

No: 908 /TB-VHTC

Ha Tu, March 24, 2026

NOTICE

Regarding the invitation to the 2026 Annual General Meeting of Shareholders

To: Esteemed Shareholders of Ha Tu Coal Joint Stock Company - Vinacomin

Company name: Ha Tu Coal Joint Stock Company- Vinacomin (Stock code: THT).
Head office: Group 6, Quarter 3, Ha Tu Ward, Quang Ninh Province, Vietnam.
Enterprise Registration Number: 5700101323.

Pursuant to the Charter on organization and operation of Ha Tu Coal Joint Stock Company - Vinacomin as approved by the General Meeting of Shareholders on November 28, 2025;

Based on the Company's business and production conditions, the Board of Directors of Ha Tu Coal Joint Stock Company - Vinacomin hereby informs and invites all esteemed shareholders to the 2026 Annual General Meeting of Shareholders with the following agenda:

1. Time and Location:

- Time: 08:00 AM, Wednesday, April 22, 2026.
- Location: Meeting Room 4 - Ha Tu Coal Joint Stock Company - Vinacomin.
(Group 6, Ha Tu 3 Quarter, Ha Tu Ward, Quang Ninh Province, Vietnam)

2. Participants attending the General Meeting of Shareholders:

- The Board of Directors, the Supervisory Board of the Company;
- Shareholders listed in the shareholder register provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) at the record date of March 23, 2026; or their legally authorized representatives;
- Representatives of the audit firm conducting the audit of the 2025 financial statements.

3. Meeting Agenda (The General Meeting shall discuss, approve, and vote on the following matters):

- + Report on business and production performance in 2025;
- + Audited financial statements for 2025;
- + Report of the Board of Directors on corporate governance and operational results; Report on the activities of the Independent Board Member; Report on the remuneration of the Board of Directors and the Supervisory Board in 2025;
- + Report of the Supervisory Board on the Company's business performance, activities of the Board of Directors and the Board of Management; Self-assessment report on the activities of the Supervisory Board.
- + Proposal on the list of audit firms for the 2026 financial statements;

- + Proposal on profit distribution for 2025 and the dividend payment plan for 2026;
- + Proposal on supplementing business lines and amending the Company's Charter;
- + Proposal on approving contracts and transactions with related parties in 202;
- + Other matters within the authority of the General Meeting.

4. Registration and Authorization:

For proper preparation and reception, esteemed shareholders are requested to submit the Registration Form or the Letter of Authorization (using the provided template) to the Organizing Committee before 4:30 PM on April 13, 2026.

- Submission methods:

- + Take a photo/Scan and send via email to vanthuhatu@gmail.com.
- + Send via express fax/mail to the Office of Ha Tu Coal Joint Stock Company - Vinacomin, Group 6, Ha Tu 3 Quarter, Ha Tu Ward, Quang Ninh Province, Vietnam.
- Contact phone numbers: 0203.3835.169 (Ms. Mac Thanh Ha) or Ms. Nguyen Phuong Nhung - Company Secretary (0987 909 009);

Note: Shareholders or authorized representatives attending the meeting must present their original ID Card/Citizen ID/Passport and the Letter of Authorization for shareholder eligibility verification.

5. Documents enclosed with this notice include:

- Agenda of the 2026 Annual General Meeting of Shareholders;
- Registration form for attending the 2026 Annual General Meeting of Shareholders;
- Letter of Authorization to attend the General Meeting along with the list of recommended delegates for shareholders to consider authorizing to attend the 2026 Annual General Meeting of Shareholders.
- In addition to the above documents, esteemed shareholders can access the meeting materials on the Company's website at www.hatucoal.vn under the section *Investor Relations/AGM Documents*. Esteemed shareholders have the right to submit written proposals and recommendations to the Company before 7:30 AM on April 19, 2026

The Board of Directors of Ha Tu Coal Joint Stock Company- Vinacomin respectfully announces./.

Recipients:

- Shareholders of the Company;
- Departments within the Company (e-copy);
- Forwarded for Website posting (e-copy);
- Archives: Office, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Vu Van Khan

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

.....,date month year 2026

REGISTRATION FORM
For attending the 2026 Annual General Meeting of Shareholders Ha Tu Coal
Joint Stock Company - Vinacomin

To: The Organizing Committee of the General Meeting of Shareholders of Ha Tu Coal JSC -
Vinacomin

Name of shareholder (or organization representative):

Address:

D Card/Citizen ID/Passport No.....Date of issue.....

Place of issue:.....

(Or) Business Registration Certificate No.:

issued by..... on date..... month year

Phone: Fax Email.....

Ownership: ordinary shares

I/We have received the notice convening the 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company - Vinacomin, and hereby confirm my/our attendance at the General Meeting in the following form:

- **DIRECTLY ATTEND THE GENERAL MEETING** ☐
- **AUTHORIZE A REPRESENTATIVE TO ATTEND THE GENERAL MEETING** ☐

(With the Letter of Authorization enclosed)

Respectfully notify the Organizing Committee of the General Meeting of Shareholders for their information and synthesis./.

Signature of the shareholder
(Seal if it is an institutional shareholder)

*** Note:**

- Esteemed shareholders are requested to mark (x) in the corresponding box and return it to the Organizing Committee of the General Meeting.
- If authorizing another person to attend, please send the Letter of Authorization enclosed to the Company.

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....., .../.../ 2026

LETTER OF AUTHORIZATION

(Re: Participation in the 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin)

1. AUTHORIZING PARTY :

Name of individual/organization:
ID/Passport/Business Registration No.:Date of issue.....
Place of issue:
Address:
Phone:
Number of shares held:
(In words:)

2. AUTHORIZED PARTY:

ID/Passport/Business Registration No.:Date of issue.....
Place of issue:
.....
Address:
Phone:
Number of shares authorized:
(In words:)

If the shareholder is unable to attend and has not designated a representative, authorization may be granted to one of the members of the Board of Directors of the Company (please check the box next to the authorized member):

- | | |
|---|---|
| <input type="checkbox"/> Mr. Vu Van Khan | - Chairman of the Board of Directors; |
| <input type="checkbox"/> Mr. Tran Quoc Tuan | - Member of the Board, Party Committee Secretary, General Director; |
| <input type="checkbox"/> Mr. Tran Quoc Toan | - Member of the Board, Deputy General Director; |
| <input type="checkbox"/> Mr. Dang Van Tinh | - Member of the Board, Deputy Party Committee Secretary; |
| <input type="checkbox"/> Ms. Pham Thi Hai | - Independent Member of the Board of Directors. |

3. SCOPE OF AUTHORIZATION:

The Authorized Party shall represent the Authorizing Party to attend the 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin and fully exercise all rights and obligations related to the authorized shares at the General Meeting.

Note: Authorized representatives attending the General Meeting of Shareholders must not reassign their attendance authorization to a third party.

This Letter of Authorization is valid only during the organization of the 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin, the authorization is made voluntarily and in compliance with current laws and the Charter of Ha Tu Coal Joint Stock Company – Vinacomin.

AUTHORIZED PARTY

(Signature, full name, and seal if applicable)

AUTHORIZING PARTY

(Signature, full name, and seal if applicable)

Note: Authorized representatives attending the General Meeting of Shareholders must not reassign their attendance authorization to a third party.

AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

| No. | Time | Content | Performed by |
|---|---------------|---|--|
| 1 | 07h30'÷08h00' | Shareholder eligibility verification, distribution of Voting Cards, Voting Ballots, Election Ballots, and meeting materials. | Nguyen Viet Hung - Organizing Committee |
| 2 | 08h00'÷08h10' | Stabilize organization, state the reasons, introduce delegates, and invite the Chairperson to direct the General Meeting. | |
| 3 | 08h10'÷08h15' | Report on shareholder eligibility verification | Tran Quoc Toan BoD Member |
| 4 | 08h15'÷08h20' | The Chairperson introduces the Secretary, introduces and approves the Vote Counting Committee. | Vu Van Khan Chairman of the BoD |
| 5 | 08h20'÷08h30' | - Present the Agenda of the 2026 Annual General Meeting of Shareholders. - Working Regulations of the 2026 Annual General Meeting of Shareholders. | Dang Van Tinh BoD Membe |
| | | Voting for approval. | Vu Van Khan Chairman of the BoD |
| Part I: Presentation of Reports and Proposals | | | |
| 6 | 08h30'÷08h40' | (1). Report on business and production performance in 2025 | Tran Quoc Tuan BoD Member - Director |
| 7 | 08h40'÷08h50' | (2). Report of the BoD on corporate governance and activities of the BoD in 2025, and the report of the Independent BoD Member in 2025. | Pham Thi Hai BoD Member |
| | | (3). Proposal on the approval of contracts and transactions between the company and related parties in 2026. | |
| 8 | 08h50'÷09h00' | (4). Proposal on supplementing business lines and amending the Charter on organization and operation of Ha Tu Coal Joint Stock Company - Vinacomin | Tran Quoc Toan BoD Member |
| 9 | 09h00'÷09h10' | (5). Audited financial statements for 2025 | Bui Thanh Binh Chief Accountant |
| | | (6). Report on the payment of allowances and remuneration for the BoD and BoS; proposal on allowances and remuneration for the BoD and BoS in 2026. | |

| No. | Time | Content | Performed by |
|---|---------------|--|--|
| | | (7). Proposal on the profit distribution plan for 2025. Dividend payment for 2025. | |
| 10 | 09h10'÷09h20' | (8). Report of the Supervisory Board on the Company's business performance; activities of the BoD and Director; self-assessment report on the activities of the BoS in 2025. | Ng. T. Luong Anh - Head of the Supervisory Board |
| | | (9). Proposal on approving the list of independent audit firms for auditing the 2026 financial statements. | |
| Part II: Discussion and voting on reports and proposals | | | |
| 11 | 09h30'÷10h00' | Discussion on the Reports and Proposals presented at the General Meeting | Vu Van Khan Chairman of the BoD |
| | | Voting to approve the matters discussed at the General Meeting. | |
| 12 | 10h00'÷10h15' | Instructions for filling out and collecting the voting ballots. | Vote Counting Committee |
| 13 | 10h15'÷10h30' | The General Meeting takes a 15-minute break. | Organizing Committee |
| Part III: Announcement of voting results, Minutes, and Draft Resolution of the General Meeting. | | | |
| 14 | 10h30'÷10h40' | Announcement of the voting results on the matters discussed at the General Meeting. | Head of the Vote Counting Committee |
| 15 | 10h40'÷11h00' | Presentation of the Minutes and draft Resolution of the 2026 Annual General Meeting of Shareholders. | Meeting Secretary |
| | | Voting to approve the Minutes and Resolution. | Vu Van Khan Chairman of the BoD |
| 16 | 11h00'÷11h15' | Closing of the General Meeting. | Vu Van Khan Chairman of the BoD |

Recipients:

- Shareholders of the Company (e-copy);
- Members of the BoD, BoS (e-copy);
- Correspondence Department for Website posting (e-copy);
- Archives: Office, Company Secretary.

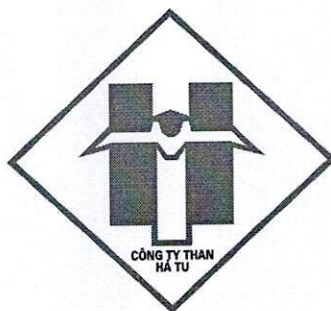
**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Vu Van Khan

**VIETNAM NATIONAL COAL & MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED
HA TU COAL JOINT STOCK COMPANY-VINACOMIN**

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MATERIALS
2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
(DRAFT)

Hà Tu, April 22nd, 2025

HA TU COAL JOINT STOCK COMPANY – VINACOMIN
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

LIST OF DOCUMENTS

| No. | Content |
|------------|--|
| 1 | Agenda for the 2026 Annual General Meeting of Shareholders |
| 2 | Rules of Procedure for the 2026 Annual General Meeting of Shareholders |
| 3 | Report of the Director on business performance in 2025 |
| 4 | Report of the Board of Directors on governance and operation in 2025 |
| 5 | Report of the Independent Member of the Board of Directors in 2025 |
| 6 | Proposal on approval of contracts and transactions with related persons in 2026 |
| 7 | Proposal on approval of additional business lines and amendments to the Company's Charter. |
| 8 | Audited Financial Statements for 2025. |
| 9 | Report on remuneration and allowances for the Board of Directors and the Supervisory Board in 2025; Plan for 2026. |
| 10 | Proposal on profit distribution for 2025 and dividend payment plan for 2026 |
| 11 | Report of the Supervisory Board on business results, performance of the Board of Directors and the Director, and self-assessment report in 2025. |
| 12 | Proposal on the selection of the independent auditing firm for the 2026 Financial Statements. |
| 13 | Draft Resolution of the 2026 Annual General Meeting of Shareholders |
| 14 | Question Form |

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- Shareholders of the Company (e-copy);
- Members of the BoD, BoS (e-copy);
- Correspondence Department for Website posting (e-copy);
- Archives: Office, Company Secretary.

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



Vu Van Khan

No: 02/2026/QC- ĐHĐCĐ

Ha Tu, April 22, 2026

WORKING REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

The Enterprise Law No. 59/2020/QH14, enacted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding documents;

The Charter on organization and operation of the Company as approved by the General Meeting of Shareholders on November 28, 2025;

The 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin is organized and conducted according to the following working regulations:

Chapter I
GENERAL PROVISIONS

Article 1. Scope and applicable subjects

1. These regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin, specifically defining the rights and obligations of shareholders or their authorized representatives (shareholders/authorized representatives) attending the General Meeting, as well as the conditions and procedures for conducting the General Meeting.

2. Shareholders/authorized representatives are responsible for complying with these regulations.

Article 2. Objectives of the General Meeting

1. Ensure the principles of transparency, fairness, and democracy.

2. Facilitate the organization and conduct of the General Meeting of Shareholders, enabling the Company to stabilize its business and production operations promptly.

Chapter II
RIGHTS AND OBLIGATIONS OF PARTICIPANTS
IN THE GENERAL MEETING

Article 3. Rights and obligations of shareholders

1. Conditions for participation:

Shareholders listed in the shareholder registration record allocating voting rights prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) on March 23, 2026, under document No. .../2026-THT/VSDC-ĐK dated March 24, 2026, issued to the Company;

2. Rights of eligible shareholders attending the General Meeting:

a. Vote on all matters within the authority of the General Meeting of Shareholders.

b. Authorize a representative in writing to attend and vote on their behalf at the General Meeting of Shareholders.

c. Shareholders/authorized representatives attending the General Meeting of Shareholders must bring their ID documents (ID card/or passport/or Citizen ID...) and Letter of Authorization (*for authorized representatives*) to present to the Organizing Committee and receive a Voting Card, Voting Ballot, and Election Ballot which record the number of voting shares (*owned and authorized*) of the shareholder and are stamped by Ha Tu Coal Joint Stock Company - Vinacomin.

d. At the General Meeting, after listening to reports and proposals on the contents to be approved, shareholders/authorized representatives will jointly discuss and approve the contents by raising the Voting Card or filling in the Voting Ballot.

e. Shareholders/authorized representatives attending the meeting have the right to express their opinions on the contents of the General Meeting during the discussion session under the direction of the Chairperson. Before speaking, they must register on the Speech Registration Form (according to the prescribed template). In the Registration Form, the shareholder must clearly state the question or content of the speech. The Registration Form is forwarded to the Chairperson of the General Meeting for processing. When speaking, the content must be concise and appropriate to the content being discussed at the General Meeting and the General Meeting's agenda. Speaking time is limited to a maximum of 05 minutes. Shareholders shall not repeat opinions already expressed by other shareholders, and only opinions relevant to the General Meeting's agenda will be recorded in the General Meeting's Minutes.

f. Shareholders/authorized representatives arriving late to the General Meeting have the right to register to attend, and immediately after that have the right to participate and vote at the General Meeting, but the Chairperson is not responsible for pausing the General Meeting for shareholders/authorized representatives to register, and the validity of the previously voted contents will not be affected.

3. Obligations of shareholders/authorized representatives when attending the General Meeting:

a. Shareholders and/or authorized representatives must be present at the prescribed time and must complete registration procedures with the Organizing Committee before entering the General Meeting room;

b. During the General Meeting, shareholders must follow the guidance of the Presidium, behave civilly, dress politely, do not wear hats, do not smoke, do not talk privately, and do not use mobile phones during the General Meeting. All mobile phones must be turned off or set to silent mode.

c. Shareholders must maintain confidentiality, strictly follow the regime of using and preserving documents, and not copy or record to give to outsiders without the permission of the Presidium;

d. The authorized person attending the General Meeting must not re-authorize a third person to attend the General Meeting.

e. Sit in the correct position or area prescribed by the Organizing Committee. Strictly comply with the seating arrangement of the Organizing Committee.

f. The recording and filming of the General Meeting must be publicly announced and approved by the Chairperson of the General Meeting;

g. Register to speak at the General Meeting according to regulations, adhere to the speaking time and speaking content within the scope of the General Meeting's agenda; Speak and vote in accordance with the guidance of the Organizing Committee and comply with the control of the Chairperson of the General Meeting;

h. Do not engage in acts that disrupt public order, hinder the normal progress of the General Meeting, making the meeting unable to be conducted in a fair and lawful manner;

k. Comply with the executive rights of the Chairperson of the General Meeting; Strictly abide by the Regulations, respect the working results at the General Meeting.

Article 4. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee consists of 03 members. The Shareholder Eligibility Verification Committee is accountable to the Chairperson and the General Meeting of Shareholders for its duties.

2. Duties of the Shareholder Eligibility Verification Committee:

The Shareholder Eligibility Verification Committee is responsible for checking the eligibility and status of shareholders and authorized representatives attending the meeting.

The Head of the Shareholder Eligibility Verification Committee reports to the General Meeting of Shareholders on the attendance of shareholders. If the meeting has a sufficient number of shareholders with voting rights representing more than 50% of the voting shares attending, the General Meeting of Shareholders of the Company shall be held and proceeded.

Article 5. Rights and obligations of the Chairperson and Secretary of the General Meeting

1. Chairperson of the General Meeting: The Chairman of the Board of Directors is the Chairperson of the General Meeting. The Chairperson of the General Meeting has the following duties:

a. Direct the activities of the General Meeting of Shareholders of the Company according to the contents and agenda approved by the General Meeting of Shareholders;

b. Introduce the Secretary of the General Meeting;

c. Guide shareholders/authorized representatives to discuss, seek voting opinions on issues within the agenda, decide on procedures, and events arising outside the General Meeting's agenda.

d. Answer issues requested by shareholders/authorized representatives.

e. May conduct necessary activities to run the General Meeting in a proper and orderly manner or to make the General Meeting reflect the wishes of the majority of attending delegates.

f. Perform other rights and obligations as prescribed in the Charter on Organization and Operation of Ha Tu Coal Joint Stock Company – Vinacomin.

2. Secretary of the General Meeting:

a. The Secretary is introduced by the Chairperson of the General Meeting and approved by the General Meeting. The Secretary is accountable to the Chairperson and

the General Meeting of Shareholders for their duties and under the direction of the Chairperson.

b. Assist the Chairperson of the General Meeting in checking the eligibility of shareholders and authorized representatives attending the meeting (when necessary);

c. Fully and honestly record the entire progress of the General Meeting and the issues approved or noted by the shareholders in the Minutes of the General Meeting of Shareholders.

d. Support the Chairperson in announcing draft documents, conclusions, Resolutions of the General Meeting, and notices of the Chairperson sent to shareholders when requested; Receive and review speech registration forms of shareholders, and forward them to the Chairperson for decision.

e. Draft Resolutions on the issues approved at the General Meeting.

Article 6. Authority and duties of the Election and Vote Counting Committee

1. The Election and Vote Counting Committee of the General Meeting consists of 05 people: 01 Head and 04 members introduced by the Chairperson of the General Meeting and approved by the General Meeting.

2. The Election and Vote Counting Committee has the following duties:

a. Supervise the voting of shareholders/authorized representatives attending the General Meeting and accurately determine the voting results on each content to be voted at the General Meeting;

b. Quickly aggregate the number of voting shares for each content for the Chairperson to announce before the General Meeting.

c. Review and report to the General Meeting cases of violating voting rules or complaints about voting results;

d. The Election and Vote Counting Committee must make a Vote Counting Minute and be responsible to the Chairperson and the General Meeting of Shareholders when performing its duties.

Chapter III CONDUCT OF THE GENERAL MEETING

Article 7. Conditions for holding the General Meeting of Shareholders

The General Meeting of Shareholders shall be held when attending shareholders/authorized representatives represent more than 50% of the total voting shares according to the shareholders list of Ha Tu Coal Joint Stock Company – Vinacomin.

Article 8. Discussion and voting procedures

1. Principles:

a. Discussions shall only be conducted within the allocated time and limited to matters included in the agenda of the General Meeting of Shareholders;

b. Shareholders wishing to discuss must register their contents on the Question Submission Form and forward it to the Secretary of the General Meeting;

c. The Secretary of the General Meeting will arrange the shareholders' Question Submission Forms in the order of registration and forward them to the Chairman;

d. Shareholders who wish to speak or debate must raise their hands, and only speak when agreed by the Chairman. Each shareholder is limited to speaking for no more than 03 minutes; the content should be concise and avoid repetition.

2. Responses to shareholder opinions:

a. Based on the Question Submission Forms from shareholders, the Chairman or a designated member will respond to the shareholders' inquiries;

b. In case time constraints prevent all questions from being answered directly at the General Meeting, the Company shall provide direct written responses.

3. The voting methods to approve matters at the General Meeting of Shareholders are carried out as follows:

a. Voting by raising the Voting Card: this method is used to approve matters such as: General Meeting Agenda; Working Regulations at the General Meeting; Election of the Vote Counting Committee; approval of the General Meeting Minutes, General Meeting Resolutions, and other contents at the General Meeting (if any);

b. Voting by filling out the Voting Ballot: this method is used to approve reports and proposals, which are identified and clearly stated in each voting ballot sent to each shareholder.

4. Voting procedures:

a. Delegates shall cast their vote to Approve, Disapprove, or Abstain on a matter presented at the General Meeting by holding up the Voting Card or marking their chosen options on the Voting Ballot corresponding to the specific voting matters.

b. When voting by raising the Voting Card, the front side of the Voting Card must be held high towards the Presidium. Shareholders vote on each matter by raising their Voting Card when asked by the Chairman: (First call: Vote to approve; Second call: Vote to disapprove; Third call: Abstain from voting) on each specific item. Shareholders are only allowed to raise their Voting Card once for each matter.

c. When voting by filling out the Voting Ballot: For each item, delegates choose one of three options "Approve", "Disapprove", or "Abstain" pre-printed on the Voting Ballot by marking an "X" or "" in their chosen box. After completing all voting matters of the General Meeting, delegates submit their Voting Ballots to the sealed ballot box at the General Meeting as instructed by the Vote Counting Committee. The Voting Ballot must include the signature and full name of the delegate.

Invalid voting ballots:

Ballots not issued by the Organizing Committee;

Ballots without a complete signature and clear full name of the delegate;

Voting ballots that are erased, altered, or have additional voting content;

If a voting item does not have a selection or has more than one option selected for a single General Meeting Proposal, that specific content is considered invalid.

5. Voting rules:

a. The voting value of the Voting Ballot and Voting Card is determined based on the number of voting shares owned by the shareholder or the authorized representative attending the General Meeting. Each share owned or legally represented corresponds to one voting unit.

b. Voting Ballots and Voting Cards are sealed with the Company's stamp and issued by the Shareholder Eligibility Verification Committee to shareholders or their authorized representatives attending the meeting. The Voting Ballots and Voting Cards

must include a serial number, full name, signature of the shareholder or authorized representative, and other technical elements to facilitate accurate and convenient vote counting.

c. The following matters shall be approved if at least 65% of the total votes from shareholders with voting rights are cast directly or through authorized representatives present at the General Meeting of Shareholders:

- Type of shares and total number of shares of each typ;
- Changes in business sectors and lines of operatio;
- Changes in the Company's management organizational structure regarding the operational model and the Legal Representative, as specified in Article 134 of the Enterprise Law;

- Decisions on investment projects, transactions involving the purchase or sale of assets of the Company or its branches, or purchase transactions conducted by the Company or its branches with a value equal to or exceeding 35% of the total asset value of the Company and its branches recorded in the most recent audited financial statements;

- Decisions on capital contributions or share purchases in other enterprises, where the total value of capital contributions or share purchases equals or exceeds 35% of the Company's total assets as recorded in the most recent audited financial statements;

- Forms of restructuring, dissolution, or bankruptcy of the Company;
- Amending and supplementing the contents of the Company's Charter;
- Except for the cases specified in Point c, Clause 4 of this Article, all other decisions of the General Meeting of Shareholders shall be approved if at least 51% of the total votes from shareholders with voting rights are cast directly or through authorized representatives present at the General Meeting of Shareholders.

Article 9. Resolution and Minutes of the General Meeting of Shareholders.

The General Meeting's Minutes and Resolution must be read and approved before the closing of the General Meeting.

Chapter IV IMPLEMENTATION PROVISIONS

Article 10. Implementation provisions

- These regulations, consisting of 4 chapters and 10 articles, take effect immediately after being approved by the 2026 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin.

- Shareholders and their authorized representatives attending the General Meeting must strictly adhere to the Working Regulations of the General Meeting of Shareholders. If a shareholder violates these Regulations, depending on the severity, the Chairman will consider and apply appropriate handling measures in accordance with the Company's Charter and the Enterprise Law.

- The General Meeting of Shareholders holds the authority to decide on amending and supplementing these Regulations./.

Recipients:

- Shareholders attending the GM (e-copy);
- BOD & BOS members (e-copy);
- Correspondence Department (e-copy, post on Website);
- Archives: Office & Company Secretary.

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



Vu Van Khan

No: 03/2026/BC-ĐHĐCĐ

Ha Tu, April 22, 2026

REPORT

Business Performance Results for 2025

PART I

2025 BUSINESS PERFORMANCE RESULTS

I. Performance Results of the 2025 General Meeting of Shareholders Resolutions:

1. General Assessment

Implementing the 2025 Production and Business Plan approved by TKV in Decision No. 2295/QĐ-TKV dated November 26, 2024 and Official Dispatch No. 6636/TKV-KH dated November 26, 2024; Decision No. 2754/QĐ-TKV dated December 12, 2025 and Official Dispatch No. 7326/TKV-KH dated December 12, 2025 regarding the adjustment of several 2025 production and business targets (hereinafter referred to as the Annual Plan), the Company has focused on organizing production to ensure the comprehensive fulfillment of the 2025 production and business plan assigned by TKV..

During the implementation process, the Company encountered several difficulties, such as: (i) Having to concentrate all resources on handling an enormous volume of pit sludge totaling 2,406,518 m³, including: 1,959,122 m³ of waste rock mixed with pit sludge carried over from 2024; and 1,223,941 m³ of waste rock mixed with pit sludge generated in 2025, of which: 447,397 m³ was processed in Quarter IV/2025, while the remaining 776,544 m³ was carried over to Quarter I/2026 for processing; (ii) Difficulties in coal consumption, particularly for high-quality coal types; (iii) Increased costs due to an increased stripping ratio: Following TKV's directives, the Company managed an increase in earth stripping compared to the Annual Plan, in accordance with the orientation established for the adjustment of the Bac Bang Danh open-cast mining project (stripping ratio of 20.00/17.60 m³/ton, an increase of 2.4 m³/ton compared to the Annual Plan) to renovate drainage system parameters and improve mining conditions, ensuring a sustained mining output of 2.5 million tons/year for subsequent years, which led to cash flow difficulties..

Facing these difficulties, with the close and decisive guidance of the Group's Leaders and specialized Departments, the Company implemented numerous solutions and arranged production reasonably; Launched a 120-day labor emulation campaign starting from March 2025 to complete the production and business plan for the first 6 months of 2025; launched the "Worker's Month" and "Action Month on Occupational Safety and Health" in 2025 according to Joint Plan No. 1566/KHLT-VHTC dated April 22, 2025; Launched a 90-day production

emulation campaign to complete the 2025 production and business plan according to Joint Plan No. 3329/KHLT-VHTC dated September 23, 2025.

Promoting the strict and effective implementation of the Resolutions from the Group's Party Committee and the Company's Party Committee regarding the leadership in executing political duties for 2025. By the end of 2025, the Company had comprehensively achieved all targets and planned indicators approved by the Resolution of the General Meeting of Shareholders.

2. Implementation Results of the 2025 Annual General Meeting of Shareholders Resolution

| No. | Indicators | Unit | 2025 Plan | | 2025 Implementation | | |
|-----|-------------------------|------------------------|-----------------------------|-----------------------------|---------------------|-----------------------------|-----------------------------|
| | | | Resolution 01/2025/NQ-ĐHĐCĐ | Resolution 127/2026/NQ-VHTC | Implementation | Resolution 01/2025/NQ-ĐHĐCĐ | Resolution 127/2026/NQ-VHTC |
| 1 | Production stripping | 1000m ³ | 44,000 | 50,000 | 50,003 | 113.6 | 100.0 |
| 2 | Raw coal production | 1000 ton | 2,500 | 2,500 | 2,500 | 100.0 | 100.0 |
| 3 | Coal consumption | 1000 ton | 2,573 | 2,806 | 2,790 | 108.4 | 99.4 |
| 4 | Total revenue | million dong | 4,967,474 | 4,822,345 | 5,326,361 | 107.2 | 110.5 |
| 5 | Profit before tax | million dong | 40,407 | 40,407 | 51,366 | 127.1 | 127.1 |
| 6 | Average salary | 1000 VND/person /month | 13,159 | 13,980 | 16,007 | 121.6 | 114.5 |
| 7 | Capital expenditure | million dong | 153,551 | 139,363 | 144,072 | 93.8 | 103.4 |
| 8 | Dividend payout ratio ≥ | % | 6 | 6 | 8 | 133.3 | 133.3 |

II. Key Solutions Organized and Implemented by the Company

1. Technical Affairs and Production Management:

In 2025, technical management and production operations demonstrated significant effort in focusing on expanding mining boundaries, renovating the entire drainage ditch system, and improving mining benches and standard technical indicators. These results were clearly evidenced during the rainy and stormy season, as the drainage systems functioned highly effectively, minimizing water inflow into the pit and significantly reducing the volume of sludge washed down into the pit bottom.

Regarding pit sludge treatment, with a volume of over 1.9 million m³ to be processed in Quarter I/2025, the Company proactively developed cost-effective plans and maximized construction progress to implement pit deepening operations before the rainy season. Additionally, production management closely followed the operational plans of both the Company and TKV Group to ensure the fulfillment of coal and overburden targets, while proactively establishing response plans for the rainy and stormy season. The Company balanced and reasonably deployed machinery and equipment to ensure synchronization and operational efficiency, promptly resolving bottlenecks through two-lane solutions (loaded and unloaded) to increase the speed of transport vehicles.

Entering Quarter IV/2025, faced with the dual challenge of focusing on pit sludge treatment while simultaneously accelerating coal mining to ensure the planned output of 2.50 million tons, the technical and production management departments collaborated effectively to achieve the Company's key objectives: ensuring technical and technological indicators, maintaining the quality of mined coal, and ensuring the progress of pit sludge treatment.

Furthermore, another vital objective was pursued: the Company performed mining activities while simultaneously renovating the mining system and transport routes to maximize production and business efficiency. Consequently, by the end of 2025, most of the Company's primary indicators met the set targets; specifically, Overburden stripping and Raw coal production both reached 100% of the plan. The renovation of mining system parameters, drainage systems, and disaster prevention and storm control (PCMB), along with the widening and gradient optimization of transport routes from mining benches to the waste dumps, contributed to enhancing equipment productivity and reducing pit water pumping volumes. These efforts were recognized and highly commended by TKV Group.

2. Internal Governance and Cost Outsourcing Management:

Right from the beginning of the year, after receiving TKV's production and business coordination plan in Official Dispatch No. 6636/TKV-KH dated November 26, 2024 regarding the notification of key targets for the 2025 Plan, the Company proactively developed Internal Operational Plans and cost management solutions to ensure the fulfillment of planned targets. The Company organized the assignment of production volume and cost quotas to workshops and teams, and assigned target mandates to the Vice Directors, Chief Accountant, and departments for execution, including: (i) Internal Operational Plan No. 835/QD-VHTC dated February 28, 2025; (ii) Decision No. 837/QD-VHTC dated February 28, 2025 regarding the assignment of production and business quotas to Vice Directors, the Chief Accountant, and departments for 2025; (iii) Decision No. 904/QD-VHTC dated March 5, 2025 regarding the issuance of economic-technical norms for equipment in 2025; (iv) Decision No. 916/QD-VHTC dated March 5, 2025 regarding the assignment of production and business quotas to Workshops and Teams for 2025. In these, the Company calculated and fully assigned cost quotas to the workshops and teams, including additional costs arising from pit sludge treatment.

In addition, the Company implemented daily updates of incurred costs and conducted periodic financial performance analyses every 10 days to evaluate factors causing increases or decreases in technical and technological indicators, material consumption norms, equipment productivity, and labor productivity. This allowed for timely management interventions to ensure the fulfillment of assigned tasks. As a result, in 2025, the Company's internal cost quotas reached 959,547/970,511 million VND, equivalent to 98.8% of the assigned cost quotas, representing a reduction of 10,963 million VND.

3. Digital Transformation:

In 2025, the Company focused on implementing highly practical digital transformation initiatives, deployed synchronously across three main pillars: Modernizing governance; Optimizing production operations; and Building a digital infrastructure foundation.

**/ Modernizing Governance and Operations*

- Digital Awareness and Skills Enhancement: Raising awareness has been identified as a prerequisite task. The Company strictly adhered to Resolution No. 57-NQ/TW; the Company's Party Committee issued specialized action plans, such as Action Plan No. 01-KH/DU regarding the "Popular Digital Literacy" movement. Notably, the pioneering application of AI, such as ChatGPT, to support technical research and Occupational Safety

communications demonstrates a profound shift in mindset—transforming technology into a practical supporting tool.

- Electronic Office and Digital Signatures: The Company successfully deployed 71 VNPT digital signatures, fully integrating them into the eOffice document management system. This initiative has significantly shortened document circulation and processing times, saved printing and storage costs, and progressively realized the strategic goal of a "paperless office".

- Production and Business Reporting System: The implementation of a rapid reporting system on the Google Workspace platform (with 30 premium accounts) has created a breakthrough in operational management. The system provides real-time data on output and costs, enabling the Company to grasp the production and business situation instantly. This facilitates timely and accurate management decisions while enhancing transparency in data management.

**/ Optimizing Production Operations*

- Digitization of Shift Handover and Instruction Processes: In Quarter IV/2025, the system was implemented to run in parallel with paper-based logbooks. The goal is to officially commence operations in early 2026, which will help standardize processes, ensure the accurate transmission of directives, and minimize the risk of information loss.

- Modernizing Inventory Management: Inventory management software integrated with digital signatures has been successfully tested using the Company's actual data. The software optimizes the receiving-issuing-stocking (import-export-inventory) management; the approval and material handling processes are executed rapidly, reducing waiting times and enhancing labor productivity. Every transaction is recorded and authenticated via digital signatures, increasing transparency and accountability in management. The positive pilot results serve as a foundation for the Company to finalize necessary procedures, preparing for the investment and official deployment plan in 2026.

- Enhancing Safety Monitoring and Performance: The Company has not only effectively utilized existing Industry 4.0 technologies—such as GPS journey monitoring and automated fuel dispensing systems—but has also delved deeper into operational performance analysis by deploying Black box data reading software for large transport trucks (HD, CAT). Simultaneously, the installation of 18/18 cameras in excavator cabins, transmitting live feeds directly to the operations center, has significantly strengthened safety oversight and work efficiency.

**/ Building Infrastructure Foundations and Information Security*

- Video Conferencing Infrastructure Upgrades: The Company performed bandwidth upgrades and equipped Meeting Rooms 1, 2, and 4 with additional modern equipment. The standardization of the Microsoft Teams platform for online meetings strictly complies with TKV's Directive 301 regarding the development of paperless meeting rooms, enhancing effective and secure remote collaboration.

- Ensuring Information Security: The Company has completed the information system security level 2 classification dossiers in accordance with the regulations of Decree No. 85/2016/ND-CP. Simultaneously, fundamental protection solutions, including Firewalls and antivirus software, have been deployed to safeguard the Company's data assets.

4. Labor, Compensation, and Employee Welfare:

4.1 Labor and Compensation Management:

The Company has issued Labor and Compensation Management Regulations, ensuring principles of fairness, transparency, and alignment with competency and performance results; the minimum wage is maintained above the State's statutory requirements. Labor allocation is optimized to ensure that 100% of employees have stable employment, with no labor shortages or underemployment. Wages are paid in full and on schedule. Additionally, the Company applies incentive schemes, including safety bonuses and bonuses for challenging or extraordinary tasks, to encourage increased labor productivity. Consequently, the average monthly salary in 2026 reached 16.0 million VND/person, equivalent to 121.6% of the initial Resolution and 114.5% of the Adjusted Resolution.

4.2. Employee Health Care and Occupational Health

The Company consistently invests in improving the working environment, offices, and living quarters to ensure they are safe, clean, well-lit, and fully equipped with personal protective equipment (PPE) in accordance with industry regulations. We regularly survey working and living conditions to provide timely supplemental equipment, such as water coolers, industrial fans, thermal flasks, sunshades, refrigerators, water tanks, and air conditioning units at various operational sites. During periods of extreme heat, the Company increased the average shift meal allowance by 5,000 VND per portion and provided refreshments (mineral water, yogurt, salted lemon water, etc.) to all units..

Occupational Health and Safety (OHS) remains a top priority. The Company organizes periodic safety training, strictly controls hazardous factors such as noise, dust, and pollution, and closely monitors shift meal services and toxic labor allowances (in-kind compensation).

Comprehensive health care programs were fully implemented, specifically:

- + Periodic Health Check-ups: 100% of employees underwent health screenings; notably, those in heavy or hazardous occupations and female employees received check-ups twice a year.

- + Medical Facilities: 24/7 medical stations were maintained at the Company headquarters and mining sites, fully equipped with essential medicines and first-aid emergency equipment.

- + Digital Health Management: An electronic medical examination and prescription system was implemented, with 100% of employee health records managed digitally.

The Company strictly adheres to directives from higher authorities regarding disease prevention and control. Seasonal health support is provided, including heat-relief tea during summer and medicinal oils for protection against the cold during winter. Seasonal insect disinfection is conducted, alongside regular inspections of environmental sanitation and food safety and hygiene. Furthermore, domestic water and bottled drinking water undergo periodic testing by specialized medical agencies to ensure quality standards.

5. Investment and Capital Construction:

In 2025, capital construction investment reached 144.1/139.4 billion VND, equivalent to 103.4% of the adjusted plan approved by the Board of Directors in Decision No. 4819/QĐ-VHTC dated December 25, 2025. Investment capital disbursement as of the end of 2025

(including debt payments for prior-year volumes not included in the original investment plan) totaled 152,005/147,666 million VND, reaching 103% of the 2025 Adjusted Plan.

During the year, the Company completed the finalization of investment accounts for several projects, including the 2024 Production Maintenance Project and the Investment Project to Enhance Synchronous High-Capacity Production. Notably, in 2025, the Company finalized the licensing adjustments for the Bac Bang Danh Open-cast Mining Project, which was officially licensed by the Ministry of Agriculture and Rural Development (MARD) in Document No. 500/GP-BNNMT dated November 18, 2025. Currently, the project is proceeding with technical design adjustments and site clearance (GPMB), with completion expected in the first quarter of 2026, ensuring compliance with the project timeline approved by the Board of Directors in Decision No. 3500/QD-VHTC dated September 18, 2025.

6. Financial Governance and Management:

The financial landscape in 2025 was characterized by frequent fluctuations and rising input costs for raw materials and fuel. However, the Company's Leadership implemented flexible operational solutions aligned with the Group's overall business situation. The key financial indicators are as follows:

- Debt-to-Equity Ratio: The actual ratio was 4.21/3.3, an increase of 0.91 compared to the plan assigned by TKV.
- Accounts Receivable and Payable: Reconciliation of receivables and payables was conducted on a periodic basis to ensure financial accuracy.
- Bad Debt: As of December 31, 2025, the Company's bad debt balance stood at 2,853 million VND. A provision for doubtful debts of 2,853 million VND was fully recognized by the same date. The Company is actively pursuing recovery, with quarterly formal notices sent to partners to expedite debt collection.
- Current Solvency Ratio (Ability to pay due debts): The actual ratio for 2025 was 0.95, an increase of 0.25 compared to the TKV-assigned target of 0.7.
- Return on Equity (ROE): The Company's Profit Before Tax (PBT) in 2025 reached 50.574 billion VND. The after-tax Return on Equity (ROE) reached 114.23% / 16.45%, equivalent to 86.5% of the target plan.

7. Outstanding Achievements of the Year:

- On May 18, 2025, the Company was honored to be awarded the Certificate of Merit from the Prime Minister for outstanding unexpected achievements in applying modern technology, contributing to improving production and business efficiency and ensuring National Energy Security.
- On November 20, 2025, the Company was honored to be recognized by the Quang Ninh Coal Sector Party Committee for outstanding achievements in building the grassroots democracy implementation model in 2025 under Decision No. 98/QD/DU.
- Completed the pit sludge treatment plan on March 13, 2025, 02 days ahead of schedule according to TKV Group's instructions (TKV instructed March 15, 2025).
- Completed Mineral Mining License No. 500/GP-BNNMT on November 18, 2025. 12 days ahead of schedule according to TKV Group's instructions (TKV instructed November 30, 2025).

- The mining system and flood prevention system were good and met production requirements. Compared to the 2024 rainy season (Quarter III/2024), the productivity results of self-operated equipment in the 2025 rainy season (Quarter III/2025) showed many positive changes and improvements: Excavation: 4.36 million m³ / 3.01 million m³, up 144.8%, transport volume: 27.9 million ton-km / 21.3 million ton-km, up 130.95%.

PART II

2026 PRODUCTION AND BUSINESS PLAN

I. 2026 Production and business plan:

The Company bases its plan on Decision No. 2679/QĐ-TKV dated December 12, 2025, regarding the Promulgation of Key Targets for the 2026 Business Coordination Plan of TKV Group; and Official Dispatch No. 7138/TKV-KH dated December 12, 2025, from TKV Group announcing the key targets of the 2026 Business Coordination Plan for Vinacomin - Ha Tu Coal Joint Stock Company. Specifically:

- Plan for Key Targets in 2026:

| No | Indicators | Unit | 2026 plan | Note |
|----|---------------------------------|----------------------|-----------|------|
| 1 | Excavated overburden | 1000 M3 | 50,000 | |
| 2 | Mined raw coal | 1000 ton | 2,500 | |
| 3 | Coal consumption | 1000 ton | 2,792 | |
| 4 | Revenue | million dong | 5,795,993 | |
| 5 | Total profit | million dong | 43,188 | |
| 6 | Labor and Wages | | | |
| | - Average number of employees | person | 1,867 | |
| | - Average salary | 1000vnd/person/month | 13,939 | |
| 7 | Capital construction investment | million dong | 126,654 | |

- Labor, Wage, and Recruitment Plan:

+ Labor plan

Unit:
Person

| No. | Indicators | Total | Include | | | Note |
|-----|-----------------------------|--------------|----------------|------------|----------------|------|
| | | | technolog y | PT,P V | managemen t | |
| A | B | 1 | 2 | 3 | 4 | 5 |
| 1 | Standard Labor Force | 1,867 | 939 | 709 | 219 | |
| | - Company Managers | 6 | | | 6 | |
| | - Employees | 1,861 | 939 | 709 | 213 | |
| 2 | Labor Recruitment | 101 | 61 | 35 | 5 | |

+Wage plan

| No | Indicators | Unit | 2026 plan | Note |
|----------|-----------------------------|-------------------------------|----------------|-----------------------------|
| No. | Indicators | Unit | Total | Note |
| A | B | 1 | 2 | 3 |
| 1 | Total Salary Fund | Million dong | 312,255 | |
| a | Company Managers | " | 2,381 | |
| | - General Director | " | 445 | |
| | - Vice Director | " | 1,577 | Include 4 Vice Directors |
| | - Chief Accountant | " | 360 | |
| b | Employees | " | 309,874 | |
| * | By Sector | " | | |
| | - Coal Production | " | 312,255 | |
| | - Other Production | " | - | |
| 2 | Average Salary | 1000VND/person / month | 13,939 | |
| | - Management Average Salary | " | 33,075 | |
| | - Employee Average Salary | " | 13,877 | |
| | Of which: Coal Production | " | 13,939 | |
| 3 | Wage Unit Price | | | |
| | - Coal Production | VND/1,000 VND of Revenue | 53,5 | |
| | - Other Production | VND/1,000 VND of Revenue | 208,8 | The Company balances its ow |

Note: New labor recruitment during the year (including re-hires or internal transfers/appointments between units within TKV). In which: (i) Operations: Truck drivers; shovel and dozer operators; drill operators; screening plant, pit water pump, network station, and power line operators; (ii) Support and Auxiliaries: Mining equipment repairers; crane operators; Quality Control (KCS) workers; (iii) Management: Mining, surveying, and geological engineers; Mineral processing engineers; Automation and mechanical engineers; IT engineers/bachelors; Economics and accounting bachelors.

II. 2026 Executive Management Solutions

The Company will implement the tasks and management solutions set forth by the Company's Party Committee in Resolution No. 01-NQ/DU dated April 26, 2025, from the 23rd Congress of the Executive Board of the Party Committee of Vinacomin - Ha Tu Coal Joint Stock Company for the 2025–2030 term; Resolution No. 06/NQ-DU dated December 16, 2025, from the Group's Party Executive Board on leadership and directives for 2025 tasks; and Resolution No. 36/NQ-DU dated December 19, 2025, from the Executive Board of the Party Committee of Vinacomin - Ha Tu Coal Joint Stock Company regarding orientations and tasks for 2026;

Strictly adhere to operational discipline and deploy drastic, synchronized solutions from TKV Group and the Company down to all units concerning technical technology, cost

management, and production organization. Launch and effectively organize labor emulation movements to celebrate Party Congresses at all levels and major holidays throughout the year, aiming to comprehensively complete all issued production and business plan targets. Specifically:

1. Safety Work:

- The Company's top goal is to ensure absolute safety, preventing serious labor accidents and minimizing equipment and vehicle incidents. Proactively and further strengthen thematic and unscheduled self-inspections during shift 2 and shift 3 at all locations; wherever people are working, there must be inspections to remind and guide employees to ensure work performance and technical safety measures. At the same time, guide employees to identify and assess risks that may lead to labor accidents, propose measures to prevent accidents and incidents, and resolutely stop construction or delay production at working positions that do not ensure technical standards and have potential safety risks. During the inspection process, if workers or officers are found to have allowed conditions with a risk of accidents or incidents to persist, they must be strictly handled and the responsibility of the production shift leader must be reviewed.

- Continue to promote the roles and responsibilities of unit heads in directing and implementing: (i) Propagation, dissemination, and training for officers and employees on the awareness and responsibility of individuals and collectives in strictly complying with the guiding documents of the Group and the Company on occupational safety and health; (ii) Guiding Managers and Deputy Managers on the work of daily shift assignments and production shift handovers for workers; must clearly assign people, specific job positions, and specific volumes accompanied by risk identification and accident/incident prevention measures closely related to the actual conditions and work of the employees. At the same time, at the end of the shift, a specific handover must be made to the next shift, clearly noting the actual field conditions where accidents may occur.

2. Security, Order, Fire Fighting & Prevention, and Search & Rescue:

- Continue to strictly follow the guidelines and policies of the Party and the laws of the State; strengthen propagation, dissemination, mastery, and widespread implementation among Officers, Party members, and employees to seriously execute superior directive documents, including: Plan No. 1596-KH/DU dated January 10, 2025, of the Company's Party Committee on the Plan to implement land management, protection of security and order, coal resources, minerals, mine boundaries, and internal political protection; Official Dispatch No. 170-CV/DU dated November 04, 2025, of the Company's Party Committee on Strengthening land management, protection of coal resources, minerals, and mine boundaries in the new situation; Official Dispatch No. 3546/VHTC-KB dated October 9, 2025, on propagating Directive No. 30/CT-TTg dated October 06, 2025, of the Prime Minister on continuing to strengthen state management of coal production and business activities and coal supply for electricity generation in the new situation.

- Proactively inspect security and order and mine boundaries on a periodic monthly and unscheduled basis to detect and strictly handle violations. Invest in additional supporting technological equipment, consolidate stations and checkpoints, and manage people and vehicles entering and leaving the Mine. Review, supplement, and rotate work positions in sensitive areas. Organize broad and deep mastery for all officers and employees throughout the

Company regarding the tasks and responsibilities of protecting resources and mine boundaries. Besides, the Company will strengthen propagation and education for officers and workers to strictly comply with legal regulations and eliminate social evils such as drugs, gambling, and illegal lotteries.

- Fire Fighting & Prevention (FFP) and Search & Rescue (SAR): Units must seriously implement regulations on fire prevention, fire fighting, search, and rescue as prescribed (Decree No. 105/2025/ND-CP dated May 15, 2025; Decree No. 106/2025/ND-CP dated May 15, 2025; Circular No. 36/2025/TT-BCA dated May 15, 2025). Additionally, units must absolutely not be subjective or negligent, must remain vigilant, forecast risks, detect early, and provide full, timely, and accurate information and reports when incidents occur to quickly mobilize internal forces and coordinate with local fire-fighting forces for timely handling and rectification.

3. Digital Transformation:

- Efficiently utilize existing infrastructure in conjunction with synchronized upgrades to information technology and telecommunications infrastructure to effectively implement breakthrough goals and tasks in scientific and technological development, innovation, and digital transformation. This includes: Building a specific plan and roadmap to step-by-step establish a centralized data center; leveraging the power of digital technology and digital data to develop "smart mining and smart governance" to enhance the Company's production and business operation efficiency.

- Build digital processes, perfect digital infrastructure, and deploy information technology applications to improve the efficiency of governance and business activities; accelerate the process of building and implementing digital transformation programs; complete the model for connecting and exchanging digital information with TKV Group and units within the Group (if any); strengthen security and ensure information safety within the Company.

4. Technical Management and Production Operations:

- Direct absolute compliance with technical design dossiers and construction quality standards across all production stages. Inspect and control units in the implementation of technical-economic indicators, minimizing incurred volumes that increase costs. Build modern technical management processes ranging from planning and monitoring to performance acceptance. Focus priority on the following areas: (i) West - Southwest Area: Focus on deep mining from level +230 down to -205 to exploit resources in seams 6, 7, 8, 9, 10, and 12; simultaneously expand the mine boundaries according to the licensed limits; (ii) East - Northeast and North - Northwest Areas: Focus on renovation, benching, and reducing the slope of the mine banks from level +305 down to +20 and from +265 down to +120. The objective is to consolidate the transport road system and gravity drainage system, and to handle mine bank landslides to ensure drainage and stability during the mining process.

- In the first quarter of 2026, the Company's central task is to take advantage of favorable weather conditions in the early months of the year, concentrating machinery and equipment to excavate and transport all volumes of soft sludge out of the Bac Bang Danh pit.

- Closely follow TKV's monthly, quarterly, and annual consumption plans to direct production. Focus on boosting production right from the beginning of the year, striving for the

first 6 months to reach 55% or more of the annual plan. Strictly implement operational discipline, especially regarding reporting, information, and exchange regimes to unify methods and deploy work with clear personnel, clear tasks, clear timeframes, clear responsibilities, clear products, and clear authority. Implement horizontal coordination effectively, addressing issues directly and decisively resolving obstacles arising during production shifts and days.

- Develop plans and perform dispatching to ensure synchronization in the types and quantity of equipment, particularly in the excavation and transportation stages. Arrange and dispatch outsourced equipment reasonably and scientifically to ensure increased equipment productivity for the entire production line, especially for self-operated equipment.

5. Internal Governance:

- Continuously review, amend, and supplement regulations, rules, and socio-technical norms to perfect cost management from the Company down to all units. Develop cost-saving solutions suitable for the actual conditions of each unit to proactively manage and strictly control technological indicators and costs across all production and business stages right from the beginning of the year. Prevent the occurrence of work volumes or technological factors that increase costs beyond the plan, and hold unit heads accountable for governance results, cost savings, and the production and business efficiency of their units.

- Periodically evaluate monthly/quarterly results of assigned quota costs to implement timely management and directive measures. Enforce reward and penalty mechanisms and assign responsibility to collectives and individuals who cause increases in quota costs.

- Drastically implement the practice of thrift and anti-wastefulness; promote the program "Vietnamese people give priority to using Vietnamese goods."

- Strictly implement regulations on inspection and supervision of legal compliance and adherence to regulations. The Internal Audit Board and controllers must perform their duties and frequently monitor unit activities to provide timely warnings.

- Strengthen legal affairs, risk management, and the propagation and education of laws to employees to enhance legal compliance awareness and ensure all production and business activities comply with the law. Apply digital technology in the propagation of laws and management regulations.

- Further enhance the efficiency and quality of self-inspection and supervision regarding the implementation and compliance with legal regulations in all fields of production and business. This aims to proactively prevent and promptly detect loopholes or shortcomings, ensuring no violations or legal breaches occur. Integrate inspection and supervision with guidance and support to help units further perfect their technical and cost management in accordance with legal regulations.

6. Resource Management:

- Strengthen Geological Exploration: Conduct detailed geological exploration, particularly in areas with thin seams, steep dips, and high thickness variability, to ensure geological data is accurately updated.

- Implement the Motto: "Clear people, clear tasks, clear timelines, and clear responsibilities." Strictly handle cases where construction deviates from the design or where the mixing of waste rock into coal exceeds regulations.

- Execute Seam-following Mining: Prioritize the use of small-capacity excavators at thin and complex seam locations to minimize the excavation of waste rock into coal. Perform thorough separation of waste rock mixed in raw coal directly at the digging face.

- Organize Regular Inspection Shifts: Conduct frequent checks at locations with a high risk of coal loss (bench toes, coal contact points). Assign staff to be permanently present at excavation sites to supervise and promptly document any instances of waste rock mixing.

- Enhance Training and Responsibility: Improve the accountability and skills of technical staff and equipment operators in implementing selective excavation techniques.

7. Labor, Wages, and Training:

- Ensure sufficient jobs and human resources for production; continue implementing solutions to improve production and business efficiency to create sources for wage increases for employees and enhance career attractiveness in the face of current labor shift pressures. Strive for wages in the 2026 – 2030 period to increase by 4-6%/year according to the Resolution of the 4th Group Party Congress.

- Continue to arrange and restructure the organizational apparatus and workforce to ensure conciseness, effectiveness, and efficiency according to the model organizational structure and management labor quotas issued by the Group; strive to complete the goal of reducing the number of departments and workshops by 5% in the 2026 – 2030 period according to the Resolution of the 4th Group Party Congress.

- Build solutions (rational production organization, investment in technological innovation, application of computerization, automation, and digital transformation in the management and operation process...) to streamline the apparatus and workforce to improve wages and income for employees. Review, amend, and supplement regulations and rules related to labor, wage, and bonus management in accordance with new regulations of the State and the Group.

- Continue to increase remuneration for management labor with professional qualifications and high work performance through evaluating work efficiency using KPI (Key Performance Indicators) tools to pay wages. Strengthen the responsibility of employees in implementing safety technical procedures and measures through wages linked to occupational safety and health work.

- Focus on training and fostering titles for management officers and professional specialists, in which the key thematic content of the program must be updated and supplemented promptly with new documents and regulations of the State and TKV Group, linking the content of the themes with the reality being implemented in the Company.

- Focus on training human resources for digital transformation to serve the Company's Digital Transformation Plan for the 2025 period, with an orientation to 2030 issued in Plan No. 2735/KH-VHTC dated July 28, 2025; training and fostering the application of artificial intelligence (AI) in performing professional and technical tasks of departments in the Company.

8. Environmental Protection, Natural Disaster Prevention and Control – Search and Rescue:

***/ Environmental Protection:**

- Focus on planting, caring for, and maintaining greenery to improve the environmental landscape for Workplaces and Workshops, ensuring compliance with the "bringing parks into mines and factories" criteria and the "Bright, Green, Clean" environmental standards.

- Rectify existing shortcomings in environmental protection work; minimize the negative impacts of production processes on the environment; strictly comply with legal regulations and directives from the State, Government, and TKV regarding environmental protection; ensure harmonious development that is environmentally friendly and community-oriented, adapting to climate change.

- Thoroughly collect hazardous waste during the production process. Ensure 100% of domestic waste and hazardous waste is collected and coordinated with functional units for timely treatment.

- Perform regular monitoring and supervision to ensure timely detection of factors affecting the environment in order to implement prompt corrective measures.

***/ Natural Disaster Prevention and Control – Search and Rescue:**

- maintain and further enhance the capacity for proactive prevention and effective response to abnormal and extreme natural disaster patterns caused by climate change.

- Complete the system of natural disaster prevention and storm/flood control works, ensuring safety for people, equipment, and assets in all situations. In which: deploy construction to consolidate, dredge, renovate, and upgrade works serving drainage and storm/flood control tasks, to be completed before April 20 (Coc Vu).

- Build a safety culture and an awareness of proactive natural disaster prevention among all officers and employees.

9. Construction Investment:

- Strengthen leadership and drastic direction, implementing synchronized solutions to deploy investment items right from the beginning of the year. Focus resources on investing in key projects and increasing mine capacity. Establish progress charts for control, focusing on resolving bottlenecks and obstacles, and periodically update them at least once a month to have appropriate implementation solutions, ensuring the approved project schedule.

- Strictly control the implementation progress of contracts signed with contractors; direct coordination with contractors to complete work on schedule and in accordance with the signed terms. Finalize documentation as prescribed to perform payment and maximize the disbursement for the volume of work performed.

- For projects that have completed the project preparation phase but have not yet commenced construction: Urgently finalize necessary procedures to start the projects as planned, increasing project efficiency and meeting production requirements; complete all acceptance and payment dossiers for disbursement according to the plan.

- For projects in the project preparation stage: Focus on finalizing the conditions to organize the selection of survey consultants and project formulation consultants; coordinate

closely with consulting contractors and relevant functional agencies to accelerate the progress of project appraisal and approval..

10. Coordination with Socio-Political Organizations and Local Authorities:

- Continue to institutionalize the spirit of the Party's Resolutions and Directives; coordinate with socio-political organizations (Trade Union, Youth Union, Veterans Association) to create a democratic, united, and unified working environment for the Company's common goals. Strengthen propagation and guidance to employees, customers, and the public so that everyone understands, creating consensus and coordination in implementing the Company's solutions..

- Strengthen cooperation and coordination with local authorities to ensure harmonious development in the area; coordinate effectively with local authorities in managing mine boundaries, as well as the exploitation, transportation, and business of coal and minerals. Use local products where the Company operates based on the principles of quality, progress, and competitive pricing.

- Regularly and promptly report to and work directly with provincial departments, agencies, and TKV professional boards to resolve the Company's obstacles in production and business activities, aiming for the common goals of **UNITY – SAFETY – INNOVATION – DEVELOPMENT..**

PART III

STRATEGIC DEVELOPMENT ORIENTATION OF THE COMPANY PERIOD 2026 - 2030

1. Target:

Continue to enhance the operational efficiency of Vinacomin - Ha Tu Coal Joint Stock Company to become a strong economic unit with modern production technology and techniques, gradually meeting international standards for corporate governance; improve labor productivity, product quality, operational efficiency, and the Company's competitiveness; develop sustainably and harmoniously with the environment and employees; develop in line with the trends of the Fourth Industrial Revolution, green transformation, digital transformation, and new energy transition; contribute significantly to ensuring national energy security and the socio-economic development of the country, achieving the goal of "Few employees, high salaries."

In the 5-year period of 2026–2030, the Company will continue to arrange and restructure the workforce to streamline the apparatus according to the management requirements of each stage, in line with the computerization – mechanization – automation programs. Continue to promote the digitalization program in corporate management processes to improve production and business efficiency, reduce costs, and increase competitiveness.

2. Plan for key indicators for the 5-year period 2026 ÷ 2030:

Plan for the 2026 – 2030 period, implemented in accordance with Decision No. 296/QĐ-TKV dated February 13, 2026, of TKV Group regarding: Approving the key indicators of the 05-year Plan 2026 – 2030 of TKV Group.

| No | Indicators | unit | Period 2026-2030 Plan | | | | |
|----------|--|---------------------|-----------------------|-----------|-----------|-----------|-----------|
| | | | 2026 Plan | 2027 Plan | 2028 Plan | 2029 Plan | 2030 Plan |
| 1 | Resource management | | | | | | |
| 1.1 | Surface overburden removal | 1000m ³ | 50,000 | 50,000 | 40,000 | 40,000 | 35,000 |
| | In which: Production overburden | " | 50,000 | 50,000 | 40,000 | 40,000 | 35,000 |
| | Production stripping ratio | m ³ /ton | 20.00 | 20.00 | 20.00 | 20.00 | 20.00 |
| 2 | Main products | | | | | | |
| 2.1 | Raw coal | 1000 ton | 2,500 | 2,500 | 2,000 | 2,000 | 1,750 |
| | - Surface raw coal | " | 2,500 | 2,500 | 2,000 | 2,000 | 1,750 |
| 2.2 | Clean coal screened at the mine | 1000 ton | 2,792 | 2,534 | 1,968 | 1,968 | 1,747 |
| | - Clean coal from raw coal | " | 2,300 | 2,234 | 1,798 | 1,798 | 1,577 |
| | - Clean coal from inventory/auxiliary products | " | 492.0 | 300.0 | 170.0 | 170.0 | 170.0 |
| 2.3 | Coal consumption (delivered to TKV) | 1000 ton | 2,792 | 2,534 | 1,968 | 1,968 | 1,747 |
| | - Clean coal | " | 2,792 | 2,534 | 1,968 | 1,968 | 1,747 |
| 3 | Total revenue | million dong | 5,795,993 | 5,694,464 | 4,600,933 | 4,632,872 | 3,240,901 |
| | - Coal revenue | " | 5,795,993 | 5,694,464 | 4,600,933 | 4,632,872 | 3,240,901 |
| 4 | Profit | million dong | 43,188 | 42,151 | 33,514 | 33,689 | 25,489 |
| | - Coal production | " | 43,188 | 42,151 | 33,514 | 33,689 | 25,489 |

Annually, based on the business coordination plan and the key solutions for managing the business coordination plan issued by TKV Group, the Company shall develop a detailed management plan and internal quotas. By closely following the key management and directive solutions of TKV Group, the Company will formulate specific measures and organize implementation based on the principle: Maximize strengths, potentials, and advantages while minimizing costs to achieve the goal of **UNITY - SAFETY - INNOVATION - DEVELOPMENT**.

Vinacomin - Ha Tu Coal Joint Stock Company respectfully reports./.

Recipients:

- Company Shareholders (e-copy);
- Members of the Board of Directors, Supervisory Board (e-copy);
- Administrative Department (to be posted on the Website) (e-copy);
- Archived: Clerical Office, Planning Department, Company Secretary.

DIRECTOR



Tran Quoc Tuan