

VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED
CAO SON COAL JOINT STOCK COMPANY
No: 2388 /BC-TCS-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Cua Ong, April 6, 2026

ANNUAL REPORT 2025

To:

- The State Securities Commission
- The Hanoi Stock Exchange

I. GENERAL INFORMATION

1. General information:

Cao Son Coal Joint Stock Company:

- Business Registration Certificate No.: 5702053837, Initial Registration: August 5, 2020, First Amendment: October 6, 2021, Business Registration Certificate, amended the 3rd time by the Department of Finance of Quang Ninh Province on August 22, 2025.

- Charter capital: 428,467,730,000 VND

- Address: Group 1, Cao Son 2 Area, Cua Ong Ward, Quang Ninh Province..

- Telephone: 02033 862 337

- Fax: 02033 863 945

- Email: Caosoncoal@gmail.com

- Website: www.thancaoson.vn

- Securities code: CST

- Establishment and development process: Cao Son Coal Joint Stock Company is a subsidiary of the Vietnam National Coal and Mineral Industries Holding Corporation Limited, in which TKV holds 65.14% of shares. The company operates in the field of open-pit coal mining. The company was established on August 5, 2020, through the merger of two companies: Vinacomin - Cao Son Coal Joint Stock Company (securities code: TCS) and Tay Nam Da Mai Coal Joint Stock Company - Vinacomin (securities code: TND), following the certificate of registration for offering of swap shares for consolidation issued by the State Securities Commission under number 137/GCN-UBCK on July 10, 2020. The company has been granted Securities Certificate No.08/2021/GCNCP-VSD on February 4, 2021, by the Vietnam Securities Depository and Clearing Corporation for CST securities code and was approved by the Hanoi Stock Exchange for listing CST shares on the UPCoM system under Decision No.142/QD-SGDHN on April 19, 2021; and for listing CST shares on the HNX under Decision No. 1266/QD-SGDHN on December 25, 2024.

- Other events: None.

2. Business lines and locations of the business:

- Business lines:

	Business Lines	Industry Code
1	Hard coal exploitation and collection (Primary)	0510
2	Lignite exploitation and collection	0520
3	Rail freight transportation	4912
4	Production of rubber tubes and tires; retreading and recycling of rubber tires	2211
5	Construction of other public works	4229
6	Maintenance and repair of automobiles and other motor vehicles	4520
7	Wholesale of other construction materials and installation equipment	4663
8	Premise preparation	4312
9	Short-term accommodation services	5510
10	Mechanical engineering; treating and coating metal	2592
11	Stone, sand, gravel, and clay exploitation	0810
12	Railway construction	4211
13	Road construction	4212
14	Construction of other civil engineering works	4299
15	Road freight transport	4933
16	Demolition	4311
17	Direct support services for waterway transport	5222
18	Restaurants and mobile catering services	5610
19	Construction of residential houses	4101
20	Construction of non-residential houses	4102
21	Repair of machinery and equipment	3312
22	Production of other rubber products	2219
23	Afforestation, forest care and nursery of forestry trees	0210
24	Other machinery, equipment and spare parts trading	4659
25	Electricity transmission and distribution	3512
26	Other mining support services	0990
27	Repair and maintenance of means of transport (except cars, motorbikes, scooters and other motor vehicles)	3315

	Business Lines	Industry Code
28	Repair of fabricated metal products	3311
29	Repair of electrical equipment	3314
30	Repair of other equipment	3319
31	Repair of electronic and optical equipment	3313
32	Real estate business, right of land use belong to the owner, user or lessee. Details: Buying and selling houses and right of land use. Leasing, operation, and management of non-residential buildings and land (office leasing).	6810

- Location of business: Cam Pha Ward, Cua Ong Ward, Mong Duong Ward, Quang Ninh Province.

3. Information about governance model:

- Governance model: The company operates under the model specified in Point a, Clause 1, Article 137 of the Law on Enterprises, which includes the General Meeting of Shareholders, Board of Directors, Board of Supervisors, and Director.

- Management structure: The company's management structure (as of January 1, 2026) includes:

+ Board of Directors: 05 members;

+ Board of Supervisors: 05 members;

+ Board of Management: 06 members (01 Director, 04 Deputy Directors, 01 Chief Accountant);

+ 13 departments, including:

1- Office	8- Safety Engineering Department
2- Labor Organization Department	9- Investment and Environment Department
3- Inspection and Security Department	10- Mining Engineering Department
4- Planning and Cost Management Department	11- Surveying and Geology Department
5- Materials Department	12- Product Quality Control and Consumption Department
6- Accounting, Finance, and Statistics Department	13- Production Control Department
7- Electromechanical and Transportation Department	

+ 16 Mining Sites and Workshops:

1- Mining Site 1	9- Repair Workshop 3
2- Mining Site 2	10- Transport Workshop 1
3- Mining Site 3	11- Transport Workshop 3
4- Screening and Processing Site	12- Transport Workshop 4
5- Drilling Site	13- Transport Workshop 5
6- Mechanical and Road Construction Site	14- Transport Workshop 6
7- Repair Workshop 1	15- Transport Workshop 7
8- Repair Workshop 2	16- Transport Workshop 9

- Subsidiaries, associated companies: None.

4. Development orientations:

- Main objectives of the Company: The company operates with a focus on safety, innovation, and development. Business activities ensure stable income for employees, preserve and enhance capital, and safeguard shareholders' interests. Developing the corporate culture of Cao Son Coal Joint Stock Company with a workforce of officials, employees, and workers who possess adequate technical expertise, master mining technology and equipment, maintain a professional industrial demeanor, uphold strong moral values, and maintain strong ties with the company during the development process, collectively contributing to the company's continued stability and growth.

- Development strategies in medium and long term: With primary business lines in coal production and trading, the company organizes the extraction, processing, and trading of coal products in accordance with the mine's designed capacity under mining licenses No. 280/GP-BTNMT, issued on August 7, 2023, for the Cao Son Coal Mine expansion and capacity upgrade project, allowing extraction down to -325m elevation, with a designed capacity of 4.5 million tons of coal per year, and a mine lifespan extending until 2045. Cao Son Coal Joint Stock Company is a subsidiary of Vietnam National Coal and Mineral Industries Holding Corporation Limited. Therefore, the company's medium and long term strategies align with the Coal Industry Development Strategy, which was approved by the Prime Minister under Decision No.55/QĐ-TTg, dated January 16, 2024, "On the Approval of the Development Strategy for Vietnam's Coal Industry until 2030, with a vision to 2045".

- Corporate objectives with regard to Corporate environment, society and community Sustainability: The company's development is closely linked to the growth of Vietnam's coal industry, based on the efficient and economical extraction, processing, and utilization of the country's coal resources, thereby making a significant contribution to ensuring national energy security. The company's sustainable development is associated with the effective implementation of mining projects. Mining operations are carried out in conjunction with environmental protection. Before initiating a mining project, the company conducts an Environmental Impact Assessment (EIA), which includes a plan for land rehabilitation and environmental restoration after mining activities cease. This assessment is approved by the Ministry of Natural Resources and Environment. The execution of mining projects and the company's development are closely aligned with social welfare objectives.

- Risks: Mining is an industry that carries inherent risks due to its occupational characteristics. The company consistently develops and implements all risk prevention measures and incident elimination plans within mining technology processes, environmental protection, disaster prevention, and epidemic control, etc; ensuring compliance with safety standards in its production and business activities

II. OPERATIONS IN THE YEAR

1. Situation of production and business operations (According to Resolution No.01/NQ-TCS-ĐHĐCĐ on April 25, 2025)

Results of Key Business and Production Indicators in 2025:

Table 1

N O.	ITEM	ĐVT	2025 Plan		Implemen- tation	Compare	
			Resolutio ns No. 01	Adjusted plan		Implementa tion/Resolut ions (%)	Implementati on/Adjusted plan (%)
A	B	C	1	2	3	4=3/1	5= 3/2
1	Earth and rock excavation	1000m³	60,000	49,800	49,849	83,1	100,1
2	Coal production	1000 tons	4,660	4,280	4,287	92,0	100,2
-	Raw coal	"	4,000	3,320	3,323	83,1	100,1
-	Clean coal seperated from a mixture of rock and coal	"	660	960	965	146,1	100,5
3	Coal consumption	1000 tons	4,660	4,270	4,232	90,8	99,1
4	Revenue from coal production	Billion VND	9,581	8,546	8,285	86,5	96,9
5	Salary	Million VND /person /month	13,184	16,615	16,780	127,3	101,0
6	Profit	Billion VND	65,803	40,0	104,462	158,7	261,1
7	Construction Investment	Billion VND	193,719	200,254	186,450	96,2	93,1

2. Organization and Human resource:

2.1. List of the Board of Management

(1) Director Pham Quoc Viet

+ Gender: Male. Citizen ID No.: 019074000817. Date of Issue: April 9, 2021. Place of Issue: Ministry of Public Security.

+ Date of Birth: July 30, 1974

+ Nationality: Vietnamese

- + Ethnicity: Kinh
- + Permanent Address: Group 1, Cao Son 1 Area, Cua Ong Ward, Quang Ninh Province.
- + Contact Number: 0913479898
- + Educational Background: 12/12
- + Professional Qualification: Mining Engineer
- + Current Positions at Other Organizations: None

(2) Deputy Director Do Van Kien

- + Gender: Male. Citizen ID No.: 035077004409. Date of Issue: April 23, 2021. Place of Issue: Ministry of Public Security.
- + Date of Birth: June 25, 1977
- + Nationality: Vietnamese
- + Ethnicity: Kinh
- + Permanent Address: Group 52G, Zone 4A, Cao Xanh Ward, Quang Ninh Province.
- + Contact Number: 0912553457
- + Educational Background: 12/12
- + Professional Qualification: Mining Engineer, Master of Economic Management.
- + Current Positions at Other Organizations: None.

(3) Deputy Director Nguyen Ngoc Dung

- + Gender: Male. Citizen ID No.: 030078014609; Date of Issue: June 25, 2021; Place of Issue: Ministry of Public Security.
- + Date of Birth: November 13, 1978
- + Nationality: Vietnamese
- + Ethnicity: Kinh
- + Permanent Address: Group 1, Cao Son 2 Zone, Cua Ong Ward, Quang Ninh Province
- + Contact Number: 0936046688
- + Educational Background: 12/12
- + Professional Qualification: Mining Engineer
- + Current Positions at Other Organizations: None.

(4) Deputy Director Nguyen Ngoc Toan

- + Gender: Male. Citizen ID No.: 022079000953; Date of Issue: May 17, 2021; Place of Issue: Ministry of Public Security.
- + Date of Birth: October 9, 1979
- + Nationality: Vietnamese
- + Ethnicity: Kinh
- + Permanent Address: No. 11, Group 9, Zone 3B, Cam Pha Ward, Quang Ninh Province;
- + Contact Number: 0904706489
- + Educational Background: 12/12

+ Professional Qualification: Automative Mechanical Engineer, Master of Development Economics;

+ Current Positions at Other Organizations: None.

(5) Deputy Director Vu Quang Dung

+ Gender: Male. ID No.: 02271022283; Date of issue: March 9, 2022; Place of issue: Ministry of Public Security.

+ Date of birth: November 11, 1971

+ Nationality: Vietnamese

+ Ethnicity: Kinh

+ Permanent address: Group 6, Binh Minh Area, Cam Pha Ward, Quang Ninh Province

+ Contact phone number: 0906295889

+ Educational Background: 12/12

+ Professional qualification: Mechanical and Electrical Engineer.

+ Current Positions at Other Organizations: None.

(6) Chief Accountant Luong Xuan Quang

+ Gender: Male. ID No.: 031077004534; Date of issue: September 24, 2024; Place of issue: Ministry of Public Security.

+ Date of birth: September 7, 1977

+ Nationality: Vietnamese

+ Ethnicity: Kinh

+ Permanent address: Room 708, Building No. 4A, Linh Dam Peninsula, Hoang Liet Ward, Hanoi City

+ Contact phone number: 0912789478

+ General education: 12/12

+ Professional qualifications: Master of Industrial Economics; Bachelor of Economics; Bachelor of Accounting; Mining Engineer; Bachelor of Arts in English.

+ Current positions held in other organizations: None.

2.2. Changes in the Board of Management in 2025:

No.	Member of the BOM	Position	Date of dismissal	Date of appointment
1	Mr. Nguyen Văan Sinh	Deputy Director	01/8/2025	
2	Mr. Mai Huy Giap	Deputy Director	01/8/2025	
3	Mr. Vu Quang Dung	Deputy Director		07/11/2025
4	Mr. Dinh Van Chien	Chief Accountant	01/8/2025	
5	Mr. Luong Xuan Quang	Chief Accountant		22/8/2025

2.3. Number of staffs: Average number of employees in 2022: 3,2836 employees.

3. Investment activities, project implementation:

a) Major investments:

- Results of capital investment activities for projects in 2025:

+ Total investment value implemented in 2025 reached: 186,450 /193,719 million VND, equivalent to 96.25% of the initial 2025 plan; and 186,450/200,254 VND million, equivalent to 93.11% of the revised 2025 plan.

+ Disbursement value in 2025 reached: 155,647/151,934 VND million, equivalent to 102.44% of the initial 2025 plan; and 155,647/202,125 VND million, equivalent to 77.0% of the revised 2025 plan.

+ From commercial loans: 89,000 million VND.

+ From equity capital: 66,647 million VND.

- Progress of investment projects in 2025:

UNIT: Million VND

No	Project Name	2025 Plan	Adjusted 2025 Plan	2025 Actual	Status of Implementation
	TOTAL	193,719	200,254	186,450	
<i>A</i>	2025 Plan	185,085	198,691	183,679	
	Group B projects				
1	Project on renovation and capacity expansion of Cao Son Coal Mine	65,330	53,268	53,268	<p>- Completed works:</p> <p>+ Package No. 17-MRNCS: 12 m³ excavator tested and put into operation on May 28, 2025;</p> <p>+ Package No. 12-MRNCS: Preparation of tasks and detailed 1/500-scale plan for Khe Cham II open-pit mine;</p> <p>+ Package No. 32-MRNCS: Preparation and adjustment of planning for Screening Area 2 and Cao Son wastewater treatment plant; Package No. 33-MRNCS: Preparation and adjustment of expansion planning toward Deo Nai mine; Package No. 34-MRNCS: Topographic survey for adjustment of expansion planning toward Deo Nai mine.</p> <p>- Contractor selection has been completed for key equipment packages, including: Package No. 16-MRNCS: Supply of 01 hydraulic drilling machine (d = 300–350 mm) in 2025; Package No. 18-MRNCS:</p>

No	Project Name	2025 Plan	Adjusted 2025 Plan	2025 Actual	Status of Implementation
					<p>Supply of 01 hydraulic backhoe excavator (bucket capacity E = 15–17 m³) in 2025; Package No. 19-MRNCS: Supply of 04 dump trucks (capacity 130–150 tons) in 2025; Package No. 20-MRNCS: Supply of 02 crawler bulldozers (340–450 kW) in 2025. However, no contractors participated, so the packages were cancelled.</p> <p>- Implemented value in 2025: 53,268 million VND.</p> <p>- Disbursed value in 2025: 55,757 million VND.</p>
	Group C projects				
1	Project on construction investment of repair and maintenance workshop for vehicles – Cao Son Coal Joint Stock Company – TKV	76,038	92,377	77,616	<p>The project's construction items have been completed, including the fire protection and fighting (PCCC) system, which has been inspected and accepted (first acceptance). Pending the final acceptance test, the Investor and relevant parties have temporarily accepted the PCCC system in accordance with regulations. Under the contract, once the project is eligible for operation, the Investor will settle the remaining value of the PCCC package for the contractor, the project management consultant, the supervision consultant, the construction contractor, the PCCC contractor, and the project audit contractor. Specifically:</p> <p>- Completed works:</p> <p>+ Package No. 12: Supply and installation of 400 kVA transformer.</p> <p>+ Package No. 14: Supply of</p>

No	Project Name	2025 Plan	Adjusted 2025 Plan	2025 Actual	Status of Implementation
					<p>equipment and tools for the repair and maintenance workshop.</p> <p>+ Package No. 15: Supply of 01 forklift (5 tons). - Ongoing works (to be accepted after PCCC approval and certification):</p> <p>+ Package No. 05: Provision of project management consulting services for construction investment of the repair and maintenance workshop.</p> <p>+ Package No. 10: Construction and installation of the repair and maintenance workshop.</p> <p>+ Package No. 11: Construction and installation of the PCCC system for the repair and maintenance workshop.</p> <p>+ Package No. 13: Construction supervision and installation of equipment for the repair and maintenance workshop.</p> <p>+ Package No. 16: Audit and finalization of the completed project – construction investment of the repair and maintenance workshop.</p> <p>- Implemented value in 2025: 77,616 million VND.</p> <p>- Disbursed value in 2025: 48,969 million VND.</p>
2	Project on investment in auxiliary equipment for production in 2024 – Cao Son Coal Joint Stock Company – TKV	20,000	23,883	23,883	<p>The project has been completed and finalized with a value of 24,121 million VND (under the Approval Decision for Final Settlement No. 9341/QD-TCS-HDQT dated September 29, 2025). - Implemented value in 2025:</p>

No	Project Name	2025 Plan	Adjusted 2025 Plan	2025 Actual	Status of Implementation
					23,883 million VND. - Disbursed value in 2025: 23,883 million VND.
3	Project on investment to enhance production capacity in 2025 – Cao Son Coal Joint Stock Company – TKV	19,638	16,585	16,462	<p>- Completed works:</p> <p>+ Package No. 01: Preparation of investment project report.</p> <p>+ Package No. 02 - TB 2025: Supply of road roller (capacity ≥ 260 HP).</p> <p>+ Package No. 05 - TB 2025: Supply of cameras and accessories.</p> <p>+ Package No. 03 - TB 2025: 02 dump trucks (capacity ≥ 14 tons).</p> <p>- Ongoing works to be implemented in 2026:</p> <p>+ Package No. 04 - TB 2025: Supply of specialized road milling machine (capacity ≥ 12 tons).</p> <p>- Implemented value in 2025: 16,462 million VND.</p> <p>- Disbursed value in 2025: 16,462 million VND.</p>
4	Project on construction investment of slope drainage system at Bang Nau waste dump in 2025	4,079	12,578	12,450	<p>The project was completed in 2025.</p> <p>- Completed works:</p> <p>+ Package No. 1-DN 2025: Preparation of the technical-construction report (BCKTKT);</p> <p>+ Package No. 2-DN 2025: Geological and topographical survey;</p> <p>+ Package No. 3-DN 2025: Survey supervision;</p> <p>+ Package No. 4-DN 2025: Appraisal of the BCKTKT report;</p> <p>+ Package No. 05-DN 2025: Construction of the slope drainage system at Bang Nau waste dump;</p> <p>+ Package No. 06-DN 2025:</p>

No	Project Name	2025 Plan	Adjusted 2025 Plan	2025 Actual	Status of Implementation
					<p>Construction supervision of the slope drainage system project at Bang Nau waste dump;</p> <p>+ Package No. 07-DN 2025: Construction insurance for the slope drainage system project at Bang Nau waste dump.</p> <p>- Remaining works to be completed in 2026:</p> <p>+ Package No. 08-DN 2025: Audit of the completed project – slope drainage system at Bang Nau waste dump.</p> <p>- Implemented value in 2025: 12,450 million VND.</p> <p>- Disbursed value in 2025: 9,841 million VND.</p>
<i>B</i>	<i>Project Preparation</i>	4,981	1,563	2,771	
	Group B projects				
1	Investment project for construction of physical training facilities for workers – Cao Son Coal Joint Stock Company - TKV	1,996	583	332	<p>- Completed tasks:</p> <p>+ Package No. 01-NTĐ: Provision of consultancy services for preparation of detailed planning at 1/500 scale. Accepted and finalized on July 16, 2025.</p> <p>+ Package No. 02-NTĐ: Provision of consultancy services for geological survey of the construction site. Accepted and finalized.</p> <p>- Tasks implemented in 2025:</p> <p>+ Package No. 03-NTĐ: Provision of consultancy services for preparation of the Feasibility Study Report (FS). The FS dossier has been submitted (after revision) to the appraisal consultant.</p> <p>+ Package No. 04-NTĐ: Provision of consultancy services for appraisal of the FS Report. The Employer</p>

No	Project Name	2025 Plan	Adjusted 2025 Plan	2025 Actual	Status of Implementation
					coordinated with the consultant to conduct appraisal of the FS dossier (after revision). The appraisal consultant has completed the appraisal report (after revision). - Implementation value in 2025: 332 billion VND. - Disbursed value in 2025: 332 billion VND.
2	Investment project for construction of ditch system, embankments, and waste dump retaining dam at Bang Nau area, Khe Cham II	235	0	0	The project is included in the environmental protection plan for Bang Nau area under TKV. The Company has adjusted the 1/500 planning, approved under Decision No. 2555/QĐ-UBND dated June 24, 2025. Currently, the Company is implementing procedures to adjust the investment policy. After obtaining the investment policy approval, the Company will proceed with the next steps.
3	Automobile weighing station (electronic scale ≥ 150 tons) for coal trucks from the mine	440	0	0	- Implemented tasks: + Package No. 01: Consultancy for preparation of the Technical and Economic Report. The consultant has submitted the dossier to the appraisal consultant. + Package No. 02: Consultancy for appraisal of the Technical and Economic Report. The appraisal process is ongoing, expected to be completed in January 2026. + Package No. 03: Completion of drilling survey at boreholes LK1, LK2. Geological survey dossier handed over on October 22, 2025. - Implementation value in 2025: 0 VND.

No	Project Name	2025 Plan	Adjusted 2025 Plan	2025 Actual	Status of Implementation
4	Investment project for construction of production and operation buildings at the mining site	1,660	0	0	The Company has been approved by Cam Pha City People's Committee to adjust the QH 3212 planning (additional mining operation buildings) under Decision No. 2552/QĐ-UBND dated June 24, 2025. Currently, the Company is preparing the design plan for investment preparation.
5	Investment project for management and production operation software	150	0	2,036	The Company has completed submission and obtained approval under Decision No. 12288/QĐ-TCS-CV dated December 26, 2025. In 2026, the Company will proceed with bidding for the software package for implementation.
C	Contingency	3,653	0	0	
	Group C projects				
1	Automobile weighing station (electronic scale ≥150 tons) for coal trucks from the mine	633	0	0	
2	Investment project for management and production operation software	1,020	0	0	
3	Investment project for construction of drainage system and dust suppression at coal stockyard No. 2	2,000	0	0	The Company has reported to TKV and obtained approval for the project content under Document No. 11378/BC-TCS-HĐQT dated December 9, 2025 of the Board of Directors.

b) Subsidiaries, associated companies: None.

4. Financial situation

a) 2025 Financial situation

STT	Indicators	Unit	2024	2025	% difference
1	Total asset	Dong	2,651,371,483,986	2,494,160,536,417	-5.93
2	Net revenue	Dong	9,448,093,858,111	8,498,623,790,065	-10.05
3	Profit from business activities	Dong	124,220,065,485	103,703,254,878	-16.52
4	Other profits	Dong	38,782,742,019	758,651,407	-98.04
5	Profit before tax	Dong	163,002,807,504	104,461,906,285	-35.91
6	After tax profit	Dong	130,019,867,238	82,749,321,067	-36.36
7	Dividend payout ratio	%	10%	According to the Resolution of the General Meeting of Shareholders (detailed figures as per the Board of Directors' Proposal).	

b) Major financial indicators

No.	Indicators	2024	2025
1	Solvency ratio		
1.1	Current ratio: Short term Asset/Short term debt	1.13 times	1.13 times
1.2	Quick ratio: (Short term Asset - Inventories) / Short term Debt	0.78 times	0.48 times
2	Capital structure Ratio		
2.1	Debt/Total assets ratio	0.57 times	0.57 times
2.2	Debt/Owner's Equity ratio	1.42 times	1.37 times
3	Operation capability Ratio		
3.1	Inventory turnover: Net revenue/ Average inventory	25.74 times	14.72 times
3.2	Total asset turnover: Net revenue/ Average Total Assets	3.73 times	3.3 times
4	Profitability		
4.1	- Profit after tax/ Net revenue Ratio	1.38%	0.97%
4.2	- Profit after tax/ Total capital Ratio	12.14%	8.05%
4.3	- Profit after tax/ Total assets Ratio	4.9%	3.32%
4.4	- Profit from business activities/ Net revenue Ratio	1.31%	1.22%

5. Shareholders structure, change in the owner's equity

a. Shares

The company's charter capital is 428,467,730,000 VND, is divided into 42,846,773 shares, with a par value of 10,000 VND per share.

b. Shareholders structure At the record date for finalizing the shareholder list on March 22, 2026:

No.	Neck winter	Share owned	Percentage (%)
I	DOMESTIC SHAREHOLDERS (3,751) shareholders	41,139,149	96.01
1	Individual: 3,737 shareholders	12,873,929	30.05
2	Organization: 14 shareholders, in which:	28,265,220	65.97
-	01 State shareholders: Vietnam National Coal And Mineral Industries Holding Corporation Limited	27,909,807	65.14
-	13 shareholders nest function other	355,413	0.83
II	FOREIGN SHAREHOLDERS (31) shareholders)	1,707,624	3.99
1	Individual: 23 shareholders	89,055	0.21
2	Organization: 8 shareholders	1,618,569	3.78

Change in the owner's equity: The owner's equity as of December 31, 2025, is: 428,467,730,000 VND.

c. Transaction of treasury stocks: None.

d. Other securities : None.

6. Environment-Social-Governance (ESG) Report of the Company

6.1. Impact on the environment:

The **Cao Son Coal Mine Expansion and Capacity Upgrade Project** has been approved by the Ministry of Natural Resources and Environment (now the Ministry of Agriculture and Environment) through the Environmental Impact Assessment (EIA) Report under Decision No. 3928/QĐ-BTNMT dated December 30, 2022, and Environmental Permit No. 463/GPMT-BTNMT dated November 4, 2024.

To comply with environmental protection commitments under the approved EIA Report and Environmental Permit during coal production, the Company has strictly implemented measures to prevent adverse environmental impacts within the production area; improve environmental landscape at workshop sites; control dust, emissions, and noise from spreading into the surrounding environment; limit surface runoff and prevent erosion and landslides; ensure industrial hygiene, proper drainage, and slope stability; and restore environmental landscapes to create a clean and green production environment.

Total direct and indirect greenhouse gas (GHG) emissions: According to the 2024 GHG inventory report, total emissions amounted to 295,509.811 tons of CO₂ equivalent.

Initiatives and measures to reduce GHG emissions: None.

6.2. Management of raw materials:

a) Total amount of raw materials used for the production and packaging of the Company's main products and services during the year: The Company's main activity is coal mining and delivery to TKV under annual business cooperation contracts.

Currently, the Company operates mineral extraction under Mining License No. 280/GP-BTNMT dated August 7, 2023, with permitted coal reserves of 53,309,000 tons and a mining depth of -325 meters.

- Total coal production in 2025: 4,287,342 tons (including: raw coal: 3,322,825 tons; clean coal from processing: 964,517 tons).
- Total revenue in 2025: 8,285 billion VND.

b) Percentage of recycled materials used in the production of the Company's main products and services:

The Company conducts coal mining and consumption in accordance with the plan assigned by TKV. Coal products that are not yet consumed are stored at stockyards in compliance with regulations.

6.3. Energy consumption

Energy Consumption in 2025				Conversion (TOE)	Note
Unit	Electricity	Gasoline	LPG		
(kWh)	(kWh)	(Liters)	(Ton)		
39,385,683	84,356,430	104,300	6.91	80,404.35	

b) Reports on energy-saving initiatives (providing energy-efficient products and services or using renewable energy):

In 2025, the Company implemented measures to improve energy efficiency and reduce production costs, fulfilling commitments with the Vietnam National Coal – Mineral Industries Group (TKV) on energy saving and environmental protection.

For the electrical system: Conduct regular inspections of electrical transmission lines to ensure compliance with standards and appropriate load capacity; ensure safe current carrying capacity and prevent overheating at connection points in transmission systems. Ensure voltage quality at power distribution cabinets in mining areas and workshops, especially at power sources, to minimize power losses in the transmission system and improve the efficiency of electrical equipment.

In production activities: For mining electrical equipment and drainage pumping systems, apply advanced equipment such as soft starters and variable frequency drives to avoid motors operating under no-load conditions. Adjust operating schedules, avoid operating pumping systems and high-capacity equipment during peak hours to reduce electricity costs and take advantage of off-peak pricing. Install intermediate sumps and position pump discharge points at $\leq 80\%$ of the pump's design head to minimize abrupt directional changes in pipelines. For screening systems and coal conveyors, install monitoring and control systems to ensure operation at appropriate capacity loads; ensure stable input supply before system operation. Strengthen supervision of maintenance and repair activities for mining electrical equipment to ensure machines operate in optimal condition.

6.4. Water consumption:

- a) Water supply and amount of water used
 - Water supply sources: Groundwater and surface water

- Total water consumption: 353,159 m³ /year.
- b) Total reused water (from treated sources): 1,274,038 m³
- Total volume of treated wastewater through the industrial wastewater treatment plant: 10,151,243 m³.

6.5. Compliance with the law on environmental protection

- a) Number of times the company is fined for failing to comply with laws and regulations on environment: None.
- b) The total amount to be fined for failing to comply with laws and regulations on the environment: None.

6.6. Policies related to employees

- a) Number of employees, average wages of workers:
 - Total number of employees as of December 31, 2025: 3,215 employees; Average number of employees in 2025: 3,236 employees.
 - Average salary (income) per employee: 16.780 Million VND/ person/month.
- b) Labor policies to ensure health, safety and welfare of workers:

All employees and workers in the company undergo annual periodic health check-ups. For those engaged in hazardous and heavy labor, health check-ups are conducted twice a year, along with occupational disease screenings.

The company ensures workplace safety in compliance with the National Technical Regulation QCVN 04:2009/BCT on Safety in Open-Pit Mining Operations.

The company effectively implements employee welfare policies. Each year, the welfare and reward fund for employees is allocated from net profit after tax (as approved by the 2025 Annual General Meeting of Shareholders on April 26, 2025) and partly from production costs, in accordance with legal regulations. The company always takes care of employees' material and spiritual well-being, while improving their working conditions and environment.

c) Employee training

- The average number of training hours per year, according to the staff and classified staff: The company implemented at 100% according to the approved annual plan.
- The skills development and continuous learning program to support workers employment and career development: The company annually maintains safety training, professional training programs, and skilled worker examinations..

6.7. Report on responsibility for local community.

During the course of its production and business operations, the Company consistently complies with legal regulations on environmental protection. It also closely coordinates with local authorities and communities in the areas where it operates to ensure social welfare.

6.8. Report on green capital market activities under the guidance of the SSC: None.

III. Reports and assessments of the Board of Management

1. Assessment of operating results:

In the first months of 2025, the Company's production and business activities faced numerous challenges, including difficult production conditions, obstacles in

obtaining mining licenses, and procedures related to investment and land leasing for project implementation. In addition, unfavorable weather conditions and delays in procedures for expanding the mining boundary to Area C (Deo Nai Mine) compared to the planned schedule hindered progress. The Company was also unable to complete procedures for expanding the licensed mining boundary to Area D (overlapping with Dong Da Mai Mine of Dong Bac Corporation) as planned in 2025.

Furthermore, ground subsidence and slope displacement occurred in the southwestern mining area, affecting mining benches, pits, transportation routes, and drainage systems. These issues required timely handling to ensure safety and fulfill planned production output.

In response, the Company proactively reviewed and adjusted its production operations based on the current mining boundary conditions, ensuring both technical safety and optimal utilization of available resources. It also revised its 2025 operational plan in line with actual conditions and in accordance with TKV's direction (Official Letter No. 5031/TKV-KH dated September 4, 2025).

By the end of 2025, the Company successfully met key production and business targets in accordance with the adjusted plan assigned by TKV. Occupational safety, hygiene, and security were maintained; mineral resources within the licensed mining boundaries were effectively protected during extraction and processing; employment and income for employees were ensured; capital was preserved and developed; and a high level of profit was achieved, ensuring dividends for shareholders.

2. Financial Situation:

a) Assets:

In 2025, the Company's financial situation remained stable. Total revenue met the targets set by the Annual General Meeting of Shareholders. The Company effectively utilized its assets and capital for the intended purposes, ensuring efficiency. The asset and capital structure was well-balanced, profitability was high, and the Company's ability to settle liabilities remained stable.

- Profitability:

- + Profit after tax/ Total assets Ratio = 3.22% .
- + Profit after tax/Owner's Equity Ratio = 8.05%.
- + Current ratio = 1.13 times
- + Quick ratio: 0.48 times.
- + Debt/Total Resources: 1.37 times.

b. Receivable Debts:

Throughout the year, the Company effectively managed receivable debts, ensuring no loss of assets or capital. There were no occurrences of bad debts or overdue liabilities. The Company adhered to debt management regulations as stipulated in Decree No. 206/2013/NĐ-CP dated December 9, 2013, and Decision No. 1775/QĐ-TKV dated December 21, 2021, issued by TKV Group on debt management policies. Additionally, the Company complied with Decision No. 2006/QĐ-TCS-HĐQT dated March 4, 2024, issued by the Board of Directors of Cao Son Coal Joint Stock Company, which outlined the Company's debt management regulations.

c. Debt Payable:

No.	Indicators	Amount at the end of the period (31/12/2025)
I	Current Liabilities	1,060,090,068,766
1	Current borrowings and liabilities	79,243,000,000
2	Trade payables	563,163,675,086
3	Prepayments from customers	-
3	Taxes and other payables to government budget	87,998,088,471
4	Payables to employees	266,024,252,307
5	Current accrued expenses	501,000,000
6	Other current short-term payables	9,438,991,894
7	Welfare and Reward Funds	53,721,061,008
II	Long-term Liabilities	405,883,000,000
1	Long-term borrowings and liabilities	405,883,000,000
2	Provisions – long-term	
	Total	1,465,973,068,766

Solvency with Customers: The Company made payments in accordance with contractual agreements, with no overdue debts.

Solvency with the State Budget: The Company fulfilled tax and fee obligations fully, on time, and even ahead of schedule.

Solvency with Employees: Salaries were paid monthly in accordance with the collective labor agreement.

Solvency with Banks and Financial Institutions: The Company adhered to the terms of loan agreements, promissory notes, and State regulations.

As of December 31, 2025, the Company had no overdue debts or bad debts.

3. Improvements in organizational structure, policies, and management

a) Technical Management and Production Operations:

In 2025, the Company developed and implemented annual mining plans as a basis for organizing construction and production operations in line with actual mining conditions. At the same time, technical and technological indicators were regularly monitored and updated to enable timely adjustments and improve production efficiency.

The Company coordinated with Deo Nai – Coc Sau Coal Joint Stock Company (TKV) to develop a mining plan for adjacent areas and complete documentation submitted to competent authorities for the expansion of Mining License No. 280 to Area C. In parallel, the Company focused on implementing the pre-rainy season mining plan for 2025, prioritizing deeper extraction at Seam 11 in the Cao Son central pit during the first six months of the year to ensure output progress, while preparing necessary conditions for expanding the mining site once legal procedures are completed.

Additionally, the Company cooperated with Duong Huy Coal Company (TKV) to implement a waste dumping and landfilling plan for low-lying areas, ensuring production

safety for the partner unit while meeting the Company's dumping demand for mining operations.

Disaster prevention and search and rescue activities were strictly carried out in accordance with the Group's directives. Storm and flood prevention works, as well as drainage systems inside and outside the mining site, were regularly inspected, reinforced, and maintained. Key areas were promptly reviewed before and after each storm. As a result, the Company's production activities in 2025 were maintained stably, safely, and without disruption from adverse weather conditions.

The Company also proactively coordinated with TKV's coal consumers to ensure stable consumption, reduce inventory, and limit long-term stockpiles. However, coal consumption did not fully meet the 2025 plan (achieving 99.1% of the adjusted plan), mainly due to reduced coal demand for power generation and high inventory levels at downstream TKV units, which led to reduced coal intake from the Company under the assigned plan.

b) Cost management:

Based on the business coordination plan assigned by TKV, the Company developed its operational plan and allocated output and cost targets to production sites, workshops, and management departments for implementation, ensuring production efficiency. Planning and cost management continued to be improved in a flexible manner, closely aligned with actual production conditions, enhancing autonomy for subordinate units, thereby promoting labor productivity, improving employee income, and increasing the Company's overall efficiency.

With the effective implementation of these solutions, in 2025 the Company basically fulfilled its planned targets. Profit and wages exceeded the plan; contracted costs were saved; financial conditions remained stable; and all obligations to the State budget were fully met. The Company also preserved and developed shareholders' capital.

c) Safety and security management

* *Safety*: The Company issued and implemented numerous safety management documents, including resolutions, regulations, decisions on establishment, plans, and directives, serving as a basis for units to carry out their work. Various measures were applied to control, prevent, and minimize safety risks in production. During the year, the Company fully complied with legal regulations on occupational safety and hygiene. No serious labor accidents or major equipment incidents occurred; compared to 2024, the total number of accidents and incidents decreased by one case.

* *Security*: The Company directed all units to strictly implement resolutions, directives, and decisions of the State, local authorities, and TKV in managing and protecting assets, mineral resources, and mining boundaries, as well as maintaining security and order in mining, processing, and coal consumption activities within the Company's management scope. Regular communication, education, and mobilization activities were conducted to enhance employees' sense of responsibility and compliance with internal regulations, labor discipline, and rules related to asset protection, resource management, security and order, and fire prevention and fighting. In 2025, the Company effectively implemented fire prevention and fighting measures, with no fire or explosion incidents recorded.

d) Equipment and materials management

* *Equipment management*:

The Company strengthened the management, operation, and efficient utilization of production equipment systems. Transport vehicles, mining equipment, and auxiliary systems generally operated stably, meeting production requirements. Equipment mobilization was maintained at a relatively high level, ensuring sufficient availability to meet monthly production plans. The Company also continued shift handover practices at mining sites for equipment in good technical condition, contributing to improved utilization efficiency and productivity.

In addition, the Company proactively established long-term procurement plans for materials to ensure supply availability and minimize equipment downtime due to lack of spare parts. Equipment with high operating hours, poor technical condition, high repair costs, and low efficiency was preserved or liquidated to reduce production costs. The review and adjustment of material consumption norms were carried out regularly to align with actual production conditions.

Overall, machinery and equipment productivity generally met the Company's norms, with some equipment types achieving or exceeding targets, contributing positively to the fulfillment of production output plans.

** Materials management:*

The Company reviewed, supplemented, and issued regulations on materials management in line with actual production conditions and TKV requirements.

Procurement activities were conducted in accordance with current regulations, ensuring transparency and enabling the selection of capable suppliers that met requirements on quantity, quality, and delivery schedule, thereby supporting production needs.

Material consumption norms were managed periodically (monthly, quarterly, annually) based on actual usage and production output indicators. Reports were prepared for each type of equipment to monitor compliance with norms set by the Company and TKV, serving as a basis for cost estimation and evaluation of material use efficiency.

Procurement within the TKV system was carried out in accordance with regulations, with regular coordination among units to review pricing and improve product quality.

The Company also ensured that inventory levels of materials were maintained in compliance with TKV regulations.

e) Digital transformation

In 2025, the Company continued to implement digital transformation initiatives in line with TKV's orientation, aiming to enhance governance efficiency and production management, and gradually establish a digital management environment within the enterprise.

The Company coordinated with Viettel Solutions to complete the assessment of the current status and develop its Digital Transformation Strategy on schedule, systematizing the entire IT landscape and proposing digital initiatives for departments, mining sites, and workshops. Based on this, the Company submitted the proposal to the Members' Council for approval and developed an implementation roadmap for the next phase.

Since September 2025, the Company has deployed and operated a system for managing, dispatching, and utilizing equipment at mining sites and workshops. This system contributes to automating shift handover processes, production logs, and provides real-time monitoring data on equipment status, transfer history, excavation output (m³),

drilling output (meter drilling), and equipment failure conditions. This enhances operational efficiency, optimizes equipment usage, and improves transparency of production data.

Aligned with the Group's digital transformation direction, the Company also piloted 5G network infrastructure at selected areas of the Cao Son mining site. The system initially meets requirements for data transmission and connectivity of monitoring devices and security cameras to the operation center. However, due to the complex terrain and frequent blasting activities, network coverage in certain areas still requires further improvement.

The Company strengthened its Digital Transformation Steering Committee and promoted awareness and digital skills among employees through initiatives such as the "Digital Literacy Movement." This contributes to gradually forming a digital culture within the enterprise and lays the foundation for effective implementation of future digital transformation programs.

f) Accounting, investment, and environmental management

* *Accounting*: Accounting and statistical work was carried out in compliance with regulations of the Group and the State. The Company ensured efficient use of capital, timely salary payments, and full contributions to insurance for employees in accordance with labor agreements. All tax and fee obligations to the State budget were fulfilled, and transactions with banks and credit institutions were conducted in line with contract terms and legal regulations.

* *Investment*: Investment projects were implemented in compliance with regulations of the State, TKV, and the Company. Progress, volume, and quality were generally ensured, with many items put into operation on schedule, contributing to enhanced production capacity and operational efficiency.

* *Environment*: In 2025, the Company completed environmental protection activities approved by TKV with a total implementation value of VND 63,266 million, including VND 22,246 million for regular environmental protection, VND 18,814 million for mine wastewater treatment, and VND 22,206 million for environmental works. The Company maintained regular monitoring of collection, transportation, and treatment of domestic waste, hazardous waste, and wastewater in compliance with regulations. It also coordinated with TKV Environment Company to treat wastewater generated during production, ensuring no environmental incidents occurred.

g) Labor, wages, and employee policies

* *Labor management*: The Company established and implemented regulations, rules, and internal policies to ensure employees' rights and benefits. Labor management and discipline were maintained in accordance with regulations.

* *Wage management*: Wage management was carried out in compliance with regulations of the State, the Group, and the Company, and aligned with actual conditions. At the beginning of the year, based on TKV's assigned technical and economic targets, equipment productivity norms, and labor allocation, the Company developed and allocated the annual wage fund to production sites, workshops, and departments. Salary, bonuses, incentives, Tet allowances, redistribution payments, and support for employees were handled promptly.

* *Employee welfare and policies*: The Company organized employee welfare programs such as health retreats, travel, and recuperation in accordance with approved plans. In coordination with the Company's Trade Union, it actively participated in social welfare programs launched by TKV and local authorities in Quang Ninh province.

Healthcare for employees was well maintained. The Company fully complied with regulations on labor management, wage policies, internal labor rules, collective labor agreements, social activity regulations, and management of reward and welfare funds. Occupational hygiene records were properly maintained and updated; workplace environment monitoring was conducted; and preventive measures were implemented to minimize harmful factors affecting employees. Reward and welfare funds were allocated and used in accordance with applicable regulations of the State, TKV, and the Company.

4. Development plans in future

- Resource development in alignment with the needs of licensed mining projects.
- Invest in technological innovation, digital transformation, and the modernization of mining equipment.
- Formulate and approve the Company's Development Strategy to 2030, with a Vision to 2045, based on the execution of the Cao Son Open-Pit Coal Mine Expansion and Capacity Upgrade Project, which was granted Mining License No. 280/GP-BTNMT on August 7, 2023. This strategy aligns with the Vietnam Coal Industry Development Strategy to 2030, with a Vision to 2045, as approved by the Prime Minister under Decision No. 55/QĐ-TTg dated January 16, 2024.

5. Explanation of the Board of Management for auditor's opinions (if any)- (In case the auditor's opinions are not unqualified)

6. Assessment Report related to environmental and social responsibilities of the Company

a. Assessment concerning the environmental indicators (water consumption, energy, emissions, etc.).

The Company has effectively implemented solutions to ensure environmental sanitation, including conducting periodic environmental monitoring to promptly identify factors that may adversely impact the environment, thereby enabling the development of appropriate mitigation measures in compliance with current regulations. It has also performed well in managing hazardous waste and treating industrial wastewater generated during production, as well as restoring environmental landscapes at production sites and workshops.

b. Assessment concerning the labor issues

The company strictly adheres to labor laws, maintains stable employment, continually improves working conditions, and ensures income and living standards for employees within the company.

c. Assessment concerning the corporate responsibility for the local community: During the implementation of its production and business plans, the Company has consistently complied with legal regulations on environmental protection. It has also closely coordinated with local authorities and communities in the areas where it operates to ensure social welfare.

IV. ASSESSMENTS OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATION

1. Assessments of the Board of Directors on the Company's operation

In 2025, the company operated efficiently and in compliance with the law. The management team was creative, bold, responsible in leadership, and created breakthroughs in management and operation, achieving higher labor productivity and equipment efficiency, while saving costs. The staff demonstrated their capabilities, roles, responsibilities, and proactively carried out and coordinated the tasks assigned in management and operation. The workers and employees increased their sense of responsibility, improved machine management, maximized working hours during shifts to increase production hours, and boosted equipment productivity. Many vehicles met and meet the targets set by TKV and the company. The achievements of the company's staff played a crucial role in helping the company overcome difficulties and exceed the production and business plan targets for the planned year. The leadership team, from the company to the construction sites, workshops, and departments, with their professional expertise, management experience, dedication, responsibility, and unity, completed all assigned tasks well. The leadership team continues to build and develop a dedicated workforce, maintaining and promoting the tradition of "discipline and unity" of miners, contributing to the company's growth and development..

2. Assessment of Board of Directors on Board of Management s performance

The management team has organized and directed the implementation of production and business activities in accordance with its functions, tasks, and authority, strictly complying with state laws, the company's operational charter, resolutions of the annual general meeting of shareholder, and the regulations of the Vietnam Coal and Mineral Industries Holding Corporation Limited; the production and business activities have been conducted safely, with the company successfully completing the adjusted production and business plan for 2026, safeguarding capital, achieving very high profits, and ensuring that employee income exceeds that of the previous year.

3. Plans and orientations of the Board of Directors

In 2026, the global economy will still face many fluctuations due to the effects of the conflict in the Middle East, trade wars, and the forecasted challenges in the energy market and coal consumption market. To ensure the company's profits, dividends for shareholders, take advantage of favorable conditions, overcome challenges, and grow, the company's Board of Directors will focus on addressing the following issues:

a) Direct the successful organization of the Annual General Meeting of Shareholders in 2025 to approve the content guiding the company's operations.

b) Strengthen transparent and public corporate governance in the direction of digitalization, implement the Digital Transformation Project of the Vietnam Coal and Mineral Industries Holding Corporation Limited as per Decision No. 243/QĐ-TKV dated January 31, 2024, on "Approving the Digital Transformation Project of TKV to 2025 with a vision to 2030"; effectively carry out the roles of the Steering Committee and the Digital Transformation Support Team of the company as per Decision No. 1668/QĐ-TCS-TCLĐ dated February 21, 2024, by the Director of the Company, regarding the establishment of the Steering Committee and Support Team for the digital transformation of the company to 2025 with a vision to 2030. Approve and implement the digital transformation investment project at the company in 2025. Direct and supervise the management apparatus to correctly and effectively implement the resolutions of the Annual General Meeting of Shareholders in 2025. The Board of Directors directs the CEO to strictly manage technical and technological targets, reduce product costs,

increase equipment productivity, labor productivity, and implement effective cost management.

c) Properly manage the company, ensure safe production and business activities, comprehensively achieve the production and business plan targets for 2025, achieve high profits, and ensure the legitimate rights and interests of the company's investors and shareholders.

d) Pay attention to improving working conditions, ensuring income and benefits for the company's staff and workers. Effectively implement social welfare activities.

V. CORPORATE GOVERNANCE

1. Board of Directors

a) Members and structure of the Board of Directors

The company's Board of Directors consists of 5 members:

- Mr. Vu Van Khan, Chairman of the Board of Directors;
- Mr. Pham Quoc Viet, Member of the Board of Directors, also Director;
- Mr. Tran Phuong Nam, Member of the Board of Directors; (dismissed on July 30, 2025)
- Mr. Mai Huy Giap, Member of the Board of Directors, also Deputy Director (dismissed on July 30, 2025)
- Mr. Nguyen Ngoc Toan, Member of the Board of Directors, also Deputy Director
- Mr. Nguyen Ngoc Dung, Member of the Board of Directors, also Deputy Director (appointed on July 30, 2025).
- Mr. Pham Hong Luong, Independent Member of the Board of Directors (appointed on July 30, 2025).

Out of the five members of the Board of Directors, two are non-executive members, including one representative of TKV's capital in the Company who serves as Chairman of the Board, and one independent Board member. The remaining three are executive members, comprising the Director and two Deputy Directors of the Company. Board members operate in accordance with internal regulations and perform their duties as assigned under resolutions on task allocation. Accordingly, each Board member is assigned to oversee specific areas of management and production and business activities, in line with their respective expertise and experience.

List of Board of Directors (BOD) members holding voting shares and other securities issued by the Company:

- Mr. Vu Van Khan, Chairman of the BOD, holds 8,000 shares of the Company (ticker: CST).
- Mr. Pham Quoc Viet, Member of the BOD and Director, holds 1,167 shares of the Company (ticker: CST).
- Mr. Nguyen Ngoc Toan, Member of the BOD and Deputy Director, holds 133 shares of the Company (ticker: CST).
- Mr. Nguyen Ngoc Dung, Member of the BOD and Deputy Director, holds 1,074 shares of the Company (ticker: CST).

b) The committees of the Board of Directors: None

c) Activities of the Board of Directors

The Board of Directors has operated in accordance with its functions, duties, and authority as prescribed by law and the Company's Charter.

The Board of Directors has implemented the Resolution of the 2025 Annual General Meeting of Shareholders and directed the executive management through its resolutions and decisions to ensure strict, lawful, and transparent management of the Company, safeguarding shareholders' interests.

Regular meetings were maintained in accordance with regulations, ensuring proper agendas, quorum, and voting procedures as prescribed by law. All meetings were attended and supervised by the Supervisory Board, and important matters within the Board's authority were duly reviewed and decided.

In 2025, the Board of Directors held 9 in-person meetings, conducted 27 written consultations, and organized 3 executive leadership meetings to issue resolutions; additionally, there was 1 Annual General Meeting of Shareholders and 1 Extraordinary General Meeting of Shareholders. The Board issued a total of 239 documents, including 53 resolutions (38 general resolutions, 13 thematic resolutions, and 2 resolutions of the General Meeting of Shareholders), 41 minutes and written consultation records (9 meeting minutes, 27 written consultation forms, 3 executive leadership meeting minutes, and 2 minutes of the General Meeting of Shareholders), 48 decisions, and 97 other documents.

The Board of Directors also amended, supplemented, and issued 5 internal management regulations, including those on training and development, management and use of reward and welfare funds, occupational safety and hygiene, legal affairs organization and operation, and policies for redundant labor and workforce restructuring. In addition, the Board of Directors and the Director regularly reviewed, revised, or newly issued regulations to strengthen governance across all operational areas.

d) The Independent Member of the Board of Directors

The Independent Member of the Board of Directors was elected by the Company's Extraordinary General Meeting of Shareholders and has been serving since July 30, 2025. In 2025, the Independent Board Member attended 5 out of 9 in-person Board meetings (55.5%) and participated in 9 out of 27 written consultation rounds (33.3%), as well as other meetings convened by functional departments related to the Company's management activities. The Independent Board Member has effectively fulfilled his/her roles and responsibilities in accordance with the Law on Enterprises and the Company's Charter. Board meetings were well-prepared in terms of content, ensuring quality, proper procedures, and adherence to principles, while closely reflecting the Company's actual production and business conditions to provide constructive input. During the course of duties, the Independent Board Member maintained good coordination with other Board members, the Director, and shareholders. The role was performed independently without interference from other Board members or any individuals or organizations. The Independent Board Member also directly worked and exchanged information with other Board members, the Director, Deputy Directors, Chief Accountant, and relevant staff to obtain necessary information, as well as to discuss, provide opinions, and address arising issues, thereby contributing to the stable operation of the Company's production and business activities.

e) The list of members of the Board of Directors possessing certificates on corporate governance:

Members of the Board of Directors and the Board of Management have actively and fully participated in training and professional development programs organized for TKV personnel at the Business Administration School, with the aim of enhancing their leadership, management, and operational capabilities in organizing the Company's production and business activities.

2. Board of Supervisors

a) Members and structure of the Board of Supervisors: 05 people,

- Mrs. Ha Thi Diep Anh, Head of the Board of Supervisors; (appointed on 30/07/2025)
- Mrs. Nguyen Thi Lich, Head of the Board of Supervisors; (dismissed on 30/07/2025)
- Mrs. Duong Thi Thu Phong, Member of the Board of Supervisors;
- Mr. Nguyen Huy Hoang, Member of the Board of Supervisors;
- Mrs. Dao Thi My, Member of the Board of Supervisors.
- Mr. Ngo Thanh Long, Member of the Board of Supervisors (appointed on 30/7/2025);

The list of members of the Board of Supervisors, ownership percentages of voting shares and other securities issued by the company:

Mr. Ngo Thanh Long holds 1,167 shares of the Company (ticker: CST).

b) Activities of the Board of Supervisors:

In 2025, the Supervisory Board performed its rights and duties in full compliance with the Law on Enterprises, the Company's Charter, and its internal regulations. Specifically:

- Supervised the management and administration activities of the Board of Directors through the implementation of regulatory documents issued by the State, Vietnam National Coal and Mineral Industries Group (TKV), the Company's Charter, and resolutions of the General Meeting of Shareholders.
- Monitored the performance of the Board of Management and other executives through the implementation of the business coordination contract between the Company's Director and TKV, as well as the execution of resolutions and decisions of the Board of Directors and other regulatory documents of the State, TKV, and the Company.
- Oversaw the development, issuance, and implementation of internal regulations to ensure compliance with legal requirements and the Company's Charter; supervised legal compliance and information disclosure in accordance with regulations.
- Reviewed and appraised Financial Statements, Supervisory Reports, and reports on management and administration activities of the Board of Directors and the Board of Management, and submitted them to TKV's Members' Council, the General Meeting of Shareholders, and relevant state authorities.

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

- Reviewed the reasonableness of mobilization, allocation, and utilization of resources, including assets, materials, capital, recruitment, labor utilization, and employee policies.

- Monitored the Board of Management in implementing recommendations from inspection, audit, and internal control bodies.

- Proposed the selection of independent auditing firms; reviewed management letters issued by independent auditors and responses from the Board of Management.

- Participated in meetings of the Board of Directors, Board of Management, and other Company meetings when invited, with a spirit of responsibility, cooperation, and constructive contribution.

- Maintained regular communication among members of the Supervisory Board and with the Board of Directors, Board of Management, and shareholders.

- Ensured that all members of the Supervisory Board carried out their assigned responsibilities in accordance with the Company's Charter and internal regulations.

3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors:

a) Salary, rewards, remuneration and benefits:

UNIT: 1000 VND

No	Position	People	Salary		Remuneration, Allowance		Notes
			People	Salary	People	Salary	
1	Board of Directors	06			06	250,020	
2	Board of Supervisors	01			01	109,500	
3	Other Managers	07			07	265,200	
	Total	09	09	2,990,160		624,720	

b) Shares transactions by internal shareholders:

No.	Transaction Executor	Relationship with Insider	Number of Shares at the Beginning of the Period		Number of Shares at the End of the Period		Reason for Increase/Decrease (Buy, Sell, Conversion, Bonus, etc.)
			Shares	Percentage (%)	Shares	Percentage (%)	
1	Vu Van Khan	Chairman of the BOD			8,000	0.0187	Buy

c) Contracts or transactions with internal shareholders and affiliated individual/organization:

No.	Company Name	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Content, quantity, total value of transaction
1	Vinacomin - Transportation and Miner Commuting Service Joint Stock Company	Under the same parent company	NSH No. 5700477326 issued by the Quang Ninh Department of Planning and Investment on 22/12/2003	No. 750, Hoang Quoc Viet Street, Group 16, Tay Son 2 Area, Cua Ong Ward, Quang Ninh Province, Vietnam	Purchase and sale of goods and services, transaction value: 32,950,586,455 VND
2	Cam Pha Mining Chemical Industry Company	Under the same parent company	NSH No. 0100101072- 026 issued by the Quang Ninh Department of Planning and Investment	Thuy Son Area, Cua Ong Ward, Quang Ninh Province, Vietnam	Purchase and sale of goods and services, transaction value: 617,678,296,831 VND
3	Vinacomin - Machinery Joint Stock Company	Under the same parent company	NSH No. 5700495999 issued by the Quang Ninh Department of Planning and Investment	No. 486, Tran Phu Street, Quang Hanh Ward, Quang Ninh Province, Vietnam	Purchase and sale of goods and services, transaction value: 43,922,464,467 VND
4	Vinacomin - Motor Industry Joint Stock Company	Under the same parent company	NSH No. 5700353722 issued by the Quang Ninh Department of Planning and Investment	No. 370, Tran Quoc Tang Street, Cua Ong Ward, Quang Ninh Province, Vietnam	Purchase of goods and services, transaction value: 65,507,601,041 VND
5	VVMI Viet Bac Mechanical Joint Stock Company	Under the same parent company	NSH No. 4600432062 issued by the Thai Nguyen Department of Planning and Investment	Hamlet 2, An Khanh Commune, Thai Nguyen Province, Vietnam	Purchase of goods and services, transaction value: 30,137,874,742 VND
6	Vinacomin - Coal Import Export Joint Stock Company	Under the same parent company	NSH No. 100100304 issued by the Hanoi Department of Planning and Investment	No. 47, Quang Trung Street, Cua Nam Ward, Hanoi, Vietnam	Purchase of goods and services, transaction value: 91,330,500,000 VND
7	Vinacomin Institute of Energy and Mining Mechanical Engineering	Under the same parent company	NSH No. 106426817 issued by the Hanoi Department of Planning and Investment	No. 565, Nguyen Trai Street, Hanoi, Vietnam	Purchase of goods and services, transaction value: 6,850,695,403 VND
8	Vinacomin Quacontrol Joint Stock	Under the same parent company	NSH No. 5700100552 issued by the Quang Ninh Department of	No. 55, Le Thanh Tong Street, Hong	Purchase and sale of goods and services,

	Company		Planning and Investment	Gai Ward, Quang Ninh Province, Vietnam	transaction value: 3,971,567,082 VND
9	Vinacomin - Viet Bac Geology Joint Stock Company	Under the same parent company	NSH No. 104944595 issued by the Hanoi Department of Planning and Investment	No. 65, An Trach Street, O Cho Dua Ward, Hanoi, Vietnam	Purchase of goods and services, transaction value: 1,725,128,110 VND
10	Vietnam Coal and Mineral College	Under the same parent company	Tax Code No. 5701740890	No. 8, Chu Van An Street, Ha Long Ward, Quang Ninh Province, Vietnam	Purchase of goods and services, transaction value: 1,913,839,300 VND
11	Development of Mining Technology and equipment Joint Stock Company	Under the same parent company	NSH No. 100888822 issued by the Hanoi Department of Planning and Investment	Hanoi, Vietnam	Purchase of goods and services, transaction value: 450,624,245 VND
12	Vinacomin Industry Investment Consulting Joint Stock Company	Mr. Vu Van Khan is the Chairman of the Board of Directors	NSH No. 0500237543 issued by the Hanoi Department of Planning and Investment	No. 565, Nguyen Trai Street, Thanh Liet Ward, Hanoi, Vietnam	Purchase of goods and services, transaction value: 1,330,798,000 VND
13	Institute of Mining Science and Technology	Under the same parent company	Tax Code No. 0100101594	No. 3, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi, Vietnam	Purchase of goods and services, transaction value: 325,142,354 VND
14	TKV Environment Limited Company	Under the same parent company	Tax Code No. 5700100425	No. 799, Tran Phu Street, Quang Hanh Ward, Quang Ninh Province	Purchase of goods and services, transaction value: 34,151,632,233 VND
15	Vinacomin - Cuaong Coal Preparation Company	Ms. Nguyen Thi Lich is a member of the Board of Supervisors (exceeding 35% of total assets).	NSH No. 5700100256-033 issued by the Quang Ninh Department of Planning and Investment on 10/04/2019	Group 48, Area 4B2, Cua Ong Ward, Quang Ninh Province, Vietnam	Purchase and sale of goods and services, transaction value: 7,015,417,069,810 VND
16	Vinacomin - MaoKhe Mechanical Joint Stock Company	Ms. Ha Thi Diep Anh is a member of the Board of Supervisors	NSH No. 5700526478 issued by the Quang Ninh Department of Planning and Investment on 10/04/2019	Quang Trung Area, Mao Khe Ward, Quang Ninh Province, Vietnam	Purchase of goods and services, transaction value: 238,445,000 VND

17	Vinacomin Informatics, Technology, Environment Joint Stock Company	Under the same parent company	NSH No. 101919181 issued by the Hanoi Department of Planning and Investment	Hanoi, Vietnam	Purchase of goods and services, transaction value: 3,776,904,700 VND
18	Vinacomin Hospital	Under the same parent company	Tax Code No. 5700100256-034	Alley 1, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi, Vietnam	Purchase of goods and services, transaction value: 1,394,092,625 VND
19	Vinacomin Geology And Mineral Resources Joint Stock Company	Under the same parent company	NSH No. 300424948 issued by the Ho Chi Minh City Department of Planning and Investment	No. 173, Truong Dinh Street, Nhieu Loc Ward, Ho Chi Minh City, Vietnam	Purchase of goods and services, transaction value: 5,461,372,306 VND
20	Vinacomin - Machinery Joint Stock Company	Under the same parent company	NSH No. 5700495999 issued by the Quang Ninh Department of Planning and Investment	No. 486, Tran Phu Street, Quang Hanh Ward, Quang Ninh Province, Vietnam	Purchase of goods and services, transaction value: 117,750,000 VND
21	Vinacomin mine rescuse center	Under the same parent company	NSH No. 5700100256-004 issued by the Quang Ninh Department of Planning and Investment	Km 8, Ha Tu Ward, Quang Ninh Province, Vietnam	Purchase of goods and services, transaction value: 5,635,526,000 VND
22	Vinacomin-Materials Trading Joint Stock Company.	Under the same parent company	NSH No. 5700100707-013 issued by the Quang Ninh Department of Planning and Investment	Group 1, Area 2, Ha Long Ward, Quang Ninh Province, Vietnam	Purchase and sale of goods and services, transaction value: 1,543,820,222,872 VND
23	Vinacomin Business School	Under the same parent company	NSH No. 5700100256-011 issued by the Hanoi Department of Planning and Investment	No. 25, Alley 46, An Hoa Street, Mo Lao Ward, Hanoi, Vietnam	Purchase of goods and services, transaction value: 418,721,761 VND
24	Vinacomin - Cam Pha Port and Logistics Company	Ms. Ha Thi Diep Anh is a member of the Board of Supervisors (exceeding 35% of total assets).	NSH No. 5700100256-001 issued by the Quang Ninh Department of Planning and Investment	Ly Thuong Kiet Street, Cua Ong Ward, Quang Ninh Province, Vietnam	Sale of goods and services, transaction value: 1,153,749,275,121 VND
25	Vinacomin - Minerals Holding Corporation	Under the same parent company	NSH No. 100103087 issued by the Hanoi Department of Planning and Investment	No. 193, Nguyen Huy Tuong Street, Thanh Xuan	Sale of goods and services, transaction value: 727,930,000 VND

				Ward, Hanoi, Vietnam	
26	Quang Ninh Mining Chemical Industry Company	Under the same parent company	NSH No. 0100101072-001 issued by the Quang Ninh Department of Planning and Investment	Group 25, Ha Khanh 4 Residential Area, Cao Xanh Ward, Quang Ninh Province, Vietnam	Sale of goods and services, transaction value: 797,645,790 VND
27	Vinacomin Cam Pha Coal Trading Joint Stock Company	Mr. Vu Van Khan is the Chairman of the Board of Directors	Business Registration Certificate No. 5700526333, issued by Quang Ninh Department of Planning and Investment on December 27, 2004	No. 170 Tran Phu Street, Cam Pha Ward, Quang Ninh Province	Sale of goods and services, transaction value: 26,195,530,474 VND
28	TKV Group	Mr. Vu Van Khan; Ms. Nguyen Thi Lich; Ms. Duong Thi Thu Phong	NSH No. 5700100256 issued by the Hanoi Department of Planning and Investment	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Cau Giay District, Hanoi City	Purchase of goods and services, transaction value: 28,344,281,574 VND

d) Evaluation of compliance with corporate governance regulations

Cao Son Coal Joint Stock Company has effectively implemented fundamental principles and a system of corporate governance rules to ensure efficient direction, management, and control of the Company, while safeguarding the legitimate rights and interests of shareholders and related stakeholders. Members of the Board of Directors, Supervisory Board, Board of Management, and other managers have complied with standards of conduct and professional ethics. All Company activities are conducted in a transparent and public manner, ensuring fair treatment of shareholders. The Company consistently complies with legal regulations on corporate governance applicable to public companies, as well as its Charter.

VI. FINANCIAL STATEMENTS

1. Auditor's opinions – AASC Auditing Company Limited:

“In our opinion, the financial statements fairly and accurately present, in all material respects, the financial position of Cao Son Coal Joint Stock Company as of December 31, 2025, as well as the results of the company's operations and cash flows for the fiscal year ending on that date, in accordance with Accounting Standards, the Vietnamese Enterprise Accounting System, and the relevant legal regulations for the preparation and presentation of financial statements”.

2. Audited financial statements

Cao Son Coal Joint Stock Company published its audited financial statements for 2025 on March 25, 2026, on the Company Information Management System (CIMS) of the Hanoi Stock Exchange and also posted them on the Company's website:

www.thancaoson.vn (under the shareholder relations section, Financial Statements).

BALANCE SHEET

ITEM	CODE	ENDING BALANCE (31/12/2025)	OPENING BALANCE (01/01/2025)
A- CURRENT ASSETS	100	1,198,260,980,203	1,498,503,637,306
I. Cash and cash equivalents	110	1,931,928,638	800,433,496
1. Cash	111	1,931,928,638	800,433,496
III. Short-term receivables	130	328,426,716,233	891,522,070,273
1. Short-term receivables from customers	131	327,022,340,734	885,278,643,471
2. Prepayments to suppliers	132	413,591,296	1,240,969,126
3. Other receivables	136	990,784,203	5,002,457,676
IV. Inventories	140	692,695,869,563	462,357,683,840
1. Inventories	141	692,695,869,563	462,357,683,840
V. Other current assets	150	175,206,465,769	143,823,449,697
1. Short-term prepaid expenses	151	111,414,555,046	82,580,464,666
2. Deductible VAT	152	10,259,739,441	61,242,985,031
3. Taxes and other receivables from the State Budget	153	53,532,171,282	
B- NON-CURRENT ASSETS	200	1,295,899,556,214	1,152,867,846,680
I. Long-term receivables	210	202,255,943,916	191,157,836,203
1. Other long-term receivables	216	202,255,943,916	191,157,836,203
II. Fixed assets	220	708,515,817,055	783,261,604,834
1. Tangible fixed assets	221	703,977,331,749	781,230,106,854
- Cost	222	4,798,083,462,692	4,922,725,553,050
- Value of accumulated depreciation	223	(4,094,106,130,943)	(4,141,495,446,196)
3. Intangible fixed assets	227	4,538,485,306	2,031,497,980
- Cost	228	6,061,210,391	3,381,210,391
- Value of accumulated depreciation	229	(1,522,725,085)	(1,349,712,411)
IV. Long-term unfinished assets	240	108,317,870,745	27,303,197,631
1. Cost of construction in progress	242	108,317,870,745	27,303,197,631
VI. Other long-term assets	260	276,809,924,498	151,145,208,012
1. Long-term prepaid expenses	261	276,809,924,498	151,145,208,012
TOTAL ASSETS	270	2,494,160,536,417	2,651,371,483,986
C- LIABILITIES			
I. Short-term liabilities	300	1,465,973,068,766	1,580,784,371,402

1. Short-term supplier payables	310	1,060,090,068,766	1,325,354,371,402
2. Advances from customers	311	563,163,675,086	899,031,217,624
3. Taxes and other payables to the State Budget	313	87,998,088,471	139,656,433,561
4. Payables to employees	314	266,024,252,307	212,444,691,512
5. Accrued expenses	315	501,000,000	400,000,000
6. Other short-term payables	319	9,438,991,894	8,125,029,121
7. Borrowings and short-term financial liabilities	320	79,243,000,000	
8. Bonus and welfare fund	322	53,721,061,008	65,696,999,584
II. Long-term liabilities	330	405,883,000,000	255,430,000,000
1. Borrowings and long-term financial liabilities	338	405,883,000,000	255,430,000,000
D- OWNERS' EQUITY	400	1,028,187,467,651	1,070,587,112,584
I. Owners' equity	410	1,028,187,467,651	1,070,587,112,584
1. Contributed capital	411	428,467,730,000	428,467,730,000
- Ordinary shares carrying voting rights	411a	428,467,730,000	428,467,730,000
2. Development investment fund	418	386,307,794,444	347,301,834,273
3. Undistributed after-tax profits	421	213,411,943,207	294,817,548,311
- Retained earnings at the end of previous period	421a	130,662,622,140	294,817,548,311
- Retained earnings this period	421b	82,749,321,067	
TOTAL LIABILITIES AND OWNERS' EQUITY	440	2,494,160,536,417	2,651,371,483,986

INCOME STATEMENT

Items	Codes	Current year	Previous year
1. Revenue	01	8,498,623,790,065	9,448,093,858,111
2. Less deductions	02	-	-
3. Net revenue	10	8,498,623,790,065	9,448,093,858,111
4. Cost of goods sold	11	8,136,084,216,929	8,978,708,268,742
5. Gross profits	20	362,539,573,136	469,385,589,369
6. Financial income	21	6,112,789,497	5,710,650,359
7. Financial expenses	22	30,438,535,498	20,010,250,693
<i>In which: Borrowing costs</i>	23	30,438,535,498	20,010,250,693
8. Selling expenses	25	4,047,453,074	5,720,692,752
9. General and Administration expenses	26	230,463,119,183	325,145,230,798
10. Net operating profit/loss	30	103,703,254,878	124,220,065,485

11. Other income	31	4,786,811,211	40,650,375,844
12. Other expenses	32	4,028,159,804	1,867,633,825
13. Net other income	40	758,651,407	38,782,742,019
14. Net accounting profit before tax	50	104,461,906,285	163,002,807,504
15. Business income tax - current	51	21,712,585,218	32,982,940,266
16. Business income tax - deferred	52		
17. Profit after corporate income tax	60	82,749,321,067	130,019,867,238
18. Basic earnings per share	70	1,931	3,035

CASH FLOW STATEMENT

Items	Codes	Cumulative number from the beginning of the year to the end of this quarter (Current year)	Cumulative number from the beginning of the year to the end of this quarter (Previous year)
I. CASH FLOW FROM OPERATING ACTIVITIES			
1. Profit before tax	01	104,461,906,285	163,002,807,504
2. Adjustments for:			
Depreciation and amortization of fixed assets and investment properties	02	177,147,562,994	336,234,091,880
Profit/loss from investment activities	05	(10,405,009,012)	(19,979,466,355)
Borrowing costs	06	30,438,535,498	20,010,250,693
Other adjustments	07		(25,460,000,000)
3. Operating profit/loss before changes of working capital	08	301,642,995,765	473,807,683,722
Increase/ (decrease) in account receivables	09	555,238,544,433	158,518,578,620
Increase/ (decrease) in inventories	10	(227,477,838,723)	(188,886,826,988)
Increase/ (decrease) in account payables (not including borrowing interest, business income tax liabilities)	11	(169,086,130,288)	73,127,839,003
Increase/ (decrease) in prepaid expenses	12	(154,498,806,866)	(36,142,260,824)
Interest paid	14	(30,438,535,498)	(20,010,250,693)
Business income tax paid	15	(12,356,640,266)	(74,710,393,442)
Other receipt from operating activities	16	2,114,340,000	5,664,881,671

Other payments for operating activities	17	(95,257,382,000)	(101,798,226,596)
Net cash flows from operating activities	20	169,880,546,557	289,571,024,473
II. CASH FLOWS FROM INVESTING ACTIVITIES			
1. Payments for acquisitions, constructions of fixed assets	21	(359,237,764,242)	(276,056,870,039)
2. Proceeds from disposal and liquidation of fixed assets and other	22	3,290,000,000	13,900,900,000
3. Interest, dividends and profit distribution received	27	222,701,517	236,012,156
<i>Net cash flows from investing activities</i>	30	(355,725,062,725)	(261,919,957,883)
III. CASH FLOWS FROM FINANCING ACTIVITIES			
1. Short-term and long-term loans received	33	310,414,376,651	155,000,000,000
2. Repayments of loans principal	34	(80,718,376,651)	(97,660,000,000)
3. Dividends paid, profits shared to shareholders	36	(42,719,988,690)	(84,832,714,295)
<i>Net cash flows from financing activities</i>	40	186,976,011,310	(27,492,714,295)
Net cash flow during the period	50	1,131,495,142	158,352,295
Cash and cash equivalents at the beginning of the period	60	800,433,496	642,081,201
Cash and cash equivalents at the end of the period	70	1,931,928,638	800,433,496

This is the 2025 Annual Report, which the Cao Son Coal Joint Stock Company submits to the State Securities Commission and the Hanoi Stock Exchange.

Sincerely!

Recipients: 

- As above;
- BOD, BOS, Company's Party Committee (e-copy);
- Shareholders, Youth Union, Veterans, Deputy Directors, Chief Accountant (e-copy);
- Website;
- Archived: office, BODs' office

**LEGAL REPRESENTATIVE
DIRECTOR**




Phạm Quốc Việt