



VIETNAM COAL AND MINERAL INDUSTRY GROUP
HA LAM COAL JOINT STOCK COMPANY - VINACOMIN

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“Draft”

SOME DOCUMENTS
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
Ha Lam Coal Joint Stock Company – Vinacomin

April 28, 2026



Quang Ninh, April 28, 2026

PROGRAM

Annual General Meeting of Shareholders in 2026
Ha Lam Coal Joint Stock Company – Vinacomin

Dear Shareholders

The Board of Directors of the Company drafts the program of the Annual General Meeting of Shareholders in 2025 as follows:

- Expected meeting time: 13:00 ÷ 17:00 on 28/4/2026
- Location: 3rd floor hall - Guest house of Ha Lam Coal Joint Stock Company- Vinacomin.
- Address: No. 1, Tan Lap Street, Ha Lam Ward, Quang Ninh Province.

| TT | Time | Contents | People Implementation |
|----|-------------|--|---------------------------------------|
| 1 | 12h00-13h00 | Register shareholders to attend the General Meeting, distribute voting cards. | Inspection Board Delegate status |
| 2 | 13h30-13h05 | Opening of the Congress: (i) Stabilizing the organization and saluting the flag; (ii) Declaration of reasons, introduction of delegates; (iii) Introducing the Chairman, inviting the Chairman to run the Congress. | Organizing Committee |
| 3 | 13h05-13h10 | Report on the results of checking the eligibility of shareholders, representatives and conditions for conducting the General Meeting. | Citizen Eligibility Examination Board |
| 4 | 13h10-13h15 | (1) Personnel Introduction: - Secretary of the Congress; - Nominating personnel of the vote counting team; (2) Voting through the personnel of the Secretary and the vote counting team. Offer to the position. | Chairman |
| 5 | 13h15-13h30 | Presentation: (i) The program of the Congress; (ii) Working regulations of the Congress; (iii) Regulations on election of members of the Board of Directors. | Board of Directors TV |
| 6 | 13h30-13h35 | Vote Approved: (i) The program of the Congress; (ii) Working regulations of the Congress; (iii) Regulations on | Chairman |



| TT | Time | Contents | People Implementation |
|----|-------------|---|-----------------------------------|
| | | election of members of the Board of Directors. | |
| 7 | 13h35-13h50 | Report on production and business results in 2025; Production and business plan and dividend proposal in 2026 | TV Board of Directors - Director |
| 8 | 13h50-14h10 | (i) Audited 2025 Financial Statements; (ii) Plan for distribution of benefits in 2025; (iii) Report on payment of remuneration of the Board of Directors, Supervisory Board and salaries of the Company's management officers in 2025; Remuneration plan for the Board of Directors, Supervisory Board and salaries of the Company's managers in 2026. | Chief Accountant of the Company |
| 9 | 14h10-14h30 | (ii) Report on the activities of the Board of Directors in 2025, operational orientation in 2026. (ii) Report on the approval of the 2026 Transaction Contract. (iii) A report on the addition of business lines and amendments to the Company's Charter. | Board of Directors TV |
| 10 | 14h30-14h40 | (i) Report of the Independent Board of Directors (ii) Notification of the list of related persons and related interests | Independent Board of Directors TV |
| 11 | 14h40-15h10 | (i) Report of the Supervisory Board on production and business results and appraisal of the Company's audited financial statements in 2025 (ii) Report on the operation of the Supervisory Board on the evaluation of the performance of the Board of Directors; Director of the Company in 2025 (iii) The report of the Supervisory Board proposes the selection of an independent auditing firm to audit the Company's 2026 Financial Statements. | TBKS |
| 12 | 15h10-15h20 | Proposal to the General Meeting to dismiss 01 member of the Board of Directors | Board of Directors TV |
| | | Vote to dismiss 01 member of the Board of Directors | Chairman |
| 13 | 15h20-15h25 | (i) Report on the list of personnel participating in the candidacy and nomination for election of additional members of the Board of Directors of the Company. | Chairman |



| TT | Time | Contents | People Implementation |
|----|-------------|--|---------------------------------------|
| | | (ii) Voting to approve the list of personnel participating in the candidacy for additional election of members of the Board of Directors of the Company. | |
| 14 | 15h25-15h30 | (i) Report on the proposal of personnel of the Election Team to elect additional members of the Board of Directors of the Company. (ii) Voting through the personnel of the Election Team. | Chairman |
| 15 | 15h30-15h50 | (i) Guidance on election and vote accumulation (ii) Election Congress | Head of the election team |
| | 15h50-16h05 | Conference Break (15 minutes) | |
| 16 | 16h05-16h10 | Report on the results of the examination of the eligibility of shareholders, representatives and conditions for conducting the General Meeting (2nd time) | Citizen Eligibility Examination Board |
| 17 | 16h10-16h15 | Publication of election vote counting minutes | Head of the election team |
| 18 | 16h15-16h40 | Discussing, expressing opinions and responding to opinions Voting on the contents reported to the General Meeting and the results of the election of additional members of the Board of Directors | Chairman |
| 19 | 16h40-16h45 | New member of the Board of Directors of the Company launched | Organizing Committee |
| 20 | 16h45-16h50 | Presentation of the draft Minutes and Resolutions of the General Meeting | University Secretary |
| 21 | 16h50-16h55 | (i) Consulting the congress on the draft Minutes and Resolutions of the congress; (ii) Voting to approve the Minutes and Resolutions of the General Meeting | Chairman |
| 22 | 16h55-17h00 | Closing of the Congress | |

The Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin respectfully requests the General Meeting of Shareholders of the Company to consider and approve the content of the general meeting program for implementation./.

Recipients:

- Shareholders of the Company;
- Members of the Board of Directors, Supervisory Board;
- Board of Directors; KTr;
- CV Department (TT Announcement and Website Posting)
- Save: Records of the meeting.

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

Nguyen Trong Tot



Quang Ninh, April 28, 2026

"Draft"

WORKING REGULATIONS
At the Annual General Meeting of Shareholders in 2026
Ha Lam Coal Joint Stock Company - Vinacomin

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and documents guiding the implementation of the Law;

Pursuant to the Law on Securities dated 26/11/2019;

Pursuant to the Government's Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter of Ha Lam Coal Joint Stock Company - Vinacomin,

Pursuant to Plan No. 08/KH-HDQT dated 30/01/2026 of the Board of Directors of Ha Lam-Vinacomin Coal Joint Stock Company V/v to hold the Annual General Meeting of Shareholders in 2026;

The 2026 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin is organized and implemented in accordance with this Regulation.

Chapter I
GENERAL PROVISIONS

Article 1. Purpose and Requirements

1. Purpose: For the Annual General Meeting of Shareholders in 2026 to work in accordance with the provisions of law and the Charter of Ha Lam-Vinacomin Coal Joint Stock Company (hereinafter referred to as the Company) in order to protect the legitimate rights and interests of the Company and shareholders.

2. Requirements: The content of the Regulation must ensure that the principle is not contrary to law and the Company's Charter.

Article 2. Scope and subjects of application

1. Scope of application: This Regulation is applied during the 2026 annual general meeting of shareholders of the Company.

2. Subjects of application: Including shareholders, authorized representatives and other participants invited to attend the General Meeting.

Chapter II
SPECIFIC REGULATIONS

Article 3. Conditions for attending the General Meeting

Being a shareholder of the Company named in the list closed by the Vietnam Securities Depository and Clearing Corporation on March 27, 2026; a representative authorized by a shareholder or group of shareholders and other participants invited to attend the meeting.

Article 4. Rights and obligations of shareholders or authorized representatives to attend the general meeting (*hereinafter referred to as meeting attendees*)

1. Rights:

Meeting attendees have the following basic rights and obligations:

- a) To be entitled to direct meetings of the general meeting; discuss, express opinions and vote on all issues under the jurisdiction of the Congress;
- b) To receive 01 "Voting card" and documents for discussion, speech and voting. The document is stamped with the Company's seal.
- c) Late attendees have the right to register and participate in voting at the Congress for issues that have not yet been voted on, in which case the Chairperson is not responsible for stopping the Congress and the validity of the votes previously conducted is not affected.
- d) Other rights as prescribed by law and the Company's Charter.

2. Obligations:

Meeting attendees have the following basic obligations.

- a) Participants must bring their citizen identity cards, passports, etc. Power of attorney (for authorized representatives);
- b) When entering the meeting room, the meeting participants or interpreters (if any) must absolutely comply with the arrangement of the Organizing Committee, sit in the right position according to the Shareholder Code affixed by the Organizing Committee on the back of the chairs.
- c) Do not smoke or use other stimulants in the meeting room of the General Meeting and do not attend the General Meeting in a state of intoxication or under the influence of other stimulants to the extent that they do not control their behavior.
- d) Not talking privately, not working privately, not committing acts that cause disorder or other acts that obstruct the process of the congress... do not use mobile phones during the Games (*all mobile phones must be set to vibration mode or turn off*). In case of force majeure events or personal matters, consult the Chairman to go out of the meeting room.
- e) Only speak at the congress about the contents contained in the congress program.
- g) Notify the Shareholder Eligibility Examination Board if they do not continue to participate in the General Meeting.
- h) Comply with the executive authority of the Chairman of the Congress.

Chapter III

SHAREHOLDER QUALIFICATION EXAMINATION COMMITTEE AND VOTE COUNTING TEAM

Article 5. The Shareholder Eligibility Examination Committee attended the General Meeting

The Shareholder Eligibility Examination Committee to attend the Annual General Meeting of Shareholders in 2026 has the following rights and obligations:

1. Rights:

- a) Request the participants of the congress to produce their citizen identity cards, passports and power of attorney (*for authorized representatives*).
- b) Instruct and explain to the meeting participants issues that are not clear when registering for the meeting.

2. Obligations

- a) Issue to the meeting participants "Voting cards" and documents in service of discussion and voting at the general meeting (including cases of late arrival).
- b) Make a list of shareholders and persons authorized by shareholders to attend the general meeting (*the list must be signed by the meeting participants*)
- c) Make a record of the results of the examination of the eligibility of the meeting participants and report the results at the meeting;
- d) Report to the General Meeting before each voting if there is a change in the number of participants when the following situations arise:
 - People who come to the meeting late but do not register to attend the meeting before.
 - The meeting participants arbitrarily cancel the general meeting at any time.
- dd) Transfer the results of the examination of the eligibility of meeting attendees to the chairperson of the congress immediately after the closing of the congress and take responsibility before law and the congress for the results of the examination of the eligibility of meeting participants.
- e) Perform other tasks at the request of the Chairman of the Congress.

Article 6. Responsibilities of the vote-counting team.

The "Voting Paper" inspection team has the following tasks:

- 1. Counting voting results includes: "Voting cards" and "Voting slips" are "counted " by the meeting participants. At the same time, make a record and report to the General Meeting on the results of counting votes for each content under the management of the Chairperson.
- 2. To take responsibility before law and the congress for the accuracy of the results of the performance of their tasks.

Chapter IV

CHAIRMAN AND SECRETARY OF THE CONGRESS

Article 7. Rights and obligations of the Chairman

The Chairman of the Board of Directors of the Company is the Chairman of the General Meeting. The Chairman of the General Meeting has the rights and obligations under the Law on Enterprises and the Company's Charter, the basic contents are as follows:

1. Rights:

- a) Administer the congress meeting.

b) Deciding on the order, procedures or events arising outside the program of the General Meeting shall be the highest judgment.

c) Do not reply to opinions outside the program of the Congress, but the chairperson shall record such opinions.

dd) Cut off the opinions of the meeting participants when the meeting participants express opinions that are outside the content of the congress program, duplicate opinions or unclear opinions.

e) Expulsion of persons who show signs of causing disturbances, failing to comply with the executive power of the Chairman or obstructing the normal course of the Congress.

g) The Chairperson nominates the Secretary of the Congress.

2. *Obligations:*

a) Conduct the general meeting in accordance with the order and procedures prescribed by law, the company's charter and the agenda of the general meeting.

b) Reply or authorize another person to fully reply to the opinions and proposals of the meeting participants on matters suitable to the Congress Agenda.

c) Sign and promulgate the Minutes and Resolutions of the General Meeting.

Article 8. Secretary of the Congress

The Secretary of the General Meeting has the rights and obligations under the Law on Enterprises and the Company's Charter, including the following basic obligations: Fully and truthfully record the process of the General Meeting; Presenting the draft Minutes and Resolutions of the Congress; Together with the Chairperson, they are jointly responsible for the truthfulness and accuracy of the contents of the Minutes; responsible for organizing the archiving of the Minutes and Resolutions of the General Meeting in accordance with the Company's Charter.

Chapter V

FORMAT OF CONDUCTING THE CONGRESS

Article 9. Conditions for conducting the Congress

1. The General Meeting shall be conducted when there are participants representing more than 50% of the total voting shares according to the list of shareholders made at the time of closing the list of shareholders attending the General Meeting.

2. In case the General Meeting is not eligible to be conducted according to the above provisions, the convening and conducting subsequent General Meetings of Shareholders shall comply with the Law on Enterprises and Clause 2, Clause 3 - Article 19 - Charter of the Company.

Article 10. How to discuss and conduct voting

1. Principles:

a. The discussion shall only be carried out within the prescribed time and within the scope of the contents of the program of the General Assembly;

b. Shareholders have the intention to discuss and register the content in the Proposal to ask questions and forward them to the secretary of the General Meeting;

c. The Secretary of the General Meeting shall arrange the Shareholders' Question Sheets in the order of registration and forward them to the Chairman;

dd. When she needs to speak or debate, she raises her hand, only when she is unanimously agreed by the chairman. Each shareholder speaks for no more than 03 minutes, the content should be concise, avoiding duplication.

2. Answering the opinions of shareholders:

a. On the basis of the Shareholders' Question Sheet, the Chairman or a member appointed by the Chairman will answer the shareholders' opinions;

b. In case due to the time limitation of the meeting, questions that have not been answered directly at the General Meeting will be answered directly by the Company in writing.

3. The form of voting to approve issues at the General Meeting of Shareholders is as follows:

a. Voting in the form of raising the voting body: this form is used to pass issues such as: Congress program; Working Regulations at the Congress; Composition of the Vote Counting Committee; approving the Minutes of the Congress, the Resolution of the Congress and other contents at the Congress (if any);

b. Voting in the form of raising a voting card combined with filling in the Voting Form: this form is used to approve the contents of reports and reports to the Congress, which are determined and clearly stated in each vote sent to each candidate.

4. Voting method:

a/ Delegates shall vote to approve, disapprove or disagree with an issue to be voted on at the General Meeting by holding up their voting cards or filling in the options on the voting sheets corresponding to the contents to be voted on

b. Voting in the form of holding up the Voting Card: Delegates hold up the Voting Card, the front of the Voting Card is facing the Chairman's Delegation. Shareholders vote for each issue by holding up their voting cards when asked by the Chairman: (The first time: Vote in favor; The second time: Vote against it; The third time: Voting without opinions) on each specific content. Shareholders are only allowed to hold up their voting cards once to change each content.

c. Voting in the form of holding up the voting card in combination with filling in the voting slip: After holding up the voting card for each content, the meeting participants shall mark "X" or "✓" in the box they choose ("Agree", "Disapprove", "No opinion") on the voting slip according to the form of the vote distributed by the vote counting committee to each participant. After completing all the contents to be voted on by the Congress, the delegates shall send their votes to the Vote Counting Committee as requested. The voting paper must be signed and clearly state the full name of the delegate.

Invalid votes:

- The ticket is not issued by the Organizing Committee;
- The slip does not have a full signature and clearly states the full name of the delegate;
- The voting slip is crossed out, modified, and the voting content is inscribed;
- Voting issues that are not selected or select more than one option for a General Meeting Report shall be considered invalid.

5. Voting rules:

a. The voting value of a voting slip or voting card is determined by the number of voting shares owned by such shareholder or authorized representative to attend the General Meeting. Each ownership share or ownership representative corresponds to a voting unit.

b. Voting slips and voting cards stamped by the Company are distributed by the Shareholder Eligibility Examination Board to shareholders or authorized representatives of shareholders attending the meeting. Voting slips. The voting card is inscribed with the code, full name, signature of the shareholder or authorized representative of Ms. Dong and other technical factors to help the verification be accurate and convenient.

c. The following contents shall be approved when more than 65% of the total votes of the voting shareholders are present in person or through an authorized representative present at the General Meeting of Shareholders:

- Type of shares and total number of shares of each type;
- Changes in business lines and fields;
- Changing the organizational structure of the Company's management in terms of operation model and legal representative specified in Article 134 of the Law on Enterprises;
- Deciding on investment projects, purchase and sale transactions of assets of the Company or its branches or purchase transactions conducted by the Company or its branches with a value of 35% or more of the total value of assets of the Company and its branches recorded in the latest audited financial statements;
- Deciding on capital contribution or share purchase of enterprises other than the total value of capital contribution or share purchase of 35% or more of the total value of the company's assets recorded in the latest audited financial statements;
- Forms of reorganization, dissolution, bankruptcy of the Company;
- Amendments and supplements to the contents of the Company's Articles of Association:

d/ Except for the case specified at Point c, Clause 4 of this Article, the remaining decisions of the General Meeting of Shareholders shall be adopted when 51% or more of the total votes of shareholders with voting rights are present in person or through authorized representatives present at the General Meeting of Shareholders.

Chapter VI

MINUTES AND RESOLUTIONS OF THE GENERAL MEETING

Article 11. Minutes and Resolutions of the General Meeting of Shareholders

1. The minutes and resolutions of the congress shall be made in Vietnamese and must contain the contents prescribed by law.

2. The minutes and resolutions of the General Meeting must be read and solicited for voting opinions in the form of holding up the "Voting Card" before the closing of the General Meeting

3. The minutes shall be sent to shareholders in the form of posting on the Company's Website: Website: halamcoal.com.vn (*Shareholder Relations section, select the 2024 Annual General Meeting of Shareholders*). In case shareholders and

representatives request to send hard copies, the Company will send them by post or fax.

Chapter VII

IMPLEMENTATION PROVISIONS

Article 12. Implementation provisions

This Regulation consists of 7 chapters and 12 articles that take effect immediately after being approved at the 2026 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin.

Shareholders and authorized representatives to attend the General Meeting must strictly abide by the Working Regulations at the General Meeting of Shareholders. Shareholders who violate this Regulation shall, depending on the specific severity, the Chairman consider and take action according to the Company's Charter and the Enterprise Law.

The General Meeting of Shareholders shall decide on the amendment and supplementation of this Regulation./.

Recipients:

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- Personnel of the Civil Defense Agency;
- CV Department (Disclosure)
- SSC; Department of Education and Training;
- Keep the records of the General Meeting.

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

**Nguyen Trong Tot
CHAIRMAN OF THE BOARD OF
DIRECTORS**

Quang Ninh, April 28, 2026

"Draft"

ELECTION REGULATIONS
ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF
DIRECTORS FOR THE TERM 2023-2028
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
HA LAM COAL JOINT STOCK COMPANY - VINACOMIN

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly and guiding documents;

Pursuant to the Charter of organization and operation of Ha Lam Coal Joint Stock Company - Vinacomin approved on April 26, 2021;

Pursuant to the Internal Regulation on Corporate Governance of Ha Lam Coal Joint Stock Company - Vinacomin approved on April 26, 2021.

The 2026 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin will elect additional members of the Board of Directors for the term 2023-2028 according to the following contents:

Chapter I
GENERAL PROVISIONS

Article 1. Explanation of terms/acronyms

- Company: Ha Lam Coal Joint Stock Company – Vinacomin;
- Board of Directors: Board of Directors;
- Supervisory Board: Supervisory Board;
- General Meeting of Shareholders: Annual General Meeting of Shareholders in 2026;
- Delegate: Shareholders, authorized representatives.

Article 2. Chairman at the General Meeting

The presiding officer shall preside over the election with the following specific matters:

- Introduce the list of nominees to the Board of Directors and be approved by the General Meeting of Shareholders;
- Nominating personnel of the Election Team for the Congress to consider and approve;
- Handling election complaints (if any).

Article 3. Number, term of office and criteria for members of the Board of Directors

1. Number and term of office

- The number of elected members of the Board of Directors is : 02 (two) members.

- Tenure : 2023- 2028
- Maximum number of board candidates : Unrestricted

2. Criteria and conditions for members of the Board of Directors

Members of the Board of Directors must meet the following conditions and standards:

- a) Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;
- b) Having professional qualifications and experience in business administration or in the fields, business lines of the company and not necessarily being a shareholder of the company;
- c) A member of the company's Board of Directors may also be a member of the Board of Directors of another company as prescribed by law;
- d) For a state-owned enterprise specified at Point b, Clause 1, Article 88 of the Law on Enterprises and a subsidiary of a state-owned enterprise specified in Clause 1, Article 88 of this Law, a member of the Board of Directors must not be a person who has a family relationship of the director, General directors and other managers of the company; managers and persons competent to appoint managers of parent companies.

Article 4. Election Principles

- 1. Strictly comply with the provisions of law and the Company's Charter.
- 2. The election team shall be nominated by the chairperson and approved by the congress. Members of the Group are not allowed to be named in the nomination list or nominate themselves to the Board of Directors. The election team organizes the election, counts election votes and reports to the General Meeting of Members on the election results.

Chapter II

REGULATIONS ON NOMINATION AND CANDIDACY

Article 5. Regulations on nomination of members of the Board of Directors *(according to Clause 2, Clause 3, Article 25 of the company's Charter)*

- 1. Nomination rights of shareholders and groups of shareholders
Shareholders have the right to combine the votes of each person together to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding between 10% and less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 50% may nominate a maximum of two (02) candidates; from 50% to less than 65% may nominate a maximum of three (03) candidates; 65% or more are nominated for a sufficient number of candidates.
- 2. In case of insufficient number of candidates
In case the number of candidates for the Board of Directors approved for nomination and candidacy is still not enough as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce more

candidates or organize the nomination as prescribed in the company's Charter, the Internal Regulations on corporate governance and the Regulation on operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be publicly and transparently announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

Article 6. Dossier of participation in nomination and candidacy for additional election to the Board of Directors

1. Nomination dossier for the Board of Directors (*The form is posted on the Company's website at the address: <http://halamcoal.com.vn>*)

- Application for nomination/candidacy.
- Candidate resume.
- Copies of the following documents: CCCD/Passport.
- Certificates of cultural and professional qualifications
- Papers certifying the ownership ratio of shareholders/groups of shareholders meeting the conditions for nomination under this Regulation.

The nominee/candidate for the Board of Directors must be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the content in their dossiers.

Only the nomination or candidacy dossiers that meet the conditions and the candidates who meet the corresponding conditions of the members of the Board of Directors will be included in the list announced at the General Meeting.

2. Location and deadline for receiving nomination dossiers

To facilitate the organization of the Congress, candidates please send their documents before 16:30 on April 20, 2026 to:

- Office of Ha Lam Coal Joint Stock Company - Vinacomin, No. 1 Tan Lap Street, Ha Lam Ward, Quang Ninh Province.
- In case the dossier is sent by fax, use the number: 02033 821 203.

If the candidates are nominated by groups of shareholders at the General Meeting, please send the nomination dossier to the Organizing Committee of the General Meeting before conducting the election.

Article 7. List of candidates

1. Based on the nomination and candidacy dossiers of shareholders or groups of shareholders and enclosed documents of candidates, the Organizing Committee of the General Meeting shall be responsible for reviewing, appraising and making a list of candidates who fully meet the conditions and criteria as prescribed for submission to the General Meeting of Shareholders for consideration. elections.

2. The list of candidates for the Board of Directors shall be made on the principle of publicity and transparency and the full name of each candidate shall be inscribed on the ballot paper.

Chapter III

ELECTION METHOD

Article 8. Election method

1. The election of members of the Board of Directors shall be conducted by the method of cumulative vote as prescribed in Clause 3, Article 148 of the Law on Enterprises.

2. Each shareholder/delegate shall have the total number of votes corresponding to the total number of voting shares (including owned and authorized shares) multiplied by the number of members of the Board of Directors to be elected.

3. Shareholders/delegates have the right to put all or part of their total votes for one or several candidates; the number of selected candidates must not exceed the number of candidates approved by the General Meeting of Shareholders.

4. In case the ballot paper is incorrectly recorded, the shareholder/delegate has the right to request the Election Team to re-issue a new ballot and must return the wrongly recorded ballot paper before voting in the ballot box.

Article 9. Election Votes

1. Contents of the ballot

a) Election papers (hereinafter referred to as "votes") issued by the election team, on which the ballot contains basic information including: delegate code, number of shares owned and/or representative; affixed with the Company's seal;

b) The list of candidates for the Board of Directors shall be made on 01 (one) vote, arranged in alphabetical order (ABC) by name; write the full name of each candidate;

c) Each shareholder/delegate is given 01 (one) vote for the Board of Directors. When receiving votes, shareholders/delegates are responsible for checking the information on the votes; if there are errors, they must immediately notify the Election Team for handling.

2. How to record election ballots

The recording of votes shall be carried out according to the ballot form and the instructions of the Election Team, ensuring compliance with regulations and in accordance with the method of vote accumulation.

3. Election principles

The election shall be conducted on the principle of cumulative voting in accordance with the provisions of law and the Company's Charter.

4. Validity and invalidity of votes

a) A valid ballot is a vote that fully satisfies the following conditions:

Issued by the Election Team according to the pre-printed form;

Stamped with the Company's seal;

Not erased, scraped; do not write additional contents outside the regulations;

Written in ink (no pencil used);

Having the signature and full name of the shareholder/delegate attending.

b) Invalid votes include the following cases:

The ballot is not according to the form issued by the Election Team or does not have the Company's seal;

The slip is erased, scraped or has additional contents outside the regulations;

The slip is written with a pencil;

The vote does not vote for any candidate;

The ballot papers are submitted after the time the Election Team opens and seals the ballot boxes;

The slip does not have the signature and full name of the shareholders/delegates attending.

Article 10. Voting and Counting Election Votes

1. Tasks of the Election Team

The election team is responsible for performing the following tasks:

a) Introduce the ballot papers, provide instructions on how to record and distribute the ballots;

b) Organize the collection of votes and count votes;

c) Make a record of vote counting and announce the vote counting results before the General Meeting of Shareholders.

2. Principles of voting and counting of votes

a) The election team shall inspect and seal the ballot box in the presence of shareholders/delegates attending the General Meeting;

b) The voting is commenced after the distribution of votes is completed and ends when the last shareholder/delegate casts their votes in the ballot box;

c) The counting of votes shall be conducted immediately after the end of voting.

3. Voting Regulations

Shareholders/delegates vote in the sealed ballot box under the supervision of the Election Team. The ballot must be signed and clearly state the full name of the shareholder /delegate attending.

4. Principles for determining election results

a) The vote counting shall be conducted under the supervision of the Control Board or the shareholder's representative;

b) The candidate elected as a member of the Board of Directors is the person with the highest number of votes in order from high to low until the number of votes to be voted in;

c) In case there are two (02) or more candidates with the same number of votes in the last position to be elected, the Congress shall conduct a re-election among the candidates with the same number of votes.

5. Record making and archiving

The election team is responsible for organizing the vote counting, making a record of vote counting and announcing the results before the General Meeting of Shareholders. All votes after counting votes are sealed and stored in accordance with the Company's regulations and the law.

Article 11. Complaints

1. During the election process, if there are signs of fraud, violation of regulations or issues related to the election and vote counting, shareholders/shareholders' representatives have the right to question and complain at the General Meeting.

2. The Chairperson of the General Meeting and the Vote Counting Committee shall consider, explain and clarify the contents of questions and complaints of shareholders/shareholders' representatives; and at the same time be responsible to the General Meeting of Shareholders for the settlement of these contents.

3. The settlement of complaints related to elections and vote counting falls under the competence of the Chairman of the Congress; the settlement results must be fully recorded in the minutes of the General Meeting of Shareholders.

Chapter IV IMPLEMENTATION PROVISIONS

Article 12. Implementation provisions

1. This Regulation consists of 04 (four) chapters and 12 (twelve) articles, which takes effect from the time of approval by the Extraordinary General Meeting of Shareholders of the Company.

2. Shareholders and authorized representatives attending the General Meeting shall strictly comply with this Regulation. In case of violation, depending on the nature and severity, the Chairman of the General Meeting shall consider and decide on handling measures in accordance with the provisions of the Company's Charter and current laws.

3. The amendment and supplementation of this Regulation shall be decided by the General Meeting of Shareholders.

Recipients:

- Shareholders attending the University (e-copy);
- Member of the Board of Directors, Supervisory Board (e-copy);
- CV Department (e-copy, Posted on Website);
- Save: VT, Company Secretary.

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

**Nguyen Trong Tot
(CHAIRMAN OF THE BOARD
OF DIRECTORS)**

Quang Ninh, April 2026

No.: /TTr - Board of Directors

"Draft"

STATEMENT
Regarding the dismissal of members of the Board of Directors

To: General Meeting of Shareholders of Ha Lam Coal Joint Stock Company
– Vinacomin

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Ha Lam – Vinacomin Coal Joint Stock Company
approved by the General Meeting of Shareholders on April 26, 2021;
Pursuant to Resolution No. 69/K4/NQ-HDQT dated March 28, 2026 of the
Board of Directors of Ha Lam - Vinacomin Coal Joint Stock Company.*

The Board of Directors of the Company shall submit to the General Meeting of Shareholders for consideration and approval the dismissal of 02 (two) members of the Board of Directors, specifically as follows:

Pursuant to Decision No. 489/QD-TKV dated March 26, 2026 of the Board of Members of Vietnam Coal and Mineral Industry Group (the major shareholder owns 74.21% of the charter capital) "Changing the Representative of TKV to join the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin" and the Application for resignation of Member of the Board of Directors of Mr. Vu Ngoc Thang to perform tasks as assigned by Vietnam Coal and Mineral Industry Group.

Pursuant to Decision No. 528/QD-TKV dated March 27, 2026 of the Board of Members of Vietnam Coal and Mineral Industry Group "Regarding the change of personnel, the representative of the capital and the representative of TKV to join the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin" and the application for resignation from the position of Chairman of the Board of Directors and resignation from the Board of Directors of the Company for the fourth term (2023-:-2028) of Mr. Nguyen Trong Tot – Chairman of the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin to perform tasks as assigned by Vietnam Coal and Mineral Industry Group.

Pursuant to Point c - Clause 1 - Article 15 and Points b, e - Clause 5 - Article 26 - Charter of the Company, the Board of Directors of the Company respectfully proposes the General Meeting of Shareholders to approve the dismissal of the following members of the Board of Directors:

1. Mr. Vu Ngoc Thang – Member of the Board of Directors;
2. Mr. Nguyen Trong Tot – Chairman of the Board of Directors.

Time of dismissal: from the date of approval of the Annual General Meeting of Shareholders in 2026.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and decision./.

(attached documents related to the dismissal of members of the Board of Directors)

Recipients:

- Shareholders of the Company;
- SSC, Department of Education and Training;
- Members of the Board of Directors, Supervisory Board;
- Board of Directors; Chief Accountant;
- CV Department (TT Announcement and Website Posting)
- Save: Records of the meeting.

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

Nguyen Trong Tot

No. /BC-HLC

Quang Ninh, April 2026

"Draft"

REPORT

Results of production and business activities in 2025; Production and Business Plan and proposed dividends in 2026; 5-year production and business plan (2026-2030)

To: Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin

Pursuant to the Law on Enterprises dated 17/6/2020;

Pursuant to the Charter of organization and operation of Ha Lam - Vinacomin Coal Joint Stock Company approved by the Annual General Meeting of Shareholders on April 26, 2021;

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

Based on the production and business results in 2025 and the production and business plan in 2026;

The Board of Directors of the Company reports on the results of production and business activities in 2025, the production and business plan and proposes the dividend level in 2026; The 5-year production and business plan (2026-2030) is as follows:

Part I

PRODUCTION AND BUSINESS RESULTS IN 2025

I. GENERAL SITUATION

1. Advantages

- The company has prepared enough production areas and resources for production in 2025; solutions to be implemented in accordance with the characteristics and situation of the Company to ensure effectiveness; The company has always received the attention, direction and support of State management agencies and Vietnam Coal and Mineral Industry Group (TKV), local authorities and forces stationed in the area to contribute to ensuring security and order of enterprises, has completed the adjustment of mineral exploitation licenses according to Decision No. 2394/GP-BNNMT dated 27/6/2025 of the Ministry of Agriculture and Environment and License to use industrial explosives under License No. 55/GP-

ATMT dated 11/11/2025.

2. Difficulties

The implementation of the Company's production and business plan in 2025 still faces some difficulties:

- Input prices have increased, especially such as iron and steel, building materials, etc. A number of new policies and legal documents will take effect in 2025, so it will take a long time to update and learn to implement.

- From 01/7/2025, implementing the policy of 2-level government (termination of district-level government activities) affecting a number of work contents related to submission to state management agencies for approval...

- Labor enrollment and recruitment are difficult due to the influence of strong competition of industrial parks, export processing zones and labor export policies of localities.

- Market furnace 11-1.10 zone III of seam 11 discharges water from 07/11/2024 with a flow of 150 m³/h, must suspend exploitation and carry out works according to solutions to treat the impact of water, improve the safety level when exploiting market furnaces 11-1.10 zone III of seam 11, approved by TKV in document No. 3600/TKV-KCM dated 23/6/2025, reducing the planned coal mining schedule.

II. IMPLEMENTATION OF THE RESOLUTION OF THE 2025 GENERAL MEETING OF SHAREHOLDERS ON PRODUCTION AND BUSINESS

1. Production and business results in 2025 on a number of main indicators

| TT | NAME OF THE INDICATOR | DVT | RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS IN 2025 | IMPLEMENTATION IN 2025 | RATE |
|----|--|---------|---|---------------------------|-------------|
| | | | | | TH/CUSTOMER |
| | | | 1 | 2 | 3 = 2/1 |
| 1 | Exploited coal | Tons | 2 400 000 | 2 400 000 | 100,0 |
| | - Underground coal | " | 2 400 000 | 2 400 000 | 100,0 |
| | + In which, the coal furnace of CGH market | " | 1 200 000 | 1 319 233 | 109,9 |
| 2 | CBSX Furnace Excavator | m | 12 300 | 12 306 | 100,0 |
| 3 | Clean coal produced at the mine | Tons | 749 000 | 725 855 | 96,9 |
| 4 | Coal Consumption | Tons | 2 249 000 | 2 056 887 | 91,5 |
| 5 | Coal Revenue | Tr.dong | 3 253 303 | 2 846 623 | 87,5 |
| 6 | Profit before tax | " | 52 047 | 102 803 | 197,5 |
| 7 | Average Labor | People | 3 478 | 3 383 | 97,3 |
| 8 | Average salary/person/month | 1000đ | 19 944 | 21 757 | 109,1 |

* In 2025, basically the targets of the Company's business coordination plan will be completed according to the TKV plan, but there are still targets lower than the plan such as:

- Coal consumption and coal revenue are low due to: The coal consumption market in 2025 has many fluctuations; the decline in world coal prices causes customer demand to change. In addition, rainy weather causes hydropower plants to inflation, while thermal power plants have to operate moderately. These factors have a direct impact on the coal produced by the Company that cannot be consumed, and the inventory increases. By the end of December 31, 2025, the Company's total coal inventory is 339,722 tons. In which, clean coal accounted for 319,362 tons (most of them were high-quality coal such as: 4a.2: 13,062 tons; 5a.1: 11,104 tons; bran 3b.1: 62,835 tons; bran 4a.1: 82,392 tons).

- Clean coal produced at the mine is low due to many difficulties in the coal consumption market, the coal inventory of TKV and the Company is always maintained at a high level. In that context, in order to limit the increase in inventory, optimize cash flow and ensure production and business efficiency, the Company has proactively adjusted the production structure in the direction of reducing the volume of clean coal at the mine, and at the same time increasing the volume of raw coal delivered. Therefore, the output of clean coal produced at the mine only reached 96.9% of the plan.

2. Investment

The Company's investment plan in 2025 was approved by TKV in document No. 7115/TKV-DT dated 12/12/2025 v/v: Notice of investment plan in 2025 adjusted. On the basis of the assigned plan, the Company shall implement as follows:

Unit: million VND

| TT | CONTENTS | Plan | | Implementation in 2025 | Ratio of Students/Customers (%) | |
|----|--------------------|-------------------------|-------------------|------------------------|------------------------------------|------------------------------------|
| | | Initial Investment Plan | Adjusted Planning | | According to the original customer | According to the adjusted customer |
| I | Make an investment | 126.100 | 154.827 | 149.852 | 118,8 | 96,8 |
| II | Disbursement | 145.008 | 182.565 | 180.084 | 124,2 | 98,6 |

Implementing the capital construction investment plan in 2025 assigned by TKV, the implementation value in 2025 is 149,852 million VND, reaching 96.8% of the adjusted plan. During the year, the Company implemented 08 projects, of which: 03 projects were completed; 03 projects are being implemented; 02 are carrying out project preparation.

In 2025, investment activities will comply with the provisions of the law on specialized laws and the law on bidding, the Company's Construction Investment Regulations. During the implementation process, the Company has selected contractors in accordance with the approved plan. Therefore, key projects are

implemented on schedule, quality assured, put into use, contributing positively to the Company's production and business results.

3. Cost and cost management

Implementing the content of Resolution No. 240-NQ/DU dated 17/01/2025 of the Executive Committee of the Company's Party Committee; Decision 538/QD-TKV dated 24/03/2025 of the General Director of TKV on the promulgation of the overall program to implement thrift and anti-waste of TKV in 2025. The Company has issued a decision on the main solutions to direct and administer the implementation of the production and business plan in 2025 in Decision No. 370/QD-HLC dated January 20, 2025; at the same time, promulgating the Company's 2025 thrift and anti-waste practice program in Decision No. 1903/QD-HLC dated April 17, 2025.

The cost management has been associated with cost savings, controlled and synchronously implemented from the Company to construction sites and workshops; In which, it has set out a plan to practice saving savings such as: saving fuel, motives, anti-furnace steel and recovery rails, equipment repair costs and promoting initiatives to rationalize production... The Company has been gradually overcoming limitations, actively promoting the Company's cost management and cost contracting to become more and more complete.

Closely following and well implementing the Regulation on management of business expenses in TKV of companies in TKV (Decision No. 1438/QD-TKV dated 08/8/2024), the Company proactively develops and promulgates an anti-waste savings program for implementation. In 2025, cost management will be tighter and tighter, contributing to completing profits and saving contractual costs of VND 76.6 billion.

Perform well the reuse of recovered materials and equipment. The value of materials recovered because the furnace was reused 19.8 billion VND. Periodically finalize the settlement to review the rising cost factors, analyze the incurred cost items, control finances and monthly prices for timely correction. Closely follow the executive direction of TKV to develop flexible production and business management plans suitable for each specific time to ensure the efficiency of the Company's production and business. Well control the inventory rate of materials according to TKV's regulations (regulation is less than 6%, the Company implements 4.63%).

4. Mechanization, automation and administration of a number of basic tasks already carried out by 2025

Completing the transfer of CGH market furnaces with a capacity of 600,000 tons/year from CGH 7-3.2 market furnaces to CGH I-7-5 market furnaces in Zone I Via 7;

Completing the installation of 02 seated passenger winch routes at the -280 ÷ -150 zone III ventilation furnace to zone VI of seam 10 and the material transportation ventilation furnace at level -300 -:- -170 of Zone I of Zone 7;

Completing the installation and completion of 02 winch routes at the ventilation furnace for transporting materials at level -280 -:- -220; ventilation furnace level -215 -:- -150 zone III to zone VI seam 10.

5. Regarding the organization and training of human resources

5.1. Regarding the organization of

In 2025, the Company has completed the organizational arrangement and arrangement of labor quotas in accordance with the provisions of TKV in Decision No. 2410/QD-TKV dated 31/12/2019 "On the issuance of guidelines for labor determination according to the model model".

5.2. Human resource training

In order to have enough technology workers and quality human resources to meet the production and business needs of the Company, in 2025, the Company will conduct training, enrollment and recruitment as follows:

- Recruited 151 people, of which:

- + 114 furnace workers (of which: 88 school workers, 9 workers from other units in the TKV, 14 re-recruited and re-admitted laborers, 3 workers who have completed military service).

- + M&E furnace: 03 people (In which: school workers: 01 person, 01 newly recruited employee, 01 employee from other units in TKV).

- + Equipment operators: 21 people.

- + Other employees: 13 people.

- In 2025, the Company will coordinate with Vietnam Coal and Minerals Vocational College to enroll 192/550 people, reaching 34.9% of the year plan (In which: Underground Mining will recruit 135/450 people, reaching 30% of the plan; 50/50 furnace M&E reached 100% of the plan, 7/50 mine M&E (VHTBM) reached 14% of the plan. Self-enrollment: 56/110 people reached 50.9% of the year plan.

- Vocational training, safety training, and equipment operation training for 3,526 people.

- Professional training and fostering for: 744 people.

- Continue to coordinate with vocational training schools in establishing delegations to enrollment areas to propagate and disseminate policies and regimes to attract labor.

6. Other tasks: In addition to production and business results and the above-mentioned activities, the Company shall carry out internal inspection and audit in order to prevent risks in the enterprise; implement the provisions of law on accounting, finance, and statistics; strengthen the dissemination of legal education in order to raise the awareness of law observance in the Company; control the implementation of technical measures for safety and environmental protection; coordinate with the administration and a number of agencies based in the area to

participate in protecting security and order, protecting assets and mine boundaries; step by step improve working conditions and ensure the legitimate rights and interests of employees; natural disaster prevention, search and rescue; fully fulfill obligations to the State budget; pay dividends to shareholders within the statutory time limit...

* **General assessment:** On the basis of the production and business results in 2025 mentioned above, the Company has basically followed the targets of striving to basically complete the targets of the production and business plan, ensuring enough jobs, stable income, and the lives of employees are cared for thoughtfully and practically.

Part II

PRODUCTION AND BUSINESS PLAN IN 2026 AND OPERATING SOLUTIONS

I. PRODUCTION AND BUSINESS PLAN IN 2026

1. Some major indicators

| TT | Name of indicator | DVT | Plan 2026 |
|-----------|---------------------------------|------------|------------------|
| 1 | Exploited coal | 1000 Tons | 2.400 |
| | - Underground coal | " | 2.400 |
| | + In which, CGH market coal: | " | 1.200 |
| 2 | CBSX Furnace Meter | m | 13.150 |
| 3 | Clean coal produced at the mine | 1000 Tons | 396 |
| 4 | Coal Consumption | 1000 Tons | 2.346 |
| 5 | Coal Revenue | Tr.dong | 3.142.731 |
| 6 | Coal production profitability | " | 47.325 |
| 7 | Average Labor | People | 3.341 |
| 8 | Average salary/person/month | 1000đ | 20.803 |

2. Construction investment plan and key works in 2026

2.1. Construction investment plans

The Company's construction investment plan in 2026 was approved by TKV in Official Letter No. 7208/TKV-DT dated 15/12/2025 with the following values:

| TT | CONTENTS | Unit of calculation | Plan for 2026 |
|-----------|--------------------|----------------------------|----------------------|
| I | Make an investment | Million VND | 141.144 |
| II | Disbursement | Million VND | 158.396 |

2.2. Key projects in 2026

In 2026, in addition to performing the main tasks of stabilizing production, maintaining growth, preserving State capital, ensuring safety in production labor and environmental safety; ensuring jobs, improving material and spiritual life and income for employees; ensure security and order, well manage resources for exploitation of mine boundaries.

The company has identified key objectives and projects: Start construction of worker accommodation in the fourth quarter of 2026.

II. SOME MAJOR OPERATING SOLUTIONS

In 2026, the Company will continue to organize, direct and implement the completion of technological targets and targets of the production and business coordination plan assigned to the Company by proposing measures to manage and administer a number of main contents as follows:

1. Technical and technological work

- Arrange production areas for concentrated and efficient units to increase productivity to complete the main technical and technological targets by 2026, continue to focus on performing jobs to improve working conditions for employees.

- Good control of basic techniques of chain-linked mobile hydraulic market furnaces and mechanized market furnaces. Focus resources on completing mined coal output, excavation furnace meters and technical and technological targets by 2026.

- Completing the volume of meters of excavation furnaces to open and open the seam at -300 ÷ -570 The project to exploit the lower part of -50 Ha Lam coal mine - Ha Lam Coal Company according to the promulgated plan to prepare the production area for the following years.

- Synchronously implement solutions for ventilation, mine gas control and endogenous fire prevention, environmental protection and industrial park work, climate change prevention, and ensure safety for production.

- Arrange the maximum production area of furnace excavation by mechanized technology line (EBH-45 furnace excavator) and semi-mechanized technology transfer line (1-boom drilling truck CMJ-14 + excavator) to speed up the furnace excavation progress.

- Mobilize the maximum of existing equipment such as excavators, 2-chamber rake winches, rock rakes, etc. to reduce labor power and maximize productivity.

- Closely follow the site of furnace excavation areas, especially areas with complex geological conditions, to update and adjust documents such as area VI of seam 10, area VI of seam 11 and area I of seam 7 in order to have plans and measures to promptly handle and minimize the time to stop the construction of furnace excavation.

2. M&E - Transport

- Promote regular repairs at units to ensure stable operation of equipment, increase service life and reduce the cost of investing in new equipment.

- Rationally arrange construction equipment at off-peak hours, avoiding peak hours, to save electricity costs. The goal is to reduce electricity consumption by $\geq 2\%$ on the basis of operating conditions and equipment mobilization.

- Focus on accelerating the completion of major repairs of equipment and liquidation of assets that have expired.

- To install additional seated passenger transport routes at the material transport furnace at level -150 :- -90 zone VI of seam 10 and ventilation furnace level -300 :- -150 zone II of seam 10. Apply the Lithium battery Monoray system to transportation systems that use suspension rails to transport people and equipment to the working site.

3. Occupational safety and health

- Continue to synchronously and seriously implement the Documents and Directives on OSH of TKV and the Company that have been issued, promptly supplement documents and measures on OSH to meet the production requirements and the actual situation of the Company.

- Develop a plan to upgrade the production order writing software with integrated monitoring of training certificates, monitoring of occupational accidents and health of employees to be proactive in assigning tasks accordingly. Develop electronic textbooks and simulation software on technological processes in production to train workers.

- Strengthen the inspection, examination and supervision of the construction organization of units to ensure compliance with processes and regulations in order to detect shortcomings for timely supplementation and completion.

4. Planning and management of costs and prices

Develop and promulgate management solutions to implement the production and business plan assigned by TKV, thereby proactively operating and strictly controlling technological indicators, and synchronously implementing cost-saving solutions, strictly controlling costs from input to output, service costs at all stages of production and business, control costs from the beginning of the year, minimize the occurrence of workloads and technological factors that increase unplanned costs.

Continue to improve internal governance targets, review internal rules and regulations, proactively administer and strictly control technologies; develop cost-saving solutions, take responsibility for cost contracting; promote thrift practices, prevent corruption and waste under the direction of TKV.

5. Financial Accounting

Continue to strictly control financial coefficients so as not to fall into a financial imbalance and be unable to repay debts. The coefficients of quick solvency, current solvency, cash solvency, etc. always at the permissible level.

6. Organization, Labor and Wage

- Continue to study and pay attention to mechanisms to encourage wages for employees, apply incentive coefficients to excavation furnace mirrors that need

progress, mining sites that need to increase productivity, coal output or construction locations that overcome difficult conditions.

- To attach importance to the development of human resources; develop a plan to recruit enough workers to stabilize production; training human resources in a practical direction to meet the work requirements of the Company, especially furnace workers and furnace mechanics; improving the quality and structure of workers; implement synchronous solutions to retain employees. Continue to focus on the enrollment of students who have not undergone vocational training for underground mining professions, in order to meet enough furnace mining workers for 2026 and the following years.

- Deploying and applying software to support human resource management, helping to simplify the process of managing employees at the Company. Deploying salary sharing software for employees to improve management efficiency, ensure accuracy, transparency and save time and costs for the Company.

7. Inspection and Military Protection

Strengthen the inspection and inspection of the publicity and transparency and organize the implementation of statutes, regulations and regimes related to employees at units in the Company.

Continue to strengthen the protection of security and order in the field of mine boundaries. Ensuring internal political security and social safety.

Part III

5-YEAR PRODUCTION AND BUSINESS PLAN 2026-:-2030

Based on the exploitation capacity of the market furnace, actual geological conditions, equipment capacity, existing human resources, technical plan to maintain production of the project to exploit the lower part of the -50 Ha Lam Coal Mine – Ha Lam Coal Company has been approved by the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin in Decision No. 65/QD-HDQT dated July 10, 2025 and the Company Document No. 296/QD-TKV dated February 13, 2026 on the approval of the main targets of the 05-year plan 2026-2030 of TKV. The company has developed a 5-year production and business plan for 2026 ÷ 2030 with a number of main targets as follows:

| TT | NAME OF THE INDICATOR | DVT | 2026 PLAN | 2027 PLAN | 2028 PLAN | 2029 PLAN | 2030 PLAN |
|----|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | Exploited coal | 1000 Tons | 2 400 | 2 400 | 2 400 | 2 400 | 2 400 |
| | - Pitted coal: | " | 2 400 | 2 400 | 2 400 | 2 400 | 2 400 |
| 2 | CBSX Furnace Excavator | m | 13 150 | 13 900 | 14 000 | 14 300 | 14 300 |
| 3 | Clean Coal Production | 1000 Tons | 396 | 20 | 20 | 20 | 20 |
| 4 | Coal Revenue | Tr.dong | 3 142 731 | 3 192 537 | 3 148 375 | 3 158 445 | 3 213 148 |

| TT | NAME OF THE INDICATOR | DVT | 2026 PLAN | 2027 PLAN | 2028 PLAN | 2029 PLAN | 2030 PLAN |
|----|-----------------------|-----|-----------|-----------|-----------|-----------|-----------|
| 5 | Profit before tax | " | 47 325 | 46 868 | 46 648 | 46 698 | 46 970 |

Part IV
AUTHORIZATION TO ADJUST THE PRODUCTION AND BUSINESS
PLAN IN 2026
AND PROPOSED DIVIDEND IN 2026

1. Regarding the authorization to adjust the production and business plan in 2026

It is proposed that the General Meeting authorize the Board of Directors of the Company to adjust the production and business plan in 2026 when the Company's production and business conditions change or Vietnam Coal - Mineral Industry Group adjusts (increases or decreases) the main targets in the business coordination plan, but the adjustment of the plan of the Board of Directors must ensure that the realized profit is not lower than the planned profit approved by the Annual General Meeting of Shareholders in 2026.

2. Proposed dividend in 2026: The Board of Directors expects the dividend plan in 2026 to $\geq 6\%$ of the charter capital.

Above is the Report on production and business results in 2025, production and business plan and proposed dividend level in 2026; Orientation of a number of main targets of the 5-year production and business plan (2026-2030) of Ha Lam Coal Joint Stock Company - Vinacomin./.

Recipients:

- Shareholders (Company Website);
- CV department (website posting and disclosure);
- SSC; Hanoi Stock Exchange;
- Keep the records of the General Meeting.

DIRECTOR

Nguyen Huu Dat

Quang Ninh, April 2026

No.: /BC-HLC

"Draft"

REPORT
FINANCIAL YEAR 2025 AUDITED

To: Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Ha Lam Coal Joint Stock Company - Vinacomin;

Pursuant to Resolution No. 70/K4/NQ-HDQT dated March 30, 2026 of the Board of Directors of the Company.

The Company reports to the 2026 Annual General Meeting of Shareholders on the summary of the main figures of the 2025 Financial Statements that have been audited by AASC Auditing Firm Co., Ltd. and released the results in the audit report of the Financial Statements No. 200326.019/BCTC. KT3 on 20/3/2026:

Part One
SUMMARY BALANCE SHEET

Unit: Copper

| TT | ASSETS | YEAR-END ISSUE | FIRST ISSUE OF THE YEAR |
|------------|------------------------------------|--------------------------|--------------------------|
| I | SHORT-TERM ASSETS | 697.062.603.647 | 601.598.180.952 |
| 1 | - Cash and cash equivalents | 9.137.100.384 | 14.781.126.080 |
| 2 | - Short-term financial investments | | |
| 3 | - Short-term receivables | 76.432.065.691 | 334.228.276.904 |
| 4 | - Inventory | 581.953.906.887 | 252.588.777.968 |
| 5 | - Other short-term assets | 29.539.530.685 | |
| II | LONG-TERM ASSETS | 917.371.771.429 | 1.017.382.417.348 |
| 1 | - Long-term receivables | 17.951.811.061 | 35.432.636.977 |
| 2 | - Fixed assets | 688.145.843.035 | 794.877.759.482 |
| 3 | - Long-term unfinished assets | 82.964.324.592 | 60.670.087.559 |
| 4 | - Other long-term assets | 128.309.792.741 | 126.401.933.330 |
| | TOTAL ASSETS | 1.614.434.375.076 | 1.618.980.598.300 |
| III | LIABILITIES | 1.180.456.433.787 | 1.192.483.443.650 |
| 1 | - Short-term debt | 981.357.831.812 | 1.005.037.926.300 |
| 2 | - Long-term debt | 199.098.601.975 | 187.445.517.350 |

| TT | ASSETS | YEAR-END ISSUE | FIRST ISSUE OF THE YEAR |
|-----------|---|--------------------------|--------------------------|
| IV | EQUITY | 433.977.941.289 | 426.497.154.650 |
| 1 | Equity | | 426.497.154.650 |
| | - Owner's investment capital | 254.151.990.000 | 254.151.990.000 |
| | - Equity surplus | | |
| | - Other owner's capital | | |
| | - Development Investment Fund | 87.054.578.274 | 73.894.565.692 |
| | - Undistributed profit after tax | 92.771.373.015 | 98.450.598.958 |
| 2 | Other funding sources and funds | | |
| | - Non-business funding sources | | |
| | - Funding sources that have formed fixed assets | | |
| | TOTAL CAPITAL | 1.614.434.375.076 | 1.618.980.598.300 |

Part Two
BUSINESS RESULTS

| Criteria | This year | Year |
|--|--------------------------|--------------------------|
| 1- Sales revenue and CCDV | 2.874.827.328.161 | 2.999.066.630.857 |
| 2. Revenue deductions | | |
| 3- Net revenue | 2.874.827.328.161 | 2.999.066.630.857 |
| 4- Cost of goods sold | 2.579.200.795.261 | 2.662.967.230.166 |
| 5- Gross profit | 295.626.532.900 | 336.099.400.691 |
| 6- Revenue from financial activities | 688.736.917 | 1.196.952.857 |
| 7- Financial Costs | 25.753.937.964 | 35.406.072.658 |
| - <i>In which: Interest expense</i> | 25.753.937.964 | 35.406.072.658 |
| 8- Cost of sales | 3.823.118.649 | 3.817.704.197 |
| 9- Business management expenses | 167.931.228.608 | 156.953.364.048 |
| 10- Net profit from business contracts | 98.806.984.596 | 141.119.212.645 |
| 11. Other incomes | 4.619.456.640 | 1.098.667.748 |
| 12- Other expenses | 623.223.686 | 24.692.438.239 |
| 13- Other profits | 3.996.232.954 | (23.593.770.491) |
| 14. Total accounting profit before tax | 102.803.217.550 | 117.525.442.154 |

| Criteria | This year | Year |
|----------------------------------|-----------------------|-----------------------|
| 15. Current CIT expenses | 10.031.844.535 | 29.792.024.942 |
| 16. Deferred CIT expenses | 10.717.181.746 | |
| 17- Profit after CIT | 82.054.191.269 | 87.733.417.212 |
| 18- Basic earnings per share (*) | 3.229 | 3.452 |

* The basic earnings per share in 2025 of Ha Lam Coal Joint Stock Company - Vinacomin is calculated on the entire profit after CIT.

The dividend payment in 2025 to shareholders will comply with the Resolution of the 2026 General Meeting of Shareholders of the Company.

Part Three BASIC FINANCIAL INDICATORS

| TT | Criteria | Reporting period | Previous Period |
|----------|--|------------------|-----------------|
| 1 | Asset Structure | | |
| | - Long-term assets / Total assets (%) | 57 | 63 |
| | - Short-term assets / Total assets (%) | 43 | 37 |
| 2 | Capital Structure | | |
| | - Liabilities / Total Capital (%) | 73 | 74 |
| | - Source of Equity / Total Capital (%) | 27 | 26 |
| 3 | Solvency (times) | | |
| | - Current solvency | 0,71 | 0,60 |
| | - Fast payout capabilities | 0,12 | 0,35 |
| 4 | Profit Margin (%) | | |
| | - Profit margin after tax / Net revenue | 2,85 | 2,93 |
| | - Profit margin after tax / Total assets | 5,08 | 5,42 |
| | - Profit margin after tax / CSH capital | 24,28 | 27,15 |
| 5 | Debt/Equity ratio (times) | 2,72 | 2,80 |

Ha Lam Coal Joint Stock Company - Vinacomin reported the meeting./.

Recipients:

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- Personnel of the Civil Defense Agency;
- CV Department (Disclosure)
- SSC; Department of Education and Training;
- Keep the records of the General Meeting.

DIRECTOR

Nguyen Huu Dat

VINACOMIN

No.:/TTr-Board of Directors

Quang Ninh, April 2026

"Draft"

STATEMENT
About the distribution of profits in 2025

To: Annual General Meeting of Shareholders in 2026

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of organization and operation of Ha Lam - Vinacomin Coal Joint Stock Company approved by the Annual General Meeting of Shareholders on April 26, 2021;

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

Based on the production and business results in 2025 and the Company's production and business plan in 2026

The Board of Directors proposes the Company's profit distribution plan in 2025 as follows:

| TT | Contents | Amount (VND) | Notes |
|-----------|--|---------------------|--------------|
| 1 | Profit before tax | 102.803.217.550 | |
| 2 | CIT payable | 20.749.026.281 | |
| 3 | Profit after corporate income tax | 82.054.191.269 | |
| 4 | Previous year's undistributed profit rolled over | 10.717.181.746 | |
| 5 | Profit for distribution (3+4) | 92.771.373.015 | |
| a | Dividend payment in 2025: 8% of charter capital | 20.332.159.200 | |
| b | Residual profit after dividend payment | 72.439.213.815 | |
| - | <i>Deduction for development investment fund</i> | | |
| - | <i>Deduction for reward and welfare funds</i> | 72.439.213.815 | |

Request the Company's 2026 Annual General Meeting of Shareholders to discuss and vote for approval./.

Recipients:

- Shareholders of the Company;
- Members of the Board of Directors, Supervisory Board;
- Board of Directors; Chief Accountant;
- CV Department (TT Publication);
- Save: VT, KTTC, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Nguyen Trong Tot

Quang Ninh, April 2026

No.: /BC-Board of Directors

"Draft"

REPORT

Regarding the payment of remuneration and allowances for the Board of Directors and Supervisory Board; Manager salary

The company in 2025 and the plan for remuneration, salary and allowances in 2026

Dear Shareholders, Delegates

Pursuant to the Law on Enterprises dated 17/6/2020;

Pursuant to the Charter of organization and operation of Ha Lam Coal Joint Stock Company - Vinacomin;

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

Based on the production and business results and the level of task completion of members of the Board of Directors, members of the Supervisory Board and the Company's Manager in 2025;

The Company reports on the payment of remuneration to the Board of Directors, Supervisory Board, allowances for independent members of the Board of Directors and salaries of managers in 2025 and the plan for remuneration, salary and allowances in 2026 as follows:

I. YEAR 2025

1 - Total remuneration and remuneration payment to the Board of Directors and the Supervisory Board in 2025.

| S T T | Title | Number of people | Total (VND) | 80% Spent (VND) | Remaining 20% (VND) | Notes |
|----------------------|--------------------|-------------------------|--------------------|------------------------|----------------------------|-------------------------------------|
| 1 | Board of Directors | 3 | 175.200.000 | 140.160.000 | 35.040.000 | The remaining 20% will be paid 2026 |
| 2 | Supervisory Board | 2 | 112.800.000 | 90.240.000 | 22.560.000 | |
| | Total | | 288.000.000 | 230.400.000 | 57.600.000 | |

** The remuneration level and payment of remuneration to the Board of Directors and the Supervisory Board strictly comply with the Resolution of the Annual General Meeting of Shareholders in 2025.*

2 - Allowances and payment of allowances for independent members of the Board of Directors in 2025.

| S T T | Title | Number of people | Total (VND) | 80% Spent (VND) | Remaining 20% (VND) | Notes |
|-------------|--|------------------|--------------------|--------------------|---------------------|--|
| 1 | Independent Member of the Board of Directors | 1 | 276.000.000 | 220.800.000 | 55.200.000 | The remaining 20% will be paid in 2026 |
| | Total | | 276.000.000 | 220.800.000 | 55.200.000 | |

** The allowance level and payment of allowances to independent members of the Board of Directors shall comply with the Resolution of the Annual General Meeting of Shareholders in 2025.*

3 - Salaries and salary payments to managers in 2025.

| S T T | Title | Number of people | Total (VND) | Spent until 31/12/2025 (VND) | Rest (VND) | Notes |
|-------------|--|------------------|----------------------|------------------------------|----------------------|---|
| 1 | Director | 01 | 748 800 000 | 459 392 200 | 289 407 800 | The remaining amount will be paid in the 1st quarter of 2026 and after the finalization |
| 2 | Deputy Director, TV of the Board of Directors, TV of the Supervisory Board | 06 | 3 654 996 164 | 2 234 838 308 | 1 420 157 856 | |
| 3 | Chief Accountant | 1 | 604 800 000 | 375 011 000 | 229 789 000 | |
| | Total | | 5 008 596 164 | 3 069 241 508 | 1 939 354 656 | |

II. YEAR 2026

1 - Plan for remuneration of the Board of Directors, Supervisory Board and allowances of independent members of the Board of Directors in 2026.

Pursuant to Decision No. 685/QD-TKV dated 23/4/2019 of the Chairman of the Board of members of TKV "Promulgating the Regulation on management of labor and salary of TKV" and Decision No. 1809/QD-TKV dated 26/9/2024 of the Chairman of the Board of members of TKV "Promulgating the Regulation on management of TKV representatives at enterprises". Accordingly, the remuneration for members of the Board of Directors and part-time Supervisory Board will be settled and entitled to a maximum of 20% of the basic salary of the corresponding full-time managerial position.

Pursuant to Decision No. 1471/QD-TKV dated August 14, 2024 of the General Director of Vietnam Coal and Mineral Industry Group "Promulgating

guidelines on salary payment mechanisms and salary levels according to job positions applied within TKV".

The Company proposes the Remuneration Plan of the Board of Directors, Supervisory Board, and Allowances for Independent Board Members in 2026 as follows:

| TT | Title Management | Quantity (person) | Number of months/year | Remuneration / Allowance (thousand VND/month) | Remuneration (thousand VND/year) | Allowances (thousand VND/year) |
|--------------|------------------------------------|-------------------|-----------------------|---|----------------------------------|--------------------------------|
| 1 | Chairman of the Board of Directors | 01 | 12 | 5.400 | 64.800 | |
| 2 | Member of the Board of Directors | 02 | 12 | 4.600 | 110.400 | |
| 3 | Independent Board of Directors TV | 01 | 12 | 23.000 | | 276.000 |
| 4 | Head of the Supervisory Board | 01 | 12 | 4.800 | 57.600 | |
| 5 | Member of the Supervisory Board | 01 | 12 | 4.600 | 55.200 | |
| Total | | | | | 288.000 | 276.000 |

2 - Manager's salary plan in 2026.

Pursuant to Decision No. 1471/QD-TKV dated August 14, 2024 of the General Director of Vietnam Coal and Mineral Industry Group "Promulgating guidelines on salary payment mechanisms and salary levels according to job positions applied within TKV".

Pursuant to Official Letter No. 7138/TKV-KH dated 12/12/2025 of Vietnam Coal and Mineral Industry Group "On the announcement of the main targets of the 2026 business development plan"; In which, the manager's salary fund coefficient is equal to 1.5 times compared to TKV's Decision No. 1471/QD-TKV dated August 14, 2024.

The Company proposes the 2026 Manager Salary Plan as follows:

| TT | Title | Quantity (person) | 1 month's salary according to Decision No. 1471/QD-TKV (Tr.D) | CV adjustment coefficient No. 7138/TKV-KH | Salary 1 month after coefficient adjustment (Tr.D) | Number of months | Gross Salary in 2026 (Tr.D) |
|----|----------|-------------------|---|---|--|------------------|-----------------------------|
| 1 | Director | 01 | 26 | 1,5 | 39 | 12 | 468,0 |

| | | | | | | | |
|--------------|--|-----------|----|-----|------|----|--------------|
| 2 | Deputy Director, TV of the Board of Directors, TV of the Supervisory Board | 06 | 23 | 1,5 | 34,5 | 12 | 2 484 |
| 3 | Chief Accountant | 01 | 21 | 1,5 | 31,5 | 12 | 378,0 |
| Total | | 08 | | | | | 3 330 |

3. Methods of payment of remuneration, allowances and salaries.

Monthly, quarterly or 6 months, part-time members of the Board of Directors and Supervisory Board are entitled to an advance of 80% of the remuneration; monthly independent members of the Board of Directors, members of the Board of Directors, full-time Supervisory Board and managers of the Company are entitled to an advance of 80% of the allowance (for independent members of the Board of Directors), salary (for members of the Board of Directors, full-time Supervisory Board and Company Managers) of that month; The remaining remuneration, allowances and salaries shall be settled at the end of the year on the basis of the Company's production and business results and the level of fulfillment of tasks of members of the Board of Directors, Supervisory Board and Company Managers.

The Company proposes the General Meeting of Shareholders to discuss and vote to approve./.

Recipients:

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- Personnel of the Civil Defense Agency;
- CV Department (Disclosure);
- SSC; Department of Education and Training;
- Save the records of the General Meeting (3).

DIRECTOR

Nguyen Huu Dat

No.: /BC-Board of Directors

Quang Ninh, April 2026

"Draft"

REPORT
Results of the Board of Directors in 2025
and the direction of operation in 2026

Dear Shareholders, Delegates

Pursuant to the Law on Enterprises dated 17/6/2020;

Pursuant to the Charter of organization and operation of Ha Lam - Vinacomin Coal Joint Stock Company approved by the Annual General Meeting of Shareholders on April 26, 2021;

Pursuant to the Regulation on Operation of the Board of Directors of the Company issued under Decision No. 41/QD-HDQT dated April 26, 2021;

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

The Board of Directors of the Company shall report to the Annual General Meeting of Shareholders in 2025 on the operating results of the Board of Directors in 2024 and the operation plan for 2025 as follows:

PART ONE
GOVERNANCE AND OPERATIONAL RESULTS IN 2025

I. GOVERNANCE

1. Governance of the structure of the Board of Directors

In 2025, the organizational structure of the Board of Directors (BOD) of the Company will change personnel in order to consolidate the entire management apparatus according to the decision of the major shareholder and in accordance with the provisions of law, specifically as follows:

a) Consolidate the personnel of the Board of Directors at the Extraordinary General Meeting of Shareholders on January 17, 2025

Pursuant to Decision No. 2281/QD-TKV dated 25/11/2024 of the Board of Members of Vietnam Coal - Mineral Industry Group (TKV) – the major shareholder owning 74.21% of the Company's charter capital – on the change of personnel, the representative of TKV's capital to participate in the Board of Directors of Ha Lam - Vinacomin Coal Joint Stock Company; at the same time, based on the Application for resignation from the position of Chairman of the Board of Directors and

resignation from the Board of Directors for the fourth term (2023–2028) of Mr. Nguyen Trong Tot to perform the tasks assigned by TKV, the Board of Directors of the Company convened an extraordinary General Meeting of Shareholders to consolidate the personnel of the Board of Directors according to its competence.

At the Extraordinary General Meeting of Shareholders on January 17, 2025, the General Meeting approved:

(i) Dismissal of the position of Member of the Board of Directors for Mr. Nguyen Trong Tot – Member of the TKV Capital Management Board.

(ii) Electing Mr. Tran Van Cu – Representative of TKV's capital at the Company, Head of TKV's Capital Management Board – as a Member of the Board of Directors of the Company.

At the 30th meeting of the Board of Directors (January 17, 2025), the Board of Directors elected Mr. Tran Van Cu to hold the position of Chairman of the Board of Directors of the Company for the fourth term (2023–2028).

* After consolidation at the Extraordinary General Meeting of Shareholders, the structure of the Board of Directors of the Company is as follows:

Number of members of the Board of Directors: 05 members.

Ingredients:

- Mr. Tran Van Cu – Chairman of the Board of Directors – Representative of TKV's capital.

- Mr. Vu Ngoc Thang – Member of the Board of Directors – Director of the Company.

- Mr. Dinh Trung Kien – Member of the Board of Directors – Deputy Director of the Company.

- Mr. Nguyen Van Son – Full-time Member of the Board of Directors.

- Mr. Mai Huy Trung – Independent Member of the Board of Directors.

b) Consolidating the personnel of the Board of Directors at the Second Extraordinary General Meeting of Shareholders on 28/11/2025

Base:

(i) Decision No. 2090/QD-TKV dated 30/9/2025 of TKV on the change of personnel of the representative of TKV's capital to participate in the Board of Directors of Ha Lam - Vinacomin Coal Joint Stock Company and Mr. Tran Van Cu's application for resignation from the position of Chairman of the Board of Directors, resignation from the Board of Directors for the fourth term (2023-2028) of Mr. Tran Van Cu;

(ii) Decision No. 2338/QD-TKV dated 28/10/2025 of TKV on the change of the Representative of TKV's capital to the Board of Directors of Ha Lam - Vinacomin Coal Joint Stock Company and Mr. Dinh Trung Kien's Application for

resignation as a Member of the Board of Directors for the fourth term (2023–2028) to perform the tasks assigned by the Group,

The Board of Directors of the Company has convened an extraordinary General Meeting of Shareholders in 2025 (the 2nd time) to consolidate the personnel of the Board of Directors according to its competence.

At the Extraordinary General Meeting of Shareholders on 28/11/2025, the General Meeting has:

- (i) Dismissal from the position of Member of the Board of Directors for:
 - Mr. Tran Van Cu – Member of the Board of Members of TKV;
 - Mr. Dinh Trung Kien – Deputy Head of TKV Investment Department.
- (ii) Election of additional members of the Board of Directors for:
 - Mr. Nguyen Trong Tot – Representative of TKV's capital at the Company, Capital Manager of TKV's Capital Management Board;
 - Mr. Bui Thanh Doan – Deputy Director of Ha Lam Coal Joint Stock Company - Vinacomin.

At the 55th Meeting of the Board of Directors (November 28, 2025), the Board of Directors elected Mr. Nguyen Trong Tot to hold the position of Chairman of the Board of Directors of the Company for the fourth term (2023–2028).

* After consolidation, the Board of Directors of the Company consists of 05 members, specifically:

- Mr. Nguyen Trong Tot – Chairman of the Board of Directors – Representative of TKV's capital;
- Mr. Vu Ngoc Thang – Member of the Board of Directors – CEO;
- Mr. Bui Thanh Doan – Member of the Board of Directors – Deputy Director;
- Mr. Nguyen Van Son – Full-time Member of the Board of Directors;
- Mr. Mai Huy Trung – Independent Member of the Board of Directors.

Structure of the Board of Directors: Out of a total of 05 members of the Board of Directors, there are 02 members who concurrently hold executive positions at the Company; 01 non-executive member of the Board of Directors; 01 full-time member of the Board of Directors and 01 independent member of the Board of Directors, ensuring compliance with the provisions of law and the Company's Charter.

2. Governance of general activities of the Board of Directors

In order to fully perform their functions, tasks and powers, and at the same time immediately take over the work and have a basis to evaluate the level of completion of each member's tasks, on the basis of the Operation Regulation of the Board of Directors of the Company; The Board of Directors has issued a decision to assign tasks to each member in charge, monitor the field of management, production

and business in accordance with the capacity and experience of each member, ensuring the coverage of all production and business activities of the Company.

The Board of Directors promulgates programs and plans for members to proactively implement the operation plan, supervise and urge the implementation of the Resolution of the General Meeting of Shareholders and Resolutions and decisions of the Board of Directors.

3. Corporate governance through the system of regulations

The Board of Directors manages the Company in all aspects of the company's production and business activities through the promulgation of management regulations as a basis for the executive apparatus to direct and administer in accordance with the provisions of law and the Company's internal management regulations. Regularly directing the review of the Company's system of internal management documents in accordance with the provisions of law, TKV and in accordance with practical requirements, in 2025 the Board of Directors approves the amendment, supplementation of promulgation/abolition of 09 regulations; consider and approve a number of important internal regulations before the CEO decides to promulgate them.

II. ORGANIZATION OF THE BOARD OF DIRECTORS MEETING, REMUNERATION AND SALARY OF THE BOARD OF DIRECTORS

1. Regarding the number of meetings

In 2025, the Board of Directors will organize 31 meetings, issue 39 Resolutions to approve and approve the contents under the jurisdiction of the Board of Directors such as: Directing the implementation of the Resolution of the General Meeting of Shareholders in 2025; evaluate the results of the implementation of the Resolution of the General Meeting and Resolutions and decisions of the Board of Directors; and approve, approve or give opinions on other important contents under its competence; The meetings were conducted face-to-face, documents were carefully prepared and sent to each member attending the meeting according to regulations, on the basis of which the participants had time to study, discuss and give suggestions to reach a high consensus, contributing to improving the quality of promulgation of resolutions, decision.

- The percentage of members of the Board of Directors attending the meeting fully at the summons of the Chairman, showing a high sense of responsibility for work before the Company and shareholders, the results show:

| TT | Member of the Board of Directors | Number of meetings attended by the Board of Directors | Rate of Meeting | Reason Did not attend |
|----|----------------------------------|---|-----------------|---|
| 2 | Tran Van Cu | 20 | 65 | In which, 01 session was attended as an invited member. Resignation from the position of Chairman of the Board of Directors and resignation from the Board of Directors from 01/10/2025 and dismissal on 28/11/2025 |
| 2 | Nguyen Trong Tot | 13 | 42 | Dismissed on 17/01/2025, then re-elected at the 2025 Extraordinary General Meeting of Shareholders (2nd) on 28/11/2025. In which, 07 sessions were attended as invited members. |
| 3 | Vu Ngoc Thang | 31 | 100 | |
| 4 | Dinh Trung Kien | 26 | 84 | Dismissal on 28/11/2025 |
| 2 | Bui Thanh Doan | 05 | 16 | Re-elected at the 2025 Extraordinary General Meeting of Shareholders (2nd time) on 28/11/2025 |
| 5 | Nguyen Van Son | 31 | 100 | |
| 6 | Mai Huy Trung | 31 | 100 | |

2. Remuneration, allowances and salaries

The Company complies with the level decided by the Resolution of the Annual General Meeting of Shareholders in 2025, specifically as follows:

(i) Remuneration for the Chairman of the Board of Directors and the TV Board of Directors on a part-time basis:

- Remuneration for 1 month of a member holding the position of Chairman of the Board of Directors:

$27,000,000 \text{ VND} \times 20\% = 5,400,000 \text{ VND/month}$

- 1 month remuneration of each member of the Board of Directors:

$23,000,000 \text{ VND} \times 20\% = 4,600,000 \text{ VND/month.}$

(ii) 1-month allowance for independent Board of Directors: 23,000,000 VND/month.

(iii) 1 month's salary for full-time members of the Board of Directors:

$23,000,000 \text{ VND} \times 1.7 = 39,100,000 \text{ VND/month.}$

The company will pay 80% of the remuneration, allowances and salaries to members of the Board of Directors, and 20% will be spent in 2026 on the basis of production and business results and the level of completion of tasks of each member in 2025.

III. COORDINATION ACTIVITIES

In the course of operation, the Board of Directors regularly maintains a leadership coordination relationship between the Board of Directors and the Party Committee and the Director according to the Joint Resolution.

The 2025 Board of Directors Meetings will be attended by members of the Supervisory Board or representatives of the Supervisory Board; the contents of the meeting agenda are related to the rights and interests of employees, to the work of personnel, the Board of Directors of the Company invites relevant organizations to participate in comments as a basis for the Board of Directors to vote to approve to create consensus when to organize the implementation. In the coordination between the Board of Directors and the Party Committee, the Director ensures the functions and tasks of the parties in accordance with the provisions of law, the charter and regulations of that organization, in the spirit of respecting the principles for the common interests of the Company.

IV. SUPERVISION OF THE BOARD OF DIRECTORS

1. Implementation of production and business plans and construction investment plans

| TT | Criteria | DVT | Resolution General Meeting of Shareholder s Year 2025 Through | Implemen tation in 2025 | Rate (%) | Notes |
|----|-------------------------------|------|---|-------------------------------|-------------|-------|
| 1 | Exploited coal | Tons | 2.400.000 | 2.400.000 | 100 | |
| | - Underground coal | " | 2.400.000 | 2.400.000 | 100 | |
| | + In which , CGH market coal: | " | 1.200.000 | 1.319.233 | 109,9 | |

| TT | Criteria | DVT | Resolution General Meeting of Shareholders Year 2025 Through | Implement ation in 2025 | Rate (%) | Notes |
|----|---------------------------------|---------|---|-------------------------------|-------------|-------|
| 2 | CBSX Furnace Excavator | m | 12.300 | 12.306 | 100 | |
| 3 | Clean coal produced at the mine | Tons | 749.000 | 725.855 | 96,9 | |
| 4 | Coal Consumption | Tons | 2.249.000 | 2.056.887 | 91,5 | |
| 5 | Coal Revenue | Tr.dong | 3.253.303 | 2 846 623 | 87,5 | |
| 6 | Coal production profitability | " | 52.047 | 102 803 | 197,5 | |
| 7 | Average Labor | People | 3.478 | 3.383 | 97,3 | |
| 8 | Average salary/person/month | 1000đ | 19.944 | 21.757 | 109,1 | |
| 9 | Construction Investment | Tr.dong | 126.100 | 149.852 | 118,8% | |
| 10 | Dividends (expected) | % | ≥6 | 8 | 133 | |

Implementing the production and business plan and construction investment in 2025 with the advantages and difficulties in the production and business process have been shown in the report of the company's Director submitted to the General Meeting, so the Board of Directors does not repeat it. Summing up, the in-kind and value targets both met and exceeded the targets decided by the Resolution of the congress. Ensuring the efficiency of production and business, improving income for employees, maintaining the Company's long-term stable operation, ensuring dividends for shareholders.

Through direct supervision activities such as listening to reports, going to the field to inspect the facts, as well as indirect supervision through monthly reports of the Board of Directors, the Board of Directors has promptly come up with solutions to remove difficulties in the production process, meeting the requirements of successful production.

2. Regarding the exercise of shareholders' rights

(i) Dividend payment: The Company will pay dividends in 2024 to shareholders at the level approved by the 2025 General Meeting and pay in a timely manner to ensure the interests of the company's shareholders, specifically:

Total value of dividends payable to shareholders : 20,332,159,200 VND; of which:

- a) Neck East TKV: 15.088.190.400 Copper
- Transfer via Depository: 0 copper;
- Return to TKV: 15.088.190.400 copper;
- b) Neck Others: 5.243.968.800 Copper

- Transfer via Depository: 4.859.343.760 copper;
- The company pays for itself: 384.625.040 copper.

(ii) Disclosure of information: The Company is a public company, the Company always complies with the provisions of the law; The content and form of announcement shall comply with the provisions of law for management agencies, shareholders and investors to access. The announcement is carried out simultaneously to the SE, the SSC and announced on the Company's website as required by Circular No. 96/2020/TT-BTC dated 16/11/2020 and Circular 68/2024/TT-BTC dated 18/9/2024 of the Ministry of Finance for shareholders to access in a timely manner.

To strengthen the connection between the Company and Shareholders so that Shareholders can promptly grasp information about the Company, ensure the interests of Shareholders in accordance with the law, in accordance with the development process of information technology. Shareholders are requested to provide information of individuals, residential addresses, and receive information (especially timely when there is a change). The Company will provide specific notices of the methods of sending and receiving information and post them on the Company's website.

(iii) Other rights of shareholders as prescribed by law as well as in the company's charter are strictly implemented by the Company's executive apparatus.

With the results of production and business along with maintaining security and safety, taking care of improving and enhancing the material and spiritual life of employees, keeping the relationship with shareholders; The company's executive apparatus is considered to have successfully completed its tasks.

V. GENERAL ASSESSMENT OF THE ACTIVITIES OF THE BOARD OF DIRECTORS

1. General assessment of the activities of the Board of Directors

In 2025, the Board of Directors (BOD) of the Company has fully performed its functions, tasks and powers in accordance with the provisions of the Law on Enterprises, the Company's Charter and relevant regulations. On that basis, the Board of Directors has issued resolutions and decisions to orient and direct the Company's production and business activities and development investment, as a basis for the CEO and the management apparatus to organize the implementation.

The resolutions of the Board of Directors are issued in a timely manner, closely following the actual situation of the Company and the governance requirements in each period, contributing to ensuring that management and administration activities are implemented synchronously and effectively. The implementation results show that the Company has completed and exceeded the main targets of the production, business and investment plan approved by the General Meeting of Shareholders.

In addition to direction, the Board of Directors regularly monitors and supervises the operation of the executive apparatus through a system of periodic reports, inspections and thematic work when necessary. Thereby, the Board of Directors promptly grasps the situation, directs the removal of difficulties and obstacles arising in the process of organizing production and business, contributing to ensuring that the Company's operations are maintained stably and effectively.

2. Evaluation of activities of members of the Board of Directors holding the position of Chairman of the Board of Directors

In the general activities of the Board of Directors, the Chairman of the Board of Directors has fully performed their responsibilities and powers in accordance with the provisions of law and the Company's Charter; preside over meetings of the Board of Directors, organize and administer the activities of the Board of Directors and direct the formulation and promulgation of resolutions and decisions of the Board of Directors to orient the Company's activities.

In his assigned position, the Chairman of the Board of Directors has worked with the Board of Directors to orient and promptly direct key tasks in corporate governance and production and business activities of the Company, contributing to the completion of the goals and plans assigned by the General Meeting of Shareholders; at the same time, ensure that the Company's activities comply with the provisions of law, the Company's Charter and the owner's decisions.

The close coordination between the Chairman of the Board of Directors, members of the Board of Directors and the CEO has contributed to improving the efficiency of governance, ensuring that the resolutions of the Board of Directors are implemented synchronously, contributing to maintaining the Company's stable and developed operations.

3. Evaluation of the activities of members of the Board of Directors

Members of the Board of Directors have seriously performed their responsibilities according to their assigned functions and tasks; actively participated in meetings of the Board of Directors, studied records and documents and participated in opinions on important issues under the jurisdiction of the Board of Directors.

In the process of performing their duties, the members of the Board of Directors always maintain close coordination, proactively grasp the production and business situation of the Company, participate in the inspection, supervision and coordination with the executive apparatus in handling difficulties and problems arising, contributing to improving management and administration efficiency .

On the basis of the results of the performance of tasks in the year, the Board of Directors self-assesses that they have successfully completed the assigned tasks in 2025. The members of the Board of Directors were also unanimously evaluated by the Company's Personnel Evaluation Conference at the level of "Good Completion" and "Excellent Completion of Tasks in 2025".

4. Evaluation of the activities of independent members of the Board of Directors

Independent members of the Board of Directors have fully performed their responsibilities in accordance with the provisions of law and the Company's Charter; fully participated in meetings of the Board of Directors, studied records and documents and participated in opinions on the contents discussed and voted at meetings of the Board of Directors.

Within the scope of assigned tasks, independent members of the Board of Directors regularly update the Company's operational situation, participate in meetings, work with relevant units to capture information, thereby making comments to improve the efficiency of governance and operation of the business.

In addition, on the basis of studying the provisions of the law and the management regulations of Vietnam Coal and Mineral Industry Group, independent members of the Board of Directors have participated in appraisal teams for the Company's projects and estimates; contributed opinions in the process of developing appraisal reports as a basis for the Board of Directors to consider, decide according to their competence, ensure compliance with regulations and promptly serve the management and administration.

In the process of performing their duties, independent members of the Board of Directors always put the interests of the Company and shareholders first, ensuring the harmony between the interests of owners, shareholders and employees in the Company's management decisions.

PART TWO OPERATIONAL ORIENTATION 2026

In 2026, the Board of Directors of the Company will continue to focus on directing, orienting and supervising corporate governance activities, ensuring the effective implementation of production and business goals approved by the Annual General Meeting of Shareholders, with the motto "Safety – Solidarity – Development – Efficiency". The key tasks are as follows:

1. Organizing the implementation of resolutions of the General Meeting of Shareholders

Direct the organization to fully and promptly implement the contents approved by the Annual General Meeting of Shareholders in 2026; at the same time, concretize production and business objectives and targets, investment plans and management tasks into action programs and work plans of the Board of Directors and the Executive Board.

2. Improve governance efficiency and legal compliance

Continue to strictly implement the Party's guidelines, the State's policies and laws and regulations of TKV in corporate governance and administration; ensure the

operation of the Board of Directors in accordance with its functions, tasks and competence in accordance with the provisions of law and the Company's Charter.

3. Strengthen the inspection and supervision of administrative activities

Promote the supervision of the executive apparatus in the process of organizing the implementation of the Resolution of the 2026 General Meeting of Shareholders and resolutions and decisions of the Board of Directors; periodically monitor and evaluate the implementation of production and business, investment, finance and corporate governance targets according to the work programs and plans of the Board of Directors.

4. Closely coordinate in leadership and administration

Maintain and promote the coordination mechanism between the Party Committee, the Board of Directors and the Executive Director, ensuring consistency in leadership, direction and administration; creating consensus in the entire management system, contributing to improving the Company's operational efficiency and ensuring the legitimate interests of shareholders.

5. Orientation for the implementation of key tasks in the coming time

(i) For mine development projects

Pursuant to Decision No. 2394/GP-BNNMT dated 27/6/2025 of the Ministry of Agriculture and Environment on the adjustment of the Mineral Exploitation License, which adjusts the mining term to 28/11/2038 (before being extended to 28/11/2025) and expands the mining depth from -50m to -570m (before the adjustment from -50m to -300m), in 2026, the Company will focus on completing the volume of digging and opening the seam at -300m to -570m under the project to exploit the lower part of the -50 Ha Lam coal mine according to the approved plan.

The implementation of the project aims to ensure the maintenance of stable mining activities at stratifications from -50m to -300m, and at the same time gradually expand mining to deeper levels from -300m to -570m, thereby maintaining stable mine capacity and creating a foundation for the long-term development of the Company.

(ii) Regarding the investment plan

On the basis of the mine development orientation, the Board of Directors directs the development and implementation of medium- and long-term investment plans, focusing on investment items for production, ensuring the maintenance and improvement of the mine's exploitation capacity in the coming period.

(iii) Regarding corporate governance innovation

Based on TKV's orientation and business restructuring solutions, the Board of Directors directs the research, review and step by step implement solutions to improve the internal governance model, improve the efficiency of corporate

governance, in line with the Company's development requirements in the period to 2026 and the following years.

6. To perform other tasks according to their competence

The Board of Directors continues to perform other tasks under its jurisdiction in accordance with the provisions of law, the Company's Charter and the resolutions of the General Meeting of Shareholders.

The above is the content of the report of the Board of Directors of the Company on the governance and performance of the Board of Directors and members of the Board of Directors in 2025 and the direction of operation in 2026.

The Board of Directors of the Company respectfully reports to the General Meeting./.

Recipients:

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- Personnel of the Civil Defense Agency;
- CV Department (Disclosure)
- SSC; Department of Education and Training;
- Keep the records of the General Meeting.

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

Nguyen Trong Tot

Quang Ninh, April 2026

Number: / BC- Board of Directors

"Draft"

REPORT

Regarding the approval of contracts and transactions between Companies with businesses and stakeholders in 2026

To: Shareholders of Ha Lam Coal Joint Stock Company – Vinacomin

Pursuant to Article 167 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Clause 3, Article 280 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 "Detailing the implementation of a number of articles of the Securities Law";

Pursuant to the Charter of Ha Lam Coal Joint Stock Company - Vinacomin approved by the General Meeting of Shareholders on April 26, 2021;

The Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin reports to the General Meeting of Shareholders of the Company on the results of transactions between the Company and major shareholders and related enterprises in 2025. At the same time, it is proposed that the General Meeting of Shareholders approve the implementation of transactions between the Company and major shareholders and related enterprises in 2026, specifically as follows:

1. Report on the results of transactions between the Company and major shareholders and related persons in 2025

In 2025, the Company has incurred transactions with major shareholders, Vietnam Coal and Mineral Industry Group (TKV) and related units, including branches under the Group such as: Hon Gai Coal Sorting Company – Vinacomin, Cam Pha Logistics Company – Vinacomin, Environment Company Limited – TKV, Mine Construction Company – TKV; and subsidiaries and associated companies such as: Machinery Manufacturing Joint Stock Company – Vinacomin, Informatics, Technology and Environment Joint Stock Company – Vinacomin, Mining and Industrial Investment Consulting Joint Stock Company – Vinacomin, Ha Tu Coal Joint Stock Company – Vinacomin, Mong Duong Coal Joint Stock Company – Vinacomin, ...

Transactions mainly serve the Company's production and business activities, including: providing and using equipment repair services, environmental treatment, transportation of workers, procurement of materials, equipment and other related services.

Specific implementation results are as follows:

1.1. Total value of sales and service provision transactions: VND 2,868 billion;

1.2. Total value of goods and service purchase transactions: VND 238.9 billion.

2. Request the General Meeting of Shareholders to approve transactions between the Company and major shareholders and related persons in 2026

Mr. Nguyen Trong Tot – Capital Manager, Capital Management Board of TKV is the Representative of TKV's capital at the Company elected to the Board of Directors by the Extraordinary General Meeting of Shareholders in 2025 (the 2nd time) to replace Mr. Tran Van Cu (former Chairman of the Board of Directors of the Company) and the Board of Directors of the Company elected to hold the position of Chairman of the Board of Directors of the Company from 28/11/2025. At the same time, Mr. Nguyen Trong Tot also holds the position of Chairman of the Board of Directors/ Chairman of the Company of 03 enterprises, namely: (i) Chairman of the Board of Directors of Mong Duong Coal Joint Stock Company - Vinacomin; (ii) Chairman of Deo Nai Coal Joint Stock Company – Coc Sau – TKV; (iii) Chairman of Uong Bi Automobile Mechanical Joint Stock Company.

Mr. Tran Thanh Tung - Controller of Capital - Internal Control Board of TKV is the Representative of TKV at the Company who is participating in the Supervisory Board and holds the position of Head of the Supervisory Board of the Company; at the same time, Mr. Tran Thanh Tung also holds positions at 02 enterprises, namely: (i) Head of the Supervisory Board of Materials - TKV Joint Stock Company; (ii) Member of the Supervisory Board of Environmental Construction Joint Stock Company.

Thus, in addition to the relevant units under the Vietnam Coal and Mineral Industry Group (TKV), some of the above-mentioned units all have economic contractual and transaction relationships because they are in the same TKV and have the same related persons. Therefore, according to the provisions of Clause 2, Article 167 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Clause 3, Article 280 of 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" and Article 15 - Charter of organization and operation of Ha Lam Coal Joint Stock Company - Vinacomin were approved by the General Meeting of Shareholders on 26/4/2021.

The Board of Directors requests shareholders to consider and approve for the Company to sign and implement contracts and transactions between Ha Lam Coal Joint Stock Company - Vinacomin and related businesses and persons in accordance with the provisions of law and the Charter of the organization. the Company's activities, specifically as follows:

| TT | Business Name/ Related Person | Address, Tax code | Contracting Areas | Contract and transaction value |
|-----------|--|--|---|---|
| 1 | Vietnam Coal and Mineral Industry Group; Companies under TKV and a number of joint stock companies in which TKV holds dominant shares. | No. 3, Duong Dinh Nghe, Yen Hoa Ward, Hanoi City. MST: 5700100256 | According to the business line in the business registration certificate of the companies. | The value of contracts and transactions is from 35% of the total value of the Company's assets recorded in the financial statements at the latest time. |
| | Mong Duong Coal Joint Stock Company – Vinacomin (Chairman of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin is the Chairman of the Board of Directors of the Company) | Group 7, Zone 3, Mong Duong Ward, Quang Ninh Province MST: 5700101203 | As item 1 | As item 1 |
| | Deo Nai Coal Joint Stock Company – Coc Sau – TKV (Chairman of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin is the Chairman of the Board of Directors of the Company) | No. 42, Kim Dong Street, Cam Pha Ward, Quang Ninh Province, Vietnam MST: 5702162138 | As item 1 | As item 1 |
| | Uong Bi Automotive Mechanical Joint Stock Company (Chairman of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin is the Chairman of the Board of Directors of the Company) | Tan Lap 2 Area, Yen Tu Ward, Quang Ninh Province MST: 5700623552 | As item 1 | As item 1 |

| TT | Business Name/ Related Person | Address, Tax code | Contracting Areas | Contract and transaction value |
|----|---|---|----------------------|-----------------------------------|
| | Materials Joint Stock Company – TKV (The Head of the Supervisory Board of Ha Lam Coal Joint Stock Company - Vinacomin is the Head of the Supervisory Board of the Company) | Group 1, Zone 2, Ha Long Ward, Quang Ninh Province MST: 5700100707 | As item 1 | As item 1 |
| | Environmental Construction Joint Stock Company (The Head of the Supervisory Board of Ha Lam Coal Joint Stock Company - Vinacomin is a member of the Supervisory Board of the Company) | Village 11, Nhan Co Commune, Lam Dong Province MST: 6400308865 | As item 1 | As item 1 |

The Board of Directors respectfully requests the shareholders of the Company to consider, approve and assign the Company's CEO to sign and organize the implementation of contracts and transactions between the Company and the above-mentioned businesses and related persons in accordance with the provisions of law. Regarding the time limit for performing contracts and transactions from January 01, 2026 until there are other changes.

The Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin respectfully requests the General Meeting of Shareholders of the Company to consider and approve the above content for the Company to comply with regulations./.

Recipients:

- Shareholders of the Company;
- SSC, Department of Education and Training;
- Members of the Board of Directors, Supervisory Board;
- Board of Directors; Chief Accountant;
- CV Department (TT Announcement and Website Posting)
- Save: Records of the meeting.

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

Nguyen Trong Tot

Quang Ninh, April 2026

No.: /TTr-HDDQT

"Draft"

STATEMENT

Regarding the amendment and supplementation of a number of contents in the Charter on Organization and Operation of Ha Lam Coal Joint Stock Company - Vinacomin

To: Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin.

Pursuant to the Charter of Organization and Operation of Ha Lam - Vinacomin Coal Joint Stock Company approved by the General Meeting of Shareholders on April 26, 2021;

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

Based on the situation and production and business conditions of the Company.

Ha Lam Coal Joint Stock Company - Vinacomin respectfully submits to the General Meeting of Shareholders for consideration and approval of amendments and supplements to a number of contents of the Company's Charter, specifically as follows:

I. Amendment of the Company's Headquarters Address in the Company's Charter

1. Reasons for modification

According to Clause 6, Article 2 of the Company's Charter ("*Registered Office of the Company*") currently stipulates:

- Address: No. 01, Tan Lap Street, Ha Lam Ward, Ha Long City, Quang Ninh Province.

Pursuant to Resolution No. 1679/NQ-UBTVQH15 of the Standing Committee of the National Assembly on the arrangement of commune-level administrative units of Quang Ninh province in 2025, the Company shall amend the address of the head office in the Company's Charter in accordance with the administrative units after the arrangement.

2. Proposed amendments

The Company proposes to amend Clause 6, Article 2 of the Company's Charter ("*Registered Office of the Company*") as follows:

- Address: No. 01, Tan Lap Street, Ha Lam Ward, Quang Ninh Province.

II. Amendments to business lines in the Company's Charter

1. Reasons for modification

Pursuant to the Prime Minister's Decision No. 36/2025/QĐ-TTg dated September 29, 2025 promulgating the Vietnam System of economic sectors (effective from November 15, 2025), replacing Decision No. 27/2018/QĐ-TTg dated July 6, 2018, whereby a number of

sector codes, industry names and detailed contents of economic sectors have been adjusted. change.

On that basis, some business lines that the Company previously registered are no longer suitable for the current system of economic sectors. Therefore, the Company amends 08 business lines registered in Clause 2, Article 4 of the Company's Charter ("*Business lines of the Company*").

The above updates and adjustments should be reflected in the enterprise registration dossier and the Company's Charter to ensure consistency, synchronization and conformity with the provisions of current law.

2. Proposed amendments

The Company proposes to amend 08 business lines specified in Clause 2, Article 4 of the Company's Charter ("*Business lines of the Company*"), specifically as follows:

| TT | Registered Industries | | Revised business lines (according to Decision No. 36/2025/QD-TTg) | |
|----|--|-----------------|---|-----------------|
| | Industry Name | Code Industries | Industry Name | Code Industries |
| 1 | Repair of machinery and equipment | 3312 | Repair and maintenance of machinery and equipment | 3312 |
| 2 | Repair of electrical equipment | 3314 | Repair and maintenance of electrical equipment | 3314 |
| 3 | Repair other equipment | 3319 | Repair and maintenance of other equipment | 3319 |
| 4 | Power Generation | 3511 | Generate electricity from non-renewable energy sources <i>Details: Electricity generation from other non-renewable energy sources (diesel)</i> | 3511 |
| 5 | Power Transmission and Distribution <i>Details: Electricity retail activities</i> | 3512 | Power Transmission and Distribution <i>Details: Electricity distribution activities, electricity retail activities</i> | 3513 |
| 6 | Short Stay Service | 5510 | Hotels and similar accommodations | 5510 |
| 7 | Management consulting activities | 7020 | Business management consultancy activities and other management consultancy activities | 7020 |
| 8 | Architectural activities and related technical consultancy | 7110 | Architectural activities and related technical consultancy | 7110 |

| TT | Registered Industries | | Revised business lines (according to Decision No. 36/2025/QĐ-TTg) | |
|----|---|-----------------|---|-----------------|
| | Industry Name | Code Industries | Industry Name | Code Industries |
| | <i>Details: Supervision of construction and completion of mining works; supervising the construction and completion of civil and industrial works; supervising the construction and installation of equipment and technologies to control mining works; supervising the construction and installation of equipment and mechanical technology of mining works; supervising the construction and completion of civil, industrial and technical infrastructure works</i> | | <i>Details: Supervision of construction and completion of mining works; supervising the construction and completion of civil and industrial works; supervising the construction and installation of equipment and technologies to control mining works; supervising the construction and installation of equipment and mechanical technology of mining works; supervising the construction and completion of civil, industrial and technical infrastructure works; Surveying and mapping activities</i> | |

III. Addition of business lines in the Company's Charter

The Company proposes to add 10 business lines to Clause 2, Article 4 of the Company's Charter ("*Business lines of the Company*"), specifically as follows:

| STT | Name of additional discipline (according to Decision No. 36/2025/QĐ-TTg) | Industry Code | Additional reasons |
|-----|--|---------------|--|
| 1 | Afforestation, forest care and forestry tree nurturing | 0210 | The company plans to lease an area of 101.78 hectares, including: (i) 86.84 hectares (belonging to the area of 208 hectares of Chinh Bac landfill); (ii) 14.94 hectares of land managed by the People's Committee of Ha Long City (recovered from the FLC University project), for the purpose of planting, caring for, protecting forests and managing the boundaries of mining resources, under the direction of TKV |

| STT | Name of additional discipline (according to Decision No. 36/2025/QĐ-TTg) | Industry Code | Additional reasons |
|-----|---|---------------|---|
| | | | in Official Letter No. 305/TKV-DT dated 20/01/2022. |
| 2 | Forging, stamping, pressing and rolling of metals; metal powder smelting | 2591 | The addition of this industry code aims to create a legal basis for the Company to carry out mechanical processing activities, repair, restoration and surface treatment of metal parts and equipment for the maintenance and maintenance of machinery and equipment systems in the production process, contributing to improving the life of equipment and ensuring the operational efficiency of technical systems. |
| 3 | Mechanical Processing; Metal Processing and Coating | 2592 | The addition of this industry code aims to create a legal basis for the Company to carry out mechanical processing activities, repair, restoration and surface treatment of metal parts and equipment for the maintenance and maintenance of machinery and equipment systems in the production process, contributing to improving the life of equipment and ensuring the operational efficiency of technical systems. |
| 4 | Generate electricity from renewable energy sources <i>Details: Solar Power</i> | 3512 | The addition of the above-mentioned industries and trades aims to create a legal basis for the Company to research, invest and implement solar power projects for production; at the same time, taking advantage of renewable energy sources, contributing to saving energy costs, improving electricity efficiency and in line with the State's clean energy development orientation. |
| 5 | Building houses that are not for living | 4102 | The addition of this industry code aims to create a legal basis for the Company to carry out construction, repair and renovation activities for production such as operators, workshops, warehouses and other auxiliary works. |
| 6 | Demolition | 4311 | The addition of this industry code aims to create a legal basis for the Company to carry out demolition and dismantling activities for production such as operators, workshops, warehouses and other auxiliary works when |

| STT | Name of additional discipline (according to Decision No. 36/2025/QĐ-TTg) | Industry Code | Additional reasons |
|-----|---|---------------|--|
| | | | renovating, upgrading or investing in new construction. |
| 7 | Site preparation | 4312 | The addition of this industry code aims to create a legal basis for the Company to carry out construction site preparation activities such as site cleaning, digging, filling, leveling, digging foundations and transporting soil and stones for the Company's construction investment and renovation projects. |
| 8 | Other Short Stay Services | 5520 | The addition of this industry code is intended to be in line with the actual operation of Sao Bien Motel managed and operated by the Company (short-term accommodation services, usually daily or weekly). |
| 9 | Restaurants and mobile catering services | 5610 | The addition of this industry code is in line with the development orientation of the Company's service business activities in the coming time (on-site or mobile catering services). |
| 10 | Rental of machinery, equipment and other tangible utensils without an operator <i>Details: Rental of machinery, equipment and other tangible utensils without an operator not yet classified</i> | 7730 | The addition of this industry code aims to create a legal basis for the Company to effectively exploit existing assets, machinery and equipment through leasing activities when it is not used at full capacity; thereby improving the efficiency of asset use and increasing legal revenue for the Company. |

On that basis, the Company's business lines after amending and supplementing the business lines in the Company's Charter are adjusted, completed, amended and supplemented Clause 2, Article 4 of the Company's Charter ("the Company's business lines") as follows:

| STT | Industry Name | Industry Code |
|-----|--|----------------|
| 1 | Afforestation, forest care and forestry tree nurturing | 0210 |
| 2 | Mining and collection of hard coal | 0510 (Main) |
| 3 | Mining and collection of lignite | 0520 |
| 4 | Other mining support services | 0990 |

| STT | Industry Name | Industry Code |
|-----|---|---------------|
| 5 | Basic Chemical Production Details: Nitrogen Gas Production Operations | 2011 |
| 6 | Forging, stamping, pressing and rolling of metals; metal powder smelting | 2591 |
| 7 | Mechanical Processing; Metal Processing and Coating | 2592 |
| 8 | Repair and maintenance of machinery and equipment | 3312 |
| 9 | Repair and maintenance of electrical equipment | 3314 |
| 10 | Repair and maintenance of means of transport (except automobiles, motorcycles, motorcycles and other motor vehicles) | 3315 |
| 11 | Repair and maintenance of other equipment | 3319 |
| 12 | Installation of industrial machinery and equipment | 3320 |
| 13 | Generate electricity from non-renewable energy sources <i>Details: Electricity generation from other non-renewable energy sources (diesel)</i> | 3511 |
| 14 | Generate electricity from renewable energy sources <i>Details: Solar power.</i> | 3512 |
| 15 | Power Transmission and Distribution <i>Details: Electricity distribution activities, electricity retail activities</i> | 3513 |
| 16 | Drainage and wastewater treatment | 3700 |
| 17 | Building houses that are not for living | 4102 |
| 18 | Construction of water works | 4291 |
| 19 | Construction of mining works | 4292 |
| 20 | Construction of processing and manufacturing works | 4293 |
| 21 | Construction of other civil engineering works | 4299 |
| 22 | Demolition | 4311 |
| 23 | Site preparation | 4312 |
| 24 | Electrical System Installation | 4321 |
| 25 | Hotels and similar accommodations | 5510 |
| 26 | Other Short Stay Services | 5520 |
| 27 | Restaurants and mobile catering services | 5610 |
| 28 | Other Food & Beverage Services | 5629 |
| 29 | Management consultancy activities and other management consultancy activities | 7020 |
| 30 | Architectural activities and related technical consultancy <i>Details: Supervision of construction and completion of mining works; supervising the construction and completion of civil and industrial works; supervising the construction and installation of equipment and technologies to control mining works; supervising the construction and installation of equipment and mechanical technology of mining works; supervising the construction and completion of civil, industrial and technical infrastructure works; Surveying and mapping activities</i> | 7110 |
| 31 | Detailed Inspection and Technical Analysis: Hydraulic Resistance Pole Test, for Hydraulic Resistance Used in Underground Mining | 7120 |

| STT | Industry Name | Industry Code |
|-----|---|---------------|
| 32 | Rental of machinery, equipment and other tangible utensils without an operator <i>Details: Rental of machinery, equipment and other tangible utensils without an operator not yet classified</i> | 7730 |

In order to ensure the legal basis for the organization and implementation of production and business activities in accordance with the provisions of law, the Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the amendment and supplementation of the Company's Charter./.

Recipients:

- Shareholders (Company Website);
- CV department (website posting and disclosure);
- SSC; Hanoi Stock Exchange;
- Save: Records of the General Meeting.

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

Nguyen Trong Tot

"Draft"

**ASSESSMENT REPORT
OF THE INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS ON
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

To: Shareholders

Pursuant to Clause 3, Article 277 and Clause 4, Article 280 of 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.

Independent member of the Board of Directors (BOD) of Ha Lam Coal Joint Stock Company - Vinacomin reports on the evaluation of the company's activities in 2025, as follows:

The Board of Directors of the company has worked with a sense of responsibility and transparency in governance, strictly complying with the regulations for public companies. Meetings of the Board of Directors have been convened in a timely manner and implemented in accordance with the procedures specified in the Charter and Internal Regulations on corporate governance, and the operation regulations of the Board of Directors. The content of the meetings was discussed, fully and carefully evaluated by the members of the Board of Directors to come up with orientations and solutions that bring the highest benefits to the Company.

Issues related to business strategy, market expansion, investment in technological equipment and building a management system are regularly reviewed and evaluated by the Board of Directors in periodic meetings.

Resolutions and decisions of the Board of Directors at meetings are approved by the Board of Directors on the principle of majority; the minutes and resolutions of the meeting are made fully and truthfully, signed by the members of the Board of Directors attending the meeting.

1. Organizational structure

The Board of Directors consists of 05 members, including 02 non-executive members and 01 independent member; during the year, there were fluctuations in personnel changes in the Board of Directors; however, all members of the Board of Directors immediately approached the work; all fully and actively participate in planning, compliance control, and criticism activities to reach a consensus and ensure good corporate governance practices according to standards.

2. Operation mechanism

In 2025, the Board of Directors will hold 31 meetings both face-to-face and online. Meetings of the Board of Directors have been convened and implemented with a specific schedule, preparing sufficient documents, complying with the provisions of the company's Charter, the Regulation on Operation of the Board of Directors and the provisions of law. The content of the meetings was discussed, criticized, fully evaluated and carefully reached a high consensus by the members of the Board of Directors.

Issues related to strategy, business plans, finance, etc., building a management system in the company are all discussed and controlled closely between the Board of Directors and the Board of Directors of the company.

Changes and adjustments to production and business plans, investment plans, and new options are independently researched with scientific basis and criticism between the Board of Directors and the Board of Directors.

Periodically as planned, or irregularly check the production and business situation as well as other important issues that the Board of Directors is interested in learning to be close to reality and improve quality in the decision-making process.

3. Regarding the results of governance and supervision

Overall, the Board of Directors has performed its role well in implementing the plans, guidelines and strategic orientations decided by the General Meeting of Shareholders.

The Board of Directors has complied with the regulations on corporate governance, convened meetings to promptly direct and issue decisions in accordance with the actual production and business situation.

The Board of Directors has properly performed its roles and responsibilities in directing, supervising and supporting the Board of Directors to implement the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with the provisions of the law, and at the same time harmonizing the interests of the Company and shareholders.

Members of the Board of Directors holding positions in the Board of Directors fully attend regular and extraordinary meetings of the Board of Directors. Important decisions of the Board of Directors are analyzed, criticized and consulted by members of the Board of Directors/Chairman of the Board of Directors to ensure the interests of the Company.

Members of the Board of Directors actively identify their roles and responsibilities for the Board of Directors and share experiences, interact and exchange with the Board of Directors about the Company's governance operations.

4. Conclusion

The Board of Directors has fully performed the function of representing the owners in supervising the Company's operating activities, appropriately orienting and promptly directing to ensure the effective use of resources to achieve the targets

decided by the General Meeting of Shareholders, on the basis of compliance with the provisions of law. Charter of the company.

In addition to performing the function of managing and supervising the administration of the Board of Directors, the Board of Directors has closely coordinated with the Board of Directors to actively and actively seek solutions to remove difficulties in production and business in 2025 with the highest efficiency.

In general, in 2025, although there will be many difficulties in production and business, especially objective factors suddenly appear, consumption difficulties; but with a high sense of responsibility, solidarity, cooperation in performing tasks honestly and carefully, the Board of Directors has implemented appropriate solutions in supervising and directing the Board of Directors to implement the Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors and complete the production and business results, ensuring the interests of the Company and shareholders.

As a result: The members of the company's Board of Directors in 2025 are all assessed as completing their tasks well to successfully completing their tasks.

I have just presented my Evaluation Report as an independent member of the Board of Directors to evaluate the performance of the Board of Directors in 2025, respectfully to the General Meeting and shareholders.

Thank you very much./.

Recipients:

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- Personnel of the Civil Defense Agency;
- CV Department (Disclosure);
- SSC, Department of Education and Training;
- Save: Board of Directors.

INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS

Mai Huy Trung

No.: /TB - Board of Directors

Quang Ninh, April 2026

"Draft"

NOTICE

About the list of relevant people of internal people

To: General Meeting of Shareholders of Ha Lam Coal Joint Stock Company-Vinacomin

Pursuant to Point a, Clause 45 and Point d - Clause 46 - Article 4 - Law on Securities dated 26/11/2019 explaining Insiders and related persons of Insiders.

Pursuant to Point a, Clause 4 - Article 164 - Law on Enterprises dated 17/6/2020 stipulating the Notification of the list of related persons of Internal Persons at the Annual General Meeting of Shareholders.

Pursuant to the Charter of Ha Lam Vinacomin Coal Joint Stock Company approved by the General Meeting of Shareholders on April 26, 2021

Pursuant to Resolution No. 70/K4/NQ-HDQT dated March 30, 2026 of the Board of Directors of the Company

The Board of Directors notifies the General Meeting of internal persons and related persons of internal persons as follows:

In 2025, Internal Persons and related persons of the Company's internal people will consist of 132 people. In which:

- 13 internal people of the Company are holders of the following positions: Chairman of the Board of Directors, members of the Board of Directors, Directors, Deputy Directors, Chief Accountant; Head of the Supervisory Board, member of the Supervisory Board and Secretary - Person in charge of corporate governance.

- 119 related persons of the insider are people who have a family relationship with the insider, including: *natural father, natural mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, wife, husband, natural child, adopted child, daughter-in-law, son-in-law, brother, sister, brother-in-law, brother-in-law, brothers-in-law, sisters-in-law, sisters-in-law of 13 insiders;*

The information about internal people and related persons of internal people has been disclosed by the Company before the date of the General Meeting in accordance with the provisions of law.

The Board of Directors of Ha Lam-Vinacomin Coal Joint Stock Company would like to inform the General Meeting.

(details attached to the list of 132 internal people and related persons of internal persons)

Recipients:

- Shareholders (accessible at the Website);
- Board of Directors, Supervisory Board of the Company;
- CV Department;
- SSC; Department of Education and Training;
- Luu T.; Records of the Congress.

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

Nguyen Trong Tot

LIST

| STT | Stock code | Full name | Position at the company | Relationship with insiders | Notes |
|----------|------------|-------------------------|--|----------------------------|-------|
| (1) | (2) | (3) | (4) | (5) | (6) |
| 1 | HLC | Nguyen Trong Tot | Chairman of the Board of Directors | | |
| 1,01 | | Vu Thi Xam | | Mother | |
| 1,02 | | Bui Thi Hoa | | Wife | |
| 1,03 | | Nguyen Mai Quynh | | Daughter | |
| 1,04 | | Nguyen Dinh Tin | | Son-in-law | |
| 1,05 | | Nguyen Quynh Trang | | Daughter | |
| 1,06 | | Nguyen Thi Chien | | Sister | |
| 1,07 | | Nguyen Cong Thuan | | Brother-in-law | |
| 1,08 | | Nguyen Thi Huyen | | Sister | |
| 1,09 | | Dinh Van Mien | | Brother-in-law | |
| 1,10 | | Dinh Thi Nguyen | | Mother-in-law | |
| 2 | HLC | Vu Ngoc Thang | Member of the Board of Directors/ Director | | |
| 3,01 | | Vu Huu Hop | | Father | |
| 3,02 | | Nguyen Thi Mang | | Mother | |
| 3,03 | | Nguyen Quang Vinh | | Father-in-law | |
| 3,04 | | Pham Thi Suu | | Mother-in-law | |
| 3,05 | | Nguyen Thi Hang | | Wife | |
| 3,06 | | Vu Minh Duc | | Offspring | |
| 3,07 | | Vu Minh Dat | | Offspring | |
| 3,08 | | Vu Thi Kien | | Sister | |
| 3,09 | | Vu Duc Tam | | Brother-in-law | |
| 3 | HLC | Bui Thanh Doan | Member of the Board of Directors/ Deputy Director | | |
| 3,01 | | Tran Thi Nhu | | Mother | |
| 3,02 | | Bui Thanh Tao | | Father | |
| 3,03 | | Bui Thanh Hang | | Brother | |
| 3,04 | | Nguyen Minh Hue | | Sister-in-law | |
| 3,05 | | Nguyen Thi Than | | Mother-in-law | |
| 3,06 | | Doan Thi Tuyet | | Wife | |
| 3,07 | | Bui Thanh Vinh | | Natural children (boys) | |
| 3,08 | | Bui Thanh Phuc Hung | | Natural children (boys) | |
| 4 | HLC | Nguyen Van Son | Board Members | | |
| 4,01 | | Dao Xuan Bao | | Father-in-law | |

| STT | Stock code | Full name | Position at the company | Relationship with insiders | Notes |
|----------|------------|-------------------------|--|----------------------------|-------|
| 4,02 | | Nguyen Thi Thuoc | | Mother-in-law | |
| 4,03 | | Dao Thi Ha | | Wife | |
| 4,04 | | Nguyen Son Tung | | Offspring | |
| 4,05 | | Bui Bich Phuong | | Daughter-in-law | |
| 4,06 | | Nguyen Son Bach | | Offspring | |
| 4,07 | | Nguyen Van Thanh | | Brother | |
| 4,08 | | Bui Thi Thu Huong | | Sister-in-law | |
| 4,09 | | Nguyen Hong Nga | | Sister | |
| 4,10 | | Tran Van Hoa | | Brother-in-law | |
| 4,11 | | Nguyen Hong Ha | | Sister | |
| 5 | HLC | Mai Huy Trung | Board Members | | |
| 5,01 | | Mai Huu Phan | | Father | |
| 5,02 | | Le Thi Bich Hang | | Wife | |
| 5,03 | | Mai Quoc Hung | | Offspring | |
| 5,04 | | Mai Manh Hung | | Offspring | |
| 5,05 | | Nguyen Thi Yen Anh | | Daughter-in-law | |
| 5,06 | | Mai Thi Thuy Anh | | Sister | |
| 5,07 | | Mai Huy Quynh | | Younger brother | |
| 5,08 | | Mai Huy Cuong | | Younger brother | |
| 5,09 | | Vu Tien Thi | | Brother-in-law | |
| 5,10 | | Nguyen Thi Anh Tuyet | | Sister-in-law | |
| 5,11 | | Nguyen Thu Huyen | | Sister-in-law | |
| 6 | HLC | Tran Thanh Tung | Head of the Control Board | | |
| 6,01 | | Tran Van Hanh | | Father | |
| 6,02 | | Le Thi Tam | | Mother | |
| 6,03 | | Nguyen Van Vinh | | Father-in-law | |
| 6,04 | | Dang Thi Nhung | | Mother-in-law | |
| 6,05 | | Nguyen Thi Dung | | Wife | |
| 6,06 | | Tran The Ninh | | Offspring | |
| 6,07 | | Tran Binh Minh | | Offspring | |
| 6,08 | | Tran Anh Tuan | | Brother | |
| 6,09 | | Nguyen Thi Phuong | | Sister-in-law | |
| 7 | HLC | Truong Ngoc Linh | Member of the Supervisory Board | | |
| 7,01 | | Nguyen Thi Thuc | | Mother-in-law | |
| 7,02 | | Trinh Thi Thao | | Wife | |
| 7,03 | | Truong Manh Hai | | Offspring | |
| 7,04 | | Truong Manh Cuong | | Offspring | |
| 7,05 | | Truong Thi Quynh | | Sister | |

| STT | Stock code | Full name | Position at the company | Relationship with insiders | Notes |
|-----------|------------|-----------------------|--|----------------------------|-------|
| 7,06 | | Nguyen Ba Hui | | Brother-in-law | |
| 7,07 | | Truong Van Chinh | | Siblings | |
| 7,08 | | Nguyen Thi Tuyen | | Sister-in-law | |
| 8 | HLC | Tran Thi Ngan | Member of the Supervisory Board | | |
| 8,01 | | Nguyen Son Tung | | Offspring | |
| 8,02 | | Duong Thi Hoa | | Mother | |
| 8,03 | | Tran Thi Hien | | Sister | |
| 8,04 | | Tran Van Khiem | | Brother | |
| 8,05 | | Tran Thi Hue | | Sister | |
| 8,06 | | Tran Thi Hanh | | Sister | |
| 8,07 | | Tran Van Kien | | Siblings | |
| 8,08 | | Pham Phuc Chinh | | Brother-in-law | |
| 8,09 | | Pham Thi Huong | | Sister-in-law | |
| 8,10 | | Luong Van Suu | | Brother-in-law | |
| 8,11 | | Tran Van Hiep | | Brother-in-law | |
| 8,12 | | Ngo Thi Thanh Huyen | | Sister-in-law | |
| 9 | HLC | Do Trung Thanh | Deputy Director | | |
| 9,01 | | Do Van The | | Father | |
| 9,02 | | Bui Thi Ngan | | Mother | |
| 9,03 | | Pham Anh Van | | Father-in-law | |
| 9,04 | | To Thi Thanh | | Mother-in-law | |
| 9,05 | | Pham Thuy An | | Wife | |
| 9,06 | | Do Anh Thu | | Biological children | |
| 9,07 | | Do Trung Kien | | Biological children | |
| 9,08 | | Do Minh Thuy | | Sister | |
| 9,09 | | Pham Viet Hoa | | Sister-in-law | |
| 10 | HLC | Nguyen Le Tung | Deputy Director | | |
| 10,01 | | Nguyen Van Quang | | Father | |
| 10,02 | | Le Thi Hoa Le | | Mother | |
| 10,03 | | Nguyen Duc Hai | | Father-in-law | |
| 10,04 | | Phan Thi Hoa | | Mother-in-law | |
| 10,05 | | Nguyen Thi Thuy | | Wife | |
| 10,06 | | Nguyen Le Ngoc Thuy | | Offspring | |
| 10,07 | | Nguyen Thai Son | | Offspring | |
| 11 | HLC | Nguyen Van Bac | Deputy Director | | |
| 11,01 | | Nguyen Van Phi | | Father | |
| 11,02 | | Nguyen Thi Lan | | Mother | |
| 11,03 | | Vu Van Phu | | Father-in-law | |
| 11,04 | | Nguyen Thi Phuc | | Mother-in-law | |
| 11,05 | | Vu Thi Hue | | Wife | |

| STT | Stock code | Full name | Position at the company | Relationship with insiders | Notes |
|-----------|------------|--------------------------|--|----------------------------|-------|
| 11,06 | | Nguyen Minh Tuan | | Biological children | |
| 11,07 | | Nguyen Duy Hung | | Biological children | |
| 11,08 | | Nguyen Thi Loan | | Sister | |
| 11,09 | | Nguyen Van Duc | | Brother | |
| 11,10 | | Nguyen Van Viet | | Brother | |
| 11,11 | | Vu Van Phuong | | Sister-in-law | |
| 12 | HLC | Vu Thi Minh Thanh | Chief Accountant | | |
| 12,01 | | Vu Dinh Thinh | | Father | |
| 12,02 | | Vu Thi Thuy | | Mother | |
| 12,03 | | Vu Xuan Dong | | Father-in-law | |
| 12,04 | | Vu Xuan Thuong | | Husband | |
| 12,05 | | Vu Thi Hoai Phuc | | Offspring | |
| 12,06 | | Vu Xuan Duc Long | | Offspring | |
| 12,07 | | Vu Thi Minh Dung | | Siblings | |
| 12,08 | | Hoang Van Kien | | Brother-in-law | |
| 13 | HLC | Liao Hongming | Administrator / Company Secretary | | |
| 13,01 | | Tran Thi Thanh Trang | | Wife | |
| 13,02 | | Lieu Minh Khoi | | Biological children | |
| 13,03 | | Lieu Tran Minh Ngoc | | Biological children | |
| 13,04 | | Liao Hongsheng | | Father | |
| 13,05 | | Le Thi Huong | | Mother-in-law | |
| 13,06 | | Lieu Hong Thang | | Siblings | |
| 13,07 | | Bui Thi Phuong Anh | | Sister-in-law | |

No.: /BC-BKS

Quang Ninh, April 2026

"Draft"

REPORT

Operating results in 2025 of the Supervisory Board and management evaluation report of the Board of Directors and Director of the Company in 2025; 2026 operational orientation of the Supervisory Board

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of organization and operation of Ha Lam-Vinacomin Coal Joint Stock Company dated 26/4/2021;

Pursuant to the Regulation on Operation of the Supervisory Board of Ha Lam-Vinacomin Coal Joint Stock Company dated 26/4/2021;

The Supervisory Board (Supervisory Board) of Ha Lam Coal-Vinacomin Joint Stock Company Report on the Annual General Meeting of Shareholders in 2026, on the operating results in 2025 of the Supervisory Board and the report on the evaluation of the management of the Board of Directors and the Director of the Company in 2025; the operational orientation in 2026 of the Supervisory Board is as follows:

I. PERFORMANCE OF THE SUPERVISORY BOARD IN 2025

1. Activities of the Control Board.

1.1. Regarding the organization and personnel of the Supervisory Board for the term 2023 ÷ 2028 as follows:

| TT | Member of the Supervisory Board | Position | Notes |
|-----------|--|--------------------|--|
| 1 | Mr. Luong Xuan Quang | Head of Department | Elected at the 2023 Annual General Meeting of Shareholders from April 25, 2023; Dismissal at the Extraordinary General Meeting of Shareholders in 2025 (the 2nd time) from 28/11/2025 |
| 2 | Mr. Tran Thanh Tung | Head of Department | Elected at the 2025 Extraordinary General Meeting of Shareholders (2nd) on 28/11/2025 |
| 3 | Mr. Truong Ngoc Linh | Members | Elected at the 2023 Annual General Meeting of Shareholders from 25/4/2023 |
| 4 | Ms. Tran Thi Ngan | Members | Elected at the 2023 Annual General Meeting of Shareholders from 25/4/2023 |

1.2. Regarding the operation of the Supervisory Board in 2025:

In 2025, the Supervisory Board of the Company has fully performed the

duties and tasks of inspecting and supervising the governance, administration and business aspects of the Company as well as the operational orientation of the Supervisory Board approved by the Annual General Meeting of Shareholders in 2025. Specifically:

- Formulate a work plan of the Supervisory Board in 2025 including regular supervision, periodic reports, inspection and supervision of a number of topics on the management and administration of production and business activities in the Company. The inspection and supervision plan is sent to the Board of Directors, the Board of Directors and widely announced throughout the Company.

- During the year, the Supervisory Board held 11 meetings. The meetings ensure compliance with the provisions of the Law on Enterprises and the Company's Charter. The contents of the meetings are evaluated for the work performed in the quarter, or the contents of unexpected cases that need to be checked. The meetings are full of participants, all members exercise the right to participate equally, before agreeing on the content of the meeting minutes.

- By the end of 2025, individual members of the Supervisory Board shall review and evaluate control activities according to their assigned functions and tasks.

- Supervise the Board of Directors and Directors in the management and administration of the Company. Supervising the observance of the Charter, implementing the Resolutions approved by the General Meeting of Shareholders.

- Through participating in regular and periodic meetings of the Board of Directors and the Executive Agency, it has helped the Supervisory Board to grasp information, promptly make proposals and recommendations to the Board of Directors in the management, administration and implementation of internal management regulations.

- In 2025, the Supervisory Board will fully perform its functions and duties in accordance with the Law on Enterprises, the Company's Charter, the Regulations and regulations of TKV, the Company and in accordance with the plan No. 33/KH-KS dated 27/12/2024 of the Company's Supervisory Board on the promulgation of the control work plan in 2025. Specifically:

i) Notice No. 01/-TB-BKS dated 07/02/2025 on the inspection and supervision of a number of management fields in the fourth quarter and the whole year of 2024 with the following contents:

- Supervise the implementation of production and business plans and construction investment plans in 2024; Examining the implementation of the resolution of the 2024 General Meeting of Shareholders and the business coordination plan between the Company and TKV.

- Supervise the implementation of the production and business plan in 2024, Supervise a number of management areas (*Procurement, use of materials;*

Outsourcing; Repair of fixed assets; Labor, salaries, use of the KTPL fund; Construction investment, ...) in 2024.

- Appraisal of financial statements in 2024; Examining the use, preservation of capital, and efficiency of the Company's production and business activities.

- Control the implementation of recommendations of the Supervisory Board in 2024.

ii) Notice No. 07/TB-BKS dated 05/5/2025 on the supervision of a number of management areas in the first quarter of 2025, with the following contents:

- Verification of financial statements in the first quarter of 2025.

- Supervise the implementation of the production and business plan in the first quarter of 2025.

- Supervising a number of management areas (*Procurement, use of materials; Outsourcing; Repair of fixed assets; Management of land, resources, mine boundaries, environmental work, etc.*). Scope of supervision: Quarter I/2025 and the relevant previous period.

- Other tasks according to the functions and tasks of the Control Board.

iii) Notice No. 11/TB-BKS dated 07/7/2025 on the inspection and supervision of a number of management fields in the first 6 months of 2025, with the following contents:

- Supervise the implementation of the production and business plan in the first 6 months of 2025.

- Verification of financial statements for the first 6 months of 2025.

- Supervising a number of management areas (*Procurement, use of materials; Outsourcing; Repair of fixed assets; Construction Investment; Labor, wages, cadre work, etc.*). Scope of supervision: The first 6 months of 2025 and the relevant previous period.

- Other tasks according to the functions and tasks of the Control Board.

iv) Notice No. 14/TB-BKS dated 09/10/2025 on the inspection and supervision of a number of management fields in the first 9 months of 2025, with the following contents:

- Supervise the implementation of the production and business plan in the first 9 months of 2025.

- Verification of financial statements for the first 9 months of 2025.

- Supervising a number of management areas (*Procurement, use of materials; Outsourcing; Repair of fixed assets; construction investment, product acceptance, safety, etc.*). Scope of supervision: 9 months of 2025.

- Supervise the implementation of conclusions and recommendations of the Company's Supervisory Board; inspection and supervision teams of TKV; and of the Ministries, the State Audit Office, the Government Inspectorate and local departments that have carried out inspection and supervision (if any) at the Company in 2025.

2. Evaluation of the performance of the Board of Directors and Directors of the Company in 2025

2.1. Evaluation of the performance of the Board of Directors

The Board of Directors has clearly demonstrated its functions and tasks in orienting and directing the management of the Company within the scope of the authority of the Board of Directors.

The Board of Directors has performed its duties carefully and transparently, implementing strict management to ensure the interests of the Company and shareholders;

In 2025, the Board of Directors of the Company has closely followed the Charter, statutes, regulations, and Operation Program to organize the implementation. In 2025, the Board of Directors has held 31 meetings and organized the issuance of 39 Resolutions. In addition, the Board of Directors directs:

- Strengthen the management and administration of units performing production and business tasks according to the orientations and plans assigned by TKV, ensuring compliance with the unified management system and executive discipline of TKV;
- Review and re-promulgate Regulations in the fields of operation and management of the Company, in accordance with current regulations;
- Fully and honestly implement reports on the production and business situation, supervision reports, reports of the representative of TKV's capital to the Owner.
- Shifting investment plans for projects implemented in 2025;
- To approve plans to mobilize medium- and long-term capital to finance projects;
- Approving the plan to use the reward and welfare fund in 2025;
- Approving the plan to implement the appointment process for the Deputy Director of the Company; Head of Department; The foreman...
- Promulgate, supplement, amend and complete internal regulations to serve as a basis for the Company's operations to be more and more clear and transparent.

During the operation, the Board of Directors has directed and supervised the Board of Directors in implementing the resolutions of the General Meeting of Shareholders approved, and at the same time evaluated and supervised the activities of the Board of Directors.

The Board of Directors always complies with the Company's Charter and State laws and offers effective solutions to help the Company overcome difficulties to complete the unit's production and business plan.

2.2. Evaluation of the performance of the Company's Director

The Director performs the assigned tasks, ensures the maintenance of production and business activities, administers and manages and promotes capital and asset resources; use capital for the right purposes in production and business; comply with the provisions of law in business, fully comply with financial obligations to the State as prescribed; strictly manage the Company's assets and capital sources; ensuring jobs and income for employees.

- Organizing the implementation of Resolutions and Decisions of the Board of Directors and business coordination contracts between Vietnam Coal and Mineral Industry Group and the Company.

- Promptly propose to the Board of Directors solutions to improve the efficiency of the Company's operation and management.

- Proactively formulate and promulgate other management documents in the Company under its management.

- Operate the daily production and business of the Company in accordance with the provisions of the Law, the Company's Charter and the Decision of the Board of Directors.

- Implementation of signed labor agreements and labor contracts, management of salaries, bonuses, salary increases, promotions, etc. in accordance with the provisions of the Law and the Company's Regulations.

- Directly direct the implementation of the Company's production and business plan to basically complete the economic and technical targets according to the Resolution of the General Meeting of Shareholders of the Company and the Business Coordination Contract with TKV.

- Amending, supplementing and promulgating regulations to be consistent with management and administration;

- Fully fulfill financial obligations to the state;

- Strengthening management work such as: Construction investment; Salary management; Land management; Management of mine boundary resources; Material management, asset repair, outsourcing, safety; Cost management contracting; Acceptance work...

*** General comments**

Through supervision activities, the Company's Supervisory Board evaluates the Board of Directors and the Board of Directors have implemented the contents of the Resolution of the 2025 General Meeting of Shareholders approved. The contents submitted by the Director to the Board of Directors for approval or approval are under the jurisdiction of the Board of Directors and organize the implementation to ensure progress and efficiency. Implement the management and use of resources, preserve capital; focused and focused investment; select contractors in accordance with the order and procedures prescribed by the law on bidding; Production and business ensure the planned profit.

The Board of Directors complies with the provisions of the law and the Company's Regulations in directing and administering, no officials violate the law.

Regarding the disclosure of related persons and related interests: The Company has also fully implemented in accordance with relevant regulations.

In 2025, the Supervisory Board of the Company has successfully completed the control task in accordance with the functions and powers specified in the Company's Charter, the Regulation on the operation of the Supervisory Board and the provisions of law. Prevent and warn of risks in operations, promote compliance with Regulations, Regulations, Charter of the Company and State laws, contribute to improving production and business efficiency and preserving the Company's capital and assets.

Within the scope of their powers and responsibilities. The Supervisory Board assesses that the Board of Directors and the Director of the Company have operated in accordance with their functions and tasks; in accordance with the regulations and in accordance with the Law on Enterprises as well as the Charter of organization and operation of the Company, promptly implement the Decisions and Resolutions of the General Meeting of Shareholders and the Board of Directors. The Supervisory Board did not find any irregularities in the activities of the Board of Directors, the Board of Directors and the Company's managers.

In 2025, the Supervisory Board will not receive any letters of complaint or denunciation from shareholders about the management and executive activities of the Board of Directors and the Board of Directors of the Company.

3. Public supervision of related persons and related interests

The Company has implemented the Related Persons and Related Interests report in the 6-month and annual Governance Report. At the same time, information is disclosed on the stock market, annually reported at the General Meeting of Shareholders of the Company.

4. Income, remuneration, benefits and expenses for members of the Board of Directors, the Supervisory Board, the Executive Board and independent members of the Board of Directors.

The Board of Directors, the Supervisory Board, the Executive Board, and independent members of the Board of Directors are entitled to salaries, bonuses, remuneration and other benefits according to the salary, bonus and other welfare regimes in accordance with the Company's current regulations and have been approved by the General Meeting of Shareholders in 2025 as follows:

a) Total remuneration and remuneration payment to the Board of Directors and Supervisory Board in 2025.

| STT | Title | Number of people | Total (VND) | 80% Spent (VND) | Remaining 20% (VND) | Notes |
|-----|--------------------|------------------|--------------------|--------------------|---------------------|-------------------------------------|
| 1 | Board of Directors | 3 | 175.200.000 | 140.160.000 | 35.040.000 | The remaining 20% will be paid 2026 |
| 2 | Supervisory Board | 2 | 112.800.000 | 90.240.000 | 22.560.000 | |
| | Total | | 288.000.000 | 230.400.000 | 57.600.000 | |

** The remuneration level and payment of remuneration to the Board of Directors and the Supervisory Board, strictly comply with the Resolution of the Annual General Meeting of Shareholders in 2025.*

b) Allowances and payment of allowances to independent members of the Board of Directors in 2025.

| STT | Title | Number of people | Total (VND) | 80% Spent (VND) | Remaining 20% (VND) | Notes |
|-----|--|------------------|--------------------|--------------------|---------------------|--|
| 1 | Independent Member of the Board of Directors | 1 | 276.000.000 | 220.800.000 | 55.200.000 | The remaining 20% will be paid in 2026 |
| | Total | | 276.000.000 | 220.800.000 | 55.200.000 | |

** The allowance level and payment of allowances to independent members of the Board of Directors shall comply with the Resolution of the Annual General Meeting of Shareholders in 2025.*

c) Salaries and salary payments to managers in 2025.

| STT | Title | Number of people | Total (VND) | Spent until 31/12/2025 (VND) | Rest (VND) | Notes |
|-----|--|------------------|----------------------|------------------------------|----------------------|---|
| 1 | Director | 01 | 748.800.000 | 459.392.200 | 289.407.800 | The remaining amount will be paid in the first quarter of 2026 and after the settlement |
| 2 | Deputy Director, TV of the Board of Directors, TV of the Supervisory Board | 06 | 3.654.996.164 | 2.234.838.308 | 1.420.157.856 | |
| 3 | Chief Accountant | 1 | 604.800.000 | 375.011.000 | 229.789.000 | |
| | Total | | 5.008.596.164 | 3.069.241.508 | 1.939.354.656 | |

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

The Supervisory Board, the Board of Directors and the Board of Directors of the Company have maintained a working relationship, cooperating closely on the principle of benefiting the Company and shareholders, complying with the provisions of law, the Company's Charter and internal regulations.

The Supervisory Board is invited to participate in the meetings of the Board of Directors and the Executive Board, and the Supervisory Board also invites the Board of Directors; The Board of Directors participates in the supervisory inspections of the Supervisory Board.

The Board of Directors and the Board of Directors of the Company have coordinated with the Supervisory Board in collecting and providing necessary information and documents for inspection and supervision.

6. Some proposals and recommendations of the Company's Supervisory Board

- The Board of Directors and the Director of the Company continue to review the governance documents (internal) to adjust and supplement the statutes and regulations in accordance with the current regulations of the State and TKV.

- On the basis of the annual plans approved by TKV (mining and consumption of coal; outsourcing of furnaces, repair of fixed assets, exploration drilling, enrollment, etc.), the Company proactively develops plans for implementation in order to successfully complete the 2026 plan.

- To further strengthen the supervision of occupational safety and health, protection of natural resources, mine boundaries and a number of management fields such as procurement and use of materials; investment; outsourcing; contracting, cost management; salary; land management; ...

- Continue to coordinate with relevant agencies to accelerate the implementation of 2 investment projects that are behind schedule compared to the plan:

- (1) Investment project of workers' collective housing in Ha Lam ward, Ha Long city, Quang Ninh province;

- (2) Project to renovate and upgrade the route from the ground +28 to connect provincial road 336; Quang Ninh province.

- Periodically report to TKV on the results of the restructuring according to the plan approved by the State and TKV.

- Continue to complete the procedures for land lease dossiers for soil and rock dumping areas of the project to exploit the lower part of the -50 Ha Lam coal mine – Ha Lam Coal Company at the waste yard in the project to renovate and expand the moong bed of zone II of seam 11. Implement the preparation of documents and procedures for leasing land in the area of the ventilation furnace door at level +185 in the Main Bac Waste Yard - Ha Tu Ward to serve production.

- Note the payment for the purchase of goods and services for the duration of the contract and the payment of salaries to employees and other payments valued at over VND 05 million by bank transfer in order to minimize the risk of deductible value-added tax and valid expenses when calculating corporate income tax.

- Regularly update new regulations issued by the State and TKV on management and investment of state capital in enterprises; the inspection, supervision, evaluation and classification of enterprises; taxes, fees, corporate accounting regimes, etc. to promulgate new or amend and supplement internal regulations to ensure compliance with regulations.

II. OPERATIONAL ORIENTATION OF THE SUPERVISORY BOARD IN 2026

1. Supervise the activities of the Board of Directors through the implementation of the Resolution of the General Meeting of Shareholders in 2026, the issuance of Resolutions on regular or extraordinary meetings of the Board of Directors, the promulgation of Regulations and Regulations, the urging of the Board of Directors to organize the implementation of Resolutions and compliance with Resolutions, the Regulations and Regulations have been promulgated according to each content and each field.

2. Supervise the activities of the CEO through: the implementation of the Resolutions of the Board of Directors, the General Meeting of Shareholders, the compliance with internal regulations and laws of the State. Results of implementation of planned targets according to the resolution of the General Meeting of Shareholders and the business coordination contract with TKV.

3. Formulate a plan for inspection and supervision and closely coordinate with the Board of Directors and the Director in organizing the implementation of the general control program and thematic control.

4. Supervise the audit process and audit reports of independent auditing firms auditing at the Company. Discuss with independent auditors about the contents, scope of the audit, and existing issues (if any).

5. Appraisal of the Company's 6-month financial statements and annual financial statements; reviewing monthly/quarterly data for a number of items that have a great impact on financial results;

6. Supervise the implementation of the Resolution of the Annual General Meeting of Shareholders and the Resolution of the Company's Employee Conference.

7. Supervise and inspect a number of topics in the field of management in 2026 of the Company.

Above is the report on the performance of the Supervisory Board in 2025 and the report on the evaluation of the management of the Board of Directors and the Director of the Company in 2025; the 2026 operational orientation of the Company's Supervisory Board. Respectfully submitted to the Company's Annual General Meeting of Shareholders in 2026.

Thank you very much./.

Recipients:

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- Personnel of the Civil Defense Agency;
- CV Department (Disclosure)
- SSC; Department of Education and Training;
- Keep the records of the General Meeting.

**ON BEHALF OF THE BOARD OF
SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS**

Tran Thanh Tung

No.: /BC-BKS

Quang Ninh, March 2026

"Draft"

REPORT

Evaluation of the Supervisory Board of Directors on production and business results in 2025 and appraisal of the report the Company's audited 2025 financial year

To: Annual General Meeting of Shareholders in 2026.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of organization and operation of Ha Lam-Vinacomin Coal Joint Stock Company dated 26/4/2021;

Pursuant to the Regulation on Operation of the Supervisory Board of Ha Lam-Vinacomin Coal Joint Stock Company dated 26/4/2021;

The Supervisory Board of Ha Lam-Vinacomin Coal Joint Stock Company, reported to the 2026 Annual General Meeting of Shareholders (AGM) on the evaluation of production and business results in 2025 and the appraisal of the audited financial statements in 2025 of Ha Lam-Vinacomin Coal Joint Stock Company (the Company), specifically as follows:

I. EVALUATION OF THE COMPANY'S PRODUCTION AND BUSINESS RESULTS IN 2025

1. General situation

1.1. Advantages:

The Company prepares enough production areas and resources for production in 2025; solutions to be implemented in accordance with the characteristics and situation of the Company to ensure efficiency; The company has always received the attention, direction and support of State management agencies and Vietnam Coal and Mineral Industry Group (TKV), local authorities and forces stationed in the area to contribute to ensuring security and order of enterprises, has completed the adjustment of mineral exploitation licenses according to Decision No. 2394/GP-BNNMT dated 27/6/2025 of the Ministry of Agriculture and Environment and License to use industrial explosives under License No. 55/GP-ATMT dated 11/11/2025; extension of land use term until 2038 for 05 land parcels according to Decisions No. 1394, 1395, 1396, 1397, 1398 dated 29/12/2025.

1.2. Difficulties:

The implementation of the Company's production and business plan in 2025 still faces some difficulties:

- Input prices have increased, especially such as iron and steel, building materials, etc. A number of new policies and legal documents will take effect in 2025, so it will take a long time to update and learn to implement.

- From 01/7/2025, implementing the policy of 2-level government (termination of district-level government activities) affecting a number of work contents related to submission to state management agencies for approval...

- Labor enrollment and recruitment are difficult due to the influence of strong competition of industrial parks, export processing zones and labor export policies of localities.

- Market furnace 11-1.10 zone III of seam 11 discharges water from 07/11/2024 with a flow of 150 m³/h, must suspend exploitation and carry out works according to solutions to treat the impact of water, improve the safety level when exploiting market furnaces 11-1.10 zone III of seam 11, approved by TKV in document No. 3600/TKV-KCM dated 23/6/2025, reducing the planned coal mining schedule.

2. Results of the implementation of the Resolution of the General Meeting of Shareholders in 2025 on a number of main indicators of the Company's production and business plan

2.1. Results of implementation of a number of major indicators:

Results of production and business activities in 2025 according to the Resolution of the General Meeting of Shareholders in 2025, specifically as follows:

| NAME OF THE INDICATOR | DVT | THE 2025 PLAN WAS APPROVED BY THE 2025 GENERAL MEETING OF SHAREHOLDERS | ADJUSTED CLIENT (CV7326/TKV-KH; QĐ2754/QĐ-TKV) | IMPLEMENTATION IN 2025 | RATE | |
|--|---------|--|--|------------------------|----------------|----------------|
| | | | | | TH/CUSTOMER | TH/KHDC |
| | | <i>1</i> | <i>2</i> | <i>3</i> | <i>4 = 3/1</i> | <i>5 = 3/2</i> |
| Bituminous coal | Tons | 2.400.000 | 2.400.000 | 2.400.000 | 100,0 | 100,0 |
| Underground coal | " | 2.400.000 | 2.400.000 | 2.400.000 | 100,0 | 100,0 |
| Of which, the coal price of CGH market | " | 1.200.000 | 1.200.000 | 1.319.233 | 109,9 | 109,9 |
| X Furnace Excavator | m | 12.300 | 12.300 | 12.306 | 100,0 | 100,0 |
| Coal produced at the | Tons | 749.000 | 749.000 | 725.855 | 96,9 | 96,9 |
| Consumption | Tons | 2.249.000 | 2.249.000 | 2.056.887 | 91,5 | 91,5 |
| Revenue | Tr.dong | 3.253.303 | 3.012.777 | 2.846.623 | 87,5 | 94,5 |
| Profit before tax | " | 52.047 | 52.047 | 102.803 | 197,5 | 197,5 |
| Wage Labor | People | 3.478 | 3.478 | 3.383 | 97,3 | 97,3 |

| NAME OF THE INDICATOR | DVT | THE 2025 PLAN WAS APPROVED BY THE 2025 GENERAL MEETING OF SHAREHOLDERS | ADJUSTED CLIENT (CV7326/TKV-KH; QĐ2754/QD-TKV) | IMPLEMENTATION IN 2025 | RATE | |
|-----------------------|-------|--|--|------------------------|-------------|---------|
| | | | | | TH/CUSTOMER | TH/KHDC |
| age /person/month | 1000đ | 19.944 | 21.293 | 21.757 | 109,1 | 102,2 |

*** Comments:**

In 2025, basically the targets of the Company's business coordination plan will be completed according to the TKV plan, but there are still targets lower than the plan such as:

- Coal consumption reached 91.5% of the adjusted plan and coal revenue reached 94.5% of the adjusted plan due to: The coal consumption market in 2025 has many fluctuations; the decline in world coal prices causes changes in customer demand. In addition, rainy weather causes hydropower plants to inflation, while thermal power plants have to operate moderately. These factors have a direct impact on the coal produced by the Company that cannot be consumed, and the inventory increases. By the end of December 31, 2025, the Company's total coal inventory is 339,722 tons. In which, clean coal accounted for 319,362 tons (most of them were high-quality coal such as: 4a.2: 13,062 tons; 5a.1: 11,104 tons; bran 3b.1: 62,835 tons; bran 4a.1: 82,392 tons).

- Clean coal produced at the mine is low due to many difficulties in the coal consumption market, the coal inventory of TKV and the Company is always maintained at a high level. In that context, in order to limit the increase in inventory, optimize cash flow and ensure production and business efficiency, the Company has proactively adjusted the production structure in the direction of reducing the volume of clean coal at the mine, and at the same time increasing the volume of raw coal delivered. Therefore, the output of clean coal produced at the mine only reached 96.9% of the plan.

2.2. Results of construction investment:

The Company has implemented the Resolution of the 2025 General Meeting of Shareholders and the Company's 2025 Investment Plan approved by TKV in Document No. 7115/TKV-DT dated 12/12/2025 V/v: Notice of the 2025 Investment Plan adjusted. On the basis of the assigned plan, the Company shall implement as follows:

Unit: million

VND

| TT | CONTENTS | Plan | | Implementation in 2025 | Ratio of Students/Customers (%) | |
|----|--------------------|---|-------------------|------------------------|------------------------------------|------------------------------------|
| | | The initial investment plan was approved by the General Meeting of Shareholders | Adjusted Planning | | According to the original customer | According to the adjusted customer |
| I | Make an investment | 126.100 | 154.827 | 149.852 | 118,8 | 96 |
| II | Disbursement | 145.008 | 182.565 | 180.084 | 124,2 | 98 |

*** Comments:**

Implementing the capital construction investment plan in 2025 assigned by TKV, the implementation value in 2025 is 149,852 million VND, reaching 96.8% of the adjusted plan. During the year, the Company implemented 08 projects, of which: 03 projects were completed; 03 projects are being implemented; 02 are carrying out project preparation.

In 2025, investment activities will comply with the provisions of the law on specialized laws and the law on bidding, the Company's Construction Investment Regulations. During the implementation process, the Company has selected contractors in accordance with the approved plan. Therefore, key projects are implemented on schedule, quality assured, put into use, contributing positively to the Company's production and business results.

2.3. Results of cost and cost management

Implementing the content of Resolution No. 240-NQ/DU dated 17/01/2025 of the Executive Committee of the Company's Party Committee; Decision 538/QD-TKV dated 24/03/2025 of the General Director of TKV on the promulgation of the overall program to implement thrift and anti-waste of TKV in 2025. The Company has issued a decision on the main solutions to direct and administer the implementation of the production and business plan in 2025 in Decision No. 370/QD-HLC dated January 20, 2025; at the same time, promulgating the Company's 2025 thrift and anti-waste practice program in Decision No. 1903/QD-HLC dated April 17, 2025.

The cost management has been associated with cost savings, controlled and synchronously implemented from the Company to construction sites and workshops; In which, it has set out a plan to practice saving savings such as: saving fuel, motives, anti-furnace steel and recovery rails, equipment repair costs and promoting initiatives to rationalize production... The Company has been gradually overcoming limitations, actively promoting the Company's cost management and cost contracting to become more and more complete.

Closely following and well implementing the Regulation on management of business expenses in TKV of companies in TKV (Decision No. 1438/QD-TKV dated 08/8/2024), the Company proactively develops and promulgates an anti-waste savings program for implementation. In 2025, cost management will be tighter and tighter, contributing to completing profits and saving contractual costs of VND 76.6 billion.

Perform well the reuse of recovered materials and equipment. The value of materials recovered because the furnace was reused 19.8 billion VND. Periodically finalize the settlement to review the rising cost factors, analyze the incurred cost items, control finances and monthly prices for timely correction. Closely follow the executive direction of TKV to develop flexible production and business management plans suitable for each specific time to ensure the efficiency of the Company's production and business. Well control the inventory rate of materials according to TKV's regulations (regulation is less than 6%, the Company implements 4.63%).

2.4. Mechanization, automation and administration of a number of basic tasks already carried out by 2025:

Completing the transfer of CGH market furnaces with a capacity of 600,000 tons/year from CGH 7-3.2 market furnaces to CGH I-7-5 market furnaces in Zone I Via 7;

Completing the installation of 02 seated passenger winch routes at the -280 ÷ -150 level ventilation furnace in Zone III to Zone VI of Side 10 and the ventilation furnace for transporting materials at levels -300 ÷ -170 in Zone I of Zone 7;

Completed the installation and completion of 02 winch routes at the ventilation furnace for transporting materials at levels -280 ÷ -220; ventilation furnace level -215 ÷ -150 zone III to zone VI seam 10.

2.5. Regarding the organization and training of human resources

a) Organizational work:

In 2025, the Company has completed the organizational arrangement and arrangement of labor quotas in accordance with the provisions of TKV in Decision No. 2410/QD-TKV dated 31/12/2019 "On the issuance of guidelines for labor determination according to the model model".

b) Training of human resources:

In order to have enough technology workers and quality human resources to meet the production and business needs of the Company, in 2025, the Company will conduct training, enrollment and recruitment as follows:

- Recruited 151 people, of which:

- + 114 furnace workers (of which: 88 school workers, 9 workers from other units in the TKV, 14 re-recruited and re-admitted laborers, 3 workers who have completed military service).

- + M&E furnace: 03 people (In which: school workers: 01 person, 01 newly recruited employee, 01 employee from other units in TKV).

- + Equipment operators: 21 people.

- + Other employees: 13 people.

- In 2025, the Company will coordinate with Vietnam Coal and Minerals Vocational College to enroll 192/550 people, reaching 34.9% of the year plan (In which: Underground Mining will recruit 135/450 people, reaching 30% of the plan; 50/50 furnace M&E reached 100% of the plan, 7/50 mine M&E (VHTBM) reached 14% of the plan. Self-enrollment: 56/110 people reached 50.9% of the year plan.

- Vocational training, safety training, and equipment operation training for 3,526 people.

- Professional training and fostering for: 744 people.

- Continue to coordinate with vocational training schools in establishing delegations to enrollment areas to propagate and disseminate policies and regimes to attract labor.

c) Other tasks:

In addition to production and business results and the above-mentioned activities, the Company conducts internal inspections and audits to prevent risks in the enterprise; to comply with the provisions of law on accounting, finance, and statistics; strengthen the dissemination of legal education in order to raise the awareness of law observance in the Company; control the implementation of technical measures for safety and environmental protection; coordinate with the administration and a number of agencies based in the area to participate in protecting security and order, protecting assets and mine boundaries; step by step improve working conditions and ensure the legitimate rights and interests of employees; natural disaster prevention, search and rescue; fully fulfill obligations to the State budget; pay dividends to shareholders within the statutory time limit...

3. Overall Assessment:

On the basis of the production and business results in 2025 mentioned above, the Company has basically followed the targets of striving to basically complete the targets of the production and business plan, ensuring enough jobs, stable income, and the lives of employees are cared for thoughtfully and practically.

II. APPRAISAL OF FINANCIAL STATEMENTS IN 2025

II.1. Results of appraisal

1. Accounting, statistics and financial reporting.

- Organization of the accounting apparatus: The organization of accounting work is carried out centrally at the Company's office in accordance with the management organization of the Company.

- Financial statements: The company applies Vietnamese accounting standards, corporate accounting regime issued under Circular No. 200/2014/TT-BTC dated 22/12/2014 of the Minister of Finance; Circular No. 53/2016/TT-BTC dated 21/3/2016 of the Minister of Finance amending and supplementing a number of articles of Circular No. 200/2014/TT-BTC dated 22/12/2014 guiding the accounting regime of enterprises.

- Accounting vouchers: Compulsory vouchers according to current regulations, which are relatively complete and reflected on the original vouchers according to each arising economic operation.

- Accounting form: The company applies machine accounting, using software.

2. Assessment of the implementation of financial targets

- Regarding capital preservation: In 2025, the Company's capital preservation coefficient will be 1.0 times. The company has taken all measures to preserve capital as prescribed.

- Profit before tax is: TH 102,803 million VND/KH 52,047 million VND = 197.5%;

- The current CIT expense is: 10,032 million VND;

- Deferred CIT expenses are: 10,171 million VND;

- Profit after CIT: VND 82,054 million;

- Equity

+ Balance at the beginning of the period (01/01/2025): 426,497 million VND;

+ Increase in the period: 95,214 million VND;

* Reasons for the increase:

- Supplementing the development investment fund with an amount of VND 13,160 million;

- Profit after tax increased by VND 82,054 million

+ Decrease in the period: 87,733 million VND;

* Reasons for the reduction:

After-tax profit distribution in 2024

- Balance at the end of the period (31/12/2025): 433,978 million VND;

3. Some other financial indicators

- The ratio of liabilities/equity is: TH 2.72 times/customer is 2.97 times;

- The solvency ratio of TH due debts is 0.71 times/customer 0.54 times, an increase of 0.17 times compared to the plan;

- Return on equity (ROE): TH 24.28%, down 2.87% compared to 2024 (2024 is 27.15%).

Return on total assets (ROA): Realized 5.08%, down 0.34% compared to 2024 (5.42% in 2024).

4. Plans for capital mobilization and use of capital:

The total amount of capital the Company has mobilized short-term and long-term loans from credit institutions in 2025 is as follows:

a) Regarding short-term loans:

- Short-term loan balance as of January 1, 2025 is: VND 389,815 million.

- Increase in the period: 776,135 million VND.

- Reduction in the period: 667,440 million VND.
- Short-term loan balance until 31/12/2025 is: 498,510 million VND.
- The average short-term credit limit is 255,678 million VND/customer, 350,000 million VND.

b) Regarding long-term loans:

- The long-term loan balance as of January 1, 2025 is: VND 251,540 million.
- Increase in the period: 126,634 million VND.
- Reduction in the period: 179,075 million VND.
- The long-term loan balance until 31/12/2025 is: 199,099 million VND.

c) The financial cost for implementation is VND 25,754 million, of which:

- Realized short-term loan interest is VND 11,128 million, for the whole year of 2025 is VND 14,557 million, down VND 3,429 million compared to customers.
- Realized long-term loan interest is VND 14,626 million, the plan for 2025 is: VND 36,722 million, down VND 22,096 million compared to the customer.

Summary table of some financial indicators

Unit: Million VND

| TT | Criteria | Code | Year-end issue | Early Year Issue |
|------------|----------------------------------|------------|------------------|------------------|
| I | SHORT-TERM ASSETS | 100 | 697.063 | 601.598 |
| 1 | Cash and cash equivalents | 110 | 9.137 | 14.781 |
| 2 | Short-term financial investments | 120 | | |
| 3 | Short-term receivables | 130 | 76.432 | 334.228 |
| 4 | Inventory | 140 | 581.954 | 252.589 |
| 5 | Other Short-Term Assets | 150 | 29.540 | |
| II | LONG-TERM ASSETS | 200 | 917.372 | 1.017.382 |
| 1 | Long-term receivables | 210 | 17.952 | 35.433 |
| 2 | Fixed assets | 220 | 688.146 | 794.878 |
| 3 | Investment Properties | 230 | | |
| 4 | Long-term unfinished assets | 240 | 82.964 | 60.670 |
| 5 | Long-term financial investment | 250 | | |
| 6 | Other long-term assets | 260 | 128.310 | 126.402 |
| | TOTAL ASSETS | 270 | 1.614.434 | 1.618.981 |
| III | LIABILITIES | 300 | 1.180.456 | 1.192.483 |
| 1 | Short-term debt | 310 | 981.358 | 1.005.038 |
| 2 | Long-term debt | 330 | 199.099 | 187.446 |

| TT | Criteria | Code | Year-end issue | Early Year Issue |
|-----------|--|------------|--|--|
| IV | SOURCE OF EQUITY | 400 | 433.978 | 426.497 |
| 1 | Equity <i>In which:</i> + Owner's contributed capital + Development investment funds + Accumulated undistributed after-tax profit by the end of the previous period + Undistributed profit after tax in this period | 410 | 433.978 254.152 87.055 10.717 82.054 | 426.497 254.152 73.895 10.717 87.733 |
| 2 | Other funding sources and funds | 430 | | |
| | TOTAL CAPITAL | 440 | 1.614.434 | 1.618.981 |

5. Management of receivables, payables, loans and financial leases:

a) Situation of receivables as of 31/12/2025

Calculation unit: million

VND

| TT | Contents | Final issue | Early Issue | Compare | |
|----------|------------------------------------|---------------|----------------|-----------------|------------|
| | | | | (+); (-) | % |
| 1 | Short-term receivables | 76.432 | 334.228 | -257.796 | -77 |
| - | Customer receivables | 67.584 | 324.757 | -257.173 | -79 |
| - | Merchant Upfront | 8.809 | 9.455 | -646 | -7 |
| - | Other short-term receivables | 39 | 16 | 23 | 144 |
| 2 | Other long-term receivables | 17.952 | 35.433 | -17.481 | -49 |
| | Total | 94.384 | 369.661 | -275.277 | -74 |

* **Assessment:** As of 31/12/2025, the Company has no bad debts or bad debts.

b) Situation of liabilities as of 31/12/2025

Calculation unit:

million VND

| TT | Contents | Year-end issue | Early Year Issue | Compare | |
|----------|----------------------------|----------------|------------------|----------------|-----------|
| | | | | (+); (-) | % |
| I | Short-term debt | 981.358 | 1.005.038 | -23.680 | -2 |
| 1 | Short-term loans and debts | 498.510 | 453.910 | 44.600 | 10 |
| 2 | Payable to the seller | 213.857 | 273.995 | -60.138 | -22 |

| TT | Contents | Year-end issue | Early Year Issue | Compare | |
|-----------|---|-------------------|---------------------|----------------|-----------|
| | | | | (+); (-) | % |
| 3 | Taxes and payables to the state | 35.066 | 55.273 | -20.207 | -37 |
| 4 | Payable to employees | 164.389 | 160.265 | 4.124 | 3 |
| 5 | Short-term expenses | 1.168 | 1.072 | 96 | 9 |
| 6 | Other short-term payables and remittances | 7.669 | 13.196 | -5.527 | -42 |
| 7 | Reward and Welfare Fund | 60.699 | 47.327 | 13.372 | 28 |
| II | Long-term debt | 199.098 | 187.445 | 11.653 | 6 |
| 1 | Long-term borrowing and debt | 199.098 | 187.445 | 11.653 | 6 |
| 2 | Long-term payable provisions | | | | |
| | Total | 1.180.456 | 1.192.483 | -12.027 | -1 |

* **Assessment:** As of 31/12/2025, the Company has no overdue debts

c) Management of loans and financial leasing:

- For long-term loans, the Company signs contracts with credit institutions and disburses according to schedule.

- In 2025, the total capital disbursed by the Company is: 126,634 million VND with an average loan interest rate of 6.88%/year.

- As of 31/12/2025, the Company's long-term loan balance is: 199,099 million VND. Loan dossiers comply with regulations. The company pays interest and principal due as prescribed.

- Receivables and payables until 31/12/2025 The Company classifies and determines the age of debt for evaluation and accounting in accordance with regulations.

6. Regarding the management of fixed assets:

a) Tangible Fixed Assets:

- The total historical cost of tangible fixed assets at the beginning of the year is: VND 5,897,652 million; Depreciation: VND 5,104,202 million, residual value: VND 793,450 million;

- Historical cost increased in the year: 124,586 million VND, of which:

+ *Due to the completion of the construction investment period: 124,586 million VND;*

- Historical cost decreased in the year: 46,193 million VND, of which:

+ *Due to liquidation: 45,801 million VND;*

+ *Other discounts: 392 million copper.*

- The historical cost of the Company's tangible fixed assets until 31/12/2025 is: 5,976,044 million VND; Depreciated: VND 5,289,093 million, residual value: VND 686,952 million

b) Intangible fixed assets:

- The historical cost of intangible fixed assets at the beginning of the year was VND 9,497 million, depreciated VND 8,069 million, and the remaining value was VND 1,428 million.

- Historical cost of intangible fixed assets until 31/12/2025: VND 9,889 million, depreciated VND 8,695 million, residual value of VND 1,194 million.

c) Depreciation of fixed assets

In 2025, the Company is performing asset depreciation of VND 231,318 million.

7. The performance of obligations to the state budget.

The Company has fully fulfilled its obligations in accordance with the provisions of the State budget, specifically as follows:

+ Balance at the beginning of the year: 55,272 million VND;

+ Payable amount in the year: VND 766,014 million;

+ Amount paid in the year: 786,221 million VND;

+ Amount payable at the end of the year: 35,065 million VND;

* **Comment:** The company has balanced its finances to collect and remit to the State budget. The remaining amount must be paid at the end of the year, requesting the Company to continue to comply with regulations.

8. Profit distribution plan in 2025

| TT | Criteria | Amount (Bronze) | Notes |
|----|---|------------------------|-------|
| 1 | Charter capital of the Company | 254.151.990.000 | |
| 2 | Total salary fund in 2025 | 883.166.462.434 | |
| 3 | Total profit before tax in 2025 | 102.803.217.550 | |
| | Current CIT | 10.031.844.535 | |
| | Deferred CIT | 10.717.181.746 | |
| 4 | Profit after tax in 2025 | 82.054.191.269 | |
| 5 | Accumulated unPP profit by the end of the previous period | 10.717.181.746 | |
| 6 | Total profit distribution in 2025 (2+3) | 92.771.373.015 | |
| a | Dividend payment of 8% of charter capital | 20.332.159.200 | |
| b | The remaining profits shall be set aside for funds | 72.439.213.815 | |
| | - <i>Development Investment Fund</i> | 0 | |
| | - <i>Reward and welfare fund (≈ 0.98 months of average salary in 2025)</i> | 72.439.213.815 | |

* **Rating:**

The appropriation of funds and distribution of dividends to shareholders shall be carried out in accordance with the provisions of law and the Company's Charter. The expected dividend payment rate is 8%, higher than the dividend approved by the Company's Annual General Meeting of Shareholders in 2025. In 2025, the Company has basically fulfilled its tax obligations and other financial obligations in accordance with the law. It is expected that after paying dividends to shareholders, the Company will still ensure the full payment of debts and other property obligations due.

II.2. Appraisal opinions of the Supervisory Board

On the basis of the appraisal of the Company's 2025 Financial Statements, the Company's Supervisory Board unanimously confirmed that the figures of the 2025 Financial Statements have been audited by AASC Auditing Firm Co., Ltd. According to the evaluation opinion of the Supervisory Board as follows:

- Reflected honestly and reasonably, on material aspects of the Company's financial situation as at 31/12/2025, business results and cash flow for the financial period from 01/01/2025 to 31/12/2025 in accordance with Vietnam Accounting Standards, the current Vietnamese Corporate Accounting Regime and relevant legal regulations the preparation and presentation of financial statements;
- The company has basically fulfilled its tax obligations to the state;
- The company deducts and pays social insurance, health insurance and KPCD in a timely and timely manner for 100% of employees who have signed labor contracts;
- The organization of the Company's accounting apparatus is carried out centrally to ensure conformity with the Company's production and management organizational processes;
- Accounting vouchers and books shall be recorded and accounted in compliance with the accounting regime of Vietnamese enterprises and in accordance with current accounting standards.

Above are the results of the Supervisory Board's assessment of the 2025 production and business results and the appraisal of the Company's 2025 financial statements that have been audited. The Supervisory Board of the Company respectfully submits a report to the Annual General Meeting of Shareholders in 2026.

Recipients:

- As dear to you;
- Board of Directors, Supervisory Board;
- Personnel of the Civil Defense Agency;
- CV Department (Disclosure)
- SSC; Department of Education and Training;
- Keep the records of the General Meeting.

**ON BEHALF OF THE
SUPERVISORY BOARD HEAD**

Tran Thanh Tung

No.: /TTr-BKS

Quang Ninh, March 2026

"Draft"

STATEMENT

Approval of the list of independent auditing firms to audit the 2026 financial statements of Ha Lam Coal Joint Stock Company - Vinacomin

To: Annual General Meeting of Shareholders in 2026.

Pursuant to the Law on Enterprises dated June 17, 2020;

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 Securities Law;

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

Pursuant to Decision No. 902/QD-UBCK dated November 19, 2025 of the State Securities Commission on approving auditing firms and practicing auditors to be audited for units with public interests in the field of securities in 2026.

Exercising the rights and obligations of the Supervisory Board under Article 288 of Decree No. 155/2020/ND-CP dated 31/12/2020 and relevant provisions of law, the Supervisory Board of Ha Lam-Vinacomin Coal Joint Stock Company submits to the General Meeting of Shareholders for approval the list of independent auditing firms auditing the Company's 2026 financial statements, including the following units:

1. AASC Auditing Firm Co., Ltd.

Business code: 0100111105.

Address: No. 1 Le Phung Hieu, Hoan Kiem Ward, Hanoi City.

2. VACO Auditing Co., Ltd.

Business code: 0102546856

Address: 12A Floor, 319 Corporation Building, No. 63 Le Van Luong Street, Yen Hoa Ward, Hanoi City.

3. PKF-TTG Auditing and Consulting Co., Ltd.

Business code: 0106679575

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

*** Reasons for recommending independent auditing firms mentioned above**

- Being an enterprise legally operating in Vietnam and being approved by the Ministry of Finance and the State Securities Commission to audit financial statements for units with public interests in 2026;
- Auditing experience for large-scale public companies in Vietnam;
- Having a reputation for audit quality;
- Highly qualified and experienced audit team;
- Meet the requirements of Ha Lam-Vinacomin Coal Joint Stock Company on the scope and progress of the audit;

*** Regarding the procedure for selecting an auditing firm:**

The General Meeting of Shareholders is requested to authorize the Board of Directors of the Company to select one of the three auditing firms mentioned above in accordance with the provisions of law, the Company's Charter and the Company's Regulations.

Respectfully submit to the Annual General Meeting of Shareholders in 2026 Ha Lam-Vinacomin Coal Joint Stock Company for consideration and vote for approval.

Recipients:

- As dear to you;
- Board of Directors, Supervisory Board;
- Personnel of the Civil Defense Agency;
- CV Department (Disclosure)
- SSC; Department of Education and Training;
- Keep the records of the General Meeting.

**ON BEHALF OF THE
SUPERVISORY BOARD HEAD**

Tran Thanh Tung

No. 01 /NQ-DHDCDTN

Quảng Ninh, April 28, 2026

"Draft"

RESOLUTION
Annual General Meeting of Shareholders in 2026

GENERAL MEETING OF SHAREHOLDERS
HA LAM COAL JOINT STOCK COMPANY – VINACOMIN

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

Pursuant to the Charter of Organization and Operation of Ha Lam-Vinacomin Coal Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Ha Lam - Vinacomin Coal Joint Stock Company No. 01/2026/BB-ĐHDCDTN dated April 28, 2026.

RESOLVED:

Article 1. Approved the Report on production and business results in 2025; production and business plan, expected dividend in 2026; 5-year production and business plan

The General Meeting of Shareholders approved the Report on business results in 2025; production and business plan and expected dividend in 2026; 5-year production and business plan of Ha Lam Coal Joint Stock Company – Vinacomin with the following basic targets:

1. Production and business results (some main targets in 2025) and construction investment in 2025

a) Production and business results (some main targets in 2025)

| T T | NAME OF THE INDICATOR | DVT | RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDE RS IN 2025 | IMPLEMENTATI ON IN 2025 | RATE |
|--------|--|------|---|----------------------------|-----------------|
| | | | | | TH/CUSTOM ER |
| | | | 1 | 2 | 3 = 2/1 |
| 1 | Exploited coal | Tons | 2 400 000 | 2 400 000 | 100,0 |
| | - Underground coal | " | 2 400 000 | 2 400 000 | 100,0 |
| | + In which, the coal furnace of CGH market | " | 1 200 000 | 1 319 233 | 109,9 |
| 2 | CBSX Furnace Excavator | m | 12 300 | 12 306 | 100,0 |
| 3 | Clean coal produced at the mine | Tons | 749 000 | 725 855 | 96,9 |

| T T | NAME OF THE INDICATOR | DVT | RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDE RS IN 2025 | IMPLEMENTATI ON IN 2025 | RATE |
|--------|-----------------------------|---------|---|----------------------------|-----------------|
| | | | | | TH/CUSTOM ER |
| 4 | Coal Consumption | Tons | 2 249 000 | 2 056 887 | 91,5 |
| 5 | Coal Revenue | Tr.dong | 3 253 303 | 2 846 623 | 87,5 |
| 6 | Profit before tax | " | 52 047 | 102 803 | 197,5 |
| 7 | Average Labor | People | 3 478 | 3 383 | 97,3 |
| 8 | Average salary/person/month | 1000đ | 19 944 | 21 757 | 109,1 |

b) Implementation of construction investment in 2025:

The Company's investment plan in 2025 was approved by TKV in document No. 7115/TKV-DT dated 12/12/2025 v/v: Notice of investment plan in 2025 adjusted. On the basis of the assigned plan, the Company shall implement as follows:

Unit: million VND

| TT | CONTENTS | Plan | | Implementation in 2025 | Ratio of Students/Customers (%) | |
|----|--------------------|-------------------------------|----------------------|---------------------------|---|--|
| | | Initial Investment Plan | Adjusted Planning | | According to the original customer | Accordin g to the adjusted customer |
| I | Make an investment | 126.100 | 154.827 | 149.852 | 118,8 | 96,8 |
| II | Disbursement | 145.008 | 182.565 | 180.084 | 124,2 | 98,6 |

2. Production and business plan in 2026, expected dividend in 2026 and authorization to adjust production and business plan in 2026

a) A number of major indicators

| TT | Name of indicator | DVT | Plan 2026 |
|----|---------------------------------|-----------|--------------|
| 1 | Exploited coal | 1000 Tons | 2.400 |
| | - Underground coal | " | 2.400 |
| | + In which, CGH market coal: | " | 1.200 |
| 2 | CBSX Furnace Meter | m | 13.150 |
| 3 | Clean coal produced at the mine | 1000 Tons | 396 |
| 4 | Coal Consumption | 1000 Tons | 2.346 |
| 5 | Coal Revenue | Tr.dong | 3.142.731 |
| 6 | Coal production profitability | " | 47.325 |
| 7 | Average Labor | People | 3.341 |
| 8 | Average salary/person/month | 1000đ | 20.803 |

b) Investment plan in 2026

The Company's construction investment plan in 2026 with the following values:

| TT | CONTENTS | Unit of calculation | Plan for 2026 |
|----|--------------------|---------------------|---------------|
| I | Make an investment | Million VND | 141.144 |
| II | Disbursement | Million VND | 158.396 |

c) It is expected that the dividend payment in 2026 will be $\geq 6\%$ / charter capital

d) The General Meeting authorizes the Board of Directors of the Company to adjust the production and business plan in 2026 when there is a change in production and business conditions or the Vietnam Coal and Mineral Industry Group adjusts the business coordination plan with the Company, but must ensure that the realized profit is not lower than the planned profit approved by the general meeting.

3. 5-year production and business plan

Some main targets of the Company's 5-year plan (2026-2030):

| TT | NAME OF THE INDICATOR | DVT | 2026 PLAN | 2027 PLAN | 2028 PLAN | 2029 PLAN | 2030 PLAN |
|----|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | Exploited coal | 1000 Tons | 2 400 | 2 400 | 2 400 | 2 400 | 2 400 |
| | - Pitted coal: | " | 2 400 | 2 400 | 2 400 | 2 400 | 2 400 |
| 2 | CBSX Furnace Excavator | m | 13 150 | 13 900 | 14 000 | 14 300 | 14 300 |
| 3 | Clean Coal Production | 1000 Tons | 396 | 20 | 20 | 20 | 20 |
| 4 | Coal Revenue | Tr.dong | 3 142 731 | 3 192 537 | 3 148 375 | 3 158 445 | 3 213 148 |
| 5 | Profit before tax | " | 47 325 | 46 868 | 46 648 | 46 698 | 46 970 |

Article 2. Approved the Audited 2025 Financial Statements

The General Meeting of Shareholders approved the 2025 Financial Statements audited by AASC Auditing Firm Co., Ltd.

Article 3. Approval of the Profit Distribution Plan in 2025

The General Meeting of Shareholders approved the profit distribution plan in 2025 as follows:

| TT | Contents | Amount (VND) | Notes |
|----|--|-----------------|-------|
| 1 | Profit before tax | 102.803.217.550 | |
| 2 | CIT payable | 20.749.026.281 | |
| 3 | Profit after corporate income tax | 82.054.191.269 | |
| 4 | Previous year's undistributed profit rolled over | 10.717.181.746 | |
| 5 | Profit for distribution (3+4) | 92.771.373.015 | |
| a | Dividend payment in 2025: 8% of charter capital | 20.332.159.200 | |
| b | Residual profit after dividend payment | 72.439.213.815 | |

| | | | |
|---|---|----------------|--|
| - | Deduction for development investment fund | | |
| - | Deduction for reward and welfare funds | 72.439.213.815 | |

Article 4. Approving the report on payment of remuneration and salaries of managers in 2025; the plan on remuneration, allowances and salary plans of managers in 2026.

The General Meeting of Shareholders approved the report on the payment of remuneration to the Board of Directors, Supervisory Board and salaries of managers in 2025 and the plan for remuneration, allowances and salaries of managers in 2026 as follows:

1. Expected in 2025

1.1. Total remuneration and remuneration payment to the Board of Directors and Supervisory Board in 2025

| S T T | Title | Number of people | Total (VND) | 80% Spent (VND) | Remaining 20% (VND) | Notes |
|-------------|--------------------|------------------|--------------------|--------------------|---------------------|-------------------------------------|
| 1 | Board of Directors | 3 | 175.200.000 | 140.160.000 | 35.040.000 | The remaining 20% will be paid 2026 |
| 2 | Supervisory Board | 2 | 112.800.000 | 90.240.000 | 22.560.000 | |
| | Total | | 288.000.000 | 230.400.000 | 57.600.000 | |

** The remuneration level and payment of remuneration to the Board of Directors and the Supervisory Board strictly comply with the Resolution of the Annual General Meeting of Shareholders in 2025.*

1.2. Allowances and payment of allowances for independent members of the Board of Directors in 2026

| TT | Title | Number of people | Total (VND) | 80% Spent (VND) | Remaining 20% (VND) | Notes |
|----|--|------------------|--------------------|--------------------|---------------------|--|
| 1 | Independent Member of the Board of Directors | 1 | 276.000.000 | 220.800.000 | 55.200.000 | The remaining 20% will be paid in 2026 |
| | Total | | 276.000.000 | 220.800.000 | 55.200.000 | |

** The allowance level and payment of allowances to independent members of the Board of Directors shall comply with the Resolution of the Annual General Meeting of Shareholders in 2025.*

1.3. Salary and salary payment to managers in 2025

| S T T | Title | Number of people | Total (VND) | Spent until 31/12/2025 (VND) | Rest (VND) | Notes |
|-------------|----------|------------------|-------------|------------------------------|-------------|-------|
| 1 | Director | 01 | 748 800 000 | 459 392 200 | 289 407 800 | |

| | | | | | | |
|---|--|----|----------------------|----------------------|----------------------|---|
| 2 | Deputy Director, TV of the Board of Directors, TV of the Supervisory Board | 06 | 3 654 996 164 | 2 234 838 308 | 1 420 157 856 | The remaining amount will be paid in the 1st quarter of 2026 and after the finalization |
| 3 | Chief Accountant | 1 | 604 800 000 | 375 011 000 | 229 789 000 | |
| | Total | | 5 008 596 164 | 3 069 241 508 | 1 939 354 656 | |

2. Plan for 2026

2.1. Remuneration plan for the Board of Directors, Supervisory Board and allowances of independent members of the Board of Directors in 2026

| TT | Title Management | Quantity (person) | Number of months/year | Remuneration/ Allowance (thousand VND/month) | Remuneration (thousand VND/year) | Allowances (thousand VND/year) |
|--------------|------------------------------------|-------------------|-----------------------|--|----------------------------------|--------------------------------|
| 1 | Chairman of the Board of Directors | 01 | 12 | 5.400 | 64.800 | |
| 2 | Member of the Board of Directors | 02 | 12 | 4.600 | 110.400 | |
| 3 | Independent Board of Directors TV | 01 | 12 | 23.000 | | 276.000 |
| 4 | Head of the Supervisory Board | 01 | 12 | 4.800 | 57.600 | |
| 5 | Member of the Supervisory Board | 01 | 12 | 4.600 | 55.200 | |
| Total | | | | | 288.000 | 276.00 |

2.2. Manager salary plan in 2026

| TT | Title | Quantity (person) | Salary 1 month | Adjustment Factor | Salary 1 month after coefficient adjustment | Number of months | Gross Salary in 2025 |
|--------------|--|-------------------|----------------|-------------------|---|------------------|----------------------|
| 1 | Director | 01 | 26 | 2 | 39 | 12 | 468 |
| 2 | Deputy Director, TV of the Board of Directors, TV of the Supervisory Board | 06 | 23 | 1,5 | 46 | 12 | 2 484 |
| 3 | Chief Accountant | 01 | 21 | 2 | 31,5 | 12 | 378 |
| Total | | 08 | | | | | 3 330 |

* Monthly, quarterly or 6 months, part-time members of the Board of Directors and Supervisory Board are entitled to an advance payment of 80% of the remuneration; monthly independent members of the Board of Directors, members of the Board of Directors, full-time Supervisory Board and managers of the Company are entitled to an advance of 80% of the allowance (for independent members of the Board of Directors), salary (for members of the Board of Directors, full-time Supervisory Board and Company Managers) of that month; The remaining remuneration, allowances and salaries shall be settled at the end of the year on the basis of the Company's production and business results and the level of fulfillment of tasks of members of the Board of Directors, Supervisory Board and the Company's managers.

Article 5. Approving the Report of the Board of Directors on governance and operating results of the Board of Directors in 2025, operational orientation in 2026.

The General Meeting of Shareholders approved the Report of the Board of Directors on the governance and performance of the Board of Directors in 2025, the direction of the Board of Directors' activities in 2026.

Article 6. Approving the Report on contracts and transactions in 2026 with relevant persons under the jurisdiction of the General Meeting of Shareholders for approval.

The General Meeting of Shareholders approved the 2026 contract and transaction with the relevant person.

Article 7. Approving the amendment and supplementation of a number of contents in the Charter of organization and operation of the Company.

The General Meeting of Shareholders approved the amendment and supplementation of a number of contents in the Charter of Organization and Operation of the Company as follows:

1. To amend 08 business lines and supplement 10 business lines. The Company's business lines are amended and supplemented as follows:

| STT | Industry Name | Industry Code |
|-----|--|----------------|
| 1 | Afforestation, forest care and forestry tree nurturing | 0210 |
| 2 | Mining and collection of hard coal | 0510 (Main) |
| 3 | Mining and collection of lignite | 0520 |
| 4 | Other mining support services | 0990 |
| 5 | Basic Chemical Production Details: Nitrogen Gas Production Operations | 2011 |
| 6 | Forging, stamping, pressing and rolling of metals; metal powder smelting | 2591 |
| 7 | Mechanical Processing; Metal Processing and Coating | 2592 |
| 8 | Repair and maintenance of machinery and equipment | 3312 |
| 9 | Repair and maintenance of electrical equipment | 3314 |

| STT | Industry Name | Industry Code |
|-----|---|---------------|
| 10 | Repair and maintenance of means of transport (except automobiles, motorcycles, motorcycles and other motor vehicles) | 3315 |
| 11 | Repair and maintenance of other equipment | 3319 |
| 12 | Installation of industrial machinery and equipment | 3320 |
| 13 | Generate electricity from non-renewable energy sources <i>Details: Electricity generation from other non-renewable energy sources (diesel)</i> | 3511 |
| 14 | Generate electricity from renewable energy sources <i>Details: Solar power.</i> | 3512 |
| 15 | Power Transmission and Distribution <i>Details: Electricity distribution activities, electricity retail activities</i> | 3513 |
| 16 | Drainage and wastewater treatment | 3700 |
| 17 | Building houses that are not for living | 4102 |
| 18 | Construction of water works | 4291 |
| 19 | Construction of mining works | 4292 |
| 20 | Construction of processing and manufacturing works | 4293 |
| 21 | Construction of other civil engineering works | 4299 |
| 22 | Demolition | 4311 |
| 23 | Site preparation | 4312 |
| 24 | Electrical System Installation | 4321 |
| 25 | Hotels and similar accommodations | 5510 |
| 26 | Other Short Stay Services | 5520 |
| 27 | Restaurants and mobile catering services | 5610 |
| 28 | Other Food & Beverage Services | 5629 |
| 29 | Management consultancy activities and other management consultancy activities | 7020 |
| 30 | Architectural activities and related technical consultancy <i>Details: Supervision of construction and completion of mining works; supervising the construction and completion of civil and industrial works; supervising the construction and installation of equipment and technologies to control mining works; supervising the construction and installation of equipment and mechanical technology of mining works;</i> | 7110 |

| STT | Industry Name | Industry Code |
|-----|---|---------------|
| | <i>supervising the construction and completion of civil, industrial and technical infrastructure works; Surveying and mapping activities</i> | |
| 31 | Detailed Inspection and Technical Analysis: Hydraulic Resistance Pole Test, for Hydraulic Resistance Used in Underground Mining | 7120 |
| 32 | Rental of machinery, equipment and other tangible utensils without an operator <i>Details: Rental of machinery, equipment and other tangible utensils without an operator not yet classified</i> | 7730 |

2. Amending the Company's Charter of organization and operation to supplement the business lines specified in Clause 1.

Article 8. Approved the Report of the Independent Member of the Board of Directors of the Company.

The General Meeting of Shareholders approved the Report of Independent Members of the Board of Directors in 2025.

Article 9. Approving the Supervisory Board's Report on the appraisal of production and business results and the Company's 2025 financial statements

The General Meeting approved the Supervisory Board's report on the appraisal of the Company's 2025 business results and financial statements.

Article 10. Approval of the Supervisory Board's Activity Report

The General Meeting approved the Report on the operation of the Supervisory Board in 2025 and the orientation of tasks in 2026.

Article 11. Approving the proposal of the Supervisory Board to select the auditing firm for the 2026 financial statements.

The General Meeting of Shareholders approved the selection of the list of independent auditing firms to audit the Company's 2025 financial statements, including:

1. AASC Auditing Firm Co., Ltd. Address: No. 1 Le Phung Hieu, Hoan Kiem Ward, Hanoi City

2. VACO Auditing Co., Ltd. Address: 12A Floor, 319 Corporation Building, No. 63 Le Van Luong Street, Yen Hoa Ward, Hanoi City.

3. PKF-TTG Auditing and Consulting Co., Ltd. Address: No. 22 Le Trong Tan, Phuong Liet Ward, Hanoi City.

The General Meeting assigned the Company to select 01 independent auditing firm (among the above 03 companies) in accordance with the law to audit the 2026 Financial Statements in accordance with current regulations.

Article 12. Approved the dismissal of 02 members of the Board of Directors of the Company

The Annual General Meeting of Shareholders in 2026 approved the dismissal of 02 members of the Board of Directors of the Company for: (i) Mr. Nguyen Trong Tot; (ii) Mr. Vu Ngoc Thang.

The General Meeting voted with the approval rate:shares, accounting for% of the total number of voting shares.

Article 13. Approved the list of nominations, candidates for members of the Board of Directors of the Company for the fourth term (2023-2028)

The Annual General Meeting of Shareholders in 2026 approved the nomination of Mr. / Mrs. ... is a candidate for the Extraordinary General Meeting of Shareholders in 2025 to elect additional members of the Board of Directors in the middle of the fourth term (2023 -:- 2028) of the Company.

The General Meeting voted with the approval rate:shares, accounting for% of the total number of voting shares.

Article 14. Report on the results of the election of additional members of the Board of Directors for the mid-term 2023-2028

1. The General Meeting of Shareholders voted to elect 02 additional members of the Board of Directors of the Company in the middle of the fourth term (2023 -:- 2028). Results:..... elected to the Board of Directors of the Company for the fourth term (2023 -:- 2028) (With BB vote counting attached)

2. At the digital session... of the Board of Directors who elected you:..... holding the position of Chairman of the Board of Directors of the Company in the middle of the fourth term (2023-2028).

Article 15. Validity and organization of implementation of the Resolution

1. Validity: This Resolution takes effect from the time the Annual General Meeting of Shareholders in 2026 approves and votes for approval.

2. Organize the implementation of the Resolution: Members of the Board of Directors, the Supervisory Board, the Board of Directors and other managers shall, based on their functions, tasks and powers, organize the implementation of the Resolution in accordance with the provisions of law and the Company's Charter and are responsible for reporting the results of the implementation of the Resolution at the Annual General Meeting of Shareholders in 2026./.

Recipient:

- Shareholders (accessed at CTy's Website);
- SSC, Hanoi Stock Exchange;
- Board of Directors, Supervisory Board of the company (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- The Board of Directors and other managers (e-copy);
- CV Department (Disclosure on the stock market and posting)
- Company's website);
- Save: Records of the Congress.

**TM. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**

**Nguyen Trong Tot
(CHAIRMAN OF THE BOARD OF
DIRECTORS OF THE COMPANY)**

Quang Ninh, April 3, 2026

LIST

**Members of the Board of Directors for shareholders to consider authorizing
the exercise of shareholders' rights at the Annual General Meeting of
Shareholders in 2026**

According to the provisions of law and the Charter of Ha Lam-Vinacomin Coal Joint Stock Company, shareholders have the right to attend the general meeting of shareholders in accordance with the provisions of law and the Company's Charter. In case a shareholder is unable to attend the General Meeting, the shareholder may authorize another person to attend the meeting and exercise their rights at the General Meeting.

Therefore, the Company provides information about the members of the Board of Directors of the Company for shareholders to consider authorizing the Chairman or members of the Board of Directors to exercise their rights at the General Meeting (if the shareholders do not appoint another person as the authorized representative to attend the General Meeting). The contents of the Power of Attorney are made according to the form posted on the Company's Website.

| TT | Full name | Position | CCCD Number | Date of Issue | Place of Issue |
|----|------------------|------------------------------------|--------------|---------------|-----------------------------|
| 1 | Nguyen Trong Tot | Chairman of the Board of Directors | 034065002627 | 30/5/2025 | Ministry of Public Security |
| 2 | Vu Ngoc Thang | Member of the Board of Directors | 022079001532 | 28/06/2021 | nt |
| 3 | Bui Thanh Doan | | 030080006418 | 10/5/2021 | nt |
| 4 | Nguyen Van Son | | 22067002469 | 09/08/2021 | nt |
| 5 | Mai Huy Trung | | 022060002656 | 24/04/2021 | nt |

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

Nguyen Trong Tot



HA LAM COAL JOINT STOCK COMPANY – VINACOMIN
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

VOTING FORM

SHAREHOLDER CODE : 009

Full name of shareholder: **NGUYEN VAN A**
Number of shares owned: ... Shares
Number of authorized shares: xxxx Shares
Total number of shares **xxxx** **Shares**
represented:

(Participants check X in the Opinion box according to each voting content)

| CONTENTS | Endorsement | Disapprove | No Comments |
|-------------|-------------|------------|----------------|
| Content 01: | | | |
| Content 02 | | | |
| Content 03: | | | |
| Content 04: | | | |
| Content 05: | | | |
| Content 06: | | | |
| Content 07: | | | |
| Content 08: | | | |
| Content 9. | | | |
| Content 10: | | | |
| Content 11: | | | |
| ... | | | |

Quang Ninh, April 28, 2026

VOTER

(Sign and specify full name)

Nguyen Van A

"SAMPLE" HA LAM COAL JOINT STOCK COMPANY-VINACOMIN
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

VOTING CARDS

Mark

FULL NAME OF SHAREHOLDER

(or representative)

Code
001

NGUYEN VAN A

TOTAL NUMBER OF SHARES OWNED AND REPRESENTED

12.345

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

....., date month ... in 202...

POWER OF ATTORNEY

Attending the Annual General Meeting of Shareholders in 2026
Ha Lam Coal Joint Stock Company - Vinacomin

- My name is:
 - Address:.....
 - ID card/CCCD/Passport No.:..... Issued Date:.....Place of Issue.....
 - Phone: Fax:..... Email.....
 - Working units:.....
 - Total number of shares owned: shares.
- Now I authorize you:
- Full name
 - Address:
 - ID card/CCCD/Passport No.:..... Issued Date:.....Place of Issue.....
 - Phone: Fax:..... Email.....

To attend, vote and vote on my behalf at the 2026 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin as a representative of the shares that I own.

The person authorized by me is not allowed to re-authorize another person and is responsible for notifying me of the results of the congress.

This power of attorney is only effective at the 2026 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company – Vinacomin and is made into 2 copies with the same legal validity, each party keeps one copy.

Authorizer
(Sign and specify full name)

Authorized Person
(Sign and specify full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

....., date Month in 202...

REGISTRATION CERTIFICATE

**Attending the 2026 Annual General Meeting of Shareholders
Ha Lam Coal Joint Stock Company - Vinacomin**

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders
Ha Lam Coal Joint Stock Company - Vinacomin

- Shareholder's name:

- Address:

- ID card, CCCD (or passport) or (business registration certificate
number..... Date of Place of issue:
.....

- Phone: Fax Email.....

(i) Ownership: shares.

(ii) Obtain authorization..... shares (*with power of attorney attached*)

*** Total number of voting rights at the General Meeting (i) +
(ii).....shares**

I registered to attend the Annual General Meeting of Shareholders in 2026 according to
the Notice of Invitation to the General Meeting of Ha Lam Coal Joint Stock Company
– Vinacomin.

Recipients:

- *As dear to you;*

- *Save.....*

**REGISTRANTS TO ATTEND THE
MEETING**

(sign and specify full name)

(Stamped if it is a legal shareholder)