

**AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF VINACOMIN - COAL IMPORT EXPORT JOINT STOCK COMPANY**

**Time: 8:00 AM, April 24, 2026**

No.	Details	Estimated time
1	- Welcome Guests and Shareholder's registraton (Verify Shareholder eligibility and distribute documents)	7:30 AM - 8:00 AM
2	- Opening ceremony - Approval of Report on shareholder's verification and declaring the conditions for holding the General Meeting of Shareholders in accordance with the provisions of the Law and the Company's Charter - Introducing the composition of the Presidium and nominating the Secretary	8:00 AM - 8:15 AM
3	- Approval of meeting agenda and meeting regulations - Approval of the Vote Counting Committee	8:15 AM - 8:30 AM
4	<p><b>Presenting Reports and Proposals to the General Meeting of Shareholders:</b></p> <ul style="list-style-type: none"> <li>- 2025 Audited Financial Statements; Profit Distribution Plan for 2025;</li> <li>- Report on Members' Remuneration and Salary of the Board of Directors, Supervisory Board, Board of Management in 2025 and Remuneration plan in 2026;</li> <li>- Director's Report on the Business Performance in 2025 and the Business Plan, Investment Plan for 2026;</li> <li>- Board of Directors' Report on the activities of the Board;</li> <li>- Supervisory Boards' Report;</li> <li>- Proposal on the selection of Auditing Firm for 2026 Financial Statements;</li> <li>- Proposal on Contracts, Transactions between the Company and Related Parties;</li> <li>- Other contents under the authority of the General Meeting of Shareholders (if any).</li> </ul>	8:30 AM - 9:15 AM
5	- Break	9:15 AM - 9:30 AM
6	- Discussing and answering shareholders' questions	9:30 AM - 10:00 AM
7	- Approval of the contents of the 2024 Annual General Meeting of Shareholders	10:00 AM - 10:30 AM
8	- Speeches of delegates and new BOD and Supervisory Board for the term 2025 - 2030	10:30 AM - 10:40 AM
9	- Announcing the results of the approval of the contents of the 2024 Annual General Meeting of Shareholders	10:40 AM - 10:50 AM
10	- Approval of the Meeting Minutes and Resolutions	10:50 AM - 11:00 AM
11	- Closing of the meeting	11:00 AM

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness



....., ....., 2026

**CONFIRMATION**

**Regarding attendance or attendance authorization at the 2026 Annual General Meeting of Shareholders of Vinacomin - Coal Import Export Joint Stock Company**

I/We:

No	Shareholder Name	ID card/Business Registration/Passport			Number of shares owned	Sign
		Number	Issue Date	Place of issue		
1						
2						
3						
4						
5						
6						
7						
	<b>Total:</b>					

**I/We confirm:** (Tick X in checkbox)

- Agree to attend the General Meeting of Shareholders;
- Not to attend the General Meeting of Shareholders and Authorize the following persons:

Full name:.....

ID card number..... Issued Date:..... Place of Issue:.....

Address:..... Telephone:.....

On my/our behalf, to attend and vote at the 2026 Annual General Meeting of Shareholders of Vinacomin - Coal Import Export Joint Stock Company, as a representative of all the shares that I/we are currently holding.

I/We hereby affirm that I/we will not raise any objections to the voting results of the person authorized by me/us as stated above.

Mr./Mrs. .... is obliged to adhere to the regulations of the meeting, and is not allowed to re-authorize others.

**AUTHORIZED PERSON**

*(Sign and specify full name)*

*Hanoi, March 31<sup>th</sup>, 2026*

**REGULATION**  
**ORGANIZATION OF THE ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS**

**CHAPTER I**  
**GENERAL PROVISIONS**

**Article 1. Scope and Subjects of Application.**

1. The Regulation on organization of the Annual General Meeting of Shareholders shall be used for the organization and conduction of the 2026 Annual General Meeting of Shareholders (“**the General Meeting**”) of the Company;

To specify the rights and obligations of Shareholders, Shareholders' representatives and parties attending the General Meeting;

To prescribe the conditions and process for conducting the General Meeting and voting on issues within the authority of the General Meeting.

2. Shareholders, representatives of Shareholders and related parties participating in the General Meeting shall comply with the provisions of this Regulation.

**Article 2. Implementation Principles**

1. To create favorable conditions for the successful organization of the General Meeting in accordance with the provisions of the Charter and the provisions of law;

2. To ensure the legitimate rights and interests of all Shareholders of the Company;

3. To ensure the principles of publicity and transparency.

**CHAPTER II**  
**RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE**  
**GENERAL MEETING**

**Article 3. Conditions for Shareholders to attend the General Meeting**

Individual Shareholders, and representatives authorized by Institutional Shareholders listed in the Shareholder Register as of the record date confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC) for attendance at the General Meeting (March 20, 2026) shall have the right to directly attend the General

Meeting or authorize in writing others to attend the meeting in accordance with the provisions of this Regulation and the provisions of law.

#### **Article 4. Rights and Obligations of Shareholders when attending the General Meeting**

1. Rights of Shareholders and authorized representatives of Shareholders when attending the General Meeting:

a) To directly attend or authorize others to attend the General Meeting in writing;

b) To discuss and vote on all issues within the authority of the General Meeting in accordance with the provisions of the Law on Enterprises dated June 17, 2020 (the Law on Enterprises), other relevant legal documents and the Charter of organization and operation of the Company (Charter);

c) To be notified by the Organizing Committee of the contents and agenda of the General Meeting;

d) Each Shareholder or authorized representatives to attend the meeting shall receive 01 Voting Card, 01 Opinion Form upon completion of the procedures for registration to attend the General Meeting with the Shareholders' Eligibility Verification Committee.

2. Obligations of Shareholders and authorized representatives of Shareholders when attending the General Meeting:

a) Shareholders or authorized representatives attending the General Meeting shall bring the following papers:

- Invitation letter or Notice of invitation to the meeting (if any);
- Original ID card or Passport;
- A copy of the authorizer's ID card/Passport and Valid authorization document (applicable in case of authorization to attend the General Meeting, if not previously submitted to the Organizing Committee of the General Meeting):

In case an Individual Shareholder is an authorizer, the authorization document shall be signed by the Shareholder and the individual or legal representative of the authorized organization.

In case the Shareholder is a legal entity/organization, the authorization document shall be signed and stamped (if the seal sample is registered) by the legal representative of that legal entity/organization and the individual, the legal representative of the authorized organization;

b) Shareholders shall only officially attend and vote at the General Meeting after conducting the registration procedures under this Regulation.

3. In case a Shareholder has authorized another person without a written notice of the cancellation of the authorization, such Shareholder shall not be allowed to attend or shall attend the General Meeting but shall not receive the Voting Card, Opinion Form if his/her authorized person has already completed the registration procedure for attending the General Meeting and received the Voting Card, Opinion Form.

4. During the General Meeting, Shareholders and their authorized representatives shall strictly abide by this Regulation, comply with the guidance and control of the Chairman, respect the working results of the General Meeting, and behave in a civilized and polite manner without causing disorder. Including but not limited to:

- Appropriate attire;
- No audio or video recording without prior approval from the Chairman of the General Meeting;
- Registering to speak at the meeting as prescribed, adhering to the speaking time and content within the scope of the General Meeting's agenda;
- Speaking and voting in accordance with the instructions of the Organizing Committee of the General Meeting;
- Refraining from disruptive behavior that would hinder the fair and legal conduct of the meeting;
- Not obstructing the normal course of the General Meeting;
- Complying with the Chairman's authority to conduct the meeting;
- Strictly adhering to the Regulation.

5. Shareholders and their authorized representatives attending meetings shall abide by this Regulation, if violating, depending on the specific severity, the Chairman will consider and take action in accordance with the provisions of the Law on Enterprises, the Company's Charter and this Regulation.

6. Shareholders may leave the meeting and vote before the General Meeting votes. In case the Shareholders leave the meeting without giving their votes, it shall be considered that the Shareholders do not participate in voting on all issues that the Shareholders do not vote on.

7. Shareholders who arrive after the General Meeting has commenced, and upon completing the registration process, may attend and participate in voting for the remaining issues to be voted on/elected according to the approved agenda of the General Meeting. In this case, the validity of the votes already conducted shall not be affected.

## **Article 5. Chairman and Secretary of the General Meeting**

1. The Chairman of the Board of Directors shall be the Chairman of the General Meeting. If the Chairman of the Board of Directors is absent within 45 (forty-five) minutes after the scheduled commencement of the General Meeting, the other present members of the Board of Directors shall elect one of them to chair by majority, provided the person is willing to accept the role. If only one member of the Board of Directors is present, this member shall assume the role of Chairman if willing to do so. In case no one is elected as Chairman, the Head of the Supervisory Board shall preside over the meeting to allow the General Meeting of Shareholders to elect a Chairman, and the person with the highest number of votes shall be the Chairman.

2. The Chairman shall undertake such actions considered necessary to ensure that the General Meeting is conducted in a lawful and orderly manner, and that the outcomes of the meeting accurately reflect the wishes of the majority of the attending shareholders;

3. Without consulting the General Meeting of Shareholders, the Chairman may at any time postpone the meeting to another time (in accordance with the provisions of the Law on Enterprises, the Charter) and at another location decided by the Chairman if it is found that:

- a) The meeting venue does not have enough convenient seats for all participants;
- b) If any participant exhibits disruptive behavior that threatens the orderly conduct of the meeting, which may cause the meeting to not be conducted in a fair and lawful manner; or
- c) The communication facilities at the meeting venue do not ensure that Shareholders can participate, discuss, and vote.

4. The Chairman shall have the right not to respond or only to acknowledge the opinions of Shareholders/their authorized representatives if the opinions or suggestions are outside the scope of the issues for which the General Meeting has requested feedback.

5. The Chairman shall have the right to cut off the remarks of Shareholders and other participants if the comments are off-topic, exceed beyond the prescribed time limit or opinions, fall outside the scope of the General Meeting's agenda, or are repetitive.

6. Has the right to request the competent authorities to maintain order at the meeting; expel; disconnect individuals showing disruptive behavior, not adhering to the Chairman's authority, or obstructing the normal course of the General Meeting.

7. The Secretary of the General Meeting shall be nominated by the Board of Directors and voted by the General Meeting of Shareholders at the meeting.

8. The Secretary shall perform assistive tasks as assigned by the Chairman, including:

- a) Fully and truthfully record the contents of the meeting.
- b) Assist the Chairman in announcing the draft Minutes and Resolutions of the General Meeting of Shareholders and the Chairman's notice to the Shareholders when requested.
- c) Receive the Shareholders' Opinion Form.

**Article 6. Rights and Obligations of the Shareholders' Eligibility Verification Committee**

1. The Committee of Examination of Eligibility of Shareholders attending the General Meeting (hereinafter referred to as Shareholders' Eligibility Verification Committee) authorized by the Board of Directors to the Director of the Company to decide shall have the following functions and duties:

- a) Examine the eligibility of Shareholders and their authorized representatives to register and attend meetings according to the processes and procedures detailed in this Regulation;
- b) Issue Shareholders or their authorized representatives with Voting cards, Opinion Form and related documents;
- c) Summarize the examination results and report to the General Meeting on the results of examination of the eligibility of Shareholders attending the General Meeting.

2. The Shareholders' Eligibility Verification Committee shall have the right to establish a supporting department to assist in fulfilling the Committee's tasks;

3. In case the person registering to attend the meeting is not fully qualified to attend the General Meeting, the Shareholders' Eligibility Verification Committee shall have the right to refuse his/her attendance, refuse to issue the Voting card, Opinion Form, and documents (if distributed at the meeting) of the General Meeting.

**Article 7. Rights and Obligations of the Vote Counting Committee**

1. The Vote Counting Committee shall have at least 03 (three) members, including 01 (one) Head of the Board and 02 (two) members proposed by the Chairman and voted for approval by the General Meeting.

2. The Vote Counting Committee shall have the duty of guiding the method of election, voting, use of Opinion Form and conducting vote counting, calculating and excluding relevant Shareholders who do not have the right to vote (if any) for each voting issue.

3. The Head of the Vote Counting Committee shall report to the General Meeting on the results of vote counting.

4. The Vote Counting Committee shall have the right to establish a supporting department to assist in fulfilling the Committee's tasks.

5. The Vote Counting Committee shall be responsible for the accuracy and integrity of the announced vote counting results.

6. The Vote Counting Committee shall be responsible for keeping, preserving and handing over all Opinion Form, Election Ballots and vote counting minutes to the Board of Directors of the Company immediately after the end of the General Meeting.

### **CHAPTER III**

#### **PROCEDURE OF THE GENERAL MEETING**

##### **Article 8. Conditions for conducting the General Meeting**

1. The General Meeting shall be conducted when the number of validly registered Shareholders represents more than 50% (fifty percent) of the total number of shares with voting rights, according to the Shareholder List confirmed by VSDC for the meeting.

2. In case the General Meeting does not meet the conditions to conduct as prescribed above, the convening and organization of the next General Meeting of Shareholders shall be conducted in accordance with the provisions of the Charter and the Law on Enterprises.

##### **Article 9. Approval of the Decision of the General Meeting**

1. Except for the issues specified in Clauses 2 and 3 of this Article, issues at the meeting shall be approved by the General Meeting when the Shareholders representing more than 50% (fifty percent) of the total number of votes of all Shareholders attending and voting at the meeting approve;

2. Issues shall be approved by the number of Shareholders representing 65% (sixty-five percent) or more of the total number of votes of all Shareholders attending and voting at the meeting, specifically as follows:

a) Type of shares and total number of shares of each type;

b) Change of business lines and domains;

c) Change the structure of the Company's administration;

d) Investment or sale projects of assets with a value equal to or greater than 35% (thirty-five percent) of the total asset value recorded in the Company's most recent

audited financial statements;

- e) Reorganization or dissolution of the Company;
- f) Amendments and supplements to the contents of the Charter;

3. The election of members of the Board of Directors and members of the Supervisory Board shall be conducted by cumulative voting in accordance with the Regulation on the Election of Members of the Board of Directors and the Supervisory Board.

#### **Article 10. Voting Cards**

1. Voting cards shall be issued by the Shareholders' Eligibility Verification Committee to Shareholders or their authorized representatives attending the meeting. The Voting cards shall contain the code, full name of the Shareholder or their authorized representatives, the number of voting shares (owned/represented the ownership and/or authorized) and other technical factors (if any) to help the vote counting be accurate and convenient.

2. Voting Cards shall be used to vote through the following contents:

- a) Approval on the Regulation on organization of the 2026 Annual General Meeting of Shareholders.
- b) Approval of the composition of the Presidium;
- c) Approval on the Agenda;
- d) Approval on the composition of the General Meeting's Secretariat and the Vote Counting Committee;
- e) Approval on the Minutes and Resolution of the General Meeting of Shareholders;
- f) Approval on other issues (if any).

3. The voting power of the Voting Cards shall be determined by the number of voting shares owned by such Shareholder or represented by the authorized representative attending the General Meeting.

#### **Article 11. Opinion Form**

1. The Opinion Form shall be distributed by the Shareholders' Eligibility Verification Committee to the Shareholders or their authorized representatives of Shareholders attending the meeting. The Opinion Form shall contain the code, full name of the Shareholder or their authorized representatives, the number of shares with voting rights (owned/represented the ownership and/or authorized representative) and other technical factors (if any) to help the vote counting be accurate and convenient.

2. Opinion Form shall be used to vote on the following contents:

- a) To vote on 2025 audited Financial Statements; Profit Distribution plan for 2025;
- b) To vote on Report on members' remuneration and salary of the Board of Directors, Supervisory Board, Board of Management in 2025 and Remuneration plan in 2026;
- c) To vote on Director's Report on the Business Performance in 2025 and the Business Plan, Investment Plan for 2026;
- d) To vote on Board of Directors' Report on the activities of the Board;
- e) To vote on Supervisory Boards' Report;
- f) To vote on Proposal on the selection of Independent Auditing Firm for 2026 Financial Statements;
- g) To vote on Proposal on Contracts, Transactions between the Company and Related Persons;
- h) To vote on Other contents under the authority of the General Meeting of Shareholders.

3. The voting power of the Opinion Form shall be determined by the number of voting shares owned by such Shareholder or represented by the authorized representative attending the General Meeting.

## **Article 12. Voting Procedures for Decision Approval at the General Meeting**

1. The voting on the issues at the General Meeting of Shareholders shall be conducted in person.

2. Regarding the contents specified in Article 10 of this Regulation:

Shareholders raise their Voting Cards and the Chairman of the General Meeting announces the results immediately at the meeting. Shareholders or their authorized representatives vote on each issue by raising their Voting Cards when the Chairman asks for approval/ disapproval/ no opinion on each specific issue. Shareholders or their authorized representatives may only raise their Voting Cards once for each issue.

3. Regarding the contents specified in Article 11 of this Regulation:

Shareholders or their authorized representatives shall vote on each issue by themselves by recording their response on the Opinion Form on each specific issue.

4. The voting results shall be announced by the Chairman before the end of the meeting.

### **Article 13. Speech at the General Meeting**

1. Based on the number of attending shareholders and the meeting's duration, the Chairperson shall have the discretion to determine the most appropriate method for presiding over the meeting. Shareholders or their authorized representatives attending the meeting may request to speak by raising their hand, and upon the Chairman's consent they shall be invited to address the meeting or register their intention to speak on the Speaking Registration Form. In the Speaking Registration Form, Shareholders shall be required to clearly state their questions or the content of their speech. The Speaking Registration Form shall be forwarded to the Chairman for processing. When speaking, the content of the speech should be concise and relevant to the issues being discussed at the General Meeting and the agenda of the meeting; Shareholders shall not repeat points that have already been raised by other shareholders, and only statements relevant to the agenda of the General Meeting will be recorded in the meeting minutes.

2. The General Meeting agrees that the duration of a Shareholder/delegate's speech shall not exceed 05 (five) minutes. If this time period is exceeded, the Chairman of the General Meeting may request Shareholder/delegate to send questions and proposals in writing. The Board of Directors, within its authority, shall respond in writing to the Shareholders within 05 (five) working days from the time of receipt of the Shareholders' inquiry.

### **Article 14. Minutes of the General Meeting of Shareholders (Minutes of the General Meeting)**

1. The content and proceedings of the General Meeting of Shareholders shall be recorded in the Minutes. The Chairman of the General Meeting and the Secretary of the General Meeting shall be responsible for the accuracy and integrity of the contents of the Minutes.

2. The Minutes of the meeting shall be disclosed before the General Meeting and approved before the end of the General Meeting;

3. Minutes of meetings, Minutes of Examination of Eligibility of Shareholders, Minutes of vote counting and other documents recording the proceedings and results of the meeting shall be archived by the Company as prescribed.

4. Minutes of meetings shall be disclosed in accordance with law.

### **Article 15. Resolutions of the General Meeting**

Pursuant to the results of the General Meeting of Shareholders, the Chairman shall prepare the Resolutions of the General Meeting on the issues approved by the General Meeting. The Resolutions of the General Meeting shall be read at the General

Meeting for the Shareholders to vote and approve and shall be published on the Company's website within 24 (twenty-four) hours from the end of the meeting. Additionally, the information shall be disclosed through other communication channels as prescribed.

**Article 16. Provisions Implementation.**

1. This Regulation consists of 03 (three) Chapter, 16 (sixteen) Articles, which were adopted on April 28, 2026 and shall take effect immediately after being approved by the General Meeting of Shareholders.

2. In case there are issues not covered in this Regulation or in case of any new legal provisions that differ from the content of this Regulation, the relevant legal provisions shall automatically apply and govern the activities related to this Regulation.

3. This Regulation shall be amended and supplemented on the basis of the proposal of the Board of Directors and shall be voted and approved by the General Meeting of Shareholders./.

**ON BEHALF OF BOD**   
**CHAIRMAN**



**Bui Van Tuan**

Hanoi, March 31<sup>th</sup>, 2026

No.: 09 /TTr - HĐQT

**PROPOSAL**  
**on Contracts, Transactions between the Company and Related Parties**

To: General Meeting of Shareholders of the Company.

Pursuant to the organization and operation Charter of Vinacomin - Coal Import and Export Joint Stock Company (the Company);

In order to ensure the flexibility and efficiency in the management and administration of the Board of Directors (BOD) and the Company's General Director, during the period between the two sessions of the Company's General Meeting of Shareholders (GMS);

The Board of Directors would like to present to the General Meeting of Shareholders for consideration and approval and assign the Board of Directors to supervise and the Director of the Company to sign and implement:

- Contracts, transactions with Vietnam National Coal & Mineral Industries Holding Corporation Limited (appendix attached)
- Contracts, borrowings and sales of assets between the Company and TKV or related parties of TKV with a value greater than 10% of the total value of assets stated in the latest financial statements

The Board of Directors and the Company Director are obliged to exercise prudence within the scope of their assigned duties for the benefit of Shareholders and the Company and are responsible for the work done and report to the General Meeting of Shareholders at the latest Annual General Meeting of Shareholders.

Sincerely,

**Recipient:**

- As above;
- Board of Directors, Supervisory Board;
- Archive: Admin Dept, Company Secretary

ON BEHALF OF BOD  
CHAIRMAN



Bui Van Tuan

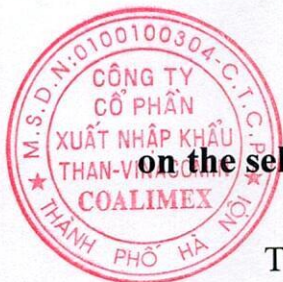
## APPENDIX

(Attached to Proporsal No. 09/TTr-HDQT dated 31 March 2026)

No.	Indicator name	Output (Tons)	Value (million VND)	Note
1	Coal export entrusted	300,000	4,100	
2	Coal import	4,230,000	10,825,852	
3	Domestic coal self-trading	362,000	946,710	
4	Coal blending and processing business	2,545,000	5,751,340	
5	Coal receiving and delivery	5,617,000	46,059	



Hanoi, March <sup>th</sup> 2026



## PROPOSAL

### on the selection of Auditing Firm for 2026 Financial Statements

To: General Meeting of Shareholders of the Company.

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

Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies in the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Ministry of Finance's Decision No. 3830/QĐ-BTC dated 14 November, 2025 on approving auditing firms and practicing auditors to be audited for units with public interests in 2026;

Pursuant to the Charter of the organization of operation of Vinacomin Coal Import Export Joint Stock Company;

Based on the functions and tasks of the Company's Supervisory Board.

The Supervisory Board reports to the Annual General Meeting of Shareholders for approval the selection of an independent audit firm to audit the Company's 2026 Financial Statements as follows:

#### 1. Proposal of criteria for selection of independent auditing companies

- Being independent audit firms operating legally in Vietnam approved by the Ministry of Finance to audit the financial statements of companies with public interest in 2026 as announced by the Ministry of Finance and published by the State Securities Commission on the website of the SSC.

- To be an audit firm with a team of highly qualified and experienced auditors; up to the company's requirements on the scope and progress of the audit;

- Audit fees are reasonable in accordance with the content, scope and progress of the audit.

#### 2. Proposal on a list of auditing firms

On the basis of the above selection criterias, the Supervisory Board would like to propose the following reputable audit firms to be included in the list of auditors for selection for the Company's financial statements in 2026:

**a/ CPA VIETNAM Auditing Co., Ltd. - Northern Branch**

- Enterprise code: 0101917917-002

- Address: Room 902, 9th Floor, VG Building Office Tower, No. 235 Nguy Nhu Kon Tum Street, Khuong Dinh Ward, Hanoi City

- Website: <http://cpvietnam.vn/>

**b) PKF-TTG Auditing and Consulting Company Limited**

- Enterprise code: 0106679575

- Address: No. 22 Le Trong Tan Street, Phuong Liet Ward, Hanoi City

- Website: <https://pkf-ttg.com.vn/vi-VN/>

**c/ Vietnam Auditing and Valuation Company Limited**

- Enterprise code: 0102051074

- Address: 14th Floor, Sudico Building, Me Tri Street, Tu Liem Ward, Hanoi City.

- Website: <https://kiemtoanava.com.vn/>.

**3. Proposal to the General Meeting of Shareholders to approve an auditing company:**

The Supervisory Board presents to the General Meeting of Shareholders for approval:

- The criterias specified in Section 1 and the list of independent audit firms specified in Section 2 of this report shall serve as a basis for selecting an independent audit firm to provide audit services and review of financial statements in 2026 of the company.

- Authorizing the General Director of the company to select one of the 3 audit firms mentioned in Section 2 and submit it to the Board of Directors for approval to audit the company's 2026 financial statements.

In case the Company fails to select 1 of the 3 auditing units mentioned above to audit the financial statements, it is submitted to the General Meeting of Shareholders to authorize the Board of Directors to actively search for and select other company that meets the criterias in Section 1 of this report and ensuring maximum benefits for the company.

The Supervisory Board presents to the 2026 Annual General Meeting of Shareholders for consideration and approval./.

Sincerely,

**Recipient:**

-As above;

- Board of Directors, Supervisory Board;

- Archived: Organization - Administration  
Department, Company Secretary.

**ON BEHALF OF  
SUPERVISORY BOARD  
HEAD OF SUPERVISORY BOARD**

**Nguyen Thi Lan Anh**

Hanoi, March 31<sup>th</sup>, 2026

No.: 382 /BC-HĐQT

## REPORT

### On member's remuneration and salary of the Board of Directors, the Supervisory Board, Board of Management in 2025 and Remuneration plan in 2026

To: 2026 Annual General Meeting of Shareholders  
Vinacomin - Coal Import Export Joint Stock Company

Pursuant to the Charter of organization and operation of Vinacomin - Coal Import Export Joint Stock Company;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders;

Based on the 2025 Audited Financial Statements and the Company's 2026 production and business plan;

The Board of Directors of Vinacomin - Coal Import Export Joint Stock Company would like to present to the 2026 Annual General Meeting of Shareholders to approve the payment of remuneration to the Board of Directors (BOD) and the Supervisory Board, other executive managers of the Company in the fiscal year 2025 and propose remuneration plan for the fiscal year 2026. Specifically, as follows:

#### 1. Implementation in 2025:

##### 1.1. Remuneration for members of the BOD and Supervisory Board:

a) Remuneration for non-executive members of the BOD and Supervisory Boards:

No.	Title	Number of people	Plan (million VND/year)	Actual (million VND/year)
1	Chairman of the BOD	1	61.68	61.68
2	Members of the BOD	3	157.68	157.68
3	Head of the Supervisory Board	1	54.96	54.96
4	Members of the Supervisory Board	2	105.12	105.12
	<b>Total</b>	<b>7</b>	<b>379.44</b>	<b>379.44</b>

b) Remuneration for independent members of the BOD:

Stt	Title	Number of people	Plan (million VND/year)	Implement (million VND/year)
1	Independent Member of the BOD (Mr. Tran Xuan Hoa)	1	262.80	262.80

### 1.2. Salary of the Executive Managers:

Stt	Title	Number of people	Number of Months	Plan (million VND)		Implement (million VND)	
				Average /month	Total salary fund	Average /month	Total salary fund
1	Director	1	12	49.33	592	59.28	711.36
2	Deputy Director	2	12	43.83	1,052	52.56	1,261.44
3	Chief Accountant	1	12	40.00	480	48.00	576.00
	<b>Total</b>	<b>4</b>			<b>2,124</b>		<b>2,548.8</b>

The remuneration details of the members of the BOD, the Supervisory Board, the Management Board, and other managerial personnel are disclosed in the audited financial statements for the year 2025.

## 2. Remuneration plan for members of the BOD and the Supervisory Board for the year 2026

a) Remuneration for non-executive members of the BOD and Supervisory Boards:

No.	Title	Monthly salary (Million VND/month)	Number of people	Maximum Spend Rate	Monthly remuneration (Million VND/person/month)	Plan (Million VND/year)
1	Chairman of the BOD	25.7	1	20%	5.14	61.68
2	Member of the BOD	21.9	3	20%	4.38	157.68
3	Head of the Supervisory Board	22.90	1	20%	4.58	54.96
4	Members of the Supervisory Board	21.90	2	20%	4.38	105.12
	<b>Total</b>		<b>7</b>			<b>379.44</b>

b) Remuneration for independent members of the BOD:

Stt	Title	Number of people	Average plan (Million VND/ person/month)	Total remuneration (Million VND/year)
1	Independent Member of the BOD	1	21.90	262.80

- The monthly responsibility allowance for non-executive members of the BOD and Supervisory Board is calculated according to their work, paid a maximum of 20% of the salary of the equivalent executive position as prescribed in Decision No. 1471/QD-TKV dated August 14, 2024 of Vietnam National Coal - Mineral Industries Holding Corporation Limited.

Payment method: Monthly advance of 80% of the paid remuneration, the remaining 20% is finalized and paid at the end of the year according to the Company's production and business results.

The BOD of the Company respectfully present to the Annual General Meeting of Shareholders in 2026.

Best regards,

**Recipient:**

- as above;
- Board of Directors, Supervisory Board;
- Achived: Organization - Administration Department, Company Secretary

ON BEHALF OF BOD  
CHAIRMAN



**Bui Van Tuan**

## SUMMARY FINANCIAL STATEMENTS OF THE YEAR 2025

1	<b>Business name</b>	VINACOMIN COAL IMPORT EXPORT JOINT STOCK COMPANY
2	<b>Business registration</b>	Number 0100100304, 18th change on August 11, 2025
3	<b>Business sector</b>	Import-export business; Coal processing; Supply of materials; Labor export; Real estate business and office for rent...
4	<b>Address, phone, fax</b>	47 Quang Trung, Cua Nam Ward, Hanoi City Phone: 024 3 9423166 Fax: 024 3 9422350
5	<b>Charter capital</b>	110.000,00 million VND
	<i>In which: State capital</i>	60.953,48 million VND
	<i>Other shareholders' equity</i>	49.046,52 million VND

## Part I: Business results in 2025

No	Indicator	Unit	Plan 2025	Actual 2025	Completion rate
1	Output				
	<i>Consigned export coal volume</i>	<i>Ton</i>	<i>200.000</i>	<i>210.769</i>	<i>105%</i>
	<i>Imported coal volume (adj.)</i>	<i>Ton</i>	<i>4.820.000</i>	<i>4.720.916</i>	<i>98%</i>
	<i>Blended coal volume</i>	<i>Ton</i>	<i>2.300.000</i>	<i>2.345.795</i>	<i>102%</i>
	<i>Domestic business coal volume</i>	<i>Ton</i>	<i>400.000</i>	<i>415.532</i>	<i>104%</i>
	<i>Delivery coal volume</i>	<i>Ton</i>	<i>4.600.000</i>	<i>4.925.368</i>	<i>107%</i>
2	Total import and export turnover of goods	USD	782.695.100	517.387.864	66%
	- Coal export	USD	36.000.000	32.726.564	91%
	- Other exports	USD	-	12.359.480	
	- Coal import	USD	745.395.100	468.693.857	63%
	- Import of materials and equipments	USD	1.300.000	3.607.963	278%
3	Total revenue (adj.)	million VND	17.064.600	16.450.909	96%
4	Gross profit after outsourcing services for salary calculation	million VND	269.420	253.523	94%
5	Profit before tax	million VND	73.000	99.671	137%
6	Total payroll	million VND	46.438	50.538	109%
	- Labor staff salary fund	million VND	44.314	47.989	108%
	- Management staff salary fund	million VND	2.124	2.549	120%
7	Average salary	thousand VND/person/month	23.035	27.707	120%
8	Dividend /Share par value	%	Minimum of 10%	61,1% (expected)	

Part II: Financial reporting data as at December 31, 2025

Unit: VND

No	Content	CODE	CLOSING BALANCE (31/12/2025)	OPENING BALANCE (01/01/2025)
<b>I</b>	<b>Current assets</b>	<b>100-BS</b>	<b>1.639.585.279.884</b>	<b>1.267.701.649.454</b>
1	Cash and cash equivalents	110- BS	136.451.268.883	179.725.623.186
2	Short-term financial investments	120- BS	-	-
3	Short-term Accounts Receivable	130- BS	743.833.231.517	410.113.581.724
	- Short-terms accounts trade receivable	131-BS	605.006.328.292	232.815.643.708
	- Short-term advance to suppliers	132-BS	10.006.506.419	176.574.399.207
	- Internal receivables	133-BS	-	-
	- Other short-term receivables	136-BS	132.912.779.496	4.694.986.839
	- Provision for short-term doubtful debts	137-BS	(4.092.382.690)	(3.971.448.030)
	- Shortage of assets awaiting resolution	139-BS	-	-
4	Inventory	140- BS	755.639.193.198	673.730.226.787
	- Inventory	141- BS	755.639.193.198	686.629.998.290
	- Provision for devaluation of inventory	149-BS	-	(12.899.771.503)
5	Other short-term assets	150- BS	3.661.586.286	4.132.217.757
	- Short-term prepayments	151-BS	2.881.124.842	4.014.775.578
	- Deductible value added tax	152-BS	-	-
	- Taxes and amounts receivable from the State budget	153-BS	780.461.444	117.442.179
	- Other short-term assets	158-BS	-	-
<b>II</b>	<b>Non-Current assets</b>	<b>200- BS</b>	<b>81.022.499.563</b>	<b>80.640.012.672</b>
1	Long-term accounts receivable	210- BS	2.963.431.000	2.861.431.000
	- Long-terms accounts trade receivable	211-BS		
	- Long-term internal receivables	212-BS		
	- Other long-term receivables	213-BS		
2	Fixed assets	220- BS	8.506.281.288	-
	- Tangible fixed assets (remaining value)	221- BS	8.506.281.288	-
	+ Historical cost	222- BS	24.859.946.937	15.446.371.617
	+ Accumulated depreciation	223- BS	(16.353.665.649)	(15.446.371.617)
	- Financial lease fixed assets (remaining value)	224- BS		
	- Intangible fixed assets (remaining value)	227- BS		
3	Investment property	230- BS	60.712.312.460	65.376.340.352
	+ Historical cost	231- BS	134.772.018.652	134.772.018.652
	+ Accumulated depreciation	232- BS	(74.059.706.192)	(69.395.678.300)
4	Long-term assets in progress	240-BS	3.541.212.594	112.400.950
5	Long-term financial investments	250- BS	-	-
6	Other long-term assets	260- BS	5.299.262.221	12.289.840.370
*	Actual value of the enterprise (I+II)	270-BS	1.720.607.779.447	1.348.341.662.126

No.	Content	CODE	CLOSING BALANCE (31/12/2025)	OPENING BALANCE (01/01/2025)
<b>III</b>	<b>Liabilities</b>	<b>300- BS</b>	<b>919.420.841.435</b>	<b>594.290.210.487</b>
<b>1</b>	<b>Short-term liabilities</b>	<b>310-BS</b>	<b>912.156.119.680</b>	<b>587.761.327.373</b>
-	Short-term accounts trade payable	311-BS	190.380.309.929	461.756.266.621
-	Short-term advance from customers	312-BS	42.950.909.245	47.287.561.929
-	Taxes and amounts payable to the State budget	313-BS	40.314.843.842	30.342.618.882
-	Payables to employees	314-BS	10.862.315.003	14.245.996.612
-	Short-term accrued expenses	315-BS	1.930.749.594	5.090.991.107
-	Short-term internal payables	316-BS	-	-
-	Short-term unearned revenue	318-BS	1.355.567.468	1.523.594.820
-	Other short-term payables	319-BS	123.371.067.761	23.047.751.065
-	Short-term loans and financial lease liabilities	320-BS	492.922.899.162	1.111.047.261
-	Provision for short-term payables	321-BS	6.458.248.000	1.521.725.000
-	Bonus and welfare fund	322-BS	1.609.209.676	1.833.774.076
<b>2</b>	<b>Long-term liabilities</b>	<b>330- BS</b>	<b>7.264.721.755</b>	<b>6.528.883.114</b>
-	Other long-term payables	337-BS	7.264.721.755	6.528.883.114
-	Long-term loans and financial lease liabilities	338-BS	-	-
<b>IV</b>	<b>Equity</b>	<b>400- BS</b>	<b>801.186.938.012</b>	<b>754.051.451.639</b>
<b>1</b>	<b>Equity</b>	<b>410- BS</b>	<b>801.186.938.012</b>	<b>754.051.451.639</b>
-	In which: Owners' equity	411- BS	110.000.000.000	110.000.000.000
	Share premium	412- BS	4.122.208.000	4.122.208.000
	Other owners' equity	414- BS	-	-
	Development investment fund	418-BS	241.326.254.641	196.676.254.641
	Undistributed profit after tax	421-BS	445.738.475.371	443.252.988.998
<b>2</b>	<b>Other funding and funds</b>	<b>430- BS</b>	<b>-</b>	<b>-</b>

**Total receivables:** VND 746,796,662,517  
**Total liabilities:** VND 919,420,841,435

### Part III: Asset structure - Capital structure - Financial indicators

No	Content	CLOSING BALANCE (31/12/2025)	OPENING BALANCE (01/01/2025)
<b>I</b>	<b>Asset structure</b>		
	Long-term assets/Total assets	4,71%	5,98%
	Current assets/Total assets	95,29%	94,02%
<b>II</b>	<b>Capital structure</b>		
	Equity/Total Capital	46,56%	55,92%
	Liabilities/Total Capital	53,44%	44,08%
<b>III</b>	<b>Financial capacity assessment</b>		
	Current Ratio = Current Assets/Current Liabilities	1,8 times	2,16 times
	Long-term solvency = Total Assets/Total Liabilities	1,87 times	2,27 times
<b>IV</b>	<b>Rate of return</b>		
	Profit after tax/Total revenue	0,46%	0,84%
	Return on Assets (ROA)	4,39%	11,04%
	Return on Equity (ROE)	9,49%	19,85%

**Part IV: Profit Distribution and Dividend Payment Plan for 2025**

No	Indicator	Unit	Value
1	Profit before tax 2025	VND	99.670.736.899
2	Corporate income tax payable in 2025	VND	24.056.250.526
	In which: - Corporate income tax payable for 2025	VND	21.378.142.004
	- Corporate income tax collected according to previous year's tax inspection decision	VND	98.154.221
	- Deferred corporate income tax expense in 2025	VND	2.579.954.301
3	Profit after tax in 2025	VND	75.614.486.373
4	Profit after tax from previous year carried forward	VND	370.123.988.998
5	Total Undistributed Profit After Tax	VND	445.738.475.371
6	Dividends payment	VND	67.210.000.000
	- Pay dividends in cash (61,1% of share par value)	VND	67.210.000.000
7	Funds allocation:	VND	8.404.486.373
	- Allocate to the Development Investment Fund	VND	-
	- Allocate to the Bonus and welfare fund (remaining Profit after tax 2025)	VND	8.404.486.373
8	Undistributed earnings this year	VND	370.123.988.998

**Chairman****Chief Accountant****Bui Van Tuan****Nguyen Thi Ouynh Ngan**

Hanoi, March <sup>th</sup>, 2026

No.: /BC-CLM



**REPORT OF THE DIRECTOR OF THE COMPANY**  
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026  
ON THE PRODUCTION AND BUSINESS RESULTS IN 2025  
AND THE PRODUCTION AND BUSINESS PLAN IN 2026

**PART I: RESULTS OF PRODUCTION AND BUSINESS TASKS IN 2025**

**I. ADJUSTMENT OF THE 2025 PRODUCTION AND BUSINESS PLAN**

Pursuant to Official Letter No. 7326/TKV-KH dated December 19, 2025 of Vietnam National Coal and Mineral Industries Group regarding the adjustment of a number of key targets of the coordinated business plan in 2025, the Board of Directors of the Company issued Decision No. 251/QĐ-CLM dated December 31, 2025 approving the adjustment of the 2025 production and business plan, with the following main contents:

- Imported coal output adjusted from 6.70 million tons to 4.82 million tons
- Blended coal output adjusted from 2.70 million tons to 2.30 million tons
- Total revenue adjusted from VND 23,071.6 billion to VND 17,064.4 billion

**II. IMPLEMENTATION OF MAIN TARGETS**

No.	Indicators	Unit	Plan for 2025	Adjusted Plan 2025	Actual in 2025	Ratio of Actual /Plan %
<b>A</b>	<b>Output targets</b>					
	- Entrusted export coal	ton	200,000		210,769	105%
	- Imported coal	ton	6,700,000	4,820,000	4,720,916	98%
	- Blended coal	ton	2,700,000	2,300,000	2,345,795	102%
	- Proprietary-traded coal	ton	400,000		415,532	104%
	- Forwarded coal	ton	4,600,000		4,925,368	107%
<b>B</b>	<b>Total import and export turnover</b>	<b>USD</b>	<b>782.695.100</b>		517,387,864	66%
	- Coal export	USD	36.000.000		32,726,564	91%
	- Other exports	USD	0		12,359,480	
	- Coal import	USD	745,395,100		468,693,857	63%
	- Materials and Equipment import	USD	1,300,000		3,607,963	278%
<b>C</b>	<b>Value targets</b>					

No.	Indicators	Unit	Plan for 2025	Adjusted Plan 2025	Actual in 2025	Ratio of Actual /Plan %
1.	Total Revenue	VND million	23,071,600	17,064,400	16,450,909	96%
2.	Production value for salary calculation	VND million	269,420		253,523	94%
3.	Profit	VND million	73,000		99,671	137%
4.	Average income	VND million	23.035		27.707	120%
5.	Contribution to the State budget	VND million	As prescribed		1,429,679	
6.	Dividend payout ratio	%	≥10%		Est. 61.1%	

### III. ASSESSMENT OF THE COMPANY'S PRODUCTION AND BUSINESS OPERATIONS

#### 1. General situation

##### *Challenges:*

- The Russia–Ukraine conflict has entered its fourth year; escalating conflicts and intense geopolitical competition have affected global supply chains, energy prices and raw materials, thereby impacting production costs and the Company's competitiveness.

- Abnormal weather conditions, with rainfall and storms in 2025 higher than the multi-year average, adversely affected coal transportation and consumption. Coal demand from thermal power plants decreased significantly compared to the plan, while coal inventory at the beginning of 2025 remained at a high level..

- The USD exchange rate fluctuated unpredictably.

- Traditional imported materials faced increasingly fierce competition.

- The application of science and technology, particularly the trend of AI adoption, has changed labor productivity across many industries.

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

- Close attention and direction from Vietnam National Coal and Mineral Industries Group.

- Support from partners and credit institutions.

- A workforce with strong capability, high sense of responsibility, continuously improving professional qualifications and actively applying innovations to enhance work efficiency.

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

**2.1 Entrusted export coal:** In 2025, entrusted export coal output reached over 210 thousand tons of various types; export turnover reached USD 32.73 million, achieving

105% of the annual output plan and 231% compared to the implementation in 2024. The increase in entrusted export coal output compared to 2024 was mainly due to the Company being assigned by TKV to undertake additional coal export tasks in markets managed by TKV.

**2.2 Imported coal:** In line with the Group's policy to ensure sufficient imported coal for blending and supplying to thermal power plants, the Company developed import plans and scenarios for the assigned coal volume from the end of 2024. However, due to abnormal weather conditions and the decrease in coal consumption by thermal power plants, the imported coal volume in 2025 reached only 4.72 million tons, equivalent to USD 468.93 million, achieving 98% of the adjusted plan and 105% compared to 2024. In 2025, the Company successfully organized bidding for the import of 277.48 thousand tons of Lao coal, with a total contract value of USD 2.13 million.

**2.3 Blended coal:** Based on the political tasks assigned by the Government to TKV to play a key role in ensuring national energy security, and in line with the Group's policy to promote production and increase coal supply for thermal power generation, however, due to hydropower plants operating at maximum capacity, the demand for coal from thermal power plants decreased. As a result, blended coal output supplied to thermal power plants in 2025 reached only 2.35 million tons, equivalent to 102% of the adjusted annual plan and 112% compared to 2024. The Company closely followed the blending ratio and plans assigned by TKV, proactively arranged coal sources for blending on a monthly basis, and ensured that blended coal quality met the standards set by TKV.

**2.4 Domestic proprietary-traded coal:** By closely monitoring customer demand and timely capturing market information, in 2025 the Company continued supplying 22.45 thousand tons of coal grade 3b.2 to Formosa. Total proprietary-traded coal supplied to domestic customers in 2025 reached 393.08 thousand tons, bringing the total proprietary-traded coal volume of the Company in 2025 to 415.53 thousand tons, achieving 104% of the annual plan and 88% compared to 2024, due to a decrease of approximately 100 thousand tons in coal supplied to Formosa compared to 2024.

**2.5 Coal delivery:** The Company effectively carried out coal delivery and receipt for Vinh Tan 1, Vinh Tan 2 and Duyen Hai thermal power plants, ensuring safety in terms of both quantity and quality between loading and discharge ports. Coal delivery and receipt volume in 2025 reached 4.93 million tons, achieving 107% of the annual plan and 102% compared to 2024.

**2.6 Trading of materials and equipment:** The business and import of materials and equipment continued to face numerous difficulties, such as increasingly fierce competition among trading companies, barriers in bidding policies, stricter bidding capacity requirements, and domestic economic difficulties leading to reduced production output and cost-cutting by enterprises, thereby reducing demand for materials and equipment. The Company's import turnover of materials and equipment in 2025 reached approximately USD 3.61 million, achieving 278% of the annual plan but only 69% compared to 2024.

**2.7 Labor export:** The labor export sector faced intense competition from many labor export companies in the Vietnamese market. In addition, the depreciation of the

Japanese Yen made recruitment more difficult. Moreover, the issue of Vietnamese workers absconding has led to a trend in the Japanese market shifting towards recruiting workers from Bangladesh, Myanmar and Indonesia. The number of workers sent abroad in 2025 reached 35 workers; production value reached VND 1.9 billion, achieving 100% of the annual plan. Currently, the Company is managing 148 workers working in Japan..

**2.8 Office leasing business:** In 2025, the Company effectively carried out office leasing activities. As of December 31, 2025: At 33 Trang Thi Building – Hanoi, there were 22 tenants, with a leased area of 4,548 m<sup>2</sup>, achieving an occupancy rate of 90%. At 29–31 Dinh Bo Linh Building – Ho Chi Minh City, the leased area reached 1,403 m<sup>2</sup>, equivalent to an occupancy rate of 81.67%. Maintenance, repair and customer care activities were carried out periodically to ensure service quality, maintain existing tenants and attract new ones.

### **3. Assessment of management**

#### **3.1 Investment and construction activities:**

According to the 2025 investment plan, Coalimex implemented 02 Group C projects, with the following progress:

a. Project: Investment in procurement of equipment for production and business in 2024 – Vinacomin Coal Import Export Joint Stock Company.

The project completion settlement was approved under Decision No. 157/QĐ-CLM dated September 19, 2025.

b. Project: Investment in procurement of equipment for production and business in 2025 – Vinacomin Coal Import Export Joint Stock Company

- The Company completed the preparation and approval of the project outline and cost estimate for the investment preparation stage. The project was approved by TKV for adjustment and transition of the 2025 investment plan under Document No. 2204/TKV-ĐT dated April 18, 2025.

- The Company approved the contractor selection plan under Decision No. 58/QĐ-CLM dated April 25, 2025 and implemented contractor selection procedures in accordance with the approved plan.

- On August 28, 2025, the Company signed a contract with the contractor for supply and installation of equipment for the project.

- Regarding implementation progress: As of December 4, 2025, the contractor had delivered all equipment to the project site. It is expected that by January 2026, the equipment will be accepted and put into operation.

c. Investment implementation value and capital disbursement

- Total investment implementation value in 2025: VND 10,844 million / VND 11,271 million = 96% of the adjusted 2025 investment plan.

- Total disbursed investment capital in 2025: VND 10,501 million / VND 10,927 million = 96% of the adjusted 2025 investment plan.

#### **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 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 2025, the Company paid VND 1,429 billion in various taxes.

Completing the audited financial statements in 2025.

The results of financial management are shown through a number of financial indicators as of December 31, 2025 as follows:

No.	Indicator	Previous year	Plan for 2025	Actual in 2025
1.	Liquidity Ratio			
1.1	<i>Current Ratio</i>	<i>2.16 times</i>	<i>1.17 times</i>	<i>1.80 times</i>
1.2	<i>General Liquidity Ratio</i>	<i>2.27 times</i>		<i>1.87 times</i>
1.3	<i>Cash Ratio</i>	<i>1.01 times</i>		<i>0.97 times</i>
2	Debt/Equity Ratio	0.79 times	5.16 times	1.15 times
3	Asset Structure Ratio			
3.1	<i>Short-term Asset Investment Ratio</i>	<i>94.02%</i>		<i>95.29%</i>
3.2	<i>Long-term Asset Investment Ratio</i>	<i>5.98%</i>		<i>4.71%</i>
4	Profitability Ratio			
4.1	<i>Return on assets (ROA)</i>	<i>11.04%</i>		<i>4.39%</i>
4.2	<i>Return on Equity (ROE)</i>	<i>19.85%</i>		<i>9.49%</i>

### 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. The Company has implemented the restructuring of second-level units, specifically: terminating the operations of branches in Quang Ninh and Ho Chi Minh City, and converting them into two units, namely Coalimex Quang Ninh Business Department and Coalimex Southern Business Department, effective from October 1, 2025.

#### 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: 01 Head of unit and 01 Deputy Head of unit.

### **3.3.3 Labor and Salaries:**

The Company regularly reviewed and arranged its workforce to align with production and business requirements; organized payroll allocation and salary payment confirmation periodically in accordance with prescribed timelines and regulations. The salary fund was utilized for payment of salaries and remunerations to employees and executive managers in a fair, transparent and proper manner, in compliance with the Company's regulations on labor and remuneration management, salary payment regulations, emulation and commendation regulations, and relevant regulations of TKV. KPI-based performance evaluation has been applied to managerial staff.

Workforce statistics in 2025: 152 persons. Number of employees as at December 31, 2025: **148 persons**, including: Company's management personnel: **04 persons** (Director, 02 Deputy Directors and Chief Accountant); Indirect labor: **39 persons**; Direct labor: **105 persons**. The Company fully implemented policies and regimes regarding salaries, remunerations and bonuses for the Board of Directors, Supervisory Board, Director, Deputy Directors, Chief Accountant and employees in accordance with the law and regulations of TKV. The Company applied TKV's salary scale and payroll system under Decision No. 1999/QĐ-TKV dated October 28, 2024.

Employee welfare regimes, including periodic health check-ups, annual vacations and cultural and sports activities, were always given due attention and direction by the Company's management, with coordination from the Trade Union, achieving positive 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 2025, the Company reviewed, amended and supplemented its internal regulations and rules to align with its overall production and business model and the regulations of the Group. The improvement and revision of regulations contributed to enhancing management, administration and internal governance. The Company issued various regulations and rules (as detailed in Appendix 01 attached to this Report).

The development, amendment, supplementation and implementation of internal regulations ensured democracy, publicity and transparency. Regulations related to employees were developed with the participation and feedback of the Trade Union and employees of 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-ĐHĐCĐ dated April 28, 2025, of the General Meeting of Shareholders and Decision No. 72/QĐ-CLM dated May 09, 2025, by the Board of Directors, approving the plan to use the Company's reward fund and welfare fund in 2025

#### **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 global geopolitical situation remains highly complex and unstable. The Russia-Ukraine conflict shows no signs of ending. Meanwhile, tensions in the Middle East — a region supplying a significant portion of global oil, a critical commodity for the world economy — have further complicated the situation. Approximately one-fifth of global seaborne oil passes through this region, leading to increased transportation

costs as well as higher prices of imported goods, including coal, which is an essential input for national economic development.

- 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, so the demand for coal, especially coal for steel, is low.

- The trade war between the US and China, with the U.S. imposing high tariffs on Chinese steel products, have forced China to lower prices and redirect exports to other markets. This has negatively affected coal demand from customers in India, South Korea and Thailand — the Company's key export markets.

- The type of imported coal is not common in the market, so the supply is sometimes difficult when there is competition to buy from other countries in the world.

- Coal procurement prices have at times not kept pace with global coal price movements, leading to repeated tendering processes.

- Difficulties in transporting imported coal from Laos have gradually been resolved.

- New regulations in internal governance within the coal industry and the Company, along with the application of AI in production and business activities, have changed traditional working methods.

## 2. Production and business plan in 2026

Based on the orientation for implementing the Group's 2026 plan, the Company has developed its production and business plan and submitted it to the Group. On December 12, 2025, the Group issued Official Letter No. 7138/TKV-KH notifying the key targets of the Company's 2026 production and business plan as follows:

No.	Targets	Units	Plan
1	Output targets		
	- Coal export consignment	ton	300,000
	- Imported coal	ton	5,500,000
	- Blended charcoal	ton	2,545,000
	- Proprietary coal	ton	362,000
	- Coal Forwarding	ton	5,617,000
2	Total Revenue	Mil. VND	18,326.792
3	Production Value	Mil. VND	372.769
4	Profit	Mil. VND	101.691

No.	Targets	Units	Plan
5	Average salary income	thousand VND/person/ month	24.846

### 3. Orientations for the implementation of tasks in 2025:

With the objective of fulfilling the key production and business targets mentioned above, the Company has set out orientations and implementation solutions as follows:

#### 3.1 Production and business:

**Export of coal consignment:** Maintain and effectively exploit traditional customer markets such as Japan, South Korea, Taiwan and Indonesia, as well as markets assigned by TKV. At the same time, actively expand and explore new markets with the target of achieving 300 thousand tons of coal export in 2026.

**Coal import:** With the objective of completing the 2026 plan of 5.5 million tons of imported coal, including approximately 1.25 million tons transported by road from Laos, the Company has proactively developed plans and implementation scenarios since the end of 2025. The Company focuses on seeking coal types with quality suitable to market demand and in accordance with TKV's requirements; at the same time, actively identifying solutions to improve efficiency in coal import activities, particularly in optimizing costs and logistics. In addition, the Company continues to strengthen coordination with Lao partners to facilitate import procedures, shorten delivery time, and improve the efficiency of coal transportation via land routes..

**Coal mixing and processing:** Continue to enhance blending capacity to supply coal to thermal power plants. Apply advanced blending technologies to achieve the target of supplying 2.545 million tons of blended coal to thermal power plants..

**Coal forwarding:** Based on experience and results achieved in coal delivery and receipt at Vinh Tan 1 and Vinh Tan 2 thermal power plants, 2026 marks the second year that the Company has been approved by TKV to undertake coal delivery and receipt for Duyen Hai thermal power plant. The objective is for the Company to successfully complete the delivery and receipt of 5.6 million tons of coal supplied to thermal power plants in accordance with contracts signed with TKV.

**Import business equipment and materials:** Based on the restructuring of personnel engaged in materials and equipment business in 2025, the Board of Management and functional departments will continue to study, propose and implement solutions to support and assign appropriate tasks to these units, striving to fulfill the planned revenue and profit targets.

**Labor export:** Strictly comply with current laws and regulations of the State. Actively seek new partners to expand the labor export market. Efficiently utilize and operate part of the training facilities in Yen Vien. Strengthen coordination with foreign partners in managing workers currently working abroad..

**Office leasing business:** Enhance promotion and marketing efforts to attract new tenants, thereby increasing occupancy rates; implement customer care solutions to retain existing tenants. Manage and operate buildings to ensure stable and efficient operations, as well as safety in terms of security and fire prevention and fighting. In addition to

office leasing activities, based on assigned functions and duties, the office leasing business unit shall develop plans and solutions for effective utilization and exploitation of the land area 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 2026 with revenue of VND 18.33 trillion, profit of over VND 101.69 billion, average salary of more than VND 24.85 million.

### **3.2 Investment:**

In 2026, the Company was assigned by Vietnam National Coal and Mineral Industries Group (TKV) to implement the 2026 investment plan under Official Letter No. 7217/TKV-ĐT dated December 15, 2025, and the plan was approved by the Board of Directors under Decision No. 249/QĐ-CLM dated December 26, 2025. The plan includes the following 02 specific projects:

- Project on investment in procurement of equipment for production and business activities in 2025 – Vinacomin Coal Import Export Joint Stock Company.

- Project on renovation and upgrading of the office headquarters of Vinacomin Coal Import Export Joint Stock Company.

**2026 investment implementation plan: VND 4,194 million, including:**

+ Equipment: VND 994 million

+ Other expenses: VND 3,200 million

### **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**



**REPORT OF BOARD OF DIRECTORS  
ON THE OPERATION OF BOD  
OF VINACOMIN - COAL IMPORT EXPORT JOINT STOCK COMPANY  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
(FINANCIAL YEAR 2025)**

**PART I:**

**EVALUATION OF THE ACTIVITIES OF THE BOARD OF DIRECTORS IN  
2025**

**I. Performing the management function**

Based on the powers and duties of the Board of Directors specified in the Company's Charter, in 2025, the Board of Directors has held 29 meetings, issued 32 Resolutions with the following main work contents:

- Organized the Annual General Meeting of Shareholders in 2025 to discuss and approve the contents according to the Company's Charter;
- Approved the list of review and supplementation of the Company's management planning for the period of 2020-2025 and the period of 2025 – 2030 of the Company;
- Restructured the Company's second-tier units by approving the plan and roadmap to terminate the operations of two branches (Coalimex Quang Ninh Branch and Coalimex Ho Chi Minh City Branch) and to establish a new business department.
- Approved the plan for the use and management of the Company's seal.
- Issued and amended a number of internal regulations in line with the regulations and policies of TKV and the Company's business operations.
- Approved the business performance results for 2025.
- Approved the adjusted business plan for 2025; provisionally approved the business plan for 2026 and the 2026–2030 period.
- Approved the credit limit plan and financial ratios for 2025; approved the short-term borrowing limit for 2025.
- Approved the Company's investment plan for 2026 and the adjusted investment plan for 2025.
- Approved the orientation for developing the Company's digital transformation plan for 2025 and the 2025–2030 period.
- Assigned personnel for overseas business trips.
- Addressed other matters within the authority of the Board of Directors.

## II. The Board of Directors' supervision of the Director and the assisting apparatus

- In 2025, the Director and the assisting apparatus strictly implemented the Resolutions and Decisions of the Board of Directors, and managed the Company's production and business activities to fulfil the planned objectives.

- The Director and the assisting apparatus provided numerous correct, timely and practical proposals to help the Board of Directors make accurate orientations and decisions in directing the Company's production and business activities.

- The Director of the Company has strictly complied with the provisions of the Law, Vinacomin and the Company's Charter in signing and performing economic contracts.

## III. General evaluation of the Board of Directors' activities

- Strictly comply with the provisions on powers and duties of the Board of Directors in the Company's Charter.

- The resolutions and Decisions of the Board of Directors are always timely, ensuring the smooth and efficient management of production and business activities.

- The members of the Board of Directors work on a concurrent basis but they work with a high sense of responsibility, enthusiasm, and dedication for the benefit of the Company and Shareholders and strictly perform the rights, terms and tasks specified in the Charter and Operation Regulation of the Board of Directors of the Company.

- In 2025, the Board of Directors has held 29 meetings and issued 32 Resolutions, specifically as follows:

Stt No.	Số Nghị quyết <i>Resolution No.</i>	Ngày <i>Date</i>	Nội dung <i>Content</i>	Tỷ lệ thông qua <i>Approval rate</i>
1	01/NQ-HĐQT	06/02/2025	<i>Digital transformation plan for 2025, orientation to 2030</i>	100%
2	02/NQ-HĐQT	06/02/2025	<i>2025 Plan for preventing corruption, waste and negativity</i>	100%
3	03/NQ-HĐQT	19/02/2025	<i>2025 Loan Limit</i>	100%
4	04/NQ-HĐQT	19/02/2025	<i>Holding the 2025 General Meeting of Shareholders</i>	100%
5	05/NQ-HĐQT	19/02/2025	<i>2025 Financial Ratios</i>	100%
6	06/NQ-HĐQT	19/02/2025	<i>Implementation of contracts, transactions between the Company and related persons of the Company</i>	100%
7	07/NQ-HĐQT	6/3/2025	<i>Five-Year Plan Orientation for the Period 2026–2030</i>	100%
8	08/NQ-HĐQT	26/3/2025	<i>Planning for 2025 and the 2026–2030 Period</i>	100%

<b>Stt No.</b>	<b>Số Nghị quyết Resolution No.</b>	<b>Ngày Date</b>	<b>Nội dung Content</b>	<b>Tỷ lệ thông qua Approval rate</b>
9	09/NQ-HĐQT	30/3/2025	Quyết toán quỹ tiền lương Công ty và Cán bộ quản lý <i>Finalization of the Company's Salary Fund and Compensation for Management Personnel</i>	100%
10	10/NQ-HĐQT	18/4/2025	1/ Business Development Plan Orientation for 2026–2030 2/ Approval of the Contents to be Submitted to the 2025 General Meeting of Shareholders	100%
11	11/NQ-HĐQT	28/4/2025	<i>Election of the Chairman of BOD</i>	100%
12	12/NQ-HĐQT	9/5/2025	1/ Approval of Bonus Payment for the Executives in 2024 2/ Approval of the 2025 Allocation Plan for the Bonus and Welfare Fund 3/Choose one of the three firms to audit the Company's Financial Statements in 2025.	100%
13	13/NQ-HĐQT	9/5/2025	<i>Reorganization of the Company's Second-Tier Units</i>	100%
14	14/NQ-HĐQT	9/5/2025	<i>Assignment of Duties to BOD Members</i>	100%
15	16/NQ-HĐQT	27/5/2025	<i>Approval for International Business Travel of Mr. Ngo Van Ca (Member of the Board of Directors) and Ms. Nguyen Thi Quynh Ngan (Chief Accountant)</i>	100%
16	16/NQ-HĐQT	9/6/2025	<i>Promulgation of the Coal Trading Regulations and the Emulation and Commendation Regulations</i>	100%
17	17/NQ-HĐQT	20/6/2025	<i>Approval for International Business Travel of Mr. Nguyen Thuy Duong (Deputy Director)</i>	100%
18	18/NQ-HĐQT	01/7/2025	<i>Approval of business performance in the first 6 months of 2025; directions and tasks for the last 6 months of 2025</i>	100%
19	19/NQ-HĐQT	18/7/2025	<i>Approval for International Business Travel of Mr. Ngo Van Ca – Member of BODs</i>	100%

<b>Stt No.</b>	<b>Số Nghị quyết Resolution No.</b>	<b>Ngày Date</b>	<b>Nội dung Content</b>	<b>Tỷ lệ thông qua Approval rate</b>
20	20/NQ-HĐQT	06/8/2025	<i>Approval for International Business Travel of Mr. Pham Minh – Member of BODs, Director</i>	100%
21	21/NQ-HĐQT	18/8/2025	<i>Seeking TKV's opinion on sending personnel on international business travel (Mr. Pham Minh – BOD Member, Director of the Company to Taiwan)</i>	100%
22	22/NQ-HĐQT	19/8/2025	<i>Approval of the proposal on the use of the Company's seal</i>	100%
23	23/NQ-HĐQT	27/8/2025	<i>1/ Approval for International Business Travel of Mr. Pham Minh – Member of BODs, Directors; 2/ Implementation of Vinacomin's Directive No. 301 on Appliance of Information Technology and Digital Transformation</i>	100%
24	24/NQ-HĐQT	23/9/2025	<i>Approval on proposal and plan to terminate the operation of 02 branches and establish new trading departments</i>	100%
25	25/NQ-HĐQT	10/10/2025	<i>Addition of Vietnamese abbreviation, full name, and foreign abbreviation of Hanoi Branch</i>	100%
26	26/NQ-HĐQT	26/10/2025	<i>Implementation of Vinacomin's Directive on strengthening the management of external affairs, hospitality, conferences, and receptions.</i>	100%
27	27/NQ-HĐQT	30/10/2025	<i>Strengthening risk management and investment oversight; Approval for International Business Travel for Mr. Ngo Van Ca (BOD Member).</i>	100%
28	28/NQ-HĐQT	10/11/2025	<i>Approval for International Business Travel for Mr. Pham Minh, Director as member of Vinacomin's delegates at South Africa</i>	100%
29	29/NQ-HĐQT	01/12/2025	<i>Implementing the 2025 performance review and self-criticism for officials.</i>	100%
30	30/NQ-HĐQT	08/12/2025	<i>1/Approval of the content and agenda for the 2025 Year-end Review</i>	100%

<b>Stt No.</b>	<b>Số Nghị quyết Resolution No.</b>	<b>Ngày Date</b>	<b>Nội dung Content</b>	<b>Tỷ lệ thông qua Approval rate</b>
			<i>Conference and the 2026 Employee Conference. 2/Issuance of Corporate Regulations: Occupational Health and Safety and Implementation of Grassroots Democracy. 3/Issuance of the 2026 Internal Audit Plan.</i>	
31	31/NQ-HĐQT	18/12/2025	<i>1/Provisional approval of bonuses for management personnel for the year 2025. 2/Review of the implementation of the 2025 Investment Plan. 3/Provisional approval of the 2026 Investment Plan. 4/Provisional approval of the 2026 Business and Production Plan.</i>	100%
32	32/NQ-HĐQT	31/12/2025	<i>Approval of the adjustments to the 2025 Business and Production Plan.</i>	100%

#### **IV. Salary, Remuneration and other benefits of the Board of Directors**

- On the basis of the salary and remuneration of the Board of Directors approved by the General Meeting of Shareholders in 2025, the Board of Directors has properly paid salaries and remuneration to each member of the Board of Directors. The total remuneration and salary paid to the Board of Directors in 2025 is 642.24 million VND, equal to 100% of the total remuneration approved by the General Meeting of Shareholders in 2025.

- Besides other expenses for members of the Board of Directors such as working facilities, transportation, telephone, shift meals in accordance with the Corporation's regulations, the Board of Directors does not have any incurred expenses.

Details of salaries, remuneration and other benefits of the Board of Directors are presented in Report.

#### **V. Regarding contracts and transactions between the Company and related entities:**

In 2025, the Board of Directors of the Corporation has approved:

1. 37 contracts with Vietnam National Coal & Mineral Industries Holding Corporation Limited (a major shareholder of the company) and its subsidiaries regarding coal exports, internal coal purchases and trading of materials and equipment; in which, 04 contracts with companies in which members of the Board of Directors, members of

the Board of Supervisors, the Director, and other managers have been or are currently founding members, members of the Board of Directors, or executive directors within the past three (03) years.

2. There were no contracts or transactions entered into with members of the Board of Directors, members of the Supervisory Board, the Director, Deputy Directors, the Chief Accountant, or their related parties (excluding those mentioned in Section V.1 above)

## **VI. Activities of independent members of the Board of Directors**

As of December 31, 2025, the Board of Directors of the Company has 01 independent member and participated in 100% of direct meetings, collected written opinions of the Board of Directors in 2025 and made important contributions to the development of the Company's operation and development strategy.

Mr. Tran Xuan Hoa, as an independent member of the Board of Directors, has contributed to supervising, advising on improving the Company's governance mechanism, strictly controlling finances and protecting the interests of shareholders.

Evaluating the activities of the Company's Board of Directors in 2025, the Board's independent members found that:

- Meetings of the Board of Directors were convened and conducted with a specific schedule, documents are fully prepared in accordance with regulations. The content of the meetings is discussed and criticized by members of the Board of Directors, fully and carefully evaluated to provide the best orientation and solutions for the company;

- Issues related to business strategy, financial strategy, and corporate culture are discussed and controlled strictly;

- Investment decisions in the project are carefully researched, grounded and discussed and criticized in meetings between the Board of Directors and the Board of Management;

- The Board of Directors has completed the assigned tasks with a high sense of responsibility and professionalism, strictly complying with the law and the Company's charter.

## **VII. Results of the Board of Directors' supervision over the Director and other executives**

The Board of Directors always closely monitors the activities of Director to promptly resolve issues arising under the authority of the Board of Directors in order to create favorable conditions for the operation of the Director.

In 2025, the Director and managers have successfully fulfilled the roles and tasks of operating business activities of the Company in accordance with the Resolution of the General Meeting of Shareholders, the orientation and direction of the Board of Directors.

The Director and managers have fully implemented and strictly implemented the resolutions and decisions of the Board of Directors. In the process of operating, the Directors and managers have complied with the delegation of authority and regulations as stipulated in the Charter.

In overall, in 2024, the Directors and managers has successfully completed, responsibly and effectively implemented the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

### PART III

#### **KEY PLAN 2026**

##### **1. Key orientation goals in 2026**

The Company's goal in 2026 is to continue to expand the market and develop business, preserve and develop capital, maximize profits, have a reasonable dividend rate, ensure jobs and stable income for employees. In which, focus on proactively strengthening the import, processing and blending of coal and continue to implement and strengthen the management of blended coal in accordance with Vinacomin's guidelines on blending.

In addition, the Company is interested in the import and trading of materials and equipment, office business and a number of other activities related to the Company's strong industries.

The Board of Directors of the Company will orient and direct the Board of Management of the Company to perform the following tasks:

- Perform the tasks in the resolutions approved by the General Meeting of Shareholders.
- Continue to improve, amend and supplement internal regulations.
- Strictly manage costs and raise the awareness of cost saving to improve profits; it is necessary to have solutions to minimize exchange rate risks and improve the efficiency of capital use.
- Seize opportunities and promote the company's activities in advantageous sectors on the basis of ensuring capital safety.

##### **2. Production and business plan in 2026**

###### *2.1 Key business and production targets.*

The Company's 2026 Business and Production Plan is established in alignment with our development orientation and existing resources, ensuring growth momentum, operational efficiency, and adaptation to market conditions. The specific targets are as follows:

<b>N O</b>	<b>Parameters</b>	<b>Unit</b>	<b>2026 Plan</b>
1	Total Revenue	Billion dongs	18,326.8
2	Production value (for salary calculation)	Billion dongs	372.8
3	Profit	Billion dongs	101.7

<b>N O</b>	<b>Parameters</b>	<b>Unit</b>	<b>2026 Plan</b>
4	Average monthly salary	Million dongs/person/month	24.8
5	State Budget contribution		Theo quy định

- However, due to the unpredictability of significant changes in policies, pandemics, or major economic and financial fluctuations, in the event that the 2026 Business and Production Plan requires adjustment, the General Meeting of Shareholders shall authorize the Board of Directors to decide and report such adjustments to the General Meeting of Shareholders at the next meeting.
- To research investment policies for the Company's core business lines to ensure sustainable development in the following years.

#### 2.2. Dividend Plan for 2026:

In 2026, the Company expects to pay a minimum dividend of 10%.

#### 4. Developing Company's investment plan in 2026.

Căn cứ công văn 7217/TKV-ĐT ngày 15/12/2025 của TKV về việc thông báo kế hoạch đầu tư năm 2026, Hội đồng quản trị đã phê duyệt kế hoạch đầu tư năm 2026 của Công ty, cụ thể như sau:

Pursuant to Official Letter No. 7217/TKV-DT dated December 15, 2025 issued by Vinacomin regarding the notification of the 2026 Investment Plan, the Board of Directors has approved the Company's Investment Plan for 2026 as follows

<b>No.</b>	<b>Name of Project</b>	Construction starting and completion dates (approved/expected)	Total investment (approved/projected)	Unit	Quantity	<b>Investment Implementation Plan 2026 (Mil. Dongs)</b>		
						Total	Investment Capital Structure	
							Construction	Equipments
	<b>Total</b>					<b>4.194</b>	<b>994</b>	<b>3.200</b>
<b>A</b>	<b>OFFICIAL PLAN</b>					<b>1.038</b>	<b>994</b>	<b>44</b>
	<b>Type C Project</b>							
1	Investment project for purchasing equipments for business operations	2025-2026	6.794			1.038	994	44

	in 2025 - Coal Import-Export Joint Stock Company - Vinacomin								
<b>B</b>	<b>PROJECT PREPARATION PLAN</b>					<b>3.156</b>			<b>3.156</b>
	<b>Type B Project</b>								
1	Investment project to renovate the headquarters of Vinacomin Coal Import-Export Joint Stock Company.	2026-2029	98.176			3.156			3.156
<b>C</b>	<b>CONTINGENCY PLAN</b>								

TT	Name of Projects	Construction starting and completion dates (approved/expected)	Total investment (approved/projected)	Unit	Quantity	Investment disbursement plan for 2026				
						Tổng số	Capital sources structure			
							Business Loan	Equity	Welfare fund	Others
	<b>TOTAL</b>					<b>4.538</b>		<b>4.538</b>		
<b>A</b>	<b>PAY OFF PREVIOUS YEAR'S DEBT</b>					<b>344</b>		<b>344</b>		
1	Investment project for purchasing equipments for					344		344		

	business operations in 2025 - Coal Import-Export Joint Stock Company - Vinacomin									
<b>B</b>	<b>OFFICIAL PLAN</b>					<b>1.038</b>		<b>1.038</b>		
	<b>Type C project</b>									
1	Investment project for purchasing equipments for business operations in 2025 - Coal Import-Export Joint Stock Company - Vinacomin	2025-2026	6.794			1.038		1.038		
<b>C</b>	<b>PROJECT PREPARATION PLAN</b>					<b>3.156</b>		<b>3.156</b>		
	<b>Type B Project</b>									
1	Investment project to renovate the headquarters of Vinacomin Coal Import-Export Joint Stock Company.	2026-2029	98.176			3.156		3.156		
<b>D</b>	<b>CONTINGENCY PLAN</b>									

## PART IV

### PROPOSALS OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The Board of Directors respectfully requests the General Meeting of Shareholders to vote on and approve the following matters:

1. **Approval of the 2025 Audited Financial Statements** as presented in the 2025 Financial Report.
2. **Approval of the 2025 Profit Distribution and Dividend Payment Plan.**
3. **Approval of the Remuneration and Salary Payments** for members of the Board of Directors, the Supervisory Board, and the Board of Management for 2025, and the 2026 payment plan as presented in the Report at the Meeting.
4. **Approval of the Director's Report** on 2025 business results, the 2025 adjusted plan, and the 2026 business and production plan.
5. **Approval of the Board of Directors' Report** on the activities of the Board of Directors.
6. **Approval of the Supervisory Board's Report.**
7. **Approval of the list of Independent Auditing Firms** and authorization for the Board of Directors to select one of the three candidates to perform the audit of the Company's 2026 Financial Statements, as per the Proposal from the Supervisory Board.
8. **Approval and Authorization** for the Board of Directors to supervise, and the Director of the Company to sign and execute contracts, transactions, or groups of transactions and contracts between the Company and related parties.

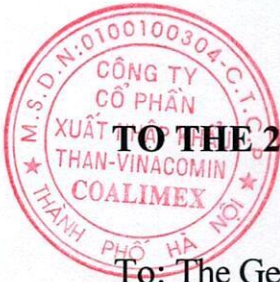
***Recipients:***

- Board of Directors; Supervisory Board;
- Board of Management;
- Shareholders;
- Company Secretariat (for filing).

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

**Bui Van Tuan**

Hanoi, March <sup>th</sup> 2026



**REPORT  
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
(FISCAL YEAR 2025)**

To: The General Meeting of Shareholders of Vinacomin Coal Import Export JSC  
*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*  
*Pursuant to the Charter of Organization and Operation of Vinacomin Coal Import Export JSC;*

*The Supervisory Board (SB) hereby submits the report on its activities in 2025 to the General Meeting of Shareholders (GMS) as follows:*

**I. General Assessment Of Supervisory Board Activities In 2025**

**1. Organizational Structure of the Supervisory Board**

In accordance with the 2025 GMS Resolution, the SB for the 2025–2030 term was elected with a personnel structure ensuring independence and professional expertise as per Article 168 of the Law on Enterprises and the Company's Charter. Quantity: 03 members, comprising 01 Head of the Board and 02 Members. The SB issued internal working regulations and assigned specific responsibilities to each member based on their expertise (Finance, Accounting, Corporate Governance) to comprehensively monitor the Board of Directors (BOD) and the Board of Management (BOM).

The SB operated independently, complying with legal regulations and ensuring objectivity and transparency.

**2. Supervisory Results in 2025**

General Assessment: The SB fully performed its functions, duties, and powers as prescribed by law and the Charter. In which:

The SB held 07 periodic and extraordinary meetings. The meetings followed proper procedures with comprehensive minutes recorded. High consensus was achieved (100% approval rate) regarding the following contents: the formulation and implementation of the Supervisory Board's 2025 Action Plan; the supervision of the annual general meeting process to safeguard shareholder interests and ensure compliance with other regulatory requirements.

Monitoring the implementation of Resolutions: The Supervisory Board delegated its members to attend all Board of Directors (BOD) meetings; supervised the execution of Resolutions issued by the General Meeting of Shareholders (GMS) and the BOD, ensuring legal compliance and the Company's best interests..

Operational Management Oversight: Reviewing the reasonableness and legality of the management performance conducted by the Director and the management apparatus through benchmarking against business plan indicators and internal corporate governance regulations.

Monitoring contracts and transactions with related parties: In 2025, the Company entered into contracts for the purchase and sale of coal, materials, equipment, and services with Vietnam National Coal-Mineral Industries Holding Corporation Limited (TKV), its branches and subsidiaries, as well as entities where the Chairman of the Board and the Head of the Supervisory Board concurrently serve as internal personnel. All contracts between the Company and related parties were executed in strict compliance with legal regulations and the Company's Charter, ensuring that all terms and conditions followed market principles. There were no instances of abusing transactions to transfer benefits out of the Company. The approval authority, information disclosure, and reporting were performed fully, transparently, and in accordance with regulations.

Financial Statement Appraisal: The Supervisory Board performed appraisals of the quarterly, semi-annual, and annual financial statements for 2025. The Board assesses that the financial data reflects a true and fair view of Coalimex's financial position and is in compliance with Vietnamese Accounting Standards (VAS).

Coordination and Collaboration: Maintaining close and transparent coordination with the Board of Directors, the Board of Management, and functional departments in a spirit of mutual support for the sustainable development of the enterprise.

### **3. Handling of shareholder petitions and complaints:**

In 2025, the Supervisory Board did not receive any petitions, complaints, or requests for inspection, verification from shareholders regarding the management and operations of the Company.

The exercise of shareholder rights has always been ensured in a fair and transparent manner, in strict accordance with the Law on Securities and the Charter of Coalimex.

### **4. 2025 Actuals and 2026 Plan for Remuneration of the Supervisory Board**

2025 Performance: The Company paid salaries and remuneration to the Supervisory Board in accordance with the Resolution of the Annual General Meeting of Shareholders regarding the remuneration plan and the Company's actual business performance in 2025.

Remuneration paid to the Supervisory Board members in 2025: 160.08 million VND in total. Specifically:

No.	Title	Headcount	Total Salary/Remuneration (VND million)
1	Head of the Board	01	54.960
2	Members of the Supervisory Board	02	105.12
	<b>Total</b>		<b>160.08</b>

- 2026 Remuneration Plan: Total amount of 160.08 million VND

(As detailed in the Proposal on Remuneration for the Board of Directors and the Supervisory Board submitted to the 2026 Annual General Meeting of Shareholders).

## II. 2025 Operational and Financial Supervision Results:

### 1. Implementation of the 2025 Annual General Meeting Resolutions

#### 1.1. Business Plan Implementation for the year 2025

No.	Parameters	Unit	2025 plan	2024 result	2025 result	vs. Previous Year	Actual vs. Plan
1	Quantity						
	- Entrusted coal export quantity	Tons	200,000	91,216	210,769	231%	105%
	- Imported coal quantity (adjusted)	Tons	6,700,000	4,478,053	4,720,916	105%	70%
	- Blended coal quantity (adjusted)	Tons	2,700,000	2,099,069	2,345,795	112%	87%
	- Domestic coal trading quantity	Tons	400,000	471,647	415,532	88%	104%
	- Coal delivery and reception quantity	Tons	4,600,000	4,832,394	4,925,368	102%	107%
2	Total Import-Export Turnover	USD	782,695,100	556,402,867	517,387,864	93%	66%
	- Coal export	USD	36,000,000	22,582,392	32,726,564	145%	91%
	- Other exports	USD	0	6,050,889	12,359,480	204%	

No.	Parameters	Unit	2025 plan	2024 result	2025 result	vs. Previous Year	Actual vs. Plan
	- Coal import	USD	745,395,100	522,566,911	468,693,857	90%	63%
	- Equipment and materials import	USD	1,300,000	5,202,675	3,607,963	69%	278%
3	Total Revenue (adjusted)	VND mn	23,071,600	17,623,880	16,450,909	93%	71%
4	Production value for salary calculation	VND mn	269,420	322,331	253,523	79%	94%
5	Profit Before Tax	VND mn	73,000	190,253	99,671	52%	137%
6	Total Salary Fund	VND mn	46,438	50,415	50,538	100%	109%
	- Based on unit price	VND mn	44,314	48,293	47,989	99%	108%
	- Executive management salary fund	VND mn	2,124	2,122	2,549	120%	120%
7	Average Salary	Thousand VND/ person/month	23,035	28,009	27,707	99%	120%
8	Dividend/Charter Capital Ratio	%	minimum 10%	20%	61.1% (expected)		

Despite underperforming in imported coal quantity and revenue targets for 2025, the Company achieved a Profit Before Tax of 99,671 million VND (137% of plan) through optimized cost management. Furthermore, the average monthly salary reached 27.707 million VND, exceeding the plan by 20%.

Performance in key management areas (labor and payroll, cost management, etc.) in 2025: As presented in the Reports of the Board of Directors and the Director to the General Meeting of Shareholders.

## **1.2. Regarding the payment of remuneration for the Board of Directors and the Supervisory Board in 2025.**

In 2025, the Company processed remuneration payments to members of the Board of Directors (BOD) and the Supervisory Board in accordance with the 2025 Annual General Meeting (AGM) Resolution. The total amount paid was 642.24 million VND, of which the BOD's remuneration accounted for 482.16 million VND and the Supervisory Board's remuneration accounted for 160.08 million VND

(Details are provided in the Submission on Remuneration and Salaries for members of the BOD, Supervisory Board, and Board of Management for 2025 and the 2026 Payment Plan presented to the AGM)

### **1.3. Regarding the payment of salaries for Company Managers in 2025**

During the year, the Company processed salary payments to Management Personnel in accordance with the 2025 Annual General Meeting (AGM) Resolution.

(Details are provided in the Submission on Remuneration and Salaries for members of the Board of Directors, Supervisory Board, and Board of Management for 2025 and the 2026 Payment Plan presented to the AGM).

### **1.4. Selection of Independent Auditor for the 2025 Financial Statements Audit**

The auditing firm appointed to conduct the audit of the Company's 2025 Financial Statements, from the list approved by the 2025 Annual General Meeting of Shareholders (AGM), is:

CPA Vietnam Auditing Company Limited - Northern Branch

Enterprise Code: 0109531062

### **1.5. Profit Distribution, Appropriation of Funds, and 2024 Dividend Payment**

The Company has implemented the profit distribution plan as approved by the 2025 Annual General Meeting of Shareholders (AGM). Specifically:

+ 20% Dividend payment:	22,000 million VND
+ Appropriation to Investment and Development Fund	44,650 million VND
+ Appropriation to Bonus and Welfare Fund:	6,302 million VND
+ Appropriation to Management Bonus Fund:	177 million VND
+ Undistributed remaining profit:	70,124 million VND

## **2. Appraisal Results of the Company's 2025 Financial Statements**

The Supervisory Board has conducted the review and evaluation of the Company's Financial Statements for the 2025 fiscal year. This appraisal was based on the continuous oversight process throughout the year. Based on the review of the 2025 Financial Statements and accounting records, the Supervisory Board provides the following assessments:

The Company's Financial Statements for the fiscal year ended December 31, 2025, have been prepared in accordance with Vietnamese Accounting Standards (VAS) and the Vietnamese Corporate Accounting System issued under Circular No. 200/2014/TT-BTC dated December 22, 2014, and Circular No. 53/2016/TT-BTC dated March 21, 2016, by the Ministry of Finance, which amends and supplements several articles of Circular No. 200/2014/TT-BTC providing

guidance on the corporate accounting system. Furthermore, the Company's Financial Statements have been prepared with substantially complete management forms as required by TKV.

The 2025 Financial Statements have been audited by independent auditors from CPA Vietnam Auditing Company Limited - Northern Branch. The Company's Audited Financial Statements, issued under Report No. 04/2026/BCKT-CPAMB1 dated March 24, 2026, correspond to the 2025 fiscal year ended December 31, 2025.

Opinion of the Independent Auditing Firm – CPA Vietnam Auditing Company Limited - Northern Branch: The Financial Statements provide a true and fair view, in all material respects, of the financial position of Coal Import Export Joint Stock Company - Vinacomin as of December 31, 2025, as well as its business performance and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant legal regulations concerning the preparation and presentation of financial statements. Furthermore, the independent auditing firm has issued an unmodified opinion with no qualifications in the Company's audit report.

The Supervisory Board concurs with the Company's 2025 Audited Financial Statements, issued under Report No. 04/2026/BCKT-CPAMB1 dated March 24, 2026.

(The Company's 2025 Financial Statements as presented by the Chief Accountant at the General Meeting)

**Key Business and Financial Indicators of the Company:**

*a) General Business Indicators:*

No.	Indicators	Year 2024 (VND)	Year 2025 (VND)	Notes
1	Total Assets	1,348,341,662,126	1,720,607,779,447	
2	Net Revenue	17,533,257,477,305	16,362,080,038,960	
3	Operating Profit	161,703,779,394	71,434,648,768	
4	Other Profit	30,549,153,608	28,236,088,131	
5	Profit Before Tax	192,252,933,002	99,670,736,899	
6	Profit After Tax	148,834,097,057	75,614,486,373	
7	Basic Earnings Per Share	13,530	6,874	
8	Dividend Payout Ratio	20%	expected 30 %	

- The Company's Charter Capital as of December 31, 2024: 110 billion VND

- The Company's Charter Capital as of December 31, 2025: 110 billion VND
- The Company's Owner's Equity as of December 31, 2025: 801 billion VND

**b) Key Financial Indicators:**

No.	Indicators	Year-end (Dec 31, 2025)	Year-start (Jan 01, 2025)
<b>I</b>	<b>Asset Structure</b>		
	Non-current Assets / Total Assets	4.7%	5.98%
	Current Assets / Total Assets	95.29%	94.02%
<b>II</b>	<b>Capital Structure</b>		
	Owner's Equity / Total Capital	46.56%	55.92%
	Liabilities / Total Capital	53.43%	44.08%
<b>III</b>	<b>Financial Capability Assessment</b>		
	Current Ratio (= Current Assets / Current Liabilities)	1.79 times	2.16 times
	Solvency Ratio (= Total Assets / Total Liabilities)	1.87 times	2.27 times
<b>IV</b>	<b>Profitability Ratios</b>		
	Profit Before Tax	99,670 million VND	192,252 million VND
	Profit after Tax ratio/Total Assets (ROA)	4.39%	11.04%
	Profit after Tax ratio/Owner's Equity (ROE)	9.44%	19.85%

Based on the aforementioned analysis, the Company's financial position remains stable. Although business results decreased compared to the previous year, the Company maintained profitability and preserved its capital. With solvency ratios exceeding 1.0 time, the fulfillment of debt obligations is well-guaranteed. The Company's financial standing is robust enough to meet its production, business, and investment plans.

### **III. Report on the Evaluation of the Management and Operations of the Company by the Board of Directors and the Director in 2025**

#### **1. Activities of the Board of Directors**

The Board of Directors (BOD) has strictly adhered to the Company's Charter, as well as the regulations and rules of the Vietnam National Coal - Mineral

Industries Holding Corporation Limited (Vinacomin), to implement the Resolutions of the General Meeting of Shareholders (GMS).

The BOD has supervised and directed the Director and other management and executive officers in the management and operation of the Company's day-to-day business activities.

The BOD approved and authorized the Director to organize bidding/quotation packages for imported coal; participate in bidding/quotation for imported coal; and sign and execute contracts for the purchase and sale of imported coal, domestic coal, and blended imported coal with a value equal to or exceeding 35% of the total asset value recorded in the Company's most recent audited Financial Statements within the BOD's authority.

Regarding contracts and transactions between the Company and related parties as prescribed in Article 167 of the Law on Enterprises 2020 and Clause 4, Article 293 of Decree No. 155/2020/ND-CP, the implementation is as follows:

(1) For contracts and transactions between the Company and Vinacomin (TKV): The BOD authorizes the Director to sign and organize the execution of contracts and transactions within the BOD's authority; the Director is assigned to report to the BOD and submit to the GMS for approval or obtain written shareholders' opinions for contracts and transactions within the GMS's authority.

(2) For contracts and transactions with other related parties: Implementation shall comply with legal regulations and the Company's Charter.

In 2025, the Board of Directors (BOD) held 29 meetings in both face-to-face and online formats, issued 32 resolutions and 18 decisions. Furthermore, the BOD amended, supplemented, and promulgated 02 internal regulations.

Throughout 2025, the BOD successfully implemented the business development strategy, ensured effective financial management, and enhanced the Company's competitive capacity. The BOD effectively performed its management and supervision of the Director's performance in business operations, cost management, asset and labor management, and income distribution, etc. At the same time, the BOD promptly addressed emerging issues, ensuring that the Board's plans, resolutions, and decisions, as well as the Company's regulations, were executed on schedule and with high quality.

All resolutions and decisions issued by the BOD followed proper procedures and complied with the Company's Charter, the General Meeting of Shareholders' resolutions, and Vinacomin's directives. All BOD meetings were documented with minutes and specific resolutions, providing a solid foundation for the Board of Management to implement.

## **2. Activities of the Director and Management Personnel**

The Director has directed, managed, and implemented business operations and corporate governance in accordance with his functions, duties, the Resolutions and Decisions of the General Meeting of Shareholders (GMS) and the Board of Directors (BOD), as well as the Company's Charter.

The Director has strictly adhered to the Resolutions and Decisions of the GMS and the BOD, made flexible and effective management decisions. Consequently, the Company has exceeded planned targets for coal delivery/reception quantity, self-trading coal business, profit, and wages. Capital and assets have been managed safely, and the Company's resources have been utilized efficiently. Tax obligations and other state budget contributions have been fully complied with and implemented as per state regulations. Policies for employees have consistently been a high priority. Furthermore, the Director proactively addressed emerging issues and adapted effectively to market changes.

The Company has strictly complied with legal regulations regarding transparent information disclosure and report for business activities on the stock market. It has fully fulfilled all obligations regarding securities registration and ownership as an issuer at the Vietnam Securities Depository and Clearing Corporation.

*General Assessment:*

In 2025, the BOD and the Board of Management (BOM) properly exercised their rights, duties, and responsibilities in compliance with legal regulations and the Company's Charter. The enterprise management and operation were conducted with transparency and efficiency, ensuring that capital and assets were preserved and developed. Despite significant market fluctuations and objective challenges such as heavy rainfall - which heavily impacted coal business and blending volume - the BOD and the BOM provided timely directions and production orientations suited to actual operating conditions. This ensured the Company maintained financial stability and exceeded targets for profit and employee wages.

However, to achieve all planned targets, enhance capital efficiency, and move toward modern corporate governance, the Company needs to further strengthen its risk analysis and forecasting capabilities while continuously improving the effectiveness of its management systems.

The Supervisory Board hereby concurs with the reports on the activities of the Board of Directors and the Director to be submitted to the 2026 Annual General Meeting of Shareholders.

**3. Coordination between the Supervisory Board, the Board of Directors and the Director**

Throughout 2025, the Company provided favorable conditions for the Supervisory Board, ensuring full participation in all meetings held by the Board of Directors and the Company

The BOD timely and fully provided all relevant documents, Resolutions, and Decisions to the SB. The Director and other management personnel facilitated the SB's collection of information and access to documents related to the Company's business operations and finances to serve the SB's inspection and supervision purposes upon request. Both the BOD and the Board of Management created favorable conditions for the SB to effectively perform its oversight role.

Through inspection and supervision activities, the Supervisory Board provided opinions and recommendations that contributed to the continuous improvement of the Company's legal documents, ensuring that corporate management remains compliant with the law, safe, and efficient. The Board of Directors and the Board of Management have reviewed and incorporated the SB's feedback and recommendations.

Coordination and information exchange between the SB and other management personnel were maintained regularly through direct discussions and emails. This coordination consistently adhered to the principles of compliance with legal regulations, the Company's Charter, and internal rules, all for the common interest of the entire Company.

In 2025, the Board of Directors evaluated that the members of the Supervisory Board successfully completed their assigned duties.

#### **4. Recommendations of the Supervisory Board:**

Based on the Supervisory Board's performance results in 2025, the Board puts forward the following recommendations:

1. The Company should continue to supplement and improve its internal regulations, processes, and rules to ensure compliance with current laws and the Company's practical business operations; enhance labor productivity, and practice cost-saving measures to improve business efficiency.

2. Strengthen internal inspection activities to identify, warn, and implement timely preventive measures against risks, ensuring that risk control activities are effectively executed.

#### **IV. 2026 OPERATIONAL PLAN OF THE SUPERVISORY BOARD**

Based on the functions and duties of the Supervisory Board as prescribed in the Company's Charter, the Supervisory Board defines the following key focus areas for 2025

1. Supervise the Board of Directors (BOD) and the Director in the management and operation of the Company, ensuring compliance with legal regulations, the Company's Charter, and internal rules and regulations.

2. Monitor the implementation of Resolutions of the General Meeting of Shareholders, as well as Resolutions and Decisions issued by the BOD

3. Verify the reasonableness, legality, honesty, and level of prudence in business management and operations; ensure the systematicity, consistency, and appropriateness of accounting, statistics, and financial statement preparation.

4. Appraise the completeness, legality, and honesty of the Company's business performance reports, as well as its annual and quarterly Financial Statements.

5. Perform other ad-hoc tasks as requested by the BOD or shareholders within the SB's scope of authority, in accordance with legal regulations and the Company's Charter.

The Supervisory Board would like to express our sincere gratitude for the direct feedback, favorable conditions, and effective coordination provided by the Shareholders, the Board of Directors, the Board of Management, and all functional departments, which have enabled the Supervisory Board to fulfill its duties and responsibilities.

Respectfully submitted by the Supervisory Board

**Recipient List:**

- General Meeting of Shareholders(for reporting);
- Board of Directors (for reporting);
- Company's Supervisory Board (e-copy);
- Board of Management (e-copy);
- Shareholders;
- Archives: SB, Company Secretary.

**ON BEHALF OF THE  
SUPERVISORY BOARD  
HEAD OF THE BOARD**

**Nguyen Thi Lan Anh**

No: 01/NQ-ĐHĐCĐ

Hanoi, April 24, 2026

DRAFT



**RESOLUTION**  
**2026 ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS**  
**(FISCAL YEAR 2025)**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Coalimex - Vinacomin;
- Pursuant to the Meeting Minutes No. 01/BB-DHDCD of the 2026 Annual General Meeting of Shareholders (AGM) of Coalimex - Vinacomin dated April 24, 2026.

**The General Meeting of Shareholders discussed and resolved to approve the following:**

**1. Approve the audited 2025 Financial Statements** presented in the 2025 Financial Report. Detailed content is attached to this Resolution.

**2. Approve the 2025 Profit Distribution Plan**

Specifically:

No.	Item	Unit	Value
1	Profit before tax (2025)	VND	99,670,736,899
2	Corporate Income Tax (2025)	VND	24,056,250,526
3	Profit after tax (2025)	VND	75,614,486,373
4	Undistributed profit from previous years	VND	370,123,988,998
5	Total undistributed profit after tax	VND	445,738,475,371
6	Dividend payment	VND	67,210,000,000
	- Cash dividend (61.1% of Charter Capital)	VND	67,210,000,000
7	Appropriation to funds:	VND	8,404,486,373

	- Development Investment Fund	VND	0
	- Bonus and Welfare Fund (remaining 2025 PAT)	VND	8,404,486,373
8	Retained undistributed profit	VND	370,123,988,998

**3. Approve the dividend payout ratio for 2025** at 61.1% of the Company's charter capital as of December 31, 2025. Form of payment: Cash.

**4. Approve the Report on Remuneration for the Board of Directors (BOD) and the Supervisory Board (SB) for 2025** and the payment plan for 2026 as per Report No. ..../BC-HDQT dated ....., Detailed content is attached to this Resolution.

**5. Approve the Director's Report on 2025 business results, the 2026 business plan, and investment research policies as proposed by the BOD and the Director. Specifically:**

No.	Key Targets	Unit	2026 Plan
1	Total Revenue	Billion VND	18,326.8
2	Production Value (salary-based)	Billion VND	372.8
3	Profit	Billion VND	101.7
4	Average Salary Income	Million VND/person/month	24.8
5	State Budget Contribution		Per regulations

- If the 2026 business situation changes due to market fluctuations, the AGM authorizes the BOD to adjust the business plan accordingly and report at the next AGM.
- The Director is assigned to research investment policies for the Company's core business sectors; the AGM authorizes the BOD to approve investment plans in accordance with the Company's Charter.

**6. Approve the Board of Directors' Report on its activities.**

**7. Approve the Supervisory Board's Report.**

**8. Approve the list of independent auditing firms** and authorize the BOD to select one of the following three firms for the 2026 Financial Statements audit, as per Proposal 333/TTr-BKS dated March 23, 2026:

1. CPA VIETNAM Auditing Co., Ltd - Northern Branch;

2. PKF-TTG Auditing and Consulting Co., Ltd;
3. Vietnam Auditing and Evaluation Co., Ltd (AVA);

In the event that a selection cannot be made from these three firms, the AGM authorizes the BOD to proactively search for and select another firm that meets the criteria specified in Section 1 of Proposal 333/TTr-BKS.

**9. Approve and assign the BOD to supervise, and the Director to sign and execute:**

- Transactions and contracts (or groups thereof) between the Company and related parties (Vinacomin, Vinacomin's subsidiaries, or enterprises where the Chairman of the BOD or the Head of the SB of Coalimex holds internal positions) in cases where: (i) The contract/transaction value is 35% or more, or (ii) Transactions lead to a total value within 12 months from the first transaction representing 35% or more of the Company's total asset value as per the latest financial statements.
- Contracts/transactions regarding loans or asset sales valued at more than 10% of the total asset value between the Company and Vinacomin or Vinacomin's related parties.

This Resolution was approved by the General Meeting of Shareholders of Vinacomin – Coal Import Export Joint Stock Company at the meeting held on April 24, 2026.

***Recipients:***

- Shareholders;
- State Securities Commission (SSC);
- Hanoi Stock Exchange (HNX);
- BOD, SB, Board of Management;
- Archived.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN**

**Bui Van Tuan**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**VINACOMIN COAL IMPORT EXPORT JOINT STOCK COMPANY**

*Hanoi, April 24<sup>th</sup> 2026*

## VOTING BALLOT

Shareholder/Authorized Representative Code:

Shareholder/Authorized Representative Name:

Number of shares owned/represented: ... shares

After reviewing the reports and proposals presented at the 2026 Annual General Meeting of Shareholders of Vinacomin Coal Import Export Joint Stock Company, I hereby give my voting opinions on each matter as follows:

No.	Voting Content	Agree	Disagree	No Opinion
1	Approval of the audited financial statements for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Approval of the profit distribution plan and dividend payment for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Approval of the report on remuneration and salaries of the Board of Directors, Supervisory Board, and Board of Management for 2025 and the payment plan for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Approval of the Director's report on 2025 business performance and the business & investment plan for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Approval of the Board of Directors' activity report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Approval of the Supervisory Board's report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Approval of the list of independent auditing firms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Approval of signing and implementing contracts and transactions between the Company and related parties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Note: Shareholders may select only one option for each voting item.**      **Shareholder / Authorized Representative (Signature and full name)**