

No.: 16 /BC-HĐQT

Ha Noi, 28 July 2025

REPORT ON CORPORATE GOVERNANCE
(First 6 months of 2025)

- To: - The State Securities Commission;
- The Stock Exchange.

- Name of company: VINACOMIN - INVESTMENT, TRADING AND SERVICE JOINT STOCK COMPANY

- Address of headoffice: No. 1 Phan Dinh Giot, Phuong Liet ward, Thanh Xuan district, Hanoi city

- Telephone: 0243.6647595

Fax: 0243.6647600

- Email: thukycongtv@itasco.vn

- Charter capital: 264.599.240.000 VND

- Stock symbol: ITS

- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director and Director.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	09/BB-ĐHĐCĐ	22/4/2025	Annual General Meeting of Shareholders in 2025
2	10/NQ-ĐHĐCĐ	22/4/2024	Annual General Meeting of Shareholders in 2025

II. Board of Directors (First 6 months of 2025):

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming to be the member of the Board of Directors	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr Thieu Quang Thao	Chairman of the Board of Directors	04/12/2009	13/13	100%	
2	Mr Nguyen Anh Duc	Member of the Board of Directors - General Director	30/06/2020	13/13	100%	
3	Mr Do Duc Trinh	Member of the Board of Directors	05/04/2010	13/13	100%	
4	Mr Nguyen Ngoc Khue	Member of the Board of Directors	26/04/2024	0/13	0%	+ 10/07/2024 has a resignation letter ceasing to be the member of the Board of Directors + 22/04/2025 no longer a member of the Board of Directors
5	Mr Doan Hai Chien	Member of the Board of Directors	26/09/2022	13/13	100%	
6	Mr Bui Dinh Trung	Member of the Board of Directors	22/04/2025	06/13	46%	+ 22/04/2025 started as a member of the Board of Directors

2. Supervising the Board of Management by the Board of Directors:

The Board of Directors' supervision of the Board of Directors in the first 6 months of 2025 continues to be focused on and seriously implemented. This supervision ensures that all policies and orientations of the General Meeting of Shareholders and the Board of Directors' instructions are implemented in practice quickly and accurately.

The Board of Directors' meetings and operations always have the participation, direction and contribution of opinions from the Chairman of the Board of Directors and some members of the Board of Directors.

During the operation process, the Board of Directors regularly reports on monthly and quarterly work results so that the Board of Directors can grasp the implementation progress and difficulties encountered in order to promptly give instructions and make necessary adjustments to suit the reality.

In the first 6 months of 2025, the General Director and the Board of Directors of the Company have seriously implemented the Resolutions of the Board of Directors. Basically completed the tasks set by the General Meeting of Shareholders and the Board of Directors, always demonstrated a high sense of responsibility during the operation, overcame difficulties to complete the tasks well.

3. Activities of the Board of Directors' subcommittees (If any):

Pursuant to the provisions of Article 17 of Decree 71/2017/ND-CP dated June 6, 2017 guiding on corporate governance applicable to public companies, Charter of Investment and Trading Joint Stock Company and services - Vinacomin, the establishment of subcommittees under the Board of Directors is not mandatory. Up to this point, the Company's Board of Directors has not established subcommittees under the Board of Directors.

4. Resolutions/Decisions of the Board of Directors (First 6 months of 2025)

No.	Number	Date	Content	Note
1	01.07.01/BB-HĐQT	07/01/2025	Approval of loan policy at Vpbank - Thang Long Branch	
2	02.07.01/BB-HĐQT	07/01/2025	Conducting the Company's transactions with shareholders, business managers and persons related to these entities in 2025	
3	01.14.01/BB-HĐQT	14/01/2025	Handling tasks related to TKV's opinions in document No. 7491/TKV-KS dated December 31, 2024	
4	01.21.01/BB-HĐQT	21/01/2025	Mortgage assets at Agribank Tay Ho Branch	
5	01.17.02/BB-HĐQT	17/02/2025	Finalizing the list of shareholders to organize the 2025 Annual General Meeting of Shareholders	
6	01.03.03/BB-HĐQT	03/03/2025	Mortgage assets at Agribank Tay Ho Branch	
7	02..03.03/BB-HĐQT	03/03/2025	Receive capital contributions and shares in subsidiaries as collateral at BIDV Hoan Kiem Branch	
8	01.27.03/BB-HĐQT	27/03/2025	Finalize the time, venue and voting contents at the 2025 Annual General Meeting of Shareholders	
9	01.21.04/BB-HĐQT	21/04/2025	Approving the contents for the Representative of the Company's capital at Vinacomin Mineral	

			Investment and Services Joint Stock Company to vote at the 2025 Annual General Meeting of Shareholders of Vinacomin Mineral Investment and Services Joint Stock Company	
10		22/04/2025	First meeting of the 2025-2030 term on the election of the Chairman of the Board of Directors of the Company for the 2025-2030 term	
11	01.23.04/BB-HĐQT	23/04/2025	Dismissal, appointment of secretary, person in charge of corporate governance	
12	01.25.04/BB-HĐQT	25/04/2025	Mortgage assets at Agribank Tay Ho Branch	
13	01.13.06/BB-HĐQT	13/06/2025	Additional credit limit at Viettinbank Tay Quang Ninh Branch	
14	02.13.06/BB-HĐQT	13/06/2025	Mortgage assets at Viettinbank Tay Quang Ninh Branch	
15	01.18.06/BB-HĐQT	18/06/2025	Approval of loan policy at Agribank Lang Ha Branch, Tay Ho Branch	
16	01.23.06/BB-HĐQT	23/06/2025	Selecting an audit and review unit for the Company's 2025 Financial Statements	

III. Board of Supervisors (First 6 months of 2025):

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming to be the member of Board of Supervisors	Number of meetings attended	Attendance rate	Reasons for absence
1	Mr Bui Quang Chung	Chairman of Board of Supervisors	27/04/2021	05/06	83%	+22/04/2025 stop participating in Join the Supervisory Board
2	Mrs Nguyen Thi Thanh Huyen	Members of Board of Supervisors	21/04/2017	05/06	83%	+22/04/2025 stop participating in Join the Supervisory Board
3	Mrs Ha Thi Hai Yen	Members of Board of Supervisors	27/04/2021	06/06	100%	

4	Mr Dinh Tien Dung	Chairman of Board of Supervisors	22/04/2025	01/06	17%	+22/04/2025 Join the Supervisory Board
5	Ms Truong Mai Anh	Chairman of Board of Supervisors	22/04/2025	01/06	17%	+22/04/2025 Join the Supervisory Board

2. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

The Supervisory Board has well performed the function of supervising and operating the activities of the Board of Directors and Board of Directors, checking the reasonableness, legality, honesty and level of prudence in the management and administration of business activities and appraisal. Determine financial statements, review business situation in operating periods, financial fluctuations, report evaluating business operations and management of the Board of Directors and Board of Directors.

During meetings of the Board of Directors, the Supervisory Board is invited to attend and supervise the Board of Directors' implementation of the resolutions of the General Meeting of Shareholders.

The Board of Directors also regularly consults with the Supervisory Board to make resolutions in accordance with the provisions of law, the Company and in accordance with the general development orientation. Resolutions passed by the Board of Directors are gathered and sent to members of the Supervisory Board.

At the end of each month and each quarter, the General Director sends to the Supervisory Board a detailed report on the production and business situation and the results of implementing work according to the policies of the Board of Directors. The Supervisory Board not only evaluates the accuracy and authenticity of reported data but also supervises the management of the Board of Directors.

The Supervisory Board works according to the principle of independence. During each annual General Meeting of Shareholders, the Supervisory Board reports to shareholders on the production and business situation, progress in implementing the tasks of the Board of Directors and Board of Directors, and assesses the risk level of the business strategies being implemented. present, and at the same time propose a plan for the General Meeting of Shareholders to consider and decide.

3. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

Not only performing the supervisory function, the Supervisory Board also advises and recommends to the General Meeting of Shareholders and the Board of Directors the selection of an auditing company with sufficient capacity to audit the financial statements during the year. In addition, the Supervisory Board also advises and guides management and accounting work in accordance with Vietnamese accounting standards. Control cost management, pricing and administration throughout the Company.

The Supervisory Board also advises the Board of Directors, Board of Executive Directors and other managers on the provisions of the Enterprise Law, Commercial Law and guiding decrees and circulars for implementation. in accordance with the law.

IV. Board of Management

No.	Member of Board of Management	Date of birth	Qualification	Date of appointment/dismissal of members of the Board of Management
1	Mr Nguyen Anh Duc	01/10/1978	Construction engineer	28/04/2021
2	Mr Do Duc Trinh	15/07/1966	Bachelor of Economics	28/04/2021
3	Mr Nguyen Truong Giang	17/03/1971	Bachelor of Economics	10/12/2021
4	Mr Tran Sy Trao	25/01/1976	Bachelor of Economics	15/04/2024
5	Mr Ha Quoc Thinh	19/09/1976	Construction engineer	21/05/2024

V. Kế toán trưởng

Name	Date of birth	Qualification	Date of appointment/dismissal
Mr Nguyen Trung Hieu	08/03/1975	Bachelor of Economics	15/09/2021

VI. Training on corporate governance:

The company pays great attention to training and fostering management for employees; create conditions for officials to participate in professional training courses...; Send staff to participate in training courses on auditing, internal control, and trade union skills; Attend seminars on corporate governance and information disclosure organized by the State Securities Commission and Hanoi Stock Exchange...

VII. The list of affiliated persons of the public company (First 6 months of 2025) and transactions of affiliated persons of the Company:

1. The list of internal persons and their affiliated persons công ty / Transactions of internal persons and affiliated persons with shares of the Company:

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Number of shares owned at the end of the period	Share ownership ratio at the end of the period	Notes (relations with internal shareholders)
I. Board of Directors										
1	Mr Thieu Quang Thao	0001388399	Chairman of Board of Directors	014074000013 Department of Administrative Police on Social Order issued on September 27, 2021	CH1501 HH1 Mai Hac De area, Bach Mai ward, Hanoi city	04/12/2009		0	0%	
1.1	Thieu Quang Hoan									Father
1.2	Doan Thi Dung									Mother
1.3	Nguyen Thi Thu Huong									Wife
1.4	Thieu Quang Thanh Lam									Son
1.5	Thieu Ngoc Khue Tu									Daughter
1.6	Thieu Quang Minh Lam									Son
1.7	Thieu Quang Minh Nguyen									Son
1.8	Thieu Bao Tue Linh									Daughter
1.7	Thieu Doan Tien									Brother

1.9	Thieu Thu Thien									Sister
2	Mr Do Duc Trinh		Member of Board of Directors, vice of general manager	031066003211 Department of Administrative Police on Social Order issued on September 5, 2022	59 Thu Trung, Hai An Ward, Hai Phong City	05/04/2010		12.680	0,078%	
2.1	Doan Thi Mai									Wiffe
2.2	Do Thuy Trang									Daughter
2.3	Do Manh Khuong									Brother
2.4	Do Cong Hoan									Brother
2.5	Do Thi Thoai									Sister
3	Doan Hai Chien		Member of Board of Directors	015069000080 Cục CS QLHC về trật tự xã hội cấp ngày 10/07/2021	P1608 Richland building, No. 9A, Lane 181 Xuan Thuy, Cau Giay ward, Hanoi city	26/09/2022		0	0%	
3.1	Le Thi Chien									Mother
3.2	Hoang Thi Lan									Wiffe
3.3	Doan Hai Trung									Son
3.4	Doan Tuan Anh									Son
3.5	Doan Manh Sy									Brother
3.6	Hoang Thi Huong									Wife's brother
3.7	Hoang Thi Nhan									Wife's sister

3.8	Hoang Van Dao									Wife's sister
4	Mr Bui Dinh Trung		Member of Board of Directors	042084000625 issued by the Department of Administrative Police on Social Order on January 10, 2023	CH1512, Building 18T2 The Golden An Khanh Apartment, An Khanh Commune, Hanoi city	22/04/2025		0	0%	
	Mai Thi Chat									Mother
	Nguyen Thi Khanh									Wife
	Bui Gia Bao									Son
	Bui Duc Minh									Son
	Bui Dinh Dung									Brother
	Bui Thi Thuy Dung									Sister
	Dinh Thi Thanh									Wife's mother
	Nguyen Thi Kim Oanh									Wife's sister
5	Nguyen Anh Duc		Member of Board of Directors, Divice of general manager	038078001806 issued by the Department of Administrative Police on Social Order on April 10, 2021	P3214 VP3 building, Linh Dam peninsula urban area, Hoang Liet ward, Hanoi city	05/11/2019		0	0%	
5.1	Nguyen Giao Bo									Farther
5.2	Nguyen Thi Hien									Mother
5.3	Nguyen Thi Thu Huong									Sister
5.4	Nguyen Thi Thanh Thao									Sister
5.5	Hoang Thi Thanh Hoa									Wiffe
5.6	Nguyen Giao Minh Phuc									Son

5.7	Nguyen Thi Kim Ngan									Daughter
6	Nguyen Ngoc Khue		Member of Board of Directors	001077703398 issued by the Department of Administrative Police on Social Order on December 14, 2021	Room 411 - B11, Thanh Xuan ward, Hanoi city	26/04/2024	22/04/2025	0	0%	
6.1	Ngo Thi Bich									Mother
6.2	Nguyen Thi Van Quynh									Wife
6.3	Nguyen Thi Quynh Phuong									Daughter
6.4	Nguyen Vinh Khang									Son
6.5	Nguyen Ba Long									Brother
6.6	Vu Thi Lan									Sister-in- law
II. Board of Supervisors										
7	Bui Quang Chung		Chairman of Board of Supervisors	034080002331 issued on April 25, 2021	Room 1808T2 Parkaria apartment building Parcity urban area, Le Trong Tan, Ha Dong ward, Hanoi city	27/04/2021	22/04/2025	0	0%	
7.1	Bui Duc Tho									Farther
7.2	Pham Thi Gao									Mother
7.3	Dang Thi Bac									Wife
7.4	Bui Ha Linh									Daughter
7.5	Bui Ha Van									Daughter

7.6	Bui Thi Luong									Sister
7.7	Bui Trung Kien									Brother
7.8	Bui Quy Don									Brother
8	Ha Thi Hai Yen		Member of Board of Supervisors	035191014536 issued by the Department of Administrative Police on Social Order on August 15, 2021	House number 118, lane 169 Hoang Mai, Tuong Mai ward, Hanoi city	27/04/2021		0	0%	
8.1	Chu Duc Anh									Husband
8.2	Chu Duc Minh									Son
8.3	Ha Quang Tuong									Farther
8.4	Tong Thi Hoa									Mother
8.5	Ha Thi Hai Anh									Sister
9	Nguyen Thi Thanh Huyen		Member of Board of Supervisors	013170256 issued on April 11, 2009 in Hanoi	Group 20B, Nghia Do Ward, Hanoi City	21/04/2017	22/04/2025	0	0%	
9.1	Nguyen Thi Le									Mother
9.2	Pham Van Uy									Husband
9.3	Pham Ha Anh									Daughter
9.4	Pham Ha My									Daughter
9.5	Nguyen Van Hung									Brother

9.6	Nguyen Van Vi									Brother
10	Dinh Tien Dung		Chairman of Board of Supervisors Trưởng ban Kiểm soát, Person authorized to disclose information	031078002104 issued by the Department of Administrative Police on Social Order on July 10, 2021	Room 3140, HH4C Linh Dam Building, Hoang Liet Ward, Hanoi City	01/12/2019		630	0,002	
10.1	Nguyen Thi Hoa									Mother
10.2	Ngo Thi Thu Hoai							1.050	0,004	Wife
10.3	Dinh Tra My									Daughter
10.4	Dinh Hoang Quan									Son
10.5	Dinh Ngo Minh Lam									Son
10.6	Dinh Thuy Chi									Daughter
10.7	Dinh Hong Nhung									Sister
11	Truong Mai Anh		Member of Board of Supervisors	019302008687 issued by the Department of Administrative Police on Social Order on August 31, 2021	House No. 71, Group 4, Phan Dinh Phung Ward, Thai Nguyen Province	22/04/2025		0	0%	
11.1	Truong Van Hung									Father
11.2	Dao Thi Giang									Mother
11.3	Truong Hoang Dai Long									Brother
III. Executive Board of Directors										
12	Do Duc Trinh	As item 1.2								

13	Nguyen Truong Giang		Vice of general	001071000383 do Director general of the police department for administrative management of social order release date 02/05/2013	Group 2, Tuong Mai ward, Hanoi city	10/12/2021		0	0%	
13.1	Cao Lan Phuong									Wiffe
13.2	Nguyen Tuan Anh									Son
13.3	Nguyen Thi Bich									Daughter-in- law
13.4	Nguyen Hong Quang									Brother
13.5	Nguyen Thi Lan Phuong									Sister
13.6	Hoang Sy Tuan									Brother-in- law
14	Nguyen Anh Duc	As item 1.5								
15	Tran Sy Trao		Vice of general	036076009691 do Director general of the police department for administrative management of social order release date 08/12/2021	Room 1407, Building No1, T3, Diplomatic Corps, Xuan Dinh Ward, Hanoi City	15/04/2024		0	0%	
15.1	Nguyen Thi Thanh Phuong									Wiffe
15.2	Tran Nguyen Ha Minh									Daughter
15.3	Tran Sy Minh Tri									Son
15.4	Tran Nguyen Tue Tam									Daughter
15.5	Tran Sy Nghi									Farther

15.6	Doan Thi Loan									Mother
15.7	Tran Sy Luu									Brother
15.8	Tran Thi Thanh Loan									Sisier-in-law
15.9	Tran Thi Hai Oanh									Sister
15.10	Nguyen Dinh That									Brother-in-law
15.11	Le Thi Binh									Wiffe's mother
15.12	Nguyen Thi Thao									Wiffe's sister
16	Ha Quoc Thinh		Vice of general manager	034076004696 do Director general of the police department for administrative management of social order release date 08/12/2021	LK16, NO10, area 20a,b, Tay Mo ward, Hanoi city	21/05/2024		0	0%	
16.1	Vu Thi Xuan Mai									Wiffe
16.2	Ha Vu Bich Trang									Daughter
16.3	Ha Vu Minh Quang									Son
16.4	Ha Vu Quoc Cuong									Son
16.5	Ha Vu Quoc Hung									Son
16.6	Ha Duc Thang									Farther
16.7	Dang Thi Thai									Mother
16.8	Ha Duc Vuong									Brother
16.9	Pham Thi Huyen									Sister-in-law
16.10	Ha Tan Cuong									Em trai
16.11	Do Thi Hanh									Sister-in-law
16.12	Vu Quang Khai									Farther-in-

										law
16.13	Bui Thi Bon									Mother-in-law
16.14	Vu Thi Thuy									Wiffe's sister
16.15	Vu Bich Thuy									Wiffe's sister
17	Nguyen Trung Hieu		Chief accountant	001075003418 issued by the Department of Administrative Police for Social Order on April 27, 2021	2A Tu Do Alley, Dai La, Bach Mai Ward, Hanoi City	01/10/2019		0	0%	
17.1	Nguyen Van Suong									Farther
17.2	Nguyen Thi Mai Phuong									Mother
17.3	Vu Thi My Linh									Wiffe
17.4	Nguyen Thi Ngoc Anh									Daughter
17.5	Nguyen Duc AN									Son
17.6	Nguyen Luu Hoang									Brother
18	Hoang Thi Lan		Company Secretary - Person in charge of corporate governance	015170000049 issued by the Department of Administrative Police for Social Order on July 10, 2021	P1608 Richland building, No. 9A, Lane 181 Xuan Thuy, Cau Giay ward, Hanoi city	23/04/2022		0	0%	
18.1	Doan Hai Chien									Husband
18.2	Doan Hai Trung									Son
18.3	Doan Tuan Anh									Son
18.4	Le Thi Chien									Husband's mother

18.5	Doan Manh Sy									Husband's brother
18.6	Hoang Thi Huong									Sister
18.7	Hoang Thi Nhan									Sister
18.8	Hoang Van Dao									Brother
IV. Relevant organizations										
19	Vietnam National Coal and Mineral Industries Holding Corporation Limited				No. 3 Duong Dinh Nghe, Cau Giay Ward, Hanoi City			4.762.800	18%	Represented by Mr. Thieu Quang Thao
20	Viet Duc Saigon Investment Company Limited				10th floor, 21-storey Cland office building, No. 156 Xa Dan 2 Alley, Dong Da Ward, Hanoi City			6.348.300	23,99%	Buy additional offering of 3,600,100 shares
21	Hai Au Construction Services Joint Stock Company				5th floor, N5 building, Hanoi Capital Military Command Guest House, 99 Le Duan Street, Cua Nam ward, Hoan Kiem, Hanoi city			9.450.000	35,71%	Purchase of 9,000,000 shares

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: NO

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: NO

4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting):

(1) ITASCO Coal Trading and Trading Joint Stock Company

- Selling all kinds of coal.
- Office rental, car rental, warehouse.
- Hire coal processing services.

(2) ITASCO Coal Processing and Trading Joint Stock Company

- Selling all kinds of coal.
- Hire coal processing services.

(3) Su Pan 2 Hydropower Joint Stock Company

- Office rental

(The above transactions are carried out by separate contracts and implemented in accordance with the provisions of law)

(4) Song Da 11 Joint Stock Company

- Selling all kinds of coal
- Buy and sell materials of all kinds
- Rent water pumps for projects

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): NO

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: NO

VI. Share transactions of internal persons and their affiliated persons (annual report)

1. The list of internal persons and their affiliated persons công ty / Transactions of internal persons and affiliated persons with shares of the Company: As in section V.1

2. Transactions of internal persons and affiliated persons with shares of the company

VII. Other significant issues: NO

Recipients:

- As regards;
- Archived: HDQT, HCTH.

CHAIRMAN OF THE BOARD OF DIRECTORS



Thieu Quang Thao