

No: *2890*/BC-VNBC

*Quang Ninh, April 2, 2026*

## **REPORT**

### **Results of production and business activities in 2025 and the period 2021–2025; Production and business plan for 2026 and the period 2026–2030**

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

In performing the duties assigned by the Board of Directors, the General Director hereby reports to the General Meeting of Shareholders the results of production and business activities in 2025 and the period 2021–2025; and the production and business plan for 2026 and the period 2026–2030 as follows:

## **PART I**

### **RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025, THE FIVE-YEAR PERIOD 2021–2025**

In 2025 and the period 2021–2025, the Company faced numerous difficulties and challenges. The Company ended open-pit coal mining and transitioned to underground mining under conditions of a shortage of underground miners; the structure of skill grades, as well as the workforce of management and supporting services, remained unbalanced compared to the Group's model. Geological conditions of the mine were complex, and during roadway drivage, new fault lines with larger-than-expected amplitudes were frequently encountered. Mechanized longwall faces repeatedly encountered water inflows with large volumes (approximately 60 m<sup>3</sup>/hour), significantly affecting production output. In addition, extended fault and folding systems in the longwall faces reduced the quality of run-of-mine coal compared to the plan, causing difficulties in preparing sufficient supply to meet consumption demand. Meanwhile, fixed costs such as loan interest and depreciation of fixed assets remained high.

However, with the close attention, direction and guidance of the Group, the Company proactively adhered to the overall objectives, plans and management solutions, while developing targets and plans suitable to actual conditions. Through the synchronous implementation of flexible and decisive management measures, the promotion of close coordination across the entire political system, and the active and creative working spirit of employees, the Company successfully fulfilled the production and business targets in accordance with the five-year plan and the annual plan assigned by the General Meeting of Shareholders, specifically as follows:





**I. RESULTS OF IMPLEMENTATION OF PRODUCTION AND BUSINESS INDICATORS IN 2025**

No.	Indicator	Unit	Plan		Implement	Comparison %	
			Beginning of the year	adjustment		Beginning of the year	adjustment
1	Total roadway drivage	Metre	14.800	13.000	13.000	88	100
-	Roadways for production preparation	"	14.800	13.000	13.000	88	100
2	Output of imported coal	10 <sup>3</sup> Tons	1.900	1.950	2.000	105	103
-	Underground coal output	"	1.900	1.950	2.000	105	103
3	Clean coal processed at the mine	10 <sup>3</sup> Tons	1.767	1.858	1.954	111	105
-	Clean coal from imported coal	"	1.767	1.767	1.866	106	106
-	Clean coal from processed products	"		91	88		96
4	Coal sales volume	10 <sup>3</sup> Tons	1.767		1.819	103	
5	Capital construction investment value	Billion VND	324,6	353,4	370,0	114	105
6	Revenue	Billion VND	2.730		2.694	99	
7	Total profit	Billion VND	36,2		51,5	142	
8	Standard workforce	Person	3.385		3.079	91	
9	Average wage	10 <sup>3</sup> VND/person month	19.912		20.850	105	
10	Dividend	%	≥ 5,0		6	120	

**II. RESULTS OF IMPLEMENTATION OF PRODUCTION AND BUSINESS INDICATORS FOR THE FIVE-YEAR PERIOD 2021–2025.**

No.	Indicator	Unit	Five-year plan (2021-2025)		Implement	Comparison %	
			Beginning of the year	Adjusted		Beginning of the year	Adjusted
1	Overburden removal	10 <sup>3</sup> m <sup>3</sup>	1.200	4.680	4.837	403	103
-	Production earth	"	1.200	580	580	48	100
-	Earth for safety plan: excavation, transportation and dumping ensured safety	"		4.100	4.258		104
2	Total roadway drivage	Metre	77.300	67.900	68.585	89	101
-	Roadways for production preparation	"	77.300	67.900	68.585	89	101



No.	Indicator	Unit	Five-year plan (2021-2025)		Imple ment	Comparison %	
			Beginnin g of the year	Adjusted		Beginni ng of the year	Adjusted
3	Output of imported coal	10 <sup>3</sup> Tons	8.470	8.208	8.516	101	104
-	Open-pit coal output	"	220	292	292	133	100
-	Underground coal output	"	8.250	7.830	7.945	96	101
-	Coal recovered according to plan	"			192		
-	Other recovered coal	"		86	86		100
4	Clean coal processed at the mine	10 <sup>3</sup> Tons	8.621	8.375	9.526	110	114
-	Clean coal from imported coal	"	7.731	7.379	8.234	107	112
-	Clean coal from processed products	"	890	996	1.291	145	130
5	Coal sales volume	10 <sup>3</sup> Tons	8.621	8.269	9.431	109	114
6	Capital construction investment value	Billion VND	1.113	1.570,4	1.444	130	92
7	Revenue	Billion VND	12.149	13.029	15.070	124	116
8	Total profit	Billion VND	142,4	276	334	234	121
9	Workforce	Người	3.271	3.361	3.143	96	94
10	Average wage	10 <sup>3</sup> VND/pe rson.month	15.258	17.213	18.332	120	107
11	Dividend	%	≥ 3,0	4,2	5,4	180	129

### III. ASSESSMENT OF TASK PERFORMANCE RESULTS

In 2025 and the period 2021–2025, most of the Company's production and business indicators were achieved in accordance with the Plan approved by the General Meeting of shareholders and were assessed by the Company's Board of Directors as follows:

#### 1. Safety management:

The Company has strictly implemented safety management measures; inspected and directed units and employees to comply with technical procedures and safety regulations; promptly rectified unsafe behaviors; and organized safety training for employees in accordance with regulations. During the term, occupational safety has been basically ensured.

#### 2. Technical management and production operation:

- The Company has strictly and fully implemented all steps from mining design, roadway design to preparation of construction documentation in compliance with technical standards of the coal industry. The system of technical documents, longwall logs, roadway logs and equipment inspection records has been scientifically managed and fully updated, providing accurate data for operation management and periodic adjustment of operating parameters.





- Technical safety management has continued to be strengthened; the review and updating of technical parameters of ventilation, drainage, transportation and power supply systems have been carried out periodically, ensuring equipment operates in a stable and safe condition; site inspection and technical supervision have been maintained regularly, promptly detecting and addressing geological instability risks; many measures for roadway support, water control and mine gas control have been strictly implemented, contributing to minimizing risks in mining, especially in areas beneath former open-pit waste dumps; ventilation and mine gas control during production have been well implemented; dredging of water sump roadways at level -350 has been effectively carried out, ensuring drainage capacity during the rainy and storm season.

- The Company has proactively applied technological innovation solutions, automation, mechanization and semi-mechanization in roadway drivage and mining, contributing to improving productivity and reducing manual labor intensity. Many new technological solutions have been studied and applied, such as putting into operation a light mechanized longwall face with a capacity of 350,000 tons/year, aiming to improve working conditions and increase labor productivity continuing to closely follow the directives of the Group, promoting mechanization and modernization in underground mining, putting the EBH-45 roadheader into operation for drivage of panel roadways in coal to increase output and labor productivity. Applying automatic coal seam temperature monitoring technology to continuously (24/7) monitor seam temperature in order to prevent spontaneous combustion. Technological processes have been standardized, complying with work permits and technical regulations of TKV; major deviations are inspected, evaluated and promptly adjusted.

- Production planning has been managed proactively, flexibly and in a timely manner, closely following the targets assigned by the Group and in line with the geological conditions of the mine and market demand for coal consumption. The Company has organized operations under the motto of safety, productivity, efficiency and stability, ensuring close coordination among functional departments and production units. Indicators such as roadway meters, drivage and support, and output have been allocated and assigned specifically to each unit and each stage, helping implementation to be focused and effective. Panel roadway drivage has been organized; plans have been developed and the relocation of longwall faces has been operated in accordance with schedule, ensuring stable production faces and contributing to the completion of the plan.

### **3. Electrical and mechanical, transportation; equipment maintenance and repair:**

- In the past period, the electrical and mechanical transportation sector has affirmed its role as a critical “lifeline”, providing a solid technical foundation for the Company’s entire production chain. With a proactive and decisive approach, equipment management and operation have undergone strong transformation, from maintaining stability of traditional systems to making breakthroughs in technology and management thinking.

- The Company has ensured safe and continuous operation of core equipment systems such as vertical shaft hoisting systems, main ventilation fan



stations, drainage pumping systems and the network of transformer substations. Periodic maintenance and repair of fixed assets have been carried out systematically, with thorough review and close alignment with actual conditions, maintaining a high equipment availability factor even during peak production periods. The centralized belt conveyor system and underground electric locomotives have been operated synchronously, ensuring timely supply of materials and coal transportation.


- The most notable highlight is the promotion of the application of science and technology and mechanization. The Company has successfully implemented light mechanization models in mining and roadway drivage, while modernizing automated control systems for key equipment clusters. The transition from manual operation to centralized monitoring has not only optimized manpower but also enhanced safety and equipment reliability. At the same time, digital transformation has been emphasized through the digitization of technical management records, making monitoring and failure prediction more scientific and accurate.

- Equipment management and electrical-mechanical transportation systems: The Company has maintained effective technical safety management for the entire system of electrical and mechanical equipment power and transportation systems; Operating parameters of electrical stations, transformer substations, conveyor lines, hoisting systems, water pumps, fuel depots, etc. are all monitored, recorded and controlled in accordance with regulations; Periodic inspection of equipment subject to strict safety requirements under National Technical Regulations is fully carried out, with no violations arising. As a result, key electromechanical systems operate stably, contributing to maintaining continuous and safe production.

- Equipment maintenance and repair: Regular maintenance, periodic maintenance and major repairs are carried out in accordance with approved plans, ensuring quality and schedule; The principle of "proactive prevention, timely repair" is well implemented, minimizing incidents causing equipment stoppage; The electromechanical workforce actively improves techniques and remedies faults arising during shifts, significantly reducing equipment downtime. The application of mechatronics and automation in monitoring pumping stations, conveyor systems, gas monitoring systems, airflow measurement, etc. has been expanded, contributing to enhancing safety and reducing direct labor.

- Transportation: Transportation systems including vertical shafts, diesel locomotives, conveyor belts, trucks and mine cars serving production are maintained stably; Transportation routes are operated rationally, optimizing haulage distances, contributing to reducing fuel consumption norms, electricity consumption and production costs; Maintenance of transport routes, drainage and reinforcement is carried out regularly to ensure safety.

- Economic management: The Company strictly implements control of material consumption norms, especially for key materials in accordance with Norm No. 2048. Through detailed annual analysis of material usage, solutions are proposed to reduce electricity costs and spare parts consumption, contributing significantly to lowering production costs and improving overall production and business efficiency.





#### **4. Capital construction investment:**

The Company's capital construction investment activities are implemented in line with the mine development strategy and plans approved by the Group and the Company's Board of Directors, contributing to the completion of technical infrastructure, enhancement of production capacity and ensuring long-term mining conditions. All projects are prepared, appraised and approved in accordance with State regulations as well as the regulations and rules of TKV and the Company. Bidding activities are conducted publicly and transparently in compliance with the Law on Bidding and its guiding Decrees and Circulars. All procurement and construction packages under the Company's investment projects are carried out through contractor selection via the National Bidding Network System.

#### **5. Restructuring:**

The Company has complied with the workforce allocation guidelines in accordance with the Group's model, ensuring that the number of departments does not exceed regulations. To date, the Company has 13 functional departments and 19 production units.

#### **6. Wages and employee income:**

The management of wages and income has always been carried out in a manner that balances the interests between the Company's owners and employees, thereby building harmonious labor relations, improving production and business efficiency and ensuring sustainable development. The management and use of the wage fund are conducted in a transparent, democratic and reasonable manner, in compliance with regulations of the State, the Group and the Company's Board of Directors. Annual wage growth is ensured to be consistent with labor productivity growth.

#### **7. Environmental protection:**

The Company has closely followed the environmental themes of Quang Ninh Province to effectively implement environmental protection measures. Efforts have been strengthened in planting trees to create shade and improve the landscape of industrial project sites. Completed waste dump areas have been rehabilitated with greenery.

#### **8. Cost management:**

In implementing the cost allocation and cost management regulations of TKV, immediately after the Group issues the annual production and business plan and assigns targets to units, the Company balances its production and business plan by cost elements for internal management and allocation. As a result, in the 2021–2025 period, the Company has been recognized by the Group for achieving cost savings.

#### **9. Accounting and finance:**

Effectively performing the advisory role to the Management Board in financial management, accounting and cost control of production and business activities. Accounting work is organized scientifically, in full compliance with legal regulations and the Group's financial management rules. The accounting department promptly records, reflects and consolidates arising economic transactions; strictly manages assets, capital and liabilities; monitors and



accumulates production costs, and calculates coal production costs to serve management and production operations.

Preparing and presenting financial statements and periodic management reports in accordance with regulations, ensuring accurate and transparent data, effectively serving the Company's management, and coordinating timely periodic information disclosure.

Fulfilling financial obligations to the State, including taxes, fees and other budget contributions, fully and on time. Through this, accounting work has made an important contribution to improving financial management efficiency, controlling costs, and supporting stable and sustainable production and business operations of the Company.

#### **10. Digital transformation, application of IT and automation:**

The Company has implemented digital transformation, applying informatization and automation in a synchronous and practical manner, closely linked to production needs, initially bringing about efficiency in management, operation and improvement of labor productivity.

Management and operation: The Company has modernized governance through production management, accounting and materials management software. The online reporting system (daily/weekly/monthly) has been implemented synchronously, enabling management to closely monitor the actual production situation in a timely manner.

Production safety: Underground safety has been enhanced through automatic monitoring devices at key areas, including gas sensor systems (CH<sub>4</sub>, CO, O<sub>2</sub>), dust and airflow measurement, and surveillance cameras at longwall faces and along transportation routes. At the same time, energy consumption is strictly controlled through systems monitoring electricity, water and fuel.

Digital human resources: Focus is placed on training managers and miners in software usage skills and electronic working processes. In particular, young workers are encouraged to proactively research and propose practical digitalization solutions.

Application of informatization and automation: In line with the Group's plans and objectives for implementing automation and informatization projects, the Company maintains stable operation of existing centralized monitoring systems such as: emulsion stations; vertical shaft hoisting systems; man-riding winch systems; centralized monitoring and control systems for two main ventilation fan stations; centralized monitoring systems for underground auxiliary fans. In terms of informatization, the Company has promoted digital transformation through the application of digital signatures, the Group-wide document interconnection system, and the deployment of software for recording underground production shift logs.

In summary: With continuous efforts, promotion of internal strengths and creative labor, during the past term the Company has fulfilled the production and business plan assigned by the General Meeting of Shareholders; wages and living conditions of employees have remained stable, and all obligations to the State and the Group have been fully performed.





## PART II

### PRODUCTION AND BUSINESS PLAN FOR 2026 AND THE PERIOD 2026-2030; TASKS AND MANAGEMENT SOLUTIONS

The five-year term for the 2026–2030 period is forecast to continue being a period in which the Company faces many difficulties and challenges. Prices of materials and services are expected to remain on an upward trend due to escalating conflicts among countries. The organization of production under geological conditions where mining faces are becoming deeper, farther and more complex will require increased roadway drivage for production preparation to ensure output is maintained. The coal consumption market is forecast to become increasingly competitive. In addition, the Group’s requirements regarding the application of science and technology, automation, informatization and digitalization in production and management require the Company to continue to strongly innovate its management methods, optimize costs and improve equipment productivity. Occupational safety and environmental sanitation will continue to be prioritized, while risks in underground mining remain potentially present; requiring the Company to strengthen risk control, improve labor discipline and invest in monitoring and automatic warning systems.

Regarding labor, the Company continues to face difficulties in recruiting underground miners, as the trend of workers shifting to jobs with lower labor intensity, less hardship and lower risk is increasing. The pressure to improve income, working conditions and retain underground workers requires the Company to strengthen welfare policies and take better care of employees’ lives.

In addition to challenges, there are also new opportunities: key investment projects of the Company continue to receive attention from the Group; mechanization in roadway drivage and mining has favorable conditions to promote productivity; centralized production management systems are gradually proving effective; and the spirit of innovation, creativity, unity and diligence of Nui Beo’s staff and workers is maintained. These are important foundations for the Company to strive to comprehensively fulfill its production and business tasks, ensuring the motto of “*Unity – Democracy – Discipline – Innovation – Development*”.

#### I. OBJECTIVES AND TASKS

##### 1. Strategic objectives:

To stabilize and develop production, ensure safety and efficiency in production and business activities; strengthen investment in technological innovation; actively apply Mechanization – Automation – Informatization – Digital Transformation in mining and production management; focus on developing human resources and continuously improve employees’ living standards; uphold the tradition of “Discipline and Solidarity” to successfully achieve the goals of: “Safety – Unity – Development – Efficiency”.

##### 2. Key targets

No.	Indicator	Unit	Plan	
			Period 2026÷ 2030	Year 2026
1	Total roadway drivage	Metre	71.820	14.320

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No.	Indicator	Unit	Plan	
			Period 2026÷ 2030	Year 2026
-	Roadways for production preparation	"	71.820	14.320
2	Output of imported coal	10 <sup>3</sup> Tons	10.000	2.000
-	Underground coal output	"	10.000	2.000
3	Clean coal processed at the mine	10 <sup>3</sup> Tons	9.258	1.860
-	Clean coal from imported coal	"	9.258	1.860
4	Clean coal from processed products	"	9.258	1.860
5	Coal sales volume	10 <sup>3</sup> Tons	1.571,8	391,3
6	Capital construction investment value	Billion VND	13.270,1	2.877,1
7	Revenue	Billion VND	174,1	36,2
8	Total profit	Billion VND	3.116	3.173
9	Standard workforce	person	22.360	21.010
10	Average wage	10 <sup>3</sup> VND/person. month	≥ 5,0	≥ 5,0

## II. KEY SOLUTIONS

### 1. Production operation

- Operate production in accordance with the schedule and plan assigned by TKV; ensure synchronous coordination among roadway drivage, mining, transportation, processing and consumption. Closely follow production; on a weekly, monthly and quarterly basis, organize the development of plans for roadway drivage and coal production, ensuring that equipment is not idle due to lack of working faces.

- Prioritize resources for key production areas; promptly handle issues related to geology, ventilation and transportation. Strengthen site inspection and enhance the responsibility of production supervisors. Assign specific plans to each unit and team, linked with output, quality and safety. Regularly update and monitor the implementation of production plans in order to arrange working and rest time reasonably, minimizing the arrangement of equipment operation under unfavorable weather or production conditions that reduce labor productivity and increase production costs.

### 2. Technical and technological work; coal screening and processing

- Finalize roadway support passports; improve the quality of geological surveying, mapping, and forecasting of mining conditions. Enhance mechanization in roadway drivage (continuous miners, loaders, roof bolters, etc.) to improve equipment productivity.

- Review ventilation networks; improve airflow and microclimate conditions underground. Focus on studying and thoroughly surveying geological conditions to prioritize suitable areas for the application of fully mechanized mining technologies to ensure efficiency.

- Proactively develop production organization and labor arrangements to ensure roadway drivage meets schedule requirements. Maintain the use of drilling rigs and loaders in combination with rock bolting for large cross-section roadways; promote mechanization to accelerate progress.



- Strengthen technical management; provide training to improve the qualifications of technical management staff and miners. Develop specialized work teams and implement in-depth training programs by technological fields.

- Manage technological indicators in line with the following orientations:
  - (i) Ratios of steel-supported roadway meters; roadway meters driven in rock; and corrective roadway meters controlled below the levels assigned by the Group;
  - (ii) Roadway drivage coefficient (for production preparation) aligned with the Group's assigned plan;
  - (iii) Strict control of underground raw coal quality to ensure it does not exceed the planned targets.

- Develop detailed plans for coal screening and processing from raw coal through each system to produce coal grades in line with the annual balanced plan and monthly/quarterly operating plans of the Group. Optimize processing and blending processes; strictly control input and output quality. Ensure the clean coal recovery rate meets or exceeds the targets assigned by the Group.

### **3. Investment and capital construction**

- Focus on implementing mine infrastructure, ventilation, drainage, and transportation projects on schedule to maintain stable production capacity. Strengthen supervision of contractor quality; control construction volume and progress.

- Invest in mechanization, automation, and mine safety equipment in accordance with the 2026–2030 plan. Prioritize investments that improve working conditions and employee welfare.

### **4. Electromechanical and transportation work**

- Building on the achievements of the previous period, in the 2026–2030 term, the key solutions for electromechanical and transportation work include:

- Ensuring safe and continuous operation of core systems such as vertical shaft hoisting systems, main ventilation fans, mine drainage pumping systems, and the transformer station network. Coordinate effectively among conveyor belts, electric locomotives, diesel locomotives, and trucks to ensure timely and smooth supply of materials and coal transportation.

- Continue the stable and effective implementation of medium- and light-level mechanization technologies in mining; promote semi-mechanization and mechanization in roadway drivage.

- Accelerate centralized monitoring, automatic control, and digitalization of technical records.

- Manage materials based on techno-economic norms and cost limits; focus on ensuring equipment operates with productivity and efficiency in line with the Group's assigned targets. Regularly monitor and update the implementation of equipment norms for analysis, evaluation, and timely corrective measures or adjustments in accordance with the Group's norms and the Company's actual production conditions.

### **5. Occupational Safety and Health (OSH)**

- Strictly implement the safety management system; conduct periodic inspections of roadways, transportation equipment, and mine electrical systems. Enhance the application of automatic gas monitoring systems, ventilation cameras,





and incident warning systems. Improve the quality of safety training and organize periodic emergency drills.

- Strengthen labor discipline; strictly handle violations of procedures and safety regulations. Promote the “Green – Clean – Beautiful” movement to improve industrial hygiene.

#### **6. Resource and mine boundary management**

- Conduct mining operations in accordance with approved designs and technological sequences; minimize losses and dilution of resources during extraction. Enhance geological surveying, delineate risk zones, and update mine reserve maps.

- Strictly control transportation, processing, and consumption activities to prevent resource losses. Coordinate with relevant authorities in land and mining boundary management. Strengthen governance of mining resources and finished product quality.

#### **7. Labor and remuneration**

- Arrange and utilize labor effectively in line with a streamlined production organization model. Intensify recruitment of young miners; enhance vocational training, skill upgrading, and standardization of workforce competencies.

- Continue implementing wage payment based on output, quality, and task completion levels. Improve working conditions and employee welfare to stabilize the workforce in the long term.

#### **8. Materials management**

- Comply with regulations and policies issued by the Group and the Company, including any amendments and supplements during implementation. Continue to develop monthly and quarterly procurement plans; strengthen supplier sourcing and organize competitive bidding/quotation processes via the Group’s website to ensure competitiveness, transparency, and efficiency.

- Study and promote the use of domestically produced materials and goods to replace imported ones where feasible. Maximize the recovery of used materials; organize classification and screening to reclaim reusable items for immediate use or refurbishment, thereby avoiding waste of available on-site resources.

- Manage inventory limits for materials in accordance with the Group’s guidelines.

#### **9. Cost management**

- Strictly control norms for materials, fuel, and industrial explosives; monitor equipment consumption and outsourced service costs. Enhance in-house repair and refurbishment capabilities to reduce replacement costs. Apply energy-saving measures and optimize equipment operation schedules.

- Allocate cost targets to each unit; ensure transparency and openness in evaluation and settlement. Continue issuing and assigning cost norms, as in previous years, to enable units to proactively manage production.

- Implement solutions to minimize costs compared to those assigned by the Group; assign production output and cost targets to production units, and assign technological and cost management indicators to departments. Regularly warn units that exceed material and fuel consumption norms or risk overspending beyond allocated limits. Conduct monthly/quarterly reviews of cost management



performance as a basis for emulation assessment and salary payment for management staff.

- Maintain weekly reporting mechanisms to promptly identify and warn of adverse factors affecting production and business, and propose effective solutions.

#### **10. Finance and accounting**

- Closely manage cash flow to ensure financial balance for production and investment activities. Review and standardize cost items; strictly implement procurement and bidding procedures.

- Control receivables and inventories; improve capital utilization efficiency. Ensure full compliance with tax obligations and preserve and develop State capital within the enterprise.

#### **11. Security, order, and asset protection**

- Strengthen patrols to protect mine boundaries, warehouses, and transportation routes; prevent theft of assets and resources. Coordinate closely with local authorities and police to maintain security and order in the mining area.

- Improve the quality of the security workforce; apply surveillance camera technology to reduce risks. Implement specific measures to protect coal throughout production, transportation, storage, and consumption processes.

#### **12. Digital transformation, automation, and informatization**

- Effectively implement breakthrough objectives and tasks in science and technology development, innovation, and digital transformation; step by step build a centralized data center, leveraging the power of digital technology and data to develop a “smart mine” and “smart governance” model, thereby improving production and business efficiency.

- Utilize existing infrastructure effectively; focus on upgrading IT and telecommunications infrastructure, developing IT platforms and architecture, and accelerating the development and implementation of digital transformation programs. Complete the model for digital information exchange connectivity with the digital government and enterprises; strengthen cybersecurity and ensure information safety within the Company and the Group.

Conclusion: The above presents the full report on production and business performance in 2025 for the period 2021–2025, as well as the plans, tasks, and operational solutions for 2026 and the period 2026–2030 of the Company.

Respectfully submitted to the General Meeting.

#### **Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors (e-copy);
- Divisions and departments (e-copy);
- Company shareholders;
- Office (for publication on the Company’s Website);
- Archived at: Administration Office, Company Secretariat.

ON BEHALF OF THE BOARD OF  
DIRECTORS

BOARD MEMBER – DIRECTOR



Doan Duc Tho



No: *2891* /BC-VNBC

Quang Ninh, April 2, 2026

## REPORT

### Re: Payment of Salaries, Remuneration and Allowances for the Board of Directors, Supervisory Board and Board of Management

#### 1. Salaries, remuneration and allowances of the Board of Directors, Supervisory Board and Board of Management in 2025:

Pursuant to the Charter of Công ty Cổ phần Than Núi Béo – Vinacomin;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of the Company. The salaries, remuneration and allowances of the Board of Directors, Supervisory Board and Board of management for 2025 were paid as follows:

No.	Position	Resolution of the General Meeting of shareholders				Implementation Results				Comparison %
		Number of persons (Average)	Total amount (VND million)	Of which:		Number of persons (Average)	Total amount (VND million)	Of which:		
				Salary	Remuneration...			Salary	Remuneration...	
1	Board of Directors (BOD)	5,0	506,4	-	506,4	5,0	506,4	-	506,4	100
-	Chairman	1,0	64,8		64,8	1,0	64,8	-	64,8	100
-	Member	4,0	441,6		441,6	4,0	441,6	-	441,6	100
2	Supervisory Board	3,0	168,0	-	168,0	3,0	168,0	-	168,0	100
-	Head	1,0	57,6		57,6	1,0	57,6		57,6	100
-	Member	2,0	110,4		110,4	2,0	110,4		110,4	100
3	Board of Management	6,0	2.502	2.502	-	5,6	2.795,4	2.795,4	-	112
-	Director	1,0	468,0	468	-	1,0	561,6	561,6	-	120
-	Deputy Director	4,0	1.656,0	1.656	-	3,6	1.780,2	1.780,2	-	108
-	Chief Accountant	1,0	378,0	378	-	1,0	453,6	453,6	-	120
	Total	14,0	3.176,4	2.502	674,4	13,6	3.469,8	2.795,4	674,4	109

#### 2. Salary, remuneration and allowances of the Board of Directors, Supervisory Board and Board of management in 2026:

- Pursuant to the Company's charter as approved by the General Meeting of Shareholders;

- Pursuant to the Company's 2026 Production and Business Plan, the Board of Directors proposes implementation in accordance with: (i) Decree No.

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64



53/2016/ND-CP dated June 13, 2016 of the Government on labor, salaries, remuneration and bonuses applicable to companies in which the State holds controlling shares or capital contributions; (ii) Official Letter No. 7138/TKV-KH dated December 12, 2025 of Vietnam National Coal and Mineral Industries Group (TKV) regarding notification of key targets of the 2026 production and business plan; (iii) Decision No. 1471/QD-TKV dated August 14, 2024 of TKV promulgating guidelines on salary mechanisms and salary levels based on job positions applicable within 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 of Công ty Cổ phần Than Núi Béo – Vinacomin; as the basis for determining the salary, remuneration and allowances of the Board of Directors, Supervisory Board and Board of management for 2026 as follows:

No	Position	Number of persons	Total (million VND)	Of Which		
				Salary	Remuneration	Allowance
1	<b>Board of Directors</b>	<b>5</b>	<b>506,4</b>	<b>-</b>	<b>230,4</b>	<b>276,0</b>
-	Chairman	1	64,8		64,8	
-	Member	3	165,6		165,6	
-	Independent member	1	276,0			276,0
2	<b>Supervisory Board</b>	<b>3</b>	<b>168,0</b>	<b>-</b>	<b>168,0</b>	<b>-</b>
-	Head	1	57,6		57,6	
-	Member	2	110,4		110,4	
3	<b>Board of Management</b>	<b>6</b>	<b>2.502</b>	<b>2.502</b>		
-	General Director	1	468	468		
-	Deputy General Director	4	1.656	1.656		
-	Chief Accountant	1	378	378		
	<b>Total</b>	<b>14</b>	<b>3.176,4</b>	<b>2.502</b>	<b>398,4</b>	<b>276,0</b>

**\* Payment Method:**

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

- On a monthly basis, members of the Board of Directors, the Supervisory Board and the Board of Management shall receive an advance payment of 80% of their monthly salary, remuneration and allowances. The remaining 20% shall be finalized at year-end based on the Company's business performance.





Respectfully submitted to the General Meeting of shareholders for consideration and approval./.

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- Director, Deputy Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for publication on the Company's website);
- Filed at: Administration Office, Company secretary.

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



**Tran Tuan Anh**



No: 2892 /BC-VNBC

Quang Ninh, April 2, 2026

## AUDITED FINANCIAL STATEMENTS FOR THE YEAR 2025

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on 17 June 2020;

Pursuant to the Company's Charter approved by the General Meeting of shareholders on 28 April 2021;

In performing the assigned duties and responsibilities, the General Director hereby presents a summary of key indicators of the audited financial statements for the year 2025 as follows:

### Part I: BALANCE SHEET

Unit: VND

No.	Indicator	Code	Time point	
			31/12/2025	01/01/2025
<b>A</b>	<b>TOTAL ASSETS</b>	<b>270</b>	<b>2.410.001.543.615</b>	<b>2.570.220.921.022</b>
<b>A1</b>	<b>CURRENT ASSETS</b>	<b>100</b>	<b>830.316.090.929</b>	<b>1.054.753.257.675</b>
<b>I</b>	<b>Cash and Cash Equivalents</b>	<b>110</b>	<b>5.040.405.056</b>	<b>6.621.963.053</b>
1	Cash	111	5.040.405.056	6.621.963.053
<b>II</b>	<b>Short-term financial Investments</b>	<b>120</b>	<b>8.940.000.000</b>	
1	Held-to-Maturity Investments	123	8.940.000.000	
<b>III</b>	<b>Short-term receivables</b>	<b>130</b>	<b>479.407.630.531</b>	<b>832.116.958.051</b>
1	Short-term Trade receivables	131	423.020.291.412	827.512.822.794
2	Short-term Advances to Suppliers	132	48.575.839.579	
3	Short-term Intercompany Receivables	133		
4	Other Short-term Receivables	136	7.811.499.540	4.604.135.257
<b>IV</b>	<b>Inventories</b>	<b>140</b>	<b>301.284.068.138</b>	<b>182.283.268.397</b>
1	Inventories	141	301.284.068.138	182.283.268.397
<b>V</b>	<b>Other current assets</b>	<b>150</b>	<b>35.643.987.204</b>	<b>33.731.068.174</b>
1	Short-term Prepaid Expenses	151	34.854.793.407	33.687.102.154





No.	Indicator	Code	Time point	
			31/12/2025	01/01/2025
2	Deductible VAT	152	-	-
3	Taxes and Other Receivables from the State	153	789.193.797	43.966.020
<b>A2</b>	<b>NON-CURRENT ASSETS</b>	<b>200</b>	<b>1.579.685.452.686</b>	<b>1.515.467.663.347</b>
<b>I</b>	<b>Long-term Receivables</b>	<b>210</b>	<b>93.327.986.558</b>	<b>90.124.991.388</b>
1	Other Long-term Receivables	216	93.327.986.558	90.124.991.388
<b>II</b>	<b>Fixed Assets</b>	<b>220</b>	<b>1.233.030.633.608</b>	<b>1.272.126.938.298</b>
1	Tangible Fixed Assets	221	1.233.030.633.608	1.272.126.938.298
-	Cost	222	5.090.377.106.439	4.883.173.666.935
-	Accumulated Depreciation (*)	223	(3.857.346.472.831)	(3.611.046.728.637)
2	Intangible Fixed Assets	227	-	-
-	Cost	228	396.933.150	396.933.150
-	Accumulated Amortization (*)	229	(396.933.150)	(396.933.150)
<b>III</b>	<b>Long-term Work in Progress</b>	<b>240</b>	<b>95.387.790.283</b>	<b>88.175.797.748</b>
1	Construction in Progress	242	95.387.790.283	88.175.797.748
<b>IV</b>	<b>Long-term Financial Investments</b>	<b>250</b>		
<b>V</b>	<b>Other Non-current Assets</b>	<b>260</b>	<b>157.939.042.237</b>	<b>65.039.935.913</b>
1	Long-term Prepaid Expenses	261	121.708.675.583	26.335.227.123
2	Deferred Corporate Income Tax Assets		36.230.366.654	38.704.708.790
<b>B</b>	<b>TOTAL LIABILITIES AND EQUITY</b>	<b>440</b>	<b>2.410.001.543.615</b>	<b>2.570.220.921.022</b>
<b>B1</b>	<b>LIABILITIES</b>	<b>300</b>	<b>1.880.056.574.087</b>	<b>2.044.776.838.946</b>
<b>I</b>	<b>Current Liabilities</b>	<b>310</b>	<b>1.605.128.315.976</b>	<b>1.898.554.094.297</b>
1	Short-term Trade Payables	311	491.196.442.334	487.419.359.235
2	Short-term Advances from Customers	312	103.996.342	628.768.284
3	Taxes and Other Payables to the State	313	79.264.942.940	116.036.433.820
4	Payables to Employees	314	138.864.784.680	113.967.684.863
5	Short-term Accrued Expenses	315	122.611.226	111.850.960
6	Other Short-term Payables	319	12.904.977.251	212.642.050.874
7	Short-term Borrowings and Finance Lease Liabilities	320	852.509.441.953	927.630.306.698





No.	Indicator	Code	Time point	
			31/12/2025	01/01/2025
8	Bonus and Welfare Fund	322	30.161.119.250	40.117.639.563
<b>II</b>	<b>Non-current Liabilities</b>	<b>330</b>	<b>274.928.258.111</b>	<b>146.222.744.649</b>
1	Long-term Borrowings and Finance Lease Liabilities	338	274.928.258.111	146.222.744.649
2	Long-term Provisions	342		
<b>B2</b>	<b>EQUITY</b>	<b>400</b>	<b>529.944.969.528</b>	<b>525.444.082.076</b>
<b>I</b>	<b>Owners' equity</b>	<b>410</b>	<b>529.929.884.350</b>	<b>525.428.996.898</b>
1	Contributed capital	411	369.991.240.000	369.991.240.000
2	Share premium	412	(193.650.000)	(193.650.000)
3	Development investment Fund	418	80.250.927.962	78.241.781.617
4	Retained earnings	421	79.787.475.351	77.295.734.244
5	Capital for construction investment	422	93.891.037	93.891.037
<b>II</b>	<b>Funding sources and other funds</b>	<b>430</b>	<b>15.085.178</b>	<b>15.085.178</b>
1	Funding sources	431	15.085.178	15.085.178

**Part II:**  
**STATEMENT OF PROFIT OR LOSS**

*Unit: VND*

No.	Indicator	Code	Time point	
			Year 2025	Year 2024
1	Revenue from sales and Provision of Services	01	2.682.404.444.770	2.804.842.053.734
2	Net Revenue from sales and Provision of services	10	2.682.404.444.770	2.804.842.053.734
3	Cost of Goods sold	11	2.416.737.692.797	2.523.232.764.544
4	Gross profit from sales and provision of services	20	265.666.751.973	281.609.289.190
5	Financial Income	21	3.037.979.679	2.678.163.193
6	Financial expenses	22	51.502.747.039	74.118.960.761
7	Selling expenses	25	15.214.853.614	17.992.765.321
8	General and Administrative expenses	26	157.892.463.685	151.282.351.955
9	Net profit from operating activities	30	44.094.667.314	40.893.374.346
10	Other income	31	8.469.711.999	9.062.235.396
11	Other Expenses	32	1.110.403.448	3.229.698.698

*ĐTC*



No.	Indicator	Code	Time point	
			Year 2025	Year 2024
12	Other Profit	40	7.359.308.551	5.832.536.698
13	Total Profit Before Tax	50	51.453.975.865	46.725.911.044
14	Profit After Corporate income tax	60	41.082.766.561	37.092.704.472
15	Basic Earnings per share	70	1.110	1.003

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

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration Office, Company Secretary.

**GENERAL DIRECTOR**



**Doan Duc Tho**



No: 3565/TTr - VNBC

Quang Ninh, April 22, 2026

**SUBMISSION**

**Re: Profit Distribution Plan for 2025**

***(Replacing submission No. 2895/TTr-VNBC dated April 2, 2026)***

To: Esteemed Shareholders

Based on Government Decree No. 366/2025/ND-CP dated December 31, 2025 on State Capital Investment in Enterprises;

Based on the Resolution of the Annual General Meeting of Shareholders in 2025;

Based on the Company's Charter; the actual production and business conditions, and the interests of shareholders and employees of the Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Company's profit distribution plan for 2025 as follows:

No.	Content	Unit	Quantity
<b>1</b>	<b>Net profit after tax</b>	<b>Million VND</b>	<b>79.787</b>
a	Profit carried over from 2024	Million VND	38.705
b	Profit in 2025	Million VND	41.083
<b>2</b>	<b>Undistributed retained earning</b>	<b>Million VND</b>	<b>36.230</b>
	<i>Including: Deferred income tax assets as of December 31, 2025</i>	<i>Million VND</i>	<i>36.230</i>
<b>3</b>	<b>Distributed profits</b>	<b>Million VND</b>	<b>43.557</b>
<b>3.1</b>	<b>Dividend payment Million</b>	<b>Million VND</b>	<b>22.199</b>
-	Dividend payout ratio	%	6
<b>3.2</b>	<b>Remaining profit after dividend payment</b>	<b>Million VND</b>	<b>21.358</b>
a	Development investment fund	Million VND	-
b	Reward and welfare fund	Million VND	21.358

Respectfully submitted to the Shareholders for consideration and decision./.

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration Office, Company secretary

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



**Trần Tuan Anh**



No: 3566/TTr-VNBC

Quang Ninh, April 2, 2026

**STATEMENT**

**Subject: Approval of contracts and transactions  
between the Company and related parties  
(Replacing Statement No. 2894/TTr-VNBC dated April 2, 2026)**

To: Esteemed shareholders

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

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 Securities Law;

Pursuant to the Charter of Nui Beo Coal Joint Stock Company – Vinacomin;

Pursuant to the Company's 2026 production and business plan;

The Board of Directors hereby submits to the General Meeting of Shareholders for its consideration and approval the following transactions between the Company and its related parties:

**I. Results of related party transactions in 2025**

In 2025, under its business cooperation arrangements with Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV), the Company carried out various contracts with TKV and its affiliated entities, including coal trading, material supply, and service agreements. The total value of these transactions amounted to VND 3,054,027,637,022, as follows:

1. Coal trading contract with Hon Gai Coal Processing branch, a subsidiary of Vietnam National Coal and Mineral Industries Holding Corporation Limited - Vinacomin: VND 2,808,600,159,519;

2. Fuel and materials supply and purchase contracts with Materials JSC - TKV: VND 32,055,282,406;

3. Service contracts with Environment JSC- TKV: VND 19,596,575,604.

**II. Proposed transactions with related parties for 2026**

Due to TKV's centralized management model, the Company regularly carries out transactions with TKV and its affiliated entities for the purchase and sale of coal, procurement of materials, equipment repairs, and the use of related services to support its operations.

To comply with applicable laws and support the Company's operations, the Board of Directors hereby submits for the General Meeting of Shareholders' consideration and approval the following contracts and transactions with related parties for 2026:









No: 2895 /BC-VNBC

Quang Ninh, April 02, 2026

**REPORT**  
**ASSESSMENT BY THE BOARD OF SUPERVISORS ON BUSINESS**  
**PERFORMANCE AND REVIEW OF THE COMPANY'S AUDITED**  
**FINANCIAL STATEMENTS FOR 2025**

Pursuant to the Company's Charter approved by the General Meeting of Shareholders on April 28, 2021; and pursuant to the Operating Regulations of the Board of Supervisors, the Board of Supervisors hereby reports to the Shareholders its assessment of the Company's business performance and its review of the audited financial statements for 2025 as follows:

- The Board of Supervisors agrees to confirm the figures presented in the 2025 Business Performance Report and the Financial Statements of the Company, which have been audited by AASC Auditing Firm Company Limited.

- The Board of Supervisors considers that the audit methodology, auditing standards applied by the auditing firm, as well as the accounting standards and financial regime adopted by the Company in the 2025 Financial Statements, have complied with applicable principles and regulations. The audited financial statements fairly, truthfully, and reasonably reflect the Company's financial position as at December 31, 2025, as well as its business results and cash flows for the fiscal year ended on the same date.

- Accounting work has been carried out without material misstatements. The preparation and submission of quarterly and annual financial statements were timely and in accordance with prescribed formats.

- Accounting books have been properly maintained with clear records; data has been fully recorded; documents have been systematically archived in compliance with regulations. Inventory checks of assets, cash on hand, goods, materials, finished products in stock, receivables, payables, and debt reconciliations have been conducted in accordance with the Group's guidelines.

- The Board of Supervisors agrees with the figures in the Company's Business Performance Report as well as the auditor's opinions presented in the audit report, based on several key indicators as follows:

**1. Results of implementation of key business performance indicators:**

No.	Indicator	Unit	Plan		Implem ent	Comparison %	
			Beginning of the year	adjustm ent		Beginning of the year	adjust ment
1	Total roadway drivage	Metre	14.800	13.000	13.000	88	100
-	Roadways for production preparation	"	14.800	13.000	13.000	88	100
2	Output of imported coal	10 <sup>3</sup> Tons	1.900	1.950	2.000	105	103



No.	Indicator	Unit	Plan		Implement	Comparison %	
			Beginning of the year	adjustment		Beginning of the year	adjustment
-	Underground coal output	"	1.900	1.950	2.000	105	103
3	Clean coal processed at the mine	10 <sup>3</sup> Tons	1.767	1.858	1.954	111	105
-	Clean coal from imported coal	"	1.767	1.767	1.866	106	106
-	Clean coal from processed products	"		91	88		96
4	Coal sales volume	10 <sup>3</sup> Tons	1.767		1.819	103	
5	Capital construction investment value	Billion VND	324,6	353,4	370,0	114	105
6	Revenue	Billion VND	2.730		2.694	99	
7	Total profit	Billion VND	36,2		51,5	142	
8	Standard workforce	Person	3.385		3.079	91	
9	Average wage	10 <sup>3</sup> VND/person/month	19.912		20.850	105	
10	Dividend	%	≥ 5,0		6	120	

## 2. Financial structure:

- Liabilities-to-total assets ratio: 0.77 (2024: 0.78);
- Liabilities-to-equity ratio: 3.49 times (2024: 3.82 times).

## 3. Liquidity:

- Current ratio: 0.51 times (2024: 0.56 times);
- Quick ratio: 0.33 times (2024: 0.46 times).

## 4. Efficiency of capital utilization:

- Profit after tax to revenue: 1.53%;
- Profit after tax to total assets: 1.7%;
- Profit after tax to equity: 9.12%.

Based on the above figures, in 2025 the Company's production and business operations were mainly financed by borrowings: liabilities accounted for 76.76% of total capital and were 3.49 times equity. In terms of capital structure, 65.6% was allocated to long-term investments and 34.4% to short-term investments. The current ratio decreased compared to 2024 but remained within acceptable limits. Assets are still in the investment phase (each VND 1 invested generated VND 0.017 in profit). The return on equity reached 9.12%.

## 5. Assessment of certain other indicators and activities:

- In 2025, the Company continued to face many difficulties and challenges: open-pit mining operations have ceased; although the underground mining project has come into operation and reached its designed capacity, depreciation and



interest expenses during the 2020–2025 period remained high, creating pressure on financial balancing. The liabilities-to-equity ratio in 2025 was lower than the plan but still higher than regulatory thresholds. The main reasons include: the project is still in its early investment stage with high capital demand; the depreciation period is longer than the loan repayment period; since the project has been in operation since 2021, additional investment in maintenance equipment has increased; coal consumption in 2025 was low, resulting in high inventory levels, with year-end inventory reaching 269% of the beginning inventory, thereby Increasing short-term borrowings.

- In the coming year and subsequent years, the Company needs to proactively implement comprehensive management solutions to ease financial pressure and mitigate financial risks.

- Compliance with applicable laws: In 2025, the Company fully complied with legal regulations in its production and business operations and fulfilled its obligations to the State budget. The submission of supervisory reports, enterprise classification reports, financial statements, and other reports was timely and in accordance with regulations.

- In 2025, Nui Beo Coal Joint Stock Company – Vinacomin closely followed its production and business plan as approved by the Annual General Meeting of Shareholders and the coal mining, processing, and beneficiation contract with TKV.

- The Company effectively implemented labor and salary management, investment and construction management, resource and environmental management, and cost control.

- The Company focused on maintaining stable operations, achieving raw coal output of 2,000 thousand tons against the assigned plan of 1,900 thousand tons, ensuring employment and stable income for employees during the transition of mining technology.

- The Company's management closely adhered to the resolutions of the General Meeting of Shareholders in directing production and business activities.

\* Overall assessment of business performance in 2025: Nui Beo Coal Joint Stock Company – Vinacomin has successfully fulfilled the targets set by the General Meeting of Shareholders.

Respectfully submitted for the Shareholders' consideration and approval./.

**Recipients:**

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration office, Company secretary

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



**Vu Thi Dung**



No: 1896 /TTr-VNBC

Quang Ninh, April 02, 2026

## SUBMISSION

**Re: Selection of a list of independent auditing firms for the audit of the Company's Financial Statements for the first six months and the full year of 2026**

To: The Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Pursuant to the Charter of Nui Beo Coal Joint Stock Company – Vinacomin;

In performing its functions and duties, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of independent auditing firms to audit the Company's financial statements for the first six months and the full year of 2026 as follows:

### 1. Criteria for selecting an independent auditing firm:

- Being a company legally operating in Vietnam and approved by the Ministry of Finance or the State Securities Commission to audit financial statements of public interest entities in 2025;
- Having experience in auditing large-scale public companies in Vietnam;
- Having a strong reputation for audit quality;
- Having a highly qualified and experienced audit team;
- Being able to meet the Company's requirements in terms of audit scope and timeline;
- Offering reasonable audit fees commensurate with audit quality and scope.

### 2. Proposed list of independent auditing firms:

2.1. AASC Auditing Firm Company Limited Head Office: No. 01 Le Phung Hieu street, Hoan Kiem ward, Ha Noi

2.2. CPA Vietnam Auditing Company Limited – Northern Branch; Head Office: Room 902, 9th Floor, VG Building, 235 Nguyen Trai street, Khuong Dinh ward, Ha Noi.

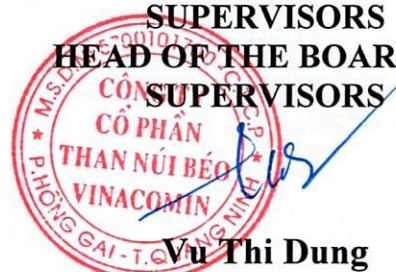
Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely yours./.

#### Recipients:

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration office, Company secretary

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

  
Vu Thi Dung



No: 2897 /TTr-VNBC

Quang Ninh, April 02, 2026

## PROPOSAL

### Re: Supplementation of Business Lines; Amendments and Additions to the Company Charter

To: Esteemed Shareholders

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

Pursuant to the Company charter adopted by the General Meeting of Shareholders on April 28, 2021; Based on the Company's production and business conditions, the Board of Directors respectfully submits to the General Meeting of shareholders for approval the supplementation of business lines and amendments to the Company Charter as follows:

#### I. SUPPLEMENTATION OF BUSINESS LINES

##### 1. Additional business line:

Architectural activities and related technical consultancy. Details: Surveying and mapping activities. Business code: 7110.

##### 2. Reason for supplementation:

In accordance with Official Letter No. 5275/TKV–TN dated September 17, 2025 issued by Vietnam National Coal – Mineral Industries Holding Corporation Limited (TKV) regarding the application for a Surveying and Mapping Operation License.

#### II. AMENDMENTS AND ADDMENTS TO THE COMPANY CHARTER

##### 1. Amendment to the Company's address under Clause 6, Article 2 of the Company charter:

The Company charter was adopted by the 2021 General Meeting of shareholders.	Proposed amendments and supplements to the Company charter.	Reason for amendment: Adjustment due to the reorganization of the two-tier local government system.
Registered Office of the Company: Address: 799 Le Thanh Tong street, Ha Long city, Quang Ninh province.	Registered Office of the Company: Address: 799 Le Thanh Tong street, Hong Gai ward, Quang Ninh province.	Reason for Amendment: Adjustment due to the reorganization of the two-tier local government system.



**2. Amendment and supplementation of the Company's business lines under Clause 2, Article 4 of the Company charter:**

Update of industry codes and business line names in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister, and addition of business lines as proposed in Section I.

Respectfully submitted to the General Meeting of shareholders for consideration and approval./.

***Recipients:***

- Board of Directors, Supervisory Board (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, Deputy General Directors, Chief Accountant (e-copy);
- Shareholders of the Company;
- Administration Department (for posting on the Company's website);
- Filed at: Administration Office, Company Secretary.



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

**Tran Tuan Anh**