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| VIETNAM NATIONAL COAL AND MINERAL INDUSTRIES HOLDING CORPORATION LIMITED **CAO SON COAL JOINT STOCK COMPANY** | **THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness** |

**PROGRAM OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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| **Time** | | **:** | **08:00 AM, Friday 25 April 2025** | |
| **Venue** | | **:** | **Meeting Room No. 1, 1st Floor, Office of Cao Son Coal Joint Stock Company, Group 1, Cao Son 2 Area, Cam Son Ward, Cam Pha City, Quang Ninh Province** | |
| **TIME** | | **CONTENT** | | | **IMPLEMENT** | |
| 8:00 am - 9:00 am | | Welcoming and registering delegates to attend the meeting. | | | Company Office | |
| 9:00 am - 9:05 am | | Salute the flag - Opening of the General Meeting, introducing the Chairman, Announcing the decision to establish the Shareholder Qualification Examination Committee. Invite the Chairman to run the Congress. | | | Mr. Ninh Van Dat | |
| 9:05 am - 9:10 am | | Nominating the Secretary of the Annual General Meeting of Shareholders, assisting the secretary. | | | Mr. Vu Van Khan | |
| 9:10 am - 9:15 am | | The Committee for Examination of Delegate Qualifications shall announce the results of the examination of shareholder qualifications. | | | Mr. Nguyen Huy Hoang | |
| 9:15 am - 9:25 am | | Introduction of the Program, Working Regulations and voting of the Congress. Regulations on candidacy, nomination and election at the Congress. Introduction and voting of the vote counting committee and election. | | | Mr. Ninh Van Dat | |
| 9:25 am - 9:30 am | | Voting: (1) Program and Regulation on voting at the Congress. (2) Regulations on candidacy, nomination and election at the Congress. (3) Vote counting committee election. | | | Mr. Vu Van Khan | |
| 9:30 am - 9:45 am | | **1.** Report on 2024 business results and 2025 business plan. | | | Mr. Pham Quoc Viet | |
| 9:45 am - 10:00 am | | **2.** Report on the activities of the Board of Directors on corporate governance and supervision of the Board of Supervisors in 2024, and the 2025 direction of the Board of Directors.  **3.** Approval of contracts and transactions in 2025 between the Company and insiders, related persons/organizations, and company shareholders.  **4.** Approval of amendments and issuance of the Charter of Organization and Operation of Cao Son Coal Joint Stock Company.  **5.** Approval of the consolidation of independent Board members for the 2020 - 2025 term. | | | Mr. Tran Phuong Nam | |
| 10:00 am - 10:15 am | | **6.** Approval of the audited financial statements for 2024.  **7.** Plan for profit distribution, fund allocation and utilization; Dividend payment plan for 2024 and 2025**.**  **8.** Report on remuneration and salary payments for the Board of Directors, Board of Supervisors, and other management members in 2024; Approval of the proposed remuneration and salary levels for 2025. | | | Mr. Dinh Van Chien | |
| 10:15 am - 10:30 am | | **9.** Report on the activities of the Supervisory Board in 2024 and 2025 directions; Supervisory Board’s evaluation of the management performance of the Board of Directors and the General Director in 2024; Supervisory Board’s appraisal of the Company’s business results, financial statements, and corporate governance assessment.  **10.** Proposal for the selection of an independent auditing company for the 2025 financial year. | | | Ms. Nguyen Thi Lich | |
| 10:30 am - 10:45 am | | Discussion and guidance for voting. The congress conducts voting. | | | Mr. Vu Van Khan | |
| 10:45 am -11:00 am | | Breaks | | |  | |
| 11:00 am -11:10 am | | Announcement of Voting Results | | | Vote Counting Board | |
| 11:10 am – 11:20 am | | Read the Minutes and draft Resolution of the 2025 Annual General Meeting of Shareholders. | | | Secretary of the General Assembly | |
| 11:20 am – 11:25 am | | Voting to approve the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders. | | | Mr. Vu Van Khan | |
| 11:25 am – 11:30 am | | Closing of the 2025 Annual General Meeting of Shareholders. | | | Mr. Vu Van Khan | |