

No: **2697** /BC-VHTC

Ha Tu, day **23** month 7 year 2025

**REPORT ON CORPORATE GOVERNANCE OF THE LISTED COMPANY  
(First Half of 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.
- **Telephone:** 0203 3835169; **Fax:** 0203 3836120.
- **Website:** [www.hatucoal.vn](http://www.hatucoal.vn);
- **Email:** [thanhatu@hatucoal.vn](mailto:thanhatu@hatucoal.vn).
- **Charter capital:** 245.690.520.000 đồng (*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 candidates for the Board of Directors during the mid-term of Term IV (2022–2027) (2) Proposal for the approval of the adjusted 2024 Business and Production Plan and the 2025 Business and Production Plan.
2	02/2025/NQ-ĐHĐCĐ	25/4/2025	(1). Report on the Company's Business and Production Results in 2024 (2). Report on the activities of the Board of Directors in 2024 and the report of the independent member of the Board of Directors in 2024. (3). Proposal for the approval of contracts and transactions between the Company and related parties in 2025. (4). Proposal for the approval of adjustments to the Feasibility Study Report of the open-pit mining project at the Northern Bang Danh area – Ha Tu Coal Joint Stock Company – Vinacomin. (5). 2024 Audited Financial Statements (6). Report on the payment of allowances and remuneration for the Board of Directors and Board of Supervisors in 2024; proposal on the allowance and remuneration levels for the Board of Directors and Board of Supervisors in 2025.



			<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 Board of Supervisors in 2024</p> <p>(9). Proposal on the selection of an independent auditing firm for the audit of the 2025 Financial Statements.</p>
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## II. Board of Directors (Report for the First Half of 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	Ngo The Phiet	Chairman of the Board of Directors, Representative of TKV's Capital	23/8/2023	-
2	Tran Quoc Tuan	Member of the Board of Directors – General Director	09/01/2025	-
3	Tran Quoc Toan	Member of the Board of Directors – Deputy General Director	09/01/2025	-
4	Dang Van Tinh	Member of the Board of Directors – Deputy Secretary of the Party Committee	25/4/2022	-
5	Pham Thi Hai	Independent Member of the Board of Directors	25/4/2022	-

### 2. Meetings of the Board of Directors in the First Half of 2025:

No	Board of Directors' members	Position	Number of meetings attended	Ratio (%)	Reasons for absence
1	Ngo The Phiet	Chairman of the Board of Directors, Representative of TKV's Capital	13/13	100	
2	Tran Quoc Tuan	Member of the Board of Directors – General Director	13/13	100	
3	Tran Quoc Toan	Member of the Board of Directors – Deputy General Director	13/13	100	
4	Dang Van Tinh	Member of the Board of Directors – Deputy Secretary of the Party Committee	13/13	100	
5	Pham Thi Hai	Independent Member of the Board of Directors	12/13	92,3	Personal reasons



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

The Company's Board of Directors (BOD) has closely adhered to the Charter on organization and operation, as well as the regulations and rules of the Vietnam National Coal - Mineral Industries Group (Vinacomin) and of the Company, in performing corporate governance and supervising the Executive Board.

In the first half of 2025, the BOD successfully organized the Extraordinary General Meeting of Shareholders on January 9, 2025 to elect additional members to the Board of Directors, and the Annual General Meeting of Shareholders on April 25, 2025 in accordance with legal regulations. The BOD held 13 meetings, issued 13 Resolutions and 26 Decisions to enhance the Company's management across various areas such as investment and construction management, materials management, and business and production planning;

The BOD supervised and directed the General Director to review and revise five internal management regulations, (*Regulation on salary and income management; Regulation on training and professional development for staff and workers; Regulation on legal affairs operations; Regulation on emulation and commendation; Regulation on occupational health and safety management at Ha Tu Coal JSC – Vinacomin*).

The Company strictly followed the Charter and internal regulations of Vinacomin in its corporate governance. Additionally, the BOD continued to direct the Company to strengthen its management and operations in line with the production and business strategies, orientations, and plans assigned by Vinacomin, ensuring compliance with Vinacomin's unified management system and operational discipline;

The Company fully and honestly submitted all required reports on business and production performance, monitoring reports, and reports of the capital representative of Vinacomin at the Company, in accordance with Vinacomin's prescribed deadlines.

Through its supervision activities, the BOD assessed that the Executive Board had seriously complied with the Resolutions of the General Meeting of Shareholders, the Resolutions and Decisions of the BOD, the regulations and policies of Vinacomin and the Company, as well as applicable legal provisions. During the execution of its tasks, the Executive Board submitted proposals to the BOD to restructure the organizational model, reorganize the workforce, and amend internal regulations to better suit practical conditions and current legal requirements.

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

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

In the first half of 2025, the Company's Board of Directors held 13 meetings, issued 13 Resolutions and 26 Decisions. (*Details are provided in Appendix No. 1 attached*).

### **III. Board of Supervisors's Activities (Report for the First Half of 2025)**

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

No.	Board of Supervisors Member	Position	Date of becoming/ceasing to be a member of the Board of Supervisors	Qualification
1	Nguyen Thi Luong Anh	Head of the Board of Supervisors	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 Auditing



## **2. Meetings of Board of Supervisors**

<b>No.</b>	<b>Members of Board of Supervisors</b>	<b>Number of meetings attended</b>	<b>Attendance rate</b>	<b>Voting rate</b>	<b>Reasons for absence</b>
1	Nguyen Thi Luong Anh	02/02	100%	100%	
2	Pham Thi Lan Huong	02/02	100%	100%	
3	Ngo Duy Da	02/02	100%	100%	

In the first half of 2025, the Company's Board of Supervisors held two meetings. The first meeting was conducted on March 1, 2025 to agree on the contents of the Board of Supervisors's report to be submitted to the 2025 Annual General Meeting of Shareholders and to review the performance of its members. Subsequent meetings were held in conjunction with the supervision period of the Company's management activities, focusing on finalizing the supervisory minutes for the second quarter of 2025, reviewing the Company's operations for the first half of 2024, and preparing the supervisory plan for the third quarter of 2025. All members of the Board of Supervisors fully attended the meetings.

## **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 Board of Supervisors 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 Board of Supervisors 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 Board of Supervisors 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 Board of Supervisors 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 Board of Supervisors 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 Board of Supervisors 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 Board of Supervisors 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 Board of Supervisors was carried out regularly and effectively. Any issues arising during the working process were promptly discussed by the Board of Supervisors 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 Board of Supervisors, thereby contributing to improved operations and better performance of the Company.

In the first half of 2025, the Board of Supervisors 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.

The positive results achieved were not only due to the efforts of each member of the Board of Supervisors, but also thanks to the enthusiastic and effective cooperation from the members of the Board of Directors, the Executive Board, the Company's functional 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	01/11/2024, In charge of Financial Accounting	

**VI. Training courses on corporate governance****1. Board of Directors members, Director, Deputy Directors**

The members of the Board of Directors and the Executive Board actively participated in all training and professional development courses organized by Vinacomin for its officers at the Business Management School, with the aim of supplementing and enhancing their leadership, management, operational, and business administration skills. In the first half of 2025, members of the Board of Directors also attended the Conference on Securities Law Compliance and Common Errors in Financial Reporting, organized by the State Securities Commission in collaboration with the Department of Accounting and Auditing Supervision under the Ministry of Finance, and the Vietnam Association of Certified Public Accountants (VACPA).

**2. Company Secretary:**

The Company Secretary concurrently serves as the person in charge of corporate governance and the authorized spokesperson for information disclosure. The Secretary regularly attends professional training courses and specialized workshops on legal advisory and corporate governance to support the operations of the Board of Directors and the Executive Board. In the first half of 2025, the Company Secretary attended the Conference on Securities Law Compliance and Common Errors in Financial Reporting, organized by the State Securities Commission in collaboration with the Department of Accounting and Auditing Supervision under the Ministry of Finance and the Vietnam Association of Certified Public Accountants (VACPA).

**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, Board of Supervisors, or Executive Management are also members of the Board of Directors or Executive Management (None)



4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: *(None)*

### **VIII. Share transactions of internal persons and their affiliated persons (annual report)**

1. Transactions of internal persons and affiliated persons with shares of the Company

*(Details in Appendix No. 4 attached)*

2. Transactions of internal persons and affiliated persons with shares of the company: None

**IX. Other significant issues: None** ✓

#### **Recipients:**

- Hanoi Stock Exchange, State Securities Commission (CIMS, e-copy);
- Members of the Board of Directors and Board of Supervisors (e-copy);
- Board of Directors (e-copy);
- CV room posted on Website (e-copy) ;
- Note: VT, Company Secretary. ✓

#### **CHAIRMAN OF THE BOARD OF DIRECTORS**

(Sign, full name and seal)



**Ngo The Phiet**



## Appendix 1

### RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS

(Enclosed with Report No. 2697/BC-VHTC, dated 23/7/2025 of the Board of Directors)

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 Submission No. 01/TTr-VHTC dated January 2, 2025 from the General Director regarding "Approval of the policy on transactions/contracts between the company and enterprises, major shareholders, and related parties in 2025".</p> <p>2. The Board of Directors reviewed Submission No. 02/TTr-VHTC dated January 2, 2025 from the General Director regarding "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 task assignment for members of the Board of Directors for the 2022–2027 term.</p> <p>4. The Board of Directors reviewed Submission No. 4051/TTr-VHTC dated December 27, 2024 from the Company's General Director regarding "Approval of the feasibility study report for the project on environmental rehabilitation of the Waste Dump Area at Vein Pillar – Nam Lo Phong to ensure drainage and prevent landslides 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 Submission No. 124/TTr-VHTC dated 13/01/2025 from the Company's Director regarding the proposal to approve the technical and economic report for the Investment Project on Fire Prevention and Fighting Systems.</p> <p>2. The Board of Directors reviewed Submission No. 230/TTr-VHTC dated 20/01/2025 from the Company's Director "regarding the approval of amendments and supplements to the regulation on labor, salary, and income management of Ha Tu Coal Joint Stock Company – Vinacomin".</p> <p>3. The Board of Directors reviewed Report No. 4085/BC-VHTC dated 30/12/2024 from the Internal Audit Officer "on the results of the internal audit for Q4/2024 at the Planning, Engineering, Finance-HR, Investment, and Warehouse Departments" and Report No. 215/BC-VHTC dated 17/01/2025 from the Internal Audit Officer "on internal audit activities in 2024 and the direction and tasks for 2025."</p> <p>4. The Board of Directors carried out management tasks</p>	100%
3	96/BB-VHTC 96/NQ-VHTC	10/02/2025	<p>1. The Board of Directors reviewed Submission No. 341/TTr-VHTC dated 03/02/2025 from the Company's Director "regarding the request for approval of the Contractor Selection Plan (CSP) for the Project on Environmental Restoration at the Nam Lo Phong Dumping Site to ensure drainage and prevent landslides in the upstream area of Lo Phong stream";</p> <p>2. The Board of Directors reviewed Submission No. 376/TTr-VHTC dated 05/02/2025 from the Company's Executive Director "regarding the approval of certain</p>	100%



No.	Resolution/Decision No.	Date	Content	Approval Rate
			financial indicators for 2025"; 3. The Board of Directors reviewed Submission No. 429/TTr-VHTC dated 07/02/2025 from the Company's Director regarding the excess of the average short-term credit limit; 4. The Board of Directors carried out management tasks	
4	97/BB-VHTC 97/NQ-VHTC	26/02/2025	1. The Board of Directors reviewed Submission No. 536/TTr-VHTC dated 14/02/2025 from the Company's Director "regarding the request for approval of the policy on staff reappointment"; 2. The Board of Directors reviewed Submission No. 695/TTr-VHTC dated 25/02/2025 from the Company's Director regarding the adjustment of the Contractor Selection Plan for Package No. 06: Fixed mist dust suppression system $\geq 75KW$ , $R_{px} \geq 120m$ (construction and equipment installation) (01 unit), under the 2024 production investment project – Ha Tu Coal Joint Stock Company – Vinacomin; 3. The Board of Directors carried out management tasks.	100%
5	98/BB-VHTC 98/NQ-VHTC	21/01/2025	1. The Board of Directors reviewed Submission No. 880/TTr-VHTC dated 10/03/2025 "regarding the proposal for approval of the additional cost estimate for the 1/500 topographic survey, the formulation of the 1/500 detailed construction planning, and the contractor selection plan for Package No. 83: 1/500 topographic survey, under the Open-pit Mining Project in the Northern Bang Danh Area" 2. The Board of Directors carried out management tasks.	100%
6	99/BB-VHTC 99/NQ-VHTC	27/3/2025	1. The Board of Directors reviewed Submission No. 1090/TTr-VHTC dated 21/03/2025 "regarding the proposal for approval of adjustments to the 2025 investment plan transition of Ha Tu Coal Joint Stock Company – Vinacomin"; 2. The Board of Directors reviewed Submission No. 1161/TTr-VHTC dated 27/03/2025 from the Director "regarding the approval of the adjusted content of the feasibility study report for the Open-pit Mining Project in the Northern Bang Danh Area"; 3. The Board of Directors reviewed Submission No. 1097/TTr-VHTC dated 24/03/2025 "regarding the proposal for approval of the actual wage fund for 2024"; 4. The Board of Directors reviewed Submission No. 899/TTr-VHTC dated 11/03/2025 "regarding the reappointment of management personnel"; 5. The Board of Directors supervised the business performance results of March and Q1/2025, monitored the implementation of the April and Q2/2025 plans, and carried out governance tasks.	100%
7	100/BB-VHTC 73/NQ-VHTC	07/4/2025	1. The Board of Directors reviewed the Report dated 28/03/2025 from the Company's Director "regarding the proposal for approval of the appointment of the Company's Deputy Director"; 2. The Board of Directors reviewed Submission No.	100%



No.	Resolution/Decision No.	Date	Content	Approval Rate
			1309/TTr-VHTC dated 04/04/2025 from the Company's Director "regarding personnel affairs"; 3. The Board of Directors carried out management tasks	
8	101/BB-VHTC 101/NQ-VHTC	15/4/2025	1. The Board of Directors reviewed the Report dated 11/04/2025 from the Company's Director "regarding the transfer and rotation of personnel"; 2. The Board of Directors carried out management tasks	100%
9	102/BB-VHTC 102/NQ-VHTC	07/5/2025	1. The Board of Directors reviewed Submission No. 1701/TTr-VHTC dated 05/05/2025 "regarding the implementation of the personnel appointment process"; 2. The Board of Directors reviewed Submission No. 1703/TTr-VHTC dated 05/05/2025 "regarding the reappointment of the Corporate Governance Officer cum Company Secretary"; 3. The Board of Directors reviewed Submission No. 1699/TTr-VHTC dated 05/05/2025 "regarding the proposal for approval of amendments and supplements to the Regulation on Emulation and Commendation at Ha Tu Coal Joint Stock Company – Vinacomin"; 4. The Board of Directors reviewed Submission No. 1702/TTr-VHTC dated 05/05/2025 "regarding the issuance of the regulation on the management of training and development for employees at Ha Tu Coal Joint Stock Company – Vinacomin"; 5. The Board of Directors reviewed Submission No. 1700/TTr-VHTC dated 05/05/2025 "regarding the approval of the plan for the use of the 2025 bonus fund and welfare fund (adjusted)"; 6. The Board of Directors reviewed Submission No. 1717/TTr-VHTC dated 05/05/2025 "regarding the proposal for approval of adjustments and supplements to the 2025 investment plan"; 7. The Board of Directors supervised the business performance results of April 2025 and the implementation of the plan for May 2025.	100%
10	103/BB-VHTC 103/NQ-VHTC	15/5/2025	1. The Board of Directors reviewed the report dated 14/05/2025 "regarding the implementation of the personnel process.";	100%
11	104/BB-VHTC 104/NQ-VHTC	25/5/2025	1. The Board of Directors reviewed Submission No. 1871/TTr-VHTC dated 16/05/2025 regarding the adjustment of the technical design and total cost estimate of the Open-pit Mining Project in the Northern Bang Danh Area. 2. The Board of Directors reviewed Submission No. 2015/TTr-VHTC dated 23/05/2025 from the Company's Director regarding the approval of the Feasibility Study Report for the 2025 Production Support Investment Project. 3. The Board of Directors reviewed Submission No. 2016/TTr-VHTC dated 23/05/2025 from the Company's Director regarding the approval of the investment phase transition plan for 2025. 4. The Board of Directors reviewed Submission No.	100%





No.	Resolution/Decision No.	Date	Content	Approval Rate
			<p>2022/TTr-VHTC dated 26/05/2025 regarding the issuance of the Regulation on Legal Affairs Organization and Operation of the Company.</p> <p>5. The Board of Directors reviewed Report No. 2027/BC-VHTC dated 26/05/2025 on the results of the internal audit for Q2/2025.</p> <p>6. The Board of Directors reviewed Submission No. 2036/TTr-VHTC dated 27/05/2025 regarding the announcement of the expiration of Decision No. 908/QĐ-VHTC dated 31/03/2022 issued by the Board of Directors.</p> <p>7. The Board of Directors supervised the business performance results of April 2025 and implemented the plan for May 2025.</p>	
12	105/BB-VHTC 105/NQ-VHTC	30/5/2025	<p>1. The Board of Directors reviewed the report dated 30/05/2025 from the Company's Director "regarding the appointment of the Company's Deputy Director";</p> <p>2. The Board of Directors reviewed Submission No. 2069/TTr-VHTC dated 30/05/2025 "regarding the approval of the Contractor Selection Plan for the 2025 Production Support Investment Project."</p>	100%
13	106/BB-VHTC 106/NQ-VHTC	24/6/2025	<p>1. The Board of Directors reviewed Submission No. 2324/TTr-VHTC dated 19/06/2025 "regarding the change of the Mine Executive Director."</p> <p>2. The Board of Directors reviewed Submission No. 2342/TTr-VHTC dated 20/06/2025 "regarding the issuance of the Regulation on Occupational Safety and Hygiene Management."</p> <p>3. The Board of Directors carried out management tasks: Implemented the instructions of the Representative of TKV's capital regarding Official Letter No. 3565/TKV-KSNB dated 20/06/2025 "regarding the continued implementation of inspection and supervision recommendations for 2024 and strengthening internal management and governance".(ii) Directive No. 211/CT-TKV dated 11/06/2025 of the General Director of TKV "regarding strengthening the management and implementation of business cost governance".</p> <p>- Supervised the performance of business and production tasks in June and Q2/2025, and implemented the plan for July and Q3/2025.</p>	100%
	<b>DECISION</b>			
1	111/QĐ-VHTC	09/01/2025	Decision on the Approval of the Contractor Selection Plan (CSP) for the Environmental Rehabilitation Project at the Nam Lo Phong Waste Dump to Ensure Drainage and Prevent Landslides in the Upstream Area of Lo Phong Stream	
2	112/QĐ-VHTC	09/01/2025	Decision on the Adjustment of Key Targets in the 2024 Business and Production Plan	
3	115/QĐ-VHTC	09/01/2025	Decision on the Establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders of Ha Tu Coal Joint Stock Company – Vinacomin	



No.	Resolution/Decision No.	Date	Content	Approval Rate
4	116/QĐ-VHTC	09/01/2025	Decision on the Approval of the 2025 Business and Production 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 Outline and Cost Estimate, and the Supplementation of the Contractor Selection Plan for the Consultancy Package on the Appraisal of the Adjusted Technical Design and Construction Cost Estimate of the Open-pit Mining Project in the Northern Bang Danh Area – Ha Tu Coal Joint Stock Company – Vinacomin	
7	316/QĐ-VHTC	22/01/2025	Decision on the Approval of Amendments and Supplements to the Regulation on Labor, Salary, and Income Management of Ha Tu Coal Joint Stock Company – Vinacomin	
8	533/QĐ-VHTC	11/02/2025	Decision on the Approval of Certain Financial Indicators for 2025.	
9	534/QĐ-VHTC	11/02/2025	Decision on the Approval of the Contractor Selection Plan for the Environmental Rehabilitation Project at the Via Tru – Nam Lo Phong Waste Dump to Ensure Drainage and Prevent Landslides in the Upstream Area of 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 Mist Dust Suppression System $\geq 75\text{KW}$ , $R_{px} \geq 120\text{m}$ (Construction and Equipment Installation) (01 System), under the 2024 Production Support Investment Project – Ha Tu Coal Joint Stock Company – Vinacomin	
11	1043/QĐ-VHTC	14/3/2025	Decision on the Approval of the Additional Cost Estimate for the 1/500 Topographic Survey, the Formulation of the 1/500 Detailed Construction Planning, and the Contractor Selection Plan for Package No. 83: 1/500 Topographic Survey, under the Open-pit Mining Project in the Northern Bang Danh Area	
12	1299/QĐ-VHTC	28/3/2025	Decision on the Approval of the Adjustment and Transition of the 2025 Investment Plan of Ha Tu Coal Joint Stock Company – Vinacomin;	
13	1230/QĐ-VHTC	28/3/2025	Decision on the Approval of the Actual Salary Fund for 2024;	
14	1781/QĐ-VHTC	07/5/2025	Decision on the Approval of the Adjustment and Supplementation of the 2025 Investment Plan	
15	1786/QĐ-VHTC	08/5/2025	Decision on the Issuance of the Regulation on the Management of Training and Development for Employees of Ha Tu Coal Joint Stock Company – Vinacomin.	
16	1806/QĐ-VHTC	09/5/2025	Decision on the Reappointment of the Corporate Governance Officer cum Company Secretary;	
17	1818/QĐ-VHTC	09/5/2025	Decision on the Issuance of Amendments and Supplements to the Regulation on Emulation and Commendation at Ha Tu Coal Joint Stock Company –	



No.	Resolution/Decision No.	Date	Content	Approval Rate
			Vinacomin;	
18	2062/QĐ-VHTC	28/5/2025	Decision on the Announcement of the Expiration of Decision No. 908/QĐ-VHTC dated 31/03/2022 of the Board of Directors.	
19	2066/QĐ-VHTC	28/5/2025	Decision on the Issuance of the Regulation on the Organization and Operation of Legal Affairs;	
20	2103/QĐ-VHTC	30/5/2025	Decision on the Approval of the Investment Phase Transition Plan for 2025	
21	2104/QĐ-VHTC	30/5/2025	Decision on the Approval of the Feasibility Study Report for the 2025 Production Support Investment Project	
22	2168/QĐ-VHTC	30/5/2025	Decision on the Appointment of the Company's Deputy Director	
23	2186/QĐ-VHTC	03/6/2025	Decision on the Approval of the Contractor Selection Plan for the 2025 Production Support Investment Project	
24	2455/QĐ-VHTC	24/6/2025	Decision on the Termination of the Position of 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 on the Issuance of the Regulation on Occupational Safety and Hygiene Management	

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## Appendix 2: LIST OF RELATED PERSONS OF THE COMPANY

(Attached to Report No. **2697** /BC-VHTC dated **23/7/2025**)

STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No., date of issue, place of issue	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
1	Ngo Hung Diem				23/8/2023			Affiliated person of internal person
2	Tang Thi Nga				23/8/2023			Affiliated person of internal person
3	Tran Cao				23/8/2023			Affiliated person of internal person
4	Tran Thi Le				23/8/2023			Affiliated person of internal person
5	Ngo The Phong				23/8/2023			Affiliated person of internal person
6	Ngo An Binh				23/8/2023			Affiliated person of internal person
7	Ngo The Lam				23/8/2023			Affiliated person of internal person
8	Nguyen Thi Thanh Tam				23/8/2023			Affiliated person of internal person
9	Ngo The Lu				23/8/2023			Affiliated person of internal person
10	Le Xuan Thuong				23/8/2023			Affiliated person of internal person
11	Ngo The Vinh				23/8/2023			Affiliated person of internal person
12	Nguyen Thi Hong Thai				23/8/2023			Affiliated person of internal person
13	Tran Dinh Tinh				09/01/2025			Affiliated person of internal person
14	Luong Thi Dao				09/01/2025			Affiliated person of internal person
15	Nguyen Thi Thanh Thuy				09/01/2025			Affiliated person of internal person
16	Tran Tuan Kiet				09/01/2025			Affiliated person of internal person
17	Tran Minh Hien				09/01/2025			Affiliated person of internal person
18	Tran Lan Anh				09/01/2025			Affiliated person of internal person
19	Tran Thach Cuong				09/01/2025			Affiliated person of internal person
20	Dinh Thi Huong Loan				09/01/2025			Affiliated person of internal person
21	Tran Quoc Dan				21/02/2018			Affiliated person of internal person



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No., date of issue, place of issue	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
22	Truong Thi Trong				21/02/2018			Affiliated person of internal person
23	Nguyen Thuy Ha				21/02/2018			Affiliated person of internal person
24	Tran Thi Ha Chi				21/02/2018			Affiliated person of internal person
25	Tran Quoc Huy				21/02/2018			Affiliated person of internal person
26	Tran Thi Cam Dung				21/02/2018			Affiliated person of internal person
27	Tran Thi Thu Huong				21/02/2018			Affiliated person of internal person
28	Tran Thi Thu Anh				21/02/2018			Affiliated person of internal person
29	Ta Hong Bo				21/02/2018			Affiliated person of internal person
30	Nguyen Van Tao				21/02/2018			Affiliated person of internal person
31	Tran Chien Thang				21/02/2018			Affiliated person of internal person
32	Dang Van Yen			CCCD	06/09/2012			Affiliated person of internal person
33	Tran Thi Da			CCCD	06/09/2012			Affiliated person of internal person
34	Nguyen Duy San			CCCD	06/09/2012			Affiliated person of internal person
35	Vu Thi Hoi			CCCD	06/09/2012			Affiliated person of internal person
36	Nguyen Bich Thuy			CCCD	06/09/2012			Affiliated person of internal person
37	Dang Gia Bao			CCCD	06/09/2012			Affiliated person of internal person
38	Dang Phuong Thao				06/09/2012			Affiliated person of internal person
39	Dang Thi An			CCCD	06/09/2012			Affiliated person of internal person
40	Dang Thi Binh			ID Card	06/09/2012			Affiliated person of internal person
41	Le Minh Hien			CCCD	06/09/2012			Affiliated person of internal person
42	Bui Xuan Hieu			ID Card	06/09/2012			Affiliated person of internal person
43	Pham Xuan Ha			CCCD	25/04/2022			Affiliated person of internal person
44	Nguyen Tien Sach			CCCD	25/04/2022			Affiliated person of internal person



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No., date of issue, place of issue	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
45	Nguyen Manh Tuan			ID Card	25/04/2022			Affiliated person of internal person
46	Nguyen Tien Dat			CCCD	25/04/2022			Affiliated person of internal person
47	Ngo Thi Giang			ID Card	25/04/2022			Affiliated person of internal person
48	Pham Thi Hien			CCCD	25/04/2022			Affiliated person of internal person
49	Pham Thi Hue			ID Card	25/04/2022			Affiliated person of internal person
50	Pham Manh Hung			ID Card	25/04/2022			Affiliated person of internal person
51	Pham Hung Manh			CCCD	25/04/2022			Affiliated person of internal person
52	Tran Dai Nghia			ID Card	25/04/2022			Affiliated person of internal person
53	Vu Hong Nam			CCCD	25/04/2022			Affiliated person of internal person
54	Trinh Thi Hue			CCCD	25/04/2022			Affiliated person of internal person
55	Nguyen Thi Hoa			ID Card	25/04/2022			Affiliated person of internal person
56	Le Thi Hoa			CCCD	25/04/2022			Affiliated person of internal person
57	Luong Thi Ngoc Bich			ID Card	26/04/2021			Affiliated person of internal person
58	Trinh Dac Hoa			ID Card	26/04/2021			Affiliated person of internal person
59	Trinh Nhu Phuong			ID Card	26/04/2021			Affiliated person of internal person
60	Trinh Minh Duc			CCCD	26/04/2021			Affiliated person of internal person
61	Nguyen Thi Luong Nga			ID Card	26/04/2021			Affiliated person of internal person
62	Nguyen Thac Cuong			ID Card	26/04/2021			Affiliated person of internal person
63	Nguyen Luong Vinh			ID Card	26/04/2021			Affiliated person of internal person
64	Vu Thi Thu Giang			CCCD	26/04/2021			Affiliated person of internal person
65	Duong Tuan Anh			ID Card	26/04/2021			Affiliated person of internal person
66	Nguyen Hong Quyen			ID Card	25/04/2022			Affiliated person of internal person
67	Ngo Ha Phuong				25/04/2022			Affiliated person of internal person



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No., date of issue, place of issue	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
68	Ngo Phuong Thao				25/04/2022			Affiliated person of internal person
69	Ngo Xuan Lang			CCCD	25/04/2022			Affiliated person of internal person
70	Ngo Van Dieu			ID Card	25/04/2022			Affiliated person of internal person
71	Ngo Van Luong			CCCD	25/04/2022			Affiliated person of internal person
72	Pham Thi Thu Huong			ID Card	25/04/2022			Affiliated person of internal person
73	Bui Thi Loan			CCCD	25/04/2022			Affiliated person of internal person
74	Nguyen Van Khoi			ID Card	25/04/2022			Affiliated person of internal person
75	Nguyen Thi Nhu			ID Card	25/04/2022			Affiliated person of internal person
76	Pham Huy Lo			CCCD	25/04/2016			Affiliated person of internal person
77	Dang Thi Tan			CCCD	25/04/2016			Affiliated person of internal person
78	Do Xuan Thanh			CCCD	25/04/2016			Affiliated person of internal person
79	Pham Thi Thom				25/04/2016			Affiliated person of internal person
80	Do Tien Phuong			CCCD	25/04/2016			Affiliated person of internal person
81	Do Thai Binh			CCCD	25/04/2016			Affiliated person of internal person
82	Trinh Thi Hoai			CCCD	25/04/2016			Affiliated person of internal person
83	Do Thi Thuy Trang			CCCD	25/04/2016			Affiliated person of internal person
84	Pham Thi Lieu			CCCD	25/04/2016			Affiliated person of internal person
85	Dang Viet Duc			CCCD	25/04/2016			Affiliated person of internal person
86	Pham Huy Nam			CCCD	25/04/2016			Affiliated person of internal person
87	Dinh Thi Hoa			CCCD	25/04/2016			Affiliated person of internal person
88	Pham Huy Trung			CCCD	25/04/2016			Affiliated person of internal person
89	Nguyen Thi Thu Hien			CCCD	25/04/2016			Affiliated person of internal person
90	Lam Van Voong			ID Card	02/01/2019			Affiliated person of internal person



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No., date of issue, place of issue	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
91	Luc Thi Hat			ID Card	02/01/2019			Affiliated person of internal person
92	Dinh Viet Ngan			ID Card	02/01/2019			Affiliated person of internal person
93	Dinh Thi Thu Hang			CCCD	02/01/2019			Affiliated person of internal person
94	Lam Tien Dung				02/01/2019			Affiliated person of internal person
95	Lam Tien Duy				02/01/2019			Affiliated person of internal person
96	Lam Thuy Thanh				02/01/2019			Affiliated person of internal person
97	Lam Thanh Thuan			ID Card	02/01/2019			Affiliated person of internal person
98	Nguyen Duy Duc			ID Card	02/01/2019			Affiliated person of internal person
99	Nguyen Tien Hau			ID Card	02/01/2019			Affiliated person of internal person
100	Ta Thi Com				25/07/2022			Affiliated person of internal person
101	Nguyen Thi Bac				25/07/2022			Affiliated person of internal person
102	Phan Thi Thuy Hoa				25/07/2022			Affiliated person of internal person
103	Nguyen Quoc Hung				25/07/2022			Affiliated person of internal person
104	Nguyen Truc Quynh				25/07/2022			Affiliated person of internal person
105	Nguyen Thi Thu Huong				18/1/2023			Affiliated person of internal person
106	Nguyen Thi Bich				25/07/2022			Affiliated person of internal person
107	Nguyen Cam Lien				25/07/2022			Affiliated person of internal person
108	Nguyen Cam Nhung				25/07/2022			Affiliated person of internal person
109	Nguyen Trong Binh				25/07/2022			Affiliated person of internal person
110	Nguyen Trong Phu				25/07/2022			Affiliated person of internal person
111	Tran Van Binh				25/07/2022			Affiliated person of internal person
112	Doan Van Dung				25/07/2022			Affiliated person of internal person
113	Ngo Thi Tam				25/07/2022			Affiliated person of internal person



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No., date of issue, place of issue	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
114	Pham Thi Thanh Huong				25/07/2022			Affiliated person of internal person
115	Nguyen Thi Luan				01/06/2025			Affiliated person of internal person
116	Hoang Thi Duc				01/06/2025			Affiliated person of internal person
117	Nguyen Phuong Thao				01/06/2025			Affiliated person of internal person
118	Phan Ngoc Minh Chau				01/06/2025			Affiliated person of internal person
119	Phan Ngoc Chau Anh				01/06/2025			Affiliated person of internal person
120	Phan Hoanh Son				01/06/2025			Affiliated person of internal person
121	Bui Van Inh				01/11/2024			Affiliated person of internal person
122	Dinh Thu Hoan				01/11/2024			Affiliated person of internal person
123	Bui Thi Dung				01/11/2024			Affiliated person of internal person
124	Hua Thi Anh				01/11/2024			Affiliated person of internal person
125	Bui Tuan Minh				01/11/2024			Affiliated person of internal person
126	Bui Thanh Huyen				01/11/2024			Affiliated person of internal person
127	Tran Duy Hung				01/11/2024			Affiliated person of internal person
128	Hua Ngoc Son				01/11/2024			Affiliated person of internal person
129	Pho Thu Hang				01/11/2024			Affiliated person of internal person
130	Hua Tien Dung				01/11/2024			Affiliated person of internal person
131	Tran Thi Tham				01/11/2024			Affiliated person of internal person
132	Nguyen Van Thuan			CCCD	06/01/2020			Affiliated person of internal person
133	Nguyen Ngoc Mai				06/01/2020			Affiliated person of internal person
134	Nguyen Thu Ha				06/01/2020			Affiliated person of internal person
135	Nguyen Thi Phuong			CCCD	06/01/2020			Affiliated person of internal person
136	Nguyen Quang Trung			CCCD	06/01/2020			Affiliated person of internal person



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No., date of issue, place of issue	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
137	Dinh Thi Huong			CCCD	06/01/2020			Affiliated person of internal person
138	Nguyen Viet Hoa			CCCD	06/01/2020			Affiliated person of internal person
139	Nguyen Thi Huyen			CCCD	06/01/2020			Affiliated person of internal person



### Appendix 3

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

(Issued with Report **2697**/BC-VHTC, dated **23/07/2025** of the Board of Directors)

No	Name of organization/individual	Relationship with the company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, Quantity, Total Transaction Value in the First 6 Months of 2025	Note
1	<p>Vietnam National Coal – Mineral Industries Group (TKV) The subsidiaries and affiliates under TKV include:</p> <ul style="list-style-type: none"> <li>- Hon Gai Coal Preparation Company – Vinacomin;</li> <li>- Cam Pha Port and Logistics Company – Vinacomin;</li> <li>- TKV One Member Limited Liability Environmental Company;</li> <li>- Quang Ninh Coal Processing Company – TKV;</li> <li>- Viet Bac Mining Mechanical Joint Stock Company – VVMI;</li> <li>- Machinery Manufacturing Joint Stock Company – Vinacomin;</li> <li>- Automotive Industry Joint Stock Company – Vinacomin;</li> <li>- Information Technology, Technology, and Environment Joint Stock Company – Vinacomin;</li> <li>- Vietnam Coal and Mineral College;</li> <li>- Institute of Energy and Mining Mechanical Engineering – Vinacomin;</li> <li>- Materials Joint Stock Company – TKV;</li> <li>- Hon Gai Materials Enterprise – a branch of TKV Materials JSC</li> <li>- Hanoi Branch – TKV Materials Joint Stock Company;</li> <li>- Branch of Machinery Manufacturing Joint Stock Company – Vinacomin;</li> <li>- Mao Khe Mechanical Joint Stock Company – Vinacomin;</li> <li>- Specialized Coal Mine Project Management Board – a unit of TKV;</li> <li>- TKV One Member Limited Liability Environmental Company;</li> <li>- Mining Geology Joint Stock Company – TKV;</li> <li>- Inspection Joint Stock Company – Vinacomin;</li> <li>- Mining and Industrial Investment Consulting</li> </ul>	Major shareholder	<p>Enterprise code: 5700100256 Department of Planning and Investment Hanoi</p>	No. 3 Duong Dinh Nghe, Yen Hoa, Cau Giay, Hanoi	From 2025 until further change	<p>No. 01/NQ-DHDCD dated April 25, 2024 and No. 66/NQ-VHTC dated January 17, 2024</p>	<p>The contract is of a principle nature and does not specify a particular value. For contracts/transactions with specific value, the contract value is less than 35% of the Company's total assets according to the latest audited financial statements.</p> <p>Total value of contracts executed in the first 6 months of 2025 between TKV and its subsidiaries: VND 2,873.5 billion.</p> <p>Cash dividend payment to TKV in 2025: VND 3,759,210,000.</p>	TKV holds 65% of the Company's charter capital.



No	Name of organization/individual	Relationship with the company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, Quantity, Total Transaction Value in the First 6 Months of 2025	Note
	Joint Stock Company – Vinacomin - Geology and Minerals Joint Stock Company – Vinacomin; - Viet Bac Geology Joint Stock Company – TKV; - Commercial and General Services Enterprise – a unit of Mining and Industrial Investment Consulting JSC; - Mining Science and Technology Institute – Vinacomin; - Cam Pha Mining Chemical Industry Company; - Transportation and Miner Shuttle Joint Stock Company – Vinacomin; - Mine Rescue Center – Vinacomin; - Quang Ninh Mining Chemical Industry Company and other joint stock companies in which TKV holds a controlling interest.							
2	Vinacomin Tourism and Trade Joint Stock Company	The Head of SB of THT is a member of the Company's SB	Business Registration Number: 0100101298; 01/11/2004; Department of Planning and Investment: Hanoi	Viet A Building, Duy Tan Street, Cau Giay District, Hanoi	From 2023 until further change	No. 66/NQ-VHTC dated January 17, 2024	Providing meals for workers over 3 years: VND 100.2 billion Total contract value executed in the first 6 months of 2025: VND 17.97 billion	
3	Deo Nai – Coc 6 – TKV Joint Stock Company	TBK S THT is the Head of the Company's SB	Business Registration Number 5700101002	Cam Tay Ward, Cam Pha City, Quang Ninh Province			No transactions have occurred	
4	Mining and Industrial Investment Consulting Joint Stock Company – Vinacomin, Trading and General Services Enterprise	Chairman of the BOD of THT is the Chair	Tax Code: 0500237543	565 Nguyen Trai Street, Thanh Xuan Ward, Hanoi	From 2025 until further change	No. 66/NQ-VHTC dated January 17, 2024	Branch of Mining and Industrial Investment Consulting JSC – Vinacomin, Trading, General	



No	Name of organization/individual	Relationship with the company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, Quantity, Total Transaction Value in the First 6 Months of 2025	Note
		man of the Company's BOD.		Thanh Xuan District, Hanoi			Services and Construction Enterprise. Total contract value executed in the first 6 months of 2025: VND 4,753 billion	
5	Power Corporation – TKV	Chairman of the BOD of THT is the Chairman of the Company's BOD.	Tax Code: 0104297034	No. 78, 2nd Floor, SANNA M Building – Duy Tan Street, Dich Vong Hau Ward, Cau Giay District, Hanoi			No transactions have been incurred	
6	Nui Beo Coal Joint Stock Company – Vinacomin	Chairman of the BOD of THT is the Chairman of the Company's BOD.	Tax Code: 5700101700	Address: No. 799, Bach Dang Ward, Ha Long City, Quang Ninh Province			Total contract value executed in 2024: VND 30.03 million	

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# Appendix No. 4: THE LIST OF INTERNAL PERSONS AND AFFILIATED PERSONS OF INTERNAL PERSONS

(Attached to Report No. 2697/BC-VHTC dated 23/7/2025)

STT	Name	Securities trading account	Position at the company	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
1	Ngo The Phiet		Chairman of the Board of Directors since August 23, 2023	15.969.844	65	TKV capital contribution
1.01	Ngo Hung Diem					Father
1.02	Tang Thi Nga					Mother
1.03	Tran Cao					father in law
1.04	Tran Thi Le					Wife
1.05	Ngo The Phong					Child
1.06	Ngo An Binh					Child
1.07	Ngo The Lam					younger brother
1.08	Nguyen Thi Thanh Tam					sister in law
1.09	Ngo The Lu					younger brother
1.10	Le Xuan Thuong					sister in law
1.11	Ngo The Vinh					younger brother
1.12	Nguyen Thi Hong Thai					sister in law
2	Tran Quoc Tuan	Board Member, Director	Manager			internal person
2.01	Tran Dinh Tinh					Father
2.02	Luong Thi Dao					Mother in law
2.03	Nguyen Thi Thanh Thuy					Wife
2.04	Tran Tuan Kiet					Child



STT	Name	Securities trading account	Position at the company	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
2.05	Tran Minh Hien					Child
2.06	Tran Lan Anh					younger brother
2.07	Tran Thach Cuong					younger brother
2.08	Dinh Thi Huong Loan					sister in law
<b>3</b>	<b>Tran Quoc Toan</b>		<b>Vice president</b>	<b>120</b>	<b>0.0005</b>	<b>internal person</b>
3.01	Tran Quoc Dan					Father
3.02	Truong Thi Trong					Mother
3.03	Nguyen Thuy Ha					Wife
3.04	Tran Thi Ha Chi					offspring
3.05	Tran Quoc Huy					offspring
3.06	Tran Thi Cam Dung					Sister
3.07	Tran Thi Thu Huong					Sister
3.08	Tran Thi Thu Anh					younger brother
3.09	Ta Hong Bo					brother in law
3.10	Nguyen Van Tao					brother in law
3.11	Tran Chien Thang					brother in law
<b>4</b>	<b>Dang Van Tinh</b>		<b>Board Member</b>			<b>internal person</b>
4.01	Dang Van Yen					Father
4.02	Tran Thi Da					Mother
4.03	Nguyen Duy San					father in law
4.04	Vu Thi Hoi					Mother in law





STT	Name	Securities trading account	Position at the company	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
4.05	Nguyen Bich Thuy					Wife
4.06	Dang Gia Bao					offspring
4.07	Dang Phuong Thao					offspring
4.08	Dang Thi An					younger brother
4.09	Dang Thi Binh					younger brother
4.10	Le Minh Hien					brother in law
4.11	Bui Xuan Hieu					brother in law
<b>5</b>	<b>Pham Thi Hai</b>		<b>Board Member</b>			<b>internal person</b>
5.01	Pham Xuan Ha					Father
5.02	Nguyen Tien Sach					Husband
5.03	Nguyen Manh Tuan					Child
5.04	Nguyen Tien Dat					Child
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 brother
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



STT	Name	Securities trading account	Position at the company	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
5.14	Le Thi Hoa					Sister in law
<b>6</b>	<b>Nguyen Thi Luong Anh</b>		<b>Member of BOS</b>			<b>internal person</b>
6.01	Luong Thi Ngoc Bich					Mother
6.02	Trinh Dac Hoa					Husband
6.03	Trinh Nhu Phuong					offspring
6.04	Trinh Minh Duc					offspring
6.05	Nguyen Thi Luong Nga					younger brother
6.06	Nguyen Thac Cuong					Brother-in-law
6.07	Nguyen Luong Vinh					younger brother
6.08	Vu Thi Thu Giang					sister in law
6.09	Duong Tuan Anh					son in law
<b>7</b>	<b>Ngo Duy Da</b>		<b>Member of BOS</b>			<b>internal person</b>
7.01	Nguyen Hong Quyen					Wife
7.02	Ngo Ha Phuong					offspring
7.03	Ngo Phuong Thao					offspring
7.04	Ngo Xuan Lang					brother
7.05	Ngo Van Dieu					younger brother
7.06	Ngo Van Luong					younger brother
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



STT	Name	Securities trading account	Position at the company	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
7.10	Nguyen Thi Nhu					Mother in law
<b>8</b>	<b>Pham Thi Lan Huong</b>		<b>Member of BOS</b>	<b>3000</b>	<b>0.01</b>	<b>Insider</b>
8.01	Pham Huy Lo					Father
8.02	Dang Thi Tan					mother
8.03	Do Xuan Thanh					father in law
8.04	Pham Thi Thom					Mother in law
8.05	Do Tien Phuong					Husband
8.06	Do Thai Binh					Child
8.07	Trinh Thi Hoai					daughter in law
8.08	Do Thi Thuy Trang					Daughter
8.09	Pham Thi Lieu					Older sister
8.10	Dang Viet Duc					brother in law
8.11	Pham Huy Nam					Younger brother
8.12	Dinh Thi Hoa					sister in law
8.13	Pham Huy Trung					Younger brother
8.14	Nguyen Thi Thu Hien					sister in law
<b>9</b>	<b>Lam Anh Tuan</b>		<b>Vice President</b>			<b>internal person</b>
9.01	Lam Van Voong					Father
9.02	Luc Thi Hat					Mom
9.03	Dinh Viet Ngan					father in law
9.04	Dinh Thi Thu Hang					Wife



STT	Name	Securities trading account	Position at the company	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
9.05	Lam Tien Dung					Son
9.06	Lam Tien Duy					Son
9.07	Lam Thuy Thanh					younger brother
9.08	Lam Thanh Thuan					younger brother
9.09	Nguyen Duy Duc					brother in law
9.10	Nguyen Tien Hau					brother in law
<b>10</b>	<b>Nguyen Trong Hieu</b>		<b>Vice president</b>			<b>internal person</b>
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					offspring
10.05	Nguyen Truc Quynh					offspring
10.06	Nguyen Thi Thu Huong					daughter in law
10.07	Nguyen Thi Bich					Sister
10.08	Nguyen Cam Lien					Sister
10.09	Nguyen Cam Nhung					Sister
10.10	Nguyen Trong Binh					brother
10.11	Nguyen Trong Phu					younger brother
10.12	Tran Van Binh					brother in law
10.13	Doan Van Dung					brother in law
10.14	Ngo Thi Tam					Sister in law



STT	Name	Securities trading account	Position at the company	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
10.15	Pham Thi Thanh Huong					sister in law
<b>11</b>	<b>Phan Ngu Hoanh</b>		<b>Vice president</b>			<b>Insider</b>
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					offspring
11.05	Phan Ngoc Chau Anh					offspring
11.06	Phan Hoanh Son					younger brother
<b>12</b>	<b>Bui Thanh Binh</b>		<b>In charge of financial accounting</b>			<b>internal person</b>
12.01	Bui Van Inh					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					offspring
12.06	Bui Thanh Huyen					younger brother
12.07	Tran Duy Hung					brother in law
12.08	Hua Ngoc Son					Brother in law
12.09	Pho Thu Hang					Sister in law
12.10	Hua Tien Dung					Brother in law
12.11	Tran Thi Tham					Sister in law



STT	Name	Securities trading account	Position at the company	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
13	Nguyen Phuong Nhung		Corporate Governance Officer – Authorized Person for Information Disclosure			internal person
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 brother
13.06	Dinh Thi Huong					sister in law
13.07	Nguyen Viet Hoa					father in law
13.08	Nguyen Thi Huyen					Mother in law