



APPENDIX NO. 04

ANNUAL REPORT

(Issued in conjunction with Circular No. 96/2020/TT-BTC dated November 16, 2020, by the Ministry of Finance providing guidelines on information disclosure on the securities market)

**VIETNAM NATIONAL COAL AND MINERAL
INDUSTRIES HOLDING CORPORATION
LIMITED (VINACOMIN)
VINACOMIN- HA LAM COAL JOINT STOCK
COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

**ANNUAL REPORT
Reporting Year: 2025**

I. General information:

1. General information:

- Trading name: Vinacomin - Ha Lam Coal Joint Stock Company.
- Business Registration Certificate No. 5700101637
- Charter capital: VND 254,151,990,000
- Owner's capital: VND 254,191,990,000
- Address: No. 1, Tan Lap Street, Ha Lam Ward, Quang Ninh Province.
- Telephone: 0203.3825356
- Fax : :0203.3821203
- Website: <https://halamcoal.com.vn>.
- Securities code: HLC

** Establishment and development process*

- Establishment and development process (Date of establishment, time of listing, and development milestones since the establishment until now): Ha Lam Coal Mine was established on August 1, 1960, based on the production facilities of the Ha Lam area deposit, separated from Hon Gai State Coal Enterprise, and taken over from the French colonial era.

In 1993, the Ministry of Energy issued Decision No. 402 NL/TCCBLD dated June 30, 1993, regarding Ha Lam Coal Mine becoming a subsidiary of Hon Gai Coal Company.

By 1997, Ha Lam Coal Mine was transferred from being a subsidiary of Hon Gai Coal Company to becoming a state-owned member enterprise with independent accounting under the Vietnam Coal Corporation, according to Decision No. 25-1997/QD-BCN dated December 29, 1997, issued by the Ministry of Industry.

On October 1, 2001, the Board of Directors of Vietnam Coal Corporation issued Decision No. 405/QD-HDQT, renaming Ha Lam Coal Mine – a state-owned member enterprise with independent accounting under Vietnam Coal Corporation – to Ha Lam Coal Company, a state-owned member enterprise with independent accounting under Vietnam Coal



Corporation (now known as Vietnam National Coal and Mineral Industries Group - Vinacomin).

On November 8, 2006, the Board of Directors of Vietnam Coal Corporation issued Decision No. 2454/QD-HDQT, renaming Ha Lam Coal Company to Ha Lam Coal Company - TKV, a state-owned member enterprise with independent accounting under Vietnam National Coal and Mineral Industries Group.

On December 18, 2006, the Minister of Industry issued Decision No. 3672/QD-BCN regarding the equitization of Ha Lam Coal Company - TKV.

According to Decision No. 2223/QD-HDQT dated September 19, 2007, by the Board of Directors of Vietnam National Coal and Mineral Industries Group approving the equitization plan to transform Ha Lam Coal Company - TKV into Vinacomin - Ha Lam Coal Joint Stock Company. Ha Lam Coal Company fully implemented the equitization steps as prescribed by the State and officially operated under the joint-stock company model from February 1, 2008, with the new name "Vinacomin - Ha Lam Coal Joint Stock Company". On October 28, 2010, the Company was granted the first amended Business Registration Certificate by the Department of Planning and Investment of Quang Ninh Province with the name "Vinacomin - Ha Lam Coal Joint Stock Company".

On February 16, 2009, the Vietnam Securities Depository (VSD) issued Depository Registration Certificate No. 04/2009/GCNLK_TTLK; on February 18, 2009, the Hanoi Securities Trading Center issued Decision No. 51/QD-TTGDHN approving the listing registration of shares for Vinacomin - Ha Lam Coal Joint Stock Company. On March 5, 2009, shares of Vinacomin - Ha Lam Coal Joint Stock Company were officially traded for the first day at the Hanoi Securities Trading Center with the securities code: HLC.

On July 14, 2011, the Vietnam Securities Depository issued the 2nd amended Securities Registration Certificate No. 04/2009/GCNCP-VSD-2. On July 22, 2011, the Hanoi Stock Exchange issued Decision No. 351/QD-SGDHN approving the additional listing of shares for Vinacomin - Ha Lam Coal Joint Stock Company. According to the above decision, on August 18, 2011, the additional shares of Vinacomin - Ha Lam Coal Joint Stock Company officially traded for the first day at the Hanoi Stock Exchange with the securities code: HLC. The charter capital increased from 93,000,000,000 VND to 119,556,750,000 VND.

On January 21, 2014, the Vietnam Securities Depository issued the 3rd amended Securities Registration Certificate No. 04/2009/GCNCP-VSD-3. On January 21, 2014, the Hanoi Stock Exchange issued Decision No. 38/QD-SGDHN dated January 25, 2014, approving the additional listing of shares for Vinacomin - Ha Lam Coal Joint Stock Company. According to the above decision, on February 24, 2014, 11,250,946 additional shares of Vinacomin - Ha Lam Coal Joint Stock Company were officially traded for the first day at the Hanoi Stock Exchange with the securities code: HLC, increasing the charter capital from 119,556,750,000 VND to 232,066,210,000 VND.

On April 2, 2012, the Annual General Meeting of Shareholders decided to increase the charter capital from 232,066,210,000 VND to 254,151,990,000 VND through the issuance of



bonus shares to existing shareholders. After completing the issuance plan in accordance with legal regulations, on November 12, 2015, the Company officially listed and put into transaction the additional shares at the Hanoi Stock Exchange with a quantity of 2,208,578 shares. This increased the total number of listed shares to 25,415,199 shares, with a total par value of 254,151,990,000 VND.

2. Business lines and locations of the business::

* Business lines:

- Mining and agglomeration of hard coal.;
 - Other mining and quarrying support activities;
 - Electrical system installation;
 - Other civil engineering projects;
 - Repair of electrical equipment;
 - Repair of other equipment;
 - Installation of industrial machinery and equipment;
 - Other food and beverage services;
 - Short-term accommodation services;
 - Mining and agglomeration of lignite;
 - Repair of machinery and equipment;
 - Repair and maintenance of transport vehicles (excluding automobiles, motorcycles, and other motor vehicles).
 - Technical testing and analysis (for inspection of hydraulic props and hydraulic supports used in underground mining).
 - Manufacture of basic chemicals (Nitrogen gas production).
 - Electricity transmission and distribution (electricity distribution – electricity retailing activities)
- * Location of business: Ha Lam Ward, Quang Ninh Province.

3. Information about governance model, business organization and managerial apparatus:

- + Board of Directors: Consists of 05 members.
- + Supervisory Board: Consists of 03 members.
- + Executive Board: 05 persons: 01 Director in charge of general management; 01 Deputy Director in charge of Investment Technical - Cost Governance; 01 Deputy Director in charge of Safety, Military Protection, Labor and Salary, Emulation and Reward.; 01 Deputy Director in charge of Electromechanical Transport, Material Warehouses, Culture, Sports and Media; 01 Deputy Director in charge of Production, Consumption and Welfare; 01 Chief Accountant.
- + Workplaces, Workshops and Departments: Includes 13 departments and 20 production and auxiliary units.
- + Trade Union Organization:
 - 01 Company Trade Union Chairman (full-time).



- 02 Company Trade Union Vice-Chairmen (full-time).
- Trade Union units at workplaces, workshops and departments.
- + Youth Union Organization: Secretary of the Company's Youth Union and Youth Union branches at workplaces, workshops and departments.
- + Subsidiaries, associated companies: None.

4. Key projects:

1. Continue implementing the adjustment of License No. 2497/GP-BTNMT dated November 28, 2008, as a basis for constructing roadways below the -300 level.

2. Repair of the 3-story integrated building at the +75 level, to be completed in the second quarter of 2025.

* Completed project tasks:

1. Continued implementing the adjustment of License No. 2497/GP-BTNMT dated November 28, 2008, as a basis for constructing roadways below the -300 level.

2. Repaired the 3-story integrated building at the +75 level, completed in the second quarter of 2025.

II. Operations in the Year:

1. Situation of production and business operations:

- Results of business operations in the year

Unit: VND

No.	Indicators	2025	2024	Comparison (%)
1	Revenue from sales and service	2,874,827,328,161	2,999,066,630,857	95.86
2	Net Revenue from sales and service	2,874,827,328,161	2,999,066,630,857	95.86
3	Cost of goods sold and service	2,579,200,795,261	2,662,967,230,166	96.85
4	Gross profit from sales and services	295,626,532,900	336,099,400,691	87.96
5	Financial income	688,736,917	1,196,952,857	57.48
6	Financial expenses	25,753,937,964	35,406,072,658	72.74
7	Selling expenses	3,823,118,649	3,817,704,197	100.13
8	General and administrative expenses	167,931,228,608	156,953,364,048	106.99
9	Net profit from operating activities	98,806,984,596	141,119,212,645	70.02
10	Other income	4,619,456,640	1,098,667,748	420.29
11	Other expenses	623,223,686	24,692,438,239	2.52
12	Other profit	3,996,232,954	-23,593,770,491	
13	Total accounting profit before tax	102,803,217,550	117,525,442,154	87.47
14	Current corporate income tax	10,031,844,535	29,792,024,942	33.67


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No.	Indicators	2025	2024	Comparison (%)
	expenses			
15	Deferred corporate income tax expenses	10,727,181,746		
16	Profit after corporate income tax	82,054,191,269	87,733,417,212	93.53
17	Basic earnings per share (VND)	3,229	3,452	93.54
18	Dividend per share (VND)			

- Performance compared to the plan:

No.	Indicators	Unit	Adjusted Plan	Performed in 2025	actual vs. planned comparison
1	Resource management				
	Total meterage of roadways	m	12,300	12,306	100
	Of which: Production preparation roadways	m	12,300	12,306	100
	Capital construction roadways	m			
	* Production preparation roadway ratio	m/1000t	5,13	5,13	100
2	Main products				
2.1	Raw coal	Ton	2,400,000	2,400,000	100
	- Open-cast	Ton			
	- Underground	Ton	2,400,000	2,400,000	100
2.2	Clean coal screened at mine	Ton	2,040,000	2,040,749	100
2.3	Coal consumption (Delivered to Vinacomin)	Ton	2,249,000	2,056,887	91.46
3	Total revenue	Million VND	3,039,846	2,874,827	94.57
3.1	Revenue from coal production	Million VND	3,012,777	2,846,623	94.48
3.2	Revenue from other business activities	Million VND	27,069	28,204	104.19
4	Profit	Million	52,047	102,803	197.52

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No.	Indicators	Unit	Adjusted Plan	Performed in 2025	actual vs. planned comparison
		VND			
	- From coal production	Million VND	48,547	96,402	197.57
	- From other activities	Million VND	3,500	6,401	182.89

In 2025, overall, the Company basically fulfilled its production and business plan targets in line with the plan assigned by TKV. However, coal sales volume and coal revenue were lower than planned due to the following reasons:

The coal market in 2025 experienced significant fluctuations; the decline in global coal prices led to changes in customer demand. In addition, heavy rainfall increased hydropower generation, while thermal power plants operated at reduced capacity. These factors directly affected the Company's ability to sell its produced coal, resulting in high inventory levels. As of December 31, 2025, the Company's total coal inventory reached 339,722 tons. Of which, clean coal accounted for 319,362 tons (mostly high-quality coal such as: lump coal 4a.2: 13,062 tons; lump coal 5a.1: 11,104 tons; fines 3b.1: 62,835 tons; fines 4a.1: 82,392 tons).

In 2025, the Company's pre-tax profit under the internal contracting mechanism reached VND 103,466 million against the planned VND 52,047 million, equivalent to 198.8% of the plan. After excluding objective increase/decrease factors in accordance with the contracting regulations, the Company achieved cost savings of VND 52,282 million.

2. Organization and Human Resources:

- List of the Company's Executive Board:

A) Company Director Vu Ngoc Thang:

- Full name: **VU NGOC THANG**

- Gender: Male

- Date of birth: December 09, 1979

- Place of birth: Ha Long - Quang Ninh

- Nationality: Vietnamese

- Ethnicity: Kinh

- Native place: Dien Hong - Thanh Mien District - Hai Duong Province

- ID Card No.: 022079001532, date of issue: June 28, 2021, place of issue: Police

Department for Administrative Management of Social Order.

- Permanent address: Group 8, Area I, Yet Kieu Ward - Ha Long City - Quang Ninh Province

- Contact phone: 0915043841

- Education level: 12/12

- Professional qualification: Master of Economic Management

- Working process:



+ From August 2001 to June 2002: Underground coal mining worker at Workplace 26 - Ha Lam Coal Company - Vietnam Coal Corporation.

+ From June 2002 to January 2005: Technical officer at the Mining Technical Department - Ha Lam Coal Company - Vietnam Coal Corporation.

+ From January 2005 to December 2006: Held the position of Deputy Manager of the Mining Technical Department – Ha Lam Coal Company - Vietnam Coal Corporation.

+ From December 2006 to June 2007: Held the position of Acting Manager of the Mining Technical Department - Ha Lam Coal Company - Vietnam Coal Corporation.

+ From June 2007 to February 2009: Held the position of Manager of the Mining Technical Department - Vinacomin - Ha Lam Coal Joint Stock Company - Vietnam National Coal and Mineral Industries Group.

+ From March 2009 to January 2010: Held the position of Manager of Basic Construction Workplace 3 - Vinacomin - Ha Lam Coal Joint Stock Company - TKV - Vietnam National Coal and Mineral Industries Group.

+ From January 2010 to May 2010: Held the position of Manager of Exploitation Workplace 5 - Vinacomin - Ha Lam Coal Joint Stock Company - TKV - Vietnam National Coal and Mineral Industries Group.

+ From May 2010 to April 2012: Held the position of Manager of the Mining Technical Department - Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin - Vietnam National Coal and Mineral Industries Group.

+ From April 2012 to October 2015: Held the position of Deputy Director of the Project Management Board - Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin - Vietnam National Coal and Mineral Industries Group.

+ From October 2015 to May 31, 2020: Held the position of Deputy Director of Vinacomin - Ha Lam Coal Joint Stock Company.

+ From June 01, 2020 to May 31, 2021: Held the position of Acting Director of Vinacomin - Ha Lam Coal Joint Stock Company.

+ From June 01, 2021 to present: Holding the position of Director of Vinacomin - Ha Lam Coal Joint Stock Company.

- Current position: Director of Vinacomin - Ha Lam Coal Joint Stock Company.

- Positions held in other companies: None

- Number of shares held: 1,421 shares.

In which:

+ Personal ownership: 1,421 shares

+ Representative of State capital: None

B) Deputy Director: Dinh Trung Kien

- Full name: **DINH TRUNG KIEN**

- Gender: Male

- Date of birth: March 12, 1982

- Native place: My Loc - Nam Dinh



- Residence: Group 8, Area 3, Bai Chay Ward, Ha Long City, Quang Ninh Province
- Ethnicity: Kinh
- Education level: 12/12
- Telephone: 0912 116 284
- ID Card No.: 022082003133, date of issue: August 10, 2021, place of issue: Police Department for Administrative Management of Social Order.
- Professional qualification: Master of Economic Management.
- Working process at the Company:
 - + From July 2005 to September 2005: Worker at Workplace 2-50 – Ha Lam Coal Company.
 - + From September 2005 to October 2008: Officer at the Technical Department – Ha Lam Coal Company.
 - + From October 2008 to April 2010: Deputy Manager of the Technical Department – Ha Lam Coal Company.
 - + From May 2010 to March 2012: Manager of Exploitation Workplace 5 – Ha Lam Coal Company - TKV.
 - + From April 2012 to December 2015: Manager of the Technical Department – Vinacomin - Ha Lam Coal Joint Stock Company.
 - + From January 2016 to July 2017: Deputy Director of the Project Management Board – Vinacomin - Ha Lam Coal Joint Stock Company.
 - + From July 2017 to November 2025: Deputy Director of the Company.
 - + From November 01, 2025: Transferred and appointed by Vinacomin to hold the positions of Deputy Head of Investment Department and Head of Investment Department.

Number of shares held: 500 shares.

In which:

- + Personal ownership: 500 shares
- + Representative of State capital: None

C) Deputy Director: Bui Thanh Doan

Full name: **BUI THANH DOAN**

Gender: Male

Date of birth: June 28, 1980

Native place: Tan Quang/ (Quang Hung) Ward, Ninh Giang District, Hai Duong Province

Residence: Group 58B, Area 6, Cao Thang Ward, Ha Long City, Quang Ninh Province.

Ethnicity: Kinh

Education level: 12/12

Telephone: 094.666.3186

ID Card No.: 030080006418, date of issue: May 10, 2021, place of issue: Police Department for Administrative Management of Social Order.

Professional qualification: Mining Engineer, Master of Economic Management.





Working process at the Company:

- + From October 2001 to August 2003: Worker at Workplace 88 - Ha Lam Coal Company.
- + From September 2003 to February 2008: Specialist at the Mining Technical Department - Ha Lam Coal Company.
- + From March 2008 to August 2008: Shift Leader at Workplace 26/3 - Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
- + From September 2008 to January 2009: Deputy Manager of Workplace 26/3 - Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
- + From February 2009 to November 2009: Deputy Manager of Basic Construction Site No. 3 - Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
- + From December 2009 to August 2010: Acting Manager of Basic Construction Site No. 3 - Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
- + From September 2010 to March 2012: Manager of Basic Construction Site No. 3 - Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
- + From April 2012 to December 2015: Manager of Basic Construction Site No. 1 - Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
- + From January 2016 to August 2016: Manager of Mining Workshop No. 6 - Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
- + From September 2016 to September 2018: Manager of Mechanization Workshop No. 2 - Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.

- + From October 2018 to March 2020: Deputy Manager of Coal Technology Management Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
- + From April 2020 to December 2020: Deputy Manager in charge of Mine Technology Management Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
- + From January 2021 to July 2023: Manager of Personnel and Labor Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
- + From August 2023 to present: Deputy Director of Vinacomin - Ha Lam Coal Joint Stock Company.

- Current position: Deputy Director of Ha Lam Coal Joint Stock Company.

- Positions held in other companies: None

- Number of shares held: 1,030 shares.

In which:

+ Personal ownership: 1,030 shares

+ Representative of State capital: 0

D) Deputy Director: **Nguyen Le Tung**

- Full name: **NGUYEN LE TUNG**

- Gender: Male

- Date of birth: October 27, 1981



- Native place: Dong Trieu Ward, Quang Ninh Province
 - Residence: Group 73, Cao Thang 8 Neighborhood, Ha Long Ward, Quang Ninh Province.
 - Ethnicity: Kinh
 - Education level: 12/12
 - Telephone: 0906169269
 - ID Card No.: 022081002575, date of issue: May 07, 2021, place of issue: Police Department for Administrative Management of Social Order.
 - Professional qualification: Engineer of Electromechanical and Enterprise Electrification; Master of Mine Electrification.
 - Working process at the Company:
 - + From July 2005 to June 2006: Worker at Workplace Area I - 50, Ha Lam Coal Company.
 - + From July 2006 to October 2006: Staff at the Electromechanical Department, Ha Lam Coal Company.
 - + From November 2006 to August 2008: Staff at the Electromechanical Department, Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
 - + From September 2008 to January 2009: Acting Deputy Manager of Exploitation Workplace 6, Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
 - + From February 2009 to November 2010: Deputy Manager of Exploitation Workplace 6, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From December 2010 to June 2011: Acting Deputy Manager of the Electromechanical Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From July 2011 to October 2013: Deputy Manager of the Electromechanical Transport Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From November 2013 to June 2014: Acting Manager of Vertical Shaft Transport Workshop, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From July 2014 to January 2015: Acting Manager of the Electromechanical Transport Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From February 2015 to June 2017: Manager of the Electromechanical Transport Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From July 2017 to December 2024: Party Cell Secretary - Manager of the Electromechanical Transport Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From January 2025 to present: Deputy Director of Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - Current position: Deputy Director of the Company.
 - Positions held in other companies: None.
 - Number of shares held: 0 shares.
- E) Deputy Director: Nguyen Van Bac



- Full name: **NGUYEN VAN BAC**
- Gender: Male
- Date of birth: March 18, 1980
- Native place: Pham Thai Ward, Kinh Mon Commune, Hai Duong Province.
- Residence: No. 01, Group 6, Area 3, Ha Lam Ward, Quang Ninh Province.
- Ethnicity: Kinh
- Education level: 12/12
- Telephone: 0914253807
- ID Card No.: 030080007258, date of issue: April 10, 2021, place of issue: Police Department for Administrative Management of Social Order.
- Professional qualification: Mining Engineer; Master of Underground Mining.
- Working process at the Company:
 - + From January 2003 to December 2004: Worker at Basic Construction Site No. 2, Ha Lam Coal Company.
 - + From January 2005 to July 2006: Shift Leader at Basic Construction Site No. 2, Ha Lam Coal Company.
 - + From August 2006 to February 2009: Deputy Manager of Basic Construction Site No. 2, Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
 - + From March 2009 to July 2009: Acting Manager of Basic Construction Site No. 2, Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
 - + From August 2009 to September 2010: Manager of Basic Construction Site No. 2, Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
 - + From October 2010 to September 2015: Member of the Company's Party Executive Committee, Manager of Basic Construction Site No. 5, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From October 2015 to April 2017: Member of the Company's Party Executive Committee, Manager of the Production Control Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From May 2017 to March 2025: Member of the Company's Party Executive Committee, Party Cell Secretary - Manager of the Production Control Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From May 2025 to present: Deputy Director of Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
- Current position: Deputy Director of the Company.
- Positions held in other companies: None.
- Number of shares held: 1,183 shares.
- In which:
 - + Personal ownership: 1,183 shares.
 - + Representative of State capital: 0.
- F) Deputy Director: **Do Trung Thanh**





- Full name: **DO TRUNG THANH**
- Gender: Male
- Date of birth: December 18, 1985
- Native place: Truc Ninh 2 Commune - Ninh Binh Province.
- Residence: Group 2 - Area 3 - Ha Tu Ward - Quang Ninh Province.
- Ethnicity: Kinh
- Education level: 12/12
- Telephone: 0917308616
- ID Card No.: 022085011601, date of issue: October 09, 2025, place of issue: Ministry of Public Security.
- Professional qualification: Bachelor of Economics, Mining Engineer, Master of Mining.
- Working process at the Company:
 - + From August 2008 to November 2008: Worker at Exploitation Workplace 6, Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
 - + From December 2008 to July 2009: Staff at the Mine Ventilation and Drainage Department, Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
 - + From August 2009 to October 2010: Staff at the Mining Technical Department, Vinacomin - Ha Lam Coal Joint Stock Company - TKV.
 - + From November 2010 to September 2015: Staff at the Mining Technical Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From October 2015 to September 2021: Deputy Manager of the Mining Technology Management Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From October 2021 to December 2021: Acting Manager of Basic Construction Site No. 6, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From January 2022 to April 2022: Acting Manager of Construction Site No. 6, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From May 2022 to November 2024: Manager of Construction Site No. 6, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From December 2024 to October 2025: Manager of the Mining Technology Management Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
 - + From November 2025 to present: Deputy Director of Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.
- Current position: Deputy Director of the Company.
- Positions held in other companies: None.
- Number of shares held: 0 shares.
- In which:
 - + Personal ownership: 0 shares.
 - + Representative of State capital: 0.



G) Chief Accountant: **Vu Thi Minh Thanh**

- Full name: **VU THI MINH THANH**

- Gender: Female

- Date of birth: October 15, 1974

- Place of birth: Truc Hung - Truc Ninh - Nam Dinh

- Nationality: Vietnamese

- Ethnicity: Kinh

- Native place: Truc Hung - Truc Ninh - Nam Dinh

- ID Card No.: 036174004744, date of issue: August 28, 2021, place of issue: Police

Department for Administrative Management of Social Order.

- Permanent address: Group 15, Cao Thang 2a Neighborhood, Ha Lam Ward, Quang Ninh Province.

- Contact phone: 0945 512 368

- Education level: 12/12

- Professional qualification: Master.

- Working process:

+ From October 1995 to June 2007: Staff at the Financial Accounting and Statistics Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.

+ From July 2007 to December 2010: Deputy Manager of the Financial Accounting and Statistics Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.

+ From January 2011 to March 2012: Deputy Manager of the Cost Governance Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.

+ From April 2012 to April 2016: Deputy Manager of the Financial Accounting and Statistics Department, Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.

+ From May 2016 to present: Chief Accountant - Vinacomin - Ha Lam Coal Joint Stock Company - Vinacomin.

- Current position: Chief Accountant.

- Positions held in other companies: None.

- Number of shares held: 1,641 shares.

In which:

+ Personal ownership: 1,641 shares.

+ Representative of State capital: 0 shares.

- Transactions between the Company and related persons of the Company, or between the Company and major shareholders, internal persons, and related persons of internal persons:

(None)

- Transactions between internal persons of the listed company, related persons of internal persons and subsidiaries, or companies controlled by the listed company:

(None)

- Transactions between the Company and other entities:



+ Transactions between the Company and companies where members of the Board of Directors, members of the Supervisory Board, or the Managing Director have been founding members or members of the Board of Directors or Managing Director within the last 03 years (up to the time of reporting).

(None)

+ Transactions between the Company and companies where related persons of members of the Board of Directors, members of the Supervisory Board, or the Managing Director are members of the Board of Directors or Managing Director.

(None)

+ Other transactions of the Company (if any) that bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, or the Managing Director.

(None)

- Changes in the Executive Board:

+ From January 01, 2025: Deputy Director Cao Viet Phuong ceased holding the position according to Decision No. 96/QĐ-HĐQT dated December 27, 2024.

+ On January 20, 2025: Appointed Deputy Director Nguyen Le Tung.

+ On March 05, 2025: Appointed Deputy Director Nguyen Van Bac.

+ On August 19, 2025: Dismissed Deputy Director Dinh Trung Kien (transferred and appointed by Vinacomin as Deputy Head of Investment Department of Vinacomin).

+ On November 21, 2025: Appointed Deputy Director Do Trung Thanh.

- Number of employees:

The total number of employees of the Company as of December 31, 2025, was: 3,352 people; in which: Indirect management apparatus: 378 people, workers: 2,974 people. Regarding qualifications: 670 people with bachelor's degrees or higher, 83 with college degrees, 124 with intermediate degrees, and 2,475 technical workers. In 2025, the Company provided sufficient employment for workers; salaries and incomes were stable and higher than the set plan.

3. Investment status and project implementation:

3.1. Implementation of investment, payment, and disbursement plans for completed capital construction volume in 2025:

- Investment performance in 2025: 149,852 million VND/154,827 million VND, reaching 96.8% of the adjusted plan.

- Disbursement of investment capital in 2025: 180,084 million VND/182,565 million VND, reaching 98.6% of the adjusted plan.

3.2. Implementation status of each project; objectives, construction volume, and equipment procurement for works:

1. *Investment project for production in 2024 - Vinacomin - Ha Lam Coal Joint Stock Company:*

- Performed value in 2025: 43,715 million VND.

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- The project completed its final accounts settlement in November 2025 (Settlement value/Total investment: 66/81 billion VND), fulfilling the project's objectives.

2. Investment project for underground personnel transport equipment:

- Performed value in 2025: 120 million VND.

- The project completed its final accounts settlement in May 2025 (Settlement value/Total investment: 29.1/31.3 billion VND), fulfilling the project's objectives.

3. Investment Project for Equipment to Maintain Mechanized Longwall Mining - Vinacomin - Ha Lam Coal Joint Stock Compan:

- Performed value in 2025: 9,636 million VND.

- The project completed its final accounts settlement in May 2025 (Settlement value/Total investment: 49.4/96.9 billion VND), fulfilling the project's objectives.

4. Investment project for production in 2025::

- Performed value in 2025: 73,697 million VND.

- In 2025, the Company signed contracts for 08/09 equipment bidding packages under the project. The remaining package (Package No. 10: Procurement of sensors for mine gas control) was canceled because no bidders met the requirements after three rounds of bidding.

Goods were received on-site for 07/08 signed contracts (Package No. 05: Procurement of environmental hygiene vehicles has not been handed over by the Contractor). Installation, inspection, and commissioning were organized for 04/08 signed contracts (Package No. 01: Procurement of equipment for roadway excavation, mining, and transport; Package No. 06: Procurement of vehicles for production management; Package No. 07: Procurement of conveyor scales and analytical scales; Package No. 08: Procurement of monitoring and office equipment).

5. Investment Project for Equipment to Maintain Mechanized Longwall Mining in 2025::

- Performed value in 2025: 14,964 million VND.

- The project established one equipment bidding package for the entire project. The Company regularly urged the Contractor to speed up progress; as a result, by October 17, 2025, 100% of the equipment arrived on-site, exceeding the planned schedule. However, the Company only accepted and inspected 150 hydraulic props (vertical props for intermediate and transition supports) and telescopic conveyors, equivalent to 14.7 billion VND. Regarding the front and rear face conveyors and shearers (equivalent to 24.9 billion VND), the goods did not meet the technical requirements of the contract. The Company is processing the return of these goods to the Contractor for rectification. It is expected that the Contractor will redeliver the goods by February 2026 after technical requirements are ensured.

6. Investment project to supplement capacity for the standby Diesel power station:

- Performed value in 2025: 7,648 million VND.

- The Company proactively completed project preparation early. New construction commenced in March 2025, while the contractor selection process was accelerated, leading to

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the contract signing on August 20, 2025 (Contract value: 37,389 million VND). The contractor is expected to hand over the goods in May 2026.

7. Project preparation work:

(i) Investment project: Workers' collective accommodation area:

- Performed value in 2025: 72 million VND.

- After the project received investment policy approval from the Quang Ninh Provincial People's Committee and the acceptance of the investor under Decision No. 3142/QD-UBND dated August 11, 2025, the Company coordinated with consulting units to prepare the Investment Project, Basic Design, and Environmental Permit application dossier for the Project. On October 10, 2025, the Company completed and submitted the Basic Design for appraisal to the Quang Ninh Department of Construction in accordance with regulations. In November, the Company carried out preparatory work to select contractors for several packages, including: Appraisal of the Feasibility Study Report; Consultancy for verification of Basic Design regarding Fire Prevention and Fighting; Consultancy for applying the BIM model during the Feasibility Study phase of the Workers' Collective Accommodation Project, as requested by the Quang Ninh Department of Construction. The Basic Design dossier is currently being reviewed and appraised by the Department of Construction.

On November 18, 2025, the Representative of Vinacomin's capital at the Company submitted a proposal to Vinacomin to approve the project's contents. Currently, the Company is coordinating with consulting units to finalize the contents in accordance with the appraisal opinions of the State management agencies specializing in Construction.

(ii) Investment project: Renovation and upgrading of the road from the +28 level connecting to Provincial Road 336 in Ha Lam Ward, Ha Long City:

The project's investment policy was approved by Vinacomin in Document No. 3410/TKV-DT dated June 11, 2025. The Company has worked with the consulting unit to update relevant contents and complete the dossier. On October 10, 2025, the Company submitted the dossier to the People's Committee of Quang Ninh Province for the Approval of Investment Policy and concurrently the approval of the investor without going through land use rights auctions or bidding to select investors for: The project to renovate and upgrade the road from the +28 level connecting to Provincial Road 336 in Ha Lam Ward, Quang Ninh Province.

Currently, the dossier is being assigned by the People's Committee of Quang Ninh Province to specialized units for appraisal and proposal.

4. Financial situation:

a) Financial situation:

Indicators	2025	2024	% Change
Total asset value	1,614,434,375,076	1,618,980,598,300	99.7
Net revenue	2,874,827,328,161	2,999,066,630,857	95.86
Operating profit	98,806,984,596	141,119,212,645	70.02
Other profit	3,996,232,954	-23,593,770,491	



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Indicators	2025	2024	% Change
Profit before tax	102,803,217,550	117,525,442,154	87.47
Profit after tax	82,054,191,269	87,733,417,212	93.52
Profit Distributed as Dividends	15,249,119,400	20,332,159,200	75%
Basic earnings per share	3,229	3,452	

b) Key financial indicators:

No.	Indicators	2025	2024
1	Asset structure		
	- Non-current assets / Total assets (%)	56.8	62.8
	- Current assets / Total assets (%)	43.2	37.2
2	Capital structure		
	- Liabilities / Total resources (%)	73.1	73.7
	- Owner's equity / Total resources (%)	26.9	26.3
3	Liquidity (times)		
	- Quick ratio	0.12	0.35
	- Current ratio	0.71	0.60
4	Profitability ratios (%)		
	- Profit after tax / Total assets (ROA)	5.75	6.08
	- Profit after tax / Net revenue (ROS)	3.23	2.93
	- Profit after tax / Owner's equity (ROE)	21.38	23.08
5	Debt-to-Equity ratio (times)	2.72	2.80
6	Operating Profit Margin (before tax) / Net Revenue (%)	3,56	3,92
7	Capital Turnover Ratio	1,78	1,85

5. Shareholders structure, change in the owner's equity:

a) Shares: Total number of outstanding shares: 25,415,199 shares; number of freely transferable shares: 25,415,199 shares; number of shares restricted from transfer: 0 shares.

b) Shareholders structure:

As of the last registration date, October 27, 2025, for the Extraordinary General Meeting of Shareholders (2nd session) in 2025.

No.	Shareholder Classification	Number of shareholders	Number of shares	Percentage (%)
A	INSTITUTIONAL	11	20,408,059	80.3
1	Domestic	05	18,873,134	74.26
2	Foreign	06	1,534,925	6.04
B	INDIVIDUAL	3,945	5,007,140	19.7





No.	Shareholder Classification	Number of shareholders	Number of shares	Percentage (%)
1	Domestic	3934	4,775,022	18.79
2	Foreign	11	232,118	0.91
	TOTAL	3.956	25,415,199	100.00

The Company has one shareholder holding over 50% of the Company's charter capital: Vietnam National Coal and Mineral Industries Group (TKV), holding 74.21%;

State shareholder: Vietnam National Coal and Mineral Industries Group, holding 74.21%.

From October 27, 2025, to December 31, 2025, the Company did not record any transactions increasing or decreasing the shareholding of major shareholders, insiders, or related parties..

c) Change in the owner's investment capital:

The Company was corporatized on February 1, 2008 under Decision No. 2223/QD-HDQT dated September 19, 2007 of the Board of Directors of Vietnam National Coal and Mineral Industries Group (TKV), with a charter capital of VND 93,000,000,000.

On August 18, 2011, the charter capital was increased from VND 93,000,000,000 to VND 119,556,750,000

On February 24, 2014, the charter capital was increased from VND 119,556,750,000 to VND 232,066,210,000

On April 2, 2012, the Annual General Meeting of Shareholders decided to increase the charter capital from VND 232,066,210,000 to VND 254,151,990,000.

In 2025, the owner did not conduct any activities to increase the charter capital

d) Treasury stock transactions: None.

e) Other securities: None.

6. Environmental work:

6.1. Wastewater treatment.

6.1.1. Wastewater treatment facilities

(i) Underground wastewater treatment station at the +75 level.

+ Address: Cao Xanh Ward, Quang Ninh Province.

+ License No.: 766/GP-BTNMT dated April 11, 2017, issued by the Ministry of Natural Resources and Environment; license term of 10 years from the date of issue.

+ Wastewater receiving water body: Lai Stream in Cao Xanh Ward, Quang Ninh Province.

+ Wastewater discharge location: Cao Xanh Ward, Quang Ninh Province.

(ii) Domestic wastewater treatment station at the +75 Industrial Yard:

+ Address: Cao Xanh Ward, Quang Ninh Province.

+ License No.: 781/QD-UBND dated March 12, 2021, issued by the People's Committee of Quang Ninh Province; license term of 05 years from the date of issue.



- + Wastewater receiving water body: Bac Bang Danh Stream.
- + Wastewater discharge location: Cao Xanh Ward, Quang Ninh Province.
- (iii) Dormitory area wastewater treatment station:
 - + Address: Ha Lam Ward, Quang Ninh Province.
 - + License No.: Environmental License No. 12/GPMT-UBND dated September 24, 2024, issued by the People's Committee of Ha Long City, Quang Ninh Province.
- + Wastewater receiving water body: Ha Lam Stream, Ha Lam Ward, Quang Ninh Province.
- + Wastewater discharge location: Ha Lam Ward, Quang Ninh Province.
- (iv) Executive Building area wastewater treatment station:
 - + Address: Ha Lam Ward, Quang Ninh Province.
 - + License No.: Environmental License No. 13/GPMT-UBND dated September 24, 2024, issued by the People's Committee of Ha Long City, Quang Ninh Province.
- + Wastewater receiving water body: Ha Lam Stream, Ha Lam Ward, Quang Ninh Province.
- + Wastewater discharge location: Ha Lam Ward, Quang Ninh Province.
- (v) Coal storage yard area at the +28 level:
 - + Address: Ha Lam Ward, Quang Ninh Province.
 - + License No.: Environmental License No. 14/GPMT-UBND dated September 24, 2024, issued by the People's Committee of Ha Long City, Quang Ninh Province.
- + Wastewater receiving water body: Ha Lam Stream, Ha Lam Ward, Quang Ninh Province.
- + Wastewater discharge location: Ha Lam Ward, Quang Ninh Province.
- (vi) Domestic wastewater treatment station at the +28 level: Wastewater generated from bathing, laundry, and industrial canteens (currently managed and operated by Vinacomin Environment One Member Co., Ltd).

6.1.2 Total volume of wastewater generated in the reporting year and the most recent year (m^3) and total volume according to the discharge license: Table 3.

Table 3. Total volume of generated wastewater and licenses

No.	Generated and treated wastewater	Unit	Total water volume per discharge license	Total volume of generated wastewater		Note
				Year 2024	Year 2025	
A	Total	m^3	38,478,300	4,314,986	4,269,591	
I	Industrial wastewater	m^3	38,106,000	4,037,958	4,269,591	
1	Self-treated by the Company	m^3	35,040,000	3,975,933	4,269,591	
2	Outsourced	m^3				



No.	Generated and treated wastewater	Unit	Total water volume per discharge	Total volume of generated wastewater		Note
II	Domestic wastewater	m ³	372,300	277,028	260,960	
1	Self-treated by the Company	m ³	189,800	142,247	135,975	
2	Contracted to Vinacomin Environment One Member Co., Ltd	m ³	182,500	134,781	124,985	

* Average generated wastewater volume: (i) Industrial wastewater: 11.697,5 m³/day; (ii) Domestic wastewater: 715 m³/day.

* Average discharged water volume: (i) Industrial wastewater: 10.408,1m³/day; (ii) Reused industrial wastewater (no discharge): 1.289,4m³/day; (iii) Domestic wastewater: 715 m³/day.

- Based on the 2025 monitoring results, all wastewater generated by the Company was collected and treated to meet the required standards before being discharged into the environment, in accordance with Vietnam Standard 14:2008/BTNMT, Column B and Local Standard 3:2020/QN, Column B.

6.2. Wastewater monitoring results

6.2.1 Periodic wastewater monitoring

6.2.1.1 Periodic domestic wastewater monitoring

- Monitoring time:

Phase 1: January 21; From February 10 to February 14 and February 28; March 14, 2025;

Phase 2: April 08; May 8, 9 and May 14; June 10, 2025;

Phase 3: July 7; From August 4 to August 8 and September 19, 2025;

Phase 4: October 7; November 11, 12 and December 04, 2025.

- Monitoring frequency: Every 3 months (Except for domestic wastewater at the Sao Bien Guesthouse, which undergoes pre-treatment and post-treatment monitoring once a year).

- Total number of monitored samples: 36 samples (In which: 28 samples monitored by the Company, 08 samples monitored by Vinacomin Environment One Member Co., Ltd – the wastewater treatment unit contracted by the Company).

- Applied Technical Regulation Vietnam Standard: 14:2008/BTNMT.

- Monitoring unit: Natural Resources and Environment Monitoring Center; Vimcerts No.: 023.

- Monitoring locations, number of samples exceeding the regulation: None.

6.2.1.2 Periodic monitoring of industrial wastewater

- Monitoring time:

Phase 1: January 21; From February 10 to 14 and February 28; March 14, 2025;

Phase 2: April 08; May 8, 9 and May 14; June 10, 2025;





Phase 3: July 7; From August 4 to 8 and September 19, 2025;

Phase 4: October 7; November 11, 12 and December 04, 2025.

- Monitoring frequency: Every 3 months (particularly, industrial wastewater at the +75 industrial wastewater treatment station is monitored pre-treatment and post-treatment once a month).

- Total number of monitored samples: 38 monitoring samples performed by the Company.

- Technical Standards Applied: Vietnam Standard QCVN 40:2011/BTNMT; Local Standard 3:2020/QN.

- Monitoring Unit: Center for Resource and Environmental Monitoring; Vimcerts No.: 023.

- Monitoring locations, number of samples exceeding the regulation: None.

6.2.2. Continuous and automatic wastewater monitoring

a) General information about the continuous automatic wastewater monitoring system: Automatic Monitoring Station at the +75 Ha Lam Underground Wastewater Treatment Station.

- Installation position and location:

+ The monitoring station is built in: Cao Xanh Ward, Quang Ninh Province.

+ Coordinates: 434,029 – 2,321,286 (VN2000 coordinate system) or 20.983745 – 107.117215 (Google Maps coordinates).

- The automatic monitoring system at the +75 Ha Lam coal mine underground wastewater treatment station performs periodic tasks as follows:

+ Frequency of periodic testing with standard substances: Once a month.

+ Verification/Calibration: Once a year (verification performed in June and July 2025, calibration performed once a month).

- No 1-hour average values exceeded Vietnam Standard; there were instances of abnormal threshold exceedances for short durations which were rectified immediately.

- Assessment of data adequacy: Data from the +75 Underground Wastewater Treatment Station's automatic monitoring station transmitted to the Department of Natural Resources and Environment of Quang Ninh Province (now the Department of Agriculture and Environment) ensures compliance with the law; the values are reliable and meet Vietnam Standard.

- Parameters exceeding thresholds; duration of exceedance compared to corresponding Vietnam Standard: Abnormal/1-hour exceedance values appeared during the periodic verification and calibration of equipment with standard substances. Additionally, some abnormal exceedances due to equipment errors were fixed within a short time; therefore, the daily average values did not exceed the permitted discharge thresholds.

6.3 Regarding Environmental Protection Works for Air Emissions

6.3.1. Air Emission Treatment

Currently, the Company operates 03 coal-fired boiler exhaust gas treatment systems (boilers for heating water serving the baths of officials and employees).



Operation results of the Air Emission Treatment system: Based on the 2024 air emission monitoring results, all parameters were within the permissible limits, with none exceeding the thresholds. The air emission treatment facilities operated effectively, ensuring compliance with current regulations..

6.3.2. Air Emission Monitoring Results

a. Periodic monitoring results

- Monitoring time:

Phase 1: Quarter I/2025 (From February 11 to 18, 2025).

Phase 2: Quarter III/2025 (From August 4 to 11, 2025).

- Monitoring frequency: Every 6 months.

- Total number of monitored samples: 06 samples.

- Applied Technical Regulations Vietnam Standard: 19:2009/BTNMT, local Standard 05:2020/QN.

- Monitoring unit: Natural Resources and Environment Monitoring Center; Vimcerts No.: 023.

- Monitoring locations, number of samples exceeding the regulation: None.

b. Continuous automatic exhaust gas monitoring: The equipment used by the Company is not subject to continuous automatic exhaust gas monitoring.

6.4. Management of ordinary solid waste:

a. Statistics on Biodegradable Solid Waste: The biodegradable solid waste generated by the Company is collected, sorted, and handed over to Quang Ninh Urban Environment Investment and Development Joint Stock Company (the unit authorized by the People's Committee of Ha Long City to transport all municipal solid waste from collection points to the treatment plant). The waste is transported to the local centralized collection site for processing.

b. Statistics on Conventional Industrial Solid Waste (including both regular and incidental generation): The conventional industrial solid waste generated by the Company is collected and sorted, consisting mainly of scrap steel and mine waste rock. Specifically: (i) Scrap steel: Part of it is reused by the Company for production purposes, while the remaining portion is sold to units in need; (ii) Mine waste rock: The Company uses it to reinforce access roads within the production mining site.

6.5. Management of hazardous waste

a) Statistics on Municipal Solid Waste: The municipal solid waste generated by the Company is collected, sorted, and handed over to Quang Ninh Urban Environment Investment and Development Joint Stock Company (the unit authorized by the People's Committee of Ha Long City to transport all municipal solid waste from collection points to the treatment plant). The waste is then transported to the local centralized collection site for processing. Generated Quantity:

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No.	Domestic Solid Waste	Volume (tons)/year	Volume (tons)/day	Organization/Individual receiving domestic solid waste	Volume of the most recent year (tons)
1	Domestic waste	348.8	0,96	Quang Ninh Urban Environment Development and Investment JS	331.4

Statistics on Conventional Industrial Solid Waste (including both regular and incidental generation): The conventional industrial solid waste generated by the Company is collected and sorted, mainly consisting of scrap steel and mine waste rock. Specifically: (i) Scrap steel: Part of it is reused by the Company for production purposes, while the remaining portion is sold to other units in need.; (ii) Mine waste rock: The Company uses it to reinforce access roads within the production mining site.

No.	Conventional Industrial Solid Waste	Volume (tons)	Organization/Individual receiving Conventional Industrial Solid Waste	Volume of the most recent year (tons)
(1)	(2)	(3)	(4)	(5)
1	Directly used as raw materials or fuel for the production process (at the facility)	684.509	Vinacomin - Ha Lam Coal Joint Stock Company	648.839
In which:				
1.1	Iron, steel, and scrap	5.452	As above	4.417
1.2	Mine waste rock	679.057	As above	644.422
2	Reused or recycled as raw materials or fuel for other production industries (transferred to receiving organizations/individuals)	1.400	Vinacomin - Minerals Holding Corporation	861

b) Hazardous waste volume:

No.	Hazardous Waste Name	HW Code	Quantity (kg)	Treatment Method	Receiving Organization/ Individual	Most Recent Year Quantity (kg)
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No.	Hazardous Waste Name	HW Code	Quantity (kg)	Treatment Method	Receiving Organization/ Individual	Most Recent Year Quantity (kg)
1	Waste oil	15 01 07	26.164	Storage	Vinacomin Environment One Member Co., Ltd	17.441
2	Waste motor, gearbox, and synthetic lubricating oils	17 02 03		Treatment		348
3	Waste lead-acid batteries	19 06 01	2.067	Reprocessing / Recovery / Storage		1.263
4	Other batteries and accumulators	19 06 05	114,3	Reprocessing / Recovery	As above	103
5	Waste batteries	19 06 02	3.825	Incineration	As above	11.424
6	Waste rigid metal packaging	18 01 02	6.330	Storage	As above	5.472
7	Oily rags and wipes	18 02 01	579	Treatment	As above	766,8
8	Used brake parts containing asbestos	15 01 06	113,6	Recovery (RV)	As above	233,65
9	Used oil filters	15 01 02	1.382,4	Treatment	As above	1.115
10	Waste fluorescent lamps containing mercury	16 01 06	306,1	Special Handling for Mercury-containing Waste	As above	384,41
11	Waste electronic equipment,	16 01 13	1.312,3	Treatment	As above	1.559,38

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No.	Hazardous Waste Name	HW Code	Quantity (kg)	Treatment Method	Receiving Organization/ Individual	Most Recent Year Quantity (kg)
	components, or electrical devices containing electronic components					
12	Inorganic products containing hazardous components	19 03 01	1.895,1	Treatment	As above	1.021,955
13	Waste ink cartridges containing hazardous components	08 02 04	120,6	Treatment	As above	241,6
14	Infectious waste (cotton, bandages, gauze, medical syringes, etc.)	13 01 01	18	Treatment	As above	21,8
15	Waste welding rods containing heavy metals or hazardous components	07 04 01	2.252,3	Treatment	As above	2.520,08
16	Welding slag containing heavy metals or hazardous components	07 04 02	1.215,3	Treatment	As above	861,08

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No.	Hazardous Waste Name	HW Code	Quantity (kg)	Treatment Method	Receiving Organization/ Individual	Most Recent Year Quantity (kg)
17	Waste rigid plastic packaging	18 01 03	673,3	Treatment	As above	83,6
18	Other types of waste containing hazardous components	18 01 02	2.830,3	Treatment	As above	3.759,9
	Total		51.198,6			52.861,68

Statistics of hazardous waste (HW) that is self-reused, pre-processed, recycled, treated, co-processed, or energy-recovered within the facility premises: None.

- Hazardous waste management plan for 2026: The Company will continue to organize the classification and collection of hazardous waste generated during the production process. Hazardous waste is transported to the Company's hazardous waste storage warehouse for management. We will continue implementing the renovation and upgrading of the hazardous waste storage system, and clearing the ditch and canal system for water collection around the hazardous waste storage area to ensure compliance with requirements. Annually, the Company contracts with units that possess sufficient capacity to perform the collection, transportation, and treatment of hazardous waste in accordance with legal regulations.

6.6. Management of medical waste (only applicable to medical facilities):

The Company has 01 medical station responsible for medical examinations and medicine distribution (no inpatient treatment). Waste generated at the station is managed by the Company as hazardous waste and is handled by contracted units with sufficient capacity for transportation and treatment within the prescribed timeframe.

6.7. Prevention of and response to environmental incidents:

a. Development of plans for the prevention of, response to, and recovery from environmental incidents:

The Company has reviewed, formulated, and re-issued the Environmental Incident Response Plan in compliance with Article 108 of Decree No. 08/2022/ND-CP dated January 10, 2022. The plan was approved and promulgated by the Director of the Company under Decision No. 2720/QD-HLC dated June 24, 2022.

b. Implementation of prevention, response, and recovery for environmental incidents:

- Environmental incident prevention measures at the facility: The Company has developed environmental incident prevention and response plans; installed equipment, tools, and means for incident response; conducted training and established on-site response forces;



maintained a regular inspection regime; applied safety measures in accordance with the law; and implemented measures to eliminate causes of incidents upon detecting any signs of potential environmental issues.

- Response and recovery for environmental incidents occurring at the facility: In 2025, no environmental incidents occurred at the Company.

6.8. Reporting on the management of persistent organic pollutants (POPs) and raw materials, fuels, materials, products, goods, and equipment containing POPs:

The Company does not import persistent organic pollutants or any raw materials, fuels, materials, products, goods, or equipment containing persistent organic pollutants.

6.9. Results of addressing requirements from inspection, examination, and competent state agencies (if any):

In 2025, inspection and examination delegations did not issue any recommendations or identify outstanding environmental issues requiring rectification by the Company.

* Status of collection, transportation, and treatment of Municipal Solid Waste, ordinary industrial solid waste, and hazardous waste:

The Company is not a hazardous waste treatment facility.

* Status of imported scrap management:

The Company does not import scrap.

* Status of environmental renovation and restoration for mining activities:

- Environmental renovation and restoration items implemented during the reporting period: None.

- Environmental renovation and restoration items confirmed as completed during the reporting period: None.

- Escrow deposit amount during the reporting period and total escrow amount as of the reporting date:

* Project: "Mining the section below the -50 level, Ha Lam Coal Mine - Ha Lam Coal Company":

1. The Environmental Renovation and Restoration Plan for the project "Investment in the construction of mining works for the section below the -50m level, Ha Lam Coal Mine," Ha Lam Ward and Ha Trung Ward, Ha Long City, Quang Ninh Province was approved by the Ministry of Natural Resources and Environment in Decision No. 1334/QD-BTNMT dated June 15, 2016, with a total escrow budget of 8,270,274,000 VND (excluding price slippage factors). In 2025, the Company paid an escrow deposit of 778,767,217 VND. The total environmental renovation and restoration escrow amount for the project by the end of 2025 is 9,009,744,790 VND.

2. Decision No. 43/QD-BTNMT dated January 06, 2025, of the Ministry of Natural Resources and Environment approving the appraisal results of the environmental impact assessment report for the Project: "Mining the section below the -50 level, Ha Lam Coal Mine - Ha Lam Coal Company," with a total escrow budget of 45,766,519,573 VND (excluding price slippage factors). In 2025, the Company paid the first installment of the escrow deposit



amounting to 6,864,977,936 VND. The total environmental renovation and restoration escrow amount for the project by the end of 2025 is 6,864,977,936 VND.

As of December 31, 2025, the Company has fulfilled the escrow payment for the 2025 period with an amount of 7,643,745,153 VND. The total escrow amount implemented as of 2025 is 15,874,722,726 VND (*confirmed by the Quang Ninh Provincial Environmental Protection Fund and the Vietnam Environmental Protection Fund*).

III. Report and Assessment of the Board of Management:

1. Assessment of business performance:

In 2025, the Company basically fulfilled its business plan targets according to Vinacomin's plan. However, coal consumption and coal revenue targets were lower than planned due to the following reasons:

- The coal market in 2025 experienced significant volatility; global coal prices decreased, leading to changes in customer demand. Additionally, heavy rainfall increased hydroelectric power generation, while thermal power plants had to operate at moderate levels. These factors directly impacted the Company's production, resulting in unsold coal and high inventory levels. As of December 31, 2025, the Company's total coal inventory was 339,722 tons. Of this, clean coal accounted for 319,362 tons (mostly high-quality coal such as: Lump 4a.2: 13,062 tons; Lump 5a.1: 11,104 tons; Slack 3b.1: 62,835 tons; Slack 4a.1: 82,392 tons).

* In 2025, the profit before tax under the company-wide contractual mechanism reached 103,466 million VND/52,047 million VND of the plan, equivalent to 198.8%. After excluding objective increase/decrease factors according to the contractual regulations, the Company saved 52,282 million VND in contractual costs.

To ensure overall corporate profit and achieve the goal of saving assigned contractual costs, the Company directed the implementation of technological targets and the 2025 business plan assigned by Vinacomin in Document No. 6636/TKV-KH dated November 26, 2024, along with relevant adjustments and guidelines, by applying management and operational measures in the following key areas:

(i) Planning and cost governance: Organized the formulation and adjustment of cost plans consistent with the Company's actual situation based on the costs assigned by Vinacomin and the market demand in each period to ensure corporate financial balance. Concurrently implemented synchronized cost-saving solutions, strictly controlled costs from input to output, including service costs in all production stages, and conducted workshop-level cost accounting to effectively manage production costs.

Regularly reviewed the implementation of the 2025 business plan to provide timely solutions and requested Vinacomin to adjust targets when significant fluctuations (increases or decreases) occurred, in accordance with Business Cost Governance Regulation No. 1438/QD-TKV.

(ii) Technical and Technological Operations:



Developed production operation plans that reasonably concentrated production areas of units to maximize labor productivity, reduce costs in transport and the movement of materials and equipment, and facilitate production management.

- Strictly controlled technical and technological (T&T) indicators monthly and quarterly according to the operation plan. Synthesized and evaluated T&T indicators to implement appropriate adjustment solutions.

- Balanced the Company's existing workforce to maximize self-performed tasks and minimize outsourcing to ensure the completion of T&T targets and cost reduction.

- Closely monitored basic techniques and geological conditions in tunneling and mining face areas to provide timely and suitable handling measures.

- Maximized the utility of existing equipment: EBH-E45 tunneling machines, drilling rigs, excavators, double-drum winches, etc., to reduce manual labor and increase productivity.

- Finalized and upgraded the synchronized centralized mine gas control system, including monitoring methane, CO, H₂, O₂ and air velocity to ensure ventilation and mine gas control.

- Effectively implemented measures to prevent spontaneous combustion: borehole sealing, constructing fly ash air-stop walls, etc., according to the plan approved by Vinacomin to ensure production safety.

(iii) Labor and wages:

Strengthened recruitment and vocational enrollment of qualified personnel to meet production requirements. Implemented synchronized solutions to strive for a reduction in the quit rate of miners.

Applied regulations on salary, bonuses, incentives, and economic measures linked to employees' responsibility in occupational safety and hygiene (OSH) under Decision No. 1280/QĐ-HLC dated March 18, 2025, to enhance safety awareness and protect workers' lives and health, while minimizing economic losses caused by labor accidents or incidents.

(iv) Financial work: Strictly controlled financial ratios. Managed revenues and expenditures effectively and maximized cost reductions in accordance with Vinacomin's policy. Closely monitored liabilities to ensure no bad debts or overdue debts, preventing capital stagnation or misappropriation. Ensured cash flow for timely investment and debt repayment.

Strengthen financial governance and increase early debt repayment using legal capital sources to save on interest expenses.

* Production costs by stage: Production costs across stages were generally lower than and closely aligned with the plan assigned by Vinacomin (*Details are provided in Table 5-KH-CP: Report on selling costs by production stage attached*).

* Consumable material and power consumption norms:

- *Timber consumption: Actual 3,802 m³/1000 ton/ vs. plan 4,180m³/1000 ton, reaching 91,0%; Emulsified oil consumption: Actual 22,68 liters/1000ton vs. plan 36,2 liters/1000 ton, reaching 62,6%* Reason: Timber and emulsified oil consumption are calculated for mining face transition activities. In 2025, the Company transitioned 07 out of 09 planned mining faces; therefore, the actual consumption of timber and emulsified oil was lower than the plan.



- *Electricity consumption rate: Actual 26.84/27.58 kWh/ton (reaching 97.3%).* Reason: The primarily lower-than-planned performance was due to the Company's operational measures to save electricity across all production stages, such as: Rationalizing production, operating scraper conveyors and belt conveyors efficiently (avoiding no-load or under-load operations), and inspecting and promptly fixing leaks in local fan air ducts to prevent reduced ventilation efficiency.

2. Implementation of contractual mechanisms and internal governance in 2025:

Key measures implemented in management, business operations, and cost reduction include:

- Based on the costs assigned by Vinacomin through the business coordination contract, the Company developed the 2025 Business Operation Plan and issued the 2025 Program on Practicing Thrift and Anti-Waste under Decision No. 1903/QD-HLC dated April 17, 2025.

- Cost and price governance has been integrated with controlled cost-saving measures and deployed synchronously from the Company level down to workshops and production sites. Thrift practices included: saving fuel and power, recovering steel supports and rails, reducing equipment repair costs, and promoting production streamlining initiatives. The Company has been step-by-step overcoming limitations and actively promoting the refinement of its internal cost-contracting governance.

- Assigned departments to develop cost-saving solutions and strictly control input costs within their respective management areas to ensure business efficiency; accordingly, each department is held accountable for the costs under its charge.

- Directed coal mining units to separate waste rock directly at the mining face during the extraction process to improve coal quality. In poor coal seams, selective mining is organized to enhance quality and reduce resource loss.

- Arranged concentrated production areas for units to maximize labor savings in transport and material movement, thereby increasing labor productivity.

- Strengthened financial governance and increased early debt repayment using legal capital sources to save on interest expenses.

- Accelerated the turnover of working capital, minimized deposits at credit institutions, and effectively regulated cash flow to reduce short-term loan balances and interest expenses.

- Drastically directed safety work and maintained security and order, striving to prevent any serious incidents.

IV. Assessment of the Board of Directors (BOD) on the Company's Operations:

The BOD issued the 2025 Work Program under Document No. 99/CTr-HDQT dated December 27, 2024, establishing the legal basis and orientation for the comprehensive organization, implementation, inspection, and supervision of management and executive activities within the Company. During the year, the BOD supervised the implementation of the following contents:

(i) Resolutions of the 2025 Annual General Meeting of Shareholders (AGM) and Resolutions of the 1st and 2nd 2025 Extraordinary General Meetings of Shareholders (EGM);



- (ii) Issuance of 39 Resolutions and 31 Decisions by the BOD;
- (iii) Other executive directions from the BOD regarding business operations, investment, and personnel organization.

4.1. Implementation of the 2024 AGM Resolutions and BOD Resolutions by the Board of Management (BOM):

The BOM has strictly and fully implemented the assigned tasks, specifically:

- Organized the 2025 AGM according to the plan approved by the BOD, ensuring full compliance with legal sequences, procedures, and the Company's Charter.

- Submitted to the BOD for approval before implementing matters within the BOD's authority, including:

- + Actual salary levels for 2024;

- + 2025 Business Plan and Investment Plan;

- + Adjustments to investment progress and phases for 2025;

- + Personnel work and cadre planning;

- + Management regulations and other governance matters.

- Organized 2025 business operations according to the plan; finalized the list of shareholders for the 2024 dividend payment on time and at the rate approved by the AGM.

Issued implementation decisions and submitted them to the BOD for supervision; fully complied with the reporting regime on results as prescribed.

4.2. Implementation of the 2025 Business Plan

No.	Target	Unit	2025 Plan	2025 Actual	Percentage (%) (Actual/Plan)
A	B	C	I	3	4
1	Raw coal production (Run-of-mine)	Tons	2.400.000	2.400.000	100,0
	- Underground coal	"	2.400.000	2.400.000	100,0
2	Production preparation tunneling	m	12.300	12.306	100,0
3	Coal consumption (Sales)	Tons	2.249.000	2.058.731	91,5
4	Coal revenue	VND million	3.253.303	2.846.623	87,5
5	Profit before tax	"	52.047	102.803	197,5
6	Average workforce	Persons	3.478	3.383	97,3
7	Average salary/person/month	VND 1,000	21.293	21.757	102,2

4.3. General Assessment



Through the supervision process in 2025, the Board of Directors (BOD) provides the following assessments and remarks:

a) Implementation of Resolutions, Governance, and Executive Work

The Board of Management (BOM) has fully deployed and implemented the contents of the 2025 Annual General Meeting of Shareholders' Resolutions, as well as the Resolutions and Decisions of the BOD. All matters submitted to the BOD for consideration and approval were within the correct authority and ensured proper procedures; the organizational and implementation process basically met requirements regarding progress and quality, and complied with legal regulations as well as the Company's Charter.

b) Resource Management, Utilization, and Investment Work

The BOM has effectively managed and utilized the Company's resources, ensuring the principles of capital preservation and development. Investment activities were implemented with a focus on key and essential areas, directly serving business production goals. Contractor selection was conducted in accordance with bidding laws; key projects and works generally ensured progress and quality, demonstrating effectiveness upon going into operation.

c) Legal Compliance, Discipline, and Professional Ethics

The BOM strictly complied with legal regulations, the Charter, and the Company's internal management regulations; maintaining discipline in management and administration. In 2025, there were no instances of management personnel violating the law or being subject to disciplinary action.

d) Business Operation Efficiency

Business operations in 2025 were organized and deployed synchronously, closely following the plans approved by the General Meeting of Shareholders and the BOD. Key indicators basically met and exceeded the plan, particularly the profit targets, contributing to enhancing overall operational efficiency and ensuring stable employment and income for employees.

e) Regarding Environmental and Social Responsibility

- The Company has comprehensively implemented environmental protection activities in accordance with the plan assigned by TKV and current legal regulations

- The actual expenditure in 2025 was VND 47,103 million, corresponding to 96.6% of the planned budget (achieving 100% of targets; the lower actual value compared to the plan was due to reduced mine wastewater treatment volume). The main breakdown of expenditures is as follows: Routine environmental costs: VND 9,474 million, Environmental infrastructure costs: VND 7,765 million (accounted as zero in 2025 production cost), Mine wastewater treatment costs: VND 29,864 million

- The implementation of environmental protection works in 2025, under Decision No. 286/QĐ-TKV dated February 7, 2025, included completing the final settlement of the Anti-Mud Plan, ensuring drainage and improving the landscape of the production site from level +28 to +75 at Ha Lam

- In 2025, the Company completed key legal procedures:



+ Decision No. 43/QD-BTNMT dated January 6, 2025 approving the appraisal results of the Environmental Impact Assessment Report for the “Mining below -50 level of Ha Lam coal mine” project.

+ Adjustment of the mineral exploitation license under Decision No. 2394/GP-BNNMT dated June 27, 2025.

+ Environmental permit for the mining below -50 level project: (i) Receipt and result form No. 1591 dated October 22, 2025 from the Result Receiving Office – Ministry of Agriculture and Environment; (ii) On-site inspection on November 14, 2025. The Company is expected to receive the environmental permit in January 2026.

- Conducted environmental restoration for projects with completed mining activities.

- Created employment opportunities for local workers as well as for other regions, including remote and mountainous areas.

- Consistently strives to stabilize and improve the average income of the Company’s workers and employees.

V. Corporate Governance:

1. General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (*including Resolutions of the General Meeting of Shareholders approved via written ballots*):

No.	Number of Resolutions/Decisions	Date, month, year	Contents
01	01/NQ-DHDCDBT	17/01/2025	<p><u>The 2025 General Meeting of Shareholders approved the following contents:</u></p> <p>(i) Approving the dismissal of 01 Member of the Board of Directors of the Company for Mr. Nguyen Trong Tot.</p> <p>(ii) Approving the list of nominations and candidates for members of the Board of Directors of the Company for the fourth term (2023-:- 2028);</p> <p>(iii) Election results:</p> <p>- The General Meeting voted and Mr. Tran Van Cu was elected as a Member of the Board of Directors of the Company for the fourth term (2023-:-2028);</p> <p>- At the 30th meeting, the Board of Directors of the Company elected Mr. Tran Van Cu as Chairman of the Board of Directors of the Company for the fourth term;</p>

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No.	Number of Resolutions/Decisions	Date, month, year	Contents
02	01/NQ-DHDCDTN	25/4/2025	<p><u>The 2025 General Meeting of Shareholders approved the following contents:</u></p> <p>(i) Report on production and business results in 2024; production and business plan in 2025; it is expected that the dividend in 2025 will $\geq 6\%$ / VDL.</p> <p>(ii) Audited 2024 Financial Statements.</p> <p>(iii) Profit distribution in 2024: In which the dividend paid in 2024 is 8%/VDL</p> <p>(iv) Approving the remuneration and salary of managers in 2024; the plan for remuneration, allowances and salary plans of managers in 2025.</p> <p>(v) Report of the Board of Directors (BOD) on the governance and performance of the Board of Directors in 2024, the direction of the Board of Directors' activities in 2025.</p> <p>(vi) Report on contracts and transactions in 2025 with relevant persons under the authority of the General Meeting of Shareholders for approval.</p> <p>(vii) Supplementing business lines and amending the Company's Charter including 03 industry codes: 7120 – Technical inspection and analysis; 2011: Production of basic chemicals (Nitrogen production activities); 3512: Electricity transmission and distribution (electricity retail activities).</p> <p>(viii) The Supervisory Board's assessment report on the production and business results and the appraisal of the Company's audited financial statements in 2024.</p> <p>(ix) Report on the operation of the Supervisory Board on the evaluation of the performance of the Board of Directors; Director of the Company in 2024.</p> <p>(x) The report of the Supervisory Board proposes the General Meeting to select a list of companies to audit the Company's 2025 financial statements.</p> <p>(xi) Report of independent members of the Board of Directors in 2024</p> <p>* Notify the General Meeting of related persons of internal persons</p>
03	02/NQ-DHDCDBT	28/11/2025	<p><u>The 2025 General Meeting of Shareholders (2nd) approved the following contents:</u></p> <p>(i) The General Meeting dismissed 02 members of the Board of Directors for Mr. Tran Van Cu and Mr. Dinh Trung Kien; dismissal of 01 member of the Supervisory Board for Mr. Luong Xuan Quang;</p> <p>(ii) Approve the list of candidates for election to the Board of Directors and the Supervisory Board of the Company for the fourth term (2023-2028).</p> <p>(iii) The General Meeting shall elect 02 additional</p>



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No.	Number of Resolutions/Decisions	Date, month, year	Contents
			<p>members of the Board of Directors and 01 member of the Supervisory Board of the Company. Election results:</p> <ul style="list-style-type: none"> - Mr. Nguyen Trong Tot - Capital Manager, Group Management Board and Mr. Bui Thanh Doan - Deputy Director of the Company were elected to join the Board of Directors, are Members of the Board of Directors of the Company for the fourth term, 2023-2028; - Mr. Tran Thanh Tung - Controller of the Capital, Board of Directors of the Group was elected to participate in the Board of Directors of the Company, is a Member of the Supervisory Board of the Company for the fourth term, 2023-2028; <p>* The Board of Directors of the Company met on 28/11/2025: members of the Board of Directors elected Mr. Nguyen Trong Tot to hold the position of Chairman of the Board of Directors of the Company for the fourth term (2023-2028);</p> <p>* The Supervisory Board of the Company met on 28/11/2025: the members of the Supervisory Board elected Mr. Tran Thanh Tung to hold the position of Head of the Supervisory Board of the Company for the fourth term (2023-2028).</p>

2. Board of Directors (BOD):

a) Members and Structure of the Board of Directors:

No.	BOD Member	Position	Start date Date of cessation as a member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Tran Van Cu	Chairman of the BOD (Non-executive)	Elected at the 2025 Extraordinary General Meeting on Jan 17, 2025 (Term 2023-2028)	Nov 28, 2025
2	Nguyen Trong Tot	Chairman of the BOD (Non-executive)	Elected at the 2025 2nd Extraordinary General Meeting on Nov 28, 2025 (Term 2023-2028)	
3	Vu Ngoc Thang	BOD Member, Director	Elected at the 2023 Annual General Meeting on Apr 25, 2023 (Term	

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4	Dinh Trung Kiên	26	84	Dismissed on November 28, 2025.
2	Bui Thanh Doan	05	16	Re-elected at the 2025 2nd Extraordinary General Meeting of Shareholders on November 28, 2025.
5	Nguyen Van Son	31	100	
6	Mai Huy Trung	31	100	

Details of meetings and approved resolutions:

No.	Resolution No.	Date	Content	Approval Rate
1	29/K4/NQ-HDQT	16/01/2025	<ol style="list-style-type: none"> 1. Approved the list of nominations and candidates for election to the Company's Board of Directors (BOD). 2. Informed on the preparation and organization of the 2025 Extraordinary General Meeting of Shareholders (EGM). 	100%
Meeting 30 on January 17, 2025: The BOD convened to elect the Chairman of the BOD; no resolution was issued.				
2	31/K4/NQ-HDQT	17/01/2025	<ol style="list-style-type: none"> 1. Assigned duties to Members of the Board of Directors for the mid-term IV (2023–2028). 2. Approved the (provisional) plan for the utilization of the 2025 Bonus and Welfare Funds of the Company. 3. Approved the final settlement of 2023 remuneration and bonuses for Vinacomin's representatives at the Company. 4. Approved the policy and personnel appointment process for the position of Manager of Mining Site 6. 	100%
3	31.1/K4/NQ-HDQT	17/01/2025	Decided to appoint Mr. Nguyen Le Tung – Head of the Electromechanical and Transport Department – to the position of Deputy Director of the Company, effective from January 20, 2025, for a 5-year term.	100%
4	32/K4/NQ-HDQT	10/02/2025	Approved the Plan for implementing the appointment process for the Deputy Director of the Company.	100%
5	33/K4/NQ-HDQT	10/02/2025	Approved the results of the implementation of the Deputy Director appointment plan.	100%

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No.	Resolution No.	Date	Content	Approval Rate
6	34/K3/NQ-HDQT	10/2/2025	<ol style="list-style-type: none">1. Approved the project content and investment phase transition for the "Investment Project in Equipment for Maintaining Fully Mechanized Mining Faces in 2025" to submit for Vinacomin's opinion.2. Approved the project content and investment phase transition for the "Investment Project for Production Activities in 2025" to submit for Vinacomin's opinion.3. Approved the project content and investment phase transition for the "Investment Project to Supplement Capacity for the Backup Diesel Power Station" to submit for Vinacomin's opinion.4. Approved the Final Settlement of Completed Project (FSCP) for the "Investment Project for Production Activities in 2023."5. Approved the results of the appointment process for the Manager of Mining Site 6.6. Approved the policy and plan for the re-appointment of personnel for the position of Manager of the Environmental Construction and Services Workshop (XDMT-PV).7. Approved the Q4 2024 Report by the Independent Member of the Board of Directors.8. Approved the addition of 03 business industry codes to submit for Vinacomin's opinion before presenting to the 2025 Annual General Meeting of Shareholders (AGM) for decision according to authority.9. The BOD implemented several contents related to the Company's management activities.	100%

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No.	Resolution No.	Date	Content	Approval Rate
7	34.1/K4/NQ-HDQT	10/02/2025	Approved the convening of the 2025 Annual General Meeting of Shareholders (AGM) and issued the Organization Plan for the 2025 AGM.	100%
8	34.2/K4/NQ-HDQT	10/02/2025	Approved the Short-term Credit Limits and several financial indicators for the Company in 2025.	100%
9	35/K4/NQ-HDQT	04/3/2025	<ol style="list-style-type: none">1. Approved the policy and personnel plan for reassigning staff to the position of Head of the Mechanical–Electrical Transport Department and appointing staff to the position of Chief of the Mechanical–Electrical Workshop.2. Approved the assignment of responsibilities to the officer in charge of the Registration Department.3. Approved the implementation results of the process and personnel for the re-appointment of the Manager of the Environmental Construction and Services Workshop.4. Approved the assessment and classification results of the 2024 performance of the Company's key personnel.5. Approved the Regulation on Emulation and Commendation.6. Approved the Regulation on Training and Education Management.7. Approved the report regarding the non-issuance of the Science and Technology Regulation.8. Approved the investment policy proposal report and the draft 1/500 scale detailed planning for the "Collective Housing Construction Project" to submit for Vinacomin's opinion.9. Approved the investment policy proposal	100%



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No.	Resolution No.	Date	Content	Approval Rate
			<p>report and the draft 1/500 scale detailed planning for the "Renovation and Upgrading Project of the Road from Level +28 connecting to Provincial Road 336" to submit for Vinacomin's opinion.</p> <p>10. Approved the final settlement of the exploration drilling project for the Company to submit for Vinacomin's opinion.</p>	
			<p>11. The BOD approved the implementation of Vinacomin's Official Letter No. 408/TKV-KS dated January 22, 2025, regarding the request for Vinacomin's opinion prior to BOD meetings and voting at the 2025 Annual General Meeting of Shareholders (AGM).</p>	
10	36/K4/NQ-HDQT	28/3/2025	<ol style="list-style-type: none">1. Approved the implementation results of the personnel transfer plan for the position of Head of the Electromechanical and Transport Department.2. Approved the implementation results of the appointment process and the proposed personnel for the position of Manager of the Mechanical and Electromechanical Site.3. Approved the Final Settlement of the actual 2024 salary fund.4. Approved key orientation indicators for the Company's 5-year Plan (2026–2030).5. Approved the Regulation on the repair of fixed assets (equipment) of the Company.6. Approved the project content and decided on the investment phase transition for the "Investment Project in Equipment for Maintaining Fully Mechanized Mining Faces in 2025" – Vinacomin - Ha Lam Coal Joint Stock Company.7. Approved the project content and decided on the investment phase transition for the "Investment Project for Production Activities	100%

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No.	Resolution No.	Date	Content	Approval Rate
			in 2025" – Vinacomin - Ha Lam Coal Joint Stock Company. 8. Approved the project content and decided on the investment phase transition for the "Investment Project to Supplement Capacity for the Backup Diesel Power Station" – Vinacomin - Ha Lam Coal Joint Stock Company.	
11	37/K4/NQ-HDQT	04/4/2025	Approved the investment policy proposal report and the draft 1/500 scale detailed construction planning for the project: "Investment in Workers' Collective Housing (Apartment Building) in Ha Lam Ward, Ha Long City, Quang Ninh Province" to submit for Vinacomin's opinion.	100%
12	38/K4/NQ-HDQT	21/4/2025	<ol style="list-style-type: none">1. Decided to issue the Regulation on Occupational Safety and Health Management of the Company.2. Approved the review results of commendation achievements to propose the Director General of Vinacomin to award Certificates of Merit to the Company.3. Decided to annul the Regulation on the management and leasing of Workers' Collective Housing.4. Approved the preparatory work for the 2025 Annual General Meeting of Shareholders (AGM).	100%
13	39.1/K4/NQ-HDQT	02/6/2025	Approved the Company Director to perform procedures for mobilizing medium and long-term capital to finance the "Investment Project for Production Activities in 2025."	100%
14	39/K4/NQ-HDQT	02/6/2025	<ol style="list-style-type: none">1. Approved the Final Settlement of Completed Project for the "Investment Project in Underground Personnel Transport Equipment."2. Approved the Final Settlement of	100%

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No.	Resolution No.	Date	Content	Approval Rate
			<p>Completed Project for the "Investment Project in Equipment for Maintaining Fully Mechanized Mining Faces."</p> <p>3. Approved the record date for exercising the right to receive 2024 dividends.</p> <p>4. Approved the policy and plan for reappointing the Chief of Mechanical-Electrical Engineering Workshop 1 and the Head of the Treatment Department of the Company.</p> <p>5. Approved the Plan for the utilization of the 2025 Bonus and Welfare Funds.</p> <p>6. Approved the policy for personnel to participate in overseas study tours/visits.</p> <p>7. Approved the Report on May 2025 business performance and the June 2025 plan of the Company.</p> <p>8. Approved the Report on the implementation results of the Q1 2025 Internal Audit/Control Plan.</p> <p>9. Approved the Q1 2025 Report by the Independent Member of the Board of Directors.</p>	
15	40/K4/NQ-HDQT	27/6/2025	Approved the nomination of Mr. Nguyen Le Tung - Deputy Director of the Company - to participate in a survey delegation to China.	100%
16	41/K4/NQ-HDQT	04/7/2025	<p>1. Decided to terminate the effectiveness and implementation of the Regulation on Supervision, Inspection, and Examination of Law Compliance and Adherence to Vinacomin's Decisions within the Company.</p> <p>2. Approved the implementation results of the re-appointment process for the position of Head of the Surveying and Geology Department.</p> <p>3. Approved the implementation results of the re-appointment process for the position of</p>	100%

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No.	Resolution No.	Date	Content	Approval Rate
			Manager of Mechanical– Fully Mechanized Mining Site 1. 4. Decided to approve the Technical Plan for maintaining production of the "Project for Mining Below Level -50 at Ha Lam Coal Mine" – Ha Lam Coal Company.	
17	42/K4/NQ-HDQT	17/7/2025	Approved the Plan to bring financial indicators within safe limits and enhance the Company's business performance efficiency.	100%
18	43/K4/NQ-HDQT	18/8/2025	1. Approved the policy and plan for the re-appointment of the Company's key personnel. 2. Decided to dismiss Mr. Dinh Trung Kien from the position of Deputy Director of the Company. 3. Decided to change the personnel holding the position of Executive Mine Director.	100%
19	44/K4/NQ-HDQT	22/8/2025	Approved the policy and personnel plan for key management positions (Manager of Fully Mechanized Mining Site 2 and Head of the Production Control Department).	100%
20	45/K4/NQ-HDQT	05/9/2025	1. Approved the results of the review and supplementation of the Company's key personnel planning for the 2025–2030 period. 2. Approved and assigned the Company Director to organize the approval and implementation of the "Plan for Spontaneous Combustion Prevention in Seams 7, 10, and 11" according to the 2026 plan. 3. Approved the implementation results of the personnel transfer process for the position of Head of the Production Control Department. 4. Approved the implementation results of the appointment process for the position of Manager of Fully Mechanized Mining Site 2. 5. Approved the implementation results of the re-appointment process for the position of Head of the Safety and Occupational Health	100%

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No.	Resolution No.	Date	Content	Approval Rate
			Department (AT). 6. Approved the Q2 and First Half of 2025 Report by the Independent Member of the Board of Directors. 7. Approved the Report on the implementation results of the Q2 2025 Internal Audit Plan.	
21	46/K4/NQ-HDQT	18/9/2025	Approved the Policy and Plan to appoint 01 Deputy Director from the Company's on-site personnel resources to submit for Vinacomin's opinion.	100%
22	47/K4/NQ-HDQT	18/9/2025	Decided to adjust several contents within the Company's Regulation on Personnel Management.	100%
23	48/K4/NQ-HDQT	01/10/2025	1. Approved the nomination of Mr. Nguyen Le Tung (Employee ID: 14580), Deputy Director of the Company, to attend the International Mining Equipment Exhibition in Beijing, China. 2. Decided to approve the Regulation on the Organization and Legal Operations of the Company.	100%
24	48.1/K4/NQ-HDQT	01/10/2025	Approved the change of personnel representing Vinacomin's capital ownership at the Company.	100%
25	48.2/K4/NQ-HDQT	01/10/2025	1. Based on the resignation letter, the BOD accepted Mr. Tran Van Cu's resignation from the position of Chairman and Member of the BOD, effective from 4:30 PM on October 1, 2025. The formal dismissal of Mr. Tran Van Cu as a BOD Member will be submitted by the BOD to the General Meeting of Shareholders for consideration and decision. 2. Assigned Mr. Vu Ngoc Thang - BOD Member, Director of the Company, and Vinacomin's Representative at the Company - to be in charge of the BOD from 4:30 PM on October 1, 2025, until the Company finalizes	100%

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No.	Resolution No.	Date	Content	Approval Rate
			the BOD membership and elects a new Chairman.	
26	48.3/K4/NQ-HDQT	01/10/2025	The BOD approved the convening of the 2025 2nd Extraordinary General Meeting of Shareholders (EGM) and approved the Organization Plan for the meeting.	100%
27	49/K4/NQ-HDQT	15/10/2025	Approved the Plan for implementing the appointment process for the Deputy Director of the Company following Vinacomin's policy approval.	100%
28	50/K4/NQ-HDQT	15/10/2025	Agreed on the implementation results of the process and reported to competent authorities to propose the appointment of Mr. Do Trung Thanh - currently Head of the KCM Department - to the position of Technical Deputy Director.	100%
29	51/K4/NQ-HDQT	24/10/2025	<ol style="list-style-type: none">1. Approved the Final Settlement of Completed Project (FSCP) for the "Investment Project for Production Activities in 2024."2. Decided to nominate Mr. Vu Ngoc Thang (Employee ID: 13473), Director of the Company, for a business trip to China to attend the 21st China International Exhibition on Coal Mining Technology and Equipment, combined with visiting and working with partners in China.3. Approved: (i) The review report on sending documents for the 2025 2nd EGM to shareholders (as per the Organizing Committee's report dated Oct 21, 2025); (ii) Data, reports, regulations, and files presented at the 2025 2nd EGM.4. The BOD has not yet approved the "liquidation and sale of fixed assets" plan for the transfer of the AM-50Z Roadheader as proposed in Proposal No. 4241/TTr-KTTC. To ensure the progress of installing and	100%



**ANNUAL REPORT 2025**

No.	Resolution No.	Date	Content	Approval Rate
			displaying historical artifacts at the Coal Industry Tradition Zone, the BOD agreed to the policy of allowing the Company to complete procedures for Vinacomin to borrow the AM-50Z Roadheader for transportation, installation, and display. The handover, receipt, and management of the artifact must comply with legal regulations and the Company's internal rules.	
30	52.1/K4/NQ-HDQT	31/10/2025	Received the resignation letters of Mr. Dinh Trung Kien – Member of the BOD and Mr. Luong Xuan Quang – Head of the Supervisory Board. The formal dismissal of the aforementioned BOD and Supervisory Board members will be submitted to the nearest General Meeting of Shareholders for consideration and decision in accordance with regulations. Pending formal approval of dismissal by the General Meeting, the individuals mentioned in Clause 1 shall continue to perform their assigned duties to ensure the Company's management and control operations remain uninterrupted.	100%
31	52.2/K4/NQ-HDQT	31/10/2025	Approved the issuance of the Plan for finalising the personnel structure of the Board of Directors and the Supervisory Board of the Company.	100%
32	52.3/K4/NQ-HDQT	31/10/2025	Approved the issuance of the Meeting Invitation for the 2025 2nd Extraordinary General Meeting of Shareholders (EGM).	100%
33	53/K4/NQ-HDQT	13/11/2025	<ol style="list-style-type: none">1. Approved the policy regarding the personnel in charge of the Mining Technology and Engineering Department (KCM).2. Approved the policy to nominate personnel to join Vinacomin's working delegation to Poland and the Czech Republic.3. Approved the policy and plan for the re-	100%

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No.	Resolution No.	Date	Content	Approval Rate
			appointment of the Company's key personnel. 4. Approved the policy and plan for the rotation of the Company's key personnel. 5. Approved the annulment of the Regulation on the Organization and Operation of Inspection Activities. 6. Approved the content of the Workers' Collective Housing Project based on the Director's Report as a basis for reporting and seeking Vinacomin's opinion. 7. Approved the outlines, cost estimates, and contractor selection plans for several investment preparation tasks for the project: Workers' Collective Housing. 8. Approved the Q3 2025 Report (dated October 28, 2025) by Mr. Mai Huy Trung – Independent Member of the Board of Directors. 9. Approved the Q3 2025 Internal Audit Report dated November 11, 2025, prepared by the person in charge of Internal Audit.	
34	53.1/K4/NQ-HDQT	13/11/2025	Decided to appoint Mr. Do Trung Thanh – Head of the Mining Technology and Engineering Department – to the position of Deputy Director of Vinacomin - Ha Lam Coal Joint Stock Company, effective from November 21, 2025, for a 5-year term.	100%
35	54/K4/NQ-HDQT	25/11/2025	1. Approved the list of nominations and candidates for the election of BOD Members and Supervisory Board Members.	100%
			2. Approved the report on the preparation and organization of the 2025 2nd Extraordinary General Meeting of Shareholders (EGM).	
Meeting 55 on November 28, 2025: The BOD convened to elect the Chairman of the BOD; no resolution was issued.				
36	56/K4/NQ-HDQT	28/11/2025	1. Decided on the assignment of duties for Members of the Board of Directors for the	100%

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No.	Resolution No.	Date	Content	Approval Rate
			<p>mid-term IV (2023 - 2028).</p> <p>2. Approved the retirement of personnel based on personal wishes and assigned personnel to be in charge of the respective units.</p> <p>3. Approved the implementation results of the re-appointment process for the position of Workshop Manager.</p> <p>4. Approved the implementation results of the personnel transfer plan for management positions within the Company.</p>	
37	57/K4/NQ-HDQT	04/12/2025	<p>1. Approved key business indicators for the 2026 Business Plan as a basis for the Company Director—based on the planning documents worked out with Vinacomin Boards—to organize the 2026 operational plan and assign targets to units within the Company.</p> <p>2. Approved the continued implementation of the Company's Regulation on Personnel Management and approved the amendments to Appendix 3B and Appendix 04 of said Regulation.</p>	100%
38	58/K4/NQ-HDQT	10/12/2025	<p>1. Decided to approve the Regulation on the Implementation of Grassroots Democracy.</p> <p>2. Has not yet approved the issuance of the Financial Management Regulation as proposed in Proposal No. 5058/TTr-HLC dated December 9, 2025. The Company shall continue to apply the current Financial Management Regulation issued under Decision No. 46/QD-HDQT dated August 2, 2022. The BOD assigned the Company Director to: Apply State and legal regulations whenever there are changes in legal policies differing from the current Regulation; and update State guiding documents and Vinacomin's instructions to draft and report to</p>	100%

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**ANNUAL REPORT 2025**

No.	Resolution No.	Date	Content	Approval Rate
			the BOD for the issuance of a new Regulation.	
39	59/K4/NQ-HDQT	26/12/2025	<ol style="list-style-type: none">1. Approved the 2025 Construction Investment Plan (adjusted).2. Approved the 2026 Construction Investment Plan.3. Adjusted several key indicators of the 2025 Business Plan.4. Approved key indicators for the Company's 2026 Business Plan as attached to Proposal No. 5203/TTr-HLC dated December 17, 2025. The Chairman of the BOD, on behalf of the BOD, signed the decision for the provisional assignment of the 2026 key business targets. These documents will be submitted to the 2026 Annual General Meeting of Shareholders (AGM) for discussion and approval in accordance with the Company's Charter.5. Approved the 2026 Outsourcing Plan for certain production stages; assigned the Company Director to approve and implement.6. Approved the 2026 Exploration and Survey Plan; assigned the Company Director to	100%





No.	Resolution No.	Date	Content	Approval Rate
			approve and implement. 7. Has not yet approved the Report on the Company's restructuring progress for the period up to 2025 as reported by the Director in Document No. 5323/BC-HLC dated December 24, 2025. The BOD assigned the Director to direct functional departments to review and complete the report based on feedback from the BOD and the Supervisory Board for consideration in the next meeting. 8. Approved the projected utilization of the 2026 Bonus and Welfare Funds. 9. Decided to issue the 2026 Internal Audit Plan. 10. Decided to issue the 2026 BOD Action Program and Plan. 11. Approved management activities and the implementation of Vinacomin's documents within the Company.	

d) Activities of the Independent Member of the Board of Directors: Regarding the Board of Directors' (BOD) activities in 2025, the Independent Member of the BOD provides the following general assessment:

The Company's BOD worked with a high sense of responsibility and transparency in governance, ensuring full compliance with regulations applicable to public companies. BOD meetings were convened promptly and conducted in accordance with the procedures stipulated in the Charter and the Internal Regulations on Corporate Governance. The contents of all meetings were thoroughly researched, discussed, and carefully evaluated by BOD members to provide orientations and solutions that bring the highest benefits to the Company.

Issues related to business strategy, market expansion, technology investment, and management system development were regularly reviewed and assessed by the BOD during periodic meetings.

BOD decisions at meetings were approved based on the majority principle; minutes and resolutions of the meetings were fully and honestly recorded, bearing the signatures of all attending BOD members.

3. Supervisory Board (SB):

3.1 Members and Structure of the Supervisory Board:

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No.	SB Member	Position	Commencement Date	Professional Qualification
1	Mr. Luong Xuan Quang	Head of SB	Elected at the 2023 AGM on Apr 25, 2023; dismissed at the 2025 2nd EGM on Nov 28, 2025 (Term 2023-2028).	Master of Industrial Economics; Bachelor of Economics
2	Mr. Tran Thanh Tung	Head of SB	Elected at the 2025 2nd EGM on Nov 28, 2025 (Term 2023-2028).	Bachelor of Finance and Accounting
3	Mr. Truong Ngoc Linh	Member	Elected at the 2023 AGM from Apr 25, 2023 (Term 2023-2028).	Master of Mining Engineering
4	Ms. Tran Thi Ngan	Member	As above	Bachelor of Economics and Accounting

Meetings of the Supervisory Board (SB): Total number of meetings: 06 meetings.

No.	SB Member	Attendance	Attendance Rate	Voting Rate	Reason for Absence
1	Mr. Luong Xuan Quang	08	73	100	Dismissed on Nov 28, 2025
2	Mr. Tran Thanh Tung	03	27	100	Elected on Nov 28, 2025
3	Mr. Truong Ngoc Linh	11	100	100	
4	Ms. Tran Thi Ngan	11	100	100	

Meeting Contents:

Total number of SB meetings: In 2025, the SB held 11 meetings with the following contents:

(i) March 14, 2025: Meeting to reach a consensus on the supervision results for Q4 and the full year 2024; approved the inspection and supervision plan for Q1/2025.

(ii) March 31, 2025: Meeting to finalize the SB's reports to be presented at the 2025 Annual General Meeting of Shareholders (AGM).

(iii) May 27, 2025: Meeting to agree on the assignment of duties among SB members.

(iv) June 05, 2025: Meeting to reach a consensus on the SB's supervision results for Q1/2025; approved the inspection and supervision plan for the first 6 months of 2025.

(v) June 25, 2025: Meeting to evaluate and commend achievements in general economic management for 2024.

(vi) August 19, 2025: Meeting to reach a consensus on the supervision results for the first 6 months of 2025 and approved the plan for the first 9 months of 2025.

(vii) October 31, 2025: Meeting to reach a consensus regarding the resignation of Mr. Luong Xuan Quang from the positions of SB Member and Head of SB.

(viii) November 4, 2025: Meeting to reach a consensus on the supervision results for Q3 and the first 9 months of 2025; deployed tasks for the upcoming period.

(ix) November 28, 2025: Meeting to elect the Head of the SB for the 2023–2028 term.



(x) November 28, 2025: Meeting to finalize the handover of duties for Supervisors at the Company.

(xi) November 28, 2025: Meeting to agree on the assignment of duties among SB members.

3.2 Activities of the Supervisory Board:

a. SB's Supervision of the Board of Directors (BOD):

The BOD closely followed the Charter, regulations, and Action Program in its operations. In 2025, the BOD held 31 meetings and issued 39 Resolutions. Additionally, the BOD directed:

- Strengthening management to ensure business tasks aligned with Vinacomin's orientations and plans, ensuring compliance with Vinacomin's unified management system and operational discipline.

- Reviewing and re-issuing Regulations across various operational and management fields to align with current laws.

- Ensuring full and honest reporting on business performance, supervision reports, and reports from Vinacomin's capital representatives to the Owner.

- Transitioning investment phases for projects implemented in 2025.

- Approving plans for mobilizing medium and long-term capital to finance projects.

- Approving the 2025 plan for utilizing bonus and welfare funds.

- Approving personnel appointment processes for positions such as Deputy Director, Department Head, and Site Manager.

b. Supervision of the Board of Management (BOM):

Through attending monthly/quarterly review meetings and direct inspection of the Company's management activities, the SB assesses as follows:

- Performed all necessary tasks to organize the 2025 AGM and the 1st and 2nd EGMs in full compliance with the plans issued by the BOD.

- Submitted contents within the BOD's authority for approval prior to implementation (Business and Investment Plans 2025; investment phase adjustments; management regulations; personnel appointment processes; capital mobilization, etc.).

- Organized business operations according to the coordination plan between Vinacomin and the Company.

- Finalized the shareholder list for dividend payments at the rate approved by the 2025 General Meeting.

- For contents approved by the BOD, the Director issued Decisions and sent them to the BOD for supervision of implementation.

- Directed the amendment, supplementation, and issuance of regulations to suit management and executive requirements.

- Ensured full performance of financial obligations to the State.



- Strengthened management in areas such as: Construction investment; salary management; land management; mine boundary and resource management; materials; asset repairs; outsourcing; safety; cost-control contracts; and acceptance testing.

c. Supervision of the Disclosure of Related Parties and Interests:

Through periodic supervision, the Company has reported Related Parties and Interests in its periodic Corporate Governance Reports. Simultaneously, information was disclosed on the stock market and reported annually at the AGM.

d. General Evaluation:

- The SB evaluates that the BOD and BOM successfully implemented the contents of the 2025 AGM Resolutions. All matters submitted by the Director for BOD approval fell within the BOD's authority and were executed effectively and on schedule. Resources were managed efficiently, capital was preserved, investments were focused, and contractor selection followed legal bidding procedures. Business performance achieved the planned profit targets.

- The BOM complied with legal regulations and Company rules in leadership and management; no officers were found in violation of the law.

- Regarding the disclosure of related parties and interests, the Company fully complied with relevant regulations.

3. Transactions, Remuneration, and Benefits of the Board of Directors, Board of Management, and Supervisory Board

a) Salaries, Bonuses, Remuneration, and Benefits:

The 2025 Annual General Meeting of Shareholders (AGM) approved the payment of remuneration for the Board of Directors (BOD) and the Supervisory Board (SB) for the year 2025. The specific remuneration levels for each position within the BOD and SB for 2025 are as follows:

No	Management Position	Quantity	Months/Year	Remuneration / Allowance/ Salary (VND thousand/month)	Total Remuneration (VND thousand/year)	Total Allowance (VND thousand/year)
1	Chairman of the BOD	01	12	5.400	64.800	
2	BOD Member	02	12	4.600	110.400	
3	Independent BOD Member	01	12	23.000		276.000
4	Head of SB	01	12	4.800	57.600	
5	SB Member	01	12	4.600	55.200	
Total					288.000	276.000



2025 Salary Plan for Management Officers

No .	Position	Quantity	Monthly Salary (VND mil)	Adjustment Coefficient	Adjusted Monthly Salary (VND mil)	Number of Months	Total 2025 Salary (VND mil)
1	Director	01	26	2	52	12	624
2	Deputy Director of Safety, Deputy Director of Technology, Full-time Member of the Board of Directors, Full-time Member of the Supervisory Board	04	23	2	46	12	2.208
3	Deputy Director of Production	01	23	2	46	9,93	456,7
4	Deputy Director of Electromechanics and Transport	01	23	2	46	11,38	523,3
5	Chief Accountant	01	21	2	42	12	504
	Total	08					4.316

Actual Payment of Salaries, Bonuses, Allowances, and Remuneration in 2025:

No .	Management Position	Quantity (persons)	Months/Year	Remuneration/ Allowance/ Salary (VND thousand/month)	Total Remuneration (VND thousand/year)	Total Allowance (VND thousand/year)
1	Chairman of the Board of Directors (BOD)	01	12	5.400	64.800	
2	Member of the Board of Directors (BOD)	02	12	4.600	110.400	
3	Independent Member of the BOD	01	12	23.000		276.000
4	Head of the Supervisory Board (SB)	01	12	4.800	57.600	


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No	Management Position	Quantity (persons)	Months/ Year	Remuneration/ Allowance/ Salary (VND thousand/month)	Total Remuneration (VND thousand/year)	Total Allowance (VND thousand/year)
5	Member of the Supervisory Board (SB)	01	12	4.600	55.200	
Total					288.000	276.000

No	Position	Quantity	Monthly Salary (VND mil)	Adjustment Coefficient	Adjusted Monthly Salary (VND mil)	Number of Months	Total 2025 Salary (VND mil)
1	Director	01	26	2,4	62,4	12	748,8
2	Deputy Director of Safety, Full-time Member of the Board of Directors, Full-time Member of the Supervisory Board	03	23	2,4	55,2	12	1.987,2
3	Deputy Director of Technology	01	23	2,4	55,2	9,21	508,6
4	Deputy Director of Production	01	23	2,4	55,2	10	552
5	Deputy Director of Electromechanics and Transport	01	23	2,4	55,2	11	607,2
6	Chief Accountant	01	21	2,4	50,4	12	604,8
	Total	08					5.008,6

b) Share transactions of internal shareholders: None.

c) Contracts or transactions with internal shareholders: None.




d) Implementation of corporate governance regulations: In 2025, members of the Board of Directors, the Board of Management, and other management officers performed their assigned duties and powers in full compliance with the Company's Charter, Resolutions of the General Meeting of Shareholders, and relevant laws, ensuring the legitimate interests of the Company and its shareholders.

VI. Financial Statements:

1. Auditor's Opinion:

"In our opinion, the accompanying Financial Statements give a true and fair view, in all material respects, of the financial position of Vinacomin - Ha Lam Coal Joint Stock Company as of December 31, 2025, as well as its business performance and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations regarding the preparation and presentation of financial statements."

2. Audited Financial Statements:

The 2025 Financial Statements were audited by AASC Auditing Firm Co., Ltd., including: the Balance Sheet; the Income Statement; the Cash Flow Statement; and the Notes to the Financial Statements, in compliance with legal regulations on accounting and auditing. 

Quang Ninh, April 9, 2026

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



Nguyen Huu Dat