

Quang Ninh, January 30, 2026

REPORT
Corporate Governance in 2025

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 Directors.
- 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-ĐHĐCĐBT	17/01/2025	<p><u>The 2025 General Meeting of Shareholders approved the following contents:</u></p> <ul style="list-style-type: none">(i) Approving the dismissal of 01 Member of the Board of Directors of the Company for Mr. Nguyen Trong Tot.(ii) Approving the list of nominations and candidates for members of the Board of Directors of the Company for the fourth term (2023-:- 2028);(iii) Election results:<ul style="list-style-type: none">- The General Meeting voted and Mr. Tran Van Cu was elected as a Member of the Board of Directors of the Company for the fourth term (2023-:-2028);- At the 30th meeting, the Board of Directors of the Company elected Mr. Tran Van Cu as Chairman of the Board of Directors of the Company for the fourth term;

TT	Number of Resolutions/Decisions	Date, month, year	Contents
02	01/NQ-ĐHĐCĐTN	25/4/2025	<p><u>The 2025 General Meeting of Shareholders approved the following contents:</u></p> <p>(i) Report on production and business results in 2024; production and business plan in 2025; it is expected that the dividend in 2025 will $\geq 6\%$ / VDL.</p> <p>(ii) Audited 2024 Financial Statements.</p> <p>(iii) Profit distribution in 2024: In which the dividend paid in 2024 is 8%/VDL</p> <p>(iv) Approving the remuneration and salary of managers in 2024; the plan for remuneration, allowances and salary plans of managers in 2025.</p> <p>(v) Report of the Board of Directors (BOD) on the governance and performance of the Board of Directors in 2024, the direction of the Board of Directors' activities in 2025.</p> <p>(vi) Report on contracts and transactions in 2025 with relevant persons under the authority of the General Meeting of Shareholders for approval.</p> <p>(vii) Supplementing business lines and amending the Company's Charter including 03 industry codes: 7120 – Technical inspection and analysis; 2011: Production of basic chemicals (Nitrogen production activities); 3512: Electricity transmission and distribution (electricity retail activities).</p> <p>(viii) The Supervisory Board's assessment report on the production and business results and the appraisal of the Company's audited financial statements in 2024.</p> <p>(ix) Report on the operation of the Supervisory Board on the evaluation of the performance of the Board of Directors; Director of the Company in 2024.</p> <p>(x) The report of the Supervisory Board proposes the General Meeting to select a list of companies to audit the Company's 2025 financial statements.</p> <p>(xi) Report of independent members of the Board of Directors in 2024</p> <p>* Notify the General Meeting of related persons of internal persons</p>
03	02/NQ-ĐHĐCĐBT	28/11/2025	<p><u>The 2025 General Meeting of Shareholders (2nd) approved the following contents:</u></p> <p>(i) The General Meeting dismissed 02 members of the Board of Directors for Mr. Tran Van Cu and Mr. Dinh Trung Kien; dismissal of 01 member of the Supervisory Board for Mr. Luong Xuan Quang;</p> <p>(ii) Approve the list of candidates for election to the Board of Directors and the Supervisory Board of the Company for the fourth term (2023-2028).</p> <p>(iii) The General Meeting shall elect 02 additional members of the Board of Directors and 01 member of the Supervisory Board of the Company. Election results: - Mr. Nguyen Trong Tot - Capital Manager, Group Management Board and Mr. Bui Thanh Doan - Deputy Director of the Company were elected to join the Board of Directors, are Members of the Board of Directors of the</p>

TT	Number of Resolutions/Decisions	Date, month, year	Contents
			<p>Company for the fourth term, 2023-2028;</p> <p>- Mr. Tran Thanh Tung - Controller of the Capital, Board of Directors of the Group was elected to participate in the Board of Directors of the Company, is a Member of the Supervisory Board of the Company for the fourth term, 2023-2028;</p> <p>* The Board of Directors of the Company met on 28/11/2025: members of the Board of Directors elected Mr. Nguyen Trong Tot to hold the position of Chairman of the Board of Directors of the Company for the fourth term (2023-2028);</p> <p>* The Supervisory Board of the Company met on 28/11/2025: the members of the Supervisory Board elected Mr. Tran Thanh Tung to hold the position of Head of the Supervisory Board of the Company for the fourth term (2023-2028).</p>

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 Van Cu	Chairman of the Board of Directors <i>(non-executive)</i>	Elected at the Extraordinary General Meeting of Shareholders in 2025 from January 17, 2025 <i>(Term 2023-2028)</i>	28/11/2025
2	Nguyen Trong Tot	Chairman of the Board of Directors <i>(non-executive)</i>	Elected at the 2025 Extraordinary General Meeting of Shareholders (2nd time) from 28/11/2025 <i>(Term 2023-2028)</i>	
3	Vu Ngoc Thang	Member of the Board of Directors, Director	Elected at the 2023 Annual General Meeting of Shareholders from April 25, 2023 <i>(Term 2023-2028)</i>	
4	Dinh Trung Kien	Member of the Board of Directors, Deputy Director	NT	28/11/2025
4	Bui Thanh Doan	Member of the Board of Directors, Deputy Director	Elected at the 2025 Extraordinary General Meeting of Shareholders (2nd time) from 28/11/2025 <i>(Term 2023-2028)</i>	

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
5	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)	
6	Mai Huy Trung	Independent Member of the Board of Directors	NT	

2. Board of Directors meetings: 31 sessions, 39 Resolutions issued

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

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 2025 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. 99/CTr-HDQT dated 27/12/2024, 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 2025, Resolution of the 1st and 2nd Extraordinary General Meeting of Shareholders (AGM) in 2025;
- (ii) Promulgating 39 Resolutions and 31 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

The Board of Directors has seriously and fully implemented the assigned contents, specifically:

- Organizing the General Meeting of Shareholders in 2025 in accordance with the plan approved by the Board of Directors; ensuring full order and procedures in accordance with the law and the Company's Charter.
- Submit to the Board of Directors for approval before implementing the contents under the jurisdiction of the Board of Directors, including:
 - + The salary level implemented in 2024;
 - + Production and business plan and investment plan in 2025;
 - + Adjust the investment schedule and transition steps in 2025;
 - + Personnel work, personnel planning;
 - + Management regulations and other administrative contents.
- Organize production and business in 2025 as planned; finalize the list of shareholders to pay dividends in 2024 on time and at the rate approved by the General Meeting of Shareholders.

Issue a decision on implementation and send it to the Board of Directors for supervision; fully implement the regime of reporting results as prescribed.

3.3. Results of implementation of the 2025 production and business plan

Anonymous	Name of indicator	Unit of calculation	Plan for 2025	Implementation in 2025	Percentage % (TH/KH)
A	B	C	1	3	4
1	Exploited coal	Tons	2 400 000	2 400 000	100,0
	- Underground coal	"	2 400 000	2 400 000	100,0
2	CBSX Furnace Excavator	m	12 300	12 306	100,0
3	Coal Consumption	Tons	2 249 000	2 056 887	91,5
4	Coal Revenue	Tr.dong	3 253 303	2 849 731	87,6

Anonymous	Name of indicator	Unit of calculation	Plan for 2025	Implementation in 2025	Percentage % (TH/KH)
5	Profit before tax	"	52 047	103 466	198,8
6	Average Labor	People	3 478	3 383	97,3
7	Average salary/person/month	1000đ	19 944	21 757	109,1

3.4. General assessment of the Board of Directors

Through the supervision in 2025, the Board of Directors evaluates and comments:

- 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 2025 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 2025, 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 2025 will be organized and implemented synchronously, 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. Luong Xuan Quang	Head of Department	Elected at the 2023 Annual General Meeting of Shareholders on 25/4/2023/ dismissed at the 2025 Extraordinary General Meeting of Shareholders (2nd) on 28/11/2025 (Term 2023-2028)	Master of Industrial Economics; Bachelor of Economics
2	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
3	Mr. Truong Ngoc Linh	Members	Elected at the 2023 Annual General Meeting of Shareholders from 25/4/2023 (Term 2023-2028)	Master of Mining
4	Ms. Tran Thi Ngan	Members	NT	Bachelor of Economics - Accounting

2. Meeting of the Supervisory Board

Total number of meetings: 11

TT	Member of the Supervisory Board	Number of meetings attended	Meeting Attendance Rate	Voting Rate	Reasons for not attending the meeting
1	Mr. Luong Xuan Quang	08	73	100	Dismissal on 28/11/2025
2	Mr. Tran Thanh Tung	03	27	100	Elected on 28/11/2025
3	Mr. Truong Ngoc Linh	11	100	100	
4	Ms. Tran Thi Ngan	11	100	100	

* Contents of the meeting:

Total number of Supervisory Board meetings: In 2025, the Supervisory Board has held 11 meetings. Contents of the meeting:

(i) March 14, 2025: The meeting agreed on the control results of the fourth quarter and the whole year of 2024; and approved the inspection and supervision plan in the first quarter of 2025;

(ii) 31/03/2025: Meeting to agree on the contents of the Company's Supervisory Board to submit the report at the 2025 Annual General Meeting of Shareholders;

(iii) May 27, 2025: The meeting agreed to assign tasks to members of the Company's Supervisory Board;

(iv) 05/6/2025: Meeting to agree on the control results of the first quarter of 2025 of the Company's Supervisory Board; and approved the inspection and supervision plan for the first 6 months of 2025;

(v) On June 25, 2025, a meeting to review and reward the integrated economic management in 2024;

(vi) August 19, 2025: The meeting agreed on the results of the control content in the first 6 months of 2025 and approved the inspection and supervision plan for the first 9 months of 2025;

(vii) On 31/10/2025, the meeting agreed on the resignation of Mr. Luong Xuan Quang's position as a member of the Supervisory Board and Head of the Supervisory Board;

(viii) On November 4, 2025, the meeting agreed on the results of the control content in the third quarter-9 months of 2025 and implemented a number of work contents of the next period.

(ix) On 28/11/2025, the meeting agreed to elect the Chairman of the Company's Supervisory Board for the term 2023-2028;

(x) On 28/11/2025, the meeting agreed to hand over the duties of the controller at the Company;

(xi) On 28/11/2025, the meeting agreed to assign tasks to members of the Supervisory Board of the Company.

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

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

- Strengthen the management and administration of units performing production and business tasks according to the orientations and plans assigned by TKV, ensuring compliance with the unified management system and executive discipline of TKV;

- Review and re-promulgate Regulations in the fields of operation and management of the Company, in accordance with current regulations;

- Fully and honestly implement reports on the production and business situation, supervision reports, reports of the representative of TKV's capital to the Owner.

- Shifting investment plans for projects implemented in 2025;

- To approve plans to mobilize medium- and long-term capital to finance projects;

- Approved the plan to use the reward and welfare fund in 2025

- Approving the plan to implement the appointment process for the Deputy Director of the Company; Head of Department; The foreman...

3.2. Supervision of the activities of the Board of Directors of the Company

Through attending monthly and quarterly preliminary and summary meetings... and directly inspect and supervise the management and operation activities of the Company. The Board of Trustees assesses as follows:

- Perform the work contents to organize the 1st and 2nd Extraordinary General Meeting of Shareholders in 2025 fully and in accordance with the Plan issued by the Board of Directors;

- Submit to the Board of Directors for approval or approve the contents under the authority of the Board of Directors before implementation (Production and business plan and investment plan in 2025; adjustment of investment steps in 2025; Production plan in 2025; Management regulations; the process of appointing officials; mobilizing medium- and long-term capital to finance projects;....);

- Organizing the operation of production and business according to the customer in coordination between TKV and the Company;

- Finalize the list of shareholders to pay dividends according to the dividend level approved by the General Meeting in 2025;

- The contents approved by the Board of Directors, the Director issues a Decision and sends it to the Board of Directors for supervision of implementation.

- Directing the amendment, supplementation and promulgation of regulations to suit the management and administration work;

- Directing the full fulfillment of financial obligations to the State;

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

3.3. 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.

3.4. 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 2025 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
2	Dinh Trung Kien	12/3/1982	Mining Engineer; Master of Economic Management	Appointed on 02/7/2017. Dismissal on 19/8/2025
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 Limited - TKV, Mine Construction Company-TKV): Implementation of the Coal Purchase and Sale Contract in 2025 reached VND 2,849.7 billion; Contracts for wastewater treatment and hazardous waste treatment reached VND 1,937 billion; Furnace outsourcing contract: Value of VND 60,179 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, Executive Directors: 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)

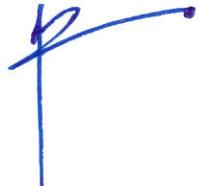
2. Transactions of insiders and related persons on the company's shares: No

IX. Other matters to note: No

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**



Nguyen Trong Tot

APPENDIX 01
SUMMARY OF RESOLUTIONS OF THE BOARD OF DIRECTORS IN 2025
(Attached to the Company's governance report No. 06 /BC-HDQT dated 30/01/2026)

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
1	29/K4/NQ - Board of Directors	16/01/2025	1. Approve the list of nominations and candidates to elect members of the Board of Directors of the Company. 2. Report on the preparation and organization of the 2025 General Meeting of Shareholders.	100%
Session 30 on 17/01/2025: The Board of Directors meets to elect the Chairman of the Board of Directors, does not issue a resolution				
2	31/K4/NQ-HDQT	17/01/2025	1. Assignment of duties of members of the Board of Directors in the middle of the fourth term (2023 :- 2028). 2. Approve the (temporary) plan to use the Company's Reward Fund and Welfare Fund in 2025. 3. Approve the settlement of remuneration and bonuses in 2023 for TKV's representative at the Company. 4. To approve the policy and process for considering the appointment of officials for the title of Mining Site Supervisor 6.	100%
3	31.1/K4/NQ-HDQT	17/01/2025	Decision to appoint Mr. Nguyen Le Tung - Head of M&E and Transport Department to hold the position of Deputy Director of the Company from January 20, 2025, the term of office is 05 years	100%
4	32/K4/NQ-HDQT	10/02/2025	Approving the Plan to implement the process of appointing Deputy Directors of the Company	100%
5	33/K4/NQ - Board of Directors	10/02/2025	Approving the results of the implementation of the Plan to appoint Deputy Director of the Company	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
6	34/K3/NQ-HDQT	10/2/2025	<p>1. Approve the project content and transfer the investment plan for the CGH Market Furnace Maintenance Equipment Investment Project in 2025 to report to TKV for comments.</p> <p>2. Approve the project content and transfer the investment plan for the investment project in service of production in 2025 to report to TKV for comments.</p> <p>3. Approve the project contents and transfer the investment plan for the investment project to supplement the capacity of the backup diesel power station for reporting to TKV for comments.</p> <p>4. Notice of Settlement of Completed Projects (DAHT) for: Investment projects in service of production in 2023.</p> <p>5. Approve the results of the process of appointing the Mining Site Supervisor 6.</p> <p>6. Approving the policy and plan for re-appointment of officials for the title of Manager of the Environmental Construction - Serving Workshop (XDMT-PV).</p> <p>7. Approve the Report of the fourth quarter of 2024 of the independent TV Board of Directors.</p> <p>8. Approve the addition of 03 codes of business lines to report for consultation with TKV before submitting it to the General Meeting of Shareholders in 2025 for decision according to its competence.</p> <p>9. The Board of Directors shall implement a number of contents related to the management of the Company.</p>	100%
7	34.1/K4/NQ-HDQT	10/02/2025	Approving the convening of the Annual General Meeting of Shareholders in 2025 and promulgating the Plan to organize the General Meeting of Shareholders in 2025	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
8	34.2/K4/NQ-HDQT	10/02/2025	Approved the Company's short-term credit norms and a number of financial targets in 2025.	100%
9	35/K4/NQ-HDQT	04/3/2025	<p>1. Approving the policy and personnel plan for the transfer of officials to hold the position of City CV and the appointment of officials to hold the position of Managing Director of the Provincial Administrative Office.</p> <p>2. Approve the assignment of tasks to the officer in charge of the Registration Department.</p> <p>3. To approve the results of the implementation of the process and personnel to re-appoint the position of Foreman of the Construction, Environment – Service Workshop.</p> <p>4. Approve the results of the Company's assessment and grading of the quality of key officials in 2024.</p> <p>5. To approve the Regulation on Emulation and Commendation.</p> <p>6. To approve the Regulation on management of training and retraining.</p> <p>7. To approve reports on the non-promulgation of the Regulation on Science and Technology.</p> <p>8. To approve the report on investment policy proposal and the draft detailed plan at the scale of 1/500 of the Investment and Construction Project of the collective housing area for the report to be consulted by TKV.</p> <p>9. Approve the report on investment policy proposal and the draft detailed planning at the scale of 1/500 of the project to renovate and upgrade the road from the ground +28 connecting provincial highway 336 to report for TKV's opinions.</p> <p>10. Approve the settlement of the exploration drilling project for the Company to report to TKV for comments.</p> <p>11. The Board of Directors approves the implementation of Official Letter No. 408/TKV-KS dated 22/01/2025 of TKV on the report to consult TKV at the Board of Directors meeting and vote at the 2025 General Meeting of Shareholders.</p>	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
10	36/K4/NQ-HDQT	28/3/2025	<p>1. To approve the results of the implementation of the plan on transfer of officials to hold the position of Head of the M&E and Transport Department.</p> <p>2. To approve the results of the appointment process and personnel to propose the appointment of officials to hold the position of Foreman of Mechanical and Mechanical and Electrical Sites.</p> <p>3. Approving the settlement of the salary fund to be implemented in 2024.</p> <p>4. To approve a number of main targets orienting the Company's 5-year plan (2026-2030).</p> <p>5. To adopt the Regulations on repair of fixed assets that are equipment of the Company.</p> <p>6. Approving the project content and deciding to change the investment plan for the CGH market furnace operation equipment investment project in 2025 - Ha Lam Coal Joint Stock Company-Vinacomin.</p> <p>7. Approve the project content and decide to change the investment plan for the investment project for production in 2025 - Ha Lam Coal Joint Stock Company - Vinacomin.</p> <p>8. Approving the project content and deciding to change the investment plan for the Investment Project to supplement the capacity of backup diesel power station - Ha Lam Coal Joint Stock Company - Vinacomin.</p>	100%
11	37/K4/NQ-HDQT	04/4/2025	<p>Approving the content of the report on investment policy proposal and the draft detailed planning for construction at the scale of 1/500 of the project: Investment in workers' collective housing (apartment) in Ha Lam ward, Ha Long city, Quang Ninh province" to report for TKV's opinions.</p>	100%
12	38/K4/NQ-HDQT	21/4/2025	<p>1. Decision on promulgation of the Company's Regulation on management of occupational safety and health.</p> <p>2. Approval of the results of consideration and approval of commendation and reward achievements, request the General Director of TKV to award the Certificate of Merit to the Company.</p> <p>3. To decide on the abolition of the Regulation on management and lease of workers' collective houses.</p>	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
			4. Approve the preparation for the 2025 General Meeting of Shareholders.	
13	39.1/K4/NQ-HDQT	02/6/2025	Approved for the Director of the Company to carry out procedures for mobilizing medium- and long-term capital to finance the Investment Project for production in 2025.	100%
14	39/K4/NQ-HDQT	02/6/2025	1. To approve the settlement of the project to complete the project on investment in passenger transport equipment in the pit. 2. Approving the settlement of the completed project Investment in equipment to maintain and exploit CGH market furnaces. 3. Approve the last registration date to exercise the right to receive dividends in 2024. 4. Approving the policy and plan for re-appointment of the Site Manager of CGH KT1 and TD City of the Company. 5. To approve the plan on the use of reward funds and welfare funds in 2025. 6. To adopt the policy for cadres to visit abroad. 7. Approve the Report on the results of production and business implementation in May, the plan for June 2025 of the Company. 8. Approve the Report on the results of the implementation of the IA plan in the first quarter of 2025. 9. Approval of the Report of the first quarter of 2025 of the independent TV Board of Directors.	100%
15	40/K4/NQ-HDQT	27/6/2025	Through appointing Mr. Nguyen Le Tung – Deputy Director of the Company to participate in the survey delegation in China.	100%
16	41/K4/NQ-HDQT	04/7/2025	1. The decision to terminate the validity and termination of the implementation of the Regulation on supervision, examination and inspection of the observance of law and compliance with decisions of TKV in the Company. 2. To approve the results of the process of re-appointment of officials holding the positions of Heads of Geodesy and Geology Sections. 3. To approve the results of the process of re-appointment of officials holding the position of Site Manager of CGH KT1. 4. Decision approving the technical plan to maintain production of the project of mining	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
			the lower part of -50 Ha Lam Coal Mine – Ha Lam Coal Company.	
17	42/K4/NQ-HDQT	17/7/2025	Approving the Plan to bring financial indicators to a safe level within the limit, improving the production and business efficiency of the Company.	100%
18	43/K4/NQ-HDQT	18/8/2025	1. To approve the policy and plan for re-appointment of key officials of the Company. 2. Decision to dismiss Mr. Dinh Trung Kien from holding the position of Deputy Director of the Company. 3. To decide on the change of personnel holding the position of Mine Executive Director.	100%
19	44/K4/NQ-HDQT	22/8/2025	Approving the policy and personnel plan for the titles of key officers of the Company (Manager of Mining Mechanization Site 2 and Head of Control and Production Department).	100%
20	45/K4/NQ-HDQT	05/9/2025	1. Approve the results of reviewing and supplementing the planning of key personnel for the period of 2025 :- 2030 of the Company. 2. Approve and assign the Director of the Company to approve and implement the Plan for prevention of coal spontaneous combustion at seams 7, 10 and 11 according to the 2026 plan. 3. To approve the results of the implementation of the process of transferring officials to hold the position of Head of the Control and Production Department. 4. Notification of the results of the process of appointment of officials holding the position of Foreman of the Mechanized Mining Site 2. 5. To approve the implementation of the process of re-appointment of officials holding the position of Head of the Technical Safety and Occupational Protection (AT) Department. 6. Approve the Report of the second quarter and the first 6 months of 2025 of the independent Board of Directors. 7. Approving the report on the results of the implementation of the IA plan for the second quarter of 2025	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
21	46/K4/NQ-HDQT	18/9/2025	Approving the plan and policy of appointing 01 Deputy Director from the Company's on-site human resources to report to TKV for opinions.	100%
22	47/K4/NQ-HDQT	18/9/2025	Decide to adjust a number of contents in the Company's Regulation on Personnel Management.	100%
23	48/K4/NQ-HDQT	01/10/2025	1. Approved the appointment of Mr. Nguyen Le Tung, card number 14580, Deputy Director of the Company to attend the International Mining Equipment Fair in Beijing - China 2. Decision on approval of the Company's Regulation on organization and legal activities	100%
24	48.1/K4/NQ-HDQT	01/10/2025	Through the change of personnel of the representative of the capital of TKV shareholders at the Company.	100%
25	48.2/K4/NQ-HDQT	01/10/2025	1. Based on the resignation letter, the Board of Directors approves Mr. Tran Van Cu to resign from the position of Chairman of the Board of Directors and stop performing his duties as a member of the Board of Directors from 16:30 on October 1, 2025. The dismissal of Mr. Tran Van Cu as a member of the Board of Directors will be submitted to the General Meeting of Shareholders for consideration and decision by the Board of Directors. 2. Assign Mr. Vu Ngoc Thang - Member of the Board of Directors, Director of the Company, Representative of TKV at the Company to be in charge of the Board of Directors from 16:30 on 01/10/2025 until the Company consolidates the personnel of members of the Board of Directors and elects the Chairman of the Board of Directors.	100%
26	48.3/K4/NQ-HDQT	01/10/2025	The Board of Directors approved the convening of the Extraordinary General Meeting of Shareholders in 2025 (the 2nd time) and approved the plan to organize the General Meeting	100%
27	49/K4/NQ-HDQT	15/10/2025	Approving the Plan to implement the process of appointing the Deputy Director of the Company after being approved by TKV.	100%
28	50/K4/NQ-HDQT	15/10/2025	Agree on the results of the implementation of the process and report to the competent authorities to propose the appointment of	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
			Deputy Director in charge of technical for Mr. Do Trung Thanh, currently the Head of the KCM Department of the Company;	
29	51/K4/NQ-HDQT	24/10/2025	<p>1. Approve the Settlement of completed projects (DAHT) for: Investment projects in service of production in 2024.</p> <p>2. Decision to send Mr. Vu Ngoc Thang, card number 13473, Director of the Company on a business trip to China to attend the 21st China International Exhibition on Coal Mining Technology and Equipment, combined with visiting and working with partners in China.</p> <p>3. Approve: (i) Report on the results of the review of the sending of documents of the 2025 General Meeting of Shareholders (2nd time) to the Company's shareholders according to the Report dated 21/10/2025 of the Organizing Committee of the 2025 General Meeting of Shareholders (2nd); (ii) Data, reports, regulations and documents presented at the 2025 General Meeting of Shareholders (2nd).</p> <p>4. The Board of Directors has not approved the plan of "liquidation and sale of fixed assets" to transfer the assets of the Combai AM-50Z furnace excavator as proposed in Report No. 4241/TTr-KTTC. In order to ensure the progress of putting artifacts of historical value into installation and display at the Coal Industry Traditional Zone, The Board of Directors agreed to allow the Company to carry out procedures for lending the asset to TKV, which is the Combai AM-50Z furnace excavator for transportation, installation and display. The handover, receipt and management of artifacts are carried out in accordance with the provisions of law and internal regulations of the Company.</p>	100%
30	52.1/K4/NQ-HDQT	31/10/2025	Receiving the resignation letters of Mr. Dinh Trung Kien - Member of the Board of Directors and Mr. Luong Xuan Quang - TBKS. The official dismissal of the titles of Members of the Board of Directors and Members of the Supervisory Board mentioned above will be submitted to the nearest General Meeting of Shareholders for consideration and decision	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
			according to regulations. During the time when the General Meeting of Shareholders has not yet approved the official dismissal, the individuals mentioned in Clause 1 continue to perform their work as assigned to ensure the maintenance of the Company's operating and control activities without interruption.	
31	52.2/K4/NQ-HDQT	31/10/2025	Approved the promulgation of the Plan to consolidate the personnel of Members of the Board of Directors and Members of the Supervisory Board of the Company.	100%
32	52.3/K4/NQ-HDQT	31/10/2025	Approved the issuance of the notice of invitation to the 2nd General Meeting of Shareholders in 2025.	100%
33	53/K4/NQ-HDQT	13/11/2025	<ol style="list-style-type: none"> 1. Approve the policy on personnel in charge of the Mining Technology Engineering Department (KCM). 2. To approve the policy of appointing officials to participate in the delegation of TKV in Poland and the Czech Republic. 3. To approve the policy and plan for re-appointment of key officials of the Company. 4. Approve the policy and plan for rotation of key officials of the Company). 5. To approve the abolition of the Regulation on organization and operation of inspection. 6. Approve the contents of the project of Workers' Collective Accommodation according to the Report of the Company's Director as a basis for reporting and consulting TKV. 7. To approve the outline - cost estimate and plan for selection of contractors for a number of jobs in the preparation for investment in the project: Workers' collective accommodation area. 8. Approving the Report of the third quarter of 2025 (made on 28/10/2025) by Mr. Mai Huy Trung - Independent Member of the Board of Directors of the Company. 9. Approving the Audit Results Report for the third quarter of 2025 made on November 11, 2025 by the person in charge of the Company's Audit Audit. 	100%
34	53.1/K4/NQ-HDQT	13/11/2025	Decision to appoint Mr. Do Trung Thanh - Head of Mining Technology Engineering Department to hold the position of Deputy	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
			Director of Ha Lam-Vinacomin Coal Joint Stock Company from November 21, 2025, the term of office is 05 years.	
35	54/K4/NQ-HDQT	25/11/2025	1. Approve the list of nominations and candidates to elect Members of the Board of Directors and Members of the Supervisory Board of the Company	100%
			2. Approval of the Report on the preparation and organization of the 2025 General Meeting of Shareholders (2nd)	
Session 55 on 28/11/2025: The Board of Directors meets to elect the Chairman of the Board of Directors, does not issue a resolution				
36	56/K4/NQ-HDQT	28/11/2025	1. Decision on the assignment of duties of members of the Board of Directors in the middle of the fourth term (2023-2028). 2. To approve the retirement of cadres according to their personal wishes and the assignment of cadres in charge of units. 3. To approve the results of the process of re-appointment of officers holding the position of Workshop Manager. 4. To approve the results of the implementation of the plan on transfer of officials to hold managerial positions of the Company.	100%
37	57/K4/NQ-HDQT	04/12/2025	1. Approve a number of main targets of the production and business plan in 2026 for the Director of the Company on the basis of the dossier on the development of the plan to work with the TKV Boards to organize the development of the 2026 operating plan and deploy it to units in the Company. 2. Approving the continued implementation of the Company's Regulation on Personnel Management and approving the amendment and supplementation of Appendix 3B and Appendix 04 of the Regulation on Personnel Management.	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
38	58/K4/NQ-HDQT	10/12/2025	<p>1. To decide on the approval of the Regulation on the implementation of democracy at the grassroots level.</p> <p>2. The promulgation of the Financial Management Regulation has not been approved according to the Report No. 5058/TTr-HLC dated 09/12/2025 of the Director of the Company. The Company continues to apply the current Financial Management Regulation issued under Decision No. 46/QD-HDQT dated 02/08/2022 of the Board of Directors of the Company. The Board of Directors assigns the Director of the Company: When there is a change in legal policies that are different from the contents of the current Regulation, it will be applied in accordance with the provisions of the State and law; Updating the guiding documents after the State's law, TKV's guidance on the promulgation of the Financial Management Regulation to draft the Regulation, report to the Board of Directors and implement the procedures for promulgating the new Regulation.</p>	100%
39	59/K4/NQ-HDQT	26/12/2025	<p>1. To approve the construction investment plan in 2025 (adjusted).</p> <p>2. Approve the construction investment plan in 2026.</p> <p>3. Adjust a number of key targets of the 2025 production and business plan.</p> <p>4. Approving a number of main indicators of the Company's production and business plan in 2026 as attached to the Report No. 5203/TTr-HLC dated 17/12/2025 of the Company's Director. On behalf of the Board of Directors, the Chairman of the Board of Directors signed the decision to temporarily assign the main targets of the Company's 2026 production and business plan. The dossier will be submitted to the Annual General Meeting of Shareholders in 2026 for the General Meeting to discuss and approve according to the Company's Charter.</p> <p>5. Approve the plan to outsource a number of production stages in 2026, assign the Company's Director to approve and implement it.</p>	100%

TT	Number of Resolutions	Date, month, year	Contents	Pass Rate
			<p>6. Approve the Exploration and Survey Plan in 2026 and assign the Director of the Company to approve and implement it.</p> <p>7. The report on the implementation of the Company's restructuring in the period to 2025 has not been approved according to the content of the Company's Director reporting to the Board of Directors in Document No. 5323/BC-HLC dated 24/12/2025. Assign the Director of the Company to direct functional departments and departments to review, edit, supplement and complete the Report dossier according to the opinions of the Board of Directors and the Supervisory Board; after completion, submit it to the Board of Directors for consideration and approval at the next meeting of the Board of Directors.</p> <p>8. Approve the expected use of the Reward Fund and Welfare Fund in 2026.</p> <p>9. Decision to promulgate the Internal Audit Plan in 2026.</p> <p>10. Decision to promulgate the Program and Operating Plan of the Board of Directors in 2026</p> <p>11. Through the management and implementation of TKV's documents at the Company.</p>	

APPENDIX 02
LIST OF INSIDERS AND RELATED PERSONS (INDIVIDUALS, ORGANIZATIONS) TO INSIDERS
(Attached to the Company's governance report No. 06 /BC-HDQT dated 30/01/2026)

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		10/07/2021	25/04/2022	<i>Dismissed on 17/01/2025 and re-elected on 28/11/2025</i>
1.01		Bui Thi Hoa		Wife	CCCD		10/07/2021		
1.02		Nguyen Mai Quynh		Daughter	CCCD		14/08/2021		
1.03		Nguyen Dinh Tin		Son-in-law	CCCD		28/06/2021		
1.04		Nguyen Quynh Trang		Daughter	CCCD		13/05/2021		
1.05		Nguyen Thi Chien		Sister	CCCD		05/01/2017		
1.06		Nguyen Cong Thuan		Brother-in-law	CCCD		05/01/2017		
1.07		Nguyen Thi Huyen		Sister	ID card		16/09/2008		
1.08		Dinh Van Mien		Brother-in-law	ID card		04/07/2013		
1.09		Dinh Thi Nguyen		Mother-in-law					
1.10		Vietnam National Coal and Mineral Industries Holding Corporation Limited		Head of Department	Business Registration		12/07/2010		
1.11		Uong Bi Automotive Mechanical Joint Stock Company		Chairman of the Board of Directors	Business Registration		01/08/2007		

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1.12		Mong Duong Coal Joint Stock Company - Vinacomin		Chairman of the Board of Directors	Business Registration		01/02/2008		
1.13		Deo Nai Coal Joint Stock Company – Coc Sau - TKV		Chairman of the Board of Directors	Business Registration		24/06/2024		
2	HLC	Tran Van Cu	Chairman of the Board of Directors		CCCD		22/04/2021	17/01/2025	<i>Dismissal on 28/11/2025</i>
2.01		Tran Van Cao		Father			30/09/2024		
2.02		Vu Thi Dung		Mother-in-law			14/04/2021		
2.03		Nguyen Vu Hong Giang		Wife			25/04/2021		
2.04		Tran Khanh Linh		Offspring			22/11/2024		
2.05		Tran Hai Yen		Offspring			19/10/2022		
2.06		Tran Van Duc		Brother			30/05/2024		
2.07		Nguyen Thi Hoa		Sister-in-law			10/08/2021		
2.08		Tran Thi Le		Sister			27/05/2021		
2.09		Ngo The Phiet		Brother-in-law			28/06/2021		
2.10		Vietnam Coal and Mineral Industry Group		Head of Department	Business Registration		12/07/2010		
2.11		Inspection Joint Stock Company – Vinacomin		Chairman of the Board of Directors	Business Registration		03/04/2006		
2.12		Lam Dong Aluminum Company Limited – TKV		Chairman of the Board of Directors	Business Registration		28/10/2010		

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		28/06/2021	08/06/2021	
3.01		Vu Huu Hop		Father	CCCD		28/06/2021		
3.02		Nguyen Thi Mang		Mother	CCCD		28/06/2021		
3.03		Nguyen Quang Vinh		Father-in-law	CCCD		13/04/2021		
3.04		Pham Thi Suu		Mother-in-law	CCCD		01/09/2021		
3.05		Nguyen Thi Hang		Wife	CCCD		28/06/2021		
3.06		Vu Minh Duc		Offspring	CCCD				
3.07		Vu Minh Dat		Offspring	CCCD				
3.08		Vu Thi Kien		Sister	CCCD		11/08/2021		
3.09		Vu Duc Tam		Brother-in-law	CCCD		10/03/2021		
4	HLC	Dinh Trung Kien	Board Member/Deputy Director		CCCD		10/08/2021	02/07/2017	<i>Dismissal on 28/11/2025</i>
4.01		Dinh Huu Phi		Father	CCCD		11/08/2021		
3.02		Dao Thi Lan		Mother	CCCD		11/08/2021		
3.03		Ly Van Gieng		Father-in-law	CCCD		18/09/2007		
3.04		Pham Thi Nhung		Mother-in-law	CCCD		28/03/2016		
3.05		Ly Kim Thoa		Wife	CCCD		09/05/2021		
3.06		Dinh Trung Hieu		Offspring	CCCD				
3.07		Dinh Thi Huong Quynh		Siblings	CCCD		22/06/2018		
3.08		Dinh Quynh Trang		Siblings	ID card		01/03/2012		
3.09		Dao Minh Thao		Brother-in-law	ID card		13/04/2015		
3.1		Hoang Van Viet		Brother-in-law	ID card		11/08/2006		

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
5	HLC	Nguyen Van Son	Board Members		CCCD		09/08/2021	25/04/2023	
5.01		Dao Xuan Bao		Father-in-law	CCCD		22/11/2021		
5.02		Nguyen Thi Thuoc		Mother-in-law	CCCD		25/04/2021		
5.03		Dao Thi Ha		Wife	ID card		19/05/2017		
5.04		Nguyen Son Tung		Offspring	CCCD		14/10/2020		
5.05		Bui Bich Phuong		Daughter-in-law	CCCD		17/05/2021		
5.06		Nguyen Son Bach		Offspring	ID card		22/11/2006		
5.07		Nguyen Van Thanh		Brother	CCCD		04/05/2020		
5.08		Bui Thi Thu Huong		Sister-in-law	CCCD		25/04/2021		
5.09		Nguyen Hong Nga		Sister	CCCD		22/12/2021		
5.10		Tran Van Hoa		Brother-in-law	ID card		12/04/2007		
5.11		Nguyen Hong Ha		Sister	CCCD		17/05/2021		
6	HLC	Mai Huy Trung	Independent Board Members		CCCD		24/04/2021	25/04/2023	
6.01		Mai Huu Phan		Father	CCCD		25/04/2021		
6.02		Le Thi Bich Hang		Wife	CCCD		24/04/2021		
6.03		Mai Quoc Hung		Offspring	CCCD		17/03/2017		
6.04		Mai Manh Hung		Offspring	CCCD		01/11/2021		
6.05		Nguyen Thi Yen Anh		Daughter-in-law	CCCD		01/05/2021		
6.06		Mai Thi Thuy Anh		Sister	CCCD		04/10/2019		
6.07		Mai Huy Quynh		Younger brother	ID card		11/09/2010		
6.08		Mai Huy Cuong		Younger brother	CCCD		25/04/2021		
6.09		Vu Tien Thi		Brother-in-law	CCCD		23/06/2016		

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
6.10		Nguyen Thi Anh Tuyet		Sister-in-law	CCCD		30/08/2013		
6.11		Nguyen Thu Huyen		Sister-in-law	CCCD		25/4/2021		
7	HLC	Luong Xuan Quang	Head of the Control Board		CCCD		24/08/2017	25/04/2023	Dismissal on 28/11/2025
7.01		Trinh Thi Series,		Mother	ID card		07/07/2020		
7.02		Do Thi Hong Loan		Wife	CCCD		25/08/2017		
7.03		Luong Trung Kien		Sons	CCCD		03/04/2018		
7.04		Luong Khanh Linh		Daughter					
7.05		Do Xuan Lam		Father-in-law	ID card		14/09/2016		
7.06		Luong Xuan Hoang		Younger brother	ID card		15/01/2015		
7.07		Luong Xuan Hai		Younger brother	ID card		14/09/2019		
7.08		Luong Xuan Huy		Younger brother	ID card		17/07/2017		
7.09		Le Thi Hong		Sister-in-law	ID card		15/01/2015		
7.10		Le Hoa Binh		Sister-in-law	ID card		14/06/2019		
7.11		Kim Ngoc		Sister-in-law	ID card		12/03/2008		
8	HLC	TranThanhTung	Head of the Control Board		CCCD		25/04/2021	28/11/2025	Elected on 28/11/2025
8.01		Tran Van Hanh		Father	CCCD		25/04/2021		
8.02		Le Thi Tam		Mother	CCCD		25/04/2021		
8.03		Nguyen Van Vinh		Father-in-law	CCCD		01/05/2021		
8.04		Dang Thi Nhung		Mother-in-law	CCCD		25/04/2021		
8.05		Nguyen Thi Dung		Wife	CCCD		28/08/2022		
8.06		Tran The Ninh		Offspring	CCCD		22/12/2021		
8.07		Tran Binh Minh		Offspring	CCCD		23/08/2024		

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
8.08		Tran Anh Tuan		Brother	CCCD		12/08/2021		
8.09		Nguyen Thi Phuong		Sister-in-law	CCCD		24/04/2021		
9	HLC	Truong Ngoc Linh	Member of the Supervisory Board		CCCD		22/11/2021	25/04/2023	
9.01		Nguyen Thi Thuc		Mother-in-law	CCCD		17/05/2017		
9.02		Trinh Thi Thao		Wife	ID card		31/01/2008		
9.03		Truong Manh Hai		Offspring					
9.04		Truong Manh Cuong		Offspring					
9.05		Truong Thi Quynh		Sister	CCCD		03/05/2021		
9.06		Nguyen Ba Hui		Brother-in-law	CCCD		06/04/2016		
9.07		Truong Van Chinh		Siblings	ID card		01/04/1996		
9.08		Nguyen Thi Tuyen		Sister-in-law	CCCD		10/11/2017		
10	HLC	Tran Thi Ngan	Member of the Supervisory Board		CCCD		26/10/2017	25/04/2023	
10.01		Nguyen Son Tung		Offspring	CCCD		18/06/2020		
10.02		Duong Thi Hoa		Mother	ID card		24/09/2012		
10.03		Tran Thi Hien		Sister	CCCD		06/12/2016		
10.04		Tran Van Khiem		Brother	CCCD		01/08/2016		
10.05		Tran Thi Hue		Sister	ID card		23/03/2012		
10.06		Tran Thi Hanh		Sister	CCCD		28/06/2016		
10.07		Tran Van Kien		Siblings	CCCD		14/05/2016		
10.08		Pham Phuc Chinh		Brother-in-law	CCCD		25/07/2017		
10.09		Pham Thi Huong		Sister-in-law	ID card		18/06/2011		
10.10		Luong Van Suu		Brother-in-law	ID card		21/09/2011		

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
10.11		Tran Van Hiep		Brother-in-law	CCCD		05/11/2019		
10.12		Ngo Thi Thanh Huyen		Sister-in-law	CCCD		22/06/2013		
11	HLC	Do Trung Thanh	Deputy Director		ID card		28/06/2021	21/11/2025	
11.1		Do Van The		Father	CCCD		04/10/2021		
11.2		Bui Thi Ngan		Mother	CCCD		04/10/2021		
11.3		Pham Anh Van		Father-in-law	CCCD		07/4/2021		
11.4		To Thi Thanh		Mother-in-law	CCCD		07/4/2021		
11.5		Pham Thuy An		Wife	CCCD		25/6/2021		
11.6		Do Anh Thu		Biological children	CCCD		23/8/2024		
11.7		Do Trung Kien		Biological children	CCCD		05/8/2024		
11.8		Do Minh Thuy		Sister	CCCD		29/4/2021		
11.9		Pham Viet Hoa		Sister-in-law	CCCD		04/5/2021		
12	HLC	Bui Thanh Doan	Board Member/Deputy Director		CCCD		10/05/2021	25/07/2023	<i>Elected as a TV member of the Board of Directors on 28/11/2025</i>
12.1		Tran Thi Nhu		Mother	CCCD		10/05/2021		
12.2		Bui Thanh Tao		Father	CCCD		04/10/2022		
12.3		Bui Thanh Hang		Brother	CCCD		12/04/2022		
12.4		Nguyen Minh Hue		Sister-in-law	CCCD		28/06/2022		
12.5		Nguyen Thi Than		Mother-in-law	CCCD		08/05/2021		
12.6		Doan Thi Tuyet		Wife	CCCD		10/04/2021		
12.7		Bui Thanh Vinh		Natural children (boys)	CCCD		28/06/2021		

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
12.8		Bui Thanh Phuc Hung		Natural children (boys)	CCCD		25/04/2022		
13	HLC	Nguyen Le Tung	Deputy Director		CCCD		07/05/2021	20/01/2025	
13.01		Nguyen Van Quang		Father	CCCD		09/05/2021		
13.02		Le Thi Hoa Le		Mother	CCCD		11/08/2021		
13.03		Nguyen Duc Hai		Father-in-law	CCCD		28/06/2021		
13.04		Phan Thi Hoa		Mother-in-law	CCCD		28/06/2021		
13.05		Nguyen Thi Thuy		Wife	CCCD		28/05/2021		
13.06		Nguyen Le Ngoc Thuy		Offspring	CCCD		27/12/2023		
13.07		Nguyen Thai Son		Offspring	CCCD				
14	HLC	Nguyen Van Bac	Deputy Director		CCCD		10/04/2021	05/03/2025	
14.01		Nguyen Van Phi		Father					
14.02		Nguyen Thi Lan		Mother					
14.03		Vu Van Phu		Father-in-law	CCCD		25/04/2021		
14.04		Nguyen Thi Phuc		Mother-in-law	CCCD		25/04/2021		
14.05		Vu Thi Hue		Wife	CCCD		06/06/2024		
14.06		Nguyen Minh Tuan		Biological children	CCCD		19/04/2022		
14.07		Nguyen Duy Hung		Biological children	CCCD		19/04/2022		
14.08		Nguyen Thi Loan		Sister	CCCD		13/03/2022		
14.09		Nguyen Van Duc		Brother	CCCD		01/09/2021		
14.10		Nguyen Van Viet		Brother	CCCD		01/09/2021		
14.11		Vu Van Phuong		Sister-in-law	CCCD		11/08/2021		
15	HLC	Vu Thi Minh Thanh	Chief Accountant		ID card		24/12/2012	04/05/2016	

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
15.01		Vu Dinh Thinh		Father	ID card		15/03/2006		
15.02		Vu Thi Thuy		Mother	ID card		28/08/2014		
15.03		Vu Xuan Dong		Father-in-law	CCCD		10/09/2015		
15.04		Vu Xuan Thuong		Husband	ID card		13/06/2015		
15.05		Vu Thi Hoai Phuc		Offspring	ID card		01/02/2013		
15.06		Vu Xuan Duc Long		Offspring	CCCD		06/01/2020		
15.07		Vu Thi Minh Dung		Siblings	CCCD		07/05/2019		
15.08		Hoang Van Kien		Brother-in-law	CCCD		15/12/2020		
16	HLC	Liao Hongming	Administrator / Company Secretary		CCCD		21/11/2021	01/10/2022	
16.01		Tran Thi Thanh Trang		Wife	CCCD		10/04/2021		
16.02		Lieu Minh Khoi		Biological children	CCCD				
16.03		Lieu Tran Minh Ngoc		Biological children	CCCD				
16.04		Liao Hongsheng		Father	CCCD		10/04/2021		
16.05		Le Thi Huong		Mother-in-law	CCCD		15/04/2021		
16.06		Lieu Hong Thang		Siblings	CCCD		29/04/2021		
16.07		Bui Thi Phuong Anh		Sister-in-law	CCCD		29/04/2021		
17	HLC	Vietnam Coal and Mineral Industry Group		Parent company of the Listed Organization	Business Registration	5700100256	12/07/2010		

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
18	HLC	Trade Union of Ha Lam Coal Joint Stock Company - Vinacomin		Socio-political organizations of public companies (Trade Unions)		HLC1	09/02/1975		
19	HLC	Trade Union of Ha Lam Coal Joint Stock Company - Vinacomin		Socio-political organizations of public companies (Trade Unions)		VSDHLCBS4	09/02/1975		