

*Ha Tu, April 22, 2026*

No.: **1326** /VHTC-VP

Re: Disclosure of Resolutions, Minutes, and Documents  
of the 2026 Annual General Meeting of Shareholders

**INFORMATION DISCLOSURE**

(Within 24 hours)

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

Company name: Ha Tu Coal Joint Stock Company - Vinacomin.

Stock code: THT.

Registered office: Group 6, Ha Tu 3 Quarter, Ha Tu Ward, Quang Ninh  
Province, Vietnam.

Tel: 0203 3835169.

Fax: 0203 3836120.

Person responsible for information disclosure: Nguyen Phuong Nhung

Address: No. 195 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh  
Province, Vietnam

Tel (mobile, office, home): 0987 909 009, 02033 638797

**Disclosed information content:**

*Resolutions, Minutes, and Documents of the 2026 Annual General  
Meeting of Shareholders*

*(With attached documents)*

Pursuant to Article 11 of Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance, providing guidance on information disclosure in the securities market, Ha Tu Coal Joint Stock Company - Vinacomin hereby discloses the above information to the State Securities Commission of Vietnam and the Hanoi Stock Exchange for acknowledgment and public disclosure in accordance with current regulations.



We hereby certify that the disclosed information is accurate and truthful, and we accept full legal responsibility for the content of the disclosed information./.

***Recipients:***

- SSCV, HNX (CIMS, report);
- Director (e-copy, report);
- Department (Correspondence) post on Website (e-copy);
- Archives: Office, Secretariat.

**AUTHORIZED PERSON FOR  
INFORMATION DISCLOSURE  
COMPANY SECRETARY**



**Nguyen Phuong Nhung**





*Ha Tu, April 22, 2026*

No.: 01/2026/NQ-AGM

**RESOLUTION**  
**2026 Annual General Meeting of Shareholders**

**THE GENERAL MEETING OF SHAREHOLDERS**  
**HA TU COAL JOINT STOCK COMPANY - VINACOMIN**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;*

*Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its implementing regulations;*

*Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, and Decree No. 245/2025/ND-CP amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;*

*Pursuant to Circular No. 96/2020/TT-BTC dated November 16, 2020, of the Ministry of Finance guiding the disclosure of information on the securities market;*

*Pursuant to the Charter of Ha Tu Coal Joint Stock Company - Vinacomin as approved by the General Meeting of Shareholders on November 28, 2025;;*

*Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/BB-ĐHĐCĐ dated April 22, 2026.*

**RESOLVES:**

**Article 1. Approval of Business and Production Performance Report for 2025, Business and Production Plan for 2026, and Company Development Orientation for the 2026–2030 Period:**

1.1. The General Meeting of Shareholders (AGM) approved the results of implementing the key business and production indicators for 2025, with specific figures as follows:



TT	Target	Unit	Plan for 2025		Actual 2025		
			Resolution 01/2025/NQ- AGM	Resolution 127/NQ- VHTC	Actual	NQ 01/2025/NQ- AGM	Resolution 127/NQ- VHTC
1	Overburden Removal for Coal Production	1000m3	44.000	50.000	50.003	113,6	100,0
2	Imported Coal Mined	1,000 tons	2.500	2.500	2.500	100,0	100,0
3	Coal Sales Volume	1,000 tons	2.573	2.806	2.790	108,4	99,4
4	Total Revenue	Million VND	4.967.474	4.822.345	5.326.361	107,2	110,5
5	Profit Before Tax	Million VND	40.407	40.407	51.366	127,1	127,1
6	Average Monthly Salary	1,000 VND/person/ month	13.159	13.980	16.007	121,6	114,5
7	Capital Expenditure	Million VND	153.551	139.363	144.072	93,8	103,4
8	Dividend Payout Ratio $\geq$	%	6	6	8	133,3	133,3

1.2. The AGM unanimously approved the key business and production plan indicators for 2026 as follows:

No.	Target	Unit	Plan for 2026	Note
1	Overburden Excavation	1000 M3	50.000	
2	Imported Coal Mined	1,000 Tons	2.500	
3	Coal Sales Volume	1,000 Tons	2.792	
4	Revenue	Million VND	5.795.993	
5	Profit	Million VND	43.188	
6	Average Monthly Salary	1,000 VND/person/month	13.939	
7	Capital Expenditure	Million VND	126.654	

1.3. The AGM unanimously approved the Company's strategic development orientation for the 2026–2030 period pursuant to Report No. 03/2026/BC-AGM dated April 22, 2026.

1.4. The AGM authorizes the Board of Directors (BoD) to approve the detailed Business and Production Plan for 2026 and the 2026–2030 period, and further authorizes the BoD to adjust key plan indicators in the event of changes in the Company's business and production conditions or in accordance with any adjustment decision of the coordinated business plan issued by Vietnam National Coal - Mineral Industries Holding Corporation Limited, ensuring full compliance with applicable laws and the Company's Charter.

Approval rate: 100% of the total voting ballots cast by attending shareholders



## Article 2. Approval of Governance and Supervisory Reports and Audited Financial Statements for 2025

2.1. Approval of the Report of the Board of Directors on governance and BoD activities in 2025, and the Report of the Independent Member of the Board of Directors for 2025

*(Details set forth in Reports No. 04/2026/BC-AGM and No. 05/2026/BC-AGM dated April 22, 2026, submitted by the BoD to the 2026 AGM)*

2.2. Approval of the Audited Financial Statements for 2025, independently audited by AASC Auditing Firm Company Limited

*(Details set forth in Report No. 08/2026/BC-AGM dated April 22, 2026, submitted by the BoD to the 2026 AGM)*

2.3. Approval of the Supervisory Board's Report on the Company's business results; the performance of the BoD and Director; and the Supervisory Board's self-assessment report for 2025.

*(Details set forth in Report No. 11/2026/BC-AGM dated April 22, 2026, submitted by the Supervisory Board to the 2026 AGM)*

Approval rate: 100% of the total voting ballots cast by attending shareholders

## Article 3. Approval of the Profit Distribution Plan for 2025 and Dividend Plan for 2026:

3.1. Approval of the after-tax profit distribution plan for 2025 as follows:

TT	Content	Amount (VND)	Note
1	Profit Before Tax	51.365.879.977	
2	Corporate Income Tax Payable	1.200.000	
3	Deferred Corporate Income Tax Benefit	11.009.894.490	
4	Net Profit After Tax (1-2-3)	40.354.785.487	
5	Profit Carried Forward from Prior Year	64.598.340.434	
6	Profits Retained for the Following Year	53.588.445.944	Deferred Income Tax Assets as of December 31, 2025
7	Distributable Profit (4+5-6)	51.364.679.977	
8	Dividend Payment for 2025: 8% of Charter Capital	19.655.241.600	
9	Profit Remaining After Dividend Payment	31.709.438.377	
10	Allocation to Bonus and Welfare Funds (1.04 months' average salary)	31.709.438.377	Average Monthly Payroll Fund: VND 30.58 billion/month
	+ Bonus Fund: 60%	19.025.663.026	
	+ Welfare Fund: 40%	12.683.775.351	



3.2. The AGM assigns the Board of Directors to organize dividend payments to shareholders on the basis of the shareholder list finalized at the record date, in strict compliance with the procedures and timelines prescribed under the Law on Enterprises and the Law on Securities.

3.3 Dividend plan for 2026:  $\geq 6\%$ . The specific payout level shall be determined by the 2027 Annual General Meeting of Shareholders based on actual business and production results. business and production thực tế.

Approval rate: 100% of the total voting ballots cast by attending shareholders

**Article 4. Approval of Remuneration and Allowances for the BoD and Supervisory Board for 2025, and the Remuneration and Allowances Plan for 2026:**

4.1. Approval of the total remuneration and allowances paid to members of the Board of Directors and Supervisory Board in 2025, amounting to VND 642,240,000 (achieving 100% of the approved plan).

4.2. Approval of the remuneration and allowances plan for the BoD and Supervisory Board for 2026, with a total planned amount of VND 642,240,000, specifically as follows:

- Allowance for the Independent Member of the Board of Directors: VND 262,800,000.

- Remuneration for other members of the Board of Directors and Supervisory Board: VND 379,440,000.

Approval rate: 100% of the total voting ballots cast by attending shareholders

**Article 5. Approval of Contracts and Transactions Between the Company and Related Parties in 2026:**

5.1. The AGM approves the list of contracts and transactions between the Company and Related Parties in 2026, specifically as follows:

No.	NAME OF RELATED PARTY	REGISTERED ADDRESS	RELATION SHIP	TRANSACTION CONTENT AND ESTIMATED VALUE IN 2026
1	Vietnam National Coal - Mineral Industries Holding Corporation Limited (Vinacomin); Tax Code: 5700100256	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi	Major Shareholder (65%)	Framework agreements, business cooperation agreements covering: capital management; industry management fees; infrastructure leasing; branding fees, etc. (Estimated value: Subject to actual needs arising, within authorized limits)



2	Branch of Vinacomin Group - Hon Gai Coal Preparation Company - Vinacomin. Tax Code: 5700100256-002	46 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province	Unit directly under Vinacomin	Coal trading, road tolls; Port/warehouse rental. (Estimated value: VND 5,795,993 million)
3	Vinacomin Materials Joint Stock Company. Tax Code: 5700100707	Group 1, Zone 2, Ha Long Ward, Quang Ninh Province	Subsidiary of Vinacomin	Purchase and sale of fuel, supplies, and equipment. (Estimated value: VND 625,000 million)
4	Cam Pha Mining Chemicals Branch Company - Vinacomin; Tax Code: 0100101072-026	Thuy Son Area, Cam Son Commune, Cam Pha City, Quang Ninh Province	Company directly under Vinacomin	Provision of blasting services and explosives. (Estimated value: VND 625,000 million)
5	Other member units, subsidiaries, and affiliated companies of the Vinacomin Group	Units directly under Vinacomin; Units sharing the same Chairman/Member of BoD/Head/Member of Supervisory Board and other Related Parties of the Company. V Supervisory Board and Related Parties.		Coal production, logistics, coal processing and preparation; Supply of materials, equipment, chemicals, petroleum products, and electricity; Mechanical engineering, repair, mine construction, and shipbuilding; Maritime services, pilotage, and port services; Geological exploration, design consultancy, communications, and other services. (Estimated value: Subject to actual needs arising, ensuring compliance with authorized limits)

### 5.2. Implementation:

- All contracts and transactions shall be executed on market-based, transparent principles and shall not be detrimental to the interests of the Company. The application period shall be from January 1, 2026, until the AGM issues a new superseding resolution. The Board of Directors is responsible for reporting on contracts and transactions executed at the 2027 Annual General Meeting of Shareholders.

- The AGM approves and recognizes the legal validity of the contracts and transactions in the above list actually executed from the beginning of 2026 up to the time this Resolution takes effect (subject to market price principles or unit prices stipulated by the State/Group).

- The AGM assigns and authorizes the Legal Representative (Director of the Company) to execute and organize the implementation of contracts and transactions between the Company and Related Parties in accordance with applicable laws.

Approval rate: 100% of the total voting ballots cast by attending shareholders.

*(The approval rate for this item is calculated based on the total voting ballots cast by attending shareholders, excluding the major shareholder Vinacomin and its Related Parties pursuant to Clause 4, Article 167 of the Law on Enterprises 2020.)*

### Article 6. Approval of the List of Audit Firms for the 2026 Financial Statements:



6.1. The AGM approves a list of three (03) qualified independent audit firms to conduct the audit of the 2026 Financial Statements:

1. *AASC Auditing Firm Company Limited*
2. *BDO Auditing Company Limited*
3. *VACO Auditing Company Limited*

6.2. The AGM authorizes the Company to select one (01) independent audit firm (from the three firms listed above) to audit the 2026 Financial Statements in accordance with applicable laws.

Approval rate: 100% of the total voting ballots cast by attending shareholders

#### **Article 7. Approval of Additional Business Lines and Amendment of the Company's Charter:**

7.1. Approval of the following additional business lines:

No.	Business Line	Industry Code
1	Wholesale of solid, liquid, and gaseous fuels and related products. Details: Wholesale of coal and related products (excluding crude oil and refined petroleum products)	4671
2	Wholesale of other building materials and installation equipment. Details: Wholesale of earth, rock, sand, gravel, and clay extracted and/or produced from mine waste rock in mining operations	4673

7.2. Approval of amendments and supplements to the Company's Charter:

- Amendment and update of Clause 2, Article 4 (Business Lines of the Company)  
(Details set forth in Proposal No. 07/2026/TTr-AGM dated April 22, 2026, submitted by the BoD to the 2026 AGM)

7.3. Authorization to carry out legal procedures:

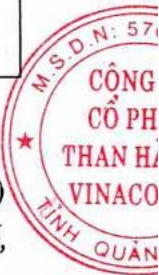
- The AGM authorizes the BoD and the Legal Representative of the Company to carry out necessary legal procedures at relevant State agencies to register changes to the Enterprise Registration Certificate and and disclose information in accordance with applicable regulations.

- AGM authorizes the Legal Representative to finalize, sign, and promulgate the amended Charter Appendix the amended Charter Appendix approval by after approval by the General Meeting of Shareholders. All other provisions of the Company's Charter not amended or supplemented pursuant to this Proposal shall remain in full force and effect.

Approval rate: 100% of the total voting ballots cast by attending shareholders

#### **Article 8. Implementation of the Resolution:**

- This Resolution takes effect immediately upon approval by vote at the 2026 Annual General Meeting of Shareholders held on April 22, 2026.





- Members of the Board of Directors, Supervisory Board, and Executive Board are responsible for directing the implementation of this Resolution within their functions, duties, and powers in accordance with the provisions of the Law and the Company's Charter .

- The Board of Directors is responsible for reporting the implementation results of this Resolution to the General Meeting of Shareholders at the 2027 annual meeting ./.

**Recipients :**

- HNX, SSC (CIMS, report ) ;
- TKV Group (e-copy, report ) ;
- Company Shareholders (Company website ) ;
- Members of BoD, Supervisory Board (e-copy ) ;
- Party Committee, Trade Union, Youth Union, Veterans Association (e-copy ) ;
- Executive Board (e-copy);
- Correspondence Department for posting on the Company's Website (e-copy);
- Archives: Office, Company Secretary ( 5 ) .

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



**Vu Van Khan  
CHAIRMAN OF THE COMPANY'S BOD**



No.: 01/2026/BB-ĐHĐCĐ

Ha Tu, April 22, 2026

**MINUTES  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Company name: Ha Tu Coal Joint Stock Company - Vinacomin  
Enterprise registration number: 5700101323.  
Address: Group 6, Area 3, Ha Tu Ward, Quang Ninh Province.  
Meeting time: Commencing at 08:00 am on April 22, 2026.  
Ending at 11:30 am on April 22, 2026.  
Venue: Head Office of Ha Tu Coal Joint Stock Company – Vinacomin (Group 6, Ha Tu 3 Area, Ha Tu Ward, Quang Ninh Province, Vietnam).  
Meeting agenda: In accordance with the agenda and contents approved by the General Meeting of Shareholders.  
Chairman: Mr. Vu Van Khan – Chairman of the Board of Directors.  
Secretary: Ms. Nguyen Phuong Nhung – Company Secretary.

**PROCEEDINGS OF THE MEETING** *(in chronological order)*

**I. OPENING PROCEDURES OF THE MEETING**

① The Organizing Committee carried out the registration procedures for shareholders/delegates attending the Meeting.

② Mr. **Le Duc Minh** – on behalf of the Organizing Committee, announced the reason for convening the Meeting and introduced the Chairman of the Meeting, Mr. **Vu Van Khan** – Chairman of the Board of Directors of the Company, to preside over the Meeting.

③ Mr. **Vu Van Khan** – Chairman of the Meeting, proposed:

\* Secretary of the Meeting: Ms. **Nguyen Phuong Nhung** as the Secretary of the Meeting, which was unanimously approved by the General Meeting of Shareholders.

\* Vote Counting Committee serving the Meeting, comprising:

1. Mr. **Le Duc Minh** – Head;
2. Ms. **Nguyen Bich Thuy** – Member;
3. Ms. **Nguyen Thi Phuong** – Member.

The General Meeting of Shareholders approved the above-mentioned persons as members of the Vote Counting Committee with an approval rate of 100%.

④ Mr. **Tran Quoc Toan** - on behalf of the Organizing Committee, presented the report on the verification of the validity of the Meeting, as follows:

- Total number of voting shares: 24,569,052 shares.
- Total number of shareholders: 1,950 shareholders



- As at 08:10 am on April 22, 2026:

Number of attendees present in person: 29 persons.

Number of authorized representatives: 333 persons.

Representing: 16,591,701 shares, equivalent to 67.5309% of the total voting shares.

**\* Conclusion of the Chairman:** Pursuant to Clause 1, Article 145 of the Law on Enterprises 2020 and Clause 1, Article 19 of the Charter of Ha Tu Coal Joint Stock Company – Vinacomin, the 2026 Annual General Meeting of Shareholders of the Company satisfies the conditions to proceed as a valid meeting.

⑤ **Mr. Dang Van Tinh** - Member of the Board of Directors, presented the Working Regulations and the Meeting Agenda.

The General Meeting of Shareholders unanimously approved, with 100% of votes in favor, the Meeting Agenda and the Working Regulations of the Annual General Meeting of Shareholders in accordance with the Law on Enterprises and the Company's Charter, including several key contents as follows:

- The General Meeting of Shareholders shall be conducted when the number of shareholders/authorized representatives attending the Meeting represents more than 50% of the total voting rights according to the shareholders' list of Ha Tu Coal Joint Stock Company – Vinacomin.

- Except for the cases specified in Clause 3, Article 21 of the Company's Charter, which require approval by at least 65% of the total votes of shareholders with voting rights present in person or through authorized representatives at the General Meeting of Shareholders, all other decisions of the General Meeting of Shareholders shall be approved when there are at least 50% or more of the total votes of shareholders with voting rights present in person or through authorized representatives at the General Meeting of Shareholders.

⑥ Upon completion of the opening procedures, the General Meeting of Shareholders proceeded with the Meeting Agenda and the contents of the Meeting.

## **II. MATTERS APPROVED AT THE MEETING**

The Chairman and the Executive Board sequentially presented the reports and proposals in accordance with the agenda:

(1). Report of business and production performance report for 2025, business and production plan for 2026, and Company development orientation for the 2026–2030 period;

(2). Report of the Board of Directors on governance and BoD activities in 2025;

(3). Report of the Independent Member of the Board of Directors for 2025;

(4). Proposal on contracts and transactions between the Company and related parties in 2026;

(5). Proposal on additional Business Lines and Amendment of the Company's Charter;

(6). Audited Financial Statements for 2025;

(7). Report on the remuneration and allowances for the BoD and Supervisory Board for 2025, and the remuneration and allowances Plan for 2026;

(8). Report on the profit distribution plan for 2025 and the dividend payment plan for 2026;



(9). Report on the Supervisory Board's Report on the Company's business results; the performance of the BoD and Director; and the Supervisory Board's self-assessment report for 2025;

(10). Proposal on the selection of the list of audit firms for the 2026 financial statements.

### **III. DISCUSSION SESSION:**

Mr. *Vu Van Khan* – Chairman of the Meeting, chaired the discussion session and recorded the main opinions raised at the Meeting.

*Shareholders and their authorized representatives attending the Meeting raised no comments or opinions. The Chairman of the Meeting proceeded to the voting session for approval of the reports and proposals that had just been presented at the Meeting*

### **IV. VOTING AND APPROVAL OF MATTERS AT THE MEETING**

At 10:10 am on April 22, 2026, at the Office of Ha Tu Coal Joint Stock Company – Vinacomin (Group 6, Ha Tu 3 Area, Ha Tu Ward, Quang Ninh Province, Vietnam):

Total number of ballots issued: **30** ballots, representing **16,595,081** voting rights, equivalent to 100.0000% of the total voting rights of shareholders attending the Meeting.

Total number of ballots collected: **27** ballots, representing **16,586,591** voting rights, equivalent to **99.9488%** of the total voting rights of shareholders attending the Meeting.

Total number of ballots not collected: **3** ballots, representing **8,490** voting rights, equivalent to **0.0512%** of the total voting rights of shareholders attending the Meeting.

**Detailed vote counting results for each matter are as follows:**

**1. Approval of business and production performance report for 2025, business and production Plan for 2026, and Company development Orientation for the 2026–2030 period.**

*Number of valid voting ballots: 27 ballots, representing 16,586,591 shares, equivalent to 100.0000% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

*- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.*

*- Total votes against: 0 ballots.*

*- Total abstentions: 0 ballots.*

**Accordingly, the above matter was approved with an approval rate of 100.0000%**

**2. Approval of the report of the Board of Directors on governance and BoD activities in 2025.**

*Number of valid voting ballots: 27 ballots, representing 16,586,591 shares, equivalent to 100.0000% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

*- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.*



- Total votes against: 0 ballots.

- Total abstentions: 0 ballots.

Accordingly, the above matter was approved with an approval rate of 100.0000%

**3. Approval of the report of the Independent Member of the Board of Directors for 2025.**

*Number of valid voting ballots: 27 ballots, representing 16,586,591 shares, equivalent to 100.0000% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.

- Total votes against: 0 ballots.

- Total abstentions: 0 ballots.

Accordingly, the above matter was approved with an approval rate of 100.0000%

**4. Approval of contracts and transactions between the Company and related parties in 2026.**

*Number of valid voting ballots: 27 ballots, representing 616,707 shares, equivalent to 100% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.

- Total votes against: 0 ballots.

- Total abstentions: 0 ballots.

Accordingly, the above matter was approved with an approval rate of 100.0000%

*(The approval ratio for this matter is calculated based on the total voting rights of shareholders attending the Meeting, excluding major shareholder Vinacomin and related parties pursuant to Clause 4, Article 167 of the Law on Enterprises 2020).*

**5. Approval of additional business lines and amendment of the Company's Charter.**

*Number of valid voting ballots: 27 ballots, representing 16,586,591 shares, equivalent to 100.0000% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.

- Total votes against: 0 ballots.

- Total abstentions: 0 ballots.

Accordingly, the above matter was approved with an approval rate of 100.0000%

**6. Approval of the Audited Financial Statements for 2025**



*Number of valid voting ballots: 27 ballots, representing 16,586,591 shares, equivalent to 100.0000% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

*- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.*

*- Total votes against: 0 ballots.*

*- Total abstentions: 0 ballots.*

**Accordingly, the above matter was approved with an approval rate of 100.0000%**

**7. Approval of Remuneration and Allowances for the BoD and Supervisory Board for 2025, and the Remuneration and Allowances Plan for 2026.**

*Number of valid voting ballots: 27 ballots, representing 16,586,591 shares, equivalent to 100.0000% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

*- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.*

*- Total votes against: 0 ballots.*

*- Total abstentions: 0 ballots.*

**Accordingly, the above matter was approved with an approval rate of 100.0000%**

**8. Approval of the profit distribution plan for 2025 and the dividend payment plan for 2026.**

*Number of valid voting ballots: 27 ballots, representing 16,586,591 shares, equivalent to 100.0000% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

*- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.*

*- Total votes against: 0 ballots.*

*- Total abstentions: 0 ballots.*

**Accordingly, the above matter was approved with an approval rate of 100.0000%**

**9. Approval of the Supervisory Board's Report on the Company's business results; the performance of the BoD and Director; and the Supervisory Board's self-assessment report for 2025.**

*Number of valid voting ballots: 27 ballots, representing 16,586,591 shares, equivalent to 100.0000% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

*- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.*



- Total votes against: 0 ballots.

- Total abstentions: 0 ballots.

Accordingly, the above matter was approved with an approval rate of 100.0000%

**10. Approval of the selection of the list of audit firms for the Company's 2026 financial statements.**

*Number of valid voting ballots: 27 ballots, representing 16,586,591 shares, equivalent to 100.0000% of the shares attending and voting;*

*Number of invalid voting ballots: 0 ballots.*

*\* Voting results:*

- Total votes in favor: 27 ballots, representing 100.0000% of the shares attending and voting.

- Total votes against: 0 ballots.

- Total abstentions: 0 ballots.

Accordingly, the above matter was approved with an approval rate of 100.0000%

**V. CLOSING PROCEDURES OF THE MEETING:**

1. Ms. **Nguyen Phuong Nhung** – Secretary of the Meeting, presented the draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.

2. Mr. **Vu Van Khan** – Chairman of the Meeting, submitted the draft Minutes and Resolution to the General Meeting of Shareholders for approval.

*he General Meeting of Shareholders approved the full text of the Minutes and the Resolution with 100.0000% of votes in favor.*

3. Mr. **Vu Van Khan** – Chairman of the Meeting, on behalf of the Organizing Committee, declared the Meeting closed at 11:30 am on April 22, 2026./.

**SECRETARY OF THE MEETING**



**Nguyen Phuong Nhung**

**CHAIRMAN OF THE MEETING**



**Vu Van Khan**

**CHAIRMAN OF THE BOARD OF DIRECTORS**

**Recipients:**

- HNX, SSC (CIMS, report) ;
- TKV Group (e-copy, report) ;
- Company Shareholders (Company website) ;
- Members of BoD, Supervisory Board (e-copy) ;
- Party Committee, Trade Union, Youth Union, Veterans Association (e-copy) ;
- Executive Board (e-copy);
- Correspondence Department for posting on the Company's Website (e-copy);
- Archives: Office, Company Secretary ( 3 ) ✓



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



----- & -----



# MATERIALS

## 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

*Ha Tu, April 22<sup>nd</sup>, 2026*



HA TU COAL JOINT STOCK COMPANY – VINACOMIN  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026



**LIST OF DOCUMENTS**

No.	Content
1	Agenda for the 2026 Annual General Meeting of Shareholders
2	Rules of Procedure for the 2026 Annual General Meeting of Shareholders
3	Report of the Director on business performance in 2025
4	Report of the Board of Directors on governance and operation in 2025
5	Report of the Independent Member of the Board of Directors in 2025
6	Proposal on approval of contracts and transactions with related persons in 2026
7	Proposal on approval of additional business lines and amendments to the Company's Charter.
8	Audited Financial Statements for 2025.
9	Report on remuneration and allowances for the Board of Directors and the Supervisory Board in 2025; Plan for 2026.
10	Proposal on profit distribution for 2025 and dividend payment plan for 2026
11	Report of the Supervisory Board on business results, performance of the Board of Directors and the Director, and self-assessment report in 2025.
12	Proposal on the selection of the independent auditing firm for the 2026 Financial Statements.
13	Draft Resolution of the 2026 Annual General Meeting of Shareholders
14	Question Form

**AGENDA**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

No.	Time	Content	Performed by
1	07h30'÷08h00'	Shareholder eligibility verification, distribution of Voting Cards, Voting Ballots, Election Ballots, and meeting materials.	Le Duc Minh - Organizing Committee
2	08h00'÷08h10'	Stabilize organization, state the reasons, introduce delegates, and invite the Chairperson to direct the General Meeting.	
3	08h10'÷08h15'	Report on shareholder eligibility verification	Tran Quoc Toan BoD Member
4	08h15'÷08h20'	The Chairperson introduces the Secretary, introduces and approves the Vote Counting Committee.	Vu Van Khan Chairman of the BoD
5	08h20'÷08h30'	- Present the Agenda of the 2026 Annual General Meeting of Shareholders. - Working Regulations of the 2026 Annual General Meeting of Shareholders.	Dang Van Tinh BoD Member
		Voting for approval.	Vu Van Khan Chairman of the BoD
Part I: Presentation of Reports and Proposals			
6	08h30'÷08h40'	(1). Report on business and production performance in 2025	Tran Quoc Tuan BoD Member - Director
7	08h40'÷08h50'	(2). Report of the BoD on corporate governance and activities of the BoD in 2025, and the report of the Independent BoD Member in 2025.	Pham Thi Hai BoD Member
		(3). Proposal on the approval of contracts and transactions between the company and related parties in 2026.	
8	08h50'÷09h00'	(4). Proposal on supplementing business lines and amending the Charter on organization and operation of Ha Tu Coal Joint Stock Company - Vinacomin	Tran Quoc Toan BoD Member
9	09h00'÷09h10'	(5). Audited financial statements for 2025	Bui Thanh Binh Chief Accountant
		(6). Report on the payment of allowances and remuneration for the BoD and BoS; proposal on allowances and remuneration for the BoD and BoS in 2026.	



No.	Time	Content	Performed by
		(7). Proposal on the profit distribution plan for 2025. Dividend payment for 2025.	
10	09h10'÷09h20'	(8). Report of the Supervisory Board on the Company's business performance; activities of the BoD and Director; self-assessment report on the activities of the BoS in 2025. (9). Proposal on approving the list of independent audit firms for auditing the 2026 financial statements.	Ng. T. Luong Anh - Head of the Supervisory Board
<b>Part II: Discussion and voting on reports and proposals</b>			
11	09h30'÷10h00'	Discussion on the Reports and Proposals presented at the General Meeting Voting to approve the matters discussed at the General Meeting.	Vu Van Khan Chairman of the BoD
12	10h00'÷10h15'	Instructions for filling out and collecting the voting ballots.	Vote Counting Committee
13	10h15'÷10h30'	The General Meeting takes a 15-minute break.	Organizing Committee
<b>Part III: Announcement of voting results, Minutes, and Draft Resolution of the General Meeting.</b>			
14	10h30'÷10h40'	Announcement of the voting results on the matters discussed at the General Meeting.	Head of the Vote Counting Committee
15	10h40'÷11h00'	Presentation of the Minutes and draft Resolution of the 2026 Annual General Meeting of Shareholders. Voting to approve the Minutes and Resolution.	Meeting Secretary Vu Van Khan Chairman of the BoD
16	11h00'÷11h15'	Closing of the General Meeting.	Vu Van Khan Chairman of the BoD

**Recipients:**

- Shareholders of the Compan (e-copy);
- Members of the BoD, BoS (e-copy);
- Correspondence Department for Website posting (e-copy);
- Archives: Office, Company Secretary.

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



**Vu Van Khan**



No: 02/2026/QC- ĐHĐCĐ

*Ha Tu, April 22, 2026*

**WORKING REGULATIONS  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Pursuant to:*

*The Enterprise Law No. 59/2020/QH14, enacted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding documents;*

*The Charter on organization and operation of the Company as approved by the General Meeting of Shareholders on November 28, 2025;*

*The 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin is organized and conducted according to the following working regulations:*

**Chapter I  
GENERAL PROVISIONS**

**Article 1. Scope and applicable subjects**

1. These regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin, specifically defining the rights and obligations of shareholders or their authorized representatives (shareholders/authorized representatives) attending the General Meeting, as well as the conditions and procedures for conducting the General Meeting.

2. Shareholders/authorized representatives are responsible for complying with these regulations.

**Article 2. Objectives of the General Meeting**

1. Ensure the principles of transparency, fairness, and democracy.

2. Facilitate the organization and conduct of the General Meeting of Shareholders, enabling the Company to stabilize its business and production operations promptly.

**Chapter II  
RIGHTS AND OBLIGATIONS OF PARTICIPANTS  
IN THE GENERAL MEETING**

**Article 3. Rights and obligations of shareholders**

1. Conditions for participation:

Shareholders listed in the shareholder registration record allocating voting rights prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) on March 23, 2026, under document No. ..../2026-THT/VSDC-ĐK dated March 24, 2026, issued to the Company;

2. Rights of eligible shareholders attending the General Meeting:



a. Vote on all matters within the authority of the General Meeting of Shareholders.

b. Authorize a representative in writing to attend and vote on their behalf at the General Meeting of Shareholders.

c. Shareholders/authorized representatives attending the General Meeting of Shareholders must bring their ID documents (ID card/or passport/or Citizen ID...) and Letter of Authorization (*for authorized representatives*) to present to the Organizing Committee and receive a Voting Card, Voting Ballot, and Election Ballot which record the number of voting shares (*owned and authorized*) of the shareholder and are stamped by Ha Tu Coal Joint Stock Company - Vinacomin.

d. At the General Meeting, after listening to reports and proposals on the contents to be approved, shareholders/authorized representatives will jointly discuss and approve the contents by raising the Voting Card or filling in the Voting Ballot.

e. Shareholders/authorized representatives attending the meeting have the right to express their opinions on the contents of the General Meeting during the discussion session under the direction of the Chairperson. Before speaking, they must register on the Speech Registration Form (according to the prescribed template). In the Registration Form, the shareholder must clearly state the question or content of the speech. The Registration Form is forwarded to the Chairperson of the General Meeting for processing. When speaking, the content must be concise and appropriate to the content being discussed at the General Meeting and the General Meeting's agenda. Speaking time is limited to a maximum of 05 minutes. Shareholders shall not repeat opinions already expressed by other shareholders, and only opinions relevant to the General Meeting's agenda will be recorded in the General Meeting's Minutes.

f. Shareholders/authorized representatives arriving late to the General Meeting have the right to register to attend, and immediately after that have the right to participate and vote at the General Meeting, but the Chairperson is not responsible for pausing the General Meeting for shareholders/authorized representatives to register, and the validity of the previously voted contents will not be affected.

3. Obligations of shareholders/authorized representatives when attending the General Meeting:

a. Shareholders and/or authorized representatives must be present at the prescribed time and must complete registration procedures with the Organizing Committee before entering the General Meeting room;

b. During the General Meeting, shareholders must follow the guidance of the Presidium, behave civilly, dress politely, do not wear hats, do not smoke, do not talk privately, and do not use mobile phones during the General Meeting. All mobile phones must be turned off or set to silent mode.

c. Shareholders must maintain confidentiality, strictly follow the regime of using and preserving documents, and not copy or record to give to outsiders without the permission of the Presidium;

d. The authorized person attending the General Meeting must not re-authorize a third person to attend the General Meeting.

e. Sit in the correct position or area prescribed by the Organizing Committee. Strictly comply with the seating arrangement of the Organizing Committee.

f. The recording and filming of the General Meeting must be publicly announced and approved by the Chairperson of the General Meeting;

N: 5  
CỘNG  
HÒA  
XÃ HỘI  
CHỦ NGHĨA  
LIÊN BANG  
VIỆT NAM  
QUỐC



g. Register to speak at the General Meeting according to regulations, adhere to the speaking time and speaking content within the scope of the General Meeting's agenda; Speak and vote in accordance with the guidance of the Organizing Committee and comply with the control of the Chairperson of the General Meeting;

h. Do not engage in acts that disrupt public order, hinder the normal progress of the General Meeting, making the meeting unable to be conducted in a fair and lawful manner;

k. Comply with the executive rights of the Chairperson of the General Meeting; Strictly abide by the Regulations, respect the working results at the General Meeting.

#### **Article 4. Shareholder Eligibility Verification Committee**

1. The Shareholder Eligibility Verification Committee consists of 03 members. The Shareholder Eligibility Verification Committee is accountable to the Chairperson and the General Meeting of Shareholders for its duties.

2. Duties of the Shareholder Eligibility Verification Committee:

The Shareholder Eligibility Verification Committee is responsible for checking the eligibility and status of shareholders and authorized representatives attending the meeting.

The Head of the Shareholder Eligibility Verification Committee reports to the General Meeting of Shareholders on the attendance of shareholders. If the meeting has a sufficient number of shareholders with voting rights representing more than 50% of the voting shares attending, the General Meeting of Shareholders of the Company shall be held and proceeded.

#### **Article 5. Rights and obligations of the Chairperson and Secretary of the General Meeting**

1. Chairperson of the General Meeting: The Chairman of the Board of Directors is the Chairperson of the General Meeting. The Chairperson of the General Meeting has the following duties:

a. Direct the activities of the General Meeting of Shareholders of the Company according to the contents and agenda approved by the General Meeting of Shareholders;

b. Introduce the Secretary of the General Meeting;

c. Guide shareholders/authorized representatives to discuss, seek voting opinions on issues within the agenda, decide on procedures, and events arising outside the General Meeting's agenda.

d. Answer issues requested by shareholders/authorized representatives.

e. May conduct necessary activities to run the General Meeting in a proper and orderly manner or to make the General Meeting reflect the wishes of the majority of attending delegates.

f. Perform other rights and obligations as prescribed in the Charter on Organization and Operation of Ha Tu Coal Joint Stock Company – Vinacomin.

2. Secretary of the General Meeting:

a. The Secretary is introduced by the Chairperson of the General Meeting and approved by the General Meeting. The Secretary is accountable to the Chairperson and



the General Meeting of Shareholders for their duties and under the direction of the Chairperson.

b. Assist the Chairperson of the General Meeting in checking the eligibility of shareholders and authorized representatives attending the meeting (when necessary);

c. Fully and honestly record the entire progress of the General Meeting and the issues approved or noted by the shareholders in the Minutes of the General Meeting of Shareholders.

d. Support the Chairperson in announcing draft documents, conclusions, Resolutions of the General Meeting, and notices of the Chairperson sent to shareholders when requested; Receive and review speech registration forms of shareholders, and forward them to the Chairperson for decision.

e. Draft Resolutions on the issues approved at the General Meeting.

#### **Article 6. Authority and duties of the Election and Vote Counting Committee**

1. The Election and Vote Counting Committee of the General Meeting consists of 05 people: 01 Head and 04 members introduced by the Chairperson of the General Meeting and approved by the General Meeting.

2. The Election and Vote Counting Committee has the following duties:

a. Supervise the voting of shareholders/authorized representatives attending the General Meeting and accurately determine the voting results on each content to be voted at the General Meeting;

b. Quickly aggregate the number of voting shares for each content for the Chairperson to announce before the General Meeting.

c. Review and report to the General Meeting cases of violating voting rules or complaints about voting results;

d. The Election and Vote Counting Committee must make a Vote Counting Minute and be responsible to the Chairperson and the General Meeting of Shareholders when performing its duties.

### **Chapter III CONDUCT OF THE GENERAL MEETING**

#### **Article 7. Conditions for holding the General Meeting of Shareholders**

The General Meeting of Shareholders shall be held when attending shareholders/authorized representatives represent more than 50% of the total voting shares according to the shareholders list of Ha Tu Coal Joint Stock Company – Vinacomin.

#### **Article 8. Discussion and voting procedures**

1. Principles:

a. Discussions shall only be conducted within the allocated time and limited to matters included in the agenda of the General Meeting of Shareholders;

b. Shareholders wishing to discuss must register their contents on the Question Submission Form and forward it to the Secretary of the General Meeting;



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

d. Shareholders who wish to speak or debate must raise their hands, and only speak when agreed by the Chairman. Each shareholder is limited to speaking for no more than 03 minutes; the content should be concise and avoid repetition.

2. Responses to shareholder opinions:

a. Based on the Question Submission Forms from shareholders, the Chairman or a designated member will respond to the shareholders' inquiries;

b. In case time constraints prevent all questions from being answered directly at the General Meeting, the Company shall provide direct written responses.

3. The voting methods to approve matters at the General Meeting of Shareholders are carried out as follows:

a. Voting by raising the Voting Card: this method is used to approve matters such as: General Meeting Agenda; Working Regulations at the General Meeting; Election of the Vote Counting Committee; approval of the General Meeting Minutes, General Meeting Resolutions, and other contents at the General Meeting (if any);

b. Voting by filling out the Voting Ballot: this method is used to approve reports and proposals, which are identified and clearly stated in each voting ballot sent to each shareholder.

4. Voting procedures:

a. Delegates shall cast their vote to Approve, Disapprove, or Abstain on a matter presented at the General Meeting by holding up the Voting Card or marking their chosen options on the Voting Ballot corresponding to the specific voting matters.

b. When voting by raising the Voting Card, the front side of the Voting Card must be held high towards the Presidium. Shareholders vote on each matter by raising their Voting Card when asked by the Chairman: (First call: Vote to approve; Second call: Vote to disapprove; Third call: Abstain from voting) on each specific item. Shareholders are only allowed to raise their Voting Card once for each matter.

c. When voting by filling out the Voting Ballot: For each item, delegates choose one of three options "Approve", "Disapprove", or "Abstain" pre-printed on the Voting Ballot by marking an "X" or "" in their chosen box. After completing all voting matters of the General Meeting, delegates submit their Voting Ballots to the sealed ballot box at the General Meeting as instructed by the Vote Counting Committee. The Voting Ballot must include the signature and full name of the delegate.

Invalid voting ballots:

Ballots not issued by the Organizing Committee;

Ballots without a complete signature and clear full name of the delegate;

Voting ballots that are erased, altered, or have additional voting content;

If a voting item does not have a selection or has more than one option selected for a single General Meeting Proposal, that specific content is considered invalid.

5. Voting rules:

a. The voting value of the Voting Ballot and Voting Card is determined based on the number of voting shares owned by the shareholder or the authorized representative attending the General Meeting. Each share owned or legally represented corresponds to one voting unit.

b. Voting Ballots and Voting Cards are sealed with the Company's stamp and issued by the Shareholder Eligibility Verification Committee to shareholders or their authorized representatives attending the meeting. The Voting Ballots and Voting Cards



must include a serial number, full name, signature of the shareholder or authorized representative, and other technical elements to facilitate accurate and convenient vote counting.

c. The following matters shall be approved if at least 65% of the total votes from shareholders with voting rights are cast directly or through authorized representatives present at the General Meeting of Shareholders:

- Type of shares and total number of shares of each typ;
- Changes in business sectors and lines of operatio;
- Changes in the Company's management organizational structure regarding the operational model and the Legal Representative, as specified in Article 134 of the Enterprise Law;
- Decisions on investment projects, transactions involving the purchase or sale of assets of the Company or its branches, or purchase transactions conducted by the Company or its branches with a value equal to or exceeding 35% of the total asset value of the Company and its branches recorded in the most recent audited financial statements;
- Decisions on capital contributions or share purchases in other enterprises, where the total value of capital contributions or share purchases equals or exceeds 35% of the Company's total assets as recorded in the most recent audited financial statements;
- Forms of restructuring, dissolution, or bankruptcy of the Company;
- Amending and supplementing the contents of the Company's Charter;
- Except for the cases specified in Point c, Clause 4 of this Article, all other decisions of the General Meeting of Shareholders shall be approved if at least 51% of the total votes from shareholders with voting rights are cast directly or through authorized representatives present at the General Meeting of Shareholders.

#### **Article 9. Resolution and Minutes of the General Meeting of Shareholders.**

The General Meeting's Minutes and Resolution must be read and approved before the closing of the General Meeting.

### **Chapter IV IMPLEMENTATION PROVISIONS**

#### **Article 10. Implementation provisions**

- These regulations, consisting of 4 chapters and 10 articles, take effect immediately after being approved by the 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin.

- Shareholders and their authorized representatives attending the General Meeting must strictly adhere to the Working Regulations of the General Meeting of Shareholders. If a shareholder violates these Regulations, depending on the severity, the Chairman will consider and apply appropriate handling measures in accordance with the Company's Charter and the Enterprise Law.





- The General Meeting of Shareholders holds the authority to decide on amending and supplementing these Regulations./.

**Recipients:**

- Shareholders attending the GM (e-copy);
- BOD & BOS members (e-copy);
- Correspondence Department (e-copy, post on Website);
- Archives: Office & Company Secretary.

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



**Vu Van Khan**





No: 03/2026/BC-DHDCĐ

*Ha Tu, April 22, 2026*

**REPORT**  
**Business Performance Results for 2025**

**PART I**  
**2025 BUSINESS PERFORMANCE RESULTS**

**I. Performance Results of the 2025 General Meeting of Shareholders Resolutions:**

**1. General Assessment**

Implementing the 2025 Production and Business Plan approved by TKV in Decision No. 2295/QĐ-TKV dated November 26, 2024 and Official Dispatch No. 6636/TKV-KH dated November 26, 2024; Decision No. 2754/QĐ-TKV dated December 12, 2025 and Official Dispatch No. 7326/TKV-KH dated December 12, 2025 regarding the adjustment of several 2025 production and business targets (hereinafter referred to as the Annual Plan), the Company has focused on organizing production to ensure the comprehensive fulfillment of the 2025 production and business plan assigned by TKV..

During the implementation process, the Company encountered several difficulties, such as: (i) Having to concentrate all resources on handling an enormous volume of pit sludge totaling 2,406,518 m<sup>3</sup>, including: 1,959,122 m<sup>3</sup> of waste rock mixed with pit sludge carried over from 2024; and 1,223,941 m<sup>3</sup> of waste rock mixed with pit sludge generated in 2025, of which: 447,397 m<sup>3</sup> was processed in Quarter IV/2025, while the remaining 776,544 m<sup>3</sup> was carried over to Quarter I/2026 for processing; (ii) Difficulties in coal consumption, particularly for high-quality coal types; (iii) Increased costs due to an increased stripping ratio: Following TKV's directives, the Company managed an increase in earth stripping compared to the Annual Plan, in accordance with the orientation established for the adjustment of the Bac Bang Danh open-cast mining project (stripping ratio of 20.00/17.60 m<sup>3</sup>/ton, an increase of 2.4 m<sup>3</sup>/ton compared to the Annual Plan) to renovate drainage system parameters and improve mining conditions, ensuring a sustained mining output of 2.5 million tons/year for subsequent years, which led to cash flow difficulties..

Facing these difficulties, with the close and decisive guidance of the Group's Leaders and specialized Departments, the Company implemented numerous solutions and arranged production reasonably; Launched a 120-day labor emulation campaign starting from March 2025 to complete the production and business plan for the first 6 months of 2025; launched the "Worker's Month" and "Action Month on Occupational Safety and Health" in 2025 according to Joint Plan No. 1566/KHLT-VHTC dated April 22, 2025; Launched a 90-day production



emulation campaign to complete the 2025 production and business plan according to Joint Plan No. 3329/KHLT-VHTC dated September 23, 2025.

Promoting the strict and effective implementation of the Resolutions from the Group's Party Committee and the Company's Party Committee regarding the leadership in executing political duties for 2025. By the end of 2025, the Company had comprehensively achieved all targets and planned indicators approved by the Resolution of the General Meeting of Shareholders.

## 2. Implementation Results of the 2025 Annual General Meeting of Shareholders Resolution

No.	Indicators	Unit	2025 Plan		2025 Implementation		
			Resolution 01/2025/NQ-DHĐCĐ	Resolution 127/2026/NQ-VHTC	Implementation	Resolution 01/2025/NQ-DHĐCĐ	Resolution 127/2026/NQ-VHTC
1	Production stripping	1000m <sup>3</sup>	44,000	50,000	50,003	113.6	100.0
2	Raw coal production	1000 ton	2,500	2,500	2,500	100.0	100.0
3	Coal consumption	1000 ton	2,573	2,806	2,790	108.4	99.4
4	Total revenue	million dong	4,967,474	4,822,345	5,326,361	107.2	110.5
5	Profit before tax	million dong	40,407	40,407	51,366	127.1	127.1
6	Average salary	1000 VND/person /month	13,159	13,980	16,007	121.6	114.5
7	Capital expenditure	million dong	153,551	139,363	144,072	93.8	103.4
8	Dividend payout ratio ≥	%	6	6	8	133.3	133.3

## II. Key Solutions Organized and Implemented by the Company

### 1. Technical Affairs and Production Management:

In 2025, technical management and production operations demonstrated significant effort in focusing on expanding mining boundaries, renovating the entire drainage ditch system, and improving mining benches and standard technical indicators. These results were clearly evidenced during the rainy and stormy season, as the drainage systems functioned highly effectively, minimizing water inflow into the pit and significantly reducing the volume of sludge washed down into the pit bottom.

Regarding pit sludge treatment, with a volume of over 1.9 million m<sup>3</sup> to be processed in Quarter I/2025, the Company proactively developed cost-effective plans and maximized construction progress to implement pit deepening operations before the rainy season. Additionally, production management closely followed the operational plans of both the Company and TKV Group to ensure the fulfillment of coal and overburden targets, while proactively establishing response plans for the rainy and stormy season. The Company balanced and reasonably deployed machinery and equipment to ensure synchronization and operational efficiency, promptly resolving bottlenecks through two-lane solutions (loaded and unloaded) to increase the speed of transport vehicles.

Entering Quarter IV/2025, faced with the dual challenge of focusing on pit sludge treatment while simultaneously accelerating coal mining to ensure the planned output of 2.50 million tons, the technical and production management departments collaborated effectively to achieve the Company's key objectives: ensuring technical and technological indicators, maintaining the quality of mined coal, and ensuring the progress of pit sludge treatment.



Furthermore, another vital objective was pursued: the Company performed mining activities while simultaneously renovating the mining system and transport routes to maximize production and business efficiency. Consequently, by the end of 2025, most of the Company's primary indicators met the set targets; specifically, Overburden stripping and Raw coal production both reached 100% of the plan. The renovation of mining system parameters, drainage systems, and disaster prevention and storm control (PCMB), along with the widening and gradient optimization of transport routes from mining benches to the waste dumps, contributed to enhancing equipment productivity and reducing pit water pumping volumes. These efforts were recognized and highly commended by TKV Group.

### *2. Internal Governance and Cost Outsourcing Management:*

Right from the beginning of the year, after receiving TKV's production and business coordination plan in Official Dispatch No. 6636/TKV-KH dated November 26, 2024 regarding the notification of key targets for the 2025 Plan, the Company proactively developed Internal Operational Plans and cost management solutions to ensure the fulfillment of planned targets. The Company organized the assignment of production volume and cost quotas to workshops and teams, and assigned target mandates to the Vice Directors, Chief Accountant, and departments for execution, including: (i) Internal Operational Plan No. 835/QD-VHTC dated February 28, 2025; (ii) Decision No. 837/QD-VHTC dated February 28, 2025 regarding the assignment of production and business quotas to Vice Directors, the Chief Accountant, and departments for 2025; (iii) Decision No. 904/QD-VHTC dated March 5, 2025 regarding the issuance of economic-technical norms for equipment in 2025; (iv) Decision No. 916/QD-VHTC dated March 5, 2025 regarding the assignment of production and business quotas to Workshops and Teams for 2025. In these, the Company calculated and fully assigned cost quotas to the workshops and teams, including additional costs arising from pit sludge treatment.

In addition, the Company implemented daily updates of incurred costs and conducted periodic financial performance analyses every 10 days to evaluate factors causing increases or decreases in technical and technological indicators, material consumption norms, equipment productivity, and labor productivity. This allowed for timely management interventions to ensure the fulfillment of assigned tasks. As a result, in 2025, the Company's internal cost quotas reached 959,547/970,511 million VND, equivalent to 98.8% of the assigned cost quotas, representing a reduction of 10,963 million VND.

### *3. Digital Transformation:*

In 2025, the Company focused on implementing highly practical digital transformation initiatives, deployed synchronously across three main pillars: Modernizing governance; Optimizing production operations; and Building a digital infrastructure foundation.

#### *\*/ Modernizing Governance and Operations*

- Digital Awareness and Skills Enhancement: Raising awareness has been identified as a prerequisite task. The Company strictly adhered to Resolution No. 57-NQ/TW; the Company's Party Committee issued specialized action plans, such as Action Plan No. 01-KH/DU regarding the "Popular Digital Literacy" movement. Notably, the pioneering application of AI, such as ChatGPT, to support technical research and Occupational Safety



communications demonstrates a profound shift in mindset—transforming technology into a practical supporting tool.

- Electronic Office and Digital Signatures: The Company successfully deployed 71 VNPT digital signatures, fully integrating them into the eOffice document management system. This initiative has significantly shortened document circulation and processing times, saved printing and storage costs, and progressively realized the strategic goal of a "paperless office".

- Production and Business Reporting System: The implementation of a rapid reporting system on the Google Workspace platform (with 30 premium accounts) has created a breakthrough in operational management. The system provides real-time data on output and costs, enabling the Company to grasp the production and business situation instantly. This facilitates timely and accurate management decisions while enhancing transparency in data management.

*\*/ Optimizing Production Operations*

- Digitization of Shift Handover and Instruction Processes: In Quarter IV/2025, the system was implemented to run in parallel with paper-based logbooks. The goal is to officially commence operations in early 2026, which will help standardize processes, ensure the accurate transmission of directives, and minimize the risk of information loss.

- Modernizing Inventory Management: Inventory management software integrated with digital signatures has been successfully tested using the Company's actual data. The software optimizes the receiving-issuing-stocking (import-export-inventory) management; the approval and material handling processes are executed rapidly, reducing waiting times and enhancing labor productivity. Every transaction is recorded and authenticated via digital signatures, increasing transparency and accountability in management. The positive pilot results serve as a foundation for the Company to finalize necessary procedures, preparing for the investment and official deployment plan in 2026.

- Enhancing Safety Monitoring and Performance: The Company has not only effectively utilized existing Industry 4.0 technologies—such as GPS journey monitoring and automated fuel dispensing systems—but has also delved deeper into operational performance analysis by deploying Black box data reading software for large transport trucks (HD, CAT). Simultaneously, the installation of 18/18 cameras in excavator cabins, transmitting live feeds directly to the operations center, has significantly strengthened safety oversight and work efficiency.

*\*/ Building Infrastructure Foundations and Information Security*

- Video Conferencing Infrastructure Upgrades: The Company performed bandwidth upgrades and equipped Meeting Rooms 1, 2, and 4 with additional modern equipment. The standardization of the Microsoft Teams platform for online meetings strictly complies with TKV's Directive 301 regarding the development of paperless meeting rooms, enhancing effective and secure remote collaboration.

- Ensuring Information Security: The Company has completed the information system security level 2 classification dossiers in accordance with the regulations of Decree No. 85/2016/ND-CP. Simultaneously, fundamental protection solutions, including Firewalls and antivirus software, have been deployed to safeguard the Company's data assets.



#### *4. Labor, Compensation, and Employee Welfare:*

##### *4.1 Labor and Compensation Management:*

The Company has issued Labor and Compensation Management Regulations, ensuring principles of fairness, transparency, and alignment with competency and performance results; the minimum wage is maintained above the State's statutory requirements. Labor allocation is optimized to ensure that 100% of employees have stable employment, with no labor shortages or underemployment. Wages are paid in full and on schedule. Additionally, the Company applies incentive schemes, including safety bonuses and bonuses for challenging or extraordinary tasks, to encourage increased labor productivity. Consequently, the average monthly salary in 2026 reached 16.0 million VND/person, equivalent to 121.6% of the initial Resolution and 114.5% of the Adjusted Resolution.

##### *4.2. Employee Health Care and Occupational Health*

The Company consistently invests in improving the working environment, offices, and living quarters to ensure they are safe, clean, well-lit, and fully equipped with personal protective equipment (PPE) in accordance with industry regulations. We regularly survey working and living conditions to provide timely supplemental equipment, such as water coolers, industrial fans, thermal flasks, sunshades, refrigerators, water tanks, and air conditioning units at various operational sites. During periods of extreme heat, the Company increased the average shift meal allowance by 5,000 VND per portion and provided refreshments (mineral water, yogurt, salted lemon water, etc.) to all units..

Occupational Health and Safety (OHS) remains a top priority. The Company organizes periodic safety training, strictly controls hazardous factors such as noise, dust, and pollution, and closely monitors shift meal services and toxic labor allowances (in-kind compensation).

Comprehensive health care programs were fully implemented, specifically:

- + Periodic Health Check-ups: 100% of employees underwent health screenings; notably, those in heavy or hazardous occupations and female employees received check-ups twice a year.

- + Medical Facilities: 24/7 medical stations were maintained at the Company headquarters and mining sites, fully equipped with essential medicines and first-aid emergency equipment.

- + Digital Health Management: An electronic medical examination and prescription system was implemented, with 100% of employee health records managed digitally.

The Company strictly adheres to directives from higher authorities regarding disease prevention and control. Seasonal health support is provided, including heat-relief tea during summer and medicinal oils for protection against the cold during winter. Seasonal insect disinfection is conducted, alongside regular inspections of environmental sanitation and food safety and hygiene. Furthermore, domestic water and bottled drinking water undergo periodic testing by specialized medical agencies to ensure quality standards.

#### *5. Investment and Capital Construction:*

In 2025, capital construction investment reached 144.1/139.4 billion VND, equivalent to 103.4% of the adjusted plan approved by the Board of Directors in Decision No. 4819/QĐ-VHTC dated December 25, 2025. Investment capital disbursement as of the end of 2025



(including debt payments for prior-year volumes not included in the original investment plan) totaled 152,005/147,666 million VND, reaching 103% of the 2025 Adjusted Plan.

During the year, the Company completed the finalization of investment accounts for several projects, including the 2024 Production Maintenance Project and the Investment Project to Enhance Synchronous High-Capacity Production. Notably, in 2025, the Company finalized the licensing adjustments for the Bac Bang Danh Open-cast Mining Project, which was officially licensed by the Ministry of Agriculture and Rural Development (MARD) in Document No. 500/GP-BNNMT dated November 18, 2025. Currently, the project is proceeding with technical design adjustments and site clearance (GPMB), with completion expected in the first quarter of 2026, ensuring compliance with the project timeline approved by the Board of Directors in Decision No. 3500/QD-VHTC dated September 18, 2025.

#### *6. Financial Governance and Management:*

The financial landscape in 2025 was characterized by frequent fluctuations and rising input costs for raw materials and fuel. However, the Company's Leadership implemented flexible operational solutions aligned with the Group's overall business situation. The key financial indicators are as follows:

- Debt-to-Equity Ratio: The actual ratio was 4.21/3.3, an increase of 0.91 compared to the plan assigned by TKV.
- Accounts Receivable and Payable: Reconciliation of receivables and payables was conducted on a periodic basis to ensure financial accuracy.
- Bad Debt: As of December 31, 2025, the Company's bad debt balance stood at 2,853 million VND. A provision for doubtful debts of 2,853 million VND was fully recognized by the same date. The Company is actively pursuing recovery, with quarterly formal notices sent to partners to expedite debt collection.
- Current Solvency Ratio (Ability to pay due debts): The actual ratio for 2025 was 0.95, an increase of 0.25 compared to the TKV-assigned target of 0.7.
- Return on Equity (ROE): The Company's Profit Before Tax (PBT) in 2025 reached 50.574 billion VND. The after-tax Return on Equity (ROE) reached 114.23% / 16.45%, equivalent to 86.5% of the target plan.

#### *7. Outstanding Achievements of the Year:*

- On May 18, 2025, the Company was honored to be awarded the Certificate of Merit from the Prime Minister for outstanding unexpected achievements in applying modern technology, contributing to improving production and business efficiency and ensuring National Energy Security.
- On November 20, 2025, the Company was honored to be recognized by the Quang Ninh Coal Sector Party Committee for outstanding achievements in building the grassroots democracy implementation model in 2025 under Decision No. 98/QD/DU.
- Completed the pit sludge treatment plan on March 13, 2025, 02 days ahead of schedule according to TKV Group's instructions (TKV instructed March 15, 2025).
- Completed Mineral Mining License No. 500/GP-BNNMT on November 18, 2025, 12 days ahead of schedule according to TKV Group's instructions (TKV instructed November 30, 2025).



- The mining system and flood prevention system were good and met production requirements. Compared to the 2024 rainy season (Quarter III/2024), the productivity results of self-operated equipment in the 2025 rainy season (Quarter III/2025) showed many positive changes and improvements: Excavation: 4.36 million m<sup>3</sup> / 3.01 million m<sup>3</sup>, up 144.8%, transport volume: 27.9 million ton-km / 21.3 million ton-km, up 130.95%.

## PART II

### 2026 PRODUCTION AND BUSINESS PLAN

#### I. 2026 Production and business plan:

The Company bases its plan on Decision No. 2679/QĐ-TKV dated December 12, 2025, regarding the Promulgation of Key Targets for the 2026 Business Coordination Plan of TKV Group; and Official Dispatch No. 7138/TKV-KH dated December 12, 2025, from TKV Group announcing the key targets of the 2026 Business Coordination Plan for Vinacomin - Ha Tu Coal Joint Stock Company. Specifically:

- Plan for Key Targets in 2026:

No	Indicators	Unit	2026 plan	Note
1	Excavated overburden	1000 M3	50,000	
2	Mined raw coal	1000 ton	2,500	
3	Coal consumption	1000 ton	2,792	
4	Revenue	million dong	5,795,993	
5	Total profit	million dong	43,188	
6	Labor and Wages			
	- Average number of employees	person	1,867	
	- Average salary	1000vnd/person/month	13,939	
7	Capital construction investment	million dong	126,654	

- Labor, Wage, and Recruitment Plan:

+ Labor plan

Unit:  
Person

No.	Indicators	Total	Include			Note
			technolog y	PT,P V	managemen t	
A	B	1	2	3	4	5
1	Standard Labor Force	1,867	939	709	219	
	- Company Managers	6			6	
	- Employees	1,861	939	709	213	
2	Labor Recruitment	101	61	35	5	

+Wage plan



No	Indicators	Unit	2026 plan	Note
No.	Indicators	Unit	Total	Note
A	B	1	2	3
1	<b>Total Salary Fund</b>	<b>Million dong</b>	<b>312,255</b>	
a	Company Managers	"	2,381	
	- General Director	"	445	
	- Vice Director	"	1,577	Include 4 Vice Directors
	- Chief Accountant	"	360	
b	Employees	"	309,874	
*	<b>By Sector</b>	"		
	- Coal Production	"	312,255	
	- Other Production	"	-	
2	<b>Average Salary</b>	<b>1000VND/person / month</b>	<b>13,939</b>	
	- Management Average Salary	"	33,075	
	- Employee Average Salary	"	13,877	
	Of which: Coal Production	"	13,939	
3	<b>Wage Unit Price</b>			
	- Coal Production	VND/1,000 VND of Revenue	53,5	
	- Other Production	VND/1,000 VND of Revenue	208,8	The Company balances its ow

*Note: New labor recruitment during the year (including re-hires or internal transfers/appointments between units within TKV). In which: (i) Operations: Truck drivers; shovel and dozer operators; drill operators; screening plant, pit water pump, network station, and power line operators; (ii) Support and Auxiliaries: Mining equipment repairers; crane operators; Quality Control (KCS) workers; (iii) Management: Mining, surveying, and geological engineers; Mineral processing engineers; Automation and mechanical engineers; IT engineers/bachelors; Economics and accounting bachelors.*

## II. 2026 Executive Management Solutions

The Company will implement the tasks and management solutions set forth by the Company's Party Committee in Resolution No. 01-NQ/DU dated April 26, 2025, from the 23rd Congress of the Executive Board of the Party Committee of Vinacomin - Ha Tu Coal Joint Stock Company for the 2025–2030 term; Resolution No. 06/NQ-DU dated December 16, 2025, from the Group's Party Executive Board on leadership and directives for 2025 tasks; and Resolution No. 36/NQ-DU dated December 19, 2025, from the Executive Board of the Party Committee of Vinacomin - Ha Tu Coal Joint Stock Company regarding orientations and tasks for 2026;

Strictly adhere to operational discipline and deploy drastic, synchronized solutions from TKV Group and the Company down to all units concerning technical technology, cost



management, and production organization. Launch and effectively organize labor emulation movements to celebrate Party Congresses at all levels and major holidays throughout the year, aiming to comprehensively complete all issued production and business plan targets. Specifically:

### **1. Safety Work:**

- The Company's top goal is to ensure absolute safety, preventing serious labor accidents and minimizing equipment and vehicle incidents. Proactively and further strengthen thematic and unscheduled self-inspections during shift 2 and shift 3 at all locations; wherever people are working, there must be inspections to remind and guide employees to ensure work performance and technical safety measures. At the same time, guide employees to identify and assess risks that may lead to labor accidents, propose measures to prevent accidents and incidents, and resolutely stop construction or delay production at working positions that do not ensure technical standards and have potential safety risks. During the inspection process, if workers or officers are found to have allowed conditions with a risk of accidents or incidents to persist, they must be strictly handled and the responsibility of the production shift leader must be reviewed.

- Continue to promote the roles and responsibilities of unit heads in directing and implementing: (i) Propagation, dissemination, and training for officers and employees on the awareness and responsibility of individuals and collectives in strictly complying with the guiding documents of the Group and the Company on occupational safety and health; (ii) Guiding Managers and Deputy Managers on the work of daily shift assignments and production shift handovers for workers; must clearly assign people, specific job positions, and specific volumes accompanied by risk identification and accident/incident prevention measures closely related to the actual conditions and work of the employees. At the same time, at the end of the shift, a specific handover must be made to the next shift, clearly noting the actual field conditions where accidents may occur.

### **2. Security, Order, Fire Fighting & Prevention, and Search & Rescue:**

- Continue to strictly follow the guidelines and policies of the Party and the laws of the State; strengthen propagation, dissemination, mastery, and widespread implementation among Officers, Party members, and employees to seriously execute superior directive documents, including: Plan No. 1596-KH/DU dated January 10, 2025, of the Company's Party Committee on the Plan to implement land management, protection of security and order, coal resources, minerals, mine boundaries, and internal political protection; Official Dispatch No. 170-CV/DU dated November 04, 2025, of the Company's Party Committee on Strengthening land management, protection of coal resources, minerals, and mine boundaries in the new situation; Official Dispatch No. 3546/VHTC-KB dated October 9, 2025, on propagating Directive No. 30/CT-TTg dated October 06, 2025, of the Prime Minister on continuing to strengthen state management of coal production and business activities and coal supply for electricity generation in the new situation.

- Proactively inspect security and order and mine boundaries on a periodic monthly and unscheduled basis to detect and strictly handle violations. Invest in additional supporting technological equipment, consolidate stations and checkpoints, and manage people and vehicles entering and leaving the Mine. Review, supplement, and rotate work positions in sensitive areas. Organize broad and deep mastery for all officers and employees throughout the



Company regarding the tasks and responsibilities of protecting resources and mine boundaries. Besides, the Company will strengthen propagation and education for officers and workers to strictly comply with legal regulations and eliminate social evils such as drugs, gambling, and illegal lotteries.

- Fire Fighting & Prevention (FFP) and Search & Rescue (SAR): Units must seriously implement regulations on fire prevention, fire fighting, search, and rescue as prescribed (Decree No. 105/2025/ND-CP dated May 15, 2025; Decree No. 106/2025/ND-CP dated May 15, 2025; Circular No. 36/2025/TT-BCA dated May 15, 2025). Additionally, units must absolutely not be subjective or negligent, must remain vigilant, forecast risks, detect early, and provide full, timely, and accurate information and reports when incidents occur to quickly mobilize internal forces and coordinate with local fire-fighting forces for timely handling and rectification.

### **3. Digital Transformation:**

- Efficiently utilize existing infrastructure in conjunction with synchronized upgrades to information technology and telecommunications infrastructure to effectively implement breakthrough goals and tasks in scientific and technological development, innovation, and digital transformation. This includes: Building a specific plan and roadmap to step-by-step establish a centralized data center; leveraging the power of digital technology and digital data to develop "smart mining and smart governance" to enhance the Company's production and business operation efficiency.

- Build digital processes, perfect digital infrastructure, and deploy information technology applications to improve the efficiency of governance and business activities; accelerate the process of building and implementing digital transformation programs; complete the model for connecting and exchanging digital information with TKV Group and units within the Group (if any); strengthen security and ensure information safety within the Company.

### **4. Technical Management and Production Operations:**

- Direct absolute compliance with technical design dossiers and construction quality standards across all production stages. Inspect and control units in the implementation of technical-economic indicators, minimizing incurred volumes that increase costs. Build modern technical management processes ranging from planning and monitoring to performance acceptance. Focus priority on the following areas: (i) West - Southwest Area: Focus on deep mining from level +230 down to -205 to exploit resources in seams 6, 7, 8, 9, 10, and 12; simultaneously expand the mine boundaries according to the licensed limits; (ii) East - Northeast and North - Northwest Areas: Focus on renovation, benching, and reducing the slope of the mine banks from level +305 down to +20 and from +265 down to +120. The objective is to consolidate the transport road system and gravity drainage system, and to handle mine bank landslides to ensure drainage and stability during the mining process.

- In the first quarter of 2026, the Company's central task is to take advantage of favorable weather conditions in the early months of the year, concentrating machinery and equipment to excavate and transport all volumes of soft sludge out of the Bac Bang Danh pit.

- Closely follow TKV's monthly, quarterly, and annual consumption plans to direct production. Focus on boosting production right from the beginning of the year, striving for the



first 6 months to reach 55% or more of the annual plan. Strictly implement operational discipline, especially regarding reporting, information, and exchange regimes to unify methods and deploy work with clear personnel, clear tasks, clear timeframes, clear responsibilities, clear products, and clear authority. Implement horizontal coordination effectively, addressing issues directly and decisively resolving obstacles arising during production shifts and days.

- Develop plans and perform dispatching to ensure synchronization in the types and quantity of equipment, particularly in the excavation and transportation stages. Arrange and dispatch outsourced equipment reasonably and scientifically to ensure increased equipment productivity for the entire production line, especially for self-operated equipment.

### **5. Internal Governance:**

- Continuously review, amend, and supplement regulations, rules, and socio-technical norms to perfect cost management from the Company down to all units. Develop cost-saving solutions suitable for the actual conditions of each unit to proactively manage and strictly control technological indicators and costs across all production and business stages right from the beginning of the year. Prevent the occurrence of work volumes or technological factors that increase costs beyond the plan, and hold unit heads accountable for governance results, cost savings, and the production and business efficiency of their units.

- Periodically evaluate monthly/quarterly results of assigned quota costs to implement timely management and directive measures. Enforce reward and penalty mechanisms and assign responsibility to collectives and individuals who cause increases in quota costs.

- Drastically implement the practice of thrift and anti-wastefulness; promote the program "Vietnamese people give priority to using Vietnamese goods."

- Strictly implement regulations on inspection and supervision of legal compliance and adherence to regulations. The Internal Audit Board and controllers must perform their duties and frequently monitor unit activities to provide timely warnings.

- Strengthen legal affairs, risk management, and the propagation and education of laws to employees to enhance legal compliance awareness and ensure all production and business activities comply with the law. Apply digital technology in the propagation of laws and management regulations.

- Further enhance the efficiency and quality of self-inspection and supervision regarding the implementation and compliance with legal regulations in all fields of production and business. This aims to proactively prevent and promptly detect loopholes or shortcomings, ensuring no violations or legal breaches occur. Integrate inspection and supervision with guidance and support to help units further perfect their technical and cost management in accordance with legal regulations.

### **6. Resource Management:**

- Strengthen Geological Exploration: Conduct detailed geological exploration, particularly in areas with thin seams, steep dips, and high thickness variability, to ensure geological data is accurately updated.

- Implement the Motto: "Clear people, clear tasks, clear timelines, and clear responsibilities." Strictly handle cases where construction deviates from the design or where the mixing of waste rock into coal exceeds regulations.



- Execute Seam-following Mining: Prioritize the use of small-capacity excavators at thin and complex seam locations to minimize the excavation of waste rock into coal. Perform thorough separation of waste rock mixed in raw coal directly at the digging face.

- Organize Regular Inspection Shifts: Conduct frequent checks at locations with a high risk of coal loss (bench toes, coal contact points). Assign staff to be permanently present at excavation sites to supervise and promptly document any instances of waste rock mixing.

- Enhance Training and Responsibility: Improve the accountability and skills of technical staff and equipment operators in implementing selective excavation techniques.

## **7. Labor, Wages, and Training:**

- Ensure sufficient jobs and human resources for production; continue implementing solutions to improve production and business efficiency to create sources for wage increases for employees and enhance career attractiveness in the face of current labor shift pressures. Strive for wages in the 2026 – 2030 period to increase by 4-6%/year according to the Resolution of the 4th Group Party Congress.

- Continue to arrange and restructure the organizational apparatus and workforce to ensure conciseness, effectiveness, and efficiency according to the model organizational structure and management labor quotas issued by the Group; strive to complete the goal of reducing the number of departments and workshops by 5% in the 2026 – 2030 period according to the Resolution of the 4th Group Party Congress.

- Build solutions (rational production organization, investment in technological innovation, application of computerization, automation, and digital transformation in the management and operation process...) to streamline the apparatus and workforce to improve wages and income for employees. Review, amend, and supplement regulations and rules related to labor, wage, and bonus management in accordance with new regulations of the State and the Group.

- Continue to increase remuneration for management labor with professional qualifications and high work performance through evaluating work efficiency using KPI (Key Performance Indicators) tools to pay wages. Strengthen the responsibility of employees in implementing safety technical procedures and measures through wages linked to occupational safety and health work.

- Focus on training and fostering titles for management officers and professional specialists, in which the key thematic content of the program must be updated and supplemented promptly with new documents and regulations of the State and TKV Group, linking the content of the themes with the reality being implemented in the Company.

- Focus on training human resources for digital transformation to serve the Company's Digital Transformation Plan for the 2025 period, with an orientation to 2030 issued in Plan No. 2735/KH-VHTC dated July 28, 2025; training and fostering the application of artificial intelligence (AI) in performing professional and technical tasks of departments in the Company.



## **8. Environmental Protection, Natural Disaster Prevention and Control – Search and Rescue:**

### **\*/ Environmental Protection:**

- Focus on planting, caring for, and maintaining greenery to improve the environmental landscape for Workplaces and Workshops, ensuring compliance with the "bringing parks into mines and factories" criteria and the "Bright, Green, Clean" environmental standards.

- Rectify existing shortcomings in environmental protection work; minimize the negative impacts of production processes on the environment; strictly comply with legal regulations and directives from the State, Government, and TKV regarding environmental protection; ensure harmonious development that is environmentally friendly and community-oriented, adapting to climate change.

- Thoroughly collect hazardous waste during the production process. Ensure 100% of domestic waste and hazardous waste is collected and coordinated with functional units for timely treatment.

- Perform regular monitoring and supervision to ensure timely detection of factors affecting the environment in order to implement prompt corrective measures.

### **\*/ Natural Disaster Prevention and Control – Search and Rescue:**

- Maintain and further enhance the capacity for proactive prevention and effective response to abnormal and extreme natural disaster patterns caused by climate change.

- Complete the system of natural disaster prevention and storm/flood control works, ensuring safety for people, equipment, and assets in all situations. In which: deploy construction to consolidate, dredge, renovate, and upgrade works serving drainage and storm/flood control tasks, to be completed before April 20 (Coc Vu).

- Build a safety culture and an awareness of proactive natural disaster prevention among all officers and employees.

## **9. Construction Investment:**

- Strengthen leadership and drastic direction, implementing synchronized solutions to deploy investment items right from the beginning of the year. Focus resources on investing in key projects and increasing mine capacity. Establish progress charts for control, focusing on resolving bottlenecks and obstacles, and periodically update them at least once a month to have appropriate implementation solutions, ensuring the approved project schedule.

- Strictly control the implementation progress of contracts signed with contractors; direct coordination with contractors to complete work on schedule and in accordance with the signed terms. Finalize documentation as prescribed to perform payment and maximize the disbursement for the volume of work performed.

- For projects that have completed the project preparation phase but have not yet commenced construction: Urgently finalize necessary procedures to start the projects as planned, increasing project efficiency and meeting production requirements; complete all acceptance and payment dossiers for disbursement according to the plan.

- For projects in the project preparation stage: Focus on finalizing the conditions to organize the selection of survey consultants and project formulation consultants; coordinate

5700,  
NG TY  
PHÂN  
HÀ T  
COMI  
ANG



closely with consulting contractors and relevant functional agencies to accelerate the progress of project appraisal and approval..

#### **10. Coordination with Socio-Political Organizations and Local Authorities:**

- Continue to institutionalize the spirit of the Party's Resolutions and Directives; coordinate with socio-political organizations (Trade Union, Youth Union, Veterans Association) to create a democratic, united, and unified working environment for the Company's common goals. Strengthen propagation and guidance to employees, customers, and the public so that everyone understands, creating consensus and coordination in implementing the Company's solutions..

- Strengthen cooperation and coordination with local authorities to ensure harmonious development in the area; coordinate effectively with local authorities in managing mine boundaries, as well as the exploitation, transportation, and business of coal and minerals. Use local products where the Company operates based on the principles of quality, progress, and competitive pricing.

- Regularly and promptly report to and work directly with provincial departments, agencies, and TKV professional boards to resolve the Company's obstacles in production and business activities, aiming for the common goals of **UNITY – SAFETY – INNOVATION – DEVELOPMENT..**

### **PART III**

#### **STRATEGIC DEVELOPMENT ORIENTATION OF THE COMPANY PERIOD 2026 - 2030**

##### **1. Target:**

Continue to enhance the operational efficiency of Vinacomin - Ha Tu Coal Joint Stock Company to become a strong economic unit with modern production technology and techniques, gradually meeting international standards for corporate governance; improve labor productivity, product quality, operational efficiency, and the Company's competitiveness; develop sustainably and harmoniously with the environment and employees; develop in line with the trends of the Fourth Industrial Revolution, green transformation, digital transformation, and new energy transition; contribute significantly to ensuring national energy security and the socio-economic development of the country, achieving the goal of "Few employees, high salaries."

In the 5-year period of 2026–2030, the Company will continue to arrange and restructure the workforce to streamline the apparatus according to the management requirements of each stage, in line with the computerization – mechanization – automation programs. Continue to promote the digitalization program in corporate management processes to improve production and business efficiency, reduce costs, and increase competitiveness.

##### **2. Plan for key indicators for the 5-year period 2026 ÷ 2030:**

Plan for the 2026 – 2030 period, implemented in accordance with Decision No. 296/QĐ-TKV dated February 13, 2026, of TKV Group regarding: Approving the key indicators of the 05-year Plan 2026 – 2030 of TKV Group.



No	Indicators	unit	Period 2026-2030 Plan				
			2026 Plan	2027 Plan	2028 Plan	2029 Plan	2030 Plan
<b>1</b>	<b>Resource management</b>						
1.1	Surface overburden removal	1000m <sup>3</sup>	50,000	50,000	40,000	40,000	35,000
	In which: Production overburden	"	50,000	50,000	40,000	40,000	35,000
	<i>Production stripping ratio</i>	m <sup>3</sup> /ton	20.00	20.00	20.00	20.00	20.00
<b>2</b>	<b>Main products</b>						
2.1	Raw coal	1000 ton	2,500	2,500	2,000	2,000	1,750
	- Surface raw coal	"	2,500	2,500	2,000	2,000	1,750
2.2	Clean coal screened at the mine	1000 ton	2,792	2,534	1,968	1,968	1,747
	- Clean coal from raw coal	"	2,300	2,234	1,798	1,798	1,577
	- Clean coal from inventory/auxiliary products	"	492.0	300.0	170.0	170.0	170.0
2.3	Coal consumption (delivered to TKV)	1000 ton	2,792	2,534	1,968	1,968	1,747
	- Clean coal	"	2,792	2,534	1,968	1,968	1,747
<b>3</b>	<b>Total revenue</b>	million dong	5,795,993	5,694,464	4,600,933	4,632,872	3,240,901
	- Coal revenue	"	5,795,993	5,694,464	4,600,933	4,632,872	3,240,901
<b>4</b>	<b>Profit</b>	million dong	43,188	42,151	33,514	33,689	25,489
	- Coal production	"	43,188	42,151	33,514	33,689	25,489

Annually, based on the business coordination plan and the key solutions for managing the business coordination plan issued by TKV Group, the Company shall develop a detailed management plan and internal quotas. By closely following the key management and directive solutions of TKV Group, the Company will formulate specific measures and organize implementation based on the principle: Maximize strengths, potentials, and advantages while minimizing costs to achieve the goal of **UNITY - SAFETY - INNOVATION - DEVELOPMENT**.

Vinacomin - Ha Tu Coal Joint Stock Company respectfully reports./.

**Recipients:**

- Company Shareholders (e-copy);
- Members of the Board of Directors, Supervisory Board (e-copy);
- Administrative Department (to be posted on the Website) (e-copy);
- Archived: Clerical Office, Planning Department, Company Secretary.

**DIRECTOR**



**Tran Quoc Tuan**



No: 04/2026/BC-DHĐCĐ

Ha Tu, April 22, 2026

**REPORT**  
**ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

To: Esteemed shareholders

Pursuant to the Enterprise Law 2020, No. 59/2020/QH13;

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

Pursuant to the Charter on organization and operation of Ha Tu Coal Joint Stock Company - Vinacomin as approved on November 28, 2025;

The Board of Directors of the Company submits to the 2026 Annual General Meeting of Shareholders for approval of the report of the Board of Directors (BoD) for 2025 with the following contents:

**Part I**  
**ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

In 2025, the Board of Directors of the Company fully and properly performs its responsibilities and duties as stipulated by the Enterprise Law and the Company's Charter. All BoD meetings were thoroughly prepared in content, ensuring procedures, correct principles, and closely following the actual business and production situation of the Company to make timely decisions for the Company Director to implement, aiming to achieve the targets set by the General Meeting of Shareholders. specific:

**1. Activities of the Board of Directors members.**

**a. Participation of BoD members in meetings during the year:**

TT	Board Member	Position	Number of meetings attended	Proportion (%)	Reasons for not attending
1	Ngo The Phiet	Chairman of the Board of Directors, Representative of TKV's capital stake.	22/33	66.6	Transferred to another position according to TKV's decision. Resignation as Chairman of the Board of Directors effective October 7, 2025.



2	Vu Van Khan	Chairman of the Board of Directors, Representative of TKV's capital stake.	05/33	15	Appointment effective November 28, 2025
3	Tran Quoc Tuan	Board of Directors - Director	33/33	100	
4	Tran Quoc Toan	Board of Directors - Deputy Director	33/33	100	
5	Dang Van Tinh	Board of Directors - Deputy Secretary of the Party Committee	33/33	100	
6	Pham Thi Hai	Independent member of the Board of Directors	32/33	92.3	Taking time off for personal reasons

***b. Members and structure of the BoD :***

TT	Board Member	Position	From the start date, no longer a member of the Board of Directors/Independent Management Board.	
			Appointment date	Dismissal date
1	Vu Van Khan	Chairman of the Board of Directors, Representative of TKV's capital stake.	November 28, 2025	
2	Ngo The Phiet	Chairman of the Board of Directors, Representative of TKV's capital stake.	August 23, 2023	November 28, 2025
3	Tran Quoc Tuan	Board of Directors - Director	January 9, 2025	-
4	Tran Quoc Toan	Board of Directors - Deputy Director	January 9, 2025	-
5	Dang Van Tinh	Board of Directors - Deputy Secretary of the Party Committee	April 25, 2022	-
6	Pham Thi Hai	Independent member of the Board of Directors	April 25, 2022	-

The Extraordinary General Meeting of Shareholders on January 9, 2026 dismissed 2 BoD members, Mr. Nguyen Quang Quang and Mr. Nguyen Viet Thanh, due to job transfers, and at the same time consolidated and favored additional BoD members for Mr. Tran Quoc Tuan and Mr. Tran Quoc Toan. The Extraordinary General Meeting of Shareholders on November 28, 2026 dismissed 01 BoD member, Mr. Ngo The Phiet, due to job transfer, and at the same time consolidated and elected an additional BoD member for Mr. Vu Van Khan.



Among the 05 BoD members, there are 03 members holding concurrent management positions in the Company, 01 non-executive BoD member, and 01 independent BoD member. All BoD members are assigned to take charge of and monitor specific management, business, and production areas according to their capabilities and experience.

## 2. BoD meetings and resolutions:

The BoD has maintained a regular schedule of monthly and quarterly meetings, ensuring adherence to the agenda, the number of attending members, and voting in accordance with the law. It has effectively organized the BoD's supervisory role over the Director and the executive management staff.

In 2025, the Board of Directors of the Company held 33 meetings, issued 33 Resolutions and 43 Decisions with high consensus and no dissenting opinions. The procedures and contents of the BoD meetings complied with the Company's Charter, ensuring transparency, proper authority, and the current governance regulations.

Issued amendments and supplements to 05 management regulations (*Regulation on salary and income management; Regulation on training and fostering workers and staff; Regulation on organizing legal activities; Regulation on emulation and rewards; Regulation on occupational health and safety management in Ha Tu Coal Joint Stock Company - Vinacomin*).

The specific contents of the BoD meetings regarding various fields are as follows:

No.	Content	Quantity	Approval rate
1	Monitoring business management and operations: <i>Monitoring monthly/quarterly business results; approving the coordinated business plan for 2026 and the 2026-2030 period.</i>	17	100%
2	Investment and construction: <i>Approval of the open-pit mining project in the North Bang Danh area; projects serving production in 2024-2025; fire prevention and environmental restoration project.</i>	24	100%
3	Personnel organization: <i>Appointment of Director, Deputy Directors, Chief Accountant; rotation of management staff and strengthening of personnel in appraisal teams.</i>	16	100%
4	Labor, wages, and policies: <i>Approval of the wage fund; plan for the use of the reward and welfare fund; employee benefits and equipment.</i>	12	100%
5	Financial management: <i>Approve financial targets for 2025; approve plans to exceed average short-term credit limits.</i>	2	100%
6	Issuing internal management regulations: <i>Revising and issuing new regulations on 05 core regulations concerning: Salary, Training, Legal Affairs, Emulation and Commendation, and Occupational Safety and Health.</i>	5	100%
7	Shareholders' General Meeting (AGM): <i>Successfully held</i>	3	100%



	<i>the annual Shareholders' General Meeting (April 25, 2025) and two extraordinary Shareholders' General Meetings to finalize the personnel structure.</i>		
8	Management and other matters: <i>Approval of the digital transformation plan for the period 2025-2030; internal audit plan; assignment of tasks to members of the Board of Directors.</i>	12	100%

### 3. Remuneration, operational expenses, and other benefits of the BoD and individual BoD members in 2025

- Mr. Ngo The Phiet - Chairman of the BoD from January 2025 to the end of November 2025, his remuneration fund was settled for 11 months.

- Mr. Vu Van Khan - Chairman of the BoD from December 2025, his remuneration fund was settled for 01 month.

The remuneration, operational expenses, and other benefits of the BoD and each BoD member in 2025 are specifically as follows:

TT	Full name	Job title	Remuneration (VND)		Allowance (VND)	
			Resolution of the 2025 Annual General Meeting of Shareholders	Perform	Resolution of the 2025 Annual General Meeting of Shareholders	Perform
<b>I</b>	<b>Board of Directors</b>		<b>219,360,000</b>	<b>219,360,000</b>	<b>262,800,000</b>	<b>262,800,000</b>
1	Ngo The Phiet	Chairperson	56,540,000	56,540,000		
2	Vu Van Khan	Chairperson	5,140,000	5,140,000		
3	Tran Quoc Tuan	TV-Board of Directors	52,560,000	52,560,000		
4	Dang Van Tinh	TV-Board of Directors	52,560,000	52,560,000		
5	Tran Quoc Toan	TV-Board of Directors	52,560,000	52,560,000		
6	Pham Thi Hai	Independent TV - Board of Directors			262,800,000	262,800,000
<b>II</b>	<b>Supervisory Board</b>		<b>160,080,000</b>	<b>160,080,000</b>		
1	Nguyen Thi Luong Anh	Head of the Supervisory Board	54,960,000	54,960,000		
2	Ngo Duy Da	Member	52,560,000	52,560,000		
3	Pham Thi Lan Huong	Member	52,560,000	52,560,000		
	<b>Total</b>		<b>379,440,000</b>	<b>379,440,000</b>	<b>262,800,000</b>	<b>262,800,000</b>

### 4. Report on transactions between the company and related parties in 2025

Pursuant to Resolution No. 02/2025/NQ-ĐHĐCĐ dated April 25, 2025, the 2025 Annual General Meeting of Shareholders approved the contracts and transactions between Ha Tu Coal Joint Stock Company - Vinacomin and related parties in 2025. Accordingly, the contracts and transactions between the Company and its major



#### **4. Report on transactions between the company and related parties in 2025**

Pursuant to Resolution No. 02/2025/NQ-DHĐCĐ dated April 25, 2025, the 2025 Annual General Meeting of Shareholders approved the contracts and transactions between Hà Tu Coal Joint Stock Company - Vinacomin and related parties in 2025. Accordingly, the contracts and transactions between the Company and its major shareholders and related parties mainly include transactions with Vietnam National Coal – Mineral Industries Group (TKV), which is currently a major shareholder ownership of 65% of the Company's charter capital. In 2025, the Company executed contracts and transactions with TKV valued at 10% or more of total assets in the most recent financial statements, including: (i) Contracts and transactions for coal trading and road tolls with the Branch of Vietnam National Coal - Mineral Industries Group: Hon Gai Coal Preparation Company - Vinacomin with a value of VND 5,682,647 million; (ii) Contracts for trading oil and materials with TKV Materials Joint Stock Company amounting to VND 625,179 million; (iii) Leasing blasting services with Cam Pha Mining Chemical Industry Company with a value of VND 450,883 million.

#### **5. Results of the Board of Directors' supervision of the Executive Board and Chief Accountant**

The Company's BoD has closely adhered to the Charter on organization and operation, and the regulations and rules of the Vietnam National Coal - Mineral Industries Group and the Company to manage and supervise the Executive Board. Implementing the BoD's activity plan issued at the beginning of the year, the BoD has conducted regular supervision of the Company's Executive Board through periodic quarterly reports and thematic supervision on the implementation of the 2025 business and production plan, as well as checking and supervising the implementation of investment projects and the execution of the BoD's Resolutions and Decisions in 2025. ★

In 2025, the Company successfully held the Annual General Meeting of Shareholders on April 25, 2025; successfully held the Extraordinary General Meeting of Shareholders on January 9, 2025, and another Extraordinary General Meeting of Shareholders in 2025 to elect additional BoD members in compliance with the law; organized 33 meetings, and issued 33 Resolutions and 43 Decisions to enhance the Company's management in all business and production areas.

The Company has strictly followed the Charter, regulations, and rules of the Vietnam National Coal - Mineral Industries Group to implement internal governance. The BoD supervised and directed the Director to organize the review, amendment, and supplementation of management regulations in accordance with current legal provisions. Additionally, the Board of Directors continued to direct the Company to strengthen the management and operation of the unit in performing business and production tasks according to the strategy, orientation, and plan assigned by TKV, ensuring compliance with the unified management system and operational discipline of TKV.

Fully and honestly prepared reports on the business and production situation, supervisory reports, and reports of the TKV capital representative at the Company to submit to TKV Group within the prescribed time limit.

Through supervision, the BoD assesses: The Company's Executive Board has strictly implemented the Resolutions of the General Meeting of Shareholders; the Resolutions and Decisions of the BoD; the regulations and rules of TKV Group, the Company, and relevant legal provisions. During the performance of tasks, the Executive



Board submitted to the BoD for the reorganization of the organizational model, restructuring of the labor force, and proposed the amendment and supplementation of regulations to suit actual conditions and legal provisions .

## Part II

### ORIENTATION FOR ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026

2026 is determined as a pivotal year in the development roadmap for the 2026 - 2030 period of Ha Tu Coal Joint Stock Company - Vinacomin. Inheriting the results achieved in 2025 and clearly identifying new challenges, the BoD determines the extensive goal as: "Safety – Unity – Development – Efficiency", focusing on the following directions:

1. Continue to review, amend, and issue new internal management regulations, perfecting the regulatory system in accordance with current regulations. Strictly maintain the routine of regular and extraordinary meetings to closely supervise the activities of the Executive Board. Emphasize self-inspection and internal control to proactively prevent violations and legal risks in all areas of business and production. Successfully organize the 2026 Annual General Meeting of Shareholders, ensuring the best interests of shareholders and implementing transparent and timely information disclosure in accordance with stock market regulations.

2. Direct the resolute implementation of key projects; strictly enforce operational discipline under the motto "clear person, clear task, clear responsibility, clear product". Strengthen the management of resources, mine boundaries, and closely control the rate of coal loss .

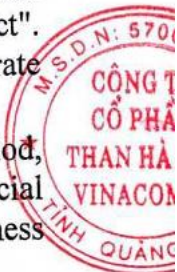
3. Accelerate the digital transformation roadmap for the 2025-2030 period, aiming towards a "smart mine, smart governance" model. Focus on applying artificial intelligence (AI), digital signatures, and paperless offices to optimize business processes.

4. Strictly comply with regulations on environmental protection and climate change response. Complete disaster prevention and control works before the stormy season to ensure absolute safety for people and property. Make safety the top priority, preventing any serious labor accidents. Strictly implement new regulations on fire prevention, fighting, and rescue in accordance with current Decrees and Circulars.

5. Care for employees: Ensure stable employment and increase income for employees in line with business and production efficiency; continue to restructure the workforce towards being streamlined and efficient. Tighten the coordination relationship with local authorities and citizens in managing resources, protecting security and order, and supporting socio-economic development in the operating area.

6. Strengthen cooperation and coordination with local authorities to ensure harmonious development in the area, especially coordinated well with Party committees and local authorities in managing mine boundaries, extraction, transportation, and coal trading. Utilize local products and services based on the principles of quality, progress, and competitive pricing.

7. Coordinate with Party organizations and mass organizations to step up communication, propaganda, and necessary guidance to employees, the public, and





In 2025, the Company's BoD fulfills the tasks assigned by the General Meeting of Shareholders and contributes to building the Company for stable development. To achieve this result, it is first and foremost due to the unity, synergy, and intelligence of each member of the BoD, the efforts of the Executive Board, and all employees of the Company. The Company's BoD has also always received the valuable contributions of the esteemed shareholders and the care and support of local authorities as well as partner units. On behalf of the BoD of Ha Tu Coal Joint Stock Company - Vinacomin, I would like to respectfully thank the shareholders for trusting and sticking with the Company throughout the past journey and hope to continue receiving the attention of the shareholders in the coming time.

The above is the content of the Report on the Activities of the BoD in 2025, which the Board of Directors respectfully reports to the esteemed shareholders.

The Board of Directors respectfully submits this Report to the General Meeting of Shareholders for consideration and approval./.

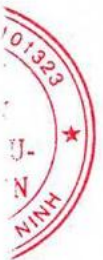
***Recipients:***

- Shareholders (e-copy);
- BOD & BOS members (e-copy);
- Correspondence Department (e-copy, post on Website);
- Archives: Office & Company Secretary.

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



**Vu Van Khan**





No: 05/2026/BC-ĐHĐCĐ

*Ha Tu, April 22, 2026*

## REPORT

### **On the Activities of the Independent Board Member and the evaluation results of the Independent Board Member regarding the activities of the company's Board of Directors in 2025**

To: Esteemed Shareholders

Pursuant to the Enterprise Law 2020 No. 59/2020/QH13;

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

Pursuant to the Charter of Ha Tu Coal Joint Stock Company - Vinacomin as approved by the Company's General Meeting of Shareholders on November 28, 2025;

In performing the functions and duties of the independent board member as stipulated in the Enterprise Law, Decree 155/2020/ND-CP, and the Company Charter. The independent board member reports to the General Meeting of Shareholders on the results of their activities and the evaluation results of the independent member regarding the activities of the Board of Directors in accordance with Articles 277 and 280 of Decree 155/2020/ND-CP as follows:

#### **1. Activities of the Independent Board Member**

The independent board member was elected by the Company's General Meeting of Shareholders and has been active since April 25, 2022; in 2025, they attended 32 out of 33 Board of Directors meetings, achieving 92.3% of the total BoD meetings during the year. The independent board member of the Company has effectively performed their responsibilities and duties as stipulated by the Enterprise Law and the Company Charter; the BoD meetings were thoroughly prepared in content, ensuring quality, order, and adherence to principles, closely following the company's actual business and production situation to make timely decisions for the Company Director to implement, aiming to achieve the goals and tasks set by the General Meeting of Shareholders.

During their activities, the independent board member has cooperated well with other Board members, the Director, and shareholders. The independent board member was not interfered with by other BoD members, individuals, or organizations in the performance of their duties. The independent member has directly worked and exchanged with other Board members, the Director, Deputy Directors, Chief Accountant, and relevant staff to access information necessary for their activities, while also discussing and providing feedback on arising issues and obstacles, contributing to maintaining the stability of the company's business and production.





The allowance for the independent Board member implemented in 2025 reached VND 262,800,000.

## **2. Evaluation of the Board of Directors' activities in 2025**

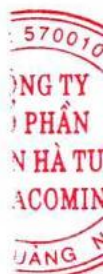
In 2025, the Board of Directors (BoD) effectively performed its function as the owners' representative, closely supervising the Executive Board's activities and providing timely strategic directions, helping the Company comprehensively achieve the targets set by the General Meeting of Shareholders (AGM) Resolution.

- Under the close direction of the BoD, the Company achieved business results that exceeded the targets set by the General Meeting of Shareholders (AGM) Resolution. Raw coal extraction output reached 2,500 thousand tons, completing 100% of the plan. Coal consumption recorded a breakthrough with 2,790 thousand tons, exceeding the target by 8.4%. These efforts brought the total annual revenue to over VND 5,340 billion (achieving 107.5% of the plan) and pre-tax profit reached VND 50.574 billion, achieving an impressive growth rate of 125.2% compared to the initial target. The high business and production efficiency allowed the Company to pay dividends at a rate of 8% (exceeding the plan by 33.3%) and raise the average income of employees to VND 16.007 million/month, exceeding expectations by 21.6%.

- The BoD directed strict cash flow control, improving the debt repayment capacity to 0.95 times, significantly higher than the 0.7 times assigned by the Group. Debt management was conducted periodically, ensuring the bad debt balance remained under control at VND 2,853 million. In the investment field, the BoD approved the disbursement of VND 152,005 million (achieving 103% of the adjusted plan), focusing on completing key projects such as the mining licensing for the Bac Bang Danh area.

- Among the 05 BoD members, 03 members hold concurrent management positions in the Company, 01 is a non-executive BoD member, and 01 is an independent BoD member. All BoD members are assigned to take charge of and monitor specific management, business, and production areas in accordance with their capabilities and experience. The Company's BoD members closely adhered to the organizational and operational Charter, regulations, and rules of the Company to implement the Resolution set by the 2025 Annual General Meeting of Shareholders. They performed their supervisory functions, directing the Director and other management and executive staff in managing the Company.

- BoD meetings were organized in a timely manner (both periodic and extraordinary), directing and issuing decisions appropriate to the Company's actual situation. In 2025, the Company's Board of Directors held 33 meetings, issuing 33 Resolutions and 43 Decisions. The meeting procedures were carried out in accordance with the Charter and the Company's management regulations. The contents of the meetings were thoroughly discussed, evaluated, and analyzed by the BoD members to provide appropriate and effective directions and solutions that yield the maximum benefits for the Company. All BoD decisions at the meetings were approved by the BoD based on a majority voting principle, with a 100% voting rate from all attending members, no dissenting opinions, and fully prepared meeting minutes signed by the attending BoD members. The attendance rate of BoD members at BoD meetings in





2025 ranged from 66% to 100%. Members absent from the meetings were due to job transfers, having submitted resignation letters which were approved by the BoD.

- The remuneration, operational expenses, and other benefits for the BoD and each BoD member in 2025 were implemented ensuring strict adherence to the proposed plan.

Overall, in 2025, the Board of Directors demonstrated a high sense of responsibility, operating flexibly and creatively to successfully complete the tasks assigned by the General Meeting of Shareholders, maximizing the protection of shareholders' interests and ensuring the stable development of the Company amidst a highly volatile market.

The above is the basic content regarding the activities of the independent BoD member and the evaluation results of the BoD's performance in 2025, which the independent BoD member respectfully reports to the esteemed shareholders.

Sincerely thank you./.

***Recipients:***

- Shareholders (e-copy);
- BOD & BOS members (e-copy);
- Correspondence Department (e-copy, post on Website);
- Archives: Office & Company Secretary.

**INDEPENDENT MEMBER OF THE  
BOARD OF DIRECTORS**



**Phạm Thị Hải**

