

VIETNAM NATIONAL COAL AND  
MINERAL INDUSTRIES GROUP  
**VINACOMIN - HA LAM COAL JSC**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

No.: 1362 /CBTT - HLC

*Quang Ninh, March 28, 2026*

**DISCLOSURE OF INFORMATION WITHIN 24 HOURS**

To: - The State Securities Commission;  
- Hanoi Stock Exchange.

Company: **HA LAM COAL JOINT STOCK COMPANY – VINACOMIN**

Stock code: **HLC**

Head office: No. 1 Tan Lap Street, Ha Lam Ward, Quang Ninh Province.

Phone: 0203.3825.339 - Fax: 0203.3821.203

Website: [www.halamcoal.com.vn](http://www.halamcoal.com.vn)

**Person responsible for information disclosure:** Mr. Lieu Hong Minh - Authorized person for information disclosure.

Type of disclosure: ☐ Irregular ☒ Within 24 hours ☐ Periodic ☐ Upon request

**Content of disclosure:** Decision No. 28/QĐ-HĐQT dated March 28, 2026 of the Board of Directors regarding the appointment of Mr. Nguyen Huu Dat – Deputy Director of Ha Long Coal Company – TKV – to the position of Director of the Company, effective from March 30, 2026.

This information has been published on the Company's website at:

<https://halamcoal.com.vn>

Ha Lam Coal Joint Stock Company – Vinacomin hereby discloses the above information to the State Securities Commission and Hanoi Stock Exchange for disclosure to the public in accordance with current regulations.

We hereby certify that the above information is true and take full responsibility before the law for the disclosed content.

Best regards!

**Recipients:**

- As stated above;
- Board of Directors, Supervisory Board (e-copy, for reporting);
- Director and Deputy Directors (e-copy, for reporting);
- Shareholders (via Company website);
- Mechanical, Electrical & Transportation Department (for disclosure);
- Filed: Archives, Company Secretary (M3).

**AUTHORIZED PERSON FOR  
INFORMATION DISCLOSURE**



**Lieu Hong Minh**  
**(Company Secretary)**

**Enclosed documents:**

- Decision No. 28/QĐ-HĐQT dated March 28, 2026;

Ký bởi: CÔNG TY CỔ PHẦN THAN HÀ LÂM - VINACOMIN  
Ngày ký: 28/03/2026 17:21:41  
Tổ chức xác thực: VNPT Certification Authority



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No. 28 /QĐ - HDQT

Quang Ninh, March 28, 2026

**DECISION**  
**Appointment of the Company's Director**

**THE BOARD OF DIRECTORS**  
**OF HA LAM COAL JOINT STOCK COMPANY - VINACOMIN**

*Pursuant to the Charter on organization and operation of Ha Lam Coal Joint Stock Company – Vinacomin;*

*Pursuant to the Regulation on personnel management of Vietnam National Coal and Mineral Industries Group issued together with Decision No. 1668/QĐ-TKV dated October 23, 2023; and the Regulation on personnel management of Ha Lam Coal Joint Stock Company – Vinacomin issued together with Decision No. 75/QĐ-HDQT dated December 27, 2023 of the Company's Board of Directors;*

*Pursuant to Official Letter No. 1943/TKV-TCNS dated March 26, 2026 regarding the appointment of the Director of Ha Lam Coal Joint Stock Company – Vinacomin;*

*Pursuant to Resolution No. 69/K4/NQ-HDQT dated March 28, 2026 of the Board of Directors of Ha Lam Coal Joint Stock Company – Vinacomin;*

**DECISION:**

**Article 1.** To appoint Mr. Nguyen Huu Dat, Deputy Director of Ha Long Coal Company – TKV, to hold the position of Director of Ha Lam Coal Joint Stock Company – Vinacomin, effective from March 30, 2026.

**Article 2.** The term of office of Mr. Nguyen Huu Dat is 05 years from the date of appointment.

**Article 3.** Mr. Nguyen Huu Dat shall be entitled to a salary of VND 18,621,000 per month, corresponding to Grade 1/2 – Director of Grade I enterprise, under the salary scale for enterprise managers (HLC 08) issued together with Decision No. 65/QĐ-HDQT dated November 14, 2024 of the Board of Directors.

**Article 4.** Mr. Nguyen Huu Dat, the Director, Deputy Directors, Chief Accountant, Heads of Departments, and Managers of units within the Company shall be responsible for the implementation of this Decision.

***Recipients:***

- As stated in Article 4 (e-copy);
- Party Committee, Board of Directors, -
- Supervisory Board of the Company (e-copy);
- Trade Union, Youth Union of the Company
- (e-copy);
- Mr. Nguyen Huu Dat;
- Affiliated units (e-copy);
- Archived at: Board of Directors, Organization
- & Human Resources Dept. (10 copies).

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

**(signed)**

**Nguyen Trong Tot**