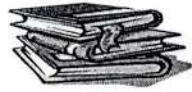


**VIETNAM COAL AND MINERAL INDUSTRY GROUP  
HA LAM COAL JOINT STOCK COMPANY - VINACOMIN**

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**SOME DOCUMENTS**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**  
**Ha Lam Coal Joint Stock Company – Vinacomin**

**April 25, 2025**



*Ha Long, April 25, 2025*

**"Draft"**

**PROGRAM**  
**Annual General Meeting of Shareholders in 2025**  
**Ha Lam Coal Joint Stock Company – Vinacomin**

Dear Shareholders,

The Board of Directors of the Company drafts the program of the Annual General Meeting of Shareholders in 2025 as follows:

- Expected meeting time: 07:30 ÷ 11:30 on 25/4/2025
- Location: Hall on the 3rd floor - Guest house of Ha Lam-Vinacomin Coal Joint Stock Company.
- Address: No. 1, Tan Lap Street, Ha Lam Ward, Ha Long City, Quang Ninh Province.

TT	Time	Content	Person implement
1	7:00-7:30 a.m.	Register shareholders to attend the General Meeting, distribute voting cards.	Inspection Board Delegate Status
2	7:30-7:35 a.m.	(i) Stabilize the organization and salute the flag; (ii) Statement of reasons, introduction of delegates; (iii) Invite the Chairman of the Board of Directors to run the General Meeting.	Organizing Committee
3	7:35-7:45 a.m.	(i) Opening of the congress (ii) Appointing the Secretary of the Congress; (iii) Nomination of the Vote Counting Committee for voting.	Chairperson
4	7:45-7:50 a.m.	Report on the results of examination of the qualifications of shareholders and representatives and conditions for conducting the General Meeting.	Board of Qualification Examination Board
5	7:50-8:05 a.m.	Present: (i) The program of the Congress; (ii) Working Regulations of the Congress.	Board of Directors TV
6	8:05 a.m. to 8:10 a.m.	Vote Approved: (i) The program of the Congress; (ii) Working Regulations of the Congress.	Chairperson
7	8:10-8:30 a.m.	Report on production and business results in 2024, production and business plan and dividend proposal in 2025	TV Board of Directors - Director

TT	Time	Content	Person implement
8	8:30-8:55 a.m.	(i) Audited 2024 Financial Statements; (ii) Profit distribution plan in 2024; (iii) Report on payment of remuneration of the Board of Directors, Supervisory Board and salaries of the Company's management officers in 2024; The plan for remuneration of the Board of Directors, Supervisory Board and salaries of the Company's management officers in 2025.	Board of Directors or authorized
9	8:55-9:15 a.m.	(ii) Report on the operation of the Board of Directors in 2024, operational orientation in 2025. (ii) Report on the approval of the 2025 Transaction Agreement. (iii) A report on the addition of business lines and amendments to the Company's Charter.	Board of Directors TV
10	9:15-9:30 a.m.	(i) Report of the Independent Board of Directors (ii) Notification of the list of related persons and related interests	Independent Board of Directors TV
11	9:30-10:00 a.m.	(i) Report of the Supervisory Board on production and business results and appraisal of the Company's audited financial statements in 2024	BKS
		(ii) Report on the operation of the Supervisory Board on the evaluation of the performance of the Board of Directors; Company Director in 2024 (iii) The report of the Supervisory Board proposes to select an independent audit firm to audit the Company's 2024 Financial Statements.	BKS
12	10:00-10:20	Discussing, expressing opinions and responding to opinions	Chairperson
12	10h20-10h45	Voting on the contents reported to the Congress	
14	10:45-11:00 a.m.	<b>Conference Break</b> (15 minutes)	
15	11h00-11h05	Report on the results of examination of the qualifications of shareholders and representatives and conditions for conducting the General Meeting (2nd time)	Board of Qualification Examination Board
16	11h05-11h10	Announcement of the vote counting minutes	Head of BKP
17	11h10-11h20	Presentation of the draft Minutes and Resolution of the Congress	University Secretary
18	11h20-11h25	(i) Consult the congress on the draft Minutes and draft Resolution of the Congress; Participants; (ii) Voting to approve the Minutes and Resolutions of the	Chairperson

TT	Time	Content	Person implement
		General Meeting	
19	11h25-11h30	Closing of the Congress	Chairperson

The Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin respectfully requests the General Meeting of Shareholders of the Company to consider and approve the content of the general meeting program for implementation./.

***Recipient:***

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The authorized person to publish information;
- Electromechanical Transport Department;
- State Securities Commission of Vietnam; Hanoi Stock Exchange;
- Save the General Meeting Records.

**On behalf of the Board of Directors  
Chairman**

**Tran Van Cu**



"Draft"

Ha Long, April 25, 2025

**WORKING REGULATIONS**  
**At the 2025 Annual General Meeting of Shareholders**  
**Ha Lam Coal Joint Stock Company - Vinacomin**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and guiding documents for the implementation of the Law;*

*Pursuant to the Law on Securities dated 26/11/2019;*

*Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;*

*Pursuant to the Charter of Ha Lam Coal Joint Stock Company - Vinacomin,*

*Pursuant to Plan No. 12/KH-HDQT dated 10/02/2025 of the Board of Directors of Ha Lam-Vinacomin Coal Joint Stock Company to organize the Annual General Meeting of Shareholders in 2025;*

The 2025 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin is organized and implemented in accordance with this Regulation.

**Chapter I**  
**GENERAL PROVISIONS**

**Article 1. Purpose and Requirements**

1. Purpose: For the 2025 Annual General Meeting of Shareholders to work in accordance with the provisions of law and the Charter of Ha Lam-Vinacomin Coal Joint Stock Company (hereinafter referred to as the Company) in order to protect the legitimate rights and interests of the Company and shareholders.

2. Requirements: The content of the Regulation ensures the principle of not violating the law and the Company's Charter.

**Article 2. Scope and subjects of application**

1. Scope of application: This Regulation is applied during the 2025 Annual General Meeting of Shareholders of the Company.

2. Subjects of application: Including shareholders, authorized representatives and other parties invited to attend the General Meeting.

**Chapter II**  
**SPECIFIC PROVISIONS**

**Article 3. Conditions for attending the General Meeting**

Being a shareholder of the Company named in the list closed by the Vietnam Securities Depository and Clearing Corporation on March 20, 2025; a

representative authorized by a shareholder or group of shareholders and other parties invited to attend the meeting.

**Article 4. Rights and obligations of shareholders or authorized representatives attending the general meeting (*hereinafter referred to as Participants*)**

**1. Rights:**

*Meeting participants have the following basic rights and obligations:*

- a) To meet the congress in person; discuss, express opinions and vote on all issues under the competence of the Congress;
- b) Receive 01 "Voting card" and documents for discussion, speech and voting. The document is stamped with the Company's seal.
- c) Latecomers have the right to register and participate in voting at the congress for issues that have not yet been voted on, then the Chairperson is not responsible for stopping the congress and the validity of the previously conducted votes is not affected.
- d) Other rights as prescribed by law and the Company's Charter.

**2. Obligations:**

*Participants in the meeting have the following basic obligations.*

- a) Participants must bring their citizen identity cards, passports, etc. Power of attorney (for authorized representatives);
- b) When entering the meeting room of the General Meeting, the meeting participant or interpreter (if any) must absolutely comply with the arrangement of the Organizing Committee, sit in the right position according to the Shareholder Code posted by the Organizing Committee behind the chair.
- c) Not smoking or using other stimulants in the meeting room of the congress and not attending the congress meeting in a state of intoxication or under the influence of other stimulants to the point of not controlling their acts.
- d) Not talking privately, not working separately, not committing acts that cause disorder or other acts that obstruct the process of the congress... do not use mobile phones during the Congress (*all mobile phones must be set to vibrate or turn off*). In case of force majeure events or personal matters, the Chairman shall be consulted to go out of the meeting room.
- e) Speak at the Congress only on the contents of the Congress Program.
- g) Notify the Board of Examination of Shareholder Status if they do not continue to participate in the General Meeting.
- h) Comply with the executive authority of the Chairman of the Congress.

**Chapter III**

**SHAREHOLDER QUALIFICATION INSPECTION COMMITTEE AND VOTE COUNTING TEAM**

**Article 5. The Shareholder Qualification Examination Committee attended the General Meeting**

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The Board for Checking the Eligibility of Shareholders to attend the 2025 Annual General Meeting of Shareholders has the following rights and obligations:

**1. Rights:**

a) Request the participants of the congress to present their citizen identity cards, passports, and power of attorney (*for authorized representatives*).

b) Guide and explain to the meeting participants matters that are not well understood when registering for the meeting.

**2. Obligations**

a) Issue to the meeting participants "Voting cards" and documents in service of discussion and voting at the congress (including cases of late arrival).

b) Make a list of shareholders and persons authorized by shareholders to attend the general meeting (*the list must be signed by the participants*)

c) Make a record of the result of examination of the eligibility of the participants and report the results at the Congress;

d) Report to the Congress before each vote if there is a change in the number of participants when the following situations arise:

- Persons who arrive late for the meeting but do not register to attend the meeting beforehand.

- Attendees may voluntarily cancel the general meeting at any time.

dd) Transfer the results of the examination of the eligibility of the participants to the chairperson of the congress immediately after the closing of the congress and take responsibility before law and the congress for the results of the examination of the eligibility of the participants.

e) Perform other tasks at the request of the Chairman of the Congress.

**Article 6. Responsibilities of the vote counting team.**

The "Ballot" inspection team has the following tasks:

1. Checking the voting results includes: "Voting cards" and "Voting papers" which are "recorded" by the meeting participants. At the same time, make a record and report to the Congress on the results of counting the voting votes for each content under the management of the Chairman.

2. To take responsibility before law and congresses for the accuracy of the results of the performance of their tasks.

**Chapter IV**

**PRESIDING OFFICER AND SECRETARY OF THE GENERAL CONFERENCE**

**Article 7. Rights and obligations of the Presiding Judge**

The Chairman of the Board of Directors of the Company is the Chairman of the General Meeting. The Chairman of the General Meeting has the rights and obligations under the Law on Enterprises and the Company's Charter, the basic contents are as follows:

**1. Rights:**

a) Administering the meeting of the Congress.



b) The decision on the order, procedures or events arising outside the program of the Congress shall be of the highest judgment.

c) Do not reply to opinions outside the agenda of the Congress, but the chairperson will take note of such opinions.

dd) Cut off the opinions of the meeting participants when the meeting participants express opinions outside the contents of the congress program, duplicate opinions or unclear opinions.

e) Expelling those who show disturbing behavior, failing to comply with the executive authority of the Chairman or obstructing the normal development of the Congress.

g) The Chairperson shall nominate the Secretary of the Congress.

## **2. Obligations:**

a) Administering the general meeting in accordance with the order and procedures prescribed by law, the Company's Charter and the general meeting program.

b) Answer or authorize others to fully respond to the opinions and proposals of the participants on issues suitable to the Congress Program.

c) Sign and promulgate the Minutes and Resolutions of the Congress.

## **Article 8. Secretary of the General Assembly**

The Secretary of the General Meeting has the rights and obligations under the Law on Enterprises and the Company's Charter, including the following basic obligations: Fully and honestly record the process of the general meeting; Presenting the draft Minutes and Resolutions of the congress; Together with the Chairperson, take joint responsibility for the truthfulness and accuracy of the contents of the Minutes; responsible for archiving the Minutes and Resolutions of the General Meeting according to the Company's Charter.

## **Chapter V**

### **FORMAT OF THE CONGRESS**

## **Article 9. Conditions for conducting the General Meeting**

1. The General Meeting shall be conducted when there are more than 50% of the total number of shareholders with voting rights according to the list of shareholders made at the time of closing the list of shareholders attending the General Meeting.

2. In case the General Meeting does not meet the conditions for conducting as prescribed above, the convening and conducting of the next General Meeting of Shareholders shall comply with the Law on Enterprises and Clause 2, Clause 3 - Article 19 - Charter of the Company.

## **Article 10. How to discuss and vote**

1. Principles:

a. The discussion shall only be carried out within the prescribed time and within the scope of the contents of the program of the General Congress;

b. Shareholders intend to discuss and register the content in Phieu, ask questions and transfer them to the secretary of the General Meeting;

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c. The Secretary of the General Meeting shall arrange the Shareholders' Question Papers in the order of registration and forward them to the Chairman;

dd. When she needs to speak or debate, she raises her hand, only when she is agreed by the Commentary to speak. Each shareholder makes a statement for no more than 03 minutes, the content needs to be concise, avoid duplication.

2. Answer to shareholders' opinions:

a. On the basis of the shareholders' questionnaire, the Chairman or a member appointed by the Chairman will answer the opinions of shareholders;

b. In case due to time limitations, questions that have not been answered directly at the General Meeting will be answered directly in writing by the Company.

3. The form of voting to approve issues at the General Meeting of Shareholders is as follows:

a. Voting in the form of voting: this form is used to pass issues such as: Congress program; Regulations on working at the Congress; Composition of the Vote Counting Committee; approve the Minutes of the Congress, the Resolution of the Congress and other contents at the Congress (if any);

b. Voting in the form of holding up the voting body combined with filling in the ballot paper: this form is used to approve the contents of the report and report to the Congress, which is determined and clearly stated in each voting slip sent to each delegate.

4. Voting method:

a. Delegates shall vote to approve, disagree or disagree with an issue to be voted on at the congress by holding up their ballot cards or filling in the options on the ballot papers corresponding to the contents to be voted on

b. Voting in the form of holding up the Voting Card: Delegates hold up the Voting Card, the front of the Voting Card is facing the Delegation. Shareholders vote for each issue by holding up their Voting Cards when asked by the Chairman: (The first time: Voting in favor; The second time: Vote against it; The third time: No vote) on each specific content. Shareholders are only allowed to hold up a voting card once for each content.

c. Voting in the form of holding up the ballot card in combination with filling in the ballot paper: After holding up the ballot card for each content, the meeting participant shall mark "X" or "" ✓ in the box of his/her choice ("Approve", "Disapprove", "No opinion") on the ballot paper according to the form of the ballot form distributed by the Vote Counting Committee to each participant. After completing all the contents to be voted on by the Congress, delegates send their votes to the Vote Counting Committee as requested. Voting papers must be signed and clearly state the full names of the delegates.

Invalid ballot:

- Vouchers are not issued by the Organizing Committee;
- The slip does not have a full signature and clearly states the full name of the delegate;
- The ballot papers are crossed out, modified, or added to the voting contents;
- Voting issues that are not selected or more than one option for a Proposal to the General Meeting shall be considered invalid.



### 5. Voting rules:

a. The voting value of a ballot paper or ballot card is determined by the number of voting shares owned by such shareholder or authorized representative to attend the General Meeting. Each share owned or represented by ownership corresponds to one voting unit.

b. Voting slips and ballot cards stamped by the Company's Shareholder Qualification Inspection Board shall be distributed to shareholders or authorized representatives of shareholders attending the meeting. Ballots. The voting card is inscribed with the code, full name, signature of the shareholder or authorized representative of Ms. Dong and other technical factors to help the counting be accurate and convenient.

c. The following contents shall be approved when at least 65% of the total votes of the voting shareholders are present in person or through an authorized representative present at the General Meeting of Shareholders:

- Type of shares and total number of shares of each type;
- Change of business lines and fields;
- Change the organizational structure of the Company's management in terms of operation model and legal representative specified in Article 134 of the Law on Enterprises;
- Deciding on investment projects, asset purchase and sale transactions of the Company or its branches or purchase transactions conducted by the Company or its branches with a value of 35% or more of the total value of assets of the Company and its branches recorded in the latest audited financial statements;
- To decide on the capital contribution or share purchase of enterprises other than the total value of capital contribution or share purchase of 35% or more of the total value of the Company's assets stated in the latest audited financial statements;
- Forms of reorganization, dissolution, bankruptcy of the Company;
- Amending and supplementing the contents of the Company's Charter:

d/ Except for the case specified at Point c, Clause 4 of this Article, the remaining decisions of the General Meeting shall be adopted when 51% or more of the total votes of shareholders with voting rights are present in person or through authorized representatives present at the General Meeting of Shareholders.

## Chapter VI

### MINUTES AND RESOLUTIONS OF THE CONGRESS

#### Article 11. Minutes and resolutions of the General Meeting of Shareholders

1. Minutes and resolutions of the congress shall be made in Vietnamese and must contain contents as prescribed by law.

2. Minutes and resolutions of the congress must be read and voted on in the form of holding up "Voting cards" before the closing of the congress

3. The minutes shall be sent to shareholders in the form of posting on the Company's Website: Website: [halamcoal.com.vn](http://halamcoal.com.vn) (*Shareholder Relations Section, select the Annual General Meeting of Shareholders in 2024*). In case shareholders

or representatives request to send hard copies, the Company will send them by post or fax.

## **Chapter VII**

### **IMPLEMENTATION TERMS**

#### **Article 12. Enforcement Terms**

This Regulation consists of 7 chapters and 12 articles that take effect immediately after being approved at the 2025 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin.

Shareholders and authorized representatives to attend the General Meeting must strictly abide by the Working Regulations at the General Meeting of Shareholders. If a shareholder violates this Regulation, depending on the specific severity, the Chairman will consider and take action according to the Company's Charter and the Law on Enterprises.

The General Meeting of Shareholders shall decide on the amendment and supplementation of this Regulation./.

***Recipient:***

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The person of the Civil Defense Department;
- CV Department (CBTT)
- SSC; the Department of Securities;
- Save the General Meeting Records.

**On behalf of the General Meeting of  
Shareholders,  
Chairperson**

**Tran Van Cu  
(Chairman of the Board of Directors)**



## **REPORT**

### **Production and business results in 2024, Production and business plan and dividend proposal in 2025**

Dear Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin

*Pursuant to the Law on Enterprises dated 17/6/2020;*

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

*Pursuant to the Resolution of the Company's Annual General Meeting of Shareholders in 2024;*

*Based on the production and business results in 2024 and the production and business plan in 2025;*

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the Company's Board of Directors.*

The Board of Directors of the Company reports on the results of production and business activities in 2024, the production and business plan and the proposed dividend level in 2025 as follows:

## **Part I**

### **PRODUCTION AND BUSINESS RESULTS IN 2024**

#### **I. GENERAL SITUATION**

##### **1. Advantages:**

The company prepares enough production areas and resources for production in 2024; solutions to be implemented in accordance with the characteristics and situation of the Company to ensure effectiveness; the leadership coordination relationship between the Party Committee and the executive has always been consensual; the relationship between executives and Trade Unions, Youth Unions, Veterans Associations, etc. promoted; experienced and skilled technological workforce; In addition, the Company always receives the attention and direction of Vietnam Coal and Mineral Industry Group (TKV), local authorities and forces stationed in the area to contribute to ensuring security and order of enterprises.

##### **2. Difficulties:**

- Fluctuating prices of goods, raw materials, natural disasters, climate change, abnormal weather developments, especially the impact of Typhoon No. 3 (Typhoon Yagi) in September 2024, causing heavy damage to property, affecting the Company's production situation and affecting the lives of employees and employees, employees of the Company.



- Geological conditions fluctuate or differ from the plan. In addition, a number of new policies and legal documents will take effect from the beginning of 2024, so it will take a long time to update and learn to implement...

## II. IMPLEMENTATION OF THE RESOLUTION OF THE 2024 GENERAL MEETING OF SHAREHOLDERS ON PRODUCTION AND BUSINESS

### 1. Production and business results in 2024 on a number of main indicators:

TT	NAME OF THE INDICATOR	Resident s	IN 2024	KH ADJUSTMEN T	IMPLEMENTE D IN 2024	PROPORTION	
						TH/K H	TH/KHD C
			1	2	3	4 = 3/1	5 = 3/2
1	Mining coal	Ton	2 400 000	2 400 000	2 358 386	98,3	98,3
	- Coal pit	"	2 400 000	2 400 000	2 358 386	98,3	98,3
	+ In which, coal furnace in CGH market	"	1 125 000	1 125 000	1 080 728	96,1	96,1
2	CBSX Excavation	m	11 985	11 735	11 770	98,2	100,3
3	Clean coal produced in the mine	Ton	790 500	790 500	778 419	98,5	98,5
4	Coal consumption	Ton	2 240 000	2 240 000	2 163 590	96,6	96,6
5	Coal Revenue	Tr.Don g	3 066 941	2 927 856	2 968 208	96,8	101,4
6	Profit before tax	"	99 324	99 324	117 525	118,3	118,3
7	Average Labor	Person	3 484	3 484	3 373	96,8	96,8
8	Average salary/person/month	1000 VND	18 821	18 821	21 277	113,0	113,0

\* In 2024, basically the targets of the Company's PHD plan will be completed according to the TKV plan, however, the target of raw coal for underground mining is lower than the plan due to:

(i) In 2024, there will be 04/07 market furnace operators encountering geological conditions that fluctuate compared to the plan, market furnaces will encounter milling and stone cutting, including: CGH 7-2.2 market furnace in Zone I and Seam 7 with a capacity of 1.2 million tons/year; CGH 10-4 market furnace in Zone III and Seam 10 with a capacity of 600,000 tons/year; market furnace with a chain link 10-3-T-16B in Zone III and Seam 10; link chain 11-1.9 area III of seam 11, the total volume of stone cutting is 10,763m<sup>3</sup>/4,668m<sup>3</sup>, equal to 230.8%. (ii) Furnace 11-1.10, Zone III, Pavement 11 has water outlet with a flow of 150 m<sup>3</sup>/h, the Company has to stop exploitation from 07/11/2024 until now, reducing the output of coal exploited. (iii) From 6/2024 ÷ 8/2024, CGH 7-3.2 market furnace in Zone I 7 with a capacity of 1.2 million tons/year, the price exceeds the old furnace, the soft coal is weak and loose, often has to be strengthened and reduced manually. (iv) From 06/9/2024 ÷ 15/9/2024, the Company must stop production for 09 days due to the impact of Typhoon No. 3.

### 2. Investment:

The 2024 investment plan of Ha Lam - Vinacomin Coal Joint Stock Company was approved by TKV in document No. 6507/TKV-DT dated 22/11/2024 etc.: Notice of the adjusted investment plan in 2024. On the basis of the assigned plan, the Company shall implement as follows:

Unit: million VND

TT	Job Description	Customer 2024 assigned	KH 2024 adjustment	Implementation in 2024	Completion Rate	
					On the assigned	On the adjusted





					customer	customer
<b>A</b>	<b>AMOUNT</b>	<b>177.842</b>	<b>163.497</b>	<b>155.897</b>	<b>87,6%</b>	<b>95,4%</b>
<b>I</b>	<b>Implementation plan</b>	<b>175.021</b>	<b>163.497</b>	<b>155.897</b>		
1	Construction					
2	Equipment cost	169.032	161.887	154.421		
3	Consultation and other expenses	5.989	1.610	1.476		
<b>II</b>	<b>Redundancy</b>	<b>2.820</b>				

Implementing the capital construction investment plan in 2024 assigned by TKV, the implementation value in 2024 is 155,897 million VND, reaching 95.4% of the adjusted plan.

In 2024, investment activities will comply with the provisions of the law on specialized laws and the law on bidding, and the Company's construction investment regulations. During the implementation process, the Company has selected contractors in accordance with the approved plan. Therefore, key projects are implemented on schedule, ensure quality, put into use, and contribute positively to the Company's production and business results.

### 3. Cost and price management:

Implementing the contents of Resolution No. 201-NQ/DU dated 14/12/2023 of the Executive Committee of the Company's Party Committee, Decision No. 207-QD/DU dated 02/1/2024 on Supplementing and amending a number of contents in the Resolution of the Executive Committee of the Company's Party Committee and Decision 631/QD-TKV dated 05/4/2024 of the General Director of TKV on the promulgation of the overall program on thrift implementation, anti-waste of TKV in 2024. The company has issued a decision on the main solutions to direct and administer the implementation of the production and business plan in 2024 in Decision No. 448/QD-HLC dated January 29, 2024; at the same time, promulgating the Company's thrift and anti-waste practice program in 2024 in Decision No. 1582/QD-HLC dated April 11, 2024.

Cost management has been associated with cost saving, controlled and synchronously deployed from the Company to construction sites and workshops; In which, it has proposed economical practice plans such as: fuel saving, propulsion, anti-furnace steel and recovery rails, equipment repair costs and promoting production rationalization initiatives... The Company has been gradually overcoming limitations, actively promoting the Company's cost management and cost contracting more and more completely.

Closely following and well implementing the Regulation on business cost management in TKV of companies in TKV (Decision No. 1438/QD-TKV dated 08/8/2024), the Company proactively develops and promulgates anti-waste savings programs for implementation. In 2024, cost management will become more and more strict, contributing to completing profits, saving > VND 35.0 billion in contracted costs (not taking into account the cost of the Company actively deducting depreciation 2 times).

Promptly review, amend and supplement regulations and regulations on management, economic and technical norms, labor and wages; regulations and regulations on bidding, procurement and management of the use of materials and equipment... according to regulations and well meet production requirements, through inspections assessed and recorded by TKV.

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Perform well the reuse of recovered materials and equipment. The value of recovered materials for reuse >18 billion VND. Periodically, the settlement reviews the factors of increased costs, analyzes the items of expenses incurred, controls finance and costs by month for timely correction. Closely follow the executive direction of TKV to develop flexible production and business management plans suitable for each specific time to ensure the efficiency of the Company's production and business. Well control the inventory rate of materials according to TKV's regulations (less than 6%, the Company implements 3.78%).

In addition, the Company organizes screening and deep processing from raw coal to improve the quality of coal to increase selling prices and increase revenue.

**4. Mechanization, automation and administration of a number of basic tasks already carried out in 2024:**

To complete the transfer of CGH market furnace with a capacity of 600,000 tons/year from CGH 10-4 market furnace, Zone III, Seam 10 to CGH 7-3.2 market furnace, Zone I, Sew 7;

Completed the installation of 02 sit-down passenger winch lines at TG furnace level -150 ÷ -90 Zone VI Seam 11 and TG VCVL furnace level -300 -:- -170 Zone III Seam 7;

Completed the installation and completion of 04 axle winch lines at TG furnace level -150 ÷ -90 zone VI seam 11; TGVCVL furnace level -280 -:- -220; TG furnace level -215 -:- -150 zone III to zone VI seam 10 and at TG furnace level -300-:- +75 zone I seam 7;

Complete the safety upgrade of the vertical well loading shaft, the implementation time is from 06/02/2024-:-28/02/2024 (licensed to be put into operation from 29/02/2024).

**5. Regarding the organization and training of human resources:**

**5.1. Regarding organizational work:**

In 2024, the Company has completed the organizational arrangement and arrangement of labor margins in accordance with the provisions of TKV in Decision No. 2410/QĐ-TKV dated December 31, 2019 "On the issuance of guidelines for labor margining according to the model model".

**5.2. Training of human resources:**

In order to have enough technological workers and quality human resources to meet the Company's production and business needs, in 2024, the Company will carry out training, enrollment and recruitment as follows:

- In 2024, the Company will recruit 346 employees, of which: 271 employees are subject to the Company's target training; 4 newly recruited employees; 26 employees received from units in TKV; 2 employees received from units outside TKV; 40 employees are re-recruited and re-received; 3 employees have completed military service.

Of the 346 employees recruited, 315 workers are underground mining workers, 28 workers are underground M&E repair workers, and 3 other workers.

In 2024, the Company has coordinated with Vietnam Coal and Mineral Vocational College to enroll 303/420 apprentices equal to 72.1% of the year plan (In which: Underground mining 271/380 people reached 71.3% of the plan; M&E furnace 32/40 people, reaching 80% of the plan).



- Vocational training, equipment operation guidance, safety training for 3860 people.
- Professional training and retraining for employees: 384 turns.
- Continue to coordinate with vocational training schools in establishing delegations to enrollment areas to propagate and disseminate policies and regimes to attract labor.

**6. Other work:** In addition to the production and business results and the above-mentioned activities, the Company conducts internal inspections and audits to prevent risks in the enterprise; implements the provisions of the law on accounting, finance and statistics; strengthens the dissemination of legal education to raise the awareness of law compliance in the Company; controls the implementation of technical measures for safety and environmental protection; coordinate with the government and a number of agencies stationed in the area to participate in protecting security and order, protecting property and mine boundaries; step by step improve working conditions and ensure the legitimate rights and interests of employees; natural disaster prevention, search and rescue; fully fulfill obligations to the State budget; pay dividends to shareholders on time within the statutory time limit...

\* **General assessment:** On the basis of the production and business results in 2024 mentioned above, the Company has basically followed the targets of striving to basically complete the targets of the production and business plan, ensuring enough jobs, stable income, and the lives of employees are cared for thoughtfully and practically.

## Part II

### PRODUCTION AND BUSINESS PLAN IN 2025 AND OPERATING SOLUTIONS

#### I. PRODUCTION AND BUSINESS PLAN IN 2025

##### 1. Some main indicators:

TT	Name of the indicator	Residents	Plan in 2025
1	Mining coal	1000Tons	2.400
	- Coal pit	"	2.400
	+ In which, the charcoal furnace of CGH market:	"	1.200
2	CBSX Furnace Meter	m	12.300
3	Clean coal produced in the mine	1000Tons	749
4	Coal consumption	1000Tons	2.249
5	Coal Revenue	Tr.Dong	3.253.303
6	Profit before tax	"	52.047
7	Average Labor	Person	3.478
8	Average salary/person/month	1000 VND	19.944

##### 2. Construction investment plan and key works in 2025:

###### 2.1. Construction investment plan:

The Company's construction investment plan in 2025 was approved by TKV in Official Letter No. 6573/TKV-DT dated 25/11/2024 with the following values:

TT	Job Description	Unit	Plan for 2025	Notes
A	AMOUNT	million VND	126.100	
1	Construction	„	2.820	



2	Equipment cost	„	120.587	
3	Consultation and other expenses	„	2.692	

## 2.2. Key projects in 2025:

In addition to completing economic and technical targets, ensuring jobs, stabilizing incomes for employees, preserving capital, safety, security and order are maintained, in 2025, we will continue to implement a number of transitional goals and key projects from the previous year and prepare for the following years, specifically as follows:

1) Adjustment/extension of Mineral Exploitation License No. 2497/GP BTNMT, dated 28/11/2008; the deadline granted is until 28/11/2025 to have sufficient facilities for the construction of furnace lines, opening the sidewalks below -300 according to the technical plan to maintain production of the project to exploit the part below -50 Ha Lam Coal Mine - Ha Lam Coal Company to ensure the production of pillows for the following years.

2) Complete the repair of the house (3-storey complex) at the level of +75. Completed in the second quarter of 2025.

## II. SOME MAJOR OPERATING SOLUTIONS

In 2025, the Company will continue to direct and implement the technological targets and targets of the TKV production and business coordination plan assigned to the Company by taking measures to manage and administer a number of main contents as follows:

### 1. Technical and technological work:

Strictly control technological norms and geological conditions at market furnaces, in order to have plans and measures to promptly handle and minimize the volume of stone cutting in market furnaces.

Develop specific plans, prepare conditions for production transformation of construction sites including: Construction sites KT1, KT3, KT5, KT6, KT8 and CGH2 to ensure the right time and production head, not to interrupt production.

Strengthen the close monitoring of the site of the furnace excavation, especially those with complex geological conditions such as Zone VI of Seam 10, Zone VI of Seam 11 and Zone I of Seam 7 to have timely plans and measures to minimize the time to stop the construction of the furnace.

Arrange the production area of reasonable and suitable units to maximize the capacity of equipment such as: EBH-45 excavator, CMJ-14 boom 1 drill truck, ZCY-60 side wheel loader, VMC E-500, P-60B, 2-tank rake winch... to speed up the excavation progress.

Strengthen learning and exchanging experiences with units in TKV to apply new technologies in accordance with production, bringing high economic efficiency.

Control and synchronously implement ventilation plans, mine gas control and endogenous fire prevention in the production process such as: Spraying concrete to reinforce the furnace walls (especially the furnace lines dug in coal seam 7); drilling holes to press water to control the temperature of coal seams; build temporary retaining walls at the furnace along the transport sidewalk, ventilation... according to regulations to detect and prevent the phenomenon of increasing the temperature of coal seams.

Proactively implement the work of fire and rescue in 2025 and strictly control the water flow at the locations where water is exposed in the pits, paying special attention to high-risk locations such as the market furnace area 10-6-T-1, area VI, seam 10; market furnace 11-1.25, market furnace 11-1.26B, area VI, seam 11; market furnace 11-1.10, zone III, seam 11 and market furnace I-7-3, pillar class of zone I, seam 7 ...



## **2. M&E - Transport:**

Focus on implementing new investment equipment installation works.

Promote regular repair work at units to ensure stable operation of equipment, increase service life and reduce the cost of investing in new equipment.

Rationally arrange construction equipment at off-peak hours, avoid peak hours, to save electricity costs.

Improve the quality of skill training for M&E workers in units throughout the Company.

Implementing the application of MB +75 motorcycle garage vehicle control software; software for maintenance and maintenance of M&E equipment, transportation, automation and local blower monitoring, etc.

## **3. Occupational safety and health:**

Continue to synchronously and seriously implement the documents and directives on occupational safety and health of TKV and the Company have issued, promptly supplement documents and measures on occupational safety and health to meet production requirements and the actual situation of the Company.

Continue to implement measures to prevent risks of gas explosions, endogenous fires, water platforms, and furnace collapse during the process of furnace excavation and exploitation.

Synchronously implement the work of writing production orders on software to ensure proficiency, regularly update risks and measures to supplement the order and disseminate propaganda to employees.

Strengthen periodic inspections and irregular inspections in order to immediately overcome shortcomings and strictly handle violations. Especially the safety control of transport equipment by axle hoists, trolleys, electric trains, conveyors, and chutes.

## **4. Planning and management of costs and prices:**

Develop and promulgate administrative solutions to implement the production and business plan assigned by TKV, thereby proactively operating and strictly controlling technological targets, and synchronously implementing cost-saving solutions, strictly controlling costs from input to output, etc. service costs at all stages of production and business, controlling costs from the beginning of the year, minimizing the occurrence of workload and technological factors that increase unplanned costs.

Continue to improve internal management targets, review internal rules and regulations, proactively administer and strictly control technologies; develop cost-saving solutions, take responsibility for cost management; promote thrift practices, prevent corruption and waste under the direction of the Group.

## **5. Financial Accounting:**

Continue to strictly control financial coefficients in order not to fall into financial imbalance and insolvency. Fast solvency coefficients, current solvency, cash solvency... are always at the permissible level.

## **6. Organization, Labor and Wages:**

Continue to study and pay attention to wage incentive mechanisms for employees, apply incentive coefficients to excavation mirrors that need progress, mining sites that need to increase productivity, coal output or construction positions that overcome difficult conditions.

Continue to focus on the enrollment of students who have not undergone vocational training to train underground mining, in order to meet enough furnace exploitation workers for 2025 and the following years.



Deploy the application of human resource management support software, helping to simplify the process of managing employees at the Company.

#### **7. Military Audit and Protection Inspection:**

Strengthen the inspection and inspection of the publicity and transparency and organize the implementation of statutes, regulations and regimes related to employees at units in the Company.

Continue to strengthen the protection of security and order of mine boundary opening. Ensure internal political security and social safety.

### **Part III**

## **AUTHORIZING THE ADJUSTMENT OF THE PRODUCTION AND BUSINESS PLAN IN 2025, RESTRUCTURING THE COMPANY AND PROPOSING DIVIDENDS IN 2025**

### **1. Regarding the authorization to adjust the production and business plan in 2025 and restructure the Company**

Request the General Meeting to authorize the Board of Directors of the Company to: (i) adjust the production and business plan in 2025 when the Company's production and business conditions change or Vietnam Coal and Mineral Industry Group adjusts and supplement (increase or decrease) the main targets in the business coordination plan, but the adjustment of the plan of the Board of Directors must ensure that the realized profit is not lower than the planned profit approved by the Annual General Meeting of Shareholders in 2025; (ii) Implement the restructuring of the Company according to the Restructuring Scheme of Vietnam Coal and Mineral Industry Group to 2025 according to the Prime Minister's Decision and the Implementation Plan of TKV Group.

**2. Proposed dividend level in 2025:** The Board of Directors expects the dividend plan in 2025 to  $\geq 6\%$  of Charter Capital.

Above is the report on production and business results in 2024, production and business plan and proposed dividend in 2025 of Ha Lam Coal Joint Stock Company - Vinacomin.

#### **Recipient :**

- Shareholders (Company Website);
- CV Department (website posting and disclosure);
- SSC; Hanoi Stock Exchange;
- Save the General Meeting Records.

**On behalf of the Board of Directors  
Member of the Board of Directors**



**Vu Ngọc Thang**  
(Company Director)

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Number: 46 /BC-Board of Directors

Ha Long, April 22, 2025

**REPORT**  
**FINANCIAL YEAR 2024 AUDITED**

**Dear Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin**

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

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

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the Company's Board of Directors.*

The Company reports to the 2025 Annual General Meeting of Shareholders on the summary of the main figures of the 2024 Financial Statements, which have been audited by AFC Vietnam Auditing Co., Ltd. and released the results in the audit report of the Financial Statements No. 024/2025/BCKT-HT.00167 dated 14/3/2025:

**Part One**  
**SUMMARY BALANCE SHEET**

Unit: Copper

TT	ASSET	YEAR-END ISSUE	FIRST OF THE YEAR
<b>I</b>	<b>SHORT-TERM ASSETS</b>	<b>601.598.180.952</b>	<b>966.048.641.632</b>
1	- Cash and cash equivalents	14.781.126.080	7.190.685.592
2	- Short-Term Financial Investments		
3	- Short-term receivables	334.228.276.904	810.018.937.236
4	- Inventory	252.588.777.968	146.960.170.298
5	- Other short-term assets		1.878.848.506
<b>II</b>	<b>LONG-TERM ASSETS</b>	<b>1.017.382.417.348</b>	<b>1.281.461.203.350</b>
1	- Long-term receivables	35.432.636.977	33.552.573.668
2	- Fixed assets	794.877.759.482	1.070.950.356.929
3	- Long-term unfinished assets	60.670.087.559	49.705.600.163
4	- Other long-term assets	126.401.933.330	127.252.672.590
	<b>TOTAL ASSETS</b>	<b>1.618.980.598.300</b>	<b>2.247.509.844.982</b>



<b>III</b>	<b>LIABILITIES</b>	<b>1.192.483.443.650</b>	<b>1.825.793.825.253</b>
1	- Short-term debt	1.005.037.926.300	1.528.329.972.366
2	- Long-term debt	187.445.517.350	297.463.852.887
<b>IV</b>	<b>EQUITY</b>	<b>426.497.154.650</b>	<b>421.716.019.729</b>
1	<b>Equity</b>	<b>426.497.154.650</b>	<b>421.716.019.729</b>
	- Owner's investment capital	254.151.990.000	254.151.990.000
	- Equity surplus		
	- Other capital of the owner		
	- Development Investment Fund	73.894.565.692	54.061.054.438
	- Undistributed after-tax profit	98.450.598.958	113.502.975.291
2	<b>Other funding sources and funds</b>		
	- Sources of non-business funding		
	- Funding sources for the formation of fixed assets		
	<b>TOTAL FUNDING</b>	<b>1.618.980.598.300</b>	<b>2.247.509.844.982</b>

**Part Two**  
**BUSINESS RESULTS**

<b>Quota</b>	<b>This year</b>	<b>Five million</b>
1- Sales revenue and CC DV	<b>2.999.066.630.857</b>	<b>3.134.071.262.640</b>
2- Turnover deductions		
3- Net revenue (10 = 01-02)	<b>2.999.066.630.857</b>	<b>3.134.071.262.640</b>
4- Cost of goods sold	2.662.967.230.166	2.752.093.319.118
5- Gross profit (20=10-11)	<b>336.099.400.691</b>	<b>381.977.943.522</b>
6- Revenues from financial activities	1.196.952.857	946.734.944
7- Financial costs	35.406.072.658	112.426.165.010
- In which: Interest expense	35.406.072.658	87.352.383.356

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Quota	This year	Five million
8- Cost of sales	3.817.704.197	4.403.814.403
9- Business management expenses	156.953.364.048	146.820.400.217
10- Net profit from the business contract (30=20+21-22-24-25)	<b>141.119.212.645</b>	<b>119.274.298.836</b>
11- Other income	1.098.667.748	4.989.931.632
12- Other expenses	24.692.438.239	220.919.485
13- Other profits (40=31-32)	<b>(23.593.770.491)</b>	<b>4.769.012.147</b>
14. Total accounting profit before tax (50=30+40)	<b>117.525.442.154</b>	<b>124.043.310.983</b>
15. Current CIT expenses	29.792.024.942	24.875.754.713
16- Deferred CIT expenses		
17- Profit after CIT (60=50-51-52)	<b>87.733.417.212</b>	<b>99.167.556.270</b>
18- Basic earnings per share (*)	3.452	3.902

\* Basic profit per share in 2024 of Ha Lam - Vinacomin Coal Joint Stock Company is calculated on the entire profit after CIT.

The dividend paid in 2024 to shareholders will comply with the Resolution of the 2025 General Meeting of Shareholders of the Company.

### Part Three BASIC FINANCIAL INDICATORS

TT	Quota	Reporting period	Previous period
1	<b>Asset Structure</b>		
	- Long-Term Assets / Total Assets (%)	63	57
	- Short-Term Assets / Total Assets (%)	37	43
2	<b>Structure of capital sources</b>		
	- Liabilities / Total Capital (%)	74	81

TT	Quota	Reporting period	Previous period
	- Equity / Total Capital (%)	26	19
3	<b>Solvency (times)</b>		
	- Current solvency	0,60	0,63
	- Fast payment capabilities	0,35	0,54
4	<b>Profit margin (%)</b>		
	- Profit margin after tax / Net revenue	2,93	3,16
	- Profit margin after tax / Total assets	6,08	5,05
	- Profit margin after tax / CSH capital source	23,08	26,91
5	<b>Debt/Equity ratio (times)</b>	2,80	4,33

The Board of Directors of Ha Lam Coal Joint Stock Company reported to the meeting./.

**Recipient:**

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The person of the Civil Defense Department;
- CV Department (CBTT)
- SSC; the Department of Securities;
- Save the General Meeting Records.

**On behalf of the Board of Directors  
Member of the Board of Directors**



**Vu Ngọc Thang  
(Company Director)**



No. 47/TT-HLC

Ha Long, April 22, 2025

**REPORT**  
**About profit distribution in 2024**

Dear Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin

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

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

*Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders of the Company;*

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the Company's Board of Directors.*

The Board of Directors proposes the Company's profit distribution plan in 2024 as follows:

TT	Content	Amount (VND)	Notes
1	Profit before tax	117.525.442.154	
2	Payable CIT	29.792.024.942	
3	Profit after corporate income tax	87.733.417.212	
4	The previous year's undistributed profit was transferred to	10.717.181.746	
5	Undistributed profits this year		
	In which: Deferred income tax assets on 31/12/2024	10.717.181.746	
6	Residual profit for distribution (3+4-5)	87.733.417.212	
a	Projected Dividend Payment for 2024: 8% of charter capital	20.332.159.200	
b	Remaining profit after dividend payment	67.401.258.012	
-	Deduction from development investment fund (15% of profit after loss)	13.160.012.582	
-	Deduction of the Company's manager's bonus fund	325.833.000	
-	Deduction of reward and welfare funds	53.915.412.430	

Request the Company's 2025 Annual General Meeting of Shareholders to discuss and vote for approval./.

**Recipient:**

- Shareholders of the Company;
- Members of the Board of Directors, Supervisory Board;
- Board of Directors; Chief Accountant;
- CV Department (Information Disclosure);
- Save: VT, Company Secretary.

**On behalf of the Board of Directors**  
**Chairman**



**Tran Van Cu**

Number: 48 /BC-Board of Directors

Ha Long, April 22, 2025

**REPORT**  
**Results of the Board of Directors in 2024**  
**and operational orientation in 2025**

Dear Shareholders, Delegates

*Pursuant to the Law on Enterprises dated 17/6/2020;*

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

*Pursuant to the Regulation on operation of the Board of Directors of the Company issued under Decision No. 41/QD-HDQT dated April 26, 2021;*

*Pursuant to the Resolution of the Company's Annual General Meeting of Shareholders in 2024;*

*Pursuant to Resolution No. 38.1/K4/NQ-HDQT dated April 21, 2025, of the Company's Board of Directors.*

The Board of Directors of the Company reports to the Annual General Meeting of Shareholders in 2025 on the results of the Board of Directors in 2024, the operation plan in 2025 as follows:

**PART ONE**  
**GOVERNANCE AND OPERATION RESULTS IN 2024**

**I. GOVERNANCE**

**1. Governance of the Board of Directors structure**

In 2024, the organization of the Board of Directors of the Company will not have any changes in personnel.

Pursuant to Decision No. 2281/QD-TKV dated 25/11/2024 of the Board of Members of Vietnam Coal and Mineral Industry Group (the major shareholder owns 74.21% of the charter capital) "Changes in personnel of the representative of TKV's capital to participate in the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin" and the Letter of resignation from the position of Chairman of the Board of Directors and resignation from participation The Board of Directors of the Company for the fourth term (2023-2028) of Mr. Nguyen Trong Tot – Chairman of the Board of Directors of the Company to perform tasks as assigned by Vietnam Coal and Mineral Industry Group. The Board of Directors of the Company convened an extraordinary General Meeting of Shareholders to consolidate the title of Member of the Board of Directors according to its authority.



At the 2025 Extraordinary General Meeting of Shareholders held on January 17, 2025, the General Meeting has: (i) Dismissed Mr. Nguyen Trong Tot from the position of Member of the Board of Directors - Member of the Management Board of TKV; (ii) Electing Mr. Tran Van Cu - Representative of TKV's capital at the Company, Head of TKV's Management Board to the Board of Directors of the Company. At the 30th meeting (meeting on January 17, 2025) of the Board of Directors, the Company elected Mr. Tran Van Cu to hold the position of Chairman of the Board of Directors of the Company for the fourth term (2023-2028).

The number, composition and structure of the Board of Directors of the Company after consolidation at the Extraordinary General Meeting of Shareholders in 2025 are as follows:

\* The number of members of the Board of Directors consists of 5 members.

\*Ingredient:

- Mr. Tran Van Cu - Chairman of the Board of Directors - Person representatives of TKV's capital.

- Mr. Vu Ngoc Thang - Member of the Board of Directors - Managing Director.

- Mr. Dinh Trung Kien - Member of the Board of Directors - Deputy Director.

- Mr. Nguyen Van Son - Full-time member of the Board of Directors.

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

\*Structure: of the 05 members of the Board of Directors mentioned above, there are 02 members who concurrently hold executive positions of the Company; 01 is a non-executive member of the Board of Directors, 01 is a full-time member of the Board of Directors and 01 independent member of the Board of Directors, so it should be ensured in accordance with the provisions of law.

## **2. Governance of general activities of the Board of Directors**

In order to fully perform their functions, tasks and powers, and at the same time immediately take over the work and have a basis to assess the level of completion of tasks of each member, on the basis of the Regulation on Operation of the Board of Directors of the Company; The Board of Directors has issued a decision to assign tasks to each member in charge, monitor the field of management, production and business in accordance with the capacity and experience of each member, ensuring to cover all production and business activities of the Company.

The Board of Directors promulgates the Program and operation plan for members to proactively implement the operation plan, supervise and urge the implementation of the Resolution of the General Meeting of Shareholders and the Resolutions and decisions of the Board of Directors.

## **3. Corporate governance through the system of regulations**

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The Board of Directors manages the Company in all aspects of the company's production and business activities through the promulgation of management regulations as a basis for the executive apparatus to direct and administer in accordance with the provisions of law and internal management regulations of the Company. Regularly directing the review of the Company's internal management document system in accordance with the provisions of law, Vietnam Coal and Mineral Industry Group and in accordance with practical requirements, in 2024, the Board of Directors approves the amendment and supplementation of 09 regulations; consider and approve a number of important internal regulations before the CEO decides to promulgate.

## **II. ORGANIZATION OF THE MEETING OF THE BOARD OF DIRECTORS, REMUNERATION AND SALARY OF THE BOARD OF DIRECTORS**

### **1. Regarding the number of sessions**

In 2024, the Board of Directors will hold 18 Meetings, issue 23 Resolutions to approve and approve the contents under the jurisdiction of the Board of Directors such as: Directing the implementation of the Resolution of the General Meeting of Shareholders in 2024; evaluate the results of the implementation of the Resolution of the General Meeting and Resolutions and decisions of the Board of Directors; and approve, approve or give opinions on other important contents under its competence; The meetings are conducted directly, the documents are carefully prepared and sent to each member attending the meeting according to regulations, on the basis of which the participants have time to study, discuss and give suggestions to a high consensus, contributing to improving the quality of promulgation of resolutions, decide.

- The percentage of members of the Board of Directors attending the full meeting at the summons of the Chairman, demonstrating a high sense of responsibility for their work before the Company and shareholders, the results showed:

<b>TT</b>	<b>Member of the Board of Directors</b>	<b>Number of meetings attended by the Board of Directors</b>	<b>Participati  Meeting</b>	<b>Reason Not attending</b>
1	Nguyen Trong Tot	18/18	100	



2	Vu Ngoc Thang	18/18	100	
3	Dinh Trung Kien	18/18	100	
4	Nguyen Van Son	17/18	94,4	Leave and exit to go abroad
5	Mai Huy Trung	18/18	100	

## 2. Remuneration, allowances and salaries

The Company complies with the level decided by the Resolution of the 2024 Annual General Meeting of Shareholders, specifically as follows:

(i) Remuneration for the Chairman of the Board of Directors and part-time members of the Board of Directors:

- Remuneration for 1 month of members holding the position of Chairman of the Board of Directors:

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

- 1-month remuneration of each member of the Board of Directors:

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

(ii) 1-month allowance for independent members of the Board of Directors: 23,000,000 VND/month.

(iii) 1 month's salary for full-time members of the Board of Directors:

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

The company will make an advance payment of 80% of the remuneration, allowances and salaries for members of the Board of Directors, and 20% will be spent in 2025 on the basis of production and business results and the level of completion of tasks of each member in 2024.

## III. COORDINATION ACTIVITIES

In the course of operation, the Board of Directors regularly maintains the relationship of leadership coordination between the Board of Directors and the Party Committee and Directors according to the Joint Resolution.

The 2024 Board of Directors Meetings are attended by members of the Board of Directors or representatives of the Board of Directors; the contents of the meeting agenda related to the rights and interests of employees, personnel work, the Board of Directors of the Company invites relevant organizations to participate in the comments as a basis for the Board of Directors to vote and create consensus when organization of implementation. In the coordination between the Board of Directors and the Party Committee, the Director ensures the proper functions and tasks of the parties in accordance with the provisions of law, charter and regulations of that organization, in the spirit of respecting the principle for the common benefit of the Company.

## IV. SUPERVISORY ACTIVITIES FOR THE BOARD OF DIRECTORS

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## 1. Implementation of production and business plans and investment plans

TT	Quota	Residents	Resolution General Meeting of Shareholders In 2024 pass	Implementation in 2024	Rate (%)	Notes
1	Mining coal	Ton	2.400	2 358 386	98,3	
	- Coal pit	"	2.400	2 358 386	98,3	
	+ In which , the charcoal furnace of CGH market:	"	1.125	1 080 728	96,1	
2	CBSX Excavation	m	11.985	11 770	98,2	
3	Clean coal produced in the mine	Ton	790	778 419	98,5	
4	Coal consumption	Ton	2.240	2 163 590	96,6	
5	Coal Revenue	Tr.Dong	3.066.941	2 968 208	96,8	
6	Coal production profits	"	99.324	117 525	118,3	
7	Average Labor	Person	3.484	3 373	96,8	
8	Average salary/person/month	1000 VND	18.821	21 277	113,0	
9	Construction investment	Tr.Dong	177.842	155.897	87,7%	
10	Dividend (expected)	%	≥ 6	8	133	

Implementing the production and business plan and investment in 2024 with the advantages and difficulties in the production and business process has been shown in the report of the company's Director to the General Meeting, so the Board of Directors did not reiterate. Summing up the in-kind targets and value targets, they all met and exceeded the targets decided by the Resolution of the congress. Ensure production and business efficiency, improve income for employees, maintain long-term stable operation of the Company, and ensure dividends for shareholders.

Through direct supervision activities such as listening to reports, going to the site for field inspection, as well as indirect supervision through monthly reports of the Board of Directors, the Board of Directors has promptly come up with solutions to remove difficulties in the production process, meeting the production requirements to achieve results.

## 2. Regarding the exercise of shareholders' rights

(i) Dividend payment: The Company pays dividends in 2023 to shareholders at the rate approved by the 2024 General Meeting and timely pays to ensure the interests of the company's shareholders, specifically:

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

a) TKV shareholders: 15,088,190,400 VND

- Return via Depository: 0 VND;

- Return to TKV: 15,088,190,400 VND;





- b) Other shareholders: 5,243,968,800 VND  
 - Return via Depository: 4,856,934,600 VND;  
 - The company pays for itself: 387,034,200 VND.

(ii) Information disclosure: The company is a public company, the company always complies with the provisions of law; The contents and forms of announcement shall comply with the provisions of law for access by management agencies, shareholders and investors. The announcement is carried out simultaneously to the SEDC, the SSC and published on the Company's website at the request of Circular No. 96/2020/TT-BTC dated 16/11/2020 of the Ministry of Finance for shareholders to access in a timely manner.

To strengthen the connection between the Company and Shareholders so that Shareholders can timely grasp information about the Company, ensure the interests of Shareholders in accordance with the law, in accordance with the development process of information technology. Request shareholders to provide information of individuals, addresses of residence, receive information (especially timely provision when there is a change). The Company will have a specific notice of the information submission and receipt and will be posted on the Company's website.

(iii) Other rights of shareholders in accordance with the provisions of law as well as the company's charter are strictly implemented by the Company's executive apparatus.

With the results of production and business along with maintaining security and safety, taking care of improving and improving the material and spiritual life of employees, keeping the relationship with shareholders; The company's operating apparatus is considered to have successfully completed its tasks.

## **V. GENERAL ASSESSMENT OF THE OPERATION OF THE BOARD OF DIRECTORS**

### **1. General assessment of the operation of the Board of Directors**

In 2024, the Board of Directors has properly performed the functions, tasks and authority specified in the Law on Enterprises and the Company's Charter to issue Resolutions and decisions as a basis for the CEO and managers to direct the Company's production and business activities, investment and development, etc have completed and exceeded the main targets of the production and business and investment plan voted and approved by the Congress.

In the process of performing its tasks, the Board of Directors strengthens supervision activities through monthly performance reports, periodic and irregular inspections, in order to ensure that the Resolutions of the General Meeting, Resolutions and decisions of the Board of Directors are implemented as planned; proactively remove difficulties and work with the CEO to solve arising obstacles, contributing to promptly solving difficulties for the Company's production and business activities.

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## **2. Evaluation of the activities of members of the Board of Directors holding the position of Chairman of the Board of Directors**

The Chairman of the Board of Directors has successfully fulfilled his assigned responsibilities and tasks; in 2024, together with the Board of Directors, he has worked with the Board of Directors to direct, manage and administer the Company's activities to complete the planned targets assigned by the General Meeting of Shareholders, ensuring safety in all aspects of operations; well comply with the provisions of law, The company's charter, resolutions and decisions of the Owner.

## **3. Evaluation of the activities of members of the Board of Directors**

Each member of the Board of Directors has properly performed the assigned responsibilities and tasks. In the process of performing tasks, members are proactive, flexible, and closely coordinated in the process of performing tasks. Closely follow production practices, inspect and supervise, proactively coordinate with the executive apparatus to promptly solve difficulties in production and business effectively.

With the results achieved, the Board of Directors self-assesses that it has successfully completed its tasks in 2024. Each member of the Board of Directors was unanimously evaluated by the Company's Personnel Evaluation Conference as "Completing well and successfully completing tasks in 2024".

## **4. Evaluation of the activities of independent members of the Board of Directors**

As an independent member of the Board of Directors, together with the collective of the Board of Directors, he has fully performed his responsibilities honestly and prudently for the highest interests of the Company and shareholders, fully attended the meetings of the Board of Directors, had opinions on issues discussed, voting for the benefit of the Company.

With the assigned tasks, following the Regulation, independent members have been proactive in the assigned field, monitoring the Company's activities, participating in the Company's meetings, to listen to grasp the situation, learn to have comments and participate with a sense of responsibility.

Study the regulations and regulations of TKV and the provisions of law so that when holding the role of the head of the appraisal team, he and the members of the team have commented and issued appraisal reports to ensure compliance with regulations; are members of the appraisal team of projects, the estimate has been consulted for the Group to issue reports as a basis for the Board of Directors to approve and approve decisions according to its competence to ensure timely management and administration.

On the basis of the Company's management regulations in the fields assigned to monitor, quarterly summarize reports on results, comments and evaluate results; after each meeting of the Board of Directors, together with the



Secretary of the Company, review and synthesize the approved contents, complete to ensure compliance with the content and form of the document.

Perform the duties of an independent member of the Board of Directors in accordance with the law, always put the interests of the Company and shareholders first; therefore, when researching, proposing, and voting on contents, they are all for the benefit of the Company, the interests of the owner and in harmony with the rights and interests of employees.

## SECOND PART

### OPERATIONAL ORIENTATION 2025

1. Organize the successful implementation of the contents approved by the General Meeting of Shareholders in 2025 with the goal of ***"Safety - Solidarity - Development - Efficiency"***.

2. Strictly implement the Party's guidelines and policies and the State's laws in corporate governance, management and administration in the process of production and business. Strictly perform the functions, tasks and powers of the Board of Directors as prescribed .

3. Strengthen the supervision of the company's operating apparatus in implementing the Resolution of the General Meeting of Shareholders in 2025, Resolutions and decisions of the Board of Directors, etc. according to the Program and operation plan of the Board of Directors.

4. To be proactive and maintain the relationship of leadership coordination between the Party Committee, the Board of Directors and the CEO, to create consensus for the benefit of the Company and the interests of shareholders in all aspects of the Company's activities.

5. Plans in the coming time:

(i) Regarding the Company's development projects: On the basis of the Decision on investment policy and investor approval of the People's Committee of Quang Ninh Province and the Decision on approving the results of the appraisal of the Environmental Impact Assessment Report of the Ministry of Natural Resources and Environment, the Company implements in parallel with closely following the state management agencies to regulate the adjust the Mining License, and at the same time prepare for the implementation of the technical plan to maintain the exploitation of the sub-level -50 Mining Project, Ha Lam Coal Mine – Ha Lam Coal Company (continue to maintain stratified mining at -50m -:- -300m and expand mining to a stratified depth of -300m -:- -570m) to maintain stable mine capacity and long-term development.

(ii) On the basis of the mine development project: Direct the formulation of medium and long-term investment plans to maintain the stability of the mine capacity.

(iii) Based on the orientation and solutions for corporate restructuring of TKV; direct the research, development and implementation of internal governance restructuring, corporate governance renewal in accordance with the Company's reality and innovation requirements in the period up to 2025 and the next period.

6. To perform other tasks according to their competence.

The above is the content of the report of the Board of Directors of the Company on the governance and performance of the Board of Directors and members of the Board of Directors in 2024 and the direction of operation in 2025.

The Board of Directors of the Company reports to the General Meeting./.

**Recipient:**

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The authorized person to publish information;
- Electromechanical Transport Department;
- State Securities Commission of Vietnam;
- Hanoi Stock Exchange;
- Save the General Meeting Records.

**On behalf of the Board of Directors**

**Chairman**



**Tran Van Cu**

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Number: 50 /TB-Board of Directors

Ha Long, April 22, 2025

**ANNOUNCEMENT**  
**Regarding the list of related persons of the insider**

To: General Meeting of Shareholders of Ha Lam-Vinacomin Coal Joint Stock Company

*Pursuant to Point a, Clause 45 and Point d - Clause 46 - Article 4 - Law on Securities dated 26/11/2019 explaining Insiders and related persons of Insiders.*

*Pursuant to Point a, Clause 4 - Article 164 - Law on Enterprises dated 17/6/2020 stipulating the Notification of the list of Related Persons of Internal Persons at the Annual General Meeting of Shareholders.*

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

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the Company's Board of Directors.*

The Board of Directors shall notify the General Meeting of the internal persons and related persons of the internal persons as follows:

In 2024, the Company's Insiders and related persons include 130 people. In which:

- 12 internal people of the Company who hold the positions: Chairman of the Board of Directors, members of the Board of Directors, Director, Deputy Director, Chief Accountant; Head of the Supervisory Board, members of the Supervisory Board and secretary - Person in charge of corporate governance.

- 118 related persons of internal persons are persons who have family relations with internal persons, including: *natural father, natural mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, wife, husband, natural child, adopted child, daughter-in-law, son-in-law, brother-in-law, sister, brother-in-law, brother-in-law, sister-in-law, sister-in-law of 12 internal people;*

The information about insiders and related persons of insiders has been disclosed by the Company before the date of the General Meeting in accordance with the provisions of law.

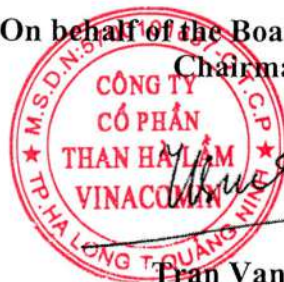
The Board of Directors of Ha Lam-Vinacomin Coal Joint Stock Company would like to inform the General Meeting.

*(details are attached to the list of 130 insiders and related persons of the insiders)*

**Recipient:**

- Shareholders (accessed at the Website);
- Board of Directors, Supervisory Board of the Company;
- CV Department;
- SSC; the Department of Securities;
- Luu T. signed; Documents of the General Meeting.

On behalf of the Board of Directors  
Chairman



Tran Van Cu

Number: **51**/BC-Board of Directors

Ha Long, April 22, 2025

**REPORT**  
**Regarding the approval of contracts and transactions between**  
**Companies with businesses and related people in 2025**

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

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

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

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

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the Company's Board of Directors.*

The Board of Directors reports to the General Meeting of Shareholders of the Company on the results of transactions between the Company and major shareholders and related enterprises in 2023. At the same time, it is proposed that the General Meeting of Shareholders approve the implementation of transactions between the Company and major shareholders and related enterprises in 2024, specifically as follows:

**1. Report on the results of transactions between the Company and major shareholders and related persons in 2024**

In 2024, the transaction contracts between the Company and major shareholders or businesses and related persons are equipment repair services, environmental treatment, worker transportation, equipment procurement in the Company's production process. The total value of transactions made in 2024 between the Company and its units is VND 3,291.6 billion, specifically as follows:

(i) Vietnam Coal and Mineral Industry Group (including branches under the Group such as: Hon Gai-Vinacomin Coal Sorting Company, Cam Pha Logistics Company - Vinacomin, Environment One Member Limited Company - TKV, Mine Construction and Installation Company-TKV): Coal purchase and sale contract in 2024 will reach VND 3,206 billion; Contracts for wastewater treatment and hazardous waste treatment reached VND 7.6 billion; Excavation contract: Value 78 billion VND.

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(ii) Vang Danh-Vinacomin Joint Stock Company: Service supply contract, implementation value of 132 million VND

**2. Request the General Meeting of Shareholders to approve transactions between the Company and major shareholders and related persons in 2025 as follows:**

Mr. Tran Van Cu – Head of the Capital Management Department of TKV is the Representative of TKV's capital at the Company elected by the Extraordinary General Meeting of Shareholders in 2025 to the Board of Directors to replace Mr. Nguyen Trong Tot (former Chairman of the Board of Directors of the Company) and the Board of Directors of the Company to hold the position of Chairman of the Board of Directors of the Company from January 17, 2025. At the same time, Mr. Tran Van Cu also holds the position of Chairman of the Board of Directors/Chairman of the Company of 02 enterprises, namely: (i) Chairman of the Board of Directors of Inspection Joint Stock Company - Vinacomin; (ii) Chairman of Lam Dong Aluminum Company Limited – TKV.

Mr. Luong Xuan Quang - Controller of Capital - Internal Control Board of TKV is the Representative of TKV at the Company who is participating in the Supervisory Board and holds the position of Head of the Company's Supervisory Board; at the same time, Mr. Luong Xuan Quang also holds positions at 05 enterprises, namely: (i) Head of the Supervisory Board of Lam Dong Aluminum One Member Co., Ltd. - TKV; (ii) Controller of Dac Nong Aluminum Company - TKV; (iii) Controller of Cam Pha Logistics and Port Joint Stock Company - Vinacomin; (iv) Controller of Uong Bi Coal Company - TKV; (v) Member of the Supervisory Board of Environmental Construction Joint Stock Company – TKV.

Thus, in addition to the units under the relevant Vietnam Coal and Mineral Industry Group (TKV), some of the above-mentioned units all have economic contract relations and transactions because they are in the same TKV and have the same Related Person. Therefore, according to the provisions of Clause 2, Article 167 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Clause 3, Article 280 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 "Detailed regulations on the implementation of a number of articles of the Securities Law" and Article 15 - Charter of organization and operation of Ha Lam Coal Joint Stock Company - Vinacomin were approved by the General Meeting of Shareholders on 26/4/2021.

The Board of Directors requests shareholders to consider and approve for the Company to sign and execute contracts and transactions between Ha Lam Coal Joint Stock Company - Vinacomin and related enterprises and persons in accordance with the provisions of law and the organization's charter. the Company's activities, specifically as follows:

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TT	Business Name/ Related Person	Address, Tax identification number	Fields of engagement	The value of signing contracts and transactions
1	Vietnam Coal and Mineral Industry Group; Companies under TKV and a number of joint stock companies controlled by TKV.	No. 3, Duong Dinh Nghe, Cau Giay District, Hanoi City. MST: 5700100256	According to the business lines in the business registration certificates of the companies.	The value of contracts and transactions is from 35% of the total value of the Company's assets recorded in the financial statements at the most recent time.
2	Inspection Joint Stock Company – Vinacomin (Chairman of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin is the Chairman of the Board of Directors of the Company)	No. 55 Le Thanh Tong, Hon Gai Ward, Ha Long City, Quang Ninh Province. MST: 5700100552	As in item 1	As in item 1
3	Lam Dong Aluminum Company Limited - TKV (Chairman of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin is the Chairman of the Company; Head of the Supervisory Board of Ha Lam Coal Joint Stock Company - Vinacomin is the Head of the Supervisory Board of the Company)	Phan Dinh Phung Street, Group 15, Loc Thang Town, Bao Lam District, Lam Dong Province MST: 5800939133	As in item 1	As in item 1
4	Dac Nong Aluminum Company - TKV (Head of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin is the Company's Controller)	Village 11, Nhan Co Commune, Dak R'Lap District, Dak Nong Province. MST: 5700100256-066	As in item 1	As in item 1
5	Uong Bi Coal Company - TKV (Head of the	Group 17, Zone 3, Trung Vuong Ward, Uong Bi City, Quang	As in item 1	As in item 1

TT	Business Name/ Related Person	Address, Tax identification number	Fields of engagement	The value of signing contracts and transactions
	Supervisory Board of Ha Lam Coal Joint Stock Company - Vinacomin is the Controller of the Company)	Ninh Province. MST: 5700100256- 065		
6	Environmental Construction Joint Stock Company – TKV (Head of the Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin is a member of the Company's Board of Directors)	Village 11, Nhan Co Commune, Dak R'Lap District, Dak Nong Province. MST: 5700100256 - 051	As in item 1	As in item 1

The Board of Directors respectfully requests the shareholders of the Company to consider approving and assigning the Company's CEO to sign and organize the implementation of contracts and transactions between the Company and the above-mentioned enterprises and related persons in accordance with the provisions of law. Regarding the time limit for performance of contracts and transactions from January 1, 2025 until there are other changes.

The Board of Directors of Ha Lam Coal Joint Stock Company - Vinacomin respectfully requests the General Meeting of Shareholders of the Company to consider and approve the above content for the Company to comply with regulations./.

**Recipient:**

- Shareholders of the Company;
- SSC, Stock Exchange;
- Members of the Board of Directors, Supervisory Board;
- Board of Directors; Chief Accountant;
- CV Department (Announcement and Website posting)
- Save: Records of the congress.

**On behalf of the Board of Directors**

**Chairman**



**Tran Van Cu**



**ASSESSMENT REPORT  
OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS ON  
BOARD OF DIRECTORS ACTIVITIES IN 2024**

To: Dear Shareholders

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

Independent member of the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin reports on the evaluation of the company's Board of Directors in 2024 as follows:

The Board of Directors of the company has worked with a sense of responsibility and transparency in governance, strictly complying with regulations for public companies. Meetings of the Board of Directors have been convened in a timely manner and implemented in accordance with the procedures specified in the Charter and Internal Regulations on corporate governance. The content of the meetings is fully and carefully discussed and evaluated by the members of the Board of Directors to come up with orientations and solutions that bring the highest benefits to the Company.

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

The decisions of the Board of Directors at meetings are approved by the Board of Directors on the principle of majority; minutes and resolutions of the meeting are made fully and honestly, signed by members of the Board of Directors attending the meeting.

**1. Regarding the organizational structure**

The Board of Directors consists of 05 members, including 02 non-executive members and 01 independent member; all members of the Board of Directors fully and actively participate in planning, compliance control, and criticism activities to reach consensus and ensure good corporate governance practices according to standards.

**2. Regarding the operation mechanism**



In 2024, the Board of Directors has held 18 face-to-face meetings. Meetings of the Board of Directors have been convened and implemented with a specific schedule, prepared full documents, complied with the provisions of the company's Charter, the Regulation on operation of the Board of Directors and the provisions of law. The content of the meetings was fully discussed, criticized, evaluated and carefully by the members of the Board of Directors to reach a high consensus.

Issues related to strategy, business plan, finance, etc., building a management system in the company are all discussed and controlled strictly between the Board of Directors and the Board of Directors of the company.

Changes and adjustments to the production and business plan, investment plan, and new options are all independently researched on a scientific basis and criticized between the Board of Directors and the Board of Directors.

Periodically according to the plan, or irregularly check the production and business situation as well as other important issues that the Board of Directors is interested in learning to be close to reality and improve quality in the decision-making process.

### **3. Regarding the results of governance and supervision**

Overall, the Board of Directors has well performed its role in implementing the plans, guidelines and strategic orientations decided by the General Meeting of Shareholders.

The Board of Directors has complied with the regulations on corporate governance, convened meetings to promptly direct and issue decisions in accordance with the actual production and business situation.

The Board of Directors has properly performed its roles and responsibilities in directing, supervising and supporting the Board of Directors to implement the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with the provisions of law, and at the same time harmonizing the interests of the Company and shareholders.

Members of the Board of Directors hold positions in the Board of Directors and regularly attend regular and extraordinary meetings of the Board of Directors. Important decisions of the Board of Directors are analyzed, criticized and consulted by members of the Board of Directors/Chairman of the Board of Directors to ensure the interests of the Company.

Members of the Board of Directors proactively identify roles and responsibilities for the Board of Directors and share experiences, interact and exchange with the Board of Directors about the Company's management skills.

### **4. Conclusion**

The Board of Directors has fully performed the function of representing the owners in supervising the Company's operating activities, orienting appropriately and directing in a timely manner to ensure the effective use of resources to achieve

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the targets decided by the General Meeting of Shareholders, on the basis of complying with the provisions of law. The company's charter.

In addition to performing the function of managing and supervising the operation of the Board of Directors, the Board of Directors has closely coordinated with the Board of Directors to find solutions to remove difficulties in production and business in 2024 with the highest efficiency.

In general, in 2024, although there will be many difficulties in production and business, especially objective factors that suddenly appear, but with a high sense of responsibility, solidarity, and cooperation in performing tasks honestly and carefully, the Board of Directors has implemented appropriate solutions in supervision, direct the Board of Directors to implement the Resolutions of the General Meeting of Shareholders, the Resolution of the Board of Directors and complete the production and business results, ensuring the interests of the Company and shareholders.

As a result: The members of the Board of Directors of the Company in 2024 are all assessed to have successfully completed their tasks.

Above is the content of my report as an independent member of the Board of Directors to evaluate the performance of the Board of Directors in 2024, respectfully submitted to the General Meeting!

Thank you very much./.

***Recipient:***

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The person of the Civil Defense Department;
- CV Department (CBTT)
- SSC; the Department of Securities;
- Save the General Meeting Records.

**Independent Board Member**



**Mai Huy Trung**

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Number: **54** /TTr-HĐQT

*Ha Long, April 22, 2025*

## **REPORT**

### **Regarding the approval of the addition of business lines and amending the Charter of organization and operation of the Company**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*

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

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the Company's Board of Directors.*

The Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin would like to submit to the Company's 2025 Annual General Meeting of Shareholders the content of supplementing the code of business lines and amending the Company's Charter as follows:

#### **I. The need to supplement business lines**

1. Ha Lam Coal Joint Stock Company – Vinacomin is managing, using and exploiting 03 systems of equipment for the Company's production, including:

(i) Hydraulic anti-mast inspection stations, because of hydraulic anti-hydraulic used in underground exploitation;

(iii) Nitrogen gas generation station to serve the prevention of endogenous fires in the furnace;

(ii) 110/6kV intermediate substation, 6/0.4 (0.69/1.14) kV substation;

In which:

- Inspection of hydraulic anti-masts, because anti-hydraulics used in underground mining and nitrogen gas production activities need to be licensed by state management agencies to operate on the basis of enterprises that have registered business in these business lines;

- The Company has a number of outsourced units that need to use 0.4kV electricity from the Company's 110 kV substation to operate construction equipment in the Company's field (contractors for construction and installation, coal processing, etc.). The sale of electricity by the Company to a 3rd party needs to be licensed by the State Management Agency to operate electricity on the basis of enterprises registered for this industry.

2. Compared with the system of economic sectors of Vietnam promulgated together with the Prime Minister's Decision No. 27/2018/QĐ-TTg dated July 6, 2018, the above 03 business activities have the corresponding industry codes as follows:

Code 7120 – Inspection and technical analysis (for carrying out inspection of hydraulic anti-masts, because of anti-hydraulics used in underground mining);



Code 2011: Production of basic chemicals – Details: Nitrogen gas production activities;

Code 3512: Transmission and distribution of electricity – Details: Distribution of electricity (electricity retail activities);

However, currently, the list of business lines of the Company specified in Clause 2, Article 4 of the Charter of Organization and Operation of Ha Lam Coal Joint Stock Company – Vinacomin approved by the Annual General Meeting of Shareholders on April 26, 2021 does not have 03 industry codes: 7120, 2011 and 3512. Therefore, it is necessary to add the above 03 business lines to the Charter of organization and operation of the Company as a basis for supplementing business registration in accordance with law.

## **II. Contents submitted by the Board of Directors of the Company**

In order to have a basis for carrying out licensing procedures for the operation of 03 systems and equipment: Hydraulic anti-mast inspection station, because of anti-hydraulic used in pit operation; Nitrogen Vitality Station; 110/6kV intermediate substation, 6/0.4 (0.69/1.14) kV substation, the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin respectfully submits and proposes the 2025 Annual General Meeting of Shareholders to approve:

1. Supplementing the Company's business lines including 03 industry codes: 7120, 2011 and 3512.

2. To amend the Charter of organization and operation of the Company to supplement 03 business lines specified in Clause 1.

The Board of Directors of the Company would like to submit to the General Meeting of Shareholders for consideration and approval of the addition of the code of business lines and amendments to the Charter of the Company mentioned above./.

### **Recipient:**

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The authorized person to publish information;
- Electromechanical Transport Department;
- State Securities Commission of Vietnam; Hanoi Stock Exchange;
- Save the General Meeting Records.

**On behalf of the Board of Directors,  
Chairman**



**Tran Van Cu**

Number: **55** /BC-Board of Directors

*Ha Long, April 22, 2025*

## REPORT

**Regarding the payment of remuneration and allowances for the Board of Directors  
and the Supervisory Board; Manager's salary  
The company in 2024 and the plan of remuneration, salary and allowances in 2025**

Dear Shareholders, Delegates

*Pursuant to the Law on Enterprises dated 17/6/2020.*

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

*Pursuant to the Resolution of the Company's Annual General Meeting of  
Shareholders in 2024;*

*Based on the production and business results and the level of completion of  
tasks of members of the Board of Directors, members of the Supervisory Board  
and the Company's Manager in 2024;*

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the  
Company's Board of Directors.*

The Board of Directors of the Company reports on the payment of remuneration to the Board of Directors, Supervisory Board, allowances for independent members of the Board of Directors and salaries of managers in 2024 and the plan of remuneration, salary and allowances in 2025 as follows:

### **I. YEAR 2024**

#### **1 - Total remuneration and remuneration payment to the Board of Directors and Supervisory Board in 2024**

S T T	Title	Numbe r of people	Amount (VND)	Spent 80% (VND)	Remaining 20% (VND)	Notes
1	Board of Directors	3	175.200.000	140.160.000	35.040.000	The remain ing 20% will pay in 2025
2	Supervisory Board	2	110.400.000	88.320.000	22.080.000	
	<b>Total</b>		<b>285.600.000</b>	<b>228.480.000</b>	<b>57.120.000</b>	

*\* The level of remuneration and payment of remuneration to the Board of Directors and the Supervisory Board shall comply with the Resolution of the 2024 Annual General Meeting of Shareholders.*





## 2 - Allowances and payment of allowances to independent members of the Board of Directors in 2024

S T T	Title	Number of people	Amount (VND)	Spent 80% (VND)	Remaining 20% (VND)	Notes
1	Independent Member of the Board of Directors	1	276.000.000	220.800.000	55.200.000	The remaining 20% will be paid in 2025
	<b>Total</b>		<b>276.000.000</b>	<b>220.800.000</b>	<b>55.200.000</b>	

*\* The level of allowances and the payment of allowances to independent members of the Board of Directors shall comply with the Resolution of the 2024 Annual General Meeting of Shareholders.*

## 3 - Salary and payment of salaries to managers in 2024

S T T	Title	Number of people	Amount (VND)	Spent until 31/12/2024 (VND)	Left (VND)	Notes
1	Director	01	627 595 143	390 850 352	236 744 791	The remaining amount will be paid in the 1st quarter of 2025 and after the settlement
2	Deputy Director, Full-time Board of Directors, Full-time Supervisory Board	05	2 775 901 595	1 735 892 305	1 040 009 290	
3	Chief Accountant	1	506 903 769	318 002 845	188 900 924	
	<b>Total</b>		<b>3 910 400 507</b>	<b>2 444 745 502</b>	<b>1 465 655 005</b>	

## II. YEAR 2025

### 1. Plan on remuneration of the Board of Directors, Supervisory Board and allowances of independent members of the Board of Directors in 2025:

Pursuant to Decision No. 685/QD-TKV dated 23/4/2019 of the Chairman of the Board of Members of TKV "Promulgating the Regulation on labor and salary management of TKV" and Decision No. 2338/QD-TKV dated 31/12/2020 of the Chairman of the Board of members of TKV "Promulgating the Regulation on management of TKV Representatives at enterprises". Accordingly, the remuneration for members of the Board of Directors and part-time Supervisory Board members will be finalized and enjoy a maximum of 20% of the planned salary of the full-time managerial position.

Pursuant to Decision No. 1471/QD-TKV dated August 14, 2024 of the General Director of Vietnam Coal and Mineral Industry Group "V/v promulgates

guidelines on salary payment mechanisms and salary levels according to job positions applied within TKV".

The Company proposes the remuneration plan of the Board of Directors, the Supervisory Board, and the allowance for independent members of the Board of Directors in 2025 as follows:

TT	Title administer	Amount (person )	Number of months/years	Remuneration / Allowance (thousand VND/month)	Remuneration (thousand VND/year)	Allowances (thousand VND/year)
1	Chairman of the Board of Directors	01	12	5.400	64.800	
2	Member of the Board of Directors	02	12	4.600	110.400	
3	Independent Board of Directors TV	01	12	23.000		276.000
4	Head of the Supervisory Board	01	12	4.800	57.600	
5	Members of the Supervisory Board	01	12	4.600	55.200	
<b>Total</b>					<b>288.000</b>	<b>276.000</b>

## 2 - Manager's salary plan in 2025.

Pursuant to Decision No. 1471/QD-TKV dated August 14, 2024 of the General Director of Vietnam Coal and Mineral Industry Group "V/v promulgates guidelines on salary payment mechanisms and salary levels according to job positions applied within TKV".

Pursuant to Official Letter No. 6636/TKV-KH dated 26/11/2024 of Vietnam Coal and Mineral Industry Group "On the announcement of the main targets of the PHD plan in 2025"; In which, the coefficient of the manager's salary fund is 2.0 times compared to Decision No. 1471/QD-TKV dated August 14, 2024 of TKV.

The company proposes the salary plan for managers in 2025 as follows:

TT	Title	Amount (person)	1 month's salary according to Decision No. 1471/QD-TKV (Tr.D)	CV adjustment coefficient No. 6636/TKV-KH	Salary for 1 month after adjusting the coefficient (Tr.d)	Number of Months	Total salary in 2025 (Tr.D)
1	Director	01	26	2	52	12	624,0
2	Deputy Director of Safety, Deputy Director of	04	23	2	46	12	2 208

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	Engineering, Full-time TV of the Board of Directors, Full-time TV of the Board of Directors						
3	Deputy Director of Production	01	23	2	46	9,93	456,7
4	Deputy Director of M&E - Transport	01	23	2	46	11,38	523,3
5	Chief Accountant	01	21	2	42	12	504,0
<b>Total</b>		<b>08</b>					<b>4 316</b>

### 3. Methods of payment of remuneration, allowances and salaries

Monthly, quarterly or 6 months, part-time members of the Board of Directors and Supervisory Board are entitled to an advance of 80% of the remuneration; monthly independent members of the Board of Directors, members of the Board of Directors, full-time Supervisory Board and managers of the Company shall be entitled to an advance of 80% of the allowance (for independent members of the Board of Directors) and salaries (for members of the Board of Directors, full-time Supervisory Board and Company Managers) of that month; The remaining amount of remuneration, allowances and salaries shall be settled at the end of the year on the basis of the Company's production and business results and the level of completion of tasks of members of the Board of Directors, Supervisory Board and the Company's Manager.

The Board of Directors proposes the General Meeting of Shareholders to discuss and vote for approval./.

#### **Recipient:**

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The person of the Civil Defense Department;
- CV Department (CBTT)
- SSC; the Department of Securities;
- Save the General Meeting Records.

**On behalf of the Board of Directors  
Member of the Board of Directors**



**Vũ Ngọc Thang**  
(Company Director)

Number: 04 /BC-BKS

Ha Long, April 22, 2025

## **REPORT**

### **Evaluation of the Supervisory Board on production and business results in 2024 and appraisal of the report The Company's finances have been audited in 2024**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*

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

*Pursuant to the Regulation on organization and operation of the Company's Supervisory Board;*

*Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders dated April 22, 2024;*

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the Company's Board of Directors.*

The Supervisory Board of Ha Lam-Vinacomin Coal Joint Stock Company, reports to the General Meeting of Shareholders (AGM) in 2025 on evaluate the results of production and business activities in 2024 and appraise the financial statements of Ha Lam-Vinacomin Coal Joint Stock Company (Co ty) audited in 2024, Specifically, as follows:

## **I. EVALUATION OF THE COMPANY'S PRODUCTION AND BUSINESS RESULTS IN 2024**

### **1. General situation**

#### ***1.1. Advantages:***

The Company prepares enough production areas and resources for production in 2024; implementation solutions are suitable for the characteristics and situation of the Company to ensure efficiency.

#### ***1.2. Difficulties:***

- Fluctuating prices of goods and materials, natural disasters, climate change, abnormal weather developments, especially the impact of Typhoon No. 3 (Typhoon Yagi) in September 2024 caused heavy damage to property, affecting the Company's production and business situation and affecting the lives of employees and employees. employees of the Company.

- Geological conditions fluctuate or differ from the plan. In addition, a number of new policies and legal documents will take effect from the beginning of 2024, so it will take a long time to update and learn to implement...



## 2. Results of the implementation of the Resolution of the General Meeting of Shareholders in 2024 on the Company's production and business

### 2.1. Implementation results of a number of major indicators:

The results of production and business activities in 2024 according to the Resolution of the General Meeting of Shareholders in 2024, specifically as follows:

TT	NAME OF THE INDICATOR	Resident s	RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDE RS 2024	ADJUSTE D KH (CV6959/TK V-KH; QĐ2403/QĐ -TKV dated 11/12/2024;	IMPLEMENT ED IN 2024	PERCENTAGE %	
						GENERAL MEETING OF SHAREHOLDE RS	TH/KH DC
			1	2	3	4 = 3/1	5 = 3/2
1	Mining coal	Ton	2 400 000	2 400 000	2 358 386	98,3	98,3
	- Coal pit	"	2 400 000	2 400 000	2 358 386	98,3	98,3
	+ In which, coal furnace in CGH market	"	1 125 000	1 125 000	1 080 728	96,1	96,1
2	CBSX Excavation	m	11 985	11 735	11 770	98,2	100,3
3	Clean coal produced in the mine	Ton	790 500	790 500	778 419	98,5	98,5
4	Coal consumption	Ton	2 240 000	2 240 000	2 163 590	96,6	96,6
5	Coal Revenue	Tr.Do ng	3 066 941	2 927 856	2 968 208	96,8	101,4
6	Profit before tax	"	99 324	99 324	117 525	118,3	118,3
7	Average Labor	Person	3 484	3 484	3 373	96,8	96,8
8	Average salary/person/month	1000 VND	18 821	18 821	21 277	113,0	113,0

\* In 2024, basically the targets of the Company's PHD plan will be completed according to the TKV plan and the resolution of the General Meeting of Shareholders. The output of raw coal exploited in the pit is lower than the plan because: (i) In 2024, there are 04/07 units operating the market furnace that encounter fluctuations in geological conditions compared to the plan, the market furnace meets milling and

cutting stone, including: CGH 7-2.2 market furnace in Zone I and Seam 7 with a capacity of 1.2 million tons/year; CGH 10-4 market furnace in Zone III with a capacity of 600,000 tons/year; market furnace price of TLD linked chain 10-3-T-16B zone III seam 10; the market price of TLD linked to chain 11-1.9, zone III, seam 11, the total volume of stone cutting is 10,763m<sup>3</sup>/4,668m<sup>3</sup>, equal to 230.8%. **(ii)** Furnace 11-1.10, Zone III, Pavement 11 has water outlet with a flow of 150 m<sup>3</sup>/h, the Company has to stop exploitation from 07/11/2024 until now, reducing the output of coal exploited. **(iii)** From 6/2024 ÷ 8/2024, CGH 7-3.2 market furnace in Zone I of Seam 7 with a capacity of 1.2 million tons/year, the kiln surpassed the old kiln, the soft coal was weak and loosened, and it often had to be strengthened and manually reduced. **(iv)** From 06/9/2024 ÷ 15/9/2024, the Company must stop production for 09 days due to the impact of Typhoon No. 3.

## 2.2. Results of construction investment:

The Company has implemented the Resolution of the 2024 General Meeting of Shareholders and the 2024 Investment Plan of Ha Lam Coal Joint Stock Company - Vinacomin approved by TKV in Document No. 6507/TKV-DT dated 22/11/2024. The results are as follows:

Unit: Million VND

TT	Job Description	Resolution of the 2024 General Meeting of Shareholders	KH 2024 adjusted (CV 6507/TKV - DT dated 22/11/2024)	Implementation in 2024	Completion Rate	
					%	
					General Meeting of Shareholders 2024	FY 2024 D/C
<b>A</b>	<b>AMOUNT</b>	<b>177.842</b>	<b>163.497</b>	<b>155.897</b>	<b>87,6%</b>	<b>95,4%</b>
<b>I</b>	<b>Implementation plan</b>	<b>98.154</b>	<b>163.497</b>	<b>155.897</b>		
1	Construction					
2	Equipment cost	92.165	161.887	154.421	167	95,4
3	Consultation and other expenses	5.989	1.610	1.476	25	93
<b>II</b>	<b>Contingency Plan</b>	<b>79.687</b>				

\*Observe:

Implementing the capital construction investment plan in 2024 assigned by TKV, the implementation value in 2024 is VND 155,897 million, reaching 87.6%



compared to the Resolution of the 2024 General Meeting of Shareholders and reaching 95.4% of the plan announced by TKV to adjust.

In 2024, capital investment activities will comply with the provisions of the law on specialized laws and the law on bidding and the Company's construction investment regulations. During the implementation process, the Company has selected contractors in accordance with the approved plan. Therefore, key projects are implemented on schedule, ensure quality, put into use, and contribute positively to the Company's production and business results. A number of construction projects with difficulties and problems related to land use planning are being solved by the Company in coordination with local authorities.

### ***2.3. Results of implementation of cost and price management***

The Company has amended and promulgated the Regulation on cost management contracting, issued decisions on the main solutions to direct and administer the implementation of the production and business plan in 2024 in Decision No. 448/QD-HLC dated January 29, 2024; at the same time, promulgating the Company's thrift and anti-waste practice program in 2024 in Decision No. 1582/QD-HLC dated April 11, 2024.

Cost management has been associated with cost saving, controlled and synchronously deployed from the Company to construction sites and workshops; In which, it has proposed economical practice plans such as: fuel saving, propulsion, anti-furnace steel and recovery rails, equipment repair costs and promoting production rationalization initiatives... The Company has been gradually overcoming limitations, actively promoting the Company's cost management and cost contracting more and more completely.

The company has developed and issued an anti-waste savings program for implementation. In 2024, cost management will be more and more tight, contributing to completing profits and saving VND 35.0 billion in contracting costs.

Promptly review, amend and supplement regulations and regulations on management, economic and technical norms, labor and wages; regulations and regulations on bidding, procurement and management of the use of materials and equipment... according to regulations and meet production requirements.

Carry out the reuse of recovered materials and equipment. The value of recovered materials for reuse >18 billion VND. Periodically, the settlement reviews the factors of increased costs, analyzes the items of expenses incurred, controls finance and costs by month for timely correction. Closely follow the executive direction of TKV to develop flexible production and business management plans suitable for each specific time to ensure the efficiency of the Company's production and business. Control the inventory rate of materials

according to TKV's regulations (less than 6%, the Company implements 3.78%).

In addition, the Company organizes screening and deep processing from raw coal to improve the quality of coal to increase selling prices and increase revenue.

The average consumption cost of clean coal in 2024: 1,452,185 VND/ton, reaching 98.97% of the planned cost.

***2.4. Mechanization, automation and administration of a number of basic tasks already carried out in 2024:***

To complete the transfer of CGH market furnace with a capacity of 600,000 tons/year from CGH 10-4 market furnace, Zone III, Seam 10 to CGH 7-3.2 market furnace, Zone I, Sew 7;

Completed the installation of 02 sit-down passenger winch lines at TG furnace level -150 ÷ -90 Zone VI Seam 11 and TG VCVL furnace level -300 :- -170 Zone III Seam 7;

Completed the installation and completion of 04 axle winch lines at TG furnace level -150 ÷ -90 zone VI seam 11; TGVCVL furnace level -280 :- -220; TG furnace level -215 :- -150 zone III to zone VI seam 10 and at TG furnace level -300:- +75 zone I seam 7;

Complete the safety upgrade of the vertical well loading shaft, the implementation time is from 06/02/2024:-28/02/2024 (licensed to be put into operation from 29/02/2024).

***2.5. Regarding the organization and training of human resources***

***i) Regarding the organization:***

In 2024, the Company has basically completed the organizational arrangement and arrangement of labor margins in accordance with the provisions of TKV in Decision No. 2410/QĐ-TKV dated December 31, 2019 "On the issuance of guidelines for labor margins according to the model model".

***ii) Training of human resources:***

In order to have enough technological workers and quality human resources to meet the Company's production and business needs, in 2024, the Company will carry out training, enrollment and recruitment as follows:

- In 2024, the Company will recruit 346 employees, of which: 271 employees are subject to the Company's target training; 4 newly recruited employees; 26 employees received from units in TKV; 2 employees received from units outside TKV; 40 employees are re-recruited and re-received; 3 employees have completed military service.

Of the 346 employees recruited, 315 workers are underground mining workers, 28 workers are underground M&E repair workers, and 3 other workers.





In 2024, the Company has coordinated with Vietnam Coal and Mineral Vocational College to enroll 303/420 apprentices equal to 72.1% of the year plan (In which: Underground mining 271/380 people reached 71.3% of the plan; M&E furnace 32/40 people, reaching 80% of the plan).

- Vocational training, equipment operation guidance, safety training for 3860 people.

- Professional training and retraining for employees: 384 turns.

- Continue to coordinate with vocational training schools in establishing delegations to enrollment areas to propagate and disseminate policies and regimes to attract labor.

iii) Other tasks:

In addition to the production and business results and the above-mentioned activities, the Company conducts internal inspections and audits to prevent risks in the enterprise; to comply with the provisions of law on accounting, finance and statistics; strengthen the dissemination of legal education in order to raise the awareness of law observance in the Company; control the implementation of technical measures for safety and environmental protection; coordinate with the government and a number of agencies stationed in the area to participate in protecting security and order, protecting property and mine boundaries; step by step improve working conditions and ensure the legitimate rights and interests of employees; natural disaster prevention, search and rescue; fully fulfill obligations to the State budget; pay dividends to shareholders on time within the statutory time limit...

\* **General assessment:** The company has basically completed the targets of the 2024 production and business plan according to the resolution of the General Meeting of Shareholders and the business coordination plan with TKV. Ensure sufficient jobs, stabilize income and life of employees. Ensure security and safety of people and property. Profitable production and business and preservation of corporate capital.

## II. APPRAISAL OF FINANCIAL STATEMENTS IN 2024

### II.1. Appraisal results

#### 1. Regarding accounting, statistics and financial reporting.

- Organization of the accounting apparatus: The organization of accounting work is carried out centrally at the Company's office in accordance with the Company's management organization.

- Financial statements: The company applies Vietnamese accounting standards, the corporate accounting regime issued under Circular No.

C.P. H.M.

200/2014/TT-BTC dated 22/12/2014 of the Minister of Finance; Circular No. 53/2016/TT-BTC dated 21/3/2016 of the Minister of Finance amending and supplementing a number of articles of Circular No. 200/2014/TT-BTC dated 22/12/2014 guiding the corporate accounting regime.

- Accounting vouchers: Compulsory vouchers according to current regulations, which are relatively fully collected and reflected on the original vouchers according to each arising economic operation.

- Accounting form: The company applies machine accounting, using software.

## **2. Assessment of the implementation of financial targets**

- Regarding capital preservation: In 2024, the Company's capital preservation ratio is 1.0 times. The company has taken all measures to preserve capital as prescribed.

- Profit before tax is: TH 117,525 million VND/KH 99,324 million VND = 118.32%;

- Current CIT expense is: 29,792 million VND;

- Profit after CIT: VND 87,733 million;

- Equity

- + Balance at the beginning of the period (01/01/2024): 421,716 million VND;

- + Increase in the period: 107,567 million VND;

- \* Reason for increase:

- Supplementing the development investment fund with an amount of VND 19,834 million;

- Profit after tax increased by VND 87,733 million

- + Decrease in the period: 102,786 million VND;

- \* Lý do giảm:

Distribution of profit after tax in 2023

- Balance at the end of the period (31/12/2024): 426,497 million VND;

## **3. Some other financial indicators**

- The ratio of liabilities to equity is: TH 2.80 times/customer is 3.54 times;

- TH debt solvency ratio is 0.60 times/customer 0.52 times, an increase of 0.08 times compared to the plan;

- Return on equity (ROE): TH 23.08%, down 3.83% compared to 2023 (2023 is 26.91%).





Return on total assets (ROA): 6.08%, up 1.03% compared to 2023 (5.05% in 2023).

#### 4. Plans on capital mobilization and use of capital:

The total amount of capital the Company has mobilized for short-term and long-term loans of credit institutions in 2024 is as follows:

##### a) Regarding short-term loans:

- Short-term loan balance as of January 1, 2024 is: VND 443,606 million.
- Increase in the period: 1,000,091 million VND.
- Decrease in the period: 1,054,682 million VND.
- Short-term loan balance until 31/12/2024 is: 389,815 million VND.
- The average short-term credit limit is 330,249 million VND/customer 350,000 million VND.

##### b) Regarding long-term loans:

- Long-term loan balance as of January 1, 2024 is: VND 445,919 million.
- Increase in the period: 88,531 million VND.
- Decrease in the period: 282,910 million VND.
- The long-term loan balance until 31/12/2024 is: 251,540 million VND.

c) The financial expenses for implementation are VND 35,406 million, of which:

- Short-term loan interest is VND 11,413 million, customers for the whole year 2024 are VND 13,325 million, down VND 1,912 million compared to customers.

- Long-term loan interest is VND 23,993 million, the plan for 2024 is: VND 51,491 million, down VND 27,498 million compared to customers.

#### Summary table of some financial indicators

*Unit: Million VND*

TT	Quota	Code	Final Numbers	New Year's Numbers
<b>I</b>	<b>SHORT-TERM ASSETS</b>	<b>100</b>	601.598	966.049
1	Cash and cash equivalents	110	14.781	7.191
2	Short-term financial investments	120		
3	Short-term receivables	130	334.228	810.019

TT	Quota	Code	Final Numbers	New Year's Numbers
4	Inventory	140	252.589	146.960
5	Other short-term assets	150		
<b>II</b>	<b>LONG-TERM ASSETS</b>	<b>200</b>	<b>1.017.382</b>	<b>1.281.461</b>
1	Long-term receivables	210	35.433	33.553
2	Fixed assets	220	794.878	1.070.950
3	Investment Real Estate	230		
4	Long-term unfinished assets	240	60.670	49.706
5	Long-term financial investment	250		
6	Other long-term assets	260	126.402	127.253
	<b>TOTAL ASSETS</b>	<b>270</b>	<b>1.618.981</b>	<b>2.247.510</b>
<b>III</b>	<b>LIABILITIES</b>	<b>300</b>	<b>1.192.483</b>	<b>1.825.794</b>
1	Short-term debt	310	1.005.038	1.528.330
2	Long-term debt	330	187446	297.464
<b>IV</b>	<b>EQUITY SOURCES</b>	<b>400</b>	<b>426.497</b>	<b>421.716</b>
	Equity	410	426.497	421.716
	<i>In which:</i>			
	+ Owner's contributed capital		254.152	254.152
	+ Development Investment Fund		73.895	54.061
1	+ Undistributed after-tax profit accumulated until the end of the previous period		10.717	14.335
	+ Profit after tax not yet distributed in this period		87.733	99.168
2	Other funding sources and funds	430		
	<b>TOTAL CAPITAL</b>	<b>440</b>	<b>1.618.981</b>	<b>2.247.510</b>

#### 5. Management of receivables, payables, loans and financial leases:

a) Status of receivables as of 31/12/2024



Unit: million VND

TT	Content	The first issue of the period	Final Numbers	Comparison (CK-DK)	
				(+); (-)	%
1	Short-term receivables	810.019	334.228	-475.791	41,3
-	Customer receivables	803.294	324.757	-478.537	40,4
-	Upfront payment to the seller	7.074	9.455	2.381	133,7
-	Other short-term receivables	17	16	-1	94,1
2	Other long-term receivables	33.553	35.433	1.880	105,6
	Total	843.572	369.661	-473.911	43,8

\* **Assessment:** As of December 31, 2024, the Company has no bad debts or bad debts;

b) Debt payable as of 31/12/2024

Unit: million VND

TT	Content	The first number of the period	Final Numbers	Comparison (CK-DK)	
				(+); (-)	%
I	Short-term debt	1.528.330	1.005.038	-523.292	65,8
1	Borrowing and short-term debt	592.061	453.910	-138.151	76,7
2	Must be paid to the seller	201.769	273.995	72.226	135,8
3	Taxes and amounts payable to the state	37.173	55.273	18.100	148,7
4	Must be paid to workers	219.658	160.265	-59.393	73,0
5	Short-term costs	3.256	1.072	-2.184	32,9
6	Other short-term payables and payables	457.380	7.041	-450.339	1,5
7	Reward and welfare fund	17.033	47.327	30.294	277,9
II	Long-term debt	297.464	187.446	-110.018	63,0
1	Long-term borrowing and debt	297.464	187.446	-110.018	63,0
2	Long-term payable provisions				

TT	Content	The first number of the period	Final Numbers	Comparison (CK-DK)	
				(+); (-)	%
	Total	1.825.794	1.192.483	-633.311	65,3

\* **Assessment:** As of 31/12/2024, the Company has no overdue debts

c) Management of loans and financial leases:

- For long-term loans, the Company signs contracts with credit institutions and disburses on schedule.

- In 2024, the total capital disbursed by the Company is: VND 88,531 million with an average loan interest rate of 7.25%/year.

- As of December 31, 2024, the Company's long-term loan balance is: VND 251,540 million. Loan dossiers shall comply with regulations. The company pays loan interest and loan principal due as prescribed.

- Receivables and payables until 31/12/2024 The Company classifies and determines the age of debts to evaluate and account in accordance with regulations.

**6. Regarding the management of fixed assets:**

a) Tangible fixed assets:

- The total historical cost of tangible fixed assets at the beginning of the year is: VND 5,800,670 million; Depreciated: 4,731,479 million VND, remaining value: 1,069,191 million VND;

- Historical cost increased in the year: 129,445 million VND, of which:

+ *Due to the completion of the construction project: 129.278*

*Tr.Dong;*

+ *Due to the transfer of 0 million VND;*

+ *Other increases: 167 million VND;*

- Historical cost decreased in the year: 32,463 million VND, of which:

+ *Due to mobilization: 0 million VND;*

+ *Due to liquidation: 0 million VND;*

+ *Other discounts: 32,463 million VND;*

- The historical cost of the Company's tangible fixed assets as of December 31, 2024 is: VND 5,897,652 million; Depreciated: 5,104,202 million VND, remaining value: 793,450 million VND;

b) Intangible fixed assets:



- The historical cost of intangible fixed assets at the beginning of the year was 9,497 million VND, depreciated 7,737 million VND, the remaining value was 1,760 million VND.

- Historical cost of intangible fixed assets until 31/12/2024: 9,497 million VND, depreciated 8,069 million VND, remaining value 1,428 million VND.

### c) Depreciation of fixed assets

In 2024, the Company is performing accelerated depreciation of fixed assets such as machinery and equipment, means of transportation, management equipment, and other tangible fixed assets with a fast depreciation rate of 2 times. The additional depreciation expense compared to straight-line depreciation is VND 86,042,958,229, an increase compared to the accounting estimate in 2023 (quick depreciation with a quick depreciation rate of 1.76) of VND 17,965,349,914.

## 7. The performance of obligations to the state budget.

The Company has fully fulfilled its obligations in accordance with the provisions of the State budget, specifically as follows:

- + Opening balance 37,173 million VND;
- + The payable amount in the period is 606,760 million VND;
- + Amount paid in the period: 588,660 million VND;
- + The remaining amount must be 55,273 million VND;

\* **Remarks:** The company has balanced its finances to collect and remit the State budget. The remaining amount must be paid at the end of the period, and the Company is requested to continue to comply with regulations.

## II.2. Appraisal opinion of the Supervisory Board

On the basis of the appraisal of the Company's 2024 Financial Statements, the Company's Supervisory Board unanimously confirmed that the 2024 Financial Statements have been audited by AFC Vietnam Auditing Co., Ltd. – Ha Thanh Branch. According to the Supervisory Board's assessment as follows:

- Honestly and reasonably reflected, on key aspects of the Company's financial situation as at 31/12/2024, business results and cash flow for the financial period from 01/01/2024 to 31/12/2024 in accordance with Vietnamese Accounting Standards, the current Vietnamese corporate accounting regime and relevant legal regulations the preparation and presentation of financial statements;

- The company has fully fulfilled its tax obligations to the state;

- The company shall deduct and pay social insurance, health insurance, and insurance in a timely and timely manner for 100% of employees who have signed labor contracts;



- The organization of the Company's accounting apparatus is carried out centrally to ensure conformity with the Company's production organization and management process;

- Accounting vouchers and books shall be recorded and accounted in compliance with the accounting regime of Vietnamese enterprises and in accordance with current accounting standards.

Above are the results of the Supervisory Board's assessment of production and business results in 2024 and the appraisal of the Company's audited financial statements in 2024. The Supervisory Board of the Company respectfully submits the report to the Annual General Meeting of Shareholders in 2025.

***Recipient:***

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The person of the Civil Defense Department;
- CV Department (CBTT)
- SSC; the Department of Securities;
- Save the General Meeting Records.

**On behalf of the Supervisory Board  
Head of the Board**



**Luong Xuan Quang**



Number: 05 /BC-BKS

*Ha Long, April 22, 2025*

## **REPORT**

### **Activities of the Supervisory Board (BOS) on evaluating the performance of the Board of Directors (BOD); Company Director in 2024**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*

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

*Pursuant to the Regulation on organization and operation of the Company's Supervisory Board;*

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the Company's Board of Directors.*

The Supervisory Board of Ha Lam-Vinacomin Coal Joint Stock Company, Report of the Annual General Meeting of Shareholders in 2025, on the results of control activities at Ha Lam-Vinacomin Coal Joint Stock Company (the Company), specifically as follows:

#### **I. RESULTS OF THE SUPERVISORY BOARD IN 2024**

##### **1. Activities of the Control Board:**

##### **1.1. Regarding organization and personnel**

The Company's General Meeting of Shareholders for the term 2023 – 2028 elected the Supervisory Board consisting of 03 members.

<b>TT</b>	<b>Full name</b>	<b>Elected titles</b>	<b>Notes</b>
1	Luong Xuan Quang	Head of Department	Part-time
2	Truong Ngoc Linh	Member	Dedicated
3	Tran Thi Ngan	Member	Part-time

##### **1.2. Regarding the operation of the Supervisory Board in 2024:**

In 2024, the Company's Supervisory Board has fully performed its responsibilities and tasks of inspecting and supervising the Company's governance, administration and business activities as well as the operational orientation of the Supervisory Board approved by the 2024 Annual General Meeting of Shareholders. concrete:

- Formulate the work plan of the Supervisory Board in 2024 including regular supervision, periodic reports, inspection and supervision of a number of topics on the management and administration of production and business activities in the Company. The

inspection and supervision plan is sent to the Board of Directors, the Board of Directors and widely announced throughout the Company.

- During the year, the Supervisory Board held 06 meetings. The meetings ensure compliance with the provisions of the Law on Enterprises and the Company's Charter. The content of the meetings is evaluated for the work carried out in the quarter, or the contents of unexpected cases that need to be checked. The meetings are attended by all members, all members exercise the right to participate in opinions equally, before agreeing on the content of the meeting minutes.

- By the end of 2024, individual members of the Supervisory Board will self-review and evaluate control activities according to their assigned functions and tasks.

- Supervise the Board of Directors and Directors in the management and administration of the Company. Supervising the observance of the Charter and implementing the Resolutions approved by the General Meeting of Shareholders.

- Through participating in regular and periodic meetings of the Board of Directors and the Executive Agency, it has helped the Supervisory Board to grasp information, promptly make proposals and recommendations to the Board of Directors in the management, administration and implementation of internal management regulations.

- In 2024, the Supervisory Board shall carry out inspection and supervision according to the operation plan of the Supervisory Board such as:

- + Fully perform functions and tasks in accordance with the Law on Enterprises, the Company's Charter and the Regulations and regulations of TKV and the Company.

- + Supervise in accordance with the plan No. 16/KH-KS dated 28/12/2023 of the Company's Supervisory Board on the promulgation of the control work plan in 2024; Adjustment plan No. 28/KHDC-KS dated 10/10/2024 of the Company's Supervisory Board on adjusting some contents of the control plan for the fourth quarter of 2024, specifically:

**i) Notice No.17/TB-BKS dated 18/01/2024 on the inspection and supervision of a number of management fields in the fourth quarter and the whole year of 2023 with the following contents:**

- Supervise the implementation of the production and business plan and the construction investment plan in 2023; Check the implementation of the resolution of the 2023 General Meeting of Shareholders and the business coordination plan between the Company and TKV.

- Supervising a number of management areas: Outsourcing; Material management; Construction investment; the repair of fixed assets, contracting, cost management; The acceptance of coal products in 2023 and the inspection of the implementation of salary management and regimes for employees; The management and use of reward and welfare funds.

- Appraisal of financial statements in 2023; Inspecting the use and preservation of capital, efficiency of production and business activities of the Company.



- Control the implementation of the recommendations of the Supervisory Board in 2023.

**ii) Notice No. 23/TB-BKS dated 06/5/2024 on the supervision of a number of management areas in the first quarter of 2024, with the following contents:**

- Supervise the implementation of the Company's restructuring scheme and the guiding documents of superiors and TKV.

- Supervise and evaluate the implementation of the production and business plan in the first quarter of 2024.

- Supervising a number of management areas: Outsourcing; Material management; Construction investment management...;

**iii) Notice No.25/TB-BKS dated 08/8/2024 on the inspection and supervision of a number of management fields in the first 6 months of 2024, with the following contents:**

- Review the Company's financial statements for the first 6 months of 2024.

- Supervise and assess the implementation of the production and business plan in the first 6 months of 2024.

- Supervising a number of areas of management: Repair of fixed assets; outsourcing, material management, management of coal warehouses and mining resources; Land management; Construction investment management.

**iv) Notice No. 29/TB-BKS dated 14/10/2024 on the inspection and supervision of a number of management fields in the first 9 months of 2024, with the following contents:**

- Inspecting the compliance with the State's regulations, the charter, the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors of the Company;

- Supervise production and business activities and review the Financial Statements for the first 9 months of 2024.

- Supervising a number of management areas: Outsourcing; the repair of fixed assets; Material management.

- Inspecting the implementation of the company's Supervisory Board's recommendations through the previous control period.

**v) Notice No.01/TB-BKS dated 07/02/2025 on the inspection and supervision of a number of management fields in the fourth quarter and the whole year of 2024, with the following contents**

- Verification of financial statements in 2024;

- Supervise the implementation of the production and business plan in 2024,

- Supervising a number of management areas (*Procurement, use of materials; Outsourcing; Repair of fixed assets; Labor, salary, use of the SA fund; Construction investment, ...*) in 2024.



- Other tasks according to the functions and tasks of the Control Board

## **2. Evaluation of the performance of the Board of Directors and Directors of the Company in 2024**

### ***2.1. Evaluation of the performance of the Board of Directors***

The Board of Directors has clearly demonstrated its functions and tasks in orienting and directing the management of the Company within the scope of the Board of Directors' authority.

The Board of Directors has performed its duties carefully and transparently, strictly managing to ensure the interests of the Company and shareholders, as shown in the following contents:

- In 2024, the Board of Directors has held monthly meetings in accordance with the law and the Company's Charter. The meetings are chaired by the Chairman of the Board of Directors, discussing to ensure seriousness and responsibility. Members of the Board of Directors participating in the meeting have a high sense of responsibility for participating in opinions on the contents. Meetings are recorded in the Minutes and issued a Resolution on implementation;

- The Board of Directors of the Company has closely followed the Charter, statutes, regulations, and Operation Program to organize the implementation.

- The Board of Directors has issued 33 Resolutions and 40 Decisions. In addition, the Board of Directors has approved the contents under the jurisdiction of the Board of Directors and listened to the company's monthly and quarterly reports on production and business results to evaluate the performance results and at the same time direct the Company to perform other tasks to organize production and business effectively. risk prevention. The resolutions and decisions of the Board of Directors are issued in accordance with the provisions of law and the Company's Charter, closely following the resolutions of the General Meeting of Shareholders in 2024.

- Promulgating, supplementing, amending and perfecting internal regulations to serve as a basis for the Company's operations to be more and more clear and transparent.

- In the course of operation, the Board of Directors has directed and supervised the Board of Directors in implementing the resolution approved by the General Meeting of Shareholders, and at the same time evaluated and supervised the activities of the Board of Directors.

- The Board of Directors always complies with the Company's Charter and the State's laws and provides effective solutions to help the Company overcome difficulties to complete the unit's production and business operation plan.

### ***2.2. Evaluation of the Company's Director's performance***

The Director performs the assigned tasks, ensures the maintenance of production and business activities, administers and manages and promotes capital and asset resources; using capital for the right purposes in production and business; comply with the provisions of law in business, fully fulfill financial obligations to the State as prescribed; strictly manage the Company's assets and capital sources; ensuring jobs and income for employees.



- Organize the implementation of Resolutions and Decisions of the Board of Directors and business coordination contracts between Vietnam Coal and Mineral Industry Group and the Company.

- Promptly propose to the Board of Directors solutions to improve the efficiency of the Company's operation and management.

- Proactively develop and promulgate other management documents in the Company under its management.

- Administering the Company's daily production and business in accordance with the provisions of Law, the Company's Charter and the Decision of the Board of Directors.

- Implementation of signed labor agreements and labor contracts, management of salaries, bonuses, salary increases, grade increases, etc. are implemented in accordance with the provisions of Law and the Company's Regulations.

- Directly direct the implementation of the Company's production and business plan, basically complete the economic and technical targets according to the Resolution of the Company's General Meeting of Shareholders and the Business Coordination Contract with TKV.

### **3. Public supervision of related persons and related interests**

The Company has made reports on Related Persons and related interests in the 6-month and annual Governance Report. At the same time, information is disclosed on the stock market, which is annually reported at the Annual General Meeting at the Company.

### **4. General Comments**

- In 2024, the Company's Supervisory Board has successfully completed the control task in accordance with the functions and powers specified in the Company's Charter, the Supervisory Board's Operation Regulation and the provisions of law. Prevent and warn of risks in operation, promote compliance with Regulations, Regulations, the Company's Charter and State laws, contributing to improving production and business efficiency and preserving the Company's capital and assets.

- Within the scope of their powers and responsibilities. The Supervisory Board assessed that the Board of Directors and the Director of the Company had performed their functions and duties properly; in accordance with the regulations and in accordance with the Law on Enterprises as well as the Charter of organization and operation of the Company, promptly implement the Decisions and Resolutions of the General Meeting of Shareholders and the Board of Directors. The Supervisory Board did not find any irregularities in the activities of the Board of Directors, the Board of Directors and the Company's managers.

- In 2024, the Supervisory Board will not receive any complaints and denunciations from shareholders about the management and administration of the Board of Directors and the Board of Directors of the Company.

**5. Incomes, remunerations, benefits and expenses for members of the Board of Directors, the Supervisory Board, the Executive Board and independent members of the Board of Directors.**



The Board of Directors, the Supervisory Board, the Executive Board, and independent members of the Board of Directors are entitled to salaries, bonuses, remunerations and other benefits according to the salary, bonus, and other welfare regimes in accordance with the Company's current regulations and have been approved by the 2024 General Meeting of Shareholders as follows:

5.1. Total remuneration and remuneration payment for the Board of Directors and Supervisory Board in 2024.

STT	Title	Number of people	Amount (VND)	Spent 80% (VND)	Remaining 20% (VND)	Notes
1	Board of Directors	3	175.200.000	140.160.000	35.040.000	The remaining 20% will pay in 2025
2	Supervisory Board	2	110.400.000	88.320.000	22.080.000	
	<b>Total</b>		<b>285.600.000</b>	<b>228.480.000</b>	<b>57.120.000</b>	

*\* The level of remuneration and the payment of remuneration to the Board of Directors and the Supervisory Board, in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders.*

5.2 . Allowances and payment of allowances for independent members of the Board of Directors in 2024.

STT	Title	Number of people	Amount (VND)	Spent 80% (VND)	Remaining 20% (VND)	Notes
1	Independent Member of the Board of Directors	1	276.000.000	220.800.000	55.200.000	The remaining 20% will be paid in 2025
	<b>Total</b>		<b>276.000.000</b>	<b>220.800.000</b>	<b>55.200.000</b>	



*\* The level of allowances and the payment of allowances to independent members of the Board of Directors shall comply with the Resolution of the 2024 Annual General Meeting of Shareholders.*

### 5.3. Salary and payment of salaries to managers in 2024.

*Unit: Bronze*

STT	Title	Number of people	Amount	Spent until 31/12/2024	Left	Notes
1	Director	01	627 595 143	390 850 352	236 744 791	The remaining amount will be paid in the 1st quarter of 2025 and after the settlement
2	Deputy Director, Full-time Board of Directors, Full-time Supervisory Board	05	2 775 901 595	1 735 892 305	1 040 009 290	
3	Chief Accountant	1	506 903 769	318 002 845	188 900 924	
	<b>Total</b>		<b>3 910 400 507</b>	<b>2 444 745 502</b>	<b>1 465 655 005</b>	

## 6. Coordination between the Control Board, the Board of Directors and the Executive Board

The Supervisory Board, the Board of Directors and the Board of Directors of the Company have maintained a working relationship, closely cooperated and coordinated on the principle of benefiting the Company and its shareholders, complying with the provisions of law, the Company's Charter and internal regulations.

The Supervisory Board is invited to participate in the meetings of the Board of Directors and the Executive Board, and the Supervisory Board also invites the Board of Directors; The Executive Board participates in the supervisory inspections of the Supervisory Board.

The Board of Directors and the Board of Directors of the Company have coordinated with the Supervisory Board in collecting and providing necessary information and documents for inspection and supervision.

## II. SOME PROPOSALS AND RECOMMENDATIONS OF THE SUPERVISORY BOARD

- The Board of Directors and the Director of the Company continue to review management documents (internal) to adjust and supplement statutes and regulations to be in

line with current regulations of the State and TKV. Review and fully implement procedures for business licenses and exploitation licenses as prescribed.

- Carry out investment procedures to ensure the progress of the plan and promote the effectiveness of the invested equipment.

- Manage materials to ensure inventory according to the quota, limit the slow circulation of materials. Strengthen forecasting and planning of appropriate and timely materials for production.

- Improve the efficiency of cost management, implement savings in internal management and contracting. Improve labor productivity and efficiency of machinery and equipment operations.

- Continue to strictly control financial coefficients. Well manage revenue and expenditure, minimize costs according to TKV's policy. Strictly control debts to ensure that there are no bad debts, minimize bad debts, no overdue debts, do not allow stagnation and appropriation of capital. Ensure cash flow for investment and timely debt repayment.

- To further strengthen the management of a number of fields such as: Management of coal depots and mine boundary resources; materials, land, property repair, outsourcing, security and order, occupational safety, etc. Review the restructuring under the direction of superior management agencies, consolidate cadre work according to the definition.

### **III. OPERATIONAL ORIENTATION OF BKS IN 2025**

1. To supervise the activities of the Board of Directors through the implementation of the Resolution of the General Meeting of Shareholders, the promulgation of Resolutions of regular or extraordinary meetings of the Board of Directors, the promulgation of Regulations and Regulations, the urging of the Board of Directors to organize the implementation of the Resolutions and comply with the Resolutions, Regulations and Regulations have been promulgated according to each content and each field.

2. To supervise the activities of the CEO through: the implementation of the Resolutions of the Board of Directors and the General Meeting of Shareholders, the compliance with internal regulations and laws of the State. Results of implementation of planned targets according to the resolution of the General Meeting of Shareholders and the business coordination contract with TKV.

3. Make a plan for inspection and supervision and closely coordinate with the Board of Directors and the Director in organizing the implementation of the general control program and thematic control.

4. Supervise the audit process and audit reports of independent auditing firms audited at the Company. Exchange and discuss with independent auditors about the content and scope of the audit, about existing issues (if any).

5. Appraisal of the Company's 6-month financial statements and annual financial statements; review monthly/quarterly data for a number of items that have a great impact on financial results;



6. To supervise the implementation of the Resolution of the Annual General Meeting of Shareholders and the Resolution of the Company's Employee Conference.

7. To supervise and inspect a number of topics under the Company's management.

Above is the report on the implementation of the tasks of the Supervisory Board in 2024 and the operational orientation in 2025 of the Company's Audit Board.

Thank you very much./.

**Recipient:**

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The person of the Civil Defense Department;
- CV Department (CBTT)
- SSC; the Department of Securities;
- Save the General Meeting Records.

**On behalf of the Supervisory Board  
Head of the Board**



**Luong Xuan Quang**

Số: 06 /TTr-BKS

*Ha Long, April 22, 2025*

## **REPORT**

### **General Meeting of Shareholders of Ha Lam-Vinacomin Coal Joint Stock Company on the selection of auditing companies for the 2025 financial statements**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;*

*Pursuant to the rights and obligations of the Supervisory Board specified in Article 170 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to the Government's Decree No. 17/2012/ND-CP dated March 13, 2012 guiding the implementation of the Law on Independent Audit;*

*Pursuant to the Government's Decree No. 84/2016/ND-CP dated 01/07/2016 on criteria and conditions for auditors, auditing organizations are approved to audit units with public interests;*

*Pursuant to Resolution No. 38.1/K4/NQ-HĐQT dated April 21, 2025, of the Company's Board of Directors.*

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

*Biting the Operating Regulations of the Company's Supervisory Board;*

The Supervisory Board of Ha Lam-Vinacomin Coal Joint Stock Company, would like to submit to the General Meeting of Shareholders the selection of the list of independent audit companies to audit the 2025 financial statements for Ha Lam-Vinacomin Coal Joint Stock Company as follows:

#### **1. Propose a list of independent auditing firms**

In order to ensure the selection of a reputable and quality independent audit firm, the audit/review of the Company's 2025 Financial Statements. The Supervisory Board proposes the following list of independent audit firms:

##### **1.1 List of Independent Audit Firms**

(1). AFC Vietnam Auditing Co., Ltd. – Ha Thanh Branch; Address: No. 44 Nguyen Cong Hoan, Ngoc Khanh Ward, Ba Dinh District, Hanoi City;

(2). AASC Auditing Firm Co., Ltd.; Address: No. 1 Le Phung Hieu, Hoan Kiem District, Hanoi City.

(3). Ernst & Young Vietnam Co., Ltd., Hanoi Branch; Address: 8th Floor, Cornerstone Building, No. 16 Phan Chu Trinh; Phan Chu Trinh Ward; Hoan Kiem District; Hanoi.



## **1.2 Reasons for recommending independent audit firms mentioned above**

- Being a company legally operating in Vietnam and approved by the Ministry of Finance and the State Securities Commission to audit the financial statements of units with public interest in 2025;

- Experience in auditing large-scale public companies in Vietnam;

- Having a reputation for audit quality;

- Highly qualified and experienced audit team;

- Meet the requirements of Ha Lam-Vinacomin Coal Joint Stock Company on the scope and progress of the audit;

### **2. Proposal on the selection of an auditing firm:**

We would like to request the General Meeting of Shareholders to authorize the Board of Directors of the Company to select one of the three auditing firms mentioned above in accordance with the law and the Company's Charter.

Submit to the 2025 Annual General Meeting of Shareholders of Ha Lam-Vinacomin Coal Joint Stock Company for consideration and vote for approval.

#### ***Recipient:***

- Shareholders of the Company;
- Board of Directors, Supervisory Board;
- The person of the Civil Defense Department;
- CV Department (CBTT)
- SSC; the Department of Securities;
- Save the General Meeting Records.

**On behalf of the Supervisory Board  
Head of the Board**



**Lương Xuan Quang**

No.: /NQ-GDC

Ha Long, April 25, 2025

"Draft"

**RESOLUTION**  
**Annual General Meeting of Shareholders in 2025**

**GENERAL MEETING OF SHAREHOLDERS**  
**HA LAM COAL JOINT STOCK COMPANY – VINACOMIN**

*Pursuant to the Law on Enterprises No. 59/2020/QH14, dated June 17, 2020;*

*Pursuant to the Charter of Organization and Operation of Ha Lam-Vinacomin Coal Joint Stock Company;*

*Pursuant to the Minutes of the 2005 Annual General Meeting of Shareholders of Ha Lam Coal Joint Stock Company - Vinacomin No. 01/2025/BB-DHDCDN dated 25/4/2025.*

**RESOLUTIONS:**

**Article 1.** Approved the 2024 Production and Business Results Report; production and business plan and expected dividend in 2025

The General Meeting of Shareholders approved the Report on production and business results in 2024; production and business plan and expected dividend in 2025 of Ha Lam – Vinacomin Coal Joint Stock Company with the following basic indicators:

1. Production and business results (some main targets in 2024) and construction investment in 2024

a) Production and business results (some major indicators in 2024)

TT	NAME OF THE INDICATOR	Residents	IN 2024	KH ADJUSTMENT	IMPLEMENTED IN 2024	PROPORTION	
						TH/KH	TH/KHDC
			1	2	3	4 = 3/1	5 = 3/2
1	Mining coal	Ton	2 400 000	2 400 000	2 358 386	98,3	98,3
	- Coal pit	"	2 400 000	2 400 000	2 358 386	98,3	98,3
	+ In which, coal furnace in CGH market	"	1 125 000	1 125 000	1 080 728	96,1	96,1
2	CBSX Excavation	m	11 985	11 735	11 770	98,2	100,3
3	Clean coal produced in the mine	Ton	790 500	790 500	778 419	98,5	98,5
4	Coal consumption	Ton	2 240 000	2 240 000	2 163 590	96,6	96,6
5	Coal Revenue	Tr.Dong	3 066 941	2 927 856	2 968 208	96,8	101,4
6	Profit before tax	"	99 324	99 324	117 525	118,3	118,3
7	Average Labor	Person	3 484	3 484	3 373	96,8	96,8





TT	NAME OF THE INDICATOR	Residents	IN 2024	KH ADJUSTMENT	IMPLEMENTED IN 2024	PROPORTION	
						TH/KH	TH/KHDC
8	Average salary/person/month	1000 VND	18 821	18 821	21 277	113,0	113,0

b) Implementation of construction investment in 2024:

The 2024 investment plan of Ha Lam - Vinacomin Coal Joint Stock Company was approved by TKV in document No. 6507/TKV-DT dated 22/11/2024 etc.: Notice of the adjusted investment plan in 2024. On the basis of the assigned plan, the Company shall implement as follows:

Unit: million VND

TT	Job Description	Customer 2024 assigned	KH 2024 adjustment	Implementation in 2024	Completion Rate	
					On the assigned customer	On the adjusted customer
	AMOUNT	177.842	163.497	155.897	87,6%	95,4%
I	Implementation plan	175.021	163.497	155.897		
1	Construction					
2	Equipment cost	169.032	161.887	154.421		
3	Consultation and other expenses	5.989	1.610	1.476		
II	Redundancy	2.820				

2. Production and business plan in 2025, expected dividend level in 2025 and authorization to adjust production and business plan in 2025

a) A number of major indicators

TT	Name of the indicator	Residents	Plan in 2025
1	Mining coal	1000Tons	2.400
	- Coal pit	"	2.400
	+ In which, the charcoal furnace of CGH market:	"	1.200
2	CBSX Furnace Meter	m	12.300
3	Clean coal produced in the mine	1000Tons	749
4	Coal consumption	1000Tons	2.249
5	Coal Revenue	Tr.Dong	3.253.303
6	Coal production profits	"	52.047
7	Average Labor	Person	3.478
8	Average salary/person/month	1000 VND	19.944

b) Investment plan for 2025

The Company's construction investment plan in 2025 with the following values:

TT	Job Description	Unit	Plan for 2025	Notes
	AMOUNT	Tr.Dong	126.100	
I	Implementation plan	Tr.Dong	50.268	
1	Construction	"		

2	Equipment cost	„	47.576	
3	Consultation and other expenses	„	2.692	
II	Redundancy	Tr.Dong	75.832	

c) It is expected that the dividend payable in 2025 will be  $\geq 6\%$ /Charter capital

d) The General Meeting authorizes the Board of Directors of the Company:

- Adjust the production and business plan in 2025 when the production and business conditions change or the Vietnam Coal and Mineral Industry Group adjusts the business coordination plan with the Company, but must ensure that the realized profit is not lower than the planned profit approved by the general meeting.

- Implement the restructuring of the Company according to the Restructuring Scheme of Vietnam Coal and Mineral Industry Group to 2025 according to the Prime Minister's Decision and the Implementation Plan of TKV Group.

**Article 2.** Approved the Audited 2024 Financial Statements

The General Meeting of Shareholders approved the 2024 Financial Statements audited by AFC Vietnam Auditing Co., Ltd. - Ha Thanh Branch.

**Article 3.** Approval of the profit distribution plan in 2024

The General Meeting of Shareholders approved the Profit Distribution Plan in 2024 as follows:

TT	Content	Amount (VND)	Notes
1	Profit before tax	117.525.442.154	
2	Payable CIT	29.792.024.942	
3	Profit after corporate income tax	87.733.417.212	
4	The previous year's undistributed profit was transferred to	10.717.181.746	
5	Undistributed profits this year		
	In which: Deferred income tax assets on 31/12/2023	10.717.181.746	
6	Residual profit for distribution (3+4-5)	87.733.417.212	
a	Dividend payment in 2023: 8% of charter capital	20.332.159.200	
b	Remaining profit after dividend payment	67.401.258.012	
-	<i>Deduction from development investment fund (20% of profit after loss)</i>	13.160.012.582	
-	<i>Deduction of the Company's manager's bonus fund</i>	325.833.000	



-	Deduction of reward and welfare funds	53.915.412.430	
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**Article 4.** Approving the report on payment of remuneration and salaries of managers in 2024; the plan on remuneration, allowances and salary plans of managers in 2025.

The General Meeting of Shareholders approved the report on payment of remuneration to the Board of Directors, Supervisory Board and salaries of management officials in 2024 and the Plan on remuneration, allowances and salaries of management officers in 2025 as follows:

1. Implementation in 2024

1.1. Total remuneration and remuneration payment for the Board of Directors and Supervisory Board in 2024

TT	Title	Number of people	Amount (VND)	Spent 80% (VND)	Remaining 20% (VND)	Notes
1	Board of Directors	3	175.200.000	140.160.000	35.040.000	The remaining 20% will be paid in 2025
2	Supervisory Board	2	110.400.000	88.320.000	22.080.000	
	Total		<b>285.600.000</b>	<b>228.480.000</b>	<b>57.120.000</b>	

*\* The level of remuneration and payment of remuneration to the Board of Directors and the Supervisory Board shall comply with the Resolution of the 2024 Annual General Meeting of Shareholders.*

1.2. Allowances and payment of allowances for independent members of the Board of Directors in 2024

TT	Title	Number of people	Amount (VND)	Spent 80% (VND)	Remaining 20% (VND)	Notes
1	Independent Member of the Board of Directors	1	276.000.000	220.800.000	55.200.000	The remaining 20% will be paid in 2025
	Total		<b>276.000.000</b>	<b>220.800.000</b>	<b>55.200.000</b>	

*\* The level of allowances and the payment of allowances to independent members of the Board of Directors shall comply with the Resolution of the 2024 Annual General Meeting of Shareholders.*

1.3. Salary and payment of salaries to managers in 2024

TT	Title	Number of people	Amount (VND)	Spent until 31/12/2024 (VND)	Left (VND)	Notes
1	Director	01	627 595 143	390 850 352	236 744 791	The

2	Deputy Director; TV OF THE BOARD OF DIRECTORS, FULL-TIME BOARD OF DIRECTORS	05	2 775 901 595	1 735 892 305	1 040 009 290	remaining amount will be paid in the 1st quarter of 2025 and after the settlement
3	Chief Accountant	1	506 903 769	318 002 845	188 900 924	
	<b>Total</b>		<b>3 910 400 507</b>	<b>2 444 745 502</b>	<b>1 465 655 005</b>	

## 2. Plan for 2025

### 2.1. Remuneration plan of the Board of Directors, Supervisory Board and allowances of independent members of the Board of Directors in 2025

TT	Title administer	Amount (person)	Number of months/years	Remuneration/ Allowance (thousand VND/month)	Remuneration (thousand VND/year)	Allowances (thousand VND/year)
1	Chairman of the Board of Directors	01	12	5.400	64.800	
2	Member of the Board of Directors	02	12	4.600	110.400	
3	Independent Board of Directors TV	01	12	23.000		276.000
4	Head of the Supervisory Board	01	12	4.600	55.200	
5	Members of the Supervisory Board	01	12	4.600	55.200	
	<b>Total</b>				<b>285.600</b>	<b>276.000</b>

### 2.2. Manager's salary plan in 2025

TT	Title	Amount (person)	1 month's salary	Adjustment Factor	Salary for 1 month after adjusting the coefficient	Number of Months	Total salary in 2025
1	Director	01	26	2	52	12	624,0
2	Deputy Director of Safety, Deputy Director of Engineering, Full-time TV of the Board of Directors, Full-time TV of the Board of	04	23	2	46	12	2 208



	Directors						
3	Deputy Director of Production	01	23	2	46	9,93	456,7
4	Deputy Director of M&E - Transport	01	23	2	46	11,38	523,3
5	Chief Accountant	01	21	2	42	12	504,0
<b>Total</b>		<b>08</b>					<b>4 316</b>

\* Monthly, quarterly or 6 months, part-time members of the Board of Directors and Supervisory Board members are entitled to an advance of 80% of the remuneration; every month, independent members of the Board of Directors, members of the Board of Directors, full-time Supervisory Board and managers of the Company are entitled to an advance of 80% of the allowance (for independent members of the Board of Directors), salaries (for members of the Board of Directors, Full-time Supervisory Board and Company Manager) of that month; The remaining amount of remuneration, allowances and salaries shall be settled at the end of the year on the basis of the Company's production and business results and the level of completion of tasks of members of the Board of Directors, Supervisory Board and managers of the Company.

**Article 5.** Approved the Report of the Board of Directors on governance and performance of the Board of Directors in 2024, operational orientation in 2025.

The General Meeting of Shareholders approved the Report of the Board of Directors on governance and the results of the Board of Directors in 2024, the direction of the Board of Directors' activities in 2025.

**Article 6.** To approve the 2025 Contract and Transaction Report with relevant persons under the jurisdiction of the General Meeting of Shareholders for approval.

The General Meeting of Shareholders approved the contract and transaction in 2025 with related persons.

**Article 7.** Approved the supplementation of business lines and amendments to the Company's Charter.



The General Meeting of Shareholders approved the addition of business lines and amendments to the Company's Charter as follows:

1. Supplementing 03 codes of business lines and lines: (i) Code 7120 – Inspection and technical analysis (to carry out the inspection of hydraulic anti-hydraulic columns, because anti-hydraulics are used in underground exploitation); (ii) Code 2011: Production of basic chemicals – Details: Activities nitrogen production; (iii) Code 3512: Transmission and Distribution Electricity – Details: Electricity distribution (electricity retail activities).

2. To amend the Charter of organization and operation of the Company to supplement 03 business lines specified in Clause 1.

**Article 8.** Approved the Report of the Independent Member of the Board of Directors of the Company.

The General Meeting of Shareholders approved the Report of the Independent Board of Directors Members in 2024.

**Article 9.** Approved the Supervisory Board's Report on the appraisal of production and business results and the Company's 2024 financial statements

The General Meeting approved the Report of the Supervisory Board on the appraisal of the Company's 2024 business results and financial statements.

**Article 10.** Approval of the Supervisory Board's Operation Report

The General Meeting approved the Supervisory Board's Activity Report in 2024 and task orientation in 2025.

**Article 11.** Approving the proposal of the Supervisory Board to select an auditing company for the 2025 financial statements

The General Meeting of Shareholders approved the selection of the list of independent auditing companies to audit the Company's financial statements in 2025, including:

1. AFC Vietnam Auditing Co., Ltd. - Ha Thanh Branch; Address: No. 44 Nguyen Cong Hoan, Ngoc Khanh Ward, Ba Dinh District, Hanoi City;

2. AASC Auditing Firm Co., Ltd.; Address: No. 1 Le Phung Hieu, Hoan Kiem District, Hanoi City.

3. Ernst & Young Vietnam Co., Ltd., Hanoi Branch; Address: 8th Floor, Cornerstone Building, No. 16 Phan Chu Trinh; P. Chu Trinh section; Hoan Kiem District; Hanoi.

The General Meeting assigned the Company to select 01 independent auditing company (out of the above 03 companies) in accordance with the law to audit the 2025 Financial Statements in accordance with current regulations.

**Article 12.** Validity and implementation of the Resolution

1. Effectiveness: This Resolution takes effect from the time the 2025 Annual General Meeting of Shareholders approves and approves.



2. Organizing the implementation of the Resolution: Members of the Board of Directors, the Supervisory Board, the Board of Directors and other managers shall, based on their functions, tasks and powers, organize the implementation of the Resolution in accordance with the provisions of law and the Company's Charter and report on the results of the implementation of the Resolution at the Annual General Meeting of Shareholders in 2025./.

***Recipient:***

- Shareholders (accessed at CTy's Website);
- SSC, Hanoi Stock Exchange;
- Board of Directors, Supervisory Board of the company (e-copy);
- Party Committee, Trade Union, Youth Union (e-copy);
- The Board of Directors and other managers (e-copy);
- CV Department (Disclosure on the stock market and posting)
- Company's website);
- Save: Records of the Congress.

**On behalf of the General Meeting of  
Shareholders,  
Chairperson**

**Tran Van Cu  
(Chairman of the Board of Directors)**

