



VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES GROUP
VINACOMIN - HA LAM COAL JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Quang Ninh, April 22, 2026

DECISION
Re-appointment of the Company's Chief Accountant

THE BOARD OF DIRECTORS
OF HA LAM COAL JOINT STOCK COMPANY - VINACOMIN

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

Pursuant to the Regulation on Management of Personnel of Vietnam Coal and Mineral Industry Group issued together with Decision No. 1668/QD-TKV dated October 23, 2023 of the TKV Members' Council; Regulation on Personnel Management of Ha Lam Coal Joint Stock Company - Vinacomin issued in Decision No. 75/QD-HDQT dated December 27, 2023 of the Board of Directors of the Company;

Pursuant to Notice No. 90-TB/DU, dated 04/4/2026 of the Quang Ninh Coal Party Committee on personnel work; Official Letter No. 2334/TKV-TCNS, dated 07/4/2026 of TKV on the re-appointment of Chief Accountant of Ha Lam Coal Joint Stock Company - Vinacomin

Pursuant to Resolution No. 71/K4/NQ-HDQT dated April 17, 2026 of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin;

DECISION:

Article 1. Re-appointing Ms. Vu Thi Minh Thanh, card number: 12660, holding the position of Chief Accountant of Ha Lam Coal Joint Stock Company - Vinacomin, effective May 5, 2026.

Article 2. The term of office of Ms. Vu Thi Minh Thanh is 05 years, from the date of re-appointment.

Article 3. Ms. Vu Thi Minh Thanh is ranked at a salary of 17 923 000 VND/month; Level 2/2 Chief Accountant - Salary table of enterprise managers HLC 08 issued in Decision No. 44/QD-HDQT dated April 21, 2026 of the Board of Directors of the Company.

Article 4. Ms. Vu Thi Minh Thanh, Director, Deputy Directors, Heads of Departments, Foremen of units in the Company based on the Implementation Decision./.

Recipients:

- As stated in Article 4 (e-copy);
- Party Committee, Board of Directors, - Supervisory Board of the Company (e-copy);
- Trade Union, Youth Union of the Company (e-copy);
- Ms. Vu Thi Minh Thanh;
- Affiliated units (e-copy);
- Archived at: Board of Directors, Organization & Human Resources Dept. (Tr08).

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

(signed)

Nguyen Trong Tot