

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	<u>The 2025 General Meeting of Shareholders approves the following contents:</u> (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: - 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	<u>The 2025 General Meeting of Shareholders approves the following contents:</u> (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 (non-operating)	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 (non-operating)	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 Meeting	Reason Not attending
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	$4/I \times 100$	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).

Handwritten signature

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	1. To approve the list of nominations and candidacy for election of members of the Board of Directors of the Company. 2. Announcement of the report on the preparation and organization of the General Meeting of Shareholders in 2025.	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	1. Assignment of tasks of members of the Board of Directors in the middle of the fourth term (2023 -:- 2028). 2. Approve the plan (temporarily) to use the Company's Reward Fund and Welfare Fund in 2025. 3. Approve the settlement of remuneration and bonuses in 2023 for TKV's representative at the Company. 4. To approve the policy and process for considering the appointment of officials for the title of Foreman of the Mining Site 6.	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	<ol style="list-style-type: none"> 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. 2. Approve the assignment of tasks to the officer in charge of the Registration Department. 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. 4. Approve the results of the assessment and ranking of the quality of key officials in 2024 of the Company. 5. To approve the Regulation on Emulation and Commendation. 6. To approve the Regulation on management of training and retraining. 7. To approve the report on the non-promulgation of the Regulation on Science and Technology. 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. 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. 10. To approve the settlement of the exploration drilling project for the Company to report to TKV for comments. 11. The Board of Directors approves the implementation of Official Letter No. 	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	<ol style="list-style-type: none"> 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. 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. 3. Approving the settlement of the salary fund to be implemented in 2024. 4. To approve a number of main indicators oriented to the 5-year Plan (2026-2030) of the Company. 5. To approve the Regulation on repair of fixed assets being the Company's equipment. 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. 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. 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. 	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 29/7/2025)

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			25/04/2022	<i>Dismissal on 17/01/2025</i>
1.01		Vu Thi Xam		Biological mother					
1.02		Bui Thi Hoa		Wife	CCCD				
1.03		Nguyen Mai Quynh		Daughter	CCCD				
1.04		Nguyen Dinh Tin		Son-in-law	CCCD				
1.05		Nguyen Quynh Trang		Daughter	CCCD				
1.06		Nguyen Thi Chien		Sister	CCCD				
1.07		Nguyễn Công Thuận		Brother-in-law	CCCD				
1.08		Nguyễn Thị Huyền		Sister	CMND				
1.09		Dinh Van Mien		Brother-in-law	CMND				
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				
1.13		Vang Danh Coal Joint Stock Company - Vinacomin		Chairman of the Board of Directors	Business Registration				
1.16		Mong Duong Coal Joint Stock Company - Vinacomin		Chairman of the Board of Directors	Business Registration				
1.18		Deo Nai Coal Joint Stock Company – Coc Sau - TKV		Chairman of the Board of Directors	Business Registration				
2	HLC	Tran Van Cu	Chairman of the Board of Directors		CCCD			17/01/2025	
2.01		Tran Van Cao		Father					
2.02		Vu Thi Dung		Mother-in-law					
2.03		Nguyen Vu Hong Giang		Wife					
2.04		Tran Khanh Linh		Offspring					
2.05		Tran Hai Yen		Offspring					
2.06		Tran Van Duc		Brother					
2.07		Nguyễn Thị Hoa		Sister-in-law					
2.08		Tran Thi Le		Siblings					
2.09		Ngo The Phiet		Brother-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
2.10		Vietnam Coal and Mineral Industry Group		Head of Department	Business Registration				
2.11		Inspection Joint Stock Company – Vinacomin		Chairman of the Board of Directors	Business Registration			17/01/2025	
2.12		Lam Dong Aluminum Company Limited – TKV		Chairman of the Board of Directors	Business Registration				
3	HLC	Vu Ngoc Thang	Board Member/Director		CCCD			08/06/2021	
3.01		Vu Huu Hop		Father	CCCD				
3.02		Nguyễn Thị Măng		Biological mother	CCCD				
3.03		Nguyen Quang Vinh		Father-in-law	CCCD				
3.04		Pham Thi Suu		Mother-in-law	CCCD				
3.05		Nguyen Thi Hang		Wife	CCCD				
3.06		Vu Minh Duc		Offspring	CCCD				
3.07		Vu Minh Dat		Offspring	CCCD				
3.08		Vu Thi Kien		Sister	CCCD				
3.09		Vu Duc Tam		Brother-in-law	CCCD				
4	HLC	Dinh Trung Kien	Board Member/Deputy Director		CCCD			02/07/2017	
4.01		Dinh Huu Phi		Father	CCCD				

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3.02		Dao Thi Lan		Biological mother	CCCD				
3.03		Ly Van Gieng		Father-in-law	CCCD				
3.04		Phạm Thị Nhung		Mother-in-law	CCCD				
3.05		Ly Kim Thoa		Wife	CCCD				
3.06		Dinh Trung Hieu		Offspring	CCCD				
3.07		Dinh Thi Huong Quynh		Younger siblings	CCCD				
3.08		Dinh Quynh Trang		Younger siblings	CMND				
3.09		Dao Minh Thao		Brother-in-law	CMND				
3.1		Hoang Van Viet		Brother-in-law	CMND				
5	HLC	Nguyễn Văn Sơn	Board Member		CCCD			25/04/2023	
5.01		Dao Xuan Bao		Father-in-law	CCCD				
5.02		Nguyen Thi Thuoc		Mother-in-law	CCCD				
5.03		Dao Thi Ha		Wife	CMND				
5.04		Nguyen Son Tung		Offspring	CCCD				
5.05		Bui Bich Phuong		Daughter-in-law	CCCD				
5.06		Nguyễn Sơn Bách		Offspring	CMND				
5.07		Nguyen Van Thanh		Brother	CCCD				
5.08		Bui Thi Thu Huong		Sister-in-law	CCCD				
5.09		Nguyen Hong Nga		Siblings	CCCD				
5.10		Tran Van Hoa		Brother-in-law	CMND				

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5.11		Nguyen Hong Ha		Siblings	CCCD				
6	HLC	Mai Huy Trung	Board Member		CCCD			25/04/2023	
6.01		Mai Huu Phan		Father	CCCD				
6.02		Le Thi Bich Hang		Wife	CCCD				
6.03		Mai Quoc Hung		Offspring	CCCD				
6.04		Mai Manh Hung		Offspring	CCCD				
6.05		Nguyen Thi Yen Anh		Daughter-in-law	CCCD				
6.06		Mai Thi Thuy Anh		Siblings	CCCD				
6.07		Mai Huy Quynh		Brother	CMND				
6.08		Mai Huy Cuong		Brother	CCCD				
6.09		Vu Tien Thi		Brother-in-law	CCCD				
6.10		Nguyen Thi Anh Tuyet		Sister-in-law	CCCD				
6.11		Nguyen Thu Huyen		Sister-in-law	CCCD				
7	HLC	Luong Xuan Quang	Head of the Supervisory Board		CCCD			25/04/2023	
7.01		Trinh Thi Series		Biological mother	CMND				
7.02		Do Thi Hong Loan		Wife	CCCD				
7.03		Luong Trung Kien		Son	CCCD				
7.04		Luong Khanh Linh		Daughter					
7.05		Do Xuan Lam		Father-in-law	CMND				

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7.06		Luong Xuan Hoang		Brother	CMND				
7.07		Luong Xuan Hai		Brother	CMND				
7.08		Luong Xuan Huy		Brother	CMND				
7.09		Le Thi Hong		Sister-in-law	CMND				
7.10		Le Hoa Binh		Sister-in-law	CMND				
7.11		Kim Ngoc		Sister-in-law	CMND				
8	HLC	Truong Ngoc Linh	Member of the Supervisory Board		CCCD			25/04/2023	
8.01		Nguyen Thi Thuc		Mother-in-law	CCCD				
8.02		Trịnh Thị Thao		Wife	CMND				
8.03		Truong Manh Hai		Offspring					
8.04		Truong Manh Cuong		Offspring					
8.05		Truong Thi Quynh		Siblings	CCCD				
8.06		Nguyen Ba Huu		Brother-in-law	CCCD				
8.07		Truong Van Chinh		Younger siblings	CMND				
8.08		Nguyen Thi Tuyen		Sister-in-law	CCCD				
9	HLC	Tran Thi Ngan	Member of the Supervisory Board		CCCD			25/04/2023	
9.01		Nguyen Son Tung		Offspring	CCCD				
9.02		Dương Thị Hòa		Biological mother	CMND				
9.03		Tran Thi Hien		Siblings	CCCD				
9.04		Trần Văn Khiêm		Brother	CCCD				

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9.05		Tran Thi Hue		Siblings	CMND				
9.06		Tran Thi Hanh		Siblings	CCCD				
9.07		Tran Van Kien		Younger siblings	CCCD				
9.08		Phạm Phúc Chinh		Brother-in-law	CCCD				
9.09		Pham Thi Huong		Sister-in-law	CMND				
9.10		Luong Van Suu		Brother-in-law	CMND				
9.11		Tran Van Hiep		Brother-in-law	CCCD				
9.12		Ngo Thi Thanh Huyen		Sister-in-law	CCCD				
10	HLC	Cao Viet Phuong	Deputy Director		CMND			01/05/2010	<i>Dismissal on 01/01/2025</i>
10.1		Cao Ba Ai		Father	CMND				
10.2		Nguyen Ngoc Lan		Biological mother	CMND				
10.3		Le Thi Hop		Mother-in-law					
10.4		Le Thi Thuy Linh		Wife	CMND				
10.5		Cao Le Thu Huong		Offspring					
10.6		Cao Le Phuong Trinh		Offspring					
10.7		Cao Viet Linh		Younger siblings	CCCD				
10.8		Bui Anh Cuong		Brother-in-law	CCCD				
11	HLC	Bùi Thanh Đoàn	Deputy Director		CCCD			25/07/2023	

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11.1		Tran Thi Nhu		Biological mother	CCCD				
11.2		Bui Thanh Tao		Father	CCCD				
11.3		Bui Thanh Hang		Brother	CCCD				
11.4		Nguyen Minh Hue		Sister-in-law	CCCD				
11.5		Nguyen Thi Than		Mother-in-law	CCCD				
11.6		Doan Thi Tuyet		Wife	CCCD				
11.7		Bui Thanh Vinh		Biological child (boy)	CCCD				
11.8		Bui Thanh Phuc Hung		Biological child (boy)	CCCD				
12	HLC	Nguyen Le Tung	Deputy Director		CCCD			20/01/2025	
12.01		Nguyễn Văn Quang		Father	CCCD				
12.02		Le Thi Hoa Le		Biological mother	CCCD				
12.03		Nguyen Duc Hai		Father-in-law	CCCD				
12.04		Phan Thi Hoa		Mother-in-law	CCCD				
12.05		Nguyen Thi Thuy		Wife	CCCD				
12.06		Nguyen Le Ngoc Thuy		Offspring	CCCD				
12.07		Nguyen Thai Son		Offspring	CCCD				
13	HLC	Nguyen Van Bac	Deputy Director		CCCD			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				
13.04		Nguyễn Thị Phúc		Mother-in-law	CCCD				

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13.05		Vu Thi Hue		Wife	CCCD				
13.06		Nguyen Minh Tuan		Biological children	CCCD				
13.07		Nguyen Duy Hung		Biological children	CCCD				
13.08		Nguyen Thi Loan		Sister	CCCD				
13.09		Nguyen Van Duc		Brother	CCCD				
13.10		Nguyen Van Viet		Brother	CCCD				
13.11		Vu Van Phuong		Brother-in-law	CCCD				
14	HLC	Vu Thi Minh Thanh	Chief Accountant		CMND			04/05/2016	
14.01		Vu Dinh Thinh		Father	CMND				
14.02		Vu Thi Thuy		Biological mother	CMND				
14.03		Vu Xuan Dong		Father-in-law	CCCD				
14.04		Vu Xuan Tuong		Husband	CMND				
14.05		Vu Thi Hoai Phuc		Offspring	CMND				
14.06		Vu Xuan Duc Long		Offspring	CCCD				
14.07		Vu Thi Minh Dung		Younger siblings	CCCD				
14.08		Hoang Van Kien		Brother-in-law	CCCD				
15	HLC	Liao Hongming	Person in charge of administration/ Company secretary		CCCD			01/10/2022	
15.01		Tran Thi Thanh Trang		Wife	CCCD				
15.02		Lieu Minh Khoi		Biological children	CCCD				

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15.03		Lieu Tran Minh Ngoc		Biological children	CCCD				
15.04		Liao Hongsheng		Father	CCCD				
15.05		Le Thi Huong		Mother-in-law	CCCD				
15.06		Lieu Hong Thang		Younger siblings	CCCD				
15.07		Bui Thi Phuong Anh		Sister-in-law	CCCD				
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		