

*Ha Tu, day 28 month 11 year 2025*

No: 4203/TB-VHTC

**CHANGE IN PERSONNEL**

*(Applied to cases of appointment and/or dismissal/resignation)*

To:

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

Pursuant to Resolution No. 123/NQ-VHTC and Decision No 4399/QĐ-VHTC dated November 28, 2025 of the Board of Directors of the Company regarding the appointment of Mr. Phan Ngu Hoanh – Deputy Director of the Company – to concurrently hold the position of Mine Executive Director for the coal mining operation and associated minerals (soil and rock generated during coal mining activities) at the Bac Bang Danh area located in Cao Xanh and Ha Tu Wards, Quang Ninh Province under Mining License No. 500/GP-BNNMT dated November 18, 2025.

We would like to respectfully announce the personnel change of Ha Tu Coal Joint Stock Company – Vinacomin as follows:

**In case of appointment:**

- **Mr: Phạm Ngũ Hoàng**

- Former position in the organization: Mine Executive Director at the open-pit coal mining site in the Bac Bang Danh area under Mining License No. 2575/GP-BTNMT dated August 15, 2018

- Newly appointed position: Mine Executive Director for the coal mining operation and associated minerals (soil and rock generated during coal mining activities) at the Bac Bang Danh area located in Cao Xanh and Ha Tu Wards, Quang Ninh Province, under Mining License No. 500/GP-BNNMT dated November 18, 2025.

- Term: Until further notice.

- **Effective date:** In accordance with the effective date of Mineral Mining License No. 500/GP-BNNMT dated 18/11/2025

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This information was published on the Company's website on 28/11/2025 at the link [www.hatucoal.vn](http://www.hatucoal.vn) (Investor Relations / Information Disclosure section).



We hereby certify that the information disclosed above is true and accurate, and we shall take full responsibility before the law for the contents of the disclosed information./.

***Recipients:***

- SSC, HNX (CIMS, b/c);
- Director (e-copy, b/c);
- Department in charge of posting on the Website (e-copy);
- Filing: Office, Company Secretary.

**PERSON AUTHORIZED TO DISCLOSE  
INFORMATION  
COMPANY SECRETARY**



**Nguyễn Phương Nhung**



No: **4399** /QĐ-VHTC

*Ha Tu, day 28 month 11 year 2025*

**DECISION**

**Regarding the Appointment of the Mine Executive Director**

**BOARD OF DIRECTORS**

**HA TU COAL JOINT STOCK COMPANY – VINACOMIN**

*Pursuant to the Charter of Ha Tu Coal Joint Stock Company – Vinacomin approved by the General Meeting of Shareholders on May 8, 2023;*

*Pursuant to the Law on Geology and Minerals No. 54/2024/QH15 dated November 29, 2024;*

*Pursuant to Mineral Mining License No. 500/GP-BTNMT dated November 18, 2025 issued by the Ministry of Agriculture and Environment to Ha Tu Coal Joint Stock Company – Vinacomin;*

*Pursuant to Resolution No. 123/NQ-VHTC dated November 28, 2025 of the Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin;*

*Based on the proposal of the Director in Submission No. 4135/TTr-VHTC dated November 25, 2025.*

**DECISION:**

**Article 1.** Mr. Phan Ngu Hoanh – Mining Engineer, Deputy Director of Ha Tu Coal Joint Stock Company – Vinacomin – is hereby appointed to concurrently hold the position of Mine Executive Director for the coal mining operation and associated minerals (soil and rock generated during coal mining activities) at the Bac Bang Danh area, located in Cao Xanh and Ha Tu Wards, Quang Ninh Province, which has been licensed under Mineral Mining License No. 500/GP-BNNMT dated November 18, 2025, issued to Ha Tu Coal Joint Stock Company – Vinacomin.

**Article 2.** Mr. Phan Ngu Hoanh shall be responsible for directly managing and operating the mine in accordance with Mineral Mining License No. 500/GP-BTNMT and all applicable legal regulations. He shall organize and implement the required procedures for project execution, ensure compliance with the approved mining design, and strictly adhere to regulations on occupational safety, labor hygiene, and environmental protection throughout mining operations. He shall be responsible before the law and the Board of Directors of the Company for all mine operation activities assigned.



**Article 3.** Salary and allowance regime: The salary and other allowances for Mr. Phan Ngu Hoanh shall be implemented in accordance with the Company's Salary Regulation, Personnel Management Regulation, and prevailing regulations of the State.

**Article 4.** This Decision shall take effect from the date of signing and shall replace Decision No. 2456/QD-VHTC dated June 24, 2025 of the Company's Board of Directors regarding the appointment of the Mine Executive Director.

In order to ensure continuity in mine management under the License, Mr. Phan Ngu Hoanh's role as Mine Executive Director shall be recognized as commencing from November 18, 2025.

**Article 5.** Members of the Board of Directors, the Executive Management Board, Department Heads, Mine Managers, and Mr. Phan Ngu Hoanh shall be responsible for implementing this Decision./.

**Recipients:**

- As stated in Article 5 (e-copy);
- TKV (e-copy, b/c);
- Party Committee, Trade Union, Youth Union, Veterans Association (e-copy);
- Units within the Company (e-copy);
- Mr. Phan Ngu Hoanh;
- Filing: Office, Human Resources and Administration Department (05 copies), Company Secretary (02 copies).

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



**Vu Van Khan**