

No: 04/2026/BC-ĐHĐCĐ

Ha Tu, April 22, 2026

**REPORT**  
**ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

To: Esteemed shareholders

Pursuant to the Enterprise Law 2020, No. 59/2020/QH13;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government, detailing the implementation of several articles of the Securities Law;

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

The Board of Directors of the Company submits to the 2026 Annual General Meeting of Shareholders for approval of the report of the Board of Directors (BoD) for 2025 with the following contents:

**Part I**  
**ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

In 2025, the Board of Directors of the Company fully and properly performs its responsibilities and duties as stipulated by the Enterprise Law and the Company's Charter. All BoD meetings were thoroughly prepared in content, ensuring procedures, correct principles, and closely following the actual business and production situation of the Company to make timely decisions for the Company Director to implement, aiming to achieve the targets set by the General Meeting of Shareholders. specific:

**1. Activities of the Board of Directors members.**

***a. Participation of BoD members in meetings during the year:***

TT	Board Member	Position	Number of meetings attended	Proportion (%)	Reasons for not attending
1	Ngo The Phiet	Chairman of the Board of Directors, Representative of TKV's capital stake.	22/33	66.6	Transferred to another position according to TKV's decision. Resignation as Chairman of the Board of Directors effective October 7, 2025.



2	Vu Van Khan	Chairman of the Board of Directors, Representative of TKV's capital stake.	05/33	15	Appointment effective November 28, 2025
3	Tran Quoc Tuan	Board of Directors - Director	33/33	100	
4	Tran Quoc Toan	Board of Directors - Deputy Director	33/33	100	
5	Dang Van Tinh	Board of Directors - Deputy Secretary of the Party Committee	33/33	100	
6	Pham Thi Hai	Independent member of the Board of Directors	32/33	92.3	Taking time off for personal reasons

***b. Members and structure of the BoD :***

TT	Board Member	Position	From the start date, no longer a member of the Board of Directors/Independent Management Board.	
			Appointment date	Dismissal date
1	Vu Van Khan	Chairman of the Board of Directors, Representative of TKV's capital stake.	November 28, 2025	
2	Ngo The Phiet	Chairman of the Board of Directors, Representative of TKV's capital stake.	August 23, 2023	November 28, 2025
3	Tran Quoc Tuan	Board of Directors - Director	January 9, 2025	-
4	Tran Quoc Toan	Board of Directors - Deputy Director	January 9, 2025	-
5	Dang Van Tinh	Board of Directors - Deputy Secretary of the Party Committee	April 25, 2022	-
6	Pham Thi Hai	Independent member of the Board of Directors	April 25, 2022	-

The Extraordinary General Meeting of Shareholders on January 9, 2026 dismissed 2 BoD members, Mr. Nguyen Quang Quang and Mr. Nguyen Viet Thanh, due to job transfers, and at the same time consolidated and favored additional BoD members for Mr. Tran Quoc Tuan and Mr. Tran Quoc Toan. The Extraordinary General Meeting of Shareholders on November 28, 2026 dismissed 01 BoD member, Mr. Ngo The Phiet, due to job transfer, and at the same time consolidated and elected an additional BoD member for Mr. Vu Van Khan.



Among the 05 BoD members, there are 03 members holding concurrent management positions in the Company, 01 non-executive BoD member, and 01 independent BoD member. All BoD members are assigned to take charge of and monitor specific management, business, and production areas according to their capabilities and experience.

## 2. BoD meetings and resolutions:

The BoD has maintained a regular schedule of monthly and quarterly meetings, ensuring adherence to the agenda, the number of attending members, and voting in accordance with the law. It has effectively organized the BoD's supervisory role over the Director and the executive management staff.

In 2025, the Board of Directors of the Company held 33 meetings, issued 33 Resolutions and 43 Decisions with high consensus and no dissenting opinions. The procedures and contents of the BoD meetings complied with the Company's Charter, ensuring transparency, proper authority, and the current governance regulations.

Issued amendments and supplements to 05 management regulations (*Regulation on salary and income management; Regulation on training and fostering workers and staff; Regulation on organizing legal activities; Regulation on emulation and rewards; Regulation on occupational health and safety management in Ha Tu Coal Joint Stock Company - Vinacomin*).

The specific contents of the BoD meetings regarding various fields are as follows:

No.	Content	Quantity	Approval rate
1	Monitoring business management and operations: <i>Monitoring monthly/quarterly business results; approving the coordinated business plan for 2026 and the 2026-2030 period.</i>	17	100%
2	Investment and construction: <i>Approval of the open-pit mining project in the North Bang Danh area; projects serving production in 2024-2025; fire prevention and environmental restoration project.</i>	24	100%
3	Personnel organization: <i>Appointment of Director, Deputy Directors, Chief Accountant; rotation of management staff and strengthening of personnel in appraisal teams.</i>	16	100%
4	Labor, wages, and policies: <i>Approval of the wage fund; plan for the use of the reward and welfare fund; employee benefits and equipment.</i>	12	100%
5	Financial management: <i>Approve financial targets for 2025; approve plans to exceed average short-term credit limits.</i>	2	100%
6	Issuing internal management regulations: <i>Revising and issuing new regulations on 05 core regulations concerning: Salary, Training, Legal Affairs, Emulation and Commendation, and Occupational Safety and Health.</i>	5	100%
7	Shareholders' General Meeting (AGM): <i>Successfully held</i>	3	100%



	<i>the annual Shareholders' General Meeting (April 25, 2025) and two extraordinary Shareholders' General Meetings to finalize the personnel structure.</i>		
8	Management and other matters: <i>Approval of the digital transformation plan for the period 2025-2030; internal audit plan; assignment of tasks to members of the Board of Directors.</i>	12	100%

### 3. Remuneration, operational expenses, and other benefits of the BoD and individual BoD members in 2025

- The salary fund for the Board of Directors was finalized at 115% compared to the planned salary fund due to the profit and salary of employees not meeting the plan, in accordance with the guidance of Circular 28/2016.

- Mr. Ngo The Phiet - Chairman of the BoD from January 2025 to the end of November 2025, his remuneration fund was settled for 11 months.

- Mr. Vu Van Khan - Chairman of the BoD from December 2025, his remuneration fund was settled for 01 month.

The remuneration, operational expenses, and other benefits of the BoD and each BoD member in 2025 are specifically as follows:

TT	Full name	Job title	Remuneration (VND)		Allowance (VND)	
			Resolution of the 2025 Annual General Meeting of Shareholders	Perform	Resolution of the 2025 Annual General Meeting of Shareholders	Perform
<b>I</b>	<b>Board of Directors</b>		<b>219,360,000</b>	<b>219,360,000</b>	<b>262,800,000</b>	<b>262,800,000</b>
1	Vu Van Khan	Chairperson	56,540,000	56,540,000		
2	Ngo The Phiet	Chairperson	5,140,000	5,140,000		
3	Tran Quoc Tuan	TV-Board of Directors	52,560,000	52,560,000		
4	Dang Van Tinh	TV-Board of Directors	52,560,000	52,560,000		
5	Tran Quoc Toan	TV-Board of Directors	52,560,000	52,560,000		
6	Pham Thi Hai	Independent TV - Board of Directors			262,800,000	262,800,000
<b>II</b>	<b>Supervisory Board</b>		<b>160,080,000</b>	<b>160,080,000</b>		
1	Nguyen Thi Luong Anh	Head of the Supervisory Board	54,960,000	54,960,000		
2	Ngo Duy Da	Member	52,560,000	52,560,000		
3	Pham Thi Lan Huong	Member	52,560,000	52,560,000		
	<b>Total</b>		<b>379,440,000</b>	<b>379,440,000</b>	<b>262,800,000</b>	<b>262,800,000</b>



#### **4. Report on transactions between the company and related parties in 2025**

Pursuant to Resolution No. 02/2025/NQ-ĐHĐCĐ dated April 25, 2025, the 2025 Annual General Meeting of Shareholders approved the contracts and transactions between Ha Tu Coal Joint Stock Company - Vinacomin and related parties in 2025. Accordingly, the contracts and transactions between the Company and its major shareholders and related parties mainly include transactions with Vietnam National Coal – Mineral Industries Group (TKV), which is currently a major shareholder ownership of 65% of the Company's charter capital. In 2025, the Company executed contracts and transactions with TKV valued at 10% or more of total assets in the most recent financial statements, including: (i) Contracts and transactions for coal trading and road tolls with the Branch of Vietnam National Coal - Mineral Industries Group: Hon Gai Coal Preparation Company - Vinacomin with a value of VND 5,682,647 million; (ii) Contracts for trading oil and materials with TKV Materials Joint Stock Company amounting to VND 625,179 million; (iii) Leasing blasting services with Cam Pha Mining Chemical Industry Company with a value of VND 450,883 million.

#### **5. Results of the Board of Directors' supervision of the Executive Board and Chief Accountant**

The Company's BoD has closely adhered to the Charter on organization and operation, and the regulations and rules of the Vietnam National Coal - Mineral Industries Group and the Company to manage and supervise the Executive Board. Implementing the BoD's activity plan issued at the beginning of the year, the BoD has conducted regular supervision of the Company's Executive Board through periodic quarterly reports and thematic supervision on the implementation of the 2025 business and production plan, as well as checking and supervising the implementation of investment projects and the execution of the BoD's Resolutions and Decisions in 2025 .

In 2025, the Company successfully held the Annual General Meeting of Shareholders on April 25, 2025; successfully held the Extraordinary General Meeting of Shareholders on January 9, 2025, and another Extraordinary General Meeting of Shareholders in 2025 to elect additional BoD members in compliance with the law; organized 33 meetings, and issued 33 Resolutions and 43 Decisions to enhance the Company's management in all business and production areas.

The Company has strictly followed the Charter, regulations, and rules of the Vietnam National Coal - Mineral Industries Group to implement internal governance. The BoD supervised and directed the Director to organize the review, amendment, and supplementation of management regulations in accordance with current legal provisions. Additionally, the Board of Directors continued to direct the Company to strengthen the management and operation of the unit in performing business and production tasks according to the strategy, orientation, and plan assigned by TKV, ensuring compliance with the unified management system and operational discipline of TKV.

Fully and honestly prepared reports on the business and production situation, supervisory reports, and reports of the TKV capital representative at the Company to submit to TKV Group within the prescribed time limit.

Through supervision, the BoD assesses: The Company's Executive Board has strictly implemented the Resolutions of the General Meeting of Shareholders; the Resolutions and Decisions of the BoD; the regulations and rules of TKV Group, the Company, and relevant legal provisions. During the performance of tasks, the Executive



Board submitted to the BoD for the reorganization of the organizational model, restructuring of the labor force, and proposed the amendment and supplementation of regulations to suit actual conditions and legal provisions .

## **Part II**

### **ORIENTATION FOR ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026**

2026 is determined as a pivotal year in the development roadmap for the 2026 - 2030 period of Ha Tu Coal Joint Stock Company - Vinacomin. Inheriting the results achieved in 2025 and clearly identifying new challenges, the BoD determines the extensive goal as: "Safety – Unity – Development – Efficiency", focusing on the following directions:

1. Continue to review, amend, and issue new internal management regulations, perfecting the regulatory system in accordance with current regulations. Strictly maintain the routine of regular and extraordinary meetings to closely supervise the activities of the Executive Board. Emphasize self-inspection and internal control to proactively prevent violations and legal risks in all areas of business and production. Successfully organize the 2026 Annual General Meeting of Shareholders, ensuring the best interests of shareholders and implementing transparent and timely information disclosure in accordance with stock market regulations.

2. Direct the resolute implementation of key projects; strictly enforce operational discipline under the motto "clear person, clear task, clear responsibility, clear product". Strengthen the management of resources, mine boundaries, and closely control the rate of coal loss .

3. Accelerate the digital transformation roadmap for the 2025-2030 period, aiming towards a "smart mine, smart governance" model. Focus on applying artificial intelligence (AI), digital signatures, and paperless offices to optimize business processes.

4. Strictly comply with regulations on environmental protection and climate change response. Complete disaster prevention and control works before the stormy season to ensure absolute safety for people and property. Make safety the top priority, preventing any serious labor accidents. Strictly implement new regulations on fire prevention, fighting, and rescue in accordance with current Decrees and Circulars.

5. Care for employees: Ensure stable employment and increase income for employees in line with business and production efficiency; continue to restructure the workforce towards being streamlined and efficient. Tighten the coordination relationship with local authorities and citizens in managing resources, protecting security and order, and supporting socio-economic development in the operating area.

6. Strengthen cooperation and coordination with local authorities to ensure harmonious development in the area, especially coordinated well with Party committees and local authorities in managing mine boundaries, extraction, transportation, and coal trading. Utilize local products and services based on the principles of quality, progress, and competitive pricing.

7. Coordinate with Party organizations and mass organizations to step up communication, propaganda, and necessary guidance to employees, the public, and



customers so that everyone in the unit clearly understands and creates consensus, in order to maximize the potential and advantages of the entire Company .

In 2025, the Company's BoD fulfills the tasks assigned by the General Meeting of Shareholders and contributes to building the Company for stable development. To achieve this result, it is first and foremost due to the unity, synergy, and intelligence of each member of the BoD, the efforts of the Executive Board, and all employees of the Company. The Company's BoD has also always received the valuable contributions of the esteemed shareholders and the care and support of local authorities as well as partner units. On behalf of the BoD of Ha Tu Coal Joint Stock Company - Vinacomin, I would like to respectfully thank the shareholders for trusting and sticking with the Company throughout the past journey and hope to continue receiving the attention of the shareholders in the coming time.

The above is the content of the Report on the Activities of the BoD in 2025, which the Board of Directors respectfully reports to the esteemed shareholders.

The Board of Directors respectfully submits this Report to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

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

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



**Vu Van Khan**



No: 05/2026/BC-ĐHĐCĐ

*Ha Tu, April 22, 2026*

## **REPORT**

### **On the Activities of the Independent Board Member and the evaluation results of the Independent Board Member regarding the activities of the company's Board of Directors in 2025**

To: Esteemed Shareholders

Pursuant to the Enterprise Law 2020 No. 59/2020/QH13;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government, detailing the implementation of certain provisions of the Securities Law;

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

In performing the functions and duties of the independent board member as stipulated in the Enterprise Law, Decree 155/2020/ND-CP, and the Company Charter. The independent board member reports to the General Meeting of Shareholders on the results of their activities and the evaluation results of the independent member regarding the activities of the Board of Directors in accordance with Articles 277 and 280 of Decree 155/2020/ND-CP as follows:

#### **1. Activities of the Independent Board Member**

The independent board member was elected by the Company's General Meeting of Shareholders and has been active since April 25, 2022; in 2025, they attended 32 out of 33 Board of Directors meetings, achieving 92.3% of the total BoD meetings during the year. The independent board member of the Company has effectively performed their responsibilities and duties as stipulated by the Enterprise Law and the Company Charter; the BoD meetings were thoroughly prepared in content, ensuring quality, order, and adherence to principles, closely following the company's actual business and production situation to make timely decisions for the Company Director to implement, aiming to achieve the goals and tasks set by the General Meeting of Shareholders.

During their activities, the independent board member has cooperated well with other Board members, the Director, and shareholders. The independent board member was not interfered with by other BoD members, individuals, or organizations in the performance of their duties. The independent member has directly worked and exchanged with other Board members, the Director, Deputy Directors, Chief Accountant, and relevant staff to access information necessary for their activities, while also discussing and providing feedback on arising issues and obstacles, contributing to maintaining the stability of the company's business and production.



The allowance for the independent Board member implemented in 2025 reached VND 262,800,000.

## **2. Evaluation of the Board of Directors' activities in 2025**

In 2025, the Board of Directors (BoD) effectively performed its function as the owners' representative, closely supervising the Executive Board's activities and providing timely strategic directions, helping the Company comprehensively achieve the targets set by the General Meeting of Shareholders (AGM) Resolution.

- Under the close direction of the BoD, the Company achieved business results that exceeded the targets set by the General Meeting of Shareholders (AGM) Resolution. Raw coal extraction output reached 2,500 thousand tons, completing 100% of the plan. Coal consumption recorded a breakthrough with 2,790 thousand tons, exceeding the target by 8.4%. These efforts brought the total annual revenue to over VND 5,340 billion (achieving 107.5% of the plan) and pre-tax profit reached VND 50.574 billion, achieving an impressive growth rate of 125.2% compared to the initial target. The high business and production efficiency allowed the Company to pay dividends at a rate of 8% (exceeding the plan by 33.3%) and raise the average income of employees to VND 16.007 million/month, exceeding expectations by 21.6%.

- The BoD directed strict cash flow control, improving the debt repayment capacity to 0.95 times, significantly higher than the 0.7 times assigned by the Group. Debt management was conducted periodically, ensuring the bad debt balance remained under control at VND 2,853 million. In the investment field, the BoD approved the disbursement of VND 152,005 million (achieving 103% of the adjusted plan), focusing on completing key projects such as the mining licensing for the Bac Bang Danh area.

- Among the 05 BoD members, 03 members hold concurrent management positions in the Company, 01 is a non-executive BoD member, and 01 is an independent BoD member. All BoD members are assigned to take charge of and monitor specific management, business, and production areas in accordance with their capabilities and experience. The Company's BoD members closely adhered to the organizational and operational Charter, regulations, and rules of the Company to implement the Resolution set by the 2025 Annual General Meeting of Shareholders. They performed their supervisory functions, directing the Director and other management and executive staff in managing the Company.

- BoD meetings were organized in a timely manner (both periodic and extraordinary), directing and issuing decisions appropriate to the Company's actual situation. In 2025, the Company's Board of Directors held 33 meetings, issuing 33 Resolutions and 43 Decisions. The meeting procedures were carried out in accordance with the Charter and the Company's management regulations. The contents of the meetings were thoroughly discussed, evaluated, and analyzed by the BoD members to provide appropriate and effective directions and solutions that yield the maximum benefits for the Company. All BoD decisions at the meetings were approved by the BoD based on a majority voting principle, with a 100% voting rate from all attending members, no dissenting opinions, and fully prepared meeting minutes signed by the attending BoD members. The attendance rate of BoD members at BoD meetings in



2025 ranged from 66% to 100%. Members absent from the meetings were due to job transfers, having submitted resignation letters which were approved by the BoD.

- The remuneration, operational expenses, and other benefits for the BoD and each BoD member in 2025 were implemented ensuring strict adherence to the proposed plan.

Overall, in 2025, the Board of Directors demonstrated a high sense of responsibility, operating flexibly and creatively to successfully complete the tasks assigned by the General Meeting of Shareholders, maximizing the protection of shareholders' interests and ensuring the stable development of the Company amidst a highly volatile market.

The above is the basic content regarding the activities of the independent BoD member and the evaluation results of the BoD's performance in 2025, which the independent BoD member respectfully reports to the esteemed shareholders.

Sincerely thank you./.

**INDEPENDENT MEMBER OF THE  
BOARD OF DIRECTORS**

***Pham Thi Hai***



No.: 06/2026/TTr-ĐHĐCĐ

*Ha Tu, April 22, 2026*

**PROPOSAL**

**Regarding the approval of contracts and transactions between the Company and  
enterprises, major shareholders, and related parties in 2026**

To: Esteemed Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Securities Law;

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;

Pursuant to the Company's business and production plan for 2026;

Ha Tu Coal Joint Stock Company – Vinacomin is currently a subsidiary of Vietnam National Coal – Mineral Industries Holding Corporation Limited (TKV), a major shareholder holding 65% of the Company's charter capital. In addition, certain members of the Board of Directors, the Supervisory Board and the Executive Board of the Company concurrently hold management positions in other entities within the TKV system. In 2025, the Company executes transactions with related parties in strict compliance with the Resolution of the General Meeting of Shareholders. The executed value of contracts and transactions with TKV amounting to 10% or more of the Company's total assets in 2025 includes: (i) Contracts and transactions for coal trading and road tolls with the Branch of Vietnam National Coal - Mineral Industries Group: Hon Gai Coal Preparation Company - Vinacomin with a value of VND 5,682,647 million; (ii) Contracts for trading oil and materials with TKV Materials Joint Stock Company amounting to VND 625,179 million; (iii) Leasing blasting services with Cam Pha Mining Chemical Industry Company with a value of VND 450,883 million.

Due to the specific centralized management model of TKV, the occurrence of transactions for trading coal, materials, equipment repair, blasting services, and other cross-services between the Company and TKV and its member/affiliated units is a regular, continuous, and essential activity to ensure business and production. The General Meeting of Shareholders' approval of contracts and transactions with related parties from the beginning of the financial year ensures compliance with current regulations and allows the Executive Board to be proactive in commercial negotiations, avoiding production interruptions.



We respectfully request the General Meeting of Shareholders to consider and approve the following contents :

1. Approve contracts and transactions between the Company and related parties in 2026, specifically as follows:

No.	NAME OF RELATED PARTY (PERSON INVOLVED)	HEADQUARTERS ADDRESS	RELATIONSHIP	TRANSACTION CONTENT AND EXPECTED VALUE IN 2026
1	Vietnam Coal and Mineral Industry Group (TKV); Tax Code: 5700100256	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Cau Giay District, Hanoi	Major shareholder (65%)	Framework agreements, business cooperation, areas of capital management; industry management fees; infrastructure leasing; branding fees... (Estimated value: Based on actual needs and ensuring authority)
2	Branch of TKV Group - Hon Gai Coal Sorting Company – Vinacomin. Tax Code: 5700100256-002	46 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province	Unit directly under TKV (Vietnam Coal and Mineral Corporation)	Coal trading, road tolls; Port/warehouse rental. (Estimated value: 5,795,993 million VND)
3	TKV Materials Joint Stock Company, Tax Code: 5700100707	Group 1, Zone 2, Ha Long Ward, Quang Ninh Province	Subsidiary of TKV	Trading of fuel, materials and equipment. (Estimated value: 625,000 million VND)
4	Cam Pha Mining Chemicals Company - Vinacomin; Tax Code: 0100101072-026	Thuy Son area, Cam Son commune, Cam Pha city, Quang Ninh province	The company is Subsidiary of TKV.	Provision of blasting and explosive services. (Estimated value: 625,000 million VND)
5	Other member units, subsidiaries, and affiliated companies of the TKV Group.		Unit directly under TKV (Vietnam Coal and Mineral Corporation)	Coal production, warehousing, coal processing, screening; Supply of materials, equipment, chemicals, petroleum, and electricity; Mechanical engineering, repair, mine construction, shipbuilding; Maritime services, pilotage, and port services; Geological exploration, design consulting, communication, and other services. (Estimated value: Based on actual needs, ensuring compliance with authorized limits)

2. Approval of the mechanism to ensure continuous operation and validity of implementation: To ensure that business and production activities take place regularly, continuously, and without interruption while waiting for the General Meeting of



Shareholders to convene and issue a Resolution, we propose the General Meeting of Shareholders to approve the following mechanism:

- Transitional provision: Allow the Company to execute contracts and transactions with the above list from January 1, 2026, until a new Resolution of the 2026 General Meeting of Shareholders is issued as a replacement (ensuring the principle of market price or according to the unit price stipulated by the State/Group).

- Approval of executed transactions: The General Meeting of Shareholders approves and recognizes the legal validity of the contracts and transactions in the above list that have been actually executed during the period from January 1, 2026, to the time of issuance of the Resolution of the 2026 Annual General Meeting of Shareholders.

3. To authorize the Legal Representative – Director of the Company to sign and implement the above contracts and transactions with related parties in accordance with applicable laws.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- Shareholders (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: 07/2026/TTr-ĐHĐCĐ

*Ha Tu, April 22, 2026*

## **PROPOSAL**

### **On approving the policy to supplement business lines and amend, supplement the Charter of Ha Tu Coal Joint Stock Company - Vinacomin**

To: Vietnam National Coal - Mineral Industries Holding Corporation Limited

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing laws (including Law No. 03/2022/QH15 and Law No. 76/2025/QH15);

Pursuant to the Law on Geology and Minerals No. 54/2024/QH15 dated November 29, 2024;

Pursuant to Decree No. 168/2025/ND-CP dated June 30, 2025 of the Government on enterprise registration;

Pursuant to Decree No. 21/2026/ND-CP dated January 16, 2026 of the Government amending and supplementing a number of articles of Decree No. 193/2025/ND-CP;

Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister promulgating the Vietnam Standard Industrial Classification;

Pursuant to the Mineral Mining License No. 500/GP-BNNMT dated November 18, 2025 of the Ministry of Agriculture and Environment;

Pursuant to Official Letter No. 7203/TKV-KCM dated December 23, 2024 of TKV on approving the Plan for recovering and using mine waste rock and soil at the Bac Bang Danh area of Ha Tu mine as leveling materials - Phase I;

Official Letter No. 7532/TKV-TN dated December 29, 2025 of TKV regarding the recovery of minerals which are mine waste rock and soil from coal mining activities;

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;

Pursuant to Proposal No. 698/TTr-VHTC dated March 04, 2026 of the Company's Director and the Minutes of the meeting of TKV's Representative at Ha Tu Coal JSC on March 13, 2026;

We respectfully submit to the Group for consideration and approval the supplementation of business lines and amendment of the Company's Charter with the following contents:

#### **I. Supplementing the Company's business lines:**

##### **1. The necessity of supplementing business lines**



Currently, Ha Tu Coal Joint Stock Company - Vinacomin is coordinating with Quang Ninh Coal Processing Company to implement procedures for executing the Plan on recovering and using mine waste rock and soil at the Bac Bang Danh area of Ha Tu mine, in accordance with the policy approved by TKV.

Under current legal regulations, the recovery and consumption of mine waste rock and soil for use as leveling materials must fully meet legal conditions, in which the corresponding business line must be recorded on the National Business Registration Portal and in the Company's Charter.

Currently, the Company's Enterprise Registration Certificate (13th amendment dated December 04, 2025) and the Company's Charter have not recorded the business line related to the sale of mine waste rock and soil (associated minerals) arising during the coal and mineral mining and processing.

Cross-referencing the Vietnam Standard Industrial Classification issued together with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister, there are currently no specific regulations on an industry code exclusively applicable to the sale of mine waste rock and soil, and minerals for use as leveling materials during coal and mineral mining and processing.

Therefore, selecting to register industry 467 Other specialized wholesale (details 4671, 4673, 4679) is consistent with the principle of applying corresponding economic sectors under the Vietnam Standard Industrial Classification. The supplementation of this business line aims to secure a legal basis for the Company to deploy practical operations, while conforming to the Law on Enterprises' provisions regarding business line registration.

## **2. Legal basis related to mine waste rock and soil**

Point d, Clause 1, Article 6 of the Law on Geology and Minerals No. 54/2024/QH15 stipulates that Group IV minerals include: *"Minerals only suitable for leveling, making construction foundations, building irrigation works, preventing and combating natural disasters, including: clay, hill soil, soil with other names; soil mixed with rocks, sand, pebbles or gravel; sand (excluding riverbed, lakebed, and marine sand and gravel)"*.

According to Article 1 of Decree No. 21/2026/ND-CP dated January 16, 2026 of the Government (amending and supplementing a number of articles of Decree No. 193/2025/ND-CP), mine waste rock and soil are defined as: *"Soil, rock, sand, clay, or other solid minerals discharged from mineral mining and processing activities, stored and preserved at storage yards, mine waste dumps, or buried, meeting safety and environmental protection requirements"*

Thus, mine waste rock and soil arising during mineral mining, if containing material components belonging to the types specified in Point d, Clause 1, Article 6 of the Law on Geology and Minerals, and correctly used for leveling, making construction foundations, building irrigation works, preventing and combating natural disasters... in accordance with legal regulations, can be considered classified as Group IV minerals.

Based on cross-referencing legal regulations, the Company proposes to supplement the following business lines:



### 3. List of business lines proposed for supplementation:

No	Business Line	Industrial Code
1	Wholesale of solid, liquid, gaseous fuels and related products <i>Details: Wholesale of coal and related products (excluding crude oil and processed oil).</i>	4671
2	Wholesale of other construction materials and installation equipment <i>Details: Wholesale of sand, gravel, stone, and clay for construction (excluding precious stones).</i>	4673
3	Other specialized wholesale not elsewhere classified <i>Details: Trading in mine waste rock and soil, associated minerals (excluding precious stones) for use as leveling materials during coal and mineral mining and processing (Excluding minerals prohibited from trading by the State).</i>	4679

## II. Amending and supplementing the Company's Charter

### 1. Reasons for amendments and supplements:

- Pursuant to Decision No. 36/QĐ-TTg, which has changed and adjusted several codes and names of economic sectors. Consequently, some business lines currently registered by the Company have changes in codes or names (for example: 0722 changed to 0729; 3512 changed to 3513; the phrase "maintenance" added to repair industry groups...). This update is technical in nature, does not alter the essence of the Company's business and production operations, but needs to be adjusted in the enterprise registration dossier and the Charter to ensure consistency and legality.

- Law 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14, which had been amended and supplemented under Law No. 03/QH15, taking effect from July 1, 2025

### 2. Proposed contents for amendments and supplements to the Company's Charter:

**2.1.** Update contents in accordance with Law 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14, which had been amended and supplemented under Law No. 03/QH15.

#### **2.2.** Amend Clause 2, Article 4 of the Company's Charter

#### **"Article 4. Objectives and Business lines of the Company**

...

#### **2. Business lines of the Company:**

- *Main business line: Mining and gathering of hard coal*
- *Engaging in other business lines in compliance with legal regulations.*
- *The detailed list of business lines (industry names, industry codes) approved by the General Meeting of Shareholders and recorded on the National Business Registration Portal and the Enterprise Registration Certificate at any given time.*
- *In case a competent State agency changes the names, industry codes, or adjusts the Vietnam Standard Industrial Classification without altering the scope and contents of business operations approved by the General Meeting of Shareholders, the*



*Company is allowed to execute procedures to update business lines in accordance with the law without having to submit to the General Meeting of Shareholders to amend the Company's Charter for this technical content.*

**III. Authorization to carry out legal procedures:** We respectfully request the AGM to approve the specific authorization as follows:

- The AGM authorizes the Board of Directors and the Legal Representative of the Company to take responsibility for carrying out necessary legal procedures at relevant State agencies to:

a) Register changes to the contents of the Enterprise Registration Certificate  
b) Implement the disclosure of enterprise registration information in accordance with the law.

- The AGM authorizes the Legal Representative to finalize, sign, and promulgate the amended Charter after it is approved by the General Meeting of Shareholders. Other contents of the Company's Charter not amended or supplemented in this Proposal shall remain in full force and effect.

We respectfully request the General Meeting of Shareholders to consider and approve so that the Company can proceed with implementation./.

**Recipients:**

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

*v*

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



**Vu Van Khan**



No: 08/2026/BC-ĐHĐCĐ

*Ha Tu, April 22, 2026*

**REPORT**  
**On the Audited Financial Statements for 2025**

To: Esteemed Shareholders

The Company reports to the General Meeting of Shareholders the summary of key figures from the 2025 Financial Statements, which have been audited by AASC Auditing Firm Company Limited under the Financial Statement Audit Report No. 170326.003/BCTC.QN dated March 17, 2026.

Accordingly, the 2025 Financial Statements of the Company have reflected truly and fairly, in all material respects, the financial position of the Company as of December 31, 2025, as well as the results of its business operations and cash flows for the financial year ended on that date, in accordance with Vietnamese Accounting Standards, the current Vietnamese Corporate Accounting System, and relevant legal regulations concerning the preparation and presentation of financial statements.

**Part I**  
**SUMMARY BALANCE SHEET**

*Unit: VND*

ASSETS	ENDING BALANCE	BEGINNING BALANCE
<u>I - SHORT-TERM ASSETS</u>	<u>1.179.223.999.395</u>	<u>776.224.432.939</u>
1- Cash and cash equivalents	11.095.945.950	4.279.243.584
2- Short-term financial investments		
3- Short-term receivables	348.475.369.160	224.519.965.144
4- Inventories	738.239.367.023	479.507.179.328
5- Other short-term assets	81.413.317.262	67.918.044.883
<u>II - LONG-TERM ASSETS</u>	<u>665.633.801.554</u>	<u>790.048.500.864</u>
1. Long-term receivables	112.207.207.851	97.309.831.066
2. Fixed assets	459.496.631.224	581.571.516.869
3. Long-term work in progress	1.583.146.310	4.446.621.986
4. Other long-term assets	92.346.816.169	106.720.530.943



<b>TOTAL ASSETS</b>	<b>1.844.857.800.949</b>	<b>1.566.272.933.803</b>
<b>LIABILITIES</b>	<b>ENDING BALANCE</b>	<b>BEGINNING BALANCE</b>
<u>III - LIABILITIES</u>	<u>1.455.121.992.187</u>	<u>1.197.683.383.417</u>
1. Short-term liabilities	1.251.438.954.274	987.089.188.530
2. Long-term liabilities	203.683.037.913	210.594.194.887
<u>IV - EQUITY</u>	<u>389.735.808.762</u>	<u>368.589.550.386</u>
1. Equity	389.735.808.762	368.589.550.386
- Owner's invested capital	245.690.520.000	245.690.520.000
- Share premium	-46.818.182	-46.818.182
- Other owner's capital	569.137.076	569.137.076
- Development investment fund	38.569.843.947	38.569.843.947
- Undistributed profit after tax	104.953.125.921	83.806.867.545
2. Other funds and reserves		
- Nguồn kinh phí sự nghiệp		
- Fund for fixed asset formation		
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>1.844.857.800.949</b>	<b>1.566.272.933.803</b>

**Part II**  
**INCOME STATEMENT**

<b>Indicators</b>	<b>Current year</b>	<b>Previous year</b>
1. Revenue from sales and service provision	5.315.069.155.660	4.239.149.584.161
2. Deductions from revenue		
<b>3. Net revenue</b>	<b>5.315.069.155.660</b>	<b>4.239.149.584.161</b>
4. Cost of goods sold	5.125.950.317.207	4.099.303.268.344
<b>5. Gross profit</b>	<b>189.118.838.453</b>	<b>139.846.315.817</b>
6. Financial income	2.881.618.663	2.807.137.181
7. Financial expenses	38.138.403.143	21.329.748.871
- <i>Of which: Interest expenses</i>	<i>38.138.403.143</i>	<i>21.329.748.871</i>
8. Selling expenses	11.531.930.575	9.238.081.448
9. Administrative expenses	99.098.885.866	89.792.771.370
<b>10. Net profit from operating activities</b>	<b>43.231.237.532</b>	<b>22.292.851.309</b>
11. Other income	8.409.981.606	7.503.353.040
12. Other expenses	275.339.161	1.588.050.565
<b>13. Other profit</b>	<b>8.134.642.445</b>	<b>5.915.302.475</b>
<b>14. Total accounting profit before tax</b>	<b>51.365.879.977</b>	<b>28.208.153.784</b>
15. Current corporate income tax expense	1.200.000	8.999.626.673
16. Deferred corporate income tax expense	11.009.894.490	-3.211.996.222
<b>17. Profit after corporate income tax</b>	<b>40.354.785.487</b>	<b>22.420.523.333</b>
18- Basic earnings per share (*)	1.643	913



## Part III FINANCIAL INDICATORS

### 1. Implementation of financial indicators

Indicators	2025	2024
<b>1- Asset structure</b>		
- Long-term assets / Total assets (%)	36,08	50,44
- Short-term assets / Total assets (%)	63,92	49,56
<b>2- Capital structure</b>		
- Liabilities / Total capital (%)	78,87	76,47
- Equity / Total capital (%)	21,13	23,53
<b>3- Liquidity ratios (Times)</b>		
- Current ratio	0,94	0,79
- Quick ratio	0,35	0,30
<b>4- Profitability ratios (%)</b>		
- Profit after tax / Net revenue ratio	0,76	0,53
- Profit after tax / Average total assets ratio	2,37	2,86
- Profit after tax / Average equity ratio	14,20	7,89
<b>5- Debt-to-Equity ratio</b>	4,21	3,06

### 2. Evaluation of capital preservation and development

#### 2.1. Level of capital preservation:

As of January 1, 2025, the Company's equity was VND 368,590 million; by December 31, 2025, it reached VND 389,736 million, an increase of VND 21,146 million (corresponding to an increase of 5.74%). The increase is primarily due to profitable business and production operations in 2025, which increased the undistributed profit after tax, after distributing the 2024 profit in accordance with Resolution No. 02/2025/NQ-ĐHĐCĐ dated April 25, 2025, of the 2025 Annual General Meeting of Shareholders.

During the year, the Company operated profitably and managed and utilized capital effectively. The Company purchased property insurance in accordance with legal regulations and fully provisioned for necessary reserves.

#### 2.2. Level of achievement of financial indicators:

- The debt repayment capacity achieved 0.94 times / compared to the TKV plan and the Company's BoD approved target of 0.70 times, an increase of 0.24 times. This indicator shows that the Company ensures the ability to pay debts due, with actual performance higher than the plan, reflecting relatively good cash flow control.

- The debt-to-equity ratio achieved 4.21 times, an increase of 0.91 times compared to the plan assigned by TKV and the Company's BoD (3.30 times). To maintain continuous production, the Company had to supplement working capital through bank loans, increasing total liabilities. Although the debt-to-equity ratio increased higher than planned, it remains within an acceptable control threshold for a coal mining enterprise characterized by large capital requirements and long cycles. Overall, the Company's financial situation is at a safe level; capital is preserved and developed.

The Company respectfully reports to the esteemed shareholders./.

#### Recipients:

- BoD, Supervisory Board, Company shareholders (e-copy);
- Correspondence Department (Posted on Website, e-copy);
- Archives: Office, Company Secretary.





No: 09/2026/BC-ĐHĐCĐ

*Ha Tu, April 22, 2026*

## **REPORT**

### **On the payment of allowances and remuneration for the BoD and Supervisory Board in 2025 and proposal for allowances and remuneration for the BoD and Supervisory Board in 2026**

To: Esteemed Shareholders

Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016, of the Government regulating labor, wages, remuneration and salaries applicable to joint-stock companies with controlling state capital, and Circular No. 28/2016/TT-BLĐTBXH guiding the implementation of Decree No. 53/2016/ND-CP of the Government;

Pursuant to Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government on the management of labor, wages, remuneration, and bonuses in state-owned enterprises;

Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025, of the Government regulating the regime of wages, remuneration, and bonuses for direct owner representatives, state capital representatives, and supervisors in state-owned enterprises;

Pursuant to Decision No. 1471/QĐ-TKV dated August 14, 2024, of TKV on issuing guidelines for the salary payment mechanism applicable within TKV, which specifically regulates the basic salary of managers in Appendix 04;

Pursuant to Decision No. 1809/QĐ-TKV dated September 26, 2024, of TKV on issuing the Regulation on managing representatives of Vietnam National Coal - Mineral Industries Group at enterprises;

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;

Pursuant to Decision No. 316/QĐ-VHTC dated January 22, 2025, of the Company's BoD on issuing the Regulation on the management of labor, salary, and income in Ha Tu Coal Joint Stock Company - Vinacomin;

The Board of Directors (BoD) of the Company reports to the AGM on the payment of allowances and remuneration for the BoD and Supervisory Board in 2025; and proposes the levels of allowances, remuneration for the BoD and Supervisory Board, and the payment method for 2026, specifically as follows:

#### **1. Allowances and remuneration for the BoD and Supervisory Board in 2025:**

Pursuant to Resolution No. 02/2025/NQ-ĐHĐCĐ dated April 25, 2025, of the 2025 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company - Vinacomin;

Pursuant to the Company's business and production results in 2025;



The Company pays the allowances and remuneration for the BoD and Supervisory Board in 2025 as follows :

\* The total amount of allowances and remuneration paid to members of the BoD and Supervisory Board in 2025 was VND 642,240,000, of which: (i) Allowances for the Independent BoD Member was: VND 262,800,000, achieving 100% of the 2025 AGM Resolution; (ii) Remuneration for the BoD and Supervisory Board was VND 379,440,000, achieving 100% of the 2025 AGM Resolution (Detailed list attached):

TT	Full name	Title	Remuneration (VND)		Allowance (VND)	
			Resolution of the 2025 Annual General Meeting of Shareholders	Actual	Resolution of the 2025 Annual General Meeting of Shareholders	Actual
<b>I</b>	<b>Board of Directors</b>		<b>219,360,000</b>	<b>219,360,000</b>	<b>262,800,000</b>	<b>262,800,000</b>
1	Ngo The Phiet	Chairperson	56,540,000	56,540,000		
2	Vu Van Khan	Chairperson	5,140,000	5,140,000		
3	Tran Quoc Tuan	TV-Board of Directors	52,560,000	52,560,000		
4	Dang Van Tinh	TV-Board of Directors	52,560,000	52,560,000		
5	Tran Quoc Toan	TV-Board of Directors	52,560,000	52,560,000		
6	Pham Thi Hai	Independent TV - Board of Directors			262,800,000	262,800,000
<b>II</b>	<b>Supervisory Board</b>		<b>160,080,000</b>	<b>160,080,000</b>		
1	Nguyen Thi Luong Anh	Head of the Supervisory Board	54,960,000	54,960,000		
2	Ngo Duy Da	Member	52,560,000	52,560,000		
3	Pham Thi Lan Huong	Member	52,560,000	52,560,000		
	<b>Total</b>		<b>379,440,000</b>	<b>379,440,000</b>	<b>262,800,000</b>	<b>262,800,000</b>

\* The amount paid to each individual is determined based on the duration of holding their position in 2025, specifically as follows:

- Mr. Ngo The Phiet - Chairman of the BoD from January 2025 to the end of November 2025, the remuneration fund was settled for 11 months.

- Mr. Vu Van Khan - Chairman of the BoD from December 2025, the remuneration fund was settled for 01 month .

## 2. Plan for payment of allowances and remuneration for BoD and Supervisory Board members in 2026:

Pursuant to Official Letter No. 7138/TKV-KH dated December 12, 2025, of the Group on announcing the key indicators for the business coordinated plan in 2026;

The Company's Board of Directors proposes the plan for payment of allowances and remuneration for the BoD and Supervisory Board members in 2026, specifically as follows:



a) Remuneration for concurrent BoD and Supervisory Board members:

TT	Title	Basic salary (VND/person/month)	Remuneration (VND/person/month)
1	Chairman of the Board	25,700,000	$25,700,000 \times 1 \times 20\% = 5,140,000$
2	Board Member	21,900,000	$21,900,000 \times 1 \times 20\% = 4,380,000$
3	Head of the Supervisory Board	22,900,000	$22,900,000 \times 1 \times 20\% = 4,580,000$
4	Supervisory Board Member	21,900,000	$21,900,000 \times 1 \times 20\% = 4,380,000$

b) Allowances for the Independent BoD Member :

TT	Title	Monthly allowance (VND/person/month)
1	Independent member of the Board of Directors	21,900,000

The total amount of allowances and remuneration for BoD and Supervisory Board members planned for 2026 is: VND 642,240,000, of which (i) the allowance for the Independent BoD Member is: VND 262,800,000; (ii) the remuneration for the BoD and Supervisory Board is VND 379,440,000, specifically :

TT	Management position	Quantity (People)	Remuneration (thousand VND/year)	Allowance (thousand VND/year)
1	Chairman of the Board	01	61,680	
2	Board Member	03	157,680	
3	Independent TV Board of Directors	01		262,800
4	Head of the Supervisory Board	01	54,960	
5	Supervisory Board Member	02	105,120	
<b>Total</b>			<b>379.440</b>	<b>262,800</b>

The Board of Directors respectfully submits this Report to the General Meeting of Shareholders for consideration and approval./.

*Recipients:*

- BoD, Supervisory Board, Company shareholders (e-copy);
- Correspondence Department (Posted on Website, e-copy);
- Archives: Office, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Vu Van Khan



No: 10/2026/TTr-DHĐCĐ

*Ha Tu, April 22, 2026*

**PROPOSAL**

**On the distribution of profit for 2025 and the dividend payment plan for 2026**

To: Esteemed shareholders

Based on the 2025 business and production performance results and the 2025 financial statements of Ha Tu Coal Joint Stock Company - Vinacomin, which were audited in report No. 170326.003/BCTC.QN dated March 17, 2026, by the Quang Ninh Branch of AASC Auditing Firm Company Limited.

The Board of Directors submits to the General Meeting of Shareholders the profit distribution plan for 2025 and the proposed dividend plan for 2026 as follows:

**1. Profit distribution plan for 2025 :**

TT	Content	Amount (VND)	Note
1	Profit before tax	51,365,879,977	
2	Corporate income tax payable	1,200,000	
3	Deferred corporate income tax is refundable.	11,009,894,490	
4	Net profit after tax (1-2-3)	40,354,785,487	
5	Profit carried forward from the previous year.	64,598,340,434	
6	Profits retained for the following year	53,588,445,944	Deferred income tax assets as of December 31, 2025
7	Profits are distributed (4+5-6)	51,364,679,977	
8	Dividend payment for 2025: 8% of charter capital	19,655,241,600	
9	Profit remaining after paying dividends	31,709,438,377	
10	Allocation from the reward and welfare fund (1.04 months' average salary)	31,709,438,377	Average monthly payroll fund: 30.58 billion VND/month
	+ Reward fund: 60%	19,025,663,026	
	+ Welfare fund: 40%	12,683,775,351	



## 2. Plan for 2026 .

### Expected profit distribution for 2026

TT	Content	Amount (VND)	Note
1	Profit before tax	43,188,000,000	
2	Corporate income tax payable	0	
3	Deferred corporate income tax is refundable.	8,637,600,000	
4	Net profit after tax (1-2+3)	34,550,400,000	
5	Profit carried forward from the previous year.	53,588,445,944	
6	Profits retained for the following year	44,950,845,944	Deferred income tax assets as of December 31, 2026
7	Profits are distributed (3+4-5)	43,188,000,000	
8	Dividend payment for 2026: 6% of charter capital	14,741,431,200	
9	Profit remaining after paying dividends	28,446,568,800	
10	Allocation from the reward and welfare fund (1.09 months' average salary)	28,446,568,800	<i>Average monthly payroll fund: 26.02 billion VND/month</i>
	+ <i>Reward fund: 60%</i>	17,067,941,280	
	+ <i>Welfare fund: 40%</i>	11,378,627,520	

Respectfully submitted to the esteemed shareholders for consideration and approval./.

#### Recipients:

- As above (e-copy);
- Members of the BoD, Supervisory Board (e-copy);
- Party Committee, Executive Board (e-copy);
- Correspondence Department (Posted on Website);
- Archives: Office, Accounting, Company Secretary.

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



**Vu Van Khan**



No: 11/2026/BC-ĐHĐCĐ

*Ha Tu, April 22, 2026*

**REPORT**  
**On the activities of the Supervisory Board**  
**at the 2026 Annual General Meeting of Shareholders**

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

Pursuant to the Law on Enterprises dated June 17, 2020 ;  
Pursuant to the Charter of Ha Tu Coal Joint Stock Company - Vinacomin ;  
Pursuant to the Operational Regulations of the Company's Supervisory Board ;  
In implementation of the Regulations on the functions and duties of the Supervisory Board, the Supervisory Board of Ha Tu Coal Joint Stock Company - Vinacomin hereby reports to the 2026 Annual General Meeting of Shareholders on the activities of the Supervisory Board with the following contents :

**I. OVERSIGHT ACTIVITIES OF THE SUPERVISORY BOARD**

**1. Regarding organizational structure and personnel**

The personnel of the Supervisory Board of Ha Tu Coal Joint Stock Company – Vinacomin consists of 03 members (01 Head and 02 members). The members of the Supervisory Board serve on a part-time basis.

**2. Activities of the Supervisory Board in 2025**

In 2025, the Supervisory Board executed and completed the duties stipulated in the Company's Charter as well as the operational orientation of the Supervisory Board approved at the 2025 Annual General Meeting of Shareholders, specifically:

The Supervisory Board fully deployed its assigned functions and duties, focusing on the inspection and oversight of the Company's governance and operational activities. Based on the work plan developed at the beginning of the year, the Supervisory Board conducted regular oversight of the Board of Directors and the Director in organizing the implementation of the General Meeting of Shareholders' Resolutions, deploying the business and production plan, and complying with legal regulations. In addition, the Supervisory Board inspects and evaluates the legality, rationality, honesty, and degree of prudence in management and executive activities; supervised the accounting system and the preparation and presentation of financial statements; and simultaneously reviewing transactions with related parties and the Company's information disclosure.



In addition to regular supervision activities, The Supervisory Board conducted thematic supervision on several areas significantly impacting the Company's operational efficiency, such as: materials management; outsourcing and asset management; investment activities; cost governance, and accounting practices .

The inspection and oversight process was conducted objectively, transparently, and with the participation of the Company's Management Board and officials from the Company's management departments. The Supervisory Board always engaged in direct discussions or recorded in meeting minutes its opinions, recommendations, and warnings regarding issues and contents with potential risks affecting the Company's interests, enabling the Company to address and prevent them .

Through the inspection process, the Supervisory Board promptly issued warnings and recommendations to mitigate risks and enhance management efficiency.

### **Meetings of the Supervisory Board :**

During the year, the Supervisory Board held 05 regular and extraordinary meetings to evaluate task performance and review material issues arising in business and production activities. The meetings were conducted in accordance with regulations, ensuring full participation of members and the principle of collective and unified work.

- At the end of 2025, individual members of the Supervisory Board conducted self-assessments of their oversight activities according to their assigned functions and duties .

## **3. Oversight of the results of the Supervisory Board**

### **3.1. Regarding the management and operations of the Company's Board of Directors**

Through oversight activities, the Supervisory Board observed that the Board of Directors fully exercised its functions and powers in accordance with legal regulations and the Company's Charter. Resolutions and decisions were issued following proper procedures and authority, closely aligned with the Resolutions of the General Meeting of Shareholders and suitable for the actual situation.

The Board of Directors proactively directed and supervised the Executive Board in deploying the business and production plan; promptly consider and decide on matters within its authority; and effectively execute corporate governance, ensuring transparency and efficiency.

In 2025, the Board of Directors held all meetings as prescribed and successfully organized the Annual General Meeting of Shareholders. It directed the execution of related steps and completed procedural dossiers to be submitted to the



Hanoi Stock Exchange as per regulations. The Company completed the listing of the stock code TD6 on June 16, 2025 .

### **3 .2. Regarding the management and operations of the Company's Director**

The Supervisory Board assesses that the Company's Director has well promoted the role of the head in executive management, demonstrating a proactive, decisive, and flexible spirit, significantly contributing to maintaining stability and enhancing the efficiency of the Company's business and production operations.

The management and utilization of capital and assets were strictly executed, for the right purposes, and in compliance with legal regulations; simultaneously ensures efficiency in exploiting and utilizing resources.

The Company's Director fully and promptly organized the implementation of the Board of Directors' resolutions and decisions; effectively fulfilled obligations to the State; and paid attention to ensure employment, income, and welfare policies for employees in accordance with regulations..

In addition, the Director proactively directed the formulation and issuance of management documents within their authority, contributing to the perfection of the internal governance system; fully implement the collective labor agreement, labor contracts, and policies on salaries, bonuses, wage increases, and grade promotions in strict compliance with legal regulations and the Company's rules.

Particularly, in the role of direct executive management, the Company's Director effectively deployed the business and production plan, contributing to the accomplishment of economic and technical targets set out by the General Meeting of Shareholders' Resolution.

### **3.3. General comments**

Within its scope of authority and responsibilities, the Supervisory Board of Ha Tu Coal Joint Stock Company - Vinacomin assesses that: In 2025, the Board of Directors and the Company's Director exercised their rights, obligations, and responsibilities correctly in accordance with the Law and the Company's Charter. They promptly implement the Resolutions of the 2025 General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors. The Supervisory Board did not observe any irregularities in the activities of the Board of Directors and the Company's Director, finding no instances of exploiting the Company's information, know-how, or business opportunities, nor abusing positions, roles, and Company assets to profiteer or serve the personal interests of themselves, their families, or relatives.

In 2025, the Supervisory Board did not receive any petitions or proposals from shareholders requesting the inspection or verification of matters related to the management and operational activities of the Board of Directors and the Company's Director. Specific directives and operational contents have been



detailed by the Board of Directors and the Company's Director in the reports submitted to the General Meeting of Shareholders.

#### **4 . Remuneration and other benefits for the Supervisory Board in 2025**

The Supervisory Board is entitled to remuneration, bonuses, and other benefits under the reward mechanism and other welfare regimes in accordance with the Company's current regulations, which were approved by the 2025 Extraordinary General Meeting of Shareholders .

Pursuant to the provisions of Article 172 of the Enterprise Law 2020 and the Company's Charter, the Supervisory Board reports the remuneration and other benefits of part-time Supervisory Board members in 2025 as follows :

No.	Full name	Title	Total	Remuneration (1000 VND)	Allowance (1000 VND)
1	Nguyen Thi Luong Anh	TB Control	54,960	54,960	0
2	Pham Thi Lan Huong	Member of the Supervisory Board	52,560	52,560	0
3	Nguyen Duy Da	Member of the Supervisory Board	52,560	52,560	0
	<b>Total</b>		<b>160,080</b>	<b>160,080</b>	<b>0</b>

#### **5. Coordination among the Supervisory Board, the Board of Directors, and the Executive Board**

The Supervisory Board, the Board of Directors and the Executive Management maintained good coordination and cooperation on the principle of serving the interests of the Company and its shareholders while complying with the law, the Company's Charter and internal regulations. The Board of Directors and the Company's Executive Management facilitates the Supervisory Board's collection and provision of necessary information and documents for its inspection and oversight activities.

### **II. EVALUATION OF BUSINESS AND PRODUCTION PERFORMANCE - APPRAISAL OF 2025 FINANCIAL STATEMENTS**

#### **1. Results of implementing the business and production plan as per the General Meeting's Resolution**

In 2025, the Company deploys the implementation of business and production plan targets based on Board of Directors' Resolution No. 01/2025/NQ-DHĐCD dated January 9, 2025, and Decision No. 36/QĐ-VHTC dated January 6, 2026, of the Board of Directors approving the adjustment of several key targets in the 2025 business and production plan .

The Supervisory Board concurs with the figures and results of the Company's business and production operations in 2025, specifically as follows :



No.	Target	Unit	Plan		To be implemented in 2025	Percentage (%) compared to the target	
			Resolution 01/2025/NQ-ĐHĐCĐ	Adjustment		Resolution 01/2025/NQ-ĐHĐCĐ	Adjustment
1	<b>Total coal production</b>	<b>1000T</b>	<b>2,775</b>	<b>3,008</b>	<b>3,016</b>	<b>108.7</b>	<b>100.3</b>
But	Imported coal	1000T	2,500	2,500	2,500	100.0	100.0
But	Clean coal from DLT	1000T	275	508	516	187.6	101.6
2	<b>Coal consumption</b>	<b>1000T</b>	<b>2,573</b>	<b>2,806</b>	<b>2,789.7</b>	<b>108.4</b>	<b>99.4</b>
But	Raw coal	1000T				But	But
But	Clean coal	1000T	2,573	2,806	2,789.7	108.4	99.4
3	<b>Excavated soil and rocks</b>	<b>1000m<sup>3</sup></b>	<b>44,000</b>	<b>50,000</b>	<b>50,004</b>	<b>113.6</b>	<b>100.0</b>
But	Excavation of earth and rock for CBSX in 2025	1000m <sup>3</sup>	44,000	50,000	50,004	113.6	100.0
But	CBSX land and stone accounting	1000m <sup>3</sup>			50,004	But	But
4	<b>Excavation coefficient</b>	<b>m<sup>3</sup> / ton</b>	<b>17.60</b>	<b>20.00</b>	<b>20.00</b>	<b>113.6</b>	<b>100.0</b>
But	CBSX overburden removal ratio in 2025	m <sup>3</sup> / ton				But	But
But	Overburden removal coefficient for accounting purposes.	m <sup>3</sup> / ton				But	But
5	Total revenue	Tr.đ	4,967,474	4,822,345	5,315,069	107.0	110.2
6	Construction investment	Tr.đ	153,551	139,363	144,072	93.8	103.4
7	Average salary	1000 VND/person/month	13,159	13,980	16,007	121.6	114.5
8	Profit before tax	Tr.đ	40,407	40,407	51,366	127.1	127.1
9	Dividend Payment	%	≥6		8	133.3	But

**Comments:** Based on the provided documents, through appraisal review and combined with the inspection and oversight process, the Company's Supervisory Board concurs with the Company's 2025 business and production performance report. The



Company achieved positive business results, with several key indicators meeting and exceeding the targets approved by the General Meeting of Shareholders.

- Production output: Coal output reached 2,500 thousand tons, achieving 100% compared to the 2025 General Meeting of Shareholders' Resolution.

- Consumption activities: Coal consumption reached 2,790 thousand tons, exceeding the General Meeting's Resolution by 8.4% and basically completing the adjusted plan (99.4%), contributing to securing cash flow for production activities.

- Financial efficiency: Profit before tax reached VND 51,366 million, equaling 127.1% of the plan. Revenue reached VND 5,315,069 million, equaling 110.2% of the adjusted plan, reflecting efficiency in cost management and production organization.

- Dividend policy & Employee livelihoods: The expected dividend payout is 8% (exceeding the planned target of  $\geq 6\%$  as per the General Meeting's Resolution). The average salary of employees reached VND 16,007 million/person/month, achieving 121.6% compared to the General Meeting's Resolution and equaling 114.5% of the adjusted plan, contributing to stabilizing and improving employee livelihoods.

- In 2025, through oversight activities, the Supervisory Board detected no material abnormal signs in the Company's business operations. The Company's activities were fundamentally organized to ensure safety, efficiency, and compliance with legal regulations, the Company's Charter, and the Resolutions of the General Meeting of Shareholders and the Board of Directors.

## 2. Results of appraising the 2025 financial statements

### 2.1. Figures on capital and assets as of December 31, 2025

*Unit: Vietnamese Dong*

No.	Some key financial indicators	Year-end balance (December 31, 2025)
A	<b>B</b>	<b>1</b>
<b>A</b>	<b>Total assets</b>	<b>1,844,857,800,949</b>
<b>I</b>	<b>Current assets</b>	<b>1,179,223,999,395</b>
1	Including: Cash and cash equivalents	11,095,945,950
2	Short-term financial investments	But
3	Accounts receivable	348,475,369,160
4	Inventory	738,239,367,023
4.1	Inventory	738,239,367,023
4.2	Provision for inventory devaluation	0
5	Other current assets	81,413,317,262
<b>II</b>	<b>Long-term assets</b>	<b>665,633,801,554</b>



No.	Some key financial indicators	Year-end balance (December 31, 2025)
A	B	1
B	Total capital	1,844,857,800,949
I	Total liabilities	1,455,121,992,187
1	Short-term debt	1,251,438,954,274
2	Long-term debt	203,683,037,913
	<i>This includes: Long-term loans and debt</i>	203,683,037,913
II	Equity (MS400)	389,735,808,762
1	Equity (MS410)	389,735,808,762
2	Other funding sources and funds (MS 430)	But

## 2.2. Several indicators on business results in 2025

Unit: Million VND

No.	Some key financial indicators	Year-end balance (December 31, 2025)
A	B	1
A	Total assets	1,844,857,800,949
B	Business performance results for 2025	
1	Total revenue	5,326,360,755,929
	In which: Net revenue from sales and services	5,315,069,155,660
2	Total operating costs	5,274,994,875,952
3	Profit before tax	51,365,879,977
4	Profit after corporate income tax	40,354,785,487
5	Earnings per share	1,643
6	Number of shares	24,569,052

## 2.3. Several financial indicators in 2025

No.	Business evaluation criteria	Value
1.	Asset structure	
	- Short-term investment ratio	63.92
	- Long-term investment ratio	36.08
2.	Capital structure	
	- Liabilities/Total Capital	78.87
	- Liabilities/Equity	4.21
3.	Ability to pay	
	- Overall solvency	1.27
	- Current liquidity	0.94



No.	Business evaluation criteria	Value
	- Ability to pay quickly	0.35
4.	Profitability	
	- Return on Equity (ROE)	14.20
	- Return on Assets (ROA)	2.37
	- Net profit margin / Revenue	0.76

#### 2.4. Regarding capital preservation and development

- Equity as of December 31, 2025 (Code 410): VND 389,735 million.
- Of which: + Owner's invested capital: VND 245,690 million.
- + Development investment fund: VND 38,569 million.
- + Capital source for basic construction investment: -
- Average equity (Code 411+418+422): VND 284,260 million.
- Total assets as of December 31, 2025 (Code 270): VND 1,844,857 million.
- Profit before tax: VND 51,365 million.
- Capital utilization efficiency:
  - + Return on Equity (ROE): 14.2%.
  - + Return on Assets (ROA): 2.37%.

#### 2.5. Appraisal opinion of the Supervisory Board :

Based on the appraisal of the audited 2025 Financial Statements, the Supervisory Board finds that the financial statements have been prepared and presented in accordance with Vietnamese accounting standards and current legal regulations; truly and fairly reflects the financial position, business performance results, and cash flows of the Company. The Company has fully fulfilled its obligations to the State budget; the accounting work, vouchers, and ledgers are organized and implemented in compliance with regulations.

The Supervisory Board agrees with the figures and assessments presented in the 2025 Business Performance Report and the Audited Financial Statements prepared by the Management, and respectfully submits them to the General Meeting of Shareholders for consideration and approval.

#### 3. Several proposals and recommendations:

Based on the appraisal results of the financial situation in 2025, the Supervisory Board proposes a number of contents regarding corporate governance and operations in 2026 as follows:

(1). Inventory value as of December 31, 2025, is at a high level (VND 738,239 million, accounting for 62.6% of short-term assets). It is recommended that the Executive Board develop a flexible consumption plan based on market developments, reducing stagnant inventory, thereby freeing up capital, reducing storage costs, and limiting the risk of coal quality degradation.

(2). Enhancing liquidity capacity: The quick ratio is at 0.94 times, posing potential short-term payment pressure. It is recommended that the Company strengthen cash flow balancing, accelerate the recovery of short-term receivables



(VND 348,475 million), and strictly control expenditures to ensure the ability to settle mature debt obligations and reduce short-term financial pressure.

(3). Controlling capital structure and loan debt: The debt-to-equity ratio is at 4.21 times, indicating that the Company's use of financial leverage remains high. It is recommended that the Company continue to review and reasonably balance borrowed capital and equity; Improve capital utilization efficiency, tighten control over interest expenses, and optimize the use of owner's equity. Thereby contributes to ensuring financial safety and minimizing risks in the context of potentially fluctuating market interest rates.

(4). Accelerating construction investment progress: The construction investment implementation rate in 2025 reached 93.8% compared to the General Meeting of Shareholders' Resolution. It is recommended that the Company review the difficulties and obstacles in investment preparation and implementation organization, thereby expediting project, contributing to enhancing production capacity and progress operational efficiency in subsequent years

(5). Strengthening information transparency and disclosure: Continue to perform well in information disclosure, ensuring it is full, timely, and transparent in accordance with legal regulations and the Company's Charter, thereby protecting the legitimate rights and interests of shareholders, enhancing the reputation and corporate governance quality, and complying with the latest regulations on the governance of listed companies .

### **III. OPERATIONAL ORIENTATION FOR 2026**

In 2026, the Supervisory Board will continue to perform its oversight functions in accordance with the law and the Company's Charter, focusing on the following key areas:

1. Oversee the activities of the Board of Directors through the implementation of the General Meeting of Shareholders' Resolutions, the issuance of Resolutions from regular or extraordinary meetings of the Board of Directors, and the promulgation of Regulations and Rules corresponding to each content and field ;
2. Monitor the executive operations of the Executive Board in organizing the implementation of the business and production plan targets approved by the General Meeting of Shareholders. Strengthen the monitoring and evaluation of cost management, and promptly propose recommendations regarding potential risks in business, production, and financial activities ;
3. Enhance thematic inspection and oversight in critical areas that significantly impact the Company's business and financial performance;
4. Conduct evaluations of the Company's semi-annual and annual financial statements; simultaneously, perform periodic monthly/quarterly data reviews for key items that have a major impact on financial results ;
5. Oversee the independent audit process, including discussing and working with the audit firm on the scope and content of the audit; monitor the implementation of recommendations in the Audit Report and Management Letter to enhance transparency and financial governance efficiency ;



6. Strengthen coordination with the Board of Directors and the Executive Board in perfecting the corporate governance, internal control, and risk management systems, contributing to improving corporate governance efficiency.

The above constitutes the report on the inspection and oversight activities of the Supervisory Board in 2025; the supervision of the management and executive operations of the Board of Directors and the Company Director; the evaluation of the Company's business and production results; the evaluation of the Company's 2025 Financial Statements, and the operational orientation for 2026 of the Supervisory Board, submitted to the General Meeting of Shareholders for consideration and approval. We highly appreciate the constructive feedback from esteemed shareholders to further improve the performance of the Supervisory Board .

***Recipients :***

- Company shareholders ;
- Members of the BOD and Board of Supervisors ;
- Website;
- Archived: Secretary, Board of Supervisors.

*r*

**ON BEHALF OF THE BOARD OF  
SUPERVISORS  
HEAD OF THE SUPERVISORY BOARD**



**Nguyen Thi Luong Anh**



No: 12/2026/BC-ĐHĐCĐ

*Ha Tu, April 22, 2026*

**PROPOSAL**  
**Regarding the selection of the list of independent audit firms to audit the**  
**2026 financial statements**

To: Esteemed Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Ha Tu Coal Joint Stock Company - Vinacomin as approved on November 28, 2025;

In performing the functions, duties, and powers of the Supervisory Board as prescribed in the Charter of Ha Tu Coal Joint Stock Company - Vinacomin.

The Supervisory Board of Ha Tu Coal Joint Stock Company - Vinacomin respectfully submits to the General Meeting of Shareholders for approval the list of independent audit firms to provide audit and review services for the 2026 financial statements as follows:

**1. Proposed list of audit firms**

To ensure the selection of an independent audit firm with a strong reputation, high quality, and competitive pricing to conduct the audit/review of the Company's Financial Statements, the Supervisory Board proposes the following list of independent audit firms:

1. AASC Auditing Firm Company Limited
2. BDO Auditing Company Limited
3. VACO Auditing Company Limited

**Reasons for proposing the above audit firms:**

- These are independent audit firms operating legally in Vietnam, approved by the Ministry of Finance for auditing enterprises and practicing auditors to audit public interest entities in 2026 under Decision No. 3830/QĐ-BTC dated November 19, 2025, of the Ministry of Finance, and are listed among the firms eligible to audit listed companies on the stock market in 2026 as announced on the official website of the State Securities Commission (SSC).

- Have experience in auditing large-scale public companies in Vietnam;
- Have a good reputation for audit quality;
- Possess a highly qualified and experienced audit team;
- Meet the requirements of Ha Tu Coal Joint Stock Company - Vinacomin regarding the scope and schedule of the audit.



## 2. Proposal on the selection of the audit firm:

We respectfully request the General Meeting of Shareholders to authorize the Company's Board of Directors to select the audit firm in accordance with the law and the Company's Charter.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

### ***Recipients:***

- Company Shareholders;
- Members of the BOD, BOS;
- Company Secretary
- Correspondence Department (e-copy, post on Website)
- Archived: Secretary, Board of Supervisors.

**ON BEHALF OF THE BOARD  
OF SUPERVISORS  
HEAD OF THE BOARD**



**Nguyen Thi Luong Anh**



No: 01/2026/NQ-ĐHĐCĐ

Ha Tu, April 22, 2026

**DRAFT**

**RESOLUTION**  
**2026 Annual General Meeting of Shareholders**

**THE GENERAL MEETING OF SHAREHOLDERS**  
**HA TU COAL JOINT STOCK COMPANY - VINACOMIN**

*Pursuant to the Law on Enterprises 2020 and Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises.*

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

*Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/BB-DHĐCĐ dated April 22, 2026, of Ha Tu Coal Joint Stock Company - Vinacomin.*

**RESOLVES :**

**Article 1. Approval of the reports presented at the 2026 Annual General Meeting of Shareholders, including :**

1.1 Approval of the report on business and production performance in 2025 and the company's development orientation for the 2026-2030 period ;

*a. Results of implementing the Resolution of the 2025 Annual General Meeting of Shareholders*

TT	Target	Unit	Plan for 2025		To be implemented in 2025		
			Resolution 01/2025/NQ- ĐHĐCĐ	Resolution 127/NQ- VHTC	Actual	Resolution 01/2025/NQ- ĐHĐCĐ	Resolution 127/NQ- VHTC
1	Overburden removal for coal production	1000m3	44,000	50,000	50,003	113.6	100.0
2	Imported coal production	1000 tons	2,500	2,500	2,500	100.0	100.0
3	Coal consumption	1000 tons	2,573	2,806	2,790	108.4	99.4
4	Total revenue	Trđ	4,967,474	4,822,345	5,326,361	107.2	110.5
5	Profit before tax	Trđ	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	Construction investment	Trđ	153,551	139,363	144,072	93.8	103.4
8	Dividend payout ratio $\geq$	%	6	6	8	133.3	133.3



*b. Plan for key indicators in 2026:*

No.	Target	Unit	Plan for 2026	Note
1	Excavated earth and rocks	1000 M3	50,000	
2	Imported coal is mined.	1000 Tons	2,500	
3	Coal consumption	1000 Tons	2,792	
4	Revenue	Tr.đ	5,795,993	
5	Profit	Tr.đ	43,188	
6	Average salary	1000 VND/person/month	13,939	
7	Construction investment	Tr.đ	126,654	

c. The General Meeting of Shareholders authorizes the Company's BoD to approve the 2026 business and production plan and adjust the 2026 business and production plan when the Company's business conditions change or Vietnam National Coal - Mineral Industries Group adjusts and supplements (increases or reduces) key indicators in the 2026 coordinated business plan, ensuring the optimization of shareholders' interests and compliance with legal regulations.

1.2 Approval of the Report on the activities of the Company's Board of Directors in 2025 and the report of the Independent Member of the Board of Directors in 2025

*( Details according to Reports No. 04/2026/BC-DHĐCĐ and 05/2026/BC-DHĐCĐ dated April 22, 2026, submitted by the BoD to the 2026 AGM )*

1.3 Approval of the Audited Financial Statements for 2025 .

*( Details according to Report No. 08/2026/BC-DHĐCĐ dated April 22, 2026, submitted by the BoD to the 2026 AGM )*

1.4 Approval of the Supervisory Board's Report on the Company's business results; activities of the BoD and Director; and the self-assessment report on the Supervisory Board's performance in 2025 .

*( Details according to Report No. 11/2026/BC-DHĐCĐ dated April 22, 2026, submitted by the Supervisory Board to the 2026 AGM )*

Approval rate: ....% of the total voting ballots of attending shareholders

**Article 2. Approval of the profit distribution plan for 2025 and the dividend payment plan for 2026 :**

2.1 The General Meeting unanimously approved the dividend payout ratio for 2025 and the allocation to funds for 2025 with the following figures :



TT	Content	Amount (VND)	Note
1	Profit before tax	51,365,879,977	
2	Corporate income tax payable	1,200,000	
3	Deferred corporate income tax income.	11,009,894,490	
4	Net profit after tax (1-2-3)	40,354,785,487	
5	Profit carried forward from the previous year.	64,598,340,434	
6	Profits retained for the following year	53,588,445,944	Deferred income tax assets as of December 31, 2025
7	Distributable profit (4+5-6)	51,364,679,977	
8	Dividend payment for 2025: 8% of charter capital	19,655,241,600	
9	Profit remaining after paying dividends	31,709,438,377	
10	Allocation to the bonus and welfare funds (1.04 months' average salary)	31,709,438,377	<i>Average monthly payroll fund: 30.58 billion VND/month</i>
	+ <i>Reward fund: 60%</i>	19,025,663,026	
	+ <i>Welfare fund: 40%</i>	12,683,775,351	

2.2 The General Meeting of Shareholders assigns the Board of Directors to execute dividend payments to shareholders in accordance with the law .

2.3 The General Meeting of Shareholders unanimously approved the proposed dividend level for 2026 as follows :

- Expected dividend plan for 2026 : 6%
- The actual dividend payout ratio for 2026 will be voted on at the 2026 Annual General Meeting of Shareholders based on the business and production results of 2026

Approval rate: ....% of the total voting ballots of attending shareholders

**Article 3. Approval of the payment of remuneration and allowances for the BoD and Supervisory Board in 2025, and the plan for payment of remuneration and allowances for the BoD and Supervisory Board in 2026.**

3.1 The General Meeting approves the Report on the payment of allowances and remuneration for the BoD and Supervisory Board in 2025, specifically: The total amount of allowances and remuneration paid to members of the BoD and Supervisory Board in 2025 is VND 642,240,000, of which: (i) Allowances for the Independent BoD Member is: VND 262,800,000, achieved 100% of the 2025 AGM Resolution; (ii) Remuneration for the BoD and Supervisory Board is VND 379,440,000, achieving 100% of the 2025 AGM Resolution .



3.2 The General Meeting approves the Plan for payment of allowances and remuneration for the BoD and Supervisory Board in 2026 as follows: The total planned amount of allowances and remuneration for BoD and Supervisory Board members in 2026 is: VND 642,240,000, of which (i) the allowance for the Independent BoD Member is: VND 262,800,000; (ii) the remuneration for the BoD and Supervisory Board is VND 379,440,000 .

( Details according to Proposal No. 09/2026/TTr-DHĐCĐ dated April 22, 2026, submitted by the BoD to the 2026 AGM )

Approval rate: ....% of the total voting ballots of attending shareholders

#### **Article 4. Approval of contracts and transactions between the Company and related parties in 2026 .**

4.1 Approval of contracts and transactions between the Company and related parties in 2026, specifically as follows:

No.	NAME OF RELATED PARTY	HEADQUARTERS ADDRESS	RELATIONSHIP	TRANSACTION CONTENT AND EXPECTED VALUE IN 2026
1	Vietnam Coal and Mineral Industry Group (TKV); Tax Code: 5700100256	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi	Major shareholder (65%)	Framework agreements, business cooperation, areas of capital management; industry management fees; infrastructure leasing; branding fees... (Estimated value: Based on actual needs and ensuring authority)
2	Branch of TKV Group - Hon Gai Coal Sorting Company – Vinacomin. Tax Code: 5700100256-002	46 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province	Unit directly under TKV (Vietnam Coal and Mineral Corporation)	Coal trading, road tolls; Port/warehouse rental. (Estimated value: 5,795,993 million VND)
3	TKV Materials Joint Stock Company, Tax Code: 5700100707	Group 1, Zone 2, Ha Long Ward, Quang Ninh Province	A subsidiary of TKV	Buying and selling fuel, supplies, and equipment. (Estimated value: 625,000 million VND)
4	Cam Pha Mining Chemicals Company - Vinacomin; Tax Code: 0100101072-026	Thuy Son area, Cam Son commune, Cam Pha city, Quang Ninh province	The company is a subsidiary of TKV.	Providing blasting and explosives services. (Estimated value: 625,000 million VND)



5	Other member units, subsidiaries, and affiliated companies of the TKV Group.		Unit directly under TKV (Vietnam Coal and Mineral Corporation)	Coal production, warehousing, coal processing, screening; Supply of materials, equipment, chemicals, petroleum, and electricity; Mechanical engineering, repair, mine construction, shipbuilding; Maritime services, pilotage, and port services; Geological exploration, design consulting, communication, and other services. (Estimated value: Based on actual needs, ensuring compliance with authorized limits)
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- The Board of Directors is responsible for reporting in detail the executed transactions at the next Annual General Meeting of Shareholders.

4. 2. Approval of the mechanism to ensure continuous operation and enforcement : validity

- Approval allowing the Company to execute contracts and transactions with the above list from January 1, 2026, until a new Resolution of the 2026 General Meeting of Shareholders is issued as a replacement (ensuring the principle of market price or according to the unit price stipulated by the State/Group) .

- Approval of executed transactions: The AGM approves and recognizes the legal validity of the contracts and transactions in the above list that have been actually executed during the period from January 1, 2026, to the time of issuance of the Resolution of the 2026 Annual General Meeting of Shareholders .

- Assign the Legal Representative - Director of the Company to sign and organize the implementation of the above contracts and transactions between the Company and related parties in accordance with current laws.

Approval rate: ....% of the total voting ballots of attending shareholders

#### **Article 5. Approval of the selection of the list of audit firms for the Company's 2026 financial statements .**

5.1 The General Meeting of Shareholders unanimously approved the selection of the list of independent audit firms to audit the 2026 financial statements, including

1. *AASC Auditing Firm Company Limited*
2. *BDO Auditing Company Limited*
3. *VACO Auditing Company Limited*

5.2 The General Meeting of Shareholders assigns the Company to select 01 independent audit firm (among the 03 aforementioned firms) to audit the 2026 Financial Statements in accordance with current legal regulations .

Approval rate: ....% of the total voting ballots of attending shareholders



## **Article 6. Approval of supplementing business lines; amending and supplementing the Company's Charter ;**

### **6.1. Supplementing the Company's business lines :**

<b>TT</b>	<b>Business line</b>	<b>Industry code</b>
1	Wholesale of solid, liquid, and gaseous fuels and related products. <i>Details: Wholesale of coal and related products (excluding crude oil and refined oil).</i>	4671
2	Wholesale of other building materials and installation equipment. <i>Details: Wholesale of sand, gravel, stone, and clay for construction purposes (excluding precious stones).</i>	4673
3	Other specialized wholesale trade not classified elsewhere <i>Details: Business of selling mine waste rock (excluding precious stones) for use as leveling material in coal mining and processing (excluding minerals prohibited from trading by the State).</i>	4679

### **6.2 Amending and supplementing the Company's Charter:**

- Amend and update contents according to Law 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14, which was amended and supplemented by Law No. 03/QH15 .

- Amend Clause 2, Article 4 (Business lines of the Company)

( *Details according to Proposal No. 07/2026/TTr-DHĐCĐ dated April 22, 2026, submitted by the Board of Directors to the 2026 AGM* )

### **6.3 Authorization to carry out legal procedures :**

- The AGM authorizes the Board of Directors and the Legal Representative of the Company to take responsibility for carrying out necessary legal procedures at relevant State agencies to :

a) Register changes to the contents of the Enterprise Registration Certificate

b ) Implement the disclosure of enterprise registration information in accordance with the law.

- The AGM authorizes the Legal Representative to finalize, sign, and promulgate the amended Charter after it is approved by the General Meeting of Shareholders. Other contents of the Company's Charter not amended or supplemented in this Proposal shall remain in full force and effect .

Approval rate: ....% of the total voting ballots of attending shareholders

## **Article 7. Implementation of the Resolution**

- This Resolution takes effect immediately after being voted on and approved by the 2026 Annual General Meeting of Shareholders held on April 22, 2026 .

- Members of the Board of Directors, Supervisory Board, and Executive Board are responsible for directing the implementation of this Resolution within their functions, duties, and powers in accordance with the provisions of the Law and the Company's Charter .



- The Board of Directors is responsible for reporting the implementation results of this Resolution to the General Meeting of Shareholders at the 2027 annual meeting ./.

***Recipients :***

- HNX, SSC (CIMS, report ) ;
- TKV Group (e-copy, report ) ;
- Company Shareholders (Company website );
- Members of BoD, Supervisory Board (e-copy );
- Party Committee, Trade Union, Youth Union, Veterans Association (e-copy );
- Executive Board (e-copy);
- Correspondence Department for posting on the Company's Website (e-copy);
- Archives: Office, Company Secretary ( 5 ) .



**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN**

**Vu Van Khan  
CHAIRMAN OF THE COMPANY'S BOD**





## ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

### BALLOT VOTER ID: .....

Full name: .....

Number of shares in own possession: ..... shares

Number of shares authorized by other shareholders: ..... shares

**Total number of voting shares ..... shares**

*(Check the corresponding box for your choice in each content)*

CONTENT	Approve	Disapprove	Abstain
<b>Content 01:</b> Approval of the Report on business performance in 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 02:</b> Approval of the Report of the Board of Directors on governance and activities in 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 03:</b> Approval of the report of the Independent Board Member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 04:</b> The Proposal for approval of contracts and transactions between the company and major shareholders, enterprises, and related parties in 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 05:</b> Proposal on approval of additional business lines and amendments to the Charter on Organization and Operation of Ha Tu Coal Joint Stock Company – Vinacomin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 06:</b> Approval of the Audited financial statements for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 06:</b> Approval of the Report on remuneration and allowances for the Board of Directors and Supervisory Board; proposal for remuneration and allowances for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 07:</b> Approval of the Proposal for the profit distribution plan for 2025 and dividend payout for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 08:</b> Approval of the Supervisory Board's report on the Company's business performance, Board of Directors' and General Director's activities, and self-assessment report on the Supervisory Board's performance in 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 09:</b> Proposal for approval of the list of independent audit firms for auditing the 2026 financial statement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Guide:**

Shareholder ticks ( X ) in one of 3 boxes:

Approve/Disapprove/Abstain each Proposal.

April 22<sup>nd</sup>, 2026

**VOTER**

*(Signature and full name)*



# QUESTION FORM

**ID No :**

**Or authorized representative :**

**Question(s):**

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.