

No. 69 /BC- Board of Directors

Quang Ninh, July 29, 2025

REPORT
Corporate governance in the first 6 months of 2025

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

- Company name: **VINACOMIN - HA LAM COAL JOINT STOCK COMPANY**
- Head office address: No. 1, Tan Lap Street, Ha Lam Ward, Quang Ninh Province.
- Phone: (0203) 3825339; Fax: (0203) 3821 203; Email:halamcoal@vnn.vn
- Charter capital: 254,151,990,000 VND
- Stock code: HLC
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and Director.
- Regarding the performance of the internal audit function: The person in charge of internal audit has been appointed.

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (*including resolutions of the General Meeting of Shareholders adopted in the form of written consultation*)

TT	Number of Resolutions/Decisions	Date, Month, Year	Content
01	01/NQ-DHDCDBT	17/01/2025	<p><u>The 2025 General Meeting of Shareholders approves the following contents:</u></p> <ul style="list-style-type: none">(i) To approve the dismissal of 01 Member of the Board of Directors of the Company for Mr. Nguyen Trong Tot.(ii) Approve the list of nominees and candidates for members of the Board of Directors of the Company for the fourth term (2023-:- 2028);(iii) Election results:<ul style="list-style-type: none">- The General Meeting voted and Mr. Tran Van Cu was elected as a Member of the Board of Directors of the Company in the middle of the fourth term (2023-:-2028);- At the 30th session, the Board of Directors of the Company elected Mr. Tran Van Cu as Chairman of the Board of Directors of the Company in the fourth term;
02	01/NQ-DHDCDTN	25/4/2024	<p><u>The 2025 General Meeting of Shareholders approves the following contents:</u></p> <ul style="list-style-type: none">(i) Report on production and business results in 2024; production and business plan in 2025; dividend payment in 2024; it is expected that the dividend payment in 2025 \geq 6%/VNDL.(ii) Audited 2024 Financial Statements.

TT	Number of Resolutions/Decisions	Date, Month, Year	Content
			<p>(iii) Profit distribution in 2024: In which, the dividend paid in 2024 is 8%/VND</p> <p>(iv) The level of remuneration and salary of managers in 2024; the plan on 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 jurisdiction 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 – Inspection and technical analysis; 2011: Production of basic chemicals (Nitrogen gas production activities); 3512: Transmission and distribution of electricity (electricity retailing).</p> <p>(viii) Report of the Board of Directors on the management and performance of the Board of Directors in 2024, the direction of the Board of Directors in 2025.</p> <p>(ix) Audit Supervisory Board's assessment report on production and business results and appraisal of the Company's audited financial statements in 2024.</p> <p>(x) Activity Report of the Supervisory Board on evaluation of the performance of the Board of Directors; Director of the Company in 2024.</p> <p>(xi) The report of the Supervisory Board proposes the General Meeting to select the list of companies to audit the Company's 2025 financial statements.</p> <p>* Notify the General Assembly of the relevant person of the insider</p>

II. Board of Directors

1. Information about members of the Board of Directors (BOD)

TT	Member of the Board of Directors	Duty	Start date; Date no longer a member of the Board of Directors	
			Date of Appointment	Date of dismissal
1	Nguyen Trong Tot	Chairman of the Board of Directors (<i>non-operating</i>)	Elected at the 2023 Annual General Meeting of Shareholders from April 25, 2023 (Term 2023-2028)	17/01/2025
2	Tran Van Cu	Chairman of the Board of Directors (<i>non-operating</i>)	Elected at the 2025 Extraordinary General Meeting of Shareholders from 17/01/2025 (Term 2023-2028)	

3	Vu Ngoc Thang	Member of the Board of Directors, Director	Elected at the 2023 Annual General Meeting of Shareholders from April 25, 2023 (Term 2023-2028)	
4	Dinh Trung Kien	Member of the Board of Directors, Deputy Director	Nt	
5	Nguyễn Văn Sơn	Full-time member of the Board of Directors	Nt	
6	Mai Huy Trung	Independent Member of the Board of Directors	Nt	

2. Board of Directors meetings: 12 sessions, 14 resolutions issued

TT	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Participa	Reason Not attending
			Meeting	
1	Nguyen Trong Tot	01	8,3	Dismissal on 17/01/2025
2	Tran Van Cu	12	100	In which, there is 01 session to attend as invited members.
3	Vu Ngoc Thang	12	100	
4	Dinh Trung Kien	12	100	
5	Nguyễn Văn Sơn	12	100	
6	Mai Huy Trung	12	100	

3. Supervisory activities of the Board of Directors

Performing the supervisory function in accordance with the provisions of the Law on Enterprises 2020, the Company's Charter and the 2025 Work Program, the Board of Directors has implemented supervisory activities for the Board of Directors as follows:

3.1. *Supervisory establishments*

On December 27, 2024, the Chairman of the Board of Directors, on behalf of the Board of Directors, issued Document No. 99/CTr-HDQT on the Program and Operation Plan in 2025 to supervise the implementation of: Resolution of the Annual General Meeting of Shareholders (AGM) in 2025; 14 Resolutions and 13 Decisions of the Board of Directors; Other executive directions of the Board of Directors related to production and business, investment and personnel organization.

3.2. Results of supervision of the implementation of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors

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

- Organize the General Meeting of Shareholders in 2025 in accordance with the plan approved by the Board of Directors; ensure full order and procedures in accordance with the law and the Company's Charter.

- Submit to the Board of Directors for approval before implementing the contents under the competence of the Board of Directors, including:

- + The salary level implemented in 2024;
- + Production and business plan and investment plan in 2025;
- + Adjust the investment schedule and transition in 2025;
- + Personnel work, cadre planning;
- + Management regulations and other administrative contents.

- Organize production and business in 2025 as planned; finalize the list of shareholders to pay dividends in 2025 on time and at the rate approved by the General Meeting of Shareholders.

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

3.3. Results of implementation of the Production and Business Plan in the first 6 months of 2025

STT	Name of the indicator	Residents	Plan for 2025	Implementation 6M/2025	Ratio (TH/KH)	Notes
A	B	C	I	4	4/I*100	5
1	Mining coal	Ton	2 400 000	1 259 020	52,46	
	- Coal pit	"	2 400 000	1 259 020	52,46	
2	CBSX Excavation	m	12 300	6 236	50,70	
3	Coal consumption	Ton	2 249 000	1 167 282	51,90	
4	Coal Revenue	Tr.Dong	3 253 303	1 669 843	51,33	
5	Profit before tax	"	52 047	33 000	63,40	
6	Average Labor	Person	3 478	3 389	97,44	
7	Average salary/person/month	1,000 VND	19 944	21 081	105,7	

3.4. General assessment of the Board of Directors

Through supervision, the Board of Directors commented:

- Regarding the implementation of the Resolution and executive administration: The Board of Directors has properly and fully implemented the contents of the Resolution of the 2025 General Meeting of Shareholders, the Resolution and Decision of the Board of Directors. The contents submitted to the Board of Directors for approval are all within their competence; the implementation process ensures progress,

efficiency and compliance with law.

- Regarding resource management and investment: The Board of Directors has effectively managed and used resources; capital preservation and development; implement investment in the direction of focus and focus; the selection of contractors strictly complies with the law on bidding; basic key works ensure progress, quality, and promote efficiency after being put into use.

- Regarding compliance with laws and professional ethics: The Board of Directors strictly abides by the provisions of the law, the Charter and the Company's internal regulations; no officials violated the law or were disciplined.

- Regarding production and business efficiency: Production and business activities in the first 6 months of 2025 basically reached the planned schedule, ensuring profit targets, contributing to the completion of production and business targets for the whole year 2025.

4. Activities of subcommittees of the Board of Directors (if any): None

5. Resolutions of the Board of Directors:

(Details are according to Appendix 01 attached)

III. Control Board

1. Information about members of the Supervisory Board (BKS)

TT	Members of the Supervisory Board	Duty	Start date	Qualifications
1	Mr. Luong Xuan Quang	Head of Department	Elected at the 2023 Annual General Meeting of Shareholders from 25/4/2023 (Term 2023-2028)	Master of Industrial Economics; Bachelor of Economics
2	Mr. Truong Ngoc Linh	Member	Elected at the 2023 Annual General Meeting of Shareholders from 25/4/2023 (Term 2023-2028)	Master of Mining
3	Ms. Tran Thi Ngan	Member	Elected at the 2023 Annual General Meeting of Shareholders from 25/4/2023 (Term 2023-2028)	Bachelor of Economics - Accounting

2. Meetings of the Supervisory Board

Total number of meetings: 04

TT	Members of the Supervisory Board	Number of Meetings Attended	Meeting attendance rate	Voting Rate	Reasons for not attending the meeting
1	Mr. Luong Xuan Quang	04	100%	100%	

2	Mr. Truong Ngoc Linh	04	100%	100%	
3	Ms. Tran Thi Ngan	04	100%	100%	

*** Meeting content:**

Total number of Supervisory Board meetings: In 2025, the Supervisory Board has held 04 sessions. Meeting content:

- (i) March 14, 2025: Meeting to agree on the results of the control content in the fourth quarter and the whole year of 2024;
- (ii) March 31, 2025: Meeting to agree on the contents of the reports of the Company's Board of Directors to submit the report at the 2025 Annual General Meeting of Shareholders;
- (iii) May 20, 2025: Meeting to agree on the results of the control content in the first quarter of 2025;
- (iv) May 27, 2025: Meeting to agree on the content of task assignment for members of the Supervisory Board to perform tasks in 2025.

3. Supervisory activities of the Supervisory Board for the Board of Directors, the Board of Directors and shareholders

3.1. Supervisory Board activities of the Board of Directors

The Board of Directors of the Company has closely followed the Charter, statutes, regulations, and operation programs to organize the implementation. In the first 6 months of 2025, the Board of Directors has met in 12 sessions, organized the issuance of 14 Resolutions. In addition, the Board of Directors directs:

- Strengthen the management and administration of units performing production and business tasks according to the orientations and plans assigned by TKV, ensuring compliance with the unified management system and administrative discipline of TKV;
- Review and re-promulgate Regulations in the fields of operation and management of the Company, in accordance with current Regulations;
- Fully and truthfully implement reports on production and business situation, supervision reports, reports of representatives of TKV's capital interests to the owner.
- Changing the investment plan for projects implemented in 2025;
- Approve the plan to mobilize medium- and long-term capital to finance projects;
- Approve the plan to use the reward and welfare fund in 2025
- Approve the plan to implement the appointment process for the Deputy Director of the Company; Head of Department; The foreman...

3.2. Monitoring the activities of the Board of Directors

Through attending monthly and quarterly preliminary and summary meetings... and directly inspect and supervise the Company's management and executive activities. The Supervisory Board assesses as follows:

- Carry out the work contents to organize the 2025 Extraordinary General Meeting of Shareholders and the 2025 General Meeting of Shareholders in full and in accordance with the plan issued by the Board of Directors;
- Submit to the Board of Directors for approval or approval the contents under the competence of the Board of Directors before implementation (Production and business plan and investment plan in 2025; adjustment of investment step change in

2025; Production plan in 2025; Management regulations; the process of appointing officials; mobilize medium- and long-term capital to finance projects;....);

- Organize production and business management according to the customer in coordination between TKV and the Company;

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

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

- Direct the amendment, supplementation and promulgation of regulations to be consistent with management and administration;

- To direct the full fulfillment of financial obligations to the State;

- Strengthen management such as: Construction investment; Salary management; Land management; Management of mine boundary resources; Material management, property repair, outsourcing, safety; Cost management contracting...

3.3. Public supervision of related persons and related interests

Through periodic supervision, the Company has made reports on Related Persons and related interests in the Periodic Management Report. At the same time, information is disclosed on the stock market and annually reported at the Annual General Meeting at the Company.

3.4. Overall Assessment

- Through supervision activities, the Company's Board of Directors assessed that the Board of Directors and the Board of Directors have fully implemented the contents of the Resolution of the General Meeting of Shareholders in 2025 approved. The contents submitted by the Director to the Board of Directors for approval or approval are under the jurisdiction of the Board of Directors and the implementation organization ensures progress and efficiency. Manage and use resources, preserve capital; focused and focused investment; selecting contractors in accordance with the order and procedures prescribed by the law on bidding; Production and business ensure the planned profit.

- The Board of Directors complies with the provisions of the law and the Company's Regulations in directing and administering, and no officer violates the law.

- Regarding the disclosure of related persons and related interests: The Company has also fully complied with relevant regulations.

IV. Board of Directors

TT	Member Executive Board	Date of birth	Degree professional knowledge	Date of appointment/dismissal of members of the Executive Board
1	Vu Ngoc Thang	09/12/1979	Mining Engineer	Appointed on 08/6/2021
2	Dinh Trung Kien	12/3/1982	Mining Engineer; Master of Economic Management	Appointed on 02/7/2017
3	Cao Viet Phuong	23/12/1978	Mining Engineer;	Appointed on 01/5/2010/

TT	Member Executive Board	Date of birth	Degree professional knowledge	Date of appointment/dismissal of members of the Executive Board
			Bachelor of Industrial and Construction Business Administration; Master of Economic Management	Relieved on 01/01/2025
4	Bùi Thanh Đoàn	28/6/1980	Mining Engineer	Appointed on 25/7/2023
5	Nguyen Le Tung	27/10/1981	Mining Enterprise Electrification Engineer, Master of Mining Electrification	Appointed on 20/01/2025
6	Nguyen Van Bac	18/3/1980	Master of Mining	Appointed on 05/3/2025

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of Appointment
Vu Thi Minh Thanh	15/10/1974	Bachelor of Economics majoring in Accounting; Master of Economic Management	Appointed on 04/5/2016

VI. Corporate Governance Training

Members of the Board of Directors, members of the Supervisory Board, Managing Director, other managers and the Company Secretary participated in training classes at the School of Business Administration – Vinacomin of Vietnam Coal and Mineral Industry Group on corporate governance, corporate management, control operations and legal work related to enterprises under TKV's program.

VII. List of related persons of the public company and transactions of related persons of the company with the company itself

- 1. List of related persons of the company:**
(*Details are according to Appendix 02 attached*)
- 2. 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:** No
- 3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries and companies controlled by the company:** No
- 4. Transactions between the company and other subjects.**

4.1. Transactions between the company and the company in which members of the Board of Directors, members of the Supervisory Board, Directors and other managers have been founding members or members of the Board of Directors or the CEO in the past three (03) years (calculated at the time of making the report): Without.

4.2. Transactions between companies in which related persons of members of the Board of Directors, members of the Supervisory Board, Directors and other managers are members of the Board of Directors or the Executive Director

Transactions between the Company and Vietnam Coal and Mineral Industry Group (including branches under the Group such as: Hon Gai-Vinacomin Coal Sorting Company, Environment One Member Limited Company - TKV, Mine Construction and Installation Company-TKV): Implementation of the coal purchase and sale contract in the first 6 months of 2025 reaching VND 1,669.8 billion; Contracts for wastewater treatment and hazardous waste treatment reached VND 0.662 billion; Excavation contract: Value of VND 27,651 billion...

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, Directors and other managers: No

VIII. Trading of shares of insiders and related persons of insiders

1. List of insiders and related persons of insiders:

(Details are according to Appendix 02 attached)

2. Transactions of insiders and related persons for the company's shares:

No

IX. Other issues to note: No

Recipient:

- As addressed;
- Board of Directors, Supervisory Board (e-Copy);
- Executive Board (e-Copy);
- Electromechanical – Transportation Department (e-Copy, Information Disclosure and Website Posting)
- Filing: Board of Directors (M3).

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

Tran Van Cu

APPENDIX 01
SUMMARY OF RESOLUTIONS OF THE BOARD OF DIRECTORS IN THE
FIRST 6 MONTHS OF 2025

(Attached to the Company's governance report No. 69 / BC-HDQT dated 29/7/2025)

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

TT	Number of Resolutions	Date, Month, Year	Content	Adoption Rate
7	34/K3/NQ-HDQT	10/2/2025	<p>1. Approve the project content and move the investment plan for the CGH market furnace operation equipment investment project in 2025 to report to TKV for comments.</p> <p>2. Approve the project content and change the investment plan for the investment project in service of production in 2025 to report to TKV for comments.</p> <p>3. Approve the project contents and transfer the investment plan for the investment project to supplement the capacity of the backup diesel power station to report to TKV for comments.</p> <p>4. Notification of Settlement of Completed Projects (DAHT) for: Investment Projects for Production in 2023.</p> <p>5. Approve the results of the process of appointing the Foreman of the Mining Site 6.</p> <p>6. To approve the policy and plan for the re-appointment of officials for the title of Workshop Manager of Environment Construction - Service (XDMT-PV).</p> <p>7. Approved the Report of the Fourth Quarter of 2024 of the Independent Board of Directors.</p> <p>8. Approve the addition of 03 business line codes to report to TKV for comments before submitting to the 2025 General Meeting of Shareholders for decision according to its competence.</p> <p>9. The Board of Directors implements a number of contents related to the management of the Company.</p>	100%

TT	Number of Resolutions	Date, Month, Year	Content	Adoption Rate
8	34/K4/NQ-HDQT	10/02/2025	Approved the short-term credit norm and a number of financial targets in 2025 of the Company.	100%
9	35/K4/NQ-HDQT	04/3/2025	<p>1. To approve the policy and personnel plan for the transfer of officials to hold positions in CV City and the appointment of officials to hold positions in the Board of Directors of the People's Republic of Vietnam and the People's Republic of Vietnam.</p> <p>2. Approve the assignment of tasks to the officer in charge of the Registration Department.</p> <p>3. To approve the results of the implementation of the process and personnel to re-appoint the position of Manager of the Construction, Environment – Service Workshop.</p> <p>4. Approve the results of the assessment and ranking of the quality of key officials in 2024 of the Company.</p> <p>5. To approve the Regulation on Emulation and Commendation.</p> <p>6. To approve the Regulation on management of training and retraining.</p> <p>7. To approve the report on the non-promulgation of the Regulation on Science and Technology.</p> <p>8. To approve the report on investment policy proposals and the detailed draft plan at the scale of 1/500 of the Collective Housing Project to report to TKV for comments.</p> <p>9. To approve the report on investment policy proposals and the detailed draft plan at the scale of 1/500 of the project to renovate and upgrade the route from the ground +28 connecting provincial road 336 to report to TKV for comments.</p> <p>10. To approve the settlement of the exploration drilling project for the Company to report to TKV for comments.</p> <p>11. The Board of Directors approves the implementation of Official Letter No.</p>	100%

TT	Number of Resolutions	Date, Month, Year	Content	Adoption Rate
			408/TKV-KS dated 22/01/2025 of TKV on the report to consult the university's TKV at the Board of Directors meeting, voting at the 2025 General Meeting of Shareholders.	
10	36/K4/NQ-HDQT	28/3/2025	<p>1. To approve the results of the implementation of the plan to transfer officials to hold the position of Head of the M&E and Transport Department.</p> <p>2. To approve the results of the implementation of the appointment process and personnel to propose the appointment of officials holding the position of Foreclosure of Mechanical and M&E Construction Sites.</p> <p>3. Approving the settlement of the salary fund to be implemented in 2024.</p> <p>4. To approve a number of main indicators oriented to the 5-year Plan (2026-2030) of the Company.</p> <p>5. To approve the Regulation on repair of fixed assets being the Company's equipment.</p> <p>6. Approve the project content and decide to change the investment plan for the project of Investment in equipment to maintain the operation of CGH market furnace in 2025 - Ha Lam-Vinacomin Coal Joint Stock Company.</p> <p>7. Approve the project content and decide to change the investment plan for the investment project for production in 2025 - Ha Lam Coal Joint Stock Company - Vinacomin.</p> <p>8. To approve the project contents and decide to change the investment plan for the Investment Project to supplement the capacity of backup diesel power station - Ha Lam Coal Joint Stock Company - Vinacomin.</p>	100%
11	37/K4/NQ-HDQT	04/4/2025	Approve the content of the report proposing investment policies and the draft detailed planning for construction at the scale of 1/500 of the project: Investment in the workers' collective house (apartment) in Ha Lam ward, Ha Long city, Quang Ninh province" to report to TKV for comments.	100%

TT	Number of Resolutions	Date, Month, Year	Content	Adoption Rate
12	38/K4/NQ-HDQT	21/4/2025	1. Decision on promulgation of the Regulation on management of occupational safety and hygiene of the Company. 2. Approve the results of consideration and approval of commendation achievements, propose the General Director of TKV to award the Certificate of Merit to the Company. 3. To decide on the annulment of the Regulation on management and lease of workers' collective houses. 4. Approve the preparation of the 2025 General Meeting of Shareholders.	100%
13	39.1/K4/NQ-HDQT	02/6/2025	Approved for the Company's Director to carry out procedures for mobilizing medium- and long-term capital to finance the Investment Project for production in 2025.	100%
14	39.2/K4/NQ-HDQT	02/6/2025	1. To approve the settlement of the project on completion of the project on investment in equipment for carrying people in the pit. 2. To approve the settlement of the project to complete the investment in equipment to maintain the operation of CGH market furnaces. 3. Approve the last registration date to exercise the right to receive dividends in 2024. 4. Approve the policy and plan to re-appoint the Foreman of CGH KT1 and TD City of the Company. 5. To approve the Plan on the use of the reward fund and welfare fund in 2025. 6. To adopt the policy for officials to visit abroad. 7. Approve the Report on production and business results in May, the plan for June 2025 of the Company. 8. Approve the report on the results of the implementation of the SA plan in the first quarter of 2025. 9. Approve the Report of the first quarter of 2025 of the independent Board of Directors.	100%
15	40/K4/NQ-HDQT	27/6/2025	Through the appointment of Mr. Nguyen Le Tung – Deputy Director of the Company to participate in the survey delegation in China.	100%

APPENDIX 02
LIST OF INSIDERS AND RELATED PERSONS (INDIVIDUALS, ORGANIZATIONS) TO INSIDERS
(Attached to the Company's governance report No. 69 / BC-HDQT dated 28/7/2025)

STT	Stock Code	Full name	Position at the company	Relationship to Insiders	Type of NSH (ID card, CCCD, Passport, Business Registration)	NSH Paper Number	Date of issuance of NSH certificate	Time of appointment of NNB/becoming NLQ	Notes
1	2	3	4	5	6	7	8	9	10
1	HLC	Nguyen Trong Tot	Chairman of the Board of Directors		CCCD	034065002627	10/07/2021	25/04/2022	<i>Dismissal on 17/01/2025</i>
1.01		Vu Thi Xam		Biological mother					
1.02		Bui Thi Hoa		Wife	CCCD	034171003584	10/07/2021		
1.03		Nguyen Mai Quynh		Daughter	CCCD	034197010731	14/08/2021		
1.04		Nguyen Dinh Tin		Son-in-law	CCCD	022096011240	28/06/2021		
1.05		Nguyen Quynh Trang		Daughter	CCCD	022302000187	13/05/2021		
1.06		Nguyen Thi Chien		Sister	CCCD	034154003361	05/01/2017		
1.07		Nguyễn Công Thuân		Brother-in-law	CCCD	034054003361	05/01/2017		
1.08		Nguyễn Thị Huyền		Sister	CMND	151992838	16/09/2008		
1.09		Dinh Van Mien		Brother-in-law	CMND	152227471	04/07/2013		
1.10		Bui Cong Hao		Father-in-law					
1.11		Dinh Thi Nguyen		Mother-in-law					

STT	Stock Code	Full name	Position at the company	Relationship to Insiders	Type of NSH (ID card, CCCD, Passport, Business Registration)	NSH Paper Number	Date of issuance of NSH certificate	Time of appointment of NNB/becoming NLQ	Notes
1.12		Vietnam Coal and Mineral Industry Group		Head of Department	Business Registration	5700100256	12/07/2010		
1.13		Vang Danh Coal Joint Stock Company - Vinacomin		Chairman of the Board of Directors	Business Registration	5700101877	01/07/2008		
1.16		Mong Duong Coal Joint Stock Company - Vinacomin		Chairman of the Board of Directors	Business Registration	5700101203	01/02/2008		
1.18		Deo Nai Coal Joint Stock Company – Coc Sau - TKV		Chairman of the Board of Directors	Business Registration	5702162138	24/06/2024		
2	HLC	Tran Van Cu	Chairman of the Board of Directors		CCCD	22073002188	22/04/2021	17/01/2025	
2.01		Tran Van Cao		Father		30040009641	30/09/2024		
2.02		Vu Thi Dung		Mother-in-law		30148003068	14/04/2021		
2.03		Nguyen Vu Hong Giang		Wife		22174005588	25/04/2021		
2.04		Tran Khanh Linh		Offspring		22199000001	22/11/2024		
2.05		Tran Hai Yen		Offspring		1307009819	19/10/2022		
2.06		Tran Van Duc		Brother		30061009521	30/05/2024		
2.07		Nguyen Thi Hoa		Sister-in-law		31166001915	10/08/2021		
2.08		Tran Thi Le		Siblings		22172003193	27/05/2021		
2.09		Ngo The Phiet		Brother-in-law		40068042404	28/06/2021		

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2.10		Vietnam Coal and Mineral Industry Group		Head of Department	Business Registration	5700100256	12/07/2010		
2.11		Inspection Joint Stock Company – Vinacomin		Chairman of the Board of Directors	Business Registration	5700100552	03/04/2006	17/01/2025	
2.12		Lam Dong Aluminum Company Limited – TKV		Chairman of the Board of Directors	Business Registration	5800939133	28/10/2010		
3	HLC	Vu Ngoc Thang	Board Member/ Director		CCCD	022079001532	28/06/2021	08/06/2021	
3.01		Vu Huu Hop		Father	CCCD	030052002084	28/06/2021		
3.02		Nguyễn Thị Măng		Biological mother	CCCD	022159000608	28/06/2021		
3.03		Nguyen Quang Vinh		Father-in-law	CCCD	022049000569	13/04/2021		
3.04		Pham Thi Suu		Mother-in-law	CCCD	022152004566	01/09/2021		
3.05		Nguyen Thi Hang		Wife	CCCD	022182011719	28/06/2021		
3.06		Vu Minh Duc		Offspring	CCCD				
3.07		Vu Minh Dat		Offspring	CCCD				
3.08		Vu Thi Kien		Sister	CCCD	022185000562	11/08/2021		
3.09		Vu Duc Tam		Brother-in-law	CCCD	022083006500	10/03/2021		
4	HLC	Dinh Trung Kien	Board Member/Deputy Director		CCCD	022082003133	10/08/2021	02/07/2017	
4.01		Dinh Huu Phi		Father	CCCD	036058005685	11/08/2021		

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3.02		Dao Thi Lan		Biological mother	CCCD	022160002088	11/08/2021		
3.03		Ly Van Gieng		Father-in-law	CCCD	100513049	18/09/2007		
3.04		Pham Thi Nhung		Mother-in-law	CCCD	022159000247	28/03/2016		
3.05		Ly Kim Thoa		Wife	CCCD	02218301079	09/05/2021		
3.06		Dinh Trung Hieu		Offspring	CCCD				
3.07		Dinh Thi Huong Quynh		Younger siblings	CCCD	022184004906	22/06/2018		
3.08		Dinh Quynh Trang		Younger siblings	CMND	101146637	01/03/2012		
3.09		Dao Minh Thao		Brother-in-law	CMND	100777416	13/04/2015		
3.1		Hoang Van Viet		Brother-in-law	CMND	101028717	11/08/2006		
5	HLC	Nguyễn Văn Sơn	Board Member		CCCD	22067002469	09/08/2021	25/04/2023	
5.01		Dao Xuan Bao		Father-in-law	CCCD	022038004174	22/11/2021		
5.02		Nguyen Thi Thuoc		Mother-in-law	CCCD	040143000715	25/04/2021		
5.03		Dao Thi Ha		Wife	CMND	101200470	19/05/2017		
5.04		Nguyen Son Tung		Offspring	CCCD	022203002540	14/10/2020		
5.05		Bui Bich Phuong		Daughter-in-law	CCCD	022192001435	17/05/2021		
5.06		Nguyễn Sơn Bách		Offspring	CMND	100033246	22/11/2006		
5.07		Nguyen Van Thanh		Brother	CCCD	022056001379	04/05/2020		
5.08		Bui Thi Thu Huong		Sister-in-law	CCCD	022168003844	25/04/2021		
5.09		Nguyen Hong Nga		Siblings	CCCD	001159029725	22/12/2021		
5.10		Tran Van Hoa		Brother-in-law	CMND	100673919	12/04/2007		

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5.11		Nguyen Hong Ha		Siblings	CCCD	022163002649	17/05/2021		
6	HLC	Mai Huy Trung	Board Member		CCCD	022060002656	24/04/2021	25/04/2023	
6.01		Mai Huu Phan		Father	CCCD	036036000244	25/04/2021		
6.02		Le Thi Bich Hang		Wife	CCCD	031161002974	24/04/2021		
6.03		Mai Quoc Hung		Offspring	CCCD	022085002179	17/03/2017		
6.04		Mai Manh Hung		Offspring	CCCD	022087000021	01/11/2021		
6.05		Nguyen Thi Yen Anh		Daughter-in-law	CCCD	022190005125	01/05/2021		
6.06		Mai Thi Thuy Anh		Siblings	CCCD	022159001774	04/10/2019		
6.07		Mai Huy Quynh		Brother	CMND	013345445	11/09/2010		
6.08		Mai Huy Cuong		Brother	CCCD	022066001591	25/04/2021		
6.09		Vu Tien Thi		Brother-in-law	CCCD	034057002364	23/06/2016		
6.10		Nguyen Thi Anh Tuyet		Sister-in-law	CCCD	022164000002	30/08/2013		
6.11		Nguyen Thu Huyen		Sister-in-law	CCCD	022171000678	25/4/2021		
7	HLC	Luong Xuan Quang	Head of the Supervisory Board		CCCD	031077004534	24/08/2017	25/04/2023	
7.01		Trinh Thi Series		Biological mother	CMND	091537963	07/07/2020		
7.02		Do Thi Hong Loan		Wife	CCCD	019177000320	25/08/2017		
7.03		Luong Trung Kien		Son	CCCD	019203000090	03/04/2018		
7.04		Luong Khanh Linh		Daughter					
7.05		Do Xuan Lam		Father-in-law	CMND	090181254	14/09/2016		

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7.06		Luong Xuan Hoang		Brother	CMND	090823653	15/01/2015		
7.07		Luong Xuan Hai		Brother	CMND	091016539	14/09/2019		
7.08		Luong Xuan Huy		Brother	CMND	091082864	17/07/2017		
7.09		Le Thi Hong		Sister-in-law	CMND	090823641	15/01/2015		
7.10		Le Hoa Binh		Sister-in-law	CMND	091056912	14/06/2019		
7.11		Kim Ngoc		Sister-in-law	CMND	090942912	12/03/2008		
8	HLC	Truong Ngoc Linh	Member of the Supervisory Board		CCCD	031076028439	22/11/2021	25/04/2023	
8.01		Nguyen Thi Thuc		Mother-in-law	CCCD	001158010291	17/05/2017		
8.02		Trịnh Thị Thảo		Wife	CMND	111840843	31/01/2008		
8.03		Truong Manh Hai		Offspring					
8.04		Truong Manh Cuong		Offspring					
8.05		Truong Thi Quynh		Siblings	CCCD	03117400192	03/05/2021		
8.06		Nguyen Ba Huu		Brother-in-law	CCCD	031071002100	06/04/2016		
8.07		Truong Van Chinh		Younger siblings	CMND	31054045	01/04/1996		
8.08		Nguyen Thi Tuyen		Sister-in-law	CCCD	033186003651	10/11/2017		
9	HLC	Tran Thi Ngan	Member of the Supervisory Board		CCCD	030175003761	26/10/2017	25/04/2023	
9.01		Nguyen Son Tung		Offspring	CCCD	022203005893	18/06/2020		
9.02		Duong Thị Hòa		Biological mother	CMND	140695154	24/09/2012		
9.03		Tran Thi Hien		Siblings	CCCD	030170001666	06/12/2016		
9.04		Trần Văn Khiêm		Brother	CCCD	030064001285	01/08/2016		

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9.05		Tran Thi Hue		Siblings	CMND	063023580	23/03/2012		
9.06		Tran Thi Hanh		Siblings	CCCD	030172001209	28/06/2016		
9.07		Tran Van Kien		Younger siblings	CCCD	30080000070	14/05/2016		
9.08		Pham Phuc Chinh		Brother-in-law	CCCD	030060002784	25/07/2017		
9.09		Pham Thi Huong		Sister-in-law	CMND	141162693	18/06/2011		
9.10		Luong Van Suu		Brother-in-law	CMND	063433606	21/09/2011		
9.11		Tran Van Hiep		Brother-in-law	CCCD	001071022326	05/11/2019		
9.12		Ngo Thi Thanh Huyen		Sister-in-law	CCCD	012086446	22/06/2013		
10	HLC	Cao Viet Phuong	Deputy Director		CMND	100729452	19/03/2003	01/05/2010	Dismissal on 01/01/2025
10.1		Cao Ba Ai		Father	CMND	100011217	03/06/2006		
10.2		Nguyen Ngoc Lan		Biological mother	CMND	101257822	20/08/2003		
10.3		Le Thi Hop		Mother-in-law					
10.4		Le Thi Thuy Linh		Wife	CMND	101089985	15/10/2007		
10.5		Cao Le Thu Huong		Offspring					
10.6		Cao Le Phuong Trinh		Offspring					
10.7		Cao Viet Linh		Younger siblings	CCCD	022188002396	25/05/2019		
10.8		Bui Anh Cuong		Brother-in-law	CCCD	022084000158	11/04/2018		
11	HLC	Bui Thanh Doan	Deputy Director		CCCD	030080006418	10/05/2021	25/07/2023	

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11.1		Tran Thi Nhu		Biological mother	CCCD	030080006418	10/05/2021		
11.2		Bui Thanh Tao		Father	CCCD	030153001494	04/10/2022		
11.3		Bui Thanh Hang		Brother	CCCD	030051000570	12/04/2022		
11.4		Nguyen Minh Hue		Sister-in-law	CCCD	030076017585	28/06/2022		
11.5		Nguyen Thi Than		Mother-in-law	CCCD	035181000538	08/05/2021		
11.6		Doan Thi Tuyet		Wife	CCCD	022154001047	10/04/2021		
11.7		Bui Thanh Vinh		Biological child (boy)	CCCD	022186004731	28/06/2021		
11.8		Bui Thanh Phuc Hung		Biological child (boy)	CCCD	022208007182	25/04/2022		
12	HLC	Nguyen Le Tung	Deputy Director		CCCD	022081002575	07/05/2021	20/01/2025	
12.01		Nguyễn Văn Quang		Father	CCCD	022055005732	09/05/2021		
12.02		Le Thi Hoa Le		Biological mother	CCCD	035159009850	11/08/2021		
12.03		Nguyen Duc Hai		Father-in-law	CCCD	042061009430	28/06/2021		
12.04		Phan Thi Hoa		Mother-in-law	CCCD	042160011470	28/06/2021		
12.05		Nguyen Thi Thuy		Wife	CCCD	042182000566	28/05/2021		
12.06		Nguyen Le Ngoc Thuy		Offspring	CCCD	022309002066	27/12/2023		
12.07		Nguyen Thai Son		Offspring	CCCD	022213007560			
13	HLC	Nguyen Van Bac	Deputy Director		CCCD	30080007258	10/04/2021	05/03/2025	
13.01		Nguyen Van Phi		Father					
13.02		Nguyen Thi Lan		Biological mother					
13.03		Vu Van Phu		Father-in-law	CCCD	30062008691	25/04/2021		
13.04		Nguyễn Thị Phúc		Mother-in-law	CCCD	30165008514	25/04/2021		

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13.05		Vu Thi Hue		Wife	CCCD	30184013701	06/06/2024		
13.06		Nguyen Minh Tuan		Biological children	CCCD	30207003870	19/04/2022		
13.07		Nguyen Duy Hung		Biological children	CCCD	3020700387	19/04/2022		
13.08		Nguyen Thi Loan		Sister	CCCD	30173000737	13/03/2022		
13.09		Nguyen Van Duc		Brother	CCCD	30075007144	01/09/2021		
13.10		Nguyen Van Viet		Brother	CCCD	30078001125	01/09/2021		
13.11		Vu Van Phuong		Brother-in-law	CCCD	30088000981	11/08/2021		
14	HLC	Vu Thi Minh Thanh	Chief Accountant		CMND	100756234	24/12/2012	04/05/2016	
14.01		Vu Dinh Thinh		Father	CMND	100039917	15/03/2006		
14.02		Vu Thi Thuy		Biological mother	CMND	160702438	28/08/2014		
14.03		Vu Xuan Dong		Father-in-law	CCCD	036035000061	10/09/2015		
14.04		Vu Xuan Tuong		Husband	CMND	100056099	13/06/2015		
14.05		Vu Thi Hoai Phuc		Offspring	CMND	100276747	01/02/2013		
14.06		Vu Xuan Duc Long		Offspring	CCCD	022205000450	06/01/2020		
14.07		Vu Thi Minh Dung		Younger siblings	CCCD	036176007562	07/05/2019		
14.08		Hoang Van Kien		Brother-in-law	CCCD	022069003041	15/12/2020		
15	HLC	Liao Hongming	Person in charge of administration/ Company secretary		CCCD	022082003111	21/11/2021	01/10/2022	
15.01		Tran Thi Thanh Trang		Wife	CCCD	022186007024	10/04/2021		
15.02		Lieu Minh Khoi		Biological children	CCCD	022211002654			

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15.03		Lieu Tran Minh Ngoc		Biological children	CCCD	022315002942			
15.04		Liao Hongsheng		Father	CCCD	022056001683	10/04/2021		
15.05		Le Thi Huong		Mother-in-law	CCCD	030158005387	15/04/2021		
15.06		Lieu Hong Thang		Younger siblings	CCCD	022085006537	29/04/2021		
15.07		Bui Thi Phuong Anh		Sister-in-law	CCCD	022192006012	29/04/2021		
16	HLC	Vietnam National Coal – Mineral Industries Holding Corporation Limited		Parent company of the Listed Organisation	Business Registration	5700100256	12/07/2010		
17	HLC	Trade Union of VINACOMIN - Ha Lam Coal JSC		Socio-political organization of a public company (Trade Union)		HLC1	09/02/1975		
18	HLC	Trade Union of VINACOMIN - Ha Lam Coal JSC		Socio-political organization of a public company (Trade Union)		VSDHLCBS4	09/02/1975		