

REPORT
Corporate governance in the first 6 months of 2026

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Company name: **VINACOMIN - HA LAM COAL JOINT STOCK COMPANY**
- Head office address: No. 1, Tan Lap Street, Ha Lam Ward, Quang Ninh Province.
- Phone: (0203) 3825339; Fax: (0203) 3821 203; Email: halamcoal@vnn.vn
- Charter capital: 254,151,990,000 VND
- Stock code: HLC
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and Director.
- Regarding the performance of the internal audit function: The person in charge of internal audit has been appointed

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders *(including Resolutions of the General Meeting of Shareholders adopted in the form of written comments)*

TT	Number of Resolutions/Decisions	Date, month, year	Contents
01	01/NQ-ĐHĐHDTN	28/4/2026	The General Meeting of Shareholders in 2026 approved the following contents: (i) Report on production and business results in 2025, production and business plan in 2026 and 5-year production and business plan; it is expected that the dividend in 2026 will $\geq 6\%$ / VDL. (ii) Audited 2025 Financial Statements. (iii) Profit distribution in 2025: In which the dividend payment in 2025 is 10%/VDL (iv) Report on the payment of remuneration and allowances of 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. (v) Report of the Board of Directors on governance and operating results in 2025, operational orientation in 2026. (vi) Report of independent members of the Board of Directors on the activities of the Board of Directors in 2025. (vii) Contracts and transactions with related persons in 2026.

TT	Number of Resolutions/Decisions	Date, month, year	Contents
			(viii) Amending and supplementing a number of contents in the Company's Charter of organization and operation. Main content: Updating and amending the address of the head office of Ha Lam Coal Joint Stock Company - Vinacomin according to the administrative boundary of 02 levels. The Company's address after being updated and amended: No. 01, Tan Lap Street, Ha Lam Ward, Quang Ninh Province; Amending 08 business lines and adding 10 business lines. (ix) Report on the 2025 performance 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. (x) The Supervisory Board's Evaluation Report on the 2025 production and business results and the appraisal of the Company's 2025 financial statements have been audited. (xi) List of auditing firms auditing the Company's 2026 financial statements. (xii) Dismissal of 02 Members of the Board of Directors and election of 02 additional Members of the Board of Directors in the middle of the fourth term (2023-2028). * Notify the General Meeting of related persons of internal persons

II. Board of Directors

1. Information about members of the Board of Directors (BOD)

TT	Member of the Board of Directors	Position	Start date; The date he is no longer a member of the Board of Directors	
			Appointment Date	Date of dismissal
1	Tran Tuan Anh	Chairman of the Board of Directors (<i>non-executive</i>)	Elected at the 2026 Annual General Meeting of Shareholders from April 28, 2026 (Term 2023-2028)	
2	Nguyen Trong Tot	Chairman of the Board of Directors (<i>non-executive</i>)	Elected at the Extraordinary General Meeting of Shareholders in 2025 (the 2nd time) from 28/11/2025 (Term 2023-2028)	28/4/2026
3	Nguyen Huu Dat	Member of the Board of Directors, Director	Elected at the 2026 Annual General Meeting of Shareholders from April 28, 2026	

TT	Member of the Board of Directors	Position	Start date; The date he is no longer a member of the Board of Directors	
			Appointment Date	Date of dismissal
			(Term 2023-2028)	
4	Vu Ngoc Thang	Member of the Board of Directors, Director	Elected at the 2023 Annual General Meeting of Shareholders from April 25, 2023 (Term 2023-2028)	28/4/2026
5	Bui Thanh Doan	Member of the Board of Directors, Deputy Director	Elected at the Extraordinary General Meeting of Shareholders in 2025 (the 2nd time) from 28/11/2025 (Term 2023-2028)	
6	Nguyen Van Son	Full-time member of the Board of Directors	Elected at the 2023 Annual General Meeting of Shareholders from April 25, 2023 (Term 2023-2028)	
7	Mai Huy Trung	Independent Member of the Board of Directors	NT	

2. Board of Directors meetings: 26 sessions, 28 resolutions issued

T T	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Rate of Participation Meeting (%)	Reason Did not attend
1	Tran Tuan Anh	13	50	Elected on April 28, 2026 at the 2026 Annual General Meeting of Shareholders.
2	Nguyen Trong Tot	13	50	Dismissed on April 28, 2026 at the 2026 Annual General Meeting of Shareholders.
3	Vu Ngoc Thang	13	100	Dismissal on 28/4/2026
4	Nguyen Huu Dat	13	84	Elected on April 28, 2026 at the 2026 Annual General Meeting of Shareholders.
5	Bui Thanh Doan	26	16	Re-elected at the 2025 Extraordinary General Meeting of Shareholders (2nd time) on 28/11/2025

T T	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Rate of Participation Meeting (%)	Reason Did not attend
6	Nguyen Van Son	26	100	
7	Mai Huy Trung	26	100	

3. Supervisory activities of the Board of Directors over the Board of Directors

Perform the supervisory function in accordance with the provisions of the Law on Enterprises 2020, amended and supplemented a number of articles in 2022 and 2025; Pursuant to the Company's Charter and the 2026 Work Program, the Board of Directors has organized the implementation of supervision activities for the Board of Directors with the following specific contents:

3.1. Supervision establishments

The Board of Directors promulgates the 2025 Work Program in Document No. 115/CTr-HDQT dated 30/12/2026, thereby establishing the legal basis and orientation for the comprehensive implementation, inspection and supervision of management and administration activities in the Company. During the year, the Board of Directors supervises the implementation and implementation of the following contents:

- (i) Resolution of the Annual General Meeting of Shareholders (AGM) in 2026;
- (ii) Promulgating 29 Resolutions and 36 Decisions of the Board of Directors;
- (iii) Other executive directions of the Board of Directors related to production and business activities, investment and personnel organization.

3.2. Results of monitoring the implementation of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors

In the first 6 months of 2026, the Board of Directors has seriously implemented the Resolutions of the Annual General Meeting of Shareholders and the Board of Directors; organize and administer production, business, investment and corporate governance activities in accordance with the assigned objectives and plans.

The Board of Directors successfully organized the Annual General Meeting of Shareholders in 2026 in accordance with regulations; at the same time, fully prepare dossiers and reports to submit to the Board of Directors for consideration and decision on contents under its competence, such as: production and business plans, construction investment; the Company's restructuring plan; financial targets; salary fund; promulgating and amending management regulations; the system of salary scales and payrolls; cadre work; corporate governance; land management; investment in projects and other contents under the direction of TKV.

After being approved by the Board of Directors, the Board of Directors promptly organized the implementation and issued decisions and guiding documents; fully implement the regime of information, reporting and provision of dossiers for the supervision of the Board of Directors. The assigned tasks were basically completed on schedule, ensuring compliance with the provisions of law and the Company's Charter.

3.3. Results of implementation of the 2026 production and business plan

STT	Name of indicator	DVT	Plan for 2026	Implemented in the first 6 months of 2026	Rate (TH/KH)
A	B	C	1	2	2/1*100
1	Exploited coal	Tons	2 400 000	1 268 111	52,8
	- Underground coal	"	2 400 000	1 268 111	52,8
2	CBSX Furnace Excavator	m	13 150	6 459	49,1
3	Coal Consumption	Tons	2 346 000	1 357 423	57,9
4	Coal Revenue	Tr.dong	3 142 731	1 907 133	60,7
5	Profit before tax	"	47 325	24 600	52,0
6	Average Labor	People	3 341	3 226	96,55
7	Average salary/person/month	1,000 VND	20 803	22 902	110,1

3.4. General assessment of the Board of Directors

Through the supervision in the first 6 months of 2026, the Board of Directors evaluated and commented:

- a) Regarding the implementation of the Resolution and the administration and administration

The Board of Directors has implemented and fully implemented the contents of the Resolution of the 2026 Annual General Meeting of Shareholders, Resolutions and Decisions of the Board of Directors. The contents submitted to the Board of Directors for consideration and approval are within their competence and ensure the process; the process of organizing the implementation basically meets the requirements of progress, quality and in accordance with the provisions of law as well as the Company's Charter.

- b) Regarding the management and use of resources and investment

The Board of Directors has effectively managed and used the Company's resources, ensuring the principle of capital preservation and development; investment activities are implemented in the direction of focus and focus, directly serving production and business objectives. The selection of contractors is carried out in accordance with the provisions of the law on bidding; key projects and works basically ensure progress, quality and promote efficiency after being put into operation.

- c) Legal compliance, discipline and professional ethics

The Board of Directors strictly abides by the provisions of the law, the Charter and the Company's internal management regulations; maintain discipline in management and administration. In the first 6 months of 2026, there will be no cases of managers violating the law or being disciplined.

- d) Regarding the efficiency of production and business activities

Production and business activities in the first 6 months of 2026 will be organized and implemented synchronously, closely following the plan approved by the General Meeting of Shareholders and the Board of Directors; the main targets basically met and

exceeded the plan, especially the profit target, contributing to improving the overall operational efficiency and ensuring job stability and income for employees.

4. Activities of subcommittees of the Board of Directors (if any): None

5. Resolutions of the Board of Directors:

(Details are in Appendix 01 attached)

III. Supervisory Board

1. Information about members of the Supervisory Board (Supervisory Board)

TT	Member of the Supervisory Board	Position	Start date/ no longer a member of the Supervisory Board	Qualifications
1	Mr. Tran Thanh Tung	Head of Department	Elected at the 2025 Extraordinary General Meeting of Shareholders (2nd) on 28/11/2025 (Term 2023-2028)	Bachelor of Finance – Accounting
2	Mr. Truong Ngoc Linh	Members	Elected at the 2023 Annual General Meeting of Shareholders from 25/4/2023 (Term 2023-2028)	Master of Mining
3	Ms. Tran Thi Ngan	Members	NT	Bachelor of Economics - Accounting

2. Meeting of the Supervisory Board

Total number of meetings: 05 meetings.

TT	Member of the Supervisory Board	Number of meetings attended	Meeting Attendance Rate	Voting Rate	Reasons for not attending the meeting
1	Mr. Tran Thanh Tung	05	100	100	
2	Mr. Truong Ngoc Linh	05	100	100	
3	Ms. Tran Thi Ngan	05	100	100	

*** Contents of the meeting:**

Total number of Supervisory Board meetings: In the first 6 months of 2026, the Supervisory Board has held 05 meetings. Contents of the meeting: (i) On 28/01/2026, the Supervisory Board held a meeting with the Company on the agreement on the results of the implementation of tasks in the fourth quarter and the whole year of 2025 of the Representative of TKV participating in supervision at the Company; (ii) On March 20, 2026, the Supervisory Board met to agree on the contents of the Company's Supervisory Board to submit to the 2026 General Meeting of Shareholders; (iii) On March 20, 2026, the Supervisory Board held a meeting with the Board of Directors and a number of key officials to agree on the results of inspection and supervision in the first quarter of 2026.

Scope of supervision in the fourth quarter and the whole year of 2025 (iv) On April 14, 2026, the Supervisory Board held a meeting with the Company on the agreement on the results of the performance of tasks in the first quarter of 2026 of TKV's representative participating in supervision at the Company; (v) On 04/6/2026, 2026, the Supervisory Board held a meeting with the Company's Board of Directors and a number of key officials to agree on the results of inspection and supervision in the second quarter of 2026. Scope of supervision in the first quarter of 2026.

3. Supervisory activities of the Supervisory Board of Directors, the Board of Directors and shareholders

3.1. Supervisory activities of the Supervisory Board of Directors; Board of Directors;

Through meetings of the Board of Directors; The Board of Directors on a number of contents such as: Production and business coordination plan in 2026; Construction investment plan in 2026; Report on the results of the Company's restructuring in the period to 2025; the plan for arranging and organizing the restructuring of the Company in the period of 2026 - 2030; the average short-term credit norm plan and some financial coefficients in 2026; on the organization of the Company's 2026 Annual General Meeting of Shareholders; approving the salary fund to be implemented in 2025; promulgating the Company's Management Regulations on: material work; contracting and cost management, immigration management, investment and construction management, recruitment and labor management...; promulgating the system of salary scales, payrolls and salary allowance regimes of the Company; Organizing a good worker contest in the Company; reports: Reports on the implementation of land management; Report on the Company's activities; Corporate Governance Report; on the appointment of officials; on investment in projects in 2026; settlement of remuneration and bonuses in 2024 for TKV's representative at the Company; implementing the directing and operating documents of TKV, ...

3.2. Public supervision of related persons and related interests

Through periodic supervision, the Company has reported on Related Persons and related interests in the Periodic Management Report. At the same time, information is announced on the stock market and annually reported at the Company's Annual General Meeting of Shareholders.

3.3. Overall assessment

- Through supervision activities, the Company's Supervisory Board evaluates that the Board of Directors and the Board of Directors have implemented the contents of the Resolution of the 2026 General Meeting of Shareholders for approval. The contents submitted by the Director to the Board of Directors for approval or approval are under the jurisdiction of the Board of Directors and organize the implementation to ensure progress and efficiency. Implement the management and use of resources, preserve capital; focused and focused investment; select contractors in accordance with the order and procedures prescribed by the law on bidding; Production and business ensure the planned profit.

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

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

IV. Board of Directors

TT	Members Board of Directors	Date of birth	Qualifications Expertise	Date of appointment/dismissal of members of the Board of Directors
1	Vu Ngoc Thang	09/12/1979	Mining Engineer	Appointed on 08/6/2021 - Dismissed on 30/3/2006
2	Nguyen Huu Dat	08/6/1979	Master of Mining Engineering; Master of Economic Management.	Appointed on 30/3/2026
3	Bui Thanh Doan	28/6/1980	Mining Engineer	Appointed on 25/7/2023
4	Nguyen Le Tung	27/10/1981	Mine Enterprise Electrification Engineer, Master of Mine Electrification	Appointed on 20/01/2025
5	Nguyen Van Bac	18/3/1980	Master of Mining	Appointed on 05/3/2025
6	Do Trung Thanh	18/12/1985	Bachelor of Economics, Master of Mining	Appointed on 21/11/2025

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Appointment Date
Vu Thi Minh Thanh	15/10/1974	Bachelor of Economics majoring in Accounting; Master of Economic Management	Appointed on 04/5/2016

VI. Training on corporate governance

Members of the Board of Directors, members of the Supervisory Board, Managing Directors, other managers and the Company Secretary participated in refresher courses at the Vinacomin School of Business Administration of Vietnam Coal and Mineral Industry Group on corporate governance, business management, control operations and legal work related to enterprises according to TKV's program.

VII. List of related persons of the public company and transactions of related persons of the company with the company itself

1. List of company stakeholders:

(Details are in Appendix 02 attached)

2. Transactions between the company and related persons of the company; or between the company and major shareholders, internal persons, related persons of internal persons: No

3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries or companies under the control of the company: No

4. Transactions between the company and other entities.

4.1. Transactions between companies in which members of the Board of Directors, members of the Control Board, Directors and other managers have been founding members or members of the Board of Directors or Executive Directors in the past three (03) years (counting at the time of making reports): Transactions between the Company with: Vietnam Coal and Mineral Industry Group (including branches under the Group such as: Hon Gai-Vinacomin Coal Sorting Company, Environment Company - TKV, Mine Construction Company-TKV): Implementation of the Coal Purchase and Sale Contract in 2026 will reach VND 1,907.1 billion; Wastewater treatment and hazardous waste treatment contracts reached VND 0.662 billion; Furnace outsourcing contract: Value of VND 27,651 billion...

4.2. Transactions between companies and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, Directors and other managers are members of the Board of Directors or CEOs: None.

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Directors and other managers: No

VIII. Trading of shares of insiders and related persons of insiders

1. List of internal persons and related persons of internal persons:

(Details are in Appendix 02 attached)

2. Transactions of insiders and related persons on the company's shares: No

IX. Other matters to note: No

Recipient:

- As addressed;
- Board of Directors, Supervisory Board (e-Copy);
- Executive Board (e-Copy);
- Electromechanical – Transportation Department (e-Copy, Information Disclosure and Website Posting)
- Filing: Board of Directors (M3).

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



Tran Tuan Anh

APPENDIX 01
SUMMARY OF RESOLUTIONS OF THE BOARD OF DIRECTORS IN THE
FIRST 6 MONTHS OF 2026

(Attached to the Corporate Governance Report No. 111/BC-HDQT dated 30/7/2026)

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
1	60/K4/NQ-HDQT	30/01/2026	Approving the plan to use (temporarily) the Reward Fund and Welfare Fund in 2025; approving the settlement of remuneration and bonuses in 2024 for TKV's representatives; approving the policy of appointing the Supervisor of Mining Site 6 and the contents of management, restructuring, land management, and management regulations of the Company.	100%
2	61/K4/NQ-HDQT	06/02/2026	Approving the plan and policy on work arrangement for the Company's Chief Accountant.	100%
3	62/K4/NQ-HDQT	10/3/2026	Approving the Company's Management Regulations; approving the plan to appoint key officials; credit norm plan and financial targets in 2026; investment projects for production in 2026; the preparation of the Annual General Meeting of Shareholders in 2026.	100%
4	62.1/K4/NQ-HDQT	10/3/2026	Through the updated dossier and completion of the investment project of the workers' collective accommodation in Ha Lam ward, Quang Ninh province.	100%
5	63/K4/NQ-HDQT	19/3/2026	Approved the policy on cadre work.	100%
6	64/K4/NQ-HDQT	19/3/2026	Approving the plan to implement the process of considering and appointing the position of Director of the Company.	100%
7	65/K4/NQ-HDQT	20/3/2026	Approved the results of the process and agreed to propose the appointment of the position of Director of the Company.	100%
8	66/K4/NQ-HDQT	24/3/2026	Approving the Regulation on investment and construction management; approving the profit distribution plan in 2025; amending and	100%

			supplementing the Company's Charter; the results of the evaluation of key cadres in 2025.	
9	67/K4/NQ-HDQT	24/3/2026	Approving the plan to implement the process of re-appointment of the position of Chief Accountant of the Company.	100%
10	68/K4/NQ-HDQT	24/3/2026	Approved the results of the process and agreed to propose the re-appointment of the position of Chief Accountant of the Company.	100%
11	69/K4/NQ-HDQT	28/3/2026	Approving the resignation of a member of the Board of Directors, resigning from the position of Director of the Company and considering the appointment of a Director of the Company.	100%
12	70/K4/NQ-HDQT	30/3/2026	Through the change of personnel of the Mine Executive Director, Representative of TKV's capital; consolidating the Board of Directors; assigning tasks to the Board of Directors; the preparation of the Annual General Meeting of Shareholders in 2026; approving the salary fund to be implemented in 2025.	100%
13	71/K4/NQ-HDQT	17/4/2026	Approving the Regulation on investment and construction management; Regulations on recruitment and labor management; The system of salary scales, payrolls and salary allowance regimes; personnel work and other management contents.	100%
14	71.1/K4/NQ-HDQT	17/4/2026	Approving the list of nominated and candidates to submit to the General Meeting of Shareholders to elect additional members of the Board of Directors.	100%
15	72/K4/NQ-HDQT	23/4/2026	Approving the Regulation on recruitment and labor management; approving the dossier to be submitted to the General Meeting of Shareholders; investment projects for production in 2026; Worker Collective Accommodation Project.	100%
16	73/K4/NQ-HDQT	28/4/2026	Election of the Chairman of the Board of Directors of the Company for the fourth term (2023–2028).	100%
17	74/K4/NQ-HDQT	28/4/2026	Assign the tasks of Members of the Board of Directors and approve the plan to arrange and	100%

			restructure the Company in the period of 2026-2030.	
18	75/K4/NQ-HDQT	09/5/2026	Through the contents of personnel and corporate governance.	100%
19	76/K4/NQ-HDQT	14/5/2026	Promulgating the Regulation on risk management and prevention; approving the cadre planning; approving the personnel work and the policy of appointing the Manager of the General Service Workshop.	100%
20	76.1/K4/NQ-HDQT	14/5/2026	Approving the investment project of workers' collective accommodation in Ha Lam ward, Quang Ninh province.	100%
21	78/K4/NQ-HDQT	26/5/2026	Approval of the last registration date to exercise the right to receive dividends in 2025 and implement TKV's guiding documents.	100%
22	79/K4/NQ-HDQT	12/6/2026	Approving the appropriation rate and the plan to use the Reward Fund and Welfare Fund in 2026; the policy of appointing the Head of the KCM Department and re-appointing key officials.	100%
23	80/K4/NQ-HDQT	18/6/2026	Approved the policy and plan to lease land in the area of the Bac - Nui Beo Main Waste Grounds and the ventilation furnace door level +185; implementing TKV's guiding documents.	100%
24	81/K4/NQ-HDQT	23/6/2026	Approve the results of the process implementation and appoint the Head of the Mining Technology Engineering Department.	100%
25	82/K4/NQ-HDQT	25/6/2026	Implementing Official Letter No. 4372/TKV-KSNB dated June 24, 2026 of TKV.	100%
26	83/K4/NQ-HDQT	26/6/2026	Implement TKV's Decision No. 1262/QD-TKV dated June 25, 2026 on the set of consumption norms for major materials in coal mining.	100%
27	84/K4/NQ-HDQT	29/6/2026	Adopt solutions to make net revenue and gross profit of the next year higher than the previous year; implementing TKV's guiding documents.	100%
28	85/K4/NQ-HDQT	30/6/2026	Implement the Official Letter No. 4493/TKV-KSNB dated June 29, 2026 of TKV on labor management.	100%

APPENDIX 02

LIST OF INSIDERS AND RELATED PERSONS (INDIVIDUALS, ORGANIZATIONS) TO INSIDERS

(Attached to the Corporate Governance Report No. 111/BC-HDQT dated 30/7/2026)

TT	Stock code	Full name	Position at the company	Relationship with insiders	Type of NSH paper (ID card, ID card, Passport, Business registration)	NSH Paper Number	Date of issuance of NSH certificate	Time of appointment of NNB/becoming NLQ	Notes
1	2	3	4	5	6	7	8	9	10
1	HLC	Nguyen Trong Tot	Chairman of the Board of Directors		CCCD			25/04/2022	Dismissal on 28/4/2026
1.01		Bui Thi Hoa		Wife	CCCD				
1.02		Nguyen Mai Quynh		Daughter	CCCD				
1.03		Nguyen Dinh Tin		Son-in-law	CCCD				
1.04		Nguyen Quynh Trang		Daughter	CCCD				
1.05		Nguyen Thi Chien		Sister	CCCD				
1.06		Nguyen Cong Thuan		Brother-in-law	CCCD				
1.07		Nguyen Thi Huyen		Sister	ID card				
1.08		Dinh Van Mien		Brother-in-law	ID card				
1.09		Dinh Thi Nguyen		Mother-in-law					
1.10		Vietnam Coal and Mineral Industry Group		Head of Department	Business Registration				
1.11		Uong Bi Automotive Mechanical Joint Stock Company		Chairman of the Board of Directors	Business Registration				

TT	Stock code	Full name	Position at the company	Relationship with insiders	Type of NSH paper (ID card, ID card, Passport, Business registration)	NSH Paper Number	Date of issuance of NSH certificate	Time of appointment of NNB/becoming NLQ	Notes
1.12		Mong Duong Coal Joint Stock Company - Vinacomin		Chairman of the Board of Directors	Business Registration				
1.13		Deo Nai Coal Joint Stock Company – Coc Sau - TKV		Chairman of the Board of Directors	Business Registration				
2	HLC	Tran Tuan Anh	Chairman of the Board of Directors		CCCD			28/04/2026	Appointed on 28/4/2026
2.01		Tran Tuong		Father					Elderly and weak
2.02		Nguyen Thi Kim Thanh		Mother-in-law	ID card				
2.03		Do Thuy Chi		Wife	CCCD				
2.04		Tran Hai Phong		Offspring					Early
2.05		Tran Duc An Khoi		Offspring					Early
2.06		Tran Lam		Siblings	CCCD				
2.07		Hoang Thi Ngoc Anh		Sister-in-law	CCCD				
2.08		Tran Thi Bich Ngoc		Siblings	CCCD				
2.09		Nguyen Ba Luong		Brother-in-law	CCCD				
2.10		Vietnam Coal and Mineral Industry Group		Head of Department	Business Registration				
2.11		Maritime Agency Joint Stock Company - Vinacomin		Chairman of the Board of Directors	Business Registration				
2.12		Nui Beo Coal Joint Stock Company - Vinacomin		Chairman of the Board of Directors	Business Registration				

TT	Stock code	Full name	Position at the company	Relationship with insiders	Type of NSH paper (ID card, ID card, Passport, Business registration)	NSH Paper Number	Date of issuance of NSH certificate	Time of appointment of NNB/becoming NLQ	Notes
3	HLC	Vu Ngoc Thang	Member of the Board of Directors/ Director		CCCD			08/06/2021	Dismissal on 28/4/2026
3.01		Vu Huu Hop		Father	CCCD				
3.02		Nguyen Thi Mang		Mother	CCCD				
3.03		Nguyen Quang Vinh		Father-in-law	CCCD				
3.04		Pham Thi Suu		Mother-in-law	CCCD				
3.05		Nguyen Thi Hang		Wife	CCCD				
3.06		Vu Minh Duc		Offspring	CCCD				
3.07		Vu Minh Dat		Offspring	CCCD				
3.08		Vu Thi Kien		Sister	CCCD				
3.09		Vu Duc Tam		Brother-in-law	CCCD				
4	HLC	Nguyen Huu Dat	Member of the Board of Directors/ Director		CCCD			28/04/2026	Appointed on 28/4/2026
4.01		Nguyen Huu Lien		Father	CCCD				
3.02		Nguyen Thi Thoa		Mother	CCCD				
3.03		Pham Van Dung		Father-in-law	CCCD				
3.04		Tran Thi Lien		Mother-in-law	CCCD				
3.05		Pham Thi Thu Huong		Wife	CCCD				
3.06		Nguyen Huong Thao		Biological children	CCCD				
3.07		Nguyen Huong Giang		Biological children	CCCD				
3.08		Nguyen Huu Phuc Huy		Biological children	CCCD				
3.09		Nguyen Van Hung		Siblings	CCCD				

TT	Stock code	Full name	Position at the company	Relationship with insiders	Type of NSH paper (ID card, ID card, Passport, Business registration)	NSH Paper Number	Date of issuance of NSH certificate	Time of appointment of NNB/becoming NLQ	Notes
3.10		Bui Thi Kim Ngan		Sister-in-law	CCCD				
3.11		Nguyen Huu Viet		Siblings	CCCD				
3.12		Pham Thi Thuy Vinh		Sister-in-law	CCCD				
3.13		Nguyen Thi Dung		Siblings	CCCD				
3.14		Bui Dinh Vuong		Brother-in-law	CCCD				
3.15		Pham Manh Cuong		Brother-in-law	CCCD				
3.16		Ngo Thanh Xuan		Sister-in-law	CCCD				
3.17		Pham Manh Ha		Sister-in-law	CCCD				
3.18		Tran Huyen Thuong		Sister-in-law	CCCD				
5	HLC	Nguyen Van Son	Board Members		CCCD			25/04/2023	
5.01		Dao Xuan Bao		Father-in-law	CCCD				
5.02		Nguyen Thi Thuoc		Mother-in-law	CCCD				
5.03		Dao Thi Ha		Wife	ID card				
5.04		Nguyen Son Tung		Offspring	CCCD				
5.05		Bui Bich Phuong		Daughter-in-law	CCCD				
5.06		Nguyen Son Bach		Offspring	ID card				
5.07		Nguyen Van Thanh		Brother	CCCD				
5.08		Bui Thi Thu Huong		Sister-in-law	CCCD				
5.09		Nguyen Hong Nga		Sister	CCCD				
5.10		Tran Van Hoa		Brother-in-law	ID card				
5.11		Nguyen Hong Ha		Sister	CCCD				
6	HLC	Mai Huy Trung	Independent Board Members		CCCD			25/04/2023	
6.01		Mai Huu Phan		Father	CCCD				
6.02		Le Thi Bich Hang		Wife	CCCD				

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6.03		Mai Quoc Hung		Offspring	CCCD				
6.04		Mai Manh Hung		Offspring	CCCD				
6.05		Nguyen Thi Yen Anh		Daughter-in-law	CCCD				
6.06		Mai Thi Thuy Anh		Sister	CCCD				
6.07		Mai Huy Quynh		Younger brother	ID card				
6.08		Mai Huy Cuong		Younger brother	CCCD				
6.09		Vu Tien Thi		Brother-in-law	CCCD				
6.10		Nguyen Thi Anh Tuyet		Sister-in-law	CCCD				
6.11		Nguyen Thu Huyen		Sister-in-law	CCCD				
7	HLC	Tran Thanh Tung	Head of the Control Board		CCCD			28/11/2025	<i>Elected on 28/11/2025</i>
7.01		Tran Van Hanh		Father	CCCD				
7.02		Le Thi Tam		Mother	CCCD				
7.03		Nguyen Van Vinh		Father-in-law	CCCD				
7.04		Dang Thi Nhung		Mother-in-law	CCCD				
7.05		Nguyen Thi Dung		Wife	CCCD				
7.06		Tran The Ninh		Offspring	CCCD				
7.07		Tran Binh Minh		Offspring	CCCD				
7.08		Tran Anh Tuan		Brother	CCCD				
7.09		Nguyen Thi Phuong		Sister-in-law	CCCD				
8	HLC	Truong Ngoc Linh	Member of the Supervisory Board		CCCD			25/04/2023	
8.01		Nguyen Thi Thuc		Mother-in-law	CCCD				

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8.02		Trinh Thi Thao		Wife	ID card				
8.03		Truong Manh Hai		Offspring					
8.04		Truong Manh Cuong		Offspring					
8.05		Truong Thi Quynh		Sister	CCCD				
8.06		Nguyen Ba Hui		Brother-in-law	CCCD				
8.07		Truong Van Chinh		Siblings	ID card				
8.08		Nguyen Thi Tuyen		Sister-in-law	CCCD				
9	HLC	Tran Thi Ngan	Member of the Supervisory Board		CCCD			25/04/2023	
9.01		Nguyen Son Tung		Offspring	CCCD				
9.02		Duong Thi Hoa		Mother	ID card				
9.03		Tran Thi Hien		Sister	CCCD				
9.04		Tran Van Khiem		Brother	CCCD				
9.05		Tran Thi Hue		Sister	ID card				
9.06		Tran Thi Hanh		Sister	CCCD				
9.07		Tran Van Kien		Siblings	CCCD				
9.08		Pham Phuc Chinh		Brother-in-law	CCCD				
9.09		Pham Thi Huong		Sister-in-law	ID card				
9.10		Luong Van Suu		Brother-in-law	ID card				
9.11		Tran Van Hiep		Brother-in-law	CCCD				
9.12		Ngo Thi Thanh Huyen		Sister-in-law	CCCD				
10	HLC	Do Trung Thanh	Deputy Director		ID card			21/11/2025	
10.1		Do Van The		Father	CCCD				
10.2		Bui Thi Ngan		Mother	CCCD				
10.3		Pham Anh Van		Father-in-law	CCCD				

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10.4		To Thi Thanh		Mother-in-law	CCCD				
10.5		Pham Thuy An		Wife	CCCD				
10.6		Do Anh Thu		Biological children	CCCD				
10.7		Do Trung Kien		Biological children	CCCD				
10.8		Do Minh Thuy		Sister	CCCD				
10.9		Pham Viet Hoa		Sister-in-law	CCCD				
11	HLC	Bui Thanh Doan	Board Member/Deputy Director		CCCD			25/07/2023	<i>Elected as a TV member of the Board of Directors on 28/11/2025</i>
11.1		Tran Thi Nhu		Mother	CCCD				
11.2		Bui Thanh Tao		Father	CCCD				
11.3		Bui Thanh Hang		Brother	CCCD				
11.4		Nguyen Minh Hue		Sister-in-law	CCCD				
11.5		Nguyen Thi Than		Mother-in-law	CCCD				
11.6		Doan Thi Tuyet		Wife	CCCD				
11.7		Bui Thanh Vinh		Natural children (boys)	CCCD				
11.8		Bui Thanh Phuc Hung		Natural children (boys)	CCCD				
12	HLC	Nguyen Le Tung	Deputy Director		CCCD			20/01/2025	
12.01		Nguyen Van Quang		Father	CCCD				
12.02		Le Thi Hoa Le		Mother	CCCD				
12.03		Nguyen Duc Hai		Father-in-law	CCCD				
12.04		Phan Thi Hoa		Mother-in-law	CCCD				

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12.05		Nguyen Thi Thuy		Wife	CCCD				
12.06		Nguyen Le Ngoc Thuy		Offspring	CCCD				
12.07		Nguyen Thai Son		Offspring	CCCD				
13	HLC	Nguyen Van Bac	Deputy Director		CCCD			05/03/2025	
13.01		Nguyen Van Phi		Father					
13.02		Nguyen Thi Lan		Mother					
13.03		Vu Van Phu		Father-in-law	CCCD				
13.04		Nguyen Thi Phuc		Mother-in-law	CCCD				
13.05		Vu Thi Hue		Wife	CCCD				
13.06		Nguyen Minh Tuan		Biological children	CCCD				
13.07		Nguyen Duy Hung		Biological children	CCCD				
13.08		Nguyen Thi Loan		Sister	CCCD				
13.09		Nguyen Van Duc		Brother	CCCD				
13.10		Nguyen Van Viet		Brother	CCCD				
13.11		Vu Van Phuong		Sister-in-law	CCCD				
14	HLC	Vu Thi Minh Thanh	Chief Accountant		ID card			04/05/2016	
14.01		Vu Dinh Thinh		Father	ID card				
14.02		Vu Thi Thuy		Mother	ID card				
14.03		Vu Xuan Dong		Father-in-law	CCCD				
14.04		Vu Xuan Thuong		Husband	ID card				
14.05		Vu Thi Hoai Phuc		Offspring	ID card				
14.06		Vu Xuan Duc Long		Offspring	CCCD				
14.07		Vu Thi Minh Dung		Siblings	CCCD				
14.08		Hoang Van Kien		Brother-in-law	CCCD				

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15	HLC	Lieu Hong Minh	Administrator / Company Secretary		CCCD			01/10/2022	
15.01		Tran Thi Thanh Trang		Wife	CCCD				
15.02		Lieu Minh Khoi		Biological children	CCCD				
15.03		Lieu Tran Minh Ngoc		Biological children	CCCD				
15.04		Lieu Hong Sinh		Father	CCCD				
15.05		Le Thi Huong		Mother-in-law	CCCD				
15.06		Lieu Hong Thang		Siblings	CCCD				
15.07		Bui Thi Phuong Anh		Sister-in-law	CCCD				
16	HLC	Vietnam Coal and Mineral Industry Group		Parent company of the Listed Organization	Business Registration				
17	HLC	Trade Union of Ha Lam Coal Joint Stock Company - Vinacomin		Socio-political organizations of public companies (Trade Unions)					
18	HLC	Trade Union of Ha Lam Coal Joint Stock Company - Vinacomin		Socio-political organizations of public companies (Trade Unions)					