

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



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

Ha Long, April 25, 2025

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GENERAL MEETING OF SHAREHOLDERS**

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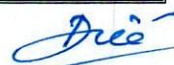
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**PROGRAM 2025 ANNUAL
GENERAL MEETING OF SHAREHOLDERS**

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



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



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

Recipient:

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

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



No.: 2449/TTr - VNBC

Ha Long, March 25, 2025

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

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

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

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

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope and subjects of application

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

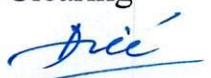
1.2. These Regulations specifically stipulate the rights and obligations of shareholders, authorized persons attending the meeting and parties participating in the General Meeting, conditions and procedures for conducting the General Meeting.

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

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

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

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



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

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

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

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

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

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

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

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

b) Dress politely;

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

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

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

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

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

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

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

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

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

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

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

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

- Before the opening of the General Meeting;

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

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

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

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

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

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

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

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

Recipient:

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Tran Tuan Anh



No.: 2450/BC - VNBC

Ha Long, March 25, 2025

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

To: Shareholders

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

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

PART I:
2024 PRODUCTION AND BUSINESS RESULTS

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

Results of implementing some production and business targets in 2024

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

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

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

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

I. GOALS

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

2. No serious work accidents and equipment failures.

II. SOME MAIN BUSINESS INDICATORS



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

III. SOLUTIONS FOR MANAGING PRODUCTION AND BUSINESS PLAN

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

1. Coal production, processing and consumption

1.1. Production

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

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

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

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



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

1.2. Screening, processing, preparing goods

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

1.3. Product consumption

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

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

2. Research, investment and development

2.1. Apply new technology, mechanization, automation

- Promote the application of mechanization in tunneling and underground coal mining to increase labor productivity, improve working conditions, and reduce safety risks.

- Continue to review, develop plans and invest in synchronous equipment, while accelerating the progress of mastering technologies and equipment for tunneling; Implement tunneling mechanization to reduce labor and increase speed.

- Deploy investment in implementing necessary centralized automation systems according to the Group's action programs.

2.2. Strengthening investment management

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

2.3. Exploration and survey work

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

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

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

2.4. Technical innovation and improvement

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

3. Organization - Labor - Salary

3.1. Organization and training

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

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

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

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

4. Cost management, internal management

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

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

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



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

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

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

5. Mechanical and Electrical - Transportation Work

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

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

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

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

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

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



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

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

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

- Maximize the application of computerization to equipment management.

6. Materials management

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

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

- Continue to implement monthly and quarterly purchasing orders.

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

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

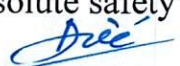
- Balance the inventory limit of materials at the end of the year $\leq 6\%$ of the demand for use during the period.

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

7. Safety - Security and Order

7.1. Safety

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



7.2. Security and order

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

8. Restoration and environmental protection

8.1. Restoration work

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

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

8.2. Environmental protection

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

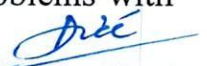
9. Implementation organization

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

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

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

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



Respectfully report to the Congress./.

Recipient:

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

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

Doan Dac Tho



No.: 2451/BC - VNBC

Ha Long, March 25, 2025

REPORT

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

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

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

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

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

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

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

Based on the Company's Production and Business Plan in 2025, the Company's Board of Directors proposes to implement: (i) Decree 53/2016/ND-CP dated June 13, 2016 of the Government regulating labor, wages, remuneration and bonuses for companies with controlling shares and capital contributions of the State; (ii) Official Dispatch No. 6636/TKV-KH dated November 26, 2024 of TKV; (iii) Decision No. 1471/QD-TKV dated August 14, 2024 of TKV; (iv) Decision No. 1803/QD-TKV dated December 28, 2021 of TKV; (v) Decision No. 8608/QD-VNBC dated November 24, 2020 of the Board of Directors to establish the salary, remuneration and allowances of the Board of Directors, the Supervisory Board and the Company's Board of Directors in 2025 as follows:

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

• Payment method:

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

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

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

Recipient:

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

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



No.: 2452/BC - VNBC

Ha Long, March 25, 2025

**AUDITED
FINANCIAL REPORT 2024**

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

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

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

**Part One:
BALANCE SHEET**

Unit: Dong

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

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

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

**Part Two:
BUSINESS RESULTS**

Unit: VND

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

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

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

Recipient:

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

MANAGER
Đoan Đac Tho

