

*Ha Tu, day 28 month 11 year 2025*

No: 4198/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 Resolution No. 03/2025/NQ-ĐHĐCĐ dated 28 November 2025 of the General Meeting of Shareholders and Resolution No. 122/NQ-VHTC dated 28 November 2025 of the Board of Directors of the Company regarding the election of the Chairman of the Board of Directors and the assignment of duties to the members of the Board of Directors, we would like to respectfully announce the personnel change of Ha Tu Coal Joint Stock Company – Vinacomin as follows:

#### **1. In case of dismissal/resignation:**

- Mr : **Ngô Thế Phiệt**

- Former position in the organization: Member of the Board of Directors

- Reason for dismissal: Pursuant to Decision No. 2091/QĐ-TKV dated 30 September 2025 of the Members' Council of Vietnam National Coal and Mineral Industries Group regarding the change of the Representative managing TKV's capital and the Representative of TKV participating in the Board of Directors at Ha Tu Coal Joint Stock Company – Vinacomin, and based on the resignation letter submitted by Mr. Ngo The Phiet.

- Effective date: 28/11/2025

#### **2. In case of appointment:**

- Mr: **Vũ Văn Khấn**

- Former position in the organization: Representative managing the capital of Vietnam National Coal and Mineral Industries Group (TKV)

- **Newly appointed position:** Member of the Board of Directors – Chairman of the Board of Directors

- **Term:** In accordance with the term of the Board of Directors (2022–2027)

- **Effective date:** 28 November 2025

This information was published on the Company's website on 28/11/2025 at the link [www.hatucoal.vn](http://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, r/p);
- Director (e-copy, r/p);
- Department in charge of posting on the Website (e-copy);
- Filing: Office, Company Secretary.

**PERSON AUTHORIZED TO DISCLOSE  
INFORMATION  
COMPANY SECRETARY**



**Nguyen Phuong Nhung**



VIETNAM NATIONAL COAL – MINERAL  
INDUSTRIES HOLDING CORPORATION  
LIMITED

HA TU COAL JOINT STOCK COMPANY -  
VINACOMIN

No: 122/NQ-VHTC

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Ha Tu, November 28<sup>th</sup> 2025

## RESOLUTION

**Election of the Chairman of the Board of Directors and Assignment of Duties to  
Members of the Board of Directors for Term IV (2022–2027)**

### 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;*

*Pursuant to the Resolution of the Extraordinary General Meeting of Shareholders 2025  
approved on November 28, 2025 regarding the election of an additional member of the Board of  
Directors;*

*Pursuant to the Minutes of the Board of Directors' Meeting No. 122/BB-VHTC dated  
November 28, 2025.*

## RESOLVES:

**Article 1.** To elect Mr. Vu Van Khan, Member of the Board of Directors, as  
Chairman of the Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin for  
Term IV (2022–2027).

**Article 2.** To approve the assignment of duties to the members of the Board of  
Directors for Term IV (2022–2027). (Details are provided in the Decision on task assignment  
issued by the Chairman of the Board of Directors.)

**Article 3.** This Resolution shall take effect from the date of signing. The members of  
the Board of Directors, the Management Board, the Heads of Departments and Units, and  
relevant individuals shall be responsible for implementing this Resolution./

### Recipients:

- HNX, SSC (CIMS, e-copy);
- As stated in Article 3 (e-copy);
- Party Committee (e-copy, để báo cáo);
- Supervisory Board (e-copy);
- Personnel and Administration Department;
- Filing: Office, Company Secretary (2).

ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN



Vũ Văn Khản