report on land management.</li> <li>5. Approval of the Company Director's report on the adjustment of the 2024 Investment and Construction Plan.</li> <li>6. The Board of Directors has approved the dossier, estimate, and plan for selecting a contractor to prepare a Feasibility Study Report and environmental impact</li> </ol>

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			<p>assessment report for the the deep mining project below the -175 level at the Vang Danh coal mine for review and appraisal in accordance with regulations.</p> <p>7. Approval of the report on the implementation of TKV's management documents sent to the Company and the Representative of TKV's capital contribution.</p>
19	<b>19</b> /TVD-HĐQT	11/9/2024	<p>The Board of Directors of Vinacomin -Vang Danh Coal Joint Stock Company considers the Request for Resignation from Executive Duties to process retirement benefits submitted by Mr. Pham Van Minh – the Company's Director. The Board will also review and evaluate the Company's leadership and management personnel to consider assigning the position of Company Director to a successor who will assume the responsibilities after Mr. Pham Van Minh retires.</p>
20	<b>20</b> /TVD-HĐQT	11/9/2024	<p>Approve the report from the Company Director regarding the impact of the storm; the Company will update the damage estimate and the expected timeline for recovery. For the recovery plan following Storm No. 3, the Company needs to provide additional information on the current status of the affected areas and the direction of the recovery solutions. For each task involved in the recovery, the Company should develop detailed methods for execution, including technical and safety solutions, material, equipment, and labor requirements, as well as the expected implementation timeline.</p>
21	<b>21</b> /TVD-HĐQT	16/9/2024	<p>1. The Board of Directors has unanimously agreed to temporarily suspend the duties of Mr. Pham Van Minh, Director of Vinacomin -Vang Danh Coal Joint Stock Company , from September 16, 2024, until further notice.</p> <p>Mr. Pham Van Minh will remain a Member of the Board of Directors of the Company and continue to perform the functions and duties specified in the Company's Charter. Specific tasks will be assigned by the Company's Board of Directors.</p> <p>2. The Board of Directors of the Company agrees to appoint Mr. Nguyen Van Dung – Member of the Party</p>

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			<p>Committee, Deputy Director of the Company, to assume the position of Acting Director and the legal representative of Vinacomin-Vang Danh Coal Joint Stock Company, as stipulated in Article 14 of the Enterprise Law No. 68/2014/QH13. The appointment will be effective from September 16, 2024, until further notice.</p> <p>3. Mr. Nguyen Van Dung: Receives the handover of work from Mr. Pham Van Minh according to the law; Assigns tasks to members of the executive leadership team to promote internal capacity, and directs the effective implementation of the company's tasks.</p>
22	<b>22</b> /TVD-HĐQT	16/9/2024	<p>1. Approval of the company director's report on incident recovery and restoration of the company's production organization.</p> <p>2. Approve the assignment of tasks to the members of the Board of Directors of the Company (adjustment).</p> <p>3. Approve the reappointment plan for the position of Foreman of the Mine Mechanical and Electrical Workshop as outlined in the Director's proposal.</p> <p>4. Consider the policy for guiding and training individuals to become the management officer and secretary of the Company.</p>
23	<b>23</b> /TVD-HĐQT	24/9/2024	<p>1. Consider and approve the policy and mechanism for selecting contractors to participate in the recovery efforts following Storm No. 3 and the flood damage after the storm:</p> <p>1.1. The Board of Directors unanimously approved the proposal for the Company Director to organize a direct tender to select a contractor for urgent work packages that need to be implemented to immediately remedy or promptly handle the consequences caused by natural disasters, incidents, or force majeure events, as stipulated in Clause 1, Article 23 of the Bidding Law 2023; Clause 2, Article 78 of Government Decree No. 24/2024/ND-CP dated February 27, 2024, and the guidance/directives issued by the Central Government and the Ministry of Planning and Investment when Storm No. 3 occurred;</p>

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			<p>1.2. The Board of Directors has assigned the Director to implement the content of item 1.1 above. There are several requirements for the implementation:</p> <p>Conduct a comprehensive review of all necessary tasks and activities to address the aftermath of the storm. Balance the use of the company's workforce to provide employment and ensure income for employees. Only form packages for outsourcing if the company cannot handle the tasks internally.</p> <ul style="list-style-type: none"> <li>- For equipment requiring investment to address the incident and restore production: investment shall only be made after assessing the company's equipment condition post-incident, and the equipment currently being invested in under the tender packages/projects of the 2023-2024 investment plan.</li> <li>- Costs for incident remediation works shall be calculated in accordance with the regulations/guidelines of TKV and other applicable regulations. The determination of the tender package price must ensure compliance with the provisions of Article 16 of Government Decree No. 24/2024/ND-CP dated February 27, 2024.</li> </ul> <p>1.3. For work items/packages requiring remediation but not considered urgent, the organization shall follow the existing procedures.</p> <p>2. Approve the overall technical production plan after the completion of the recovery efforts. The plan will be updated based on the current status and the progress of the recovery process, with the main focus on pumping water out and drying the mine.</p> <p>3. Approve the implementation of several documents from TKV.</p>
24	<b>24</b> /TVD-HĐQT	04/10/2024	<p>Extend the temporary suspension of the duties of Mr. Pham Van Minh, Director of Vinacomin-Vang Danh Coal Joint Stock Company, from October 05, 2024, until further notice.</p> <p>Mr. Pham Van Minh will remain a member of the Company's Board of Directors and will continue to</p>



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			perform the functions and duties as stipulated in Decision No. 1780/QĐ-TVD dated September 17, 2024, by the Company's Board of Directors.
25	<b>25</b> /TVD-HĐQT	11/10/2024	<p>1. Approve the Leadership Position Planning for Vinacomin -Vang Danh Coal Joint Stock Company for the 2020-2025 and 2025-2030 periods (after review and updates).</p> <p>2. The Board of Directors approves the draft documents for the Investment and Construction Management Regulation, the Training and Development Management Regulation, the Production and Business Cost Management Regulation, and the Financial Supervision and Performance Evaluation Regulation of Vinacomin-Vang Danh Coal Joint Stock Company for review and assessment as per regulations.</p> <p>3. Through the company director's report on the progress, remediation plan, and preliminary results of the investigation into the flooding incident caused by Storm No. 3.</p> <p>4. Through the projected quarter 3 and 9-month business results, through the company's quarter 4-2024 business plan.</p> <p>5. Agreed to have the capital representative report to TKV on the 2025 investment and construction plan, and on the content of the quarter 3 and 9-month 2024 reporting data sent to TKV.</p>
26.	<b>26</b> /TVD-HĐQT	11/10/2024	Approve the outline, estimate, and contractor selection plan for preparing the Feasibility Study Report (FS) and Environmental Impact Assessment (EIA) report for the project of the deep mining project below the -175 level at Vang Danh Mine.
27	<b>27</b> /TVD-HĐQT	29/10/2024	<p>1. Personnel decisions approved by the Company:</p> <p>1.1. The Board of Directors approved Mr. Pham Van Minh's resignation as TKV's shareholder representative at the Company; approved the resignation of Mr. Pham Van Minh from the Board of Directors to be reported to the</p>

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			<p>General Meeting of Shareholders for approval.</p> <p>From the time the Board of Directors receives the resignation letter until the date of the General Meeting of Shareholders, Mr. Pham Van Minh will remain a member of the Board of Directors, with responsibilities and authority as stipulated by the Enterprise Law, the Company's Charter, the Board of Directors' Operating Regulations, and the Company's Internal Governance Regulations.</p> <p>1.2. The Board of Directors has decided to allow Mr. Pham Van Minh – Director of Vinacomin-Vang Danh Coal Joint Stock Company to retire early, effective from November 01, 2024, according to his personal request.</p> <p>1.3. The Board of Directors has decided to continue appointing Mr. Nguyen Van Dung, Member of the Party Committee, Deputy Director of the Company, as the Acting Director of Vinacomin-Vang Danh Coal Joint Stock Company until the Director position is fully appointed.</p> <p>2. Disciplinary action against the Company's personnel:</p> <p>2.1. The Board of Directors has decided to impose a labor discipline in the form of a reprimand on Mr. Tran Van Thuc – Deputy Director of Vinacomin-Vang Danh Coal Joint Stock Company, due to shortcomings and deficiencies in occupational safety management in 2023, effective from December 28, 2023.</p> <p>2.2. A written reminder is issued, and Mr. Vuong Minh Thu – Deputy Director of the Company, and Mr. Ho Quoc – Deputy Director of the Company are required to learn from their experience in their work (due to their shared responsibility for the deficiencies in the Company's occupational safety management in 2023).</p> <p>3. Approve the results of the process for reviewing the reappointment of personnel so that the Company Director can decide on the reappointment of the Foreman of the Mine Mechanical and Electrical Workshop.</p> <p>4. Approve the projected results of the Company's</p>

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			production and business activities for October 2024 and the Director's report on the progress and recovery plan for production.
28	<b>28</b> /TVD-HĐQT	11/11/2024	The Board of Directors has decided to issue the Salary Scale, Salary Table, and Allowance System of Vinacomin -Vang Danh Coal Joint Stock Company, effective from July 01, 2024.
29	<b>29</b> /TVD-HĐQT	14/11/2024	Approve the investment project for equipment to enhance production capacity and approve the adjustments and progression of the 2024 investment and construction plan
30	<b>30</b> /TVD-HĐQT	26/11/2024	<ol style="list-style-type: none"> <li>1. Approved the Investment and Construction Management Regulation of Vinacomin -Vang Danh Coal Joint Stock Company.</li> <li>2. Approved the Financial Monitoring and Performance Evaluation Regulation of Vinacomin-Vang Danh Coal Joint Stock Company.</li> <li>3. Approved the Production and Business Cost Management Regulation of Vinacomin-Vang Danh Coal Joint Stock Company.</li> <li>4. Approved the Training and Development Regulation of Vinacomin-Vang Danh Coal Joint Stock Company.</li> </ol>
31	<b>31</b> /TVD-HĐQT	26/11/2024	<ol style="list-style-type: none"> <li>1. Approve the regulation on personnel rotation within Vinacomin-Vang Danh Coal Joint Stock Company.</li> <li>2. Approve the adjustment of salaries/remuneration for personnel in 2023.</li> <li>3. Approve the bonus payment for the company's management for the year 2023.</li> <li>4. Approve the reappointment plan for the position of Foreman of K2 and K12 Workshops.</li> <li>5. Agree to have the Capital Representative report to TKV for review and approval of the detailed construction planning documents at a 1/500 scale for the the deep mining project below the -175 level at Vang Danh Coal Mine.</li> </ol>
32	<b>32</b> /TVD-HĐQT	24/12/2024	1. Consider and approve the adjusted 2024 production and business plan; approve the risk management plan for

Order	Resolution No.	Date	Content
			<p>2025; approve the projected 2024 production and business results; approve the production and business plan for the first quarter of 2025; and temporarily approve the 2025 production and business plan.</p> <p>1.1. Approve the adjustment of the 2024 production and business plan.</p> <p>1.2. The approval of the 2025 risk management plan has not yet been granted. The Company Director is requested to revise and finalize it for presentation to the Board of Directors for approval at the next meeting.</p> <p>1.3. Approve the projected 2024 production and business results and the production and business plan for the first quarter of 2025.</p> <p>1.4. Temporarily approve the 2025 production and business plan.</p> <p>2. Approve the plan to outsource certain production stages for 2025.</p> <p>3. Approve the exploration and survey plan for 2025.</p> <p>4. Approve the decision for the Company Director to impose disciplinary action on personnel.</p> <p>5. Approve the results of the process for reviewing the reappointment of personnel so that the Company Director can decide:</p> <p>a) Reappoint Mr. Pham Tien Nhat to the position of Foreman of KT2 Workshop.</p> <p>b) Reappoint Mr. Nguyen Sy Hoa to the position of Foreman of K12 Workshop.</p> <p>6. Approve the adjusted 2024 investment and construction plan.</p> <p>7. Approve the 2025 investment and construction plan.</p> <p>8. Agree to have the Capital Representative report to TKV for review and approval of the content and adjustments to the 2024 investment and construction plan for the project of investing in equipment to maintain the fully mechanized</p>

Order	Resolution No.	Date	Content
			<p>longwall mine.</p> <p>9. Agree to have the Capital Representative report to TKV for review and approval of the content and adjustments to the 2024 investment and construction plan for the project of investing in the underground sludge dredging system.</p> <p>10. Consider the report from the Company Director on the results of the incident investigation by the TKV investigation team.</p> <p>11. Approve the report template and the activity plan for the TKV representative participating in the Company's Board of Directors.</p> <p>12. Approve the report on the Board of Directors' activities for 2024; the program and activity plan for the Board of Directors in 2025.</p>
33	<b>33</b> /TVD-HĐQT	24/12/2024	Approve the plan for organizing the Extraordinary General Shareholders' Meeting in 2025.

**VIETNAM NATIONAL COAL  
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**VANG DANH COAL JOINT  
STOCK COMPANY –  
VINACOMIN**

No: ...../ BC- DHCD

*Uong Bi, .... 2025*

## **2024 EVALUATION REPORT**

**By the Independent Member of the Board of Directors**

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**To: Esteemed Shareholders**

*Pursuant to the Charter on the Organization and Operation of Vang Danh Coal Joint Stock Company – Vinacomin;*

*Pursuant to the Regulation on the operation of the Board of Directors approved by the General Meeting of Shareholders on April 23, 2021;*

*Pursuant to Resolution No. ... /NQ-HDQT dated ...23/.../2025 of the Board of Directors of Vang Danh Coal Joint Stock Company – Vinacomin.*

In accordance with the duties assigned by the Board of Directors, the independent Board member reports the evaluation of the Board of Directors' activities in 2024 as follows:

The Board of Directors of the Company has worked with a sense of responsibility and transparency in governance, fully complying with the regulations for public companies. The Board meetings have been convened in a timely manner and conducted according to the procedures set out in the Company's Charter and Internal Governance Regulations. The contents of the meetings were fully discussed and carefully evaluated by the Board members to propose directions and solutions that bring the highest benefits to the Company.

Issues related to production and business plans, investment in construction, organization and personnel work, and the development of management regulations were all considered and assessed by the Board in regular meetings.

The decisions made by the Board at these meetings were approved by the majority vote. The meeting minutes were prepared in full and signed by the attending Board members.

### **1. Board of Directors' Organizational Structure:**

The Board of Directors of the Company for the term 2023-2028 consists of 05 members, including 02 members holding executive positions, 02 non-executive members, and 01 independent member, ensuring the number and structure are in accordance with the Company's Charter and legal regulations.

All members of the Board of Directors actively and fully participate in strategic planning, compliance monitoring, strategic review, and ensuring the best corporate governance practices.

## **2. Operational Mechanism:**

In 2024, the Board of Directors held 33 meetings, including in-person meetings, online meetings, and obtaining written opinions from Board members. The meetings were convened and conducted according to a specific schedule, with all necessary documents prepared, in compliance with the Company's Charter and legal regulations. The content of the meetings was thoroughly discussed, debated, and carefully evaluated by the Board members.

Issues related to strategy, business plans, finance, corporate culture, and the development of the management system within the Company were closely discussed and controlled between the Board of Directors and the Management Board.

Changes to production and business plans, investment plans, and new strategies were independently studied, based on scientific grounds, with critical review and feedback between the Board of Directors and the Executive Board.

## **3. Results of Governance and Supervision:**

Overall, the Board of Directors has effectively fulfilled its role in implementing the plans, policies, and strategic directions set by the General Meeting of Shareholders.

The Board of Directors has complied with corporate governance regulations, convened regular and extraordinary meetings to provide timely guidance and make decisions that are appropriate for the current situation.

The Board of Directors has correctly carried out its role and responsibility in directing, supporting, and supervising the Management Board in implementing the contents approved by the GMS and the BOD, ensuring compliance with legal regulations while harmonizing the interests of the Company and its shareholders.

BOD members holding positions in the Executive Board regularly attend both regular and extraordinary meetings of the Management Board. Important decisions of the Executive Board are thoroughly analyzed, debated, and consulted with the BOD members / Chairman of the BOD to ensure the interests of the Company are protected.

The BOD members proactively recognize their role and responsibility in supporting the Executive Board, sharing their experience, and engaging in communication with the Executive Board regarding corporate governance practices.

## **4. Conclusion:**

The Board of Directors has fully performed its function as a representative of the shareholders in overseeing the Company's operations, providing appropriate guidance, and

giving timely instructions to ensure the effective use of resources in achieving the targets set by the General Meeting of Shareholders (GMS), in compliance with legal regulations and the Company's Charter.

In addition to performing its management and supervision functions, the Board of Directors has worked closely with the Executive Board to find solutions to overcome difficulties in production and business in 2024.

Overall, in 2024, the Company was severely impacted by Typhoon No. 3 (Typhoon Yagi), which caused flooding in the -175m level at Vang Danh Mine and in the -50m level Canh Ga Mine. As a result, the Company had to halt production to address the issue and restore operations. Furthermore, the Company faced significant challenges due to rising raw material costs, increasingly difficult mining conditions, and the growing complexity of procedures for exploring/renewing exploration and mining permits, planning approvals, investment policies, land clearance, and land leasing, which delayed construction progress and led to underperformance in extraction output compared to the designed capacity. The geological conditions, complex seams, intercalated rocks, high water levels, and great mine pressure further exacerbated these challenges. However, with a high sense of responsibility, solidarity, and cooperation, the Board of Directors took decisive action in overseeing and directing the Executive Board to implement the resolutions of the General Meeting of Shareholders and the Board of Directors. Despite not meeting the targets set by the GMS, the unity, discipline, and shared determination of the Board of Directors, the management team, and the Company's employees enabled the Company to overcome these challenges and achieve effective production and business results for 2024, ensuring the best interests of the Company and its shareholders.

***Recipients:***

- Shareholders of the Company;
- Members of the Board of Directors, Supervisory Board;
- (posted on website);
- Archive: Office, BoD.

**INDEPENDENT BOARD MEMBER**

**Nguyen Ba Quang**



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**VANG DANH COAL JOINT  
STOCK COMPANY –  
VINACOMIN**

No: ...../ BC- DHCD

*Uong Bi, .... 2025*

**REPORT TO THE 2025 GENERAL MEETING OF SHAREHOLDERS**

**On the approval of the 2024 audited financial statements**

**To: Esteemed Shareholders**

*Pursuant to the Charter of Organization and Operation of Vang Danh Coal Joint Stock Company – Vinacomin;*

*Pursuant to resolution No. 16/NQ-HDQT dated April 8, 2024, of the Board of Directors of Vang Danh Coal Joint Stock Company – Vinacomin;*

*Pursuant to the 2024 audited financial statements by AASC Auditing Company Limited;*

The Board of Directors respectfully submits to the General Meeting of Shareholders for review and approval (details are available on the Company's website).

The financial report contents are as follows:

**I. BALANCE SHEET**

**Unit : Dong**

No.	Items	Note	Beginning Balance (01/01/2024)	Ending Balance (31/12/2024)	2024/2023 (%)	% Change
<b>I</b>	<b>Current Assets:</b>	<b>100</b>	<b>1.156.014.789.371</b>	<b>1.402.508.003.519</b>	<b>121,32</b>	<b>21,32</b>
1	Cash & Cash Equivalents	110	50.185.690.132	33.583.133.626	66,92	-33,08
2	Short-term Financial Investments	120	0	0		
3	Short-term Receivables	130	870.033.889.756	1.165.235.032.631	133,93	33,93
<b>4</b>	<b>Inventories</b>	<b>140</b>	<b>226.580.735.198</b>	<b>195.486.563.005</b>	<b>86,28</b>	<b>-13,72</b>
<b>5</b>	<b>Other Current Assets</b>	<b>150</b>	<b>9.214.474.285</b>	<b>8.203.274.257</b>	<b>89,03</b>	<b>-10,97</b>
<b>II</b>	<b>Non-current Assets</b>	<b>200</b>	<b>977.735.694.332</b>	<b>1.069.676.631.827</b>	<b>109,40</b>	<b>9,40</b>
1	Long-term Receivables	210	45.901.842.921	49.412.768.753	107,65	7,65

2	Fixed Assets (incl. construction in progress)	220	737.242.303.572	823.022.321.825	111,64	11,64
5	Other Non-current Assets	260	194.591.547.839	197.241.541.249	101,36	1,36
<b>III</b>	<b>Total Assets</b>	<b>270</b>	<b>2.133.750.483.703</b>	<b>2.472.184.635.346</b>	<b>115,86</b>	<b>15,86</b>
<b>IV</b>	<b>Liabilities</b>	<b>300</b>	<b>1.420.430.988.911</b>	<b>1.794.401.580.348</b>	<b>126,33</b>	<b>26,33</b>
1	Short-term Liabilities	310	918.038.128.611	1.227.774.306.586	133,74	33,74
2	Long-term Liabilities	330	502.392.860.300	566.627.273.762	112,79	12,79
<b>V</b>	<b>Owner's Equity</b>	<b>400</b>	<b>713.319.494.792</b>	<b>677.783.054.998</b>	<b>95,02</b>	<b>-4,98</b>
1	Owner's Equity	410	713.319.494.792	677.783.054.998	95,02	-4,98
	- Ordinary shares with voting rights	411a	449.628.640.000	449.628.640.000	100,00	0,00
	- Share premium	412	-393.100.000	-393.100.000	100,00	0,00
	- Other capital	414	351.818.182	351.818.182	100,00	0,00
	- Development investment funds	418	48.485.720.245	63.026.310.353	129,99	29,99
	- Undistributes profit after tax	421	215.246.416.365	165.169.386.463	76,74	-23,26
<b>VI</b>	<b>Total capital</b>		<b>2.133.750.483.703</b>	<b>2.472.184.635.346</b>	<b>115,86</b>	<b>15,86</b>

## II. STATEMENT OF INCOME

No.	Items	Unit	2023	2024	2024/ 2023 (%)	% Change
1	Revenues of goods and rendering of services	Dong	6.536.629.626.083	6.473.476.824.880	99,03	-0,97
<b>2</b>	<b>Net revenues of goods and rendering of services</b>	Dong	<b>6.536.629.626.083</b>	<b>6.473.476.824.880</b>	<b>99,03</b>	<b>-0,97</b>
3	Cost of goods sold and services rendered	Dong	6.064.655.948.550	6.084.858.851.212	100,33	0,33
<b>4</b>	<b>Gross profit from sales of goods and rendering of services</b>	Dong	<b>471.973.677.533</b>	<b>388.617.973.668</b>	<b>82,34</b>	<b>-17,66</b>
5	Financial income	Dong	1.603.754.294	1.682.744.146	104,93	4,93
6	Financial expenses	Dong	62.339.053.564	43.910.112.835	70,44	-29,56
7	Selling expenses	Dong	9.773.691.842	15.310.696.093	156,65	56,65
8	General and administrative expense	Dong	217.051.379.598	211.135.171.329	97,27	-2,73
<b>9</b>	<b>Net profit from operating activities</b>	Dong	<b>184.413.306.823</b>	<b>119.944.737.557</b>	<b>65,04</b>	<b>-34,96</b>

10	Other income	Dong	1.147.590.852	3.512.195.957	306,05	206,05
11	Other expense	Dong	2.717.813.490	2.545.465.397	93,66	-6,34
<b>12</b>	<b>Other profit</b>	<b>Dong</b>	<b>-1.570.222.638</b>	<b>966.730.560</b>	<b>-61,57</b>	<b>-161,57</b>
<b>13</b>	<b>Total net profit before tax</b>	<b>Dong</b>	<b>182.843.084.185</b>	<b>120.911.468.117</b>	<b>66,13</b>	<b>-33,87</b>
14	Current corporate income tax expense	Dong	31.603.969.501	17.665.327.435	55,90	-44,10
15	Deferred corporate income tax expense	Dong	7.219.776.617	7.917.269.503	109,66	9,66
16	Profit after corporate income tax	Dong	144.019.338.067	95.328.871.179	66,19	-33,81
17	Basic earning per share (Dong/1 Share )	Dong	3.203	2.120	66,19	-33,81
18	Dividend per share (Dong/1 Share )	Dong	900	800	88,89	-11,11

### III. BASIC FINANCIAL INDICATORS

No.	Items	Unit	2023	2024	2024/2023 (%)	% Change
<b>1</b>	<b>Solvency ratio</b>					
	+ Current ratio = Short term Asset/Short term debt	Time	1,26	1,14	90,72	(9,28)
	+ Quick ratio = (Short term Asset - Inventories)/ Short term Debt	Time	1,01	0,98	97,10	(2,90)
<b>2</b>	<b>Capital structure Ratio</b>					
	+ Debt/Total capital ratio	%	66,57	72,58	109,03	9,03
	+ Debt/Owner's Equity ratio	Time	1,96	2,59	132,54	32,54
<b>3</b>	<b>Operation capability Ratio</b>					
	+ Inventory turnover = Cost of goods sold/Average inventory	Turn	21,00	28,83	137,29	37,29
	+ Total asset turnover = Net revenue/Average Total Assets	Turn	2,70	2,81	104,04	4,04
<b>4</b>	<b>Profitability</b>					
	+ Profit after tax/Net revenue Ratio	%	2,20	1,47	66,84	(33,16)
	+ Profit after tax/total capital Ratio	%	20,19	14,06	69,66	(30,34)

	+ Profit after tax/ Average Total assets Ratio	%	5,95	4,14	69,54	(30,46)
	+ Profit from business activities/Net revenue Ratio	%	2,82	1,85	65,68	(34,32)

#### IV. OTHER ITEMS

No.	Items	Unit	2023	2024
	Salary + remuneration of the Board of Directors, BSK and Company managers (Detailed table attached)	Dong	4.909.410.000	3.854.400.000

On behalf of the Board of Directors, I present this to the General Meeting

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

***Recipients:***

- Shareholders of the Company;
- Members of the Board of Directors, Supervisory Board;
- (posted on website);
- Archive: Office, BoD.

**Nguyen Van Dung**

**VIETNAM NATIONAL COAL  
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**VANG DANH COAL JOINT  
STOCK COMPANY –  
VINACOMIN**

No: ...../ BC- DHCD

Uong Bi, .... 2025

**REPORT TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**V/v Thông qua Phương án phân phối lợi nhuận, trích lập các quỹ  
và mức cổ tức năm 2024**

**To: Esteemed Shareholders**

*Pursuant to the Charter on the organization and operation of the Company; the Company's financial management regulations;*

*Pursuant to the Resolution of the General Meeting of Shareholders as approved at the 2024 Annual General Meeting;*

*Pursuant to the 2024 business performance results of Vang Danh Coal Joint Stock Company – Vinacomin (based on the financial statements audited by AASC Auditing Firm Co., Ltd.);*

*Pursuant to Official Letter No. ..../TKV-KS dated ....../2025 of the Vietnam National Coal – Mineral Industries Group regarding the organization of the 2025 Annual General Meeting of Shareholders;*

*Pursuant to Resolution No. ..../NQ-HDQT dated ....../2025 of the Board of Directors of Vang Danh Coal Joint Stock Company – Vinacomin;*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution, dividend payment, and appropriation to funds as follows:

1. Accounting profit before tax in 2024: VND 120,911 million
2. Corporate income tax payable in 2024: VND 17,665 million
3. Deferred corporate income tax expense: VND 7,917 million
4. Profit after tax in 2024 (4 = 1 - 2 - 3): VND 95,329 million
5. Adjustment increase in prior-year profit as per State Audit: VND 5,833 million
6. Reversal of deferred corporate income tax: VND 7,917 million
7. Total distributable profit for 2024 (7 = 4 + 5 + 6): VND 109,079 million
- 7.1. Dividend payment to shareholders (at 8% of charter capital): VND 35,970 million

7.2. Remaining profit to be allocated as follows:

- a) Appropriation to Development Investment Fund: VND 10,907 million (equivalent to 10% of distributable profit)
- b) Bonus and Welfare Fund: VND 61,796 million
- c) Bonus Fund for the Company's Executive Management: VND 404.7 million

Respectfully submitted to the General Meeting of Shareholders for approval.

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

***Recipients:***

- Shareholders of the Company;
- Members of the Board of Directors,  
Supervisory Board;
- (posted on website);
- Archive: Office, BoD.

**Nguyen Van Dung**

**REPORT TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Re: Results of remuneration and allowance payment for the Board of Directors and  
Supervisory Board in 2024 and remuneration plan for 2025**

To: Esteemed Shareholders,

*Pursuant to:*

- *The Company's Charter;*
- *Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government regulating labor, salary, remuneration, and bonuses for joint stock companies with controlling state capital contribution;*
- *Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 by the Ministry of Labor – Invalids and Social Affairs guiding the implementation of said Decree;*
- *Official Letter No. ..../TKV-KS dated .../.../2025 by Vietnam National Coal – Mineral Industries Group on organizing the 2025 AGM;*
- *Resolution No. .../NQ-HDQT dated .../.../2025 of the Board of Directors of Vang Danh Coal JSC – Vinacomin.*

The Board of Directors respectfully reports to the AGM the results of salary, remuneration, and allowance payments for the Board of Directors and Supervisory Board in 2024, and the plan for 2025 as follows:

**1. Actual payments in 2024**

Based on the 2024 AGM resolution and business results of the year, the salary, remuneration, and allowances were as follows:

No.	Position	Quantity (persons)	Remuneration (VND thousand/year)	Allowance (VND thousand/year)	Salary (VND thousand/year)
1	Chairman of the BOD	01	64.800		
2	BOD Members	03	165.600		
3	Independent BOD Member	01		276.000	
4	Head of Supervisory Board	01			432.000

No.	Position	Quantity (persons)	Remuneration (VND thousand/year)	Allowance (VND thousand/year)	Salary (VND thousand/year)
5	Supervisory Board Members	02	110.400		
6	General Director	01			468.000
7	Deputy General Directors	05			1.959.600
8	Chief Accountant	01			378.000
Total			<b>340.800</b>	<b>276.000</b>	<b>3.237.600</b>

## 2. Remuneration and salary plan for 2025

The Company will apply:

- Decree No. 53/2016/ND-CP,
- Circular No. 28/2016/TT-BLDTBXH, and
- Decision No. 1471/QĐ-TKV dated August 14, 2024, which guides internal salary mechanisms under TKV.

Managerial positions are classified as Group I - Level I (Appendix 04 of Decision 1471).

Remuneration and allowances for BOD members, independent BOD members, and Supervisory Board members shall be settled and capped at 20% of the average planned salary of corresponding full-time positions.

## 3. Proposed remuneration, bonus, allowance, and salary for 2025

(i) Bonus funds will be deducted from post-tax profits.

(ii) Deduction rates are based on classification (A, B, C) according to Decree No. 87/2015/ND-CP:

- Grade A: up to 1.5 months of actual salary/remuneration of the official.
- Grade B: 1.0 month.
- Grade C: No bonus.

(iii) Monthly rate is calculated as: Total annual salary fund for full-time management / 12.

Planned 2025 payments:

No.	Position	Quantity (persons)	Remuneration (VND thousand/year)	Allowance (VND thousand/year)	Salary (VND thousand/year)
1	Chairman of the BOD	01	10.800 ( For 02 months)		540.000
2	BOD Members	03	165.600		



No.	Position	Quantity (persons)	Remuneration (VND thousand/year)	Allowance (VND thousand/ year)	Salary (VND thousand/ year)
3	Independent BOD Member	01		276.000	
4	Head of Supervisory Board	01			576.000
5	Supervisory Board Members	02	110.400		
6	General Director	01			624.000
7	Deputy General Directors	05			1.748.000
8	Chief Accountant	01			504.000
<b>Total</b>			<b>286.800</b>	<b>276.000</b>	<b>3.992.000</b>

Each month, BOD and Supervisory Board members receive an advance of 80% of their planned remuneration/salary.

On behalf of the Board of Directors, I present this to the General Meeting

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

***Recipients:***

- Shareholders of the Company;
- Members of the Board of Directors,  
Supervisory Board;
- (posted on website);
- Archive: Office, BoD.

**Nguyen Van Dung**

**VIETNAM NATIONAL COAL AND  
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**VANG DANH COAL JOINT  
STOCK COMPANY – VINACOMIN**

No: ...../ BC- DHCD

*Uong Bi, .... 2025*

**REPORT TO THE 2025 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

***Re: Proposal for Dividend Rate for 2025***

**To:** Esteemed Shareholders of Vang Danh Coal Joint Stock Company – Vinacomin

*Pursuant to:*

*The Charter on the organization and operation of the Company;*

*Official Letter No. ..../TKV-KS dated ....../....../2025 of the Vietnam National Coal and Mineral Industries Group regarding the organization of the 2025 Annual General Meeting of Shareholders;*

*Resolution No. ....NQ-HDQT dated ....../....../2025 of the Board of Directors of Vang Danh Coal Joint Stock Company – Vinacomin.*

Based on the 2025 business coordination plan with the TKV Group, the Company has developed appropriate mechanisms and solutions to strive to fulfill the targets assigned in the Group's coordinated business plan. Specifically:

For 2025, the Company plans:

- Raw coal production: 4.295 million tons
- Clean coal consumption: 3.753 million tons
- Revenue: VND 6,845 billion
- Estimated profit: VND 85.4 billion

Based on this practical situation, the Company proposes the expected dividend payout for 2025 to be above 5%.

The actual dividend rate for 2025 will be submitted for approval at the 2026 Annual General Meeting of Shareholders, based on the business results of 2024.

The Board of Directors respectfully reports to the General Meeting of Shareholders.

***Recipients:***

- Shareholders of the Company;
- Members of the Board of Directors,  
Supervisory Board;
- (posted on website);
- Archive: Office, BoD.

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

**Nguyen Van Dung**

DRAFT

**REPORT**

**On the approval of contracts and transactions between the Company  
and related parties in 2025**

**To:** - Esteemed Shareholders;  
- General Meeting of Shareholders of Vang Danh Coal Joint Stock Company.

*Pursuant to 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 on "Detailed regulations for the implementation of certain provisions of the Securities Law";*

*Pursuant to the Charter of Vang Danh Coal Joint Stock Company – Vinacomin approved by the General Meeting of Shareholders on April 23, 2021;*

*Pursuant to Resolution No. ..../NQ-HDQT dated ....../2025 of the Board of Directors of Vang Danh Coal Joint Stock Company – Vinacomin.*

The Board of Directors reports to the General Meeting of Shareholders on the results of transactions between the Company and major shareholders and enterprises with related persons in 2024. At the same time, it proposes that the General Meeting of Shareholders approve the implementation of transactions between the Company and major shareholders and enterprises with related persons in 2025, as follows:

Report on transactions with major shareholders and related persons in 2024:

In 2024, the Annual General Meeting of Shareholders approved the contracts and transactions between Vang Danh Coal Joint Stock Company – Vinacomin and enterprises or related parties. The contracts included:

- Coal trading under the business coordination contract with the Vietnam National Coal – Mineral Industries Group. Transaction ratio (transaction value / total asset value based on the most recent financial statement):

$$6,473,476,824,880 / 2,472,184,635,346 = 261.85\%$$

**Proposal for approval of transactions with major shareholders and related persons in 2025:**

Currently, Mr. Nguyen Van Dung – the representative of TKV's capital in the Company – is serving on the Board of Directors and holds the position of Chairman of the Board of Directors;

Therefore, the Vietnam National Coal – Mineral Industries Group, its subsidiaries, and several joint stock companies in which TKV holds controlling shares are considered related parties under Clause 2, Article 167 of Enterprise Law No. 59/2020/QH14 dated June 17, 2020; Clause 3, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020; and Article 15 of the Charter on the organization and operation of Vang Danh Coal Joint Stock Company – Vinacomin as approved by the General Meeting of Shareholders on April 23, 2021.

The Board of Directors respectfully requests shareholders to approve the policy allowing the Company to sign and carry out contracts and transactions (if any) between Vang Danh Coal Joint Stock Company – Vinacomin and enterprises or related persons in accordance with legal regulations and the Company's Charter, as detailed below:

No.	Name of Enterprise/ Related Person	Address, Tax Code	Area of Business	Contract/Transaction Value
1	Vietnam National Coal – Mineral Industries Group; Subsidiaries of TKV and certain Joint Stock Companies where TKV holds controlling shares.	03 Duong Dinh Nghe, Cau Giay, Hanoi Tax Code: 5700100256	According to business sectors licensed in business registration certificates of the companies	Value of contracts and transactions from 35% of total Company asset value stated in the most recent financial statement

The Board of Directors respectfully requests the Shareholders to approve and authorize the Executive Director of the Company to sign and organize the implementation of the contracts and transactions between the Company and the enterprises or related persons mentioned above in accordance with the law. The implementation period of these contracts and transactions shall be from January 1, 2025 until further notice.

The Board of Directors of Vang Danh Coal Joint Stock Company – Vinacomin respectfully submits this for the approval of the General Meeting of Shareholders to implement in accordance with regulations.

**Recipients:**

- Shareholders of the Company;
- Members of the Board of Directors, Supervisory Board;
- (posted on website);
- Archive: Office, BoD.

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



No: ...../ BC- DHCD

*Uong Bi, .... 2025*

**REPORT TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

***Re: Approval of Amendments and Supplements to the Company's Charter on  
Organization and Operation***

**To:** Esteemed Shareholders of Vang Danh Coal Joint Stock Company - Vinacomin.

*Pursuant to:*

- *The Company's Charter on Organization and Operation;*
- *Official Letter No. ..../TKV-KS dated ..../..../2025 from Vietnam National Coal and Mineral Industries Group regarding the organization of the 2025 Annual General Meeting of Shareholders;*
- *Resolution No. ..../NQ-BOD dated ..../..../2025 of the Board of Directors of Vang Danh Coal Joint Stock Company – Vinacomin;*

Based on the Company's production and business needs, the Board of Directors hereby reports to the General Meeting of Shareholders as follows:

Currently, the Company is independently conducting technical safety inspections for machines, equipment, and materials requiring strict safety assurance, under a license granted by the Ministry of Industry and Trade. The object of inspection includes: Hydraulic Props.

According to regulations, this activity must be specified in the Company's business lines.

Therefore, the Company proposes that the General Meeting of Shareholders approve the amendment to the Charter on Organization and Operation, specifically:

- Addition of business line:

+ Industry code: 7120

+ Business line name: Technical testing and analysis services

The Board of Directors respectfully submits this report for your consideration and approval.

***Recipients:***

- *Company Shareholders*
- *Members of the Board of Directors  
and Supervisory Board*
- *To be published on the website*
- *Archive: Office, Company Secretary*

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

**Nguyen Van Dung**



No.: /BC-DHCD

*Uong Bi, March 12, 2025*

**REPORT OF THE BOARD OF SUPERVISORS**  
**Regarding the supervision of management activities of the Board of  
Directors and the Board of Management and the 2024 financial statement review**

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To: - Shareholders;  
- General Meeting of Shareholders of Vang Danh Coal Joint Stock Company.

Pursuant to the Law on Enterprises No. 59 dated June 17, 2020. This Law was passed by the 14th National Assembly of the Socialist Republic of Vietnam at the 9th session on June 17, 2020 and takes effect from January 1, 2021;

Pursuant to the Company's charter of operations and 2024 production and business plan approved by the General Meeting of Shareholders on April 22, 2024;

Pursuant to the Company's audited 2024 Financial Statements;

Pursuant to the Management and Operation documents of the Board of Directors and the Board of Management of the Company.

Pursuant to current regulations on the rights and obligations of the Board of Supervisors of a Joint Stock Company as prescribed by the Law on Enterprises and the Company Charter. The Board of Supervisors of the Company would like to report to the General Meeting the results of inspection and supervision of the Company's operations as follows:

**PART 1**

**PERFORMANCE OF THE BOARD OF SUPERVISORS**

In 2024, the Company's Board of Supervisors exercised its rights and duties in accordance with the Law on Enterprises, the Company's Charter and the Board of Supervisors' Operating Regulations.

Supervised the operations of the Board of Directors, and approved the implementation of management documents issued by the State, the Group, the Company's Charter, and Resolutions of the General Meeting of Shareholders.

Supervised the Board of Directors and the Company's management staff through the execution of the business cooperation contract between the Company's Director and the Group, the implementation of Resolutions and Decisions of the Board of Directors, and other management documents of the State and the Group.

Controlled the development and implementation of internal management documents to ensure compliance with legal regulations and the Company's Charter. Monitored the enforcement of laws and the Company's information disclosure in accordance with regulations.

Reviewed quarterly and annual financial reports; reports on the operation of the Board of Directors and the Board of Management submitted to the Board of Directors of TKV, the Company's General Meeting of Shareholders, and State management agencies. Checked the reliability of financial report data (including assets, liabilities, capital, revenue, expenses, profits, taxes paid to the State); economic information and other reports of the Company.

Monitored the feasibility and implementation of basic construction investment projects. Oversaw the implementation of the Company's production and business plans; assessed the level of completion of objectives and targets under the Resolutions of the General Meeting of Shareholders and the Company's Board of Directors, especially targets related to return on equity, use of after-tax profits, and use of the Company's funds.

Supervised the coordination of the Company's leadership through joint resolutions between the Party Committee, Trade Union, Youth Union, and the Board of Directors and Board of Management.

Supervised internal units of the Company in executing internal regulations and rules; regulations on internal cost management.

Monitored internal units of the Company in implementing labor contracts and salary regulations; salary payments to employees; bonus distributions; execution of welfare policies; severance and unemployment benefits from the Unemployment Compensation Reserve Fund (if applicable) and other employee entitlements.

Assessed the rationality of mobilizing, allocating, and using resources such as assets, materials, capital, recruitment, and employee benefits.

Supervised the Company's Board of Directors in implementing recommendations from inspection, auditing, and internal control bodies.

Proposed the selection of an independent auditing company, assessed the results of independent audits, and reviewed feedback from the Company's Board of Directors.

Participated in several meetings of the Board of Directors and Board of Management (upon invitation) with a sense of responsibility, constructiveness, and cooperation; provided frank, honest, and objective opinions to the Board of Directors and Board of Management.

Maintained regular communication among members of the Board of Supervisors, and between the Board of Supervisors and the Board of Directors, the Company's Management Board, and shareholders.

Performed other rights and duties as prescribed by the Law on Enterprises, the Company's Charter, and Resolutions of the General Meeting of Shareholders.

## **PART 2**

### **SUPERVISION RESULTS OF THE BOARD OF SUPERVISORS**

#### **1. Regarding the management activities of the Company's Board of Directors:**

In 2024, the Board of Directors performed its functions and duties through the Operating Regulations and issued resolutions, Regulations, Decisions, Rules and organized appropriate inspections.

Directed the Board of Directors and other management departments in the Company to strictly implement the management documents of the State, the Group, and the Company; developed appropriate and timely production and business plans in response to fluctuations in periodic indicators along with corresponding financial plans and organized their implementation.

The Board of Directors proactively developed the Company's development strategy for 2024 and the following years. It decided on appropriate organizational structures, internal management regulations, and investment projects within its authority. It also developed suitable staff training programs for each period.

Approved the activities of the Board of Directors and the timely amendment and supplementation of management documents, the Company's governance and operations achieved better results during the year.

In 2024, the Board of Directors held meetings to collect opinions and approved Resolutions that included content related to management areas such as:

Personnel organization work; Basic construction investment management work; Approval of the adjusted 2024 construction investment plan and the 2025 construction investment plan;

Approved the Company's 2024 business results;

The management documents issued by the Board of Directors ensure compliance with the Company's production and business conditions and practices as well as TKV's regulations and State laws.

#### **2. Regarding the implementation of the Company's Board of Directors:**

The Company's Board of Directors directly managed production and business activities according to the functions and tasks prescribed in the Enterprise Law and the Company Charter.

Seriously implemented the directives, Resolutions, Decisions of the Board of Directors and the business cooperation contract between the Group and the Company.

Timely proposed to the Board of Directors solutions to improve the effectiveness of management activities in the Company. Proactively developed and issued management documents under executive authority.

Directed the implementation of production and business plans of the entire Company and of each unit within the Company.

Actively promoted and mobilized employees in the Company to perform well in environmental protection, social security in the area, and maintain order and safety in production.

On behalf of the Company, directly signed labor contracts, loan contracts, and utilized the Company's loans; managed the supply and allocation of capital, raw materials, goods, and labor to units within the Company during business operations or service provision; oversaw the implementation of contracts for purchasing and selling assets and other economic contracts.

Implemented labor agreements and signed labor contracts. Ensured the legitimate rights and interests of shareholders. Directed and managed internal units of the Company in implementing labor contracts, salary regulations; made salary and bonus payments, implemented welfare benefits, and applied severance and unemployment benefit regimes from the Reserve Fund for unemployment benefits and other employee benefits in accordance with the Company's Regulations and the Group's guiding documents. Timely detected and addressed shortcomings and weaknesses in the Company's management and operation system.

Carried out the planning, training, development, and appointment of personnel in accordance with proper procedures; conducted labor recruitment in a democratic, open, and transparent manner.

Proactively deployed and operated the Company's production and business activities on a daily, weekly, monthly, and yearly basis in accordance with the Enterprise Law, the Company's Charter, and documents from the Group.

Deployed production and business plans with consistent policies and solutions from the Company to departments and workshops in a timely manner.

Organized the implementation of basic construction investment works according to decentralization and made investment decisions within authorized levels. Conducted audits of completed basic construction investment projects to serve the project settlement process as per regulations.

Directed the effective implementation of the Company's production and business plan, completed the economic and technical targets set out in the Shareholders' Meeting Resolution. (Data had been reported before the Meeting.)

In 2024, the Board of Directors and the Executive Board successfully performed their functions and tasks, coordinated leadership, and managed the operations of the Company to achieve the goals set by the Shareholders' Meeting; fully fulfilled obligations to the State Budget and the Group; preserved and developed capital, thereby creating stability for the following years.

Successfully implemented the Party's policies and the State's laws. Remained loyal to the legitimate interests of the Company and its shareholders. Did not use the Company's information, secrets, or business opportunities for personal gain. Did not abuse the Company's position, title, or assets for personal purposes.

### **PART 3**

#### **2024 FINANCIAL STATEMENT REVIEW**

The Company's Board of Supervisors unanimously confirmed the figures in the Company's 2024 business performance report and financial report performed by AASC Auditing Firm Company Limited.

During the audit of AASC Company Limited's 2024 financial statements, the Company's Board of Supervisors found that the audit methods, auditing and accounting standards, and financial regulations applied by the Company in the 2024 financial statements were in accordance with the prescribed principles and regulations.

The audited financial statements transparently, honestly, and reasonably reflected the financial situation as of December 31, 2024, as well as the business results and cash flows in the fiscal year ended on the same date.

Accounting work was ensured to contain no significant errors, and financial reports were prepared on time and in accordance with current registration forms.

The organization of the statistics and accounting apparatus was centralized and aligned with the Company's production, business, and management processes.

The accounting book and documentation regime was implemented in compliance with Decision No. 200/TT-BTC dated December 22, 2014, and Circular No. 53/2016/TT-BTC dated March 21, 2016, issued by the Ministry of Finance, which amended and supplemented certain articles of Circular No. 200/2014/TT-BTC.

Books were opened and accounting data recorded clearly, statistics were complete, and documents were stored scientifically and in accordance with regulations.

The Company carried out inventory of assets, cash on hand, goods, materials, finished products, receivables, and payables at the end of the accounting year in line with the Group's instructions.

Financial management, revenue, and expenditure regulations were implemented and fully accounted for in accordance with the regime.

The Company proactively balanced financial resources to serve production and business activities reasonably, maintained healthy financial indicators, and fulfilled obligations to the State Budget in a timely and complete manner.

Statistical work was monitored, recorded, and updated relatively promptly, ensuring compliance with the Company's organizational procedures.

The Company's Board of Supervisors agreed with the figures and comments of the auditors in the 2024 Business Performance Audit Report and evaluated the Company's performance through the following indicators::

Capital Ownership Structure:

Charter capital: VND 449,628,640,000

State Equity: 66.83% held by TKV Group, equivalent to VND 300,487,430,000

Capital contributed by shareholders: 33.17%.equal to VND 149,141,210,000.

Liabilities / Total capital = 72.58% equal to 109% compared to 2023

Liabilities / Equity = 2.59 times Equal to 132.5% compared to 2023

Current ratio (current assets - accounts receivable / bank debt) = 1.14 times.

The ratio of profit after tax / total assets (ROA) reached 6.68%.

Return on equity (ROE) reached 24.37%.

Capital preservation ratio achieved: 1.0 times

The Company complied well with the State's policies and laws, especially regarding wages and employee benefits, as well as the recommendations from the Owner, auditors, inspectors, and corporate financial management agencies.

The Company's Board of Supervisors unanimously assessed the quality of the financial statements as well as the business performance results in 2024 of Vang Danh Coal Joint Stock Company - Vinacomin, ensuring that it met the requirements and goals set by the Company's 2024 Shareholders' Meeting.

According to Circular 158/TT-BTC and Circular 200/TT-BTC guiding the assessment of business performance, the Company met the criteria for being classified as A. (Profit targets did not meet the plan – however, due to objective conditions, the Company was affected by storm No. 3 in the year).

In 2024, the members of the Board of Supervisors performed their duties in accordance with the operating regulations honestly, carefully, and objectively to ensure maximum legitimate interests for the Company and its Shareholders.

They complied with the law, the Company's Charter, the decisions of the General Meeting of Shareholders, and professional ethics in performing their assigned rights and duties.

They remained loyal to the interests of the Company and its Shareholders, did not use the Company's information, secrets, or business opportunities, and did not abuse the Company's position, title, or assets for personal gain or to serve the interests of other organizations or individuals.

In 2024, the Board of Supervisors did not receive any complaints or denunciations from Shareholders regarding the management and operation of the Board of Directors, the Executive Board, and other management departments in the Company.

To achieve such results, in addition to the efforts of each member of the Board, there was also the support, assistance, and encouragement of the Company's Board of

Directors, the cooperation of Shareholders, and management departments in the Company.

The Board of Supervisors expressed their gratitude for the cooperation and hoped that in 2025, the Company's Board of Supervisors would continue to receive support and cooperation to better fulfill their tasks.

## **PART 4**

### **BOARD OF SUPERVISORS'S ACTIVITY PLAN IN 2025**

Monitor the implementation of Resolutions approved by the General Meeting of Shareholders;

Monitor compliance with laws, the Company's Charter and the Company's rules and regulations;

Monitor financial situation, capital balance and cash flow management, operational efficiency and debt payment ability; capital usage, management and preservation, monthly and quarterly production and business performance;

Monitor the implementation of the 2025 production and business plan approved by the 2025 Shareholders' Meeting; Check/monitor the 2025 production and business activities of departments and workshops through the reporting system;

Assess the completeness, legality and honesty of business production reports and quarterly financial reports;

Check the rationality, legality, honesty and level of prudence in management and operation of production and business, the systematicity, consistency and appropriateness of accounting work and financial reporting;

Review accounting books, accounting records, accounting records and other documents of the Company, management and operation of units in the Company when deemed necessary;

Coordinate, inspect and supervise internal audit work;

Monitor the implementation of recommendations of independent inspection/audit teams (if any)

Perform other tasks of the Board of Supervisors as prescribed by the Law on Enterprises;

Update newly issued policies and regulations, attend training courses to improve professional qualifications./.

***Recipient:***

- Shareholders of the Company;
- Members of BOD, BOS;
- (Posted on Wetsite)
- Archived: Office, BOD.

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

**Tran Thi Van Anh**



No: ...../ BC- DHCD

Uong Bi, .... 2025

**REPORT TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
***Regarding the Selection of an Independent Audit Firm for the 2025 Financial  
Statement Audit***

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Pursuant to the Law on Enterprises adopted by the National Assembly;

Pursuant to the Charter on Organization and Operation of Vang Danh Coal Joint Stock Company – Vinacomin approved by the General Meeting of Shareholders;

The functions, duties, and authority of the Supervisory Board;

The Supervisory Board respectfully submits this report to the General Meeting regarding the receipt and review of capability profiles and the selection of independent audit firms eligible to audit the Company's financial statements for the year 2025, as follows:

As of March 12, 2025, the Supervisory Board received proposals and capability profiles from the following independent audit firms:

**1. An Viet Auditing Company Limited**

Address: 12th Floor, 167 Bui Thi Xuan Building, Hai Ba Trung District, Hanoi.

**2. AASC Auditing Firm Company Limited**

Address: No. 1, Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi.

**3. BDO Auditing Company Limited**

Address: 20th Floor, ICON4 Building, 243A De La Thanh Street, Lang Thuong Ward, Dong Da District, Hanoi.

The Supervisory Board finds that the aforementioned firms have extensive experience in auditing, sufficient capabilities in providing financial consulting and audit services, and are fully qualified to audit the Company's 2025 financial statements, in compliance with Government Decree No. 17/2012/ND-CP guiding the implementation of the Law on Independent Auditing.

The Supervisory Board respectfully proposes that the General Meeting of Shareholders approve the above list of qualified audit firms and authorize the Company to select one of them to conduct the 2025 audit in accordance with current legal regulations.

Respectfully submitted!

**Recipients:**

– Board of Directors, Supervisory  
Board;

**ON BEHALF OF THE SUPERVISORY BOARD**

**HEAD OF THE SUPERVISORY BOARD**

- *All Shareholders;*
- *Archive: Office, Supervisory Board.*

**Tran Thi Van Anh**

No.: /TVD

*Uong Bi, ..... 202 5*

**REPORT**  
**TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**Regarding the proposal of personnel to run for membership of the Board of Directors**  
**central term (2023÷2028)**

To: Shareholders of Vang Danh Coal Joint Stock Company – Vinacomin.

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

Pursuant to the Adjustment of the organization and operation of Vang Danh Coal Joint Stock Company - Vinacomin;

Resolution No. 10 /NQ-HDQT dated March 7, 2025 of the Board of Directors of Vang Danh Coal Joint Stock Company - Vinacomin on Approving the plan to organize the 2025 Annual General Meeting of Shareholders.

Pursuant to Notice No. .... /TB-TVD dated April 11 , 2025 on nomination and candidacy for election of additional members of the Board of Directors for the 2023-2028 term and Report No. .... /TVD dated April 21 , 2025 of the Board of Directors of Vang Danh Coal Joint Stock Company - Vinacomin on reporting the results of the summary of the list of nominations and candidacy for members of the Company's Board of Directors for the 2023-2028 term ;

Pursuant to Resolution No. .... /NQ-HDQT dated ..... /4/ 2025 of the Company's Board of Directors on proposing and introducing candidates to run for the Company's Board of Directors for the 2023-2028 term.

At the 2025 extraordinary General Meeting of Shareholders, we will elect 01 member to join the Company's Board of Directors;

By the time of the opening of the 2025 Extraordinary Shareholders' Meeting today, in addition to 01 application introduced by TKV, ..... has proposed to run for election and nominate candidates to elect additional members of the Company's Board of Directors for the 2023-2028 term;

The Organizing Committee of the important Congress reports to the Shareholders attending the Congress the list of candidates to elect an additional 01 Member of the Company's Board of Directors as follows:

**Grandfather ..... .**

- ID card/CCCD: \_\_\_\_\_, Issued on \_\_\_\_\_ Department of Police for  
Residence Registration and National Immigration.

- Permanent address:

- Education:

- Current position:

Please consider and approve the Congress./.

***Recipient:***

- Shareholders of the Company;
- Members of the Board of Directors and Supervisory Board;
- (posted on website)
- Archive: Office.

**TM. CONGRESS ORGANIZING  
COMMITTEE  
CHAIRMAN OF BOARD OF  
DIRECTORS**

**Nguyen Van Dung**