

No.: 1363 /CBTT - HLC

*Quang Ninh, March 28, 2026*

**DISCLOSURE OF INFORMATION WITHIN 24 HOURS**

To: - The State Securities Commission;  
- Hanoi Stock Exchange.

Company: **HA LAM COAL JOINT STOCK COMPANY – VINACOMIN**

Stock code: **HLC**

Head office: No. 1 Tan Lap Street, Ha Lam Ward, Quang Ninh Province.

Phone: 0203.3825.339 - Fax: 0203.3821.203

Website: [www.halamcoal.com.vn](http://www.halamcoal.com.vn)

**Person responsible for information disclosure:** Mr. Lieu Hong Minh – Authorized person for information disclosure

**Type of disclosure:** ☐ Irregular ☒ Within 24 hours ☐ Periodic ☐ Upon request

**Content of disclosure:**

Decision No. 26/QĐ-HĐQT dated March 28, 2026 of the Board of Directors regarding the resignation of Mr. Vu Ngoc Thang from the position of Director of the Company, effective from March 30, 2026, based on his resignation letter and the personnel transfer decision of TKV.

This information has been published on the Company's website on March 28, 2026 at: <https://halamcoal.com.vn/>

Ha Lam Coal Joint Stock Company – Vinacomin hereby discloses the above information to the State Securities Commission and Hanoi Stock Exchange for disclosure to the public in accordance with applicable regulations.

We hereby certify that the above information is true and take full responsibility before the law for the disclosed content.

Best regards!

**Recipients:**

- As stated above;
- Board of Directors, Supervisory Board (e-copy, for reporting);
- Director and Deputy Directors (e-copy, for reporting);
- Shareholders (via Company website);
- Mechanical, Electrical & Transportation Department (for disclosure);
- Filed: Archives, Company Secretary (M3).

**AUTHORIZED PERSON FOR  
INFORMATION DISCLOSURE**



**Lieu Hong Minh**  
**(Company Secretary)**

**Enclosures:**

- Decision No. 26/QĐ-HĐQT dated March 28, 2026
- Ký bởi: CÔNG TY CỔ PHẦN THAN HÀ LÂM - VINACOMIN  
Ngày ký: 28/03/2026 17:24:53  
Tổ chức xác thực: VNPT Certification Authority



VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES GROUP  
**VINACOMIN - HA LAM COAL JSC**

No. 26 /QĐ - HDQT

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

Quang Ninh, March 28, 2026

**DECISION**

**Re: Dismissal from the position of Director of  
Ha Lam Coal Joint Stock Company – Vinacomin**

**THE BOARD OF DIRECTORS  
OF HA LAM COAL JOINT STOCK COMPANY - VINACOMIN**

*The Charter on organization and operation of Ha Lam Coal Joint Stock Company – Vinacomin;*

*The Regulation on personnel management of Vietnam National Coal and Mineral Industries Group (TKV) issued together with Decision No. 1668/QĐ-TKV dated October 23, 2023; and the Regulation on personnel management of Ha Lam Coal Joint Stock Company – Vinacomin issued together with Decision No. 75/QĐ-HDQT dated December 27, 2023;*

*Decision No. 488/QĐ-TKV dated March 26, 2026 on the reassignment and appointment of personnel to the position of Head of Planning Department;*

*Resolution No. 69/K4/NQ-HDQT dated March 28, 2026 of the Board of Directors of the Company;*

**DECISION:**

**Article 1.** Mr. Vu Ngoc Thang is dismissed from the position of Director of Ha Lam Coal Joint Stock Company – Vinacomin to undertake a new assignment at Vietnam National Coal and Mineral Industries Group, effective from March 30, 2026.

**Article 2.** Mr. Vu Ngoc Thang shall be responsible for handing over all duties and managed assets to the Company in accordance with regulations. Ha Lam Coal Joint Stock Company – Vinacomin shall settle all employment-related rights and benefits for Mr. Vu Ngoc Thang in accordance with applicable laws and the Company's regulations.

**Article 3.** The Board of Directors, the Board of Management of Ha Lam Coal Joint Stock Company – Vinacomin, and Mr. Vu Ngoc Thang shall be responsible for the implementation of this Decision.

**Recipients:**

- As stated in Article 4 (e-copy);
- Party Committee, Board of Directors, - Supervisory Board of the Company (e-copy);
- Trade Union, Youth Union of the Company (e-copy);
- Mr. Vu Ngoc Thang;
- Affiliated units (e-copy);
- Archived at: Board of Directors, Organization & Human Resources Dept. (10 copies).

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

**(signed)**

**Nguyen Trong Tot**