



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

No. 60.1/K4/NQ-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Quang Ninh, January 30, 2026

RESOLUTION
BOARD MEETING
Ha Lam Coal Joint Stock Company - Vinacomin

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

Pursuant to the Regulation on Operation of the Board of Directors of Ha Lam-Vinacomin Coal Joint Stock Company, promulgated under Decision No. 42/QĐ-HDQT dated April 26, 2021;

Pursuant to Minutes No. 60/K4/BB-HDQT dated 30/01/2026 of the Board of Directors of Ha Lam-Vinacomin Coal Joint Stock Company.

RESOLVED:

Article 1. The Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin met to approve the Resolution on promulgating the Plan to organize the General Meeting of Shareholders in 2026.

Considering the Report No. 366/TTr-HLC dated 23/01/2026 of the Company's Director requesting the Board of Directors to consider and approve the Company's plan to organize the Annual General Meeting of Shareholders (AGM) in 2026; the members of the Board of Directors reviewed the dossier, discussed and unanimously voted to approve the Resolution as follows:

1. The Board of Directors approves the organization of the 2024 General Meeting of Shareholders according to the Report No. 366/TTr-HLC dated January 23, 2026 of the Company's Director.

2. The Board of Directors authorizes the Chairman of the Board of Directors to sign the Plan to organize the 2026 General Meeting of Shareholders and other relevant parties, approve the documents to be submitted to the 2026 General Meeting of Shareholders.

3. Director - Legal representative of the Company: (i) Sign the notice of the last registration date to exercise the right to attend the Annual General Meeting of Shareholders in 2026: Expected no later than March 18, 2026 according to the regulations of the Vietnam Securities Depository and Clearing Corporation (VSDC) and send it to the Board of Directors for reporting; (ii) Implement and

on the Company's website at least 21 days before the meeting date according to Clause 1, Article 143 of the Law on Enterprises 2020.

III. CONTENTS OF THE GENERAL MEETING

It is expected that the General Meeting will discuss and approve the following contents:

1. Report on production and business results in 2025, production and business plan and proposed dividend level in 2026.
2. A report on the profit distribution plan in 2025;
3. Audited financial statements for 2025;
4. Report on payment of remuneration, allowances, salaries of the Board of Directors, Supervisory Board and Managers in 2025; proposing remuneration, allowances, salaries of the Board of Directors, Supervisory Board, and Managers in 2026;
5. Report on the activities of the Board of Directors in 2025, orientation for 2026;
6. Reports of independent members of the Board of Directors;
7. Evaluation report of the Supervisory Board on production and business results and appraisal of the audited financial statements of the Company in 2025;
8. Report on the activities of the Supervisory Board and evaluate the performance of the Board of Directors and Directors of the Company in 2025;
9. Proposal for approval of the selection of an independent audit firm to audit the Company's financial statements in 2026.;
10. Report on the transaction contract with related persons under the competence of the General Meeting of Shareholders for approval;
11. Supplementing business lines, amending the company's charter;
12. Other contents falling under the competence of the General Meeting of Shareholders.

V. PERSONNEL OF THE MEETING (tentative)

1. The Steering Committee of the Congress

TT	Full name	Position	Mission	Notes
1	Mr. Nguyen Trong Tot	Chairman of the Board of Directors	Head of Department	
2	Mr. Vu Ngoc Thang	TV. Board of Directors - Director	Deputy Head of Department	
3	Mr. Bui Thanh Doan	TV. Board of Directors - Deputy Director	Commissioner	
4	Mr. Nguyen Van Son	TV. Board of Directors	Commissioner	
5	Mr. Mai Huy Trung	TV. Board of Directors	Commissioner	

TT	Full name	Position	Mission	Notes
6	Mr. Tran Thanh Tung	TB Control	Commissioner	
7	Mr. Truong Ngoc Linh	KS Semi TV	Commissioner	

2. The Organizing Committee of the Congress

TT	Full name	Position	Mission	Notes
1	Mr. Nguyen Van Son	TV. Board of Directors	Head of Department	
2	Mr. Truong Ngoc Linh	TV. BKS	Deputy Head of Department	
3	Mr. Mai Huy Trung	TV. Board of Directors	Deputy Head of Department	
4	Mr. Lieu Hong Minh	Company Secretary	Commissioner (TT)	
5	Mr. Tran Minh Duc	HCMC	Commissioner	
6	Ms. Tran Thi Ngan	TV. BKS	Commissioner	
7	Ms. Vu Thi Minh Thanh	Chief Accountant	Commissioner	
8	Mr. Nguyen Thanh Truong	Chief Executive Officer	Commissioner	
9	Mr. Tran Trung Hieu	HCMC CV	Commissioner	
10	Mr. Nguyen Duc Thao	KB City	Commissioner	

3. The Committee for Examination of Shareholder Eligibility and Representatives to Attend the General Meeting

TT	Full name	Position	Mission	Notes
1	Mr. Pham Minh Tien	PTP. KB	Head of Department	
2	Mr. Nguyen Cong Phuc	Vice Chairman of the Board of Directors	Commissioner	
3	Ms. Tran Thi Ngan	IA	Commissioner	

4. The Advisory and Advisory Group of the Chairman of the Congress answered questions

TT	Full name	Position	Mission	Notes
1	Mr. Vu Ngoc Thang	Company Director	Team Leader	
2	Ms. Vu Thi Minh Thanh	Chief Accountant	Deputy Team	
3	Mr. Vu Ba Truong	PTP KCM	Members	
4	Mr. Tran Trong Thuy	EIA City	Members	
5	Mr. Tran Minh Duc	TCL City	Members	

6	Mr. Tran Trung Hieu	TP CV	Members	
7	Mr. Nguyen Duc Tien	TP AT	Members	
8	Mr. Trinh Xuan Khoa	HCMC	Members	

5. Congress Assisting Team

TT	Full name	Position	Mission	Notes
1	Ms. Le Thi Hong Thuy	PP. KB	Team Leader	
2	Ms. Le Thanh Hien	CV P. KB	Members	
3	Ms. Vu Thi Thuy	CV P.KTTC	Members	
4	Ms. Pham Thi Ngat	CV P.TCLD	Members	
(Member of the shareholder advisory and support group established under Decision No. 4077/QD-HLC dated August 11, 2025 of the Company's Director)				

6. Secretary of the Congress

TT	Full name	Position	Mission	Notes
1	Mr. Lieu Hong Minh	Secretary of the Board of Directors	Secretary of the Congress	

*** Note:** Heads of committees and heads of assisting teams are responsible for assigning tasks to members to ensure the best conditions for organizing the Congress. The assisting committees and teams dissolve themselves after completing their tasks.

VI. PREPARATION

1. Independent members of the Board of Directors: Request to prepare a report on the activities of the Independent Member of the Board of Directors in 2025, the Task Plan in 2026.

2. The Company's Supervisory Board: Request to direct the Company's functional departments and prepare the following contents:

The Supervisory Board's assessment report on the Company's production and business results and appraisal of the Company's audited financial statements in 2025; Report on the activities of the Supervisory Board and evaluate the performance of the Board of Directors and Directors of the Company in 2025; Proposal for approval of the selection of an independent audit firm to audit the Company's financial statements in 2026.

*** Time to submit reports:** No later than 09/3/2026.

3. Company Secretary

a) Make a written request to VSDC to make a list of shareholders on the last registration date to exercise the right to attend the Annual General Meeting of Shareholders in 2026 (the date of making the list is March 28, 2026) for the Company's Director to sign and promulgate.

Disclosure of information on the last registration date of shareholders exercising the right to attend the General Meeting within 24 hours from the date of issuance of the document.

b) Draft: (i) Agenda of the General Meeting; (ii) Notice of invitation to the meeting; (iii) Resolution of the Congress; (iv) Voting slips, voting cards; (v) forms of power of attendance, registration forms for meetings; forms of authorization of units in the Company; forms of registration to speak at the General Meeting (vi) Executive contents of the Chairman of the General Meeting.

c) Coordinate with the Labor Relations Department, VP, Internal Audit Division - KB Department, CV Department to: Summarize the list of shareholders sent by VSDC to send a notice of organization of the General Meeting of Shareholders.

d) Synthesize reports, complete the dossier of report to the Director and the representative of the capital interests for consultation with TKV before submitting it to the Board of Directors and the Annual General Meeting of Shareholders in 2026.

e) Gathering reports and submissions to the printing office;

g) Gather relevant documents to submit to the Board of Directors for approval in meetings and carry out disclosure before and after the General Meeting.

4. Labor Divisions

a) Formulate draft Regulations of the Congress; Report on payment of remuneration, allowances, salaries of the Board of Directors, Supervisory Board and Managers in 2025; proposing remuneration, allowances, salaries of the Board of Directors, Supervisory Board, and Managers in 2026;

b) Prepare dossiers to submit to the Board of Directors for approval and consult TKV on the contents of the General Meeting as prescribed;

** Time to submit reports: No later than 09/3/2026.*

c) Advise the Director to consider and promulgate decisions immediately after the Plan is promulgated: (i) Establish the Steering Committee for the General Meeting; (ii) Establishment of the Organizing Committee of the General Meeting; (iii) Establishment of the Committee for Examination of Shareholder Qualifications and Representatives to attend the General Meeting; (iv) The Advisory and Advisory Group of the Chairman of the Congress answers questions and the Congress Assisting Team.

5. Science Department

Assume the prime responsibility for, and coordinate with the following departments: EIA, TCLD, KTTC, KCM, KCT, TD and relevant departments to develop a draft: Report on production and business results in 2025, production and business plan in 2026 (The report needs to be written briefly, clearly analyzing what has not been done according to the Resolution of the 2025 Annual General Meeting of Shareholders); Proposing dividends in 2026; Reporting on transaction contracts with related persons in 2026.

** Time to submit reports: Before 09/3/2026.*

6. Department of Audit and Audit

a) Assume the prime responsibility for working with an independent auditor to audit the 2025 Financial Statements;

b) Chair the draft (i) Report on the profit distribution plan in 2025 and the contents of the profit distribution plan in 2025 to report to TKV for comments and submit to the General Meeting; (ii) Summary report of the audited financial statements for 2025;

** Time to submit reports: Before 09/3/2026.*

7. CV Room

a) Arrange technical support staff of sound and light equipment during the organization of the Congress.

b) Receive the list of shareholders made by VSDC at the time of closing the rights on March 27, 2026 (through the Company Secretary), filter the data and make a list of shareholders currently working in the Company; external shareholders with specific addresses (complete: within 02 days from the date of receipt of VSDC's list).

c) Post on the Company's website all information related to the organization of the Annual General Meeting of Shareholders in 2026. Time and content of posting at the request of the Company Secretary.

8. KB Room

a) Organize security and order measures; organize parking for people attending the General Meeting and guide the General Assembly attendees to the 3rd floor Hall - Company's Guest House, do not let the attendees enter the working area of the University of Science and Technology Building.

b) Arrange 02 officials at the Hall to maintain stable order during the Congress.

c) Internal Audit Department: Receive the list, address and invitation letter of shareholders to attend the General Meeting from the Company Secretary, send invitations to shareholders. It is proposed to buy stationery for the preparation process of the General Meeting.

9. Office

a) Printing of documents for the General Meeting

b) Make a Maket above the lobby of the Company's Headquarters

**"WARMLY WELCOME SHAREHOLDERS AND REPRESENTATIVES
TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

HA LAM COAL JOINT STOCK COMPANY - VINACOMIN"

c) Make the Maket of the Congress (on the led board) inside the Hall

"ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

HA LAM COAL JOINT STOCK COMPANY - VINACOMIN"

Quang Ninh, April 28, 2026

d) Print and paste the codes of shareholders and representatives attending the General Meeting according to the diagram sent by the Secretary; arrange tables and chairs

in the Hall (Chairman's table, secretary's desk), sign of the Chairman and secretary, prepare 01 ballot box for voting; arrange tables and chairs to serve the inspection of shareholder status outside the hall and counting votes; Arrange drinking water and snacks outside the hall for participants to use during breaks. Attach the Congress documents to the QR code (paste the code inside and outside the hall for easy lookup).

e) Organize camera recording, take photos of documents for the conference, prepare video clips on propaganda of the Company's activities and broadcast them at the following times: Before the Congress, take a break in the middle of the Congress.

g) Preparing, celebrating and serving the participants during the Congress.

h) Well prepare sound and light equipment in the hall and backup generators in case of grid power failure.

*** Providing documents for making reports:** Departments of EIA, KCM, TD, CV, AT, KTTC, TLC, KB: Based on their assigned functions and tasks, provide data on construction investment; Engineering and technology; M&E transportation; Occupational safety and health; Accounting, finance; Organization, labor, salary and military inspection, audit and protection shall be sent to the Department of Science and Technology for synthesis and writing a general report.

** Time to send reports:* At the request of the Science Department.

VII. ORGANIZATION OF IMPLEMENTATION

1. The Company's Director - Deputy Director directs: Arrange appropriate work for members of the Company to participate in the Departments and Groups to perform and complete their tasks; Directing the review of work progress in the production and business meeting of the Company;

2. Departments, working groups and relevant functional divisions shall organize the implementation as assigned;

3. The Company Secretary shall be the focal point for synthesizing, monitoring and reporting the implementation progress to the Board of Directors./.

Recipients:

- 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**

(signed)

Nguyen Trong Tot