

No: 228 /BC-VHTC

Ha Tu, January 20, 2026

**REPORT ON CORPORATE GOVERNANCE OF THE LISTED COMPANY
(2025)**

To:

- The State Securities Commission
- Ha Noi Stock Exchange.

- **Name of company:** Ha Tu Coal Joint Stock Company – Vinacomin.
- **Address of headoffice:** Group 6, Zone 3, Ha Tu Ward, Quang Ninh Province.
- **Điện thoại:** 0203 3835169; **Fax:** 0203 3836120.
- **Website:** www.hatucoal.vn;
- **Email:** thanhatu@hatucoal.vn .
- **Charter capital:** 245.690.520.000 VNĐ (*Two hundred forty-five billion, six hundred ninety million, five hundred twenty thousand VND*).
- **Stock symbol:** THT.
- **Governance model:** General Meeting of Shareholders, Board of Directors, Board of Supervisors, Director.
- **The implementation of internal audit:** Implemented

I. Activities of the General Meeting of Shareholders:

No	Resolution No.	Date	Content
1	01/2025/NQ-ĐHĐCĐ	09/01/2025	(1) Proposal on the dismissal and nomination of a candidate for election to the Board of Directors for the remainder of Term IV (2022–2027) (2) Proposal on the approval of the adjusted Production and Business Plan for 2024 and the Production and Business Plan for 2025
2	02/2025/NQ-ĐHĐCĐ	25/4/2025	(1). Report on the Company's production and business performance for 2024 (2). Report on the activities of the Company's Board of Directors for 2024 and the report of the Independent Member of the Board of Directors for 2024. (3). Proposal on the approval of the execution of contracts and transactions between the Company and related enterprises and related persons in 2025. (4). Proposal on the approval of the adjustment to the Feasibility Study Report of the open-pit mining project in the Bac Bang Danh area – Ha Tu Coal Joint Stock Company – Vinacomin (5). Audited financial statements for 2024 (6). Report on the payment of allowances and remuneration to

			<p>the Board of Directors and the Supervisory Board for 2024; proposal on the level of allowances and remuneration for the Board of Directors and the Supervisory Board for 2025.</p> <p>(7). Proposal on the profit distribution plan for 2024 and the dividend payment plan for 2025.</p> <p>(8). Report on the activities of the Supervisory Board for 2024</p> <p>(9). Proposal on the selection of the list of independent auditing firms to audit the financial statements for 2025.</p>
3	03/2025/NQ-ĐHĐCĐ	28/11/2025	<p>(1) Proposal on the dismissal and nomination of candidates to join the Board of Directors for the remainder of Term IV (2022–2027)</p> <p>(2) Proposal on the approval of amendments and supplements to the Company’s Charter, including the addition of business lines</p>

II. Board of Directors (Report for the 2025):

1. Information about the members of the Board of Directors (BOD):

No	Board of Directors’ members	Position	The date becoming/ceasing to be the member of the BOD / Independent member of the BOD	
			Date of appointment	Date of dismissal
1	Vu Van Khan	Chairman of the Board of Directors, Representative of Vinacomin’s state capital	28/11/2025	
2	Ngo The Phiet	Chairman of the Board of Directors, Representative of Vinacomin’s state capital	23/8/2023	28/11/2025
3	Tran Quoc Tuan	Member of the Board of Directors – Director	09/01/2025	-
4	Tran Quoc Toan	Member of the Board of Directors – Deputy Director	09/01/2025	-
5	Dang Van Tinh	Member of the Board of Directors – Deputy Secretary of the Party Committee	25/4/2022	-
6	Pham Thi Hai	Independent Member of the Board of Directors	25/4/2022	-

2. Meetings of the Board of Directors in the 2025:

No	Board of Directors’ members	Position	Number of meetings attended	Ratio (%)	Reasons for absence
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1	Ngo The Phiet	Chairman of the Board of Directors, Representative of Vinacomin's State Capital	22/33	66,6	Transferred to another position pursuant to a decision of Vinacomin. Resigned from the position of Chairman of the Board of Directors effective from October 7, 2025.
2	Vu Van Khan	Chairman of the Board of Directors, Representative of Vinacomin's State Capital	5/33	15	Appointed effective from 28/11/2025
3	Tran Quoc Tuan	Member of the Board of Directors – Director	33/33	100	
4	Tran Quoc Toan	Member of the Board of Directors – Deputy Director	33/33	100	
5	Dang Van Tinh	Member of the 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	On personal leave

3. Supervising the Board of Management by the Board of Directors:

The Company's Board of Directors has closely adhered to the Charter on Organization and Operation, as well as the rules and regulations of Vietnam National Coal and Mineral Industries Group and of the Company, in carrying out corporate governance and supervising the Executive Management.

In 2025, the Company successfully organized the Annual General Meeting of Shareholders on April 25, 2025; successfully held the Extraordinary General Meetings of Shareholders on January 9, 2025 and the Extraordinary General Meeting of Shareholders in 2025 to elect an additional member of the Board of Directors in full compliance with applicable laws; convened 33 meetings and issued 33 Resolutions and 43 Decisions to strengthen the management of the Company in areas such as investment and construction management, materials management, and production and business planning;

The Board of Directors supervised and directed the Director to organize a review and to issue amendments and supplements to five (05) management regulations (*the Regulation on Salary and Income Management; the Regulation on Training and Professional Development for Employees and Officers; the Regulation on the Organization and Operation of Legal Affairs; the Regulation on Emulation and Commendation; and the*

Regulation on Occupational Safety and Health Management of Ha Tu Coal Joint Stock Company – Vinacomin).

The Company has strictly complied with the Charter and the rules and regulations of Vietnam National Coal and Mineral Industries Group in carrying out internal governance. In addition, the Board of Directors continued to direct the Company to strengthen management and administration in implementing production and business tasks in accordance with the strategies, orientations, and plans assigned by the Group, ensuring compliance with the Group's unified management system and operational discipline.;

The Company fully and accurately prepared and submitted reports on production and business performance, supervision reports, and reports of the Group's capital representatives at the Company to Vietnam National Coal and Mineral Industries Group within the prescribed timelines.

Through its supervisory activities, the Board of Directors assessed that the Executive Management has strictly complied with the Resolutions of the General Meeting of Shareholders; the resolutions and decisions of the Board of Directors; the rules and regulations of Vietnam National Coal and Mineral Industries Group and of the Company; and relevant laws. In the course of performing its duties, the Executive Management submitted proposals to the Board of Directors for the reorganization of the organizational model, restructuring of the workforce, and issuance of amendments and supplements to internal regulations in line with actual conditions and in compliance with applicable laws.

4. Activities of the Board of Directors' subcommittees: None

5. Resolutions/Decisions of the Board of Directors (Report for the 2025):

In 2025, the Company's Board of Directors convened 31 meetings and issued 31 Resolutions and 38 Decisions (*details are provided in Appendix No. 1 hereto*).

III. Supervisory Board's Activities (Report for the 2025)

1. Information about members of Board of Supervisors (BOS):

No.	Supervisory Board Member	Position	Date of becoming/ceasing to be a member of the Supervisory Board	Qualification
1	Nguyen Thi Luong Anh	Head of the Supervisory Board	26/4/2021	Bachelor of Economics
2	Ngo Duy Da	Member	25/4/2022	Mining Engineer
3	Pham Thi Lan Huong	Member	25/4/2016	Bachelor of Accounting and

2. Meetings of Board of Supervisors

In 2025, the Company's Supervisory Board held four (04) meetings to perform its supervisory functions in accordance with the Law on Enterprises 2020, the Company's Charter, and relevant internal regulations.

The first meeting, held on March 1, 2025, was convened to agree on the contents of the Supervisory Board's Report to be submitted to the 2025 Annual General Meeting of Shareholders and to review the performance of duties by members of the Supervisory Board.

The subsequent meetings were held throughout the year in connection with supervisory periods over the Company's management and executive activities; to agree on the contents of the Supervisory Minutes for the second quarter of 2025; to review the Company's production and business performance for the first six months of 2025 and the third quarter of 2025; and to approve the Supervisory Plan for 2026.

Meetings of the Supervisory Board were convened within its authority, and the meeting agendas were consistent with the supervisory functions and duties of the Supervisory Board as prescribed by law and the Company's Charter.

Attendance and voting of Supervisory Board members

All members of the Supervisory Board attended all four (04/04) meetings, with no absences. Voting at the meetings was conducted on a collective basis, ensuring full compliance with applicable regulations.

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Nguyen Thi Luong Anh	04/04	100%	100%	None
2	Pham Thi Lan Huong	04/04	100%	100%	None
3	Ngo Duy Da	04/04	100%	100%	None

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors.

3.1 Monitoring activities:

Based on the provisions of the Law on Enterprises and the Company's Charter regarding the functions, powers, and responsibilities of the Board of Directors and the Executive Board, the Supervisory Board has monitored and assessed as follows:

- The convening and organization of the Annual General Meeting of Shareholders were carried out in accordance with the law, and information disclosure was conducted in a timely manner;

- The convening and organization of meetings of the Board of Directors complied with regulations. The contents of the meetings and the resolutions issued by the Board of Directors focused on business and production activities, ensuring timeliness, practicality, and high efficiency.

- The implementation of new legal regulations was taken seriously: The Board of Directors and the Executive Board strictly complied with the provisions of the Law on Enterprises, the Law on Securities, and the Labor Code applicable to joint stock companies. Regulations on finance and accounting were also strictly followed;

- The working relationship between the Supervisory Board and the Board of Directors was carried out properly, in the spirit of objectivity, transparency, and mutual respect. Each party demonstrated a strong sense of responsibility before the General Meeting of Shareholders in accordance with their respective functions and powers.

3.2 The Supervisory Board carried out its duties to inspect the reasonableness, legality, truthfulness, and prudence in the management and operation of business activities, as well as in accounting, statistics, and the preparation of financial statements by the Board of Directors and the Executive Board:

- The reasonableness, legality, truthfulness, and prudence in the management and operation of business activities by the Board of Directors and the implementation by the Executive Board were ensured in a serious manner. Decisions were made with a high degree of consensus, closely aligned with actual business conditions, and in compliance with the law. All matters were handled openly, transparently, and honestly. In particular, prudence was emphasized — every decision was based on thorough analysis, consideration, and risk anticipation to minimize potential losses to the Company.

- The Supervisory Board monitored and assessed the reasonableness, legality, truthfulness, and prudence in accounting, statistics, and the preparation of financial statements as follows: The accounting and statistical work was conducted fully and honestly. Data was reasonable, lawful, and in accordance with legal regulations. Financial statements, balance sheets, income statements, and cash flow statements were prepared in compliance with regulations, ensuring objectivity and truthfulness, reflecting the actual business and production performance of the Company. The Supervisory Board reviewed these reports both before and after the audit and concluded that the financial data and the content of the financial statements fully met the criteria of reasonableness, legality, truthfulness, and prudence in the accounting and reporting process.

- The Supervisory Board also inspected compliance with legal regulations on taxation, salary and bonus policies, payment of social insurance, health insurance, and unemployment insurance for employees, as well as the distribution of dividends to shareholders. All were found to be implemented fully and in a timely manner.

4. Coordination between the Supervisory Board and the activities of the Board of Directors, the Executive Board, and other managers.

The coordination among the Board of Directors, the Executive Board, and the Supervisory Board was carried out regularly and effectively. Any issues arising during the working process were promptly discussed by the Supervisory Board with the Board of Directors and the Executive Board in order to draw experience and implement timely corrective measures. Departments within the Company also cooperated and provided full documentation as requested by the Supervisory Board, thereby contributing to improved operations and better performance of the Company.

In 2025, the Supervisory Board did not receive any requests from shareholders holding shares in the Company regarding the management and operation of the Board of Directors and the Executive Board.

To achieve the above results, in addition to the efforts of each member of the Supervisory Board, there was also the enthusiastic and highly effective cooperation of the members of the Board of Directors, the Executive Management Board, the Company's functional management departments, and the shareholders.

5. Other activities of the Board of Supervisors: (None)

IV. Board of Management

No	Members of Board of Management	Date of birth	Qualification	Date of Appointment	Date of Dismissal

1	Mr. Tran Quoc Tuan	22/8/1968	Master of Economics Mining Engineer Bachelor of Information Technology	25/11/2024	
2	Mr. Phan Ngu Hoanh	26/6/1981	Master of Management Bachelor of Economics	01/6/2025	
3	Mr. Tran Quoc Toan	06/11/1978	Mining Engineer Bachelor of Economics	21/02/2018	
4	Mr. Lam Anh Tuan	17/9/1980	Mining Engineer	01/02/2019	
5	Mr. Nguyen Trong Hieu	08/4/1968	Electromechanical Engineer	25/7/2022	

V. Chief Accountant

No	Full Name	Date of birth	Qualification	Date of Appointment	Date of Dismissal
1	Bui Thanh Binh	16/10/1978	Bachelor of Accounting	14/11/2025	

VI. Training courses on corporate governance

1. Board of Directors members, Director, Deputy Directors

Members of the Board of Directors and the Executive Management Board fully participated in training and professional development programs for officials of the Vietnam National Coal and Mineral Industries Group at the Business Administration School, with the aim of supplementing and enhancing leadership, management, executive, and organizational skills in the Company's production and business operations. In 2025, members of the Board of Directors attended: (i) the Conference on Compliance with Securities Laws and Notes on Errors in the Preparation of Financial Statements, organized by the State Securities Commission, in coordination with the Department of Accounting and Auditing Supervision and Management under the Ministry of Finance and the Vietnam Association of Certified Public Accountants (VACPA); and (ii) the Corporate Governance Workshop and the 2025 Annual Enterprises Conference, pursuant to Invitation No. 2263/GM-SGDHN dated October 10, 2025, issued by the Hanoi Stock Exchange.

2. Company Secretary:

The Company Secretary, concurrently serving as the Person in Charge of Corporate

Governance and the authorized person for information disclosure of the Company, regularly participates in specialized training and professional development programs in legal consultancy and corporate governance to support the operations of the Board of Directors and the Executive Management Board. In 2025, the Company Secretary attended

- The Conference on Compliance with Securities Laws and Notes on Errors in the Preparation of Financial Statements, organized by the State Securities Commission, in coordination with the Department of Accounting and Auditing Supervision and Management under the Ministry of Finance and the Vietnam Association of Certified Public Accountants (VACPA).

- The Forum “For an Innovative General Meeting of Shareholders Season”, organized by the State Securities Commission, with the participation of the Ho Chi Minh City Stock Exchange (HOSE), the Hanoi Stock Exchange (HNX), and the Vietnam Institute of Directors (VIOD), held on February 27, 2025.

- Corporate governance and information disclosure training, pursuant to Invitation No. 1281/SGDHN-QLNY dated June 12, 2025.

- The training course “Enhancing Professional Skills of Company Secretaries at Public Companies in the Context of Upgrading the Vietnamese Securities Market”, held at the State Securities Commission, pursuant to the invitation of the Securities Research and Training Center dated August 14, 2025.

- Participation in and coordination of the Workshop introducing the Green Bond Information Disclosure Handbook, pursuant to Official Letter No. 578/UBCK-PCĐN dated September 30, 2025, issued by the State Securities Commission.

- The Corporate Governance Workshop and the 2025 Annual Enterprises Conference, pursuant to Invitation No. 2263/GM-SGDHN dated October 10, 2025, issued by the Hanoi Stock Exchange.

VII. The list of affiliated persons of the public company (annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company:

(Details in Appendix No. 2 attached)

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:

(Details in Appendix No. 3 attached)

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company’s subsidiaries in which the Company takes controlling power

(None)

4. Transactions between the Company and other objects:

4.1 Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting):

(Details in Appendix No. 3 attached)

4.2 Transactions between the Company and other companies in which related persons of members of the Board of Directors, Supervisory Board, or Executive Management are also members of the Board of Directors or Executive Management
(None)

4.3 Transactions between the Company and other companies in which related persons of members of the Board of Directors, Supervisory Board, or Executive Management are also members of the Board of Directors or Executive Management:
(None)

5. Share transactions of internal persons and their affiliated persons:

a. Transactions of internal persons and affiliated persons with shares of the Company:

(Details in Appendix No. 4 attached)

b. Transactions of internal persons and affiliated persons with shares of the company:

(None)

6. Other significant issues:

(None)

Ha Tu Coal Joint Stock Company – Vinacomin respectfully submits this report./.

Recipients:

- Hanoi Stock Exchange, State Securities Commission (CIMS, e-copy);
- Members of the BOD and BOS (e-copy);
- Party Committee, Executive Board (e-copy);
- Office Department for publication on the website (e-copy);
- To be archived: Office, Company Secretary.

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

Vu Van Khan

Appendix No. 01
RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS
*(Enclosed with Report No. 228 /BC-VHTC, dated 20/01/2026 of the Board of Directors of
Ha Tu Coal Joint Stock Company – Vinacomin)*

No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	94/BB-VHTC 94/NQ-VHTC	09/01/2025	<p>1. The Board of Directors reviewed Proposal No. 01/TTr-VHTC dated January 02, 2025 of the Director on the approval in principle of contracts and transactions between the Company and enterprises, major shareholders, and related parties in 2025”.</p> <p>2. The Board of Directors reviewed Proposal No. 02/TTr-VHTC dated January 02, 2025 of the Director on the approval of the plan and program for organizing the 2025 Annual General Meeting of Shareholders”.</p> <p>3. The Board of Directors reviewed the draft Decision on the assignment of duties to members of the Board of Directors for the 2022–2027 term.</p> <p>4. The Board of Directors reviewed Proposal No. 4051/TTr-VHTC dated December 27, 2024 of the Director on the approval of the Feasibility Study Report for the environmental rehabilitation and restoration project at the Vi Tru seam waste dump – Nam Lo Phong area, ensuring drainage and landslide prevention in the upstream area of Lo Phong Stream of Ha Tu Coal Joint Stock Company – Vinacomin.”</p>	100%
2	95/BB-VHTC 95/NQ-VHTC	21/01/2025	<p>1. The Board of Directors reviewed Proposal No. 124/TTr-VHTC dated January 13, 2025 of the Company’s Director regarding the approval of the techno-economic report for the investment project on fire prevention and firefighting systems.</p> <p>2. The Board of Directors reviewed Proposal No. 230/TTr-VHTC dated January 20, 2025 of the Company’s Director on the approval of amendments and supplements to the Regulation on labor management, salaries, and income of Ha Tu Coal Joint Stock Company – Vinacomin”.</p> <p>3. The Board of Directors reviewed Report No. 4085/BC-VHTC dated December 30, 2024 of the Person in Charge of Internal Audit on the results of the internal audit for the fourth quarter of 2024 at the Planning, Engineering, Human Resources and Administration, Investment and Environment, and Legal–Internal Audit departments; and Report No. 215/BC-VHTC dated January 17, 2025 of the Person in Charge of Internal Audit on internal audit activities in 2024 and orientations and tasks for 2025”.</p> <p>4. The Board of Directors implemented management activities</p>	100%
3	96/BB-VHTC 96/NQ-VHTC	10/02/2025	<p>1. The Board of Directors reviewed Proposal No. 341/TTr-VHTC dated February 03, 2025 of the Company’s Director on the approval of the contractor selection plan for the environmental rehabilitation and restoration project at the Vi Tru seam waste dump – Nam Lo Phong area, ensuring drainage and landslide prevention in the upstream area of Lo Phong Stream”;</p> <p>2. The Board of Directors reviewed Proposal No. 376/TTr-VHTC dated February 05, 2025 of the Executive Director of the Company on the approval of certain financial targets for 2025”;</p> <p>3. The Board of Directors reviewed Proposal No. 429/TTr-VHTC dated February 07, 2025 of the Company’s Director regarding exceeding the average short-term credit limit;</p> <p>4. The Board of Directors implemented management activities</p>	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
4	97/BB-VHTC 97/NQ-VHTC	26/02/2025	<p>1. The Board of Directors reviewed Proposal No. 536/TTr-VHTC dated February 14, 2025 of the Company's Director regarding the request for approval in principle of the reappointment of personnel;</p> <p>2. The Board of Directors reviewed Proposal No. 695/TTr-VHTC dated February 25, 2025 of the Director on the adjustment of the contractor selection plan for Package No. 06: Fixed dust suppression mist spraying system ≥ 75 kW, spray radius ≥ 120 m (construction and equipment installation) (01 system), under the 2024 production-serving investment project of Ha Tu Coal Joint Stock Company – Vinacomin.;</p> <p>3. The Board of Directors implemented management activities.</p>	100%
5	98/BB-VHTC 98/NQ-VHTC	21/01/2025	<p>1. The Board of Directors reviewed Proposal No. 880/TTr-VHTC dated March 10, 2025 on the approval of the additional cost estimate for the 1/500-scale topographic survey, preparation of the 1/500-scale detailed construction plan, and the contractor selection plan for Package No. 83: 1/500-scale topographic survey, under the open-pit mining project in the Bac Bang Danh area.</p> <p>2. The Board of Directors implemented management activities.</p>	100%
6	99/BB-VHTC 99/NQ-VHTC	27/3/2025	<p>1. The Board of Directors reviewed Proposal No. 1090/TTr-VHTC dated March 21, 2025 on the approval of adjustments to the investment plan step transfer for 2025 of Ha Tu Coal Joint Stock Company – Vinacomin;</p> <p>2. The Board of Directors reviewed Proposal No. 1161/TTr-VHTC dated March 27, 2025 of the Director on the approval of adjustments to the Feasibility Study Report of the open-pit mining project in the Bac Bang Danh area;</p> <p>3. The Board of Directors reviewed Proposal No. 1097/TTr-VHTC dated March 24, 2025 on the approval of the wage fund for implementation in 2024;</p> <p>4. The Board of Directors reviewed Proposal No. 899/TTr-VHTC dated March 11, 2025 regarding the reappointment of managerial personnel;</p> <p>5. The Board of Directors supervised the results of production and business operations for March and the first quarter of 2025; supervised the implementation of the plan for April and the second quarter of 2025; and carried out corporate governance activities.</p>	100%
7	100/BB-VHTC 73/NQ-VHTC	07/4/2025	<p>1. The Board of Directors reviewed the Report dated March 28, 2025 of the Company's Director regarding the request for approval in principle of the appointment of a Deputy Director of the Company";</p> <p>2. The Board of Directors reviewed Proposal No. 1309/TTr-VHTC dated April 04, 2025 of the Company's Director regarding personnel matters;</p> <p>3. The Board of Directors implemented management activities</p>	100%
8	101/BB-VHTC 101/NQ-VHTC	15/4/2025	<p>1. The Board of Directors reviewed the Report dated April 11, 2025 of the Company's Director regarding the transfer and rotation of personnel;</p> <p>2. The Board of Directors implemented management activities</p>	100%
9	102/BB-VHTC 102/NQ-VHTC	07/5/2025	<p>1. The Board of Directors reviewed Proposal No. 1701/TTr-VHTC dated May 05, 2025 regarding the implementation of the procedure for personnel appointment</p> <p>2. The Board of Directors reviewed Proposal No. 1703/TTr-VHTC dated May 05, 2025 regarding the reappointment of the</p>	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			<p>Person in Charge of Corporate Governance concurrently serving as the Company Secretary;</p> <p>3. The Board of Directors reviewed Proposal No. 1699/TTr-VHTC dated May 05, 2025 regarding the approval of amendments and supplements to the Regulation on Emulation and Commendation of Ha Tu Coal Joint Stock Company – Vinacomin;</p> <p>4. The Board of Directors reviewed Proposal No. 1702/TTr-VHTC dated May 05, 2025 regarding the issuance of the Regulation on Training and Professional Development for Employees and Officers of Ha Tu Coal Joint Stock Company – Vinacomin</p> <p>5. The Board of Directors reviewed Proposal No. 1700/TTr-VHTC dated May 05, 2025 regarding the approval of the adjusted plan for the use of the reward fund and welfare fund for 2025;</p> <p>6. The Board of Directors reviewed Proposal No. 1717/TTr-VHTC dated May 05, 2025 regarding the approval of adjustments and supplements to the 2025 investment plan;</p> <p>7. The Board of Directors supervised the production and business performance for April 2025 and implemented the plan for May 2025.</p>	
10	103/BB-VHTC 103/NQ-VHTC	15/5/2025	1. The Board of Directors reviewed the Report dated May 14, 2025 regarding the implementation of personnel procedures;	100%
11	104/BB-VHTC 104/NQ-VHTC	25/5/2025	<p>1. The Board of Directors reviewed Proposal No. 1871/TTr-VHTC dated May 16, 2025 on the adjustment of the technical design and total cost estimate of the open-pit mining project in the Bac Bang Danh area.</p> <p>2. The Board of Directors reviewed Proposal No. 2015/TTr-VHTC dated May 23, 2025 of the Company's Director on the approval of the Feasibility Study Report for the 2025 production-serving investment project.</p> <p>3. The Board of Directors reviewed Proposal No. 2016/TTr-VHTC dated May 23, 2025 of the Company's Director on the approval of the transfer to the next investment phase for 2025.</p> <p>4. The Board of Directors reviewed Proposal No. 2022/TTr-VHTC dated May 26, 2025 on the issuance of the Regulation on the organization and operation of legal affairs of the Company.</p> <p>5. The Board of Directors reviewed Report No. 2027/BC-VHTC dated May 26, 2025 on the results of the internal audit for the second quarter of 2025.</p> <p>6. The Board of Directors reviewed Proposal No. 2036/TTr-VHTC dated May 27, 2025 on the public announcement of the expiry of Decision No. 908/QD-VHTC dated March 31, 2022 of the Board of Directors.</p> <p>7. The Board of Directors supervised the production and business performance for April 2025 and implemented the plan for May 2025.</p>	100%
12	105/BB-VHTC 105/NQ-VHTC	30/5/2025	<p>1. The Board of Directors reviewed the Report dated May 30, 2025 of the Company's Director regarding the appointment of a Deputy Director of the Company;</p> <p>2. The Board of Directors reviewed Proposal No. 2069/TTr-VHTC dated May 30, 2025 on the approval of the contractor</p>	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			selection plan for the 2025 production-serving investment project.	
13	106/BB-VHTC 106/NQ-VHTC	24/6/2025	<p>1. The Board of Directors reviewed Proposal No. 2324/TTr-VHTC dated June 19, 2025 regarding the change of the Mine Executive Director.</p> <p>2. The Board of Directors reviewed Proposal No. 2342/TTr-VHTC dated June 20, 2025 on the issuance of the Regulation on occupational safety and health management.</p> <p>3. The Board of Directors implemented management activities, including:</p> <ul style="list-style-type: none"> - Implementing the opinions of Vinacomin's capital representative at the Company under Official Letter No. 3565/TKV-KSNB dated June 20, 2025 regarding the continued implementation of inspection and supervision recommendations for 2024 and the strengthening of management and internal governance; and Directive No. 211/CT-TKV dated June 11, 2025 of the General Director of Vinacomin on strengthening management and implementing cost management for business operations. - Supervising the results of the implementation of production and business tasks for the month. 	100%
14	107/BB-VHTC 107/NQ-VHTC	04/7/2025	<p>1. The Board of Directors reviewed Proposal No. 2499/TTr-VHTC dated July 04, 2025 regarding personnel traveling abroad.</p> <p>2. The Board of Directors implemented management activities</p>	100%
15	108/BB-VHTC 108/NQ-VHTC	23/7/2025	<p>1. The Board of Directors reviewed Report No. 2657/BC-VHTC dated July 18, 2025 of the Company's Director on the digital transformation plan of Ha Tu Coal Joint Stock Company – Vinacomin for the period of 2025, with orientations toward 2030</p> <p>2. The Board of Directors reviewed the report dated July 22, 2025 of the Person in Charge of Internal Audit regarding the adjustment of the 2025 internal audit plan;</p>	100%
16	109/BB-VHTC 109/NQ-VHTC	05/8/2025	1. The Board of Directors reviewed Proposal No. 2827/TTr-VHTC dated August 05, 2025 of the Company's Director on the investment plan for 2026 and the period of 2026–2030	100%
17	110/BB-VHTC 110/NQ-VHTC	13/8/2025	<p>1. The Board of Directors reviewed Proposal No. 2849/TTr-VHTC dated August 06, 2025 regarding personnel matters</p> <p>2. The Board of Directors implemented management activities, including:</p> <ul style="list-style-type: none"> - Holding meetings to review the implementation of investment activities for the first seven months and the projected implementation for 2025; and the preparation of the investment plan for 2026 and the period of 2026–2030. - Holding meetings to review key targets of the coordinated production and business plan for 2026 and the period of 2026–2030 prior to submission to Vinacomin. 	100%
18	111/BB-VHTC 111/NQ-VHTC	26/8/2025	<p>1. The Board of Directors reviewed the report dated August 21, 2025 of the Company's Director regarding personnel rotation and appointment (Mr. Nguyen Van Tru).</p> <p>2. The Board of Directors reviewed the report dated August 21, 2025 of the Company's Director regarding the policy for appointing the Company's Chief Accountant.</p> <p>3. The Board of Directors implemented management activities.</p>	100%
19	112/BB-VHTC 112/NQ-VHTC	18/9/2025	1. The Board of Directors reviewed Proposal No. 3255/TTr-VHTC dated September 17, 2025 regarding the request for approval of adjustments to the feasibility study report for the	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			investment and construction project: Open-pit mining of the Bac Bang Danh area – Ha Tu Coal Joint Stock Company – Vinacomin. 2. The Board of Directors reviewed Report No. 3052/BC-VHTC dated August 26, 2025 on the results of the internal audit for the third quarter of 2025.	
20	113/BB-VHTC 113/NQ-VHTC	29/9/2025	1. The Board of Directors reviewed Report No. 3344/BC-VHTC dated September 24, 2025 of the Company's Director regarding exceeding the average short-term credit limit. 2. The Board of Directors reviewed Proposal No. 3370/TTr-VHTC dated September 25, 2025 of the Company's Director regarding the request for approval of additional adjustments to the contractor selection plan for bidding packages serving the adjustment of the open-pit mining project in the Bac Bang Danh area.	100%
21	114/BB-VHTC 114/NQ-VHTC	30/9/2025	1. The Board of Directors reviewed Proposal No. 3338/TTr-VHTC dated September 23, 2025 of the Company's Director regarding the extension of the term of office for the Head of the Materials Department beyond two consecutive terms.	100%
22	115/BB-VHTC 115/NQ-VHTC	07/10/2025	1. The Board of Directors discussed Decision No. 2091/QD-TKV dated September 30, 2025 of the Members' Council of Vietnam National Coal – Mineral Industries Group on the change of personnel serving as the representative managing the State capital contribution and the representative of Vinacomin participating in the Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin, and reviewed the resignation letter of Mr. Ngo The Phiet, Chairman of the Board of Directors of the Company. 2. The Board of Directors reviewed Proposal No. 3428/TTr-VHTC dated October 01, 2025 regarding the organization of the Extraordinary General Meeting of Shareholders in 2025.	100%
23	116/BB-VHTC 116/NQ-VHTC	07/10/2025	1. The Board of Directors reviewed Proposal No. 3432/TTr-VHTC dated October 01, 2025 of the Company's Director regarding the approval of the economic-technical report for the project on relocation of the Operation Office of Mining Site No. 1 and the 35 kV Substation. 2. The Board of Directors implemented management activities	100%
24	117/BB-VHTC 117/NQ-VHTC	13/10/2025	1. The Board of Directors reviewed Proposal No. 3572/TTr-VHTC dated October 10, 2025 regarding the supplementation of the outsourcing plan for overburden excavation and transportation serving production in the fourth quarter of 2025.. 2. The Board of Directors reviewed Proposal No. 3578/TTr-VHTC dated October 13, 2025 regarding the assignment of personnel for overseas business trips.	100%
25	118/BB-VHTC 118/NQ-VHTC	14/10/2025	1. The Board of Directors reviewed Proposal No. 3549/TTr-VHTC dated October 10, 2025 of the Company's Director regarding the implementation of the procedure for appointing the Company's Chief Accountant.	100%
26	119/BB-VHTC 119/NQ-VHTC	14/10/2025	1. The Board of Directors reviewed the report dated October 14, 2025 of the Company's Director regarding the proposal to appoint personnel to the position of Chief Accountant of the Company.	100%
27	120/BB-VHTC 120/NQ-VHTC	31/10/2025	1. The Board of Directors reviewed Proposal No. 3701/TTr-VHTC dated October 23, 2025 regarding the request for approval of the plan for outsourcing output volumes of certain key stages serving coal production and consumption in 2026.	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			<p>2. The Board of Directors reviewed Proposal No. 3737/TTr-VHTC dated October 27, 2025 regarding the announcement of termination of effectiveness of Decision No. 4435/QD-VHTC dated December 26, 2024 of the Company's Board of Directors..</p> <p>3. The Board of Directors reviewed Report No. 3745/BC-VHTC dated October 27, 2025 regarding the implementation of procedures for changes to the Business Registration Certificate and amendments and supplements to the Company's Charter..</p> <p>4. The Board of Directors reviewed Proposal No. 3785/TTr-VHTC dated October 29, 2025 regarding the request for approval of the policy and plan for personnel appointment..</p>	
28	121/BB-VHTC 121/NQ-VHTC	14/11/2025	<p>1. The Board of Directors reviewed Proposal No. 3946/TTr-VHTC dated November 11, 2025 regarding the appointment of the Company's Chief Accountant.</p> <p>2. The Board of Directors reviewed Proposal No. 3881/TTr-VHTC dated November 06, 2025 regarding the change of name and adjustment of functions and duties of the Department of Inspection, Legal Affairs – Internal Audit and Military Security.</p> <p>3. The Board of Directors reviewed Proposal No. 3902/TTr-VHTC dated November 07, 2025 regarding the request for approval of the adjustment to the transfer of stages of the 2025 investment plan</p>	100%
29	122/BB-VHTC 122/NQ-VHTC	28/11/2025	<p>1. The Board of Directors held a meeting to elect the Chairperson of the Board of Directors for Term IV (2022–2027)</p> <p>2. The Board of Directors reviewed the draft Decision on the assignment of duties of members of the Board of Directors for Term IV (2022–2027)</p>	100%
30	123/BB-VHTC 123/NQ-VHTC	28/11/2025	<p>1. The Board of Directors reviewed Proposal No. 4116/TTr-VHTC dated November 24, 2025 regarding personnel appointment</p> <p>2. The Board of Directors reviewed Proposal No. 4139/TTr-VHTC dated November 25, 2025 regarding the appointment of the Mine Executive Director</p> <p>3. The Board of Directors supervised the results of production and business activities in 2025</p>	100%
31	124/BB-VHTC 124/NQ-VHTC	08/12/2025	1. The Board of Directors considers the Director's Report dated December 08, 2025 on the review and supplementation of the managerial personnel planning for the 2025–2030 period.	100%
32	125/BB-VHTC 125/NQ-VHTC	25/12/2025	<p>1. The Board of Directors considers Submission No. 4564/TTr-VHTC dated December 22, 2025 of the Company's Director regarding the approval of the adjusted investment and construction plan for 2025</p> <p>2. The Board of Directors considers Submission No. 4573/TTr-VHTC dated December 22, 2025 of the Company's Director regarding the approval of the investment and construction plan for 2026</p> <p>3. The Board of Directors considers Submission No. 4589/TTr-VHTC dated December 23, 2025 of the Director regarding the provisional approval of the plan for the key performance indicators for 2026";</p>	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
33	126/BB-VHTC 126/NQ-VHTC	30/12/2025	<p>1. The Board of Directors considers the draft Plan and Program of Activities of the Board of Directors for 2026;</p> <p>2. The Board of Directors considers Submission No. 4591/TTr-VHTC dated December 23, 2025 of the person in charge of internal audit of the Company regarding the proposal for approval of the internal audit plan for 2026;</p> <p>3. The Board of Directors considers Submission No. 4703/TTr-VHTC dated December 29, 2025 of the Director regarding the consolidation of personnel of the appraisal and review team under the Company's Board of Directors;</p> <p>4. The Board of Directors implements management work and carries out the supervision plan for the last six months of 2026.</p> <p>5. The Board of Directors considers Submission No. 4590/TTr-VHTC dated December 23, 2025 of the Company's Director regarding the adjustment of the contractor selection plan for the package: "Preparation of the proposal report for the issuance of an environmental license for the Bac Bang Danh open-pit mining project".</p>	100%
	DECISION			
1	111/QĐ-VHTC	09/01/2025	Decision on the approval of the contractor selection plan (CSP) for the project on environmental rehabilitation and restoration of the Via Tru – Nam Lo Phong waste dump area, ensuring drainage and preventing landslides in the upstream area of the Lo Phong stream.	
2	112/QĐ-VHTC	09/01/2025	Decision on the adjustment of several key indicators of the 2024 production and business plan	
3	115/QĐ-VHTC	09/01/2025	Decision on the establishment of the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin	
4	116/QĐ-VHTC	09/01/2025	Decision on the approval of the 2025 production and business plan.	
5	118/QĐ-VHTC	09/01/2025	Decision on the assignment of duties to members of the Board of Directors for the 2022–2027 term.	
6	122/QĐ-VHTC	09/01/2025	Decision on the approval of the cost estimation outline and the supplementation of the contractor selection plan for consultancy services on appraisal of the adjusted technical design and construction cost estimate for the Bac Bang Danh open-pit mining project – Ha Tu Coal Joint Stock Company – Vinacomin.	
7	316/QĐ-VHTC	22/01/2025	Decision on the approval of amendments and supplements to the regulations on labor management, salaries, and income of Ha Tu Coal Joint Stock Company – Vinacomin.	
8	533/QĐ-VHTC	11/02/2025	Decision on the approval of several financial indicators for 2025.	
9	534/QĐ-VHTC	11/02/2025	Decision on the approval of the contractor selection plan for the project on environmental rehabilitation and restoration of the Via Tru – Nam Lo Phong waste dump area, ensuring drainage and preventing landslides in the upstream area of the Lo Phong stream – Ha Tu Coal Joint Stock Company – Vinacomin.	
10	764/QĐ-VHTC	26/02/2025	Decision on the adjustment of the contractor selection plan for Package No. 06: Fixed dust suppression misting system $\geq 75KW$, $R_{px} \geq 120m$ (construction and equipment installation) (01 system), under the 2024 production-supporting investment project – Ha Tu Coal Joint Stock Company – Vinacomin	

No.	Resolution/ Decision No.	Date	Content	Approval Rate
11	1043/QĐ-VHTC	14/3/2025	Decision on the approval of the supplementary cost estimate for topographic surveying at a scale of 1/500, preparation of detailed construction planning at a scale of 1/500, and the contractor selection plan for Package No. 83: Topographic survey at a scale of 1/500, under the Bac Bang Danh open-pit mining project.	
12	1299/QĐ-VHTC	28/3/2025	Decision on the approval of the adjustment of the transition to the next stage of the 2025 investment plan of Ha Tu Coal Joint Stock Company – Vinacomin.;	
13	1230/QĐ-VHTC	28/3/2025	Decision on the proposal for approval of the salary fund implemented in 2024.;	
14	1781/QĐ-VHTC	07/5/2025	Decision on the approval of adjustments and supplements to the 2025 investment plan	
15	1786/QĐ-VHTC	08/5/2025	Decision promulgating the regulations on management of training and capacity building for employees and staff of Ha Tu Coal Joint Stock Company – Vinacomin.	
16	1806/QĐ-VHTC	09/5/2025	Decision on the reappointment of the person in charge of corporate governance concurrently serving as the Company Secretary;	
17	1818/QĐ-VHTC	09/5/2025	Decision promulgating amendments and supplements to the regulations on emulation and commendation of Ha Tu Coal Joint Stock Company – Vinacomin;	
18	2062/QĐ-VHTC	28/5/2025	Decision announcing the invalidation of Decision No. 908/QĐ-VHTC dated March 31, 2022 of the Board of Directors.	
19	2066/QĐ-VHTC	28/5/2025	Decision promulgating the regulations on the organization and operation of legal affairs	
20	2103/QĐ-VHTC	30/5/2025	Decision on the approval of the transition to the investment stage in 2025.	
21	2104/QĐ-VHTC	30/5/2025	Decision on the approval of the feasibility study report of the 2025 production-supporting investment project.	
22	2168/QĐ-VHTC	30/5/2025	Decision on the appointment of a Deputy Director of the Company	
23	2186/QĐ-VHTC	03/6/2025	Decision on the approval of the contractor selection plan for the 2025 production-supporting investment project	
24	2455/QĐ-VHTC	24/6/2025	Decision on the dismissal of the Mine Executive Director.	
25	2456/QĐ-VHTC	24/6/2025	Decision on the appointment of the Mine Executive Director.	
26	2468/QĐ-VHTC	25/6/2025	Decision promulgating the regulations on occupational safety and hygiene management.	
27	2612/QĐ-VHTC	04/7/2025	Decision on the assignment of an employee for overseas business travel (Tran Quoc Tuan)	
28	3500/QĐ-VHTC	18/9/2025	Decision on the approval of adjustments to the feasibility study report for the construction investment project: Bac Bang Danh open-pit mining project – Ha Tu Coal Joint Stock Company – Vinacomin.	
29	3608/QĐ-VHTC	29/9/2025	Decision on the approval of additional adjustments to the contractor selection plan for bidding packages serving the adjustment of the Bac Bang Danh open-pit mining project.	
30	3759/QĐ-VHTC	07/10/2025	Decision on the establishment of the Steering Committee and the organization of the 2025 Extraordinary General Meeting of Shareholders	
31	3834/QĐ-VHTC	13/10/2025	Decision on the supplementation of the outsourcing plan for excavation and transportation of soil and rock serving production in the fourth quarter of 2025.	
32	4006/QĐ-VHTC	31/10/2025	Decision on the approval of the outsourced output plan for certain key stages serving coal production and consumption in 2026.	

No.	Resolution/ Decision No.	Date	Content	Approval Rate
33	4007/QĐ-VHTC	31/10/2025	Decision on the announcement of invalidation of Decision No. 4435/QĐ-VHTC dated December 26, 2024 of the Company's Board of Directors.	
34	4239/QĐ-VHTC	14/11/2025	Decision on the appointment of the Company's Chief Accountant	
35	4238/QĐ-VHTC	14/11/2025	Decision on the renaming of the Department of Legal Inspection – Internal Audit and Military Protection (KB).	
36	4236/QĐ-VHTC	14/11/2025	Decision on the approval of the adjustment of the transition to the next stage of the 2025 investment plan.	
37	4400/QĐ-VHTC	28/11/2025	Decision on the assignment of duties to members of the Board of Directors for Term IV (2022–2027).	
38	4399/QĐ-VHTC	28/11/2025	Decision on the appointment of the Mine Executive Director (Phan Ngu Hoanh, GP 500).	
39	4816/QĐ-VHTC	25/12/2025	Decision on the approval of the 2026 investment plan.	
40	4818/QĐ-VHTC	25/12/2025	Decision on the provisional allocation of the plan for key performance indicators for 2026.	
41	4819/QĐ-VHTC	25/12/2025	Decision on the approval of the adjusted 2025 investment plan.	
42	4752/QĐ-VHTC	30/12/2025	Decision on the approval of the internal audit plan for 2026.	
43	4758/QĐ-VHTC	30/12/2025	Decision on the establishment of the appraisal and review team under the Company's Board of Directors.	

Appendix No. 2: LIST OF RELATED PERSONS OF THE COMPANY

(Attached to Report No. 228/BC-VHTC dated January 20, 2026)

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Incorrect	Start date of being a related person to an insider	End date of being a related person to an insider	Reason	Relationship with the Company
1	Vu Van Khan		Chairman of the Board of Directors from November 28, 2025					28/11/2025			Insider
1.01	Dong Thi Nhuan							29/11/2025			Mother
1.02	Nguyen Thi Nhuong							30/11/2025			Wife
1.03	Vu Thanh Tung							01/12/2025			biological child
1.04	Vu Thanh Binh							02/12/2025			biological child
1.05	Hoang Luu Ly							03/12/2025			Daughter-in-law
2	Tran Quoc Tuan		Director					August 23, 2023			Insider
2.01	Tran Dinh Tinh							August 23, 2023			biological father
2.02	Luong Thi Dao							August 23, 2023			Mother-in-law
2.03	Nguyen Thi Thanh Thuy							August 23, 2023			Wife
2.04	Tran Tuan Kiet							August 23, 2023			biological child
2.05	Tran Minh Hien							August 23, 2023			biological child
2.06	Tran Lan Anh							09/01/2025			younger sibling
2.07	Tran Thach Cuong							09/01/2025			younger sibling
2.08	Dinh Thi Huong Loan							09/01/2025			sister-in-law
3	Tran Quoc Toan		Vice President					09/01/2025			Insider
3.01	Tran Quoc Dan							09/01/2025			biological father
3.02	Truong Thi Trong							09/01/2025			Mother
3.03	Nguyen Thuy Ha							09/01/2025			Wife
3.04	Tran Thi Ha Chi							09/01/2025			biological child
3.05	Tran Quoc Huy							21/02/2018			biological child
3.06	Tran Thi Cam Dung							21/02/2018			older sister
3.07	Tran Thi Thu Huong							21/02/2018			older sister
3.08	Tran Thi Thu Anh							21/02/2018			younger sibling
3.09	Ta Hong Bo							21/02/2018			Brother-in-law
3.10	Nguyen Van Tao							21/02/2018			Brother-in-law
3.11	Tran Chien Thang							21/02/2018			Brother-in-law
4	Dang Van Tinh		Board Member					21/02/2018			Insider
4.01	Dang Van Yen							21/02/2018			biological father
4.02	Tran Thi Da							21/02/2018			Mother
4.03	Nguyen Duy San							21/02/2018			Father-in-law
4.04	Vu Thi Hoi							06/09/2012			Mother-in-law
4.05	Nguyen Bich Thuy							06/09/2012			Wife

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Incorrect	Start date of being a related person to an insider	End date of being a related person to an insider	Reason	Relationship with the Company
4.06	Dang Gia Bao							06/09/2012			biological child
4.07	Dang Phuong Thao							06/09/2012			biological child
4.08	Dang Thi An							06/09/2012			younger sibling
4.09	Dang Thi Binh							06/09/2012			younger sibling
4.10	Le Minh Hien							06/09/2012			Brother-in-law
4.11	Bui Xuan Hieu							06/09/2012			Brother-in-law
5	Pham Thi Hai		Board Member					06/09/2012			Insider
5.01	Mu Xuan Ha							06/09/2012			biological father
5.02	Nguyen Tien Sach							06/09/2012			Husband
5.03	Nguyen Manh Tuan							April 25, 2022			Boy
5.04	Nguyen Tien Dat							April 25, 2022			Boy
5.05	Ngo Thi Giang							April 25, 2022			Daughter-in-law
5.06	Pham Thi Hien							April 25, 2022			Older sister
5.07	Pham Thi Hue							April 25, 2022			Younger sister
5.08	Pham Manh Hung							April 25, 2022			Brother-in-law
5.09	Pham Hung Manh							April 25, 2022			younger sibling
5.10	Tran Dai Nghia							April 25, 2022			Brother-in-law
5.11	Vu Hong Nam							April 25, 2022			Brother-in-law
5.12	Trinh Thi Hue							April 25, 2022			sister-in-law
5.13	Nguyen Thi Hoa							April 25, 2022			sister-in-law
5.14	Le Thi Hoa							April 25, 2022			Sister-in-law
6	Nguyen Thi Luong Anh		Head of Supervisory Board					April 25, 2022			Insider
6.01	Luong Thi Ngoc Bich							April 25, 2022			Mother
6.02	Trinh Dac Hoa							April 26, 2021			Husband
6.03	Trinh Nhu Phuong							April 26, 2021			biological child
6.04	Trinh Minh Duc							April 26, 2021			biological child
6.05	Nguyen Thi Luong Nga							April 26, 2021			younger sibling
6.06	Nguyen Thac Cuong							April 26, 2021			Brother-in-law
6.07	Nguyen Luong Vinh							April 26, 2021			younger sibling
6.08	Vu Thi Thu Giang							April 26, 2021			sister-in-law
6.09	Duong Tuan Anh							April 26, 2021			Son-in-law
6.10	Trinh Dac Dau							April 26, 2022			Father-in-law
7	Ngo Duy Da		Member of Supervisors					April 26, 2021			Insider
7.01	Nguyen Hong Quyen							April 25, 2022			Wife
7.02	Ngo Ha Phuong							25/04/2022			biological child
7.03	Ngo Phuong Thao							25/04/2022			biological child

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Incorrect	Start date of being a related person to an insider	End date of being a related person to an insider	Reason	Relationship with the Company
7.04	Ngo Xuan Lang							25/04/2022			Older brother
7.05	Ngo Van Dieu							25/04/2022			younger sibling
7.06	Ngo Van Luong							25/04/2022			younger sibling
7.07	Pham Thi Thu Huong							25/04/2022			Sister-in-law
7.08	Bui Thi Loan							25/04/2022	29/10/2025		sister-in-law
7.09	Nguyen Van Khoi							25/04/2022			Father-in-law
7.10	Nguyen Thi Nhu							25/04/2022			Mother-in-law
8	Pham Thi Lan Huong		Member of Supervisors					April 25, 2016			Insider
8.01	Pham Huy Lo							April 25, 2016			biological father
8.02	Dang Thi Tan							April 25, 2016			biological mother
8.03	Do Tien Phuong							April 25, 2016			Husband
8.04	Do Thai Binh							April 25, 2016			Boy
8.05	Trinh Thi Hoai							April 25, 2016			Daughter-in-law
8.06	Do Thi Thuy Trang							April 25, 2016			Daughter
8.07	Pham Thi Lieu							April 25, 2016			Older sister
8.08	Dang Viet Duc							April 25, 2016			Brother-in-law
8.09	Pham Huy Nam							April 25, 2016			Younger brother
8.10	Dinh Thi Hoa							April 25, 2016			sister-in-law
8.11	Pham Huy Trung							April 25, 2016			Younger brother
8.12	Nguyen Thi Thu Hien							02/01/2019			sister-in-law
9	Lam Anh Tuan		Vice Director					02/01/2019			Insider
9.01	Lam Van Vong							02/01/2019			Father
9.02	Luc Thi Hat							02/01/2019			Mom
9.03	Dinh Viet Ngan							02/01/2019			Father-in-law
9.04	Dinh Thi Thu Hang							02/01/2019			Wife
9.05	Lam Tien Dung							02/01/2019			Son
9.06	Lam Tien Duy							02/01/2019			Son
9.07	Lam Thuy Thanh							02/01/2019			younger sibling
9.08	Lam Thanh Thuan							02/01/2019			younger sibling
9.09	Nguyen Duy Duc							25/07/2022			Brother-in-law
9.10	Nguyen Tien Hau							25/07/2022			Brother-in-law
10	Nguyen Trong Hieu		Vice Director					25/07/2022			Insider
10.01	Ta Thi Com							25/07/2022			Mother
10.02	Nguyen Thi Bac							25/07/2022			Mother-in-law
10.03	Phan Thi Thuy Hoa							January 18, 2023			Wife
10.04	Nguyen Quoc Hung							25/07/2022			biological child

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Incorrect	Start date of being a related person to an insider	End date of being a related person to an insider	Reason	Relationship with the Company
10.05	Nguyen Truc Quynh							25/07/2022			biological child
10.06	Nguyen Thi Thu Huong							25/07/2022			Daughter-in-law
10.07	Nguyen Thi Bich							25/07/2022			older sister
10.08	Nguyen Cam Nhung							25/07/2022			older sister
10.09	Nguyen Trong Binh							25/07/2022			Older brother
10.10	Nguyen Trong Phu							25/07/2022			younger sibling
10.11	Tran Van Binh							25/07/2022			Brother-in-law
10.12	Doan Van Dung							01/06/2025			Brother-in-law
10.13	Ngo Thi Tam							01/06/2025			Sister-in-law
10.14	Pham Thi Thanh Huong							01/06/2025			sister-in-law
11	Phan Ngu Hoanh		Vice Director					01/06/2025			Insider
11.01	Nguyen Thi Luan							01/06/2025			Mother
11.02	Hoang Thi Duc							01/06/2025			Mother-in-law
11.03	Nguyen Phuong Thao							01/11/2024			Wife
11.04	Phan Ngoc Minh Chau							01/11/2024			biological child
11.05	Phan Ngoc Chau Anh							01/11/2024			biological child
June 11	Phan Hoanh Son							01/11/2024			younger brother
12	Bui Thanh Binh		Chief					01/11/2024			Insider
12.01	Bui Van Inh							01/11/2024			biological father
12.02	Dinh Thu Hoan							01/11/2024			Mother
12.03	Bui Thi Dung							01/11/2024			Mother-in-law
12.04	Hua Thi Anh							01/11/2024			Wife
12.05	Bui Tuan Minh							01/11/2024			biological child
June 12	Bui Thanh Huyen							01/11/2024			younger sibling
12.07	Tran Duy Hung							06/01/2020			Brother-in-law
August 12	Hua Ngoc Son							06/01/2020			Brother-in-law
12.09	Deputy Thu Hang							06/01/2020			Sister-in-law
12.10	Hua Tien Dung							06/01/2020			Brother-in-law
12.11	Tran Thi Tham							06/01/2020			Sister-in-law
13	Nguyen Phuong Nhung		Corporate Governance Officer – Authorized Person for Information Disclosure					06/01/2020			Insider
13.01	Nguyen Van Thuan							06/01/2020			Husband
13.02	Nguyen Ngoc Mai							06/01/2020			Son
13.03	Nguyen Thu Ha							06/01/2020			Son
13.04	Nguyen Thi Phuong							06/01/2020			Mom
13.05	Nguyen Quang Trung							06/01/2020			younger sibling

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Incorrect	Start date of being a related person to an insider	End date of being a related person to an insider	Reason	Relationship with the Company
13.06	Dinh Thi Huong							06/01/2020			sister-in-law
13.07	Nguyen Viet Hoa							06/01/2020			Father-in-law
13.08	Nguyen Thi Huyen							06/01/2020			Mother-in-law
14	Ngo The Phiet							23/08/2023	28/11/2025		Board of Directors meeting until November 28, 2025
14.01	Ngo Hung Diem							23/08/2023	28/11/2025		biological father
14.02	Tang Thi Nga							23/08/2023	28/11/2025		Mother
14.03	Tran Cao							23/08/2023	28/11/2025		Father-in-law
14.04	Tran Thi Le							23/08/2023	28/11/2025		Wife
14.05	Ngo The Phong							23/08/2023	28/11/2025		biological child
14.06	Ngo An Binh							23/08/2023	28/11/2025		biological child
14.07	Ngo The Lam							23/08/2023	28/11/2025		younger sibling
14.08	Nguyen Thi Thanh Tam							23/08/2023	28/11/2025		sister-in-law
14.09	Ngo The Lu							23/08/2023	28/11/2025		younger sibling
14.10	Le Xuan Thuong							23/08/2023	28/11/2025		sister-in-law
14.11	Ngo The Vinh							23/08/2023	28/11/2025		younger sibling
14.12	Nguyen Thi Hong Thai							23/08/2023	28/11/2025		sister-in-law
15	Vietnam National Coal and Mineral Industries Group and TKV-affiliated units							25/12/2006			Mr. Vu Van Khan is the representative of TKV's contributed capital.
16	Vinacomin Tourism and Trading Joint Stock Company – Quang Ninh							April 25, 2022			The Head of the Supervisory Board of THT is a member of the Company's Supervisory Board
17	Vinacomin Tourism and Trading Joint Stock Company							April 25, 2022			The Head of the Supervisory Board of THT is a member of the Company's Supervisory Board
18	Vinacomin Tourism and Trading Joint Stock Company – Van Long							April 25, 2022			The Head of the Supervisory Board of THT is a member of the Company's Supervisory Board
19	Trading and Service Enterprise Branch (under the Consulting Company)							28/11/2025			The Chairman of the Board of Directors of THT is the Chairman of the Company's Board of Directors.
20	Vinacomin Mining and Industrial Investment Consulting Joint Stock Company							28/11/2025			The Chairman of the Board of Directors of THT is the Chairman of the Company's Board of Directors.
21	Deo Nai – Coc Sau Coal Joint Stock Company – TKV							April 25, 2022			The Head of the Supervisory Board of THT serves as the Head of the Company's Supervisory Board
22	Vinacomin Geology Joint Stock Company – TKV							28/11/2025			The Chairman of the Board of Directors of THT is the Chairman of the Company's Board of Directors.
23	Cao Son Coal Joint Stock Company – TKV							28/11/2025			The Chairman of the Board of Directors of THT is the Chairman of the Company's Board of Directors.

Appendix 3

TRANSACTIONS BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS & MEMBERS ARE BEING A MEMBER OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN THE PAST 3 YEARS

(Issued with Report No. 228 /BC-VHTC, dated 20/01/2026 of the Board of Directors)

No.	Name of Organization / Individual	Relationship with the Company	Registration Certificate / Tax Code	Head Office Address / Contact Address	Time of Transaction with the Company	Resolution No. / Decision of the General Meeting of Shareholders / Board of Directors	Content, quantity and Total Transaction Value (VND million)
1	Branch of TKV Group – Hon Gai Coal Processing Company – Vinacomin	Unit directly under TKV	5700100256-002	46 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Coal trading and road toll fees. Transaction value: VND 5,682,646
2	TKV Materials Joint Stock Company	Unit directly under TKV	5700100707	Lot 1, Area 2, Hong Ha Ward, Ha Long City, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of fuel and materials. Value: 625.179
3	Cam Pha Mining Chemical Industry Company	Subsidiary of TKV	0100101072-026	Thuy Son Area, Cam Son Ward, Cam Pha City, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Blasting services rental. Value: 450.883
4	Viet Bac Mining Mechanical Joint Stock Company (VVMJ)	Subsidiary of TKV	4600432062	Hanlet 2, An Khanh Commune, Thai Nguyen Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials; equipment repair. Value: 5,361
5	Vinacomin Machinery Manufacturing Joint Stock Company	Subsidiary of TKV	5700495999	486 Tran Phu Street, Quang Hanh Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials; equipment repair. Value: 8,926
6	Vinacomin Automobile Industry Joint Stock Company	Subsidiary of TKV	5700353722	No. 370 Tran Quoc Tang Street, Cua Ong Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials; equipment repair. Value: 38,027
7	Vinacomin Information Technology, Technology and Environment Joint Stock Company	Subsidiary of TKV	101919181	Building B15, Dai Kim New Urban Area, Dinh Cong Ward, Hanoi	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Consulting and construction services. Value: 8,768

No.	Name of Organization / Individual	Relationship with the Company	Registration Certificate / Tax Code	Head Office Address / Contact Address	Time of Transaction with the Company	Resolution No. / Decision of the General Meeting of Shareholders / Board of Directors	Content, quantity and Total Transaction Value (VND million)
8	Vietnam Coal and Mineral Resources College	Unit directly under TKV	5701740890	No. 8 Chu Van An Street, Ha Long Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of forms; training courses. Value: 921
9	Institute of Energy and Mining Mechanical Engineering – Vinacomin	Subsidiary of TKV	100100632	No. 565 Nguyen Trai Street, Thanh Xuan Nam Ward, Thanh Xuan District, Hanoi	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials. Value: 6,089
10	Vietnam National Coal and Mineral Industries Group (Vinacomin)	Major Stakeholder (65%)	5700100256	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Cau Giay District, Hanoi	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Brand usage fee. Value: 13,735
11	Branch of Vinacomin Machinery Manufacturing Joint Stock Company	Subsidiary of TKV	5700495999-001	No. 524 Tran Phu Street, Quang Hanh Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials; equipment repair. Value: 455
12	Mao Khe Mechanical Joint Stock Company – Vinacomin	Subsidiary of TKV	5700526478	Quang Trung Area, Mao Khe Ward, Dong Trieu Town, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials. Value: 219
13	Branch of Vietnam National Coal and Mineral Industries Group – Specialized Coal Mining Project Management Board (TKV)	Unit directly under TKV	5700100256-021	30B Doan Thi Diem Street, Quoc Tu Giam Ward, Dong Da District, Hanoi	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Consulting services. Value: 310
14	Quang Ninh Mining Chemical Industry Company	Subsidiary of TKV	0100101072-001	Group 25, Area K4, Ha Khanh Ward, Ha Long City, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Road toll fees. Value: 278
15	TKV Environmental One Member Limited Liability Company	Subsidiary of TKV	5700100425	Km 4, Tran Phu Street, Quang Hanh Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Wastewater treatment, waste treatment, environmental services. Value: 34,3952

No.	Name of Organization / Individual	Relationship with the Company	Registration Certificate / Tax Code	Head Office Address / Contact Address	Time of Transaction with the Company	Resolution No. / Decision of the General Meeting of Shareholders / Board of Directors	Content, quantity and Total Transaction Value (VND million)
16	Mine Geological Joint Stock Company – TKV	Subsidiary of TKV	5701436805	No. 304 Tran Phu Street, Cam Pha City, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Dynamic monitoring services. Value: 2.310
17	Vinacomin Inspection Joint Stock Company	Subsidiary of TKV	5700100552	No. 55 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Inspection and certification services. Value: 2.321
18	Vinacomin Mining and Industrial Investment Consulting Joint Stock Company	Subsidiary of TKV	500237543	No. 565 Nguyen Trai Street, Thanh Liet Ward, Hanoi	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials. Value: 2.158
19	Hon Gai Mechanical Joint Stock Company – Vinacomin	Subsidiary of TKV	5700889986	No. 108 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials; equipment repair. Value: 13.263
20	Branch of Vietnam National Coal and Mineral Industries Group – Business Administration School – Vinacomin	Subsidiary of TKV	5700100256-068	No. 25, Alley 46, An Hoa Street, Ha Dong District, Hanoi	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Organization of training courses. Value: 500
21	Ha Lam Coal Joint Stock Company – Vinacomin	Subsidiary of TKV	5700101637	No. 1 Tan Lap Street, Ha Lam Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Health care services for workers. Value: 151
22	Nui Beo Coal Joint Stock Company – Vinacomin	Subsidiary of TKV	5700101700	No. 799 Le Thanh Tong Street, Hong Gai Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Equipment rental, waste dump leveling, road maintenance. Value: 40.910
23	Viet Bac Geological Joint Stock Company – TKV	Subsidiary of TKV	104944595	No. 30B Doan Thi Diem Street, Quoc Tu Giam Ward, Dong Da District, Hanoi	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Exploratory drilling and monitoring. Value: 1.483
24	Institute of Mining Science and Technology – Vinacomin	Unit directly under TKV	100101594	No. 3 Phan Dinh Giot Street, Phuong Liet Ward, Thanh Xuan District, Hanoi	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Consulting services. Value: 547

No.	Name of Organization / Individual	Relationship with the Company	Registration Certificate / Tax Code	Head Office Address / Contact Address	Time of Transaction with the Company	Resolution No. / Decision of the General Meeting of Shareholders / Board of Directors	Content, quantity and Total Transaction Value (VND million)
25	Coal Industry Nursing and Rehabilitation Center – VVMI, Branch of Viet Bac Mining Industry Corporation – TKV Joint Stock Company	Unit directly under TKV	0100100015-025	No. 41 Thanh Nien Street, Bac Son Ward, Sam Son City, Thanh Hoa Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Health care services for workers. Value: 629
26	Miner Transportation and Shuttle Services Joint Stock Company – Vinacomin	Subsidiary of TKV	5700477326	No. 750 Hoang Quoc Viet Street, Cam Pha City, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Transportation of employees. Value: 16,194
27	Branch of Vietnam National Coal and Mineral Industries Group – Mine Emergency Rescue Center – Vinacomin	Unit directly under TKV	5700100256-004	Km 8, Ha Tu Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Incident response, training, and incident inspection. Value: 6,164
28	Cam Pha Port and Warehousing Company – Vinacomin	Unit directly under TKV	5700100256-001	Cua Ong Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Road toll fees. Value: 380
29	Vinacomin Tourism and Trading Joint Stock Company	Subsidiary of TKV; the Head of the Supervisory Board of THT concurrently serves as a member of the Company's Supervisory Board.	100101298	8th Floor, Viet A Building, Duy Tan Street, Dich Vong Hau Ward, Cau Giay District, Hanoi	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials and services. Value: 33,309
30	Vinacomin Tourism and Trading Joint Stock Company – Quang Ninh Branch	Subsidiary of TKV; the Head of the Supervisory Board of THT concurrently serves as a member of the Company's Supervisory Board.	0100101298-004	Vuon Dao Street, Bai Chay Ward, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Meal and hazardous-duty allowances. Value: 35,179
31	Vinacomin Tourism and Trading Joint Stock Company – Van Long Branch	Subsidiary of TKV; the Head of the Supervisory Board	0100101298-003	Cam Pha City, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials and services. Value: 2,534

No.	Name of Organization / Individual	Relationship with the Company	Registration Certificate / Tax Code	Head Office Address / Contact Address	Time of Transaction with the Company	Resolution No. / Decision of the General Meeting of Shareholders / Board of Directors	Content, quantity and Total Transaction Value (VND million)
32	Deo Nai – Coc Sau Coal Joint Stock Company – TKV	Subsidiary of TKV; the Head of the Supervisory Board of THT concurrently serves as a member of the Company's Supervisory Board.	5702162138	No. 42 Kim Dong Street, Cam Pha Ward, Quang Ninh Province, Vietnam	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Sale of materials. Value: 10
33	Branch of Vinacomin Mining and Industrial Investment Consulting Joint Stock Company – Trading and General Services Enterprise	Subsidiary of TKV; the Chairman of the Board of Directors of THT concurrently serves as the Chairman of the Company's Board of Directors	0500237543-006	Group 35B, Area 3, Cam Thanh Ward, Cam Pha City, Quang Ninh Province	2025	Resolution No. 02/2025/NQ-GMS dated April 25, 2025	Purchase and sale of materials. Value: 5,213

Appendix No. 4: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

(Attached to Report No. 228/BC-VHTC dated January 20, 2026)

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Address	Number of shares held at the end of the period	Percentage of shareholding at the end of the period	Notes
1	Vu Van Khan		Chairman of the Board of Directors					15,969,844	65	Insider
1.01	Dong Thi Nhuan									Mother
1.02	Nguyen Thi Nhung									Wife
1.03	Vu Thanh Tung									biological child
1.04	Vu Thanh Binh									biological child
1.05	Hoang Luu Ly									Daughter-in-law
2	Tran Quoc Tuan		Director							Insider
2.01	Tran Dinh Tinh									biological father
2.02	Luong Thi Dao									Mother-in-law
2.03	Nguyen Thi Thanh Thuy									Wife
2.04	Tran Tuan Kiet									biological child
2.05	Tran Minh Hien									biological child
2.06	Tran Lan Anh									younger sibling
2.07	Tran Thach Cuong									younger sibling
2.08	Dinh Thi Huong Loan									sister-in-law
3	Tran Quoc Toan		Vice President					120	0,0005	Insider
3.01	Tran Quoc Dan									biological father
3.02	Truong Thi Trong									Mother
3.03	Nguyen Thuy Ha									Wife
3.04	Tran Thi Ha Chi									biological child
3.05	Tran Quoc Huy									biological child
3.06	Tran Thi Cam Dung									older sister
3.07	Tran Thi Thu Huong									older sister
3.08	Tran Thi Thu Anh									younger sibling
3.09	Ta Hong Bo									Brother-in-law
3.10	Nguyen Van Tao									Brother-in-law
3.11	Tran Chien Thang									Brother-in-law
4	Dang Van Tinh		Board Member							Insider
4.01	Dang Van Yen									biological father
4.02	Tran Thi Da									Mother
4.03	Nguyen Duy San									Father-in-law

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Address	Number of shares held at the end of the period	Percentage of shareholding at the end of the period	Notes
4.04	Vu Thi Hoi									Mother-in-law
4.05	Nguyen Bich Thuy									Wife
4.06	Dang Gia Bao									biological child
4.07	Dang Phuong Thao									biological child
4.08	Dang Thi An									younger sibling
4.09	Dang Thi Binh									younger sibling
4.10	Le Minh Hien									Brother-in-law
4.11	Bui Xuan Hieu									Brother-in-law
5	Pham Thi Hai		Board Member							Insider
5.01	Mu Xuan Ha									biological father
5.02	Nguyen Tien Sach									Husband
5.03	Nguyen Manh Tuan									Boy
5.04	Nguyen Tien Dat									Boy
5.05	Ngo Thi Giang									Daughter-in-law
5.06	Pham Thi Hien									Older sister
5.07	Pham Thi Hue									Younger sister
5.08	Pham Manh Hung									Brother-in-law
5.09	Pham Hung Manh									younger sibling
5.10	Tran Dai Nghia									Brother-in-law
5.11	Vu Hong Nam									Brother-in-law
5.12	Trinh Thi Hue									sister-in-law
5.13	Nguyen Thi Hoa									sister-in-law
5.14	Le Thi Hoa									Sister-in-law
6	Nguyen Thi Luong Anh		Head of Supervisory Board							Insider
6.01	Luong Thi Ngoc Bich									Mother
6.02	Trinh Dac Hoa									Husband
6.03	Trinh Nhu Phuong									biological child
6.04	Trinh Minh Duc									biological child
6.05	Nguyen Thi Luong Nga									younger sibling
6.06	Nguyen Thac Cuong									Brother-in-law
6.07	Nguyen Luong Vinh									younger sibling
6.08	Vu Thi Thu Giang									sister-in-law
6.09	Duong Tuan Anh									Son-in-law

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Address	Number of shares held at the end of the period	Percentage of shareholding at the end of the period	Notes
6.10	Trinh Dac Dau									Father-in-law
7	Ngo Duy Da		Member of Supervisors							Insider
7.01	Nguyen Hong Quyen									Wife
7.02	Ngo Ha Phuong									biological child
7.03	Ngo Phuong Thao									biological child
7.04	Ngo Xuan Lang									Older brother
7.05	Ngo Van Dieu									younger sibling
7.06	Ngo Van Luong									younger sibling
7.07	Pham Thi Thu Huong									Sister-in-law
7.08	Bui Thi Loan									sister-in-law
7.09	Nguyen Van Khoi									Father-in-law
7.10	Nguyen Thi Nhu									Mother-in-law
8	Pham Thi Lan Huong		Member of Supervisors					3000	0,01	Insider
8.01	Pham Huy Lo									biological father
8.02	Dang Thi Tan									biological mother
8.03	Do Tien Phuong									Husband
8.04	Do Thai Binh									Boy
8.05	Trinh Thi Hoai									Daughter-in-law
8.06	Do Thi Thuy Trang									Daughter
8.07	Pham Thi Lieu									Older sister
8.08	Dang Viet Duc									Brother-in-law
8.09	Pham Huy Nam									Younger brother
8.10	Dinh Thi Hoa									sister-in-law
8.11	Pham Huy Trung									Younger brother
8.12	Nguyen Thi Thu Hien									sister-in-law
9	Lam Anh Tuan		Vice Director							Insider
9.01	Lam Van Vong									Father
9.02	Luc Thi Hat									Mom
9.03	Dinh Viet Ngan									Father-in-law
9.04	Dinh Thi Thu Hang									Wife
9.05	Lam Tien Dung									Son
9.06	Lam Tien Duy									Son
9.07	Lam Thuy Thanh									younger sibling

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Address	Number of shares held at the end of the period	Percentage of shareholding at the end of the period	Notes
9.08	Lam Thanh Thuan									younger sibling
9.09	Nguyen Duy Duc									Brother-in-law
9.10	Nguyen Tien Hau									Brother-in-law
10	Nguyen Trong Hieu		Vice Director							Insider
10.01	Ta Thi Com									Mother
10.02	Nguyen Thi Bac									Mother-in-law
10.03	Phan Thi Thuy Hoa									Wife
10.04	Nguyen Quoc Hung									biological child
10.05	Nguyen Truc Quynh									biological child
10.06	Nguyen Thi Thu Huong									Daughter-in-law
10.07	Nguyen Thi Bich									older sister
10.08	Nguyen Cam Nhung									older sister
10.09	Nguyen Trong Binh									Older brother
10.10	Nguyen Trong Phu									younger sibling
10.11	Tran Van Binh									Brother-in-law
10.12	Doan Van Dung									Brother-in-law
10.13	Ngo Thi Tam									Sister-in-law
10.14	Pham Thi Thanh Huong									sister-in-law
11	Phan Ngu Hoanh		Vice Director							Insider
11.01	Nguyen Thi Luan									Mother
11.02	Hoang Thi Duc									Mother-in-law
11.03	Nguyen Phuong Thao									Wife
11.04	Phan Ngoc Minh Chau									biological child
11.05	Phan Ngoc Chau Anh									biological child
11.06	Phan Hoanh Son									younger brother
12	Bui Thanh Binh		Chief							Insider
12.01	Bui Van Inh									biological father
12.02	Dinh Thu Hoan									Mother
12.03	Bui Thi Dung									Mother-in-law
12.04	Hua Thi Anh									Wife
12.05	Bui Tuan Minh									biological child
12.06	Bui Thanh Huyen									younger sibling
12.07	Tran Duy Hung									Brother-in-law

No.	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue			Address	Number of shares held at the end of the period	Percentage of shareholding at the end of the period	Notes
12.08	Hua Ngoc Son									Brother-in-law
12.09	Deputy Thu Hang									Sister-in-law
12.10	Hua Tien Dung									Brother-in-law
12.11	Tran Thi Tham									Sister-in-law
13	Nguyen Phuong Nhung		Corporate Governance Officer –							Insider
13.01	Nguyen Van Thuan									Husband
13.02	Nguyen Ngoc Mai									Son
13.03	Nguyen Thu Ha									Son
13.04	Nguyen Thi Phuong									Mom
13.05	Nguyen Quang Trung									younger sibling
13.06	Dinh Thi Huong									sister-in-law
13.07	Nguyen Viet Hoa									Father-in-law
13.08	Nguyen Thi Huyen									Mother-in-law
14	Ngo The Phiet									Board of Directors meeting until
14.01	Ngo Hung Diem									biological father
14.02	Tang Thi Nga									Mother
14.03	Tran Cao									Father-in-law
14.04	Tran Thi Le									Wife
14.05	Ngo The Phong									biological child
14.06	Ngo An Binh									biological child
14.07	Ngo The Lam									younger sibling
14.08	Nguyen Thi Thanh Tam									sister-in-law
14.09	Ngo The Lu									younger sibling
14.10	Le Xuan Thuong									sister-in-law
14.11	Ngo The Vinh									younger sibling
14.12	Nguyen Thi Hong Thai									sister-in-law