

Ha Tu, day 14 month 11 year 2025

No: 3999 /TB- VHTC

CHANGE IN PERSONNEL

(Applied to cases of appointment and/or dismissal/resignation)

To:

- State Securities Commission of Vietnam
- Hanoi Stock Exchange.

Based on Decision No. 4239/QĐ-VHTC dated 14 November 2025 of the Board of Directors of the Company, we would like to respectfully announce the personnel change of Ha Tu Coal Joint Stock Company – Vinacomin as follows:

In case of appointment:

- Mr: **Bùi Thanh Bình**

- Former position in the organization: Deputy Head of the Accounting and Statistics Department, in charge of accounting and finance affairs.

- Newly appointed position: Chief Accountant of the Company

- Term: 5 year

- Effective date ưc: 14/11/2025

In case of dismissal/resignation: None

This information was published on the Company's website on 14/11/2025 at the link www.hatucoal.vn (Investor Relations / Information Disclosure section).

We hereby certify that the information disclosed above is true and accurate, and we shall take full responsibility before the law for the contents of the disclosed information./.

Recipients:

- As above (e-copy, b/c);
- Director (e-copy, b/c);
- Department in charge of posting on the Website (e-copy);
- Filing: Office, Company Secretary.

**PERSON AUTHORIZED TO DISCLOSE
INFORMATION
COMPANY SECRETARY**



Nguyễn Phương Nhung

Attached documents:

- Decision of the Board of Directors
- Information Disclosure Document in accordance with Circular No. 96/2020/TT-BTC

No: 4239 /QĐ-VHTC

Ha Tu, day 14 month 11 year 2025

DECISION

**Appointment of the Chief Accountant of Ha Tu Coal Joint Stock Company –
Vinacomin**

**BOARD OF DIRECTORS
HA TU COAL JOINT STOCK COMPANY – VINACOMIN**

Pursuant to the Charter on the Organization and Operation of Ha Tu Coal Joint Stock Company, which was approved by the General Meeting of Shareholders on 08 May 2023;

Pursuant to the Regulation on Personnel Management issued together with Decision No. 229/QĐ-VHTC dated 22 January 2024 of the Board of Directors of the Company;

Pursuant to Resolution No. 115/NQ-VHTC dated 07 October 2025 and Resolution No. 121/NQ-VHTC dated 14 November 2025 of the Board of Directors of the Company;

Based on the proposal of the Director in Submission No. 3946/TTr-VHTC dated 11 November 2025 regarding the appointment of the Chief Accountant of the Company.

DECISION:

Article 1. To appoint, for a fixed term of five (05) years, Mr. Bui Thanh Binh – Deputy Head of the Accounting and Statistics Department (Employee Code: 4272), to hold the position of Chief Accountant of Ha Tu Coal Joint Stock Company – Vinacomin.

Article 2. Mr. Bui Thanh Binh shall receive Salary Grade 1/2, with a salary of VND 15,773,000 per month, according to the Chief Accountant Salary Scale TKV 08-N5 under the Company's salary and wage system. Mr. Bui Thanh Binh shall assume the responsibilities, obligations, and authorities of the Chief Accountant as prescribed by current laws.

Article 3. This Decision shall take effect from the date of signing.

Article 4. Members of the Board of Directors, the Management Board, Heads of Departments, Managers of units, and Mr. Bui Thanh Binh shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 4 (e-copy);
- Vietnam National Coal and Mineral Industries Group (e-copy, for report);
- Supervisory Board (e-copy);
- Đảng ủy, Công đoàn, ĐTN, CCB (e-copy);
- Ông Bui Thanh Binh;
- Lưu VT, TCNS (02), Thư ký Cty (02).

**ON BEHALF OF THE
BOARD OF DIRECTORS
MEMBER IN CHARGE OF THE
BOARD OF DIRECTORS**



Trần Quốc Tuấn

No: 121/NQ-VHTC

Ha Tu, day 14 month 11 year 2025

RESOLUTION

Approval of Certain Matters of Meeting No. 121 – Term IV of the Board of Directors

BOARD OF DIRECTORS

HA TU COAL JOINT STOCK COMPANY – VINACOMIN

*Pursuant to the Charter of Ha Tu Coal Joint Stock Company – Vinacomin
approved by the General Meeting of Shareholders on May 8, 2023;*

*Pursuant to the Minutes of Meeting No. 121/BB-VHTC dated November 14,
2025 of the Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin.*

RESOLVES:

Article 1. The Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin (the “Board of Directors”) approves the following matters with a 100% unanimous vote of all Board members attending the meeting. Specifically:

1.1. The Board of Directors approves and decides to appoint **Mr. Bui Thanh Binh** to the position of Chief Accountant of Ha Tu Coal Joint Stock Company – Vinacomin, with effect from November 14, 2025.

- The term of office for Mr. Bui Thanh Binh is five (05) years from the date of appointment;

- The salary applicable to Mr. Bui Thanh Binh: Grade 1/2, monthly salary of VND 15,773,000, according to Salary Table 08-N5 under the Company’s salary system.

- Detailed contents are provided in Submission No. 3946/TTr-VHTC dated November 11, 2025 of the Director.

- The Board of Directors shall issue a Decision for implementation by the Company.

1.2. The Board of Directors approves the adjustment of the name of the Department of Inspection – Legal Affairs – Internal Audit and Military Security (Department KB), and concurrently approves the revision of the functions and duties of Department KB. Implementation shall commence from November 14, 2025.

- Previous name: Department of Inspection – Legal Affairs – Internal Audit and Military Security (Abbreviation: Department KB)

- New name: Department of Legal Affairs – Internal Audit and Military Security (Abbreviation: Department KB)

Detailed contents are provided in Submission No. 3881/TTr-VHTC dated November 6, 2025 of the Director.

- The Board of Directors shall issue a Decision for implementation by the Company.

1.3. The Board of Directors approves and ratifies the adjustment of the phased implementation plan for the project on Relocation of the Operation Office of Mining Unit 1 and the 35KV Power Station under the 2025 investment plan of Ha Tu Coal Joint Stock Company – Vinacomin, which was previously approved by the Board of Directors under Decision No. 4222/QĐ-VHTC dated December 10, 2024. Detailed contents are provided in Submission No. 3902/TTr-VHTC dated November 7, 2025 of the Director

- The Board of Directors assigns the Director to implement the subsequent steps, ensuring full compliance with the current regulations of the State, the Vietnam National Coal and Mineral Industries Group (TKV), and the Company regarding investment and construction management.

- The Board of Directors shall issue a Decision for implementation by the Company.

Article 2. This Resolution shall take effect from the date of signing.

Article 3. Members of the Board of Directors, the Management Board, and relevant units shall implement this Resolution accordingly./.

Recipients:

- As stated in Article 3 (e-copy);
- Party Committee (e-copy, để b/c);
- Supervisory Board, Management Board (e-copy);
- Departments of Investment and Project Management, Planning, Engineering, and Administration (e-copy);
- Personnel and Administration Department.
- Filing: Office, Company Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
MEMBER IN CHARGE OF THE
BOARD OF DIRECTORS**


Trần Quốc Tuấn

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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 3998 /TB- VHTC

Ha Tu, day 14 month 11 year 2025

NOTICE

**Introduction of the Title and Signature of Mr. Bui Thanh Binh – Chief
Accountant of Ha Tu Coal Joint Stock Company – Vinacomin**

To:

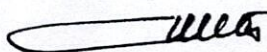
- Vietnam National Coal – Mineral Industries Holding Corporation Limited;
- Esteemed agencies and units.

On 14 November 2025, the Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin approved Resolution No. 121/NQ-VHTC and Decision No. 4239/QD-VHTC dated 14 November 2025 on the appointment of the Chief Accountant of the Company for Mr. Bui Thanh Binh, effective from 14 November 2025.

Ha Tu Coal Joint Stock Company – Vinacomin hereby respectfully introduces the signature of Mr. Bui Thanh Binh, Chief Accountant of the Company, to relevant authorities and units for convenience in official communication and coordination./.

SPECIMEN SIGNATURE

Mr Bui Thanh Binh



Recipients:

- As stated above
- SSC, HNX (CIMS, for reporting)
- Internal departments of the Company (e-copy)
- Filing: Office, Administration Department
(Company Secretary)

**ON BEHALF OF THE GENERAL
DIRECTOR
CHIEF OF OFFICE**



Trần Việt Cường