

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

No: 2826 /BC-TDNCS

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Cam Pha, April 17, 2026

REPORT

Results of the implementation of the 2025 Production and Business Plan The 2026 Production and Business Plan, the 2026-2030 5-year Production and Business Plan, and the proposed dividend rate for 2026

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

Pursuant to the Enterprise Law dated June 17, 2020;

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

Pursuant to the Resolution of the Company's Annual General Meeting of Shareholders in 2025;

Pursuant to the business performance results for 2025 and the business plan for 2026;

The Company's Board of Directors reports on the business performance results for 2025, the business plan, and the proposed dividend level for 2026 as follows:

PART I

2025 PRODUCTION AND BUSINESS RESULTS

I. GENERAL SITUATION

1. Advantages:

The company has always received attention, guidance, and support from state management agencies, the VietNam National Coal and Mineral Industries Holding Corporation Limited (TKV), local authorities, and forces stationed in the area, contributing to ensuring security and order within the enterprise; the unity and solidarity of the company's employees have helped them overcome difficulties and strive to achieve production and business targets.

To implement the 2025 business plan, from the early months of the year, the company has deployed organizational and operational solutions to achieve the planned targets with the goal of: "Safety - Unity - Development - Efficiency," striving to complete the business plan while ensuring safety, security, and order, and guaranteeing the material and spiritual well-being of employees.

2. Difficulties

The phenomenon of mine slope erosion is becoming increasingly complex, the transport routes have many sharp turns and steep slopes, and the lifting height is high, affecting transport productivity; the ash content of raw coal produced does not meet the plan, reducing the company's revenue and profit.

The coal market is unstable; Vinacomin - Cuaong Coal Preparation Company has a large inventory; the Port And Logistics Company faces reduced coal demand for electricity, leading to limited coal intake and affecting sales; high raw coal inventories and poor coal quality make processing and sales difficult, directly impacting revenue.

II. IMPLEMENTATION OF THE 2025 SHAREHOLDER MEETING RESOLUTION ON PRODUCTION AND BUSINESS OPERATIONS

1. Business performance results in terms of some key indicators.

No.	Target	Unit	Plan for 2025		2025 Estimated	Compare %	
			Resolution of the 2025 Annual General Meeting of Shareholders	Adjusted Plan		Actual/Resolution of the 2025 Meeting	Actual vs. Adjusted Plan
A	B	C	1	2	3	4 = 3/1	5 = 3/2
1	Produced coal	1000 tons	3,710		4,083	110.1	
-	Run-of-mine (ROM) coal	"	2,670	2,838	2,838	106.3	100.0
-	Clean coal from mixed waste rock and coal	"	1,040	1,200	1,245	119.7	103.8
2	Total coal consumption	1000 tons	3,190		3,664	114.9	
-	ROM coal	"	2,385		2,251	94.4	
-	Clean coal	"	805		1,413	175.5	
3	Overburden Removal Volume (Production Cost Accounting)	1000m3	36,001	39,200	39,198	108.9	100.0
-	Including: Overburden (soil and rock)	1000m3	35,000	38,200	38,197	109.1	100.0
-	Excavation of overburden for 2025 production plan	1000m3	1,000	1,000	1,001	100.1	100.1
4	Stripping Ratio	m3/ton	13.46		13.46	100.0	
5	Accounting Stripping Ratio	m3/ton	13.85	13.81	13.81	99.7	100.0
6	Total revenue	Million VND	5,218,266		5,274,160	101.1	
7	Construction investment	Million VND	495,925	362,611	333,360	67.2	91.9
8	Profit	Million VND	38,108		75,168	197.2	
9	Average salary	VND/month	13,106,000		13,848,000	105,6	
10	Dividend payment (expected)	%	≥ 3		5	166.6	

(The above figures are audited.)

In 2025, the Company generally fulfilled the coordinated production and business plan targets assigned by TKV. However, certain indicators did not meet the plan, specifically:

- Transportation distance of run-of-mine (ROM) coal: The total transportation distance of ROM coal for the entire Company in 2025 reached 4,922 km, equivalent to 98.93% of the adjusted plan. The decrease was mainly due to the restoration of the transport route above Tunnel No. 2 at Deo Nai Mine following its shortening in the first

half of the year. This shorter route to the +80 receiving bunker replaced the previous longer route to the south via the +35V channel.

- Ash content of run-of-mine (ROM) coal: In 2025, the ash content of ROM coal reached Ak = 39.70%, exceeding the adjusted plan by 0.51% (planned: 39.19%). Details are as follows:

+ Deo Nai Mining and Processing Complex: 36.94% compared to the planned 36.22%, an increase of 0.72%.

+ Coc Sau Mine: 46.28%, in line with the plan (100% of target achieved)

Reasons for the increase in ash content at Deo Nai Mine: Mining operations at Deo Nai Mine were significantly affected by complex geological conditions, particularly landslides in the southern pillar area of seam GI3a(2). The intrusion of waste rock into the coal seams made separation and processing more difficult, thereby reducing coal quality. Specifically, the proportion of waste rock mixed in ROM coal increased by 1.16% (24.76% compared to the planned 23.60%), resulting in the ash content rising to 36.94%, up 0.72% compared to the plan.

2. Investment activities

The Company's 2025 investment plan was approved by TKV under Document No. 7119/TKV-DT dated December 12, 2025, regarding the announcement of the adjusted 2025 investment plan. Based on the assigned plan, the Company has implemented the plan as follows:

Unit: million VND

No.	CONTENT	Plan		Implementation in 2025	Ratio of actual/customer results (%)	
		Initial investment plan	Adjusted investment plan		Completion vs Original Plan	Completion vs Adjusted Plan
1	Investment Implementation	495,925	362,611	333,360	67.2	91.9
2	Capital Disbursement	505,982	362,611	332,520	65.7	91.7

Implementing the 2025 capital construction investment plan assigned by TKV, the total value of projects implemented in 2025 was VND 333,360 million, equivalent to 91.9% of the adjusted plan. In 2025, the Company implemented 10 projects, including: 2 completed projects, 5 ongoing projects, and 3 projects in the preparation phase.

In 2025, investment activities were carried out in compliance with the provisions of relevant specialized laws, the Law on Bidding, as well as the Company's Investment and Construction Regulations. During the implementation process, the Company selected contractors in accordance with the approved plan. As a result, key projects were completed on schedule, ensured quality, and were put into operation, thereby contributing positively to the Company's business results.

3. Cost and pricing management

In accordance with Resolution No. 18-NQ/DU dated January 8, 2025, of the Company's Party Committee, and Decision No. 538/QD-TKV dated March 24, 2025, of the General Director of TKV on the promulgation of the overall program for practicing thrift and combating waste in TKV in 2025, the Company issued Decision

No. 856/QD-TDNCS dated February 6, 2025, on internal management solutions for 2025; and concurrently issued the Company's program on practicing thrift and combating waste in 2025 under Decision No. 3166/QD-TDNCS dated April 21, 2025.

Cost management was closely linked with cost-saving initiatives and implemented in a controlled and synchronized manner from the Company level down to construction sites and workshops. This included the implementation of cost-saving measures such as fuel and energy savings; management and control of consumption norms for key materials (tires, fuel, frequently used spare parts, etc.); and the promotion of technical improvement and rationalization initiatives in production. The Company has gradually addressed existing limitations and actively enhanced cost management, thereby improving the effectiveness of cost control.

By strictly adhering to and effectively implementing the Regulations on Business Cost Management in TKV Companies (Decision No. 1438/QD-TKV dated August 8, 2024), the Company proactively developed and issued programs on cost savings and waste prevention for implementation. In 2025, cost management was further strengthened, contributing to the achievement of profit targets and cost savings in accordance with TKV's internal contracting mechanism.

Regarding materials procurement:

- Inventory management: Inventory value as of December 31 was VND 20.708 billion, a decrease of VND 3.369 billion compared to the beginning of the year. The inventory-to-material ratio was 1.2%/2.7%, in line with the Group's regulation of 6%/5%.

- Procurement of materials within the industry: In 2025, the Company procured materials within the Group with a total value of VND 40.674 billion. The intra-Group procurement ratio reached 65.9%, meeting TKV's requirement of 65%.

- Material recovery and reuse: In 2025, the company recovered materials worth VND 8.4 billion; 8 billion VND were reused or liquidated as scrap.

4. Digital transformation efforts: In 2025, the Company closely followed Decision No. 243/QD-TKV dated January 31, 2024, approving the Digital Transformation Project of the Vietnam National Coal and Mineral Industries Holding Corporation Limited for the period up to 2025, with a vision to 2030; and Plan No. 162 dated April 29, 2025, of TKV on the implementation of the Digital Transformation Plan for 2025. The Company focused on developing its Digital Transformation Project for the 2025–2030 period and issued the Digital Transformation Implementation Plan for 2025, ensuring alignment with TKV's overall digital architecture.

5. Regarding organizational structure, salaries, and human resource training.

5.1. Regarding organizational restructuring

The Company's Board of Directors approved Decision No. 6494/QD-TDNCS dated August 28, 2025, on the restructuring plan for the organizational management model and workforce allocation for the last four months of 2025 and the 2026–2030 period. The Company implemented the plan to reorganize a number of construction sites. By the end of 2025, the number of construction sites/workshops had decreased by 9, to 14 construction sites/workshops.

The total number of employees at the time of restructuring was 3,654; by December 31, 2025, this number had decreased by 563 employees, of which 96 were in management positions; the remaining workforce stood at 3,091 employees.

5.1. Regarding labor and wage matters

The workforce as of early January 2025 was 3,546 employees, and as of December 31, 2025, it was 3,091 employees, a decrease of 455 employees. The average salary in 2025 was VND 13.848 million per person per month, equivalent to 105.7% of the annual plan.

The Company strengthened inspection and supervision of labor management and the distribution of salaries and bonuses across its units, ensuring harmony, fairness, and compliance with regulations; with particular attention to labor allocation at units following restructuring.

5.2. Human resource training

To ensure an adequate workforce with sufficient qualifications to meet production and business requirements, the Company organized training, recruitment, and workforce development activities in 2025 as follows:

- Organized vocational retraining programs, including: a hydraulic excavator operator training course for 30 surplus electric excavator operators; and a hydraulic drilling machine operator training course for 15 electric drilling machine operators. Additionally, the Company organized vocational training, refresher courses, and professional development programs to enhance the skills and expertise of over 80 employees (across various job positions, including knowledge of digital transformation and artificial intelligence applications, etc.).

- In addition, due to the large number of surplus workers, particularly in mining truck driving and electric excavator operation, the Company continued to review and rebalance workforce allocation among units, organized vocational training and on-the-job mentoring for workers transitioning to new equipment, and provided training for younger surplus workers to address labor shortages in certain areas such as mechanical repair and bulldozer operation, thereby meeting production requirements.

6. Other tasks: In addition to the above-mentioned production and business results and activities, the Company conducted internal inspections and audits to mitigate risks; complied with legal regulations on accounting, finance, and statistics; strengthened legal dissemination to enhance compliance awareness; monitored the implementation of technical safety measures and environmental protection; coordinated with local authorities and relevant agencies to maintain security and order, protect assets and mine boundaries; organized and implemented outsourcing contracts under the 2025 plan and coal purchase and sale contracts with SPNT in accordance with the regulations and guidelines of the Vietnam National Coal and Mineral Industries Holding Corporation Limited and the State; gradually improved working conditions and ensured the legitimate rights and interests of employees; implemented measures for disaster prevention, search and rescue; fulfilled all obligations to the State budget; ensured timely salary payments to employees; and paid dividends to shareholders in accordance with statutory timelines.

* **Overall assessment:** Based on the above-mentioned business performance results for 2025, the Company has generally adhered to the targets set out in the

Resolution, striving to fulfill the key business plan targets, ensuring stable employment and income, and providing appropriate and practical care for employees' well-being.

PART II

BUSINESS PLAN FOR 2026 AND MANAGEMENT SOLUTIONS

I. BUSINESS PLAN FOR 2026

1. Some key indicators

No.	Target	Unit	Plan for 2026
1	Resource management		
a	Overburden excavation in open-pit mining	1000m3	28,400
-	Of which: Overburden for production	"	28,400
*	Accounting stripping ratio	m3/ton	13.52
b	Resource loss rate		
-	Open-pit mining	%	3.90
c	Clean coal recovery rate	%	100.0
2	Main products		
2.1	Run-of-mine (ROM) coal	1000 tons	2,100
-	Open-pit mining	"	2,100
2.2	Clean coal (screened at mine)	1000 tons	1,250
-	Of which: Clean coal from primary sources	"	150
-	Clean coal recovered from waste rock and coal mixtures	"	1,100
2.3	Coal consumption (delivered to the Group)	"	3,200
a	Delivered to Coal Preparation Company	"	1,950
b	Delivered to Warehousing Company	"	1,250
3	Total revenue (excluding VAT)	million dong	4,268,159
-	Of which: Coal production revenue		4,268,159
4	Profit	million dong	32,912
-	Of which: Coal production	"	32,912
5	Return on Equity (ROE)	%	4.66
6	Costs and pricing		
-	Average selling price of clean coal	VND/ton	1,446,637
-	Average production cost of clean coal	VND/ton	1,435,482
7	Labor - Wages		
7.1	Average number of employees	People	3,067
-	Of which: Coal production	"	3,067
7.2	Wage coefficient	VND/1000 VND	
-	Coal production (excluding Company management salaries)	"	118.7

No.	Target	Unit	Plan for 2026
7.3	Average salary	1000 VND/person/month	13,834
8	Dividend payout ratio	%	≥ 3

2. Investment plan for construction and key projects in 2026

2.1. Construction Investment Plan

The Company's 2026 construction investment plan was approved by TKV under Official Letter No. 7212/TKV-DT dated December 15, 2025, with the following values:

No.	CONTENT	Unit of measurement	Plan for 2026
I	Investment implementation	Million dong	407,258
II	Capital disbursement	Million dong	407,258

2.2. Key projects in 2026

In 2026, in addition to fulfilling key tasks such as stabilizing production, maintaining growth, preserving State capital, ensuring occupational safety and environmental protection; ensuring employment, improving employees' income and living conditions; maintaining security and order; and effectively managing mining resources and boundaries.

The Company will focus on accelerating the implementation of investment projects included in the approved plan; completing legal procedures to commence the "Investment Project for an Electronic Truck Weighing Station (≥200 tons)" and the "Project for Renovation and Construction of the Coal Processing System"; and expediting the completion of preparatory procedures for projects across all sectors.

II. SOME KEY MANAGEMENT SOLUTIONS

In 2026, the Company will continue to organize and direct the implementation of technical targets and coordinated production and business plan targets assigned by TKV by implementing management and operational measures in several key areas as follows:

1. Technical and Technological Work

- Arrange production areas for concentrated operations to improve productivity and achieve key technical and technological targets in 2026, while continuing to improve working conditions for employees.

- Develop quarterly and monthly production plans, setting specific targets for each period to serve as a basis for closely monitoring and directing production progress. Monthly and quarterly production plans must be aligned with the sales plan to avoid excessive inventory that ties up working capital.

- Promote deep processing to increase the recovery rate of clean coal from ROM coal, ensuring the recovery rate meets the plan; strengthen inventory management and product sales; and maintain the mining loss rate at ≤ 3.90%.

- Effectively implement selective mining to improve ROM coal quality, ensuring that the actual ash content does not exceed the planned level (36.34%).

- Focus on improving mining system parameters, drilling and blasting quality, and transportation routes to enhance equipment operating conditions.

2. Mechanical and Electrical Engineering - Transportation Work



- Review and assess the technical condition of equipment; develop plans for mobilization, storage, and disposal to ensure cost efficiency. Strengthen maintenance activities across all units to ensure stable operation, extend equipment lifespan, improve productivity, and reduce the need for new investments.

- Strive to achieve and exceed the Company's productivity targets and surpass TKV's assigned targets by 2–5%. Reduce electricity consumption by $\geq 2\%$ and control fuel consumption at ≤ 124.5 liters/1,000 TKm, depending on operating conditions and equipment utilization.

- Strengthen and maintain the application of computerization and automation in production management and operations to reduce execution time, thereby increasing equipment utilization and productivity.

- Continue to effectively utilize monitoring systems such as cameras, black boxes, and GPS to promptly update equipment data, detect errors, and prevent improper operation that may cause equipment damage.

3. Continue implementing the three breakthroughs: (i) Ensure the timely implementation of investment projects, environmental projects, exploration projects, mining projects, and mine closure projects in accordance with approved plans. (ii) Continue to refine and implement the digital transformation roadmap for the 2025–2030 period, focusing on key tasks in 2026 in alignment with TKV's overall plan. (iii) Intensify organizational restructuring and streamlining in accordance with the approved restructuring plan and organizational scheme.

4. Occupational Safety and Health

- Continue to implement in a coordinated and strict manner all regulations and directives on occupational safety and health issued by TKV and the Company; promptly update and supplement safety measures in line with actual production conditions.

- Develop quarterly plans for handling incidents in open-pit mining and submit them to TKV for approval; implement comprehensive safety measures with the objective of preventing serious incidents. Strengthen inspections at production sites, mining levels, waste dumps, and storage areas; ensure proper installation of safety barriers along transportation routes.

- Regularly inspect daily production assignments at construction sites and workshops. Supervisors must clearly specify work content, potential hazards, and preventive measures so that employees can proactively comply. Promptly report incidents within TKV, conduct investigations, and disseminate lessons learned across the Company.

5. Planning and cost management.

- Develop and implement operational solutions to achieve the production and business plan assigned by TKV; proactively manage and strictly control technical indicators; implement cost-saving measures; and closely monitor costs throughout all stages from input to output. Control costs from the beginning of the year, minimizing cost overruns arising from increased workload or unfavorable technical factors.

- Continue to enhance internal management efficiency; review and refine internal regulations; strengthen cost control accountability; and promote thrift practices and the prevention of waste in accordance with TKV's directives.

6. Financial Accounting: Continue to closely monitor key financial ratios to prevent financial imbalance and liquidity risks. Ratios such as the quick ratio, current ratio, and cash ratio must be maintained within acceptable limits.

7. Organization, Labor and Wage Matters

- Continue to review and improve salary and bonus mechanisms to create incentives for labor productivity and performance.

- Strengthen control over work acceptance, attendance tracking, and performance evaluation; promote the application of digital systems in human resource management, including personnel records, attendance, and payroll.

- Proactively assess labor demand and identify surplus labor to coordinate with training institutions for timely retraining and job conversion, particularly in fields such as excavator operation, hydraulic drilling, and automobile repair, to meet production requirements for 2026 and subsequent years.

- Continue to implement the restructuring plan for organizational structure and workforce allocation for 2026 and beyond, in line with TKV's directives, aiming to align the Company's workforce size with TKV's model by 2028.

8. Inspection, Auditing, and Military Security Work

- Strengthen inspection and supervision to ensure transparency and compliance with regulations, policies, and procedures related to employees across all units.

- Continue to enhance security and order at mine boundaries, ensuring internal political security and social safety.

PART III

FIVE-YEAR BUSINESS PLAN 2026-2030 AND PROJECT FOR EXPLORATION AND DETERMINATION OF COAL RESERVES AND RESOURCES AT THE DONG LO TRI MINE

I. Five-Year Business Plan 2026-2030

1. Basis for developing the 5-year production and business plan (2026–2030)

Pursuant to Decision No. 296/QĐ-TKV dated February 13, 2026, of TKV approving the targets for the 2026–2030 five-year plan, the Company has established orientations for key production and business targets for the 2026–2030 period as follows:

2. Summary of key indicators for the 5-year business production plan 2026-2030.

No.	TARGET	Unit	Plan for the period 2026-2030				
			2026	2027	2028	2029	2030
1	Coal production	1000.T	3,200	3,200	3,370	3,450	3,280
-	Of which: Open-pit mining	„	2,100	2,400	2,700	2,700	2,500
-	Re-mining / Secondary extraction	„	1,100	800	670	750	780
2	Overburden (soil and rock) excavation	1000 m ³	28,400	30,000	37,200	37,200	33,800

3	Stripping ratio	m ³ /Ton	13.52	12.50	13.78	13.78	13.52
4	Revenue	Million dong	4,268,159	4,451,096	5,099,233	4,972,600	4,493,156
5	Profit	Million dong	32,912	34,202	38,586	38,151	34,944

II. Project for Exploration and Determination of Coal Reserves and Resources at the Dong Lo Tri Mine from the outcrop to the -380 m level, serving the Open-Pit Mining Investment Project according to the plan .

1. Legal basis:

- Decision No. 893/QD-TTg dated July 26, 2023, of the Prime Minister approving the Coal Industry Development Plan;

- Decision No. 2633/QD-TKV dated December 9, 2025, of the Board of Members of the Vietnam National Coal and Mineral Industries Holding Corporation Limited on approving the exploration and survey plan for 2026; Decision No. 2688/QD-TKV dated December 15, 2025, of the General Director of the Vietnam National Coal and Mineral Industries Holding Corporation Limited on organizing the implementation of the exploration and survey plan for 2026;

- Mineral exploration license No. 513/GP-BNNMT dated November 25, 2025, issued by the Ministry of Agriculture and Environment;

- Decision No. 218/QD-TKV dated February 5, 2026, of the Vietnam National Coal and Mineral Industries Holding Corporation Limited approving the volume and total budget of the Dong Lo Tri coal mine exploration project, located in Cam Pha and Cua Ong wards, Quang Ninh province.

2. Main contents of the Project Proposal

(i) **Investor:** Deo Nai - Coc Sau - TKV Coal Joint Stock Company.

(ii) **Project Objective:** To explore and determine the reserves and resources of the Dong Lo Tri coal mine from the outcrop to the -380 m level, serving the open-pit mining investment project according to the plan.

(iii) **Content and scope:** Total exploration volume: 13,065 m³ / 44 boreholes; Technical content, coordinates, depth, borehole tasks and construction volume are carried out according to the Project dossier and attached appendices approved by TKV.

(iv) **Location of implementation:** Cam Pha ward, Cua Ong ward, Quang Ninh province.

(v) **Implementation period:** 48 months, according to Mineral Exploration License No. 513/GP-BNNMT.

(vi) **Type of project:** Geological exploration project.

(vii) **Total investment:** VND 127,124,569,404 (including value added tax).

(viii) **Funding source:** According to TKV's annual exploration and survey plan.

(viii) **Management method:** The investor directly manages and organizes the implementation of the Project in accordance with regulations.

**PART IV
AUTHORIZATION TO ADJUST THE 2026 PRODUCTION AND BUSINESS
PLAN**

AND PROPOSED DIVIDEND LEVEL FOR 2026

1. Authorization to adjust the 2026 production and business plan

The Company proposes that the General Meeting of Shareholders authorize the Board of Directors to adjust the 2026 production and business plan in the event of changes in business conditions or adjustments by the Vietnam National Coal and Mineral Industries Holding Corporation Limited to key targets of the coordinated business plan. However, any such adjustments must ensure that actual profit is not lower than the profit target approved by the 2026 Annual General Meeting of Shareholders.

2. Proposed dividend rate for 2026 : The Board of Directors proposes an expected dividend payout ratio of $\geq 3\%$ for 2026, based on the Company's charter capital.

The above is the report on the 2025 production and business results, the 2026 production and business plan, the proposed dividend rate for 2026, the 2026-2030 5-year Production and Business Plan, and the Exploration Scheme for determining the coal reserves and resources of the Dong Lo Tri mine from the outcrop to the -380m level, serving the open-pit mining investment project according to the planning of Deo Nai - Coc Sau - TKV Coal Joint Stock Company. The Company respectfully submits this report.

Recipient :

- Shareholders (via the Company's website);
- Corporate Communications Department (for publication and disclosure);
- State Securities Commission; Hanoi Stock Exchange;
- Archived in meeting records, Administration Department, Company Secretary.

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

**Dang Thanh Binh
(Company Director)**



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

No: 2827 / TT-TDNCS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Cam Pha, April 17, 2026

PROPOSAL

Re: Approval of the Audited Financial Statements for the Fiscal Year 2025

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

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

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

Pursuant to Resolution No. 04/NQ-HDQT dated March 20, 2025 of the Board of Directors.

The Company reports to the General Meeting of Shareholders a summary of the key figures of the 2025 Financial Statements, which were audited by the Branch of AASC Auditing Firm Company Limited in Audit Report No. 180326.001/BCTC.QN dated March 18, 2026.

Accordingly, the Company's 2025 Financial Statements present fairly and accurately, in all material respects, the financial position of Deo Nai - Coc Sau Coal Joint Stock Company – TKV as at December 31, 2025, as well as its business results and cash flows for the financial year ended December 31, 2025, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting Regime, and relevant legal regulations on the preparation and presentation of financial statements.

I. Balance Sheet (Summary)

Unit: VND

No.	ASSETS	Code	2025
I	CURRENT ASSETS	100	1,490,132,085,134
1	- Cash and cash equivalents	110	9,067,089,724
2	- Short-term financial investments	120	
3	- Short-term receivables	130	373,460,005,913
4	- Inventory	140	947.505.719.197
5	- Other current assets	150	160,099,270,300
II	NON-CURRENT ASSETS	200	1,256,645,289,026
1	- Long-term receivables	210	287,037,090,177

No.	ASSETS	Code	2025
2	- Fixed assets	220	858,322,915,955
3	- Construction in progress	240	26,055,136,101
4	- Other long-term assets	260	85,230,146,793
	TOTAL ASSETS	270	2,746,777,374,160
III	LIABILITIES	300	1,991,246,945,646
1	- Short-term liabilities	310	1,529,446,863,855
2	- Long-term liabilities	330	461,800,081,791
IV	EQUITY	400	755,530,428,514
1	Equity	410	755,530,428,514
	- Owners' equity	411	619,352,020,000
	- Share capital surplus	412	-66,000,000
	- Other owner's equity	414	
	- Investment and development fund	418	28,736,167,038
	- Retained earnings	421	107,508,241,476
2	Other funding sources and funds	430	
	TOTAL LIABILITIES AND EQUITY	440	2,746,777,374,160

II. Basic Financial Indicators

No.	Indicators	Reporting period
1	Asset structure	
	- Non-current assets / Total assets (%)	45.75
	- Current assets / Total assets (%)	54.25
2	Capital structure	
	- Liabilities / Total Capital (%)	72.49
	- Equity / Total capital (%)	27.51
3	Liquidity ratios (times)	
	- Current ratio	0.97
	- Quick ratio	0.35
4	Debt-to-Equity Ratio (times)	2.64

III. Report on Salary and Remuneration for the Board of Directors, Management, and the Supervisory Board in 2025

- Salaries and remuneration for members of the Board of Directors and management; allowances for Board members:

+ Salary: VND 2,724,905 thousand.

+ Remuneration: VND 166,800 thousand.

+ Allowances for Board members: VND 262,800 thousand.

- Salaries and remuneration of the members of the Supervisory Board

+ Remuneration: VND 160,080 thousand.

The Company respectfully submits the above matters to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Recipient:

- Shareholders of the Company;
- Board of Directors, Supervisory Board, Board of Management, Chief Accountant;
- Secretariat Department (for website publication and information disclosure);
- Filed at: AGM documents, Administration (Records Office), Company Secretary.

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

**Dang Thanh Binh
(Company Director)**



VIETNAM NATIONAL COAL AND
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DEO NAI - COC SAU - TKV COAL
JOINT STOCK COMPANY

No: 2828 / Tr-TDNCS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Cam Pha, April 17, 2026

PROPOSAL

Re: Proposal on Profit Distribution for the Fiscal Year 2025

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

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the guidelines of competent state authorities regarding profit distribution applicable to state-owned enterprises and enterprises with state capital;

Pursuant to the Company's business performance in 2025 and the interests of its shareholders and employees;

Pursuant to Resolution No. 07/NQ-HDQT of the Board of Directors of the Company dated April 17, 2026.

The BOD of Deo Nai – Coc Sau – TKV Coal Joint Stock Company hereby submits to TKV for approval the 2025 Profit Distribution Plan as follows:

No.	Content	Amount (VND million)	Note
1	Profit before tax	75,168	
2	Corporate income tax payable	1,350	
3	Deferred income tax refunded	16,125	Tax refundable
4	Profit after tax (1-2-3)	57,693	
5	Retained earnings from previous year	49,816	
6	+ Undistributed profits	9,601	
7	+ Deferred income tax assets	40,215	
8	Retained earnings carried forward to the next year	33,691	
-	+ Deferred income tax assets as at 31 December 2025	24,090	
-	+ Undistributed profits	9,601	
-	Distributable profit (4+5+6-7)	73,818	
-	Dividend payment	30,968	5% of charter capital

No.	Content	Amount (VND million)	Note
9	Remaining profit after dividend payment	42,850	
10	Allocation to reward and welfare funds (0,92 months of average salary)	42,850	Average Salary Fund: 46.7 billion VND/month
	+ Reward fund: 60%	25,710	
	+ Welfare fund: 40%	17,140	

We respectfully submit this for the shareholders' consideration and approval.

Recipient :

- Shareholders of the Company;
- Board of Directors, Supervisory Board, Board of Management, Chief Accountant;
- Secretariat Department (for website publication and information disclosure);
- Filed at: AGM documents, Administration, Company Secretary.

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

Nguyen Trong Tot



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

No: 2829 / BC - TDNCS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Cam Pha, April 17, 2026

REPORT
RE: REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS
SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS

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

Pursuant to the Charter of Deo Nai – Coc Sau – TKV Coal Joint Stock Company, as amended and supplemented (for the first time) and approved by the General Meeting of Shareholders on November 19, 2024;

Pursuant to the Internal Regulations on Corporate Governance (Rules of Procedure of the Board of Directors) of Deo Nai – Coc Sau – TKV Coal Joint Stock Company, approved by the General Meeting of Shareholders on November 19, 2024.

The Board of Directors respectfully reports to the General Meeting of Shareholders on its operational results in 2025 and proposes directions and tasks for 2026 as follows:

The Board of Directors of Deo Nai – Coc Sau – TKV Coal Joint Stock Company for the first term (2024–2029) comprises a total of five (05) members, including the following:

Currently, the Board of Directors consists of 4 members, including:

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

However, on July 31, 2025, the Company's Board of Directors issued Resolution No. 17.1/NQ-HĐQT on accepting the resignation of Mr. Nguyễn Văn Thuận from his position as a member of the Board of Directors and suspending his membership status due to legal violations leading to prosecution. Therefore, the Board of Directors currently consists of four (04) members; however, throughout 2025, the Board's organizational structure still complied with regulatory requirements and operated effectively.

The Company plans to consolidate and complete the composition of the Board of Directors in accordance with regulations at the 2026 Annual General Meeting of Shareholders.

1. Salaries, remuneration, allowances, and other benefits in 2025

Pursuant to Clause 3, Article 163 of the Law on Enterprises 2020 and the Company's Charter, the Board of Directors reports the remuneration and other benefits for 2025 as follows:

- Salaries of Board members: VND 1,094,716 million;
- Remuneration of Board members: VND 166,800 million;
- Allowances for independent members of the Board of Directors: VND 262,800 million.

(Details are presented in the following table.)

No.	Full name	Position	To be implemented in 2025 (Million VND)			
			Total	Salary	Remuneration	Allowance
	Total		1,524,316	1,094,716	166,800	262,800
1	Nguyen Trong Tot	Chairman of the Board of Directors	61,680		61,680	
2	Dang Thanh Binh	Member of the Board of Directors, Director	522,404	469,844	52,560	
3	Nguyen Van Thuan	Member of the Board of Directors	208,289	208,289		
4	Vu Trong Hung	Member of the Board of Directors	469,143	416,583	52,560	
5	Phung Van Tuyen	Independent Member of the Board of Directors	262,800			262,800

2. Summary of meetings of the Board of Directors and resolutions adopted

The Board of Directors has complied with applicable laws, the Company's Charter, and the resolutions of the General Meeting of Shareholders.

In 2025, the Board of Directors held 28 meetings, conducted through a combination of in-person, online, and written consultation methods. The Board issued 28 sets of meeting minutes, 38 resolutions to implement and execute documents issued by TKV and to address other key matters; 26 decisions; and 6 internal management regulations, forming the basis for the Company's governance and operations, with the following main contents:

(1) Directed the review, amendment, and supplementation of the Company's internal regulations in response to changes in State and TKV legal documents, serving as a basis for governance and for the inspection and supervision of management activities in accordance with applicable regulations.

(2) Successfully directed and organized the 2025 Annual General Meeting of Shareholders on April 24, 2025 in compliance with legal requirements.

(3) Directed the listing of all Company shares (stock ticker: TD6) on the Hanoi Stock Exchange (HNX) from June 16, 2025, ensuring full compliance with applicable regulations.

(4) Directed the preparation and submission of documentation for the Coc Sau – Deo Nai cluster mine project (Mining License No. 202/GPKT-BNNMT dated June 18, 2025, issued by the Ministry of Agriculture and Environment), ensuring timely completion and compliance with regulations; and successfully organized the groundbreaking ceremony for the project on August 19, 2025 as planned.

(5) Continued to direct the implementation of the Company's restructuring plan in accordance with approved plans and decisions. To date, 9 management units have been reduced through the consolidation and reorganization of the following units: screening and sales sites, drilling sites, bulldozer sites, network station workshops, automobile repair workshops, electromechanical repair workshops, and transport workshops (including the merger of Transport Workshop No. 1 and No. 8, and the dissolution of Transport Workshops No. 10 and No. 11).

(6) At the end of the fiscal year, the Board of Directors conducted performance evaluations of its members. The results indicated that all members fulfilled their assigned duties and responsibilities, exercised their rights diligently and in good faith, and acted in the best interests of the Company and its shareholders. Members did not misuse Company information, business opportunities, or assets for personal gain or for the benefit of other organizations or individuals. All major decisions of the Board were made in accordance with collective decision-making principles and the Company's internal governance regulations; all members actively participated in meetings and effectively implemented the resolutions of the General Meeting of Shareholders.

3. Report on transactions between the Company, its subsidiaries, and companies in which the public company holds more than 51% of the charter capital with members of the Board of Directors and their related persons; transactions between the Company and companies in which members of the Board of Directors are founding shareholders or have acted as managers within the last three (03) years prior to the transaction.

In 2025, the General Meeting of Shareholders approved Resolution No. 08/NQ-DHDCD dated April 24, 2025 on the approval of contracts and transactions between Deo Nai – Coc Sau – TKV Coal Joint Stock Company and related parties in 2025, with information disclosure conducted in accordance with regulations.

Accordingly, transactions between the Company and its major shareholder and related parties primarily involved coal sales to the Vietnam National Coal and Mineral Industries Group (TKV), blasting services, and environmental treatment services during the production process. TKV is the major shareholder, holding 65% of the Company's charter capital.

The total value of transactions conducted in 2025 between the Company and TKV Group amounted to VND 5,765 billion, carried out through TKV's subsidiaries and affiliated entities, including wholly owned or controlling-interest companies, specifically as follows:

- Vinacomin - Cuaong Coal Preparation Company: Contract value: VND 3,808.8 billion;
- Vinacomin – Cam Pha Port And Logistics Company: Contract value: VND 1,656.6 billion;
- Vinacomin - Mining Chemical Industry Holding Corporation Limited: Contract value: VND 300 billion;
- TKV Materials Joint Stock Company: Contract value: VND 725.48 billion.

In addition, the Company also entered into contracts and transactions with several companies whose related parties include members of the Board of Directors, such as Vinacomin Tourism and Trading Joint Stock Company and the Institute of Mining Science and Technology. These transactions mainly relate to the procurement of materials, raw materials, fuel, and catering services for employees, with transaction values in 2025 as follows:

- Vinacomin Tourism and Trading Joint Stock Company: VND 102.6 billion;
- Institute of Mining Science and Technology (including Mining Technology and Equipment Development Joint Stock Company): VND 1.162 billion.

4. Performance of Independent Directors and evaluation of the Board of Directors

A separate report has been prepared and submitted.

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

6. Activities of other supporting functions of the Board of Directors (Administration and Company Secretary)

In 2025, the Head of Administration and the Company Secretary fully performed their functions, duties, and powers in accordance with applicable laws and the Company's Charter. They provided effective support to the Board of Directors in successfully organizing the 2025 Annual General Meeting of Shareholders in compliance with regulations. They also advised and coordinated the preparation and organization of Board meetings to review and resolve matters related to the Company's production and business operations, contributing to effective corporate governance. In addition, they maintained and enhanced relations between the Company and its shareholders, ensuring shareholders' rights in accordance with applicable regulations.

Information disclosure (including periodic, extraordinary, and ad hoc disclosures, in both Vietnamese and English) was carried out fully, timely, and in compliance with regulations to the State Securities Commission, the Hanoi Stock Exchange, and relevant state authorities.

7. Supervisory results over the Director

The Board of Directors regularly supervised the Director's management and executive activities, requiring periodic and ad hoc reporting, as well as timely updates on any significant changes in business operations in order to take appropriate

decisions. Regular inspections of production and business activities were conducted, and any shortcomings were promptly addressed.

In performing duties as stipulated in the Company's Charter and the resolutions of the Board of Directors, the Director has acted diligently and responsibly, proactively overcoming difficulties and proposing effective management measures in operating the Company's business activities. The Company has complied with legal regulations, fulfilled reporting obligations, and ensured the safety of capital and assets. As a result, the Company successfully achieved the business targets approved by the General Meeting of Shareholders.

8. Supervisory results over other executives

The Company's management personnel were appointed by the Board of Directors Pursuant to the proposal of the General Director, who also assigned and delegated responsibilities to support the General Director in performing his/her duties. These management personnel have strictly complied with the tasks assigned, effectively directed and managed departments, sites, and workshops in carrying out the Company's production and business activities, ensuring that set objectives were achieved without any signs of negligence or avoidance of responsibilities. They have actively advised and proposed initiatives to support the General Director in implementing tasks effectively. Over the past year, the Company's management personnel were evaluated by the Board of Directors as having successfully fulfilled their assigned duties with excellent performance.

9. Directions and key tasks of the Board of Directors in 2026

Entering 2026 with numerous challenges for the leadership role of the Company's Board of Directors, the focus will be on implementing three breakthroughs: (i1) Completing investment projects, environmental projects, exploration projects, mining projects, and mine closure projects on schedule as planned. (i2) Continuing to refine the digital transformation plan for implementation in the 2025-2030 period. The focus will be on building tasks in 2026 (in sync with TKV's plan). (i3) Strengthening restructuring and streamlining the organizational structure according to the approved plan and scheme of the Company. The main objective of the Company remains to ensure stable and developing production and business, maintaining good management, maximizing profits, distributing dividends to shareholders fairly, and increasing the accumulation of owner's equity.

The Company's Board of Directors has set the following directions and objectives for 2026:

(1). Regularly lead and direct the Board of Directors and the Company's management to proactively, attentively, and closely monitor the implementation of work steps and procedures for closing the mine and applying for mining licenses for the Coc Sau-Deo Nai cluster mining project; continue to implement the restructuring of the Company after the merger according to the Shareholders' General Meeting Resolution, the approved plan/plan and the directives from higher authorities to ensure progress and compliance with legal regulations;

(2). Continue to direct the Company in handling houses, land, and architectural structures that still have many obstacles and difficulties in accordance with the direction of TKV to ensure progress, efficiency and current regulations;

(3). Continue to review and amend, supplement management regulations in accordance with the provisions of the law, perfect management mechanisms, specific decentralization and delegation of power to ensure the governance role of the Board of Directors and the operation of the Board of Management are most convenient, creating a basis for motivation to promote the autonomy and responsibility of departments and individuals;

(4). Actively direct the reorganization of the organizational structure and production organization to suit the business situation of the Company after the merger, train quality human resources, and continuously cultivate a dynamic and qualified team of cadres to meet the long-term development process of the Company. The policy is to continue to outsource some stages and tasks if they are effective and in accordance with current regulations; Solve the problem of surplus labor and personnel of the Company according to the plan/plan already developed;

(5). Investment and equipment procurement: Due to the deep mining conditions, it is necessary to balance investment appropriately for the synchronization of large-capacity automobile and excavator equipment to improve labor productivity and reduce production costs, but still ensure an allowable safe debt ratio; It is necessary to consider balancing capacity, investment plan, and mobilization of production equipment suitable for the mining output of the cluster mine project each year;

(6). Technical work: Balance the 2026 resource mobilization plan to ensure production meets output and saves resources, balance between regions to stabilize quality and production costs. Proactively develop optimal exploitation plans and rational management work because the Company is currently facing great difficulties in terms of resources in both quantity and quality;

(7). Production management and direction.

- The organization directs the implementation of the production and business plan, as approved by the General Shareholders' Meeting, to each construction site and workshop.

- Direct the implementation of the plan correctly, and conduct quarterly assessments and inspections of the plan's implementation across all production stages, especially product sales, outsourcing, materials management, and cost management. Implement specific solutions to ensure the effectiveness of production and business operations.

- Strengthen cost management by reviewing economic and technical standards, managing costs for each unit, and directly impacting workers, creating motivation to boost worker efficiency.

- Strictly control capital sources, review and examine investment portfolios and projects to develop effective investment plans. Manage and operate the company's business activities to achieve planned targets and efficiency.

(8). Closely coordinate with the management agency, the Supervisory Board in management work and other socio-political organizations in the Company to promote the combined strength in the business process for the goal of developing the Company, taking good care of the lives of employees and building the Company to develop further.

(9). Perform the duties and functions of an independent member of the Board of Directors as prescribed (*Separate report*).

The above summarizes the key activities of the Board of Directors in 2025 and the directions and measures for implementing the 2026 production and business plan. The Board of Directors respectfully submits this report to the General Meeting of Shareholders.

Recipient:

- Shareholders of the Company;
- Board of Directors, Supervisory Board, Board of Management, Chief Accountant;
- Secretariat Department (for website publication and information disclosure);
- Filed at: AGM documents, Administration (Records Office), Company Secretary.

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

Nguyen Trong Tot



VIETNAM NATIONAL COAL AND MINERAL
INDUSTRIES HOLDING CORPORATION

DEO NAI - COC SAU - TKV COAL JOINT STOCK

COMPANY

No. 2830/BC-TDNCS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Cam Pha, April 17, 2026

REPORT

Re: Report on the Activities of Independent Directors and Their Evaluation of the Board of Directors' Performance in 2025

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

The Independent Member of the Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company respectfully reports to the General Meeting of Shareholders on the performance results of the Independent Board Member and the evaluation results of the Independent Member regarding the activities of the Company's Board of Directors in 2025, in accordance with Articles 277 and 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government, as follows:

PART 1

REPORT ON THE ACTIVITIES OF INDEPENDENT DIRECTORS IN 2025 AND ACTION PLAN FOR 2026

Pursuant to the Decisions of the Board of Directors on the assignment and adjustment of duties to its members under Decision No. 4462/QD-TDNCS dated November 29, 2024, and Decision No. 5189/QD-TDNCS dated July 7, 2025, the Independent Director hereby reports to the General Meeting of Shareholders on the performance of assigned duties in 2025 as follows:

1. Performance of duties and supervisory activities of the Independent Director.

- Regarding attendance at Board of Directors meetings: In 2025, I attended 28 out of 28 Board of Directors meetings, achieving a 100% attendance rate, and participated in many other meetings related to the Company's management as assigned, such as production and business operations, cost management, restructuring, completion of procedures for obtaining mining licenses for the Coc Sau - Deo Nai mine cluster, resolution of issues related to the Company's real estate assets after the merger, investment activities, and the implementation of other key projects. In addition, I also participated in site visits to mining areas with the Board of Directors and management departments of the Company.

- Regarding the performance of duties: In addition to complying with statutory regulations applicable to Independent Directors, the Independent Director also performed other tasks as assigned by the Board of Directors, such as: serving as a member of the Company's restructuring steering committee for the period up to 2025 and orientation to 2028; participating in the evaluation and providing opinions on proposals/plans/work programs related to the Company's restructuring prior to submission to competent authorities for approval. In 2025, the Independent Director, together with the working group, reviewed 3 of the Company's regulations for

issuance by the Board of Directors as required. Furthermore, the Independent Director supported the Company Secretary in reviewing and issuing documents within the authority of the Board of Directors in compliance with applicable laws.

- Regarding the results of the supervision work:

+ Monitoring the implementation of Board of Directors' resolutions: Over the past year, the Board of Directors and the Company's management have strictly implemented the resolutions of the Board of Directors and internal governance regulations. In particular, the Company has successfully implemented the Board of Directors' resolution on listing shares on the Hanoi Stock Exchange (HNX), effectively carried out the restructuring after the merger, and completed procedures for obtaining the mining license for the Coc Sau - Deo Nai cluster mining project in accordance with the approved schedule. In addition, coordination with internal control and specialized departments has been strengthened to monitor compliance with regulations and the implementation of Board of Directors' resolutions in all aspects of management.

+ Evaluation of supervision results: Pursuant to the supervision conducted by the Independent Director, the Internal Audit Report, and the 2025 financial statements related to the supervised entities, the Independent Director found that the Company's operations in 2025 complied with the provisions of the Charter, the regulations of the Board of Directors, the Director's regulations, and relevant laws.

+ Recommendations of the Independent Director: During the course of supervision, the Independent Director made several recommendations regarding the Company's governance as follows: *(i) Improving the internal governance system: The Company should review and update the Charter, the Board of Directors' regulations, and other internal regulations to ensure compliance with State regulations and practical conditions, thereby avoiding overlapping authority and reducing legal risks. (ii) Strengthening the internal control and risk management system: The Company should establish a list of key risks and develop early warning mechanisms for financial, investment, legal, and conflict-of-interest risks.*

- Evaluation of the performance and supervision of the Independent Director: At the Company's year-end performance review in 2025, the Independent Director was evaluated by the Party Committee, the Board of Directors, and the Company's management as having successfully fulfilled assigned duties.

2. Action plan of the Independent Director for 2026.

- To further enhance the role of the Independent Director in monitoring assigned areas of operation, providing independent and objective opinions, and protecting the rights of shareholders, particularly minority shareholders, the Independent Director has developed a supervision plan from the beginning of 2026. This plan was approved by the Board of Directors under Resolution No. 02/NQ-HDQT dated January 30, 2026, and issued under Document No. 1127/KH-TDNCS dated February 10, 2026, as a basis for implementation.

- Continue to enhance the accountability of the Independent Director, maintain independence in all activities and decisions of the Board of Directors; ensure transparency regarding any conflicts of interest (if any), and in the performance of duties, strictly comply with applicable laws, the Company's Charter, and apply best corporate governance practices.

- To effectively fulfill the general duties of a Board member at Board of Directors' meetings in accordance with applicable laws, the Company's Charter, internal regulations, and decisions on assignment of duties.

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

PART 2

RESULTS OF THE INDEPENDENT DIRECTOR'S EVALUATION REGARDING THE ACTIVITIES OF THE COMPANY'S BOARD OF DIRECTORS IN 2025

Pursuant to the provisions of applicable laws, the Company's Charter, and internal management regulations, the Independent Director provides the following assessment of the Board of Directors' performance in 2025:

1. Activities of the Board of Directors in organizing the 2025 Annual General Meeting of Shareholders and preparing for the appointment of additional members to the Board of Directors.

- Regarding the organization of the 2025 Annual General Meeting of Shareholders: The Board of Directors developed a detailed plan and directed the timely and complete disclosure of information in accordance with Circular No. 96/2020/TT-BTC dated November 16, 2020, of the Ministry of Finance. At the 2025 Annual General Meeting of Shareholders, many important matters were approved as required. All reports and documents presented by the Board of Directors were approved by shareholders, with 100% approval of the voting shares present. This demonstrates that the Board of Directors fulfilled its responsibilities in organizing the 2025 Annual General Meeting of Shareholders.

- Regarding the preparation of additional members for the Board of Directors: In 2025, one member of the Board of Directors violated legal regulations and was prosecuted by competent authorities for investigation and handling in accordance with the law. Accordingly, the Board of Directors issued Resolution No. 17.1/NQ-HDQT dated July 31, 2025, on accepting the resignation of such member and suspending their membership.

Therefore, at present, the Company's Board of Directors consists of 4 members, including 2 executive members, 1 non-executive member, and 1 Independent Director. Pursuant to this structure, the Board of Directors issued Document No. 374/PA-TDNCS dated January 15, 2026, on the plan to restructure the Board of Directors, which was disclosed to shareholders via the Company's website, indicating the need to appoint 1 additional member. Shareholders and eligible candidates are invited to nominate or stand for election, after which the Board of Directors will consolidate nominations and submit them to the 2026 Annual General Meeting of Shareholders for consideration and election in accordance with regulations. This is in compliance with applicable laws and the Company's Charter.

2. The process of assigning duties to members of the Board of Directors.

Pursuant to the powers and obligations of the Board of Directors as stipulated in Article 27 of the Company's Charter, and to provide a basis for evaluating the performance of each member, the Board of Directors issued Decision No. 4462/QD-TDNCS dated November 29, 2024, on the assignment of duties to members of the

Board of Directors, and Decision No. 5189/QĐ-TĐNCS dated July 7, 2025, on the adjustment of such assignments. The assignment of duties to members of the Board of Directors is carried out to monitor and supervise each area of the Company's operations. Such assignments are consistent with the professional expertise, technical qualifications, and capabilities of each member in their respective areas.

3. Activities related to organizing Board of Directors meetings and issuing documents.

In 2025, the Company's Board of Directors held 28 meetings, combining in-person and online formats, along with written consultations. The Board issued 28 meeting minutes and 38 resolutions to approve, implement, and direct important matters in accordance with documents issued by TKV (Vietnam National Coal and Mineral Industries Holding Corporation Limited). The procedures for sending documents, discussions, voting at meetings, and issuing resolutions complied with Article 30 of the Company's Charter. Board members participating in the meetings openly expressed their opinions in a democratic, transparent, and equal manner, analyzing issues and reaching consensus prior to voting. Any matters lacking legal basis, inconsistent with actual conditions, or insufficiently supported were not approved by the Board of Directors. In compliance with applicable regulations and to enhance operational flexibility, the Board of Directors has approved certain delegations of authority in accordance with the law.

In addition, Board of Directors meetings, whether held in person or online, always invited members of the Supervisory Board and representatives from relevant departments to participate when necessary. Resolutions adopted consistently received a high level of approval (100%) from attending Board members.

Independent Director assesses that the organization of Board meetings and the issuance of resolutions and decisions by the Board of Directors were conducted within the prescribed authority.

4. The Board of Directors' oversight role in the management of the Company.

To ensure that oversight activities do not hinder business operations, the Board of Directors issued Document No. 5436/KH-TĐNCS dated December 27, 2024, outlining the Board's activity plan for 2025.

In 2025, the Board of Directors carried out several monitoring activities in accordance with the plan to review and evaluate the implementation of the General Meeting of Shareholders' Resolutions and the Board of Directors' Resolutions. These included: implementation of the Company's restructuring plan; handling of surplus assets and architectural structures after the merger; and progress in licensing the Coc Sau – Deo Nai cluster mining project and partial mine closure under Mining Licenses No. 2817 and 2820. In addition, the Board of Directors conducted site visits to production areas and reviewed reports to promptly identify difficulties arising in production and business operations, thereby discussing and agreeing on appropriate solutions with the Director to maximize the Company's overall benefits.

5. The Board of Directors' activities in its working relationship with the Party organization.

Pursuant to the functions, duties, and powers of the Board of Directors and the leadership role of the Party in joint-stock companies where the State holds a controlling stake, on October 31, 2024, the Party Committee and the Board of

Directors issued Regulation No. 13-QCMQHCT/DU-HDQT stipulating the working relationship between the Party Committee, the Board of Directors, and the Director of Deo Nai - Coc Sau - TKV Coal Joint Stock Company. In implementing this Regulation, the Board of Directors has reported to the Party Committee on matters as stipulated therein.

6. Overall assessment of the Company's Board of Directors' performance in 2025.

The Board of Directors' activities in 2025 were conducted in accordance with the Company's Charter, internal regulations, and applicable laws. The supervision of the Company's operations was carried out in compliance with regulations and resolutions issued by the Board of Directors. Supervisory activities were assigned to Board members, with scope and timing implemented in accordance with approved programs and plans, as well as other necessary activities when required. The Board of Directors exercised due diligence in performing its duties to maximize the Company's benefits and mitigate risks. The Board's operations were also carried out in coordination with the Company's Party Committee in accordance with the established coordination regulations.

The Independent Director respectfully submits this report to the General Meeting of Shareholders./.

Recipient:

- Shareholders;
- Members of the Board of Directors and Supervisory Board (E-copy);
- Archived in meeting records, Administration Department, Company Secretary.

**INDEPENDENT DIRECTOR OF THE
COMPANY'S BOARD OF DIRECTORS**

Phung Van Tuyen



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

No. 2831/BC-TDNCS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Cam Pha, April 17, 2026

REPORT

Re: Report on the payment of salaries, remuneration, and allowances for the Board of Directors, the Supervisory Board, and Company management in 2025 and the plan for 2026

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

Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025 of the Government regulating salary, remuneration, and bonuses for representatives of the owner, representatives of state capital, and controllers in state-owned enterprises;

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

Pursuant to Decision No. 1471/QĐ-TKV dated August 14, 2024 on the promulgation of guidelines for internal salary payment mechanisms within TKV;

Pursuant to Official Letter No. 7138/TKV-KH dated December 12, 2025 of the General Director of Vietnam National Coal and Mineral Industries Group regarding notification of key targets of the 2026 production and business plan of Deo Nai - Coc Sau Coal Joint Stock Company – TKV;

Pursuant to Resolution No. 08/NQ-ĐHĐCĐ of the 2025 Annual General Meeting of Shareholders dated April 24, 2025;

The Board of Directors submits to the General Meeting of Shareholders for approval the payment of salaries, remuneration, and allowances for the Board of Directors, the Supervisory Board, and the Company's managers in 2025, and proposes the plan for payment of salaries, remuneration, and allowances for the Board of Directors, the Supervisory Board, and the Company's managers in 2026 with the following contents:

1. Payment of salaries, remuneration, and allowances for the Board of Directors, Supervisory Board, and management in 2025:

Pursuant to Resolution No. 08/NQ-DHDCD dated April 24, 2025, of the Annual General Meeting of Shareholders, and Pursuant to the Company's business results for 2025, the salaries, remuneration, and allowances of the Board of Directors, Supervisory Board, and management for 2025 are implemented as follows:

Unit: Thousand VND

No.	Title	Number	Remuneration	Allowance	Salary	Note
1	Chairman of the Board of Directors	1	61,680			

2	Member of the Board of Directors	2	105,120			
3	Full-time Member of the Board of Directors	1			208,289	6 months
4	Independent Director	1		262,800		
5	Head of the Supervisory Board	1	54,960			
6	Member of the Supervisory Board	2	105,120			
7	Director	1			469,844	
8	Deputy Director	4			1,666,332	
9	Chief Accountant	1			380,440	
	Total		326,880	262,800	2,724,905	

(The total salary paid is equal to 1.057 times the planned amount)

The total amount of salaries, remuneration, and allowances payable by the Company to members of the Board of Directors, the Head of the Supervisory Board, Supervisory Board members holding concurrent positions, and management in 2025 is: **VND 3,314,585,000.**

2. Proposed plan for payment of salaries, remuneration, and allowances to the Board of Directors, Supervisory Board, and management in 2026:

a. Basic salary level for Company management:

According to Decision No. 1471/QĐ-TKV dated August 14, 2024, on the issuance of guidelines for the salary payment mechanism applicable within TKV, the basic salary level for Company management, classified under (Group II – Grade I) in Appendix 04 of this Decision, is as follows:

No.	Title	Basic salary Group II Rank I (VND/person/month)
1	Chairman of the Board of Directors	25,700,000
2	Member of the Board of Directors	21,900,000
3	Head of the Supervisory Board	22,900,000
4	Member of the Supervisory Board	21,900,000
5	Director	24,700,000
6	Full-time Member of the Board of Directors	21,900,000
7	Deputy Director	21,900,000
8	Chief Accountant	20,000,000

b. Remuneration for members of the Board of Directors and Supervisory Board holding concurrent positions:

According to Article 6 of Decree No. 248/2025/ND-CP dated September 15, 2025, the remuneration for non-full-time members of the Board of Directors and Supervisory Board members shall be determined Pursuant to actual working time

(m), but must not exceed 20% of the corresponding salary of full-time members of the Board of Directors and Supervisory Board members.

No.	Title	Number	Basic salary (1,000 VND/person/month)	Remuneration (1000 VND/person/month)	Monthly remuneration (1000 VND)	Number of months	Total annual remuneration (1000 VND)
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5 = 4 * 20%</i>	<i>6 = 3 * 5</i>	<i>7</i>	<i>8 = 7 * 6</i>
1	Chairman of the Board of Directors	1	25,700	5,140	5,140	12	61,680
2	Member of the Board of Directors	2	21,900	4,380	8,760	12	105,120
3	Head of the Supervisory Board	1	22,900	4,580	4,580	12	54,960
4	Member of the Supervisory Board	2	21,900	4,380	8,760	12	105,120
Total		6		4,540	27,240		326,880

c. Planned salary level for the Company Manager:

According to Official Letter No. 7138/TKV-KH dated December 12, 2025, from the General Director of the Vietnam National Coal and Mineral Industries Holding Corporation Limited regarding the announcement of the main targets of the 2026 Business Development Plan of Deo Nai - Coc Sau - TKV Coal Joint Stock Company, the planned monthly salary of the Company's Managers = Basic salary x Coefficient 1.5; the salary for 2026 is as follows:

No.	Title	Number	Basic salary (1,000 VND/person/month)	Coefficient	Monthly salary (1000 VND)	Number of months	Total annual salary (1000 VND)
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6 = 3 * 4 * 5</i>	<i>7</i>	<i>9 = 6 * 7</i>
1	Director	1	24,700	1.5	37,050	12	444,600
2	Full-time Member of the Board of Directors	1	21,900	1.5	32,850	12	394,200
3	Deputy Director	4	21,900	1.5	131,400	12	1,576,800
4	Chief Accountant	1	20,000	1.5	30,000	12	360,000
Total		7			231,300	12	2,775,600

d. Planned allowance for independent members of the Board of Directors:

According to Decision No. 1471/QD-TKV dated August 14, 2024, on the issuance of guidelines for the salary payment mechanism applicable within TKV, the allowance for independent members of the Board of Directors in listed joint-stock companies is equivalent to the salary of full-time members of the Board of Directors.

No.	Title	Number	Monthly allowance (1000 VND)	Number of months	Total allowance (1000 VND)
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1	Independent Member of the Board of Directors	1	21,900	12	262,800
	Total	1	21,900		262,800

e. Total planned salary, remuneration, and allowance fund for 2026.

The total amount of salaries, remuneration, and allowances expected to be paid to members of the Board of Directors, independent members of the Board of Directors, the Head of the Supervisory Board, members of the Supervisory Board holding concurrent positions, and Company management in 2026 is: **VND 3,365,280,000**, specifically as follows:

No.	Title	Number	Remuneration (1000 VND/year)	Allowance (1000 VND/year)	Salary (1000 VND/year)	Note
1	Chairman of the Board of Directors	1	61,680			
2	Member of the Board of Directors	2	105,120			
3	Full-time Member of the Board of Directors	1			394,200	No remuneration
4	Independent Member of the Board of Directors	1		262,800		
5	Head of the Supervisory Board	1	54,960			
6	Member of the Supervisory Board	2	105,120			
7	Director	1			444,600	
8	Deputy Director	4			1,576,800	
9	Chief Accountant	1			360,000	
	Total		326,880	262,800	2,775,600	

3. Payment method:

Each month, members of the Board of Directors, the Supervisory Board, and Company management shall receive an advance payment of 80% of their monthly salary, remuneration, and allowances; the remaining amount shall be settled at year-end Pursuant to the Company's business performance.

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

Recipient:

- Shareholders of the Company;
- Board of Directors, Supervisory Board, Board of Management, Chief Accountant;
- Human Resources Department;
- Secretariat Department (for website publication and information disclosure);
- Saved: Administration Department, Board of Directors.

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

Nguyen Trong Tot

Cam Pha, April 17, 2026

REPORT

Subject: Activities of the Supervisory Board at the 2026 Annual General Meeting of Shareholders

To: Shareholders of Deo Nai - Coc Sau - TKV Coal Joint Stock Company
Pursuant to the Enterprise Law dated June 17, 2020;
Pursuant to the Charter of Organization and Operation of Deo Nai - Coc Sau - TKV Coal
Joint Stock Company;

Pursuant to the Regulations on the operation of the Company's Supervisory
Board.

Pursuant to the functions and duties of the Supervisory Board, the
Supervisory Board of Deo Nai - Coc Sau - TKV Coal Joint Stock Company hereby
reports to the 2026 Annual General Meeting of Shareholders on its activities with
the following contents:

I. MONITORING ACTIVITIES OF THE SUPERVISORY BOARD

1. Regarding personnel organization

The Supervisory Board of Deo Nai - Coc Sau - TKV Coal Joint Stock
Company consists of 03 members (including 01 Head and 02 members). The
members of the Supervisory Board perform their duties on a part-time basis.

2. Activities of the Supervisory Board in 2025

In 2025, the Supervisory Board performed and fulfilled its duties as
stipulated in the Company's Charter as well as the operational orientation approved
by the 2025 Annual General Meeting of Shareholders, specifically as follows:

The Supervisory Board has fully performed its assigned functions and duties,
focusing on inspection and supervision of the Company's governance and
operations. Pursuant to the work plan established at the beginning of the year, the
Supervisory Board has regularly monitored the Board of Directors and the Director
in organizing the implementation of the resolutions of the General Meeting of
Shareholders, executing the production and business plan, and ensuring compliance
with legal regulations. In addition, the Supervisory Board has inspected and
evaluated the legality, reasonableness, honesty, and prudence in management and
operations; supervised the accounting system, the preparation and presentation of
financial statements; and reviewed transactions with related parties as well as the
Company's information disclosure.

Furthermore, the Supervisory Board has also conducted thematic supervision in several key areas that significantly affect the Company's operational efficiency, including: materials management; outsourcing and asset management; investment activities; cost management and accounting.

The inspection and supervision process has been conducted in an objective and transparent manner, with the participation of the Company's management. The Supervisory Board has actively held direct discussions or recorded in meeting minutes its opinions, recommendations, and warnings on issues that may pose potential risks or affect the Company's interests, thereby enabling timely remedial and preventive measures.

Through inspection activities, the Supervisory Board has promptly issued warnings and recommendations to mitigate risks and enhance management efficiency.

Supervisory Board Meetings:

During the year, the Supervisory Board held 07 regular and extraordinary meetings to evaluate task performance and consider major issues arising in production and business operations. The meetings were conducted in accordance with regulations, ensuring full participation of members and compliance with the principles of collective and unified decision-making.

3. Self-evaluation report on the performance of the Supervisory Board and its members

In 2025, the Supervisory Board fully performed its functions and duties as prescribed, maintaining the principle of working collectively while tying it to the individual responsibilities of each member within their assigned areas. Inspection and supervision activities were conducted relatively comprehensively, ensuring independence and objectivity.

At the end of 2025, individual members of the Supervisory Board self-reviewed and evaluated their supervisory activities according to their assigned functions and duties. The members of the Supervisory Board were assessed to have successfully fulfilled their responsibilities and duties.

4. Results of the Supervisory Board's monitoring

4.1. Regarding the management and operation of the Company's Board of Directors

Through its oversight activities, the Supervisory Board found that the Board of Directors had fully exercised its functions and powers as stipulated by law and the Company's Charter. Resolutions and decisions were issued in accordance with proper procedures and authority, closely adhering to the resolutions of the General Meeting of Shareholders and in line with the actual situation.

The Board of Directors proactively directed and supervised the Executive Board in implementing the production and business plan; promptly reviewed and



decided on matters within its authority; and effectively carried out corporate governance, ensuring transparency and efficiency.

In 2025, the Board of Directors held all scheduled meetings and successfully organized the Annual General Meeting of Shareholders. It also directed the implementation of related tasks and completed the necessary documentation for submission to the Hanoi Stock Exchange in accordance with regulations. The Company completed the listing of its stock code TD6 on June 16, 2025.

- In 2025, the Board of Directors issued a resolution on the dismissal of Mr. Nguyen Van Thuan, a full-time member of the Board of Directors. The organizational structure of the Board of Directors remains compliant with regulations and continues to operate effectively. It is expected that additional members of the Board of Directors will be appointed at the 2026 Annual General Meeting of Shareholders.

4.2. Regarding the management and operational work of the Company Director

The Supervisory Board assessed that the Company Director effectively fulfilled his role as the head of operations, demonstrating a proactive, decisive, and flexible management approach, thereby contributing significantly to maintaining stability and improving the efficiency of the Company's production and business activities.

The management and utilization of capital and assets have been carried out in a strict manner, for proper purposes, and in compliance with legal regulations, while ensuring efficiency in the exploitation and use of resources.

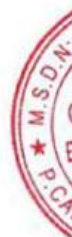
The Company Director has fully and promptly implemented the resolutions and decisions of the Board of Directors; fulfilled obligations to the State; and ensured employment, income, and employee benefits in accordance with regulations.

In addition, the Director proactively directed the development and issuance of management documents within his authority, contributing to the improvement of the internal governance system; and ensured the implementation of collective labor agreements, labor contracts, and policies on salaries, bonuses, salary increases, and promotions in compliance with legal regulations and the Company's policies.

In particular, in his role as the direct manager and leader, the Company Director effectively implemented the production and business plan, contributing to the achievement of economic and technical targets set forth in the General Meeting of Shareholders' Resolution.

4.3. General remarks

Within its authority and responsibilities, the Supervisory Board of Deo Nai - Coc Sau - TKV Coal Joint Stock Company assesses that: In 2025, the Board of



Directors and the Company Director fulfilled their rights, obligations, and responsibilities in accordance with the law and the Company's Charter. They promptly implemented the resolutions of the 2025 General Meeting of Shareholders as well as the resolutions and decisions of the Board of Directors. The Supervisory Board found no irregularities in the activities of the Board of Directors and the Company Director; they did not misuse the Company's information, know-how, or business opportunities; nor did they abuse their positions, titles, or Company assets for personal gain or to serve the interests of themselves, their families, or related parties.

In 2025, the Supervisory Board did not receive any petitions or requests from shareholders for inspection or verification of matters related to the management and operation of the Company by the Board of Directors and the Company Director. Detailed directions and operational matters have been presented by the Board of Directors and the Company Director in reports submitted to the General Meeting of Shareholders.

5. Remuneration and other benefits for the Supervisory Board in 2025

The Supervisory Board is entitled to remuneration and other benefits according to the salary, bonus mechanisms, and other welfare policies under the current regulations of the Company, as approved by the 2025 Annual General Meeting of Shareholders. The remuneration of the Supervisory Board is recorded as business and production expenses in accordance with the law, specifically as follows:

No.	Full name	Title	Total	Remuneration (1000 VND)	Allowance (1000 VND)
1	Nguyen Thi Luong Anh	Head of the Supervisory Board	54,960	54,960	0
2	Tran Thi Diep	Member of the Supervisory Board	52,560	52,560	0
3	Nguyen Thi Yen	Member of the Supervisory Board	52,560	52,560	0
	Total		160,080	160,080	0

6. Coordination between the Supervisory Board, the Board of Directors, and the Executive Board

The Supervisory Board, the Board of Directors, and the Executive Board of the Company have maintained a close working relationship and effective coordination on the principle of safeguarding the interests of the Company and its shareholders, in compliance with the law, the Company's Charter, and internal regulations. The Board of Directors and the Company's management have facilitated the Supervisory Board in accessing and providing necessary information and documents for its inspection and supervision activities.

II. EVALUATION OF BUSINESS PERFORMANCE - AUDIT OF FINANCIAL STATEMENTS FOR 2025

1. Results of implementation of the production and business plan in accordance with the Resolution of the General Meeting of Shareholders

In 2025, the Company implemented its production and business plan Pursuant to the targets approved at the Annual General Meeting of Shareholders held on April 24, 2025, and the Resolution of the Board of Directors dated December 25, 2025 approving and adjusting certain key targets of the 2025 production and business plan.

The Supervisory Board agrees with the Company's 2025 business performance report, specifically as follows:

No.	Indicator	Unit	AGM Resolution	Adjusted Plan	Actual 2025	% Actual/AGM 2025	% Actual/Adjusted Plan 2025
<i>A</i>	<i>B</i>	<i>C</i>	<i>1</i>	<i>2</i>	<i>3</i>	$4 = 3/1 * 100$	$5 = 3/2 * 100$
1	Coal production	Ton	3,710,000	4,038,220	4,083,712	110.07	101.12
	- Run-of-mine coal	Ton	2,670,000	2,838,220	2,838,385	106.31	100.00
	- Clean coal from processing	Ton	1,040,000	1,200,000	1,245,327	119.74	103.78
2	Coal consumption	Ton	3,190,000		3,663,373	114.84	
	- Run-of-mine coal	Ton	2,385,000		2,250,523	94.36	
	- Clean coal	Ton	805,000		1,412,850	175.51	
3	Overburden removal						
	- Overburden removal (production)	M ³	35,000,000	38,200,000	38,197,268	109.14	100.00
	- Overburden removal (accounting)	M ³	36,000,000	39,200,000	39,198,059	108.89	100.00
4	Stripping ratio						
	- Stripping ratio (production)	m ³ / ton	13,46		13,46	100.0	100.00
	- Stripping ratio (accounting)	m ³ / ton	13,85	13,81	13,81	99.71	100.00
5	Total revenue	Million VND	5,218,266		5,274,160	101.07	
6	Construction investment	Million VND	495,925	362,611	333,360	67.21	91.93
7	Average salary	VND / person/month	13,106,000		13,848,000	105.66	

No.	Indicator	Unit	AGM Resolution	Adjusted Plan	Actual 2025	% Actual/AGM 2025	% Actual/Adjusted Plan 2025
8	Profit before tax	Billion VND	38,108		75,168	197.25	
9	Dividend payout ratio	%	≥ 3		5	166.6	

Comment: Pursuant to the provided documents, after review and assessment, and in conjunction with the inspection and monitoring process, the Company's Supervisory Board agrees with the Company's 2025 Business Performance Report. The Company has achieved many positive results, with several key indicators meeting or exceeding the planned targets.

- Production output: Total coal production reached 4,083,712 tons, exceeding the General Meeting of Shareholders' Resolution by 10.07%.
- Sales performance: Coal sales reached 3,663,373 tons, exceeding the plan by 14.84%, ensuring cash flow for production activities.
- Financial performance: Pre-tax profit reached VND 75.168 billion, equivalent to 197.25% of the plan. Revenue reached VND 5.274 billion, showing stable growth.
- Dividend policy & employee welfare: A dividend payout of 5% is projected (exceeding the committed target of ≥3%). Average employee income reached VND 13.8 million/month, a 5.6% increase compared to the plan.

In 2025, through its monitoring activities, the Supervisory Board did not detect any irregularities in the Company's business operations. The Company's operations ensured safe and sustainable development and compliance with the law, the Company's charter, and the resolutions of the Shareholders' General Meeting and the Board of Directors.

2. Results of the audit of the 2025 financial statements

2.1. Figures on capital and assets as at December 31, 2025

Unit: VND

No.	ASSETS	Code	End of year (31/12/2025)
I	SHORT-TERM ASSETS	100	1,490,132,085,134
1	- Cash and cash equivalents	110	9,067,089,724
2	- Short-term financial investments	120	
3	- Short-term receivables	130	373,460,005,913
4	- Inventories	140	947,505,719,197
5	- Other current assets	150	160,099,270,300
II	LONG-TERM ASSETS	200	1,256,645,289,026
1	- Long-term receivables	210	287,037,090,177

2	- Fixed assets	220	858,322,915,955
3	- Long-term work-in-progress assets	240	26,055,136,101
4	- Other long-term assets	260	85,230,146,793
	TOTAL ASSETS (270 = 100 + 200)	270	2,746,777,374,160
No.	SOURCES	Code	End of year (31/12/2025)
III	LIABILITIES	300	1,991,246,945,646
1	- Short-term liabilities	310	1,529,446,863,855
2	- Long-term liabilities	330	461,800,081,791
IV	EQUITY	400	755,530,428,514
1	Owner's equity	410	755,530,428,514
	- Owner's contributed capital	411	619,352,020,000
	- Share premium	412	(66,000,000)
	- Other owner's equity	414	
	- Development investment fund	418	28,736,167,038
	- Undistributed after-tax profit	421	107,508,241,476
2	Other funds and sources	430	
	TOTAL SOURCES (44=300+400)	440	2,746,777,374,160

2.2. Key business performance indicators for 2025

Unit: Million VND

No.	INDICATOR	VALUE
1	Total revenue and other income	5,274,160
	<i>In which: Net revenue from sales and services</i>	5,241,329
2	Total expenses	5,198,992
3	Profit before tax	75,168
4	Profit after corporate income tax	57,692
5	Earnings per share (EPS)	931
6	Number of shares	61,935,202

2.3. Key financial indicators for 2025

No.	FINANCIAL INDICATORS	Value
1	Asset structure	
	- Short-term investment ratio	0.54 times
	- Long-term investment ratio	0.46 times
2	Capital structure	
	- Liabilities/Total Capital	0.72 times
	- Liabilities/Equity	2.64 times
3	Liquidity	

No.	FINANCIAL INDICATORS	Value
	- Current ratio (270/300)	1.38 times
	- Short-term solvency (100/310)	0.974 times
	- Quick ratio	0.35 times
4	Profitability	
	- Return on Equity (ROE)	8.90%
	- Return on Assets (ROA)	2.27%
	- Return on Sales (ROS)	1.10%

2.5. Opinion of the Supervisory Board

Pursuant to the audited financial statements for 2025, the Supervisory Board finds that the financial statements are prepared and presented in accordance with Vietnamese accounting standards and current legal regulations; they truthfully and fairly reflect the financial position, business results, and cash flows of the Company. The Company has fully fulfilled its obligations to the State budget; accounting records and documentation are maintained in compliance with regulations.

The Supervisory Board agrees with the figures in the 2025 Business Performance Report and Financial Statements prepared by the Board of Directors and respectfully submits them to the General Meeting of Shareholders for consideration and approval.

3. Some suggestions and recommendations:

Based on the supervision results in 2025, the Supervisory Board notes that the Board of Directors and the Executive Board have made significant efforts in maintaining stable production and business operations. To continue improving the efficiency of production and business operations in the coming time, the Supervisory Board recommends paying attention to the following key focuses:

First, regarding production management and cost control:

Continue to review and implement restructuring efforts to ensure progress and stable production, in alignment with the Company's actual production situation and TKV's standard model. Strengthen cost control at each stage and within each unit; analyze and evaluate the causes of rising costs; and promptly deploy solutions to reduce expenses and enhance production efficiency.

Continue to strengthen the quality management of coal, the acceptance of mine volume, the acceptance during the processing stage, and the acceptance of outsourced loading and transportation of soil and rock. Effectively manage the warehouses for finished products, semi-finished products, and non-coal products.

Second, regarding financial management and capital utilization efficiency:

Closely monitor the asset and capital structure, and reasonably control the inventory scale. As of December 31, 2025, the inventory value accounted for a



large proportion (VND 947.5 billion, equivalent to 63.5% of short-term assets). The Executive Board needs to have flexible sales plans to reduce the amount of coal inventory in order to free up capital, reduce storage costs, and mitigate the risk of coal quality degradation during storage.

Third, controlling debt structure and cash flow:

With a Debt-to-Equity ratio of 2.64 times, the Company needs to pay special attention to balancing its capital structure. It is necessary to maximize the use of equity and effectively manage interest expenses to ensure sustainable financial safety in the context of potential market interest rate fluctuations.

Improve liquidity capacity, as the Quick Ratio is currently at a low level (0.35 times). The Company needs to rebalance its cash flows, prioritizing the collection of short-term receivables (VND 373.4 billion) to enhance solvency against maturing debt obligations and reduce short-term financial pressure.

Fourth, accelerating the progress of construction investment:

In 2025, the execution rate of construction investment only reached 67.21% compared to the General Meeting of Shareholders' Resolution. The Supervisory Board recommends that the Executive Board review the bottlenecks in the investment preparation and implementation stages to accelerate project progress, creating a premise for improving production capacity in the coming years.

Fifth, continuing to enhance information transparency:

Maintain and promote openness and transparency in information disclosure, ensuring maximum benefits for shareholders and complying with the latest regulations on listed company governance.

III. DIRECTIONS FOR ACTIVITIES IN 2026

In 2026, the Supervisory Board will continue to perform its supervisory functions as prescribed, focusing on the following areas:

1. Monitoring the activities of the Board of Directors through the implementation of resolutions of the General Meeting of Shareholders, the issuance of resolutions at regular or extraordinary meetings of the Board of Directors, and the issuance of regulations and rules according to each content and field ;
2. Monitoring the activities of the Executive Board through: Implementing the plan targets approved by the Shareholders' General Meeting Resolution; Closely and regularly monitoring cost management; and promptly providing recommendations when identifying potential business risks .
3. Strengthen thematic inspections in key areas;
4. Review the Company's 6-month and annual financial statements; conduct monthly/quarterly data reviews for items that significantly impact financial results ;
5. Supervise the audit process, audit reports, and management letters of independent audit firms auditing the Company. Communicate and discuss with independent auditors regarding the content, scope of the audit, and any outstanding issues ;

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6. Collaborate with the Board of Directors and the Executive Board to improve corporate governance.

The above is a report on the results of the Supervisory Board's inspection and supervision activities in 2025; supervision of the management and operation of the Board of Directors and the Company Director; evaluation of the Company's production and business results; appraisal of the Company's financial statements for 2025 and the Supervisory Board's operational direction for 2026./.

Recipient:

- Shareholders;
- Members of the Board of Directors and the Supervisory Board;
- Company's website
- Saved: Office of the Secretary, Board of Directors.

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

Nguyen Thi Luong Anh



Cam Pha, April 17, 2026

PROPOSAL

Re: Selection of an Independent Auditing Firm for the 2026 Financial Statements

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter on Organization and Operation of Deo Nai - Coc Sau
Coal Joint Stock Company – TKV as approved by the General Meeting of
Shareholders on November 19, 2024;

To perform the functions, duties, and powers of the Supervisory Board as
stipulated in the Charter of Organization and Operation of Deo Nai - Coc Sau
TKV Coal Joint Stock Company,

The Supervisory Board of Deo Nai - Coc Sau - TKV Coal Joint Stock
Company respectfully submits to the General Meeting of Shareholders the
following proposal regarding the selection of an independent auditing firm to audit
the 2026 Financial Statements of Deo Nai - Coc Sau - TKV Coal Joint Stock
Company:

1. Proposed list of auditing firms:

To ensure the selection of a reputable, high-quality, and competitively priced
independent auditing firm for the audit/review of the Company's financial
statements, the Supervisory Board proposes the following list of auditing firms:

(1) PKF-TTG Auditing and Consulting Company Limited.

Head office address: 22 Le Trong Tan Street, Phuong Liet Ward, Hanoi City.

(2) AASC Auditing Firm Co., Ltd.

Head office address: 1 Le Phung Hieu Street, Hoan Kiem Ward, Hanoi City.

(3) BDO Auditing Company Limited.

Head office address: 20th Floor, ICON4 Building, 243A De La Thanh Street,
Lang Ward, Hanoi City.

Reasons for recommending the above auditing firms:

- These are independent auditing firms legally operating in Vietnam,
approved by the Ministry of Finance for auditing entities with public interest in
2026 under Decision No. 3830/QD-BTC dated November 14, 2025, and included
in the list issued by the State Securities Commission under Decision No. 902/QD-
UBCK dated November 19, 2025.

- Experienced in auditing large-scale public companies in Vietnam;
- Strong reputation for audit quality;



- Highly qualified and experienced audit teams;
- Capable of meeting the Company's requirements in terms of audit scope and timeline.

2. Proposal for selection of auditing firm:

The Supervisory Board respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to select an independent auditing firm for the 2026 Financial Statements in accordance with applicable laws and the Company's Charter.

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

Recipient:

- The company's shareholders;
- Members of the Board of Directors and the Supervisory Board;
- Company Website;
- Archived in meeting records, Administration Department, Company Secretary.

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

Nguyen Thi Luong Anh



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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Cam Pha, April 17, 2026

No: 2834 /BC-TDNCS

REPORT

Re: Approval of Transactions between the Company and Major Shareholders and Related Parties in 2026

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

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

Pursuant to the Securities Law 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 regulations of the State, TKV, and the Company regarding the
relevant matters;*

*Pursuant to Resolution No. 04/NQ-HDQT of the Company's Board of
Directors meeting dated March 20, 2026.*

The Board of Directors hereby reports to the General Meeting of Shareholders on the results of transactions between the Company and major shareholders and related parties in 2025. At the same time, the Board of Directors seeks the approval of the General Meeting of Shareholders for the execution of transactions between the Company and major shareholders and related parties in 2026, as follows:

I. Rationale:

Currently, Deo Nai - Coc Sau - TKV Coal Joint Stock Company is a subsidiary of Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV), with TKV is the major shareholder holding 65% of the Company's charter capital. In addition, several members of the Board of Directors, Supervisory Board, and Executive Board currently hold management positions in other entities within TKV's network of member companies.

Due to the centralized management model of TKV, transactions involving the purchase and sale of coal and materials, equipment repair, blasting services, and other cross-services between the Company and TKV and its member and affiliated units are regular, continuous, and essential activities to ensure production and business operations. The General Meeting's approval of contracts and transactions with related parties from the beginning of the fiscal year ensures compliance with current

regulations, enabling the Company to proactively manage commercial negotiations and avoid production disruptions.

II . Implementation Results in 2025

In 2025, in order to provide a basis for implementing related matters concerning contracts and transactions with related parties, the Annual General Meeting of Shareholders (AGM) for 2025, held on April 24, 2025, adopted Resolution No. 08/NQ-DHDCD.

The execution of transactions with related parties has complied with the resolutions approved by the General Meeting of Shareholders (*transactions with a value of less than 35% of total assets recorded in the most recent financial statements; or contracts, loan transactions, or asset sales with a value $\leq 10\%$ of total assets recorded in the most recent financial statements between the Company and shareholders owning 51% or more of the total voting shares*).

The contracts/transactions mainly concern matters such as: coal trading, fuel trading (diesel), and blasting services. These involve units that are branches of TKV, limited liability companies wholly owned by TKV, and joint-stock companies in which TKV holds at least 65% of the charter capital.

Details of the actual transaction value are summarized in Appendix 01 attached.

III. Content of the proposal for approval in 2026

The Board of Directors of the Company proposes that the General Meeting consider and approve the policy for the Company to sign and execute contracts and transactions between Deo Nai - Coc Sau - TKV Coal Joint Stock Company and related enterprises and individuals in accordance with the law and the Company's charter, specifically as follows:

3.1. For transactions valued at 35% or more of total assets; or loan, lending, or asset sale agreements valued at $>10\%$ of total assets as recorded in the most recent financial statements between the Company and shareholders owning 51% or more of the total voting shares:

We respectfully request that the General Meeting of Shareholders consider and approve the following contents:

a) Approval of the list and content of transactions: The General Meeting of Shareholders approves the list of related parties and the main content of transactions expected in 2026 within the authority of the General Meeting of Shareholders (Details in Appendix 02 attached).

b) Mechanisms to ensure continuous operation and effective implementation:

- Transitional effect: Allows the Company to continue executing contracts and transactions with execution dates from January 1, 2026, with the aforementioned parties until a new resolution of the 2026 General Meeting of Shareholders replaces them (ensuring adherence to market prices or prices stipulated by the State/Group).

- Approval of executed transactions: The General Meeting of Shareholders approved the contracts and transactions. The projects with implementation dates from January 1, 2026, listed above, have been implemented until a new resolution from the next General Shareholders' Meeting in 2026 replaces them.

3.2. For contracts and transactions not mentioned in section 3.1 above, relating to individuals required to declare under Clause 2, Article 164 of the 2020 Enterprise Law: The Company will report to the Board of Directors for submission to the General Meeting of Shareholders within the limits of its authority when such transactions arise.

The Board of Directors respectfully requests that the Company's shareholders consider and approve the signing and implementation of contracts and transactions between the Company and the aforementioned businesses and related parties, and authorize the Company's Chief Executive Officer to sign and execute them in accordance with the law.

Regarding the terms of contract and transaction execution, from January 1, 2026 until further notice.

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

Recipient:

- Shareholders;
- The Board of Directors, Supervisory Board, Executive Board, and Chief Accountant
- Planning Department
- Secretariat Department (for website publication and information disclosure);
- Filed at: AGM documents, Administration (Records Office), Company Secretary.

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

Nguyen Trong Tot

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Appendix No. 01

REPORT ON THE VALUE OF CONTRACTS AND TRANSACTIONS PERFORMED IN 2025 TO THE COMPANY'S RELATED PERSONS

(Attached to Report No./BC-TDNCS dated 17/4/2026)

No.	Related Party / Contract	Tax code	Address	Relationship	Main transaction content	Contract Value incl. VAT (VND)	Contract Period	Value Executed in 2025 incl. VAT (VND)	% of Total Assets (2,750,782,843,401 VND)
<p>Transactions valued at 35% or more of total assets; or loan, lending, or asset sale agreements valued at >10% of total assets as recorded in the most recent financial statements between the Company and shareholders owning 51% or more of the total voting shares.</p>									
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)	5700100256	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Cau Giay District, Hanoi	Major shareholder (holding 65% of the company's charter capital)	Coal mining, screening, and processing contract for 2025	Master agreement			
1.1	Branch of Vietnam National Coal and Mineral Industries Holding Corporation Limited - Cam Pha Port and Warehousing Company Vinacomin	5700100256-001	Group 93, Area 9B, Cua Ong Ward, Quang Ninh						

No.	Related Party / Contract	Tax code	Address	Relationship	Main transaction content	Contract Value incl. VAT (VND)	Contract Period	Value Executed in 2025 incl. VAT (VND)	% of Total Assets (2,750,782,843,401 VND)
-	Contract Number 06/2025/HD/KVCP-TDNCS dated December 25, 2024				Coal trading (mining output)	Master agreement	2025	1,656,609,495,303	60.22%
1.2	Branch of Vietnam National Coal and Mineral Industries Holding Corporation Limited - Vinacomin - Cuaong Coal Preparation Company	5700100256-033	Group 48, Area 4b2, Cua Ong Ward, Quang Ninh						
-	Contract Number 712/HD-TTCO dated December 24, 2024				Coal trading (mining output)	Master agreement	2025	3,808,813,883,793	138.46%
2	Vinacomin - Materials trading joint stock Company	5700100707	Group 1, Zone 2, Ha Long Ward, Quang Ninh Province	Subsidiary company (TKV holds 65% charter capital)					
-	Contract No. 21/HDMB/TDN-CS_MTS/2025 dated March 26, 2025				Purchase and sale of diesel oil	Master agreement	Until 28/02/2026	725,481,261,944	26.37%

No.	Related Party / Contract	Tax code	Address	Relationship	Main transaction content	Contract Value incl. VAT (VND)	Contract Period	Value Executed in 2025 incl. VAT (VND)	% of Total Assets (2,750,782,843,401 VND)
3	Vinacomin – Mining Chemical Industry Holding Corporation Limited	1001050277	Phan Dinh Giot Street, Tuong Mai Ward, Hanoi City	100% owned subsidiary of TKV					
-	Contract No. 12.4.3/HD-TDNCS dated December 16, 2024				Blasting services	461,640,006,497	2025	300,067,144,767	10.91%



Appendix No. 02

LIST OF RELATED PARTIES AND EXPECTED TRANSACTION CONTENT FOR 2026 WITH THE COMPANY

(Attached to Report No./BC-TDNCs dated 17/4/2026)

No.	Related Party	Tax Code	Address	Relationship	Main transaction content	Expected Transaction Limit in 2026 (as % of Total Assets based on latest Financial Statement)
I	Transactions valued at 35% or more of total assets; or loan, lending, or asset sale agreements valued at >10% of total assets as recorded in the most recent financial statements between the Company and shareholders owning 51% or more of the total voting shares.					
1	Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV)	5700100256	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Cau Giay District, Hanoi	Major shareholder (holding 65% of charter capital)	Coal mining, screening, and processing contract for 2026	≥ 35%
1.1	<i>With: Vietnam National Coal and Mineral Industries Holding Corporation Limited Branch - Cam Pha Port and Logistics Company Vinacomin</i>	5700100256-001	<i>Group 93, Zone 9B, Cua Ong Ward, Quang Ninh Province</i>	<i>TKV's branch (TKV is a major shareholder holding 65% of charter capital)</i>	<i>Coal trading (mining output)</i>	≥ 35%
1.2	<i>With: Vietnam National Coal and Mineral Industries Holding Corporation Limited Branch - Vinacomin - Cuaong Coal Preparation Company</i>	5700100256-033	<i>Group 48, Area 4b2, Cua Ong Ward, Quang Ninh</i>	<i>TKV's branch (TKV is a major shareholder holding 65% of charter capital)</i>	<i>Coal trading (mining output)</i>	≥ 35%
2	With: Vinacomin - Materials trading joint stock Company	5700100707	Group 1, Zone 2, Ha Long Ward, Quang Ninh Province	A joint-stock company in which TKV holds 65% of the charter capital.	Purchase and sale of diesel fuel (DO)	≥ 10%
3	With: Vinacomin – Mining Chemical Industry Holding Corporation Limited	1001050277	Phan Dinh Giot Street, Tuong Mai Ward, Hanoi City	A limited liability company in which TKV holds 100% of	Blasting services	≥ 10%

			the charter capital.	
II	Other cases where transactions arise in accordance with TKV's policy.			≥ 10%



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

No: 2835 / TTT-TDNCS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Cam Pha, April 17, 2026

PROPOSAL

On the Amendment and Supplementation of Certain Provisions of the Company Charter of Deo Nai – Coc Sau – TKV Coal Joint Stock Company

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

Pursuant to the Charter of Organization and Operation of Deo Nai - Coc Sau - TKV Coal Joint Stock Company (first amendment and supplement) approved by the General Meeting of Shareholders on November 19, 2024;

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and its amending and supplementing laws (including Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15);

Pursuant to Resolution No. 07/NQ-HDQT of the Board of Directors of the Company dated April 17, 2026.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to certain provisions of the Company's Charter, as follows:

1. Regarding the update of the Company's registered office address in the Charter

Pursuant to Resolution No. 1679/NQ-UBTVQH15 of the Standing Committee of the National Assembly on the reorganization of commune-level administrative units of Quang Ninh Province in 2025, the address at No. 42 Kim Dong Street, Cam Tay Ward, Cam Pha City, Quang Ninh Province has been changed under the new administrative boundaries to: No. 42 Kim Dong Street, Cam Pha Ward, Quang Ninh Province.

Accordingly, the Company's registered head office address as stated in Clause 6, Article 2 of the Company's Charter must be updated in line with the new administrative boundaries, as follows:

"6. Registered head office of the Company:

- Address: No. 42 Kim Dong Street, Cam Pha Ward, Quang Ninh Province."

2. Regarding the inclusion of the Company's traditional day in the Company Charter.

Pursuant to Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister promulgating the Vietnam Standard Industrial Classification, effective from November 15, 2025, which amends and adjusts a number of Business line codes and industry names in the previously issued system, a review and update of the Company's registered business lines as set out in Clause 2, Article 4 of the

Company's Charter has been conducted.

Accordingly, out of a total of 50 Business line codes and business lines, 37 remain unchanged, while 13 have had their codes amended or names adjusted to align with Decision No. 36/2025/QD-TTg. Specifically, the Business line codes in the Company's business lines as stipulated in Clause 2, Article 4 of the Company's Charter that have been changed are as follows:

Current business activities of Deo Nai-Coc Sau-TKV Coal Joint Stock Company			Updated business lines according to Decision 36/2025/QD-TTg	
No	Business line code	Business Line	Business line code	Business Line
1	3311	Repairing prefabricated metal products	3311	Repair and maintenance of prefabricated metal products.
2	3312	Repairing machinery and equipment	3312	Repair and maintenance of machinery and equipment
3	3313	Repair of electronic and optical equipment	3313	Repair and maintenance of electronic and optical equipment.
4	3314	Repair electrical equipment	3314	Repair and maintenance of electrical equipment
5	3315	Repair and maintenance of transport vehicles	3315	Repair and maintenance of transport vehicles (excluding cars, motorcycles, and other motor vehicles)
6	3319	Repair other equipment	3319	Repair and maintenance of other equipment

2.2. The list of 04 business lines of the Company that have had their Business line codes changed but their industry names remain unchanged includes:

Current business activities of Deo Nai-Coc Sau-TKV Coal Joint Stock Company			Updated business lines according to Decision 36/2025/QD-TTg	
No	Business line code	Business Line	Business line code	Business Line
1	0722	Extraction of other non-ferrous metal ores	0729	Extraction of other non-ferrous metal ores
2	1104	Production of non-alcoholic beverages and mineral water.	1105	Production of non-alcoholic beverages and mineral water.
3	3512	Electricity transmission and distribution	3513	Electricity transmission and distribution
4	4663	Wholesale of other building materials and installation equipment.	4673	Wholesale of other building materials and installation equipment.

2.3. The list of 02 business lines of the Company has changed both the line names and line codes, including:

Current business activities of Deo Nai-Coc Sau-TKV Coal Joint Stock Company			Updated business lines according to Decision 36/2025/QD-TTg	
No	Business line code	Business Line	Business line code	Business Line
1	4520	Maintenance and repair of automobiles and other motor vehicles.	9531	Repair and maintenance of automobiles and other motor vehicles.
2	5510	Short-term accommodation services	5520	Other short-term accommodation services

3. Add details of 02 business lines to the existing Business line codes in the Charter.

a) *The need to add details of the business activities of trading in mine waste and buying and selling houses and land use rights to the Company's existing business code.*

* Regarding the addition of details to the Business line code for trading in mine waste rock within Business line code 4673, which is already included in the Regulations:

Deo Nai - Coc Sau - TKV Coal Coal Joint Stock Company is coordinating with Quang Ninh Coal Processing Company and Cam Pha Coal Trading Company to implement procedures for the recovery and utilization of mine waste rock and soil in accordance with the policy approved by TKV;

In accordance with current legal regulations, the recovery and sale of mine waste soil and rock for use as leveling materials must fully comply with all legal requirements, including the registration of the corresponding business line on the National Business Registration Portal and in the Company's Charter.

At present, the Company's Enterprise Registration Certificate and Charter have not yet specifically recorded the business line relating to the sale of waste soil and rock (associated minerals) generated during the process of coal and mineral mining and processing. Based on the Vietnam Standard Industrial Classification issued together with Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Government, the Company proposes to supplement and detail the relevant business line under industry code 4673 already stated in the Charter, as a legal basis for implementation.

* Regarding the addition of details to the Business line code for Buying and Selling Housing and Land Use Rights within Business line code 6810, which is already included in the Regulations:

In order to address the outstanding issues of the Coastal Reclamation Residential Area Project 10/10 in Cam Phu Ward, Cam Pha City, for which Coc Sau Coal Joint Stock Company – Vinacomin was the investor (now Deo Nai – Coc Sau Coal Joint Stock Company – TKV), on May 23, 2025, the People's Committee of Quang Ninh Province issued directions under Document No. 3448/VP.UBND-XDMT, and Vietnam National Coal and Mineral Industries Group (TKV) also issued Document No. 3284/TKV-ĐT dated June 6, 2025 to the Quang Ninh

Department of Construction regarding the report on difficulties and obstacles of the project. However, on June 27, 2025, the Department of Construction issued Document No. 3622/SXD-QLCL&TTBĐS reporting to the Provincial People's Committee, which included a proposal recommending that Deo Nai – Coc Sau Coal Joint Stock Company – TKV supplement the real estate business line and continue to fulfill its responsibilities as the project investor in accordance with regulations. Accordingly, the Company proposes to supplement and detail the real estate business line under industry code 6810 already stipulated in the Charter, as a legal basis for implementation.

b) The list of 02 business lines of the Company, with additional details added to the existing Business line code, includes:

Current business activities of Deo Nai-Coc Sau-TKV Coal Joint Stock Company			Updated business lines according to Decision 36/2025/QĐ-TTg	
No	Business line code	Business Line	Business line code	Business Line
1	4663	Wholesale of other building materials and installation equipment.	4673	Wholesale of other building materials and installation equipment. <i>Details: Wholesale of soil, rocks, sand, gravel, and clay extracted and/or produced from waste rock from mining; Wholesale of bamboo, rattan, timber, and processed wood; Wholesale of building bricks, tiles, stone, sand, and gravel; Wholesale of other building materials and installation equipment.</i>
2	6810	Real estate business involves the ownership, use, or lease of land. <i>Details: Leasing and operation of non-residential houses and land.</i>	6810	Real estate business involves the ownership, use, or lease of land. <i>Details: Leasing and operating non-residential houses and land; Buying and selling residential houses and land use rights; Leasing and operating residential houses and land.</i>

4. Add two new business lines to the Company's list of business activities.

a) The need for supplementation The company has only two new business lines.

Upon reviewing the business lines currently registered in the list of industry codes set out in Clause 2, Article 4 of the Company's Charter in accordance with Decision No. 36/2025/QĐ-TTg of the Prime Minister, the Company has identified that two (02) industry codes, namely 4671 and 7110, have not yet been included. As the Company operates in coal mining, it is necessary to register the business line for wholesale of coal and related products. In addition, the Company regularly carries out surveying activities for mine boundary management, preparation of status maps,

monitoring of ground movement, and preparation of periodic reports. These surveying products are used for internal management purposes and provided to state authorities; therefore, they fall within the scope requiring a license for surveying and mapping activities. Accordingly, the Company proposes to supplement the two (02) business lines under industry codes 4671 and 7110 into the list of industry codes stipulated in Clause 2, Article 4 of the Company's Charter as a legal basis for implementation.

b) The list of 02 new business lines added to the Company's business line catalog in Clause 2, Article 4 of the Company Charter includes:

No.	Business line code	Business Line
1	4671	Wholesale of solid, liquid, and gaseous fuels and related products. Details: Wholesale of coal and related products (excluding crude oil and refined oil)
2	7110	Architectural and related engineering consulting activities. Details: Surveying and mapping activities.

In order to ensure a legal basis for the Company's business operations in accordance with regulations, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval, and to authorize the Board of Directors of Deo Nai-Coc Sau-TKV Coal Joint Stock Company to direct the amendment, supplementation, finalization, and promulgation of the Company's Charter in accordance with applicable regulations.

Recipient:

- Shareholders of the Company (via Website);
- Members of the Board of Directors and Supervisory Board (e-copy);
- Post on the website;
- Saved: Admin, TCNS, Company Secretary.

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



Nguyen Trong Tot

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

No: 2836 / TT-TDNCS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Cam Pha, 17 April 2026

PROPOSAL

**Regarding the dismissal of two member of the Board of Directors
Deo Nai - Coc Sau - TKV Coal Joint Stock Company, term 2024-2029**

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

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

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

Pursuant to the resignation letter of Mr. Nguyen Van Thuan from the Board of Directors for the term 2024-2029 dated July 25, 2025 and the resignation letter of Mr. Nguyen Trong Tot from the Board of Directors for the term 2024-2029 dated March 30, 2026.

Pursuant to Resolution No. 17.1 /NQ-HDQT dated July 31, 2025, of the Board of Directors of the Company, it is agreed that Mr. Nguyen Van Thuan will cease to be the Representative of TKV Group at Deo Nai - Coc Sau - TKV Coal Joint Stock Company and will no longer be a member of the Board of Directors of the Company from July 17, 2025, due to violations of the law.

Pursuant to Resolution No. 05/NQ-HĐQT dated March 31, 2025, by the Company's Board of Directors, approving the termination of Mr. Nguyen Trong Tot's status as a Representative of TKV Group's capital at Deo Nai - Coc Sau Coal Joint Stock Company - TKV, as well as his withdrawal from the Board of Directors and resignation as Chairman of the Board, in accordance with TKV's request to cease his appointment as a Capital Representative at the Company;

Pursuant to the provisions of the law and the Company's Charter regarding relevant matters, the Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company submits to the General Meeting the dismissal of 02 (two) member of the Board of Directors as follows:

1. Dismissal from the position of Member of the Board of Directors for Mr. Nguyen Van Thuan;
2. Dismissal as Member of the Board of Directors and resignation as Chairman of the Board of Directors for Mr. Nguyen Trong Tot;

3. Effective date: From the time of approval via Resolution by the 2026 Annual General Meeting of Shareholders (AGM) of Deo Nai - Coc Sau - TKV Coal Joint Stock Company.

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

Recipient:

- Shareholders of the Company (via Website);
- Members of the Board of Directors and Supervisory Board (e-copy);
- Post on the website;
- Saved: Administration Department, Company Secretary.

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

Nguyen Trong Tot



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

No: 2837 /TTP-TDNCS

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Cam Pha, 17 April 2026

PROPOSAL

Regarding the List of Candidates for Election to Fill Vacancies on the Board of Directors of Deo Nai – Coc Sau – TKV Coal Joint Stock Company for the 2024–2029 Term

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

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

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

Pursuant to Notice No. 375/TB-TĐNCS dated January 15, 2026, and Notice No. 2296/TB-TĐNCS dated March 31, 2026, regarding the nomination and candidacy of candidates for the Board of Directors (BOD) of Deo Nai - Coc Sau Coal Joint Stock Company - TKV (attached with Plan No. 374/PA-TĐNCS on the restructuring of the Company's Board of Directors personnel);

Pursuant to Report No. 2601/BC-TĐNCS dated April 10, 2026, by the Company on the results of the nomination and candidacy for the election of Board members (Term 2024–2029);

The Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company approved Resolution No. 06/NQ-HĐQT dated April 10, 2026. In this Resolution, Mr. Nguyen Trong Tot-the Capital Representative of TKV at the Company (the shareholder owning 65% of the Charter Capital)-introduced and nominated the following candidates for election to the Company's Board of Directors for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders:

1. Mr. Bui Nhu Tung;

- Citizen Identification/Passport No.: 022071001207, issued on 08/05/2021

- Current position: Deputy Head of Environment Department - TKV

- Permanent address: No. 1, Alley 6, Vo Thi Sau Street, Group 5B, Zone 10, Ha Long Ward, Quang Ninh Province

- TKV Nomination Document: Decision No. 2929/QĐ-TKV dated December 31, 2025, by TKV regarding the appointment of a TKV representative to join the Board of Directors of Deo Nai - Coc Sau Coal Joint Stock Company - TKV.

- Other related records and documents: As per the attached appendix;

2. Mr. Nguyen Van Hai

- Citizen Identification/Passport No.: 030068000611, issued on 24/06/2021.



- Current Position: Capital Manager at the TKV Capital Management Board.
- Permanent Address: No. 56, Lane 117, Thai Ha Street, Trung Liet, Dong Da, Hanoi.

- TKV Nomination Document: Decision No. 527/QD-TKV dated March 27, 2026, by TKV regarding the change of Capital Representative and TKV Representative to join the Board of Directors of Deo Nai - Coc Sau Coal Joint Stock Company - TKV.

- Other related records and documents: (As per the attached appendix);

Based on the nomination and candidacy results to date, no other shareholder or group of shareholders owning or representing at least 10% of the Company's voting shares (as prescribed in Clause 3, Article 12 of the Company's Charter) has submitted written nominations or candidacies for the Company's Board of Directors. Therefore, the Meeting Organizing Committee has decided to finalize the list of 02 candidates to run for the Board of Directors (Term 2024 - 2029).

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

Recipient:

- Shareholders of the Company;
- Board of Directors, Supervisory Board, Board of Management, Chief Accountant;
- Secretariat Department (for website publication and information disclosure);
- Filed at: AGM documents, Administration (Records Office), Company Secretary.

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

Nguyen Trong Tot



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

No: 2838 /TB-TDNCS

THE SOCIALIST REPUBLIC OF VIETNAM
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Cam Pha, 17 April 2026

NOTIFICATION
List of related persons of internal persons

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

Pursuant to the Charter of Deo Nai - Coc Sau - TKV Coal Joint Stock Company adopted by the Extraordinary General Meeting of Shareholders on November 19, 2024.

Pursuant to Point a, Clause 45 and Point d - Clause 46 - Article 4 - Securities Law dated November 26, 2019, which explains internal persons and related parties of internal persons.

Pursuant to Point a, Clause 4 - Article 164 of the Enterprise Law dated June 17, 2020, which stipulates the notification of the list of related parties of internal persons at the annual general meeting of shareholders.

The Board of Directors of Deo Nai - Coc Sau - TKV Coal Joint Stock Company hereby reports to the General Meeting the list of internal persons and their related persons as follows:

The total number of internal persons and related persons of the Company is 146 on 17/4/2026, including:

1) The Company's internal persons consist of 13 individuals currently holding the following positions: Chairman of the Board of Directors, Board Members, Director, Deputy Directors, Chief Accountant, Head of the Supervisory Board, members of the Supervisory Board, authorized person to disclose information and the person in charge of administration - Company Secretary.

2) The related persons of internal persons comprise 133 individuals, including those with family relationships with internal persons, such as: *biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, spouse, children (biological and adopted), daughter-in-law, son-in-law, siblings (biological, brother-in-law, sister-in-law) of 13 internal persons.*

3) Summary data as follows:

- Mr. Nguyen Trong Tot - Chairman of the Board of Directors, with 9 related persons

- Mr. Dang Thanh Binh – Member of the Board of Directors, Director, with 9 related persons

Mr. Vu Trong Hung – Member of the Board of Directors, Deputy Director, with 8 related persons

- Mr. Phung Van Tuyen – Independent Member of the Board of Directors, with 12 related persons

- Mr. Thieu Dinh Giang – Deputy Director, with 6 related persons

- Mr. Tran Nhat Quang – Deputy Director, with 11 related persons

- Mr. Dinh Thai Binh – Deputy Director, with 15 related persons

- Mrs. Nguyen Thi Luong Anh – Head of the Supervisory Board, with 10 related persons

- Mrs. Tran Thi Diep – Member of the Supervisory Board, with 15 related persons

- Mrs. Nguyen Thi Yen – Member of the Supervisory Board, with 12 related persons

- Mrs. Vu Thi Huong – Chief Accountant, with 8 related persons

- Mr. Hoang Duc Giang – Authorized Person for Information Disclosure, with 08 related persons.

- Mr. Nguyen Quang Tung – International Representative, Company Secretary, with 10 related persons

Information regarding internal persons and related persons of internal persons has been disclosed by the Company prior to the General Meeting in accordance with applicable regulations.

(Detailed information is provided in the list of 146 internal persons and related persons of internal persons.)

The Board of Directors of Deo Nai – Coc Sau – TKV Coal Joint Stock Company respectfully reports the above to the General Meeting. /.

Recipient:

- Shareholders of the Company;
- Board of Directors, Supervisory Board, Board of Management, Chief Accountant;
- Secretariat Department (for website publication and information disclosure);
- Filed at: AGM documents, Administration (Records Office), Company Secretary.

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

Nguyen Trong Tot

LIST OF INSIDERS AND PERSONS RELATED TO INSIDERS

(Attached to Notice No. 2838 /TB-TDNCS, dated 17 / 4 /2026)

No.	Stock symbol	Full name	Securities trading account (if any)	Position at the Company (if any)	ID card/Citizen Identification Card/Passport number;	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
1		Nguyen Trong Tot	-	Chairman of the Board	034065002627	10/7/2021	Department of Administrative Police on Social Order	Group 5, Cau Giay Ward, Hanoi	0	0	Elections were held at the 2023 Extraordinary General Meeting of Shareholders, effective from June 26, 2024.
1.1		Bui Thi Hoa	-	-	034171003584	27/12/2016	Department of Administrative Police on Social Order	Group 5, Cau Giay Ward, Hanoi	0	0	Wife
1.2		Nguyen Mai Quynh	-	-	034197010731	14/8/2021	Department of Administrative Police on Social Order	Hong Ha Ward, Quang Ninh Province	0	0	biological child
1.3		Nguyen Dinh Tin	-	-	022096011240	28/6/2021	Department of Administrative Police on Social Order	-As above-	0	0	Son-in-law
1.4		Nguyen Quynh Trang	-	-	022302000187	27/12/2016	Department of Administrative Police on Social Order	Cau Giay Ward, Hanoi	0	0	biological child
1.5		Nguyen Thi Chien	-	-	034154003361	05/01/2017	Department of Police for Registration and Management of	Tay Thai Ninh Commune, Hung Yen Province	0	0	Sister

No.	Stock symbol	Full name	Securities trading account (if any)	Position at the Company (if any)	ID card/Citizen Identification Card/Passport number;	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
							Residence and National Population Data				
1.6		Nguyen Cong Thuan	-	-	034054003361	05/01/2017	Department of Police for Registration and Management of Residence and National Population Data	-As above-	0	0	Brother-in-law
1.7		Nguyen Thi Huyen	-	-	151992838	16/09/2008	Thai Binh Provincial Police	-As above-	0	0	Sister
1.8		Dinh Van Mien	-	-	152227471	04/07/2013	Thai Binh Provincial Police	-As above-	0	0	Brother-in-law
1.10		Dinh Thi Nguyen	-	-	03413700828	04/5/2023	Department of Public Security and Social Order	-As above-	0	0	Mother-in-law
2	TD6	Dang Thanh Binh	-	Board of Directors, Director	034077017438	13/08/2021	Department of Public Security and Social Order	Group 2, Hon Mot area, Cam Pha - Quang Ninh	522	0.0008%	Elections were held at the 2023 Extraordinary General Meeting of Shareholders, effective from June 26, 2024.
2.1		Hoang Thi Quynh Phuong	-	-	022178011946	18/06/2022	National Data Management and Registration Department	-As above-	0	0	Wife
2.2		Dang Phuong Linh	-	-	022303000913	15/09/2022	National Data Management	-As above-	0	0	biological child

No.	Stock symbol	Full name	Securities trading account (if any)	Position at the Company (if any)	ID card/Citizen Identification Card/Passport number;	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
							and Registration Department				
2.3		Dang Phuong Chi	-	-	022309012547	19/02/2024	Department of Public Security and Social Order	-As above-	0	0	biological child
2.4		Nguyen Thi Mo	-	-	034143001192	19/08/2021	National Data Management and Registration Department	Tien Hung Commune, Hung Yen Province	0	0	Mother
2.5		Dang Minh Thang	-	-	034075020616	10/7/2021	Department of Public Security and Social Order	SN 23, Alley 82, Chua Lang Street, Lang Ward, Hanoi	0	0	Older brother
2.6		Dang Minh Hue	-	-	151334228	02/09/2013	Thai Binh	Tien Hung Commune, Hung Yen Province	0	0	
2.7		Nguyen Hoai Anh	-	-	001177011136	25/04/2021	Department of Public Security and Social Order	SN 23, Alley 82, Chua Lang Street, Lang Ward, Hanoi	0	0	Sister-in-law
2.8		Hoang Van Cong	-	-	036054015752	31/12/2021	National Data Management and Registration Department	Cam Pha Ward, Quang Ninh	0	0	Father-in-law
2.9		Nguyen Thi Phan	-	-	036158021090	13/01/2022	National Data Management and Registration Department	Cam Pha Ward, Quang Ninh	0	0	Mother-in-law
3	TD6	Vu Trong Hung	061C668947	Board of Directors,	022077003638	28/05/2021	Department of Administrative	No. 10, Group 18, Cam Pha, Quang Ninh Province.	787	0.0013	Elections were held at the 2023 Extraordinary

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				Deputy Director			Management of Social Order				General Meeting of Shareholders, effective from June 26, 2024.
3.1		Nguyen Thi Thuy	-	-	22180008445	13/08/2021	Department of Administrative Management of Social Order	-As above-			Wife
3.2		Vu Thu Ngan	-	-	022305001324	01/05/2021	Department of Administrative Management of Social Order	-As above-			biological child
3.3		Vu Bao Ngoc	-	-	022308008462	01/03/2023	Department of Administrative Management of Social Order	-As above-			biological child
3.4		Vu Trong Hien	-	-	37069003491	25/04/2021	Department of Administrative Management of Social Order	Cam Pha Ward, Quang Ninh	2,097	0.0034	Older brother
3.5		Pham Thi Ban	-	-	034174002320	11/03/2006	Department of Administrative Management of Social Order	-As above-			Sister-in-law
3.6		Vu Trong Hien	-	-	37075004438	25/04/2021	Department of Administrative Management of Social Order	Cam Dong, Cam Pha - Quang Ninh	1,048	0.0017	Older brother
3.7		Pham Thi Duyen	-	-	19183001853	25/04/2021	Department of Administrative	-As above-			Sister-in-law

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							Management of Social Order				
3.8		Tran Thi Van	-	-	22153005089	10/05/2021	Department of Administrative Management of Social Order	Labor Area, Cam Pha Ward, Quang Ninh Province			Mother-in-law
4		Phung Van Tuyen	006C076511 021C034498	Independent Board of Directors	034060007471	27/6/2021	Department of Administrative Management and Social Order	Group 6, Zone 2, Ha Tu Ward, Quang Ninh Province	0	0	Elections will be held at the 2024 Extraordinary General Meeting of Shareholders, effective from November 19, 2024.
4.1		Le Thi Thuy	022C034954	-	022169007177	25/06/2021	Department of Administrative Management and Social Order	-As above-			Wife
4.2		Phung Le Quang	021C034941	-	022089010331	13/02/2022	Department of Administrative Management and Social Order	No. 5, Alley 7, Dinh Dam Street, Thanh Dong Ward, Hai Phong Province			biological child
4.3		Do Thi Hong Nhung		-	022195001514	13/02/2022	Department of Administrative Management and Social Order	-As above-			Daughter-in-law



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4.4		Phung Le Minh		-	022203003560	31/5/2021	Department of Administrative Management and Social Order	-As above-			biological child
4.5		Phung Van Tien		-	034043001581	03/04/2021	Department of Administrative Management and Social Order	No. 34/10 Binh Phuoc B, An Phu Ward, HCMC			biological father
4.6		Dao Thi Gai		-	034142003906	09/01/2022	Department of Administrative Management and Social Order	Lay Street, Phu Duc Commune, Hung Yen Province			Mother
4.7		Phung Van Quynh		-	034058017383	19/12/2021	Department of Administrative Management and Social Order	-As above-			younger brother
4.8		Chu Thi My		-	034163013813	14/09/2021	Department of Administrative Management and Social Order	-As above-			sister-in-law
4.9		Phung Thi Thuy Ha		-	034172014622	04/7/2022	Department of Administrative Management and Social Order	Duc Linh village Phu Duc Commune, Hung Yen Province			younger brother

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4.10		Nguyen The Tuyen		-	034066013615	14/3/2022	Department of Administrative Management and Social Order	Duc Linh village Phu Duc Commune, Hung Yen Province			Brother-in-law
4.11		Le Van Hue		-	022042000435	28/5/2021	Department of Administrative Management and Social Order	Group 1, Zone 3, Dong Trieu Ward, Quang Ninh Province			Father-in-law
4.12		Tran Thi Hai		-	036136008531	22/12/2022	Department of Administrative Management and Social Order	Group 1, Zone 3, Dong Trieu Ward, Quang Ninh Province			Mother-in-law
5	TD6	Dinh Thai Binh	061C661572	Deputy Director	022076000154	22/12/2021	Quang Ninh	Group 3, Cao Son 2 Area, Cua Ong, Quang Ninh Province	580	0.00094	Appointment of Deputy Director effective June 26, 2024
5.1		Dinh Van An	-	-	031048000350	03/09/2015	Quang Ninh	-As above-			biological father
5.2		Nguyen Thi Quang	-	-	100366990	21/04/2014	Quang Ninh	-As above-			Mother
5.3		Tran Thi Huong	-	-	022179002773	14/06/1018	Quang Ninh	-As above-			Wife
5.4		Dinh Quang Tuan	-	-	Still young			-As above-			biological child
5.5		Dinh Phu Lam	-	-	Still young			-As above-			biological child
5.6		Dinh Viet Minh	-	-	100658019	31/05/2012	Quang Ninh	Ha Long, Quang Ninh			younger brother
5.7		Dinh Thai Duong	-	-	022077002591	24/08/2018	Quang Ninh	-As above-			younger brother
5.8		Dinh Xuan Thang	-	-	100864392	12/08/2005	Quang Ninh	-As above-			younger brother

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5.9		Dinh Xuan Loi	-	-	13458439	25/10/2011	Quang Ninh	02 Millcroft Way, Thornhill, ON L4J6P2, Canada			younger brother
5.10		Tran Bien	-	-	053050000928	27/03/2018	Quang Ninh	Cam Pha, Quang Ninh			Father-in-law
5.11		Do Thi Can	-	-	027150000143	27/03/2018	Quang Ninh	Cam Pha, Quang Ninh			Mother-in-law
5.12		Nguyen Thi Kim Thu	-	-	025177000820	31/01/2020	Quang Ninh	Ha Long, Quang Ninh			sister-in-law
5.13		Nguyen Thi My Cam	-	-	022177002696	24/08/2018	Quang Ninh	Ha Long, Quang Ninh			sister-in-law
5.14		Vu Thi Hang	-	-	100922411	08/03/2014	Quang Ninh	Ha Long, Quang Ninh			sister-in-law
5.15		Tran Thu Minh	-	-	1184003559	01/10/2014	Hanoi	02 Millcroft Way, Thornhill, ON L4J6P2, Canada			sister-in-law
6	TD6	Tran Nhat Quang	061C661591	Deputy Director	022071010445	13/01/2022	Quang Ninh	Group 1, Binh Minh Area, Cam Pha Ward, Quang Ninh Province	2,087	0.0034	Appointment of Deputy Director effective June 26, 2024
6.1		Tran Van Quynh	-	-	022035002527	09/08/2021	Quang Ninh	Group 1, Binh Minh Area, Cam Pha Ward, Quang Ninh Province			biological father
6.2		Nguyen Thi Nguyet	-	-	022142003235	25/06/2021	Quang Ninh	Group 2, Binh Minh Area, Cam Pha Ward, Quang Ninh Province			Mother
6.3		Nguyen Thi Tuyen	-	-	022171003185	09/10/2019	Quang Ninh	Group 1, Binh Minh Area, Cam Binh Commune, Cam Pha City, Quang Ninh Province			Wife

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6.4		Tran Minh Trang	-	-	B8984609	27/3/2014	Vietnam Immigration Department	Wim-Duisenberg-Platz,60314Frankfurt			biological child
6.5		Tran Quang Minh	-	-	Still young			Group 1, Binh Minh Area, Cam Pha Ward, Quang Ninh Province			biological child
6.6		Tran Thi Quynh Nga	-	-	022166002682	23/08/2022	Quang Ninh	Group 1, Binh Minh Area, Cam Pha Ward, Quang Ninh Province			Sister
6.7		Tran Thi Minh Ngoc	-	-	L3RH455FN	22/5/2012	Forst City (Lausits)	Dunenweg36.03149 Forst (Lausits)			Sister
6.8		Tran Van Quang	-	-	022073008247	28/06/2021	Quang Ninh	No. 3/24 Phu Gia, Vinhomes Urban Area, Hong Gai Ward, Quang Ninh Province			younger brother
6.9		Thomas Trybus	-	-	L2RFZC4RP	16/05/2022	Bremen Citizens Administration Office	Wim-Duisenberg-Platz,60314Frankfurt			Son-in-law
6.10		Vu Ngoc Dung	-	-	034061017792	26/09/2022	Quang Ninh	Group 1, Zone 5B, Cam Pha, Quang Ninh			Brother-in-law
6.11		Pham Thi Quynh	-	-	026179006483	29/11/2022	Quang Ninh	No. 3/24 Phu Gia, Vinhomes Urban Area, Hong Gai Ward, Quang Ninh Province			sister-in-law
7	TD6	Thieu Dinh Giang	-	Board of Directors, Deputy Director	034077006273	01/05/2021	Department of Administrative Management of Social Order	Group 4, Zone 5, Cam Pha, Quang Ninh	2,576	0.0042%	Appointment of Deputy Director effective June 26, 2024
7.1		Nguyen Thi Hong Gam	-	-	022179004446	22/12/2021	Department of Administrative	-As above-			Wife

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							Management of Social Order				
7.2		Shao Qingling	-	-	022305001178	25/4/2021	Department of Administrative Management of Social Order	-As above-			biological child
7.3		Thieu Khanh Huy	-	-	022209005043	02/6/2023	Department of Administrative Management of Social Order	-As above-			biological child
7.4		Tran Thi Ngo	-	-	034155007157	25/04/2021	Department of Administrative Management of Social Order	-As above-			Mother
7.5		Thieu Thi Bich Dung	-	-	034183021281	17/06/2022	Department of Administrative Management of Social Order	Hoang Que Ward, Quang Ninh			younger brother
7.6		Ngo Hoang Nhu	-	-	022082012333	17/06/2022	Department of Administrative Management of Social Order	-As above-			Brother-in-law
8		Nguyen Thi Luong Anh	-	Head of the Supervisory Board	001171013381	20/4/2021	Department of Public Security and Social Order.	Group 21 - Yen Hoa Ward - Hanoi City	0	0	Elections were held at the 2023 Extraordinary General Meeting of Shareholders, effective from June 26, 2024.

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8.1		Luong Thi Ngoc Bich	-	-	090194616	02/10/2008	Thai Nguyen	Cao Son Hamlet, Quan Trieu Ward, Thai Nguyen Province			Mother
8.2		Trinh Dac Hoa	-	-	012035667	14/08/2009	Hanoi	Group 21 - Yen Hoa Ward - Hanoi City			Husband
8.3		Trinh Nhu Phuong	-	-	013619010	11/03/2013	Hanoi	Group 21 - Yen Hoa Ward - Hanoi City			biological child
8.4		Trinh Minh Duc	-	-	001205010925	13/01/2020	Department of Police for Registration and Management of Citizenship and National Population Data	-As above-			biological child
8.5		Duong Tuan Anh	-	-	001095010039	19/08/2021	Department of Police for Registration and Management of Citizenship and National Population Data	Xuan Liem Ward - Hanoi			Son-in-law
8.6		Nguyen Thi Luong Nga	-	-	090706458	09/05/2005	Thai Nguyen	Cao Son Hamlet, Quan Trieu Ward, Thai Nguyen Province			younger brother
8.7		Nguyen Thac Cuong	-	-	090508651	19/05/2005	Thai Nguyen	Cao Son Hamlet, Quan Trieu Ward, Thai Nguyen Province			Brother-in-law

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8.8		Nguyen Luong Vinh	-	-	B 3896940	15/03/2010	Immigration Department	Group 20, Thu Lam Commune, Hanoi City			younger brother
8.9		Vu Thi Thu Giang	-	-	022184005053	13/07/2018	Department of Police for Registration and Management of Citizenship and National Population Data	-As above-			sister-in-law
8.10		Trinh Dac Dau	-	-	036035002699	25/12/2022	Department of Administrative Management of Social Order	Yen Hung Street, Dong Mai Ward, Quang Ninh Province			Father-in-law
9	TD6	Tran Thi Diep	061C660817	Supervisory Board Member	034176017605	10/05/2021	Department of Administrative Management of Social Order	Group 5, Area 1A, Cam Pha Ward, Quang Ninh	650	0.001	Elections were held at the 2023 Extraordinary General Meeting of Shareholders, effective from June 26, 2024.
9.1		Tran Cong Cay		-	034047003001	13/02/2022	Department of Administrative Management of Social Order	Group 6, Area 5A, Cam Pha, Quang Ninh			biological father
9.2		Nguyen Huu Quang	061C660815	-	022071001349	01/5/2021	Department of Administrative Management of Social Order	Group 5, Area 1A, Cam Pha Ward, Quang Ninh	975	0.0016	Husband

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9.3		Nguyen Tran Thanh	-	-	022098003861	12/8/2021	Department of Administrative Management of Social Order	Group 5, Area 1A, Cam Pha Ward, Quang Ninh			biological child
9.4		Nguyen Huu Phu	-	-	022208008663	26/06/2021	Department of Administrative Management of Social Order	Group 5, Area 1A, Cam Pha Ward, Quang Ninh			biological child
9.5		Tran Anh Dao	-	-	034171010544	01/5/2021	Department of Administrative Management of Social Order	Group 5, Area 4B, Cam Pha Ward, Quang Ninh			Sister
9.6		Tran Cat Ninh	-	-	022179009771	10/5/2021	Department of Administrative Management of Social Order	Group 29, Hoang Mai Ward, Hanoi			younger brother
9.7		Tran An Thai	-	-	022081006209	01/5/2021	Department of Administrative Management of Social Order	Group 6, Area 5A, Cam Pha, Quang Ninh			younger brother
9.8		Tran Nguyen Van	-	-	022086000626	25/8/2021	Department of Administrative Management of Social Order	Group 6, Area 5A, Cam Pha, Quang Ninh			younger brother
9.9		Nguyen Van Tu	-	-	030045001660	13/4/2021	Department of Administrative Management of Social Order	Group 5, Area 1A, Cam Pha Ward, Quang Ninh			Father-in-law

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9.10		Tran Thi Sang	-	-	031150008872	13/01/2022	Department of Administrative Management of Social Order	Group 5, Area 1A, Cam Pha Ward, Quang Ninh			Mother-in-law
9.11		Doan Van Hien	-	-	030069003452	20/8/2021	Department of Administrative Management of Social Order	Group 5, Area 4B, Cam Pha Ward, Quang Ninh			Brother-in-law
9.12		Pham Duy Quang			022079011985	10/5/2021	Department of Administrative Management of Social Order	Group 29, Tuong Mai Ward, Hanoi			Brother-in-law
9.13		Dang Thi Nui			034184005174	28/6/2021	Department of Administrative Management of Social Order	Group 6, Area 5A, Cam Pha, Quang Ninh			sister-in-law
9.14		Le Thi Tam			36190011517	13/4/2021	Department of Administrative Management of Social Order	Group 3, Zone 3, Ha Long Ward, Quang Ninh Province			sister-in-law
9.15		Duong Ngoc Thao			19197006624	26/06/2021	Department of Administrative Management of Social Order	Group 5, Area 1A, Cam Pha, Quang Ninh			Daughter-in-law
10	TD6	Nguyen Thi Yen	-	Supervisory Board Member	022177008544	27/6/2021	Department of Administrative Management of Social Order	Group 6, Zone 7 Cam Thanh, Cam Pha Ward, Quang Ninh Province	7	0.0000002	Elections were held at the 2023 Extraordinary General Meeting of Shareholders,

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											effective from June 26, 2024.
10.1		Nguyen Dinh Thang	-	-	022070011991	12/4/2022	Department of Administrative Management of Social Order	-As above-			Husband
10.2		Nguyen Dinh Nam	-	-	022203003199	25/4/2021	Department of Administrative Management of Social Order	-As above-			biological child
10.3		Nguyen Yen My	-	-	022305005773	01/5/2021	Department of Administrative Management of Social Order	-As above-			biological child
10.4		Nguyen Thi Hoa	-	-	022155000690	18/5/2022	Department of Administrative Management of Social Order	Apartment A3-3318, Vinhomes Gardenia Apartment Complex, Group 16, Tu Liem Ward, Hanoi City			Sister
10.5		Nguyen Thi Lien	-	-	022158001180	10/8/2021	Department of Administrative Management of Social Order	No. 139, To Hieu Street, Cam Pha Ward, Quang Ninh Province			Sister
10.6		Nguyen Thi Minh	-	-	022161001168	25/4/2021	Department of Administrative Management of Social Order	Group 35, Dong Tien 1 Area, Cam Pha Ward, Quang Ninh Province			Sister

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10.7		Nguyen Thi Oanh	-	-	022168006564	12/8/2021	Department of Administrative Management of Social Order	Group 18, Area 3, Cua Ong Ward, Quang Ninh Province			Sister
10.8		Nguyen Van Tien	-	-	631218-7914	07/12/2021	Police SE-10675 - Stockholm, Sweden	Handbollvagen, 134 24 33 Angered, Sweden			Older brother
10.9		Nguyen Van Dung	-	-	022072003437	22/12/2021	Department of Administrative Management of Social Order	Group 19, Dong Hai 2 Area, Cam Pha Ward, Quang Ninh Province			Older brother
10.10		Tran Xuan Anh	-	-	033053000524	18/5/2022	Department of Administrative Management of Social Order	Apartment A3-3318, Vinhomes Gardenia Apartment Complex, Group 16, Tu Liem Ward, Hanoi City			Brother-in-law
10.11		Nguyen Van Cang	-	-	031059007297	25/4/2021	Department of Administrative Management of Social Order	Group 35, Dong Tien 1 Area, Cam Pha Ward, Quang Ninh Province			Brother-in-law
10.12		Tran Van Trong	-	-	022063001226	22/12/2021	Department of Administrative Management of Social Order	Group 18, Area 3, Cua Ong Ward, Quang Ninh Province			Brother-in-law
11	TD6	Vu Thi Huong	109001033608	Chief Accountant	022174002154	30/01/2018	Department of Administrative Management of Social Order	Group 2, Cao Son 2 Area, Cua Ong Ward, Quang Ninh Province.	27,784	0.045%	Appointment of Chief Accountant From June 26, 2024

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11.1		Tran Viet Thanh	-	-	022073002022	30/01/2018	Department of Administrative Management of Social Order	-As above-			Husband
11.2		Tran Quang Binh	-	-	022200001239	21/6/2016	Department of Administrative Management of Social Order	-As above-			biological child
11.3		Vu Van Thuy	-	-	022041000458	25/4/2021	Department of Administrative Management of Social Order	Dong Ngac, Hanoi			biological father
11.4		Vu Duc Quang	-	-	022076004862	25/4/2021	Department of Administrative Management of Social Order	-As above-			younger brother
11.5		Nguyen Thi Hai Anh	-	-	036177010693	25/4/2021	Hanoi	-As above-			sister-in-law
11.6		Vu Thi Chau	-	-	022178011241	03/7/2021	Department of Administrative Management of Social Order	Quang Hanh Ward, Quang Ninh			younger brother
11.7		Le Quang Dai	-	-	031073006876	27/6/2021	Quang Ninh	-As above-			Brother-in-law
11.8		Pham Thi Ngan	-	-	034146002093	07/01/2020	Department of Administrative Management of Social Order	Cua Ong Ward, Quang Ninh			Mother-in-law



No.	Stock symbol	Full name	Securities trading account (if any)	Position at the Company (if any)	ID card/Citizen Identification Card/Passport number;	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
12	TD6	Hoang Duc Giang		Person Authorized to Disclose Information	034077012808	01/05/2021	Department of Administrative Management of Social Order	Group 2, Tan Lap 5 Area, Quang Hanh Ward, Quang Ninh Province			Appointed from June 26, 2024
12.1		Pham Thuy Hang			022181004049	01/05/2021	Department of Administrative Management of Social Order	-As above-			Wife
12.2		Hoang Nhat Anh			022207009650	16/05/2022	Department of Administrative Management of Social Order	-As above-			Biological child
12.3		Hoang Nhat Minh			022216005242	30/8/2024	Department of Administrative Management of Social Order	-As above-			Biological child
12.4		Pham Thi Nhan			034146003016	01/05/2021	Department of Administrative Management of Social Order	-As above-			Biological mother
12.5		Tran Thi Chinh			022150001193	14/4/2021	Department of Administrative Management of Social Order	Group 42, Hai Son 2 Area, Cam Pha Ward, Quang Ninh Province			Mother-in-law
12.6		Hoang Thi Huong			034173007749	01/5/2021	Department of Administrative Management of Social Order	Group 3, Tan Lap 5 Area, Quang Hanh Ward, Quang Ninh Province			Older sister

No.	Stock symbol	Full name	Securities trading account (if any)	Position at the Company (if any)	ID card/Citizen Identification Card/Passport number;	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
12.7		Tran Van Toan			022065002170	01/5/2021	Department of Administrative Management of Social Order	-As above-			Brother-in-law
12.8		Hoang Thi Thanh Nhan			034181007297	10/4/2021	Department of Administrative Management of Social Order	B2810, Ledeco Ha Long Apartment (Building B), Hong Gai Ward, Quang Ninh Province			Younger sibling
12	TD6	Nguyen Quang Tung	006C881469	International Relations Officer, Company Secretary	022071008466	26/08/2021	Department of Administrative Management of Social Order	Group 6, Hoa Binh area, Cam Phaward, Quang Ninh province	15,039	0.024	Appointment effective February 13, 2026
12.1		Nguyen Thi Thanh	-	-	022143000330	09/03/2022	Department of Administrative Management of Social Order	Group 6, Hoa Binh area, Cam Phaward, Quang Ninh province	-	-	Mother
12.2		Phung Thi Mien	-	-	030175020249	20/08/2021	Department of Administrative Management of Social Order	Group 6, Hoa Binh area, Cam Phaward, Quang Ninh province	-	-	Wife
12.3		Nguyen Huu Bach	-	-	022203007350	18/06/2024	Department of Administrative Management of Social Order	Group 6, Hoa Binh area, Cam Phaward, Quang Ninh province	-	-	Boy
12.4		Nguyen Phuong Thuy Anh	-	-	022306008820	31/05/2021	Department of Administrative	Group 6, Hoa Binh area, Cam Pha	-	-	Daughter

No.	Stock symbol	Full name	Securities trading account (if any)	Position at the Company (if any)	ID card/Citizen Identification Card/Passport number;	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
							Management of Social Order	ward, Quang Ninh province			
12.5		Nguyen Thi Dung	-	-	022164002677	18/12/2023	Department of Administrative Management of Social Order	Tu Lien - Tay Ho - Hanoi	-	-	Older sister
12.6		Nguyen Thi Nhi	-	-	022166004070	01/05/2021	Department of Administrative Management of Social Order	Group 5, Hoa Binh Area, Cam Pha Ward, Quang Ninh	-	-	Older sister
12.7		Nguyen Thi Hoai	-	-	N1940933	20/6/2008	Consulate	Living in the Federal Republic of Germany	-	-	Older sister
12.8		Nguyen Quang Vinh	-	-	022073004991	01/05/2021	Department of Administrative Management of Social Order	Group 6, Hoa Binh area, Cam Pha ward, Quang Ninh province	-	-	Younger brother
12.9		To Van Thang	-	-	022063002443	02/05/2021	Department of Administrative Management of Social Order	Tu Lien - Tay Ho - Hanoi	-	-	Brother-in-law
12.10		Nguyen Van Hung	-	-	031064002669	06/05/2023	Department of Administrative Management of Social Order	Group 5, Hoa Binh Area, Cam Pha Ward, Quang Ninh	-	-	Brother-in-law

