

Quang Ninh, April 29, 2026

INFORMATION DISCLOSURE WITHIN 24 HOURS

To:

- The State Securities Commission;
- Hanoi Stock Exchange.
- Shareholders of Halam Coal Joint Stock Company – Vinacomin

Company: **VINACOMIN - HA LAM COAL JOINT STOCK COMPANY**

Ticker symbol: **HLC**

Head office: No. 1 Tan Lap Street, Ha Lam Ward, Quang Ninh Province.

Phone: 0203.3825.339 - Fax: 0203.3821.203

Website: <https://halamcoal.com.vn>

Person responsible for information disclosure: **Lieu Hong Minh** Authorized person for information disclosure (Company Secretary)

Type of disclosure:

☐ Periodic ☐ Extraordinary ☒ Within 24 hours ☐ Upon request

Content of Information Disclosure

Disclosure of the Minutes, Resolution and related documents approved by the 2026 Annual General Meeting of Shareholders.

This information has been published on the Company's website on April 29, 2026 at: <https://halamcoal.com.vn>

Ha Lam Coal Joint Stock Company - Vinacomin hereby discloses the above information to the State Securities Commission of Vietnam, the Hanoi Stock Exchange, and respectfully informs shareholders, in accordance with applicable regulations.

The Company commits that the information disclosed above is true and accurate, and takes full responsibility before the law for the content disclosed.

Sincerely,

Recipients:

As above;
Board of Directors, Supervisory Board (e-copy, for reporting);
General Director (e-copy, for reporting);
Relevant Departments (for disclosure);
Archive: Admin, Company Secretary (03 copies)

**AUTHORIZED PERSON FOR
INFORMATION DISCLOSURE**



Lieu Hong Minh
(Company Secretary)

Enclosures:

- Minutes and Resolution of the 2026 Annual General Meeting of Shareholders;
- Reports and submissions approved by the Meeting.

No. **01 /2026/BB-HDCĐTN**

Quang Ninh, April 28, 2026

MINUTES
Annual General Meeting of Shareholders in 2026

- Business name in Vietnamese: **HA LAM COAL JOINT STOCK COMPANY - VINACOMIN**
- Business name in English: **VINACOMIN-HALAM COAL JOINT STOCK COMPANY**
- Enterprise code: 5700101637
- Stock code: HLC
- Business address: No. 1, Tan Lap Street, Ha Lam Ward, Quang Ninh Province.
- Meeting time: Opening from 13:00, April 28, 2026
- Meeting location: Hall of Ha Lam Coal Joint Stock Company - Vinacomin.
Address No. 1 - Tan Lap Street - Ha Lam Ward - Quang Ninh Province
- Meeting agenda: According to the Program approved by the General Assembly.
- Chairman: **Mr. Nguyen Trong Tot - Chairman of the Board of Directors - Shareholder No. 001**
- Secretary: **Mr. Lieu Hong Minh - Company Secretary - Shareholder No. 030**
- Participants of the congress:
 - + The Board of Directors, the Supervisory Board, other managers of the Company;
 - + Shareholders and authorized representatives;
- Invited participants: **Mr. Tran Tuan Anh, Capital Manager - Capital Management Board - Vietnam Coal and Mineral Industry Group.**

I. ORGANIZATIONAL CONTENTS

Following the opening and introduction of attendees, Mr. Nguyen Trong Tot – Chairman of the Board of Directors – as Chairperson presided over the General Meeting with the following agenda items:

1. Appointing the Secretary of the Congress and electing the Vote Counting Committee

The Chairman nominated and was unanimously approved by the General Assembly:

- Secretary of the meeting: **Mr. Lieu Hong Minh - Shareholder code 048**
- The vote counting committee, consisting of 05 Mr. / Mrs.

TT	Full name	Shareholder ID	Position	Notes
1	Pham Minh Tien	029	PP. KB – Head of Committee	

TT	Full name	Shareholder ID	Position	Notes
2	Vu Cong Phuc	016	PCT Trade Union – Member	
3	Tran Van Huu	027	Ho Chi Minh City – Member	
4	Nguyen Van Dat	017	Secretary of the Youth Union – Member	
5	Pham Van Thang	046	PX TG - Member	

2. Report on the results of the examination of the eligibility of shareholders and authorized representatives to attend the General Meeting

* Mr. Pham Minh Tien - Head of the Inspection Committee reported on the results of the examination of the eligibility of shareholders and representatives attending the General Meeting:

(i) The total number of shareholders of the Company who are entitled to attend and vote at the General Meeting by the Vietnam Securities Depository and Clearing Corporation is: 3,988 shareholders, owning 25,415,199 shares.

(ii) At the time of opening at 13:00, the total number of shareholders and authorized representatives attending the General Meeting was 64 people, owning and representing 19,543,955 shares, accounting for 76.89% of the total shares of the Company with the right to attend and vote at the General Meeting.

(iii) Pursuant to the Law on Enterprises, the Company's Charter and the total number of shares owned and owned by the shareholders and representatives attending the meeting are eligible to conduct the General Meeting.

* Mr. Nguyen Trong Tot - Chairman of the General Meeting declares that the 2026 Annual General Meeting of Shareholders of the Company is valid and organizes the administration of the General Meeting in accordance with regulations (*Clause 1 - Article 145 of the Law on Enterprises 2020 stipulates: The General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents more than 50% of the total voting shares*).

3. Approval of the Congress's Working Program and Regulations

a) Present the draft Program and Working Regulations of the Congress

Mr. Bui Thanh Doan - Member of the Board of Directors, Deputy Director of the Company presented: Draft Program and Regulations of the General Meeting.

b) The Chairperson of the Congress shall collect opinions and vote to approve the Working Program and Regulations of the Congress. The results are as follows:

- *Number of votes in favor: 64 votes, representing 19,543,955 shares, equal to 100% of the voting shares of shareholders attending the General Meeting.;*

- *Number of votes against it: 0 votes;*

- *Number of no votes: 0 votes.*

Thus: The Program of the Congress and the Regulations of the Congress were adopted; is the basis for the Congress to continue to implement.

II. PRESENTATION OF REPORTS, SUBMISSIONS AND NOTICES AT THE GENERAL MEETING

The General Meeting listened to the presentations of members of the Board of Directors, the Supervisory Board, and the Board of Directors as assigned in the General Meeting Program on the following contents:

- Content 1: Report on production and business results in 2025, production and business plan in 2026 and 5-year production and business plan.
- Content 2: The 2025 Financial Statements have been audited.
- Content 3: Profit distribution plan in 2025.
- Content 4: Report on the payment of remuneration and allowances for the Board of Directors and Supervisory Board; The salary of the company's manager in 2025 and the remuneration, salary and allowance plan in 2026.
- Content 5: The results of the Board of Directors in 2025 and the orientation of activities in 2026.
- Content 6: Report of independent members of the Board of Directors on the activities of the Board of Directors in 2025;
- Content 7: Report on the approval of contracts and transactions between the Company and businesses and related persons in 2026
- Content 8: Report on the amendment and supplementation of a number of contents in the Charter of organization and operation of the Company.
- Content 9: Notice of the list of related persons of internal persons in 2025;
- Content 10: Report on the 2025 Operating Results 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 2026 operational orientation of the Supervisory Board.
- Content 11: The Supervisory Board's assessment report on the production and business results in 2025 and the appraisal of the Company's financial statements in 2025 have been audited.
- Module 12: Report of the Supervisory Board on approving the list of independent auditing firms to audit the 2026 Financial Statements.
- Content 13: Proposal for dismissal of members of the Board of Directors.
- Content 14: Proposal to approve the list of nominations and candidates for the election of 02 additional members of the Board of Directors of the Company for the fourth term of 2023-2028

(Enclosed with reports, submissions and announcements at the General Meeting)

III. CONSOLIDATION OF MEMBERS OF THE BOARD OF DIRECTORS OF THE COMPANY

1. Voting to approve the Proposal for the dismissal of Members of the Board of Directors of the Company

* Before conducting the voting part, Mr. Nguyen Trong Tot - Chairman of the General Meeting informed the General Meeting about the situation of shareholders: Based on the report of the Delegate Eligibility Examination Committee, at the time before the voting at 15:00, the number of shareholders attending the meeting has changed. The total number of shareholders and authorized representatives attending the General Meeting is 80 people, owning and representing 19,591,494

shares, accounting for 77.09% of the total shares of the Company who have the right to attend and vote at the General Meeting (an increase of 16 people compared to the time when the Delegate Eligibility Examination Committee reported to the General Meeting at 13:00).

Voting contents: The Chairman of the General Meeting voted to approve the proposal to dismiss 02 members of the Board of Directors of the Company for Mr. Nguyen Trong Tot and Mr. Vu Ngoc Thang. The results are as follows:

- Number of votes in favor: 80 votes, representing 19,591,494 shares, equal to 100% of the voting shares of shareholders attending the General Meeting;

- Number of votes against it: 0 votes;

- Number of no votes: 0 votes.

Thus, the proposal for the dismissal of members of the Board of Directors of the Company for Mr. Nguyen Trong Tot and Mr. Vu Ngoc Thang was approved with a vote equal to 100% of the voting shares of the shareholders attending the General Meeting.

2. Mr. Bui Thanh Doan – Member of the Board of Directors, Deputy Director of the Company presented the Regulation on the election of additional members of the Board of Directors and the Proposal to approve the List of nominations and candidates for the election of additional members of the Board of Directors of the Company for the term 2023-2028. There are 02 employees: (1) Mr. Tran Tuan Anh, (2) Mr. Nguyen Huu Dat.

The Chairman of the Congress collects opinions to vote to approve the Election Regulation at the Congress; approved the list of nominations and candidates for the election of additional members of the Board of Directors of the Company for the term 2023-2028. The results are as follows:

(i) Regarding the Regulation on the election of additional members of the Board of Directors:

- Number of votes in favor: 80 votes, representing 19,591,494 shares, equal to 100% of the voting shares of shareholders attending the General Meeting;

- Number of votes against it: 0 votes;

- Number of no votes: 0 votes.

(i) Regarding the list of candidates participating in the election at the Congress:

- Number of votes in favor: 80 votes, representing 19,591,494 shares, equal to 100% of the voting shares of shareholders attending the General Meeting;

- Number of votes against it: 0 votes;

- Number of no votes: 0 votes.

Thus: Election Regulations; The proposal to approve the List of nominations and candidates for the election of additional members of the Board of Directors of the Company for the term 2023-2028 has been approved with the number of votes equal to 100% of the voting shares of shareholders attending the General Meeting

The congress continues to implement the content Propose the personnel of the Election Team and vote to approve the personnel of the Election Team and Election of additional Members of the Board of Directors of the Company.

3. Mr. Nguyen Trong Tot, Chairman of the Congress, proposed the personnel of the Election Team for the Congress to vote and approve, including 05 people with the following list:

TT	Full name	Shareholder ID	Position	Notes
1	Pham Minh Tien	029	PP. KB – Team Leader	
2	Vu Cong Phuc	016	PCT. Members	

3	Tran Van Huu	027	HCMC - Member	
4	Nguyen Van Dat	017	Secretary of the Youth Union - Member	
5	Pham Van Thang	046	PX TG - Member	

4. Heads of election teams conducting election work: Instructions on how to record votes; Organizing the distribution of votes; Delegates record and vote for elections; The election team collects votes and organizes the counting of election votes;

(During the vote counting period, the Congress breaks according to the Program)

5. Report on the examination of shareholder qualifications (the 2nd time), announcement of the results of the election of additional members of the Board of Directors of the Company

After the break, according to the Chairman of the General Meeting, the General Meeting continued the content of the report on the verification of shareholder status (the 2nd time) and announced the list of elected members of the Board of Directors of the Company.

5.1. Mr. Pham Minh Tien, Head of the Shareholder Eligibility Examination Committee read the report on verification of shareholder status (2nd time): At 16:00 minutes, the total number of shareholders attending the meeting was 80 shareholders, owning and representing 19,591,494 shares, accounting for 77.09% of the total shares of the Company. After checking, 80 shareholders are eligible to attend the General Meeting as prescribed.

5.2. Announcement of the results of election of additional members of the Board of Directors

After conducting voting in accordance with the Election Regulations, the Election Team counted the votes. The Head of the Election Team announces the list of candidates who have been elected to add members of the Board of Directors of Ha Lam - Vinacomin Coal Joint Stock Company for the fourth term (2023-2028), including:

(1) Mr. Tran Tuan Anh – Capital Manager, Capital Management Board of Vietnam Coal and Mineral Industry Group (TKV)

(2) Mr. Nguyen Huu Dat – Director of Ha Lam Coal Joint Stock Company – Vinacomin was elected Member of the Board of Directors of the Company.

(with a vote counting record attached)

* After announcing the election results, according to the Chairman's direction, the General Meeting takes a break of 05 minutes on the spot for the Board of Directors to elect the Chairman of the Board of Directors.

IV. DISCUSSION AND RESPONSE TO COMMENTS

The Chairman of the General Meeting has opinions for shareholder delegates to participate in opinions on the contents submitted/reported at the General Meeting.

The Shareholders did not have other opinions at the General Meeting.

V. THE CONGRESS SHALL VOTE ON THE FOLLOWING ISSUES

Mr. Nguyen Trong Tot – Chairman of the General Meeting presided over the collection of opinions of shareholders attending and organizing voting for each report and proposal presented at the General Meeting. Specifically, as follows:

1. Approve the 2025 production and business result report, the 2026 production and business plan and the 5-year production and business plan

This content has been submitted by Mr. Bui Thanh Doan – Member of the Board of Directors, Deputy Director to report on production and business results in 2025; production and business plan, expected dividend in 2026 and 5-year plan (2026-2030) of Ha Lam – Vinacomin Coal Joint Stock Company with the following basic targets:

1.1. Results of production, business and construction investment in 2025

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

T T	Criteria	DVT	Budget in 2025		Implementati on in 2025	Compare %	
			Resolution of the General Meeting of Shareholde rs in 2025	ADJUSTME NT PLAN		TH Year/ Nationa l Congre ss 2025	TH Year/ CUSTOM ER Address
A	B	C	1	2	3	4=3/1	5=3/2
1	Primordial God Extraction	Tons	2 400 000	2 400 000	2 400 000	100	100
	- Underground coal	"	2 400 000	2 400 000	2 400 000	100	100
	+ In which the furnace coal CGH Market	"	1 200 000	1 200 000	1 319 233	109,9	109,9
2	CBSX Furnace Excavator	m	12 300	12 300	12 306	100	100
3	Clean Coal Production at the mine	Tons	749 000	749 000	725 855	96,9	96,9
4	Coal Consumption	Tons	2 249 000	2 249 000	2 056 887	91,5	91,5
5	Coal Revenue	Tr.don g	3 253 303	3 012 777	2 846 623	87,5	94,6
6	Profit before tax	"	52 047	52 047	102 803	197,5	198,8
7	Average Labor	People	3 478	3 478	3 383	97,3	97,3
8	Average salary/person/month	1000đ	19 944	21 293	21 757	109,1	102,2

b) To make construction investment in 2025

Unit: million VND

TT	Contents	Plan 2025		Implementation in 2025	Ratio of Students/Customers (%)	
		2025	Adjusted Planning		2025	According to the adjusted customer
1	Make an investment	126.100	154.827	149.852	118,8	96,8
2	Disbursement	145.008	182.565	180.084	124,2	98,6

1.2. 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	1000d	20.803

b) Construction investment plan in 2026

TT	Contents	Unit of calculation	Plan for 2026
1	Make an investment	Million VND	141.144
2	Disbursement	Million VND	158.396

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

1.3. 5-year production and business plan (2026-2030)

T T	Name of indicator	DVT	Plan for the period 2026-2030				
			Year 2026	Year 2027	Year 2028	Year 2029	Year 2030
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

* The Congress discussed and voted:

a) Discussion section

- The General Meeting authorizes the Board of Directors of the Company to adjust the production and business plan in 2026 and the 5-year plan (2026 – 2030) when the production and business conditions of the Company change or the Vietnam Coal and Mineral Industry Group adjusts (increase or decrease) 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.

- Dividend plan in 2026 $\geq 6\%$ / Charter capital

- Other opinions: No

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b) Voting

Collecting voting opinions on the 2025 Production and Business Results Report; Production and business plan in 2026, investment plan in 2026; The dividend plan in 2026 $\geq 6\%$ / **charter capital, the 5-year plan (2026-2030)** and the content of the General Assembly.

- Number of votes issued: 80 votes, representing 19,591,494 shares.
- Number of votes collected: 80 votes, representing 19,591,494 shares.
- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- *Total number of votes in favor: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting.*
- *Total number of votes against votes: 0 votes;*
- *Total number of votes with no opinions: 0 votes;*

Thus: Report on production and business results in 2025; the production and business plan, expected dividend in 2026 and the 5-year plan (2026-2030) of Ha Lam – Vinacomin Coal Joint Stock Company have been approved at the rate of 100%.

2. Approval of the audited 2025 Financial Statements

This content was presented by Ms. Vu Thi Minh Thanh – Chief Accountant of the Company to summarize the 2025 Financial Statements by AASC Auditing Firm Co., Ltd. The Company's 2025 Financial Statements in accordance with Vietnamese accounting standards. *(The report and documents have been posted in full on the Company's website and sent in the brochure of the General Meeting of shareholders).*

* The Congress discussed and voted:

a) Discussion section:

- Comments at the Congress: No

b) The General Meeting votes to approve the Company's 2025 Financial Statements

- Number of votes issued: 80 votes, representing 19,591,494 shares.
- Number of votes collected: 80 votes, representing 19,591,494 shares.
- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- *Total number of votes in favor: 79 votes, representing 19,588,703 shares, accounting for 99.99% of the total votes of all shareholders attending the meeting.*
- *Total number of votes against the meeting: 0 vote;*
- *Total number of votes with no opinions: 01 vote, representing 2,791 shares, accounting for 0.01% of the total votes of all shareholders attending the meeting;*

Thus: The audited 2025 financial statements of Ha Lam Coal Joint Stock Company - Vinacomin were approved with a rate of 99.99%.

3. Approve the profit distribution plan in 2025

This content was presented by Ms. Vu Thi Minh Thanh – Chief Accountant of the Company to the profit distribution plan in 2025, the main contents:

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: 10% of charter capital	25.415.199.000	
b	Residual profit after dividend payment	67.356.174.015	
-	<i>Deduction for reward and welfare funds</i>	67.356.174.015	

* The Congress discussed and voted:

a) Discussion section:

- Comments: No

b) The General Meeting votes to approve the profit distribution plan in 2025.

- Number of votes issued: 80 votes, representing 19,591,494 shares.

- Number of votes collected: 80 votes, representing 19,591,494 shares.

- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- Total number of votes in favor: 79 votes, representing 19,588,703 shares, accounting for 99.99% of the total votes of all shareholders attending the meeting.

- Total number of votes against the meeting: 0 vote;

- Total number of votes with no opinions: 01 vote, representing 2,791 shares, accounting for 0.01% of the total votes of all shareholders attending the meeting.

Thus: The profit distribution plan in 2025 of Ha Lam Coal Joint Stock Company - Vinacomin was approved with a rate of 99.99%.

4. Approve the Report on the payment of remuneration and allowances of the Board of Directors and Supervisory Board; Salary of Company managers in 2025 and remuneration, salary and allowance plans in 2026

This content was presented by Ms. Vu Thi Minh Thanh – Chief Accountant of the Company on the implementation of remuneration payments to the Board of Directors, Supervisory Board and salaries of managers in 2025 and the Remuneration, allowances and salaries of managers in 2026

Main contents:

4.1. Results of implementation of remuneration, allowances and salaries in 2025

4.1.1. Remuneration of the Board of Directors and the Control Board

TT	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

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2	Supervisory Board	2	112.800.000	90.240.000	22.560.000	20% is paid 2026
	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.*

4.1.2. Allowances of independent members of the Board of Directors

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.*

4.1.3. Manager salary

TT	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	

4.2. Remuneration, allowances and salary plan in 2026

4.2.1. Remuneration plan of the Board of Directors, the Supervisory Board and allowances for independent members of the Board of Directors

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	

TT	Title Management	Quantity (person)	Number of months/year	Remuneration/ Allowance (thousand VND/month)	Remuneration (thousand VND/year)	Allowances (thousand VND/year)
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

4.2.2. Manager Salary Plan

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	1,5	39	12	468
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
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.

4.2.3. In case the State and TKV Group change regulations on salaries, remuneration and allowances for enterprise managers, authorize the Board of Directors to decide to adjust the payment of salaries, remuneration and allowances to members of the Board of Directors, the Supervisory Board and the Company's Executive Board and report to the General Meeting of Shareholders at the 2027 Annual General Meeting.

* The Congress discussed and voted:

a) Discussion section:

- Comments: No

b) The General Meeting votes to approve the Report on the payment of remuneration to the Board of Directors, Supervisory Board and salaries of managerial officers in 2025 and the Plan on remuneration, allowances and salaries of managers in 2026.

- Number of votes issued: 80 votes, representing 19,591,494 shares.

- Number of votes collected: 80 votes, representing 19,591,494 shares.

- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- *Total number of votes in favor: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting.*

- *Total number of votes against votes: 0 votes;*

- *Total number of votes with no opinions: 0 votes;*

Thus: The report on the payment of remuneration to the Board of Directors, Supervisory Board and salaries of managers in 2025 and the Remuneration, allowances and salaries of managers in 2026 of Ha Lam Coal Joint Stock Company - Vinacomin were approved at the rate of 100%.

5. To approve the Report of the Board of Directors on governance and operating results in 2025 and operational orientations in 2026

This content was presented by Mr. Nguyen Van Son - Member of the Board of Directors of the Company on governance and operating results in 2025, operational orientation in 2026.

* The Congress discussed and voted:

a) Discussion section:

- Comments: No

b) Contents: The General Meeting votes to approve the Report of the Board of Directors on governance and operational results in 2025, operational orientation in 2026.

- Number of votes issued: 80 votes, representing 19,591,494 shares.

- Number of votes collected: 80 votes, representing 19,591,494 shares.

- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- *Total number of votes in favor: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting.*

- *Total number of votes against votes: 0 votes;*

- *Total number of votes with no opinions: 0 votes;*

Thus: The report of the Board of Directors of Ha Lam - Vinacomin Coal Joint Stock Company on governance and operating results in 2025, the direction of operation in 2026 was approved at the rate of 100%.

6. Approval of the Report of Independent Members of the Board of Directors on the activities of the Board of Directors in 2025

This content was presented by Mr. Mai Huy Trung - Independent Member of the Board of Directors of the Company on the Report of Independent Members of the Board of Directors on the activities of the Board of Directors in 2025.

* The Congress discussed and voted:

a) Discussion section:

- Comments: No

b) Contents: The General Meeting votes to approve the Report of independent members of the Board of Directors on the activities of the Board of Directors in 2025.

- Number of votes issued: 80 votes, representing 19,591,494 shares.

- Number of votes collected: 80 votes, representing 19,591,494 shares.

- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- *Total number of votes in favor: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting.*

- *Total number of votes against votes: 0 votes;*

- *Total number of votes with no opinions: 0 votes;*

Thus: The report of independent members of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin on the activities of the Board of Directors in 2025 was approved at the rate of 100%.

7. Approval of contracts and transactions with related persons in 2026

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This content has been presented by Mr. Nguyen Van Son - Member of the Board of Directors of the Company on the approval of contracts and transactions between the Company and businesses and related persons in 2026 under the jurisdiction of the General Meeting of Shareholders. *(The report has been published in full on the Company's website and in the General Meeting documents of delegates and shareholders).*

* The Congress discussed and voted:

a) Discussion section:

- Comments: No

b) Contents: The General Meeting votes to approve the Report on the approval of contracts and transactions between the Company and enterprises and related persons in 2026.

- Number of votes issued: 79 votes, representing 731,256 shares.

(01 vote of shareholders/authorized representatives: Mr. Nguyen Trong Tot, representative of TKV's shareholders with related interests - according to regulations, do not participate in voting on this content)

- Number of votes collected: 79 votes, representing 731,256 shares.

- Number of votes not collected: 0 votes;

* Voting results:

Valid votes: 79 votes, representing 731,256 shares, accounting for 100% of the total votes of shareholders attending the meeting and having voting rights. Invalid votes: 0 votes.

- Total number of votes in favor: 79 votes, representing 731,256 shares, accounting for 100% of the total votes of shareholders attending the meeting and having voting rights.

- Total number of votes against votes: 0 votes;

- Total number of votes with no opinions: 0 votes;

Thus: The report on the approval of contracts and transactions between the Company and enterprises and related persons in 2026 will be approved at the rate of 100%.

8. To approve amendments and supplements to a number of contents in the Charter of organization and operation of the Company

This content was presented by Mr. Bui Thanh Doan - Member of the Board of Directors, Deputy Director of the Company on the amendment and supplementation of a number of contents in the Charter of Organization and Operation of Ha Lam Coal Joint Stock Company - Vinacomin.

Main contents:

8.1. Updating and modifying the address of the head office of Ha Lam Coal Joint Stock Company - Vinacomin according to the administrative boundaries of 02 levels. The

Company's address after being updated and amended: No. 01, Tan Lap Street, Ha Lam Ward, Quang Ninh Province.

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

TT	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
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

TT	Industry Name	Industry Code
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
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

8.3. Amend the Company's Charter of organization and operation so as to (i) Change the address of the Company's head office specified in Clause 8.1; (ii) Supplementing the business lines specified in Clause 8.2.

* The Congress discussed and voted:

a) Discussion section:

- Comments: No

b) Contents: The General Meeting votes to approve the addition of business lines and amendments to the Company's Charter.

- Number of votes issued: 80 votes, representing 19,591,494 shares.

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- Number of votes collected: 80 votes, representing 19,591,494 shares.
- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- Total number of votes in favor: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting.

- Total number of votes against votes: 0 votes;

- Total number of votes with no opinions: 0 votes;

Thus: The proposal on amending and supplementing a number of contents in the Charter of Organization and Operation of Ha Lam - Vinacomin Coal Joint Stock Company was approved at the rate of 100%.

9. Announcement of the list of internal persons and related persons

The General Meeting listened to Mr. Mai Huy Trung – Member of the Board of Directors announcing the list of internal and related persons for shareholders and authorized representatives to attend the meeting according to Point a - Clause 4 - Article 164 - Law on Enterprises 2020

(This content is not discussed or voted)

10. To approve the 2025 Operating Results Report of the Supervisory Board and the management evaluation report of the Board of Directors and the Company's Director in 2025; 2026 operational orientation of the Supervisory Board

This content was presented by Mr. Tran Thanh Tung – Head of the Supervisory Board in 2025 and the management evaluation report of the Board of Directors, Director of the Company in 2025; the 2026 operational orientation of the Supervisory Board. *(The report has been posted in full on the Company's website and sent in the General Meeting brochure of shareholders).*

* The Congress discussed and voted:

a) Discussion section:

- Comments: No

b) Contents: The General Meeting voted to approve the 2025 Operating Results Report of the Supervisory Board and the management evaluation report of the Board of Directors and the Company's Director in 2025; 2026 operational orientation of the Supervisory Board

- Number of votes issued: 80 votes, representing 19,591,494 shares.

- Number of votes collected: 80 votes, representing 19,591,494 shares.

- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- Total number of votes in favor: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting.

- Total number of votes against votes: 0 votes;

- Total number of votes with no opinions: 0 votes;



Thus: Report on Operating results in 2025 of the Supervisory Board and report on evaluation of management of the Board of Directors and Director of the Company in 2025; the 2026 operational orientation of the Supervisory Board was approved at the rate of 100%.

11. Approve the Evaluation Report of the Supervisory Board on the production and business results in 2025 and appraise the audited financial statements of the Company in 2025

The General Meeting listened to Mr. Truong Ngoc Linh – Supervisory Member presenting the Report on the evaluation of production and business results in 2025 and the appraisal of the Company's audited Financial Statements in 2025. *(The report has been posted in full on the Company's website and sent in the General Meeting brochure of shareholders).*

* The Congress discussed and voted:

a) Discussion section:

- Comments: No

b) Contents: The General Meeting voted to approve the Supervisory Board's Evaluation Report on the 2025 production and business results and the appraisal of the audited 2025 financial statements of the Company.

- Number of votes issued: 80 votes, representing 19,591,494 shares.

- Number of votes collected: 80 votes, representing 19,591,494 shares.

- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- Total number of votes in favor: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting.

- Total number of votes against votes: 0 votes;

- Total number of votes with no opinions: 0 votes;

Thus: The Evaluation Report of the Supervisory Board on the production and business results in 2025 and the appraisal of the Company's financial statements in 2025 have been audited and approved at the rate of 100%.

12. Approving the selection of an auditing firm to audit the Company's 2026 financial statements

This content was presented by Mr. Truong Ngoc Linh – Member of the Supervisory Board of Supervisors, proposing the Congress to select an independent auditing firm to audit the financial statements in 2026. Main contents:

Proposals and recommendations of the Supervisory Board to the General Meeting: Selection of the list of companies to audit the Company's 2026 financial statements including:

(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.

- The companies on the above list are enterprises legally operating in Vietnam and are approved by the Ministry of Finance and the State Securities Commission to audit financial statements for units with public interests in 2026; Experience in auditing 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.

* The Congress discussed and voted:

a) Discussion section:

- Comments: No

b) Contents: The General Meeting voted to approve the list of companies auditing the Company's 2026 financial statements according to the contents submitted by the Supervisory Board. The General Meeting authorized the Board of Directors to assign the Director of the Company to select 01 independent auditing firm (among the above 03 companies) in accordance with the provisions of law to audit the 2026 financial statements according to regulations regulations.

- Number of votes issued: 80 votes, representing 19,591,494 shares.

- Number of votes collected: 80 votes, representing 19,591,494 shares.

- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- *Total number of votes in favor: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting.*

- *Total number of votes against votes: 0 votes;*

- *Total number of votes with no opinions: 0 votes;*

Thus: The proposal on the selection of an auditing firm to audit the Company's 2026 financial statements has been audited and approved at the rate of 100%.

13. Approval of the results of the election of members of the Board of Directors for the fourth term (2023-2028)

a) Participation:

- Comments: No

b) Contents: The General Meeting voted to approve the results of the election of additional members of the Board of Directors of the Company in the mid-term IV (2023-2028).

- Number of votes issued: 80 votes, representing 19,591,494 shares.

- Number of votes collected: 80 votes, representing 19,591,494 shares.

- Number of votes not collected: 0 votes;

* Voting results:

Number of valid votes: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting. Invalid votes: 0 votes.

- *Total number of votes in favor: 80 votes, representing 19,591,494 shares, accounting for 100% of the total votes of all shareholders attending the meeting.*

- *Total number of votes against votes: 0 votes;*

- Total number of votes with no opinions: 0 votes;

* Thus, the General Meeting approved the results of the election of additional members of the Board of Directors of the Company for the fourth term (2023-2028), including 02 people, namely:

(1) Mr. Tran Tuan Anh – Capital Manager, Capital Management Board of Vietnam Coal and Mineral Industry Group (TKV);

(2) Mr. Nguyen Huu Dat – Director of Ha Lam Coal Joint Stock Company – Vinacomin.

VI. ANNOUNCEMENT OF RESULTS OF ELECTION OF CHAIRMAN OF THE BOARD OF DIRECTORS

1. According to the Chairman of the General Meeting, Mr. Lieu Hong Minh – Secretary of the Company reported to the General Meeting the content of the Resolution of the 73rd session of the Board of Directors that elected Mr. Tran Tuan Anh as Chairman of the Board of Directors of the Company for the fourth term (2023-2028).

2. The Chairman of the Board of Directors of the Company made his debut before the General Meeting. The Company's Board of Directors gave congratulatory flowers.

VII. ADOPTION OF MINUTES AND RESOLUTIONS AND CLOSING OF THE CONGRESS

1. Presenting the draft Minutes and resolutions of the General Meeting

Mr. Lieu Hong Minh - Secretary of the Congress presented the draft Minutes and the draft Resolution of the Congress.

2. Voting to approve the Minutes and Resolutions of the General Meeting

Mr. Nguyen Trong Tot - Chairman asked for opinions of the congress on the draft minutes and resolutions of the congress:

a) Shareholders and representatives attending the General Meeting do not give any opinions on amendments or supplements to the draft Minutes and the draft Resolution of the General Meeting.

b) The General Meeting votes to approve the Minutes of the General Meeting.

** Voting results:*

- The number of votes in favor was 80 votes, representing 19,591,494 shares, accounting for 100% of the shares with voting rights to attend the meeting.

- Number of votes against it: 0 votes;

- Number of no votes: 0 votes.

Thus: The Minutes of the 2026 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company – Vinacomin have been approved at the rate of 100%.

c) The congress votes to approve the Resolution of the congress.

** Voting results:*

- The number of votes in favor was 80 votes, representing 19,591,494 shares, accounting for 100% of the shares with voting rights to attend the meeting.

- Number of votes against it: 0 votes;

- Number of no votes: 0 votes.

Thus: The Resolution of the 2026 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company – Vinacomin has been approved at the rate of 100%.

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3. Closing ceremony of the General Meeting:

Mr. Nguyen Thanh Truong, on behalf of the Organizing Committee, performs the closing formalities and declares the Congress adjourned.

The 2026 Annual General Meeting of Shareholders of Vinacomin – Ha Lam Coal Joint Stock Company concluded at 17:00 on the same day.

(Attached to these Minutes are the Reports, Proposals, and Announcements presented at the General Meeting. These Minutes are posted on the Company's website at <http://halamcoal.com.vn> and disclosed in accordance with the applicable law within 24 hours from the closing of the General Meeting.)

**GENERAL MEETING
SECRETARY**



Lieu Hong Minh

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

CHAIRPERSON



**Nguyễn Trọng Tot
(CHAIRMAN OF THE BOARD OF
DIRECTORS)**

Recipients :

- Shareholders (accessed via Company Website);
- State Securities Commission, Hanoi Stock Exchange;
- Board of Directors, Board of Supervisors (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, other management officers (e-copy);
- Mechanical, Electrical & Transportation Department (posted on Website and disclosed);
- Archived in General Meeting file.



No. 01 /NQ-ĐHDTN

Quang Ninh, April 28, 2026

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 2020 (No. 59/2020/QH14) amended and supplemented by Law No. 76/2025/QH15;

Pursuant to the Company's Charter of organization and operation approved by the General Meeting of Shareholders on April 26, 2021;

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

RESOLVED:

Article 1. Approval of the Report on business production results for 2025; the 2026 Pplan and the five-year plan (2026–2030)

The 2026 Annual General Meeting of Shareholders approves the Report on business production results for 2025; the business production plan and projected dividend rate for 2026; and the five-year plan (2026–2030) of Vinacomin – Ha Lam Coal Joint Stock Company with the following key indicators:

1. Business production and capital construction investment results for 2025
- a) Business production results (key indicators for 2025)

No.	Indicator	Unit	2025 Plan		2025 Actual	Comparison (%)	
			AGM Resolution	AGM Resolution		AGM Resolution	AGM Resolution
A	B	C	1	2	3	4=3/1	5=3/2
1	ROM coal output	Tonnes	2,400,000	2,400,000	2,400,000	100	100
	- Underground coal	Tonnes	2,400,000	2,400,000	2,400,000	100	100
	+ incl. coal fed to mechanized longwall faces	Tonnes	1,200,000	1,200,000	1,319,233	109.9	109.9
2	Development heading (production prep.)	m	12,300	12,300	12,306	100	100
3	Clean coal produced at mine	Tonnes	749,000	749,000	725,855	96.9	96.9

No.	Indicator	Unit	2025 Plan		2025 Actual	Comparison (%)	
			AGM Resolution	AGM Resolution		AGM Resolution	AGM Resolution
A	B	C	1	2	3	4=3/1	5=3/2
4	Coal sales volume	Tonnes	2,249,000	2,249,000	2,056,887	91.5	91.5
5	Coal revenue	Million VND	3,253,303	3,012,777	2,846,623	87.5	94.6
6	Profit before tax (PBT)	Million VND	52,047	52,047	102,803	197.5	198.8
7	Average headcount	Persons	3,478	3,478	3,383	97.3	97.3
8	Average monthly wage per employee	1,000 VND	19,944	21,293	21,757	109.1	102.2

b) To make construction investment in 2025

Unit: million VND

TT	Contents	Plan 2025		Implementation in 2025	Ratio of Students/Customers (%)	
		Resolution of the General Meeting of Shareholders in 2025	Adjusted Planning		Resolution of the General Meeting of Shareholders in 2025	According to the adjusted customer
1	Make an investment	126.100	154.827	149.852	118,8	96,8
2	Disbursement	145.008	182.565	180.084	124,2	98,6

2. 2026 business production plan, projected dividend rate for 2026, and delegation of authority to adjust the 2026 business production plan

a) Key indicators

No.	Indicator	Unit	2026 Plan
1	ROM coal output	1,000 Tonnes	2,400
	– Underground coal	1,000 Tonnes	2,400
	+ incl. coal fed to mechanized longwall faces	1,000 Tonnes	1,200
2	Development heading (production prep.)	m	13,150
3	Clean coal produced at mine	1,000 Tonnes	396
4	Coal sales volume	1,000 Tonnes	2,346
5	Coal revenue	Million VND	3,142,731
6	Coal production profit	Million VND	47,325
7	Average headcount	Persons	3,341
8	Average monthly wage per employee	1,000 VND	20,803

b) Capital construction investment plan for 2026

No.	Content	Unit	2026 Plan
1	Investment implementation	Million VND	141,144

No.	Content	Unit	2026 Plan
2	Loan disbursement	Million VND	158,396

c) Projected dividend rate for 2026: $\geq 6\%$ of Charter capital

d) The General Meeting delegates authority to the Company's Board of Directors to adjust the 2026 business production plan when the Company's business production conditions change or Vietnam National Coal – Mineral Industries Holding Corporation Limited adjusts the coordinated business production plan with the Company, provided that the adjusted profit realized is not lower than the profit target approved by the General Meeting.

3. Five-year business production plan (2026–2030)

N o.	Indicator	Unit	Five-year business production plan (2026-2030)				
			2026 Plan	2027 Plan	2028 Plan	2029 Plan	2030 Plan
1	ROM coal output	1,000 t	2,400	2,400	2,400	2,400	2,400
	– Underground coal	1,000 t	2,400	2,400	2,400	2,400	2,400
2	Development heading (production prep.)	m	13,150	13,900	14,000	14,300	14,300
3	Clean coal produced at mine	1,000 t	396	20	20	20	20
4	Coal revenue	Million VND	3,142, 731	3,192, 537	3,148, 375	3,158, 445	3,213, 148
5	Profit before tax (PBT)	Million VND	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:

No.	Content	Amount (VND)	Notes
1	Profit before tax	102,803,217,550	
2	Corporate income tax payable	20,749,026,281	
3	Net profit after corporate income tax	82,054,191,269	
4	Undistributed profit carried forward from prior year	10,717,181,746	
5	Distributable profit (3+4)	92,771,373,015	
a	Dividend payment for 2025: 10% of Charter capital	25,415,199,000	
b	Retained profit after dividend payment	67,356,174,015	
-	Appropriation to bonus and welfare funds	67,356,174,015	

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. Results of implementation of remuneration, allowances and salaries in 2025

1.1. Remuneration of the Board of Directors and the Control Board

TT	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 of independent members of the Board of Directors

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. Manager salary

TT	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. Remuneration, allowances and salary plan in 2026

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

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's salary plan

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	1,5	39	12	468
2	Deputy Director, TV	06	23	1,5	34,5	12	2 484

	of the Board of Directors, TV of the Supervisory Board						
3	Chief Accountant	01	21	1,5	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. Adopt the Report of the Board of Directors

The General Meeting of the Ancient Capital for the year 2026 endorsed the Report of the Board of Directors on governance and performance for 2025, and the plan for activities in 2026.

Article 6. Adoption of the Independent Board Member's Report

The Annual General Meeting of Shareholders in 2026 approved the Report of Independent Members of the Board of Directors in 2025.

Article 7. Approval of contracts and transactions with related persons in 2026

The 2026 Annual General Meeting of Ancient Capitals approves the approval of contracts and transactions between the Company and relevant parties under the approval authority of the General Meeting of Ancient Capitals in accordance with the provisions of law and the Company's Charter.

Article 8. 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. Updating and amending the address of the head office of Ha Lam Coal Joint Stock Company - Vinacomin according to the administrative boundaries of 02 levels.

The Company's address after being updated and amended: No. 01, Tan Lap Street, Ha Lam Ward, Quang Ninh Province.

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

No.	Code	Business line name
1	Afforestation, forest care and nursing of forest tree cultivars	0210
2	Mining and agglomeration of hard coal	0510 (Main)
3	Mining and agglomeration of lignite	0520
4	Support activities for other mining and quarrying	0990
5	Manufacture of basic chemicals. <i>Detail: Manufacture of nitrogen gas (N₂)</i>	2011
6	Forging, pressing, stamping and roll-forming of metal; powder metallurgy	2591
7	Machining; treatment and coating of metals	2592
8	Repair and maintenance of machinery and equipment	3312
9	Repair and maintenance of electrical equipment	3314
10	Repair and maintenance of transport equipment (except automobiles, motorcycles, mopeds and other motor vehicles)	3315
11	Repair and maintenance of other equipment	3319
12	Installation of industrial machinery and equipment	3320
13	Electric power generation from non-renewable energy sources. <i>Detail: Electric power generation from other non-renewable energy sources (diesel)</i>	3511
14	Electric power generation from renewable energy sources. <i>Detail: Solar power</i>	3512
15	Transmission and distribution of electricity. <i>Detail: Electricity distribution activities, retail electricity activities</i>	3513
16	Water drainage and wastewater treatment	3700
17	Construction of non-residential buildings	4102
18	Construction of hydraulic structures	4291
19	Construction of mining and quarrying facilities	4292

No.	Code	Business line name
20	Construction of manufacturing facilities	4293
21	Construction of other civil engineering projects	4299
22	Demolition	4311
23	Site preparation	4312
24	Electrical installation	4321
25	Hotels and similar accommodation	5510
26	Other short-term accommodation activities	5520
27	Restaurants and mobile food service activities	5610
28	Other food and beverage services	5629
29	Management consulting activities and other management consulting activities	7020
30	Architectural and related technical consulting activities. <i>Detail: Supervision of construction and completion of mining works; supervision of construction and completion of civil and industrial works; supervision of installation of equipment and mining technology; supervision of construction of mechanical equipment for mining works; supervision of construction and completion of works: civil, industrial and technical infrastructure; Surveying and mapping activities</i>	7110
31	Technical testing and analysis. Detail: Inspection of hydraulic props and hydraulic jacks used in underground mining	7120
32	Rental and leasing, without operator, of other machinery, equipment and tangible goods. <i>Detail: Rental of machinery, equipment and other tangible goods without operator (unclassified elsewhere)</i>	7730

3. Amend the Company's Charter of organization and operation to: (i) Change the address of the Company's head office specified in Clause 1; (ii) Supplementing the business lines specified in Clause 2.

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

The 2026 Annual General Meeting of Shareholders approved the Supervisory Board's Report on the appraisal of the Company's 2025 Financial Statements.

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

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

Article 11. Approving the proposal of the Supervisory Board on the selection of a company to audit the financial statements in 2026

The 2026 Annual General Meeting of Shareholders approved the list of independent auditing firms to audit the Company's 2026 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 authorized the Board of Directors to assign the Director of the Company to select 01 independent auditing firm (out of the above 03 companies) in accordance with the law to audit the Financial Statements in 2026 according to current regulations.

Article 12. Approving 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:

1. Mr. Nguyen Trong Tot, Capital Manager, Capital Management Board-TKV;
2. Mr. Vu Ngoc Thang, Former Director of the Company.

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 list of candidates to elect additional members of the Board of Directors of the Company for the fourth term (2023–2028), including:

1. Mr. Tran Tuan Anh; Capital Manager, Capital Management Board-TKV;
2. Mr. Nguyen Huu Dat, Director of Ha Lam Coal Joint Stock Company - Vinacomin.

Article 14. Approval of the results of the election of additional members of the Board of Directors of the Company for the fourth term (2023–2028)

The General Meeting of Shareholders elected 02 additional members of the Board of Directors of the Company. Result: Mr. Tran Tuan Anh and Mr. Nguyen Huu Dat were elected members of the Board of Directors of the Company for the fourth term (2023–2028 (with the Minutes of vote counting attached).

The General Meeting of Shareholders voted to approve the results of the election of 02 additional members of the Board of Directors of the Company, term IV (2023–2028) for:

1. Mr. Tran Tuan Anh, Capital Manager, Capital Management Board-TKV;
2. Mr. Nguyen Huu Dat, Director of Ha Lam Coal Joint Stock Company - Vinacomin.

* At the 73rd meeting held on April 28, 2026, the Board of Directors elected Mr. Tran Tuan Anh to hold the position of Chairman of the Board of Directors of the Company for the fourth term (2023–2028).

Article 15. Effect and implementation of the Resolution

1. Entry into force

This Resolution takes effect from the time of approval by the 2026 Annual General Meeting of Shareholders.

2. Implementation

Members of the Board of Directors, Board of Supervisors, Executive Management (Board of Directors) and related individuals and departments within the Company shall, on the basis of their respective functions, duties, and authority, be responsible for organizing and implementing this Resolution in accordance with the applicable law and the Company's Charter; and simultaneously report on the implementation results at the nearest Annual General Meeting of Shareholders as required. *NTS*

Recipients :

- Shareholders (accessed via Company Website);
- State Securities Commission, Hanoi Stock Exchange;
- Board of Directors, Board of Supervisors (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- General Director, other management officers (e-copy);
- Mechanical, Electrical & Transportation Department (posted on Website and disclosed);
- Archived in General Meeting file.

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



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



Quang Ninh, April 28, 2026

**MINUTES OF VOTE COUNTING FOR THE ELECTION OF
MEMBERS OF THE BOARD OF DIRECTORS
At the 2026 Annual General Meeting of Shareholders**

I. Time and place

At 3:00 PM on April 28, 2026, at the Hall of Ha Lam Coal Joint Stock Company – Vinacomin (Address: No. 1 Tan Lap Street, Ha Lam Ward, Quang Ninh Province).

II. Election Committee Composition (05 members)

TT	Full name	Shareholder Code	Position	Notes
1	Pham Minh Tien	029	Deputy Head of Internal Audit & Security	Head
2	Vu Cong Phuc	016	Vice Chairman of Trade Union	Members
3	Tran Van Huu	027	Head of Survey & Geology Dept.	Members
4	Nguyen Van Dat	017	Secretary of Youth Union	Members
5	Pham Van Thang	046	Deputy Head of Ventilation Workshop	Members

The Election Committee conducted vote counting for the additional election of members of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin for Term IV (2023–2028) at the 2026 Annual General Meeting of Shareholders.

III. Vote counting results

Number of shareholder delegates and authorized representatives attending the General Meeting at the opening: **80** delegates; Represented: **19,591,494** votes, accounting for: **77.09%** of the votes of all shareholders with voting rights.

At the time of election: Number of delegates participating: **80** delegates; Represented: **19,591,494** votes Occupying: **77.09%** of the votes of all shareholders with voting rights.

Election of 02 members of the Board of Directors of the Company for the fourth term (2023 - 2028)

- Total number of votes issued: **80** representing: **19,591,494** votes.
- Total number of votes collected: **80** representing: **19,591,494** votes, accounting for **100%** of the total votes of shareholders attending the meeting.
- Number of valid votes: **80** representing: **19,591,494** votes, accounting for **100 %** of the



total votes of shareholders attending the meeting.

- Number of invalid slips: **0**.
- Total number of non-collectible tickets: **0**.

IV. Detailed vote counting results of each candidate

1. Mr. Tran **Tuan Anh** - Capital Manager, TKV Capital Management Board

Number of votes in favor: **80** representing: **19,594,849** votes, reaching: **50.01%** of the total votes voted by shareholders attending the meeting.

2. Mr. Nguyen **Huu Dat** - Director of Ha Lam Coal Joint Stock Company - Vinacomin

Number of votes in favor: **79** representing: **19,588,139** votes, passing: **49.99%** of the total votes voted by shareholders attending the meeting.

Thus, Mr. **Tran Tuan Anh** and Mr. **Nguyen Huu Dat** were elected members of the Board of Directors of the Company for the fourth term (2023 - 2028).

The minutes were made at 15:20 on April 28, 2026 and were approved before the Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin in 2026.

ELECTION COMMITTEE MEMBERS

- Vu Cong Phuc : (signed)
- Tran Van Huu : (signed)
- Nguyen Van Dat : (signed)
- Pham Van Thang : (signed)

HEAD OF THE ELECTION COMMITTEE

(signed)

Pham Minh Tien

Recipients:

- Chairman of the Congress;
- Liu Zu voted.





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

No. 73/K4/NQ-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Quang Ninh, April 28, 2026

RESOLUTION
OF THE BOARD OF DIRECTORS MEETING
Ha Lam Coal Joint Stock Company – Vinacomin

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

Pursuant to the Operating Regulations of the Board of Directors issued under Decision No. 42/QĐ-HĐQT dated April 26, 2021;

Pursuant to the Minutes of the Board of Directors Meeting No. 73/K4/BB-HĐQT dated April 28, 2026.

RESOLVED:

Article 1. The Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin hereby approves the Resolution on the election of the Chairman of the Board of Directors for Term IV (2023–2028) with the following details:

1.1. The Board of Directors unanimously elects Mr. Tran Tuan Anh – Member of the Capital Management Department of Vietnam National Coal and Mineral Industries Group, and the representative of TKV’s capital at the Company – as a member of the Board of Directors holding the position of Chairman of the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin for Term IV (2023–2028), effective from April 28, 2026.

1.2. The Executive Board and relevant departments are assigned to implement this Resolution in accordance with applicable laws and the Company’s Charter.

Article 2. This Resolution shall take effect from the date of signing.;

Article 3. Members of the Board of Directors, the Board of Management, Chief Accountant, and heads of relevant departments of the Company shall be responsible for the implementation of this Resolution.

BOARD OF DIRECTORS MEMBERS

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

1. Mr. Nguyen Huu Dat: (signed)

2. Mr. Bui Thanh Doan: (signed)

3. Mr. Nguyen Van Son: (signed)

4. Mr. Mai Huy Trung: (signed)

(signed)

Tran Tuan Anh

Recipients:

- As stated in Article 3 (e-copy);
- Party Committee of the Company (e-copy);
- Supervisory Board (e-copy);
- Archived at BOD Office, Company Secretary.



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CURRICULUM PROFILE
Candidate of the Board of Directors for the fourth term
(2023-2028)
(Introduced by Vinacomin)

1. Full name : **Tran Tuan Anh**
2. Gender : Male
3. Date of birth : 24/02/1972
4. Place of birth : Phu Dong Commune, Hanoi.
5. CCCD No. 001072019821 issued by the Department of Social Affairs on 08/05/2021.
6. Nationality : Vietnam.
7. Ethnicity : Kinh.
8. Permanent address : RoyalCity Apartment R1B Building, 72A Nguyen Trai, Thuong Dinh, Thanh Xuan, Hanoi.
9. Phone Number : 0932.466.688.
10. Email Address : anhtt@vinacomin.vn
11. Name of the organization that is subject to disclosure: Ha Lam Coal Joint Stock Company – Vinacomin.
12. Current position at the organization subject to information disclosure: Candidate for Chairman of the Board of Directors.
13. Positions currently held at other organizations: Member of the Board of Directors of Maritime Agency Joint Stock Company – Vinacomin; Chairman of the Board of Directors of Nui Beo Coal Joint Stock Company – Vinacomin.
14. Number of shares (HLC) held: 0 shares accounting for 0% of charter capital.
15. Holding commitments (if any) : No.
16. List of relevant persons of the declarant : There is a list attached.
17. Benefits related to the Company : No.
18. Conflict of interest with the Company : No.

19. Qualifications

: Bachelor of Economics.

20. Working history:

From May to May	Positions and working units
10/1994 - 04/1996	Accounting Officer, Finance and Accounting Department, Inland Coal Area Project Management Board.
05/1996 - 05/2000	Accounting Officer, Finance and Accounting Department, Vietnam Coal Project Management Board.
06/2000 - 02/2008	Chief Accountant, Head of Accounting Department, Vietnam Coal Project Management Board.
03/2008 - 02/2012	Chief Accountant cum Head of Accounting Department, Red River Delta Coal Project Management Board-Vinacomin
03/2012 - 12/2015	Deputy Head of Accounting and Statistics Department of TKV Group
12/2015 - 02/2016	Head of Department, Accounting and Statistics Department of TKV Group
03/2016 - 08/2020	Chief Accountant, Cao Son Coal Joint Stock Company – Vinacomin
08/2020 - 09/2022	Deputy Head of the Internal Control Board of TKV Group
09/2022 - 12/2022	Manager of TKV's capital
01/2023 - 4/2025	Capital manager of TKV, Chairman of the Board of Directors of Nui Beo Coal Joint Stock Company - Vinacomin
4/2025 to present	Manager of TKV's capital, Chairman of the Board of Directors of Nui Beo Coal Joint Stock Company – Vinacomin, Member of the Board of Directors of Maritime Agency Joint Stock Company – Vinacomin

I assure you that the above testimonies are completely true, if they are wrong, I will take responsibility before the law.

Quang Ninh, April 2026

Dedarant

(signed)

Tran Tuan Anh



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM PROFILE

**Candidate of the Board of Directors for the fourth term
(2023-2028)
(Introduced by Vinacomin)**

1. Full name: **Nguyen Huu Dat**
2. Gender: **Male**
3. Date of Birth: **June 8, 1979**
4. Place of Birth: **Binh Giang Commune, Hai Phong City (formerly Long Xuyen commune, Binh Giang district, Hai Duong province).**
5. Nationality: **Vietnam**
6. Ethnicity: **Glasses**
7. Hometown: **Binh Giang Commune, Hai Phong City.**
8. Citizen ID number: **030079004421**, Date of issue **08/01/2025**, Place of issue: **Ministry of Public Security**
9. Permanent address: **House No. D03-03 HD Monbay Street, Group 5, Zone 4B, Ha Long Ward, Quang Ninh Province**
10. Contact Phone: **0971.336.338**
11. Educational level: **12/12**
12. Qualifications: **Master of Mining Engineering; Master of Economic Management.**
13. Work experience:

Time from May÷ May	Working Units	Position
September 2001 :- December 2004	Technical Department of Thong Nhat Coal Company	Employees
January 2005 :- August 2006	Mining Technical Department of Ha Lam Coal Company	Employees
September 2006 :- January 2007	Mining Technical Department of Ha Lam Coal Company; Training in Japan	Employees
7/2007 :- 5/2008	Mining Technical Department of Ha Lam Coal Joint Stock Company-TKV.	Deputy Head of Department

Time from May÷ May	Working Units	Position
6/2008 :- 12/2008	Mining Site 6 of Ha Lam Coal Joint Stock Company-TKV	Foreman
January 2009 :- November 2010	Mining Engineering Department of Ha Lam Coal Joint Stock Company-TKV	Head of Department
12/2010 :- 8/2015	Safety Department of Ha Lam Coal Joint Stock Company-Vinacomin	Head of Department
9/2015 - 8/2020	Materials Department of Ha Long Coal Company-TKV	Assistant Director, Head of Department
9/2020 – 3/2025	Ha Long Coal Company-TKV	Member of the Party Committee; Deputy Director
4/2025 -30/3/2026	Ha Long Coal Company-TKV	UVBTVP Party Committee; Deputy Director
From 30/3/2026 to now	Ha Lam Coal Joint Stock Company - Vinacomin	Secretary of the Party Committee; Director

14. Interests related to the company: Director of the company.

15. Positions in other companies:

16. Number of shares held: No

- Personal Ownership: No

- Representative of the State capital: No

17. Number of shares held by related persons: 984 shares (owned by wife Ms. Pham Thi Thu Huong)

18. Acts and violations of law: no

19. Debts to the Company: none

20. Interests in conflict with the Company's interests: none

I would like to assure you that the above testimonies are honest and fully responsible before the law for the above contents./.

Quang Ninh, April 2026

Dedarant

(signed)

Nguyen Huu Dat



VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION LIMITED
VINACOMIN HA LAM COAL JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Quang Ninh, April 28, 2026

AGENDA OF
The 2026 Annual General Meeting of Shareholders
Of Vinacomin – Ha Lam Coal Joint Stock Company

- 1. Expected date and time of the General Meeting:** from 13:00 on April 28, 2026
- 2. Venue:** Conference Hall, 3rd Floor – Guest House of Vinacomin – Ha Lam Coal Joint Stock Company.
- 3. Address:** No. 1 Tan Lap Street, Ha Lam Ward, Ha Long City, Quang Ninh Province.
- 4. Detailed agenda:**

TT	Time	Contents	People Implementation
1	12h30-13h00	Register shareholders to attend the General Meeting, distribute voting cards.	Inspection Board Delegate status
2	13h00-13h05	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.	Delegate Eligibility Examination Committee
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	13h15-13h25	Presentation: (i) The program of the Congress; (ii) Working regulations of the Congress;	Board of Directors TV
6	13h25-13h30	Vote to approve: (i) Congress Program; (ii) Working regulations of the Congress;	Chairman
7	13h30-13h50	(i) Report on the results of production and business activities in 2025; Production and business plan and proposed dividend level in	Board of Directors TV

TT	Time	Contents	People Implementation
		2026; 5-year production and business plan; (ii) A report on amendments and supplements to a number of contents in the Company's Charter of organization and operation.	
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
9	14h10-14h30	(i) 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) Proposal on the dismissal of 02 members of the Board of Directors	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	14h40-15h00	(i) Report on the activities of the Supervisory Board on the evaluation of the performance of the Board of Directors; Director of the Company in 2025;	TBKS
		(ii) Report of the Supervisory Board on production and business results and appraisal of the Company's audited financial statements in 2025; (iii) Proposal of the Supervisory Board proposing the selection of an independent audit firm to audit the Company's 2026 Financial Statements.	TV BKS
12	15h00-15h05	Vote to dismiss 02 members of the Board of Directors	Chairman
13	15h05-15h20	(i) Proposal on the list of candidates for additional election Member of the Board of Directors. (ii) Presentation of the Regulation on Election of Members of the Board of Directors.	Board of Directors TV
		Voting to approve: List of personnel participating in the candidacy, nomination for election of additional members of the Board of Directors of the Company and approval of the Election Regulations	Chairman



TT	Time	Contents	People Implementation
14	15h20-15h30	(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	15h30-15h45	(i) Guidance on election and vote accumulation (ii) Election Congress	Head of the election team
16	15h45-16h00	Conference Break (15 minutes)	
17	16h00-16h05	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
18	16h05-16h10	Publication of the minutes of vote counting. 5-minute on-site break - The Board of Directors meets to elect the Chairman of the Board of Directors.	Head of the election team
19	16h10-16h30	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
20	16h30-16h35	Presentation of the draft Minutes and Resolutions of the General Meeting	University Secretary
21	16h35-16h45	Consulting the congress on the draft Minutes and Resolutions of the Congress; Voting to approve the Minutes and Resolutions of the General Meeting	Chairman
22	16h45-16h55	Announcing the results of the election of the Chairman of the Board of Directors. New member of the Board of Directors of the Company launched	Organizing Committee
23	16h55-17h00	Closing of the Congress	Presiding Judge

THE 2026 AGM ORGANIZING COMMITTEE

Quang Ninh, April 28, 2026

RULES OF PROCEDURE
At the 2026 Annual General Meeting of Shareholders
Vinacomin – Ha Lam Coal Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and its implementing regulations;

Pursuant to the Securities Law dated November 26, 2019;

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

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

Pursuant to Plan No. 08/KH-HDQT dated January 30, 2026 of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company regarding the organization of the Annual General Meeting of Shareholders 2026;

The Annual 2026 General Meeting of Shareholders of Vinacomin – Ha Lam Coal Joint Stock Company shall be convened and conducted in accordance with these Rules of Procedure.

Chapter I

GENERAL PROVISIONS

Article 1. Purpose and Requirements

1. Purpose: To ensure the 2026 Annual General Meeting of Shareholders operates in compliance with the applicable laws and the Charter of Vinacomin – Ha Lam Coal Joint Stock Company (as the "Company" or "HLC") so as to protect the legitimate rights and interests of the Company and its shareholders.

2. Requirements: The content of these Rules of Procedure shall ensure compliance with the law and the Company's Charter.

Article 2. Scope and Subjects of Application

1. Scope of application: These Rules of Procedure shall apply during the 2026 Annual General Meeting of Shareholders of the Company.

2. Subjects of application: These Rules of Procedure shall apply to all shareholders, authorized representatives, and other participants invited to attend the General Meeting of Shareholders.

Chapter II

SPECIFIC PROVISIONS

Article 3. Eligibility to Attend the General Meeting

Shareholders of the Company whose names appear on the shareholder list provided by the Vietnam Securities Depository and Clearing Corporation as of March 27, 2026; persons authorized by a shareholder or group of shareholders; and other participants invited to attend.

Article 4. Rights and Obligations of Shareholders or Authorized Representatives Attending the General Meeting (as "Attendees")

1. Rights:

Attendees shall have the following basic rights and obligations:

- a) To attend the General Meeting in person; to discuss, speak, and vote on all matters within the purview of the General Meeting of Shareholders;
- b) To receive one (01) "Voting Card" and meeting materials for the purposes of discussion, speaking, and voting. Such materials shall bear the seal of the Company.
- c) Attendees who arrive late retain the right to register and participate in voting immediately at the General Meeting on matters not yet voted upon, provided that the Chairperson has not adjourned the General Meeting, and the validity of previously conducted votes shall not be affected.
- d) Other rights as provided by law and the Company's Charter.

2. Obligations:

Attendees shall have the following basic obligations:

- a) Attendees must bring their Citizen Identity Card, Passport, or Proxy Form (for authorized representatives);
- b) Upon entering the meeting room, Attendees or their interpreters (if any) must strictly comply with the arrangements made by the Organizing Committee and be seated at the position corresponding to their shareholder code as indicated on the seat tag affixed by the Organizing Committee.
- c) No smoking or use of other stimulants inside the General Meeting room, and no attending the General Meeting in a state of intoxication or under the influence of other stimulants beyond one's control.
- d) No private conversations or activities; no conduct that disrupts order or otherwise impedes the conduct of the General Meeting... no use of mobile phones during the General Meeting (all mobile phones must be set to vibrate or silent mode). In the event of an urgent matter requiring the Attendee to leave the room, the Attendee shall notify the Chairperson.
- e) To speak at the General Meeting only on matters included in the Agenda of the General Meeting.
- g) To notify the Shareholder Credential Verification Committee if they are unable to continue attending the General Meeting.
- h) To comply with the authority of the Chairperson of the General Meeting.

Chapter III

**SHAREHOLDER CREDENTIAL VERIFICATION COMMITTEE AND
VOTE-COUNTING COMMITTEE**

Article 5. Shareholder Credential Verification Committee

The Shareholder Credential Verification Committee of the 2026 Annual General Meeting of Shareholders shall have the following rights and obligations:

1. Rights:

a) To request Attendees to present their Citizen Identity Card, Passport, or Proxy Form (*for authorized representatives*).

b) To guide and clarify to Attendees any matters they are unclear about when registering to attend.

2. Obligations:

a) To provide Attendees with "Voting Cards" and meeting materials for the purposes of discussion and voting at the General Meeting (including late arrivals).

b) To compile a list of shareholders and persons authorized by shareholders to attend the General Meeting (the list must bear the signature of each Attendee).

c) To prepare the Minutes of the Shareholder Credential Verification results and report such results at the General Meeting;

d) To report to the General Meeting prior to each vote if there is any change in the number of Attendees in the following circumstances:

– An Attendee arrives late but had not previously registered to attend.

– An Attendee voluntarily withdraws from the General Meeting at any time.

d) To transfer the shareholder credential verification results to the Chairperson immediately after the General Meeting is called to order, and to be accountable before the law and the General Meeting for the verification results.

e) To carry out other tasks as required by the Chairperson of the General Meeting.

Article 6. Responsibilities of the Vote-Counting Committee

The "Ballot" Vote-Counting Committee shall have the following responsibilities:

1. To count the voting results, comprising: "Voting Cards" and "Ballots" submitted by Attendees after completing the voting process. Simultaneously, to prepare the minutes and report to the General Meeting on the vote-counting results for each matter in accordance with the Chairperson's direction.

2. To be accountable before the law and the General Meeting for the accuracy of the performance of its duties.

Chapter IV

CHAIRPERSON AND SECRETARY OF THE GENERAL MEETING

Article 7. Rights and Obligations of the Chairperson

The Chairman of the Board of Directors of the Company shall serve as Chairperson of the General Meeting. The Chairperson shall have the rights and obligations as provided by the Enterprise Law and the Company's Charter, the basic content of which is as follows:

1. Rights:

a) To chair the General Meeting.

b) To decide on the order, procedures, or events arising outside the agenda of the General Meeting, which shall be of the highest binding effect.

11/20/2024 11:21

c) Not to respond to opinions outside the agenda of the General Meeting; however, the Chairperson shall record such opinions.

d) To cut off the speech of an Attendee when such Attendee speaks on matters outside the agenda of the General Meeting, repeats points already made, or makes unclear statements.

e) To remove persons who display disruptive behavior, fail to comply with the Chairperson's authority, or obstruct the normal proceedings of the General Meeting.

g) To appoint the Secretary of the General Meeting.

2. Obligations:

a) To conduct the General Meeting in the proper order and in accordance with the procedures prescribed by law, the Company's Charter, and the agenda of the General Meeting.

b) To respond to or authorize another person to fully respond to the opinions and proposals of Attendees on matters within the scope of the General Meeting agenda.

c) To sign the Minutes and Resolution of the General Meeting.

Article 8. Secretary of the General Meeting

The Secretary of the General Meeting shall have the rights and obligations as provided by the Enterprise Law and the Company's Charter, including the following basic obligations: To fully and faithfully record the proceedings of the General Meeting; to present the draft Minutes and Resolution of the General Meeting; to work with the Chairperson to verify the accuracy of the content of the Minutes; to be responsible for organizing the storage of the Minutes and Resolution of the General Meeting in accordance with the Company's Charter.

Chapter V

PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 9. Conditions for Conducting the General Meeting

1. The General Meeting shall be conducted when the number of Attendees representing more than 50% of the total voting shares as listed on the shareholder register prepared at the shareholder record date for attendance at the General Meeting.

2. In the event that the General Meeting does not satisfy the conditions for conduct as provided above, the convening and conducting of subsequent General Meetings of Shareholders shall be implemented in accordance with the Enterprise Law and Clause 2, Clause 3 – Article 19 – of the Company's Charter.

Article 10. Discussion and Voting Procedures

1. Principles:

a. Discussion shall only take place within the allotted time and within the scope of the matters on the General Meeting agenda;

b. Shareholders wishing to contribute opinions shall register the content of their questions on a Question Form and submit it to the Secretary of the General Meeting;

c. The Secretary of the General Meeting shall arrange the shareholders' Question Forms in the order of registration and forward them to the Chairperson;

d. When a shareholder wishes to speak or debate, they shall raise their hand and may only proceed to speak upon being recognized by the Chairperson. Each shareholder's speech shall not exceed three (03) minutes and the content must be concise and non-repetitive.

2. Responding to shareholder opinions:

a. Based on the shareholders' Question Forms, the Chairperson or a member designated by the Chairperson shall respond to shareholders' opinions;

b. Where time constraints prevent questions from being answered directly at the General Meeting, the Company shall respond in writing.

3. The method of voting on matters at the General Meeting of Shareholders shall be conducted as follows:

a. Voting by raising the Voting Card: this method shall be used to approve matters such as: the agenda of the General Meeting; the Rules of Procedure of the General Meeting; the composition of the Vote-Counting Committee; approval of the Minutes of the General Meeting; the Resolution of the General Meeting; and other matters at the General Meeting (if any).

b. Voting by raising the Voting Card in combination with marking the Ballot: this method shall be used to approve matters in reports and submissions to the General Meeting, which are specified and clearly stated in each ballot distributed to each shareholder.

4. Voting procedures:

a. Delegates shall cast their vote on each matter to be voted upon at the General Meeting by raising their Voting Card or marking the options on the Ballot corresponding to the matters to be voted upon.

b. Voting by raising the Voting Card: Delegates raise their Voting Card with the front face directed toward the Presidium. Shareholders shall vote on each matter when requested by the Chairperson: (First round: Vote Approve; Second round: Vote Disapprove; Third round: Abstain) for each specific matter. Each shareholder may only raise the Voting Card once per matter.

c. Voting by raising the Voting Card in combination with marking the Ballot: After raising the Voting Card for each matter, Attendees shall mark "X" or "✓" in their chosen option ("Approve", "Disapprove", "Abstain") on the Ballot according to the standard form issued by the Vote-Counting Committee to each Attendee. After completing the voting on all matters at the General Meeting, delegates shall submit their ballots to the Vote-Counting Committee as requested. Ballots must be signed and clearly state the full name of the delegate.

Invalid ballots:

- Ballots not issued by the Organizing Committee;
- Ballots that do not bear the full signature and clearly stated full name of the delegate;
- Ballots that have been crossed out, altered, or contain additional voting content;

– Matters on the ballot have not been selected, or more than one option has been selected for a single submission to the General Meeting.

5. Voting regulations:

a. The voting value of a Ballot or Voting Card shall be determined by the number of voting shares that the shareholder holds or is authorized to represent at the General Meeting. Each share held or represented corresponds to one voting unit.

b. Ballots and Voting Cards shall be stamped by the Company and issued by the Shareholder Credential Verification Committee to shareholders or their authorized representatives attending the meeting. Ballots and Voting Cards shall be coded, and shall bear the full name, signature of the shareholder or their authorized representative, and other technical features to facilitate accurate and convenient vote-counting.

c. The following matters shall be approved when there are at least 65% of the total votes cast by shareholders with voting rights who are present in person or through authorized representatives at the General Meeting of Shareholders:

- Classes of shares and the total number of shares of each class;
- Changes in the Company's lines of business and business sectors;
- Changes in the organizational management structure of the Company regarding the business model and legal representative as provided in Article 134 of the Enterprise Law;
- Approval of investment projects and transactions for the purchase or sale 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 as recorded in the most recent audited financial statements;
- Approval of capital contribution or share purchase in another enterprise with a total capital contribution or share purchase value of 35% or more of the total value of assets of the Company as recorded in the most recent audited financial statements;
- Forms of corporate reorganization, dissolution, and bankruptcy of the Company;
- Amendments and supplements to the content of the Company's Charter.

d. Except for the cases specified in Point c of Clause 4 of this Article, all other resolutions of the General Meeting of Shareholders shall be approved when there are at least 51% of the total votes cast by shareholders with voting rights who are present in person or through authorized representatives at the General Meeting of Shareholders.

Chapter VI

MINUTES AND RESOLUTION OF THE GENERAL MEETING

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

1. The Minutes and Resolution of the General Meeting of Shareholders shall be prepared in Vietnamese and must contain the contents as required by law.

2. The Minutes and Resolution of the General Meeting must be read aloud and put to a vote by raising the "Voting Card" before the closing of the General Meeting.

3. The Minutes shall be sent to shareholders by way of posting on the Company's website: halamcoal.com.vn (*under the Shareholder Relations section, select the 2026 Annual General Meeting of Shareholders*). In the event that a

shareholder or authorized representative requests a hard copy, the Company shall send it by post or fax.

Chapter VII IMPLEMENTATION PROVISIONS

Article 12. Implementation Provisions

These Rules of Procedure, comprising 7 chapters and 12 articles, shall take effect immediately upon approval by the 2026 Annual General Meeting of Shareholders of Vinacomin – Ha Lam Coal Joint Stock Company.

Shareholders and authorized representatives attending the General Meeting are obliged to strictly comply with these Rules of Procedure. In the event of a violation, the Chairperson shall, depending on the specific severity, consider and apply appropriate sanctions in accordance with the Company's Charter and the Enterprise Law.

The General Meeting of Shareholders shall decide on any amendments or supplements to these Rules of Procedure. / *nh*

Recipients:

- Company's shareholders;
- BOD, BOS;
- Authorized Disclosure Representative
- Mechanical, Electrical & Transportation Department (Perform Disclosure Obligations);
- State Securities Commission; Hanoi Stock Exchange;
- Archived in General Meeting file.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS



Nguyen Trong Tot
CHAIRMAN OF THE BOARD OF
DIRECTORS



VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION
LIMITED
VINACOMIN - HA LAM COAL JOINT
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 1745 /BC-HLC

Quang Ninh, April 23 2026

REPORT

**Business production results for 2025;
Business production plan and proposed dividend rate for 2026;
Five-year business production plan.**

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

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

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

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

Pursuant to the 2025 business production results and the 2026 business production plan;

Pursuant to BOD Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company;

The Board of Directors of the Company hereby reports on the business production results for 2025, the business production plan and proposed dividend rate for 2026, and the five-year business production plan as follows:

Part I

BUSINESS PRODUCTION RESULTS FOR 2025

I. GENERAL SITUATION

1. Favorable factors

- The Company prepared adequate production facilities and resources to serve its 2025 production operations; the implemented solutions were appropriate to the Company's specific conditions and circumstances to ensure operational efficiency; the Company consistently received close supervision, direction, and support from Vietnam National Coal – Mineral Industries Holding Corporation Limited and relevant state management agencies, together with local authorities and forces

stationed in the area, in contributing to the maintenance of enterprise security and order. The Company fully completed the adjustment of its mining license in accordance with Decision No. 2394/GP-BNNMT dated June 27, 2025 of the Ministry of Agriculture and Environment, and its industrial explosives use Environmental Safety Permit in accordance with Permit No. 55/GP-ATMT dated November 11, 2025.

2. Challenges

The implementation of the Company's 2025 business production plan encountered a number of difficulties:

- Input material costs increased significantly, particularly for steel and construction materials. Several new policies and legal instruments that took effect in 2025 required considerable time to study and implement.

- From July 1, 2025, the implementation of the two-tier local government policy (abolishing district-level administration) affected a number of work items related to the state management approval process.

- Recruitment and labor hiring faced difficulties due to intense competition from industrial parks, export processing zones, and local labor export policies.

- Roadway No. 11-1.10, Zone III via Route 11, experienced water inflow from November 7, 2024 at a discharge rate of 150 m³/h, necessitating a temporary suspension of mining operations and the implementation of remediation measures to address the water impact and enhance safety levels during mining at faces 11-1.10, Zone III via Route 11. TKV notified the Company of this via document No. 3600/TKV-KCM dated June 23, 2025, resulting in a reduction of the plan target.

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

1. Key business production indicators for 2025

No.	Indicator	Unit	2025 Plan		2025 Actual	Comparison (%)	
			AGM Resolution	AGM Resolution		Actual / AGM Resolution 2025	Actual / Revised Plan
A	B	C	1	2	3	4=3/1	5=3/2
1	ROM coal output	Tonnes	2,400,000	2,400,000	2,400,000	100	100
	- Underground coal	Tonnes	2,400,000	2,400,000	2,400,000	100	100
	+ incl. coal fed to mechanized longwall faces	Tonnes	1,200,000	1,200,000	1,319,233	109.9	109.9
2	Development heading (production prep.)	m	12,300	12,300	12,306	100	100
3	Clean coal produced at mine	Tonnes	749,000	749,000	725,855	96.9	96.9

No	Indicator	Unit	2025 Plan		2025 Actual	Comparison (%)	
			AGM Resolution	AGM Resolution		Actual / AGM Resolution 2025	Actual / Revised Plan
A	B	C	1	2	3	4=3/1	5=3/2
4	Coal sales volume	Tonnes	2,249,000	2,249,000	2,056,887	91.5	91.5
5	Coal revenue	Million VND	3,253,303	3,012,777	2,846,623	87.5	94.6
6	Profit before tax (PBT)	"	52,047	52,047	102,803	197.5	198.8
7	Average headcount	Persons	3,478	3,478	3,383	97.3	97.3
8	Average monthly wage per employee	1,000 VND	19,944	21,293	21,757	109.1	102.2

* In 2025, the Company substantially completed the implementation of coordinated business plan targets with TKV; however, certain indicators remained below the plan as follows:

– Coal sales volume and coal revenue fell short because: the coal consumption market in 2025 was highly volatile; declining global coal prices led to shifting customer demand; In addition, wet weather caused hydropower plants to increase generation, while thermal power plants were required to operate at reduced capacity. These factors directly contributed to the Company producing more coal than could be sold, resulting in rising stockpile levels. As of December 31, 2025, the Company's total coal stockpile stood at 339,722 tonnes, of which clean coal accounted for 319,362 tonnes (predominantly high-grade coal: Grade 4a.2: 13,062 t; Grade 5a.1: 11,104 t; Grade 3b.1: 62,835 t; Grade 4a.1: 82,392 t).

– Clean coal produced at mine fell short due to market consumption difficulties, resulting in the Company's stockpile and that of TKV consistently remaining at high levels. Accordingly, in order to limit the growth of stockpiles, optimize cash flow, and ensure business production efficiency, the Company proactively adjusted its production structure by reducing clean coal output at the mine while simultaneously increasing ROM coal delivery volumes. Consequently, mine-level clean coal production achieved only 96.9% of the plan.

2. Capital investment

The Company's 2025 investment plan was approved by TKV via document No. 7115/TKV-DT dated December 12, 2025, subject to: Notification of the revised 2025 investment plan. On the basis of the approved plan, the Company's implementation was as follows:

Unit: Million VND

No.	Content	Plan		2025 Actual	Actual / Plan (%)	
		Initial	Revised		vs. Initial Plan	vs. Revised Plan
I	Investment implementation	126,100	154,827	149,852	118.8	96.8
II	Loan disbursement	145,008	182,565	180,084	124.2	98.6

The implementation of the 2025 capital construction investment plan as assigned by TKV achieved an actual value of VND 149,852 million, equivalent to 96.8% of the revised plan. During the year, the Company implemented 08 projects, of which 03 projects were completed; 03 projects are currently under implementation; and 02 projects are in the project preparation stage.

In 2025, investment activities were carried out in strict compliance with sector-specific legislation and investment and procurement regulations of the Company. During implementation, the Company selected contractors in accordance with the approved plan. As a result, key works were implemented on schedule, with quality assured, put into use, and contributed positively to the Company's business production results.

3. Cost management and cost of production

Cost management has been integrated with cost savings, oversight, and coordinated rollout from the Company level down to mining zones and workshops. In this regard, the key cost-saving measures implemented included: recovery of mine support steel and rails, equipment repair costs, and promotion of production rationalization initiatives. The Company has been progressively overcoming its limitations and actively advancing cost management — the cost items of the Company are increasingly well-controlled.

By effectively adhering to the Business Cost Management Regulations within TKV's member companies (TKV's Decision No. 1438/QD-TKV dated August 8, 2024), the Company proactively developed and issued its own thrift and anti-waste program for deployment and implementation. In 2025, cost management was increasingly stringent, contributing to profit realization and achieving cost savings of VND 74.5 billion.

The recovery and reuse of salvaged materials and equipment was effectively carried out. The value of recovered materials put back into use amounted to VND 19.8 billion. Regular review and assessment of major cost items was conducted, with cost analysis and control performed monthly for timely adjustments. Close monitoring of TKV's operational management directives was maintained to develop flexible business production management plans appropriate to each period, ensuring an adequate inventory ratio for business production operations in line with TKV's regulations (stipulated at under 6%; the Company achieved 4.63%).

4. Mechanization, automation, and management of key operational activities implemented in 2025

Completed the transfer of faces to mechanized longwall faces with a capacity of 600,000 tonnes/year from mechanized longwall faces 7-3.2 to mechanized longwall faces I-7-5, Zone I via Route 7;

Completed the installation of 02 personnel-riding winch lines for seated passengers at ventilation roadways at levels -280 ÷ -150, Zone III to Zone VI via Route 10, and at material transport ventilation roadways at levels -300 ÷ -170, Zone I via Route 7;

Completed the full installation of 02 direct-drive winch lines at material transport ventilation roadways at levels -280 ÷ -220; ventilation roadways at levels -215 ÷ -150, Zone III to Zone VI via Route 10.

5. Organizational and human resource development activities

5.1. Organizational activities

In 2025, the Company completed the organizational restructuring and labor allocation in accordance with TKV's regulations under TKV's Decision No. 2410/QĐ-TKV dated December 31, 2019 "On the issuance of guidelines for labor allocation according to the model structure".

5.2. Human resource development

In order to ensure an adequate supply of skilled technical workers and quality human resources to meet the Company's business production requirements, the Company carried out training, enrollment, and recruitment activities in 2025 as follows:

- Recruited 151 persons, of which:
 - + Underground miners: 114 persons (including: outgoing workers: 88; workers transferred from other TKV units: 9; rehires: 14; workers completing military service: 3).
 - + Underground electrical-mechanical technicians: 03 persons (including: outgoing workers: 01; newly recruited: 01; transferred from other TKV units: 01).
 - + Equipment operators: 21 persons.
 - + Other workers: 13 persons.
- In 2025, in coordination with the Vietnam Coal – Mineral Industries Vocational College, the Company enrolled and trained 192/550 persons, achieving 34.9% of the plan (including: Underground Mining program: 135/450 persons, achieving 30% of the plan; Underground Electrical-Mechanical 50/50 program: 100% of the plan; Mine Equipment Operation: 7/50, achieving 14% of the plan). Self-enrollment: 56/110 persons, achieving 50.9% of the annual plan.
- Vocational refresher training, safety training, and equipment operation training were conducted for 3,526 person-turns.
- Professional development training: 744 person-turns.
- Continued coordination with vocational training institutions to organize delegations to recruitment locations for publicity and dissemination of policies and benefits to attract workers.

6. Other activities: In addition to the business production results and operational activities described above, the Company conducted internal audits and inspections to prevent business risks; implemented all applicable accounting-finance-statistics regulations; strengthened the dissemination of legal education to raise compliance awareness among officers and employees; monitored the implementation of technical safety measures and environmental protection; coordinated with local authorities and a number of agencies in the area to participate in maintaining enterprise security and order, protecting assets, and safeguarding mine boundaries; progressively improved working conditions and ensured the legitimate rights and interests of workers; promoted fire prevention, search, and rescue activities; fully fulfilled obligations to the State budget; paid dividends to shareholders within the statutory deadline...

* **Overall assessment:** On the basis of the 2025 business production results described above, the Company has substantially tracked key planning indicators, largely fulfilling the core business production plan targets, ensuring stable employment and income, with the welfare of officers and employees given careful and attentive attention.

Part II

2026 BUSINESS PRODUCTION PLAN AND MANAGEMENT SOLUTIONS

I. 2026 BUSINESS PRODUCTION PLAN

1. Key indicators

No.	Indicator	Unit	2026 Plan
1	ROM coal output	1,000 Tonnes	2,400
	– Underground coal	1,000 Tonnes	2,400
	+ incl. coal fed to mechanized longwall faces	1,000 Tonnes	1,200
2	Development heading (production prep.)	m	13,150
3	Clean coal produced at mine	1,000 Tonnes	396
4	Coal sales volume	1,000 Tonnes	2,346
5	Coal revenue	Million VND	3,142,731
6	Coal production profit	Million VND	47,325
7	Average headcount	Persons	3,341

No.	Indicator	Unit	2026 Plan
8	Average monthly wage per employee	1,000 VND	20,803

2. Capital construction investment plan and key projects for 2026

2.1. Capital construction investment plan

The Company's 2026 capital construction investment plan was approved by TKV via document No. 7208/TKV-DT dated December 15, 2025 with the following values:

No.	Content	Unit	2026 Plan
I	Investment implementation	Million VND	141,144
II	Loan disbursement	Million VND	158,396

2.2. Key projects for 2026

In 2026, in addition to the primary tasks of stabilizing production, sustaining growth, preserving State capital, ensuring occupational safety and environmental safety in production operations, guaranteeing employment, improving the material and spiritual living standards of workers, and maintaining security and order as well as sound management of mine boundary resources;

The Company has identified its key objective and project: Commencement of construction of a workers' residential complex in Quarter IV of 2026.

II. KEY MANAGEMENT SOLUTIONS

In 2026, the Company shall continue to organize, direct, and fully implement technological indicators and TKV-assigned coordinated business production plan targets by introducing measures to manage and operate the following key areas:

1. Technical and Technological Activities

– To arrange production facilities for centralized units, effectively increasing productivity to fulfil the principal technological indicators for 2026; to continue focusing on implementing works to improve working conditions for employees.

– To maintain sound control of basic technical operations at hydraulic prop longwall faces and mechanized longwall faces. To concentrate resources on fulfilling coal extraction output, development heading metres, and technological indicators for 2026.

– To complete the development heading volume for access and opening-up roadways at levels -300 ÷ -570 of the Sub-level -50 Mining Project at Ha Lam Coal Mine – Ha Lam Coal Company in accordance with the issued plan to prepare production facilities for subsequent years.

– To implement integrated solutions for ventilation, mine gas control and prevention of endogenous fires, disaster prevention and control and search and rescue, and climate change mitigation to ensure production safety.

– To maximally deploy mechanized roadway development production facilities using fully mechanized technology lines (EBH-45 roadheader) and semi-

mechanized technology lines (CMJ-14 single-boom drill jumbo + excavator) to accelerate development heading progress.

- To mobilize all available equipment including excavators, double-drum scrapers, rock cutters, etc. to reduce labor intensity and maximize productivity.

- To monitor on-site conditions at all development headings, particularly in areas with complex geological conditions, in order to update and revise technical documents for Zone VI via Route 10, Zone VI via Route 11, and Zone I via Route 7, and to develop timely handling plans and measures to minimize construction downtime at headings.

2. Electrical-Mechanical and Transport Activities

- To promote regular maintenance activities at all units to ensure stable equipment operation, extend service life, and reduce investment costs for new equipment replacement.

- To schedule construction equipment operations during off-peak hours and avoid peak hours in order to achieve electricity cost savings, with a target reduction of $\geq 2\%$ in electricity consumption based on equipment operating and mobilization conditions.

- To concentrate on expediting the completion of major equipment repairs and the disposal of fully depreciated assets.

- To install additional seated personnel transport lines at material transport roadways at levels $-150 \div -90$, Zone VI via Route 10, and ventilation roadways at levels $-300 \div -150$, Zone II via Route 10. To apply lithium battery Monorail systems to rail-suspended transport systems for conveying personnel and equipment to work locations.

3. Occupational Safety and Health Activities

- To continue the synchronous and rigorous implementation of all documents and directives on occupational safety, occupational health and safety issued by TKV and the Company; to promptly supplement documents and measures on occupational safety and health in order to meet the Company's production requirements and actual conditions.

- To develop a deployment plan for upgrading production order-writing software integrated with sector-specific training certification tracking, occupational accident monitoring, and employee health monitoring to proactively assign duties appropriately. To develop e-learning curricula and simulation software for production technology processes for employee training.

- To strengthen inspection, examination, and supervision of the organization of construction activities at all units to ensure strict procedural compliance and identify deficiencies for timely supplementation and improvement.

4. Planning, Cost Management, and Cost of Production Activities

To develop and issue management solutions for implementing the business production plan assigned by TKV; thereby proactively managing and tightly

controlling all technological indicators while simultaneously deploying integrated cost-saving solutions; tightly controlling costs from input to output and service costs across all stages of business production operations; controlling costs from the beginning of the year to limit to the maximum extent any increase in workload volume and technological factors that would cause costs to exceed the plan.

To continue improving internal management indicator targets; to review all regulations and rules; to proactively manage and tightly control all technologies; to develop cost-saving solutions; to take individual responsibility for cost management activities; to strongly promote the practice of thrift and the prevention of corruption and waste in accordance with TKV's directives.

5. Accounting and Finance Activities

To continue maintaining tight control of financial ratios to avoid falling into a state of financial imbalance or inability to service debt. Quick payment ratios, current ratios, and cash payment ratios shall consistently be maintained within permissible levels.

6. Organizational, Labor, and Remuneration Activities

– To continue researching and attending to wage incentive mechanisms for employees; to apply incentive coefficients for underground miners in need of advancement, mining faces in need of productivity improvement, coal output enhancement, or positions at construction sites requiring performance in challenging conditions.

– To prioritize human resource development; to develop a labor recruitment plan to ensure sufficient workforce for production stability; to train human resources in a practical direction to meet the Company's specific job requirements, particularly for underground miners and underground electrical-mechanical technicians; to improve the quality and living standards of workers; to implement integrated retention solutions. To continue prioritizing pre-vocational enrollment for training in underground mine extraction to ensure adequate labor supply for underground face operations in 2026 and subsequent years.

– To deploy human resource management support software to simplify the employee management process at the Company. To implement payroll software for employees to improve management efficiency, ensure accuracy, transparency, and save time and costs for the Company.

7. Inspection, Audit, and Security Activities

To strengthen inspection and examination of the public disclosure and implementation of regulations, rules, and policies relating to employees at all units within the Company.

To continue reinforcing mine boundary security and order. To ensure internal political security and social safety.

Part III

FIVE-YEAR BUSINESS PRODUCTION PLAN 2026–2030

Based on the extraction capacity of longwall faces, actual geological conditions, available equipment capacity, current workforce, the technical plan for sustaining production under the Sub-level -50 Mining Project at Ha Lam Coal Mine – Vinacomin – Ha Lam Coal Joint Stock Company as approved by the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company under BOD Decision No. 65/QD-HDQT dated July 10, 2025, and TKV's document No. 296/QD-TKV dated February 13, 2026 on the Approval of Key Indicators of TKV's Five-Year Plan 2026–2030, the Company has developed its five-year business production plan for 2026–2030 with the following key indicators:

No.	Indicator	Unit	2026 Plan	2027 Plan	2028 Plan	2029 Plan	2030 Plan
1	ROM coal output	1,000 t	2,400	2,400	2,400	2,400	2,400
	– Underground coal	1,000 t	2,400	2,400	2,400	2,400	2,400
2	Development heading (production prep.)	m	13,150	13,900	14,000	14,300	14,300
3	Clean coal produced at mine	1,000 t	396	20	20	20	20
4	Coal revenue	Million VND	3,142,731	3,192,537	3,148,375	3,158,445	3,213,148
5	Profit before tax (PBT)	Million VND	47,325	46,868	46,648	46,698	46,970

Part IV

DELEGATION OF AUTHORITY TO ADJUST THE 2026 BUSINESS PRODUCTION PLAN AND PROPOSED DIVIDEND RATE FOR 2026

1. Delegation of authority to adjust the 2026 business production plan

It is proposed that the General Meeting authorize the Board of Directors to adjust the Company's 2026 business production plan in the event that the Company's business production conditions change or Vietnam National Coal – Mineral Industries Holding Corporation Limited adjusts (increases or decreases) key indicators in the coordinated business production plan; however, any adjustment by the Board of Directors must ensure that the actual profit realized is not lower than the profit target approved by the 2026 Annual General Meeting of Shareholders.

2. Proposed dividend rate for 2026: The Board of Directors proposes a planned dividend rate for 2026 of $\geq 6\%$ of Charter capital.

The foregoing constitutes the report on business production results for 2025, the business production plan and proposed dividend rate for 2026, and the key directional indicators of the five-year business production plan (2026–2030) of Vinacomin – Ha Lam Coal Joint Stock Company./

Recipients :

- Shareholders (Company Website);
- Mechanical, Electrical & Transportation Department (posted on Website and disclosed);
- State Securities Commission; Hanoi Stock Exchange;
- Archived in General Meeting file.

GENERAL DIRECTOR

(signed)

Nguyen Huu Dat



VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION
LIMITED
VINACOMIN - HA LAM COAL JSC
Số: 1746 /BC-HLC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Quang Ninh, April 23 2026

**REPORT
AUDITED FINANCIAL STATEMENTS FOR 2025**

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

Pursuant to the Enterprise Law 2020 (as amended and supplemented in 2025);

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

Pursuant to the 2025 Financial Statements of Vinacomin – Ha Lam Coal Joint Stock Company, which have been audited by an independent auditing organization in accordance with the provisions of law;

Pursuant to BOD Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company.

The Company hereby reports to the 2026 Annual General Meeting of Shareholders a summary of the key figures of the 2025 Financial Statements, which have been audited by AASC Auditing Firm Company Limited and the audit results issued in Audit Report on Financial Statements No. 200326.019/BCTC.KT3 dated March 20, 2026:

**PART ONE
SUMMARY BALANCE SHEET**

Unit: VND

No.	ASSETS	CLOSING BALANCE	OPENING BALANCE
I	CURRENT 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	Inventories	581,953,906,887	252,588,777,968
5	Other current assets	29,539,530,685	

No.	ASSETS	CLOSING BALANCE	OPENING BALANCE
II	NON-CURRENT 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 work-in-progress assets	82,964,324,592	60,670,087,559
4	Other non-current 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	Current liabilities	981,357,831,812	1,005,037,926,300
2	Non-current liabilities	199,098,601,975	187,445,517,350
IV	OWNERS' EQUITY	433,977,941,289	426,497,154,650
1	Owners' equity		426,497,154,650
	– Owners' invested capital	254,151,990,000	254,151,990,000
	– Share premium		
	– Other owners' capital		
	– Development investment fund	87,054,578,274	73,894,565,692
	– Undistributed post-tax profit	92,771,373,015	98,450,598,958
2	Other funding sources and funds		
	– Non-business funding		
	– Funding capitalized into fixed assets		
	TOTAL CAPITAL RESOURCES	1,614,434,375,076	1,618,980,598,300

PART TWO
STATEMENT OF BUSINESS OPERATIONS

Indicator	Current Year	Prior Year
1 – Revenue from goods sales and service provision	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 – Financial income	688,736,917	1,196,952,857
7 – Financial expenses	25,753,937,964	35,406,072,658

Indicator	Current Year	Prior Year
Of which: Interest expenses	25,753,937,964	35,406,072,658
8 – Selling expenses	3,823,118,649	3,817,704,197
9 – General and administrative expenses	167,931,228,608	156,953,364,048
10 – Net profit from business operations	98,806,984,596	141,119,212,645
11 – Other income	4,619,456,640	1,098,667,748
12 – Other expenses	623,223,686	24,692,438,239
13 – Other profit/(loss)	3,996,232,954	(23,593,770,491)
14 – Total accounting profit before tax	102,803,217,550	117,525,442,154
15 – Current corporate income tax expense	10,031,844,535	29,792,024,942
16 – Deferred corporate income tax expense	10,717,181,746	
17 – Net profit after corporate income tax	82,054,191,269	87,733,417,212
18 – Basic earnings per share (*)	3,229	3,452

* Basic earnings per share for 2025 of Vinacomin – Ha Lam Coal Joint Stock Company is calculated on the total net profit after corporate income tax.

The 2025 dividend payment to shareholders shall be implemented in accordance with the Resolution of the 2026 Annual General Meeting of Shareholders of the Company.

PART THREE KEY FINANCIAL INDICATORS

No.	Indicator	Current Period	Prior Period
1	Asset structure		
	– Non-current assets / Total assets (%)	57	63
	– Current assets / Total assets (%)	43	37
2	Capital structure		
	– Liabilities / Total capital resources (%)	73	74
	– Owners' equity / Total capital resources (%)	27	26
3	Liquidity ratios (times)		
	– Current ratio	0.71	0.60

No.	Indicator	Current Period	Prior Period
	– Quick ratio	0.12	0.35
4	Profitability ratios (%)		
	– Net profit margin (Net profit after tax / Net revenue)	2.85	2.93
	– Return on Assets – ROA (Net profit after tax / Total assets)	5.08	5.42
	– Return on Equity – ROE (Net profit after tax / Owners' equity)	24.28	27.15
5	Debt-to-equity ratio (times)	2.72	2.80

Vinacomin – Ha Lam Coal Joint Stock Company hereby reports to the General Meeting./.

Recipients :

- Company's Shareholders;
- BOD, BOS;
- Authorized Disclosure Representative;
- Mechanical, Electrical & Transportation Department (disclosed);
- State Securities Commission; Hanoi Stock Exchange;
- Archived in General Meeting file.

GENERAL DIRECTOR

(signed)

Nguyen Huu Dat



VINACOMIN - HA LAM COAL JSC
VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION LIMITED
- VINACOMIN - HA LAM COAL JSC

No.: 70 /Tr - HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Quang Ninh, April 23 2026

PROPOSAL
On the Distribution of 2025 Profit

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law dated June 17, 2020;

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

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

Pursuant to the 2025 business production results and the 2026 business production plan of the Company;

Pursuant to BOD Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company.

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

No.	Content	Amount (VND)	Notes
1	Profit before tax	102,803,217,550	
2	Corporate income tax payable	20,749,026,281	
3	Net profit after corporate income tax	82,054,191,269	
4	Undistributed profit carried forward from prior year	10,717,181,746	
5	Distributable profit (3+4)	92,771,373,015	
a	Dividend payment for 2025: 10% of Charter capital	25,415,199,000	
b	Retained profit after dividend payment	67,356,174,015	
-	Profit before tax	67,356,174,015	

The 2026 Annual General Meeting of Shareholders of the Company is respectfully requested to discuss and vote for approval./

Recipients :

- Company's Shareholders;
- BOD, BOS;
- General Director; Chief Accountant;
- Mechanical, Electrical & Transportation Department (disclosed);
- Filed at: Archives, Finance & Accounting Department, Company Secretary

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

(signed)

Nguyen Trong Tot



VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION
LIMITED
VINACOMIN - HA LAM COAL JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Quang Ninh, April 23 2026

No.: 1747 /BC - HLC

REPORT

On the payment of remuneration and allowances to the Board of Directors and Board of Supervisors; Salaries of the Company's Executive Officers for 2025 and the remuneration, salary, and allowance plan for 2026

To: Esteemed shareholders and delegates

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

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

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

Pursuant to the 2025 business production results and the degree of task completion by Board of Directors members, Board of Supervisors members, and the Company's Executive Officers in 2025;

Pursuant to BOD Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company.

The Company hereby reports on the payment of remuneration to the Board of Directors and Board of Supervisors, allowances to Independent Board of Directors members, and salaries of Executive Officers for 2025, as well as the remuneration, salary, and allowance plan for 2026 as follows:

I. RESULTS OF REMUNERATION, ALLOWANCE, AND SALARY PAYMENTS FOR 2025

1. Remuneration of the Board of Directors and Board of Supervisors

No.	Position	No. of persons	Total amount (VND)	80% paid (VND)	Remaining 20% (VND)	Notes
1	Board of Directors	3	175,200,000	140,160,000	35,040,000	Remaining 20% to be paid in 2026
2	Board of Supervisors	2	112,800,000	90,240,000	22,560,000	
	Total		288,000,000	230,400,000	57,600,000	

** The remuneration levels and payment of remuneration to the Board of Directors and Board of Supervisors were implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.*

2. Allowances of Independent Board of Directors Members

No.	Position	No. of persons	Total amount (VND)	80% paid (VND)	Remaining 20% (VND)	Notes
1	Independent Board of Directors Member	1	276,000,000	220,800,000	55,200,000	Remaining 20% to be paid in 2026
	Total		276,000,000	220,800,000	55,200,000	

** The allowance levels and payment of allowances to Independent Board of Directors Members were implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.*

3. Salaries of Executive Officers

No.	Position	No. of persons	Total amount (VND)	80% paid (VND)	Remaining 20% (VND)	Notes
1	General Director	01	748,800,000	459,392,200	289,407,800	Remaining balance to be paid in Quarter 1 of 2026 and after settlement
2	Deputy General Directors, Executive Members of the Board of Directors, Full-time Members of the Board of Supervisors	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. REMUNERATION, ALLOWANCE, AND SALARY PLAN FOR 2026

1. Remuneration plan for the Board of Directors, Board of Supervisors, and allowances for Independent Board of Directors Members

Pursuant to TKV's Decision No. 685/QD-TKV dated April 23, 2019 of the Chairman of TKV's Board of Members "On the issuance of TKV's labor and salary management regulations" and TKV's Decision No. 1809/QD-TKV dated September 26, 2024 of the Chairman of TKV's Board of Members "On the issuance of

regulations on the management of TKV's representatives at enterprises". Accordingly, the remuneration for Non-executive Board of Directors and Board of Supervisors members shall be settled and paid at a maximum of 20% of the basic monthly salary corresponding to the full-time management position.

Pursuant to TKV's Decision No. 1471/QD-TKV dated August 14, 2024 of the General Director of Vietnam National Coal – Mineral Industries Holding Corporation Limited "On the issuance of guidelines on salary payment mechanisms and salary levels by job position applicable within TKV".

The Company proposes the 2026 remuneration plan for the Board of Directors, Board of Supervisors, and allowances for Independent Board of Directors Members as follows:

No.	Management position	No. of persons	No. of months/year	Remuneration/ Allowance (1,000 VND/month)	Remuneration (1,000 VND/year)	Allowance (1,000 VND/year)
1	Chairman of the Board of Directors	01	12	5,400	64,800	
2	Board of Directors Member	02	12	4,600	110,400	
3	Independent Board of Directors Member	01	12	23,000		276,000
4	Head of Board of Supervisors	01	12	4,800	57,600	
5	Board of Supervisors Member	01	12	4,600	55,200	
Total					288,000	276,000

2. Executive Officers' salary plan

Pursuant to TKV's Decision No. 1471/QD-TKV dated August 14, 2024 of the General Director of Vietnam National Coal – Mineral Industries Holding Corporation Limited "On the issuance of guidelines on salary payment mechanisms and salary levels by job position applicable within TKV".

Pursuant to document No. 7138/TKV-KH dated December 12, 2025 of Vietnam National Coal – Mineral Industries Holding Corporation Limited "On the notification of key indicators of the 2026 business recovery plan"; accordingly, the salary fund coefficient for Executive Officers equals 1.5 times TKV's Decision No. 1471/QD-TKV dated August 14, 2024.

The Company proposes the 2026 Executive Officers' salary plan as follows:

No	Position	No. of persons	Monthly salary per TKV's Decision No. 1471/QĐ-TKV (Million VND)	Adjustment coefficient per document No. 7138/TKV-KH	Adjusted monthly salary (Million VND)	No. of months	Total annual salary 2026 (Million VND)
1	General Director	01	26	1.5	39	12	468
2	Deputy General Directors, Executive Members of the Board of Directors, Full-time Members of the Board of Supervisors	06	23	1.5	34.5	12	2,484
3	Chief Accountant	01	21	1.5	31.5	12	378
Tổng cộng		Total					3,330

3. Principles for determining and adjusting remuneration and salaries

In the event that the State or TKV amends regulations on salaries, remuneration, and allowances for enterprise Executive Officers, the Company proposes that the General Meeting of Shareholders authorize the Board of Directors to decide on adjustments to salary, remuneration, and allowance payments for Board of Directors members, Board of Supervisors members, and the Company's Executive Management, and to report back to the General Meeting of Shareholders at the 2027 Annual General Meeting of Shareholders.

4. Method of remuneration, allowance, and salary payment

On a monthly or semi-annual basis, Non-executive Board of Directors and Board of Supervisors members shall receive an advance of 80% of their remuneration; monthly, Independent Board of Directors members, Executive Members of the Board of Directors, Full-time Members of the Board of Supervisors, and the Company's Executive Officers shall receive an advance of 80% of their allowances (for Independent Board of Directors members) and salaries (for Executive Members of the Board of Directors, Full-time Members of the Board of Supervisors, and Company Executive Officers) for that month. The remaining balance of remuneration, allowances, and salaries shall be settled at year-end based on the Company's business production results and the degree of task completion by

Board of Directors members, Board of Supervisors members, and the Company's Executive Officers.

The Company respectfully submits the foregoing to the General Meeting of Shareholders for consideration, discussion, and approval./

Recipients :

- Company's Shareholders;
- BOD, BOS;
- Authorized Disclosure Representative;
- Mechanical, Electrical & Transportation Department (disclosed);
- State Securities Commission; Hanoi Stock Exchange;
- Archived in General Meeting file.(03)

GENERAL DIRECTOR

(signed)

Nguyen Huu Dat



VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION
LIMITED
VINACOMIN - HA LAM COAL JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 72 /BC-HDQT

Quang Ninh, April 23 2026

REPORT

On the approval of contracts and transactions between the Company and related enterprises and persons in 2026

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

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

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

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

Pursuant to BOD Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company.

The Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company hereby reports to the General Meeting of Shareholders on the results of transactions between the Company and major shareholders and related enterprises in 2025, and simultaneously proposes that the General Meeting of Shareholders approve the execution 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 conducted transactions with the major shareholder Vietnam National Coal – Mineral Industries Holding Corporation Limited (TKV) and its related units, including direct subsidiaries of the Corporation such as: Vinacomin – Hon Gai Coal Company, Vinacomin – Cam Pha Transport and Warehousing Company, TKV – Environment One-Member Limited Liability Company, TKV – Mine Construction Joint Stock Company; as well as subsidiaries and affiliated companies such as: Vinacomin - Machinery Joint Stock Company, Vinacomin Informatics, Technology, Environment Joint Stock Company, Vinacomin Industry Investment Consulting Joint Stock Company, Vinacomin - Ha Tu Coal Joint Stock Company, Vinacomin - Mong Duong Coal Joint Stock Company, etc.

These transactions primarily served the Company's production and business operations, including: provision and use of equipment repair services, environmental

treatment services, worker transportation, procurement of materials, equipment, and other related services.

Specific implementation results are as follows:

1.1. Total value of goods and service sale transactions: VND 2,868 billion;

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

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

Mr. Nguyen Trong Tot – TKV's capital management officer, TKV's Capital Management Board – is TKV's capital representative at the Company as elected by the second Extraordinary General Meeting of Shareholders in 2025 on November 28, 2025 into the Board of Directors, replacing Mr. Tran Van Cu (former Chairman of the Board of Directors of the Company), and was elected by the Board of Directors as Chairman of the Board of Directors of the Company with effect from November 28, 2025. Mr. Nguyen Trong Tot simultaneously serves as Chairman of the Board of Directors of the following 03 enterprises: (i) Vinacomin – Mong Duong Coal Joint Stock Company; (ii) Vinacomin – Deo Nai – Coc Sau Coal Joint Stock Company; (iii) Uong Bi Automotive Components Joint Stock Company.

Mr. Tran Thanh Tung – TKV's capital supervisory officer, TKV's Internal Audit Committee – is TKV's capital representative at the Company currently participating in the Board of Supervisors and serving as Head of the Company's Board of Supervisors; Mr. Tran Thanh Tung also concurrently serves at 02 enterprises: (i) Head of the Board of Supervisors of TKV – Materials Joint Stock Company; (ii) Board of Supervisors Member of Environmental Construction Joint Stock Company.

As such, in addition to the units directly under Vietnam National Coal – Mineral Industries Holding Corporation Limited (TKV) that are related parties, a number of the above-mentioned units also have contractual and economic transaction relationships as members within TKV and share the same Related Persons. Therefore, pursuant to the provisions of Clause 2, Article 167 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and Clause 3, Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020 "Detailing the implementation of certain articles of the Securities Law" and Article 15 – Charter on the organization and operation of Vinacomin – Ha Lam Coal Joint Stock Company approved by the General Meeting of Shareholders on April 26, 2021:

The Board of Directors proposes that shareholders consider and approve the execution by the Company of contracts and transactions between Vinacomin – Ha Lam Coal Joint Stock Company and related enterprises and persons in accordance with the law and the Company's Charter on organization and operation, specifically as follows:

No.	Enterprise / Related Person	Address, Tax code	Scope of transaction	Contract / transaction value
1	Vietnam National Coal – Mineral Industries Holding Corporation Limited; TKV's direct subsidiaries and a number of joint stock companies controlled by TKV.	No. 3, Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi. Tax code: 5700100256	Business lines and sectors stated in each company's business registration.	Value of contracts and transactions from 35% of the total value of the Company's assets as recorded in the most recent financial statements.
2	Vinacomin – Mong Duong Coal Joint Stock Company <i>(Chairman of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company is Chairman of the Board of Directors of this Company)</i>	Group 7, Zone 3, Mong Duong Ward, Quang Ninh Province. Tax code: 5700101203	Same as item 1.	Same as item 1.
3	Vinacomin – Deo Nai – Coc Sau Coal Joint Stock Company <i>(Chairman of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company is Chairman of the Board of Directors of this Company)</i>	No. 42, Kim Dong Street, Cam Pha Ward, Quang Ninh Province, Vietnam. Tax code: 5702162138	Same as item 1.	Same as item 1.
4	Uong Bi Automotive Components Joint Stock Company <i>(Chairman of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company is Chairman of the Board of Directors of this Company)</i>	Tan Lap 2 Zone, Yen Tu Ward, Quang Ninh Province. Tax code: 5700623552	Same as item 1.	Same as item 1.
5	TKV – Materials Joint Stock Company <i>(Head of the Board of Supervisors of Vinacomin – Ha Lam Coal Joint Stock Company is Head of the Board of</i>	Group 1, Zone 2, Ha Long Ward, Quang Ninh Province. Tax code: 5700100707	Same as item 1.	Same as item 1.

No.	Enterprise / Related Person	Address, Tax code	Scope of transaction	Contract / transaction value
	<i>Supervisors of this Company)</i>			
6	Environmental Construction Joint Stock Company <i>(Board of Supervisors member of Vinacomin – Ha Lam Coal Joint Stock Company is a Board of Supervisors member of this Company)</i>	Group 11, Nhan Co Commune, Lam Dong Province. Tax code: 6400308865	Same as item 1.	Same as item 1.

The Board of Directors respectfully proposes that shareholders of the Company consider and approve the authorization of the Executive General Director of the Company to sign, organize the execution of contracts, and conduct transactions between Vinacomin – Ha Lam Coal Joint Stock Company and the related enterprises and persons mentioned above in accordance with the law. The term for executing the contracts and transactions shall be from January 1, 2026 until further changes.

The Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company respectfully submits the foregoing to the General Meeting of Shareholders of the Company for consideration and approval for the Company to implement in accordance with the regulations./

Recipients :

- Company's Shareholders;
- State Securities Commission; Hanoi Stock Exchange;
- BOD, BOS;
- General Director; Chief Accountant;
- Mechanical, Electrical & Transportation Department (posted on Website and disclosed);
- Archived in General Meeting file.

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

(signed)

Nguyen Trong Tot

Quang Ninh, April 23 2026

No. : 71 /BC - HLC

REPORT
On the results of Board of Directors activities in 2025
and directions for 2026

To: Esteemed shareholders and delegates

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

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

Pursuant to the Board of Directors' Operating Regulations issued under BOD Decision No. 41/QD-HDQT dated April 26, 2021;

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

Pursuant to BOD Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company.

The Board of Directors of the Company hereby reports to the 2026 Annual General Meeting of Shareholders on the results of Board of Directors activities in 2025 and the operational plan for 2026 as follows:

PART ONE
GOVERNANCE AND OPERATIONAL RESULTS FOR 2025

I. GOVERNANCE ACTIVITIES

1. Governance of the Board of Directors' composition

In 2025, the organizational structure of the Board of Directors of the Company underwent personnel changes to comprehensively streamline the governance apparatus pursuant to decisions of major shareholders and in accordance with the provisions of law, specifically as follows:

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

Pursuant to TKV's Decision No. 2281/QD-TKV dated November 25, 2024 of the Board of Members of Vietnam National Coal – Mineral Industries Holding Corporation Limited (TKV) – the major shareholder holding 74.21% of the Company's charter capital – on the replacement of TKV's capital representative personnel participating in the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company; and simultaneously pursuant to the resignation letter from the position of Chairman of the Board of Directors and withdrawal from the Board of Directors for Term IV (2023–2028) submitted by Mr. Nguyen Trong Tot in order to fulfill his assigned duties at TKV, the Company's Board of Directors convened an Extraordinary General Meeting of Shareholders to restructure Board of Directors personnel within its authority.

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

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

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

At the 30th meeting of the Board of Directors (January 17, 2025), the Board of Directors elected Mr. Tran Van Cu to serve as Chairman of the Board of Directors of the Company for Term IV (2023–2028).

* Following the restructuring at the Extraordinary General Meeting of Shareholders, the Company's Board of Directors composition was as follows:

Number of Board of Directors members: 05 members.

Composition:

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

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

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

– Mr. Nguyen Van Son – Executive Member of the Board of Directors.

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

b) Restructuring of Board of Directors personnel at the second Extraordinary General Meeting of Shareholders on November 28, 2025

Pursuant to:

(i) TKV's Decision No. 2090/QD-TKV dated September 30, 2025 on the replacement of TKV's capital representative personnel participating in the Board of

Directors of Vinacomin – Ha Lam Coal Joint Stock Company, and the resignation letter from the position of Chairman of the Board of Directors and withdrawal from the Board of Directors for Term IV (2023–2028) submitted by Mr. Tran Van Cu;

(ii) TKV's Decision No. 2338/QĐ-TKV dated October 28, 2025 on the replacement of TKV's capital representative personnel participating in the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company, and the resignation letter from the position of Board of Directors Member for Term IV (2023–2028) submitted by Mr. Dinh Trung Kien in order to fulfill his assigned duties at the Corporation,

The Company's Board of Directors convened the second Extraordinary General Meeting of Shareholders in 2025 to restructure Board of Directors personnel within its authority.

At the Extraordinary General Meeting of Shareholders on November 28, 2025, the General Meeting resolved:

(i) Dismissal from the position of Board of Directors Member for:

- Mr. Tran Van Cu – Member of TKV's Board of Members;
- Mr. Dinh Trung Kien – Deputy Head of TKV's Investment Committee.

(ii) Supplementary election of Board of Directors Members for:

- Mr. Nguyen Trong Tot – TKV's capital representative at the Company, capital management officer of TKV's Capital Management Board;
- Mr. Bui Thanh Doan – Deputy General Director of Vinacomin – Ha Lam Coal Joint Stock Company.

At the 55th meeting of the Board of Directors (November 28, 2025), the Board of Directors elected Mr. Nguyen Trong Tot to serve as Chairman of the Board of Directors of the Company for Term IV (2023–2028).

* Following the restructuring, the Company's Board of Directors comprises 05 members, specifically:

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

Board of Directors composition: Of the total 05 Board of Directors members, 02 members concurrently serve as Executive Officers of the Company; 01 non-executive Board of Directors member; 01 Executive Member of the Board

of Directors; and 01 Independent Member of the Board of Directors, ensuring compliance with the applicable law and the Company's Charter.

2. Governance of the Board of Directors' general activities

In order to fully discharge its functions, duties, and authority, and to immediately take up its work while establishing a basis for evaluating the degree of task completion by each member, on the basis of the Company's Board of Directors' Operating Regulations, the Board of Directors issued decisions to assign duties to each member in charge of monitoring management areas and business production activities in accordance with the capacity and experience of each member, ensuring comprehensive oversight of all business production activities of the Company.

The Board of Directors issued activity programs and plans to enable members to proactively implement the activity plan, supervise, and urge the implementation of General Meeting of Shareholders Resolutions and Board of Directors Resolutions and decisions.

3. Company governance through the regulatory framework

The Board of Directors manages the Company across all business production activities by issuing management regulations as a basis for the executive apparatus to direct operations in accordance with the law and the Company's internal management regulations. The Board of Directors regularly directs the review of the Company's internal management document system to ensure compliance with the law, TKV's regulations, and practical requirements. In 2025, the Board of Directors approved the amendment, supplementation, issuance, and revocation of 09 regulations; reviewed and approved a number of important internal regulations prior to issuance by the Executive General Director.

II. ORGANIZATION OF BOARD OF DIRECTORS MEETINGS, REMUNERATION, AND SALARIES

1. Number of meetings

In 2025, the Board of Directors held 31 meetings and issued 39 Resolutions to approve and adopt matters within the Board of Directors' authority, including: directing the implementation of the 2025 Annual General Meeting of Shareholders Resolution; evaluating the implementation of the General Meeting Resolution and the Board of Directors' Resolutions and decisions; and adopting, approving, or providing opinions on other important matters within its authority. All meetings were conducted in person; materials were fully prepared and distributed to each member well in advance so that all attending members had time to study, discuss, and contribute opinions to reach high consensus, contributing to improving the

quality of resolutions and decisions.

– The rate of full attendance by Board of Directors members at meetings convened by the Chairman reflects a high sense of responsibility toward the Company and its shareholders, with the following results:

TT	Board of Directors Member	No. of BOD meetings attended	Attendance Rate (%)	Reason for non-attendance
1	Tran Van Cu	20	65	Includes 01 meeting attended as a newly appointed member. Resigned as Chairman of the Board of Directors and withdrew from the Board of Directors from October 1, 2025 and was dismissed on November 28, 2025.
2	Nguyen Trong Tot	13	42	Dismissed on January 17, 2025 and subsequently re-elected at the second Extraordinary General Meeting of Shareholders in 2025 on November 28, 2025. Includes 07 meetings attended as a newly appointed member.
3	Vu Ngoc Thang	31	100	
4	Dinh Trung Kien	26	84	Dismissed on November 28, 2025.
5	Bui Thanh Doan	05	16	Re-elected at the second Extraordinary General Meeting of Shareholders in 2025 on November 28, 2025.
6	Nguyen Van Son	31	100	
7	Mai Huy Trung	31	100	

2. Remuneration, allowances, and salaries

The Company implemented remuneration and allowance payments in accordance with the levels resolved by the 2025 Annual General Meeting of Shareholders, specifically:

(i) Remuneration for the Chairman of the Board of Directors and non-executive Board of Directors members:

– Monthly remuneration for the member serving as Chairman of the Board of Directors:

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

– Monthly remuneration for each Board of Directors member:

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

(ii) Monthly allowance for the Independent Member of the Board of Directors: 23,000,000 VND/month.

(iii) Monthly salary for the Executive Member of the Board of Directors:

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

The Company advanced 80% of the remuneration, allowances, and salaries to Board of Directors members, with the remaining 20% to be paid in 2026 based on business production results and the degree of task completion by each member in 2025.

III. COORDINATION ACTIVITIES

In the course of its activities, the Board of Directors consistently maintained coordination between the Board of Directors leadership and the Party Committee and the General Director pursuant to Joint Resolutions.

All Board of Directors meetings in 2025 were attended by Board of Supervisors members or representatives of the Board of Supervisors; meeting agenda items related to the rights and interests of employees and personnel matters were referred by the Company's Board of Directors to relevant organizations for participation and contribution of opinions as a basis for the Board of Directors to adopt resolutions, thereby promoting consensus when organizing implementation. In the coordination activities between the Board of Directors and the Party Committee and the General Director, the Board of Directors ensured the proper discharge of the functions and duties of each party as stipulated by law, the charter, and the regulations of each organization, in the spirit of respect for the principle of serving the common interests of the Company.

IV. SUPERVISORY ACTIVITIES OVER THE EXECUTIVE MANAGEMENT

1. Implementation of the business production plan and capital construction investment plan

No.	Indicator	Unit	2025 AGM Resolution	2025 Actual	Rate (%)	Notes
1	ROM coal output	Tonnes	2,400,000	2,400,000	100	
	– Underground coal	Tonnes	2,400,000	2,400,000	100	
	+ incl. coal fed to mechanized longwall faces	Tonnes	1,200,000	1,319,233	109.9	
2	Development heading (production prep.)	m	12,300	12,306	100	
3	Clean coal produced at mine	Tonnes	749,000	725,855	96.9	
4	Coal sales volume	Tonnes	2,249,000	2,056,887	91.5	
5	Coal revenue	Million	3,253,303	2,846,623	87.5	

No.	Indicator	Unit	2025 AGM Resolution	2025 Actual	Rate (%)	Notes
		VND				
6	Profit before tax	Million VND	52,047	102,803	197.5	
7	Average headcount	Persons	3,478	3,383	97.3	
8	Average monthly wage per employee	1,000 VND	19,944	21,757	109.1	
9	Capital construction investment	Million VND	126,100	149,852	118.8%	
10	Dividend (projected)	%	≥6	10	166.7	

The implementation of the business production plan and capital construction investment plan for 2025, including the favorable factors and challenges encountered during business production operations, has been presented in the report of the Company's General Director submitted to the General Meeting; the Board of Directors therefore does not repeat these. Overall, all physical indicators and financial indicators met and exceeded the targets of the General Meeting Resolution. Business production efficiency was maintained, employee income was improved, the Company's long-term stable operations were sustained, and dividends were ensured for shareholders.

Through direct supervisory activities such as hearing reports and conducting on-site inspections, as well as indirect supervision through the Executive Management's monthly reports, the Board of Directors promptly proposed solutions to resolve difficulties encountered during production operations, meeting production output requirements.

2. Exercise of shareholders' rights

(i) Dividend payment: The Company paid the 2024 dividend to shareholders at the level approved by the 2025 Annual General Meeting of Shareholders and made timely payment to ensure shareholder rights, specifically:

Total dividend payable to shareholders: VND 20,332,159,200, of which:

- a) TKV shareholder: VND 15,088,190,400
 - Transferred via securities depository: VND 0
 - Transferred directly to TKV: VND 15,088,190,400
- b) Other shareholders: VND 5,243,968,800
 - Transferred via securities depository: VND 4,859,343,760
 - Paid directly by the Company: VND 384,625,040

(ii) Information disclosure: The Company is a public company and consistently complies with the law; the content and form of disclosure are implemented in accordance with the provisions of law so that management

authorities, shareholders, and investors can access information in a timely manner. Disclosure is carried out simultaneously with submission to the Hanoi Stock Exchange and the State Securities Commission, and published on the Company's electronic information portal (website) in accordance with the requirements of Circular No. 96/2020/TT-BTC dated November 16, 2020 and Circular No. 68/2024/TT-BTC dated September 18, 2024 of the Ministry of Finance, to ensure that shareholders can access information in a timely manner.

To strengthen the connection between the Company and its shareholders so that shareholders can keep abreast of the Company's information in a timely manner and ensure shareholders' rights under the law, in line with the development of information technology: shareholders are kindly requested to provide their personal information and current residential address and to promptly notify the Company of any changes. The Company will then be able to proactively send notifications and post them on the Company's website.

(iii) Other shareholder rights as provided by law and stipulated in the Company's Charter are all rigorously implemented by the Company's Executive Management.

With the business production results achieved, together with maintaining security and safety, caring for and improving the material and spiritual living standards of employees, and maintaining relations with shareholders, the Company's Executive Management is assessed as having excellently fulfilled its duties.

V. OVERALL ASSESSMENT OF BOARD OF DIRECTORS ACTIVITIES

1. Overall assessment of Board of Directors activities

In 2025, the Board of Directors of the Company fully discharged its functions, duties, and authority as stipulated by the Enterprise Law, the Company's Charter, and related decisions. On that basis, the Board of Directors issued all resolutions and decisions to orient and direct the Company's business production and investment development activities, serving as a basis for the Executive General Director and the management apparatus to organize and implement them.

The Board of Directors' resolutions were issued in a timely manner, closely tracking the Company's actual situation and governance requirements at each stage, contributing to ensuring effective and synchronized management, direction, and operational deployment. Implementation results demonstrate that the Company substantially and excellently completed the key business production plan indicators and capital construction investment plan approved by the General Meeting of Shareholders.

In addition to its directing activities, the Board of Directors consistently monitored and supervised the activities of the executive apparatus through periodic

reporting systems and on-site inspection and working sessions when necessary. Accordingly, the Board of Directors promptly assessed the situation and directed the resolution of difficulties and obstacles arising in the course of organizing business production operations, contributing to ensuring the Company's stable and effective operations.

2. Assessment of Board of Directors member activities in the role of Chairman of the Board of Directors

In the general activities of the Board of Directors, the Chairman of the Board of Directors fully discharged his responsibilities and authority as stipulated by law and the Company's Charter; presided over meetings of the Board of Directors; organized and directed the Board of Directors' activities; and issued resolutions and decisions of the Board of Directors to define the Company's operational directions.

In the position entrusted to him, the Chairman of the Board of Directors worked with the Board of Directors collectively to promptly orient and direct key tasks in enterprise governance and business production operations at the Company, contributing to the fulfillment of all targets and plans assigned by the General Meeting of Shareholders; and simultaneously ensuring that all activities of the Company comply with the law, the Company's Charter, and the decisions of major shareholders.

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

3. Assessment of Board of Directors members' activities

Board of Directors members have diligently discharged their responsibilities in accordance with their assigned functions and duties; actively participated in Board of Directors meetings; studied dossiers and documents; and contributed opinions on important matters within the Board of Directors' authority.

In the course of performing their duties, Board of Directors members consistently maintained close coordination; proactively monitored the Company's business production situation; participated in inspection and supervision activities; and coordinated with the executive apparatus in resolving arising difficulties and obstacles, contributing to improving governance and executive management efficiency.

On the basis of the results of task performance during the year, the Board of Directors collectively self-assessed that it had satisfactorily fulfilled its assigned duties in 2025. Board of Directors members also assisted the Company in uniformly evaluating personnel at the level of "Satisfactorily fulfilled duties" and "Excellent fulfilled duties in 2025".

4. Assessment of the Independent Member of the Board of Directors' activities

The Independent Member of the Board of Directors fully discharged his responsibilities as required by law and the Company's Charter; attended all Board of Directors meetings; studied dossiers and documents; and contributed opinions on matters put forward for discussion and resolution at Board of Directors meetings.

Within the scope of his assigned monitoring duties, the Independent Member of the Board of Directors regularly updated himself on the Company's operational situation, attended meetings, and worked with relevant units to gather information, thereby contributing opinions aimed at improving governance and enterprise management efficiency.

In addition, on the basis of researching the regulations of the law and the management regulations of Vietnam National Coal – Mineral Industries Holding Corporation Limited, the Independent Member of the Board of Directors participated in expert panels to assess projects and cost estimates of the Company; contributed opinions during the development of assessment reports as a basis for the Board of Directors to consider and decide within its authority, ensuring regulatory compliance and serving the timely needs of governance and executive management.

In the course of performing his duties, the Independent Member of the Board of Directors consistently placed the interests of the Company and shareholders above all else, ensuring a harmonious balance between the interests of owners, shareholders, and employees in the Company's governance decisions.

PART TWO DIRECTIONS FOR 2026

In 2026, the Board of Directors of the Company shall continue to focus on directing, orienting, and supervising enterprise governance activities, ensuring the effective implementation of the business production targets 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 General Meeting of Shareholders resolutions

To direct the full and timely implementation of matters adopted by the 2026 Annual General Meeting of Shareholders; and simultaneously to translate targets and business production indicators, investment plans, and governance tasks into action programs and work plans of the Board of Directors and Executive Management.

2. Improving governance efficiency and legal compliance

To continue rigorously implementing the guidelines of the Party, the State's legal policies, and TKV's decisions on enterprise governance and executive management; to ensure that the Board of Directors operates in accordance with its proper functions, duties, and authority as stipulated by law and the Company's Charter.

3. Strengthening inspection and supervision of executive management activities

To promote supervisory activities over the Executive Management in the course of organizing the implementation of the 2026 Annual General Meeting of Shareholders Resolution and Board of Directors resolutions and decisions; to periodically monitor and evaluate the implementation of business production, investment, financial, and enterprise governance indicators in accordance with the Board of Directors' work programs and plans.

4. Maintaining close coordination in leadership and executive management

To maintain and promote the coordination mechanism between the Party Committee, the Board of Directors, and the Executive General Director, ensuring the unified and consistent nature of party leadership, direction, and executive management; fostering consensus throughout the governance system, contributing to improving the Company's operational efficiency and ensuring the legitimate interests of shareholders.

5. Directing the implementation of key tasks in the coming period

(i) Regarding mine development projects

Pursuant to Decision No. 2394/GP-BNNMT dated June 27, 2025 of the Ministry of Agriculture and Environment on the adjustment of the mineral exploitation license, including the extension of the exploitation term to November 28, 2038 (previously extended to November 28, 2025) and the expansion of the exploitation depth from level -50m to -570m (previously adjusted from -50m to -300m), in 2026 the Company shall focus on completing the development heading volume for opening-up roadways at levels -300m to -570m under the Sub-level -50 Mining Project at Ha Lam Coal Mine in accordance with the approved plan.

The project deployment aims to ensure the maintenance of stable extraction operations at levels from -50m to -300m while progressively expanding extraction to deeper levels from -300m to -570m, thereby sustaining stable mine capacity and laying the foundation for the Company's long-term development.

(ii) Regarding the investment plan

On the basis of mine development orientations, the Board of Directors shall direct the development and deployment of medium and long-term investment plans, focusing on investment categories serving production operations and

ensuring the maintenance and enhancement of the mine's extraction capacity in the coming period.

(iii) Regarding enterprise governance reform

On the basis of TKV's enterprise restructuring orientations and solutions, the Board of Directors shall direct the research, review, and gradual deployment of solutions to improve the internal governance model, enhance enterprise governance efficiency, and meet the Company's development requirements through 2026 and subsequent years.

6. Performing other duties within its authority

The Board of Directors shall continue to perform other duties within its authority as prescribed by law, the Company's Charter, and the resolutions of the General Meeting of Shareholders.

The foregoing constitutes the report of the Company's Board of Directors on the governance and operational results of the Board of Directors and its members in 2025 and the operational directions for 2026.

The Board of Directors of the Company respectfully submits this report to the General Meeting./

Recipients :

- Company's Shareholders;
- BOD, BOS;
- Authorized Disclosure Representative;
- Mechanical, Electrical & Transportation Department (disclosed);
- State Securities Commission; Hanoi Stock Exchange;
- Archived in General Meeting file.

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

(signed)

Nguyen Trong Tot



VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION
LIMITED
VINACOMIN - HA LAM COAL JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 73 / TTr- HDQT

Quang Ninh, April 23 2026

PROPOSAL

**On amendments and supplements to certain provisions of the Charter
on the organization and operation of Vinacomin – Ha Lam Coal Joint Stock Company**

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

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

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

Pursuant to BOD Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company.

The Board of Directors of Vinacomin – Ha Lam Coal Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the amendment and supplementation of certain provisions of the Company's Charter, specifically as follows:

1. Update of the registered office address of Vinacomin – Ha Lam Coal Joint Stock Company in accordance with the two-tier administrative boundary to: No. 01, Tan Lap Street, Ha Lam Ward, Quang Ninh Province

2. Addition of the following 10 business lines for Vinacomin – Ha Lam Coal Joint Stock Company:

– Addition of business line "Afforestation, forest care and nursing of forest tree cultivars" – Industry code 0210;

– Addition of business line "Forging, pressing, stamping and roll-forming of metal; powder metallurgy" – Industry code 2591;

– Addition of business line "Machining; treatment and coating of metals" – Industry code 2592;

– Addition of business line "Electric power generation activities from renewable sources. Detail: Solar power" – Industry code 3512;

- Addition of business line "Construction of non-residential buildings" – Industry code 4102;
- Addition of business line "Demolition" – Industry code 4311;
- Addition of business line "Site preparation" – Industry code 4312;
- Addition of business line "Other short-term accommodation activities" – Industry code 5520;
- Addition of business line "Restaurants and mobile food service activities" – Industry code 5610;
- Addition of business line "Rental and leasing, without operator, of other machinery, equipment and tangible goods. Detail: Rental of machinery, equipment and other tangible goods without operator (unclassified elsewhere)" – Industry code 7730.

3. Approval of the results of the business line update of Vinacomin – Ha Lam Coal Joint Stock Company pursuant to Prime Minister's Decision No. 36/2025/QĐ-TTg:

3.1. List of business lines remaining unchanged (same name as current business lines): 14 business lines

Current business lines of Vinacomin – Ha Lam Coal Joint Stock Company			Updated business lines pursuant to Decision No. 36/2025/QĐ-TTg	
No.	Code	Name	Code	Name
1	0510	Mining and agglomeration of hard coal (Main)	0510	Mining and agglomeration of hard coal (Main)
2	0520	Mining and agglomeration of lignite	0520	Mining and agglomeration of lignite
3	0990	Support activities for other mining and quarrying	0990	Support activities for other mining and quarrying
4	2011	Manufacture of basic chemicals	2011	Manufacture of basic chemicals
5	3315	Repair and maintenance of transport equipment (except automobiles, motorcycles, mopeds and other motor vehicles)	3315	Repair and maintenance of transport equipment (except automobiles, motorcycles, mopeds and other motor vehicles)
6	3320	Installation of industrial machinery and equipment	3320	Installation of industrial machinery and equipment
7	3700	Water drainage and wastewater treatment	3700	Water drainage and wastewater treatment
8	4291	Construction of hydraulic structures	4291	Construction of hydraulic structures
9	4292	Construction of mining and quarrying facilities	4292	Construction of mining and quarrying facilities
10	4293	Construction of manufacturing facilities	4293	Construction of manufacturing facilities

Current business lines of Vinacomin – Ha Lam Coal Joint Stock Company			Updated business lines pursuant to Decision No. 36/2025/QĐ-TTg	
No.	Code	Name	Code	Name
11	4299	Construction of other civil engineering projects	4299	Construction of other civil engineering projects
12	4321	Electrical installation	4321	Electrical installation
13	5629	Other food and beverage services	5629	Other food and beverage services
14	7120	Technical testing and analysis. Detail: Inspection of hydraulic props and hydraulic jacks used in underground mining	7120	Technical testing and analysis. Detail: Inspection of hydraulic props and hydraulic jacks used in underground mining

3.2. List of business lines with name changes (code unchanged): 7 business lines

Current business lines of Vinacomin – Ha Lam Coal Joint Stock Company			Updated business lines pursuant to Decision No. 36/2025/QĐ-TTg	
No.	Code	Name	Code	Name
1	3312	Repair of machinery and equipment	3312	Repair and maintenance of machinery and equipment
2	3314	Repair of electrical equipment	3314	Repair and maintenance of electrical equipment
3	3319	Repair of other equipment	3319	Repair and maintenance of other equipment
4	3511	Electric power generation	3511	Electric power generation from non-renewable energy sources. Detail: Electric power generation from other non-renewable energy sources (diesel)
5	5510	Short-term accommodation activities	5510	Hotels and similar accommodation
6	7020	Management consulting activities	7020	Management consulting activities and other management consulting activities
7	7110	Architectural and related technical consulting activities. Detail: Supervision of construction and completion of mining works; supervision of construction and completion of civil and industrial works; supervision of installation of equipment and mining	7110	Architectural and related technical consulting activities. Detail: Supervision of construction and completion of mining works; supervision of construction and completion of civil and industrial works; supervision of installation of equipment

Current business lines of Vinacomin – Ha Lam Coal Joint Stock Company			Updated business lines pursuant to Decision No. 36/2025/QĐ-TTg	
		<i>technology; supervision of construction of mechanical equipment for mining works; supervision of construction and completion of works: civil, industrial and technical infrastructure; Surveying and mapping activities</i>		<i>and mining technology; supervision of construction of mechanical equipment for mining works; supervision of construction and completion of works: civil, industrial and technical infrastructure; Surveying and mapping activities</i>

3.3. List of business lines with code changes (name unchanged): 1 business line

Current business lines of Vinacomin – Ha Lam Coal Joint Stock Company			Updated business lines pursuant to Decision No. 36/2025/QĐ-TTg	
No.	Code	Name	Code	Name
1	3512	Transmission and distribution of electricity. <i>Detail: Electricity distribution activities, retail electricity activities</i>	3513	Transmission and distribution of electricity. <i>Detail: Electricity distribution activities, retail electricity activities</i>

3.4. Proposed addition of 10 new business lines:

No.	Code	Business line name
1	0210	Afforestation, forest care and nursing of forest tree cultivars
2	2591	Forging, pressing, stamping and roll-forming of metal; powder metallurgy
3	2592	Machining; treatment and coating of metals
4	3512	Electric power generation from renewable energy sources. <i>Detail: Solar power</i>
5	4102	Construction of non-residential buildings
6	4311	Demolition
7	4312	Site preparation
8	5520	Other short-term accommodation activities
9	5610	Restaurants and mobile food service activities
10	7730	Rental and leasing, without operator, of other machinery, equipment and tangible goods. <i>Detail: Rental of machinery, equipment and other tangible goods without operator (unclassified elsewhere)</i>

3.5. Full list of business lines after review (comprising all 22 current lines plus 10 proposed additions):

No.	Code	Business line name
1	0210	Afforestation, forest care and nursing of forest tree cultivars
2	0510	Mining and agglomeration of hard coal (Main)
3	0520	Mining and agglomeration of lignite
4	0990	Support activities for other mining and quarrying
5	2011	Manufacture of basic chemicals. Detail: Manufacture of nitrogen gas (N ₂)
6	2591	Forging, pressing, stamping and roll-forming of metal; powder metallurgy
7	2592	Machining; treatment and coating of metals
8	3312	Repair and maintenance of machinery and equipment
9	3314	Repair and maintenance of electrical equipment
10	3315	Repair and maintenance of transport equipment (except automobiles, motorcycles, mopeds and other motor vehicles)
11	3319	Repair and maintenance of other equipment
12	3320	Installation of industrial machinery and equipment
13	3511	Electric power generation from non-renewable energy sources. Detail: Electric power generation from other non-renewable energy sources (diesel)
14	3512	Electric power generation from renewable energy sources. Detail: Solar power
15	3513	Transmission and distribution of electricity. Detail: Electricity distribution activities, retail electricity activities
16	3700	Water drainage and wastewater treatment
17	4102	Construction of non-residential buildings
18	4291	Construction of hydraulic structures
19	4292	Construction of mining and quarrying facilities
20	4293	Construction of manufacturing facilities
21	4299	Construction of other civil engineering projects
22	4311	Demolition
23	4312	Site preparation
24	4321	Electrical installation
25	5510	Hotels and similar accommodation
26	5520	Other short-term accommodation activities
27	5610	Restaurants and mobile food service activities
28	5629	Other food and beverage services

No.	Code	Business line name
29	7020	Management consulting activities and other management consulting activities
30	7110	Architectural and related technical consulting activities. Detail: Supervision of construction and completion of mining works; supervision of construction and completion of civil and industrial works; supervision of installation of equipment and mining technology; supervision of construction of mechanical equipment for mining works; supervision of construction and completion of works: civil, industrial and technical infrastructure; Surveying and mapping activities
31	7120	Technical testing and analysis. Detail: Inspection of hydraulic props and hydraulic jacks used in underground mining
32	7730	Rental and leasing, without operator, of other machinery, equipment and tangible goods. Detail: Rental of machinery, equipment and other tangible goods without operator (unclassified elsewhere)

* Total current business lines of the Company: 22 business lines.

* Total business lines of the Company after review: 32 business lines (*comprising 22 current lines and 10 proposed additions*).

In order to establish the legal basis for organizing and deploying production and business activities in accordance with the law, the Company respectfully submits the foregoing to the General Meeting of Shareholders for consideration and approval of the amendments and supplements to the Company's Charter./

Recipients :

- Company's Shareholders;
- Mechanical, Electrical & Transportation Department (posted on Website and disclosed);
- State Securities Commission; Hanoi Stock Exchange;
- Archived in General Meeting file.

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

(signed)

Nguyen Trong Tot

Quang Ninh, April 23, 2026

No.: 74 /BC-HDQT

**REPORT OF THE
INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS**

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

Pursuant to Clause 3, Article 277 and Clause 4, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin - Halam Coal Joint Stock Company.

An independent member of the Board of Directors of Vinacomin - Halam Coal Joint Stock Company reports on the performance of the company's Board of Directors in 2025 as follows:

The company's Board of Directors has worked with a sense of responsibility and transparency in governance, strictly adhering to regulations for public companies. Meetings of the Board of Directors were convened in a timely manner and conducted in accordance with the procedures prescribed in the Charter, the Internal Corporate Governance Regulations, and the Regulations on the Operation of the Board of Directors. The content of each meeting was thoroughly and carefully discussed and evaluated by the Board members to provide directions and solutions that would bring the greatest benefit to the company.

Issues related to business strategy, market expansion, investment in technology equipment, and the development of management systems are regularly reviewed and evaluated by the Board of Directors in periodic meetings.

Resolutions and decisions of the Board of Directors at all meetings are approved by the Board of Directors by majority vote; meeting minutes and resolutions are prepared fully and truthfully, and signed by all members of the Board of Directors who attended the meeting.

1. Regarding organizational structure

The Board of Directors consists of 5 members, including 2 non-executive members and 1 independent member; there were personnel changes on the Board of Directors during the year; however, all members of the Board of Directors immediately adapted to their duties; they fully and actively participated in planning, compliance control, and critical review activities to reach consensus and ensure good corporate governance practices according to standards.

2. Regarding the operating mechanism

In 2025, the Board of Directors held 31 meetings, both in-person and online. These meetings were convened and conducted according to a specific schedule, with thorough preparation of documents, in compliance with the company's charter, the Board of Directors' operating regulations, and applicable laws. The content of the meetings was discussed, debated, and evaluated carefully by the Board members, leading to a high degree of consensus.

Issues related to strategy, business plans, finance, and the development of management systems within the company are discussed and closely monitored between the Board of Directors and the company's management.

Changes and adjustments to the production and business plan, investment plan, and new proposals were independently studied on a scientific basis and subject to review and counter-arguments between the Board of Directors and the Executive Management.

Regular, planned, or unscheduled inspections of the business performance and other important issues of interest to the Board of Directors will be conducted to ensure accuracy and improve the quality of decision-making.

3. Regarding the results of management and supervision work.

Overall, the Board of Directors has performed its role well in implementing the plans, policies, and strategic directions approved by the General Meeting of Shareholders.

The Board of Directors has complied with corporate governance regulations, convening meetings to provide timely guidance and issue decisions appropriate to the actual production and business situation.

The Board of Directors has fulfilled its role and responsibilities in directing, supervising, and supporting the Executive Board in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations while harmonizing the interests of the Company and its shareholders.

Members of the Board of Directors holding positions in the Executive Management attended all regular and extraordinary meetings of the Executive Management. Important decisions of the Executive Management were analyzed, reviewed, and consulted with members of the Board of Directors/the Chairman of the Board of Directors to ensure the Company's interests.

Board members proactively identify their roles and responsibilities towards the management board and share experiences, interact, and exchange information with the Executive board regarding company governance.

4. Conclusion

The Board of Directors has fully performed its function as the owners' representative in supervising the Company's operations, providing appropriate

direction and timely guidance to ensure the efficient use of resources to achieve the targets set by the General Meeting of Shareholders, based on compliance with the law and the Company's charter.

In addition to performing its management and supervisory functions regarding the Board of Directors' operations, the Board of Directors has closely coordinated with the Board of Directors to proactively seek solutions to overcome difficulties in production and business in 2025 to achieve the highest efficiency.

Overall, in 2025, despite numerous difficulties in production and business, especially unexpected objective factors and sales challenges, the Board of Directors, with a high sense of responsibility, unity, and cooperation, implemented appropriate solutions in supervising and directing the Executive Board to execute the resolutions of the General Meeting of Shareholders and the Board of Directors, achieving production and business results and ensuring the interests of the Company and its shareholders.

As a result, all members of the company's Board of Directors in 2025 were rated as having performed their duties well to excellently.

I have just presented my report, in my capacity as an Independent Member of the Board of Directors, evaluating the performance of the Board of Directors in 2025, and respectfully submit it to the General Meeting of Shareholders and esteemed shareholders.

Sincerely./.

Recipient:

- Shareholders of the Company;
- Board of Directors , Board of Supervisors ;
- Authorized Person for Information Disclosure;
- Corporate Secretariat (Information Disclosure);
- State Securities Commission, Hanoi Stock Exchange;
- Saved: Board of Directors .

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**

(signed)

Mai Huy Trung

Quang Ninh, April 23, 2026

NOTIFICATION

Regarding the list of related persons of the internal person

To: The General Meeting of Shareholders of Vinacomin - Halam Coal Joint Stock Company

Pursuant to Point a, Clause 45 and Point d, Clause 46, Article 4 of the Law on Securities dated November 26, 2019, providing definitions of "internal person" and "related persons of internal persons";

Pursuant to Point a, Clause 4, Article 164 of the Law on Enterprises dated June 17, 2020, stipulating the disclosure of the list of related persons of internal persons at the Annual General Meeting of Shareholders;

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

Pursuant to Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin - Halam Coal Joint Stock Company.

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

In 2025, the internal persons and related persons of internal persons of the Company comprised 131 individuals, including:

13 internal persons of the Company holding positions such as: Chairman of the Board of Directors, members of the Board of Directors, Director, Deputy Directors, Chief Accountant; Head of the Board of Supervisors, members of the Board of Supervisors, and the Secretary – Person in charge of Corporate Governance.

118 related persons of internal persons, who are family members of the internal persons, including: father, mother, adoptive father, adoptive mother, father-in-law, mother-in-law, husband's father, husband's mother, wife's father, wife's mother, spouse, biological children, adopted children, daughter-in-law, son-in-law, brothers, sisters, siblings-in-law of the 13 internal persons.

Information regarding internal persons and their related persons has been disclosed by the Company prior to the General Meeting in accordance with applicable laws and regulations.

The Board of Directors of Vinacomin - Halam Coal Joint Stock Company respectfully informs the General Meeting for acknowledgement.

(Details are included in the list of 1, 3, 1 insiders and related parties of insiders)

Recipient:

- Shareholders (accessible via Website);
- Board of Directors and Board of Supervisors of the Company;
- Advisory Department;
- State Securities Commission; Hanoi Stock Exchange;
- Secretary; General Meeting Dossier.

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

(signed)

Nguyen Trong Tot

LIST

(Attached to Notice No. 75 /TB-HDQT dated April 23, 2026)

No.	Stock code	Full name	Position at the company	Relationship with the internal person	Note
(1)	(2)	(3)	(4)	(5)	(6)
1	HLC	Nguyen Trong Tot	Chairman of the Board of Directors		
1.01		Bui Thi Hoa		Wife	
1.02		Nguyen Mai Quynh		Daughter	
1.03		Nguyen Dinh Tin		Son-in-law	
1.04		Nguyen Quynh Trang		Daughter	
1.05		Nguyen Thi Chien		Older sister	
1.06		Nguyen Cong Thuan		Brother-in-law	
1.07		Nguyen Thi Huyen		Older sister	
1.08		Dinh Van Mien		Brother-in-law	
1.09		Dinh Thi Nguyen		Mother-in-law	
2	HLC	Vu Ngoc Thang	Member of the Board of Directors / Director		
2.01		Vu Huu Hop		father	
2.02		Nguyen Thi Mang		Mother	
2.03		Nguyen Quang Vinh		Father-in-law	
2.04		Pham Thi Suu		Mother-in-law	
2.05		Nguyen Thi Hang		Wife	
2.06		Vu Minh Duc		child	
2.07		Vu Minh Dat		child	
2.08		Vu Thi Kien		Younger sister	
2.09		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		Older 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		child	
3.08		Bui Thanh Phuc Hung		child	
4	HLC	Nguyen Van Son	Member of the Board of Directors		
4.01		Dao Xuan Bao		Father-in-law	
4.02		Nguyen Thi Thuoc		Mother-in-law	

No.	Stock code	Full name	Position at the company	Relationship with the internal person	Note
4.03		Dao Thi Ha		Wife	
4.04		Nguyen Son Tung		biological child	
4.05		Bui Bich Phuong		Daughter-in-law	
4.06		Nguyen Son Bach		child	
4.07		Nguyen Van Thanh		Older brother	
4.08		Bui Thi Thu Huong		Sister-in-law	
4.09		Nguyen Hong Nga		older sister	
4.10		Tran Van Hoa		Brother-in-law	
4.11		Nguyen Hong Ha		older sister	
5	HLC	Mai Huy Trung	Member of the Board of Directors		
5.01		Mai Huu Phan		father	
5.02		Le Thi Bich Hang		Wife	
5.03		Mai Quoc Hung		child	
5.04		Mai Manh Hung		child	
5.05		Nguyen Thi Yen Anh		Daughter-in-law	
5.06		Mai Thi Thuy Anh		older 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 Board of Supervisors		
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		child	
6.07		Tran Binh Minh		child	
6.08		Tran Anh Tuan		Older brother	
6.09		Nguyen Thi Phuong		wife	
7	HLC	Truong Ngoc Linh	Member of the Board of Supervisors		
7.01		Nguyen Thi Thuc		Mother-in-law	
7.02		Trinh Thi Thao		Wife	
7.03		Truong Manh Hai		child	
7.04		Truong Manh Cuong		child	
7.05		Truong Thi Quynh		older sister	
7.06		Nguyen Ba Ho		Brother-in-law	

No.	Stock code	Full name	Position at the company	Relationship with the internal person	Note
7.07		Truong Van Chinh		younger sibling	
7.08		Nguyen Thi Tuyen		sister-in-law	
8	HLC	Tran Thi Ngan	Member of the Board of Supervisors		
8.01		Nguyen Son Tung		child	
8.02		Duong Thi Hoa		Mother	
8.03		Tran Thi Hien		older sister	
8.04		Tran Van Khiem		Older brother	
8.05		Tran Thi Hue		older sister	
8.06		Tran Thi Hanh		older sister	
8.07		Tran Van Khien		younger sibling	
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 child	
9.07		Do Trung Kien		biological child	
9.08		Do Minh Thuy		Younger 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		child	
10.07		Nguyen Thai Son		child	
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	
11.06		Nguyen Minh Tuan		child	
11.07		Nguyen Duy Hung		child	

No.	Stock code	Full name	Position at the company	Relationship with the internal person	Note
11.08		Nguyen Thi Loan		Older sister	
11.09		Nguyen Van Duc		Older brother	
11.10		Nguyen Van Viet		Older 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 Thuoc		Husband	
12.05		Vu Thi Hoai Phuc		child	
12.06		Vu Xuan Duc Long		child	
12.07		Vu Thi Minh Dung		younger sibling	
12.08		Hoang Van Kien		Brother-in-law	
13	HLC	Lieu Hong Minh	Person in charge of Corporate Governance / Company Secretary		
13.01		Tran Thi Thanh Trang		Wife	
13.02		Lieu Minh Khoi		child	
13.03		Lieu Tran Minh Ngoc		child	
13.04		Lieu Hong Sinh		father	
13.05		Le Thi Huong		Mother-in-law	
13.06		Lieu Hong Thang		younger sibling	
13.07		Bui Thi Phuong Anh		sister-in-law	



VIETNAM NATIONAL COAL -
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED
VINACOMIN-HALAM COAL JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Quang Ninh, April 23, 2026

No.: 74 /BC-HDQT

REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

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

Pursuant to Clause 3, Article 277 and Clause 4, Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin - Halam Coal Joint Stock Company.

An independent member of the Board of Directors of Vinacomin - Halam Coal Joint Stock Company reports on the performance of the company's Board of Directors in 2025 as follows:

The company's Board of Directors has worked with a sense of responsibility and transparency in governance, strictly adhering to regulations for public companies. Meetings of the Board of Directors were convened in a timely manner and conducted in accordance with the procedures prescribed in the Charter, the Internal Corporate Governance Regulations, and the Regulations on the Operation of the Board of Directors. The content of each meeting was thoroughly and carefully discussed and evaluated by the Board members to provide directions and solutions that would bring the greatest benefit to the company.

Issues related to business strategy, market expansion, investment in technology equipment, and the development of management systems are regularly reviewed and evaluated by the Board of Directors in periodic meetings.

Resolutions and decisions of the Board of Directors at all meetings are approved by the Board of Directors by majority vote; meeting minutes and resolutions are prepared fully and truthfully, and signed by all members of the Board of Directors who attended the meeting.

1. Regarding organizational structure

The Board of Directors consists of 5 members, including 2 non-executive members and 1 independent member; there were personnel changes on the Board of Directors during the year; however, all members of the Board of Directors immediately adapted to their duties; they fully and actively participated in planning, compliance control, and critical review activities to reach consensus and ensure good corporate governance practices according to standards.

2. Regarding the operating mechanism

In 2025, the Board of Directors held 31 meetings, both in-person and online. These meetings were convened and conducted according to a specific schedule, with thorough preparation of documents, in compliance with the company's charter, the Board of Directors' operating regulations, and applicable laws. The content of the meetings was discussed, debated, and evaluated carefully by the Board members, leading to a high degree of consensus.

Issues related to strategy, business plans, finance, and the development of management systems within the company are discussed and closely monitored between the Board of Directors and the company's management.

Changes and adjustments to the production and business plan, investment plan, and new proposals were independently studied on a scientific basis and subject to review and counter-arguments between the Board of Directors and the Executive Management.

Regular, planned, or unscheduled inspections of the business performance and other important issues of interest to the Board of Directors will be conducted to ensure accuracy and improve the quality of decision-making.

3. Regarding the results of management and supervision work.

Overall, the Board of Directors has performed its role well in implementing the plans, policies, and strategic directions approved by the General Meeting of Shareholders.

The Board of Directors has complied with corporate governance regulations, convening meetings to provide timely guidance and issue decisions appropriate to the actual production and business situation.

The Board of Directors has fulfilled its role and responsibilities in directing, supervising, and supporting the Executive Board in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations while harmonizing the interests of the Company and its shareholders.

Members of the Board of Directors holding positions in the Executive Management attended all regular and extraordinary meetings of the Executive Management. Important decisions of the Executive Management were analyzed, reviewed, and consulted with members of the Board of Directors/the Chairman of the Board of Directors to ensure the Company's interests.

Board members proactively identify their roles and responsibilities towards the management board and share experiences, interact, and exchange information with the Executive board regarding company governance.

4. Conclusion

The Board of Directors has fully performed its function as the owners' representative in supervising the Company's operations, providing appropriate

direction and timely guidance to ensure the efficient use of resources to achieve the targets set by the General Meeting of Shareholders, based on compliance with the law and the Company's charter.

In addition to performing its management and supervisory functions regarding the Board of Directors' operations, the Board of Directors has closely coordinated with the Board of Directors to proactively seek solutions to overcome difficulties in production and business in 2025 to achieve the highest efficiency.

Overall, in 2025, despite numerous difficulties in production and business, especially unexpected objective factors and sales challenges, the Board of Directors, with a high sense of responsibility, unity, and cooperation, implemented appropriate solutions in supervising and directing the Executive Board to execute the resolutions of the General Meeting of Shareholders and the Board of Directors, achieving production and business results and ensuring the interests of the Company and its shareholders.

As a result, all members of the company's Board of Directors in 2025 were rated as having performed their duties well to excellently.

I have just presented my report, in my capacity as an Independent Member of the Board of Directors, evaluating the performance of the Board of Directors in 2025, and respectfully submit it to the General Meeting of Shareholders and esteemed shareholders.

Sincerely./.

Recipient:

- Shareholders of the Company;
- Board of Directors , Board of Supervisors ;
- Authorized Person for Information Disclosure;
- Corporate Secretariat (Information Disclosure);
- State Securities Commission, Hanoi Stock Exchange;
- Saved: Board of Directors .

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**

(signed)

Mai Huy Trung



No.: 27 /BC-BKS

Quang Ninh, April 2026

REPORT
of the Board of Supervisors on the assessment of Board of Directors
performance and the General Director's management in 2025.

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

*Pursuant to the Charter on organization and operation of Vinacomin -
Halam Coal Joint Stock Company dated April 26, 2021;*

*Pursuant to the Regulations on the operation of the Board of Supervisors of
Vinacomin - Halam Coal Joint Stock Company dated April 26, 2021.;*

The Board of Supervisors of Vinacomin - Halam Coal Joint Stock Company reports to the Annual General Meeting of Shareholders in 2026 on the Board of Supervisors's performance in 2025 and the evaluation report on the management work of the Board of Directors and the Company Director in 2025; and the Board of Supervisors's operational direction for 2026 as follows:

**I. RESULTS OF THE BOARD OF SUPERVISORS'S ACTIVITIES IN
2025**

1. Activities of the Board of Supervisors .

***1.1. Regarding the organization and personnel of the Board of Supervisors
for the term 2023-2028, it is as follows :***

No.	Member of the Board of Supervisors	Position	Note
1	Mr. Luong Xuan Quang	Head of the Board of Supervisors	Elected at the 2023 Annual General Meeting of Shareholders on April 25, 2023; Dismissal at the Extraordinary General Meeting of Shareholders in 2025 (second time) from November 28, 2025.
2	Mr. Tran Thanh Tung	Head of the Board of Supervisors	Elected at the Extraordinary General Meeting of Shareholders in 2025 (2nd time) November 28, 2025
3	Mr. Truong Ngoc Linh	Member of the Board of Supervisors	Elected at the 2023 Annual General Meeting of Shareholders. from April 25, 2023
4	Mrs. Tran Thi Ngan	Member of the Board of Supervisors	Elected at the 2023 Annual General Meeting from April 25, 2023

1.2. Regarding the activities of the Board of Supervisors in 2025:

In 2025, the Company's Board of Supervisors fully performed its duties and responsibilities in inspecting and supervising the management, operation, and business activities of the Company, as well as the operational direction of the Board of Supervisors approved by the 2025 Annual General Meeting of Shareholders , specifically:

- Board of Supervisors's work plan for 2025 includes conducting regular monitoring, periodic reporting, and inspecting and supervising several thematic areas related to the management and operation of production and business activities within the Company. The inspection and monitoring plan will be sent to the Board of Directors, the Board of Management, and widely publicized throughout the Company.

- During the year, the Board of Supervisors held 11 meetings. These meetings complied with the regulations of the Enterprise Law and the Company's Charter. The content of each meeting included an assessment of work performed during the quarter, or an investigation into any unforeseen circumstances. All members participated in the meetings, exercising their equal right to contribute their opinions before agreeing on the minutes.

- At the end of 2025 , each member of the Board of Supervisors conducted a self-assessment of their supervisory activities according to their assigned functions and duties.

- Supervise the Board of Directors and the Director in the management and administration of the Company. Supervise compliance with the Charter and the implementation of Resolutions approved by the General Meeting of Shareholders.

- Through participation in regular and periodic meetings of the Board of Directors and the Executive Body, the Board of Supervisors has been able to obtain timely information and promptly make proposals and recommendations to the Board of Directors in relation to management, administration, and the implementation of internal governance regulations.

- In 2025, the Board of Supervisors will fully perform its functions and duties in accordance with the Enterprise Law, the Company Charter, the regulations and rules of TKV and the Company, and in accordance with Plan No. 33/KH-KS dated December 27, 2024, of the Company's Board of Supervisors on the issuance of the supervisory work plan for 2025, specifically:

i) Notice No. 01/-TB-BKS dated February 7, 2025, regarding the inspection and supervision of several management areas in the fourth quarter and the entire year of 2024, with the following contents:

- Monitoring the implementation of the 2024 production and business plan and the 2024 investment and construction plan; Checking the implementation of the 2024 Shareholders' Meeting resolution and the business coordination plan between the Company and TKV.

- Monitoring the implementation of the 2024 production and business plan, and monitoring several management areas (*procurement and use of materials; outsourcing; repair of fixed assets; labor, wages, use of the economic and legal fund; investment in construction,*) in 2024.

- Review the 2024 financial statements; examine the use and preservation of capital, and the efficiency of the company's production and business operations .

- Monitor the implementation of the Board of Supervisors's recommendations for 2024.

ii) Notice No. 07/TB-BKS dated May 5, 2025, regarding the monitoring of several management areas in the first quarter of 2025, with the following contents:

- Review the financial statements for the first quarter of 2025.

- Monitoring the implementation of the production and business plan for the first quarter of 2025.

- Monitoring several management areas (*Procurement, use of materials; Outsourcing; Repair of fixed assets; Land management, resources, mine boundaries, environmental work,*) . Scope of monitoring: Q1/2025 and relevant preceding periods.

- Other duties as assigned by the Board of Supervisors.

iii) Notice No. 11/TB-BKS dated July 7, 2025, regarding the inspection and supervision of several management areas in the first six months of 2025, with the following contents:

- Monitoring the implementation of the production and business plan for the first six months of 2025.

- Review the financial statements for the first six months of 2025.

- Monitoring several management areas (*Procurement, use of materials; Outsourcing; Repair of fixed assets; Investment and construction; Labor and wages, personnel work,*) . Scope of monitoring: the first six months of 2025 and relevant preceding periods.

- Other duties as assigned by the Board of Supervisors.

iv) Notice No. 14/TB-BKS dated October 9, 2025, regarding the inspection and supervision of several management areas during the first nine months of 2025, with the following contents:

- Monitoring the implementation of the production and business plan for the first 9 months of 2025.

- Review the financial statements for the first nine months of 2025.

- Monitoring several management areas (*Procurement, use of materials; Outsourcing; Repair of fixed assets; Investment in construction, product acceptance, safety work,*) . Scope of monitoring: 9 months of 2025.

- Monitor the implementation of conclusions and recommendations of the Company's Board of Supervisors; inspection and supervision teams of TKV; and inspections and supervisions conducted by Ministries, the State Audit Office, the Government Inspectorate, and local departments and agencies (if any) at the Company in 2025.

2. Evaluating the performance of the Board of Directors and the Company's Director in 2025

2.1. Evaluating the performance of the Board of Directors

The Board of Directors has clearly demonstrated its functions and responsibilities in guiding and managing the Company within its scope of authority.

The Board of Directors has performed its duties diligently and transparently, implementing strict management to ensure the interests of the Company and its shareholders are protected .

In 2025, the Company's Board of Directors closely followed the Charter, regulations, rules, and operational program to organize and implement its activities. During 2025, the Board of Directors held 31 meetings and issued 39 resolutions. In addition, the Board of Directors directed:

- Strengthen the management and operation of units performing production and business tasks according to the orientation and plan assigned by TKV, ensuring compliance with the unified management system and operational discipline of TKV;
- Review and revise the regulations in the company's operational and management areas, in accordance with current regulations;
- Fully and truthfully prepare reports on production and business performance, monitoring reports, and reports from the representative of TKV's capital stake to the Owner.
- Transitioning the investment plan for projects scheduled for implementation in 2025;
- Through medium- and long-term capital mobilization plans, funding will be provided for projects;
- Through the plan for using the reward and welfare fund in 2025;
- Approving the plan for the appointment process for the Company's Deputy Director; Department Head; Supervisor,
- To issue, supplement, amend, and improve internal regulations to provide a basis for the Company's operations to become increasingly clear and transparent.

During its operation, the Board of Directors has directed and supervised the Board of Management in implementing the resolutions passed by the General Meeting of Shareholders, while also evaluating and monitoring the activities of the Board of Management.

The Board of Directors always adheres to the Company's Charter and State laws, and provides effective solutions to help the Company overcome difficulties and fulfill its production and business plan.

2.2. Evaluating the performance of the Company Director

The Director is responsible for carrying out assigned tasks, ensuring the maintenance of production and business operations, managing and utilizing capital and asset resources; using capital for its intended purpose in production and business; complying with legal regulations in business, fulfilling all financial obligations to the state as prescribed; strictly managing the Company's assets and capital; and ensuring employment and income for employees.

- Organize and implement the Resolutions and Decisions of the Board of Directors and the business cooperation contract between the Vietnam National Coal and Mineral Industries Holding Corporation Limited.

- Timely propose solutions to the Board of Directors to improve the company's operational efficiency and management.
- Proactively develop and issue other management documents within the Company under your management authority .
- Manage the company's daily production and business operations in accordance with the law, the company's charter, and the decisions of the Board of Directors.
- In accordance with the signed labor agreements and employment contracts, the management of salaries, bonuses, salary increases, promotions, etc., is carried out in strict compliance with the law and company regulations.
- Directly supervise the implementation of the Company's production and business plan, basically achieving the economic and technical targets according to the Company's General Shareholders' Meeting Resolution and the Business Cooperation Agreement with TKV .
- Revise, supplement, and issue regulations to suit management and operational work;
- Fulfill all financial obligations to the state;
- Strengthening management work such as: Investment and construction work; Salary management; Land management; Mine boundary resource management; Materials management; Asset repair work; Outsourcing; Safety; Cost management contracting; Acceptance testing...

General comments

Through its oversight activities, the Company's Board of Supervisors assessed that the Board of Directors and the Board of Management have implemented the contents of the 2025 Annual General Meeting Resolution. All proposals submitted by the Director for approval by the Board of Directors fall within the Board's authority and have been implemented on schedule and effectively. The company has managed and utilized resources effectively, preserving capital; invested strategically; selected contractors in accordance with the procedures stipulated by law; and achieved the planned profit targets in its production and business operations.

The Board of Management complies with the law and the Company's regulations in its management and operations; no staff member has violated the law.

Regarding the disclosure of related parties and related interests: The company has also fully complied with the relevant regulations.

In 2025, the Company's Board of Supervisors successfully fulfilled its supervisory duties in accordance with the functions and powers stipulated in the Company Charter, the Board of Supervisors's operating regulations, and relevant legal provisions. It prevented and warned of operational risks, promoted compliance with the Company's regulations, rules, charter, and state laws, contributing to improved production and business efficiency and the preservation of the Company's capital and assets.

Within its authority and responsibilities, the Board of Supervisors assesses that the Board of Directors and the Company's Director have performed their functions and duties correctly, in accordance with regulations and the Enterprise Law, as well

as the Company's charter , and have promptly implemented the Decisions and Resolutions of the General Meeting of Shareholders and the Board of Directors. The Board of Supervisors finds no irregularities in the activities of the Board of Directors, the Board of Management, and the Company's management staff.

In 2025, the Board of Supervisors did not receive any complaints or denunciations from shareholders regarding the management and operation of the Board of Directors and the Board of Management of the Company.

3. Supervise the disclosure of related persons and related interests..

The company has included the Related Parties and Related Interests report in its semi-annual and annual management reports. It also discloses information on the stock market , and this information is reported annually to the Company 's Annual General Meeting of Shareholders .

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

The Board of Directors, the Board of Supervisors , 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 policies currently in force by the Company and approved by the 2025 Annual General Meeting of Shareholders as follows:

a) Total remuneration and payment schedule for the Board of Directors and Board of Supervisors in 2025.

No.	Job title	Number	Total (VND)	80% has been spent. (VND)	The remaining 20% (VND)	Note
1	Board of Directors	3	175,200,000	140,160,000	35,040,000	The remaining 20% will be paid. 2026
2	Board of Supervisors	2	112,800,000	90,240,000	22,560,000	
	Total		288,000,000	230,400,000	57,600,000	

** The level and payment of remuneration to the Board of Directors and the Board of Supervisors shall be implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.*

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

No.	Job title	Number	Total (VND)	80% has been spent. (VND)	The remaining 20% (VND)	Note
1	independent members of the	1	276,000,000	220,800,000	55,200,000	The remaining

	Board of Directors in 2025					20% will be paid in 2026.
	Total		276,000,000	220,800,000	55,200,000	

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

c) Salaries and salary payments for managers in 2025.

No	Job title	Number	Total (VND)	Expenditures made up to December 31, 2025 (VND)	Remaining (VND)	Note
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 final settlement.
2	Deputy Director, full-time Member of the Board of Directors, full-time Member of the Board of Supervisors.	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 Board of Supervisors, the Board of Directors, and the Executive Board

The Board of Supervisors, the Board of Directors, and the Board of Management of the Company have maintained a close working relationship and coordinated closely on the principle of serving the interests of the Company and its shareholders, in compliance with the law, the Company's Charter, and internal regulations.

The Board of Supervisors is invited to attend meetings of the Board of Directors and the Executive Board, and the Board of Supervisors also invites the Board of Directors and the Executive Board to participate in the Board of Supervisors's inspections and supervision.

The Board of Directors and the Executive Management of the Company have collaborated with the Board of Supervisors in collecting and providing necessary information and documents for inspection and supervision purposes.

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

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

- Based on the annual plans approved by TKV (Vietnam Coal Corporation) (coal mining and consumption; outsourcing tunnel excavation, fixed asset repair, exploratory drilling, recruitment, etc.), the Company proactively develops a plan for implementation to successfully complete the 2026 plan.

- Further strengthen supervision of occupational safety and health, resource protection, mine boundaries, and several management areas such as: procurement and use of materials; investment; outsourcing; contracting, cost management; wages; land management; ...

- Continue to coordinate with relevant agencies to expedite the implementation of the two investment projects that are behind schedule:

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

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

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

- Continue to finalize the land lease procedures for the waste disposal areas of the Ha Lam Coal Mine - Ha Lam Coal Company's mining project below the - 50m level at the waste dump within the project to renovate and expand the open pit area of zone II, seam 11. Proceed with the preparation of documents and procedures for leasing land in the ventilation shaft area at the +185m level in the North Main Waste Dump - Ha Tu Ward to serve production.

- Please note that payments for goods and services must be made on time according to the contract, and payments of wages to employees and other payments exceeding 5 million VND must be made via bank transfer to minimize the risk of deductible value-added tax and ensure that expenses are considered legitimate when calculating corporate income tax.

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

II OPERATIONAL PLAN OF THE BOARD OF SUPERVISORS FOR 2026

1. Supervise the activities of the Board of Directors through the implementation of the 2026 General Meeting of Shareholders' Resolutions, the issuance of resolutions of regular and extraordinary meetings of the Board of Directors, the issuance of regulations and rules, and the supervision of the Executive Management Board in organizing the implementation of resolutions and compliance with issued resolutions, regulations, and rules in each area and field.

2. Supervise the activities of the Director through the implementation of resolutions of the Board of Directors and the General Meeting of Shareholders, compliance with internal regulations and State laws, and the performance of planned targets in accordance with the General Meeting of Shareholders' resolutions and the business cooperation contract with TKV.

3. Develop inspection and supervision plans and closely coordinate with the Board of Directors and the Director to organize the implementation of the general control program and thematic inspections.

4. Supervise the audit process and audit reports of independent auditing firms conducting audits at the Company; exchange and discuss with independent auditors on audit scope, content, and existing issues (if any).

5. Appraise the Company's semi-annual and annual financial statements; review monthly/quarterly figures for certain key items that significantly affect financial results.

6. Supervise the implementation of the Annual General Meeting of Shareholders' resolutions and the Company's Employees' Conference resolutions.

7. Conduct supervision and inspection of selected thematic areas under the Company's 2026 management scope.

The above is the report on the 2025 performance results of the Board of Supervisors, the report assessing the management performance of the Board of Directors and the Director of the Company in 2025, and the operational plan for 2026 of the Company's Board of Supervisors.

This is respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration..

Sincerely./.

Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors;
- Authorized Person for Information Disclosure;
- CV Department (CBTT)
- Advisory Department (Information Disclosure);
- Archive the General Meeting dossier.

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

(signed)

Tran Thanh Tung



VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION LIMITED
VINACOMIN - HALAM COAL JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 28 /BC-BKS

Quang Ninh, April 23 2026

REPORT
on business production results and audit of the Company's audited
financial statements for 2025.

To: The Annual General Meeting of Shareholders 2026.

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

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

Pursuant to the Regulations on the operation of the Board of Supervisors of Vinacomin - Halam Coal Joint Stock Company dated April 26, 2021;

The Board of Supervisors of Vinacomin - Halam Coal Joint Stock Company reports to the Annual General Meeting of Shareholders (AGM) in 2026 on the assessment of the business performance in 2025 and the appraisal of the audited financial statements for 2025 of Vinacomin - Halam Coal Joint Stock Company (the Company), specifically as follows:

**I. EVALUATION OF THE COMPANY'S BUSINESS PERFORMANCE
IN 2025**

1. General situation

1.1. Advantages:

The company has prepared sufficient production area and resources to serve production in 2025; the implementation solutions are appropriate to the company's characteristics and situation to ensure effectiveness; the company always receives attention, guidance, and support from state management agencies, the Vietnam National Coal And Mineral Industries Holding Corporation Limited (TKV), local authorities, and forces stationed in the area to contribute to ensuring security and order within the enterprise; it has completed the adjustment of the mineral exploitation license according to Decision No. 2394/GP-BNNMT dated June 27, 2025, of the Ministry of Agriculture and Environment and the industrial explosives use license according to License No. 55/GP-ATMT dated November 11, 2025; The land use rights for 05 plots of land are extended until 2038 according to Decisions No. 1394, 1395, 1396, 1397, and 1398 dated December 29, 2025.

1.2. Difficulties:

The company is still facing some difficulties in implementing its 2025 business plan:

- Input costs have increased significantly, especially for materials like steel and construction materials. Several new policies and legal documents will come into effect in 2025, requiring considerable time for updating and understanding before implementation.

- From July 1st, 2025, the implementation of the two-tiered government policy (termending the operation of the district-level government) will affect some work-related matters concerning the submission of applications to state management agencies...

- Recruitment and employment efforts are facing difficulties due to the strong competition from industrial parks and export processing zones, as well as the labor export policies of various localities.

- Water has been exposed in longwall mining area 11-1.10, zone III, seam 11 since November 7, 2024, with a flow rate of $150 \text{ m}^3/\text{h}$. Mining must be temporarily suspended, and work must be carried out according to the solution to address the impact of water and improve safety during mining in longwall mining area 11-1.10, zone III, seam 11, as approved by TKV in document No. 3600/TKV-KCM dated June 23, 2025. This will reduce the planned coal mining progress.

2. Results of implementing the 2025 Annual General Meeting Resolution on some key production and business plan indicators of the Company .

2.1. Results of the implementation of some key indicators:

The business performance results for 2025, as per the 2025 Annual General Meeting Resolution, are as follows:

No.	TARGET NAME	Unit	The 2025 plan was approved by the 2025 Annual General Meeting.	ADJUSTMENT PLAN (CV7326/TKV-KH; QD2754/QD-TKV)	IMPLEMENTATION DATE: 2025	PROPORTION	
						Actual/Plan	Actual/Revised Plan
			1	2	3	4 = 3/1	5 = 3/2
1	Raw coal mining	Ton	2,400,000	2,400,000	2,400,000	100.0	100.0
	- Underground coal mining	"	2,400,000	2,400,000	2,400,000	100.0	100.0
	+ Including CGH longwall coal	"	1,200,000	1,200,000	1,319,233	109.9	109.9
2	CBSX Tunneling	m	12,300	12,300	12,306	100.0	100.0

No.	TARGET NAME	Unit	The 2025 plan was approved by the 2025 Annual General Meeting.	ADJUSTMENT PLAN (CV7326/TKV-KH; QD2754/QD-TKV)	IMPLEMENTATION DATE: 2025	PROPORTION	
						Actual/Plan	Actual/Revised Plan
3	Clean coal produced at the mine.	Ton	749,000	749,000	725,855	96.9	96.9
4	Coal consumption	Ton	2,249,000	2,249,000	2,056,887	91.5	91.5
5	Coal revenue	Tr.dong	3,253,303	3,012,777	2,846,623	87.5	94.5
6	Profit before tax	"	52,047	52,047	102,803	197.5	197.5
7	Average labor	People	3,478	3,478	3,383	97.3	97.3
8	Average salary per person per month	1000 VND	19,944	21,293	21,757	109.1	102.2

*** Comment:**

In 2025, the Company basically completed the coordinated business plan targets as planned by TKV, however, some targets fell short of 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 market in 2025 is expected to be volatile; world coal prices. The price drop has led to changes in customer demand. In addition, the rainy weather has also contributed to this. This caused hydroelectric power plants to increase output, while thermal power plants had to operate at full capacity. Production is operating at a slow pace. These factors directly contribute to the company's inability to sell its coal, leading to high inventory levels. As of December 31, 2025, the company's total coal inventory was 339,722 tons . Of that, clean coal accounted for 319,362 tons (mostly high-quality coal such as: lump 4a.2: 13,062 tons ; lump 5a.1: 11,104 tons ; fine coal 3b.1: 62,835 tons; fine coal 4a.1: 82,392 tons) .

- Clean coal production at the mine was low due to difficulties in the coal market, and coal inventories at both the Vietnam Coal Corporation (TKV) and the Company remained high. In this context, to limit inventory increases, optimize cash flow, and ensure production and business efficiency, the Company proactively adjusted its production structure by reducing the volume of screened clean coal at the mine while increasing the volume of raw coal delivered for processing. Therefore, clean coal production at the mine only reached 96.9% of the plan.

2.2. Results of investment and construction work:

The Company has implemented the 2025 General Shareholders' Meeting Resolution and the 2025 Investment Plan approved by TKV in document No. 7115/TKV-DT dated December 12, 2025, regarding: Announcement of the adjusted 2025 investment plan. Based on the assigned plan, the Company will proceed as follows:

Unit: million VND

N o.	CONTENT	Plan		To be implemen ted in 2025	Ratio of actual/plan (%)	
		The initial investment plan was approved by the General Shareholde rs' Meeting.	Adjusted investme nt plan		Accordi ng to the original plan	Accordi ng to the revised plan
I	Investment implementation	126,100	154,827	149,852	118.8	96.8
II	Disbursement implementation	145,008	182,565	180,084	124.2	98.6

*** Comment :**

Implementing the 2025 capital construction investment plan assigned by TKV, the value of projects implemented in 2025 is VND 149,852 million, reaching 96.8% of the adjusted plan. During the year, the company implemented 8 projects, including: 3 completed projects; 3 projects underway; and 2 projects in the preparation phase.

In 2025, investment activities were carried out in accordance with the regulations of specialized laws and bidding laws, as well as the Company's Investment and Construction Regulations. During the implementation process, the Company selected contractors according to the approved plan. As a result, key projects were completed on schedule, ensuring quality, and put into operation, contributing positively to the Company's business results.

2.3. Results of implementing cost and price management

In accordance with Resolution No. 240-NQ/DU dated January 17, 2025, of the Party Committee of the Company; and Decision 538/QD-TKV dated March 24, 2025, of the General Director of TKV on the promulgation of the overall program for implementing savings and combating waste in TKV in 2025, the Company has issued a decision on key solutions for directing and managing the implementation of the 2025 production and business plan in Decision No. 370/QD-HLC dated January 20, 2025;

and simultaneously issued the Company's program for practicing savings and combating waste in 2025 in Decision No. 1903/QD-HLC dated April 17, 2025.

Cost management has been closely linked to cost savings, controlled and implemented synchronously from the Company to the construction sites and workshops; including the development of cost-saving measures such as: saving fuel, power, furnace support steel and recovery rails, equipment repair costs and promoting rationalization initiatives in production... The Company has been gradually overcoming limitations and actively promoting cost management and cost allocation to become more perfect.

Adhering closely to and effectively implementing the Regulations on Business Cost Management in TKV Companies (Decision No. 1438/QD-TKV dated August 8, 2024), the Company proactively develops and issues a cost-saving and waste prevention program for implementation. In 2025, cost management will become even more rigorous. This contributed to achieving the profit target and saving 76.6 billion VND in contract costs.

Effectively implement the reuse of recovered materials and equipment. The value of recovered materials for reuse in furnaces is 19.8 billion VND. Periodically review and settle accounts to identify high cost increases, analyze incurred cost items, and control finances and production costs monthly to make timely adjustments. Closely follow the direction and management of TKV to develop flexible production and business management plans suitable for each specific period, ensuring the efficiency of the Company's production and business. Maintain good control over the inventory ratio of materials according to TKV regulations (regulation below 6%, the Company achieves 4.63%).

2.4. Mechanization, automation, and operation of some basic tasks to be implemented in 2025:

Completed the transfer of the CGH longwall mining system with a capacity of 600,000 tons/year from CGH 7-3.2 longwall mining system to CGH I-7-5 longwall mining system in Zone I, Seam 7;

Completed the installation of 02 seated personnel hoists at the ventilation shaft level -280 ÷ -150 in Zone III to Zone VI, Seam 10, and the material transport ventilation shaft level -300 ÷ -170 in Zone I, Seam 7;

Completed the installation of 02 shaft hoist lines at the material transport ventilation shaft at levels -280 ÷ -220; and the ventilation shaft at levels -215 ÷ -150 from area III to area VI of seam 10.

2.5. Regarding the organization and training of human resources.

a) Organizational work:

In 2025, the Company completed the organizational restructuring and staffing arrangement in accordance with TKV's regulations as stipulated in Decision No. 2410/QD-TKV dated December 31, 2019, "On the issuance of guidelines for staffing arrangement according to the model."

Human resource training:

To ensure a sufficient workforce of skilled technicians and qualified personnel to meet the company's production and business needs, the company will implement the following training, recruitment, and enrollment programs in 2025:

- 151 people were recruited , including:
 - + 114 furnace workers (Including: 88 graduates from vocational schools, 9 workers from other units within TKV, 14 re-recruited/rehired workers, and 3 workers who have completed their military service).
 - + Furnace electrical and mechanical workers: 3 people (Including: 1 person who graduated from vocational school, 1 newly recruited worker, and 1 worker from another unit within TKV).
 - + Equipment operators: 21 people.
 - + Other workers: 13 people.
- In 2025, the company collaborated with the Vietnam Coal and Mineral Vocational College to recruit and train 192/550 people, achieving 34.9% of the annual plan (including: Underground Mining: 135/450 people recruited, achieving 30% of the plan; Underground Electromechanical: 50/50 people, achieving 100% of the plan; Mine Electromechanical (VHTBM): 7/50 people, achieving 14% of the plan. Self-recruitment: 56/110 people, achieving 50.9% of the annual plan).
- Vocational training, safety training, and equipment operation training were provided to 3,526 people.
- Provided professional training and development for 744 people.
- Continue to coordinate with vocational training schools to form teams to visit recruitment areas to publicize and disseminate policies and regulations aimed at attracting labor.

c) Other tasks:

In addition to the above-mentioned business results and activities, the Company conducts internal inspections and audits to prevent risks within the enterprise; implements legal regulations on accounting, finance, and statistics; strengthens the dissemination of legal education to raise awareness of legal compliance within the Company; controls the implementation of technical safety measures and environmental protection; coordinates with the government and several agencies located in the area to participate in protecting security and order, protecting assets and mine boundaries; gradually improves working conditions and ensures the legal rights and interests of employees; prevents and responds to natural disasters, conducts search and rescue; fulfills all obligations to the State budget; pays dividends to shareholders on time as stipulated by law...

3. Overall assessment:

Based on the above-mentioned business performance results for 2025, the company has basically adhered to the targets and strived to complete the business plan,

ensuring sufficient employment, stable income, and providing thoughtful and practical care for the lives of its employees.

II. APPRAISAL OF THE 2025 FINANCIAL STATEMENTS

II.1. Assessment Results

1. Regarding accounting, statistics, and financial reporting.

- Accounting organizational structure: Organizing accounting work centrally at the Company's office is consistent with the Company's management structure.

- Financial statements: The company applies Vietnamese accounting standards and the enterprise accounting regime issued under Circular No. 200/2014/TT-BTC dated December 22, 2014, of the Minister of Finance; and Circular No. 53/2016/TT-BTC dated March 21, 2016, of the Minister of Finance amending and supplementing some articles of Circular No. 200/2014/TT-BTC dated December 22, 2014, guiding the enterprise accounting regime.

- Accounting documents: Documents that are mandatory according to current regulations, are relatively complete, and are reflected in the original documents for each economic transaction.

- Accounting method: The company uses computerized accounting, employing software.

2. Assessing the progress in achieving financial targets.

- Regarding capital preservation : In 2025, the company's capital preservation ratio will be 1.0 times. The company has fully implemented measures to preserve capital as required by regulations.

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

- Current corporate income tax expense: VND 10,032 million;

- Deferred corporate income tax expense: VND 10,171 million;

- Net profit after corporate income tax: VND 82,054 million;

- Regarding equity capital

+ Beginning balance (01/01/2025): VND 426,497 million;

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

* Reason for increase:

- An additional 13,160 million VND will be allocated to the development investment fund.

- Net profit after tax increased by VND 82,054 million.

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

Reason for decrease:

Distribution of after-tax profits in 2024

- Ending balance (December 31, 2025): VND 433,978 million;

3. Several other financial indicators

- Debt-to-equity ratio: Actual 2.72 times / Plan 2.97 times;
- Current debt payment ability ratio: Actual 0.71 times / Plan 0.54 times, an increase of 0.17 times compared to the plan;
- Return on Equity (ROE): Actual 24.28%, decreased by 2.87% compared to 2024 (2024: 27.15%);
- Return on Assets (ROA): Actual 5.08%, decreased by 0.34% compared to 2024 (2024: 5.42%).

4. Plan for raising and utilizing capital:

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

a) Regarding short-term loans:

- The outstanding balance of short-term loans as of January 1, 2025 is: VND 389,815 million.
- Increase during the period: 776.135 million VND.
- Decrease during the period: VND 667.440 million.
- The outstanding balance of short-term loans as of December 31, 2025 is: VND 498,510 million.
- The average short-term credit limit is 255,678 million VND/plan 350,000 million VND.

b) Regarding long-term loans:

- The outstanding balance of long-term loans as of January 1, 2025 is: VND 251,540 million.
- Increase during the period: 126,634 million VND.
- Decrease during the period: VND 179.075 million.
- The outstanding balance of long-term loans as of December 31, 2025 is: VND 199,099 million.

c) The financial expenses of implementation is 25,754 million VND, including:

- Short-term loan interest expense: Actual 11,128 million VND, compared to the 2025 annual plan of 14,557 million VND, down by 3,429 million VND against the plan.
- Long-term loan interest expense: Actual 14,626 million VND, compared to the 2025 plan of 36,722 million VND, down by 22,096 million VND against the plan.

Summary table of some financial indicators

Unit: Million VND

No.	Target	Code number	End-of-year balance	Beginning-of-year balance
I	CURRENT 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 current assets	150	29,540	
II	NON-CURRENT 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 work-in-progress 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	Current liabilities	310	981,358	1,005,038
2	Non-current liabilities	330	199,099	187,446
IV	OWNERS' EQUITY	400	433,978	426,497
	Owners' Equity	410	433,978	426,497
	<i>In there:</i>			
	+ Owner's capital contribution		254,152	254,152
	+ Development Investment Fund		87,055	73,895
	+ Undistributed post-tax profit brought forward from prior periods		10,717	10,717
	+ Undistributed post-tax profit for the current period		82,054	87,733
2	Other funding sources and funds	430		
	TOTAL RESOURCES	440	1,614,434	1,618,981

5. Managing accounts receivable, accounts payable, loans, and financial leases:

a) Accounts receivable situation as of December 31, 2025

Unit: million VND

No.	Content	Closing balance	Beginning balance	Compare	
				(+); (-)	%

1	Short-term receivables	76,432	334,228	-257,796	77
-	Accounts receivable from customers	67,584	324,757	-257,173	-79
-	Short-term prepayments to suppliers	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 December 31, 2025, the Company had no bad debts or doubtful debts.

b) Payables situation as of December 31, 2025.

Unit: million VND

No.	Content	Closing balance	Beginning balance	Compare	
				(+); (-)	%
I	Current liabilities	981,358	1,005,038	-23,680	-2
1	Short-term loans and debts	498,510	453,910	44,600	10
2	Short-term advances from customers	213,857	273,995	-60.138	-22
3	Taxes and amounts payable to the State – current.	35,066	55,273	-20.207	-37
4	Payables to employees	164,389	160,265	4,124	3
5	Other short-term payables	1,168	1,072	96	9
6	Other short-term payables and liabilities	7,669	13,196	-5.527	-42
7	Bonus and welfare funds	60,699	47,327	13,372	28
II	Non-current liabilities	199,098	187,445	11,653	6
1	Long-term borrowings and finance lease liabilities	199,098	187,445	11,653	6
2	Long-term provisions				
	Total	1,180,456	1,192,483	-12,027	-1

* **Assessment:** As of December 31, 2025, the company has no overdue debts.

c) Managing loans and financial leasing:

- For long-term loans, the Company has signed contracts with credit institutions and implemented disbursements in accordance with the scheduled progress.

- In 2025, the total disbursed capital amounted to VND 126,634 million, with an average lending interest rate of 6.88% per year.

- As of December 31, 2025, the Company's outstanding long-term loan balance was VND 199,099 million. Loan documentation has been prepared in compliance with regulations. The Company has made principal and interest payments on due loans in accordance with applicable requirements.

- As of December 31, 2025, all receivables and payables have been classified and aging analysis has been conducted for evaluation and accounting in accordance with regulations.

6. Regarding fixed asset management:

a) Tangible fixed assets:

- Total cost of tangible fixed assets at the beginning of the year: VND 5,897,652 million; accumulated depreciation: VND 5,104,202 million; carrying amount: VND 793,450 million;

- Increase in historical cost during the year: VND 124,586 million, of which:

+ *Due to completed construction investment period: 124,586 million dong ;*

- Original cost decreased during the year: 46.193 million VND, including:

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

+ *Other reductions: 392 million VND.*

- The cost of the Company's tangible fixed assets as of December 31, 2025 is: VND 5,976,044 million; Depreciation: VND 5,289,093 million, remaining value: VND 686,952 million.

b) Intangible fixed assets:

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

- Cost of intangible fixed assets as of December 31, 2025: VND 9,889 million, depreciation already reached VND 8,695 million, remaining value: VND 1,194 million.

c) Depreciation of fixed assets

In 2025, the company is depreciating assets at a rate of VND 231,318 million.

7. Status of compliance with obligations to the State budget.

The company has fully fulfilled its obligations in accordance with the State budget regulations, specifically as follows:

+ Beginning balance: VND 55,272 million;

+ Amount payable during the year: 766.014 million VND;

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

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

* **Comment:** The Company has balanced its financial resources to make payments to the State budget. The remaining payable balance at year-end requires the Company to continue implementation in accordance with applicable regulations.

8. Profit distribution plan for 2025

The Company submits to the 2026 Annual General Meeting of Shareholders the proposed profit distribution plan for 2025 as follows:

No.	Target	Amount (VND)	Note
1	Company's charter capital	254,151,990,000	
2	Total actual salary fund for 2025	883,166,462,434	
3	Total profit before tax for 2025	102,803,217,550	
	Corporate income tax payable	20,749,026,281	
4	Net profit after tax in 2025	82,054,191,269	
5	Undistributed post-tax profit brought forward from prior periods	10,717,181,746	
6	Total profit distribution in 2025 (4+5)	92,771,373,015	
a	Paying a dividend of 10% of charter capital.	25,415,199,000	
b	Remaining profit allocated to funds.	67,356,174,015	
	- Bonus and welfare funds	67,356,174,015	

*** Evaluate:**

The allocation to funds and dividend distribution to shareholders shall be carried out in accordance with applicable laws and the Company's Charter. The dividend payout ratio is 10%. It is expected that after paying dividends to shareholders, the Company will still be able to fully meet its due debts and other financial obligations.

II.2. Appraisal opinion of the Board of Supervisors.

Based on the appraisal of the Company's 2025 financial statements, the Board of Supervisors of the Company confirms and agrees with the audited financial statement figures for 2025, which were audited by AASC Auditing Firm Co., Ltd. The Board of Supervisors's assessment is as follows:

- The financial statements present fairly and reasonably, in all material respects, the financial position of the Company as of December 31, 2025, as well as the business results and cash flows for the financial period from January 1, 2025 to December 31, 2025, in accordance with Vietnamese Accounting Standards, the current Vietnamese Enterprise Accounting Regime, and relevant legal regulations on financial statement preparation and presentation.

- The Company has basically fulfilled all tax obligations to the State.

- The Company has fully and timely paid social insurance, health insurance, and trade union fees for 100% of employees under labor contracts.

- The Company's accounting system is centralized and organized in a manner consistent with its production and management processes.

- Accounting documents and records are properly prepared, recorded, and complied with the Vietnamese Enterprise Accounting Regime and applicable accounting standards.

The above is the Board of Supervisors's assessment of the 2025 production and business results and the appraisal of the Company's audited 2025 financial statements. The Board of Supervisors respectfully submits this report to the 2026 Annual General Meeting of Shareholders for consideration..

Recipient:

- As addressed to;
- Board of Directors, Board of Supervisors;
- Authorized Person for Information Disclosure
- Advisory Department (Information Disclosure)
- State Securities Commission; Hanoi Stock Exchange;
- Archive the General Meeting dossier..

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

(signed)

Tran Thanh Tung

Quang Ninh, March 23 2026

PROPOSAL
proposing the selection of an independent auditing firm to audit the
Company's Financial Statements for 2026.

To: The 2026 Annual General Meeting of Shareholders

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

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

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

Pursuant to Decision No. 3830/QD-BTC dated November 14, 2025 of the Ministry of Finance on the approval of audit firms and practicing auditors eligible to audit public interest entities for 2026;

Pursuant to Decision No. 902/QD-UBCK dated November 19, 2025 of the State Securities Commission approving audit firms and practicing auditors eligible to audit public interest entities in the securities sector for 2026.

In exercising the rights and obligations of the Board of Supervisors under Article 288 of Decree No. 155/2020/ND-CP dated December 31, 2020 and relevant legal provisions, the Board of Supervisors of Vinacomin - Halam Coal Joint Stock Company submits to the General Meeting of Shareholders for approval the list of independent auditing firms to audit the Company's 2026 financial statements, including the following entities:

1. AASC Auditing Firm Co., Ltd.

Business registration number: 0100111105.

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

2. VACO Auditing Company Limited

Business registration number: 0102546856

Address: 12A, 319 Corporation Building, 63 Le Van Luong Street, Yen Hoa Ward, Hanoi City.

3. PKF-TTG auditing and advisory company limited

Business registration number: 0106679575

Address: 22 Le Trong Tan Street, Phuong Liet Ward, Hanoi City.

*** Reasons for proposing the above-mentioned independent auditing firms**

- As a legally operating enterprise in Vietnam, and approved by the Ministry of Finance and the State Securities Commission to audit the financial statements of public interest entities in 2026;
- Experienced in auditing large-scale public companies in Vietnam;
- Reputable for the quality of its audits;
- The auditing team is highly qualified and experienced;
- Meeting the requirements of Vinacomin - Halam Coal Joint Stock Company regarding the scope and schedule of the audit;

Regarding the procedure for selecting an auditing firm:

It is respectfully proposed that the General Meeting of Shareholders authorize the Company's Board of Directors to select one of the above three audit firms in accordance with applicable laws, the Company's Charter, and its Regulations.

This is respectfully submitted to the 2026 Annual General Meeting of Shareholders of Vinacomin - Halam Coal Joint Stock Company for consideration and approval..

Recipient:

- As addressed to;
- Board of Directors, Board of Supervisors;
- Authorized Person for Information Disclosure;
- Advisory Department
- State Securities Commission; Hanoi Stock Exchange;
- Archive the General Meeting dossier.

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

(signed)

Tran Thanh Tung

Quang Ninh, April 23, 2026

No.: 76 /Tr-HDQT

PROPOSAL
On the dismissal of a Member of the Board of Directors

To: The General Meeting of Shareholders of Vinacomin - Halam Coal Joint Stock Company

Pursuant to:

The Law on Enterprises 2020 (No. 59/2020/QH14), as amended and supplemented by Law No. 76/2025/QH15;

The Charter of Vinacomin - Halam Coal Joint Stock Company approved by the General Meeting of Shareholders on April 26, 2021;

Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin - Halam Coal Joint Stock Company.

The Board of Directors of Vinacomin - Halam Coal Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the dismissal of Members of the Board of Directors for the following individuals:

1. Implementation basis

Based on Decision No. 528/QD-TKV dated March 27, 2026, of the Vietnam National Coal And Mineral Industries Holding Corporation Limited (TKV, the major shareholder owning 74.21% of the charter capital) regarding the change of the representative of the capital share and the representative participating in the Board of Directors at the Company; accompanied by the resignation letter of Mr. Nguyen Trong Tot from the position of Chairman of the Board of Directors and to cease his participation in the Board of Directors in order to take on a new assignment as assigned by TKV;

Based on Decision No. 489/QD-TKV dated March 26, 2026 of TKV regarding the change of representative participating in the Board of Directors at the Company; and attached to the resignation letter of Mr. Vu Ngoc Thang to perform duties as assigned by TKV;

Pursuant to the provisions of the Company's Charter regarding cases of dismissal and resignation of Members of the Board of Directors.

2. List of proposed dismissals

- (i). Mr. Nguyen Trong Tot – Chairman of the Board of Directors;
- (ii). Mr. Vu Ngoc Thang – Member of the Board of Directors.

3. Time of dismissal

From the time the Company's 2026 Annual General Meeting of Shareholders approves this matter.

The Board of Directors of Vinacomin - Halam Coal Joint Stock Company respectfully submits this to the General Meeting of Shareholders for consideration and decision./.

(Attached are documents related to the dismissal of the Board member)

Recipient:

- The shareholders of the Company;
- State Securities Commission, Hanoi Stock Exchange;
- Members of the Board of Directors and the Board of Supervisors;
- Board of Directors; Chief Accountant;
- Advisory Department (Information Disclosure and Website Publication)
- Save: Conference records.

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

(signed)

Nguyen Trong Tot

Quang Ninh, April 23, 2026

PROPOSAL

On the list of candidates for the supplementary election of BOD members

To: The General Meeting of Shareholders of Vinacomin - Halam Coal Joint Stock Company

Pursuant to the Law on Enterprises 2020 (No. 59/2020/QH14), as amended and supplemented by Law No. 76/2025/QH15;

Pursuant to the Charter on organization and operation of the Company approved by the General Meeting of Shareholders on April 26, 2021;

Pursuant to Plan No. 32/PA-HDQT dated March 30, 2026 of the Board of Directors regarding the consolidation of the Board of Directors' personnel structure;

Pursuant to Notice No. 33/TB-HDQT dated March 30, 2026 of the Board of Directors on nomination and self-nomination of candidates for election to the Board of Directors;

Pursuant to Notice No. 38/TB-HDQT dated April 3, 2026 of the Board of Directors regarding the invitation to the 2026 Annual General Meeting of Shareholders;

Pursuant to Resolution No. 72.1/K4/NQ-HDQT dated April 23, 2026 of the Board of Directors of Vinacomin - Halam Coal Joint Stock Company;

Based on Resolution No. 72.1/K4/NQ- HDQT dated April 23, 2026, of the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin;

The Board of Directors of Vinacomin - Halam Coal Joint Stock Company reports and respectfully submits to the General Meeting of Shareholders for consideration and approval the list of candidates for the election of additional members to the Board of Directors for the term 2023–2028, specifically as follows:

I. List of nominated candidates

1. Candidates nominated by major shareholders

Vietnam National Coal And Mineral Industries Holding Corporation Limited (TKV) is the major shareholder, owning 18,860,238 shares, accounting for 74.21% of the voting shares at the time of closing the list, through its representative nominating 2 candidates:

(1) Mr. Tran Tuan Anh:

- Date of birth: February 24, 1972;

- Citizen ID number: 001072019821 issued by the Ministry of Public Security on May 8, 2021;

- Current address: R1B Building, Royal City Apartment Complex , 72A Nguyen Trai Street, Thanh Xuan District, Hanoi.

- Educational qualifications: Bachelor of Economics;
- Current position: Capital Management Manager, Capital Management Board
- TKV.

(2) Mr. Nguyen Huu Dat:

- Date of birth: June 8, 1979;
- Citizen ID number: 030079004421, issued on January 8, 2025, issuing authority: Ministry of Public Security
- Permanent address : House number D03-03, HD Monbay Street, Group 5 , Area 4B, Ha Long Ward, Quang Ninh Province ;
- Educational qualifications: Master of Mining Engineering; Master of Economic Management;
- Current position: Director of Vinacomin - Halam Coal Joint Stock Company.

2. Compile a list of nominees and candidates.

By 4:30 PM on April 20, 2026 (the deadline for receiving applications as per the announcement), besides the two candidates nominated by TKV mentioned above, the Company had not received any further applications . Any other valid nominations or candidacies that meet the requirements of the law and the Company's Articles of Association .

Therefore , the list of eligible candidates to be presented to the General Shareholders ' Meeting for election as additional members of the Board of Directors mid-term includes 02 people :

1. Mr. Tran Tuan Anh;
2. Mr. Nguyen Huu Dat.

II. Conclusion and Recommendations

Based on the valid applications of the candidates and the provisions of current law, the Board of Directors of Vinacomin - Halam Coal Joint Stock Company respectfully requests the General Meeting of Shareholders to consider and approve the above-mentioned list of candidates, as a basis for the General Meeting to carry out the procedures for electing two additional members to the Board of Directors, in order to complete the personnel structure for the mid-term of the 4th term (2023–2028).

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

Recipient:

- The company's shareholders;
- Members of the Board of Directors and Board of Supervisors (e-copy);
- Advisory Department (e-copy, posting on the website);
- Saved: Registry Office, Company Secretary.

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

(signed)

Nguyen Trong Tot

Quang Ninh, April 28, 2026

**ELECTION RULES
FOR THE SUPPLEMENTARY ELECTION OF MEMBERS OF THE BOARD OF
DIRECTORS
FOR THE TERM 2023–2028
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN – HA LAM COAL JOINT STOCK COMPANY**

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 of the National Assembly and its implementing regulations;

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

Pursuant to the Internal Regulations on Corporate Governance of Vinacomin – Ha Lam Coal Joint Stock Company approved on April 26, 2021;

The 2026 Annual General Meeting of Shareholders of Vinacomin – Ha Lam Coal Joint Stock Company shall proceed with the supplementary election of members of the Board of Directors for the term 2023–2028 in accordance with the following provisions:

**Chapter I
GENERAL PROVISIONS**

Article 1. Definitions and Abbreviations

- Company: Vinacomin – Ha Lam Coal Joint Stock Company;
- BOD: Board of Directors;
- BOS: Board of Supervisors;
- AGM: 2026 Annual General Meeting of Shareholders;
- Delegate: Shareholder, authorized representative.

Article 2. Chairperson of the General Meeting

The Chairperson shall be responsible for presiding over the election, with specific duties including:

- Introducing the list of candidates nominated for the BOD and approved by the AGM;
- Proposing election committee members for the AGM to consider and approve;
- Resolving complaints relating to the election (if any).

Article 3. Number, Term, and Qualifications of BOD Members

1. Number and term

- Number of BOD members to be elected : 02 (two) members.
- Term : 2023–2028
- Maximum number of BOD candidates : Unlimited

2. Qualifications and requirements for BOD members

BOD members must satisfy the following conditions and qualifications:

- a) Not falling within the categories specified in Clause 2, Article 17 of the Enterprise Law;
- b) Having professional qualifications and experience in business management or in the fields, sectors, and lines of business of the Company; not necessarily a shareholder of the Company;
- c) A BOD member of the Company may simultaneously serve as a BOD member of another company as permitted by law;
- d) For state-owned enterprises as defined in Point b, Clause 1, Article 88 of the Enterprise Law and subsidiaries of state-owned enterprises as defined in Clause 1, Article 88 thereof, BOD members must not be the spouse, natural parent, adoptive parent, natural child, adopted child, or sibling of the General Director, Deputy General Directors, Chief Accountant, or other managers of the Company; of managers or persons with authority to appoint managers of the parent company.

Article 4. Election Principles

- 1. To be conducted in strict compliance with the law and the Company's Charter.
- 2. The Election Committee shall be proposed by the Chairperson and approved by the AGM. Members of the Election Committee must not appear on the nomination list, self-nominate for the BOD, or serve on the Election Committee. The Election Committee shall organize the election, count ballots, and report the results to the AGM.

Chapter II

NOMINATION AND CANDIDACY REGULATIONS

Article 5. Regulations on Nomination of BOD Members *(pursuant to Clauses 2 and 3, Article 25 of the Company's Charter)*

1. Nomination rights of shareholders and groups of shareholders

Shareholders may pool their voting shares to jointly nominate BOD candidates. Shareholders or groups of shareholders holding from 10% to under 20% of total voting shares may nominate up to one (01) candidate; from 20% to under 50% may nominate up to two (02) candidates; from 50% to under 65% may

nominate up to three (03) candidates; from 65% onwards may nominate the full number of candidates required.

2. Insufficient number of candidates

In the event that the total number of BOD candidates from nominations and self-nominations is still insufficient as required under Clause 5, Article 115 of the Enterprise Law, the incumbent BOD shall introduce additional candidates or authorize the Company to nominate candidates in accordance with the Company's Charter, the internal corporate governance regulations, and the BOD's operating regulations. Any introduction of additional candidates by the incumbent BOD must be publicly and transparently announced prior to the AGM before shareholders vote to approve the full list of BOD members in accordance with the law.

Article 6. Nomination and Candidacy Dossiers for Supplementary BOD Election

1. Nomination dossier for BOD membership (*Standard form available for download on the Company's website at: <http://halamcoal.com.vn>*)

- Nomination/self-nomination application.
- Candidate's curriculum vitae.
- Copies of identification documents: Citizen Identity Card / Passport.
- Certificates of academic and professional qualifications.
- Document confirming the ownership ratio of the shareholder/group of shareholders meeting the nomination eligibility requirements as specified in these Rules.

Persons nominating or self-nominating for BOD membership shall be accountable before the law and the AGM for the accuracy and truthfulness of the content in their dossiers.

Only nomination dossiers of candidates who meet the eligibility requirements and candidates who fully satisfy the corresponding qualifications for new BOD membership shall be included in the published list at the AGM.

2. Venue and deadline for submitting nomination dossiers

To facilitate the organization of the AGM, candidates are kindly requested to submit their dossiers no later than 16:30 on April 20, 2026 to the following address:

- Office of Vinacomin – Ha Lam Coal Joint Stock Company, No. 1 Tan Lap Street, Ha Lam Ward, Ha Long City, Quang Ninh Province.
- In case of submission by fax, please use fax number: 02033 821 203.

In the event that candidates are nominated by groups of shareholders directly at the AGM, they are kindly requested to submit their nomination dossiers to the AGM Organizing Committee prior to the commencement of the election.

Article 7. List of Candidates

1. Based on the nomination and self-nomination dossiers of shareholders and groups of shareholders, and the supporting documents of candidates, the AGM Organizing Committee shall be responsible for reviewing, appraising, and compiling a complete list of candidates who meet all eligibility requirements and qualifications as prescribed for submission to the AGM for consideration and election.

2. The list of BOD candidates shall be compiled on a public and transparent basis and shall clearly state the full name of each candidate on the ballot.

Chapter III

ELECTION PROCEDURES

Article 8. Method of Election

1. The election of BOD members shall be conducted by cumulative voting as provided in Clause 3, Article 148 of the Enterprise Law.

2. Each shareholder/delegate shall have a total number of votes corresponding to the total number of voting shares (including shares held and shares for which voting rights are authorized) multiplied by the number of BOD members to be elected.

3. Each shareholder/delegate shall have the right to cast all or part of their total votes for one or more candidates; the number of votes cast for a candidate chosen by a delegate shall not exceed the total number of votes of that delegate as approved by the AGM.

4. In the event that a ballot is incorrectly marked, the shareholder/delegate shall have the right to request the Election Committee to provide a new ballot and must return the incorrectly marked ballot before casting the new ballot into the ballot box.

Article 9. Ballots

1. Ballot content

a) The election ballot (hereinafter referred to as the "ballot") shall be issued by the Election Committee; the ballot shall contain the following basic information: delegate code, number of shares held and/or represented; company name;

b) The list of BOD candidates shall be printed on one (01) ballot, arranged in alphabetical order (A–Z) by name, with the full name of each candidate clearly stated;

c) Each shareholder/delegate shall receive one (01) BOD election ballot. Upon receipt of the ballot, the shareholder/delegate shall be responsible for verifying the information on the ballot; if there are any errors, the

shareholder/delegate must immediately notify the Election Committee for correction.

2. Method of marking the ballot

The marking of ballots shall be carried out in accordance with the ballot form and instructions of the Election Committee, ensuring compliance with the regulations and the cumulative voting method.

3. Ballot principles

The election shall be conducted on the principle of cumulative voting as provided by law and the Company's Charter.

4. Valid and invalid ballots

a) A valid ballot is one that satisfies all of the following conditions:

Issued by the Election Committee according to the standard printed form;

Bears the Company's seal;

Has not been crossed out, altered, or contain content beyond the prescribed scope;

Completed in pen (not pencil);

Bears the signature and clearly states the full name of the attending shareholder/delegate.

b) An invalid ballot includes the following cases:

Ballot not issued by the Election Committee according to the Company's standard form or not bearing the Company's seal;

Ballot that has been crossed out, altered, or contains additional content beyond the prescribed scope;

Ballot completed in pencil;

Ballot not cast for any candidate;

Ballot submitted after the Election Committee has sealed the ballot box;

Ballot that does not bear the signature and full name of the attending shareholder/delegate.

Article 10. Casting Ballots and Counting Ballots

1. Duties of the Election Committee

The Election Committee shall be responsible for performing the following duties:

a) Introducing the election, guiding the method of marking ballots, and distributing ballots;

b) Organizing ballot collection and proceeding with ballot counting;

c) Preparing ballot-counting minutes and announcing the results prior to the AGM.

2. Ballot casting and counting principles

a) The Election Committee shall inspect and seal the ballot box prior to ballot casting in the presence of attending shareholders/delegates;

b) Ballot casting shall commence immediately after all ballots have been distributed and shall end when the last shareholder/delegate has cast their ballot into the ballot box;

c) Ballot counting shall commence immediately after ballot casting has been completed.

3. Ballot casting regulations

Shareholders/delegates shall cast their ballots into the sealed ballot box under the supervision of the Election Committee. Ballots must be signed and clearly state the full name of the attending shareholder/delegate.

4. Principles for determining election results

a) Ballot counting shall be conducted under the supervision of the Board of Supervisors or shareholder representatives;

b) Candidates elected as BOD members shall be those with the highest number of votes, counted from highest to lowest, until the required number of seats is filled;

c) In the event that two (02) or more candidates obtain the same number of votes at the last required seat, the AGM shall proceed to a re-election among those candidates with equal votes.

5. Preparation of minutes and archiving

The Election Committee shall be responsible for organizing ballot counting, preparing ballot-counting minutes, and announcing the results prior to the AGM. All ballots shall be sealed after counting and archived in accordance with the Company's regulations and the law.

Article 11. Complaints

1. During the election process, if any sign of fraud, violation of regulations, or issues related to the casting and counting of ballots is detected, shareholders/delegates shall have the right to raise questions and file complaints at the AGM.

2. The Chairperson of the AGM and the Vote-Counting Committee shall be responsible for reviewing, explaining, and clarifying any questions and complaints raised by shareholders/delegates; and shall simultaneously be accountable before the AGM for the resolution of such matters.

3. The resolution of complaints relating to the election and ballot counting shall fall within the authority of the Chairperson of the AGM; the results of such resolution must be fully recorded in the minutes of the General Meeting of Shareholders.

Chapter IV IMPLEMENTATION PROVISIONS

Article 12. Implementation Provisions

1. These Rules of Procedure, comprising 04 (four) chapters and 12 (twelve) articles, shall take effect from the time of approval by the Extraordinary General Meeting of Shareholders of the Company.

2. Shareholders and authorized representatives attending the AGM are obliged to strictly comply with these Rules. In the event of a violation, the Chairperson of the AGM shall, depending on the nature and severity, consider and decide on appropriate sanctions in accordance with the Company's Charter and the applicable law.

3. Any amendments or supplements to these Rules shall be decided by the General Meeting of Shareholders.

Recipients:

- Company's shareholders (e-copy);
- BOD, BOS (e-copy);
- Mechanical, Electrical & Transportation Department (e-copy, Perform Disclosure Obligations);
- Archived in General Meeting file.

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



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