

No.: 468/BC-CLM

REPORT OF THE DIRECTOR OF THE COMPANY
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
ON THE PRODUCTION AND BUSINESS RESULTS IN 2024
AND THE PRODUCTION AND BUSINESS PLAN IN 2025

PART I: RESULTS OF PRODUCTION AND BUSINESS TASKS IN 2024

I. IMPLEMENTATION OF MAIN TARGETS

No.	Indicators	Unit	Plan for 2024	Actual in 2024	Ratio of Actual/P lan %
A	Output targets				
	- Entrusted export coal	ton	200,000	91.216	46%
	- Imported coal	ton	6,400,000	4,478,053	70%
	- Blended coal	ton	2,430,000	2,099,069	86%
	- Domestic coal sale	ton	380,000	471,647	124%
	- Forwarded coal	ton	4,600,000	4,832,394	105%
B	Total import and export turnover	USD	748,920,000	556,402,867	74%
	- Entrusted export coal	USD	40,000,000	22,582,392	56%
	- Other exports	USD	0	6,050,889	
	- Coal import	USD	704,000,000	522,566,911	74%
	- Materials and Equipment import	USD	4,920,000	5,202,675	106%
C	Value targets				

No.	Indicators	Unit	Plan for 2024	Actual in 2024	Ratio of Actual/Plan %
1.	Total Revenue	VND million	20,318,500	17,623,880	87%
2.	Production value for salary calculation	VND million	291,420	322,331	111%
3.	Profit	VND million	80,180	192,253	240%
4.	Average income	VND million	25,007	28,009	112%
5.	Contribution to the State budget	VND million	As prescribed	1,661,524	

II. ASSESSMENT OF THE COMPANY'S PRODUCTION AND BUSINESS OPERATIONS

1. General situation

Challenges:

- The conflict between Russia and Ukraine has lasted for more than 3 years, with widespread political instability, economic turmoil and inflation.
- Fluctuations in fuel and materials prices, freight costs.
- The export coal price of Vietnam remains higher than the global coal price, while the demand for coal supply to steel mills has decreased.
- The exchange rate of the US dollar has been unpredictable.
- Traditional imported materials are subject to intense competition.
- The application of science and technology, the trend of using AI has changed the labor productivity of many industries.

In addition to the above challenges, the Company has also benefited from the following advantages:

- The close supervision and guidance of Vietnam National Coal and Mineral Industries Holding Corporation Limited.
- The support of partners and credit institutions.

- The staff and employees are capable, responsible, constantly striving to improve their professional qualifications, and applying new improvements to improve work efficiency.

2. Assessment of the main production and business sectors of the Company

2.1 Entrusted export coal: The output of entrusted export coal in 2024 reached over 91,000 tons across various types, coal export turnover reached USD 22.58 million, achieving 46% of the annual output target. The reason for not meeting the entrusted export coal target is that Vietnam's export coal price is higher than the global coal price. Although VINACOMIN has adjusted the coal price, it has not yet attracted buyers. Some of COALIMEX's traditional customers have switched to using coal from other suppliers. In order to increase coal exports, COALIMEX has been seeking customers in new markets. In June 2024, the Company successfully exported more than 42,000 tons to the Belgian market, yielding high economic benefits and helping reduce the stockpile of high-quality coal from VINACOMIN.

2.2 Imported coal: In line with the Group's policy to ensure an adequate supply of imported coal for blending and supplying thermal power plants, the Company has developed a plan for the assigned imported coal import volume, starting from the end of 2023. However, due to the abnormal weather conditions, thermal power plants have reduced their coal consumption, resulting in an imported coal volume of only 4.48 million tons in 2024, equivalent to USD 522.57 million, achieving 70% of the imported coal volume target in 2024 and equal to 100% of the 2023 volume. In November, the Company successfully bid for the import of 100,000 tons of Lao coal and by December 31, 2024, 23.2 thousand tons of imported Lao coal have been implemented.

2.3 Blended coal: Based on the Government's political objectives assigned to VINACOMIN, maximizing the key role of ensuring national energy security, as well as implementing the Group's policy of promoting production and increasing the output of coal to meet the coal demand for thermal power, but due to the maximum capacity of hydropower power, the Company faced a reduction in thermal power plant coal consumption. The blended coal volume allocated to thermal power plants in 2024 reached only 2.099 million tons, equivalent to 86% of the year target. The Company consistently adhered to the ratio of the blending plan and the plan assigned by VINACOMIN,

proactively ensuring the coal supply for blending and the quality of the blended coal meet the standards set by VINACOMIN every month.

2.4 Domestic Domestic coal sale: By closely monitoring customer demand and staying updated with timely information, the company successfully supplied 126.16 thousand tons of coal dust 3b.2 to Formosa in 2024. Domestic Domestic coal sale output in 2024 reached 345.49 thousand tons, bringing the Company's overall volume of domestic Domestic coal sale in 2024 to 471.65 thousand tons, achieving 124% of the annual output plan and equal to 126% compared to 2023.

2.5 Forwarded Coal: The Company has effectively performed the coal delivery for Vinh Tan 1 and Vinh Tan 2 thermal power plants, ensuring the safety of the quantity and quality of coal delivery between the loading and unloading ports. The total coal delivered in 2024 reached 4.83 million tons, achieving 105% of the annual target and 106% compared to 2023.

2.6 Trading of materials and equipment: The business of materials and equipment import continues to face many challenges, such as increasing competition between commercial entities, barriers in bidding policies, and stricter bidding capacities, and the domestic economic difficulties, causing production entities to reduce output and cut costs, which leads to a decrease in procurement of materials and equipment. The Company's materials and equipment import turnover in 2024 reached nearly USD 5.20 million, achieving 106% of the annual target.

2.7 Labor export: In 2024, the exchange rate of the Japanese yen remained low, causing the salaries of trainees in Japan to be reduced in value by up to one-third. This affected the morale of both the trainees currently working in Japan as well as workers in Vietnam who are aspiring to go for training in Japan, making the recruitment process more challenging. The number of trainees sent to work in Japan in 2024 reached only 35 workers; however, the production value of this sector still met the set target.

2.8 Office leasing business: In 2024, the Company effectively managed its office leasing business. As of December 31, 2024, the number of tenants at 33 Trang Thi Building in Hanoi was 21, with the leasing area of 4,389.5 m², achieving an occupancy rate of 87%. At 29-31 Dinh Bo Linh Building in Ho Chi Minh City, the number of tenants was 24, with the leasing area of 1,417.67 m², corresponding to an occupancy rate of 82.51%. The

building maintenance and customer service were carried out as scheduled to ensure service quality, maintain and increase the number of tenants.

3. Assessment of management

3.1 Property repair and equipment investment:

The Company has implemented the project of investment in production and business equipment in 2024 of Vinacomin - Coal Import Export Joint Stock Company (3 dust suppression sprayer vehicles and 1 high-speed boat). The realized investment value as of December 31, 2024 is VND 3,133 million reaching 97.57% of the adjusted investment plan in 2024 of VND 3,211 million.

3.2 Financial accounting:

Advising on the management of capital and assets to ensure efficiency and compliance with regulations; Proactively balancing finances, arranging funds to meet the needs of the Company's production and business operations in a timely and sufficient manner.

Successfully carrying out the task of supporting inspections by the inspection teams of the VINACOMIN's Board of Supervisors and the working delegation according to Official Telegram 69/CD-TKV dated October 18, 2023, and providing complete documents and explanations when necessary.

Fulfillment of obligations to the State budget: The Company has consistently completed the obligation to the state budget, ensuring accurate calculations and timely payments. In 2024, the Company paid VND 1,661 billion in various taxes.

Completing the audited financial statements in 2024.

The results of financial management are shown through a number of financial indicators as of December 31, 2024 as follows:

No.	Indicator	Previous year	Plan for 2024	Actual in 2024
1.	Liquidity Ratio			
1.1	<i>Current Ratio</i>	<i>1.32 times</i>	<i>1.16 times</i>	<i>2.16 times</i>
1.2	<i>General Liquidity Ratio</i>	<i>1.37 times</i>		<i>2.27 times</i>
1.3	<i>Cash Ratio</i>	<i>0.8 times</i>		<i>1.01 times</i>

No.	Indicator	Previous year	Plan for 2024	Actual in 2024
2	Debt/Equity Ratio	2.73 times	5.37 times	0.79 times
3	Asset Structure Ratio			
3.1	Short-term Asset Investment Ratio	96.56%		94.02%
3.2	Long-term Asset Investment Ratio	3.44%		5.98%
4	Profitability Ratio			
4.1	Return on assets (ROA)	7.46%		11.04%
4.2	Return on Equity (ROE)	28.28%		19.85%

3.3 Organization, Labor and Salaries

3.3.1 Organizational rearranging and restructuring of units in the Company:

The Party Committee and the Board of Directors have agreed, led and coordinated with the Company's Trade Union to effectively implement the arrangement and reorganization of units in the Company, ensuring the stability of organization, employment, income for employees, economical and efficient use of the Company's resources to meet the current and future operational requirements. Specifically, the following actions were taken: Reducing the number of business units importing materials and equipment from 05 units to 03 units; Establishing a new Production Management Planning Department; Establishing 03 new coal substations of the Company: Can Tho Station, Gia Duc 01 Station and Chan May Station.

3.3.2 Personnel:

The company has carried out appointments and reappointments of personnel in accordance with the regulations of VINACOMIN and the Regulations on personnel management of the Company. The appointed staff meet the requirements of professional qualifications, expertise and political theory standards for each position. In 2024, the Company made the following new appointments: Chief Accountant of the Company, 01 Head of unit and 01 Deputy Head of unit; Re-appointed: 02 Deputy Directors of the Company.

3.3.3 Labor and Salaries:

The company regularly reviews and arranges labor resources to align with production and business requirements; organizes task assignments and ensures timely payment of salaries according to regulations; uses the salary fund to pay salaries and remuneration for employees, managers of the Company in a fair, transparent, and purpose-compliant manner, following the Company's Labor and Salary Management Regulations, Incentive and Reward Regulations of the company and the relevant regulations of VINACOMIN; applies KPI to evaluate performance for manager employees.

The average workforce in 2024 was 150 people, with 145 employees present as of December 31, 2024. In which: Managers of the Company: 04 people (01 Director, 02 Deputy Directors and 01 Chief Accountant); Specialized and service staff: 30 people; Regular employees: 111 people. The company has complied with the State regulation, and VINACOMIN's regulations on salaries, remuneration and bonuses for the Board of Directors, Board of Supervisors, Director, Deputy Director, Chief Accountant, and employees. The company also applied VINACOMIN's salary scale system according to Decision No. 1999/QĐ-TKV dated October 28, 2024 of VINACOMIN; and has carried out salary and mandatory insurance payments for managers and employees in the Company from July 1, 2024.

The employee welfare programs, including regular health check-ups, vacations, and cultural and sports activities, etc. of the Company are always prioritized by the Company's leadership. The Trade Union coordinates to implement these activities with good results.

3.4 Administrative and office management

Document management and archiving: official letters are guaranteed to be transferred to departments and sent to units in a timely and accurate manner; Applying information technology in office applications and archiving has saved time and costs.

Information technology operations: Maintaining the Company's computer network system to ensure stable operation. Providing guidance and resolving software issues, ensuring the stable and efficient operation of the computer system.

General administrative operations: Ensuring the necessary conditions to organize and conduct conferences efficiently. Managing and operating well the equipment at the Company's office headquarters. The vehicle team operates with safe driving. Security surveillance camera system at the Company's headquarters and various warehouses and

stations, allowing regular monitoring and supervision of security operations to ensure safety and security.

The company fully and responsibly adheres to regulations regarding occupational safety and hygiene; strengthens the inspection and improvement of occupational safety and hygiene, fire and explosion prevention measures; The training of occupational safety and hygiene and fire protection is implemented regularly. Plans for disaster prevention and search and rescue operations are developed and effectively carried out. The Company ensures that the headquarters, rental buildings, and branch offices are always green, clean, aesthetically pleasing, and modern.

4. Implementation of internal rules and regulations of the Company

In 2024, the Company completed and amended regulations and policies in accordance with the Company's general production and business model and as well as with the regulations and policies of the Group. The Company has issued the following regulations: Amendments and supplements to the Company's Charter and Corporate Governance Regulations; Development of new Regulations on selecting suppliers of goods and services; Regulation on the implementation of democracy at the Company; The Company's Coal Import Process; Open Bidding Process to select imported coal suppliers according to the Company's shortlist; Regulations on the functions, duties and rights of the Company's units; Regulations on the standards and the process of the establishment, termination of operation and management of coal warehouses; Regulations on equipments, operation and management of surveillance camera system of the Company; Regulation on Management of Material Companies; Regulation on Investment and Construction Management; and Company's Cost Allocation Time Frame Regulation.

The development, amendment, supplementation and implementation of regulations in the Company ensure democracy, openness and transparency. All regulations and policies related to employees involve the contributions and feedback from the Trade Union and employees within the Company.

5. Implementation of policies related to Employees and Collective Labor Agreements

The Company always ensures a balance between the responsibilities and rights of employees. They fully implement the contents agreed upon in the labor contract and the Collective Labor Agreement; maintain organizational stability, arrange labor effectively, and ensure jobs and incomes for employees. The Company promptly and fully resolves social insurance and health insurance policies for employees.

6. The deduction and use of funds in the Company: Reward fund, Welfare fund.

The deduction and use of reward and welfare funds in the Company are in accordance with the Charter, regulations, and Resolutions of the Annual General Meeting of Shareholders of the Company, Resolution No. 01/NQ-DHĐCĐ dated April 25, 2024, of the General Meeting of Shareholders and Decision No. 95/QĐ-CLM dated May 17, 2024, by the Board of Directors, approving the plan to use the Company's reward fund and welfare fund in 2024

7. The implementation of emulation, commendation and discipline related to the legitimate rights and interests of employees

The Company's emulation movements are always associated with production and business activities. The Company's specific emulation movements such as emulation to early target achievement, new products trading, safety, etc. are always maintained. Emulation and commendation, encouragement for each individual and companies to successfully complete the assigned tasks are continuously innovated; Commendation is carried out regularly and promptly, focusing on rewarding small collectives and individual directly.

PART II: ORIENTATIONS, TASKS, PLANS AND SOLUTIONS FOR PRODUCTION AND BUSINESS DEVELOPMENT IN 2025

1. Situation assessment:

- The world geopolitical instability situation is still very complicated with the Russia-Ukraine war with no signs of ending, the ongoing Israel-Hamas conflict, the maritime insecurity in the Red Sea... directly affecting the price of basic raw materials and the price of ship transportation.

- Fluctuations in the global financial market, unpredictable fluctuations in interest rates and foreign exchange rates, difficulties in mobilizing loans to meet the Company's business needs.

- The quality requirements of coal consuming households are increasingly strict.

- The market for traditional and exclusive materials of the Company is being fiercely competed.

- The price of Vietnam's exported coal is still high compared to competing coals, especially Russian coal.

- Vietnamese coal is mainly used in the steel industry. However, the world economy is growing slowly, resulting in low demand for coal, especially coal for steel.

- The trade war between the US and China, specifically the US imposed a 35% tariff on Chinese steel products, leading to China reducing prices to sell to markets other than the US, affecting the demand of customers buying coal for export in India, South Korea and Thailand who are the main coal export markets of the Company.

-The type of imported coal is not common in the market, resulting in supply challenges, particularly during periods of heightened competition to source coal from other countries.

- In several instances, the coal budgeted prices have not aligned with global market trends, leading to re-bidding process.

- Procurement of coal from Laos via road transport is highly complex, requiring significant manpower while performed quantities is limited.

2. Production and business plan in 2025

Based on the orientation of the general plan of the whole group in 2025, the Company has developed a production and business plan and reported to the group. On December 26, 2024, the Group issued Official Letter No. 6636/TKV-KH announcing the main targets of the Company's 2025 plan as follows:

No.	Targets	Units	Plan
1	Output targets		
	- Exported coal	ton	200,000
	- Imported coal	ton	6,700,000

No.	Targets	Units	Plan
	- Blended coal	ton	2,700,000
	- Proprietary coal	ton	400,000
	- Forwarded coal	ton	4,600,000
2	Total Revenue	Mil. VND	23,071,600
3	Production Value	Mil. VND	384,650
4	Profit	Mil. VND	73,000
5	Average salary income	thousand VND/person/ month	23,035

Given the challenges in accurately forecasting substantial shifts in policies, pandemics, or significant economic and financial fluctuations, the General Meeting of Shareholders shall grant authorization to the Board of Directors to make necessary adjustments to the 2025 business plan. The Board of Directors will then report the decisions to the General Meeting of Shareholders at the subsequent meeting.

3. Orientations for the implementation of tasks in 2025:

With the goal of successfully completing the main production and business targets as above, the Company has set out the following directions, plans and solutions:

3.1 Production and business:

Entrusted export coal: Maintaining the tradition markets such as Korea, Taiwan, Indonesia, etc., and expanding new markets with the goal of exporting 200 thousand tons of coal in 2025.

Coal import: Aiming to achieve the target of 6.7 million tons of imported coal by 2025, including 1.3 million tons sourced from Laos, the Company has proactively developed comprehensive plans starting from the end of 2024. These efforts are focused on sourcing high-quality coal that meets market demand and VINACOMIN's requirements, while also collaborating with domestic banks to ensure efficient financial management.

Coal blending: Continue to improve the mixing capacity to deliver coal to thermal power plants. Apply new technology in blending to complete the goal of supplying 2.7 million tons of blended coal delivered to thermal power plants.

Coal forwarding: Coal Forwarding: Building upon the forwarding experience and successes at Vinh Tan 1 and Vinh Tan 2 Thermal Power Plants, 2025 marks the first year the company has received approval from VINACOMIN to forward coal for supply to Duyen Hai Thermal Power Plant. The company's objective is to successfully deliver 4.6 million tons of coal to thermal power plants, in alignment with the contractual agreements established with VINACOMIN.

Equipment and materials importing & trading: Upon the reorganization of personnel responsible for the supplies and equipment business in 2024, the Board of Directors and management departments will continue to conduct research, propose solutions, and provide suitable support to these units. The aim is to achieve the revenue and profit targets as planned.

Labor export: Strictly comply with the current State law. Look for new partners to expand the labor market. Effectively use and operate part of the training institution in Yen Vien. Closely coordinate with foreign partners to manage workers working abroad.

Office leasing business: Strengthen promotion and marketing to find new tenants to improve the occupancy rate, offer customer solutions to retain old customers. Manage and operate the building to ensure normal and efficient operation, ensure security and fire prevention. In addition to the office leasing business, based on the assigned functions and tasks, the office leasing department needs to come up with plans for the effective use and exploitation of land in Yen Vien.

Other activities: Continue to search and expand the market in new sectors.

The company strives to complete the production and business targets in 2025 with revenue of VND 23,071.6 billion, profit of over VND 73 billion, average salary of more than VND 23 million.

3.2 Investment:

Pursuant to Official Letter No. 6582/TKV-ĐT dated November 25, 2024 of TKV regarding the notification of the 2025 construction investment plan, the Board of Directors has approved the Company's investment plan for 2025 as follows:

a) Investment plan for 2025

No	Name of the project	Commencement - completion time (approved/ expected)	Total investment (approved/ expected) – Million VND	Unit	Volume	Investment capital disbursement plan in 2025 (Million VND)			
						Total disbursements	Structure of capital sources		
							Construction	Equipment	Others
	TOTAL AMOUNT					11,842		11,295	547
B	OFFICIAL PLAN					7,334		7,086	247
	Group C Projects								
1	Equipment procurement investment project supporting production and business in 2024 - Vinacomin Coal Import Export Joint Stock Company	2024-2025	10,494			7,334		7,086	247
C	PROJECT PREPARATION PLAN								
D	BACKUP					4,509		4,209	300
	Group C Projects								
1	Equipment procurement investment project supporting production and business in 2025- Vinacomin Coal Import Export Joint Stock Company	2025	7,015			4,509		4,209	300

b) Investment capital disbursement plan in 2025

No	Name of the project	Commencement - completion time (approved/ expected)	Total investment (approved/ expected) – Million VND	Investment capital disbursement plan in 2025 (Million VND)				
				Total disbursements	Structure of capital sources			
					Commercial Loans	Owner equity	Welfare Fund Unit	Other mobilizations
	TOTAL AMOUNT			11.842		11.842		
A	REPAYMENT OF PREVIOUS YEAR'S VOLUME							
B	OFFICIAL PLAN			7.334		7.334		
	Group C Projects							

No	Name of the project	Commencement - completion time (approved/ expected)	Total investment (approved/ expected) – Million VND	Investment capital disbursement plan in 2025 (Million VND)				
				Total disbursements	Structure of capital sources			
					Commercial Loans	Owner equity	Welfare Fund Unit	Other mobilizations
1	Equipment procurement investment project supporting production and business in 2024 - Vinacomin Coal Import Export Joint Stock Company	2024-2025	10.494	7.334		7.334		
C	PROJECT PREPARATION PLAN							
D	BACKUP			4.509		4.509		
	Group C Projects							
1	Equipment procurement investment project supporting production and business in 2025- Vinacomin Coal Import Export Joint Stock Company	2025	7.015	4.509		4.509		

3.3 Management

Promote relations with banks, promptly provide capital for production and business activities at reasonable costs;

Closely monitor asset management, capital management and coordinate with business departments to monitor debts, ensure the capital efficiency and on time goods recovery, avoid prolonged debts, and ensure capital safety.

Properly implement the contracting regulations and develop solutions for safe and effective operation and corporate governance, focusing on good management of economic and technical norms and cost savings. Manage and promote the awareness of cost savings to improve profits.

Continue to review to amend and supplement procedures and regulations to suit the Company's operating model.

Fulfill the obligation to remit the State budget timely and sufficiently

Strengthen the computerization and automation in the production and management of the Company.

Pay attention to training and fostering human resources, continue to evaluate work efficiency according to KPIs and pay salaries according to job positions to enhance work efficiency.

Coordinate with labor management agencies to settle policies for employees, maintain good implementation of welfare and health care regimes for employees.

3.4 Taking care of employees' lives

- Strictly implement the regimes and policies for employees committed in the Collective Labor Agreement, create conditions for employees to receive medical examination, nursing, health care; improve their educational and professional qualifications in accordance with the jobs and needs of the Company.

- Continue to create conditions for Party, Trade Unions, Women's Unions, and Youth Unions to organize tours, vacations, collective activities, and improve the spiritual life of employees in the Company

COMPANY DIRECTOR

Pham Minh