

*Cam Pha, April 21, 2025*

## **REPORT**

### **Production and business results in 2024, Production and business plan in 2025 and key targets for the 5-year plan 2026-2030**

To: Shareholders of Deo Nai - Coc Sau - TKV Joint Stock Company

Pursuant to the Charter of organization and operation of Deo Nai - Coc Sau - TKV  
Joint Stock Company;

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

Pursuant to Resolution No. 05/NQ-HDQT dated April 3, 2025 of the Company's  
Board of Directors;

Based on the 2024 Production and business results and the 2025 Production and  
business Plan;

The Company's Board of Directors reports to the General Meeting on the  
production and business results in 2024, production and business plan in 2025 with the  
following contents:

## **PART ONE**

### **2024 PRODUCTION AND BUSINESS RESULTS**

#### **I. General situation**

##### ***1. Difficulty:***

In 2024, the world economic and political situation continued to be complicated, the weather was extreme and unpredictable, hot weather, there were many rainy days, especially the heavy impact of Typhoon No.3 (Typhoon Yagi) which caused great damage to assets and affected the Company's production and business tasks. After 6 months of operation, the merged Company still faced many difficulties in the production management model, difficulties in mining and coal quality... mining conditions were getting deeper, the high lifting height affected the mining progress in 2024, in the last months of the year, the Company still encountered certain difficulties, the large volume of mud affected the treatment, high costs made it difficult to access coal, the amount of raw coal produced was low, poor quality made it difficult to organize the delivery of raw coal to Cuaong Coal Preparation Company (especially Coc Sau mining site).

##### ***2. Advantages:***

With the attention and direction of TKV, the Quang Ninh Coal Party Committee and local authorities, and the consensus of officers, party members and workers. After the merger, TKV has always created favorable conditions for the Company to carry out the tasks after the merger. With the spirit of "discipline - unity" and the goal of "Safety - Solidarity - Development - Efficiency" and the efforts of the staff, production and consumption have gradually been put into operation. The spirit and ideology of the staff

after the merger has been basically stable, trusting in the leadership and management of the Company, striving to complete the main production and business targets in 2024. In recent years, the Company has applied 4.0 technology to production according to TKV's "03-ization" policy to improve production efficiency, save costs and production costs.

Faced with the above difficulties and advantages, opportunities, promoting the tradition of "united discipline" and the experiences gained over the years, under the leadership of the Corporation, Party Committee, Board of Directors, Board of Management and the solidarity of all employees, the Company has completed the main production and business targets in 2024, specifically:

## II. Implementing key targets in 2024

No.	INDICATORS	Unit	PLAN FOR 2024	TKV PLAN (Adjusted)	IMPLEMENTATION IN 2024	Implementation/Plan 2024 (%)	Implementation/Plan (adjusted) (%)
1	2	3	4	5	6	7=6/4	8=6/5
1	Produced coal	1,000 tons	1,631		1,867	114.5	
-	Raw coal	„	1,110		1,111	100.1	
-	Clean coal from mixed waste rock and coal	„	521	721	757	145.2	104.9
2	Coal consumption	1,000 tons	1,719		1,826	106.3	
3	Rocks and soil prepared for production accounting	1,000 m <sup>3</sup>	17,968	18,428	18,442	102.6	100.1
3.1	Rocks and soil prepared for production in 2024	1,000 m <sup>3</sup>	17,214	17,674	17,688	102.8	100.1
3.2	Rocks and soil prepared for production stripped before 2024	1,000 m <sup>3</sup>	754		754	100.0	
4	Accounting prepared for production stripping coefficient	m <sup>3</sup> /ton	16.19	16.60	16.60	102.6	100.0
5	Prepared for production screened coefficient in 2024	m <sup>3</sup> /ton	15.51	15.92	15.92	102.7	100.0
6	Production Drilling Meter	1000 mk	390		312	79.8	
7	Total Revenue	Billion VND	2,920		2,907	99.5	



8	Construction investment	Billion VND	212.731	275.527	275.527	129.5	100.0
9	Average Salary	1000 VND/person/month	12,770		13,823	108.2	
10	Profit (before Tax)	Billion VND	40.276		63.694	158.1	
11	Payout ratio (expected)	%	≥ 3		3	100.0	

### III. Evaluation of management performance

#### 1. Technical management - Production and consumption operations:

In 2024, the conditions for mining, dumping and resource mobilization were more difficult than in previous years. The impact of deep mining and complex geological conditions reduced the stability of the mine banks. Technical work prioritized the mobilization of resources to complete the raw coal output according to TKV's plan. In addition, company continued to implement solutions to maintain the parameters of the mining system and transportation routes to reduce difficulties in the operation process and improve the working conditions of the equipment. Coordinate with neighboring units to expand the mining boundary and maintain the slope angle of the mine banks. Balance and operate the dumping of waste inside and outside reasonably in accordance with the capacity of the equipment and production organization. Continue to implement solutions to synchronize equipment in the technological stages: drilling, loading and unloading, and transportation.

- Regarding planning: Develop a business production plan for 2025-2030. Develop a technical and technological plan for 2025 and a technical and technological plan for 2024 (adjusted) for approval by TKV; Develop a consolidated company plan. The plan must comply with current regulations, the technological indicators approved by TKV are suitable for mining conditions and ensure economic and technical efficiency; Develop quarterly and monthly mining and dumping plans and technical options for mining and dumping. The short-term plan has closely followed the annual plan to propose solutions, based on the actual situation for implementation.

- Regarding exploitation direction: Continue to exploit Deo Nai mine (Mining License No.2817) and Coc Sau mine (Mining License No.2820) according to the Project, mine design and approved technical and technological plan for 2024. Increase overburden stripping in the area bordering the 02 mines to expand the exploitation area and create a connection area between the 02 mining sites. Re-plan the construction site units and workshops in the west and south of Coc Sau mining site (KTC6) to serve the expansion of the mine bank of Deo Nai mining site. Develop and implement the pit lowering plan in 2 mining sites, plan for expanding the southern wing of the main seam to shorten drift No.2 and plan for handling the landslide at ditch +45. The mine development direction closely follows the Project, mine design and approved annual plan to expand the mine bank and deepen the mine bottom. Mining boundaries and mining depths comply with the granted Mining License, by the end of 2024, the bottom elevation of the main seam of Deo Nai mining site will reach -265, 15m deeper than in 2024; the bottom elevation of the Dong Thang Loi KTC6 seam will reach -315, 15m deeper than in 2024. Basically, the mining

direction ensures the requirements for resource mobilization, ensuring coal output according to the plan and preparing the mining area for 2025.

- Regarding the dumping site: After the merger, the Dong Khe Sim - Nam Khe Tam dumping site temporarily stopped dumping due to the incomplete environment treatment; The dumping work at Deo Nai mining site is mainly concentrated at the Lo Tri dumping site and Dong Cao Son dumping site, KTC6 mainly dumps at the dumping site in Thang Loi. In general, the planning and balancing of dumping locations are basically guaranteed to meet the dumping needs.

- Regarding drainage: (i) Closely follow the general drainage planning in the area and the approved Typhoon and flood prevention drainage plan to develop drainage directions and construct and consolidate Typhoon and flood prevention drainage works; Strictly follow the directives of the TKV Command Committee for Natural Disaster Prevention and Search and Rescue. (ii) Calculate the water flow distribution in the areas flowing to drainage works in accordance with the scale and capacity of each work to ensure effective drainage, minimize the risk of local overload of Typhoon and flood prevention drainage works, especially key drainage works; Identify key locations to develop response scenarios and arrange permanent Typhoon and flood prevention equipment when Typhoons occur. (iii) After merging Typhoon and flood prevention drainage work, it encountered many difficulties due to the sudden increase in rainfall compared to previous years (from June to August) and the direct impact of Typhoon No.3 in September. Key Typhoon and flood prevention drainage construction (furnace +28, Anfa ditch, Nam Khe Tam dump adjacent to Duong Huy, Deo Nai - Khe Sim border area) is basically stable.

- Regarding the implementation of technological indicators: The raw coal ash of the whole Company is 41.24%/plan 39.85%, increased by 1.39% due to:

- + Deo Nai Mine: Because the unit mainly focuses on exploiting coal seams from level -115 to level -230m (the bottom pit area from level -230 to -265m is not exploited due to flooding). According to updated exploitation documents and exploration works in this area, the quality of the coal seam is lower than the 2024 plan Ak geologically clean coal 21.37%/Plan 20.72% (increase 0.65%); The coal seam has additional interbedded layers composed of carbonaceous clay and claystone, resulting in an interburden thickness of < 0.3m, with an average of 0.55m/plan 0.43m(an increase of 0.12m) across the entire mine, this has led to a 0.32% rise in the proportion of interburden layers <0.3m (actual 3.76%/planned 3.44%); The separation and filtration work during the mining process was not thorough, there were still many rocks mixed in the raw material, the proportion of technological rocks in the whole mine increased by 1.75% (actual 25.32%/plan 23.58%)

- + Coc Sau mine due to: (i) Large amounts of pit sludge have accumulated, and the narrow pit bottom has caused sludge removal progress to fall behind schedule, leading to a reduction of 62,733 tons in the planned raw coal production from the high-quality GII East seam (Ak NK 39.14%) compared to the annual target (actual: 104,762 tons/plan 167,495 tons), causing Ak NK at Coc Sau Mine to increase by 1.59% (from 44.54% to 45.59%). (ii) In the southern mining area of the GII East seam (subsidence), severe subsidence occurred from level +120 to level -255, compressing and distorting the coal seam, which has affected selective coal extraction, increasing the dilution rate in Coc Sau Mine's technological process by 11.09% (actual 35.3%/plan 24.21%), causing Ak to rise by 1.58% (from 45.59% to 47.17%). Other key indicators were generally well-executed, ensuring economic and technical efficiency.



- Production management has basically followed the technical direction, paying much attention to production efficiency. Closely followed the plans and solutions to ensure the implementation of requirements such as: Quarterly and monthly mining plans; plans and progress of lowering the main seam, Typhoon and flood prevention drainage plan... balancing the arrangement of equipment to ensure maximum productivity and safety in production. Continuing to innovate, apply initiatives, improvements and apply science and technology into production to help improve efficiency and professionalism in management. The coal screening and blending process ensures the quality of the consumed products. The focus is on producing various types of coal for consumption, such as lump coal and fine coal. Coordination between units is maintained to ensure synchronization in the production chain. Favorable weather conditions are utilized to maximize equipment deployment, increasing productivity and output. In challenging weather conditions, equipment is allocated efficiently to minimize production costs.

**2. Equipment management work:** In 2024, the productivity of transportation equipment generally did not meet the annual plan due to difficult mining conditions, aging equipment, and frequent breakdowns. The maintenance of the equipment was well-prepared, demonstrating a proactive approach in production management, contributing to the achievement of the company's production and business plan. Equipment with high operational costs was liquidated to reduce expenses. The power supply system, processing plants, and conveyor belts operated stably overall. Camera and GPS positions were regularly inspected, making a positive and effective contribution to the company's security management.

**3. Planning - Cost management work:** Based on the 2024 business coordination plan with TKV. The Company has developed and issued Decision No. 4252/QĐ-TĐNCS to assign departments and units in the Company for implementation. The Company has developed and implemented many solutions for contracting, cost management, and increasing revenue. Negotiated to reduce input prices of materials, outsourced repairs, outsourced stages of transporting soil and rock, and screening and processing of non-coal products. Continued to implement contracting and outsourcing services to save costs and reduce service labor. Strengthened management and operation of technical and technological indicators, especially increased coal consumption, bringing in higher revenue than planned. The Company's profit results exceeded the plan. All management aspects were implemented in accordance with regulations.

**4. Financial Accounting work:** In 2024, coal sales revenue ensures the plan, the Company saves short-term interest expenses. Long-term loans are disbursed according to the progress of the 2024 investment plan; The Company has no overdue debt and has controlled production costs and managed cash flow reasonably. The average short-term credit limit is 281.6 billion; Debt to equity ratio in 2024: 2.26 times; Ability to pay debts due in 2024: 0.99 times. The Company fulfills its obligations to the State fully and in accordance with regulations; pays salaries to employees on time according to the Company's regulations. Strictly implements the financial reporting information disclosure regime according to State regulations.

**5. Organization - Labor and salary work:** Number of employees at the beginning of the period on June 26, 2024: 3,654 people; Number of employees present on December 31, 2024: 3,546 people. Decreased by 108 people compared to the beginning of the period. Of which: Decreased during the year due to retirement of 47 people, termination of labor

contracts of 52 people and other reasons: 9 people; Balance the use of the Company's salary fund reasonably, ensure income distribution among labor positions in accordance with the regulations of TKV Corporation. Implement work efficiency assessment according to KPIs tool to all departments. In the last 6 months of the year, the Company has organized a review and balance of labor for units in the Company, deploying worker mobilization between units in accordance with the production model. Average salary according to accounting salary fund: 13,823 million VND/person/month, increased 108.2% compared to the plan.

Actively coordinate with vocational training schools to organize training courses for workers to obtain certificates for concurrent service, career change, and vocational skills improvement to proactively arrange, organize, and allocate labor appropriately and promptly, meeting production requirements. Maintain regular emergency care, medical examination and treatment according to health insurance, and take care of workers' health through periodic health check-ups for all employees.

Currently, the basic production task requirements have not increased and there is a long-term plan, so the Company does not recruit additional workers. Most of the workers currently have worked many years, so they have experience. However, there is a shortage of human resources for equipment repair because skilled workers have asked them to terminate their contracts and retire, and cannot recruit replacement workers (especially mechanics, auto electricians, etc.). However, the Company has solutions in preparing materials for repairs; organizing and arranging labor reasonably has basically accelerated the progress of equipment repair, increasing the vehicle shift mobilization coefficient.

**6. Restructuring work:** Pursuant to Decision No. 1263/QĐ-TTg dated October 27, 2023 of the Prime Minister on Approving the Project on restructuring Vietnam National Coal And Mineral Industries Holding Corporation Limited to 2025 and Official Dispatch No. 5408/TKV-TCNS dated November 2, 2023 of TKV on the implementation of the merger of Vinacomin - Deo Nai Coal Joint Stock Company and Vinacomin - Coc Sau Coal Joint Stock Company.

Pursuant to Official Dispatch No. 3434/TKV-KTTC dated June 12, 2024 of the General Director of TKV on the implementation of work when implementing the merger;

Pursuant to Official Dispatch No. 3565/TKV-TCNS dated June 19, 2024 of the General Director of TKV on guidance on departmental organizational structure;

Pursuant to Resolution No. 05-NQ/ĐU dated August 30, 2024 of the Party Committee of Deo Nai - Coc Sau - TKV Joint Stock Company on leading the Company's restructuring work until 2025.

Pursuant to Plan No. 3170/TĐNCS-TCNS dated October 22, 2024 of the Company Director on developing the Organization and Labor Plan of Deo Nai - Coc Sau - TKV Coal Joint Stock Company until 2025 and the period 2026÷2030.

In 2024, the following results were achieved:

After merging the organizational model of the Company, a labor organization plan was developed and implemented in accordance with TKV's instructions, including 23 companies, workshops and 14 departments. Up to now, the Company has dissolved 01 transportation workshop; merged 02 screening construction sites: Consumption Screening 1 and Consumption Screening 2. The remaining number of construction sites and



workshops is 21. In the coming time, the Restructuring Plan of Deo Nai - Coc Sau – TKV Coal Joint Stock Company will continue to be implemented.

- Currently, the KPI-based performance evaluation index has been applied in the Company's departments; Salary payment regulations and economic measures have been developed to link employees' responsibilities with occupational safety and hygiene work.

- Transfer tasks at some construction sites and workshops in accordance with the specific production organization model of the Company.

#### **7. Informatization and automation work**

In 2024, the Company's Leadership regularly monitors and closely directs the application of information technology achievements in the Company. Regularly promote the work of informatization and automation work and digital transformation in the Company. Leaders at all levels regularly encourage officers and employees to participate in IT software applications and use IT products to bring high efficiency. In particular, the Company's Leadership and all officers and employees change the management methods and forms from traditional to modern with technological devices and technology software. Convert work from writing books and traditional paper to be done on the internet environment, tablets, and electronic signatures.

The specific tasks are as follows: Continue to invest in new equipment to replace old, outdated, and expensive equipment such as cars, excavators, drills, and graders; Automate water pumping lines, conveyor systems, selection systems, and pile chute systems 6. Continue to effectively manage equipment such as centralized security cameras, GPS, oil gauges on all equipment, and fuel supply through the ring. The company still maintains and consolidates the installation of cameras on all excavators connected online to enhance management, monitoring, and oil gauges on oil tanks of cars, excavators, drills, and graders. Software applications supporting digital transformation include online work orders, material management software, electronic coal and soil tickets, online trip log sheets on Google Sheets, digital signatures for materials, and digital signatures for statistical reports etc. are all converted from traditional management methods to paperless electronic forms. Increase the efficiency of remote monitoring and management of work performance of many components in the Company.

#### **8. Construction Investment - Environmental Protection work**

- Investment and construction work: Closely following the development goals of the industry and the orientation of the Company after the merger, focusing on key investments in modern and advanced equipment suitable for deep mining technology conditions; The implementation value in 2024 is 275.527 billion VND/ 275.527 billion VND, equal to 100.0 % of the adjusted plan (compared to the same period in 2023, an increase of 35.7 %).

Key projects in 2024 that have been and are being implemented include:

(1) Regarding the "Coc Sau - Deo Nai Mine Cluster Exploitation Project" is one of the key strategic investment projects oriented to the Company's development in the post-merger period with a total investment of 2.075 billion VND, an exploitation capacity of 2.7 million tons of coal/year and a project implementation period of 15 years (expected to end exploitation in 2039); The project was approved by the Company's Board of Directors in Decision No. 3438/QĐ-TĐN dated June 21, 2024; In 2024, a total of 10 bidding packages for contractor selection were completed: (1) Package No.10: "Consulting services for developing the construction design following the basic design (BVTC Design)

of the Coc Sau – Deo Nai mine cluster exploitation project." The contractor selection process was conducted during the year, with the contract expected to be signed before January 28, 2025; (2) Package No. 11 "Consulting on the preparation of dossiers for application for environmental license for the Coc Sau - Deo Nai Mining Cluster Project", during the year, the contractor was selected (technical evaluation completed in January 2025); (3) Package No.12 "Setting boundary markers for detailed construction planning at scale 1/500 for the Coc Sau - Deo Nai Mining Cluster Project", during the year, the contractor was selected and steps are being taken to organize construction; (4) Package No. 14 "Providing 01 hydraulic excavator with reverse bucket, crawler, bucket capacity  $\geq 12 \text{ m}^3$ ", was handed over and put into use on December 24, 2024; (5) Package No.15 "Providing 01 Wheel Loader,  $E = 6 \text{ m}^3$ ", during the year, the contractor was selected (expected to be completed and handed over in May 2025); (6) Package No.16 "Providing 20 cars with a load capacity of 90÷100 tons (11 cars were handed over and put into use on December 27, 2024, 09 cars were handed over on January 20, 2025); (7) Package No.17 "Providing 05 cars with a load capacity of 55÷60 tons", during the year, the contractor selection was organized (expected to be handed over in May 2025); (8) Package No.18 "Providing 01 Crawler Grader  $>320 \text{ HP}$ ", during the year, the contractor selection was started, and the contractor selection procedures are still being carried out; (9) Package No.19 "Providing 01 Tire Grader  $>285 \text{ HP}$ ", during the year, the contractor selection was organized (expected to be handed over in April 2025); (10) Package No.20 "Providing 03 High-pressure misting system with spray radius  $> 150\text{m}$ ", currently selecting a contractor (expected handover in May 2025).

(2) For the investment project to build a parking lot for motorbikes and cars in the Production area:

Project to invest in building a parking lot for motorbikes and cars in the production area: The project is included in the 2024 contingency plan, approved by TKV in Official Document No. 6368/TKV-DT dated December 25, 2023 with the project's planned value in 2024 being 398 million VND; TKV has changed the 2024 construction investment plan from contingency to official in Official Document No. 2440/TKV-DT dated April 26, 2024, and the Board of Directors of the Company has approved it in Decision No. 2899/QD-TDN dated May 30, 2024, with a planned value of 1,805 million VND; In 2024, the Company has carried out procedures to apply for a Construction License and construction organization procedures, expected to be completed in the first quarter of 2025.

(3) Project to build a water supply system to irrigate roads, suppress dust and serve production – Vinacomin - Deo Nai Coal Joint Stock Company (according to the 2024 Construction Investment Plan, the name was changed to: Project to build a water supply system to irrigate roads, suppress dust and serve production): The project is included in the contingency plan of the 2024 Construction Investment Plan, approved by TKV in Document No. 6368/TKV-DT dated December 25, 2023 with the planned value of the project in 2024 being 398 million VND; TKV has changed the 2024 construction investment plan from reserve to official in Document No. 5120/TKV-DT dated September 12, 2024, and the Board of Directors of the Company has approved it in Decision No. 2832/QD-TDN dated October 7, 2024, with a planned value of VND 14,928 million.

The Company has organized the selection of contractors; however, no contractor meets the requirements of the bidding documents. Currently, the Company is continuing to organize the selection of contractors according to Circular No. 22/2024/TT-BKHDT



dated November 17, 2024 and is expected to complete the construction before April 30, 2025.

In addition, in 2024, the Company will also carry out project preparation procedures (Projects included in the contingency plan) such as: (1) Project for Barrier Dam No. 2 at Nam Khe Tam Waste Dump; (2) Project for Renovation and Construction of the Coal Processing System; (3) Project for Additional Investment in the Fire Protection System at the Production Control Center; (4) Project for Relocation of the Auto Repair Workshop...

Basically, the investment work in 2024, the projects implemented ensure the right progress, in accordance with the current regulations on Investment and Construction Management of the State as well as of TKV; closely following the development goals of the industry and the orientation of the Company, focusing on key investments in modern and advanced equipment suitable for deep mining technology conditions; Capital mobilization for the project complies with current regulations; disbursement (advance, recovery of advance, payment) complies with legal regulations and signed contracts; Final settlement of completed project capital complies with current regulations, with no outstanding debts for basic construction; Contractor selection work on the national bidding network, implemented ahead of schedule according to the provisions of Circular No. 01/2024/TT-BKHDT dated February 15, 2024; 06/2024/TT-BKHDT dated April 26, 2024 and Circular 22/2024/TT-BKHDT dated November 17, 2024 of the Ministry of Planning and Investment.

- Environmental protection work: Strictly implement environmental protection work, environmental monitoring, deploy preparation work and implement on schedule; the management, collection and treatment of hazardous waste and domestic waste are carried out regularly according to the schedule and legal regulations on environmental protection; Environmental protection works are deployed according to the plan approved by TKV in Decision No. 55/QD-TKV dated January 10, 2024 of the General Director of TKV. The value of environmental works is 16,741 million VND/25,942 million VND, reaching 65%; Typhoon prevention works and construction affected by Typhoon No.3 are promptly remediated. In 2024, there will be no environmental incidents in Typhoon prevention drainage and environmental protection related to residential areas.

**9. Supply and management of materials work:** During the year, the Company has reviewed, supplemented, and fully issued the Regulations and Rules on Material Management within the Company to ensure strict compliance with the regulations of the State and TKV, in accordance with the actual production conditions of the Company. Fully prepare a plan for the use and procurement of materials to ensure that they meet the Company's production needs in 2024. Organize inspections of material management at units periodically once a quarter in accordance with the Regulations, in addition to organizing special inspections once a month in accordance with the plan set out at the beginning of the year. After the inspection, there are summaries and instructions to promptly correct shortcomings and promptly prevent violations in management. In 2024, material management work in general meets the Company's production needs well.

**10. Safety and Security work:** In 2024, production and requirements were basically met. In which: (i) Safety work achieved the set goals. After the merger, the Company revised and issued all procedures, regulations, and rules on occupational safety and hygiene, increased inspection of production sites, and prevented dangerous factors that could occur in production. However, during the year, there were 09 accidents/9 people (in

the same period of 2023, the two companies had 10 occupational accidents, including 02 serious occupational accidents that killed 03 people); regarding incidents, the Company did not have any type I or type II incidents, only a few collisions between equipment. (ii) The work of security and order, management and protection of resources and boundaries has been proactively implemented in accordance with documents, directives, directions and resolutions of competent authorities; specific plans, key directions and priorities for each period and stage have been developed to achieve effective implementation; coordination with localities and bases has been strengthened through coordination regulations to carry out tasks and protect resources and boundaries of the Company. Land management regulations have been well implemented in the content of periodic inspections of the mine boundaries to promptly detect and handle any problems that arise.

#### **11. Dividend payment in 2023 to shareholders:**

The Company has paid dividends to shareholders in accordance with Resolution No. 45/NQ-DHDCD dated April 17, 2024, which was approved, specifically:

##### **\* For Vinacomin - Deo Nai Coal Joint Stock Company**

Total value of dividends payable to shareholders: 61,882,103,700 VND; of which:

- |                          |                    |
|--------------------------|--------------------|
| a) TKV shareholders:     | 40,184,369,400 VND |
| - Refund via Depository: | 8,654,129,400 VND  |
| - Return to TKV:         | 31,530,240,000 VND |
| b) Other shareholders:   | 21,637,734,300 VND |
| - Refund via Depository: | 19,687,915,800 VND |
| - Company pays:          | 1,949,818,500 VND. |

##### **\* For Vinacomin - Coc Sau Coal Joint Stock Company**

Total value of dividends payable to shareholders: 9,748,831,500 VND; of which:

- |                          |                   |
|--------------------------|-------------------|
| a) TKV shareholders:     | 6,336,740,700 VND |
| - Refund via Depository: | 6,336,740,700 VND |
| - Return to TKV:         | 0 VND             |
| b) Other shareholders:   | 3,412,090,800 VND |
| - Refund via Depository: | 3,410,082,600 VND |
| - Company pays:          | 2,008,200 VND.    |

**12. General assessment:** With the tradition of "Discipline and unity", officers and employees have joined hands and united to comprehensively complete the main targets set out in the Resolution of the 2024 Annual General Meeting of Shareholders.

## **PART TWO**

### **TASKS AND SOLUTIONS TO IMPLEMENT THE 2025 PLAN**

#### **I. General situation assessment**

**Advantages:** The stripping coefficient in recent years has been maintained reasonably and stably, creating favorable conditions for stripping land to renovate the mining site for 2025. Synchronous investment in large-capacity loading and transport equipment contributes to increasing output and reducing costs. The ideology of employees in the Company is maintained.

**Difficulties:** The company is still facing many difficulties in 2025, the weather is extremely unpredictable; mining conditions are getting deeper; 02 production mines (Deo Nai and Coc Sau) are in the final year of 2 licenses: Mining License No. 2817/GP-BTNMT,



Mining License No.2820/GP-BTNMT. The dumping area at the beginning of the road inside is getting higher and narrower, in addition to the site clearance work at the beginning of the road, there are many obstacles while the dumping area is not much left; The mining and dumping boundaries continue to overlap between units in TKV, between TKV and Dong Bac Corporation, affecting the implementation of design, planning, production organization and dumping... The amount of good coal stored in the storage yard is not much left, the quality of coal in many locations is unstable, causing difficulties in mixing and sorting. Equipment is getting old or broken, input prices such as fuel, raw materials, taxes, fees, etc. are all increasing, which significantly affects the financial balance and cost management of the Company. In addition, the pressure of surplus labor due to restructuring affects the employment and income of workers, etc.

## II. Main indicators of the 2025 Plan

No.	INDICATORS	Unit	Plan 2025 (Dispatch 6636/TKV-KH)	Plan 2025 (Dispatch 873/TKV-KCM)	NOTE
1	Produced coal	1000 tons	3,190	3,710	
-	Import by stripping coefficient	"	2,600	2,670	
-	Clean coal from mixed waste rock and coal	"	590	1,040	
2	Coal consumption	1000 tons	3,190		
-	Raw coal	"	2,385		
-	Clean Screened	"	805		
3	Rocks and soil prepared for production accounting	1000 m <sup>3</sup>	36,000	36,350	
-	Rocks and soil prepared for production	1000 m <sup>3</sup>	35,000	35,350	
-	Rocks and soil prepared for production stripped	1000 m <sup>3</sup>	1,000	1,000	
4	Stripping ratio for production preparation	m <sup>3</sup> /ton	13.46	13.24	
5	Accounting for the stripping ratio of production preparation	m <sup>3</sup> /ton	13.85	13.61	
6	Drilled Meters for Production	1000 mk	803		
7	Total Revenue	billion	5,218		
8	Construction investment	billion	495.925		
9	Profit (before Tax)	billion	38.108		
10	Average salary	Million VND	13.106		
11	Payout ratio (expected)	%	≥ 3		

## III. Main solutions:

**1. Technique - Technology:** In 2025, conditions for exploitation, dumping and resource mobilization will continue to be more difficult than in previous years. The key tasks of technical work are: (i) Continue to exploit Deo Nai mine (Mining License No.2817) and Coc Sau mine (Mining License No.2820). (ii) Closely follow the coal

industry development plan, complete the issuance of the Mining License of Coc Sau - Deo Nai mine cluster in 2025. (iii) Ensure reasonable exploitation output in accordance with the Industry Plan. (iiii) Continue to improve the parameters of the exploitation system. Maximize resource recovery and improve product quality. Balance and reasonably operate technological indicators to ensure economic and technical efficiency.

- Regarding resource mobilization: (1) KTDN: Continue to mobilize resources in the main seam bottom area, partly in the southern wing area of the main seam and the northern pillar; The main exploitation objects are the GI3a(2), GI3a(1) and GI2c seams in the bottom area, the exploitation sequence is from top to bottom, from north to south, exploiting the GI3a(2) seam in the south and GI2c in the west; The process of expanding the mine bank combines the exploitation of thin seams of the GI and GII seam clusters; The mine bottom elevation is up to -280. (2) KTC6: Continue to mobilize resources in the East Thang Loi bottom area, partly in the South Quang Loi area; The main exploitation objects are the GII East Thang Loi and GII Nam Quang Loi seams; The exploitation sequence is from top to bottom, from east to south; The mine bottom elevation is up to -315.

- Regarding dumping: Continue to coordinate with relevant units to solve dumping difficulties. The volume of excavated soil and rock is dumped at the following dumping sites: Tay Lo Tri dumping site, Dong Khe Sim dumping site, Nam Khe Tam dumping site, Thang Loi dumping site, Dong Cao Son dumping site and Khe Cham II dumping site.

+ Tay Lo Tri Waste Landfill: deploy dumping and leveling of Tay Lo Tri landfill, dumping direction from low to high, from South to North, dumping elevation up to +215.

+ Dong Khe Sim - Nam Khe Tam dumping site: deploy dumping in the area north of Nam Khe Tam dumping site bordering Duong Huy to the end boundary of the dumping site to construct environmental protection works in the area north of Nam Khe Tam dumping site.

+ Waste dump in Thang Loi: continue to dump and expand the area north of the waste dump in Thang Loi, the dumping elevation is from level +0 and above. After Coc Sau mine finishes exploitation, deploy dumping and leveling of Dong Thang Loi mine, the dumping elevation is up to level +300.

+ Waste dump in Khe Cham II: Dumping in the area bordering the eastern area of Nam Khe Tam dump, the dumping boundary crosses the boundary of Nam Khe Tam dump into the boundary of Khe Cham II mine (open-pit), the dumping elevation reaches level +295.

- Regarding the implementation of technological indicators: Organizing the exploitation, processing and consumption of coal to ensure quality. Maximizing resource recovery and improving product quality. Controlling and operating technological indicators to ensure economic and technical efficiency.

- Regarding Natural Disaster Prevention and Search and Rescue work: Develop and issue the Company's Natural Disaster Prevention and Search and Rescue Plan for 2025 in line with the new situation. Coordinate with neighboring units and local authorities to develop coordination plans/regulations with neighboring units and local authorities.

## **2. Production and consumption management**

- Maintain operations between units, arrange equipment reasonably and synchronously, pay more attention to production conditions to arrange appropriately to



promote the productivity of the entire system in the Company as well as the outsourced units. Operate the loading and unloading position, the earth and rock transportation route suitable to weather conditions, limit the use of equipment on rainy days. Organize water pumping well, coal mining plan before the rainy season, ensure the plan, progress of lowering the mine, typhoon and flood prevention project.

- Regularly check and promptly consolidate the locations of the typhoon and flood prevention drainage area to ensure stability according to the Natural Disaster Prevention and Search and Rescue plan. When heavy rain is forecast, urge units to move equipment to safe locations. Pay attention to road irrigation to suppress dust and protect the environment, especially in areas adjacent to residential areas. Maintain the misting system to suppress dust to ensure a clean environment and ensure the health of workers. Regularly check on security and safety work at the mine site during production shifts. Continue to promote the application of information technology in production according to the policy of TKV and the Company.

- Prepare and arrange enough feed for the Conveyor and outsourced screens to operate, increase clean coal output from mixed rock and coal and lump coal to meet market demand, contributing to increasing revenue for the Company.

- Continue to improve the quality of using small bucket hydraulic excavators to selectively excavate coal, especially in the seams, diversify products, produce coal linked to the market, prioritize production and consumption of high-value coal types. Develop plans, organize processing, and mix coal reasonably to ensure consumption progress and according to market demand. Consumption mixing plans must be calculated to ensure economic efficiency. Coordinate with functional departments of TKV, Vinacomin – Cam Pha Port and Logistics Company, Vinacomin - Cuaong Coal Preparation Company and coal processing units to proactively manage coal consumption according to plan.

### **3. Solutions for electromechanical, transportation and materials**

- Based on the production plan for 2025, it is necessary to develop a very specific plan for equipment usage to have a plan for mobilizing, repairing, storing and liquidating appropriate equipment to ensure cost efficiency, ensuring jobs and salary for workers. Strengthen management, strictly control the cost of raw materials and fuel; Create conditions for equipment to increase productivity and increase equipment mobilization time to ensure good implementation of established norms, with a mobilization rate of 80% or more. Strengthen and maintain informatization and automation in production management and operation, apply some software for equipment management, material management, daily orders, statistics, salaries... continue to effectively utilize the conveyor system, slurry separation system, electronic scales, cameras, black boxes, GPS, power supply system, communication system, and water pumps to meet production requirements.

- Develop long-term, quarterly and monthly material plans to ensure accuracy and timely response to the Company's production and equipment repair schedule. Proactively seek additional suppliers, ensure and enhance high competitiveness in quality, price and time of material supply. Implement strict procurement procedures in accordance with regulations and rules on material management. Increase purchases from direct importers, minimize purchases through intermediaries to reduce the Company's production costs. Maintain periodic and unscheduled inspections of material management and use at construction sites and workshops, and report evaluations after each inspection to find

solutions to implement in accordance with regulations. Manage materials inventory ratios well to ensure they are lower than TKV's regulations.

- Continue to maintain informatization and automation in production management and operation, apply some software for equipment management, material management, daily orders, statistics, salaries... continue to effectively utilize the conveyor system, slurry separation system, electronic scales, cameras, black boxes, GPS, power supply system, communication system, and water pumps to meet production requirements.

**4. Planning - Cost Management:** 2025 is considered to be a more difficult year than 2024 for the Company. Therefore, it is necessary to focus on disseminating to all employees in the Company the correct and complete awareness that "increasing productivity, reducing costs to lower product prices" is a decisive condition for salary income and employee benefits, from which each employee in the Company is self-aware of saving costs from the smallest work to contribute to the successful completion of the assigned tasks.

Based on the business coordination plan, the Company builds a production and business plan that needs to calculate cost reduction options at each stage and each production stage and assigns it to the cost management unit, limits the occurrence and must closely follow the production conditions of each period of the year to assign plans close to the reality of each unit; monthly acceptance and evaluation of results, acceptance of settlement for units and associated with the responsibilities of the staff departments.

Closely control the implementation of the monthly and quarterly production and business plans, especially the volume, value and progress of implementation, based on the acceptance of the analysis of the increase and decrease in costs, evaluate and identify the causes, forecast costs in advance, and propose solutions for reasonable management. Continue to maintain and deploy additional socialized services in possible jobs that the Company does not do or does ineffectively to save costs.

#### **5. Organizational Management - Labor and salary:**

a) Key tasks: In 2025, the Company will implement the public finance project according to the 2025-2028 plan. The Company will review and rearrange all units and departments to a sample model. Arrange management staff in a streamlined, synchronous and specialized manner. Develop a roadmap to reduce management and surplus labor, striving to maintain stable income.

b) Review and balance labor reasonably for each stage and each department, ensuring enough labor in the production line, especially technical labor. Assign labor - salary plans for job titles according to TKV's instructions. Develop and issue reasonable salary and bonus mechanisms, paying special attention to those who directly make products, striving for income to continue to be higher than in 2024. Maintain the implementation of work efficiency assessment according to KPIs tools to all units in the Company. Train and improve the qualifications, awareness, and industrial style of technical workers; develop a training plan with the goal of "each person is good at one job but must know many jobs" to meet production requirements. For personnel work, it is necessary to be proactive in developing specific plans to gradually reduce production scale reasonably, ensuring the direction of leanness and efficiency. Reduce the number of support, service and indirect workers, accordingly the number of these workers must be reduced annually until reaching the rate prescribed by the Corporation. Improve health care and medical examination and



treatment. Check the compliance with Labor Regulations, especially checking to detect workers using drugs and take measures to prevent consequences.

**6. Accounting - Statistics - Finance Management:** Effectively use capital sources, mobilize and use loans for investment projects according to plans, preserve and develop equity capital. Implement debt collection management, reduce short-term debt balance. Strictly implement debt management regulations according to regulations. Organize accounting to ensure compliance with State regulations. Do a good job of Statistics to help timely management in production. Apply information technology in Statistics to gradually eliminate paper ballots to improve management efficiency. Disclose information transparently and promptly according to the Law, resolve issues related to shares for shareholders.

**7. Management of investment, environment, land management, environment measures**

- Construction investment work: Deploy project preparation and implementation work immediately after TKV approves the 2025 Construction Investment Plan, striving to complete 100% of the investment plan with an estimated value of 495.925 billion VND. Focus on key projects: (1) Continue to implement the Coc Sau - Deo Nai Mine Cluster Investment Project, complete the procedures for applying for the Project License according to schedule and regulations; completely complete the equipment investment packages in the approved 2025 Construction Investment Plan; (2) Electronic vehicle weighing station investment project  $\geq 200$  tons, organize implementation to complete in 2025; (3) Continue to deploy and implement investment projects to maintain production to ensure progress and efficiency in investment work.

- Environmental protection work: Immediately implement environmental protection work after the plan is approved by TKV, strive to complete 100% of the environmental protection plan assigned by TKV. Focus on the main tasks: (1) Continue to plant trees to improve the environment; (2) Organize well the tree planting ceremony in early Spring of 2025 as planned; (3) Implement and operate the Environmental Management System according to ISO 14001:2015; (5) Focus on directing the implementation of environmental protection laws (Hazardous waste, domestic waste, air environment and water environment; environmental monitoring); (6) Prepare water sources well and manage and operate dust suppression misting systems well.

- Continue to maintain and strengthen the inspection of resource management boundaries, mine boundaries and leased land boundaries. The working group strengthens the implementation of land management and use; reviews all leased land areas, resolves problems with related bordering units, organizes the handover of leased land areas to units within the Company for direct management and use according to the right purpose. Focus on ensuring progress and ensuring sufficient land for production, especially the dumping work at the Nam Khe Tam - Dong Khe Sim dumping site. Completely resolves problems and shortcomings in land management and prepares dumping areas for the Coc Sau - Deo Nai mining cluster exploitation project to come into operation.

**9. Restructuring work:** Continue to focus on implementing Resolution No.05-NQ/DU, dated August 30, 2024 of the Company's Party Committee on leading the Company's restructuring work until 2025; Decision No. 876/QĐ-TĐNCS, dated July 16, 2024; Plan No. 3170/TĐNCS- TCNS dated October 22, 2024 of the Company's Director on developing the Organization and Labor Plan of Deo Nai - Coc Sau - TKV Coal Joint

Stock Company until 2025 and the period 2026÷2030. Implement procedures for registering as a public company, centralized securities depository and registering to list the Company's shares on the stock exchange.

**10. Regarding Inspection -Legal - Auditing:** Develop inspection and supervision programs for units, in addition, coordinate with functional departments to regularly organize thematic inspections to improve the effectiveness of the Company's general management. Propaganda on State legal policies and Law Day. Carry out public reception work in accordance with principles, resolve petitions and recommendations promptly and in accordance with the law.

**11. Solutions on Safety - Security:** Implement solutions and programs set out in the year, organize well the Action Month on Occupational Safety and Hygiene. Strengthen thematic inspections, surprise inspections... Strive to reduce to the lowest level the number of incidents and occupational accidents, no serious and serious incidents and occupational accidents. Draw profound lessons in safety work for incidents that occurred in 2024. Continue to strictly direct the implementation of Directives, resolutions, and regulations of superiors on the management, protection, exploitation, transportation, processing, and consumption of coal in the area. Strengthen the quality of self-management work, enhance the responsibility of security forces, do a good job of protecting mine boundaries, protect assets, and prevent from the beginning hot spots of insecurity and disorder.

### PART THREE

#### KEY TARGETS FOR THE 5-YEAR PLAN 2026-2030

The key indicators are summarized in detail in the following table:

No.	Indicators	Unit	5 year plan				
			2026	2027	2028	2029	2030
<b>1</b>	<b>Resource Management</b>						
a	Open-pit Overburden Removal	1000m3	25,500	30,000	37,200	37,200	33,800
	In which: Land prepared for production	"	25,500	30,000	37,200	37,200	33,800
	Construction land	"					
b	CBSX Overburden Stripping	m3/ton	12.14	12.50	13.78	13.78	13.52
<b>2</b>	<b>Main products</b>						
<b>2.1</b>	<b>Raw coal</b>	<b>1000 ton</b>	<b>2,100</b>	<b>2,400</b>	<b>2,700</b>	<b>2,700</b>	<b>2,500</b>
-	Open-pit	"	2,100	2,400	2,700	2,700	2,500
<b>2.2</b>	<b>Clean coal at the mine</b>	<b>1000 ton</b>	<b>650</b>	<b>670</b>	<b>790</b>	<b>790</b>	<b>675</b>
-	Clean coal from raw material	"	150	170	190	190	175
-	Clean coal from mixed waste rock and coal	"	500	500	600	600	500
<b>2.3</b>	<b>Coal consumption (delivered to the Corporation)</b>	<b>1000 ton</b>	<b>2,600</b>	<b>2,900</b>	<b>3,300</b>	<b>3,300</b>	<b>3,000</b>
a	Coal delivered to coal preparation Company	"	1,950	2,230	2,510	2,510	2,325
-	Raw coal	"	1,950	2,230	2,510	2,510	2,325
b	Coal delivered to the logistics company	"	650	670	790	790	675



-	Clean coal	"	650	670	790	790	675
<b>3</b>	<b>Total Revenue</b>	<b>Million dong</b>	<b>3,984,265</b>	<b>4,398,348</b>	<b>5,087,123</b>	<b>5,266,529</b>	<b>4,624,076</b>
3.1	Coal production revenue	"	3,972,265	4,386,348	5,075,123	5,254,529	4,612,076
3.2	Other manufacturing revenue	"	12,000	12,000	12,000	12,000	12,000
<b>4</b>	<b>Profit</b>	<b>Million dong</b>	<b>29,591</b>	<b>32,899</b>	<b>37,773</b>	<b>38,666</b>	<b>34,427</b>
4.1	Coal production	"	29,591	32,899	37,773	38,666	34,427
4.2	Other production	"					
<b>5</b>	<b>Labor - Salary</b>						
5.1	Standard labor	People	2,981	2,934	2,968	2,858	2,620
		1000					
5.2	Average salary	VND/person/month	14,191	14,923	15,528	16,442	17,255

Deo Nai - Coc Sau - TKV Joint Stock Company would like to report and request shareholders to approve the 2024 production and business results; 2025 production and business plan and key indicators to the 5-year production and business plan 2026-2030 for implementation.

**Recipients:**

- Company shareholders;
- Members of the Board of Directors and Board of Supervisors (e-copy);
- Post on Company Website;
- Save: Administration, Office

**O/B. BOARD OF DIRECTORS  
MEMBER OF BOARD OF DIRECTORS**



**Dang Thanh Binh  
(Company's Director)**





*Cam Pha, April 21, 2025*

**REPORT  
ON THE BOARD OF DIRECTORS' OPERATION IN 2024  
AND OPERATION DIRECTION IN 2025**

To: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company

Pursuant to the Company's Charter of Deo Nai - Coc Sau - TKV Coal Joint Stock Company approved by the General Meeting of Shareholders (first amended and supplemented) on November 19, 2024.

Pursuant to the Working Regulations of the Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company approved by the General Meeting of Shareholders on November 19, 2024.

The Board of Directors of the Company for the first term (2024-2029) was elected at the 2023 Extraordinary General Meeting of Shareholders of Vinacomin - Deo Nai Coal Joint Stock Company held on December 28, 2023 and Vinacomin - Coc Sau Coal Joint Stock Company held on December 29, 2023;

The Board of Directors of the Company would like to report to the General Meeting on the results of operations in 2024 and propose operation directions and tasks in 2025 with the following contents:

The Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company for the first term (2024-2029) was elected at the 2023 Extraordinary General Meeting of Shareholders of Vinacomin - Deo Nai Coal Joint Stock Company held on December 28, 2023 and Vinacomin - Coc Sau Coal Joint Stock Company held on December 29, 2023. The Board of Directors of the Company took effect and started operating from June 26, 2024. The Board of Directors continued to complete its personnel at the Extraordinary General Meeting of Shareholders held by the Company on November 19, 2024, with 05 members, including:

- Mr. Nguyen Trong Tot - Chairman of the Board of Directors;
- Mr. Dang Thanh Binh - Member of Board of Directors;
- Mr. Nguyen Van Thuan - Executive member of the Board of Directors;
- Mr. Vu Trong Hung - Member of Board of Directors;
- Mr. Phung Van Tuyen - Independent member of the Board of Directors.

(The 2024 Extraordinary General Meeting of Shareholders approved the dismissal of Mr. Nguyen Tan Long as a member of the Board of Directors; and elected Mr. Phung Van Tuyen as an independent member of the Board of Directors).

After completing the Board of Directors' personnel according to regulations, in 2024, the organizational structure ensured the quantity and went into stable operation.

**1. Salary, remuneration, allowances and other benefits in 2024**

Pursuant to Clause 3, Article 163 of the Law on Enterprises 2020 and the Company's Charter, the Board of Directors reports on remuneration and other benefits in 2024 as follows:

- Salary of Board of Directors' members: 796.746 million VND;
- Remuneration of Board of Directors' members: VND 106.582 million VND;
- Allowance paid to Independent Member of Board of Directors: 29,2 million VND.

Details in the following table:

No.	Full name	Position	Implemented in 2024 (Million VND)			
			Total	Salary	Remuneration	Allowance
	<b>Total</b>		<b>932.53</b>	<b>796.75</b>	<b>106.58</b>	<b>29.2</b>
1	Nguyen Trong Tot	Chairman of the Board of Directors	31.61		31.61	
2	Dang Thanh Binh	BOD's Member, Director	311.77	284.83	26.94	
3	Nguyen Van Thuan	BOD's Member	252.54	252.54		
4	Vu Trong Hung	BOD's Member	279.48	252.54	26.94	
5	Nguyen Tan Long	BOD's Member	27.93	6.83	21.10	
6	Phung Van Tuyen	Independent BOD's Member	29.2			29.2

## 2. Summary of Board of Directors' meetings and Board of Directors' decisions.

The activities of the Board of Directors of the Company have complied with the law, the Company's Charter, implemented the Resolutions of the General Meeting of Shareholders, held 17 meetings and issued 24 resolutions (17 general resolutions, 07 specialized resolutions), issued 75 decisions and 02 other documents; issued 27 management regulations as a basis for the Company's management and operation activities with the following main contents:

(1). Continue to organize the amendment of the Charter , draft management regulations under the authority of the Company's General Meeting of Shareholders to submit to the 2024 Extraordinary General Meeting of Shareholders held on November 19, 2024 for approval according to regulations; Direct to fully and promptly issue all management regulations of the new Company (Consolidated Company) as a basis for the general management and operation of the Company and to inspect and supervise the activities of the Company's Board of Directors in accordance with regulations.

(2). Issue Resolutions/Decisions on the date of operation of the Consolidated Company, organizational model, management structure from the Company level to the Construction sites, workshops and departments. Maintain the production organization model, organize the Company's executive apparatus including: 14 Advisory and Support Departments and 23 Construction sites and workshops after the merger. Compared to the model of TKV issued under Decision No. 2411/QĐ-TKV, it is much better.

(3). In 2024, decisions were issued to appoint full personnel of the management and operation apparatus when Deo Nai-Coc Sau-TKV Coal Joint Stock Company officially operates from June 26, 2024 to ensure compliance with regulations.

(4). Direct and successfully organize the 2024 Annual General Meeting of Shareholders on April 24, 2024 and the Extraordinary General Meeting of Shareholders on November 19, 2024 in accordance with the provisions of law.



(5). Directed the establishment of the Steering Committee and Working Groups to assist in the Company's Public finance, assigned tasks and issued plans to implement the contents and work. Reduced 02 management units on the basis of merging 02 STTT Construction Sites and dissolved PXVT11.

(6) After the end of the fiscal year, the Board of Directors of the Company held a review meeting for each member of the Board of Directors and the results were: All members of the Board of Directors fulfilled their assigned duties and responsibilities, fully promoted their abilities and capacities, and performed their assigned rights and duties honestly and carefully to ensure maximum legitimate interests of the Company and its shareholders, and absolutely did not use the Company's information, secrets, business opportunities, or abuse their positions, titles, or assets for personal gain or to serve the interests of other organizations or individuals. The major policies and decisions issued by the Board of Directors all complied with the prescribed principles of collective work and the Company's internal management regulations; all members of the Board of Directors fully participated in all meetings and successfully implemented the resolutions passed by the General Meeting of Shareholders.

**3. Report on transactions between the company, subsidiaries, companies in which the public company controls 50% or more of the charter capital with members of the Board of Directors and related people of such members; transactions between the company and companies in which members of the Board of Directors are founders or business managers within the latest 3 years before the time of the transaction.**

In 2024, the General Meeting of Shareholders issued Resolution No. 15/NQ-DHDCD dated November 19, 2024 "On approving contracts and transactions between Deo Nai - Coc Sau - TKV Joint Stock Company and related enterprises and people in 2024" and disclosed information according to regulations. Accordingly, the contracts and transactions between the Company and major shareholders or related enterprises and people are mainly about selling coal to TKV Corporation (TKV Corporation is a major shareholder owning 65% of the Company's charter capital), blasting services, and environmental treatment during the Company's production process. The total value of transactions carried out in 2024 between the Company and TKV Corporation is 3,183 billion VND, through branches of TKV Corporation, single-member LLCs in which TKV holds 100% of the charter capital or has controlling rights, which are enterprises, specifically as follows:

- Vinacomin - Cuaong Coal Preparation Company, implementation value: 1,841 billion VND;
- Vinacomin - Cam Pha Port And Logistics Company transaction value: 1,159 billion VND;
- Vinacomin - Mining Chemical Industry Holding Corporation Limited - transaction value: 154.96 billion VND;
- Vinacomin - Environment Company Limited transaction value: 27.7 billion VND.

In addition, the Company also has contracts and transactions with a number of companies whose related persons are members of the Board of Directors of companies such as: Vinacomin Tourism and Trading Joint Stock Company; Institute of Mining Science and Technology, in the fields of transactions, contracts for the purchase and sale of supplies, raw materials, fuel, and serving industrial meals for employees, with the transaction value implemented in 2024 as follows:

- Vinacomin Tourism and Trading Joint Stock Company implemented: 57.584 billion VND;

- Institute of Mining Science and Technology implemented: 2.9 billion VND.

**4. Activities of independent members of the Board of Directors and the results of independent members' assessment of the activities of the Board of Directors (for listed companies).**

Have separate report

**5. Activities of the Audit Committee under the Board of Directors in case a public company operates according to the model prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises 2020.** None

**6. Activities of other subcommittees of the Board of Directors (Corporate Governance Officer cum Company Secretary).**

In 2024, the Corporate Governance Officer cum Company Secretary fully performed the functions, duties and powers prescribed by law and the Company's Charter. Advised the Board of Directors to successfully organize the 2024 Annual General Meeting of Shareholders and the 2024 Extraordinary General Meeting of Shareholders to ensure compliance with current regulations. Advised, gathered and organized Board of Directors meetings to review and resolve matters to meet the Company's production and business requirements. Performed well the administration of the Joint Stock Company in accordance with the law, maintained and implemented the relationship between the Company and shareholders to ensure the rights of shareholders in accordance with current regulations.

Disclose periodic, irregular and ad hoc information as required to the State Securities Commission, Hanoi Stock Exchange and other State management agencies fully, promptly and in compliance with regulations.

## **7. Results of supervision on the Director**

The Board of Directors regularly supervises the management staff, requires the executive apparatus to report regularly and irregularly, 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 have all completed their assigned tasks well.

In carrying out the tasks stipulated by the Company's 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 capital safety and assets. Therefore, the Company has successfully completed the business targets that the General Meeting of Shareholders has decided.

## **8. Monitoring results for other 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, workshops and workshops to carry out the company's production and business tasks



to ensure that they meet the set requirements, without any indications 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 excellently completed the assigned tasks.

### **9. Direction and tasks of the Board of Directors' activities in 2025**

Entering 2025 with many difficulties and challenges for the leadership and direction of the Board of Directors of the Company; Including 02 very important tasks/jobs: *(1)* Continue to implement the Company's restructuring after the merger according to the approved Plan/Scheme to ensure the set progress and current regulations; *(2)* Continue to implement the procedures for closing the mines of part of the Mining Licenses (No. 2817, 2820) and apply for a License for the Coc Sau - Deo Nai Mining Cluster mining project according to schedule; In addition, it is necessary to direct the implementation of a reasonable Equipment Investment Plan to meet each stage of the Project; The main goal of the Company is still to ensure stability and development of production and business, maintain good management aspects, ensure maximum profits, distribute dividends to shareholders reasonably, and increase the accumulation of Owner's capital.

*The Company's Board of Directors sets out the following directions and tasks for 2025:*

(1). Regularly lead and direct the Board of Management and the Company's executive apparatus to proactively, attentively, and closely follow the implementation of work steps, documents and procedures to close the mine and apply for mining licenses for the Coc Sau-Deo Nai mining cluster project; continue to carry out the Company's restructuring after the merger according to the Resolution of the Shareholders' Meeting, approved plans/projects and superior directives to ensure progress and compliance with legal regulations;

(2). Continue to direct the implementation of legal procedures for the Company to register for public listing, register/deposit securities and list shares on the stock market according to the issued plan to ensure shareholders' rights and legal regulations;

(3). Continue to direct the Company in handling houses, land, and architectural structures after the merger in accordance with TKV's direction to ensure progress, efficiency, and current regulations;

(4). Continue to review, amend and supplement management regulations in accordance with legal regulations, complete management mechanisms, and specifically decentralize authority to ensure the most favorable governance role of the Board of Directors and the most favorable operations of the Board of Management, creating a driving force to promote the autonomy and self-responsibility of departments and individuals;

(5). Proactively direct the rearrangement of the organizational structure and production organization to suit the production and business situation of the Company after the merger, train quality human resources, and continuously develop a team of dynamic and qualified staff to meet the long-term development process of the Company. Adhere to the policy of continuing to perform some stages and outsourced tasks if they are effective and in accordance with current regulations; Effectively resolve the problem of surplus labor and personnel of the Company after the merger;

(6). Investment and equipment purchasing work: Due to deep mining conditions, it is necessary to balance reasonable investment in synchronous equipment of automobiles - large capacity excavators to improve labor productivity, reduce production costs, but still ensure the acceptable safety debt coefficient; It is necessary to consider balancing capacity, investment, and



mobilizing appropriate production equipment when the mine cluster project comes into operation; Coordinate well with Coc Sau Coal Company to calculate appropriately;

(7). Technical work: Balance the resource mobilization plan for 2025 to ensure output and resource savings, balance between regions to stabilize quality and production costs. Proactively end mining, take all coal volume at Coc Sau mining site and finish before the rainy season, creating a ready area for the Mine Cluster Project to operate; This is one of the important tasks that needs regular and continuous direction because the Company is currently facing many difficulties in terms of resources in both quantity and quality;

(8). Production management and direction work.

- Organize and direct the implementation of the production and business plan to each workshop approved by the General Meeting of Shareholders.

- Direct the implementation of the plan, organize quarterly reviews and inspections of the plan implementation status in all production stages, especially product consumption, outsourcing, material management, and cost management. Implement specific solutions to ensure production and business efficiency.

- Strengthen cost management by reviewing technical and economic norms, cost management for production units and directly impacting workers, creating motivation to promote increased labor efficiency of workers.

- Strictly control capital sources, review and consider investment portfolios and projects to have effective investment plans. Manage and operate the Company's business activities to complete planned targets and achieve efficiency.

(9). Closely coordinate with the executive body, the Board of Supervisors in administrative work and other socio-political organizations in the Company to promote the combined strength in the business process for the purpose of developing the Company, taking good care of the lives of employees to build the Company to grow more and more.

(10). Perform the duties and functions of an independent member of the Board of Directors as prescribed (*with separate report*).

Above are the main activities of the Board of Directors of the Company in 2024, directions and measures to implement the production and business plan for 2025. The Board of Directors of the Company respectfully submits to the General Meeting and seeks opinions from shareholders./.

**Recipients:**

- Company shareholders (Via Website);
- Members of the Board of Directors and Board of Supervisors;
- Post on Company Website;
- Save: Administration, Office.

**O/B. BOARD OF DIRECTORS  
CHAIRMAN OF BOARD OF  
DIRECTORS**



**Nguyen Trong Tot**



*Cam Pha, April 21, 2025*

No: 3121 / TDNCS-KT

**REPORT**  
**On continuing to implement procedures for listing shares**

Dear: Shareholders of the Company.

Pursuant to the Charter on organization and operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company (amended and supplemented) approved by the General Meeting of Shareholders on November 19, 2024;

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

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and implementing documents;

Pursuant to Resolution of the Extraordinary General Meeting of Shareholders No. 15/NQ-DHDCD dated November 19, 2024 of Deo Nai - Coc Sau - TKV Coal Joint Stock Company.

Deo Nai - Coc Sau - TKV Coal Joint Stock Company reported to the Meeting some of the work implemented up to now, specifically as follows:

1. For registration of Public Company:

- On February 25, 2025, the State Securities Commission issued Document No. 919/UBCKNN-GSDC confirming the completion of the registration of a public company of Deo Nai - Coc Sau - TKV Coal Joint Stock Company;

- On March 25, 2025, the State Securities Commission issued Document No. 475/UBCK-PTTT regarding the announcement documents of maximum state ownership ratio of Deo Nai - Coc Sau - TKV Coal Joint Stock Company.

2. For registration and centralized securities depository at Vietnam Securities Depository and Clearing Corporation (VDSC):

- The Company has completed the shareholder list closing on February 28, 2025. On March 24, 2025, the Company submitted a set of documents to register for centralized securities depository at the Vietnam Securities Depository and Clearing Corporation (VDSC);

- After receiving the document, on March 31, 2025, Vietnam Securities Depository and Clearing Corporation issued Document No. 3773/VSDC-DKCP.NV regarding the initial share registration dossier sent to the Company. Based on the contents of the document, the Company continues to supplement and complete the document in accordance with legal regulations.

3. Regarding the implementation of listing all shares of Deo Nai - Coc Sau - TKV Coal Joint Stock Company at Hanoi Stock Exchange (HNX):

- On March 24, 2025, the Company submitted a registration dossier to list all shares at the Hanoi Stock Exchange (HNX).

- After receiving the document, on April 2, 2025, Hanoi Stock Exchange issued Document No. 649/SGDHN-GLNY on supplementing the document for listing registration of Deo Nai - Coc Sau - TKV Coal Joint Stock Company to the Company. Based on the contents of the document, the Company continues to supplement and complete the document in accordance with legal regulations.

The company will continue to fully implement documents and procedures to list all shares of Deo Nai - Coc Sau - TKV Coal Joint Stock Company at the Hanoi Stock Exchange (HNX) to ensure compliance with legal regulations.

The Board of Directors respectfully reports to shareholders for information./.

**Recipients:**

- Shareholders of the Company;
- Members of the Board of Directors and Board of Supervisors;
- (Website Upload);
- Save: Administration, Company Secretary.

**O/B. BOARD OF DIRECTORS**



**Nguyễn Trọng Tot**



VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES HOLDING  
CORPORATION LIMITED  
**DEO NAI - COC SAU- TKV COAL  
JOINT STOCK COMPANY**

No: 3122 / TDNCS-HDQT

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**Independence □ Freedom □ Happiness**

*Cam Pha, April 21, 2025*

## **REPORT**

### **Activities of Independent Member of the Board of Directors and evaluation results of Independent member of the Board of Directors on the operation of the Company's Board of Directors in 2024**

Dear: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company.

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

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

Pursuant to the Company's Charter of Deo Nai - Coc Sau - TKV Coal Joint Stock Company approved by the General Meeting of Shareholders on November 19, 2024;

Pursuant to the Working Regulations of the Company's Board of Directors (BOD) issued in Decision No. 4382/QD-TDNCS dated November 28, 2024.

Implementing the functions and duties of the independent member of the Board of Directors as prescribed in the Law on Enterprises 2020, Decree 155/2020/ND-CP and the Company's Charter. The independent member of the Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company reports to the General Meeting of Shareholders on activities of Independent Member of the Board of Directors and evaluation results of Independent member of the Board of Directors on the operation of the Company's Board of Directors in 2024 as prescribed in Articles 277 and 280 of Decree 155/2020/ND-CP of the Government as follows:

## **Part 1**

### **OPERATION REPORT OF INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS IN 2024 AND 2025 OPERATION PLAN**

Deo Nai - Coc Sau - TKV Coal Joint Stock Company was formed from the merger of two companies: Vinacomin - Deo Nai Coal Joint Stock Company and Vinacomin - Coc Sau Coal Joint Stock Company. The merged Deo Nai - Coc Sau - TKV Coal Joint Stock Company officially came into operation on June 26, 2024.

Based on the results of the tasks assigned by the Board of Directors, the independent member of the Board of Directors would like to report the results of the operation in 2024 as follows:

**1. On the operation and supervision of independent member of the Board of Directors.**

- Being elected as an independent member of the Company's Board of Directors from November 19, 2024, I was able to participate in 2/17 Board of Directors meetings in 2024, reaching a rate of 13%. *(Because the Board of Directors had previously held 15 meetings)* and a number of other meetings related to the Company's management work assigned to me, such as Production and Business, Cost Management... participating in field trips to the mining site with the Board of Directors and management departments in the company.

- The documents sent by the Company before the meeting are carefully reviewed and studied by the independent member of the Board of Directors to provide comments, discuss and debate at the meeting to ensure transparency, openness, objectivity, and compliance with state regulations and the Company's regulations. In addition, the independent member of the Board of Directors also implemented a number of other tasks assigned by the Board of Directors, such as: Being a member of the Company's restructuring steering committee for the period up to 2025 and orientation to 2028. Participating in the appraisal and giving opinions on projects/plans/work programs/plans on the Company's restructuring work before submitting them to competent authorities for approval. In addition, assisting the Company's Secretary in reviewing and issuing documents under the authority of the Board of Directors in accordance with the provisions of law.

- Regarding the results of monitoring work:

+ Monitor the implementation of the Board of Directors' Resolutions and the regulations on management in the internal management regulations system. Coordinate with the Internal Control System, the financial accounting department, payroll, and other management departments to conduct control and review of compliance with regulations and the implementation of the Board of Directors' Resolutions in all aspects of management.

+ Based on the supervision implemented by the independent member of the Board of Directors and based on the results of the control of the Board of Supervisors (BOS), internal audit, and considering the 2024 financial statement and the quarterly financial reports related to the subject of supervision, the independent member of the Board of Directors found that: The above-mentioned business activities of the Company ensure compliance with the provisions of the Charter, the regulations of the Board of Directors, the regulations of the Director and relevant laws.

However, during the operation and supervision process, the independent member of the Board of Directors has the following recommendations: *The Company needs to pay attention to timely updating new regulations of the State related to all aspects of the Company's production and business activities to implement, prevent and limit shortcomings that may lead to the Company violating the law and being administratively fined by competent authorities. For example, regulations on tax policies, regulations on mineral resource management or regulations on information disclosure responsibilities for listed public companies...*

## **2. Operation plan of independent member of the Board of Directors in 2025.**

- Continue to promote the role of independent member of the Board of Directors, always comply with legal regulations, the Company's Charter and corporate governance principles according to best practices. Perform the role of supervising some aspects of operations as assigned by the Board of Directors, give independent and objective opinions and protect the interests of shareholders, especially minority shareholders.

- Enhance the responsibility of independent member of the Board of Directors, maintain independence in all activities and decisions of the Board of Directors. Be open and transparent about interest relationships (if any) and ensure that there are no conflicts of interest



in the performance of duties. Take measures to ensure that decisions of the Board of Directors are made objectively and fairly.

- Perform well the general duties of a member of the Board of Directors at Board of Directors meetings in accordance with the provisions of law, the Charter, the Company's Regulations and the Board of Directors' Decision on assigning duties to members.

- Proactively review and propose to the Board of Directors the application of new legal regulations (if any) related to the Company's management.

## **Part 2**

### **EVALUATION RESULTS OF INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS ON THE OPERATION OF THE COMPANY'S BOARD OF DIRECTORS IN 2024**

After being elected as an independent member of the Board of Directors from November 19, 2024 and based on the assigned tasks of the Board of Directors, the independent member of the Board of Directors proactively studied the previous records and documents on the activities of the Board of Directors. Based on the study of documents and meetings that the independent member of the Board of Directors directly attended, compared with the provisions of law, the Charter and relevant regulations of the Company. The independent member of the Board of Directors has the following assessments on the activities of the Company's Board of Directors in 2024:

#### **1. Activities of the Board of Directors in organizing the General Meeting of Shareholders and completing the structure and organization of the Board of Directors.**

Deo Nai - Coc Sau - TKV Coal Joint Stock Company officially came into operation from June 26, 2024. Therefore, in order to complete the management apparatus of the Company and complete the legal procedures after the merger to turn the Company into a listed public company according to regulations. The Board of Directors has decided to hold an extraordinary General Meeting of Shareholders on November 19, 2024.

Regarding the order, procedures, and content of the meeting, the Board of Directors has developed a detailed plan and directed the full disclosure of information on time as prescribed in Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance. At this extraordinary meeting, the meeting approved many important contents, including the content of completing the structure of the Board of Directors to comply with the provisions of law for listed public companies. Accordingly, the meeting dismissed 1 member of the Board of Directors and elected 1 additional independent member of the Board of Directors. The contents of the Board of Directors' report or presentation at the meeting were all approved by shareholders and voted for by 100% of the total number of voting shares attending the meeting. This demonstrates that the Board of Directors has fulfilled its responsibility in organizing the Company's extraordinary General Meeting of Shareholders in 2024.

Thus, up to now, the Company's Board of Directors has a total of 05 members, including 02 executive members, 02 non-executive members and 01 independent member. With this structure, compared with points a, b, clause 4, Article 26 — Company's Charter, the Company's Board of Directors structure has ensured compliance with the provisions of law and the Company's Charter.

#### **2. Assignment of tasks to members of the Board of Directors.**

Based on the authority and obligations of the Board of Directors as stipulated in Article 27 - Company Charter and to have a basis for assessing the level of task completion of each member, the Board of Directors issued Decision No. 4462/QD-TDNCS dated November 29, 2024 to assign tasks to members of the Board of Directors to inspect and supervise each field of operation of the Company. The assignment of tasks is in accordance with the professional, technical and capacity level in each aspect of work of each member of the Board of Directors.

### **3. Activities in organizing Board of Directors meetings and issuing documents.**

From June 26, 2024, the Company officially came into operation until December 31, 2024, the Board of Directors of the Company held 17 meetings, held in person and collected opinions in writing. The Board of Directors issued 17 Meeting minutes, 25 Resolutions to approve, and implement TKV's documents and direct many other important contents. The order, procedures, sending documents, discussing, voting at meetings and issuing Resolutions ensure the provisions of Article 30 of the Company's Charter. Board members fully participated in all meetings: Publicly expressed opinions and personal views of each member in a democratic, transparent, and equal manner, analyzed the content, discussed and reached consensus before voting. The Board of Directors unanimously agreed not to approve any contents that did not ensure a legal basis, were not suitable to reality or did not ensure sufficient documents for submission. On the basis of compliance with current regulations, creating conditions for the Board of Directors to be flexible in managing production and business activities, the Board of Management has approved a number of authorization contents, ensuring compliance with legal regulations.

In addition, the Board of Directors' meetings invited members of the Board of Supervisors and representatives of relevant departments to attend to clarify issues that the Board of Directors deemed necessary. The resolutions passed all achieved a high rate (100%) of the Board of Directors' members attending the meeting in agreement. In addition, the Board of Directors also issued 75 Decisions, including 27 Decisions to promulgate regulations and 48 other Decisions to serve the management and operation of the Company's production and business.

Independent member of the Board of Directors evaluated the organization of Board of Directors meetings and the issuance of Resolutions and Decisions of the Company's Board of Directors within the prescribed authority.

### **4. Supervisory activities of the Board of Directors in Company management.**

Based on the authority and obligations of the Board of Directors and ensuring that the supervision of the Board of Directors does not hinder the Company's business operations, the Board of Directors has issued the program and plan of activities of the Company's Board of Directors during the year. Accordingly, the quarterly program and plan, the Board of Directors conducts supervision activities for a number of basic activities of the Company such as: Implementation of the Resolution of the General Meeting of Shareholders, Resolution of the Board of Directors, implementation of directive documents of competent authorities, direction of the development of regulations, listening to reports on business results, financial situation, investment, internal audit and a number of other activities to provide timely guidance.

In 2024, the Board of Directors conducted a number of planned monitoring visits to inspect and evaluate the implementation of the Board of Directors in implementing the Resolution of the General Meeting of Shareholders and the Resolutions of the Board of Directors, for example: the implementation of the Company's restructuring, the handling of architectural works and surplus assets after the merger that the Company does not need to use, or the progress of licensing the Coc



Sau-Deo Nai mining cluster project and partial mine closure according to mining licenses No. 2817 and 2820.... In addition, the Board of Directors organized field visits to production sites and listened to reports to grasp the problems arising in production and business at each time, to discuss with the Director to agree on a solution to maximize the common benefits for the Company.

#### **5. Activities of the Board of Directors in working relationship with the Party organization.**

Based on the functions, tasks, and powers of the Board of Directors and the leadership of the Party in joint stock enterprises in which the State holds controlling shares, on October 31, 2024, the Party Committee and the Board of Directors issued Regulation No. 13-QCMQHCT/DU-HDQT regulating the working relationship between the Party Committee, the Board of Directors and the Director of Deo Nai - Coc Sau - TKV Coal Joint Stock Company. In implementing this Regulation, the Board of Directors, during its operations, reported to the Party Committee the contents as prescribed in the Regulation.

#### **6. General assessment of the Company's Board of Directors' operation in 2024.**

The activities of the Board of Directors in 2024 have ensured compliance with the Company's Charter, regulations and laws. The supervision of the Company's operations has been carried out in accordance with regulations and resolutions issued by the Board of Directors. In the supervision activities, the Board of Directors has assigned tasks to members of the Board of Directors, the content and time of supervision are implemented according to the program, plan and other contents when deemed necessary. The Board of Directors is very careful in performing its tasks to maximize the Company's benefits and prevent risks. The Board of Directors' activities have coordinated with the Company's Party Committee according to the coordination regulations.

The Board of Directors' operation report presented at the 2025 Annual General Meeting of Shareholders accurately, fully and honestly reflected the Company's production and business activities in 2024 and the key tasks of 2025, which are in line with the management requirements and development direction of the Company. The Board of Directors' good performance of its tasks in 2024 is the basis for the Company to complete the targets of the 2024 production and business plan, preserve capital, and at the same time ensure the rights and interests of shareholders according to the Resolution of the General Meeting of Shareholders.

Independent member of the Board of Directors would like to report to the General Meeting.

Thank you very much./.

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

- As above;
- Members of the Board of Directors and Board of Supervisors (E-copy);
- Save: Administration, Company's Secretary.

#### **INDEPENDENT MEMBER OF THE COMPANY'S BOARD OF DIRECTORS**



**Phung Van Tuyen**





VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION LIMITED  
**DEO NAI - COC SAU - TKV COAL**  
**JOINT STOCK COMPANY**  
No: 3123 /TDNCS-HDQT

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

*Cam Pha, April 21, 2025*

**REPORT**  
**On the approval of contracts and transactions between**  
**Company with business and related persons in 2025**

To: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company

Pursuant to the Charter of organization and operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company approved by the General Meeting of Shareholders on November 19, 2024;

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

Pursuant to the regulations of the State, TKV and the Company on related contents;

Pursuant to the Resolution of the Board of Directors meeting No. /NQ-HDQT dated /4/2025.

The Board of Directors of the Company reports to the General Meeting on the results of transactions between the Company and major shareholders and related companies in 2024. At the same time, it is proposed that the Board of Directors approve the implementation of transactions between the Company and major shareholders and related companies in 2025, specifically as follows:

**1. Report on the results of transactions between the Company and major shareholders and related parties in 2024.**

In 2024, the General Meeting of Shareholders issued Resolution No. 15/NQ-DHDCD dated November 19, 2024 "On approving contracts and transactions between Deo Nai - Coc Sau - TKV Joint Stock Company and related enterprises and persons in 2024" and disclosed information according to regulations. Accordingly, the contracts and transactions between the Company and major shareholders or related enterprises and persons are mainly about selling coal to TKV Group (TKV Group is a major shareholder owning 65% of the Company's charter capital), blasting services, and environmental treatment during the Company's production process. The total value of transactions carried out in 2024 between the Company and TKV Group is VND 3,183 billion, through branches of TKV Group, single-member LLCs in which TKV holds 100% of the charter capital or has controlling rights, are enterprises, specifically as follows:

- Vinacomin - Cuaong Coal Preparation Company implementation value: 1,841 billion VND;
- Vinacomin – Cam Pha Port And Logistics Company transaction value: 1,159 billion VND;

- Vinacomin - Mining Chemical Industry Holding Corporation Limited transaction value: 154.96 billion VND;

- Vinacomin - Environment Company Limited transaction value: 27.7 billion VND.

In addition, the Company also has contracts and transactions with a number of companies whose related persons are members of the Board of Directors of companies such as: Vinacomin Tourism & Trade Joint Stock Company; Vinacomin Mining Science and Technology Institute, in the fields of transactions, contracts for the purchase and sale of supplies, raw materials, fuel, and serving industrial meals for employees, with the transaction value implemented in 2024 as follows:

- Vinacomin Tourism and Trading Joint Stock Company implemented: 57.584 billion VND;

- Institute of Mining Science and Technology implemented: 2.9 billion VND.

**2. Propose that the Board of Directors approve the transactions between the Company and major shareholders and related parties in 2025 as follows:**

1. Currently, Mr. Nguyen Trong Tot - Member of TKV's capital management board is the representative of TKV's capital at the Company, participating in the Board of Directors and holding the position of Chairman of the Board of Directors of the Company; at the same time, Mr. Nguyen Trong Tot also holds the position of Chairman of the Board of Directors of Vinacomin - Mong Duong Coal Joint Stock Company.

2. Ms. Nguyen Thi Luong Anh is Head of the Board of Supervisors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company. At the same time, Ms. Nguyen Thi Luong Anh also holds positions in 03 enterprises:

(1) Head of the Board of Supervisors of Vinacomin Tourism and Trading Joint Stock Company;

(2) Head of the Board of Supervisors of Vinacomin - Ha Tu Coal Joint Stock Company;

(3) Member of the Board of Supervisors of the Institute of Mining Science and Technology;

(4) Member of the Board of Supervisors of Vinacomin - Investment, Trading and Service JSC;

Thus, in addition to the related units under TKV, some of the above units have economic and transactional contractual relationships because they are all in the Vietnam National Coal And Mineral Industries Holding Corporation Limited and have the same related persons. Therefore, according to the provisions of Clause 2, Article 167 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and Clause 3, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government "Detailed regulations on the implementation of a number of articles of the Law on Securities" and Article 15 - Charter of organization and operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company has been issued.

The Board of Directors of the Company proposes that the General Meeting consider approving the policy for the Company to sign and execute contracts and transactions between Deo Nai - Coc Sau - TKV Coal Joint Stock Company and related enterprises and persons in



accordance with the provisions of law and the Charter of organization and operation of the Company, specifically as follows:

No.	Company Name/Related Person	Address, Tax code	Field of engagement	Contract and transaction value
1	Vietnam National Coal And Mineral Industries Holding Corporation Limited; Companies under TKV and some Joint Stock Companies in which TKV holds controlling shares.	No: 3, Duong Dinh Nghe, Cau Giay District, Hanoi Tax code: 5700100256	According to the list of business lines in the business licenses of the Companies.	The value of contracts and transactions is from 35% of the total value of the Company's assets recorded in the most recent financial statements.
2	Vinacomin - Mong Duong Coal Joint Stock Company (Chairman of the Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company is the Chairman of the Board of Directors of the Company)	Mong Duong Ward, Cam Pha City, Quang Ninh Province. Tax code: 5700101203	As item 1	As item 1
3	Vinacomin Tourism and Trading Joint Stock Company. (The Supervisory Board of Deo Nai - Coc Sau is an insider of the Company)	Viet A Building, Duy Tan, Cau Giay, Hanoi. Tax code: 0103005779	As item 1	As item 1
4	Institute of Mining Science and Technology (The Supervisory Board of Deo Nai - Coc Sau is an insider of the Company)	No. 3 Phan Dinh Giot Street, Phuong Liet Ward, Thanh Xuan District, Hanoi City Tax Code: 0100101594	As item 1	As item 1
5	Vinacomin - Ha Tu Coal Joint Stock Company (The Supervisory Board of Deo Nai - Coc Sau is an insider of the Company)	Ha Lam Ward, Ha Long City, Quang Ninh Province. Tax code: 5700101323	As item 1	As item 1
6	Vinacomin Investment, Trade and Service Joint Stock Company (Deo Nai - Coc Sau's securities are classified as insiders of the Company)	No. 1 Phan Dinh Giot Street, Phuong Liet Ward, Thanh Xuan District, Hanoi City Tax Code: 0200170658	As item 1	As item 1

The Board of Directors respectfully requests that the Company's shareholders consider approving and assigning the Company's CEO to sign and organize the implementation of contracts and transactions between the Company and the above-mentioned enterprises and related persons in accordance with the provisions of the Law. Regarding the implementation period of contracts and transactions from January 1, 2025 until there is another change.

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

**Recipient:**

- Shareholders (Via Website);
- Members of the Board of Directors and Supervisory Board (e-copy);
- Post on the Company Website;
- Save: Administration, Company Secretary.

**O/B. BOARD OF DIRECTORS  
CHAIRPERSON**



**Nguyen Trong Tot**



VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION LIMITED  
DEO NAI - COC SAU - TKV COAL  
JOINT STOCK COMPANY  
No: 3.124 /TDNCS-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Cam Pha, April 21, 2025

## ANNOUNCEMENT

### List of related people of Internal members

Dear: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company

Pursuant to Company's Charter of Deo Nai - Coc Sau - TKV Coal Joint Stock Company was approved by the extraordinary shareholders' meeting on November 19, 2024.

Pursuant to Point a, Clause 45 and Point d - Clause 46 - Article 4 - Securities Law dated November 26, 2019 explaining about Internal members and related people of Internal members.

Pursuant to Point a, Clause 4 - Article 164 - Law on Enterprises dated June 17, 2020 regulating the Announcement of the list of Related People of Internal members at the Annual General Meeting of Shareholders.

The Board of Directors of Deo Nai-Coc Sau-TKV Coal Joint Stock Company would like to inform the General Meeting about Internal members and related people of Internal members as follows:

In 2024, the total number of Internal members and related people of Internal members of the Company is 144 people, of which:

1) The Company's internal personnel are 13 people currently holding the following positions: Chairman of the Board of Directors, member of the Board of Directors, Director, Deputy Director, Chief Accountant, Head of the Board of Supervisors, member of the Board of Supervisors and Corporate Governance Officer - Company Secretary.

2) The related people of the internal members are 131 people including those who have family relationships with the internal members as follows: *biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, wife, husband, biological children, adopted children, daughter-in-law, son-in-law, biological brothers, biological sisters, biological siblings, brothers-in-law, brothers-in-law, sisters-in-law of 13 Internal members* ;

3) Data is as follows:

- Mr. Nguyen Trong Tot - Chairman of the Board of Directors of the Company and 10 related people

- Mr. Dang Thanh Binh - Member of Board of Directors, Director of the Company and 09 related people
- Mr. Nguyen Van Thuan - Member of the Board of Directors and 16 related people
- Mr. Vu Trong Hung - Member of Board of Directors, Deputy Director of the Company and 09 related people
- Mr. Phung Van Tuyen - Independent member of the Board of Directors and 12 related people
- Mr. Thieu Dinh Giang - Deputy Director of the Company and 06 related people
- Mr. Tran Nhat Quang - Deputy Director of the Company and 11 related people
- Mr. Dinh Thai Binh - Deputy Director of the Company and 15 related people
- Mrs. Nguyen Thi Luong Anh - Company Board of Supervisors and 10 related people
- Mrs. Tran Thi Diep - Member of the Board of Supervisors and 15 related people
- Mrs. Nguyen Thi Yen - Member of the Board of Supervisors and 12 related people
- Mrs. Vu Thi Huong - Chief Accountant of the Company and 08 related people.
- Mr. Hoang Duc Giang - Corporate Governance Officer, Company Secretary and 08 related people.

Information about Internal members and their related people has been disclosed by the Company before the General Meeting in accordance with the provisions of law.

*(Details attached with list of 144 Internal members and related people of Internal members)*

The Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company respectfully announces the above content at the Meeting./.

**Recipients:**

- Shareholders of the Company (e-copy);
- Members of the Board of Directors and Board of Supervisors (e-copy);
- Post on Company Website;
- Save: Administration, BOD.

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Trong Tot**



**THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS**  
(Attached to Notice No. 3124 /TDNCS-HDQT, dated / 21/2025)

No.	Stock symbol	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID card No./ citizen identification card/ passport number;	Date, month, year of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
<b>1</b>		<b>Nguyen Trong Tot</b>	-	<b>Chairman of the Board of Directors</b>	<b>034065002627</b>	<b>10/7/2021</b>	<b>Department of Administrative Police on Social Order</b>	<b>Group 57, Zone 4, Hong Gai Ward, Ha Long, Quang Ninh</b>	<b>0</b>	<b>0</b>	<b>Elected at the 2023 Extraordinary General Meeting of Shareholders, effective from June 26, 2024</b>
1.1		Bui Thi Hoa	-	-	034171003584	27/12/2016	Department of Administrative Police on Social Order	Group 57, Zone 4, Hong Gai Ward, Ha Long, Quang Ninh	0	0	Wife
1.2		Nguyen Mai Quynh	-	-	034197010731	14/8/2021	Department of Administrative Police on Social Order	Hong Ha Ward, Ha Long City, Quang Ninh	0	0	Child
1.3		Nguyen Dinh Tin	-	-	022096011240	28/6/2021	Department of Administrative Police on Social Order	As above	0	0	Son in law
1.4		Nguyen Quynh Trang	-	-	022302000187	27/12/2016	Department of Administrative Police on Social Order	As above	0	0	Child

No.	Stock symbol	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID card No./ citizen identification card/ passport number;	Date, month, year of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
1.5		Nguyen Thi Chien	-	-	034154003361	05/01/2017	Department of Police for Residence Registration and National Population Statistics	Son Ha Commune - Thai Thuy District - Thai Binh Province	0	0	Sister
1.6		Nguyen Cong Thuan	-	-	034054003361	05/01/2017	Department of Police for Residence Registration and National Population Statistics	As above	0	0	Brother in law
1.7		Nguyen Thi Huyen	-	-	151992838	16/09/2008	Thai Binh Provincial Police	As above	0	0	Sister
1.8		Dinh Van Mien	-	-	152227471	04/07/2013	Thai Binh Provincial Police	Son Ha Commune - Thai Thuy District - Thai Binh Province	0	0	Brother in law
1.9		Bui Cong Hao	-	-	03403400514	15/8/2022	Department of Administrative Police on Social Order	Son Ha Commune - Thai Thuy District - Thai Binh Province	0	0	Father in law
1.10		Dinh Thi Nguyen	-	-	03413700828	04/5/2023	Department of Administrative Police on Social Order	Son Ha Commune - Thai Thuy District - Thai Binh Province	0	0	Mother in law
2		Dang Thanh Binh	-	Board Member, Director	034077017438	13/08/2021	Department of Administrative	Group 2, Hon Mot area, Cam Binh -	522	0.0008%	Elected at the 2023 Extraordinary



No.	Stock symbol	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID card No./ citizen identification card/ passport number;	Date, month, year of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
							Procedures on Social Order	Cam Pha - Quang Ninh			General Meeting of Shareholders, effective from June 26, 2024
2.1		Hoang Thi Quynh Phuong	-	-	022178011946	18/06/2022	Department of National Registration and Management	As above	0	0	Wife
2.2		Dang Phuong Linh	-	-	022303000913	15/09/2022	Department of National Registration and Management	As above	0	0	Child
2.3		Dang Phuong Chi	-	-	022309012547	19/02/2024	Department of Administrative Procedures on Social Order	As above	0	0	Child
2.4		Nguyen Thi Mo	-	-	034143001192	19/08/2021	Department of National Registration and Management	Hong Bach, Dong Hung, Thai Binh	0	0	Mother
2.5		Dang Minh Thang	-	-	034075020616	10/7/2021	Department of Administrative Procedures on Social Order	No. 23, Lane 82, Chua Lang Thuong, Dong Da, Hanoi	0	0	brother
2.6		Dang Minh Hue	-	-	151334228	02/09/2013	Thai Binh	Hong Bach, Dong Hung, Thai Binh	0	0	younger brother
2.7		Nguyen Hoai Anh	-	-	001177011136	25/04/2021	Department of Administrative	No. 23, Lane 82, Chua Lang Thuong, Dong Da, Hanoi	0	0	Sister in law

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							Procedures on Social Order				
2.8		Hoang Van Cong	-	-	036054015752	31/12/2021	Department of National Registration and Management	Cam Tay, Cam Pha, Quang Ninh	0	0	father in law
2.9		Nguyen Thi Phan	-	-	036158021090	13/01/2022	Department of National Registration and Management	Cam Tay, Cam Pha, Quang Ninh	0	0	Mother in law
3		Nguyen Van Thuan	061C661897	Executive Member of the Board of Directors	033070002437	01/05/2021	Quang Ninh	Group 32 Cam Phu, Cam Pha, Quang Ninh	1,392	0.002	Elected at the 2023 Extraordinary General Meeting of Shareholders, effective from June 26, 2024
3.1		Dang Thi Khanh		-	0145762691	07/07/2012	Hung Yen	Da Trach, Khoai Chau, Hung Yen			Mother
3.2		Pham Thi Hoan	061C660167	-	022174002155	01/05/2021	Quang Ninh	Group 32 Cam Phu, Cam Pha, Quang Ninh	1,160	0.0019	Wife
3.3		Nguyen Duc Toan	-	-	101248485	16/07/2012	Quang Ninh	Group 32 Cam Phu, Cam Pha, Quang Ninh			Child
3.4		Nguyen Duc Duy	-	-	022206003997	11/04/2021	Quang Ninh	Group 32 Cam Phu, Cam Pha, Quang Ninh			Child
3.5		Nguyen Thi Van	-	-	011650568	20/11/2007	Hanoi	Dich Vong Hau, Cau Giay, Hanoi			Sister



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3.6		Nguyen Van Thuan	-	-	033064003595	10/12/2019	Hung Yen	Da Trach, Khoai Chau, Hung Yen			brother
3.7		Nguyen Thi Ly	-	-	141356514	21/03/1985	Hung Yen	12 Hoang Dieu, Kon Tum, Kon Tum province			Sister
3.8		Nguyen Thi Ha	-	-	1455499262	12/06/2009	Hung Yen	Da Trach, Khoai Chau, Hung Yen			younger brother
3.8		Nguyen Thi Hue	-	-	145264875	21/02/2011	Hung Yen	Da Trach, Khoai Chau, Hung Yen			younger brother
3.10		Pham Manh Ha	-	-	033048001019	04/09/2018	Quang Ninh	Zone 1A Cam Phu, Cam Pha, Quang Ninh			father in law
3.11		Do Thi Tan	-	-	030151001442	22/08/2018	Quang Ninh	Zone 1A Cam Phu, Cam Pha, Quang Ninh			Mother in law
3.12		Vu Ngoc Lan	-	-	012837132	28/11/2005	Hanoi	Dich Vong Hau, Cau Giay, Hanoi			brother in law
3.13		Nguyen Thi Dat	-	-	145839211	09/05/2013	Hung Yen	Da Trach, Khoai Chau, Hung Yen			Sister in law
3.14		Nguyen Nghiem	-	-	233276342	18/03/2019	Kon Tum	Hoang Dieu, Kon Tum, Kon Tum province			brother in law
3.15		Nguyen Toan Thang	-	-	145549188	12/06/2009	Hung Yen	Tan Dan, Khoai Chau, Hung Yen			brother in law
3.16		Nguyen Van Lot	-	-	145264876	27/11/2003	Hung Yen	Dong Tao, Khoai Chau, Hung Yen			brother in law
4		Vu Trong Hung	0610668947	Member of Board of Directors, Deputy Director	022077003638	28/05/2021	Department of Administrative Police on Social Order	No. 10, Group 18, Cam Dong Ward, Cam Pha City, Quang Ninh Province.	787	0.0013	Elected at the 2023 Extraordinary General Meeting of Shareholders,

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											effective from June 26, 2024
4.1		Vu Trong Yem	-	-	37043000583	25/04/2021	Department of Administrative Police on Social Order	As above			Father
4.2		Nguyen Thi Thuy	-	-	22180008445	13/08/2021	Department of Administrative Police on Social Order	As above			Wife
4.3		Vu Thu Ngan	-	-	022305001324	01/05/2021	Department of Administrative Police on Social Order	As above			Child
4.4		Vu Bao Ngoc	-	-	022308008462	01/03/2023	Department of Administrative Police on Social Order	As above			Child
4.5		Vu Trong Hien	-	-	37069003491	25/04/2021	Department of Administrative Police on Social Order	Cam Dong, Cam Pha - Quang Ninh	2,097	0.0034	brother
4.6		Pham Thi Ban	-	-	034174002320	11/03/2006	Department of Administrative Police on Social Order	As above			Sister in law
4.7		Vu Trong Hien	-	-	37075004438	25/04/2021	Department of Administrative Police on Social Order	Cam Dong, Cam Pha - Quang Ninh	1,048	0.0017	brother



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4.8		Pham Thi Duyen	-	-	19183001853	25/04/2021	Department of Administrative Police on Social Order	As above			Sister in law
4.9		Tran Thi Van	-	-	22153005089	10/05/2021	Department of Administrative Police on Social Order	Labor Area, Cam Tay Ward, Cam Pha - Quang Ninh			Mother in law
5		Phung Van Tuyen	006C076511 021C034498	Independent Board Member	034060007471	27/6/2021	Department of Administrative Management and Social Order	Group 6, Zone 2, Ha Tu Ward, Ha Long City, Quang Ninh	0	0	Elected at the Extraordinary General Meeting of Shareholders, effective from November 19, 2024
5.1		Le Thi Thuy	022C034954	-	022169007177	25/06/2021	Department of Administrative Management and Social Order	Group 6, Zone 2, Ha Tu Ward, Ha Long City, Quang Ninh			Wife
5.2		Phung Le Quang	021C034941	-	022089010331	13/02/2022	Department of Administrative Management and Social Order	House No. 5, Lane 7, Dinh Dam Street, Cam Thuong Ward, Hai Duong City, Hai Duong Province			Child
5.3		Do Thi Hong Nhung		-	022195001514	13/02/2022	Department of Administrative Management	House No. 5, Lane 7, Dinh Dam Street, Cam Thuong Ward, Hai Duong City, Hai Duong Province			daughter in law

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							and Social Order				
5.4		Phung Le Minh		-	022203003560	31/5/2021	Department of Administrative Management and Social Order	Group 6, Zone 2, Ha Tu Ward, Ha Long City, Quang Ninh			Child
5.5		Phung Van Tien		-	034043001581	03/04/2021	Department of Administrative Management and Social Order	No. 34/10 Binh Phuoc B, Binh Chuan Ward, Thuan An City, Binh Duong Province			Father
5.6		Dao Thi Gai		-	034142003906	09/01/2022	Department of Administrative Management and Social Order	Pho Lo, An Ninh commune, Quynh Phu district, Thai Binh province			Mother
5.7		Phung Van Quynh		-	034058017383	19/12/2021	Department of Administrative Management and Social Order	Pho Lo, An Ninh commune, Quynh Phu district, Thai Binh province			younger brother
5.8		Chu Thi My		-	034163013813	14/09/2021	Department of Administrative Management and Social Order	Pho Lo, An Ninh commune, Quynh Phu district, Thai Binh province			sister in law
5.9		Phung Thi Thuy Ha		-	034172014622	04/7/2022	Department of Administrative Management	Duc Linh village, An Ninh commune, Quynh Phu district, Thai Binh province			younger brother



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							and Social Order				
5.10		Nguyen The Tuyen		-	034066013615	14/3/2022	Department of Administrative Management and Social Order	Duc Linh village, An Ninh commune, Quynh Phu district, Thai Binh province			brother in law
5.11		Le Van Hue		-	022042000435	28/5/2021	Department of Administrative Management and Social Order	Group 1, Area 3, Duc Chinh Ward, Dong Trieu City, Quang Ninh Province			father in law
5.12		Tran Thi Hai		-	036136008531	22/12/2022	Department of Administrative Management and Social Order	Group 1, Area 3, Duc Chinh Ward, Dong Trieu City, Quang Ninh Province			Mother in law
<b>6</b>		<b>Dinh Thai Binh</b>	<b>061C661572</b>	<b>Deputy Director</b>	<b>022076000154</b>	<b>22/12/2021</b>	<b>Quang Ninh</b>	<b>Group 3, Cao Son 2 Area, Cam Son, Cam Pha, Quang Ninh</b>	<b>580</b>	<b>0.00094</b>	<b>Appointed Deputy Director from June 26, 2024</b>
6.1		Dinh Van An	-	-	031048000350	03/09/2015	Quang Ninh	Cam Son, Cam Pha, Quang Ninh			Father
6.2		Nguyen Thi Quang	-	-	1003666990	21/04/2014	Quang Ninh	Cam Son, Cam Pha, Quang Ninh			Mother
6.3		Tran Thi Huong	-	-	022179002773	14/06/1018	Quang Ninh	Cam Son, Cam Pha, Quang Ninh			Wife
6.4		Dinh Quang Tuan	-	-	Young			Cam Son, Cam Pha, Quang Ninh			Child

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6.5		Dinh Phu Lam	-	-	Young			Cam Son, Cam Pha, Quang Ninh			Child
6.6		Dinh Viet Minh	-	-	100658019	31/05/2012	Quang Ninh	Ha Long, Quang Ninh			younger brother
6.7		Dinh Thai Duong	-	-	022077002591	24/08/2018	Quang Ninh	Ha Long, Quang Ninh			younger brother
6.8		Dinh Xuan Thang	-	-	100864392	12/08/2005	Quang Ninh	Ha Long, Quang Ninh			younger brother
6.9		Dinh Xuan Loi	-	-	13458439	25/10/2011	Quang Ninh	Hanoi			younger brother
6.10		Tran Bien	-	-	053050000928	27/03/2018	Quang Ninh	Cam Pha, Quang Ninh			father in law
6.11		Do Thi Can	-	-	027150000143	27/03/2018	Quang Ninh	Cam Pha, Quang Ninh			Mother in law
6.12		Nguyen Thi Kim Thu	-	-	025177000820	31/01/2020	Quang Ninh	Ha Long, Quang Ninh			sister in law
6.13		Nguyen Thi My Cam	-	-	022177002696	24/08/2018	Quang Ninh	Ha Long, Quang Ninh			sister in law
6.14		Vu Thi Hang	-	-	100922411	08/03/2014	Quang Ninh	Ha Long, Quang Ninh			sister in law
6.15		Tran Thu Minh	-	-	1184003559	01/10/2014	Hanoi	Hanoi			sister in law
7		Tran Nhat Quang	061C661591	Deputy Director	022071010445	13/01/2022	Quang Ninh	Group 1, Binh Minh Area, Cam Binh, Cam Pha, Quang Ninh	2,087	0.0034	Appointed Deputy Director from June 26, 2024
7.1		Tran Van Quynh	-	-	022035002527	09/08/2021	Quang Ninh	Group 2, Binh Minh Area, Cam Binh, Cam Pha, Quang Ninh			Father
7.2		Nguyen Thi Nguyet	-	-	022142003235	25/06/2021	Quang Ninh	Group 2, Binh Minh Area, Cam Binh, Cam Pha, Quang Ninh			Mother
7.3		Nguyen Thi Tuyen	-	-	022171003185	09/10/2019	Quang Ninh	Group 1, Binh Minh Area, Cam Binh, Cam Pha, Quang Ninh			Wife



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7.4		Tran Minh Trang	-	-	B8984609	27/3/2014	Vietnam Immigration Department	Wim-Duisenberg-Platz, 60314 Frankfurt			Child
7.5		Tran Quang Minh	-	-	Young			Group 1, Binh Minh Area, Cam Binh, Cam Pha, Quang Ninh			Child
7.6		Tran Thi Quynh Nga	-	-	022166002682	23/08/2022	Quang Ninh	Group 1, Binh Minh Area, Cam Binh, Cam Pha, Quang Ninh			Sister
7.7		Tran Thi Minh Ngoc	-	-	L3RH455FN	22/5/2012	City of Forst (Lausitz)	Dunenweg 36.03149 Forst (Lausitz)			Sister
7.8		Tran Van Quang	-	-	022073008247	28/06/2021	Quang Ninh	Hong Gai Ward, Ha Long, Quang Ninh			younger brother
7.9		Thomas Trybus	-	-	L2RFZC4RP	16/05/2022	Bremen Citizens Administration Office	Wim-Duisenberg-Platz, 60314 Frankfurt			son in law
7.10		Vu Ngoc Dung	-	-	034061017792	26/09/2022	Quang Ninh	Group 1, Area 5B, Cam Trung, Cam Pha, Quang Ninh			brother in law
7.11		Pham Thi Quynh	-	-	026179006483	29/11/2022	Quang Ninh	Hong Gai Ward, Ha Long, Quang Ninh			sister in law
8		Thieu Dinh Giang	-	Member of Board of Directors, Deputy Director	034077006273	01/05/2021	Department of Administrative Police on Social Order	Group 4, Zone 5, Cam Thanh, Cam Pha, Quang Ninh	2,576	0.0042%	Appointed Deputy Director from June 26, 2024
8.1		Nguyen Thi Hong Gam	-	-	022179004446	22/12/2021	Department of Administrative	As above			Wife

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							Police on Social Order				
8.2		Thieu Khanh Linh	-	-	022305001178	25/4/2021	Department of Administrative Police on Social Order	As above			Child
8.3		Thieu Khanh Huy	-	-	022209005043	02/6/2023	Department of Administrative Police on Social Order	As above			Child
8.4		Tran Thi Ngo	-	-	034155007157	25/04/2021	Department of Administrative Police on Social Order	As above			Mother
8.5		Thieu Thi Bich Dung	-	-	034183021281	17/06/2022	Department of Administrative Police on Social Order	Noi Hoang Tay, Hoang Que, Dong Trieu, Quang Ninh			younger brother
8.6		Ngo Hoang Nhu	-	-	022082012333	17/06/2022	Department of Administrative Police on Social Order	As above			brother in law
9		Nguyen Thi Luong Anh	-	Head of the Board of Supervisors	001171013381	20/4/2021	Department of Administrative Procedures on Social Order.	Group 21 - Yen Hoa Ward - Cau Giay District - Hanoi City	0	0	Elected at the Extraordinary General Meeting of Shareholders, effective from June 26, 2024
9.1		Luong Thi Ngoc Bich	-	-	090194616	02/10/2008	Thai Nguyen	Thai Nguyen			Mother



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9.2		Trinh Dac Hoa	-	-	012035667	14/08/2009	Hanoi	Group 21 - Yen Hoa Ward - Cau Giay District - Hanoi City			Husband
9.3		Trinh Nhu Phuong	-	-	013619010	11/03/2013	Hanoi	Group 21 - Yen Hoa Ward - Cau Giay District - Hanoi City			Child
9.4		Trinh Minh Duc	-	-	001205010925	13/01/2020	Department of National Population Registration and Management	Group 21 - Yen Hoa Ward - Cau Giay District - Hanoi City			Child
9.5		Duong Tuan Anh	-	-	001095010039	19/08/2021	Department of National Population Registration and Management	Tu Liem - Hanoi			son in law
9.6		Nguyen Thi Luong Nga	-	-	090706458	09/05/2005	Thai Nguyen	Thai Nguyen			younger brother
9.7		Nguyen Thac Cuong	-	-	090508651	19/05/2005	Thai Nguyen	As above			brother in law
9.8		Nguyen Luong Vinh	-	-	B 3896940	15/03/2010	XNC Management Department	Hanoi			younger brother
9.9		Vu Thi Thu Giang	-	-	022184005053	13/07/2018	Department of National Population Registration and Management	As above			sister in law
9.10		Trinh Dac Dau	-	-	036035002699	25/12/2022	Department of Administrative Police on Social Order	Quang Ninh			father in law

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10		Tran Thi Diep	061C660817	Board Member	034176017605	10/05/2021	Quang Ninh	Zone 1A Cam Trung, Cam Pha City, Quang Ninh	650	0.001	Elected at the 2023 Extraordinary General Meeting of Shareholders, effective from June 26, 2024
10.1		Tran Cong Cay	-	-	100074584	02/08/2005	Quang Ninh	Zone 5B Cam Trung, Cam Pha, Quang Ninh			Father
10.2		Nguyen Huu Quang	061C660815	-	022071001349	01/06/2017	Quang Ninh	Zone 1A Cam Trung, Cam Pha, Quang Ninh	975	0.0016	Husband
10.3		Nguyen Tran Thanh	-	-	022098003861	13/12/2017	Quang Ninh	Zone 1A Cam Trung, Cam Pha, Quang Ninh			Child
10.4		Nguyen Huu Phu	-	-	022208008663	26/06/2021	Quang Ninh	Zone 1A Cam Trung, Cam Pha, Quang Ninh			Child
10.5		Tran Anh Dao	-	-	151646183	07/04/2003	Peace	Zone 4B Cam Trung, Cam Pha, Quang Ninh			Sister
10.6		Tran Cat Ninh	-	-	013187397	25/04/2009	Hanoi	Hoang Van Thu, Hoang Mai, Hanoi			younger brother
10.7		Tran An Thai	-	-	100701461	11/05/2011	Quang Ninh	Zone 5B Cam Trung, Cam Pha, Quang Ninh			younger brother
10.8		Tran Nguyen Van	-	-	022086000626	05/02/2016	Quang Ninh	Zone 5B Cam Trung, Cam Pha, Quang Ninh			younger brother
10.9		Nguyen Van Tu	-	-	100074728	14/04/2015	Quang Ninh	Zone 1A Cam Trung, Cam Pha, Quang Ninh			father in law
10.10		Tran Thi Sang	-	-	100074711	14/04/2015	Quang Ninh	Zone 1A Cam Trung, Cam Pha, Quang Ninh			Mother in law
10.11		Doan Van Hien	-	-	030069003452	16/04/2018	Quang Ninh	Zone 4b Cam Trung, Cam Pha, Quang Ninh			brother in law



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10.12		Pham Duy Quang			013187398	25/04/2009	Hanoi	Hoang Van Thu, Hoang Mai, Hanoi			brother in law
10.13		Dang Thi Nui			034184005174	26/01/2016	Quang Ninh	Zone 5B Cam Trung, Cam Pha, Quang Ninh			sister in law
10.14		Le Thi Tam			101008000	25/04/2005	Quang Ninh	Zone 3, Hong Ha ward, Ha Long			sister in law
10.15		Duong Thao Ngoc			19197006624	26/06/2021	Thai Nguyen	Minh Duc Commune, Pho Yen City, Thai Nguyen Province			daughter in law
11		Nguyen Thi Yen	-	Board Member	022177008544	27/6/2021	Department of Administrative Police on Social Order	Group 6, Zone 7 - Cam Thanh - Cam Pha - Quang Ninh	7	0.00000002	Elected at the 2023 Extraordinary General Meeting of Shareholders, effective from June 26, 2024
11.1		Nguyen Dinh Thang	-	-	022070011991	12/4/2022	Department of Administrative Police on Social Order	As above			Husband
11.2		Nguyen Dinh Nam	-	-	022203003199	25/4/2021	Department of Administrative Police on Social Order	As above			Child
11.3		Nguyen Yen My	-	-	022305005773	01/5/2021	Department of Administrative Police on Social Order	As above			Child

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11.4		Nguyen Thi Hoa	-	-	022155000690	18/5/2022	Department of Administrative Police on Social Order	Group 2, Area 1, Hong Ha Ward, Ha Long, Quang Ninh			Sister
11.5		Nguyen Thi Lien	-	-	022158001180	10/8/2021	Department of Administrative Police on Social Order	Cam Trung, Cam Pha - Quang Ninh			Sister
11.6		Nguyen Thi Minh	-	-	022161001168	25/4/2021	Department of Administrative Police on Social Order	Group 35, Dong Tien 1, Cam Dong, Cam Pha - Quang Ninh			Sister
11.7		Nguyen Thi Oanh	-	-	022168006564	12/8/2021	Department of Administrative Police on Social Order	Group 18, Area 3, Cua Ong, Cam Pha - Quang Ninh			Sister
11.8		Nguyen Van Tien	-	-	631218-7914	07/12/2021	Police SE-10675-Stockholm, Sweden	Goterbo- Sweden			brother
11.9		Nguyen Van Dung	-	-	022072003437	22/12/2021	Department of Administrative Police on Social Order	Group 19, Dong Hai 2, Cam Dong, Cam Pha, Quang Ninh			brother
11.10		Tran Xuan Anh	-	-	033053000524	18/5/2022	Department of Administrative Police on Social Order	Group 2, Area 1, Hong Ha Ward, Ha Long, Quang Ninh			brother in law



No.	Stock symbol	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID card No./ citizen identification card/ passport number;	Date, month, year of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
11.11		Nguyen Van Cang	-	-	031059007297	25/4/2021	Department of Administrative Police on Social Order	Group 35, Dong Tien 1, Cam Dong, Cam Pha - Quang Ninh			brother in law
11.12		Tran Van Trong	-	-	022063001226	22/12/2021	Department of Administrative Police on Social Order	Group 18, Area 3, Cua Ong, Cam Pha - Quang Ninh			brother in law
12		Vu Thi Huong	109001033608	Chief Accountant	022174002154	30/01/2018	Department of Administrative Police on Social Order	Group 2, Cao Son 2 Area, Cam Son Ward, Cam Pha City, Quang Ninh Province.	27,784	0.045%	Appointment of Chief Accountant From 26/6/2024
12.1		Tran Viet Thanh	-	-	022073002022	30/01/2018	Department of Administrative Police on Social Order	As above			Husband
12.2		Tran Quang Binh	-	-	022200001239	21/6/2016	Department of Administrative Police on Social Order	As above			Child
12.3		Vu Van Thuy	-	-	022041000458	25/4/2021	Department of Administrative Police on Social Order	Dong Ngac, Hanoi			Father
12.4		Vu Duc Quang	-	-	022076004862	25/4/2021	Department of Administrative Police on Social Order	Dong Ngac, Hanoi			younger brother
12.5		Nguyen Thi Hai Anh	-	-	036177010693	25/4/2021	Hanoi	Dong Ngac, Hanoi			sister in law

No.	Stock symbol	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID card No./ citizen identification card/ passport number;	Date, month, year of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
12.6		Vu Thi Chau	-	-	022178011241	03/7/2021	Department of Administrative Police on Social Order	Cam Thuy, Cam Pha, Quang Ninh			younger brother
12.7		Le Quang Dai	-	-	031073006876	27/6/2021	Quang Ninh	Cam Thuy, Cam Pha, Quang Ninh			brother in law
12.8		Pham Thi Ngan	-	-	034146002093	07/01/2020	Department of Administrative Police on Social Order	Cam Son, Cam Pha, Quang Ninh			Mother in law
13		Hoang Duc Giang	-	Corporate Governance Officer, Company Secretary	034077012808	01/05/2021	Department of Administrative Police on Social Order	Group 3, Tan Lap 5 area, Cam Thuy, Cam Pha, Quang Ninh	0	0	Appointed from 26/6/2024
13.1		Pham Thuy Hang	-	-	022181004049	01/05/2021	Department of Administrative Police on Social Order	Group 3, Tan Lap 5 area, Cam Thuy, Cam Pha, Quang Ninh			Wife
13.2		Hoang Nhat Anh	-	-	022207009650	16/05/2022	Department of Administrative Police on Social Order	As above			Child
13.3		Hoang Nhat Minh	-	-	young			As above			Child
13.4		Pham Thi Nhan	-	-	034146003016	01/05/2021	Department of Administrative Police on Social Order	As above			Mother
13.5		Tran Thi Chinh	-	-	022150001193	14/4/2021	Department of Administrative	Group 42, Hai Son 2 Area, Cam Dong			Mother in law

No.	Stock symbol	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID card No./ citizen identification card/ passport number;	Date, month, year of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
							Police on Social Order	Ward, Cam Pha, Quang Ninh			
13.6		Hoang Thi Huong	-	-	034173007749	01/5/2021	Department of Administrative Police on Social Order	Group 3, Tan Lap 5 area, Cam Thuy ward, Cam Pha, Quang Ninh			Sister
13.7		Tran Van Toan	-	-	022065002170	01/5/2021	Department of Administrative Police on Social Order	As above			brother in law
13.8		Hoang Thi Thanh Nhan	-	-	034181007297	10/4/2021	Department of Administrative Police on Social Order	B 2810; Ledeco Ha Long apartment (building B); Tran Hung Dao - Ha Long city - Quang Ninh			younger brother





VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION LIMITED  
**DEO NAI - COC SAU - TKV COAL**  
**JOINT STOCK COMPANY**  
No: 3125 / TTr-TDNCS

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

*Cam Pha, April 21, 2025*

## **PROPOSAL**

### **Re: Approval of 2024 Audited Financial Statement**

To: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company

Pursuant to the Company's Charter of organization and operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company approved by the General Meeting of Shareholders on November 19, 2024;

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

Pursuant to Resolution of the Board of Directors of the Company No. /NQ-HDQT dated /4/2025.

The Company would like to report to the General Meeting of Shareholders a summary of the main figures of the 2024 Financial statements, which have been conducted by AASC Auditing Company Limited Branch in Quang Ninh through advance agreement procedures for financial information.

Accordingly, the Company's 2024 Balance Sheet and corresponding notes are consistent with the figures in the Financial Statements on December 31, 2024 of Deo Nai - Coc Sau - TKV Coal Joint Stock Company.

#### **I. Balance sheet (summary)**

*Unit: VND*

No.	TOTAL ASSET	Code	2024
<b>I</b>	<b>CURRENT ASSETS</b>	<b>100</b>	<b>1,181,605,010,711</b>
1	- Cash and cash equivalents	110	9,399,886,659
2	- Short-term financial investments	120	
3	- Short-term receivables	130	428,037,087,816
4	- Inventories	140	610,311,747,403
5	- Other short-term assets	150	133,856,288,833
<b>II</b>	<b>NON-CURRENT ASSETS</b>	<b>200</b>	<b>1,162,277,572,242</b>
1	- Long-term receivables	210	241,607,461,022
2	- Fixed assets	220	836,371,133,866
3	- Long-term assets in progress	240	16,181,945,874
4	- Other long-term assets	260	68,117,031,480

	<b>TOTAL ASSETS</b>	<b>270</b>	<b>2,343,882,582,953</b>
<b>III</b>	<b>LIABILITIES</b>	<b>300</b>	<b>1,613,973,841,221</b>
1	- Current liabilities	310	1,182,526,542,810
2	- Non-Current liabilities	330	431,447,298,411
<b>IV</b>	<b>OWNER'S EQUITY</b>	<b>400</b>	<b>729,908,741,732</b>
1	<b>Owner's equity</b>	<b>410</b>	<b>729,908,741,732</b>
	- Contributed capital	411	619,352,020,000
	- Share premium	412	-66,000,000
	- Other capital of owners	414	
	- Development and investment funds	418	28,736,167,038
	- Undistributed profit after tax	421	81,886,554,694
2	<b>Other funding and funds</b>	<b>430</b>	
	<b>TOTAL CAPITAL</b>	<b>440</b>	<b>2,343,882,582,953</b>

## II. The Basic Financial Indicators

No.	Indicators	Reporting period
<b>1</b>	<b>Asset structure</b>	
	- Non-current assets / Total assets (%)	49.59
	- Current assets / Total assets (%)	50.41
<b>2</b>	<b>Capital structure</b>	
	- Liabilities / Total capital resources (%)	68.86
	- Equity / Total capital resources (%)	31.14
<b>3</b>	<b>Solvency (times)</b>	
	- Current Debt Payment Ability	0.99
	- Quick ratio	0.48
<b>4</b>	<b>Debt to Equity Ratio (times)</b>	2.21

## III. Report on salaries, remuneration, and allowances of the independent member of the Board of Directors, Company Managers, Board of Supervisors in 2024

- Salary, remuneration of members of the Board of Directors, Company managers, and allowances of the independent member of the Board of Directors:
  - + Salary: 1,785,011 thousand VND.
  - + Remuneration: 106,582 thousand VND.
  - + Allowances of the independent member of the BOD 29,200 thousand VND.
- Salary and remuneration of members of the Board of Supervisors
  - + Remuneration: 82,041 thousand VND.



The Company respectfully reports to the 2025 Annual General Meeting of Shareholders for consideration and approval of the above contents./.

***Recipients:***

- Company's shareholders (Via Website);
- Members of the Board of Directors and Board of Supervisors (e-copy);
- Post on Website;
- Save: Administration, Company Secretary.

**O/B. BOARD OF DIRECTORS  
MEMBER OF BOARD OF DIRECTORS**



**Dang Thanh Binh  
(Company Director)**



**PROPOSAL**  
**Regarding 2024 Profit Distribution**

To: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company

Pursuant to the Charter of Organization and Operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company;

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

Pursuant to the guidance documents of the State management agency on profit distribution for State-owned enterprises and enterprises with State capital;

Based on the results of production and business activities in 2024 and the interests of shareholders and employees in the Company;

The Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company submits to the 2025 Annual General Meeting of Shareholders for approval of the 2024 Profit Distribution Plan as follows:

No.	Explanation	Proportion (%)	Value (Million dong)	Note
1	Accumulated profit after tax to 2024	100	81,887	In which: (i) Deferred income tax assets 40,215 million VND; (ii) Difference in increase in profit after tax due to reduction in corporate income tax (transfer of loss of TC6 to consolidated company) 9,601 million VND.
-	Profit after tax from 02 Consolidated companies		19,283.1	
-	Profit after tax achieved in 2024		62,603.4	
2	Undistributed profit	60.84	49,816	
3	Expected profit distribution in 2024	39.16	32,071	
-	Dividend payment	22.69	18,581	3% /charter capital
-	Executive Management Bonus Fund	0.35	288	
-	Bonus and welfare fund	16.12	13,202	
+	Provision for Bonus fund (80%)		10,561.6	
+	Provision for Welfare Fund (20%)		2,640.4	

\* **Note:** Undistributed profit in 2024:

+ Deferred income tax assets, total value: 40,215,043,414 VND (transferred from the consolidated Company - Coc Sau Coal to the consolidated Company); The Company reported



the reason for not including it in the 2024 Profit Distribution Plan: Deferred income tax assets are formed from the unaccounted for exploitation rights fee from 2014 to 2021 (Total value 201,075,217,055 VND); Exploitation license No. 2820 (Vinacomin - Coc Sau Coal Joint Stock Company) expires in 2025, the Company accounts for the deferred income tax expense at the time in 2025 when Exploitation License 2820 expires.

+ Difference in increased profit after tax due to reduction in corporate income tax (transfer of loss of TC6 to consolidated company) Total value: 9,600,722,260 VND.

The Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company respectfully submits to the Meeting for consideration and approval./.

***Recipients:***

- As above (via Website);
- Members of the Board of Directors and Board of Supervisors (e-copy);
- Save: Administration, BOD.

**O/B. BOARD OF  
DIRECTORS  
CHAIRMAN OF BOARD OF  
DIRECTORS**



**Nguyen Trong Tot**

VIETNAM NATIONAL COAL AND MINERAL  
INDUSTRIES HOLDING CORPORATION  
LIMITED  
**DEO NAI - COC SAU - TKV COAL JOINT  
STOCK COMPANY**

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

*Cam Pha, April 21, 2025*

No: 3127 /TDNCS-HDQT

## **REPORT**

**Regarding salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; Propose allowances, salaries, and remuneration levels in 2025**

To: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company

Pursuant to the Charter of organization and operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company approved by the General Meeting of Shareholders on November 19, 2024;

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

Pursuant to the regulations of the State, TKV and the Company on related contents;

Pursuant to Resolution of the Board of Directors meeting No. 07/NQ-HDQT dated April 21, 2025.

The Board of Directors of the Company reports to the General Meeting on salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024; Propose allowances, salaries, and remuneration levels in 2025 with the following contents:

### **1. Payment of salaries, remuneration, and allowances of members of the Board of Directors, Board of Supervisors, and Company Managers in 2024.**

Pursuant to the Resolution of the Extraordinary General Meeting of Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company in 2024; Pursuant to the Company's 2024 production and business results; The salary, remuneration, and allowances of the Board of Directors, Board of Supervisors, and the Company's managers in 2024 are paid as follows:

No.	Management Position	Quantity (People)	Remuneration (thousand dong)	Allowance (thousand dong)	Salary (thousand dong)
1	Chairman of the Board of Directors	1	31,611		
2	Member of Board of Directors	3	74,971		

3	Executive Member of Board of Directors	1			252,544
4	Independent Member of Board of Directors	1		29,200	
5	Head of Board Supervisors	1	28,167		
6	Member of Board Supervisors	2	53,874		
7	Director	1			284,832
8	Deputy Director	4			1,017,002
9	Chief Accountant	1			230,633
<b>Total</b>			<b>188,623</b>	<b>29,200</b>	<b>1,785,011</b>

The total salary, remuneration and allowances that the Company will pay to the members of the Board of Directors, the Board of Supervisors who hold concurrent positions and the salary of the Company's Manager in 2024 are: 2,002,834,000 VND.

## **2. Propose allowances, salaries, and remuneration levels of the Board of Directors, Board of Supervisors, and Company Managers in 2025.**

Pursuant to Article 6, Decree No. 53/2016/ND-CP dated June 13, 2016 and Circular 28/2016/TT-BLDTBXH of the Ministry of Labor, War Invalids and Social Affairs guiding the implementation of Decree No. 53/2016/ND-CP of the Government;

Pursuant to Decision No.1471/QĐ-TKV dated August 14, 2024 on issuing guidelines for salary payment mechanisms applicable in TKV, the salary level of the Company's Business Manager is classified into (Group II - Grade I) in Appendix 04 of this Decision. Accordingly, the remuneration level for concurrent members of the Board of Directors and Board of Supervisors is built and settled at a maximum of 20% of the average planned salary level of the executive management position.

Pursuant to Official Dispatch No.6636 /TKV-KH dated November 26, 2024 of the Corporation on announcing the main targets of the 2025 business cooperation plan and Pursuant to the average salary implemented in 2024 of the Manager and the profit and labor productivity targets planned for 2025 compared to the implementation in 2024;

Therefore, the Company's Board of Directors proposes the planned salary level and planned salary fund for 2025 for the Company's Manager positions, remuneration and allowances for the Board of Directors and Board of Supervisors in 2025 of the Company, specifically as follows:

- a) Remuneration of concurrent members of the Board of Directors and Board of Supervisors:



No.	Position	Salary Grade I Group II (VND/person/month)	Remuneration (VND/person/month)
1	Chairman of the Board of Directors	25,700,000	$25,700,000 \times 1 \times 20\% = 5,140,000$
2	Member of Board of Directors	21,900,000	$21,900,000 \times 1 \times 20\% = 4,380,000$
3	Head of Board Supervisors	22,900,000	$22,900,000 \times 1 \times 20\% = 4,580,000$
4	Member of Board Supervisors	21,900,000	$21,900,000 \times 1 \times 20\% = 4,380,000$

## b) Company Manager's Salary Level:

No.	Position	Number (people)	Average monthly salary implemented in 2024 (1000 VND)	Planned average monthly salary for 2025 (1000 VND)	Planned salary fund for 2025 (1000 VND)
1	Member of Board of Directors	1	42,091	32,850	394,200
2	Director	1	47,472	37,050	444,600
3	Deputy Director	4	169,500	32,850	1,576,800
4	Chief Accountant	1	38,439	30,000	360,000
	<b>Total</b>		<b>297,502</b>	<b>187,680</b>	<b>2,775,600</b>

c) Total salary, remuneration and allowances that the Company will pay to members of the Board of Directors, Board of Supervisors working concurrently and salary of the Company Manager in 2025, specifically:

No.	Management title	Quantity (People)	Salary (thousand VND/year)	Allowance (thousand VND/year)	Salary (thousand VND/year)
1	Chairman of the Board of Directors	1	61,680		
2	Member of Board of Directors	2	105,120		
3	Executive Member of Board of Directors	1			394,200
4	Independent Member of Board of Directors	1		262,800	

5	Head of Board Supervisors	1	54,960		
6	Member of Board Supervisors	2	105,120		
7	Director	1			444,600
8	Deputy Director	4			1,576,800
9	Chief Accountant	1			360,000
<b>Total</b>			<b>326,880</b>	<b>262,800</b>	<b>2,775,600</b>

### 3. Payment method:

Every month, members of the Board of Directors, Board of Supervisors, and the Company are advanced 80% of their salary, remuneration, and allowances for that month; the remaining amount is settled at the end of the year based on the Company's production and business results.

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

#### **Recipients:**

- Shareholders (Via Website);
- Members of the Board of Directors and Board of Supervisors (e-copy);
- Posted on the Company Website;
- Save: Administration, Company Secretary.

**O/B. BOARD OF DIRECTORS**



**Nguyen Trong Tot**

**REPORT**  
**On the Activities of the Supervisory Board**  
**At the 2025 Annual General Meeting of Shareholders**

Dear: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company

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

Pursuant to the Company's Charter of organization and operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company;

Pursuant to the Operating Regulations of the Company's Board of Supervisors.

Implementing the Regulations on the functions and tasks of the Board of Supervisors. The Board of Supervisors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company would like to report to the 2025 Annual General Meeting of Shareholders on the activities of the Board of Supervisors with the following contents:

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

**1. About human resources organization**

The Board of Supervisors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company was elected at the Extraordinary General Meeting of Shareholders of Vinacomin - Deo Nai Coal Joint Stock Company on December 28, 2023 and the Extraordinary General Meeting of Shareholders of Vinacomin - Coc Sau Coal Joint Stock Company on December 29, 2023, consisting of 03 members (01 head and 02 members). The Company's Board of Supervisors took effect and officially operated from 26/06/2024.

The members of the Board of Supervisors hold concurrent positions.

**2. Activities of the Board of Supervisors in 2024**

In 2024, the Board of Supervisors implemented and completed the tasks specified in the Company's Charter as well as the Board of Supervisors' operational direction approved at the 2024 Extraordinary General Meeting of Shareholders, specifically:

- Develop the Board of Supervisors' work plan for 2024: Including regular monitoring, periodic reporting, inspection, and supervision of the management and operation of production and business activities in the Company. The plan is sent to the Board of Directors, the Company's Director, and the units and departments in the Company.



- Supervise the Board of Directors and the Board of Management in management and operation, supervise the implementation of the Charter, and implement the Resolutions approved by the General Meeting of Shareholders.

- Check the rationality, legality, honesty and level of prudence in management and operation of business activities; the systematicity, consistency and appropriateness of accounting, statistics and financial reporting.

- Assess the completeness, legality and honesty of the Company's production and business report, 2024 financial statement, and the Board of Directors' management assessment report.

- Review contracts and transactions with related parties under the approval authority of the Board of Directors or General Meeting of Shareholders .

- Review and evaluate the effectiveness and efficiency of the Company's internal audit, risk management and early warning systems.

- Monitor the list of shareholders and related people of members of the Board of Directors, members of the Board of Supervisors, and the Board of Management. Monitor law enforcement and information disclosure.

- Review the management letter of the Independent audit firm and the response of the Company's Board of Management.

- Participate in regular and periodic meetings of the Board of Directors as well as the Company's interim and final meetings. Through this, the Board of Supervisors promptly made proposals and recommendations to the Board of Directors and the Board of Management in the management, operation and implementation of internal management regulations.

- Actively coordinate with specialized departments and units of the Company in implementing tasks.

- Regularly maintain contact between members of the Board of Supervisors, Board of Directors, Board of Management and shareholders.

- Monitor the implementation of recommendations of inspection and examination teams at the Company.

**Implement thematic monitoring work:** In 2024, the Board of Supervisors conducted specialized supervision on a number of contents in management and operation, which significantly affected the Company's revenue, expenses, and business results:

- Materials management;

- Outsourcing, management and use of assets;

- Investment management...

- Supervise the implementation of contents and procedures related to the Company after the merger: Company restructuring, labor arrangement; Supervise the handover and receipt of assets from 02 companies: Vinacomin - Deo Nai Coal Joint Stock Company and Vinacomin - Coc Sau Coal Joint Stock Company with Deo Nai - Coc Sau - TKV Coal Joint Stock Company; supervise the issuance of

internal regulations/rules of the Company.

- In addition, implement regular control of other contents: Cost management and accounting.

- The inspection and control process is reviewed and analyzed specifically, transparently, objectively and with the participation of the Company's management department staff. The inspection results of the Board of Supervisors all have specific opinions and recommendations:

- + For non-essential content, request the unit to adjust and rectify during the implementation process. Warn about content issues that have potential risks and affect the Company's interests. The Board of Supervisors will discuss directly/or record in the working minutes for the unit to handle and prevent.

**Meetings of the Board of Supervisors:** From June 26, 2024 to December 31, 2024, the Company's Board of Supervisors held four (04) meetings. The meetings were conducted in accordance with the provisions of the Enterprise Law and the Company's Charter. At the meetings, the work implemented during the quarter, or the contents and unexpected incidents that need to be monitored and inspected were reviewed and evaluated fully and seriously; All meetings were attended by all members, and all members exercised their right to equal opinions before agreeing on the content of the meeting minutes.

- By the end of 2024, all individual members of the Board of Supervisors will self-evaluate and review their control activities according to their assigned functions and tasks.

### **3. Evaluation results of the Board of Supervisors**

#### **3.1. On the Management and Administration of the Company's Board of Directors**

- As soon as the consolidated Company came into operation, the Board of Directors clearly demonstrated its functions and duties in the work of guiding and directing the Company's management within the authority of the Board of Directors. The Board of Directors implemented its duties carefully and transparently, and carried out strict management to ensure the interests of the Company and its shareholders.

- In 2024, the Board of Directors of the Company held 17 meetings. Issued 17 meeting minutes, 24 resolutions (17 general resolutions, 07 thematic resolutions), issued 75 decisions and 02 other documents; issued 27 management regulations as a basis for the Company's management and administration activities. Directed the contents under the responsibilities and tasks of the Board of Directors to implement the Company's production and business plan. Resolutions and decisions issued by the Board of Directors are in accordance with the provisions of law and the Company's Charter; All meetings are chaired and discussed by the Chairman of the Board of Directors to ensure seriousness and responsibility. Board of Directors' members participating in the meetings have a high sense of responsibility for giving opinions on the meeting contents. All meetings are recorded in the Minutes and issued Resolutions for implementation.



- During its operation, the Board of Directors directed and supervised the Board of Management in implementing the tasks approved by the 2024 Extraordinary General Meeting of Shareholders, closely following the Company's strategy, promptly resolving the proposals of the Executive Board and matters under the authority of the Board of Directors, creating favorable conditions for the Board of Management's operations.

- The Board of Directors always complies with the Company's Charter, State laws and directs the Executive Board in implementing the resolutions and decisions of the Board of Directors to ensure achieving the targets assigned by the General Meeting of Shareholders.

- In 2024, there will be a change in the personnel of the Company's Board of Directors: At the Company's Extraordinary General Meeting of Shareholders on November 19, 2024, it was unanimously approved to dismiss 01 member of the Board of Directors, Mr. Nguyen Tan Long, according to his resignation letter, and elect Mr. Phung Van Tuyen as an independent member of the Company's Board of Directors.

### **3.2. On the management and operation of the Company's Director**

- The Company Director has close and decisive directions in implementing assigned tasks, operating production and business activities, operating and promoting capital and asset resources; using capital for the right purposes in production and business; complying with legal regulations in business, fully fulfilling financial obligations to the State as prescribed; strictly managing the Company's assets and capital; ensuring jobs and income for employees;

- Organize the implementation of Resolutions and Decisions of the Board of Directors and business cooperation contracts between Vietnam National Coal And Mineral Industries Holding Corporation Limited and the Company ; Timely propose to the Board of Directors solutions to improve the efficiency of operations and management of the Company;

- Proactively develop and issue other management documents within the Company within its authority;

- Implement signed labor agreements and labor contracts, manage salaries, bonuses, salary increases, promotions, etc. in accordance with the provisions of the Law and Company Regulations;

- Directly direct the implementation of the Company's production and business plan to complete the economic and technical targets set by the Company's Shareholders' Meeting Resolution.

### **3.3. General assessments**

- In general, in 2024, the Company's Board of Supervisors completed the control tasks assigned by shareholders in accordance with the functions and powers prescribed in the Company's Charter and the provisions of law.

- Within the scope of its authority and responsibility, the Board of Supervisors assesses that the Board of Directors and the Company's Director have implemented their functions and duties in accordance with the regulations and in accordance with



the Enterprise Law as well as the Company's Charter of Organization and Operation, promptly implementing the Resolutions of the General Meeting of Shareholders, the Resolutions and Decisions of the Board of Directors. The Board of Supervisors does not see any abnormalities in the operation of the Board of Directors, the Director and the Company's management staff.

- During the year, the Board of Supervisors did not receive any complaints or denunciations from shareholders regarding the management and operation of the Board of Directors and the Company's Director.

#### **4. Salary, remuneration, benefits and expenses for members of the Board of Directors, Board of Supervisors, and Executive Board**

The Board of Directors, Executive Board, and Board of Supervisor sare entitled to salaries, bonuses, remuneration, and other benefits according to the salary, bonus, and other welfare regimes in accordance with the Company's current regulations and approved by the 2024 Extraordinary General Meeting of Shareholders.

- Total salary of the Board of Directors and Board of Management in 2024; remuneration of non-executive Board of Directors and Board of Supervisors' members in 2024; Allowance for Independent Board's members in 2024 as follows:

Salary of Board of Directors and Board of Management:	1,785,011,323 VND
Board of Directors' remuneration	: 106,582,000 VND
Board of Supervisors' remuneration	: 82,041,000 VND
Allowance for independent member of Board of Directors	: 29,200,000 VND

#### **5. Coordination between the Board of Supervisors, the Board of Directors and the Executive Board**

The Board of Supervisors, the Board of Directors and the Board of Management of the Company have maintained a working relationship, closely cooperating and coordinating on the principle of serving the interests of the Company and its shareholders, complying with the provisions of law, the Company's Charter and internal regulations. The Board of Directors and the Company's Leadership have created conditions for the Board of Supervisors to collect and provide necessary information and documents for the Board of Supervisors' inspection and supervision work.

## **II. ASSESSMENT OF PRODUCTION AND BUSINESS RESULTS - AUDIT OF 2024 FINANCIAL STATEMENTS**

### **1. Results of implementing the production and business plan according to the resolution of the General Meeting of Shareholders**

In 2024, the Company will implement its production and business plan targets based on the business targets assigned approved at the Company's Extraordinary General Meeting of Shareholders on November 19, 2024 (the meeting after the merger) and the adjusted plan for 2024.

Results of implementing production and business indicators in 2024, specifically as follows:

No.	Indicators	Unit	Resolution of General Shareholders' Meeting (GSM)	Adjusted plan	Implementation 2024	%Implementation/Resolution of GSM 2024	%Implementation/Adjusted plan 2024
<i>A</i>	<i>B</i>	<i>C</i>	<i>I</i>	<i>2</i>	<i>3</i>	$4 = 3 / I * 100$	$5 = 3 / 2 * 100$
1	Coal production	Ton	1,631,000		1,867,458	114.50	
-	Imported coal	Ton	1,110,000		1,110,889	100.08	
-	Clean coal from mixed waste rock and coal	Ton	521,000	721,000	756,569	145.21	104.93
2	Coal consumption	Ton	1,719,000		1,826,374	106.25	
-	Raw coal	Ton	1,153,000		932,248	80.85	
-	Clean coal	Ton	566,000		894,126	157.97	
3	Rocks and soil prepared for production in 2024	m <sup>3</sup>	17,214,000		17,687,896	102.75	
	Rocks and soil prepared for production accounting	m <sup>3</sup>	17,968,000	18,428,000	18,441,896	102.63	100.08
4	Prepared for production screened coefficient	m <sup>3</sup> /ton	15.51	15.92	15.92	102.64	100.00
-	Accounting prepared for production stripping coefficient	m <sup>3</sup> /ton	16.19	16.60	16.60	102.53	100.00
5	Total Revenue	Million VND	2,920,122		2,907,138	99.56	
6	Construction investment	Million VND	274,873	275,527	275,527	100.23	100.00
7	Average Salary	VND/person/month	12,770,000	14,423,477	13,823,288	108.25	95.84
8	Profit (before Tax)	billion	40.276		63.694	158.14	
9	Payout ratio (expected)	%	≥ 3		3	100.00	

**Assessments:** With the documents provided through review and assessment and combined with the inspection and supervision process, the Company's Board of Supervisors unanimously assesses:

- The Company has focused on directing and actively implementing synchronous solutions in organizing production and business, united to overcome all difficulties, focused on promoting production and consumption, practicing cost savings, ensuring stable production, employment, and income for employees. The Company has completed and exceeded the targets on output, revenue, and profit compared to the Resolution of the 2024 Shareholders' Meeting.

- The Board of Directors and the Board of Management have seriously grasped, implemented and complied with the provisions of the law, the Charter and Regulations of the Company, and carried out the goals and tasks assigned by the General Meeting of Shareholders according to the Resolution of the Extraordinary General Meeting of



Shareholders in 2024, for the benefit of shareholders.

- Agree with the Board of Directors' Reports and the Board of Management's Reports submitted to the 2025 Annual General Meeting of Shareholders;

- The Board of Directors and the Director shall not use the Company's information, secrets, or business opportunities, nor abuse their position, title, or assets for personal gain or to serve the interests of themselves, their families, or their relatives.

In 2024, through its monitoring activities, the Board of Supervisors did not detect any unusual signs in the Company's business operations. The Board of Supervisors believes that the Company's operations have ensured safe and sustainable development and complied with the Law, the Company's Charter, and the Resolutions of the Shareholders' Meeting and the Board of Directors.

## 2. Appraisal result of the Company's 2024 Financial statement

### 2.1. Capital Resources and asset figures as of December 31, 2024

No.	Some key financial indicators	Value (Unit: VND)
<b>A</b>	<b>Total assets</b>	<b>2,343,882,582,953</b>
<b>I</b>	<b>Current assets</b>	<b>1,181,605,010,711</b>
1	Cash and cash equivalents	9,399,886,659
2	Short-term financial investments	0
3	Short-term receivables	428,037,087,816
4	Inventories	610,311,747,403
5	Other short-term assets	133,856,288,833
<b>II</b>	<b>Non-current assets</b>	<b>1,162,277,572,242</b>
<b>B</b>	<b>Total capital</b>	<b>2,343,882,582,953</b>
<b>I</b>	<b>Total liabilities</b>	<b>1,613,973,841,221</b>
1	Current liabilities	1,182,526,542,810
2	Non-Current liabilities	431,447,298,411
	<i>In which: Non-current loans and debt</i>	<i>429,809,163,600</i>
<b>II</b>	<b>Equity (MS400)</b>	<b>729,908,741,732</b>
1	Equity (MS410)	729,908,741,732
	In which: Owner's capital contributed (Code 411)	619,352,020,000
	- Capital surplus	(66,000,000)
	- Other capital of owners	
	- Development Investment Fund (Code 418)	28,736,167,038
	- Undistributed profit after tax (Code 421)	81,886,554,694
2	Other funding and funds	0
<b>B</b>	<b>Business results in 2024</b>	
1	Total income	2,907,137,759,012



No.	Some key financial indicators	Value (Unit: VND)
	In which: Net revenue from sales and service provision	2,893,881,498,708
2	Total operating costs	2,843,444,080,395
3	Total accounting profit before tax	63,693,678,617
4	Profit after corporate income tax	62,603,420,556
5	Basic earnings per share	1011
6	Share	61,935,202

## 2.2. Financial indicators for 2024

No.	Business evaluation criteria	Value
<b>1.</b>	<b>Asset structure</b>	
	- Short-term investment coefficient	0.50 times
	- Long-term investment coefficient	0.50 times
<b>2.</b>	<b>Capital structure</b>	
	- Liabilities/Total capital resources	0.69 times
	- Liabilities/Equity	2.21 times
<b>3.</b>	<b>Solvency</b>	
	- Overall Solvency Ratio (Code 270/Code 300)	1.45 times
	- Current Debt Payment Ability (Code 100/Code 310)	0.999 times
	- Quick ratio	0.48 times
<b>4.</b>	<b>Profitability</b>	
	- Return on Equity (ROE)	9.66%
	- Return on assets (ROA)	2.67%
	- Return on Sales (ROS)	2.16%

## 2.3. Share ownership structure as of December 31, 2024:

The Company's charter capital is 619,352,020,000 VND divided into 61,935,202 shares.

In there:

+ Vietnam National Coal and Mineral Industries Holding Corporation Limited: 40,257,883 shares.

+ Other shareholders: 21,677,319 shares.

### \* Audit opinion of the Board of Supervisors:

Based on the assessment of the 2024 Financial Statements of Deo Nai - Coc Sau - TKV Coal Joint Stock Company, the Company's Board of Supervisors unanimously confirmed that the 2024 Financial Statements have been audited by AASC Auditing Company Limited No. 120325.001/BCTC.QN. According to the Board of Supervisors' assessment, the 2024 Financial Statements of Deo Nai - Coc Sau - TKV Coal Joint Stock Company are as follows:

- Has reflected honestly and fairly, in all material respects, the financial situation of the Company as at December 31, 2024 as well as the production and business results and cash flow situation for the fiscal year ended on December 31, 2024 in accordance with Vietnamese Accounting Standards, the current Vietnamese Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements.

- The company has fully fulfilled its tax obligations to the State.

- The company makes timely and accurate deductions for social insurance, health insurance, and union fees for 100% of employees who have signed labor contracts.

- The Company's accounting apparatus is organized centrally to ensure compliance with the Company's production and management organization processes.

- Accounting documents and books are recorded and accounted for in compliance with Vietnamese business accounting regime and in accordance with current accounting standards.

### **3. Some suggestions and recommendations:**

- Continue implementing restructuring efforts, including reorganizing work sites, production units, and workforce to align with the Company's actual production situation.

- Continue strengthening security, inspection, and supervision to maintain order and safety within the mining area. Regularly inspect border zones of the mine, especially boundary areas; enhance coordination with local authorities to promptly prevent violations within the Company's production site.

- Continue reinforcing the management of coal quality, mine volume acceptance, acceptance during the processing stage, and the acceptance of outsourced excavation and transportation services. Manage finished goods inventory, semi-finished inventory, and non-coal products.

### **III. OPERATION DIRECTION IN 2025**

Based on the functions and tasks of the Board of Supervisors and the Company's production and business plan for 2025. The Board of Supervisors proposes the following activities for 2025:

1. Supervise the activities of the Board of Directors and the implementation of the Resolutions of the General Meeting of Shareholders, the issuance of Resolutions of regular or extraordinary meetings of the Board of Directors, the issuance of issued Regulations and Rules according to each content and each field.

2. Supervise the activities of the Board of Management through: Implementing the planning targets approved by the Resolution of the General Meeting of Shareholders. Regularly closely monitoring cost management work, promptly giving recommendations when detecting potential risks in business.




3. Monitor the implementation of the Company's Charter, State Laws and the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders. Implement the monthly and quarterly monitoring and inspection plan that has been developed from the beginning of the year.

4. Review the Company's 6-month financial statements and annual financial statements; review monthly/quarterly data for a number of items that have a major impact on financial results.

5. Supervise the audit process, audit reports, and management letters of independent auditing firms auditing the Company. Discuss with independent auditors about the content, scope of the audit, and existing issues.

6. Coordinate with the Board of Directors and the Board of Management in managing equity. Participate with the Board of Directors and the Executive Board in discussing the content of targets, specifying the Resolution of the General Meeting of Shareholders to propose regular Resolutions.

The above is the report on the results of the inspection and supervision activities of the Board of Supervisors in 2024; assessment of the management and operation of the Board of Directors and the Company's Director; assessment of the Company's production and business results; Appraisal of the Company's 2024 Financial Statement and the Board of Supervisors' 2025 operation direction to report to the General Meeting of Shareholders for consideration and approval. We look forward to receiving your participation and comments so that the Board of Supervisors' activities can be increasingly improved. 

**Recipients:**

- Company shareholders;
- Members of the Board of Directors and Board of Supervisors;
- Company Website;
- Save: Administration, Secretary, Board of Supervisors.

**O/B. BOARD OF SUPERVISORS  
HEAD OF THE BOARD**



**Nguyễn Thị Lương Anh**



No: 3429 /TTr-TDNCS

Cam Pha, April 21, 2025

PROPOSAL  
**Regarding the selection of the list of independent auditing firms to audit 2025  
Financial Statements**

Dear: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company

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

Pursuant to the Charter of organization and operation of Deo Nai - Coc Sau - TKV  
Coal Joint Stock Company;

Implement the functions, tasks and powers of the Board of Supervisors as  
prescribed in the Charter of organization and operation of Deo Nai - Coc Sau - TKV Coal  
Joint Stock Company.

The Board of Supervisors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company  
would like to submit to the General Meeting of Shareholders of the Company the  
selection of a list of independent auditing firms to audit the 2025 financial statements at  
Deo Nai - Coc Sau - TKV Coal Joint Stock Company as follows:

**1. Proposed list of Auditing Companies**

To ensure the selection of an independent auditing company with reputation,  
quality, and competitive prices. Conducting audits/reviews of the Company's financial  
statements. The Company's Board of Supervisors would like to propose the following  
list of auditing companies:

(1) UHY Audit And Advisory Services Limited (UHY)

Head office address: 5th Floor (office floor) Tower B2 Roman Plaza Building,  
To Huu Street, Dai Mo Ward, Nam Tu Liem District, Hanoi City.

(2) AASC Auditing Firm

Head office address: No. 1, Le Phung Hieu, Trang Tien Ward, Hoan Kiem  
District, Hanoi City.

(3) BDO Audit Services, Ltd.Co

Head office address: 20th floor, ICON4 building, 243A De La Thanh, Lang  
Thuong Ward, Dong Da District, Hanoi City.

**Reasons for recommending the above Auditing Companies**

- Are independent auditing companies legally operating in Vietnam approved  
by the Ministry of Finance for auditing enterprises and practicing auditors to audit  
public interest entities in 2025 in Decision No. 2730/QD-BTC dated November 15,  
2024 and are on the list of audited companies listed on the stock market in 2025  
announced by the State Securities Commission on the Website of the State Securities  
Commission.

- Have experience in auditing large-size public companies in Vietnam;

- Reputable for audit quality;
- Highly qualified and experienced audit staff;
- Meet the requirements of Deo Nai - Coc Sau - TKV Coal Joint Stock Company on audit scope and progress.

## **2. Proposal on selection of Auditing Company**

We respectfully request the General Meeting of Shareholders to authorize the Company's Board of Directors to select an auditing company for the 2025 Financial Statements in accordance with the provisions of law and the Company's Charter.

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

### ***Recipients:***

- Company shareholders;
- Members of the Board of Directors and Board of Supervisors;
- Company Website;
- Save: Administration, Office.

**O/B. BOARD OF SUPERVISORS  
HEAD OF THE BOARD**



**Nguyễn Thị Lương Anh**